



Society Members Code of Conduct

1. PURPOSE

This Code of Conduct establishes the standards of behaviour expected of directors, officers, and members of **The Cascadia Society for Social Working**. The purpose of this Code is to promote integrity, accountability, respect, and compliance with the Society's constitution, by-laws, policies, and applicable laws.

2. GUIDING PRINCIPLES

All individuals associated with the Society shall:

- act honestly, ethically, and in good faith.
- support and advance the purposes of the Society.
- act in the best interests of the Society.
- treat others with dignity, fairness, and respect.
- conduct themselves in a manner that promotes public confidence in the Society; and
- comply with all applicable laws, regulations, by-laws, and policies.

3. RESPECTFUL WORKPLACE AND ENVIRONMENT

All participants in Society activities and meetings shall:

- treat others with courtesy and professionalism.
- refrain from harassment, discrimination, bullying, intimidation, or retaliation.
- promote a safe, inclusive, and respectful environment; and
- respect differences of opinion and engage in constructive dialogue.

4. DUTIES OF DIRECTORS AND OFFICERS

Directors and officers shall:

- exercise the care, diligence, and skill that a reasonably prudent person would exercise in comparable circumstances.
- act within the authority granted by the Societies Act, the constitution, and the by-laws.
- make decisions based on the best interests of the Society rather than personal interests; and
- support duly authorized decisions of the Board even when they disagreed during deliberations.
- uphold and promote the Cascadia Society's values namely a commitment to life sharing and community building founded on the principles of the international Camphill Movement.

5. CONFLICTS OF INTEREST

Individuals must avoid actual, potential, or perceived conflicts of interest.

A conflict of interest exists when personal, financial, business, family, or other interests may influence, or appear to influence, an individual's duties to the Society.

Where a conflict exists, the individual shall:

- promptly disclose the conflict.
- refrain from participating in discussions or decisions related to the matter where required.
- abstain from voting on the matter where applicable; and
- comply with any additional procedures established by the Board or By-laws.

All disclosed conflicts will be included in minutes of Members meeting in which the disclosure occurred.



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6. CONFIDENTIALITY

Individuals shall:

- protect confidential information obtained through their involvement with the Society.
- use information only for authorized Society purposes.
- not disclose confidential information without authorization or legal requirement; and
- continue to respect confidentiality obligations after leaving the Society.

7. FINANCIAL INTEGRITY

All individuals acting on behalf of the Society shall:

- use Society assets and resources responsibly.
- ensure expenditures are properly authorized.
- maintain accurate records; and
- avoid misuse of Society funds, property, or opportunities.

8. COMPLIANCE WITH POLICIES

Members, directors, officers, shall comply with:

- the Society's constitution and by-laws, and applicable legislation; and
- any Board-approved policies, and any code, procedures, or governance standards adopted by the Society.

9. PUBLIC COMMUNICATIONS

Individuals shall:

- not speak on behalf of the Society unless authorized.
- ensure public statements concerning Society matters are accurate and respectful.
- avoid actions that could damage the reputation of the Society.

10. REPORTING CONCERNS

Any person who believes this Code has been violated may report the matter to:

- the Board Chair.
- a designated officer; or
- another person appointed by the Board.

Reports shall be treated fairly, confidentially where possible, without retaliation following Cascadia's complaints procedure.

11. CONSEQUENCES OF NON-COMPLIANCE

Failure to comply with this Code may result in:

- education or coaching.
- formal warning.
- removal from membership, and/or volunteer positions.
- disciplinary measures authorized under the by-laws; or



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- recommendation for removal from office where permitted by the Societies Act and the Society's by-laws.

12. ACKNOWLEDGEMENT

All directors, officers, and members are required to acknowledge in writing that they have read, understood, and agree to comply with this Code of Conduct.

By signing this document, I acknowledge that I have read, understood, and agree to the Society Code of Conduct, which is a requirement to be considered for new or renewed membership.

Standards associated with this policy:

CARF Standards - 1.A (Leadership), 1.B (Governance), 1.E (Legal Requirements), and 1.K (Rights of Persons Served)

CLBC Standards – 1, 2, 3, 4, 13

RESPONSIBILITY OF: All directors, officers, and members

MONITORED BY: Board of Directors

Date: _____

Name: _____

Signature: _____