

Code of Professional Conduct for Pharmacy Students

The School of Pharmacy at Memorial University is committed to the highest ethical and professional standards. The purpose of the Code of Professional Conduct for Pharmacy Students is to enhance a culture of professionalism and to make the principles and responsibilities of professionalism clearly understood.

Professionalism has been defined as the possession and/or demonstration of structural, attitudinal, and behavioural attributes of a profession or its members. When students accept an offer of admission into the School of Pharmacy, they also make a commitment to the profession of pharmacy. This commitment requires students to uphold the high standards and reputation of the profession and conduct themselves accordingly at all times.

Pharmacy students shall commit to the following, including, but not limited to:

- **Accountability**
 - Do NOT attend class, labs, or practice experiences under the influence of any substances that may impair their professional conduct.
 - Be punctual and in attendance for all classes, labs, practice experiences, workplace environments, and professional activities.
 - Do NOT engage in unprofessional, inappropriate, or disruptive behaviours during class, labs, practice experiences, workplace environments, and professional activities (e.g. talking while another person is talking, having conversations not focused on the content of the class or activity, or using cellphones, laptops, tablets, and other technologies, for unrelated activities.)
 - Prepare for class, labs, and practice experiences by completing pre-assigned activities.
 - Complete and submit assigned activities on time.
 - Practice within the scope of knowledge, skills, and abilities of a pharmacy student.
 - Participate in and contribute appropriately and responsibility to team/group activities.

- **Care and Compassion**
 - Demonstrate care and compassion towards all individuals by advocating for and helping those in need.
 - Express commitment to wellbeing, learning, and development through positive influence, role modeling, mentorship, and empathy.

- **Civility**
 - Consciously demonstrate respect for others including, cooperation, consideration, tolerance, politeness, acceptance, inclusiveness, kindness, courtesy, and patience.
 - Contribute to a respectful atmosphere conducive to learning by being punctual, collegial, attentive, interactive, and supportive.
 - Respect the personal (physical, mental, psychological, and spiritual) and professional boundaries of others.
 - Resolve conflicts collaboratively, non-defensively, and respectfully in order to achieve solutions that satisfy all parties involved.
 - Address individuals, such as faculty, staff, invited guests, and preceptors by their appropriate titles (e.g. Dr., Mr., Ms.).

- Do NOT make derogatory comments or use offensive language, gestures, or behaviours towards other individuals.
- Dress according to the Guidelines for Professional Attire.
- Communication
 - Use professional oral, written, and nonverbal communication in all interactions.
 - Communicate in an on-line environment according to the Student Guidelines and Best Practices for On-line Communications and do NOT post content that is untruthful, hurtful, or disrespectful.
 - Display attentive behavior during class, labs, practice experiences, workplace environments, and professional activities by not talking while another person is talking, keeping all conversations focused on learning and meeting material only, and refraining from all unrelated activities.
 - Respond respectfully during discussions and to questions and concerns raised by faculty, staff, invited guests, peers, preceptors, and patients.
 - Provide fair, respectful, and constructive feedback to instructors, invited guests, peers, preceptors, and patients.
- Confidentiality
 - Abide by the Personal Health Information Act (PHIA) when collecting, using and disclosing individuals' confidential personal health information.
 - Maintain confidentiality when serving as a member of a School of Pharmacy, University or professional committee.
- Honesty and Integrity
 - Disclose all conflicts of interest, whether real, perceived or potential.
 - Maintain professional relationships with faculty and staff to avoid real, perceived, or potential conflicts of interest, such that decisions and actions are not influenced by personal interests.
 - Demonstrate academic integrity in accordance with [Memorial's General Academic Regulations pertaining to Academic Misconduct](#) (see examples below)
 - Do NOT engage in cheating behaviours such as copying another student's work or allowing others to copy from one's own work; using unauthorized aids; copying and distributing old examinations, assignments, or labs without the consent of the instructor or student; submitting false information such as falsifying results on labs or assignments, falsifying information on medical documents.
 - Do NOT plagiarize the works of others.
 - Act upon any observation or evidence of a violation of integrity or of the professional or academic principles embodied by this Code.
- Social Justice
 - Respect the rights, privileges, and property of all individuals, organizations, and workplaces.

- Do NOT discriminate, intimidate, or harass on the basis of race, religion/creed, colour, ethnicity, social origin, age, disability, disfigurement, sexual orientation, gender identity, and all other areas covered under the current Human Rights Act.
- Do NOT make derogatory or threatening comments towards others.
- Do NOT display intimidating or harmful behaviors towards others.

In addition, students must adhere to the following codes, guidelines, policies, and regulations:

- Memorial University's School of Pharmacy Pledge of Professionalism
- Memorial University's School of Pharmacy Student Guidelines and Best Practices for On-line Communications
- Memorial University's School of Pharmacy Professional Attire Guidelines
- Newfoundland and Labrador Pharmacy Board Code of Ethics
- Memorial University's Code of Student Conduct
- Memorial University's General Regulations regarding Academic Misconduct.

Alleged violations of this Code of Professional Conduct for Pharmacy Students will be addressed according to the School of Pharmacy's Professional Suitability Policy. This Code is not meant to be exhaustive, and any other action that is not deemed to be ethical or professional may also be addressed by the Professional Suitability Policy.

References

1. Berger BA, editor. Promoting civility in pharmacy education. New York: Pharmaceutical products Press, 2003.
2. Faculty of Pharmaceutical Sciences, University of British Columbia. UBC Faculty of Pharmaceutical Sciences Code of Conduct, 2013. Accessed April 10, 2019 at https://pharmsci.ubc.ca/sites/pharmsci.ubc.ca/files/Web_UBCPS%20Code%20of%20Conduct_0.pdf

Approved: Pharmacy UGS – November 10, 2009

Approved: Academic Council – December 17, 2009

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