

# Board of Directors Code of Conduct

## Policy Statement

Netball Ontario (the Association or NOA), through its Board of Directors, is committed to fostering a healthy environment for the play of netball in the province of Ontario. Our membership supports NOA and trusts us to be good custodians of the association and to uphold the Code of Conduct. We recognize as a member of the Board of Directors that our Board membership brings with it a set of obligations and responsibilities in how we conduct ourselves and set the example for others. We must uphold the highest ethical, and moral standards as members of the Board. And ensure that the development and maintenance of a healthy environment at NOA starts with us. We must display and articulate our purpose, values, integrity, mutual respect and take equitable actions when conducting the association's business.

## As a member, I/we shall:

- Recognize that the chief function of Netball Ontario is to always serve the best interests of the membership.
- Abide by the association's Code of Ethics acting with integrity, mutual respect and in the equitable actions taken.
- Respect and support the association's By-laws and policies approved by the Board and Council.
- Exercise these responsibilities, always, with integrity, objectivity, due diligence, care, and skill in a reasonable and prudent manner.
- Exercise the powers of the position of the Board and fulfill the responsibilities in good faith, using sound judgment, honesty, transparency, and openness in all activities on behalf of Netball Ontario.
- Conduct my behaviour in a manner that supports Netball Ontario, always maintaining the highest standards of integrity, mutual respect, and equity.
- Serve the overall best interests of NOA rather than any constituency avoiding/declaring any real or perceived conflict of interest as required.
- Strive to continually enhance the credibility and reputation of NOA.
- Act in a manner that is non-discriminatory and work to promote equity, diversity, inclusion, and mutual respect considering diverse and opposing viewpoints that can provide for a richer dialogue.
- Refer questions or requests for official comments regarding NOA activities or initiatives to either the President or to persons otherwise authorized by the Board or the President.
- Where practical, commit to full participation in all meetings, special events, and other activities of the Board, unless there is an unavoidable conflict of interest or unforeseen emergency.
- Demonstrate due diligence and dedication in preparation for meetings, special events and in all other activities on behalf of NOA.
- Ensure that the financial affairs for the association are conducted in a responsible, ethical, and transparent manner with due regard to the fiduciary responsibilities given to us.
- Demonstrate acceptance, respect and support for decisions legitimately taken in the transaction of NOA business.
- Keep confidential all information learned about personnel, members and records that are the property of NOA, and any other matters specifically determined by Board motion to be matters of confidence including matters dealt with during in-camera meetings of the Board.
- Treat discussion at Board meetings as confidential, including the number of votes cast for and against a resolution and how other Directors may have voted, except to the extent that such discussion and voting details recorded in the Board-approved minutes.
- Conduct myself in a spirit of collegiality and respect for the collective decisions of the Board understanding them to be made in the best interests of NOA.

# Board of Directors Code of Conduct

## **Monitoring and Complaint Procedures**

In the event an infraction occurs, a complaint should be sent to the President and Treasurer of the Board. The President will ensure a fair and neutral investigation of facts alleged in the complaint. To that end, the President or their designate, may communicate with the complainant and the respondent to clarify the following:

- Who is the complainant and what is the complaint?
- Does the complainant have direct eyewitness evidence of the facts alleged?
- Identify what principles have been contravened?
- Who is the respondent? Are there multiple respondents?
- Is the respondent a volunteer, member, official or member of the public?

The President may submit a brief synopsis of the investigation before the full Board to determine the next steps of action to address the situation without regard to their status within Netball Ontario. NOA Board Members will review this policy on an annual basis as part of a recertification process and to ensure they understand and are acting in good faith under the Code of Conduct for Board of Directors.

The President of Netball Ontario will manage the Code of Conduct.

## **LAST AMENDMENTS TO: Board of Directors Code of Conduct**

May 13, 2023