



EXECUTIVE COUNCIL CODE OF CONDUCT

Whereas it is incumbent on the leaders of the European Chiropractors' Union to command the confidence and respect of the profession, other healthcare professionals, the public and the ECU General Council, the Executive Council adopts the following standards of ethical behaviour.

1 SCOPE

- 1.1 Officers of the ECU Executive Council, Officers of the European Academy of Chiropractic and the ECU Convention Academic Organiser (hereafter referred to as Officers) are required to comply with this code of conduct.
- 1.2 On appointment to any of these positions incumbents are required to confirm their commitment to be guided by the code of conduct.

2 CONFLICTS OF INTEREST

- 2.1 Officers shall at all times act in the best interests of the ECU in all their official dealings and shall adhere to the policies agreed by the ECU General Council.
- 2.2 Officers have a duty to avoid placing themselves under obligation to any organisation or individual which might affect their ability to act impartially and objectively as ECU members.
- 2.3 All officers shall provide accurate information for the Executive Council Register of Interests.
- 2.4 In the event of a conflict of interest arising, the officer(s) concerned shall declare a conflict and shall withdraw from the discussions concerned. They shall not have a vote in any relevant decisions.
- 2.5 Those who sit on ECU award judging bodies shall be precluded from receiving the awards under consideration.

3 ECU DISCUSSIONS

- 3.1 Save in the circumstances covered by 2.4 above, all officers have a duty to participate fully in ECU affairs and, in particular, to attend meetings to which they are invited. Unless prevented by virtue of confidentiality or the law they shall be open with their colleagues.
- 3.2 Officers shall distinguish clearly, when writing or speaking, between their personal views or any views based on affiliation to others (e.g. a national chiropractic association) and those of the Executive Council.
- 3.3 Discussions at the General Council, Executive Council or bodies reporting to them shall be treated as confidential.

- 3.4 Once a decision has been reached by an ECU body, officers shall accept collective responsibility for the decision and shall support the effective communication and implementation of the decision.
- 3.5 Any communications with the media, including social media, that is likely to be interpreted as the view of the ECU, shall be agreed in advance with a member of the Executive Council and shall reflect the officer's duty to support collective ECU responsibility.

4 WORKING PRINCIPLES

- 4.1 Officers have a duty to lead by example:
- Demonstrating respect to colleagues and conducting themselves without regard to ethnicity, religion, age, gender or sexual orientation.
 - Behaving in an ethical way in support of the common purpose represented by the ECU.
 - Adopting an open manner, sharing information and listening actively to others.
 - Offering ideas and being open to the ideas of others.
 - Taking responsibility for contributing to the achievement of ECU goals and for the quality of ECU work.
 - Working constructively to solve problems and find solutions to difficulties.
 - Demonstrating the value of continuing professional development and seeking to improve the performance of the ECU.
- 4.2 Officers have a duty to raise any concerns about possible wrongdoing within the ECU with a member of the Executive Council or, in the event of the alleged wrongdoing being by the Executive Council, with a senior member of the General Council.
- 4.3 Any officer who is adjudged bankrupt or made arrangements with creditors, who has been convicted of a criminal offence, or found guilty of misconduct by a professional or regulatory body shall advise the Secretary General and may be removed from office subject to appeal to the General Council.
- 4.4 Officers have a duty to raise with the ECU President and Secretary General any concerns about non-compliance with this code of conduct by an ECU officer. (In the event that the concerns relate to the President, the Vice President shall assume this duty.)
- 4.5 The President (or Vice President if the President is a signatory or subject of the complaint) shall convene a Disciplinary Panel to investigate allegations of serious misconduct by an ECU Officer. The Panel shall comprise the President/Vice President, the Secretary General, at least two members of the General Council and one external person. Allegations shall be made in writing and supported by evidence and the officer(s) under investigation may be required to attend before the Panel. The results shall be notified to the defendant in writing who may appeal to the General Council provided that that is done in writing within one calendar month of notification of the Panel's decision.
- 4.6 If complaints or allegations against an officer are upheld, the officer may be subject to a sanction that may include removal from office.

Approved by the General Council, November 2017