

## **Bylaw\* on Governance of steps by the College related to improper professional conduct**

in the European College of Veterinary Public Health (ECVPH)

**Article 1.** Any member of the College (Diplomates as defined in article 3 of the constitution; or Residents as defined in the respective bylaws) is considered to have shown improper professional conduct if that member has violated any of the article(s) of the Constitution, the Bylaws, or another documented and communicated decisions of the Council or the College, or if the member has caused the College unreasonable reputational or economic damage (see Constitution of the College).

**Article 2.** A claim of improper professional conduct may be brought to the Council by any member of the College (see Article 1 of this bylaw). The Council may also raise a claim of improper professional conduct about a member of the College. A claim of improper professional conduct will be sent by the Council to the complainant, the accused and a specific committee set up for dealing with these claims, the Professional Conduct Committee (PCC).

**Article 3.** Certified Diplomates can register as PCC committee members. The PCC members will appoint an acting PCC, consisting of 3 members, after receiving a claim from the Council. Council members cannot register as PCC members.

**Article 4.** The acting PCC will gather evidence from both parties (complainant and accused) and compile a dossier about the complaint. In this process both parties will have the opportunity to respond to the complaint and request clarification or corrections about the description summary and supporting evidence. The complete dossier will be sent to both parties and feedback will be requested concerning the complaint within 4 weeks.

**Article 5.** After the 4 week period, the acting PCC will assess by majority vote, if the complaint is considered an act of improper professional conduct. The Council and parties involved in the complaint will be informed of this decision. If the acting PCC decides that the complaint is not seen as unprofessional conduct, no further actions will follow. The complainant can appeal to this decision to the Appeal Committee within 4 weeks after receiving the decision. When the complaint is considered by the acting PCC as an act of improper conduct the accused can appeal to this decision to the Appeal Committee within 4 weeks after receiving the decision.

**Article 6.** If the Appeal Committee decides different from the acting PCC, i.e. instead of no improper professional conduct, improper professional conduct, the procedure will be continued as described in this bylaw. If the acting PCC decides that the complaint is seen as unprofessional conduct and the Appeal Committee decides in favor of the complainant (i.e.,

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\* This Bylaw was approved by the ECVPH Council on its meeting of 22 Sept 2023.

that no improper professional conduct has occurred), the procedure is concluded. When the Appeal Committee agrees with the conclusions of the acting PCC, the outcome of the process will be referred to the acting PCC.

**Article 7.** In the event of a decision that improper professional conduct has occurred, the acting PCC will determine any actions or ramifications for the person which has been found guilty of an act of unprofessional conduct. The justification for the decision and resultant actions will be sent to the Council, complainant, and offender.

**Article 8.** Both complainant and offender can appeal to the decision of the acting PCC, within 4 weeks after receiving the decision, at the Appeal Committee. The decision of the Appeal Committee after having seen all information of the case will be binding.

**Article 9.** The final decision on the actions or ramifications for the offender be communicated with EBVS.

**Article 10.** A complaint of improper professional conduct can be withdrawn by the complainant at any time after it has been registered e.g., if complainant and accused member can resolve or reach agreement.