

JOINT CODE OF CONDUCT FOR SALARIED AND VOLUNTARY STAFF OF THE MIND FOUNDATION AND OVID HEALTH SYSTEMS AS AMENDED ON JUNE 29TH, 2020

This Code of Conduct for salaried and voluntary staff of the MIND Foundation and OVID Health Systems was submitted by the Ethics Board of the MIND Foundation and has been resolved upon after discussion by the shareholders of the MIND Foundation and the shareholders of OVID Health Systems.

It applies equally to external facilitators of MIND's Integration Program.

Values and Principles

Within the MIND Foundation and OVID Health Systems, different worldviews and cultural perspectives meet. We are united within the MIND Foundation and OVID Health Systems by our common values of scientific approach, professionalism, integrity, innovation, community and connectedness as well as the principles of diversity, tolerance and authenticity. We approach conflicts, controversies and contradictions in a proactive manner. Thus, we act transparently, openly, and supportively in order to put our principal values into effect.

Vision

The visions of the MIND Foundation and OVID Health Systems are published on their respective websites. We assume that all staff members and external facilitators know, understand, and support this vision.

MIND Foundation

Building a healthier, more connected world
through psychedelic research and education.

OVID Health Systems

Integrating psychedelic therapies into the European health system

The Individual and the Public

You are representing the MIND Foundation or OVID Health Systems whenever you are associated with the MIND Foundation or OVID Health Systems in the public (e.g. when giving talks, facilitating workshops, appearing in the media, wearing or showing the MIND Foundation and OVID Health Systems symbols on conferences, festivals etc.).

- We are happy about and encourage public appearances of the MIND Foundation and OVID Health Systems that present our vision and our projects authentically and in a positive light.
- Whenever you are representing the MIND Foundation and/or OVID Health Systems, please remember the following guidelines:
 - Stay friendly and fact-oriented and correctly inform others of the content of our activities and goals as the MIND Foundation and OVID Health Systems Foundation. Support the MIND Foundation and OVID Health Systems in creating a positive image, which helps us achieve our goals.
 - Make sure you are up-to-date before talking about projects related to the MIND Foundation and OVID Health Systems.
 - Discern between private activities and activities for and in the name of the MIND Foundation and OVID Health Systems. To the public it should always be clear whether you are speaking in the name of the MIND Foundation and/or OVID Health Systems or if you are talking about your personal opinions and affairs.
 - If you notice misinterpretations or distorted accounts regarding the MIND Foundation and/or OVID Health Systems in public, please inform the persons responsible for public communications in the MIND Foundation or OVID Health Systems – or the boards. Do not react in an inconsiderate manner to correct such misinterpretation.
 - Being a staff member or external facilitator implies that you are automatically representing the MIND Foundation and OVID Health Systems in public. In case you violated the Code of Conduct communicate this to the ethics boards.
 - Announce important requests for public appearances, talks, publications or press delineations, that relate to the MIND Foundation and OVID Health Systems or happen in the name of the MIND Foundation and OVID Health Systems, at least four weeks prior to that event to the MIND Foundation or OVID Health Systems boards. The MIND Foundation and OVID Health Systems boards can cast a veto. Special arrangements are possible if mutually agreed upon.

Functions in the MIND Foundation or OVID Health Systems

Whoever is accepting an official role in the MIND Foundation or OVID Health Systems has to be willing to appear with their real name and picture on websites, social media and the MIND Foundation's and OVID Health Systems' publications. Exceptions to this rule have to be commonly agreed upon by the respective boards.

Publications

- We are happy about frequent and objective mentions of the MIND Foundation and OVID Health Systems in publications.
- Work results that are associated with the MIND Foundation and OVID Health Systems should be identifiable as such.
- Announce any publications in which you have made reference to the MIND Foundation and OVID Health Systems to the boards and teams, so we can celebrate your contribution.
- Common standards of scientific practice and publication have to be met. Intellectual improbity (sensation seeking, botched research, plagiarism etc.) is condemned and will lead to the termination of your work in the MIND Foundation or OVID Health Systems.
- Adhere to the principles of scientific rigor and critical interpretation of your own results.

Science as authentic endeavor

- We expect that people working with us have a genuine interest in the scientific process, in creating insights, in systematic ways of organizing knowledge, in increasing knowledge, in defining limits of our knowledge about reality and in finding evidence for and against any claims that they or we as an organization advance.
- We do not endorse a purely strategic attitude towards the scientific endeavor.

Psychoactive Substances

- The MIND Foundation's and OVID Health Systems' events are not a platform for exchange or trade of psychoactive substances.
- Potential personal testimonials regarding personal experiences with legal or illegal psychoactive substances that happened in either public or private contexts should not compromise the goals of the MIND Foundation and OVID Health Systems. All MIND Foundation and OVID Health Systems staff is supposed to convey a professional image. Those who do not feel at ease with that or are unsure about what this entails should refrain from these kinds of personal reports – particularly in the context of the MIND Foundation and OVID Health Systems.

Experiencing altered states of consciousness

- The MIND Foundation and OVID Health Systems Foundation do not offer experience groups or therapy sessions that include illegal psychoactive substances. This also applies to staff members and external facilitators.
- **Staff members and external facilitators are not allowed to engage in any kind of activity regarding psychoactive substances that are deemed illegal under the specific jurisdiction they are subjected to.**
- We are not opposed to a responsible quest for personal development, which might also include seeking and experiencing altered states of consciousness. However, this is expected to take place in private and disconnected from any MIND Foundation and OVID Health Systems-related activities.

Integration of experiences of altered states of consciousness

- Our public appearance makes us an important contact for a general audience, patients and clients who are interested in the topic of psychedelic experience. We take this responsibility seriously.
- We aim to support people who are trying to integrate their psychedelic experiences to derive positive value from them.
- We do not encourage third parties to seek psychedelic experiences using illegal substances. Instead, we are aiming for the creation of safe and legal contexts, in which such experiences can take place.

Requests for help or therapy

- Staff members or external facilitators of the MIND Foundation and OVID Health Systems do not offer therapy that includes illegal psychoactive substances.
- MIND Foundation and OVID Health Systems is not an agent for therapies of others that include the intake of illegal psychoactive substances.
- All parties who are looking for support and turn to the MIND Foundation and OVID Health Systems will be taken seriously and treated with respect. We attempt to give support by referring them to counselors or therapists who are willing to work on their individual issues in an integrative manner.

Conflict resolution

- We are resolving conflicts in a respectful, proactive way, based on an equal footing.
- In special cases, a mediator may be consulted.
- Violations of the Code of Conduct and potential consequences will be discussed and decided upon in the MIND Foundation or OVID Health Systems boards.

Right of Use

- Volunteering and working for the MIND Foundation and OVID Health Systems Foundation does not imply that you as a volunteer or employee attain any rights of exploitation or use in connection to the products, translations, tasks or ideas that have been created in the MIND Foundation or OVID Health Systems.
- All rights of use stay with the MIND Foundation and OVID Health Systems Foundation.