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**Society for Thermal Medicine
Code of Ethics Policy**

The following rules and standards of conduct have been developed for the safe and efficient operation of the *Society for Thermal Medicine* (further know as STM) and for the benefit and protection of rights and safety of all. STM officers, councilors, executives and editors are expected to observe the highest standards of professional conduct at all time, while engaged in STM business.

- Obey all laws, rules and regulations governing our society.
STM is subject to federal laws and regulations and the laws and regulations of the District of Columbia. It is the policy of the STM that all laws, rules and regulations are complied with fully and completely. If it is unclear whether an action or activity is a legal or ethical violation, contact the STM's president for advice. Any incident or situation that violates the law or this policy should be immediately reported to the President and or Executive Director.
- Be honest, truthful, fair and trustworthy in all STM activities and relationships
STM expects each officer, councilor, editor and executive to treat members, suppliers and fellow officers, councilors, editors and executive with respect and honesty. This includes providing information that is accurate, complete, objective, relevant and understandable.
- Respect and protect STM assets
Assets are anything of value owned by the *Society for Thermal Medicine*. All STM officers, councilors, editors, executives, are responsible to maintain company assets in good condition and to protect them from loss. This includes real assets and equipment of all kinds. It also includes "soft assets" such as intellectual property, member lists and other confidential information owned by the association. STM assets of any kind, but including such assets as telephones, PCs, email, copiers, faxes, should not be used for personal benefit.
- Avoid all conflicts of interest between society business and your personal affairs.
All society officers, councilors, editors, and executive office are expected to act with total objectivity with regard to STMs business. Accordingly, it is improper for an STM officer, councilor, or editor to be in a position where their personal interests conflict, or appear to conflict with STM interests. STM officers, councilors, editors or executive office should not use their position with STM to influence STM or others for their personal benefit. If someone believes a conflict of interest has developed or may develop, it should be promptly reported to the STM president of an STM officer.
- Promote fair employment practices for all STM employees.
STM supports and adheres to laws and regulations dealing with fair employment practices. Employment discrimination in the workplace based on sex, race, age, religion, national origin, or sexual preference will not be tolerated.

- Promote an ethical culture for all STM officers, councilors, editors and executive office.

STM expects all of its officers, councilors, editors and executive office to conduct themselves ethically at all times and to encourage and support that behavior in their fellow officers, councilors, editors and executive office.

Violation of the STM Code of Ethics and Conduct may subject an officer, councilor, editor or the executive officer to disciplinary action up to and including dismissal.