



BOARD AND SUPPORT TEAM CODE OF CONDUCT

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Preamble

The iaedp Foundation is a not-for-profit, tax-exempt global professional association dedicated to advancing leadership in eating disorder research, education, treatment, and prevention. Our mission is to ensure global access to knowledge, research, and best practices in eating disorder treatment.

The iaedp Foundation's primary membership includes doctors, psychiatrists, psychologists, licensed mental health counselors, licensed clinical social workers, dietitians, advocates, experts by experience, clinicians, researchers, academics, and students working in the field of eating disorders. The iaedp Foundation Board of Directors governs the association. This code of conduct applies to everyone associated with the Foundation, including volunteers, the support team, and Board Members. Anyone choosing to engage with the Foundation by accepting and maintaining a volunteer, support team, or Board role affirms their endorsement of this code and commits to upholding its principles and obligations.

This document does not represent the entirety of the iaedp Foundation's standards of conduct, nor does it address every possible question or issue that may arise. Instead, it is part of a broader initiative to establish and sustain a high-quality organization that prioritizes acceptable conduct. The organizational leadership will periodically review the code.

Policy

The iaedp Foundation Board members (including ex officio members) and support team members are expected to always adhere to and comply with the following code of conduct in their role:

- 1) Fully comply with the iaedp Foundation Members' Code of Ethics and all other rules and regulations of the association, including but not limited to the articles of incorporation and bylaws. Board members will ensure their association membership remains in good standing at all times.
- 2) Fully comply with all applicable laws and regulations. They will provide or ensure the association provides full cooperation when requested by authorized institutions or individuals responsible for upholding the law.
- 3) Board members will sign confidentiality and board service agreements annually.
- 4) Conduct the association's business affairs with good faith, honesty, integrity, transparency, fairness, confidentiality, due diligence, and reasonable competence.

- 5) Unless required by the board of directors or mandated by law, no board member or support team member may share, copy, reproduce, transmit, disclose, or otherwise reveal any confidential information related to the association's affairs.
- 6) Board members will exercise appropriate authority and sound judgment when interacting with the association support team, suppliers, and the public. They will address the needs of the association's members in a responsible, respectful, and professional manner.
- 7) Listen to the organization's stakeholders and make every reasonable effort to address their needs and concerns in alignment with the organization's mission and vision. They will strive for excellence and innovation while demonstrating professional respect and responsiveness to constituents, donors, and others.
- 8) As part of an international community, the board, support team, and executive leadership will work to understand, respect, and support all members from diverse cultural backgrounds. They will contribute to fostering an organizational culture that values and honors the unique contributions of members, the support team, and leadership.
- 9) Will not use any information provided by the association or obtained through their service to the association for any purpose other than fulfilling their board or support team duties, will not misuse association property or resources, and will ensure that the association's property remains secure at all times, preventing unauthorized individuals from accessing or using it.
- 10) Will make their best effort to engage in professional development activities consistently and will carry out the tasks and responsibilities they commit to in a professional and timely manner, following the board's guidance and oversight.
- 11) Upon the conclusion of their service, will promptly return to the association all documents, electronic and physical files, reference materials, and other property entrusted to them in order to fulfill their responsibilities. This return does not relieve them of their ongoing obligation to maintain confidentiality regarding any information acquired during their time on the board or serving the Foundation.
- 12) The board of directors is committed to leading by example in meeting the needs of the association and its members, while also representing the interests and values of the broader eating disorder community.
- 13) The board of directors, support team, and Chief Staff Executive are dedicated to advancing diversity, equity, and inclusion (DEI) both within the organization and across the broader eating disorders field and are expected to identify and pursue opportunities to support DEI initiatives within their respective roles and responsibilities.
- 14) The board of directors, support team, and executive leadership are responsible for providing credible and effective oversight of the iaedp Foundation's work, free from personal bias. They must also adhere to relevant international, federal, state, and local laws, regulations, and fiduciary responsibilities to ensure transparency in all iaedp Foundation's operations.
- 15) Will not attempt to persuade or influence any Board and/or support team member of the association to leave their position or seek employment with any other person or entity. Additionally, no board member or support team member shall attempt to persuade any member, exhibitor, advertiser, sponsor, subscriber, supplier, contractor, or any other individual or entity with an existing or potential relationship with the association to terminate, reduce, or refrain from entering into that relationship, or to diminish the monetary or other benefits derived from that relationship.
- 16) Must always act in the association's best interests, prioritizing the organization's needs over personal or third-party gain or financial enrichment. They are prohibited from accepting

commissions, gifts, payments, loans, promises of future benefits, or any other items of value from individuals or entities that have or may seek a benefit from the iaedp Foundation, except for occasional gifts of nominal value that align with good business ethics. When potential conflicts of interest arise, the board and support team members must identify the conflict and, if necessary, recuse themselves from any discussions or voting on the matter. A conflict of interest occurs when personal interest is, or may appear to be, in conflict with the interests of the iaedp Foundation. Personal interests may include, but are not limited to, outside activities, financial or business interests, personal or charitable relationships, or political affiliations or positions. Conflicts also arise if a Board or support team member, volunteer leadership member, or a member of their immediate or extended family receives improper personal benefits due to their position within the iaedp Foundation.

- 17) Will not claim any authority beyond what is granted by their roles.
- 18) Refrain from engaging in any outside business, professional, or other activities that could materially and adversely affect the organization, either directly or indirectly.
- 19) Will not participate in or facilitate any form of discriminatory or harassing behavior toward support team, members, officers, directors, meeting attendees, exhibitors, advertisers, sponsors, suppliers, contractors, or anyone else concerning the organization's activities.
- 20)** Provide goods or services to the organization as a paid vendor only after fully disclosing the relationship to the board and obtaining prior approval, in accordance with any related procedures established by the board.