

American Alliance of Orthopaedic Executives' Member Code of Ethics

Purpose: The purpose of the AAOE Code of Ethics is to serve as a guide for the conduct of its members. It contains standards of ethical behavior for the member in their professional relationships within AAOE. The Code of Ethics also incorporates standards of ethical behavior governing personal behavior, particularly when that conduct directly relates to the role and identity of the member.

I. Member's Responsibilities to the Profession of Orthopaedic Management:

- A. Uphold the values, ethics and mission of their management position;
- B. Conduct all personal and professional activities with honesty, integrity, respect, fairness and good faith;
- C. Strive to maintain competence and proficiency in orthopaedic management; and
- D. Refrain from any activity that demeans the credibility and dignity of the orthopaedic management profession.

II. Member's Responsibility to AAOE:

- A. Uphold the bylaws of the organization;
- B. Be truthful in all forms of professional and organizational communication and avoid disseminating information that is false, misleading or deceptive;
- C. Notify AAOE if member status changes;
- D. Participate in available education opportunities to enhance their knowledge in the profession of orthopaedic management;
- E. Avoid exploitation of professional relationships for personal gain;
- F. Respect all professional confidences;
- G. Enhance the image of AAOE through maintenance of high professional standards in their own place of employment;
- H. Be willing to contribute their professional knowledge to others in the AAOE; and
- I. Respect the customs and practices of fellow executives.

III. Member's Responsibility to Patients or Others Served:

- A. Work to promote and support the existence of a process to evaluate the quality of care;
- B. Avoid any discriminatory institute standards or organizational practices;
- C. Work to ensure the existence of process to advise patients of their rights and responsibilities;
- D. Implement procedures that will safeguard the confidentiality and privacy of patients or others served;
- E. Conduct both competitive and cooperative activities in ways that improve community healthcare services; and
- F. Respect the customs and practices of all patients served.

IV. Member's Responsibilities to Employees:

- A. Work to create a working environment conducive to ethical conduct and behavior;
- B. Work to ensure that individuals may freely express ethical concerns and provide a mechanism for addressing and discussing such concerns;
- C. Work to ensure a working environment that is free from harassment, sexual or other; coercion of any kind, and discrimination of any kind;
- D. Work to provide an environment conducive to proper utilization of employee's skills and abilities;
- E. Pay attention to the employee's work environment and job safety;
- F. Work to establish appropriate grievance and appeals mechanism; and
- G. Work to ensure an environment free of any illegal or unethical behaviors or acts.

Resources for potential ethics violations:

[Ethics Council Charges](#)

[Grievance Procedure](#)