

Ontario Rheumatology Association (ORA) Code of Ethics and Professional Conduct

Late update: September 2022

Subject to further updates in the future

The ORA Board of Directors, Executive Officers, and Members of the Association will adhere to following rules:

1. Be inclusive.

We welcome and support members of all backgrounds and identities. This includes but is not limited to members of any sexual orientation, gender identity and expression, race, ethnicity, culture, national origin, social and economic class, educational level, colour, immigration status, age, family status, political belief, religion, and mental and physical ability.

2. Be considerate.

We all depend on each other to produce the best work we can as an Association. We should be mindful of how our actions will have an impact on others.

3. Be respectful.

We can share different ideas and viewpoints while constructively addressing disagreements. Our goal is to create a collaborative and safe environment where diversity can help advance the goals of the Association.

4. Be professional.

Harassment and exclusionary behavior are not acceptable. This includes, but is not limited to, threats of violence, insubordination, discriminatory jokes and language, sharing sexually explicit or violent material via electronic devices or other means, personal insults of any nature, unwelcome sexual attention, advocating for, or encouraging, any of these behaviours.

5. Maintain good standing with The College of Physicians and Surgeons of the Province of Ontario (CPSO), as well as comply with the ORA Code of Conduct. Membership will be revoked if either of the aforementioned conditions are not met.

If an ORA Executive or Board of Directors member is found to not be in good standing with the CPSO, or non-compliant with the ORA Code of Conduct, a special ORA board voting meeting will be scheduled. If a majority resolution is passed to remove that individual, their office will be automatically vacated.

6. Declare Conflicts of Interest:

ORA Board of Directors, Executive Officers, and Committee Chairs will continue to sign a Code of Ethics & Disclosure Form each year. The ORA Governance team, including committee members, are expected to declare potential conflicts of interest prior to meeting with external stakeholders, such as industry and government.