



## Rules of Conduct for IEA Accredited Professionals

The Rules of Conduct are an expansion of the Code of Ethics for IEA Accredited Professionals. If an IEA Accredited Professional breaches the Rules of Conduct, they risk the suspension or termination of their accreditation status.

### Compliance with standards

- 1 IEA Accredited Professionals are bound by and agree to abide by all fundamental rules, which include the Code of Ethics, Rules of Conduct, IEA Constitution and Professional Standards.
- 2 IEA Accredited Professionals will fully cooperate with any request for information from IEA if a complaint has been lodged or there is a suspected breach to the Code of Ethics, Rules of Conduct, IEA Constitution or Professional Standards.
- 3 If an IEA Accredited Professional is convicted of an offence involving dishonesty, and is in breach of the Code of Ethics, Rules of Conduct, IEA Constitution or Professional Standards, this will result in suspension or termination of their accreditation status and/or IEA membership.

### Intent

- 4 IEA Accredited Professionals will not accept work that actively damages the environment, displaces communities, or goes against the intent of the organisation; which is articulated in the [Code of Ethics](#) and [IEA Position Statement](#).

### First Nations recognition

- 5 IEA Accredited Professionals shall educate themselves about the specific First Nations cultures and histories in the places where they are conducting their work.
- 6 IEA Accredited Professionals shall not participate in any racist behaviour or remarks or downplay the role of First Nation's culture in ecological (regenerative) agriculture; this will result in the suspension or termination of their accreditation status and/or IEA membership.
- 7 IEA Accredited Professionals shall not repackage or repurpose First Nations' approaches to land management, and they shall not present on a First Nations approach in a way that implies that it is their own. If First Nations knowledge has been



included in the work, those First Nation's people must be identified and acknowledged.

- 8 Increase members' ability to build relationships with First Nations and act in solidarity around local issues and struggles.
- 9 A formal acknowledgement of First Nation's people should take place at significant events such as the AGM, public meetings, or when there is a guest speaker. A more informal response is seen as appropriate for other events and is up to the individual to decide the form of that response in the context of recognition and respect. The minutes of each board meeting should footnote the acknowledgement to country.

### Professional responsibility and conduct

- 10 IEA Accredited Professionals shall conduct their professional duties and activities in a manner that reflects credit upon themselves and their profession. High standards of competence, honesty, loyalty, integrity, and fairness shall be observed at all times.
- 11 IEA accredited professionals will, at all times, be cognisant of the needs of the client and demonstrate empathy and sensitivity in managing that relationship.
- 12 IEA Accredited Professionals will not undertake work that is contingent upon them providing predetermined advice. IEA Accredited Professionals must maintain the strictest independence and impartiality when providing advice or undertaking their professional duties generally. To this end, IEA Accredited individuals shall not allow the performance of their professional duties to be improperly influenced by the needs or preferences of a client or other party.
- 13 IEA Accredited Professionals shall not provide any advice or make any statement without reasonable foundation unless it is appropriately qualified or limited.
- 14 IEA Accredited Professionals shall not claim or present professional qualifications which may be subject to erroneous interpretations, or which they do not possess.
- 15 IEA Accredited Professionals shall not plagiarise, reproduce, or present anyone else's work in a way that implies that it is their own. Where information critical to work being undertaken is derived from external sources, it must be clearly identified and appropriately acknowledged.
- 16 IEA Accredited Professionals shall be fair and honest in any public criticism of IEA or fellow accredited professionals.



- 17 IEA Accredited Professionals shall not maliciously or carelessly do anything to injure, directly or indirectly, the reputation, prospects, or business of other accredited professionals.
- 18 IEA Accredited Professionals shall retain for as long as legally required, adequate file notes which substantiate opinions reached by way of their inquiry.
- 19 IEA Accredited Professionals will be clear and upfront about any risks associated with advice they are offering.
- 20 Fees may be negotiated with a client on any agreed basis that does not infringe on any statute, rule of conduct or regulation.
- 21 IEA Accredited Professionals shall not pay by commission, allowance, or other benefit any person who may introduce clients to them without appropriate disclosure.
- 22 IEA Accredited Professionals shall not accept payment or favours from another party, which may affect their relationship with a client.
- 23 Instructions or work contracts accepted by IEA Accredited Professionals should preferably be in writing and/or be confirmed in writing in sufficient detail to avoid any misinterpretation, and:
  - a. Any variations or extensions of the original instructions should similarly be confirmed in writing.

### Professional development/community of practice

- 24 IEA Accredited Professionals shall continue developing their own knowledge and skills and contribute to developing the collective knowledge and skills of the IEA community by meeting the requirements set by the Professional Standards.

### Competence

- 25 IEA Accredited Professionals shall not accept instructions or undertake work beyond their competence; however, work may be undertaken in conjunction with a person having the required competence after disclosure to the client.

### Conflict of interest

- 26 IEA Accredited Professionals shall not accept or conduct any work where there may be, or may reasonably be construed to be, a conflict of interest. IEA Accredited



Professionals shall withdraw from any work if a conflict of interest arises or becomes known after the work has been accepted; unless the conflict of interest is disclosed to and accepted by other parties.

- 27 If a conflict of interest arises (or could arise) an IEA Accredited Professional shall promptly disclose the relevant facts to the client and where appropriate:
- b. advise the client to obtain independent professional advice
  - c. inform the client that neither the IEA Accredited Professional nor their associated organisation can continue to act for the client unless the appointment or instruction is confirmed in writing acknowledging the actual or potential conflict of interest
  - d. disclose the matter in any relevant document or report.

#### Client relationships and confidentiality

- 28 IEA Accredited Professionals shall not disclose to any other person or party any confidential information provided directly or indirectly by a client or to a client without the permission of the client; except where there is a legal requirement for disclosure, or the information is of public or common knowledge.
- 29 IEA Accredited Professionals shall not accept a retainer to act for another person in any action or proceedings against, or in conflict with, the interests of the client.
- 30 IEA Accredited Professionals shall conduct themselves in a manner that is neither detrimental to their profession nor likely to lessen the confidence of clients or the public in the IEA or ecological (regenerative) agriculture.
- 31 IEA Accredited Professionals shall act promptly and efficiently in conducting work for which they have been engaged. IEA Accredited Professionals shall, in the case of delay, communicate to the client the progress being made.

#### Advertising

- 32 Any advertisement by an IEA Accredited Professional must not reflect adversely on the professional integrity of the IEA or its members.
- 33 IEA Accredited Professionals shall not include exaggerated or false claims in any advertisement.



## Reference to the IEA (representation and support for IEA)

34 No IEA Accredited Professional shall:

- e. purport to represent the views of the IEA unless expressly authorised to do so
- f. publicise the IEA or its members using terminology which has not either already appeared in an advertisement published by the IEA or received the approval of the IEA.

## Inducements for the introduction of clients

35 No IEA Accredited Professional shall invite instructions for work except in accordance with these Rules.

36 No IEA Accredited Professional shall directly or indirectly exert undue pressure or influence on any persons, whether by the offer or provision of any payment, gift, favour or otherwise, for the purpose of securing instructions for work.

37 No IEA Accredited Professional shall accept work from any person where there is reason to believe that undue pressure or influence may have been exerted by a third party in expectation of receiving a reward for the introduction.

## Departure provisions

38 If an IEA Accredited Professional believes their circumstances warrant noncompliance with any rule herein, they may submit a report to the IEA Board that includes a statement outlining the reasons for the noncompliance.