



## Code of Ethics

Professionals have long subscribed to a body of ethical statements developed primarily for the benefit of their profession and the public they serve. As members of various professional organizations and the Professionals Health Network, a charitable organization, we recognize our responsibility not only to our program participants but to their professional organizations and boards, our corporate supporters, and the general public. The following Code of Ethics is derived from our individual principles as well as from the principles adopted by the American Medical Association and The Federation of State Physician Health Programs. These are not laws, but standards of conduct which define the essentials of professional, honorable and expected behavior.

- I. The PHN shall be dedicated to providing competent services to program participants, as well as their professional societies and regulatory agencies with compassion and respect for human dignity and with the public's greater good fully considered.
- II. The PHN shall maintain fidelity to its core values, deal honestly with program participants and the organizations we serve adopting the highest standards of professional and personal conduct; strive to assure the health and recovery of those for whom we advocate; and insist on honesty and integrity in the conduct of all our affairs.
- III. The PHN shall respect the law while also recognizing its moral responsibility to employ all legal and ethical means to seek changes in those laws, rules or requirements contrary to the best interests of program participants and the public they serve.
- IV. The PHN shall respect the rights of program participants, of colleagues and other professionals and shall safeguard confidences within the constraints of the law.
- V. The PHN shall refuse to engage in or condone discrimination on the basis of race, sex, age, religion, national origin, sexual orientation or disability.
- VI. The PHN shall recognize and encourage individual initiative and advancement while refusing to engage in, or condone, activities for personal gain at the expense of the PHN or its goals, mission, and reputation.
- VII. The PHN shall strive for a healthy team-oriented work environment in which integrity of personal conduct is valued and maintained, and misuse of power, including sexual harassment and discrimination are not tolerated.
- VIII. The PHN shall accept responsibility to further enhance and advance the field of professional health as well as our own proficiency and knowledge; continue to study, apply and advance scientific knowledge; and foster opportunities to make relevant information available to program participants, professional associations, boards, colleagues, and the public.

IX. The PHN shall, in the provision of appropriate participant care, except in emergencies, be free to choose whom to serve, with whom to associate, and the environment in which to provide its services.

X. The PHN shall recognize a responsibility to participate in activities contributing to an improved community and state and to the health, safety and welfare of the public we are privileged to serve.

*Approved by the PHN Board of Directors 11/5/09*