

IMPARTIALITY POLICY

IBHRE views the safeguarding of impartiality as paramount in maintaining confidence in IBHRE activities. As such, IBHRE:

- Operates impartially with the same eligibility requirements and certification processes for all applicants, candidates, and certified persons.
- Does not succumb to commercial, financial or other pressure that might influence impartiality.
- Periodically reviews documents and procedures to identify risks that threaten impartiality.
- Takes immediate steps in case of events that might compromise impartiality.
- Ensures impartiality with all consultants and other contractual services for exam development.
- Makes decisions based on evidence obtained, independent from any pressure groups or the parties concerned.
- Identifies, documents, analyzes, and mitigates risk of impartiality on an ongoing basis.
- Staff are not allowed to earn IBHRE certification.
- Does not provide consultancy services towards achieving certification.
- Does not imply that certification is achievable through any specific review course.
- Employees, internal and external, must reveal any situation known to them that may present them or IBHRE with a conflict of interest. This information is used to identify threats to impartiality raised by the activities of such personnel.
- Adheres to requirements of ISO/IEC 17024.