



## ICES Code of Ethics Policy

Revised February 2021

The Ethics Committee was formed to investigate and resolve grievance and ethics complaints within the association. The committee is to provide a neutral process to facilitate a just resolution to such complaints.

The Code of Ethics for ICES Members is as follows:

- Members are responsible for conducting themselves in a moral, lawful and ethical manner, obeying all applicable local, state, provincial, federal, civil and criminal laws and regulations. Members should avoid the appearance of any criminal offense or professional misconduct.
- Members shall not discriminate against other members, exhibitors or consumers based on race, religion, nationality, disability, gender or sexual orientation.
- Members will adhere to the Bylaws and policies of the ICES organization. Members are responsible for promoting the mission, goals and objectives of the ICES organization and not behaving in a manner in conflict with these stated ideals.
- Members shall disclose all relationships that might constitute, or appear to constitute, conflicts of interest.
- Members shall not engage, directly or indirectly, in false or misleading practices.
- Members, in order to maintain and broaden public confidence, shall perform all responsibilities with the highest sense of integrity.
- Members shall avoid defaming one another.
- Members shall not misappropriate the property of others.

Any complaint against an ICES member must first be attempted to be resolved as close to the source as possible. Disputes will not be reviewed by the Ethics Committee until every effort has been made to resolve the issue(s) first privately, then by involving the appropriate Representative or Board Liaison. This level may be quite informal and verbal.

Any complaint against an ICES member, whether by a member or nonmember, shall be initiated by the filing of a complaint in writing and submitted to an ICES Board Member within 3 months of the alleged offense.

### **CODE OF ETHICS AGREEMENT**

I, as a requirement for admission to and retention of membership and participation in International Cake Exploration Soci t  (ICES), agree to strive at all times to upgrade and improve my knowledge and/or skill of the sugar arts. In all my dealings with fellow sugar artist enthusiasts and the general public, I will:

- Strive to present all sugar art related services and surroundings in a manner which reflects the highest levels of professionalism.
- Conduct myself in a lawful and ethical manner, obeying all applicable local, state, provincial, federal, civil, and criminal laws and regulations. Avoid the appearance of any criminal offense or professional misconduct.

- Not discriminate against other members, exhibitors or consumers based on race, religion, nationality, disability, gender or sexual orientation.
- Disclose all relationships that might constitute, or appear to constitute, conflicts of interest.
- Not engage, directly or indirectly in false or misleading practices.
- Perform all responsibilities with the highest sense of integrity in order to maintain and broaden public confidence.
- Avoid defaming one another (i.e., avoid attacking the good name of others by slander or libel).
- Not misappropriate the property of others (i.e., not use illegally or wrongly the property of others).

By submitting my application for membership or renewal membership in ICES, I agree to abide by all the Société's policies and procedures.