Policies and Procedures
Ethics and Professionalism Policy
Extracted from Operating Procedures Document No.: OP-001
Effective Date: 06/15/2026

The BPS shall comply with all applicable laws and regulations related to workplace ethics by which all staff and certified persons (inclusive of the BPS Board and its Specialty Councils and committee members) shall agree to abide. BPS adheres to good governance standards and works ethically to represent the interests of all our stakeholders. The BPS Board shall hold responsibility for maintaining the relevance and efficacy of the Ethics and Professionalism Policy and has the authority to change the policy as required.

The Board of Pharmacy Specialties ascribes to the belief that certification carries an obligation for ethical behavior and professionalism necessary in all conduct. Candidates or certificants who are found to have exhibited unethical behavior or lack of professionalism may be prevented from pursuing certification, or such action may result in the suspension or revocation of certification. Determinations of said behavior shall be at the discretion of the Board of Pharmacy Specialties. The following examples constitute unethical behavior:

A. Behavior that is dishonest includes cheating, lying, falsifying information, misrepresenting one's educational background, certification status, and/or professional experience, and failure to report misconduct. Individuals exhibiting such behavior with regard to the BPS certification and/or recertification program risk being permanently barred from certification and being reported to state pharmacy boards.

B. Theft or attempted theft of exam content (in any format) is punishable as a felony. Any irregularity occurring during the examination such as giving or obtaining unauthorized information or aid, as evidenced by observation or subsequent analysis, may result in termination or participation, invalidation of the results of the exam or other appropriate action. Exam content (in any format) is the exclusive property of BPS and is protected by copyright law. No part of a BPS exam may be copied or reproduced in part or whole by any means whatsoever including memorization. Such efforts may violate federal copyright law.

C. Cheating includes possession, reproduction or disclosure of materials or information, including examination questions or answers, or specific information regarding the content of the examination, before during or after the examination.

In addition to the unethical behavior stated above, once certified there is a requirement to maintain certification. Pharmacists who earn the BPS certifications will be required to maintain their certification over the stated recertification period by completing the following:

A. Maintaining an active license/registration to practice pharmacy. It is understood that the loss of a license/registration for any reason also means loss of BPS Board Certification. Actions against a license/registration by a regulatory agency shall be immediately reported to the Board of Pharmacy Specialties by the certificants.

B. Each certificant will attest annually that they hold an active license/registration and BPS will perform random audits to assure the accuracy of self-reported information. The maintenance of a license/registration also includes compliance with any requirements for continuing education or other activities required by regulatory bodies to maintain the certificant's license/registration.

AND

C. Achieving a passing score on the specialty-specific recertification examination administered by BPS, based on the content outline for the specialty.

OR

D. Earning the required number of hours of continuing education credit, units or other activities as set forth by BPS for this purpose.

AND

E. Meeting any other requirements set forth by BPS including the payment of annual certification maintenance fees in a timely manner.

Failure to meet any of these requirements may result in the suspension or withdrawal of certification.

Upon suspension or withdrawal of certification, certificants must discontinue the use of all claims to certification that contains any reference to the Board of Pharmacy Specialties or its certifications and discontinue the use of the BPS mark and logo issued for the designated specialty. To use the BPS mark and logo in one's title, individuals must: (1) meet and continue to meet BPS certification and recertification standards; (2) demonstrate the requisite experience requirements; and (3) agree to abide by the Ethics and Professionalism Policy.

BPS reserves the right to investigate complaints against a certificant for conduct that may be deemed unprofessional and upon investigation take appropriate action to address the complaint.