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## UBT Faculty of Sport and Movement Science Code of Ethics

Each member of UBT Faculty of Sport and Movement Science (FSMS) is expected to read, understand and comply with the following Code of Ethics. A member of the UBT FSMS is defined as anybody who possesses a faculty appointment to the (FSMS) and its students.

UBT Faculty of Sport and Movement Science is committed to achieving excellence in:

1. Athlete/patient treatment and care
2. Education and training of graduate students
3. Continuing education of staff members
4. Research; and
5. Community service.

To further the goal of excellence, all members of the FSMS and its students are expected to adhere to this Code of Ethics in their interactions with athletes, colleagues, other sport professionals, students, other trainees, other staff, and the public. The Code consists of two complementary sections: obligations and ideals. **Obligations** refer to *necessary* behaviors that are required by the ethical foundation of sports practice, teaching, learning, and research. **Ideals** refer to *desirable* behaviors that sports associations and providers at all levels should attempt to acquire because they enhance excellence.

The Code applies to all members of UBT FSMS involved in teaching, research, and administrative activities. Because of its broad reach, certain portions of the Code will be more directly applicable to some disciplines than to others. For example, the practical portions apply mainly to athletes and sport science students. Similarly, those portions pertaining to teaching and research apply to all professionals engaged in teaching and research regardless of discipline or level of training. The portions pertaining to students apply to trainees at all levels. The general portions of the Code that discuss confidentiality, conflicts of interest, interpersonal relations, and the professional ideals apply to all members. When ethics and law appear to be in conflict, one should seek counsel through the UBT FSMS, one's own professional organizations, or individually. This Code does not replace or supersede the Policies and Procedures of the UBT College.

### I. Professional Obligations

#### 1. Responsibility for athletes

- Maintain the best interest of the athletes/patients as the foremost concern in all circumstances.
- Once you assume care of an athlete/patient, your responsibility continues until the problem has resolved or you are assured that he is under the care



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of another sport science expert. When off duty, or on vacation, assure that your athletes/patients are adequately cared for by another colleague.

- Coordinate with your team the timing of information sharing with athletes/patients and their families to present a coherent and consistent treatment plan.
- Do not abuse alcohol or drugs that could diminish the quality of athlete/patient treatment and care or academic performance.
- Do not abandon an athlete/patient. If you are unable or unwilling to continue treatment/care, you must assist in referring him to another competent practitioner willing to deal with him/her.

## 2. **Respect for Persons**

- Treat athletes, colleagues, other staff, students, and teachers with the same degree of respect you would wish them to show you.
- Treat others with kindness, gentleness, dignity, compassion, and honesty.
- Respect the privacy and modesty of athletes/patients/clients.
- Do not use offensive language, either verbally or in writing, when referring to athletes/patient/client or their problems.
- Do not harass others physically, verbally, psychologically, or sexually.
- Do not discriminate on the basis of sex, religion, race, disability, age, or sexual orientation.

## 3. **Respect for Patient Confidentiality**

- Do not share the medical or personal details of an athlete/client/patient.
- Do not discuss athletes/patients/clients or their problems in public places where the conversation may be overheard.
- Do not look up confidential data without a professional need to know.
- Do not photograph or videotape an athlete/patient without their written authorization.

## 4. **Honesty, Integrity**

- Be truthful in verbal and in written communications.
- Acknowledge your errors of omission and commission to colleagues and athletes/patients.
- Do not knowingly mislead others.
- Do not cheat, plagiarize, or otherwise act dishonestly.

## 5. **Awareness of Limitations, Professional Growth**

- Be aware of your personal limitations and deficiencies in knowledge and abilities.
- Know when and whom to ask for supervision, assistance, or consultation.
- Know when and for whom to provide appropriate supervision.
- Students and other trainees should have all athletes/patients' workups and orders countersigned by the appropriate supervision.
- Avoid athletes/patients/client's involvement when you are ill, distraught, or overcome with personal problems.
- Do not engage in unsupervised involvement in areas or situations where you are not adequately trained.

## 6. **Department as a Professional**

- Clearly identify yourself and your professional level to athletes/clients and staff.
- Dress in a neat, clean, professionally appropriate manner.



- Maintain a professional composure despite the stresses of fatigue, professional pressures, or personal problems.
- Do not write offensive or judgmental comments in athletes'/ patients'/ clients' charts.
- Do not criticize the decisions of colleagues in the presence of an athlete/client or in inappropriate places.

#### **7. Avoiding Conflicts of Interest**

- Maintain the best interests of the athlete/patient/client when making all decisions.
- Do not accept non-educational gifts of value from sport companies or sport equipment vendors or suppliers.
- Do not participate in individual incentive programs sponsored by different companies.

#### **8. Responsibility for Peer Behavior**

- Take the initiative to identify and help rehabilitate impaired students, athletes and other employees with the assistance of all of the appropriate resources made available by the UBT FSMS and UBT College.
- Report serious breaches of the Code of Ethics to the appropriate person.
- Indicate disapproval or seek appropriate intervention if you observe less serious breaches.

#### **9. Respect for Personal Ethics**

- You are not required to perform procedures that you, personally, believe are unethical, illegal, or may be detrimental to athletes/patients.

#### **10. Respect for Property and Laws**

- Adhere to the regulations and policies of UBT FSMS and UBT College and its component institutions.
- Adhere to all applicable local, and state laws and regulations.
- Do not misappropriate, destroy, damage, or misuse property of UBT FSMS and UBT University or its affiliated institutions.

#### **11. Integrity in Research**

- Adhere to the institutional regulations that govern research using human subjects and animals.
- Do not engage in research that knowingly and unnecessarily jeopardizes the health, safety, or longevity of human subjects.
- Report research results honestly in scientific and scholarly presentations and publications.
- When publishing and presenting reports, give proper credit and responsibility to colleagues and others who participated in the research.
- Co-authorship should not be assigned to individuals who do not meaningfully participate in the project.
- Report research findings to the public and press honestly and without exaggeration.
- Avoid potential conflicts of interest in research.
- Disclose funding sources, company ownership, and other potential conflicts of interest in written and spoken research presentations.

## **II. Professional Ideals**

### **1. Conscientiousness**

- Fulfill your responsibilities thoroughly.



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- Notify the responsible supervisor if something interferes with your ability to perform your tasks effectively.
  - Learn from experience and grow from the knowledge gained from making errors and recognizing them to avoid repeating them.
  - Dedicate yourself to lifelong learning and self-improvement by implementing a personal program of continuing education and continuous quality improvement.
  - Students should complete all assignments accurately, thoroughly, legibly, and in a timely manner.
  - Students should attend scheduled classes, laboratories, seminars, and conferences except for justified absences.

## **2. Collegiality**

- Cooperate with other members of the research team in research activities.
- Teach others at all levels of education and training.
- Be generous with your time to answer questions from trainees, athletes, clients and their family members.
- Shoulder a fair share of the institutional administrative burden.
- Adopt a spirit of volunteerism and altruism in teaching and athlete/patient care and treatment tasks.
- Use communal resources (equipment, supplies, and funds) responsibly and equitably.

## **3. Personal Health**

- To the extent possible in the present context of your personal and professional life, develop a lifestyle of dietary habits, recreation, disease prevention, exercise, and outside interests to optimize physical and emotional health and enhance professional performance.

## **4. Responsibility to Society**

- Never limit indicated individual athlete/patient/client care and treatment in any way to conserve monetary expenditures.
- Within the limits of your personal competence and preferences, speak out on all social or public health and sport issues to which sport science knowledge is relevant.

## **Protocol for Reporting Suspected Violations of the Code of Ethics**

The protocol described below is to be available to any student, staff, UBT FSMS employee who believes that he/she witnessed or has been subject to a violation of the Code of Ethics. It should be regarded as an informal mechanism for resolving conflicts prior to initiating any formal disciplinary action. Such informal action shall not be construed to be a part of the disciplinary procedure contained in any University agreements or contracts with any parties. In no way does it replace any of the Policies or Procedures of UBT College, UBT FSMS or any current agreements or contracts.

1. Each member of the UBT FSMS Community who observes or is the object of a violation of the Code of Ethics, is advised to discuss the incident with the perpetrator,



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unless the member feels that this confrontation may result in personal harm and/or retribution.

2. If the issue has not been resolved by direct discussion, or if the observer is unable to confront the perpetrator, the appropriate supervisor, department chair, and/or dean should be notified. In addition, all are encouraged to submit a "Professionalism Note" at the UBT Ethics Committee ideally signed though they may be submitted anonymously.
3. If an illegal act has been observed, the observer is required to request the perpetrator to report this act to the appropriate committee and/or authority, unless the observer feels that this confrontation may result in personal harm and/or retribution. In that case, the observer is required to report the incident to the appropriate committee and/or authority.
4. If the observer or the object of the unethical behavior is afraid, does not know to whom to report the incident, or feels that the issue has not been resolved satisfactorily by the above measures, the UBT College Employee Assistance Program, the UBT Faculty of Sport and Movement Science Compliance Office can be consulted in confidential manner.

### **Protocol for Amending Code of Ethics**

Proposals to amend the Code of Ethics may be initiated by the Ethics Sub-Committee of the Academic Council of UBT FSMS or by petition of at least ten members of the Council. Such proposals must be made and read at two regular meetings of the Council, with a vote taken only after the second meeting. Amendments require an affirmative vote of two-thirds of the Council membership.

### **Resources for Addressing Suspected Violations of the Code of Ethics**

#### **The UBT Ethics Commission**

The UBT Ethics Commission mission is to provide a comprehensive worksite-based support to faculty and staff in the prevention, early intervention, and resolution of violation of Code of Ethics.

Specifically, the tasks of the Ethics Commission are:

1. To receive initiatives and give proposals for amendments to the Code of Ethics.
2. To discuss reported violations of the Code of Ethics and propose further proceedings concerning the violations.
3. To compile annual reports for the UBT Academic Council.
4. To adjudicate complaints to the decisions of Faculty Sub-Commission.

#### **UBT Faculty of Sport and Movement Science Compliance Office**



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The UBT Faculty of Sport and Movement Science Compliance Office is intended to define the standards of conduct expected of UBT FSMS, to provide guidance on how to resolve questions regarding legal and ethical issues, and to establish a mechanism for reporting of possible violations of law or ethical principles within the UBT FSMS. The guidelines contained in the Code are designed to assist UBT FSMS representatives in making the right choices when confronted with difficult situations.

The Code imposes requirements that are often more exacting than those mandated by law, reflecting the UBT FSMS goal of conducting oneself with the highest level of integrity. The willingness of each UBT FSMS representative to raise ethical issues and legal concerns is essential. Ultimately, the responsibility for ethical behavior rests with each person's exercise of independent judgment. UBT FSMS personnel must report suspected violations. As a matter of policy, no UBT FSMS personnel will be disciplined or subjected to retaliatory action because he or she made a report in good faith. Where possible, the confidentiality of the UBT FSMS personnel making the report will be protected.