

## ADA NSW BY-LAW ETHICS PANEL

Approved by ADA NSW Board February 2022

A Code of Ethics is one of the things that distinguishes a profession from a job, craft or trade. It is not however, an exhaustive list of situations that describes ethical practice. Ethical practice requires judgement, interpretation and balanced decision making in an appropriate context and while the ADA's ethical values and principles are enduring standards of acceptable conduct are not permanently fixed.

Community standards and requirements vary over time and what constitutes acceptable conduct may also depend on the nature of individual circumstances. Given that these things must be taken into account it is most appropriate that determination of adherence to them should be adjudicated by experienced members of the profession who have worked in the environment in which members work and dealt with the competing pressures and interests they have to take into account and balance.

### By Law

- 1 The Council of ADA NSW will nominate seven (7) members of more than 10 years standing to consider complaints against members.
- 2 Members who are listed will not be current members of the Board or Council.
- 3 The members will serve as list members for a period determined by Council but not exceeding five (5) continuous years.
- 4 When a complaint under the Code of Ethics is accepted for determination it will be referred to the CEO and President to form a Panel to consider the complaint.
- 5 The CEO and President will appoint three independent (3) list members to form a Panel to consider and investigate the complaint then make a recommendation to the Board.
- 6 Any such investigation will be completed within thirty (30) days unless the CEO or President grants an extension at the request of the Panel.
- 7 The steps in the Disciplinary Procedures By-Law will be followed.
- 8 If the member is "heard" by the panel the member will be advised that the panel will only make a recommendation to the Board.
- 9 The recommendation may be as per the ADA NSW Disciplinary Procedures By-Law.

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