



Code of Conduct for AUPO

Introduction and Purpose

AUPO champions an inclusive academic ophthalmology community to promote and advocate for excellence and equity in ophthalmic education, professional development, research, and clinical care.

The AUPO code of conduct expresses AUPO's commitment to a civil and just society as reflected in our organization.

The AUPO code of conduct applies to all AUPO members and participants in AUPO events and meetings.

General Principles

AUPO members and participants are committed to acting honestly, truthfully, and with integrity in all our actions and dealings. We commit to treating each other with dignity, courtesy, and respect. We commit to listening to each other while keeping our hearts and minds open, and to speaking thoughtfully and with respect for our listeners.

Professional Standards

AUPO members and participants commit to maintaining competence in our profession, including the following, where applicable: clinical and surgical competency, research knowledge, educational and mentoring skills, and administrative expertise.

AUPO members and participants commit to improving the accountability, transparency, ethical conduct, and effectiveness of academic ophthalmology.

Conflict of Interest

AUPO members and participants acknowledge the potential for conflict of interest, and the need for this to be recognized and disclosed, as well as the need for appropriate steps to be taken to manage any identified conflicts as outlined in AUPO's conflict of interest policy.

AUPO members and participants commit to serving the AUPO membership and the broader academic ophthalmology community with impartiality, transparency, and fairness.

Compliance with Laws and Regulations

AUPO members and participants agree to abide by all applicable laws and regulations.

In addition, AUPO members and participants agree to bring to the attention of the AUPO Board of Trustees any decisions or actions that they identify as unethical or illegal. Further, they commit to informing the Board of the possible results of these decisions or actions.

Confidentiality

Officers, trustees, and committee members, together comprising “AUPO leadership” agree to serve AUPO with loyalty and respect for confidentiality, avoiding conflicts of interest and activities that may be perceived as taking personal advantage to the possible detriment of the AUPO or its members.

AUPO leadership agrees to respect and protect confidential information.

Professional Relationships

AUPO is committed to nurturing members and participants in their professional development, as they work to become independent and accomplished contributors to academic ophthalmology. AUPO is committed to developing an inclusive community in which members engage, collaborate, and develop productive professional relationships.

AUPO expects members and participants to develop professional relationships and to achieve resolution of actual or apparent conflicts in a professional and respectful manner.

Inclusion and Diversity

AUPO members and participants aspire to be an inclusive community, promoting diversity, creativity, and accomplishment in all of our internal operations, programs, and policies.

Avoiding Discrimination and Harassment

AUPO members and participants commit to treating every individual with dignity and respect. Further, they commit to engaging others in good faith and assuming good intent.

Harassment and discrimination are not tolerated in any activity or interaction among AUPO members and participants. Members and participants who witness such behavior agree to bring the incident to the attention of the AUPO Board of Trustees for further review and action.

Reporting Violations and Consequences

AUPO members and participants are encouraged to report violations of the Code of Conduct to the AUPO Board of Trustees. Where the violation involves a trustee, the report will be made to the Executive Vice President (EVP). If the violation involves the EVP, then the report will be made to the President. In the event that the EVP and the President are involved, the report will be made to the AUPO Client Services Manager who will convene an ad hoc committee of appropriate individuals. Reporters acting in good faith will be protected, and the information managed with sensitivity, and in accordance with the AUPO Policy Statement on “Governance: whistleblower protection.” Retaliatory behavior will not be tolerated.

The AUPO will review complaints and determine necessary action, up to and including loss of membership. These disciplinary actions will be applied in a fair and consistent manner.

Review and Update Process

AUPO leadership commits to reviewing and updating the code of conduct at a minimum every three years, utilizing a process that solicits feedback from members. The AUPO Code of Conduct will be posted on the AUPO website.

July 23, 2024