



## **Fierté Sudbury Pride**

### **Members Code of conduct**

Members will act solely in the best interest of the organization. This policy is meant to cover a number of conduct issues.

#### **Respectful conduct**

It is recognized that members bring to the organization diverse backgrounds, skills and experience. Members will not always agree with one another on all matters. All discussions shall take place in an atmosphere of mutual respect and courtesy.

The decisions of the board must be respected by all members.

#### **Board Spokesperson**

Unless otherwise designated or delegated, the Board Co-Chairs are the only official spokesperson for the board. Only the Co-Chair or designate may speak on behalf of the board. News media contact and responses and public discussion of the organization's affairs should only be made through the board's authorized spokespersons. Any member who is questioned by representatives of the media should refer such individuals to the co-chairs.

#### **Expectations**

Fierté Sudbury Pride (FSP) members are committed to teamwork and respectful conduct. Towards this end, members will:

- Agree to act in the best interests of the organization.
- Practice fairness and honesty and encourage others to act in such an ethical manner without discrimination.
- Consistently display a favorable image of FSP and generally not engage in conduct or make public statements likely to harm, defame or otherwise discredit FSP and those persons participating in the organization. Members are encouraged to share their feedback with the Board of Directors directly.
- Refrain from public criticism of fellow members, directors, volunteers or others participating in FSP activities.
- Respect the dignity of others and refrain from the use of offensive language that constitutes harassment or abuse of others participating with FSP
- Abide by the principles laid out in this Members Code of Conduct and comply with all applicable by-laws, rules and regulations, resolutions and policies and procedures of FSP
- Refrain from trying to influence other members that might have the effect of creating factions.



### **Unacceptable behaviours**

Participation in FSP as a member is subject to the observance of the organization's rules and procedures. The activities outlined below are unacceptable and will not be tolerated. Any member who violates this Code is subject to discipline, up to and including removal from FSP.

- Abusive language towards a staff member, volunteer or another participant.
- Discourtesy or rudeness to a fellow participant, staff member or volunteer.
- Verbal, physical or virtual harassment of another participant, staff member or volunteer.
- Actual or threatened violence toward any individual or group.
- Conduct endangering the life, safety, health or well-being of others.
- Failure to follow any FSP policies or procedures.
- Bullying or taking unfair advantage of any participant.

### **Compliance**

Members recognize their responsibility in respect to their affiliation with FSP and agree to carry out in a trustworthy and diligent manner the duties and obligations associated with their role as a member and abide by the Code of Conduct.

Failure to abide by the Code of Conduct may result in disciplinary action and/or removal as a member.

### **Informal complaint process:**

If safe and appropriate, the complainant will address the complaint directly with the person concerned to try and resolve the situation.

### **Formal process:**

If the complaint is not resolved in the informal process, the complaint will be sent to either co-chair of the board for follow-up. The complainant must receive a response as soon as possible, at least within 30 days.

I have read and I understand the FSP's Code of Conduct. I agree to abide by the rules described above and understand that I may be removed as a participant if I violate any of these rules.

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Member Name	Signature	Date
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