

INDIAN SOCIETY OF ERGONOMICS

Code of Ethics & Standards of Professional Conduct



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The ISE (Indian Society of Ergonomics) Code of Ethics & Standards of Professional Conduct are principles that guide and govern the conduct of ISE and its members in all matters.

Introduction

The Indian Society of Ergonomics is dedicated to the betterment of humanity through the scientific inquiry into and application of those principles that relate to the interface of humans with their natural, residential, recreational, and vocational environments and the procedures, practices, and design considerations that increase a human's performance, health and safety at those interfaces. To promote and sustain the highest levels of professional and scientific performance by its members, the Indian Society of Ergonomics has adopted this Code of Ethics. No special oath to these Principles is necessary; its provisions are incumbent on all classes of membership of the Society. Throughout this document, "Ergonomics" shall be synonymous and interchangeable with "Human Factors".

Principle I - Professional Qualifications

Ergonomics practitioners have the responsibility of factually representing their professional qualifications as well as those of the institution they represent.

Clause 1

Members shall limit their practice to those areas of ergonomics wherein they maintain a competence by virtue of training and/or experience and shall not extend beyond their area of competence. They shall enter into additional areas of ergonomics practice and teaching only after sufficient professional preparation or with proper professional oversight.

Clause 2

Members shall present their educational background precisely and correctly, and with the additional explanation necessary for an accurate interpretation of their area of study and the level of attainment achieved. Members shall do the same with their representations of their work experience so that there is little chance for a misunderstanding of the extensiveness or intensiveness of their work achievements.

Clause 3

Members, when representing their professional affiliations, shall factually represent their current or past affiliations with any institution or organization as well as factually represent the aims and purposes of those institutions or organizations.

Clause 4

Members shall represent their employers' capabilities and interests accurately so as not to mislead their clients or potential clients or damage the business interests or reputation of their employers.

Clause 5

Members shall not use their affiliation with the Indian Society of Ergonomics or its Chapters for purposes not consonant with the stated purposes of the Society, nor shall they announce their affiliation with the Indian Society of Ergonomics in such a way as to falsely imply sponsorship or approval by that organization.

Principle II - General Conduct

In the conduct of their professional activities, Ergonomics practitioners have the responsibility of conducting themselves in a manner consistent with that generally expected of the professional community.

Clause 1

Members shall do everything necessary to reflect personal integrity as well as to convey the integrity of their profession.

Clause 2

Members shall avoid sensationalism, exaggeration, and superficiality that constitutes deception, and shall similarly avoid any misrepresentation in all public statements, presentations, and submissions to mass media.

Clause 3

Members shall avoid all situations that contain elements of conflict of interest or shall provide full disclosure of those conflicts to all potentially affected parties.

Clause 4

Members shall not use a position as a teacher, a granting or contracting official, an employer or employee, or any other position of influence to coerce or harass others.

Clause 5

Members shall not use race, ability difference, sex, sexual preference, age, religion, or national origin as a consideration in hiring, promotion, or training or in any research or application unless such consideration is essential to the situational demands for performance.

Clause 6

Members shall include considerations for the health and safety of person and property in the design of objects and work systems, and appropriately notify those at risk when a hazardous condition exists.

Clause 7

Members shall clearly present the adverse health, safety and environmental consequences to be expected from deviations proposed if their technical judgment is overruled by technical or administrative authority.

Principle III – Publications

Ergonomics practitioners while reporting their work to the general scientific community have the obligation to give credit to those who have contributed on a professional level to that publication, as detailed in PUBLICATION PRACTICES in GUIDANCE ON ETHICS.

Clause 1

Without affecting intellectual property rights, members shall give credit, proportional to their contribution, to all those responsible for the formulation, experimental design, analysis, or other treatment of the material if their contribution was on a professional level.

Clause 2

Members shall ensure that their work is reported factually, bearing professional responsibility for all elements of their reportage, including the accuracy of analysis, quotation from other works, and conclusions drawn.

Clause 3

Members shall maintain a position of objectivity when editing publications and reviewing papers that reflect views other than their own, as well as papers that present data in conflict with those they themselves may have previously published. Members shall not represent the work of another person, in whole or in part, as their own.

Principle IV – Experimental Subject Precautions

Ergonomics practitioners have the responsibility of treating both human and animal subjects humanely and in accordance with national, state, and local laws or other applicable regulations, as well as the generally accepted procedures within the scientific community as detailed in GUIDANCE ON ETHICS of the Society.

Clause 1

Members shall determine, through consultation with colleagues or institutional review committees, that the exposure of human or animal research subjects to hazards, stress, divulgence of history or preferences, or tedium is commensurate with the significance of the problem being researched.

Clause 2

Members shall determine the degree of hazard present in the exposure of human or animal research subjects, avoiding any exposures to human subjects that may result in death, dismemberment, permanent dysfunction or extreme pain, and utilize the lowest levels of exposure to both human and animal subjects consistent with the phenomenon under consideration.

Clause 3

Members shall obtain informed consent from human research subjects through duly constituted Institutional Ethics Committees, and adhere to those terms throughout the experiments.

Clause 4

Members shall not coerce potential human research subjects to participate as subjects, nor do they use undue monetary rewards to induce subjects to take risks they would not otherwise take.

Clause 5

Members shall preserve the confidentiality of any information obtained from human research subjects.

Principle V – Legal Integrity

Ergonomics practitioners do not allow the adversarial system of jurisprudence to affect the quality or integrity of their practice.

Clause 1

Members shall provide testimony objectively and without bias; their testimony shall be based on credible data and/or scientific principles; they shall be 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.

Clause 2

Members do avoid impugning the integrity of other expert witnesses without a factual, reasonable, and substantive basis.

Clause 3

Members participating in a suit shall not make public statements likely to influence or prejudice the judicial proceedings during their pendency.

Clause 4

Following suit resolution, members shall not reveal information detrimental to the litigants' or client's interests, except where they believe silence would breach the greater duty of protecting public health and safety.
