

Board of Directors Code of Conduct

Preamble

Cross Country Ski Ontario (XCSO) is committed to providing a sport environment in which all individuals are treated with respect and dignity. All individuals will be aware that there is an expectation, at all times, of appropriate behavior consistent with the values of the XCSO; Integrity, Community, Excellence, Accountability, Enjoyment and Wellness. Conduct that violates this Code may be subject to disciplinary action enforced by the XCSO's Discipline and Complaints policy.

Application

XCSO Board of Directors Code of Conduct applies to situations that may arise during the course of XCSO business, activities and events. This includes but is not limited to its office environment, competitions, practices, training camps, tryouts, travel and any meetings of the XCSO and its associated committees including the High Performance Committee, Para-Nordic Committee and other (sub) committees which may be struck during the course of day to day business.

- The Board commits itself and its members to ethical, businesslike, and lawful conduct, including proper use of authority and appropriate decorum when acting as Board members.
- Board members must have loyalty to the membership, and are ideally not conflicted by loyalties to staff, other boards or organizations, and personal interests of any Board member acting as a vendor or consumer of XCSO's services.
- Board members must avoid conflict of interest with respect to their fiduciary responsibility.
- There will be no self-dealing or business by a Board member with the organization. Board members will annually disclose their involvements with other organizations, with vendors, or any associations that might be or might reasonably be seen as being a conflict.
- When the Board is to decide upon an issue, about which a Board member has an unavoidable conflict of interest, that member shall absent her or himself without comment from not only the vote, but also from the deliberation.
- Board members will not use their Board position to obtain employment in the organization for them, family members, or close associates. Should a Board member apply for employment, he or she must first resign from the Board.
- Board members may not attempt to exercise individual authority over the organization.

- Board members' interaction with staff must recognize the lack of authority vested in individuals except when explicitly Board authorized.
- Board members' interaction with public, press or other entities must recognize the same limitation and the inability of any Board member to speak for the Board except to repeat explicitly stated Board decisions.
- Except for participation in Board deliberation about employee interpretation of Board policy, Board members will not express individual judgments on employee performance.
- Board members will respect the confidentiality appropriate to issues of a sensitive nature.
- Board members will be properly prepared for Board meetings and deliberation.
- Board members will support the legitimacy and authority of Board decisions, irrespective of the Board member's personal position on the issue.