United Way
East Ontario

BOARD OF DIRECTORS
CODE OF CONDUCT

United Way East Ontario vision that "Our community is measurably better because of the work of United Way East Ontario and others" and its mission "To bring people and resources together to build a strong, healthy, safe community for all", is dependent on the integrity and transparency of the organization, its volunteers, and staff. We are committed to the confidence and trust placed upon us by our community.

A Director, when acting as a member of United Way East Ontario Board, will/shall:

- consider, support, and represent the interests of United Way East Ontario in preference to any other interests which that Director may have.
- attend and participate at 70% of Board meetings with the understanding that extraordinary circumstances, from time to time, may prohibit this level of attendance.
- avoid any real, potential, or perceived conflict of interest with respect to his/her fiduciary responsibility.
    - A Director shall take every due care and measure to ensure that there is not a conflict between his/her personal and private interests and his/her responsibility as a Director. A Director shall not use the influence of his/her role for any purpose other than carrying out his/her Board responsibilities. Where a Director is involved in a decision or action in which he/she may have a personal interest in the outcome, the Director must disclose such an interest and describe the general nature of that interest to the Board prior to any discussion or action on such an issue. Where circumstances warrant, such Director may choose to abstain from a vote.
- hold confidential and privileged any information received in the course of his/her duties as Director.
- demonstrate honesty, fairness, integrity, and respect for others by listening and being open to other viewpoints, ensuring careful thought is given to an issue before a decision is made.

- abide by the legislation, regulations and administration policies and procedures governing the operation of United Way East Ontario and the conduct of its affairs.
- adhere to the Spokesperson Policy when requested to speak to the media.
- adhere to the Harassment Policy of United Way East Ontario.
- while not precluded from selling goods, materials, or services to United Way East Ontario, ensure that this activity is consistent with generally accepted competitive commercial activities.
- be sensitive to the impact on perception of United Way East Ontario political neutrality when involved in any political activity.
- exempt himself/herself from any hiring, promotion, discipline, or termination of a family member employed by United Way East Ontario.
- support the decisions of the Board and act as an ambassador for United Way East Ontario in the community.

It is the responsibility of every Director to be aware of this code and his/her obligations under the Code. Failure to comply with this Code may form the basis for removal from the Board.

Acknowledgement, Agreement and Sign off

I, _____, have read, understood, and agree to abide by the Code of Conduct of United Way East Ontario and I understand that such adherence is a condition of my role as a Director of the Board. I understand that a violation of the Code of Conduct may be grounds for my resignation as a volunteer or as an unelected member of the Board.

Signed this _____ day of _____, 20___

Name: _____
Please print

Signature: _____