

Volunteer Code of Conduct



- 1 Always act with fairness, honesty, integrity, openness and in accordance with all governing laws and legislation.
- 2 Be inclusive, respect the opinions of others and treat all with equality, equity and dignity without regard to gender, race, colour, creed, ancestry, place of origin, political beliefs, religion, marital status, disability, age, sexual orientation, or economic status.
- 3 Respect and adhere to the policies and procedures of MADD Canada.
- 4 Respect that MADD Canada's policies are based on the best available evidence, research and information. When representing MADD Canada in public or in discussions with legislators, policy makers and partners, volunteers are expected to promote these policies to ensure we speak with one voice.
- 5 Understand that MADD Canada activities and materials must be non-partisan and act accordingly.
- 6 Understand that I may be seen as a MADD Canada representative at any time, whether actively volunteering or not, and will not bring the organization into disrepute and/or embarrass its members by my words or actions.
- 7 Be mindful that, as a MADD Canada representative, I will not bring the organization into disrepute and/or embarrass its members through messages and/or images posted on MADD Canada and/or my personal social media platforms.
- 8 Respect and maintain the confidentiality of individual personal information of victims/survivors, volunteers and staff of MADD Canada. I will not divulge information without the individual's express permission.

Volunteer

Code of Conduct

- 9 Refrain from using my MADD Canada volunteer status for personal, business, or financial gain and avoid any conflict of interest.* In the event that such a matter arises, I will formally disclose the conflict of interest, refrain from attempting to persuade or influence other persons participating in the decision, and shall not cast any vote on the matter.
- 10 Treat everyone with respect and avoid all harassment or sexual harassment.** Work with others in a cooperative and respectful manner and refrain from using profane, insulting, harassing or otherwise offensive language in performing my duties.
- 11 Obey all laws. If I am ever charged with a criminal offence, or charged under the *Highway Traffic Act*, *Highway Safety Code*, *Traffic Safety Act*, or the *Motor Vehicle(s) Act*, I will report these charges to the Regional Manager immediately.

** Conflict of interest arises when a person participates in a decision about a matter which may benefit or be seen to benefit that person.*

*** Harassment means any conduct whether verbal or physical that is discriminating in nature, based upon another person's race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, disability, and any other grounds prohibited by the applicable human rights legislation. It is discriminatory behaviour, directed at an individual that is unwanted or unwelcome and causes substantial distress in that person and serves no legitimate volunteer-related purpose. Sexual harassment is any conduct, comment, advance, solicitation, gesture, or contact of a sexual nature that one would know or ought reasonably to know to be unwelcome by any individual.*