



THE INSTITUTE OF TRAFFIC ACCIDENT INVESTIGATORS

CODE OF ETHICS, EQUALITY AND DIVERSITY

Introduction

This Institute's Council of Management considers it to be the professional and moral duty of every member to understand and accept this document and apply its principles diligently.

This document sets a standard to which our members should aspire in their working habits and relationships. The values on which it is based should apply in every situation in which our members exercise their professional judgement.

It is important to understand the term '*forensic*' which originates from the Latin word '*Forensis*' meaning '*open court*' with the modern definition being '*relating to, used in or suitable to a court of law*' and as such any science used for the purposes of the law is a '*forensic science*'. Therefore, it must be appreciated that our members who provide forensic reports do so for and on behalf of the court and not for the benefit of their instructing party.

This Institute seeks, through the collective knowledge of its members to improve the safety of vehicles and roads of all kinds and is committed to promoting a professional approach to traffic accident investigation by encouraging honesty and integrity among its members.

Our members work to enhance road safety of all kinds and in doing so they are required to maintain and promote high ethical standards and challenge unethical behaviour.

This code is built around 5 cornerstones:

- Integrity: To behave in accordance with ethical principles, and act in good faith, intellectual honesty and fairness
- Accountability: Take responsibility for actions, decisions and their consequences, be that as an individual or a group entity
- Independence and impartiality: To conduct forensic activities adhering to the overriding duty of an expert to the Court
- Respect: To respect the dignity, worth, equality, diversity and privacy of all persons
- Professional Commitment: To demonstrate a high level of professionalism and loyalty to the Institute, its mandate, Codes and objectives.

By itself, this document, is not prescriptive and is neither a regulation nor a standard. It does not supersede any legislation pertinent to the country in which our members reside or practice.

1. Equality and Diversity

This Institute shall, and encourages its members to, comply with legislation relating to equality and diversity. There shall be no barriers or discrimination relating to or based on:

- age
- disability
- gender
- gender reassignment
- sex
- marriage and civil partnerships
- pregnancy and maternity
- race
- language
- religion and belief or
- sexual orientation.

There are other actions which can be unlawful under the equal opportunity's legislation. Examples include:

- failure to make reasonable adjustments to minimise certain disadvantages suffered by a disabled employee (or job applicant);
- instructing another person (or applying pressure on them) to discriminate;
- knowingly assisting somebody else when they carry out a discriminatory act;

The Institute will not tolerate discrimination or harassment and are fully committed to promoting equal opportunities within the membership. Our members and anyone applying for membership with the Institute will receive fair and equal treatment.

The Institute will never victimise anyone who makes a legitimate complaint to us about harassment or discrimination.

2. Honesty and integrity

As an Institute we are committed to absolute integrity and fairness across our operations. Our members should adopt the highest standards of professional conduct, openness, fairness and honesty and they should:

- Be alert to the ways in which their work may affect others and duly respect the rights and reputations of other parties
- Avoid deceptive acts and take steps to prevent corrupt practices or professional misconduct and declare conflicts of interest
- Reject bribery or improper influence
- Act with each employer or client in a reliable and trustworthy manner
- Maintain an overriding duty to the Court at all times when conducting forensic activities

3. Respect for life, law and the public good

Our members should give due weight to all relevant law, facts and published guidance and have the wider public interest. They should:

- Ensure that all work is lawful and justified
- Minimise and justify any adverse effect on society or on the natural environment for their own and succeeding generations considering the limited availability of natural and human resources
- Hold paramount the health and safety of others and draw attention to hazards
- Recognise the importance of physical and cyber security and data protection
- Respect and protect personal information and intellectual property
- Act honourably, responsibly, and lawfully and uphold the reputation, standing and dignity of the profession.

4. Accuracy and rigour

Our members have a duty to ensure that they acquire and use wisely and faithfully the knowledge that is relevant to the skills needed in their work and service to others especially to the courts. They should:

- Always act with care and competence and only perform services in areas of current competence
- Keep their knowledge and skills up to date and assist the development of accident investigation knowledge and skills in others
- Present and review accident investigation theory, evidence and interpretation honestly, accurately, objectively and without bias, while respecting reasoned alternative views
- Identify and evaluate and where possible, quantify, mitigate, and manage risks
- Be objective and truthful in any statement made in their professional capacity and to challenge statements or policies that may cause them or this Institute professional concern
- Act in such a manner that is commensurate with the role of a professional witness within the Court and all processes and stages of an investigation