Member Code of Conduct

Purpose

This Code of Conduct describes how INCOSE members are expected to behave toward one another, toward the broader professional community, and in all activities connected to their INCOSE membership. The code is grounded in INCOSE's own values, principles, and governance policies.

This Code applies to all members, individual, student, and corporate, in any INCOSE-related activity, including events, working groups, publications, governance roles, and online platforms.

Grounded in INCOSE Values

INCOSE's values define who we are as a community. This Code of Conduct flows directly from these values. Members are expected to reflect these values in their day-to-day conduct:

Systems Thinking — Think and act with an awareness of the broader system — recognizing how decisions ripple across disciplines, stakeholders, and time.

Pioneering & Innovation — Embrace curiosity, advance the field, and pursue novel approaches that serve society.

Learning & Development — Commit to lifelong learning — technical and ethical — and share knowledge generously with peers and the next generation.

Respect, Diversity & Collaboration — Build and sustain respectful relationships across INCOSE's globally diverse community, enabling effective collaboration.

Individuals — Value every person's intellect, voice, and contribution. Recognize that enduring change comes from empowered people.

Volunteerism — Honour the volunteer spirit that is the foundation of INCOSE — and support and respect the volunteers and staff who serve INCOSE.

1. Member Conduct

1.1 Honesty and Integrity

Members shall be truthful and accurate in all communications and activities.

- Present information, analyses, and recommendations honestly and without misrepresentation
- Avoid deception, deliberate omission of material facts, misleading statements
- Properly attribute the ideas and work of others; do not claim credit that is not yours
- Do not sign, approve, or endorse work you have not personally reviewed or that fails to meet applicable standards

1.2 Competence

Members shall operate within their genuine areas of expertise and be transparent about the limits of their knowledge.

- Take on responsibilities only for work within your qualifications and experience
- Seek collaboration or support when a task exceeds your expertise, and say so clearly
- Represent your qualifications and experience accurately to colleagues and the community

1.3 Objectivity

Members shall base professional judgments on evidence and sound reasoning, free from undue influence.

- Communicate risks, limitations, and uncertainties clearly, even when the message may be unwelcome
- Resist pressure, financial, organizational, or personal, that would compromise the integrity of your advice or analysis

2. Respect and Inclusion

2.1 Dignity and Respect

INCOSE is a global community spanning cultures, disciplines, and backgrounds. Members shall treat every person with dignity, fairness, and courtesy.

- Engage constructively and respectfully with colleagues, students, and the public
- Welcome and genuinely consider diverse perspectives and viewpoints
- Avoid conduct that demeans, belittles, excludes, or unfairly disadvantages any individual or group

2.2 Zero Tolerance for Harassment and Discrimination

INCOSE has zero tolerance for harassment or discrimination of any kind, in any INCOSE-related or professional context.

- Do not harass, bully, or intimidate any person, verbally, physically, or in any online or digital forum
- Do not discriminate based on race, ethnicity, gender, gender identity, sexual orientation, age, disability, religion, national origin, or any other protected characteristic
- Members who experience or witness such conduct are encouraged to report it as described in Section 4

3. Responsible Membership

3.1 Conflicts of Interest

Consistent with INCOSE's Conflicts of Interest Policy, members shall avoid situations where personal interests could compromise or appear to compromise their objectivity or their service to INCOSE.

- Disclose real, potential, or perceived conflicts of interest to relevant parties at the earliest opportunity
- Do not use your INCOSE role, privileged access, or confidential INCOSE information to obtain an unfair personal, professional, or financial advantage. Professional networking and collaboration consistent with INCOSE's mission are encouraged.

- Recuse yourself from decisions or recommendations where a conflict cannot be resolved through disclosure alone

3.2 Confidentiality and Intellectual Property

Consistent with INCOSE's Confidential Information and Intellectual Property Policies, members shall manage sensitive information responsibly and respect the intellectual property of others.

- Protect confidential information encountered through INCOSE activities.
- Respect intellectual property rights of individuals, organizations, and INCOSE itself
- Use data, research, and shared work products ethically and in accordance with applicable agreements and standards

3.3 Gifts and Hospitality

Consistent with INCOSE's Gifts and Hospitality Policy, members in a governance or leadership role shall not accept gifts, hospitality, or other benefits related to their INCOSE role that could create or be perceived to create an obligation or conflict of interest.

3.4 Collaboration and Constructive Dialogue

Effective systems engineering depends on inclusive, respectful collaboration. Whether in formal meetings, working groups, events, or virtual forums, members are expected to create conditions for productive dialogue.

- Ensure everyone present has the opportunity to speak and contribute, actively invite quieter voices into the conversation
- Challenge ideas and assumptions constructively, debate the concept, not the person
- Treat disagreement as an opportunity for deeper understanding; not everyone needs to agree, but all views deserve respectful consideration
- Help create an environment where members feel safe to raise concerns, share unpopular views, and speak up without fear

3.7 Responsible Use of AI and Technology

As a community that helps shape AI-enabled systems, INCOSE members have a particular responsibility to model the responsible use of AI tools in their own professional practice.

- Be transparent when AI tools have contributed materially to work products, analyses, or recommendations you present as your own
- Verify AI-generated content critically before using it; do not treat AI output as a substitute for your own professional judgment
- Be mindful of the limitations and potential biases of AI systems, and disclose these when they may affect the quality or fairness of outcomes

3.6 Representing INCOSE

Members shall represent INCOSE accurately and shall not misuse its name, resources, or affiliation.

- Accurately represent INCOSE's positions, standards, and activities within INCOSE and external forums

- Do not imply INCOSE endorsement of personal views, products, or services without explicit authorization
- Use only authorized INCOSE brand and name in INCOSE related activities and relationships
- Use INCOSE's brand, name, and resources only for authorized purposes

3.7 Supporting the Community

INCOSE's strength comes from the commitment of its volunteers and members. Membership carries a responsibility not just to follow this Code, but to help uphold it.

- Mentor students and early-career members in professional and ethical conduct
- Provide honest, constructive peer review and professional feedback
- Support colleagues in meeting these standards, and speak up when conduct falls short

4. Raising Concerns and Accountability

4.1 Raising Concerns

Members who observe conduct that may violate this Code are encouraged to resolve conflicts prior to a formal complaint and thereafter raise concerns in good faith when concerns cannot be resolved personally. Concerns or formal complaints may be submitted to the INCOSE Grievance Committee through the designated process described in the INCOSE Grievance Policy, available at incose.org/about-incose/leadership-governance/governance/policies-bylaws. Where a concern involves risk to public safety or potential unlawful conduct, members may also have an obligation to report to relevant authorities.

4.2 Whistleblower Protections

Consistent with INCOSE's Whistleblower Policy, INCOSE will protect the confidentiality of members who raise concerns in good faith, to the fullest extent possible. Retaliation against a member for making a good-faith report is itself a violation of this Code and will be treated accordingly.

4.3 Grievance Process

Complaints under this Code are reviewed by the INCOSE Grievance Committee in a fair, impartial, and confidential manner. Members who are the subject of a complaint will have an appropriate opportunity to respond. Outcomes may range from guidance and remediation to suspension or revocation of membership, depending on the nature and severity of the matter.

Commitment

By joining or renewing membership with INCOSE, members affirm their commitment to upholding this Code in all professional activities. These are not simply rules, they reflect the values, principles, and trust that bind our global community together, and the responsibility we bear as those who help design and steward the complex systems that shape society.

Version History

#	Description	Author	Date
1	New Draft	Adrienne Albregts	25 Feb 2026
2	Revised draft	Stueti Gupta	June 2026
3	Revised as per comments from BOD	Stueti Gupta	July 2026
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