



British Ayurvedic Medical Association (BAMA) Code of Conduct

Introduction

The British Ayurvedic Medical Association (BAMA) is committed to fostering a professional, ethical, and respectful environment for all members and staff. This Code of Conduct outlines the expected behaviours and responsibilities to ensure alignment with modern human resources standards.

Mission and Core Values

BAMA's mission is to promote the highest standards of Ayurvedic practice while adhering to these core values:

1. Integrity: Upholding honesty and transparency in all actions.
2. Respect: Treating all individuals with dignity and promoting inclusivity.
3. Excellence: Striving for superior quality and continuous improvement.
4. Collaboration: Encouraging teamwork and mutual support.
5. Accountability: Being responsible and liable for individual and team actions.

Guidelines for Appropriate Behaviour

1. Professional Conduct and Integrity

- Act with professionalism and integrity in all activities, ensuring that actions reflect BAMA positively.
- Be honest in communications and maintain the confidentiality of sensitive information.
- Respect patient autonomy and provide clear and accurate information to patients, colleagues, and the public.

2. Competence and Professional Development

- Continuously develop professional skills through education and training to maintain competence.
- Ensure all professional credentials and licences are current and comply with BAMA's standards.

3. Conflict of Interest

- Avoid situations where personal, financial, or other interests might conflict with professional duties.
- Disclose and manage any actual or potential conflicts of interest transparently.

4. Respectful and Inclusive Workplace

- Exhibit respectful behaviour, promoting a workplace free from harassment, discrimination, and bullying.
- Champion diversity and inclusion, recognising and valuing different perspectives and backgrounds.
- Engage in fair and equitable treatment of all employees and members, enhancing team morale and productivity.

5. Communication and Social Media

- Communicate respectfully and professionally in all formats including face-to-face, written, and digital interactions.
- Use social media responsibly, ensuring it does not harm BAMA's reputation or violate privacy policies.
- Unless in a designated and approved communications role, all public communications on all channels must undergo an approval process to ensure consistency and alignment with BAMA's messaging and values.

6. Health, Safety, and Well-being

- Prioritise health and safety by adhering to established protocols and reporting any hazards or unsafe conditions.
- Support the physical and mental well-being of colleagues and oneself to foster a healthy workplace.

Termination and Disciplinary Actions

- Breaches of this Code may lead to disciplinary actions, which can range from warnings to termination of employment or membership.
- BAMA ensures any disciplinary measures are conducted fairly, following clear procedures and allowing individuals the opportunity for representation and appeal.

Reporting and Whistleblower Protection

- Encourage reporting of any unethical behaviour or breaches of this Code without fear of retaliation.
- BAMA is committed to investigating reports thoroughly and confidentially, with protections in place for those who report breaches.

Review and Continuous Improvement

- This Code is subject to regular reviews to incorporate changes in laws, ethical standards, and HR practices.
- BAMA is committed to continuously improving its workplace environment and policies through feedback and engagement with members and staff.

Acknowledgement

By committing to this Code of Conduct, members and staff contribute to a positive, ethical, and professional environment at BAMA.

Printed Name:

Signature:

This Code of Conduct aligns with modern HR standards and ensures that all public communications are vetted through an approval process unless conducted by an approved representative. This helps maintain a consistent and professional message across all platforms.

