

CODE OF CONDUCT – EDMONTON YOUTH ORCHESTRA (Adopted May 26th, 2020)

EDMONTON YOUTH ORCHESTRA BOARD, STAFF, CONTRACTORS, AND VOLUNTEERS WILL

Promote the objectives of the Edmonton Youth Orchestra Association within the Association and in all dealings with the public.

Commit to teamwork and effective decision-making.

Commit to ethical and businesslike conduct.

Act with appropriate decorum.

Always act with fairness, honesty, integrity, and openness.

Endeavour to represent the broader interests of members and/or stakeholders.

Communicate externally with “one voice”.

Respect the opinions of others and treat all with equality and dignity, without regard to gender, race, colour, creed, ancestry, place of origin, political beliefs, religion, marital status, disability, age, or sexual orientation.

Act in accordance with any professional standards and / or governing laws and legislation

Adhere to the policies and procedures of the Edmonton Youth Orchestra Association and support the decisions and directions of the Board and its delegated authority.

Attend board meetings regularly.

Use Edmonton Youth Orchestra property and resources carefully and respectfully.

TOWARDS THIS END, BOARD, STAFF, CONTRACTORS, AND VOLUNTEERS WILL:

Maintain the highest standards of confidentiality regarding information obtained directly or indirectly through their involvement with the organization. This includes information about volunteers, Board members, funders, donors, member organizations, partners, employees, contractors, job applicants, and Orchestra members.

Respect the confidentiality of information on sensitive issues, especially in personnel matters.

Avoid inadvertent disclosure of confidential information through casual or public discussion, which may be overheard or misinterpreted.

Seek to balance their contribution as both an advisor and learner.

Refrain from trying to influence board members outside of board meetings, which might have the effect of creating factions and limiting free and open discussion.

CODE OF CONDUCT – EDMONTON YOUTH ORCHESTRA (Continued)

Be constructive by contributing new ideas, acting as a dissenting voice, endeavoring to build on other board member ideas, offering alternative points of view as options to be considered, and inviting others to also do so.

Be balanced in one's efforts to understand other board members and to make oneself understood on important issues.

Support the board's decision, even if one's own view is a minority one, once a decision is made.

Not disclose or discuss board differences of opinion with those who are not on the board.

Be an advocate for the organization and its mission, wherever and whenever the opportunity arises, in their own personal and professional networks

Not engage in activities that are in conflict with the interests of the organization, that may negatively impact the reputation of the organization, or that interfere with employees' job performance.

Refrain from giving direction to the General Manager, Music Director, volunteers, or Orchestra members.

Refrain from investigating or discussing the performance of the General Manager, Music Director, board members, volunteers, or Orchestra members, without board authorization

Conduct the organization's business in accordance with applicable legislation, and comply with the policies and by-laws of the organization, as they relate to their position.