

Association of Reflexologists Ethical Policy

We care because you do



A new ethical policy

A big part of the AoR's work is responding to our members and recognising the issues that are important to them. We know that as the caring and holistic individuals you are, you will want us to reflect and represent that as your professional association. We thought you'd like to know what steps we take to ensure that we are being truly ethical both in the way we run our organisation and the sourcing and disposal of our materials and products. Therefore, we've written this new Ethical Policy document, giving further details of all the measures we're taking to ensure we operate ethically. We know you care – now you know we do too!



Aims

Not for Profit

The Association of Reflexologists is a not for profit organisation that uses its surplus revenue to achieve its goals in the field of reflexology rather than distributing them as profits and dividends.

The Association of Reflexologists aims to conduct all of its business dealings in a fair and just way, promoting the wellbeing of people and communities, minimising negative impacts on the environment.

The Association of Reflexologists wishes to develop a relationship with all its members, customers, employees and other stakeholders that represents best practice, reflecting their concerns and those of the wider community.

Principles

Vision and Values

Vision

- To be the recognised 'voice' for the profession.
- To obtain awareness and acceptability of reflexology amongst health care professionals and the public.
- To remain proactive in keeping our members up to date with matters relating to our industry.
- To continue to develop the service and benefits to members by responding to and satisfying their needs.

Values

- To be proud of our history and belief that our members are not just a 'membership number'.
- To uphold the standards of professional development.
- To act in a fair, consistent and ethical manner conducive to the industry we operate in.
- To continue to have a genuine desire to develop and move forward.

Democracy

Members may submit notices of motions at General Meetings, and are encouraged to attend and vote at these meetings. All members are also encouraged to vote in the election of the Board of

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Although the AoR takes all reasonable care to ensure that the information in this communication is accurate, we cannot guarantee that it is free from inaccuracies, errors or omissions. No information given by the AoR should be taken as legal advice, nor should it take the place of medical care or advice given by primary healthcare providers. As such, the AoR shall not be liable for any loss or damage whatsoever arising from any information contained in this communication.

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Directors, and can seek to become directly involved in the running of The Association of Reflexologists by standing for election to the Board or by acting as volunteers.

Responsibility

Responsible practice

The Association of Reflexologists strives to offer the best possible service to all its members in an open and accountable way, as outlined in its Customer Service Charter.

Members of the Association are required to abide by a Code of Practice and Ethics to ensure all members fulfil agreed standards.

Environment

The Association of Reflexologists is committed, where practical and within the resources available, to following environmental best practice in all of its activities by;

- Developing systems which significantly reduce paper usage .e.g. offering members e-renewals and electronic Reflexions.
- Offering and developing webinars to reduce the carbon footprint of the Association and its members.
- Encouraging its staff, Board and members to consider the environment in all aspects of their work.
- Reducing travel through use of Skype and other means of communication.
- Informing visitors to our offices and people attending events such as the AGM how they can reach the venue by public transport, and encouraging them to do so.

Recycling

We reduce packaging to a minimum whilst ensuring safe transit.

We recycle products such as:

- Paper
- Toner cartridges
- Cardboard
- Plastic
- Packaging

Purchasing

The Association of Reflexologists seeks to develop long-term, mutually beneficial relationships with its suppliers. Wherever possible, we will also try to source products from the UK and Ireland.

The Association of Reflexologists will:

- Seek to buy from local sources, supporting local businesses and reducing both transportation costs and environmental impact, wherever possible and practical.
- Source from suppliers with well established ethical and environmental practices, wherever possible and practical.
- Treat suppliers fairly and pay within the agreed terms.

Internet

The Association of Reflexologists believes in free speech. This means we believe in the right of individuals and organisations to express their views and to publish information as they wish, providing that the publication of such views or information is not unlawful and does not infringe upon the legitimate rights of others.

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The Association of Reflexologists:

1. Does not regard free speech the promotion of intolerance or prejudice on the grounds of race, gender, sexual orientation or belief.
2. Reserves the right to refuse services that in its reasonable judgement enable individuals or organisations to abuse free speech or to promote intolerance.
3. Accepts, that many of its members wish legitimately to use the Internet to express views and publish information which other customers may object to, yet which do not in its reasonable judgement compromise its commitment to co-operative values and its ethical policy.

Continuous Improvement

The Association of Reflexologists will regularly review its business practices and respond to the views of members, customers and employees

Accountability

The Board of Directors is ultimately accountable for The Association of Reflexologists' ethical policy.

The Chief Executive is responsible for the administration and delivery of this policy.