



### INTRODUCTION

The European Dialysis and Transplant Nurse's Association/European Renal Care Association's mission is "Achieving the best standard of education, standards and research for all renal care professionals caring and supporting their patients and families around the world".

Subsequently, it envisions to be the most recognized multidisciplinary Renal Care Association in Europe and acting Worldwide by providing continued education, standards and research in renal care.

Pursuant to the aforementioned goals, EDTNA/ERCA has herein designed a Code of Conduct in order to preserve its long tradition of utmost professionalism, integrity, and credibility as a leading organization with the general public and within the Association.

### AIM

The purpose of this Code of Conduct is to maintain high standards of conduct, assist members and affiliates, i.e. service providers, delegates, clients in their work with the Association, and to protect the best interests of the Association according to its Mission and Vision.

This Code of Conduct establishes the behavior standards expected from every single EDTNA/ERCA Member and affiliate.

The EDTNA/ERCA Code of Conduct is driven by the fact that the Association's reputation and overall work environment are reliant upon the actions and the behavior of all individuals affiliated with it.

Ultimately, this Code of Conduct aims at ensuring that all members and affiliates will observe the highest standards of propriety and act in the best interests of the Association at all times.

### THE EDTNA/ERCA CODE OF CONDUCT COVERS THE FOLLOWING:

#### SERVICE

Members and affiliates must act with fairness, honesty, integrity, and openness. Moreover, the mission and the vision of the Association shall be respected and promoted in all dealings with the public and any partnership while representing EDTNA/ERCA.

#### ACCOUNTABILITY

Compliance with both the letter and spirit of the general governing laws and legislation that apply to the responsibilities performed on behalf of the Association is required. Members and affiliates must take responsibility for their actions and decisions while not exceeding their own authority or violating that of others.



## CONFIDENTIALITY AND CONFLICT OF INTEREST

It is required that handling of confidential information and conflict of interest be upheld. In case of conflict of interest, the interest shall be formally disclosed to the Association thus refraining from attempting to persuade or influence members, affiliates and the general public involved. All information provided and gained in representation or as part of EDTNA/ERCA shall remain strictly confidential.

## RESPECT & DISCRIMINATION

No one is to be marginalized. Discrimination and prejudice are not tolerated in relation to the Association's functions, events, and overall work environment on the basis of gender, race, religion, age, disability, sexual orientation, pregnancy, marital status, nationality, political opinion, trade union affiliation, and social or ethnic origin.

## HARASSMENT, ABUSE, & MISCONDUCT

All members and affiliates will be treated with respect and dignity as the Association is committed to an overall work environment free of harassment, violence, intimidation, bias, and abuse.

In other words, EDTNA/ERCA prohibits all members and affiliates from committing acts of violence or intimidation whether it is physical or verbal.

Members and affiliates shall never be subjected to harsh or inhumane treatment, including but not limited to verbal abuse and harassment, psychological harassment, mental and physical coercion, and sexual harassment under any given circumstances.

All members and affiliates must also refrain from demeaning, discriminatory, or harassing behavior and speech. Harassment includes, but is not limited to: deliberate intimidation, stalking, unwanted photography or video recording, sustained or wilful disruption of talks or other events, inappropriate physical contact, use of sexual or discriminatory imagery, comments or jokes; and unwelcome sexual attention.

Harassment or offensive behaviour will not be tolerated at our Conferences or in any other situation in which EDTNA/ERCA is being represented.

## IMPLEMENTATION AND CONSEQUENCES

Any member and affiliate of EDTNA/ERCA may be admonished, suspended, or expelled due to conduct, acts, or omissions that are contrary to the spirit and letter of the Code of Conduct and the Constitution.

Strict observance of the EDTNA/ERCA Code of Conduct by all members and affiliates is essential to maintaining the Association's reputation and long-standing tradition as a leading world-wide organization. Therefore, all EDTNA/ERCA members and affiliates shall adhere to this Code of Conduct.

Volunteers are allowed to represent the Association only when explicitly authorized by a specific mandate issued by the Executive Committee. Any use of the Association's email address, email, logo or any EDTNA/ERCA branding must be strictly limited to official Association activities. Personal use or use for purposes unrelated to the Association is strictly prohibited.