



WSAVA
Global Veterinary Community

WSAVA Code of Conduct

World Small Animal Veterinary Association (WSAVA)

Revised January 2019

WSAVA Ethical Conduct
Anti-Harassment Policy
WSAVA Member Community Oath:

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WSAVA Ethical Conduct

The WSAVA Ethical Conduct is based on a four-tiered 'commitment structure', comprising of:



Our Ethical Conduct is further defined by the WSAVA Core Values and Anti-Harassment Policy, which are:

- Integrity:** We conduct our organization without conflicts of interest, by promoting transparency, honesty, fairness and consistency in honouring our commitments
- Professional:** Our organization reflects the character of our profession. We are passionate, competent, qualified, capable and we strive to represent and uphold the status of our profession
- Engaging:** We are an inclusive community, welcoming member associations, members, volunteers, committees, staff, strategic partners and are always accessible for those seeking opportunities for involvement.
- Empowering:** We believe that to lead the profession we must create leaders by welcoming the minority opinion while striving for consensus, and to provide support and capacity building with local communities and members to be key drivers of development according to their own determined needs and goals. All our partnerships must serve to strengthen this commitment and not take away the privilege of this responsibility.

Anti-Harassment Policy

As a professional association, the WSAVA is committed to providing an atmosphere that encourages the free expression and exchange of scientific ideas. In pursuit of this, the WSAVA is dedicated to the philosophy of equality of opportunity and treatment for all members, regardless of gender, gender identity or expression, race, colour, national or ethnic origin, religion or religious belief, age, marital status, sexual orientation, disabilities, or any other reason not related to scientific merit. Harassment, sexual or otherwise, is a form of misconduct that undermines the integrity of the WSAVA. Violators of this policy will be subject to sanctions.





WSAVA Member Community Oath

As a member of the Executive Board, the Assembly of the World Small Animal Veterinary Association (WSAVA), its staff, and/or its committees and working groups, I declare:

1. I shall always act and behave in a manner that:

- a. Promotes the values and behaviours of good citizenship and that I will always show consideration for individuals.
- b. Is honest, trustworthy and in good faith in the exercise of my powers and the discharge of my duties of office.
- c. Is in the best interests of the Association, and not influenced by personal gain or bias. If representing a third-party position, I will ensure that any conflict is declared in advance.

2. I shall exercise quality communication strategies – which includes:

- a. Respecting other people’s ideas and opinions by being open and flexible – even if they differ from my own. This means accepting that there may sometimes be more than one “right” solutions or answer to an issue or problem.
- b. Actively listening to what the other person is saying.
- c. Letting the other person finish what they are saying before making my own comments.
- d. Being succinct when making my own comments.
- e. Ensuring that when I want to contribute to a discussion that I am recognized by the Chairperson prior to speaking.
- f. Publicly supporting all Board decisions.

3. I shall make a contribution that demonstrates:

- a. An appropriate amount of preparation and adequate research.
- b. A commitment to take on a reasonable and fair workload. Conversely, I am prepared to say “no” to extra workload when it’s beyond my capacity to deliver it.
- c. A commitment to working as part of a team and achieving the team goals.





- d. A respect for accountability and thus a commitment for delivery results and meeting deadlines.
- 4. I respect that good corporate governance is essential to both managing risk and maintaining the operational and structural integrity of the Association, and thus I will:**
- a. Ensure that I have a thorough understanding of corporate governance principles.
 - b. Exercise a duty to use due care and diligence in fulfilling the function of office and in exercising the powers attached to that office.
 - c. Respect the differing roles of the Board and the operations of the secretariat.
 - d. Respect the confidentiality of all WSAVA discussions, unless otherwise agreed-to
 - e. Declare any real or potential conflict of interest.

I agree to be bound by this Ethical Conduct. If I am unable to meet or continue to meet the requirements of the Code of Conduct, I will be prepared to meet with the Board in order to attempt to resolve the points of difference.

