

1.1 Schedule "D" – Code of Conduct for Volunteers

- 1.1.1 Have the right to a respectful and safe environment while volunteering/working for the CMHA, free from prejudice, harassment, and violence. The association expects all of its volunteers to maintain a level of personal conduct that will reflect themselves in a positive manner and appropriately represent the Crossfield minor hockey association.
- 1.1.2 Be courteous at all times, to be respectful of fellow volunteers, members, staff, other persons and organizations, and to convey a friendly, approachable image to its host—partners, sponsors, and the community within which they work. No matter the nature of the business interaction, whether it is face to face, online, in person, or an event, the volunteer is a representative of the Crossfield minor hockey association and is expected to act accordingly.
- 1.1.3 Understand that if my conduct does not conform to the code, I may be subject to the procedures deemed appropriate and imposed by the Executive committee, Membership and The general board, and/or may be referred to a Committee formed to handle certain instances where warranted.
- 1.1.4 At all times, abide by and conform to the following code of conduct and principles.
- 1.1.5 Act in good faith with honesty, dignity, and integrity.
- 1.1.6 Conduct the business affairs of the CMHA with due diligence and reasonable competence and shall take no action that could bring the CMHA and/or the membership into disrepute.
- 1.1.7 Abide in all respects by the rules and regulations of the CMHA (including but not limited to our bylaws, Rules of Professional Conduct, and policies).
- 1.1.8 Obey the law.
- 1.1.9 Consider the best interests of the CMHA as a whole when making decisions and not the interests of a particular practice area or geographical location.
- 1.1.10 Contribute to an environment of respect, cooperation, and inclusion. Each volunteer must treat peers, CMHA members, staff, minor hockey registrants, and sponsorship with courtesy, allow them to express their views, and respect differing opinions. Where volunteers disagree on an issue, this disagreement should be resolved civilly and respect.
- 1.1.11 Be provided with, or may become aware of certain personal and confidential information. Any questions as to whether certain information qualifies as Confidential Information should be referred to the board of directors.
- 1.1.12 NOT share, copy, reproduce, transmit, divulge, or otherwise disclose any Confidential Information related to the affairs of the CMHA.
- 1.1.13 Understand that the CMHA is dedicated to leading by example in serving the needs of its members and also in representing the interests membership. Each volunteer is expected to share this dedication.
- 1.1.14 Not take undue advantage of other volunteers, the CMHA membership, services, equipment, resources, or property for personal or third-party gain.
- 1.1.15 Act in the best interests of the CMHA and not for personal or third-party gain or financial enrichment.
- 1.1.16 Not use their position as such to promote their personal, professional, or business interests.
- 1.1.17 Understand that intoxication while volunteering will not be tolerated.