



Unauthorized Use of Credentials and Other IASHEP Protected Materials Policy

1. Purpose

The purpose of this policy is to establish guidelines for the appropriate use of IASHEP credentials, trademarks, logos, copyrighted materials, training content, and other intellectual property.

This policy ensures that IASHEP certifications, designations, and materials are used ethically, legally, and in accordance with the association's standards.

2. Scope

This policy applies to all IASHEP certification holders, members, employees, training providers, and any other individuals or organizations utilizing IASHEP credentials, designations, or materials.

This policy applies to any members that is considered a member not in good standing with IASHEP. A Member in "Good Standing" Means the following:

A "**member in good standing**" refers to an individual who is currently fulfilling all obligations and requirements of membership in an organization, association, or professional body. This typically includes:

1. **Payment of Dues/Fees** – The member has paid all necessary membership fees or dues and is not in arrears.
2. **Compliance with Rules/Bylaws** – The member adheres to the organization's rules, code of ethics, and bylaws.

3. **No Disciplinary Actions** – The member is not under suspension, probation, or any form of disciplinary sanction.
4. **Active Participation** – In some cases, being a member in good standing may also require participation in meetings, continuing education, or professional development activities.

A "**member in good standing**" generally retains full rights and privileges within the organization, including voting rights, access to resources, and eligibility for leadership positions.

3. Unauthorized Use of IASHEP Credentials

The following actions constitute unauthorized use of IASHEP credentials and are strictly prohibited:

- **Falsely claiming IASHEP certification:** Using IASHEP credentials or designations without having successfully completed the certification requirements or without maintaining active certification status.
- **Misrepresentation of certification status:** Continuing to use IASHEP credentials after expiration, revocation, or suspension of certification.
- **Altering or falsifying certificates:** Modifying, reproducing, or misrepresenting IASHEP-issued certificates, digital badges, or other verification documents.
- **Using credentials for misleading purposes:** Employing IASHEP credentials in a deceptive or fraudulent manner, including misrepresenting competencies or qualifications to employers, clients, or regulatory bodies.

4. Unauthorized Use of IASHEP Protected Materials

The following actions are considered violations of IASHEP's intellectual property rights and are prohibited:

- **Unauthorized reproduction or distribution:** Copying, distributing, or sharing IASHEP training materials, exams, study guides, or other

copyrighted content without express written permission.

- **Misuse of IASHEP trademarks and logos:** Using IASHEP's name, logos, trademarks, or certification marks without approval, or in a manner that misrepresents affiliation with IASHEP.
- **Modifying or repurposing materials:** Altering IASHEP materials or incorporating them into unauthorized training programs without prior consent.
- **Offering unauthorized training:** Conducting training programs or issuing certificates under the IASHEP name without accreditation or approval from IASHEP.

5. Enforcement and Consequences

IASHEP will investigate any reported violations of this policy and take appropriate action, which may include:

- **Issuing cease-and-desist notices** to individuals or organizations found misusing IASHEP credentials or materials.
- **Revoking certifications** of individuals found to have engaged in fraudulent or unauthorized use of credentials.
- **Legal action** for copyright or trademark infringement, where necessary.

Public notification of revoked credentials or disciplinary actions for transparency and integrity.

- The individual's name will be published in a designated area of the IASHEP website listing individuals penalized for credential misuse.
- The listing will include the period for which the penalty is in place.
- The Board of Directors reserves the right to extend the suspension period beyond five (5) years as deemed appropriate.
- Further disciplinary actions may be taken if additional violations or misconduct are discovered.

- The individual will be prohibited from applying for, pursuing, or regaining any IASHEP certification or designation for a period of five (5) years, or such other period as determined appropriate by IASHEP.
- This restriction applies to individuals currently in the certification or recertification process at the time of violation

Reinstatement After Penalty Period

- Individuals who have completed their suspension period and fulfilled all penalty requirements must reapply as a new candidate for any IASHEP certification or designation.
- All reinstatement applications will be subject to review and approval by IASHEP.

6. Reporting Violations

IASHEP encourages individuals and organizations to report suspected violations of this policy. Reports can be submitted via email to [IASHEP's compliance department] or through the official IASHEP website.

7. Policy Review and Amendments

IASHEP reserves the right to update this policy as needed to address emerging issues related to credential misuse and intellectual property protection. Changes will be communicated through official IASHEP channels.

By adhering to this policy, IASHEP aims to protect the integrity of its credentials and uphold professional standards within the safety, health, and environmental fields.

Revised 1-2024