
Global Innovation Management Institute, Inc.

110 Cambridge Street, Cambridge, MA 02141, USA
certification@giminstitute.org | www.giminstitute.org

PUBLIC DOCUMENT

Code of Conduct for Certified Persons

Certified Innovation Professional Level 1: Associate (CIP-1) — Annex J, GIMI-OM-001

The Code of Conduct is the binding behavioral standard for every GIMI certified person, applicable throughout the certification cycle. It is incorporated by reference into the Opt-In Statement and into the Use of Certification and Marks terms. Acceptance of the Code of Conduct is a condition of holding GIMI certification.

J.1 Core Principles

Every GIMI certified person shall:

- (a) Act with integrity — conduct professional activities honestly, in good faith, and with respect for all persons involved.
- (b) Act with competence — undertake only those professional activities for which they have demonstrated competence and remain current through continuing professional education.
- (c) Act with impartiality and objectivity — perform professional work free from undue influence, conflicts of interest, or personal bias.
- (d) Respect confidentiality — protect confidential information acquired in the course of professional activities.
- (e) Represent certification accurately — make only accurate and honest statements about GIMI certification, its scope, and its status.
- (f) Comply with GIMI certification requirements — including use of certification marks, CPE obligations, and recertification requirements.
- (g) Disclose conflicts of interest — identify and disclose actual or potential conflicts before undertaking relevant professional activities.
- (h) Cooperate with GIMI oversight — respond to GIMI inquiries, audits, surveillance, and investigations in a timely and honest manner.

- (i) Treat colleagues, clients, and the public with respect — including respect for diversity, equity, non-discrimination, and freedom from harassment.
- (j) Maintain certification currency — fulfil all surveillance, CPE, and recertification requirements; notify GIMI without delay of any matter that may affect continued fulfilment of certification requirements.

J.2 Violations of the Code

The following constitute violations of this Code:

- Any breach of the Core Principles (J.1).
- Misrepresentation of GIMI certification, scope, or status.
- Use of the GIMI certification mark or logo outside permitted use.
- False, misleading, or unauthorized claims regarding GIMI certification.
- Fraud, dishonesty, or misconduct in professional engagements that affects the integrity of the certification.
- Failure to disclose material conflicts of interest.
- Serious or repeated breaches of professional ethics applicable to the certified person's field.
- Obstruction of GIMI's surveillance, complaints, appeals, or recertification activities.
- Violation of the Opt-In Statement or Honor Code after certification has been granted.
- Any act, criminal or otherwise, that materially affects the certified person's fitness to hold the certification.

J.3 Reporting Violations

Suspected violations of this Code may be reported by any person to GIMI via the Complaint Submission Form (available on the GIMI website) or by email to certification@giminstitute.org. Reports may be made in confidence. GIMI does not tolerate retaliation against any person submitting a complaint in good faith.

J.4 Disciplinary Actions

Where a violation is substantiated, GIMI may take any of the following actions, proportional to the violation:

- Written warning with required corrective action within a defined timeframe.
- Suspension of certification (6 months minimum to 2 years maximum).
- Withdrawal of certification.
- Legal action for material breach of the Use of Certification and Marks terms, fraud, or other unlawful conduct.

The certified person is notified in writing of the action, the reasons, the duration, the conditions for reinstatement (where applicable), and the right to appeal. All disciplinary actions are recorded in

the certified person's record and, for suspensions and withdrawals, reflected in the public certified-person registry.

J.5 Acknowledgement

By accepting GIMI certification, the certified person acknowledges and agrees to be bound by this Code of Conduct throughout the certification cycle.

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Public access: Available on the GIMI website without request, in conformity with ISO/IEC 17024:2012.