



<b>College of Paramedics of Manitoba</b>		
Policy Name: <b>Code of Conduct</b>	Policy Number: <b>GP-2</b>	Total # of Pages: <b>2</b>
Approval Signature: <i>Original Signed by J. Wade</i>	Section: <b>Governance</b>	
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**1.0 PURPOSE**

1.1 The Council is committed to ensuring that in all aspects of its affairs it maintains the highest standards of public trust and integrity.

**2.0 POLICY**

2.1 Council members will:

- a) Act in good faith, responsibly, and with due care and without allowing their independent judgement to be influenced.
- b) Not attempt to use their Council position to influence the discharge of official duties of staff or commit an act of discrimination in violation of law or College of Paramedics of Manitoba (CPMB) policy.
- c) Exercise the degree of care, diligence, competence, and skill that a reasonably prudent person would exercise in comparable governance circumstances including participation/review of all meeting materials.
- d) Act in a manner to enhance and maintain the reputation and image of CPMB.
- e) Not knowingly make false statements about the CPMB, employees, or other Council members.
- f) Be familiar with the legislation, regulations, bylaws, and Council policies of CPMB as well as the rules of procedure and proper conduct of a meeting, so that any decision of the Council may be made in an efficient, knowledgeable and expeditious fashion.
- g) Make available to, and share with, fellow Council members all information that may be appropriate to ensure proper conduct and sound Council decisions.
- h) Not intentionally conceal material information necessary for the proper discharge of the duties of other Council members or the ED/Registrar.
- i) Ensure that unethical activities not covered or specifically prohibited by the foregoing policy criteria or any other legislation are not condoned.



## 2.2 Council Communication

- 2.2.1 In order to build and maintain productive and effective relationship, Council members will use a system of communication that builds mutual respect and trust.
- 2.2.2 Accordingly, Council members will:
- a) Exercise honesty in all communication.
  - b) Demonstrate respect for each other.
  - c) Focus on issues, not personality.
  - d) Assume and practice trust.
  - e) Maintain focus on shared goals.
  - f) Communicate in a timely manner to avoid surprises.
  - g) Support majority decisions of the Council.
  - h) Withhold judgement on issues until fully informed.
  - i) Seek first to understand rather than to be understood.
  - j) Maintain confidentiality.
  - k) Share concerns, issues and interests.
  - l) Assume a non-defensive posture, taking the initiative to communicate and ask questions for clarification.
  - m) Share information and knowledge
  - n) Give direction as the whole, not as individuals.
  - o) Promote and protect the integrity and reputation of the College.
  - p) Support the ED/Registrar/staff in their roles.
  - q) Respectfully address if there are differences in opinion.
  - r) Participate actively in discussions, encouraging debate and promoting effective decision-making and problem-solving.