

American Society for Post-Surgical Pain (ASPSP) Code of Conduct and Ethics

1. Purpose

The American Society for Post-Surgical Pain (ASPSP) is committed to upholding the highest standards of ethical conduct in all its activities. This Code of Conduct and Ethics (the "Code") outlines the principles and guidelines that govern the behavior of all members, board members, officers, volunteers, and staff in their interactions within the Organization and with external stakeholders. The Code is designed to promote integrity, transparency, accountability, and respect for others.

2. Scope

This Code applies to all members of ASPSP, including board members, officers, committee members, volunteers, and staff. All individuals associated with the Organization are expected to read, understand, and adhere to the principles outlined in this Code.

3. Guiding Principles

The following principles form the foundation of ASPSP's ethical conduct:

- **Integrity:** We act with honesty, fairness, and transparency in all dealings, ensuring that our actions reflect positively on the Organization.
- **Accountability:** We take responsibility for our actions and decisions, and we are answerable to our members, stakeholders, and the public.
- **Respect:** We treat all individuals with dignity, courtesy, and respect, regardless of their background, role, or position.
- **Confidentiality:** We protect confidential information entrusted to us and do not disclose it without proper authorization or legal obligation.
- **Compliance:** We comply with all applicable laws, regulations, and internal policies, and ensure that our actions align with the Organization's mission and values.

4. Ethical Conduct

Members, board members, officers, volunteers, and staff of ASPSP are expected to:

- **Act in the Best Interests of ASPSP:** All actions and decisions should be made with the best interests of the Organization in mind, avoiding conflicts of interest and ensuring that personal or financial gain does not influence decisions.
- **Uphold the Mission and Values:** Every individual should work to further the mission of ASPSP and uphold its core values in all activities and interactions.
- **Engage in Professional and Respectful Communication:** All communication, whether written or verbal, should be conducted in a professional, respectful, and constructive manner. Harassment, discrimination, or any form of abusive behavior will not be tolerated.
- **Promote Inclusivity and Diversity:** ASPSP values diversity and inclusivity and expects all individuals to respect and promote these values in their interactions within the Organization and with external parties.

- **Protect the Organization's Assets:** ASPSP's assets, including financial resources, intellectual property, and physical property, should be used responsibly and only for legitimate purposes that further the Organization's mission.
- **Maintain Transparency:** Decision-making processes and actions should be conducted in an open and transparent manner, allowing for accountability and fostering trust among members and stakeholders.

5. Conflicts of Interest

All individuals associated with ASPSP must avoid situations where their personal, professional, or financial interests conflict with the interests of the Organization. Any potential conflicts of interest must be disclosed as outlined in the Organization's Conflict of Interest Policy.

6. Confidentiality

Members, board members, officers, volunteers, and staff must maintain the confidentiality of all sensitive or proprietary information received in the course of their duties. This includes, but is not limited to, financial data, membership information, strategic plans, and any other information that is not public. Unauthorized disclosure of confidential information is strictly prohibited.

7. Reporting and Addressing Violations

Any individual who becomes aware of a violation or potential violation of this Code is encouraged to report it to the appropriate authority within the Organization, such as the Board Chair or a designated ethics officer. All reports will be treated seriously and confidentially, and no individual will face retaliation for reporting in good faith.

8. Disciplinary Action

Violations of this Code may result in disciplinary action, up to and including termination of membership, removal from the board, or dismissal from a volunteer or staff position. The nature and severity of the disciplinary action will be determined by the Organization's leadership, in accordance with its bylaws and procedures.

9. Acknowledgment

All members, board members, officers, volunteers, and staff are required to acknowledge that they have received, read, and understand this Code of Conduct and Ethics, and agree to comply with its principles.

10. Review and Amendments

This Code of Conduct and Ethics will be reviewed periodically by the Board of Directors to ensure it remains relevant and effective. Any amendments to the Code must be approved by the Board.