

Code of Ethics and Professional Conduct

Effective as of [5/20/2025]

I. Introduction

The Global Health and Quality Alliance (GHQA) is committed to fostering a global community rooted in integrity, equity, and professionalism. This Code of Ethics and Professional Conduct provides a framework to guide the behavior of GHQA members, staff, volunteers, and leadership in all professional interactions and activities.

This Code ensures that our work in global health, healthcare quality, public health, informatics, and education is driven by shared values and accountable practice.

II. Core Values

GHQA is guided by the following core values:

- **Integrity:** Acting honestly and ethically in all endeavors.
- **Equity:** Promoting fairness, inclusivity, and access to quality care for all.
- **Respect:** Valuing the dignity, contributions, and rights of every individual.
- **Accountability:** Taking responsibility for our actions and outcomes.
- **Excellence:** Striving for the highest standards in knowledge, practice, and service.

- **Collaboration:** Building meaningful partnerships across disciplines, borders, and communities.
- **Transparency:** Communicating openly and honestly in all operations.

III. Applicability

This Code applies to:

- All GHQA members (individual, academic, corporate, and institutional)
- Board of Directors and committee members
- Staff, volunteers, fellows, and advisors
- Partners and collaborators representing GHQA

IV. Ethical Conduct

1. Professional Integrity

- Maintain honesty, accuracy, and fairness in all professional work.
- Avoid false representation of qualifications, data, affiliations, or outcomes.
- Refrain from plagiarism and properly cite contributions of others.

2. Confidentiality

- Respect confidential information shared during meetings, research, or projects.
- Protect sensitive data, including patient, partner, and member information.

3. Conflict of Interest

- Disclose any real, potential, or perceived conflicts of interest.
- Avoid actions that may benefit personal interests over the mission of GHQA.

4. Non-Discrimination

- Treat all individuals equitably regardless of race, ethnicity, gender, religion, nationality, age, disability, socioeconomic status, or sexual orientation.
- Uphold cultural humility and inclusiveness in all engagements.

5. Anti-Harassment

- Maintain a work environment free from harassment, bullying, or intimidation.
- Report violations promptly and respectfully, with protection from retaliation.

6. Collaboration and Teamwork

- Engage constructively with others, listen actively, and foster mutual respect.
- Resolve disagreements professionally and in good faith.

7. Responsible Use of Resources

- Use GHQA's resources (funds, facilities, platforms, logos) appropriately and efficiently.
- Avoid misuse of organizational assets for personal gain.

V. Responsibilities of Leadership and Members

Leadership (Board, Officers, Committee Chairs):

- Lead by example, adhering to and promoting the Code.

- Ensure fair governance and decision-making.
- Encourage a culture of ethical awareness and continuous improvement.

Members and Staff:

- Follow the principles outlined in this Code.
- Report concerns or violations to the Ethics & Governance Committee.
- Engage in training and reflective practice as part of ongoing professional development.

VI. Reporting and Enforcement

Reporting Violations:

- Suspected violations can be reported to the **Ethics & Governance Committee** via:
 contact@theqhqa.org
Reports may be anonymous and will be handled with confidentiality.

Investigation:

- GHQA will conduct fair and prompt reviews of reported concerns.
- Involved parties will be informed and given the opportunity to respond.

Disciplinary Action:

- If a violation is confirmed, GHQA may take actions including:
 - Verbal or written warning
 - Suspension of membership or roles
 - Termination of membership or staff contract

- Reporting to relevant regulatory or legal authorities (if required)

VII. Annual Affirmation

All GHQA board members, committee members, and staff shall annually affirm their understanding and compliance with this Code.

VIII. Updates and Amendments

GHQA reserves the right to update this Code of Ethics as needed. Any amendments will be approved by the Board of Directors and communicated to all members.
