



## **DUTY OF CARE TO WFC OFFICE HOLDERS AND VOLUNTEERS**

### **Background**

As a not-for-profit organization working with volunteers who also hold both statutory and non-statutory positions, the World Federation of Chiropractic (the “WFC”) owes its office holders and volunteers a duty of care. This duty includes, but is not limited to, the need to protect those working on behalf of the WFC from discrimination, harassment, unfair criticism or other acts that may prejudice their employment or other paid activity. One of the ways that the WFC may discharge its duty by developing and adhering to policy statements as detailed below.

### **Policy statements**

The following statements are proposed as a means of protecting WFC office holders and volunteers:

1. Statements issued by the Board of the WFC (the “Board”) will not contain reference to named WFC office holders unless approved spokespeople are quoted (this is usually the President or Secretary-General). Board members shall be protected at all times by adherence to confidentiality and the doctrine of collective responsibility.
2. The principal role of the committees is to advise the Board on matters relevant to the committee’s expertise. They will do this as a committee and not as named individuals. The Board will not reference individual members of a committee when talking about advice it has received.
3. Committees, or members of committees acting on the WFC’s behalf, may author scientific papers with the permission of the Board. Such papers, regardless of authorship or disclaimers, will be seen as representing the views of the WFC. Care must therefore be taken to ensure that consent to publication is appropriately risk-managed (this includes appropriate disclaimers).
4. Committee chairs or members shall not make public statements individually or collectively on behalf of the WFC without the express permission of the Board. In such cases, statements will be carefully reviewed and approved by the Board (or a person authorised to act on its behalf).