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 transparency, honesty and integrity at all times. Further, all individuals and organizations that conduct business with the National Commission must refrain from making disparaging, false and/or unprofessional comments about the National Commission, the American Dental Association (ADA), 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* and/or established National Commission policies and procedures.

During the recognition process or maintenance of recognition, organizations and/or individuals are required to be completely transparent, candid, provide all pertinent, concise and factual information that is directly related to its own organization and report all 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 ADA, any of the recognized dental specialty sponsoring organizations and certifying boards and 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.

If the National Commission Board of Commissioners becomes aware that an individual and/or recognized organization has willfully taken information from one (1) of the other recognized organizations without prior permission and presents it as their own information, the National Commission will consider the submission a violation of its Policy on Integrity. The submission will not be considered by the National Commission and an investigation will be undertaken to determine if there is a violation of the Policy on Integrity. Depending upon egregiousness of the violation, the National Commission reserves the right to immediately withdraw the recognized organizations recognition. Any organization recognized by the National Commission and/or applying for recognition that fails to report honestly, by presenting intentionally vague and/or false information, by omission of essential information or by distortion of information/facts with the intent to mislead, constitutes a breach of integrity, in and of itself. If it appears to the National Commission Board of Commissioners that a recognized organization has violated the principles of integrity in the materials submitted to the National Commission or in any other manner that requires immediate attention, an investigation will be made, and the organization will be offered an opportunity to respond to the suspected violations. If the National Commission Board of Commissioners makes the determination that a recognized organization has engaged in a breach of integrity, the Board of Commissioners will immediately withdraw the organizations recognition.

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 specialty sponsoring organizations, the annual survey of the recognized certifying boards, a progress report or response to a complaint, those policies, procedures and guidelines are applicable for resolving any issues, including the potential for withdrawal of specialty sponsoring organization or certifying board recognition. If the National Commission Board of Commissioners makes the determination that a recognized specialty sponsoring organization or certifying board has not been fully transparent and truthful when reporting information to the National Commission, the Board of Commissioners will consider these actions a violation of the Policy on Integrity and will withdraw the organizations recognition. Further, if the National Commission Board of Commissioners concludes that a recognized specialty sponsoring organization or recognized certifying board has engaged in illegal or unprofessional conduct, is deliberately misrepresenting itself or presenting false information to members, candidates, diplomates, the public or patients, the National Commission will change the organizations recognition status to *intent to withdraw*.

Further, the National Commission expects that all Commissioners/Staff/Appeal Board Members 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 unlawful harassment and 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. Revised 4/21, 3/22, 6/25 Adopted 3/20