



Policy on Bias for Certification and Continuing Certification Participants

BACKGROUND

All applicants and candidates for certification, recertification, continuing certification, or recognition of a Focused Practice designation by the American Board of Emergency Medicine (ABEM) are entitled to be evaluated without bias based on age, race, gender, sexual preference, country of origin, or any other status unrelated to the merits of the application. ABEM representatives must strive to avoid all bias, and the appearance of bias, in all actions and decisions involved in the certification process.

POLICY

It is the policy of ABEM that each applicant or candidate for certification, recertification, continuing certification, or recognition of a Focused Practice designation is entitled to, and will receive, an unbiased evaluation of his or her application and performance. All ABEM volunteers and staff are expected to maintain a standard of ethics that prohibits any misuse of position, protects the validity of the credentialing, examination, continuing certification, and Focused Practice designation processes, and assures that each candidate will be evaluated solely on the merits of his or her application and performance. All such volunteers and staff are expected to refrain from comments or actions that could reasonably be perceived as discriminating against any applicant or candidate based on his or her age, race, gender, sexual preference, country of origin, or other status unrelated to the merits of his or her application and performance.

PROCEDURES

All staff as well as volunteers must receive a paper copy of the policy and sign a statement agreeing to uphold the policy which must be kept in each person's file.

EXCEPTION

None

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