

POLICY AND PROCEDURES MANUAL

2.0.6 CODE OF CONDUCT FOR MEMBERS

Policy

To establish the expected behaviour of Members, and thereby ensure that BCNU's affairs are managed with the highest moral, legal, and ethical standards.

Procedure

Members will:

1. Act in what is believed to be the best interests of the Members of BCNU.
2. When Members find it necessary to speak out against BCNU policy or direction, they must clearly identify their views as personal.
3. Not share any Confidential Information, from Council meetings or any other BCNU event, unless approved to do so by the BCNU, BCNU staff, or the event organizer.
4. Abide by organizational democracy and discipline. The democratic process means that all parties are involved in the discussion, and, in specific cases, the vote. However, once a decision is made, Members are bound by it, regardless of how they voted, until such time the question is again addressed, and the decision is different.
5. Act responsibly, treating Staff reasonably and fairly, and follow stipulated Policies and Procedures.
6. Abide by the BCNU Climate Goals, as noted below in this policy.
7. Ensure that they are well-informed and prepared to deal with the business of meetings, events, or activities.
8. Attend meetings, events, and activities by arriving on time, starting by the notified time, and staying until the conclusion.
9. Actively participate in all meetings, events, and activities attended, including, but not limited to, maintaining electronic devices turned off or in silent mode.
10. Will maintain scent and fragrance-free environments at all BCNU events and activities.

Members are obliged, as individuals, to do their best to fulfill the intent of this policy. It is expected that every Member will have either a working knowledge of permissible activities or will seek guidance on any matter on which there is question.

Any clear infraction of applicable laws or recognized ethical standards will be subject to disciplinary action, which may include, but is not necessarily limited to, reprimand, censure, suspension, and dismissal from BCNU, depending on the seriousness of the offence.

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BCNU Climate Goals

BCNU climate goals are based on the seven core values that support the vision and mission of the BCNU and reflect key behaviours that guide our daily actions.

Collectivity

1. We actively seek information and involvement before we decide and act.
2. We acknowledge and value the views of each constituency but work together for the benefit of the whole; and act and talk in concert when decisions have been made.

Democracy

1. We stop, listen to, and seek understanding of ideas that are different from our own.

Equality

1. We value differences with fairness and respect.

Excellence

1. We perform and encourage best practices throughout the organization.

Integrity

1. We ensure our words and actions are consistent and congruent. We “walk the talk”.
2. We cultivate a climate where people are able to freely express themselves; we listen to concerns, feelings and facts.
3. We seek resolution, face to face, and in ways that are personal and respectful, when conflict arises.

Social Justice (Caring and Compassion)

1. We advocate and promote that the social determinants of health are equally accessible to all to ensure the dignity of every human being.
2. We tackle problems, not people.
3. We treat each other as individuals and find ways to offer each other tangible support and care.

Solidarity

1. We promote unity of our members based on shared goals and values.

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Policy Footnotes

Section	2 Code of Conduct
Sub-section	2.0
Policy Number	2.0.6
Council Approved	05-12-23
Council Revised	30-01-25
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Further reading	