



Professional Standards ¹ For ACRO Members

Purpose: To provide guidance and serve as a reference for professional standards for the behavior and conduct of ACRO members. These professional standards apply to all members.

Code: Members of ACRO are committed to observing and promoting the highest standards of personal and professional conduct. Members pledge to accept this code as a minimum guideline for ethical conduct and shall:

- 1) Faithfully abide by the Bylaws and policies of ACRO.
- 2) Act in good faith, with due care, competence and diligence without misrepresenting material facts or allowing independent judgment to be subordinated.
- 3) Fully disclose, at the earliest opportunity, information of fact that may result in a perceived or actual conflict of interest.
- 4) Maintain high ethical and moral character, both professionally and personally, in accordance with the AMA Code of Ethics and Principles of Ethics articulated in the ACRO Bylaws.
- 5) Not tolerate, engage in or condone behavior by any member, volunteer or staff member that is intimidating, offensive, or hostile or creates an environment that is intimidating, offensive, or hostile. Discrimination of any type that includes but is not limited to race, sex, religion, color, national origin, political affiliation, age, sexual orientation, marital status and physical handicap will not be tolerated. In addition, sexual harassment in the workplace or during ACRO activities will not be tolerated.

Violations of the Code: Any alleged violation of these professional standards should be reported to the Ethics Committee, and will be investigated, pursuant to the process outlined in the ACRO Bylaws and may result in punitive action, including but not limited to suspension, removal from office or service or revocation of membership in a manner consistent with the ACRO Bylaws. Members are prohibited from retaliating against any person who in good faith raises concerns regarding possible violation of professional standards. This non-retaliation policy also protects those who review or investigate a complaint or a concern, serves as a witness or provides background about the complaint or concern, or makes decisions or recommendations regarding resolution of violation or concern.

¹ Recommended by the ACRO Ethics Committee, August 2024 and approved by the ACRO Board of Chancellors, October 15, 2024.