



## **Code of Conduct**

### **Purpose**

1. CMHA Lambton Kent is committed to ensuring that in all aspects of its affairs it maintains the highest standards of public trust and integrity.

### **Application**

2. The Code of Conduct applies to all directors and non-board members of board committees.

### **Policy**

3. The independence, ethical conduct and unity of the board are essential to its effectiveness and respect in the organization and the community.
4. The board commits itself and its members to ethical, businesslike and lawful conduct, including proper use of authority and appropriate decorum when acting as members.
5. Board members' interaction with the Chair and CEO or with staff must respect a clear distinction between Board and management roles while recognizing the interdependencies between them.
6. Board members' interaction with the public, press or other entities must recognize the same limitation and inability of any member to speak for the board other than as provided for in the by-laws or any policy.
7. Board members will not express individual judgments of the Chair and CEO's or staff's performance, except as required to provide input into the evaluation process.
8. It is recognized that directors bring to the board diverse background, skills and experience. Directors will not always agree with one another on all issues. All debates shall take place in an atmosphere of mutual respect and courtesy.
9. It is expected that Directors will report to the Chair and the CEO at any time where:
  - there has been a breach of duties to the organization;
  - is in a position where there is a potential breach of duty to the organization;
  - is in a situation of actual or potential conflict of interest; or
  - has behaved or is likely to behave in a manner that is not consistent with the highest standards of public trust and integrity and such behavior may have an adverse impact on the organization.
10. The following are examples of breaches of the code of conduct:
  - using privileged or confidential information for personal gain
  - accepting or offering personal rewards in order to influence business transactions affecting the Organization
  - requesting or accepting money, gifts, gratuities, loans or service for personal or family benefit without full payment for value received, from an

- enterprise which does business with the Organization
- using discoveries, inventions or other intellectual property rights of the Organization or in which the Organization has an interest for personal benefit without the prior, written permission of the Organization
  - using discoveries, inventions, information, ideas or data of Organization researchers or other employees of the Organization for personal benefit without the prior, written permission of such researcher or employee
  - participating in actions that would deprive the Organization of the time and attention of staff required to perform their duties properly
  - use of Organization equipment, services or materials, personnel or trainees for personal gain or benefit
  - use of Organization name or logo, for personal gain or benefit