

## **Code of Ethics [Conduct] for Members**

**Date: October 2019**

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**RACI is a professional society; all members are bound by the RACI's code of conduct.**

### *1. Inclusivity*

*A member must*

- 1.1 never act in a way that could be interpreted as discriminatory or make statements that could be construed to be discriminatory.  
Discrimination is defined as any distinction, exclusion or preference made on the basis of race, colour, gender, sexual orientation, disability, religion, political opinion, national extraction or social origin that has the effect of nullifying or impairing equality of opportunity or treatment.
- 1.2 treat all colleagues, associates and stakeholders with respect and dignity
- 1.3 act with fairness and impartiality in all activities
- 1.4 demonstrate high professional and ethical standards
- 1.5 respect the rights of others
- 1.6 never make statements or behave in a ways which are abusive or intimidatory in nature

### *2. Integrity*

*A member must*

- 2.1 be honest and objective in their field of work and must not wilfully mislead others
- 2.2 ensure their work is objective, lawful, and validated by any decisions or recommendations being taken in a fair and impartial manner
- 2.3 maintain and enhance the integrity and reputation of the profession
- 2.4 not claim another's research, reports, or ideas and represent them as their own original work. Proper credit and acknowledgement must be given to those whose original work is used in the course of the member's professional endeavours.
- 2.5 not use any unfair, improper or questionable method of securing professional work or advancement

- 2.6 not use for their personal gain or advantage, nor disclose confidential information which they may acquire as a result of special opportunities arising out of work done for their client or employer
- 2.7 not knowingly allow their name to be associated with a misleading advertisement or statement
- 2.8 declare any conflicts of interest that arise through the professional activities and only proceed once these have been resolved
- 2.9 be aware of the potential impact of statements made through social media channels and understand that comments made might be taken as representing the general opinion of the membership
- 2.10 not act in such a manner that, in the opinion of the Board, brings or could bring the RACI into disrepute

### 3. *Competency*

#### *A member must*

- 3.1 perform work only in their areas of competence and inform their employer or client when, in the Member's opinion, the advice of a third-party specialist or expert is necessary
- 3.2 only issue or publish reports or statements that are an accurate record of soundly based observation and experiment and of logical deductions. Any statements that are expressing an opinion must be clearly identified as such.
- 3.3 maintain and develop knowledge, expertise and skills in their chosen field of employment and the regulations pertaining to it to the level required to provide the services offered
- 3.4 fulfil any contractual responsibilities to the best of their ability

### 4. *Leadership*

#### *A member must*

- 4.1 advance the honour, integrity, and dignity of the profession of chemistry, with their prime responsibility being the welfare, health and safety of the community at all times
- 4.2 conduct themselves in a professional manner at all times and act as a positive role model
- 4.3 afford to those under their direction every reasonable opportunity to advance their knowledge and experience, and ensure that proper credit is given for work that has been performed by them

### 5. *Breaches*

Breaching the RACI's code of conduct will be addressed through the disciplinary code as laid out in the governance documentation.