

CODE OF PROFESSIONAL CONDUCT

Canadian Academy of Manipulative Physiotherapy (CAMPT) Fellows

This Code seeks to define the expected behaviours and characteristics that Physiotherapists who are Fellows of CAMPT will uphold. As Registered Physiotherapists, CAMPT Fellows must provide healthcare to their clients in keeping with both the legal and ethical requirements as stipulated by their provincial governing college, as well as by the applicable provincial and the national health care acts. Maintaining a high-level of professional conduct is instrumental to the roles and responsibilities of a CAMPT Fellow when acting in the following capacities; as a clinician, as a clinical mentor, as an educator, as a researcher, as a presenter or speaker, and/or as a representative of the CAMPT designation both inside and outside of the health care sector, as well as in the communities where a Fellow lives or works.

1.0. Standards

The Code contains important standards in reference to a practitioner's conduct and behaviour, including;

- 1.1. Providing excellence in client care; including constructive communication and shared decision making with other Fellows of a clients' health care team.
- 1.2. Utilizing evidence-based risk minimization to adverse events associated with manual therapy and manipulation; including the employment of adverse events management strategies.
- 1.3. Upholding earnest and productive working relationships with members of the public, clients, healthcare professionals, coworkers, and funding agencies within the healthcare system.
- 1.4. Upholding respectful, courteous and constructive dialogue when acknowledging or addressing professional topics such as; healthcare climate, areas of practice, healthcare trends, educational groups and institutions, or the professional practice of colleagues of other health professionals.
- 1.5. Upholding respectful, courteous and constructive dialogue when teaching, supervising or assessing performance of a student or mentee.
- 1.6. Upholding respectful and courteous professional behaviours when acknowledging and addressing topics that may be of a sensitive cultural, ethical or moral nature.
- 1.7. Integrating sound ethical and professional judgement, as well as maintaining respectful and courteous professional behaviours, when engaging in discussions or performing activities that may impact another professional's practice, teaching, research, business, or personal wellbeing.
- 1.8. Demonstrating integrity for one's self and the profession of physiotherapy by acknowledging and accepting accountability for one's own conduct and behaviour.

2. Professional Misconduct

By agreeing to the CAMPT Code of Professional Conduct; fellows of CAMPT knowingly accept the following definition as it relates to professional misconduct:

Professional misconduct can be classified as conduct, behaviour, action, comment, or other such activities that are believed to be:

- 2.1. Detrimental to the best interests and intent of CAMPT or that brings harm to the standing of the CAMPT designation/brand, to the educational programs under CAMPT monitoring, to the CAMPT designation of other fellows, or to the profession of Physiotherapy both domestic and abroad;
- 2.2. Detrimental to the professional practice, research, teaching, business, or personal wellbeing of another fellow of CAMPT;
- 2.3. Engaging in unacceptable risk to clients when practicing as a FCAMPT as defined by the practitioner's regulatory licensure body. This may include obligations related to professional boundaries, health records, insurance, reporting obligations, advertising standards and/or privacy;
- 2.4. Deliberately discriminatory or insensitive to any party, regardless of context;
- 2.5. Unethical, fraudulent and/or deceitful in business behaviours in one's profession and/or in a profession other than one's own. This may include, but is not limited to, fraudulent or dishonest actions perpetrated against CAMPT, a formal educational institute, another healthcare professional, or a member of the public;
- 2.6. Unethical, fraudulent and/or deceitful practices towards a CAMPT candidate or the CAMPT mentorship process;
- 2.6.1. Clinical mentors are expected to be honest in the reporting and recording of mentoring activities and are expected to demonstrate appropriate communication / collaboration skills and professional behaviours during the mentorship process. Deviation from this definition may be viewed through exploitive, disrespectful, damaging and/or unprofessional behaviour under this relationship;
- 2.7. Illegal in nature as defined by either provincial and federal governing bodies, or as defined by one's professional regulatory college.
- 2.7.1. Professional misconduct as a result of illegal activity will be reserved until such time that a guilty plea has been formally submitted, or following formal judgement of the act in question and at such time that the verdict is made a matter of public record.

By agreeing to the CAMPT Code of Professional Conduct; fellows of CAMPT knowingly agree and permit the appointed Executive of the Canadian Academy of Manipulative Physiotherapy to determine whether conduct and behaviours are credibly deemed as unprofessional based on the definition provided herein and based upon a thorough review all accessible information on a given concern.

Variance from the above procedures may be considered a violation of ethical practice and values of CAMPT. The appointed Executive of CAMPT will investigate all reports of suspected infringement to the CAMPT Code of Professional Conduct. Fellows who participate in behaviours that infringe on the CAMPT Code of Professional Conduct may face punitive measures that may include suspension or removal of that fellows CAMPT status.

It is the responsibility of all CAMPT fellows to uphold and ensure the ongoing integrity to the standards set forth by both CAMPT and IFOMPT.

3. Punitive Measures

It is the wishes of the CAMPT executive that at no time will there be any infringement on the CAMPT Code of Professional Conduct, and therefore no need to enforce punitive measures. However, should the need arise, CAMPT has a comprehensive guideline to manage such matters.

3.1. Degree of Infringement

The CAMPT Code of Professional Conduct will operate under the framework of a 3-tier classification system of infringement:

Level 1:

Level 1 offenses are those where the conduct, behaviour, action, comment, or other such activities by a fellow are believed to be incidental in nature and/or without either malicious intent or clear and deliberate infringement to the Code of Professional Conduct. This level of infringement is reserved for actions which are mildly questionable and that may not in fact violate the Code, but that are highly susceptible to interpretation or misunderstanding depending on the subject matter, the audience or the delivery.

Level 2:

Level 2 offenses are those where the conduct, behaviour, action, comment, or other such activities by a fellow are believed to be a direct infringement of the Code of Professional Conduct based on the classification outlined herein. However, Level 2 offenses may or may not result in consequences to CAMPT, its fellows, its educational programs or the profession of physiotherapy as a whole. The CAMPT executive reserves the right to investigate level 2 offenses to determine whether the actions in question will potentially result in longstanding or detrimental consequences to all the previously listed stakeholders, and if so, the actions in question may be escalated to a Level 3 classification. Classification of a level 2 offense may also be assigned as a result of repeated level 1 offenses. Repeated level 1 offenses suggest a pattern of conduct and behaviour that could escalate the risk of a future level 2 violation. In cases such as this CAMPT has a responsibility to identify and mitigate such an event and therefore a repeated level 1 offense may be escalated and treated as a level 2 offense.

Level 3:

Level 3 offenses are those where the conduct, behaviour, action, comment, or other such activities by a fellow are believed grievous in nature and that clearly violate the Code of Professional Conduct. Level 3 offenses yield immediate and longstanding consequences to CAMPT, its fellows, its educational programs or the profession of physiotherapy as a whole. Classification of a level 2 offense may also be assigned as a result of repeated level 2 offenses. Repeated level 2 offenses suggest a pattern of conduct and behaviour that could escalate the risk of a future level 3 violation. In cases such as this CAMPT has a responsibility to

identify and mitigate such an event and therefore a repeated level 2 offense may be escalated and treated as a level 3 offense.

3.2. Warnings

Formal warnings will be issued to first time level one offenses. These warning will serve as a courtesy to CAMPT fellows in order to educate them to potential concerns about their action and in an effort to avoid further escalation into higher levels of infringement.

Warnings will be issued for each 1st time level 1 offense. Repeated level 1 offenses that are equal or similar in nature will be escalated to a level 2 offense.

In addition to a formal warning, the executive of CAMPT may also request the following:

- Request scheduled updates on a fellows activities in reference to the level 1 offense.
- Request that formal action or amendment be made to reduce the impact of the level 1 offense.
- Request that an apology for the infringement be issued if appropriate.

3.3. Suspension

Suspension of a fellows CAMPT status may be issued for each 1st time level 2 offense. The minimum duration of any issued suspension cannot be less than 6 months. The maximum duration of any issued suspension cannot be greater than 24 months. The duration of any issued suspension will ultimately be at the discretion of the appointed Executive of CAMPT and will be based on the severity and impact the level 2 violation has on its affected stakeholders.

In addition to a suspension of a fellow's rights and status, the executive of CAMPT may also request the following:

- Request scheduled updates on a fellows activities in reference to the level 2 offense.
- Request that formal action or amendment be made to reduce the impact of the level 2 offense.
- Request that an apology for the infringement be issued if appropriate.
- Request a probationary period, or limited use of the CAMPT credential, or limited use of the CAMPT brand following the terms of suspension.

3.4. Termination

Termination of a fellows CAMPT status will immediately be enforced for any level 3 offenses. The permanency of termination will be at the discretion of the appointed Executive of CAMPT and will be based on the severity and impact the level 3 violation has on its affected stakeholders.

Termination as a result of deliberate or malicious intent to bring harm to CAMPT, IFOMPT, another fellow, another healthcare professional, a mentee or a member

of the public will not be permitted to re-apply to CAMPT at anytime and that fellows termination will be considered permanent.

Termination as a result of a grievous criminal offence will not be permitted to re-apply to CAMPT at anytime and that fellows termination will be considered permanent.

Where the executive of CAMPT feels appropriate, the opportunity to re-apply to CAMPT may be permitted, however, re-application will not be permitted for if in conjunction with the terms listed above and cannot be permitted for a minimum of 2 years from the time a fellows CAMPT status is terminated.

In addition to a termination of a fellow's status, the executive of CAMPT may also request the following:

- Request scheduled updates on a fellows activities in reference to the level 3 offense.
- Request that formal action or amendment be made to reduce the impact of the level 3 offense.
- Request that an apology for the infringement be issued if appropriate.
- Request a probationary period, or limited use of the CAMPT credential, or limited use of the CAMPT brand following re-application approval to CAMPT

3.5. Probation

Probationary terms may be assigned by the CAMPT Executive for any event that infringes on any level of the CAMPT Code of Professional Conduct. The terms of probation will be at the discretion of the CAMPT executive but will be enacted for a term no less than 1 year. Terms of probation may include, but are not limited to:

- Limited or loss of use of the CAMPT designation.
- Limited or loss of use of the CAMPT brand material.
- Remedial work, contribution, or volunteer behaviours as service to CAMPT, CAMPT fellows, or the public.

3.6. Disclosure

Violation of the CAMPT Code of Conduct will remain permanently confidential between the CAMPT executive and the fellow under review until such time that a determination is made.

A level 2 violation of the CAMPT Code of Conduct will be assigned to any person who impermissibly shares confidential information.

Public disclosure of any violations by a fellow, or regarding the actions and punitive measure assigned by the CAMPT executive will only be deliberately shared with the fellowship as a whole if and when one or more of the following occurs:

- A level 3 violation occurs and a fellow is terminated
- A terminated fellow is granted the right to reapply to CAMPT and/or is successfully accepted back into CAMPT as a fellow
- The punitive terms of a level 2 offense are not agreed to by the fellow under review and/or that fellow fails to complete the punitive requirements assigned by the CAMPT executive.
- The terms or punitive requirement assigned by the CAMPT executive for any infringement to the CAMPT Code of Conduct are not completed or are further violated in anyway.