



Mongolian National  
Association Of  
Occupational Hygienists

Website: [mnaoh.mn](http://mnaoh.mn)  
Facebook: [@mnaoh.mn](https://www.facebook.com/mnaoh.mn)  
Email: [admin@mnaoh.mn](mailto:admin@mnaoh.mn)

# CODE OF CONDUCT

## MNAOH P-02





**Монголын Хөдөлмөрийн  
Эрүүл Ахуйчдын Үндэсний  
Холбоо**

## **CODE OF ETHICS FOR OCCUPATIONAL HYGIENE PROFESSIONALS MNAOH P-03**

Developed by:

Board of Certified Occupational Hygienists

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Approved and authorized for use by:

Executive Board of the Association

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## Record of Document Modifications

<u>Version</u>	<u>Date</u>	<u>Comments on modification</u>	<u>Updated:</u>
V1	2024.04.01	Newly developed	Naransukh D.



## 1. General

1.1 This Code of Ethics (hereinafter referred to as the “Code”) establishes the ethical principles and professional competency standards to be observed by members of the Mongolian National Association of Occupational Hygienists (hereinafter referred to as the “Association”) in their professional activities.

1.2 All members of the Association shall comply with this Code in all professional activities, whether performed for remuneration (paid) or on a voluntary basis.

1.3 This Code shall serve as a guiding standard for interactions between members of the Association and clients, employers, employees, government agencies, the private sector, and the general public. The Code shall also be used as a benchmark for evaluating the conduct and behavior of Association members.

1.4 Compliance with this Code shall not require members to engage in any actions that violate applicable laws and regulations

1.5 This Code shall provide guidance for the fair resolution of ethical violations, disputes, coercion, or undue pressure affecting members of the Association.

1.6 The following terms used in this Code shall have the meanings set out below:

- **Member:** A person holding a membership grade specified in the Association’s bylaws, including certified occupational hygienists.
- **Practical (Practice-based):** Activities that meet occupational safety and health legal requirements and are realistically implementable in practice.
- **Client:** An employer, individual, legal entity, or organization receiving professional occupational hygiene services from a member in return for appropriate remuneration or fees.
- **Employee:** A person engaged in work or employment at a workplace where a member provides professional services.
- **Employer:** A legal entity or individual responsible for a business or workplace that receives professional services from a member.
- **Scientific Evidence:** Facts supported by scientifically proven research and recognized theoretical foundations accepted by professionals in the field.
- **Good Practice:** Practices that have been tested, validated, and proven effective and applicable at international and national levels.

## 2. Duties and Responsibilities of Members

2.1 The primary duty of Association members is to anticipate, identify, assess, and communicate potential hazards arising from the activities of clients, employers, or employees that may affect the health, safety, and well-being of employees and the public, and to advise on appropriate preventive and risk-reduction measures.

2.2 Members shall perform these duties by placing them above any commercial or personal interests and shall adhere to the following principles:

- 1) Advise employers, clients, and employees on establishing and maintaining healthy and risk-free working conditions in a practical manner;
- 2) Protect confidential business information of employers and clients and refrain from disclosing it to third parties;
- 3) Provide information and advice to employers, clients, employees, and the public—within their legal rights—on preventing violations of laws and professional standards;
- 4) Conduct occupational hygiene measurements and assessments using scientifically

- recognized methods, compliant instruments, and accredited laboratories;
- 5) Present measurement and assessment results clearly and based on evidence, disclosing them only to the client and not to third parties without authorization;
  - 6) Inform the client if confidential information is inadvertently disclosed and seek guidance from the Association when necessary.

### 3. Principles and Professional Competence

3.1 Members shall adhere to the following principles in the practice of their profession:

- 1) Act at all times with **integrity, professionalism, and responsibility**;
- 2) Address issues **honestly, objectively, and fairly**;
- 3) Fulfill all legal obligations **in good faith**
- 4) Ensure that professional activities under their supervision are carried out **competently and reported accurately**;
- 5) Apply **professional judgment** to the anticipation, identification, evaluation, monitoring, and control of environmental factors that may adversely affect health and safety;
- 6) Communicate results and conclusions from measurements and observations accurately, clearly, and in a **practice-based manner**

3.2 To maintain and enhance professional competence, members shall:

- 1) Participate in appropriate professional training and continuously develop their skills
- 2) Base professional advice and explanations on current scientific evidence;
- 3) Provide conclusions and opinions only within areas of education, competency, and experience, grounded in scientific knowledge and evidence;
- 4) Publicly disclose their professional knowledge and competencies, provided this Code is not violated.

### 4. Conflict of Interest

4.1 Members shall avoid favoritism toward clients and any apparent conflict of financial or personal interest that may influence reports, recommendations, or decisions

4.2 If a potential conflict of interest arises, the member shall promptly disclose it to the relevant parties.

4.3 Members who become aware of actual or potential conflicts of interest involving other members shall report such information accurately and without delay to the appropriate authority.

4.4 The Association shall receive, register, review, and resolve information regarding potential conflicts of interest involving its members.

### 5. Confidentiality

5.1 Members shall use any information or documents obtained solely for the purposes of protecting and promoting employee and public health and ensuring compliance with occupational hygiene requirements

5.2 Confidential information obtained during professional activities shall not be disclosed without the written consent of the relevant organization, individual, or legal representative, except as required by law.

5.3 Members shall comply with all applicable laws and regulations governing the protection of confidential information.

### Зүраа. Disclosure of Information and Whistleblowing

6.1 If a member becomes aware that violations of occupational health and safety laws or



standards have created conditions that may result in injury or illness, immediate corrective action shall be taken.

6.3 In cases of serious risk, members may consult with other occupational hygiene professionals and, in accordance with ethical duties, shall notify employers or organizations responsible for eliminating or reducing such risks. Members making such disclosures shall be regarded as whistleblowers and shall receive support from the Association in protecting their rights in accordance with the law.

6.4 If an employer or organization fails to take necessary health and safety measures, the member may disclose relevant information to third parties (such as authorized government agencies or occupational safety and health representatives of trade unions) for the purpose of risk reduction or elimination.

6.5 Members who become aware of violations of this Code by another member shall report such violations to the Association.

## **7. Protection of Professional Reputation and Standing**

7.1 All members shall uphold this Code, promote professional integrity, protect their professional standing, and actively support and advocate for the profession.

7.2 As occupational hygiene and environmental health professionals, members shall:

- 1) Provide advice strictly from a professional standpoint;
- 2) Avoid actions that damage professional reputation, mislead the public, the Association, or government institutions;
- 3) Respect the competence and experience of other members and avoid actions that may harm their professional reputation
- 4) Refrain from misrepresenting or distorting the Association's official position
- 5) Avoid misuse of mass media and public communication channels

## **8. Responsibilities to Clients**

8.1 In relationships with clients, employers, and organizations, members shall:

- 1) Maintain ethical and professional conduct;
- 2) Avoid offering financial or material inducements;
- 3) Disclose interests that may compromise independence or influence professional judgment;
- 4) Accurately represent professional competence in all documents and reports;
- 5) Clearly and responsibly communicate the outcomes and performance of professional work;
- 6) Identify and communicate risks of injury or disease using practice-based methods to responsible parties;
- 7) Continuously develop professional knowledge and maintain competency;
- 8) Avoid misrepresenting qualifications, knowledge, or competence, and prevent others from disseminating false information on their behalf;
- 9) Make statements related to employee or public health risks only within areas of professional expertise and supported by sufficient scientific evidence;
- 10) Perform professional services independently and inform clients of any actions that may compromise professional judgment;
- 11) Provide services to only one party unless prior consent is obtained from all relevant parties.

## **9. Accountability and Resolution of Complaints and Disputes**

9.1 Complaints and disputes concerning violations of this Code shall be reviewed and resolved in accordance with this Code and other relevant Association regulations.

9.2 Violations of Association rules, regulations, or actions contrary to its activities shall be considered ethical breaches and shall be reviewed by the Association's Executive Board.

9.3 If an ethical violation is substantiated, the Executive Board may impose disciplinary measures, including warnings, revocation of membership, or public disclosure.

9.4 Complaints, disputes, or feedback regarding violations of this Code shall be submitted to the Secretary of the Executive Board via email at [mnaohmn@gmail.com](mailto:mnaohmn@gmail.com)

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