

Code of Conduct

The Spinal Cord Injury Network was established in 2008 as an alliance of researchers, clinicians, and people with a spinal cord injury who are committed to facilitating recovery from spinal cord injury. The Code of Conduct below has been drawn up to underpin this vision.

The Code of Conduct for all Board Members, Committee Members and staff is as follows:

General Principles

- Act with honesty and integrity at all times
- Carry out duties diligently
- Respect the rights and views of people with a spinal cord injury
- Respect colleagues both outside and within the Network
- Consider the best interests of the Network in fulfilling responsibilities
- Loyalty to the Network and its ideals
- Demonstrate exemplary behaviour in regard to safety and risk management
- Provide complete and correct information to authorised persons, fellow members and auditors when asked
- Never make improper use of position, or from the information gained through that position, to the advantage of yourself or any other person

Fairness and Equity

- Act in a reasonable, just and non-discriminatory manner
- No harassment or discrimination on the grounds of age, sex, pregnancy, disability (includes past, present or possible future disability), race, colour, ethnic or ethno-religious background, descent or nationality, marital status, carer's responsibilities, homosexuality, or transgender when dealing with other staff or members of the public
- Take all reasonable steps to ensure that the information upon which decisions or actions are based is factually correct and not misleading, and that all relevant information has been obtained

Confidential Information

Board and Committee meeting discussion is confidential. Issues of a highly confidential nature should be flagged by individuals at meetings.

- Maintain the confidentiality of information made available and of Board and Committee decisions

Confidential information should not be released unless:

- Required by law;
- The provider has consented to the release;
- Permission has been given by the Chair of the Board, the Chief Executive Officer or appropriate committee Chair

Conflicts of Interest

- Declare any real, perceived or potential conflict of interest and act to manage this appropriately

Public Comment

- The Chair of the Board and the Chief Executive Officer only are authorised to speak publically on behalf of the Network. In the absence of specific Board/Chief Executive Officer approval, no other person can purport to speak on behalf of the Network
- Refrain from making public comments expressing a personal view where this is in conflict with the Network's position

Gifts, Benefits and Donations

- Token gifts and benefits should be accepted only if they are not compromising the individual or the Network. If the Network representative is in any doubt about whether or not a gift is token, he or she should discuss it with the Chief Executive Officer
- A Network representative must never demand or request any gift or benefit for the member or anyone else in connection with his or her work
- A Network representative should not accept any gift or benefit if he or she thinks that the person offering the gift, or a fair observer, is likely to expect the Network representative to be influenced in the way that he or she does his or her job as a result of the gift
- Only Board members, the Chief Executive Officer or staff permitted by the Chief Executive Officer, should approach organisations to seek donations to the Network

Corrupt and Unethical Conduct

- If a Network representative is aware of any possible corrupt or unethical conduct he or she must report it to the Chief Executive Officer

Breaches of the Code

Breaches of this Code of Conduct will result in sanction and disciplinary action. This includes termination of an appointment.

The Code of Conduct has been approved by the Board of the Spinal Cord Injury Network.