



IANPHI Ethical Principles and Code of Conduct

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International Association of National Public Health Institutes

International Association of National Public Health Institutes, IANPHI, is a non-profit association, composed of National Public Health Institutes (NPHIs) from around the world. IANPHI's primary purpose is to increase its Members' capacity and abilities to collectively improve public health policies and systems worldwide by assisting member Institutes to achieve their missions, building coalitions with other public health organizations and supporting of public health in member countries and globally, supporting the recognition of NPHIs in their national and global work to improve the scientific, technical and practical capacity to prevent and control the leading causes of morbidity, mortality and disability in the respective countries, and increasing governmental public health policy decision-making reliance on data and scientific knowledge, and by promoting awareness and understanding of the critical roles played by NPHIs.

IANPHI pursues its goal through a variety of activities, carried out as collaborative projects between IANPHI member institutes.

The IANPHI General Assembly (GA), composed of IANPHI National Members, is the governing body of IANPHI. It appoints the Executive Board and Secretary General to oversee and execute the management and administration of the association. The Statutes of IANPHI define the composition and structure of the association.

IANPHI's mission is to bolster global public health capacity by creating, connecting, and transforming the world's national public health institutes.

Purpose and scope of IANPHI Code of Ethical Principles and Code of Conduct

IANPHI is an advocate for global collaboration in promoting health in all policies, respecting of human and environmental rights, social equity, universal access to health services and ethics in knowledge production. The organization recognizes that a strong ethical principles statement and code of conduct demonstrates the commitment of the organization and its members to the mission of IANPHI.

The purpose of the IANPHI Code Ethical Principles and Code of Conduct is to define the general principles and standards for

- persons who operate on behalf of any IANPHI Secretariat as defined below: employees/staff, faculty, students and volunteers
- IANPHI Member Institutes
- IANPHI Partners

when acting as a representative or affiliate of the International Association of National Public Health Institutes, and to establish a shared approach of behaviour expected from above mentioned bodies

to guide them on everyday questions relating to ethics and integrity, to prevent conflicts of interest, and for representation.

IANPHI Internal Rules and a set of internal IANPHI Standard Operating Procedures further define the standards for IANPHI staff and leadership in the daily administration and management of the association.

IANPHI's Ethical Principles

As an ethically engaged organization, IANPHI affirms the conviction that global health collaboration exerts a powerful force to enable and ennoble the individual, and communities, and that the right to health entails an obligation to use knowledge for the common good.

In harmony with this conviction, members of IANPHI are expected to strive for the highest degree of integrity at all time. The association's resources, both human and fiscal, are entrusted to us for the common good and for future generations; we, Members and all those who participate in the IANPHI community acting on behalf of IANPHI, are expected to exercise wise stewardship over these resources and to guard against their misappropriation or misuse. All conflicts of interest and of commitment are to be promptly addressed, and all possible steps are to be taken to eliminate the conflict or to manage them to ensure that they do not undermine the integrity of our institution or ourselves.

IANPHI seeks to uphold the dignity and rights of all persons through fair treatment, honest dealing, and respect. IANPHI is committed to creating an environment of work and collaboration that enables all persons to strive toward their highest potential. All those who participate in the IANPHI community are to ensure that their actions and behaviour

- do not violate the law of their respective country
- do not violate the internal rules and regulations of their respective host organization, in case of their work not being independently and directly organized by IANPHI but in collaboration with a member institute, partner or equivalent
- do not promulgate harrasment, sexual harrasment or other abuses of authority (defer to the UN Secretariat for definitions: <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N08/238/36/PDF/N0823836.pdf>)
- do not directly or indirectly discriminate any person or group of persons based on their gender, race, colour or ethnic or national origin, religion, disability, sexual orientation, social class, age (subject to the usual conventions on retirement), marital status or family responsibilities, or as a result of any conditions or requirements that do not accord with the principles of fairness and natural justice. [LINK: <https://www.ohchr.org/EN/ProfessionalInterest/Pages/CERD.aspx>]
- do not constitute any conflict of interest
- is in accordance with IANPHI Statutes and other governing documents of the association
- is directed to enforce international collaboration and promoting of public health in all policies.

Members of the IANPHI organization in positions of authority carry a particular obligation to exercise

care and compassion, and to safeguard the dignity, safety, and personal integrity of community members that are within their hierarchical influence.

As an organization comprising thousands of persons in a shared enterprise, IANPHI fosters collegiality in order to advance our mission of global health collaboration. While frictions may emerge, we seek to resolve conflict through the active practice of community.

By our participation in the IANPHI community, each of us assumes responsibility for our actions and will be held accountable for them. Similarly, members of our community are responsible for holding each other and the organization to these ethical principles. Members of the IANPHI community are expected to abide by these principles, regardless of the letter of the law.

IANPHI Code of Conduct

IANPHI maintains a code of conduct policy that sets forth standards to which community members must adhere while working within the IANPHI community. This code contains a non-exclusive list of standards that govern IANPHI participation.

IANPHI Employees, Members, and Partners

All Staff of IANPHI (Secretariat and Office), remunerated agents such as consultants, and other employees such as trainees and volunteers, Members, and Partners conducting activities as representatives of IANPHI must:

- act honestly and impartially when carrying out their duties
- respect others and treat them in a courteous and professional manner
- ensure their work is transparent and traceable in a reasonable manner
- never make private use of any confidential information obtained through IANPHI
- ensure that the data collected and used for their work is handled and stored in a manner that ensures confidentiality, and is accessible to others conducting the same work to ensure continuity of work in case of staff changes and leaves of absence
- ensure the proper use of IANPHI brand
- report any conflict of interest or suspected violation to law by bring it to attention of their respective line manager and IANPHI leadership

IANPHI Members

IANPHI Statutes define the criteria for IANPHI membership Members are obliged to

- participate in decision making at IANPHI General Assembly
- oblige to the decisions of IANPHI General Assembly
- pay their annual membership fees to IANPHI as decided by IANPHI General Assembly, or to request for waiver or reduction as defined in the statutes
- follow technical guidelines and policies set for membership set by IANPHI Executive Board
- promote awareness of IANPHI and act as ambassadors of IANPHI in their respective countries and global collaborations
- seek for funding and partnerships for IANPHI activities as defined in IANPHI strategy and

work plan

- ensure the correct use of IANPHI brand
- bring any conflict of interest or violation of IANPHI statutes to the attention to IANPHI Executive Board

Members are not to

- make financial or political commitments on behalf of IANPHI without authorization by IANPHI Executive Board or, if so decided, by IANPHI General Assembly
- make private use of any confidential information obtained through IANPHI, or to use IANPHI brand to their private benefit

Partners of IANPHI

IANPHI Statutes define the criteria for IANPHI partnership. Partners are to

- pay any fees related to IANPHI partnership should such fees be set by IANPHI General Assembly, or to request for waiver or reduction as defined in the statutes
- promote awareness of IANPHI in their respective countries and global collaborations
- ensure the correct use of IANPHI brand
- report any conflict of interest between Partner and IANPHI to the attention to IANPHI Executive Board

Partners are not to

- act on behalf of IANPHI, or to make financial or political commitments on behalf of IANPHI
- make public or private use of any confidential information obtained through IANPHI

IANPHI Brand and Public Relationships

IANPHI Staff, Members and Partners are to promote the work of IANPHI in a suitable manner. IANPHI brand is in the sole ownership of the International Association of National Public Health Institutes. The brand guidelines are defined in IANPHI brand strategy to be drafted and approved.

Any scientific or general publications relating to IANPHI must be brought to the attention of IANPHI Office, and made available to general public through IANPHI website unless deemed confidential.

Reporting Violations and Misconduct

Each member of the IANPHI community report all legal, policy, or ethical violations of which she/he becomes aware and that there will be no retaliation against a reporter for making a good faith report. There are a number of different channels that an employee, member, or partner may pursue to make a report, and these are:

- Report to the President or a designated representative
- Report to the Secretariat
- Report to the US Program Office



Non-Retaliation

IANPHI strives to foster an environment where community members can safely and comfortably report legal, criminal, ethical, and policy violations without fear of retribution. IANPHI, therefore, prohibits retaliation against any community member who makes a good faith report of wrongdoing.

Investigation of Violations and Misconduct

Once a matter is reported, an appropriate investigation will ensue. Depending on the nature and type of allegations, the investigation may be conducted according to specific investigative procedures prescribed in a particular IANPHI, member, or partner policy. An allegation of criminal misconduct, for example, will prompt an investigation in accordance with the criminal laws of the member country. Similarly, an investigation of alleged financial misconduct will be conducted according to the investigation process in the General Assembly.

If violations or misconduct allegations are found to be warranted or substantiated, consequential action may include exclusion from benefitting from IANPHI membership.