

Marseille, 10th November 2019

Dear EASA members,

To avoid any misunderstanding, I would like to remind members of the timeline and clarify some points concerning this issue.

During the AGM in Stockholm, August 2018, a motion was presented to the membership proposing the creation of a working group tasked with developing a code of conduct and working on the ways in which EASA can offer support in cases of allegations of professional misconduct. The motion passed without any votes against, thus mandating the executive to set up such a working group to elaborate a code of professional conduct and guidelines to allow our association to use those in the interest of the membership.

In autumn 2018, the Executive committee began discussing the composition of such a working group and decided to appoint four colleagues, two seniors and two younger: Chandana Mathur, Cris Shore, Antonio Pusceddu and Agathe Mora.

In November 2018, six colleagues sent a letter to the EASA Executive asking to request "the EASA Code of Conduct Committee to carry out an independent inquiry into allegations of malpractice at HAU [...] to provide some closure for those caught up in the HAU controversy through an independent and public recognition of what they experienced, rather than relying solely on social media and gossip." The Executive's initial response was that EASA did not have a Code of Conduct Committee, having only just appointed a Working group to reflect on this issue.

The request for an independent enquiry / inquiry / review (all three terms were used in the letter) and the consequences that each kind of action (enquiry, inquiry or review, or others) could have were discussed within a virtual meeting of the Executive at end-November. Due to the very different positions held within the committee, the executive decided to seek advice from the Code of Conduct working group, adding this question to the main questions addressed to its members.

In December 2018, Cris Shore, Chandana Mathur, Agathe Mora and Antonio Pusceddu accepted to serve on EASA's Code of Conduct Working Group. They agreed to propose outlines of a code of conduct, furnishing some clear guidelines that would help clarify situations involving "professional misconduct" (including but not limited to abuse of power, sexual harassment and the exploitation of precarious labour) and that might help to prevent such incidences from occurring in the future.

They agreed also to suggest how EASA could usefully operationalize such a code of conduct for its membership. They accepted the task of advising the EASA Executive on the case of the HAU incident - what lessons can be learnt from this, and whether any action could or should be taken.

Their work began in early 2019, aiming to bring a code of conduct proposal to the EASA Executive by the end of 2019.

The primary mission of the Code of Conduct working group and the reason for its appointment are thus linked to the motion voted by the EASA AGM.

I hope this historical background helps clarify the mandate of the Code of Conduct working group, the context of their appointment and why they were asked to give advice concerning the possibility of reporting on the HAU issue. The Executive committee I chaired ended its term of office in February 2019 before the working group submitted their proposal. The response to that proposal fell to the new Executive, which will certainly continue to act in the interest of the membership.

Yours,

Valeria Siniscalchi, Past President of EASA (2017-2018)