

ASID Code of Conduct

Core Values

All ASID stakeholders are expected to uphold and promote the following values:

Collaboration

Working together across disciplines and regions, we unite members and experts to advance training, education, research, and clinical practice.

Respect

Fostering meaningful connections with our members and partners, embracing teamwork as the cornerstone of impactful healthcare.

Inclusivity

Promoting equity and diversity, shaping the future of infectious diseases together.

Integrity

Committed to providing trustworthy, evidence-based advice and care, actively engaging in advocacy and public health discussions.

Expected Behaviour

All participants in ASID activities are expected to:

- Demonstrate professionalism and ethical behaviour
- Communicate respectfully in all settings - written, verbal, and digital
- Promote a culture of safety, inclusion, and fairness, free from harassment and discrimination
- Treat ASID staff, contractors, and volunteers with courtesy and professionalism, recognising their role in supporting the Society's operations
- Participate in scientific and policy discussions in a collegial and constructive manner, allowing for diverse viewpoints
- Respect confidentiality and intellectual property as required
- Accurately credit the contributions and work of others
- Uphold research and clinical ethics, including appropriate authorship, data accuracy, and ethical peer review
- Comply with all relevant laws and ASID policies and procedures

Additional Responsibilities of Members and Leaders

Members and representatives of ASID are expected to:

- Serve as ambassadors of the Society and uphold its reputation
- Support initiatives that promote diversity, accessibility, and representation across ASID's work
- Actively contribute to a culture of continuous improvement, professional development and collegiality
- Refrain from placing unreasonable demands on ASID staff or undermining their authority in operational matters
- Provide mentorship, support, and equitable treatment of early-career and underrepresented colleagues
- Exercise responsible stewardship of ASID resources, information, and brand

Conflict of Interest and Transparency

- Declare any real, potential, or perceived conflicts of interest in relation to ASID activities
- Refrain from decisions or participation where impartiality may be compromised
- Ensure full transparency in external affiliations, funding sources, or commercial relationships where relevant to ASID work

Use of ASID Resources and Name

- Use ASID platforms, materials, and resources responsibly and only for purposes aligned with the Society's purpose
- Avoid using ASID affiliation for commercial, political, or personal gain
- Seek approval in accordance with ASID's policies and procedures, before making public statements or publications on behalf of ASID

Unacceptable Behaviour

ASID does not tolerate behaviours that undermine the safety, respect, and effectiveness of our professional community. This includes, but is not limited to:

- Harassment, bullying, discrimination, or abuse of power

- Dismissive or demeaning treatment of others, particularly junior or underrepresented members
- Retaliation against individuals who report or oppose misconduct
- Misrepresentation of ASID positions, or inappropriate use of its name or platforms
- Dishonesty in research, clinical reporting, or public communication
- Aggressive, disrespectful, or demeaning conduct toward ASID staff
- Bypassing established communication channels across ASID
- Breach of confidentiality, privacy laws, or ASID's policies and procedures

Scope of Application

This Code applies to all ASID-related contexts, including:

- Conferences, workshops, and training programs
- Special Interest Groups, committees, subcommittees, networks, working groups, the Board and Secretariat
- Online platforms (forums, emails, webinars, social media, meetings)
- Representations of ASID at national or international events
- Research, publications, and public statements involving ASID affiliation

Reporting and Resolution

ASID encourages all members to report suspected breaches of this Code in good faith. Reports will be taken seriously and handled with confidentiality, procedural fairness, and appropriate safeguards.

ASID staff and volunteers are equally protected under this Code and are encouraged to report code of conduct breaches.

Reporting options:

- Email (confidential): executive@asid.net.au
- Speak directly with the ASID CEO or President

Resolution mechanisms may include:

- Informal discussion or mediation
- Formal warning or behavioural agreement
- Temporary or permanent exclusion from ASID events or committees

- Suspension or termination of membership
- Referral to external professional or legal bodies, where appropriate

Continuous Review

This Code of Conduct will be reviewed every two years by the ASID Board and CEO. ASID Council members are encouraged to provide feedback or suggest improvements that support a healthy, inclusive, and high-performing professional community.

Acknowledgement

By participating in ASID activities or maintaining membership, individuals agree to abide by this Code of Conduct. Breaches may result in sanctions at the discretion of the ASID Board.