

SMHA Board of Directors Code of Conduct

All SMHA Board of Directors (BOD) members, in their corporate capacity, have a responsibility to effectively discharge the duties of their position with honesty, integrity and in the interests of public morals and civility. In doing so, members are expected to comply with, support and promote the guiding principles set out in this Code.

The guiding principles are consistent with SMHA's mission, values, and by-laws. It is expected that all SMHA BOD members support and promote the following principles by leadership and example:

Respect

Board of Directors members respect diversity of opinion, ideas and debate;

This is demonstrated by;

Recognizing the equal right of all public and SMHA members to be heard and respected.

Recognizing, promoting, valuing and encouraging awareness of the diverse expertise, experience and knowledge that exists among BOD members and the benefit of such to constructive debate, the democratic process and effective decision making.

Promoting collaborative behaviour characterized by mutual respect and efficient use of time.

Avoiding personal or group criticism of fellow members both at and away from meetings.

Integrity

BOD members do not place themselves under any obligation to outside individuals or organizations that might influence them in the performance of their official duties with SMHA.

BOD members shall represent SMHA publically in a respectful manner .

This is demonstrated by making decisions in the SMHA's best interest, maintaining boundaries and avoiding personal and competing professional interests.

Openness

BOD members are as open as possible about all the decisions and actions that they take. Identifying, disclosing and acting appropriately on conflicts of interest. Being transparent in providing all reasons and supporting rationale for decisions made by the BOD. BOD members will hold themselves and each other accountable for meeting the behaviours of this code of Ethical Conduct.

Process for Holding BOD Members Accountable to the Code

It is the responsibility of each and every BOD member to hold herself/himself accountable for behaving in accordance with this Code of Ethical Conduct. In addition, members have a responsibility to hold each other accountable for behaving in accordance with the Code. If a BOD member has concerns that the behaviour of another member did not reflect the Code of Ethical Conduct, the member is expected to;

Discuss her or his concern with the BOD member whose conduct was perceived to be inappropriate;

If the member does not recognize the problem and takes appropriate action or the behaviour continues, discuss the concern with the President.

If the inappropriate behaviour is confirmed and continues after a meeting with the President, the issue shall be brought before the full Board of Directors. Following proper presentation and discussion of the issue, the BOD shall vote, in accordance with existing voting rules, on suspension / dismissal from the Board of Directors of the member whose behaviour is being addressed.

Approved by the SMHA Board of Directors September 8, 2015