

PROFESSIONAL CONDUCT

In the conduct of their profession, human factors professionals/ergonomists shall:

1. maintain at all times, the highest ethical standard of personal and professional integrity, impartiality, honesty, objectivity and respect for evidence.
2. not lay false claim, directly or indirectly, to educational qualifications, professional affiliations, characteristics or capacities for themselves or their organizations. Reasonable steps shall be taken to correct any such misrepresentation should it become aware to them.
3. limit their teaching and practice to those areas of human factors and ergonomics for which they are qualified after sufficient professional preparation, proper professional oversight or by virtue of training and/or experience, and endeavor to maintain and develop their professional competence.
4. always value the safety, health and welfare of all persons as well as environment affected by their work, protecting the environment, privacy of individuals and organizations and follow ethical principles when conducting or reporting on research involving human participants.
5. not use race, ethnicity, disability, gender, sexual preference, age, religion, politics, national origin and extraneous factors as a consideration in hiring, promoting, or training in any situation where such consideration is irrelevant.
6. avoid all situations that contain elements of conflict of interest and provide full disclosure of those conflicts to all potentially affected parties.
7. take all reasonable steps to preserve the confidentiality of information acquired through their professional practice and to protect the privacy of individuals or organizations about whom the information was collected or held. Furthermore, they shall not divulge the identity of individuals or organizations without permission from those concerned.
8. neither solicit nor accept financial or material benefit from those receiving their services beyond what was contractually agreed. Furthermore, they shall not accept such rewards from more than one source for the same work without the consent of all parties concerned.
9. when becoming aware of professional misconduct by a colleague, that is not resolved by discussion with the colleague concerned, they shall take steps to bring that misconduct to the attention of appropriate authorities/organization concerned.
10. conduct any professional activities in ways which do not damage the interests of the recipients of their services or participants in their research and which do not undermine public confidence in their ability to perform their professional duties.
11. show an impeccable regard for the social, cultural and moral expectations of the community in which they work.

12. restrict criticism to professional issues, avoid any misrepresentation in all public statements, presentations, and submissions to mass media and refrain from personal censure;
13. express opinions on the work or reputation of fellow members in an honest, objective and responsible manner, giving due credit where necessary.

CONDUCT OF RESEARCH

All human factors professionals/ergonomists shall comply with the Geneva Convention and Helsinki Accord in treating both human and animal subjects, in addition to obeying national and local laws and regulations, as well as generally accepted procedures within the scientific community. In particular, human factors professionals/ergonomists shall:

1. identify all potential sources or causes of harm in the research they are conducting. These hazards must then be effectively managed, including compliance with any requirements of the ethics advisor, to ensure that the risk of harm to participants is minimized.
2. ensure that participants are fully informed of the outcome of the risk assessment and of any requirements identified by the independent ethics advisor before seeking informed consent.
3. terminate any research process or experiment immediately if the participant's exposure to hazards exceeds commonly accepted thresholds. Further, if necessary, medical treatment must be provided.
4. keep the identity of human participants confidential unless permission is obtained from the participants.
5. not coerce any potential human research subject to participate as a subject in a research project, nor use undue monetary reward to induce subjects to take risks they would not otherwise take.
6. ensure these ethical guidelines are followed by their collaborators, assistants, students, and employees.

REPORTING AND PUBLICATION

In pursuit of their profession, human factors professionals/ergonomists who are engaged in research and scholarly activities have an obligation to report their work to the scientific community. In particular, human factors professionals/ergonomists shall:

1. ensure the integrity and accuracy of the data recorded before reporting results and conclusions to the scientific community.
2. maintain the highest degree of objectivity when they are reviewing or editing works of other colleagues, in particular, they must ensure that their objectivity is not impaired by their own views even if the data and the reported results conflict with their own previously published work.
3. identify original sources (i.e. not plagiarize) and give credit to those who have contributed on a professional level to the work, proportional to their contribution

EXPERT WITNESS

Human factors scientists and practitioners do not allow the adversarial system of jurisprudence to affect the quality or integrity of their practice. In ensuring such quality or integrity of their practice, human factors professionals/ergonomists shall:

1. provide testimony objectively and without bias; their testimony is based on credible data and/or scientific principles; they are prepared to identify the merits and limitations of the data and principles as well as their own capability to interpret those data and apply those principles.
2. not accept fees on a basis contingent on the outcome of the matter.
3. avoid discussing the suit with others in a manner that would disclose the caption of the suit or parties involved, absent the permission of the engaging attorney, until the suit is absolved except where required by the law.
4. not make public statements likely to influence or prejudice the judicial proceedings in a suit he/she participate, during their pendency.
5. not reveal information detrimental to the litigants' or client's interests following suit resolution, except where they believe silence would breach the greater duty of protecting public health and safety.