QUAMED policy on Code of Conduct

Written by: Ed VREEKE, QUAMED Executive Director
Reviewed by: Anthony BOURASSEAU QUAMED quality and compliance Coordinator
Approved by: Daniel VANDERBERG, QUAMED President

QUAMED adheres to the following standards and requires its staff to do the same:

1. Honesty
   Strive for honesty. Honestly report data, results, methods and procedures, and publication status. Do not fabricate, falsify, or misrepresent data. Do not deceive colleagues, granting agencies, the public or other stakeholders.

2. Objectivity
   Strive to avoid bias in data analysis, data interpretation, personnel decisions, grant writing, and other aspects of research where objectivity is expected or required. Avoid or minimize bias or self-deception.

3. Integrity
   Keep your promises and agreements; act with sincerity; strive for consistency of thought and action.

4. Carefulness
   Avoid careless errors and negligence; carefully and critically examine your own work and the work of your peers. Keep good records of research activities, such as data collection, research design, and correspondence with agencies or journals.
5. **Openness**
Share data, results, ideas, tools, resources. Be open to criticism and new ideas.

6. **Respect for Intellectual Property**
Honor patents, copyrights, and other forms of intellectual property. Do not use unpublished data, methods, or results without permission. Give credit where credit is due. Give proper acknowledgement or credit for all contributions to research. Never plagiarize.

7. **Confidentiality**
Protect confidential communications, such as papers or grants submitted for publication, personnel records, trade or military secrets, and patient records.

8. **Respect for colleagues**
Respect your colleagues and treat them fairly.

9. **Social Responsibility**
Strive to promote social good and prevent or mitigate social harms through research, public education, and advocacy.

10. **Non-Discrimination**
Avoid discrimination against colleagues or students based on sex, race, ethnicity, or other factors that are not related to their scientific competence and integrity.

11. **Competence**
Maintain and improve your own professional competence and expertise.

12. **Legality**
Know and obey relevant laws and institutional and governmental policies.

In addition, QUAMED requires its staff, its board members and all of its contracted experts (facilitators, trainers, consultants, auditors and others) to adhere to QUAMED’s policy on sexual exploitation and abuse (PSEA).

**QUAMED policy on gifts, meals and favours**

QUAMED staff or a QUAMED contracted consultant will not solicit or accept directly or indirectly any honor, decoration, favour, gift, gratuity or any other item of monetary value from any pharmaceutical suppliers or organizations for or because of any official act that has been performed or is to be performed.

QUAMED staff or a QUAMED contracted consultant will not solicit or accept directly or indirectly any honor, decoration, favour, gift, gratuity or any other item of monetary value from any organization with whom QUAMED staff or a QUAMED contracted consultant have official relationships.
QUAMED staff member or QUAMED contracted consultant who is offered any honor, decoration, favour, gift, gratuity or any other item of monetary value from sources external to QUAMED shall report this offer to the Director.
P001 EN V2 Code of conduct

Final Audit Report

Created: 2023-01-17
By: Anthony Bourasseau (anthony.bourasseau@quamed.org)
Status: Signed
Transaction ID: CBJCHBCABAAbpXBAOlxX283CIXa|xO6wiT0jXgiIQGcy

"P001 EN V2 Code of conduct" History

Document created by Anthony Bourasseau (anthony.bourasseau@quamed.org)
2023-01-17 - 2:53:24 PM GMT

Document emailed to adrianus vreeke (ed.vreeke@quamed.org) for signature
2023-01-17 - 2:55:09 PM GMT

Email viewed by adrianus vreeke (ed.vreeke@quamed.org)
2023-01-17 - 3:42:55 PM GMT

Document e-signed by adrianus vreeke (ed.vreeke@quamed.org)
Signature Date: 2023-01-17 - 3:43:26 PM GMT - Time Source: server

Document emailed to Anthony Bourasseau (anthony.bourasseau@quamed.org) for signature
2023-01-17 - 3:43:27 PM GMT

Email viewed by Anthony Bourasseau (anthony.bourasseau@quamed.org)
2023-01-17 - 3:43:53 PM GMT

Document e-signed by Anthony Bourasseau (anthony.bourasseau@quamed.org)
Signature Date: 2023-01-17 - 3:43:58 PM GMT - Time Source: server

Document emailed to dvandenbergh@quamed.org for signature
2023-01-17 - 3:43:59 PM GMT

Email viewed by dvandenbergh@quamed.org
2023-01-17 - 5:06:14 PM GMT

Signer dvandenbergh@quamed.org entered name at signing as Daniel Vandenbergh
2023-01-17 - 5:07:22 PM GMT

Document e-signed by Daniel Vandenbergh (dvandenbergh@quamed.org)
Signature Date: 2023-01-17 - 5:07:24 PM GMT - Time Source: server
Agreement completed.
2023-01-17 - 5:07:24 PM GMT