

## Code of Conduct

### Preamble

As a matter of fundamental principle to transformative cultural change, Students for Consent Culture Canada's Code of Conduct is integral to outlining expected behavior within our organisation and with community partners. This code of conduct is informed and guided by:

- Respect for the worth and dignity of individuals;
- Honoring inclusiveness, universal access, and social justice;
- Modelling transparency, integrity and honesty;
- Responsible stewardship of resources;
- Accountability to diverse communities and networks.

Members of SFCC including Board of Directors, Executive, volunteers, staff, and general membership will be expected to follow the Code of Conduct when representing SFCC including but not limited to providing services or advocacy on behalf of the organisation. This standard of conduct is expected in the day-to-day working environment as well as General Meetings and official events. All meeting and event attendees must review and agree to abide by this Code as a condition of attendance. Violations of this Code of Conduct will not be tolerated, and may result in disciplinary action according to SFCC Bylaws 2.c for members and Bylaws 8.g.ii for Board of Directors.

### Agreement of Conduct

#### Personal and Professional Integrity of Members

- a. SFCC does not condone or tolerate any acts of violence, harm, or oppression. To this end, SFCC members will promote working environments that values respect, fairness, non-exploitation or manipulation, anti-discrimination, anti-oppression, and integrity;
- b. Behaviours that are not tolerated include but are not limited to:
  - i. Unwelcome physical contact
  - ii. Unwelcome sexual remarks or jokes which denigrate one's gender
  - iii. Unwelcome sexual solicitations or advances

- iv. Harassment of any kind including sexual harassment, exploitation, and/or harassment based on protected grounds of human rights such as sex, gender, race, religion, or ethnicity.
  - v. This further includes harassment or exploitation based on ableism and/or classism.
  - vi. Use of position as a Board of Director or Executive to manipulate, exploit, or otherwise abuse other Members or community members.
  - vii. SFCC members will promote inclusiveness and universal access to programs and services.
- c. SFCC members will take part in healthy working relationships with staff, volunteers and program and service beneficiaries that are based on mutual respect, fairness and openness.
  - d. SFCC members are encouraged to engage in continuing training and professional development activities to keep abreast of the research, theories, legislation, policies, and developments related to intersectional, anti-colonial, and anti-violence work.
  - e. SFCC members will respect the confidentiality appropriate to issues of a sensitive nature such as disclosures or personnel matters and must continue to honor confidentiality after leaving the organization.

## Conflict of Interest

- a. Members and Directors have a responsibility to declare any conflicts of interest before entering into any discussion or vote. A conflict of interest is defined as participation of individuals in activities, business or other organizations that compromise their assignment or disadvantages SFCC. Specifically, conflicts of interest may include, but are not limited to:
  - i. using their position with SFCC to promote the interests of an outside organization or cause;
  - ii. having a fiduciary interest in an external business which may provide materials or services to SFCC, except as procedurally controlled by the Board to assure openness, competitive opportunity and equal access to “inside” information;
  - iii. allowing a friendship to influence a board or staff member’s ability to act in the interest of SFCC;
  - iv. accepting services or materials as a result of their position with SFCC;
  - v. using their position with SFCC to solicit services or materials for personal gain and/or

- vi. using SFCC equipment, services or materials for external business or other activity.
- b. Determination. Potential conflicts of interest raised by individuals to the Executive Director or President will be discussed, with the board if necessary, to clarify whether or not a conflict of interest exists. If a conflict of interest is determined to exist, the individual must avoid or cease further conflicting activity or resign their position from SFCC.

## Acknowledgement and Agreement

If this Code of Conduct is breached, it may be reported by the survivor or a support person who has the permission of the survivor through the Anti-violence Policy and Procedures, and/or the Conflict Resolution Policy.

By signing below, you agree to conduct yourself as a Member of Students for Consent Culture in ways that meet the standards of care and conduct we wish to foster as an organisation.

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date