



Code of Ethics and Conduct Policy

POLICY

This **Code of Ethics and Conduct** covers various areas of professional conduct and details the minimum standards of behaviour expected of MNOOC Personnel. The **Code of Ethics and Conduct** not only applies to behaviour towards Members but how Personnel conduct themselves with other Personnel and persons they have professional contact with.

MNOOC is committed to principles of social justice and human rights. MNOOC Personnel will work within the framework of this policy which is designed to assist all parties to understand their responsibilities and obligations.

MEMBERSHIP RIGHTS

Members have the right to expect that when they have contact with MNOOC Personnel that they will be treated with respect and dignity and have their legal, social and human rights upheld.

PERSONNEL

MNOOC Personnel are expected to:

- Comply with all aspects of the law
- Communicate openly and respectfully with Members, colleagues, Management, the Board and stakeholders.
- Refrain from engaging in any activity or behaviour that is likely to bring the integrity and standards of MNOOC into disrepute

DISCRIMINATION

MNOOC Personnel will comply with all Equal Opportunity legislation applicable in Canada.

USE OF ORGANISATIONAL RESOURCES

MNOOC Personnel will use the resources of the organization to solely carry out the functions agreed to by the organization.

PATRONAGE AND FAVOURITISM

MNOOC Personnel will not use their position to obtain a private benefit for themselves or someone else. Decisions will not be influenced by family or other personal or working relationships.

DUTY OF CARE

MNOOC will comply with the law of negligence, the organization has an ethical and moral responsibility to ensure its actions do not cause harm to any persons.

MNOOC Personnel will maintain professional relationships within the organization and will at no time misrepresent or undermine the organization, Management or co-workers.

STANDARDS OF PRACTICE

MNOOC Personnel will uphold the non-profit association standards and national regulatory systems as required by the Department of Indigenous Affairs.

EVALUATION AND REVIEW

The organization will review this policy as issues are raised, changes to standards of practice or legislation, and as part of a formal evaluation and review process.

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