

Code of Conduct Policy

Effective Date: August 18, 2025

Approved By: MRBC Board

Policy Owner: MRBC Board

1. Purpose

This policy ensures that all MRBC-affiliated individuals act with integrity, professionalism, and respect, in alignment with MRBC's mission to improve emergency care access and health equity in rural, remote, and Indigenous communities in British Columbia.

2. Scope

This policy applies to all staff, volunteers, contractors, and members of MRBC, across all member classes.

3. Guiding Principles

All conduct shall reflect:

- MRBC's Constitution and Bylaws
- Cultural Safety & Humility
- Psychological Safety & Constructive Confrontation

4. Responsibilities

4.1 Staff and Volunteers Must:

- Uphold MRBC's values, policies, and applicable laws
- Act in the best interest of patients, communities, and MRBC's mission
- Maintain confidentiality
- Avoid conflicts of interest
- Conduct themselves professionally
- Complete required training

4.2 Members Must:

- Comply with this Code, MRBC's Constitution, Bylaws
- Engage respectfully
- Promote MRBC's mission

4.3 Leadership Must:

- Nolan's Seven Principles of Public Life
- Model high ethical standards
- Support a safe and inclusive workplace
- Respond to concerns and enforce this policy

5. Prohibited Conduct

Includes:

- Harassment, bullying, discrimination
- Misuse of assets or information
- Retaliation against whistleblowers
- Misrepresentation
- Political partisanship in MRBC roles

6. Reporting and Enforcement

Concerns should be raised with supervisors or the designated ethics officer.

Whistleblowers are protected.

Violations may lead to disciplinary actions, including termination or revocation of membership.

7. Review and Amendment

Policy is reviewed every two years or as needed by the Governance Committee and updated upon Board approval.