
Code of Conduct for APPNA Members

APPNA is committed to providing membership experience in which individuals are treated with courtesy, respect, and dignity. Professional and moral behavior is expected at all times. APPNA members are required to follow the Bylaws and all other policies that are adopted by the Association from time to time.

APPNA will not condone or permit any action by any member that is disruptive, contrary to APPNA's published policies or constitutes harassment. Harassment includes, but is not limited to: disparaging, threatening, intimidating or hostile acts or published words; epithets, slurs or negative stereotyping; or publication of any written materials that denigrates or shows hostility or aversion toward an individual or a group or making unwelcome sexual advances or comments. APPNA Bylaws prohibit discrimination on the basis of religion, gender, race, or ethnic origin.

A member may bring written complaint/s on any of the above matters against another member or a group with evidence within 60 days of the incident. Complaint must be filed directly with the Ethics and Grievance Committee with a copy to the President. The Ethics & Grievance Committee shall render a written decision within 30 days of the filing. The EGC decision may be appealed to BOT which will render binding decision within 30 days of the appeal.

APPNA may discipline a member, if found guilty, by warning, fine/s from \$1000- \$5000 and/or suspension of some or all privileges from 1 to 5 years and/or refer the matter to law enforcement, if necessary. No member will be retaliated against for good faith reporting of such misconduct.

Note: This Code of Conduct, once approved by the Council as a policy, should be circulated to all existing APPNA Members via email for notification. It must be placed on all APPNA Membership Application Forms (Paper or Electronic) for all new members.

Constitution & Bylaws Committee 2018

Arif H. Agha, M.D. (Chair)

Mahmood Alam, M.D.

Mian A. Hasan, M.D.

M. Nasar Qureshi, M.D.

Mubasher Rana, M.D.

Ahsan Rashid, M.D.

Saima Zafar, M.D.