



RITA Patient Advocacy Group (RIPAG)

Code of Conduct & Ethics

The Code of Conduct & Ethics is fundamental to the values of any association. Associations, as well as its representatives, are expected to adopt the standards of dignity, fairness and integrity.

The RIPAG is committed to providing a safe, respectful, inclusive and flexible environment that is free from discrimination, harassment, sexual harassment and bullying. We do not tolerate or condone any form of such behaviours. This Code of Practice outlines expected standards of behaviour by all members. A breach of this Code of Conduct & Ethics may lead to disciplinary action, result in permanent exclusion from RIPAG, and/or, if the breach is of a criminal nature, may be reported to the police.

Scope

All RIPAG members must comply with this Code of Conduct & Ethics. For the purposes of this Code, members are defined as:

- Board Members, Council Members, Representatives, Patient Advocates, as well as associations members.

Standards of behaviour

RIPAG is responsible for promoting a safe, respectful, inclusive and flexible environment by:

- Treating all members with dignity, courtesy and respect
- Respecting cultural, ethnic, religious, gender and sexual orientation differences
- Behaving in a professional, fair and courteous manner at all times
- Promptly reporting any breaches of this Code of Conduct & Ethics, whether it is against you or another person, to the RIPAG Board
- Maintaining confidentiality when complaints are made and/or under investigation
- Abiding by all applicable laws and regulations

Unacceptable behaviour

- Abuse or threaten to abuse (verbally, physically or in writing) another person
- Physically or sexually assault another person
- Discriminate or unfavourably treat someone because of their race, sex, age, sexual orientation, disability or other personal characteristics
- Intimidate, threaten or harass another person
- Sexually harass another person with unwanted, unwelcome or uninvited behaviour
- Bully, isolate, unjustly discredit or humiliate another person
- Victimise, unjustly treat or threaten someone
- Behave improperly or unethically

Burden of proof

A member reporting unacceptable behaviour (see above) must establish facts, clear and convincing evidence, which allow a presumption to be made that unacceptable behaviour has occurred. If the member is able to do this, then the burden of proof shifts to the accused to demonstrate that acts complained about do not constitute unacceptable behaviour. Once a complainant has made allegations of fact, the RIPAG Board then forms an opinion, and takes the necessary action. The RIPAG Board's decision is final and without the right of appeal.

Facts/proofs may include e-mails, letters, messages, voice messages, phone calls, police reports and computer logs.

Member acknowledgment

By applying to be a member within the RIPAG, you are automatically accepting this Code of Conduct & Ethics. Refusal to accept this, results in an automatic expulsion.

Last update: September 2019.