

EMDR ASSOCIATION

COMPANY NUMBER: 07428145

CHARITY NUMBER: 1140865

CODE OF CONDUCT FOR MEMBERS

1. Introduction

- 1.1. EMDR Association is an association of clinicians and researchers seeking the highest standards for the clinical practice of EMDR in the United Kingdom and Ireland.
- 1.2. EMDR Association is governed by its board of trustees (who are also company directors) and its membership comprises of clinicians, researchers and other practitioners from across the United Kingdom and Ireland.
- 1.3. EMDR Association's members very regularly engage with each other, with the trustees, with other members of the health profession other statutory, voluntary, and private sector services and members of the public in meetings, at training courses and generally as a result of their shared interests in EMDR and its standard of delivery.
- 1.4. This Code of Conduct exists so as to ensure that members conduct themselves appropriately at all times in their dealings with each other, with other members of the health profession and the general public.
- 1.5. The good name of EMDR Association is vital in enabling achievement of its mission. As a membership body, members have a duty to one another to uphold high standards of professional conduct that maintain and enhance the reputation of EMDR Association and EMDR as a respected and recognised psychological treatment method.
- 1.6. By committing to the Code of Conduct, members benefit one another by promoting EMDR Association as an organisation of good standing, enabling it to maximise its influence advancement of the practice and theory of EMDR.

2. Members' commitments

- 2.1. When members join EMDR Association, they make the following commitments to EMDR Association and to one another:
 - 2.1.1. to support EMDR Association's mission;
 - 2.1.2. to aim to provide highest standards for the clinical practice of EMDR in the United Kingdom and Ireland;
 - 2.1.3. to conduct themselves in a professional manner when representing EMDR Association and fellow members;
 - 2.1.4. to uphold the good name of EMDR Association;
 - 2.1.5. to deal honestly and fairly in business with fellow members, the trustees, EMDR Association employees, competitors, partner organisations and the public;
 - 2.1.6. not to make detrimental public statements about fellow members or EMDR Association and its trustees;

- 2.1.7. to act according to their core profession's code of conduct and to inform EMDR Association of any breach of any such code and of any disciplinary action or investigation to which they are subject from any other regulatory or governing body;
- 2.1.8. to comply with the data protection standards in the General Data Protection Regulations 2018.

3. EMDR Association's commitments

- 3.1. EMDR Association's vision, mission, Memorandum and Articles of Association and associated policies and procedures inform EMDR Association's commitments to members.
- 3.2. In all its work with and on behalf of members EMDR Association commits:
 - 3.2.1. to promote EMDR Association's mission;
 - 3.2.2. to deliver services that support members to provide high standards in the practice of EMDR;
 - 3.2.3. to conduct itself in a professional manner when representing members;
 - 3.2.4. to uphold the good name of EMDR Association;
 - 3.2.5. to deal honestly and fairly in business with members, trustees, EMDR Association employees, competitors, partner organisations and the public;
 - 3.2.6. to keep your data secure in line with the principles of the General Data Protection Regulations 2018.

4. Implementation

- 4.1. EMDR Association will notify existing members of the introduction of this Code and will make available a copy of the Code on its website.
- 4.2. The trustees has approved the final wording and adoption of the Code. Existing members are deemed to accept the Code from the date of implementation of [date of the next AGM].
- 4.3. New members will be made aware of the Code and required to commit to it when they join EMDR Association.
- 4.4. The Code will be binding on all members throughout the term of their membership, and non-compliance with the Code may lead to expulsion as a member, without the refund of membership fees.
- 4.5. The Code of Conduct may be amended by the trustees of EMDR Association from time to time in accordance with the Articles of Association.

5. Monitoring, Investigations and Sanctions

- 5.1. All EMDR Association trustees, members and staff will be responsible for monitoring the Code of Conduct and investigations into allegations that members have broken the Code and any sanctions will be pursued by the trustees in accordance with EMDR Association's Disciplinary Policy.
- 5.2. Examples of conduct and behaviour that may be considered to be a breach of the Code of Conduct include:
 - Obscene language or other offensive behaviour;
 - Offensive, aggressive or otherwise derisory conduct towards a fellow member of trustee;
 - Fraud, forgery or other dishonesty, including fabrication of applications for accreditation;
 - Actual or threatened violence;

Bullying;
Serious misuse of our property or name;
Discrimination or harassment;
Bringing EMDR Association into disrepute;
Being under the influence of alcohol, illegal drugs or other substances at EMDR Association meetings or other events;
Unauthorised use or disclosure of confidential information or failure to ensure that confidential information in your possession is kept secure;
Conviction for a criminal offence that in the trustees' opinion may affect our reputation or our relationships with members, partners or the public;
Making a disclosure of false or misleading information maliciously, for personal gain, or otherwise in bad faith;
Making untrue allegations in bad faith against a fellow member or trustee;
Failing to act according to their core profession's code of conduct.

This list is intended as a guide and is not exhaustive.

6. Review

- 6.1. This policy will be reviewed every three years or more regularly if we identify any noncompliance or problems or in the light of emerging legislation or best practice that could impact on this policy.
- 6.2. A report of the findings of the review, based on the data and other information collected and evaluated, will be presented to the Board of trustees and appropriate action taken.

Date: 2019/03/23

Date of next review: 2022/03/23