

European Society of Oncology Pharmacy (ESOP Global)

Ethical Framework and Principles of Professional Conduct



Adopted February 2026

Preamble

The European Society of Oncology Pharmacy (ESOP Global) affirms its commitment to the highest standards of ethical conduct, scientific integrity, professional responsibility, and respect for human dignity.

As a European and international scientific society, ESOP Global recognises its institutional responsibility to uphold ethical principles in all areas of its governance, professional activities, collaborations, and public representation.

This Ethical Framework establishes binding principles of professional conduct applicable within the remit of ESOP Global and serves as a guiding instrument for governance, decision-making, and professional behaviour.

Article 1 – Purpose and Scope

1. This Ethical Framework defines the fundamental ethical principles governing ESOP Global.
 2. It applies to:
 - Members of ESOP Global;
 - Members of governing bodies and committees;
 - Officers, representatives, and appointed delegates;
 - Individuals holding leadership or advisory roles;
 - Any person acting in the name of, on behalf of, or in association with ESOP Global.
 3. The Framework applies to all professional, scientific, educational, and governance activities conducted under the auspices of ESOP Global.
-

Article 2 – Core Ethical Principles

ESOP Global is founded upon the following principles:

1. **Respect for Human Dignity** – Recognition of the inherent dignity and equal worth of all persons.
2. **Integrity and Honesty** – Commitment to truthfulness, transparency, and ethical scientific practice.
3. **Professional Responsibility and Accountability** – Acceptance of responsibility for professional conduct and decisions.

4. Fairness, Impartiality, and Non-Discrimination – Equal treatment without discrimination on any grounds, including but not limited to gender, nationality, ethnicity, religion, disability, age, sexual orientation, or professional status.
5. Transparency and Ethical Governance – Clear, accountable, and responsible decision-making processes.
6. Respect for Fundamental Labour and Human Rights – Alignment with recognised European and international human rights standards.

These principles shall guide interpretation and application of this Framework.

Article 3 – Respectful and Safe Professional Environment

1. ESOP Global is committed to fostering professional environments characterised by mutual respect, inclusion, and psychological and physical safety.
 2. The following conduct is strictly incompatible with the values of ESOP Global:
 - Harassment, intimidation, or bullying;
 - Psychological or physical abuse;
 - Abuse or misuse of authority or institutional power;
 - Coercion or retaliatory actions;
 - Discrimination, exclusion, or stigmatisation;
 - Conduct that undermines personal dignity or professional integrity.
 3. ESOP Global shall promote mechanisms that enable concerns to be raised in good faith without fear of retaliation.
-

Article 4 – Ethical Leadership and Governance

1. Individuals in leadership, governance, or representative roles bear enhanced ethical responsibilities.
2. Ethical leadership requires:
 - Responsible and proportionate exercise of authority;
 - Accountability for decisions and actions;
 - Respect for due process and procedural fairness;
 - Disclosure, avoidance, and appropriate management of conflicts of interest;
 - Commitment to transparency and sound governance practices.
3. Leaders shall act as role models and uphold the credibility and reputation of the profession and the Society.

Article 5 – Integrity, Due Process, and Fair Treatment

1. ESOP Global recognises the presumption of innocence and the importance of procedural fairness.
2. Allegations of misconduct shall:
 - Be addressed seriously, impartially, and confidentially;
 - Be assessed through appropriate and proportionate procedures;
 - Respect the rights of all parties involved.
3. No individual shall be publicly condemned or sanctioned without appropriate review and due process within the Society’s competence.
4. ESOP Global does not substitute national, regulatory, or judicial authorities but shall cooperate with and respect competent institutions where appropriate.

Article 6 – Responsibility to Address Ethical Concerns

1. ESOP Global acknowledges its responsibility to safeguard the integrity of the profession and maintain public trust.
2. Where credible information suggests potential ethical breaches within its remit, ESOP Global may:
 - Examine the matter within its institutional competence;
 - Refer issues to appropriate internal or external bodies where necessary;
 - Initiate governance or ethical procedures in accordance with its statutes and regulations.
3. Wilful concealment, minimisation, or disregard of serious ethical concerns is incompatible with this Framework.

Article 7 – Protection of Whistleblowers and Affected Persons

1. Individuals who raise concerns in good faith regarding ethical misconduct or violations of fundamental rights shall be protected from retaliation.
2. Retaliatory measures, including professional disadvantage, exclusion, or intimidation, are strictly prohibited within the remit of ESOP Global.
3. Confidentiality shall be respected to the extent legally and procedurally possible.

Article 8 – Implementation and Review

1. This Ethical Framework shall inform the development of internal policies, procedures, and codes of conduct.
2. ESOP Global commits to:
 - Regular review of this Framework;

- Ongoing ethical education and awareness initiatives;
 - Alignment with evolving European and international best practices.
3. Amendments to this Framework shall be adopted in accordance with the Society's statutes and governance procedures.
-

Article 9 – Final Provisions

1. This Ethical Framework expresses ESOP Global's formal commitment to ethical excellence and professional integrity.
2. All persons within its scope are expected to adhere to these principles in both conduct and decision-making.
3. This document enters into force upon its formal adoption by the competent governing body of ESOP Global.