

ONTARIO HORTICULTURAL ASSOCIATION, DISTRICT 16 CODE OF CONDUCT APPENDIX 1 TO THE D16 CONSTITUTION

The Ontario Horticultural Association, District (D16) is committed to providing a safe, caring environment by promoting respectful, responsible membership excellence. A positive climate exists when all members feel safe, comfortable, respected, and accepted.

The **“Standards of Behaviour”** outlined below apply to all members including guest speakers and visitors when:

- participating in a meeting;
- traveling on a bus;
- participating in D16 planned activities; or
- engaging in an activity which will have an impact on **D16** membership

A) Standards of Behaviour

All Society Members of D16, guest speakers and visitors are expected to:

- respect and comply with federal, provincial, and municipal laws;
- demonstrate honesty and integrity;
- respect the rights of others and treat one another with dignity and respect at all times, regardless of economic status, race, colour, national or ethnic origin, language group, religion, gender, sexual orientation, gender identity or expression, age, or ability;
- show proper care and regard for property and the property of others;
- take appropriate measures to help those in need;
- demonstrate best effort during all D16 activities.

B) Inappropriate Behaviours

In abiding by **D16** Standards of Behaviour, all members are expected to refrain from:

- breaking federal, provincial, or municipal laws;
- any behaviour that discriminates or stigmatizes based on economic status, race, colour, national or ethnic origin, language group, religion, gender, sexual orientation,

gender identity or expression, age, or ability, such as racial, homophobic, or transphobic comments;

- any violent or bullying behaviour (physical, verbal, social, electronic) that Intentionally hurts (physically, socially, or emotionally) another person;
- making derogatory or hateful comments toward an individual or group of people;
- threatening an individual or group of people;
- ☐ threatening to damage or destroy property;
- injuring an individual, group of people or property;
- using technology to intentionally abuse or bully another person;
- using technology to interfere with the positive climate of **D16**;
- using language that is violent, profane, or discriminatory;
- wearing clothes that depict violence, profanity, or discrimination;
- conduct unbecoming e.g., fighting, and similar unprofessional activities are strictly prohibited.

C) Reactive Strategies

In response to inappropriate behaviour **D16** shall utilize a Reactive Management Strategy, to respond to issues as they arise, depending on:

- the level of inappropriate behaviour;
- circumstances of the behaviour: • other people involved
- the environment
- precipitating factors
- special circumstances

- verbal reminders;
- model expected behaviour;
- loss of membership;
- police involvement.

D) Conflicts of Interest

a) D16 expects that all Society members, guest speakers and guests participate conscientiously, honestly and in accordance with the best interests of D16.

b) Members must not use their membership, or the knowledge gained as a result of their membership for private or personal advantage.

c) Regardless of the circumstances, if members sense that a course of action they have pursued, or are presently pursuing, or are contemplating pursuing may involve them in a Conflict of Interest with D16, they should immediately communicate all the facts to the D16 director Board.