



British Association for Forensic Anthropology

Code of Conduct



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Code of Conduct

This code of conduct is designed to ensure that all members of the British Association for Forensic Anthropology (BAFA) (hereafter referred to as 'The Association') maintain the highest level of ethical and professional standards. All members of The Association are required to adhere to this code.

- Members should ensure that they conduct themselves in a manner that will not bring The Association into disrepute.
- Members shall adhere to high standards of ethical and responsible behaviour in the conduct of all forensic anthropological advice, casework, consultancy, research and teaching activities.
- No member should misrepresent their education, training, casework experience, area of expertise or membership status within The Association to any individual, or organisation.
- No member shall issue public statements that appear to represent the position of The Association without specific authority to do so from the Steering Committee of The Association. If a member does express an opinion, they shall make it clear that the opinion is a personal one rather than one that is necessarily supported by The Association.

Members shall undertake all professional work with impartiality. Members have an obligation to be familiar with the Code of Practice for Forensic Anthropology published by the Forensic Science Regulator (2018) and the application of this Code of Practice to their professional and scholarly activities.

- All members are accountable for their own professional decisions and actions. It is their responsibility to ensure that their work is peer reviewed and, if an appropriate request is made, open to scrutiny by internal and external professional bodies.
- Members shall observe and maintain appropriate standards of confidentiality at all times.
- Members shall treat all human remains with dignity, sensitivity and respect regardless of age or provenance.



- Members shall ensure that they adhere to all relevant legislation that pertains to the handling, treatment and exhumation of human remains, whether of forensic and/or archaeological relevance or significance.
- Members shall ensure that any research undertaken involving human remains, or the handling of individual personal information, meets the highest ethical standards possible.
- Members should ensure that they refrain from the removal and/or acquisition of human remains for personal gain, monetary gain, or for unregulated research.
- Members shall ensure that their behaviour does not jeopardise any legal proceedings in which they may be involved.
- Members shall ensure that they familiarise themselves with and adhere to the legislation of the country or jurisdiction that they are working in, and of the authority that has instructed them.
- Members should be able to demonstrate that they are competent to undertake any forensic anthropology work that they are requested to do.
- Members should ensure that adequate resources, infra-structure, insurance and accreditation of facilities are in place before any forensic anthropology casework is undertaken. This should be documented.
- Members shall refrain from plagiarism and/or misrepresentation of their work.
- Members should encourage and support fellow members in their professional development and where possible, engage with new entrants to the profession.
- The Association strongly encourages a welcoming environment to all members regardless of age, gender identity, race, ethnicity, sexual orientation, religion, disabilities, caring roles, parental status, marital/civil-partnership status, socio-economic background or any other characteristics¹.
- Members shall respect the dignity, needs and private lives of others and exercise proper authority and good judgment in their dealings with other Members, colleagues and the public.
- Members shall behave respectfully towards others, and act in a professional and dignified manner both in their online presence and at professional meetings.

¹ An individual's protected characteristics are protected by UK law under the Equalities Act 2010



Online Conduct

Social media is defined as a type of interactive online media that allows parties to communicate instantly with each other or to share data in a public forum. This includes e-mail, online social forums, virtual conferences, blogs, video- and image-sharing websites and similar facilities.

The Association

- recognises that Members make use of social media in a personal capacity. While they are not acting on behalf of the Association, Members must be aware that they can damage the reputation of the Association or Professional Discipline if they are recognised or their actions suggest that they are part of The Association or Forensic Anthropology profession.
- recognises that Members say that they are affiliated with the Association or professional body in the field of Forensic Anthropology. The online profile of a Member (for example, a LinkedIn page or a Twitter name) may refer to the Association or profession. Members should be aware that this may suggest a professional association to either the Association or profession in general.
- recognises that its Members may want to discuss their work on social media or provide opinions on subject matter. It is recognised that it is an important part of how the Forensic Anthropology profession communicates with its audience and that this allows communication and knowledge exchange between professionals, students and a wider general audience.
- urges that rules at public fora are respected, e.g. in relation to recordings, guidance of moderators as well as professional ethics such as Chatham House rules, where applicable.
- encourages that any communications that Members make in a personal capacity through social media must still comply with the Code of Conduct and additional guidance outlined below.

Any communications that members make in a professional capacity through social media must not:

- do anything that could be considered discriminatory against, or bullying or harassment of, any individual or group, for example by:
 - making offensive or derogatory comments relating to sex, gender reassignment, race (including nationality), disability, sexual orientation, religion or belief or age
 - using social media to bully another individual (such as another Member of The Association)
 - disclosing confidential information
 - posting images that are discriminatory or offensive or links to such content.



- do anything that could bring the Association or Profession in disrepute, for example by:
 - making defamatory comments about individuals or other organisations or groups
 - posting images that are inappropriate or links to inappropriate content
 - disclosing confidential information or contravening GDPR
 - misrepresenting their professional qualifications and affiliations
 - posting material without appropriate permissions and/or which may jeopardise legal proceedings.

All Members are required to adhere to these social media guidelines. Members should be aware that use of social media in a way that may be deemed as deliberate or inadvertent misuse which could be a breach of these guidelines, may lead to disciplinary action under the Complaints and Disciplinary Procedures set out by the The Association.