

POLICY ON INTEGRITY

The National Commission expects that integrity and decorum be exhibited by all organizations and individuals throughout the recognition process and maintenance of recognition. It is expected that any individual or organization bringing business in front of the National Commission, demonstrate honesty and integrity at all times. Specifically interested parties must refrain from engaging in making disparaging and/or unprofessional comments about other organizations and/or individuals. By seeking recognition and/or maintaining recognition, all organizations agree to comply with National Commission's guidelines, policies and procedures, requests, decisions and the maintaining of continual compliance with the *Requirements for Recognition of Dental Specialties and National Certifying Boards for Dental Specialists*.

During the recognition process or maintenance of recognition, organizations are required to be completely candid, provide all pertinent, concise and factual information that is directly related to its own organization and report any changes in a timely manner. Further, during the public comment period of the recognition process, organizations that are recognized by the National Commission and individuals and/or organizations that are part of the National Commission's communities of interest, must provide factual comments based on compliance with the *Requirements for Recognition* and must refrain from making comments that are false, unprofessional and/or disparaging about the National Commission, the American Dental Association (ADA), any of the recognized dental specialty sponsoring organizations and/or certifying boards and the applicant organization. If the National Commission believes that an individual and/or organization has submitted false, unprofessional and/or disparaging comments, the National Commission will consider the submission a violation of its Policy on Integrity and will disregard the entire submission. The National Commission reserves the right to report egregious violations of the ADA's Professional Conduct Policy to the ADA Council on Ethics, Bylaws and Judicial Affairs if the individual is an ADA member in good standing.

Any organization recognized by the National Commission and/or applying for recognition that fails to report honestly, by presenting false information, by omission of essential information or by distortion of information with the intent to mislead, constitutes a breach of integrity, in and of itself. If it appears to the National Commission that the organization has violated the principles of integrity in the materials submitted to the National Commission or in any other manner that required immediate attention, an investigation will be made, and the organization will be offered an opportunity to respond to suspected violations. If the breach of integrity occurs during the application process, those policies, procedures, and guidelines are applicable for resolving any issues, with the potential for denial of specialty or certifying board recognition. If the breach of integrity occurs during the periodic review process for recognized specialties, or the annual report for the recognized certifying boards, those policies, procedures and guidelines are applicable for resolving any issues, including the potential for withdrawal of specialty or certifying board recognition.

Further, the National Commission expects that all Commissioners/Staff and any organizations and/or individuals who interact with the National Commission treat each other with integrity, courtesy and professionalism. The National Commission and the ADA prohibit not only unlawful harassment, but also other unprofessional and discourteous actions such as rude, insulting, disruptive, uncivil and unprofessional comments or conduct. If the National Commission believes that unlawful harassment and/or any other unprofessional behavior has occurred, the National Commission will investigate and take any appropriate corrective and preventive actions.

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