

GREEK ATHLETIC THERAPY ASSOCIATION (GATA)



GATA CODES OF ETHICS AND PROFESSIONAL CONDUCT

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Codes of Ethics and Professional Conduct

1. Preamble

A defining element of any recognised profession is its members' commitment to serving the public good. By becoming a member of the Greek Athletic Therapy Association (GATA), an individual accepts the responsibility to uphold the standards, ethics, and principles expected in the field of Athletic Therapy. These principles are outlined in GATA's documents, including its bylaws, Scope of Practice, Educational Framework, Codes of Ethics and Professional Conduct.

GATA expects all members to maintain high ethical standards and provide quality care to all individuals, regardless of the level of competition or context. Ethical ideals guide members in striving for excellence, while professional conduct rules define the baseline for acceptable behaviour.

The Code of Ethics provides aspirational goals; the Code of Professional Conduct outlines mandatory behaviours. Together, they form the ethical framework of GATA. The Code of Ethics may be used to clarify or interpret the application of the Code of Professional Conduct in specific situations. Members who consistently follow the ethical ideals will naturally align with the conduct requirements.

2. Code of Ethics

All members of GATA are expected to aspire to the following ethical principles:

- i. Uphold honesty, integrity, and fairness in all professional activities.
- ii. Treat all individuals with dignity and respect, protecting their rights and freedoms.
- iii. Deliver competent and safe care within their scope of training and professional boundaries.
- iv. Refrain from undermining the reputation or dignity of colleagues, while respecting the need for transparency and professional critique when warranted.
- v. Only offer services for which they are properly trained and certified.

- vi. Communicate truthfully about their qualifications, role, and the nature of services provided.
- vii. Support and abide by the rules, mission, and ethical standards of GATA.
- viii. Follow all applicable laws and regulations.
- ix. Respect the privilege of professional self-regulation and contribute to its preservation.
- x. Act in a manner that reflects positively on the profession and the association.
- xi. Commit to continuous learning and professional improvement.
- xii. Promote and support the development of Athletic Therapy through research, education, and advocacy.
- xiii. Stay informed about anti-doping policies and actively discourage the use of banned substances or practices.
- xiv. Integrate ethical and professional principles into their day-to-day practice consistently.

3. Code of Professional Conduct

All members of GATA are required to comply with the following standards of conduct.

Breaches of these standards may lead to disciplinary action.

A. Duties to the Profession

- i. Report any unethical or unprofessional conduct by a fellow member to the relevant authority.
- ii. Notify GATA of any suspected breach of this Code by another member.
- iii. Meet all continuing education obligations as set by GATA.
- iv. Only enter into contracts that preserve professional integrity and independence.
- v. Treat all professional colleagues with respect and fairness.
- vi. Fully cooperate with any investigations, audits, or formal requests from GATA or its committees.
- vii. Attend meetings or hearings when formally requested by GATA's disciplinary or investigative bodies.
- viii. Fulfil all commitments made to GATA.
- ix. Do not engage in the practice of Athletic Therapy if suspended or removed from GATA membership.

- x. Do not employ or collaborate with any individual whose GATA membership has been suspended or revoked for reasons related to professional misconduct.

B. Duties to Clients

- i. Avoid any situation where personal or financial interests conflict with professional judgment.
- ii. Respect clients' autonomy, values, culture, and preferences.
- iii. Provide equal treatment to all, without discrimination based on race, religion, gender, age, ability, sexual orientation, nationality, or other protected characteristics.
- iv. Do not diagnose or treat any condition outside your area of competence.
- v. Refer clients to appropriate healthcare professionals when issues exceed your qualifications or scope.
- vi. Ensure informed consent is obtained before any assessment or treatment, unless legally exempted.
- vii. Practice strictly within the recognised CAT Scope of Practice.
- viii. Accept full responsibility for all care provided, including oversight of any delegated tasks.
- ix. Maintain up-to-date, evidence-informed standards of care.
- x. Keep accurate and complete records for all clients.
- xi. Safeguard client confidentiality and only release information with proper consent or legal justification.
- xii. Clearly communicate all service fees in advance.
- xiii. Ensure fees are fair, transparent, and appropriate to the services delivered.
- xiv. Never submit false, exaggerated, or misleading invoices.
- xv. Offer or recommend services based solely on client need, not on personal gain.
- xvi. Refuse to promote, use, or be complicit in banned performance-enhancing substances or illegal methods.
- xvii. Refrain from any form of abuse or harassment; physical, emotional, sexual, or verbal.
- xviii. Do not practice while impaired due to substances, illness, or mental incapacity.

- xix. Do not abandon clients without reasonable notice, suitable alternatives, or justification (e.g. abusive behaviour).
- xx. Never falsify records, certificates, or professional documents.
- xi. Obey laws relevant to professional practice.
- xxii. Avoid any conduct that the professional community would regard as unethical, disgraceful, or harmful to the reputation of the profession.
- xxiii. Maintain professionalism in all actions, avoiding behaviour that would be considered inappropriate for a member of GATA.

4. Conflicts of interest

A. Definition

A conflict of interest arises when a member's professional decisions or recommendations could be influenced, or appear to be influenced, by personal relationships or financial interests.

B. Specific examples

A conflict exists when a member, or someone closely connected to them (e.g. family or business partner), directly or indirectly:

- i. Accepts or offers benefits or incentives related to referring a client to or from another provider.
- ii. Gains financially from selling or recommending specific therapy products or equipment.
- iii. Uses equipment or facilities provided by someone who profits from the member's use of those resources without proper arrangement.
- iv. Charges clients different prices for the same service based solely on the method of payment, unless a legally fixed rate applies.

C. Personal beliefs

A member must not let personal beliefs or values affect, or appear to affect, their professional judgment or client care.

D. General rule

Members must actively avoid entering into any real, potential, or perceived conflict of interest.

E. Permissible referrals with disclosure

If a referral is made to a related party (e.g., family business or affiliated clinic), the member must:

- i. Inform the client verbally and in writing of the relationship;
- ii. Provide at least three alternative providers, preferably within the same region;
- iii. Assure the client that choosing another provider will not affect the quality or availability of their care.

GATA may request documentation or clarification about any referral, financial relationship, or arrangement. Members must cooperate fully and promptly.

5. Time limits on complaints

GATA may choose not to pursue complaints concerning events that occurred more than five years earlier, unless there is a compelling reason for the delay in filing the complaint.



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