



NBPHE's CODE OF ETHICS

Preamble

The purpose of code of ethics is to communicate the National Board of Public Health Examiner's (NBPHE) expectations regarding ethical behavior of its certified professionals and candidates applying for certification. This policy contains the standards of conduct and ethical behavior expected of professionals certified in public health and certified in disease intervention (hereafter referred to as "certified professionals").

All certified professionals and certification candidates have a duty to protect and promote the health of the public. In fulfilling this duty, certification is a privilege that must be earned and maintained. The recertification process fosters life-long learning, professional development, and promotion of the public health profession. Certified professionals who violate any provision of NBPHE's Code of Ethics are subject to investigation. The outcome of such investigation could lead to temporary or permanent loss of the credential.

I. Responsibilities to the Community, Society, and their Organization

- Place the safety and health of the public above all other interests.
- Disclose any financial or other conflicts of interest in carrying out their responsibilities.
- Demonstrate integrity, honesty, and fairness in all activities.
- Act truthfully and speak in good faith in an objective manner based on knowledge of facts and competence of subject matter.
- Provide current and accurate information about all public health issues, and when they occur.
- Value and respect all individuals and populations equally.
- Recognize historical injustices, correct injustices, and promote reconciliation in public programs and initiatives.

II. Responsibilities to the Population Served

- Apply skills with competence.
- Disseminate timely information that safeguards the health of the public.
- Perform professional duties with the utmost degree of integrity to preserve and increase public trust.
- Protect confidential information, uniquely identifiable data, and the anonymity of people being served in accordance with applicable federal, state, and local laws.

III. Responsibilities to their Organization's Employees

- Insist upon ethical conduct in the work environment.
- Keep the work environment safe and healthy.
- Identify and eliminate coercion and harassment in the workplace.
- Protect confidential information, uniquely identifiable data, and the anonymity of people they work with in accordance with applicable federal, state, and local laws.
- Promote the best use of employees' knowledge and skills.

IV. Responsibilities to Diversity, Equity, and Inclusion

- Promote a culture of inclusivity and cultural humility that seeks to prevent discrimination based on race, ethnicity, national origin, religion, gender, sexual orientation, age, socioeconomic status, or disability.
- Act in a manner free of bias regarding race, ethnicity, national origin, religion, gender, sexual orientation, age, socioeconomic status, or disability.
- Create and maintain internal organizational structures and external collaborations that allow for the participation of individuals and groups regardless of demographic, political, cultural, or social characteristics.
- Demonstrate empathy, compassion, and provide accommodations when interacting with people with disabilities.

V. Responsibilities to the Profession of Public Health and the NBPHE

- Uphold the values, ethics, and mission of the profession and NBPHE as the certification provider.
- Accurately and appropriately represent academic and professional qualifications.
- Become proficient, maintain, and advance individual public health competencies through recertification.
- Abide by the certification policies and procedures required by NBPHE.
- Acknowledge that the credential is the property of NBPHE.
- Use the NBPHE logo and credential as authorized by NBPHE.

VI. Responsibility to Report Violations of the Code

- A certified professional who has reasonable grounds to believe that another certificant has violated NBPHE's Code of Ethics has a duty to communicate such allegations to the Ethics Committee of the National Board of Public Health Examiners.

National Board of Public Health Examiners

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NBPHE's Code of Ethics is a living document that is reviewed and updated every five years, or as necessary.
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