



Board of Directors Code of Conduct

Summary

Durham Dragons Athletics, through its Board of Directors, is committed to fostering a healthy environment for athletics in Ontario and beyond. We will uphold the highest legal, ethical, and moral standards. Our membership supports the Board of Directors and trust us to be good stewards of the club 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. The development and maintenance of a healthy environment within Durham Dragons Athletics starts with us in how we articulate and institutionalize our purpose, values, systems; as well as, in the integrity, mutual respect and in the equitable actions taken by us throughout the club.

Policy review

Durham Dragons Athletics 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 the board of directors.

Code of conduct signing

This code of conduct must be signed by all members of the board of directors at the beginning of each fiscal year's term.

Members of the board of directors have a responsibility to:

Representation

Consistently display high personal standards and project a favorable image of Durham Dragons Athletics. This includes, but is not limited to:

1. Recognizing that the chief function of the Durham Dragons Athletics board of directors is to serve the best interests of the club's membership.
2. Striving to continually enhance the credibility and reputation of Durham Dragons Athletics.
3. Displaying behaviour that supports Durham Dragons Athletics and maintains the highest standards of integrity, mutual respect, and equity.
4. Treating fellow board members, coaches, athletes and any other individual with due respect.
5. Refraining from public criticism of Durham Dragon Athletics, fellow board members, coaches, athletes and athletic clubs, especially when using social media, speaking to club membership or media.



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Accountabilities

1. Respecting and supporting the Durham Dragon Athletics' by-laws and policies approved by the board.
2. Demonstrating acceptance, respect and support for decisions legitimately taken in the transaction of club business.
3. Demonstrating a spirit of collegiality and respect for the collective decisions of the board are made in the best interests of the club.
4. Exercising the powers given to Durham Dragon Athletics board members:
 - a) in good faith, using sound judgment, honesty, transparency and openness;
 - b) with integrity, objectivity, due diligence, care, and skill in a reasonable and prudent manner;
 - c) 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; and
 - d) in a manner that supports the overall best interests of Durham Dragons Athletics rather than any constituency avoiding/declaring any real or perceived conflict of interest as required.
5. Keeping confidential all information about personnel, members and records that are the property of Durham Dragons Athletics, 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.
6. Treating 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 are contained in the board-approved minutes.
7. Ensuring that the financial affairs of the club are conducted in a responsible, ethical, and transparent manner with due regard to the fiduciary responsibilities given to the board of directors.

Participation

1. Committing to full participation in:
 - e) full participation in regularly scheduled meetings and involvement of work related to regularly assigned member duties and/or outcomes of board meetings/decisions (unless there is an unavoidable conflict of interest or unforeseen emergency)
 - f) as feasible, participation in special meetings/events and other activities of the board
 - g) as feasible, participation in club activities (e.g. coaching, volunteering)
2. Demonstrating due diligence and dedication in preparation for board meetings, special events and in all other activities on behalf of Durham Dragons Athletics.
3. Providing the board secretary with advance notice (24 hours) if participation in a board directed activity is not possible.



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Complaints

In the event a complaint is made against the board of directors and/or a member of the board of directors, the complaint will be sent to/managed by the SafeSport committee. The SafeSport committee will follow Durham Dragons Athletics Complaints and Discipline policy to ensure a fair and neutral investigation of facts alleged in the complaint. The SafeSport committee may prepare a report of the investigation to be placed before the board to determine the action to be taken to address the situation. Board members involved in the incident must recuse themselves from any discussions or decisions. Remaining board members must transparently discuss report findings and determine whether/what action should be taken to address the situation. This discussion and decision must occur without regard to their, and/or status of those recused, within Durham Dragon Athletics board of directors.

In the case of any dispute regarding this policy or the terms of which, or any disciplinary default whereby a board member acts outside this code the dispute will be brought to the attention of the Durham Dragons Athletics SafeSport committee with the intent to be resolved amicably at the discretion of the committee and the board of directors (as appropriate).

I have read and understand the above statements and agree to conduct myself in a manner that demonstrates the standards established. Failure to adhere to this code of conduct may result in disciplinary discussion, disciplinary action and sanctions up to and including removal from the team.