

Ethics Committee

Ethical Standards

1. **HONESTY** – We are honest in all dealings. We do not attempt to mislead or deceive others by misrepresentations, overstatements, partial truths, selective omissions, or other means.
2. **INTEGRITY AND ACCOUNTABILITY** – We are principled, honorable, and trustworthy. We keep our word and follow through on our commitments. We acknowledge and accept personal responsibility for our behavior and decisions. If we have been mistaken, we are willing to humbly ask forgiveness, and seek to correct our behavior going forward. We adhere to all applicable laws, by-laws, and non-profit organization regulations.
3. **CONCERN FOR OTHERS** – We treat everyone with lovingkindness, including ourselves. We are careful—full of caring—in the words we use in our deliberations. We do everything we can to relieve suffering, inspire healing, create harmony, and ensure unity.
4. **FAIRNESS AND RESPECT FOR OTHERS** – We treat all people with equal respect and dignity regardless of gender, sexual orientation, race, spiritual/religious beliefs, ethnic/national origin, academic credentials, or any other demographic. We honor each individual, respecting their privacy, rights, and interests. We maintain a commitment to justice, tolerance, and acceptance of diversity.
5. **LOYALTY** – As IANDS leaders and volunteer and paid staff members, we work to advance, and not to undermine, the mission, goals, decisions, and financial well-being of IANDS; we do not use our affiliation with IANDS for personal advantage or gain; we ensure that our commitments to other organizations and endeavors do not adversely affect our commitment to IANDS; and we publicly disclose any conflicts of interest.
6. **COOPERATION** – We foster cooperation and collaboration in group activities. We value the ideas of others, seeking and sharing information and opinions when decisions are being made.
7. **COMPETENCE** – In positions of leadership, we function without significant impairment in cognitive, psychological, or emotional areas. If we are asked to seek professional assessment, we will accept the best intentions of our fellow IANDS members and follow through in the spirit of well-being for ourselves and others.
8. **REPUTATION AND MORALE** – We will protect and build upon IANDS’s positive reputation and the morale of its membership by not engaging in conduct that might undermine any of our Ethical Standards. IANDS leaders will not represent IANDS in derogatory ways in any public setting or forum including social and other media.
9. **CONFIDENTIALITY** – We avoid spreading, to the public or inappropriate others, information that threatens the privacy of individuals or the organization, especially as it pertains to IANDS personnel, ethical issues in process, and proprietary information.
10. **CORRECTIVE ACTION** – If we experience or observe behavior we consider to be in violation of these ethical standards, we will bring the matter to the relevant IANDS leadership or, if appropriate, to the IANDS Ethics Committee.