

# **Code of Conduct for CIPM members**

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# Code of conduct for CIPM members

## 1 Purpose and scope

1. CIPM members are elected by representatives of State Parties to the Metre Convention to act on their behalf, and in this capacity, they should be guided by the highest ethical and professional standards and are expected to behave with integrity and respect.
2. The present Code of Conduct applies to all CIPM members.

## 2 General Provisions

3. CIPM members commit to actively participate in the activities of the CIPM and agree to uphold consensus and governance best practice.
4. The values that are enshrined in international organizations shall also be those that guide CIPM members. Values underpinning fundamental human rights, dignity, social justice, respect and tolerance, among others, shall regulate their conduct.
5. At all events organized by the Organization or stakeholders (Regional Metrology Organizations, the Quality Infrastructure and other International Organizations collaborating with our Organization) within a multicultural environment, CIPM members shall refrain from all forms of discrimination, harassment or abuse of authority, and foster the respect for the equal rights of men and women and of all nations, great and small.

## 3 Guiding Principles

### A. Independence and impartiality<sup>1</sup>

6. CIPM members are not representatives of any Government, State, institution or metrology institute and do not represent them in their capacity as CIPM members.
7. CIPM members shall act within the framework decided by the CGPM and having the Organization's interests always in mind.
8. The principles of confidentiality, impartiality, collegiality and independence shall guide all activities and conduct of CIPM members.

<sup>1</sup> See the [Proceedings of the 21st meeting of the CGPM](#) (October 1999), English version, page 235 as well as Rule 13 of the [Rules of Procedure of the CIPM](#).

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### **B. Discretion and confidentiality**

9. The disclosure of confidential information may seriously jeopardize the efficiency and credibility of the CIPM and the Organization at large. CIPM members shall therefore not divulge confidential information without authorization, nor shall they use information that has not been made public and is known to them by virtue of their official position to private advantage. This obligation shall continue after they have left the CIPM.

### **C. Public statements and publications**

10. CIPM members shall not on behalf of the Organization make public statements or speeches, including publishing articles or books on any subject matter, that are incompatible with the obligation of discretion mentioned above or that conflicts in any way with the mandate, role and objectives of the Organization, including acting in accordance with the objectives set forth under [CGPM Resolution 3 \(2018\)](#). In case of doubt, the CIPM member must inform the CIPM President or the CIPM Secretary.
11. CIPM members representing the Organization at any event or on any subject matter shall convey the consensus of the CIPM and not their personal view or the view of their institution or home State.

### **D. Conflict of interest**

12. CIPM members shall avoid any conflict of interest or appearance of conflict of interest. A conflict of interest includes circumstances in which a CIPM member, directly or indirectly, would appear to benefit improperly, or allow a third party to benefit improperly, from their association in the management or the holding of a financial interest in a company that engages in any business or transaction with the BIPM. In case of doubt, or if the situation giving rise to the conflict of interest or the appearance of a conflict of interest has already been created, the CIPM member must inform the CIPM President or the CIPM Secretary.

### **E. Courtesy, dignity and respect**

13. CIPM members shall treat their colleagues and any other person they encounter in their capacity as CIPM members, with courtesy, dignity and respect and shall not engage in any form of verbal or physical abuse.

### **F. Prohibited conduct**

14. CIPM members shall refrain from any form of discrimination, harassment or abuse of authority, collectively referred to as "prohibited conduct".
15. Discrimination is any unfair treatment or arbitrary distinction based on a person's race, sex, gender, sexual orientation, gender identity, gender expression, religion, nationality, ethnic origin, disability, age, language, social origin or other similar shared characteristic or trait. Discrimination may be an isolated event affecting one person or a group of persons similarly situated or may manifest itself through harassment or abuse of authority.

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16. Harassment is any unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another person. Harassment in any form because of gender, gender identity and expression, sexual orientation, physical ability, physical appearance, ethnicity, race, national origin, political affiliation, age, religion or any other reason is prohibited.
17. Abuse of authority is the improper use of a position of influence, power or authority against another person or to the detriment of the person's host institute or nation. This is particularly serious when a person uses their influence, power or authority to improperly influence the career or employment conditions of another, including, but not limited to, appointment, assignment, contract renewal, performance evaluation, working conditions or promotion. Abuse of authority may also include conduct that creates a hostile or offensive environment which includes, but is not limited to, the use of intimidation, threats, blackmail or coercion. In the realm of the Consultative Committees, it includes either unduly advancing the interests of the member's host institute or nation or harming the interests of another institute or nation.

Note: *The BIPM Staff policy issued for the purpose of preventing and addressing discrimination, harassment and abuse of authority, dated 10 November 2020, is made available to CIPM members. They are expected to consult it for a more detailed descriptions of the terms and to regulate their conduct according to the provisions set forth therein, including any subsequent amendments.*

### G. Honours and gifts

18. CIPM members shall not accept from governments, organizations, firms, institutes, or any other entity any gifts or gratuities which may jeopardize the CIPM members' independence or lead to doubts as to their integrity. In case of doubt, the CIPM member must inform the CIPM President or the CIPM Secretary.

### H. Personal conduct

19. The private life of CIPM members is their own concern. However, CIPM members must bear in mind that their conduct and activities, even if unrelated to the duties they perform, can adversely affect their duties, and compromise the image and the interests of the Organization.

## 4 Complaint process

20. An individual who feels there has been a breach of any of the provisions of the present Code of Conduct may report the matter to the CIPM President, or the CIPM Secretary, or the BIPM Director, as applicable.
21. The relevant authority is expected to take appropriate action that may include, but are not limited to:
  - undertaking a fact-finding investigation;
  - requesting the author of the prohibited conduct to immediately stop the offending behaviour;

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- suspending or terminating the representation of the Organization at events and access to the Pavillon de Breteuil;
  - conveying the complaint to any investigative or disciplinary authority with jurisdiction over the author of the violation or prohibited conduct;
  - conveying a report to the employer, entity or State department with jurisdiction over the author of the violation or prohibited conduct for appropriate follow-up action.
22. Threats, intimidation or any other form of retaliation against an individual who has made a complaint, or provided information in support of a complaint, are prohibited.
23. Reasonable and appropriate action shall be taken to prevent and respond to retaliation, where applicable.