



**Reference Documents:**

Board of Directors' Conflict of Interest Policy B0404

Board of Directors' In Camera Sessions Policy B0801

Board of Directors' Confidentiality Policy B0405

Board of Directors' Reporting of Inappropriate Activity of the Executive Director Policy B0101

Workplace Harassment Policy S1001

*Canadian Human Rights Act*

*Ontario Human Rights Code*

**Approved by:** Board of Directors

**Date:** November 25, 2014

Kitchener Downtown Community Health Centre

## CODE OF CONDUCT AGREEMENT (Board)

Name: \_\_\_\_\_

Position/Role at KDCHC: \_\_\_\_\_

### Definitions

Harassment is defined as behaviour, conduct, or gesture directed toward an individual or group of individuals which is known, or ought reasonably to be known to be unwelcome. Examples of harassment include bullying, leering, offensive gestures, spreading rumours, unwelcoming attention, and sexual harassment.

Harassment does not include differences of opinion, minor disagreements between colleagues, organizational changes, or disciplinary action, for example.

Discrimination, as defined by the Supreme Court of Canada, is intentional or unintentional differential treatment of specific individuals or groups, for which there is no *bona fide* or reasonable justification. Harassment and/or discrimination in relation to any of the prohibited grounds outlined in the *Ontario Human Rights Code* will not be tolerated. Prohibited grounds include race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity and expression, age, record of offences, receipt of public assistance, marital status, family status, or disability.

### Agreement

As a KDCHC Board Member:

1. I will act in the best interest of, and work to support KDCHC's objectives, vision, mission and principles in board meetings and in public, when acting as a representative of the Centre
2. I shall comply with the governing policies and by-laws, including the Conflict of Interest Board Policy (B0404) and the Confidentiality Board Policy (B0405)
3. I will respect the distinction between the Board's role as a governing body, and KDCHC staff's responsibility for daily operations
4. I will support all final Board decisions and actions, irrespective of my personal vote
5. I commit to working collectively, with an emphasis on consensus building
6. I will bring forth any disagreements or differing opinions I may have in a considerate, constructive manner
7. I will conduct myself in accordance with the legislation set forth in the *Canadian Human Rights Act*, and the *Ontario Human Rights Act* and will at all time work to cultivate an environment of mutual respect, free of harassment and discrimination, for board members, staff, volunteers and clients

8. I will support a selection process for members of the Board of Directors that is sensitive to the diversity of the community in which it serves.
9. I shall act with honesty, integrity and fairness in all Board of Directors proceedings

I have read and understood the Board Code of Conduct (B0901). I acknowledge that this Code of Conduct Agreement forms part of my terms of Board membership with Kitchener Downtown Community Health Centre, and that any violation of this policy may result in me being asked to resign my position as board member.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date