

## **IPSO Code of Conduct: Board and Complaints Committee Members**

High standards of conduct and personal integrity are essential to maintaining public confidence in IPSO. This Code defines the standards IPSO expects of you as an office holder. You are responsible for ensuring that you are aware of the terms of the Code of Conduct and comply with it not only to the letter, but in the full spirit.

While many Board and Committee members have a variety of public roles which may require you to balance competing interests, you should be mindful that your actions in one sphere will reflect on your role at IPSO. Any conflict of loyalties between your roles should be declared and resolved in a manner that accords with IPSO's values.

IPSO expects that as a Board or Complaints Committee member, you will:

1. Uphold and promote IPSO's principles of independence, transparency, responsiveness, inclusion, accessibility and accountability.
2. Uphold and promote the standards set out in the Editors' Code of Practice, and the value it places on freedom of expression.
3. Maintain respectful working relationships with other officeholders and staff. IPSO does not tolerate bullying, harassment or intimidation.
4. Uphold IPSO's commitment to promoting equal opportunities for everyone, including in the provision of its services and the employment of staff. You are personally responsible for ensuring that no one – including staff, office holders, complainants and others – is unjustifiably disadvantaged in their experiences of IPSO, and their treatment by IPSO, including by virtue of their age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race, colour, nationality, national or ethnic origin, religion or belief, sex, or sexual orientation.
5. Use confidential information you receive in the course of your work for IPSO only for the purposes for which it was provided to you and ensure that it is stored and processed securely.
6. Accept responsibility for decisions made collectively; this means not speaking against decisions outside the meeting in which they were taken.
7. Exercise appropriate judgement in identifying, declaring and managing conflicts of interest, and interests that might reasonably give rise to the perception of a conflict. This includes ensuring that your entry in IPSO's Register of Interests is complete and current.
8. Consider before accepting any gift or hospitality whether it could diminish your ability to act independently in your IPSO role, or could be seen to do so. Ensure that any significant items are recorded in the Register of Gifts and Hospitality.
9. Use any expenses, facilities or services provided by IPSO only for their intended purposes.

10. Avoid any actions or comments that could bring IPSO into disrepute or detract from its purpose to protect the public and freedom of expression by upholding high editorial standards.

Note: This Code of Conduct is in addition to, and does not replace, the terms of any contract between you and IPSO. Concerns about a possible breach of this Code should be reported to the Chair of IPSO's Board, or to the Deputy Chair if the possible breach relates to the Chair or it is otherwise inappropriate to raise it directly with the Chair. Failure to observe the Code may be regarded by IPSO as a disciplinary matter.