



STREETSVILLE HORTICULTURAL SOCIETY CODE OF CONDUCT

ENACTED by the Directors of the Society November 3 2015

CONFIRMED by the Members of the Society on December 8, 2015

AMENDED and confirmed by the members 12th November 2019

The directors (the “Directors”) of the Streetsville Horticultural Society (the “Society”), the members (the “Members”) of the Society and the volunteers (the “Volunteers”) of the Society are committed to furthering the purposes (the “Purposes”) of the Society as set out in the Society’s Constitution to encourage interest and improvement in horticulture.

This Code of Conduct is meant to ensure the safety and welfare of the Directors, Members, Volunteers and members of the public by creating an environment of mutual respect and encouragement.

To fulfil its Purposes, the Society holds regular meetings, activities, engagements and functions during which the Directors, Members and Volunteers work with each other and the public at large. The Directors, Members and Volunteers are expected to conduct themselves at all times within the Society and with the public in a manner that is fully consistent with the highest standards of behaviour in order to uphold and further the reputation of the Society.

The Directors, Members and Volunteers will:

1. Always act with honesty, fairness, integrity, transparency, respect and maturity.
2. Treat one another as they want to be treated.
3. Respect the opinions and perspectives of others.
4. Treat others with equality and dignity without regard to gender, race, colour, citizenship, creed, ancestry, place of origin, ethnic origin, gender identity, gender expression, political beliefs, family status, marital status, disability, age or sexual orientation.
5. Conduct themselves in a way that supports the mission and objectives of the Society and brings credibility and goodwill to the Society.
6. Publicly demonstrate acceptance, respect and support for decisions legitimately taken by the Society.
7. Respect the privacy of all members and maintain the confidentiality of information gained as a Director, Member or Volunteer.
8. In any contest or show in which they have chosen to participate, agree to and follow all of the rules and regulations of such contest or show.
9. Avoid and disclose all conflicts of interest, for example; if the board is considering using a particular business to provide services to the society you must disclose if you have a relationship with the business, whether the connection is a family member or a friend.

Use Form Appendix A attached to this document to disclose any disclosure of or potential Conflict of interest, you must submit this form to the society president or a member of the board of directors



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The Directors, Members and Volunteers will not engage in behaviour that is considered unacceptable to the Society, including but not limited to:

1. Disrespectful, aggressive, abusive or offensive language or behaviour.
2. Loud, disorderly or disruptive conduct, including yelling.
3. Rudeness, including derogatory remarks.
4. Inappropriate cultural, racial, ethnic or religious references.
5. Unreasonable demands and undue persistence.
6. Being very difficult, argumentative or refusing to cooperate with reasonable requests.
7. Any form of harassment or bullying, including language or behaviour that degrades, demeans, humiliates, blames, embarrasses or puts someone down.
8. Coercion, harassment and/or discrimination.
9. Sexual harassment, including unwanted physical advances.
10. Threatening or actual abusive or violent behaviour, including verbal abuse, psychological abuse, physical abuse or emotional abuse.
11. Language or behaviour, including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.
12. Being intoxicated or under the influence of other substances.
13. Any other form of action or communication (written or spoken) deemed to be in direct violation or at least in conflict with the spirit of this Code of Conduct or the purposes thereof.

The Directors, Members, Volunteers and members of the public have the right to be treated with respect and to not be subjected to unacceptable behaviour, including, but not limited to, the unacceptable behaviours listed in this Code of Conduct, regardless of the circumstances.

The Directors, Members and Volunteers are required to accept personal responsibility and accountability for their actions and to think clearly about the consequences of their actions.

Contravention of this Code of Conduct is a serious matter to the Society and will be treated as such. Any Director, Member or Volunteer who violates this Code of Conduct is subject to discipline in accordance with the By-laws of the Society, including, removal from the Society.

The Directors, Members and Volunteers are expected to comply with this Code of Conduct because it is meant to encourage a spirit of collective decision-making, shared objectives, shared ownership of, and respect for the Society's goals, resources and activities.



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ENACTED by the Directors of the Society November 3 2015

The original of this document was signed by the following on November 3, 2015
Co-presidents -Robert Harshman and Susan Harshman, Secretary -Lynne Merritt

CONFIRMED by the Members of the Society on December 8, 2015

The original of this document was signed by the following on December 8, 2015
President-Monica Ross, Vice president- Marg Rowan, Asst-Secretary-Arlene Crothers

AMENDED and confirmed by the members 12th November 2019

The original of this document was signed by the following on 12th November 2019

President-Monica Ross

Vice president- Margaret Rowan