

RESPONSIBILITY

Responsibility is our duty to take ownership for the decisions we make or fail to make, the actions we take or fail to take, and the consequences that result.

Aspirational Standards As practitioners in the global project management community:

1. We make decisions and take actions based on the best interests of society, public safety, and the environment.
2. We accept only those assignments that are consistent with our background, experience, skills, and qualifications.
3. We fulfill the commitments that we undertake – we do what we say we will do.
4. When we make errors or omissions, we take ownership and make corrections promptly. When we discover errors or omissions caused by others, we communicate them to the appropriate body as soon they are discovered. We accept accountability for any issues resulting from our errors or omissions and any resulting consequences.
5. We protect proprietary or confidential information that has been entrusted to us.
6. We uphold this Code and hold each other accountable to it.

Mandatory Standards As practitioners in the global project management community, we require the following of ourselves and our fellow practitioners:

7. Regulations and Legal Requirements: We inform ourselves and uphold the policies, rules, regulations and laws that govern our work, professional, and volunteer activities.
8. We report unethical or illegal conduct to appropriate management and, if necessary, to those affected by the conduct.
9. Ethics Complaints: We bring violations of this Code to the attention of the appropriate body for resolution.
10. We only file ethics complaints when they are substantiated by facts.
11. We pursue disciplinary action against an individual who retaliates against a person raising ethics concerns.

RESPECT

Respect is our duty to show a high regard for ourselves, others, and the resources entrusted to us. Resources entrusted to us may include people, money, reputation, the safety of others, and natural or environmental resources. An environment of respect engenders trust, confidence, and performance excellence by fostering mutual cooperation—an environment where diverse perspectives and views are encouraged and valued.

Aspirational Standards As practitioners in the global project management community:

1. We inform ourselves about the norms and customs of others and avoid engaging in behaviors they might consider disrespectful.
2. We listen to others' points of view, seeking to understand them.
3. We approach directly those persons with whom we have a conflict or disagreement.
4. We conduct ourselves in a professional manner, even when it is not reciprocated.

Mandatory Standards As practitioners in the global project management community, we require the following of ourselves and our fellow practitioners:

5. We negotiate in good faith.

6. We do not exercise the power of our expertise or position to influence the decisions or actions of others in order to benefit personally at their expense.
7. We do not act in an abusive manner toward others.
8. We respect the property rights of others.

FAIRNESS

Fairness is our duty to make decisions and act impartially and objectively. Our conduct must be free from competing self-interest, prejudice, and favoritism.

Aspirational Standards As practitioners in the global project management community:

1. We demonstrate transparency in our decision-making process.
2. We constantly reexamine our impartiality and objectivity, taking corrective action as appropriate.
3. We provide equal access to information to those who are authorized to have that information.
4. We make opportunities equally available to qualified candidates.

Mandatory Standards As practitioners in the global project management community, we require the following of ourselves and our fellow practitioners:

1. When we realize that we have a real or potential conflict of interest, we refrain from engaging in the decision-making process or otherwise attempting to influence outcomes, unless or until: we have made full disclosure to the affected stakeholders; we have an approved mitigation plan; and we have obtained the consent of the stakeholders to proceed.
2. We do not discriminate against others based on, but not limited to, gender, race, age, religion, disability, nationality, or sexual orientation.
3. We apply the rules of the organization (employer, Project Management Institute, or other group) without favoritism or prejudice.

HONESTY

Honesty is our duty to understand the truth and act in a truthful manner both in our communications and in our conduct.

Aspirational Standards As practitioners in the global project management community:

1. We earnestly seek to understand the truth.
2. We are truthful in our communications and in our conduct.
3. We provide accurate information in a timely manner.
4. We make commitments and promises, implied or explicit, in good faith.
5. We strive to create an environment in which others feel safe to tell the truth.

Mandatory Standards As practitioners in the global project management community, we require the following of ourselves and our fellow practitioners:

1. We do not engage in or condone behavior that is designed to deceive others, including but not limited to, making misleading or false statements, stating half-truths, providing information out of context or withholding information that, if known, would render our statements as misleading or incomplete.
2. We do not engage in dishonest behavior with the intention of personal gain or at the expense of another.