



Florida Foot & Ankle Fellowship Society Code of Conduct Agreement

Vision

The Florida Foot & Ankle Fellowship Society with the support of the Florida Podiatric Medical Association will lead the way in the promotion, coordination and advancement of fellowship training both locally, regionally and nationally.

Mission

Our mission is to encourage the growth of fellowship training opportunities in the State of Florida, plant the seeds today for Florida's future thought leaders, innovators, educators and researchers, and promote the advancement of podiatric surgical training and education through advanced fellowship training.

Core Values In carrying out our work, we are guided by our core values:

- **Honesty, integrity, passion, recognition and responsibility to connect learners with leaders.**

Honesty

Our success depends on working together with educators, trainers and industry partners in both a transparent and honest manner to promote our profession. We strive to ensure that all who participate in this educational initiative work in an environment that is relevant, credible and responsive to the needs of all who are involved.

Integrity

We strive to represent the highest levels trust, integrity and professionalism. Our work is dedicated to achieving the highest standards possible in advancing the educational opportunities in our profession.

Passion

Instilling a passion for learning, teaching and giving back to our profession and to our communities. Our success depends on working together to achieve a rich educational environment that encourages collaboration, innovation and research.

Recognition

Through hard work, elevated integrity and honesty, we strive to not only receive recognition as one of the leading societies that promotes podiatric fellowship training but to also give recognition to all of the individuals and corporate partners who made this Florida Podiatric Medical Association initiative relevant.

Responsibility

We fully promote diversity and equal opportunity throughout our organization. We accept the responsibility to promote our profession's educational advancement through the continued support of fellowship program coordination and collaboration both locally in the State of Florida and nationally as we attempt to foster an ongoing connection between our profession's learners and leaders.

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This Code of Conduct is designed to help us live our values, in the community and in the workplace. It reflects our commitment to the highest standards of both ethical and legal behavior and to highlight responsibility we have to our profession and to all who support it. We expect our participating fellowship sites, corporate sponsors and academic institutions to act in accordance with these standards:

We comply with law.

We comply with law, including the laws governing nonprofit organizations and workplace behavior. We understand that, as a non-for profit society governed by the guiding principles both the Florida Podiatric Medical Association and the Florida Podiatric Medical Society, we operate exclusively for educational benefits, professional promotion, public outreach and research and not for private purposes, and we are subject to stringent rules relating to any potential conflicts of interest.

We respect privacy and confidentiality.

We have access to sensitive and proprietary information about our fellowship sites, fellows, supportive facilities, donors, grantees, partners, volunteers, employees, marketing plans, strategies, and technical matters. We do not disclose or use that information except as appropriate in our work, and we comply with all applicable privacy laws.

We manage our resources prudently.

We protect our assets, both physical and intellectual, and use them only for charitable purposes, educational advancement and research in line with our outlined mission, vision and values in the promotion of podiatric training in the state of Florida. We don't use the Florida Foot & Ankle Fellowship Society, FPMA, FPMS or any sponsoring institution, reputation, or other property for our own or other's personal financial benefit, or let our personal interests cloud our decisions.

We work respectfully and collaboratively.

We maintain a productive and diverse work environment intended to foster teamwork, collaboration between fellowship sites, ongoing learning, research and creativity. We appreciate the contributions of all. We work cooperatively and respectfully, acting with courtesy and tact in all our interactions with sponsoring industry partners, students, residents, fellows, attendings, grantees, partners, donors, volunteers, members of the public, and colleagues.

We carry out our organizational policies.

We comply with our organizational policies, including those relating to non-discrimination, workplace conduct, conflicts of interest, use of education or financial grants/assets, financial reporting, and social media.

We speak up and hold ourselves accountable.

We pay attention to our conduct and honestly report internal activities that may be unethical or violate law or policy. We address concerns promptly and prohibit retaliation against those who raise issues and hold us accountable.



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We look to our values in making decisions.

We recognize that not every situation we face in the workplace is covered by a law or policy. We expect ourselves to always be guided by the standards set out in this Code of Conduct, and by our values, in making decisions, taking actions, and interacting with others.

This Code of Conduct does not replace existing policies. For specific policies and more information on the topics covered in this Code, refer to the Florida Foot & Ankle Fellowship Society Handbook and/or FPMA website
