



Members' Code of Conduct

DEFINITIONS AND ABBREVIATIONS

<i>the Association</i>	TEAM for a Livable Vancouver Association
<i>Board</i>	Board of Directors of TEAM
<i>Bylaws</i>	The Constitution and Bylaws of TEAM
<i>Code</i>	The TEAM Code of Conduct
<i>Elected Official</i>	A City Councillor, Mayor, Park Commissioner or School Trustee who is part of the TEAM caucus.
<i>Representative</i>	Anyone publicly associated with TEAM who may be authorized or assumed to represent the Association.
<i>TEAM</i>	TEAM for a Livable Vancouver Association

PREAMBLE

TEAM is dedicated to cooperation and consensus-building to form policies to accomplish these goals:

- a) restoring pride in a livable, sustainable, affordable, safe city with a clear focus on the future;
- b) improving the quality of life of all Vancouver citizens;
- c) restoring public trust through transparency of decision making and after genuine consultation that is available to all citizens.

The purpose of this Code is to establish a standard of conduct, consistent with TEAM's Constitution and Bylaws, which all members, directors, volunteers, employees, contractors and elected representatives of TEAM will uphold.

In TEAM meetings, in public discussions, and during campaigns, members need to be constructive, respectful and civil. This Code of Conduct is intended to ensure that. TEAM supporters must commit to a high standard of political behaviour that will inspire confidence in TEAM.

1. APPLICATION

This Code applies to every member of TEAM, and to TEAM volunteers.

2. UNDERTAKING OF MEMBERS AND VOLUNTEERS

2.1 By becoming a member or volunteer of TEAM, I agree to uphold its Constitution and Bylaws.

2.2 I agree to understand, support, offer input into and advocate for TEAM's policies.

2.3 I agree to engage in the respectful, consensus-building culture described in this Code and when involved in political discussion, I will:

- be respectful and considerate of people who see things differently;
- call out intimidating, offensive or abusive language or behaviour and not engage in it myself;
- be constructive rather than negative in my contributions to debates and discussions, and to address issues and avoid personal criticisms.

2.4 I will take care, if publicly mentioning my membership in TEAM, that nobody could confuse my personal opinions or positions with those of TEAM.

2.5 I will do nothing that might bring TEAM or its membership into disrepute or that might work against TEAM's electoral success.

2.6 I confirm that I am not a current member of any other elector organization in the City of Vancouver and that I will satisfy any qualifications or conditions of membership in TEAM that the Board or the Association may establish from time to time.

3. ACCEPTANCE BY MEMBERS AND VOLUNTEERS

3.1 Acceptance and adoption of this Code of Conduct is a condition of membership.

3.2 Volunteers, whether or not they are members of TEAM, are subject to the requirements of this Code and must execute and deliver the *Acknowledgement and Undertaking* at the end of this document. This is particularly important if volunteers are representing TEAM to members of the public.

4. ACCOUNTABILITY:

4.1 The Board shall have jurisdiction to determine what steps should be taken regarding any complaint made against a member or volunteer alleging:

- a) a violation of this Code; or
- b) conduct which resulted in harm to TEAM or a member of TEAM.

4.2 However, the Board will take no action in reference to a complaint without first allowing the member or volunteer the opportunity of appearing at a hearing before it to present an explanation.

4.3 After such a hearing, the Board has authority to take the steps it thinks are appropriate including but not limited to referring the complainant and the member or volunteer to mediation, imposing an appropriate learning or other remedial process, requiring the issuance of an apology, suspending or revoking the authority of a member or volunteer to act as a representative of TEAM, or moving to terminate membership in accordance with section 2.8 of the Bylaws.

4.4 The Board will deal with any such complaint promptly and communicate its decision to the persons involved.

5. CONFIDENTIALITY:

The complaint process is confidential and, until a final decision is made, no person shall disclose any complaint determination or review by the Board, unless the Board otherwise orders.

6. AMENDMENT:

6.1 This Code of Conduct may be amended from time to time by the Board.

6.2 When any part of this Code is amended, the updated Code will be posted to the TEAM website within 10 days.



ACKNOWLEDGEMENT AND UNDERTAKING

TO COMPLY WITH THIS CODE OF CONDUCT

I agree to comply with the TEAM Code of Conduct, as amended from time to time.

I acknowledge and undertake to submit to the jurisdiction of the Board in respect of my compliance with the Code of Conduct and the authority of the Board to make any order thereunder.

I acknowledge and accept that in respect of any non-compliance by me with the Code of Conduct I may be subject to sanctions from TEAM, which may, if circumstances warrant, include suspension or termination of my membership.

Name

Date