ICSS

Code of Professional Conduct & Ethics

International College of Safety and Security

Applicable to Affiliates, Associate, Members, Fellows, Distinguished Fellows*, Honorary Members and persons representing the International College of Safety and Security*

Status	Approved
Version	1.0
Effective date	01/12/2026
Review date	01/12/2027

1. Purpose

1.1 This Code establishes the ethical and professional standards expected of members of the International College of Safety and Security ("ICSS" or "the College").

1.2 The Code exists to protect the public, promote responsible professional practice, maintain confidence in ICSS designations, and support high standards across safety, security, risk, resilience and related disciplines.

1.3 Compliance with this Code is a condition of membership and of continued entitlement to use ICSS post-nominal designations.

2. Scope

2.1 This Code applies to Affiliates, Associates, Members, Fellows, Distinguished Fellows, Honorary Fellows and any other person whose ICSS status or appointment makes the Code applicable.

2.2 Members remain responsible for complying with applicable law, regulation, employer requirements and other professional codes. Where standards differ, members should comply with the higher lawful standard where reasonably possible.

2.3 This Code does not confer legal authority, statutory powers, a license to practice, security clearance, academic status or regulated professional status.

3. Core ethical principles

- Integrity: act honestly, truthfully and consistently with professional obligations.
- Competence: undertake work only where appropriately competent and maintain relevant knowledge and skills.
- Public interest: give proper regard to life, safety, security, rights, welfare and legitimate public interests.
- Lawfulness: act within applicable law and reject unlawful or improper instructions.
- Respect: treat people fairly, professionally and with dignity.
- Confidentiality: protect personal, commercial, operational and security-sensitive information.
- Accountability: accept responsibility for professional decisions and be prepared to justify them.
- Impartiality: identify and manage conflicts, bias and improper influence.
- Professional development: maintain and improve competence throughout membership.
- Professional reputation: use ICSS membership and designations accurately and responsibly.

4. Integrity and honesty

Members shall be truthful in professional communications and shall not knowingly falsify, conceal or materially misrepresent facts.

- Do not fabricate qualifications, experience, appointments, publications, awards, memberships or professional achievements.
- Do not knowingly submit false records, reports, risk assessments, audit findings, incident information or evidence.
- Correct material errors promptly when they become known.
- Do not engage in bribery, corruption, fraud, deceptive practice or improper inducements.
- Do not use ICSS status to lend credibility to information known to be false or materially misleading.

5. Professional competence

Members shall recognise the limits of their competence and shall not accept responsibility for work for which they are not suitably prepared unless appropriate supervision or specialist assistance is obtained.

- Maintain knowledge relevant to current responsibilities.
- Undertake appropriate continuing professional development.
- Use recognised evidence, standards and professional judgement appropriate to the circumstances.
- Distinguish fact, professional opinion, assumption and uncertainty in reports and advice.
- Refer matters to suitably qualified specialists when they exceed personal competence.

6. Safety, security and the public interest

Members shall give appropriate priority to the protection of life, safety, security and lawful public interests.

Where a member reasonably believes that a serious and imminent risk exists, the member should take proportionate action within their lawful authority and competence, including escalation to an appropriate responsible person or authority where necessary.

Professional loyalty to a client or employer does not require a member to conceal unlawful conduct, knowingly facilitate serious harm, or make a materially false professional statement.

7. Human rights, dignity and equality

Members shall respect human dignity and applicable human-rights and equality obligations.

- Do not discriminate unlawfully or harass, bully, intimidate or victimise others.
- Use security and safety measures proportionately and with regard to legitimate rights and freedoms.
- Avoid professional practices that unnecessarily stigmatise individuals or communities.
- Consider accessibility and vulnerability where relevant to professional decisions.

8. Confidentiality, privacy and information security

Members frequently handle sensitive information and must apply a high standard of care.

- Access information only for legitimate purposes and within authority.
- Protect personal data, confidential business information, operational details, intelligence and security-sensitive material.
- Do not disclose confidential information without authority unless disclosure is required or permitted by law or is justified by an overriding lawful duty.
- Use appropriate safeguards for storage, transmission, discussion and disposal of sensitive material.
- Report significant loss, compromise or unauthorised disclosure through appropriate channels.
- Do not use privileged or confidential information for personal advantage.

9. Conflicts of interest and impartiality

Members shall identify actual, potential and reasonably perceived conflicts of interest and manage them transparently.

- Disclose relevant conflicts to the appropriate party.
- Withdraw from a decision or assessment where impartiality cannot reasonably be maintained.
- Do not accept gifts, hospitality, payments or benefits that could improperly influence professional judgement.
- Do not misuse an ICSS committee, assessor or governance role for personal or commercial advantage.

10. Evidence, reports and professional opinions

Professional reports, testimony, assessments and advice shall be objective, proportionate and supported by evidence appropriate to the task.

- State significant limitations, uncertainties and assumptions.
- Do not omit material adverse information merely because it is inconvenient to a client, employer or colleague.
- Clearly distinguish independent professional opinion from advocacy or commercial promotion.
- Respect intellectual property and cite or acknowledge the work of others where appropriate.
- Do not plagiarise or knowingly facilitate plagiarism.

11. Responsible use of technology and artificial intelligence

Members remain professionally accountable for work produced or assisted by digital systems, automated tools or artificial intelligence.

- Do not rely uncritically on automated outputs where errors could materially affect safety, security, rights or professional decisions.
- Apply appropriate human review and verification.
- Do not enter confidential, personal or security-sensitive information into systems unless authorised and appropriately protected.
- Be transparent about material use of automated or AI-generated content where disclosure is professionally or contractually appropriate.
- Do not use technology to fabricate evidence, impersonate others, deceive stakeholders or circumvent lawful controls.

12. Professional relationships and leadership

Members in leadership, supervisory, teaching or mentoring roles have an enhanced responsibility to model professional behaviour.

- Provide clear, responsible direction and do not pressure others to act unlawfully or unethically.
- Encourage the reporting of legitimate safety, security and ethical concerns.
- Do not retaliate against persons who raise concerns in good faith.
- Give appropriate credit for the work and contribution of others.
- Support the development of colleagues and emerging professionals where reasonably possible.

13. Research, education and academic integrity

Members engaged in research, education, assessment or publication shall uphold appropriate academic and research integrity.

- Do not fabricate, falsify or selectively manipulate research data or results.
- Obtain appropriate permissions, ethical approvals and informed consent where required.
- Acknowledge authorship and contribution fairly.
- Disclose relevant funding and conflicts of interest.
- Maintain appropriate assessment security and avoid improper assistance or favouritism.
- Do not misrepresent ICSS membership as conferring a degree, academic title or regulated teaching/awarding authority.

14. Use of ICSS membership, titles and post-nominals

Members shall describe their ICSS status accurately.

- Use only the post-nominal to which the member is currently entitled.

- Do not use a designation after membership has lapsed, been suspended or terminated where the Membership Regulations require cessation.
- Do not describe AICSS, MICSS, FICSS, DFICSS or HonFICSS as an academic degree or regulated qualification.
- Do not imply that ICSS membership constitutes government approval, chartered status, statutory registration, security clearance, accreditation authority or a licence to practice.
- Honorary Fellows shall use HonFICSS and shall not represent the award as assessed FICSS.
- Do not alter, counterfeit or misuse ICSS certificates, credentials, logos or verification records.

15. Public communications and social media

Members are entitled to participate in public debate, but should distinguish personal views from statements made on behalf of ICSS.

- Do not claim to speak for ICSS unless authorised.
- Do not knowingly publish false or materially misleading professional information.
- Protect confidential and security-sensitive information online.
- Maintain appropriate professional standards when identifying oneself through ICSS membership.
- Correct a material public misrepresentation of ICSS status when reasonably able to do so.

16. Criminal, regulatory and professional matters

Members shall notify ICSS, within a reasonable period, of matters that may materially affect their fitness for membership or the reputation and integrity of an ICSS designation, subject to applicable law.

Such matters may include serious criminal convictions, professional sanctions, findings of dishonesty, loss of a relevant professional licence, or other formal findings directly relevant to professional integrity or public protection.

Notification does not automatically imply misconduct or termination; matters shall be considered fairly and proportionately.

17. Duty to raise concerns

A member who becomes aware of serious professional misconduct, a significant threat to public safety, or misuse of an ICSS designation should take proportionate action through appropriate channels.

Members should not make malicious, knowingly false or reckless allegations. Good-faith concerns should be treated respectfully and, where appropriate, confidentially.

18. Cooperation with ICSS

- Provide truthful information in membership, CPD, audit, complaint and disciplinary processes.
- Respond within reasonable timescales to legitimate ICSS enquiries.
- Preserve relevant evidence when aware of an investigation.
- Respect confidentiality requirements applicable to complaints and disciplinary proceedings.
- Comply with lawful and properly imposed sanctions or conditions.

19. Breaches and sanctions

A breach of this Code may be considered under the ICSS Membership and Fellowship Regulations and applicable disciplinary procedures.

Depending on seriousness, intent, harm, repetition, insight and mitigation, outcomes may include advice, education, warning, conditions, suspension, removal or reduction of grade, termination of membership and withdrawal of the right to use ICSS post-nominals.

ICSS should apply sanctions proportionately and provide procedural fairness, including an opportunity to respond and an appropriate appeal mechanism.

20. Ethical decision-making framework

Where the correct course is uncertain, members should consider:

- What are the relevant facts, and what remains uncertain?
- Who may be affected and what risks could arise?
- What laws, regulations, contracts, standards and professional duties apply?
- Is the proposed action within my competence and authority?
- Are there conflicts of interest or improper pressures?
- Could I justify the decision transparently to an independent professional peer?
- Have confidentiality, privacy, proportionality and human rights been considered?
- Should specialist advice, escalation or an independent second opinion be obtained?
- Is the decision and its rationale appropriately documented?

21. Governance and interpretation

21.1 The Governing Body is responsible for approving this Code and may delegate interpretation and administration to an appropriate committee.

21.2 Guidance may be issued to explain the Code, but guidance shall not override its substantive requirements.

21.3 The Code shall be reviewed periodically and normally at least every two years.

22. Member declaration

On admission and renewal, members may be required to make the following declaration:

> *"I undertake to uphold the Code of Professional Conduct and Ethics of the International College of Safety and Security, to represent my professional standing truthfully, to maintain appropriate competence, and to act with integrity, responsibility and due regard for safety, security, rights and the public interest."*

23. Adoption

This Code of Professional Conduct and Ethics was adopted by the Governing Body of the International College of Safety and Security on [01/12/2026] and takes effect on [01/12/2026].

Chair / authorised officer	CEO
Name	David Brook
Date	01/12/2026

Appendix A — Illustrative examples of misconduct

The following are illustrative and not exhaustive:

- Claiming FICSS when the person is not a current Fellow.
- Describing ICSS Fellowship as a doctorate, degree, regulated qualification or statutory licence.
- Falsifying professional experience or qualifications in an ICSS application.
- Knowingly signing a materially false safety or security assessment.
- Improper disclosure of protected personal or operational security information.
- Accepting an undisclosed financial inducement that compromises professional judgement.
- Plagiarising a report, publication, course submission or Fellowship portfolio.
- Using an assessor position to favour a colleague, client or commercial associate.
- Retaliating against a person for raising a genuine safety or ethical concern.
- Using AI-generated material as verified professional evidence without appropriate review.

Appendix B — Relationship with other ICSS instruments

This Code should be read alongside the ICSS Membership & Fellowship Regulations, CPD requirements, complaints and disciplinary procedures, privacy/data-protection policies, equality arrangements, credential and brand-use rules, and any specialist practice guidance adopted by ICSS.