**Community Living Ontario**

**Council Code of Conduct November 23, 2023**

The Council Code of Conduct is a set of rules and a guide that helps people be responsible and effective Council members. The code of conduct identifies things people should not do, but also identifies things people should do in making Council successful.

Council members have a key role in strengthening Community Living Ontario. Council members have lived experience and are trusted to promote Community Ontario’s values and vision. Our vision and values embrace that … all people have: equal rights, respect, acceptance, a sense self-worth, and opportunities for growth.

Council is not about one person. Council’s strength has grown by working together and demonstrating respect and understanding with each other.

Council members, in their role, are not to put their own self-interest over the interest and well-being of Council and Community Living Ontario.

Council members are responsible for protecting Council’s reputation as a leading voice in self-advocacy in our province. Council members, past and present, have worked hard at building this reputation. It is therefore expected that each present member represents Council with dignity and respect. You are an example to the people who look up to you and who will one day be Council members themselves.

Community Living Ontario, as an organization, also wants to protect the reputation of Council and expects Council members to follow basic cooperative principles.

Therefore, Community Living Ontario has the right to remove a Council member it feels is acting in a threatening manner to others, or not acting in accordance with Community Living Ontario’s vision and values.

The below set of rules need to be followed by Council members or risk removal from Council:

* Always be respectful with fellow Council members, Board members, support staff, community members, government officials, and our membership representatives throughout the province.
* Be active in discussion during meetings, and feel free to express your opinion, but never in a disrespectful way that doesn’t consider the viewpoints of others.
* Follow the agreed upon guidelines to conduct yourself during a meeting. These guidelines have been agreed upon by Council and can be found in the Council Terms of Reference. Never create your own rules. If you feel a rule does not work well, propose to Council that the Terms of Reference be changed.
* Always accept and respect election results of Council positions and Executive positions. Never intimidate a Council member or make them feel threatened. Being on Council or the Executive is an honour given by voters.
* Be respectful of roles. Do not take over another person’s role at any time. If a person needs help, they will ask. It is fine to offer help but respect the person’s answer and give people the time and space to do their jobs.
* Never use offensive and insensitive language at any time, either by your voice or in writing.
* Never be physically or emotionally hurtful to another person.
* Always contact the Council Engagement Coordinator if there are concerns or conflicts with others that you feel are not resolvable. If the Council Engagement Coordinator is not available, contact the Director responsible for Council.

Community Living Ontario is committed to supporting Council and, if it is necessary, will remove any Council member who acts in a way that is not in keeping with its values and positive reputation.

Most importantly, it is necessary that Community Living Ontario make sure all our Council members are safe and that they feel good about their roles.

I have read and understood the Council Code of Conduct.

I understand that a violation of the rules identified above, will result in suspension or immediate removal from Council.

By signing below, I agree to live by the terms described in this Code of Conduct.

Council member: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_