



MEMBER'S CODE OF CONDUCT

Humanist Canada (HC) is committed to providing an open and welcoming community. We are grounded in humanist ethical values. We affirm "the worth, dignity and autonomy of the individual and the right of every human being to the greatest possible freedom compatible with the rights of others."

Whether organized or informal, HC activities should be safe, friendly, and informative and respect every member's integrity and reasonable participation.

This Code of Conduct governs all persons attending HC-sponsored events virtually or in person. It also covers Board members, staff and volunteers in the performance of their duties and all members' interactions with staff and volunteers, whether written or verbal.

This Code of Conduct intends to provide ethical guideposts governing the behaviour of members, to set a tone of overall respect and to reflect Humanist Canada's culture and aspirations.

- Members will practice fairness and honesty and will encourage others to act ethically without discrimination.
- Members will consistently display high personal standards, project a favourable image of Humanist Canada and generally not engage in conduct or make public statements likely to harm, defame or otherwise discredit Humanist Canada and those persons participating in the charity.
- Members will refrain from publicly criticizing fellow members, volunteers, directors or others participating with Humanist Canada.
- Members will respect the dignity of others and refrain from the use of profane, insulting, or otherwise offensive language that constitutes harassment or abuse of others participating with Humanist Canada.
- Members will abide by the principles laid out in this Members Code of Conduct and comply with all applicable by-laws, rules and regulations, resolutions and policies of Humanist Canada.



Respect in the Workplace

Humanist Canada promotes a violence-free workplace in which all people respect one another and work together to achieve the organization's mission. Humanist Canada is committed to taking all reasonable steps to ensure the health, safety and dignity of all employees, volunteers and members in its workplace. Employees, volunteers and members have the right to work in a safe and respectful environment, free of violence and harassment. Any act of workplace violence committed by or against any employee, volunteer, member or consultant of Humanist Canada is unacceptable conduct that will not be tolerated. This policy applies to all Humanist Canada business, activities, or social events, whether virtually, in-person, written, or verbal.

Harassment Policy

Humanist Canada's National Office is in Ottawa, Ontario. Harassment is prohibited under the Ontario Human Rights Code. All necessary measures will be taken to deal with any situation of harassment for the employees, volunteers, Board members, members and consultants of Humanist Canada.

The Ontario Human Rights Code defines harassment as "engaging in a course of vexatious [upsetting or bothersome] comment or conduct which is known or ought reasonably to be known to be unwelcome."

Breach of the Members Code of Conduct

If there is a breach of the Members Code of Conduct or a complaint filed with Humanist Canada against a member, sanctions against the individual whose conduct is in question may be appropriate. Relatively minor breaches may only warrant a caution or reprimand, while more serious violations may result in the termination of membership by the Board of Directors under its by-laws. The Boards Executive Committee will review all complaints.

If you have questions about the Member's Code of Conduct, please direct them to the Executive Director.