



New Hampshire Infection Control and Epidemiology Professionals

Code of Conduct

Core Principles

The New Hampshire Infection Control and Epidemiology Professionals Organization (NHICEP) was established in 1972. It is a voluntary organization whose members are committed to assuring quality healthcare by improving the practice of Infection Control through education, communication standardization and professional relations. Membership includes multidisciplinary professionals practicing in various levels of healthcare environments.

Goals of NHICEP

1. To maintain and enhance the profession of Infection Control and Epidemiology.
2. To incorporate research based outcomes to establish NHICEP as a recognized authority and advocate for the profession and practice of Infection Control and Epidemiology.
3. To maintain and increase the visibility and effectiveness of NHICEP as a professional organization.

Activities of the Organization

1. Education programs and activities with continuing education units provided when appropriate.
2. Collaboration with regional and national organizations for practice of Infection Control and Epidemiology.
3. Support, mentoring and networking member to member.
4. Liaison with other professional organizations.
5. Updating of regulations and recommendations from Joint Commission, CDC, APIC and other regulatory organizations.
6. Keeping current Infection Control resources available from most recent regulations, publications and organizations.
7. Participation and representation in governmental affairs.

Code of Conduct for members and board members

- Assist NHICEP in achieving its objectives and goals.
- Inform and educate current and future practitioners and the organizations we serve
- Encourage professional decision-making and responsibility
- Expand knowledge of our field of interest
- Advance our understanding of how organizations work
- Set the standard and be an example for others



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- Create and sustain an environment that encourages all individuals and the organization to reach their fullest potential in a positive and productive manner
- Avoid activities that are in conflict or may appear in conflict with any of the provisions of this document, the profession or as a member of a non-profit organization
- Build trust among all organization constituents by maximizing the open exchange of information, while eliminating inappropriate and/or inaccurate acquisition and sharing of information

Guidelines

- Adhere to the highest standards of ethical and professional behavior
- Comply with the law
- Work consistent within the values of the profession
- Commit to continuous learning and contribute to the body of knowledge
- Act ethically in every professional interaction
- Seek expert guidance when in doubt
- Exercise respect, dignity, inclusiveness and compassion to foster a trusting work environment free of harassment, intimidation and unlawful discrimination
- Regardless of personal interests, support decisions made by the organization that are both ethical and legal
- Refrain from using your position for personal, material or financial gain or the appearance of such
- Disclose conflicts when they arise to relevant stakeholders
- Acquire and disseminate information through ethical and responsible means
- Safeguard restricted and/or confidential information

Additional Board specific code of conduct

- Recognize that all authority is vesting in the full board only when it meets in legal session
- Keep well-informed of developments that may come before the board
- Participate actively in board meetings and actions
- Closed board meetings are to remain confidential and not to be shared outside designated board members
- Bring to the attention of the board, any issues that may have an adverse effect on the organization or those we serve
- Refer complaints to the proper level
- Consider oneself a trustee of the organization, and ensure that it is financially secure, and operating in the best interest of those we serve
- Declare conflicts and abstain from voting when appropriate
- Do not criticize fellow board members in or out of the boardroom
- Do not promise votes on issues before a meeting
- Do not interfere with legal and ethical decisions made by the board



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Actions for breaches of Conduct

- If a member or board members actions are incongruent with the Code of Conduct, actions may be taken by the Board of Directors to investigate
- A petition may be submitted in writing to the Board of Directors by a paid/honorary member that clearly states cause or violation
- The individual named in the petition is provided an opportunity to dispute any such indication at a closed board meeting that will be held no more than three months after the petition is received by the Board of Directors
- The board will make a majority decision for removal, no cause, or probation for 1 year
- Removal may be immediate
- If legal cause is noted, authorities will be contacted as needed
- Individual may petition for re-entry to the organization after 1 year, via request in writing to the board
- If a petition for a board member to be removed is made, the board member will be removed from the confidential voting and sessions
- Patterns of non-egregious behavior may be grounds for removal, (e.g. but not limited to, non-professional conduct in meetings or in reference to the organization or professionals in the organization, failure to pay dues, absentee board member)