



Code of Conduct

Introduction

The EUPHA Code of Conduct is a cornerstone of our commitment to fostering a respectful, fair, and inclusive community within the public health sector. EUPHA promotes a culture of collaboration and commitment. Our values are strengthened by a community diverse in perspectives and united in the pursuit of public health goals. Drawing on the diverse backgrounds and expertise of our contributors across Europe, this Code of Conduct embodies the collective ethos and values of respect, responsibility, fairness, and honesty that are fundamental to our work.

By clearly defining acceptable behaviors and establishing a framework for addressing and resolving transgressions, the Code of Conduct ensures every individual associated with EUPHA—regardless of their role—is held to the same high standards of integrity.

This includes mechanisms for reporting misconduct, guaranteeing confidentiality for reporters, and ensuring fair treatment for all involved. Inspired by exemplary practices from other reputable international organizations, our Code of Conduct aims to maintain EUPHA's reputation for excellence, safeguard a professional and safe working environment, and uphold principles vital to advancing public health goals and ethics.

Scope

The Code of Conduct applies to all those involved in any activity of EUPHA, the European Journal of Public Health (EJPH), and the EPH Conference, ensuring consistent standards across all EUPHA activities. It reflects our commitment to uphold the highest standards of conduct among our diverse and vibrant community, including but not limited to members of the EUPHA Community, volunteers, staff, and individuals engaged in EUPHA's, EJPH's, or EPH's activities, or representing them in any capacity.

The Code of Conduct will be disseminated among our community to foster a uniform understanding and acceptance of the conduct expected. It will guide interactions within EUPHA and between its members and community, ensuring a harmonious and respectful environment for all.

Responsibilities of the EUPHA Community

The EUPHA Community is expected to embody the values of professionalism, accountability, kindness, representativeness, and respect. This includes:

- Embracing transparency and honesty in all dealings
- Fostering equitable access to opportunities within EUPHA including EPH



- Respectfully engaging in discussions, focusing on ideas rather than personal disputes
- Adhering to timelines, respecting others' time and commitments
- Standing against any form of harassment or discrimination
- Maintaining confidentiality when required
- Proactively disclosing potential conflicts of interest

Advisory Committee and Confidential Advisers

1. Composition

EUPHA implements a comprehensive structure with an Advisory Committee composed of:

Three Confidential Advisers who:

- Serve 3-year terms (renewable once)
- Act independently from EUPHA's governance structures
- Cannot hold positions as presidents of sections or members of the Executive Council, Governing Board, or Editorial Board
- Are accessible through individual email contacts or via report@eupha.org
- May consult with other advisers while maintaining confidentiality
- Submit anonymous annual reports to the Executive Council

Two permanent advisers:

- Dineke Zeegers (legal expertise)
- Els Maeckelberghe (ethical expertise)
- Who:
- Serve as advisers to the Executive Council
- Provide training to new Confidential Advisers
- Offer expertise support to active Confidential Advisers

The Advisory Committee will be appointed by the Executive Council. Candidates must demonstrate a deep understanding of EUPHA, impartiality, trustworthiness, and availability.

2. Role and responsibilities

Confidential Advisers serve as an impartial and independent support function within EUPHA, offering guidance and mediation for individuals experiencing or witnessing conduct that may contravene the EUPHA Code of Conduct. Their primary objectives are to provide a confidential avenue for discussion, facilitate amicable resolutions to disputes, and contribute to the continuous improvement of EUPHA's ethical environment. Confidential Advisers are bound by a duty of confidentiality. Disclosure of confidential information is permitted only under specific circumstances defined by Dutch law or when necessary to prevent significant harm.

- **Confidentiality:** Maintain strict confidentiality regarding all matters discussed, except in circumstances where there is an imminent risk of harm to an individual or the organization.



- Impartiality: Act impartially and objectively, without prejudice or favoritism, ensuring all parties are treated fairly.
- Support and guidance: Offer support and guidance to individuals reporting transgressions, providing clear information about their options for resolution.
- Mediation: Where possible and appropriate, mediate between parties to achieve an amicable resolution.
- Reporting: Submit an anonymized annual report to the Executive Council summarizing activities, identifying trends in reports, and recommending improvements.

3. Training and support

Confidential Advisers receive training on:

- Mediation techniques
- EUPHA Code of Conduct implementation
- Relevant operational procedures

4. Evaluation and review

Advisory Committee and Confidential Advisers' role and effectiveness will be evaluated annually by the Executive Council, incorporating feedback from the EUPHA community to ensure the role continues to meet its objectives effectively. The reporting mechanism ensures individuals know they can approach advisers for confidential discussions about potential breaches. Confidential Advisers will submit an anonymous annual report to the Executive Council, highlighting activities, identifying patterns in transgressions, and recommending improvements. This document will be reviewed and updated as part of the regular Code of Conduct review cycle, to integrate concerning the effectiveness of mediation and resolution strategies.

- Annual evaluation of Advisory Committee's effectiveness
- Regular review of Code implementation
- Updates based on community feedback and emerging needs
- Compliance assessment with Dutch legal standards

Reporting and Resolution Process

1. Reporting

If any member of EUPHA has concerns regarding violations of this Code, they are encouraged to communicate these through designated channels. This ensures that all voices are heard and that the integrity of EUPHA is maintained.

1. Initial Contact:

- Direct contact with chosen Confidential Adviser
- Or via report@eupha.org for automatic routing to an available adviser

2. Consultation Process:

- Confidential meeting arrangement
- Discussion of concerns and possible resolutions



- Option for mediation where appropriate

3. Resolution and Follow-up:

- Implementation of agreed actions
- Continuous support throughout the process
- Regular check-ins until resolution

Special Circumstances

If an employee is concerned:

- The Executive Director must be involved
- If the Executive Director is implicated, both the secretary and president must be informed

2. Consequences for breaches of the Code to ensure accountability.

Breaches of the EUPHA Code of Conduct are treated with the utmost seriousness to maintain the integrity of our organization and ensure a safe, respectful environment for all members.

The disciplinary measures are designed not only to address the specific incident but also to uphold the principles of accountability and deter future violations. Consequences for such breaches are determined based on the severity and nature of the violation and can range from *

Breaches are treated with utmost seriousness. Measures may include:

- Mandatory training sessions
- Formal warnings
- Suspension of membership privileges
- Expulsion from EUPHA or EPH Conference

Factors considered in determining consequences:

- Severity and impact of the breach
- Intent behind the actions
- Previous violations
- Commitment to reform

In determining the appropriate response, EUPHA will consider factors such as the impact of the breach, the intent behind the actions, and any previous violations by the individual involved. The process is guided by principles of fairness and due process, ensuring that accused members can respond to allegations.

In case of disciplinary measures, they shall be proposed by the Confidential Advisers and submitted to the Executive Council. Measures should be adapted to each case, as well as designed not only to address the specific incident but also to uphold the principles of accountability and deter future violations. If a EUPHA employee is concerned, the Executive Director should be involved.



3. Appeal Process

1. Written appeal to Executive Council within 30 days of decision
2. Review and response within 60 days
3. Final decision by Executive Council



EUPHA Code of Conduct Overview

1. Purpose and Commitment

- A cornerstone for fostering respect, fairness, and inclusion
- Promotes collaboration and diverse perspectives
- Upholds highest standards of integrity

2. Scope and Application

- Applies to all EUPHA, EJPH, and EPH Conference activities
- Covers all members, staff, volunteers, and representatives
- Guides internal and external interactions

3. Advisory Committee Structure

- Three Confidential Advisers (3-year terms)
- Two permanent advisors (legal and ethical expertise)
- Independent reporting mechanism via report@eupha.org

4. Support and Resolution Process

- Confidential consultation and mediation
- Clear reporting channels
- Continuous support throughout resolution

5. Accountability Framework

- Defined consequences for breaches
- Fair and transparent appeal process
- Regular evaluation and updates

6. Core Values in Practice

- Professional conduct
- Accountability
- Kindness
- Representative behavior
- Mutual respect

For reporting concerns or seeking guidance: report@eupha.org or contact any of the Advisory Committee members.



Annex : EUPHA’s values

How we work:

- Our advice and advocacy is independent, evidence-based, and focused on achieving EUPHA’s vision of improved health and well-being and narrowing health inequalities for all Europeans.
- We actively seek collaboration, both within and beyond the public health field, and are open to constructive dialogue.
- We strive for and actively promote diversity and inclusion in the EUPHA organisation and the wider public health community.

How we behave:

- We are professional
- We are accountable
- We are kind
- We are representative
- We respect others

Expected behaviours in promotion of EUPHA’s values

Values	What does this mean in practice?
We are professional	<ul style="list-style-type: none"> • We call out unprofessional and unwanted behaviour. We do this according to the rules for giving professional feedback, meaning that we criticize behaviour and not people. • When do not agree, we criticise ideas rather than the people expressing those ideas. • We do not undermine decisions that were taken in accordance with prevailing organisational rules and processes. • We maintain confidentiality in situations where this is required/appropriate. • We do not lie.
We are accountable	<ul style="list-style-type: none"> • We take responsibility for our actions and decisions and are willing to transparently explain our actions and decisions when asked/needed. • We proactively disclose (potential) conflicts of interested to the EUPHA organisation. • We adhere to the Code of Good EUPHA Practice in relation to EUPHA’s interaction with partners and commercial contributors. • We comply with prevailing policies and procedures on expenses and we do not commit fraud or spend money in a way that is not appropriate in the context of a non-profit

	<p>organisation like EUPHA (for example, have dinner in a very expensive restaurant).</p>
We are kind	<ul style="list-style-type: none"> ● We are welcoming and encourage others to also take the floor/contribute. ● We help and support others who are less experienced, such as students and young professionals. ● We behave friendly and calmly in our interactions with others. ● We are patient.
We are representative	<ul style="list-style-type: none"> ● We act in the best interest of EUPHA. ● We identify ourselves as EUPHA representatives when relevant/appropriate. ● We prepare for meetings/events and we actively participate and contribute to ensure maximum impact and good visibility for EUPHA. ● We communicate relevant information to the EUPHA office to enable the organisation to strategically and effectively follow-up on meetings/events.
We respect others	<ul style="list-style-type: none"> ● We judge people based on their professional merits and not on personal characteristics. ● We engage with people in a professional and civilized manner even when we do not agree with them or when their views are different from our own. ● We listen to others and take other people's input seriously.