



CODE OF CONDUCT

March 2024

The Canmore Seniors Association (the “CSA”) is committed to creating a positive atmosphere for all members. This Code of Conduct will allow all members to fully enjoy the benefits of meetings, activities and facilities.

1. I will be honest and show thoughtful interpersonal communication with demonstrated respect for the opinions and the sensitivities of others.
2. I will treat all staff and volunteers with courtesy and respect and will respect the authority and decision-making of CSA volunteers in leadership roles.
3. I will abide by the policies of the CSA.
4. I will be respectful at all times and will not engage in profanity or yelling, or the use of disparaging words or deeds with reference to others' gender, gender identification, language, ethnicity, age, race, colour, disability, or faith. Intolerance of others will not be accepted.
5. I understand that failure to abide by this Code may result in disciplinary action by the CSA Board of Directors. This may range from a simple discussion of the matter at hand, to a warning, to suspension, to revocation of membership.
6. The process to hear a complaint under this Code will be as follows:
 - a. Formal complaint received by Director responsible for Code of Conduct;
 - b. Director will review details of complaint and speak to all parties involved;
 - c. After review of details, Director will recommend a course of action to the Board; and
 - d. The Board will decide course of action based on Director's recommendation.