

## OPC CODE OF CONDUCT

*(Revised 2022)*

### **Reason for the Code of Conduct**

The Code of Conduct, as outlined below, has been developed to promote an environment of respect that is central to the success of Oregon Psychoanalytic Center and the individuals who work here. It articulates the principles that govern interactions at OPC and some of the basic expectations that flow from those principles.

The guiding principle in this document is respect, and the primary goal is the promotion of a positive working environment. Both of these values are community values and, therefore, are the responsibility of everyone. Regardless of the role someone plays at OPC or the level he or she has in the organization, each person has a responsibility to adhere to these principles and promote a positive working environment.

### **Who is Governed by the Code of Conduct**

The Code of Conduct sets expectations for all active members of OPC to maintain the highest standards of respectful and ethical conduct. Active members include faculty, visiting faculty and special faculty for all programs, matriculated students and candidates, board members, committee members, volunteers and graduate members.

### **Statement of the OPC Code of Conduct**

All active members of OPC agree to abide by the following Code of Conduct:

1. Always act with fairness, honesty, integrity and openness; respect the opinions of others and treat all with equality and dignity without regard to gender, race, color, creed, and ancestry, place of origin, political beliefs, religion, marital status, disability, age or sexual orientation.
2. Respect and maintain the confidentiality of individual personal information gained through your role at OPC.
3. Comply with all applicable local, state, and federal laws.
4. Adhere to the policies and procedures of OPC.
5. Acknowledge that failure to abide by OPC policies and procedures may result in action being taken that could include expulsion if needed.
6. Recognize that the needs, values, and goals of the organization are held the highest regard when operating in your role as an OPC representative.
7. Members are encouraged to first attempt informal resolution of any dispute between members or concern about a member's behavior. Members are encouraged to only file a written formal complaint to the Ethics Committee if informal resolution is ineffective.

Informal grievances may be taken to the Ethics Committee. The Ethics Committee Policies and Procedures are available online. If the complaining party is not comfortable bringing a complaint to the Ethics Committee, an alternate means to bring a concern forward will be arranged by the Board of Directors.

Alternatively, informal grievances that may not be of an ethical nature but address disruptive behavior may be dealt with through consultation through committee chairs, CLEC and the Board.

By signing this statement, I, \_\_\_\_\_, am acknowledging that I have read the above document and agree to abide by the OPC Code of Conduct as set forth.

I understand that adherence is a condition of my volunteer work. I understand that a violation of the Code of Conduct or refusal to sign may be grounds for unilateral termination of membership.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date