

R.i.E.N.'s CONSTITUTION

COMPLEMENTARY ARTICLES: ETHICS COMMITTEE

1. Its members: requirements

- The Ethics Committee should be composed of a **minimum** of three members.
- These members should be **appointed on an ethical basis**, not on a personal application or candidature.
- Thus, these members should be exemplary in **four main specific qualities**: courage, objectivity, kindness & wisdom.
- **Courage**: this ethical function requires to be courageous in case a R.i.E.N. member, full or school member or representative, has to be expelled because of his/her disturbing misconduct inside the Community.
- **Objectivity**: he/she must be able to put his/her personal feelings & preferences out of the field of the interests of the Community.
- **Kindness**: conscious of his/her own weaknesses, he/she must not be rude toward anyone, but be ready to help in case of personal difficulty.
- **Wisdom**: his/her knowledge of Reflexology & of R.i.E.N. must be comprehensive so that his/her decisions can be appropriate to our specific context. He/she also must know & understand the Constitution & how to apply it in respecting "its spirit", when it is not explicit by itself.
- The members may be, preferably, other persons but full member representatives; but they may be other personal members of the full member associations. or of school members, **provided that they fulfill the four main criteria** mentioned above.
- If, in a specific matter, a member of the Ethics Committee is not able to share with his/her partners in a fair manner, perhaps because he is emotionally involved, he should retire from this affair & leave the place to a **surrogate member**.

2. Ethics committee's role & functions

- It represents the function of the **judicial "power"**. Thus it cannot interfere with the "executive power", represented by the elected Board. Neither can it interfere with the "elective power" of the Full Member Assembly.
- Its role is to make sure that the arrangements & decisions made by these two institutions (the Board & the General Assembly of the full members) are **in conformity with the Constitution**.
- If not, it only has the **right of veto** & should invite the corresponding authority to review the arrangement made & put it in conformity with the Constitution.
- It will also be entitled to **validate the membership** of the new full members & the new school members, in conformity with R.i.E.N.'s criteria.
- In one way, the Ethics Committee is **"the door" of "R.i.E.N.:** any entering or going out of the Community must be validated by it according to R.i.E.N.'s criteria.
- This Committee is not entitled to interfere in **interpersonal affairs**. As adults & so-called "therapists", any one of us must be able to settle a difference with the other person alone. Nevertheless, if this arrangement doesn't work, one, or better, the two persons, could get a help from any one of the Ethics Committee member, as a mediator. In this situation, the Ethics Committee member should keep the matter confidential.

- ⌘ Thus, the Ethics Committee is concerned with contentious matters **at the full member or school member level & their representatives**, not at an interpersonal level.
- ⌘ **Any R.i.E.N. member may refer a matter to the Ethics Committee**, so long as R.i.E.N. is concerned as such, or any part of it (Board, full member & school member, General Assembly of the representatives).
- ⌘ The Ethics Committee is not entitled to interfere in contentious matters **inside full member associations or school member**. But, if it is consulted for advice, perhaps may it give non authoritative counsel.

3. Ethical criteria

- ⌘ The Constitution mentions the **criteria for becoming full member of R.i.E.N.** The Ethics Committee is entitled to check whether the criteria are fulfilled by the full members, not only at the beginning of the membership, but also during its presence inside R.i.E.N. Thus he should consult the website of the members.
- ⌘ The Constitution also mentions the **criteria for becoming school member**. The Ethics Committee is also entitled to check whether the criteria are fulfilled by the school members, not only at the beginning of the membership, but also during its presence inside R.i.E.N. Thus he should consult the website of the members.
- ⌘ A **basic ethical requirement** should be mentioned: Reflexology is, by nature, a method of Complementary Medicine. Thus, it should be **in line with medicine deontology**: its teaching & its practice should be exempted from any spiritualist, religious, parapsychic or esoteric feature. Such a confusion would prevent Reflexology recognition by medical authorities. The Ethics Committee will make sure R.i.E.N. members, specially the school members, do not promote spiritualist philosophies in their Reflexology teaching.

4. Procedures

- ⌘ The **Ethics Committee members will be appointed** at the A.G.M. by a confidential vote. The full members may recommend some persons before the A.G.M., because they believe such individuals fulfill the requirements. These individuals should be ready to assume this function if they are appointed.
- ⌘ Once the Ethics Committee members appointed, he will take care of the **validity of the membership of all the members** inside R.i.E.N., then of the new members.
- ⌘ It will not be allowed to interfere in the **Board meetings, which should be confidential. But the minutes of the Board meetings should be first sent to the Ethics Committee**, which will make sure that everything decided is in conformity with the Constitution or general R.i.E.N. procedures. In case of disagreement, the Ethics Committee will invite the Board to reconsider the contested arrangement, till agreement from the Ethics Committee. Then, the minutes will be sent to the full members & their official representatives, with an explicit validation from the Ethics Committee.
- ⌘ During the A.G.M. the Ethics Committee will attend the debates but **its members will not be allowed to vote**. Their role will be to make sure that every A.G.M. procedure is in conformity with the Constitution. If not, the Ethics Committee will interfere with the debates to put things in order.
- ⌘ If a R.i.E.N. member refers a matter to the Ethics Committee, this one should first study the facts to make sure it is entitled to give a decision. Then, it will try to solve the problem **in a kind manner, without compromising ethical values**. Any expulsion should be decided in the last resort. **A report**

of any Ethics Committee meeting should be sent to the Board & the full members, without revealing what must be kept confidential.

▫ The decision made by the Ethics Committee **should be respected by all the members** of R.i.E.N., the Board included. Any appeal of the decision should be made on a flaw of procedure. Another Ethics Committee should then be appointed.