

CODE OF CONDUCT

Trails Cabinet takes pride in being a safe and inclusive space for all Trails students to feel welcome and comfortable taking part in their community. We do not tolerate any form of discrimination, hate, harassment, or intentional harm of others by ANY members of our college, Cabinet ministers and student community alike.

Our Core Values and Ethical Principles

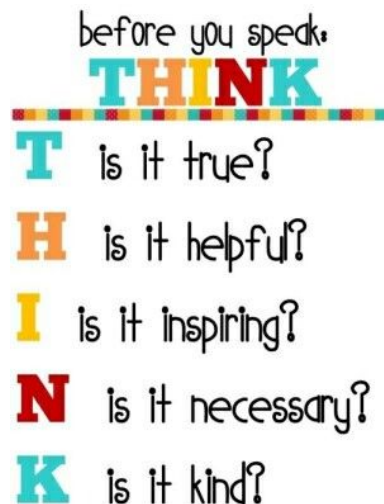
- Honesty
- Integrity
- Inclusivity
- Empathy
- Responsibility
- Respect for others
- Teamwork
- Accountability

Decision making and the Code of Conduct

When making decisions on behalf of/and within the Cabinet, it is imperative that we are conscious of the values and responsibilities outlined in our Code of Conduct. Some examples of things to consider when making decisions to speak, act, or otherwise can include (but are not limited to):

- Is this legal?
- Does it comply with the code?
- Is it respectful of the rights of others and yourself?
- If you are unsure of anything or have any questions, ask before making a decision! A

Great Remembering Tool:



Reporting/ Speaking Up

Trail Cabinet is proud to be a space where all voices have the right to feel heard, safe, and respected. Infringement of the Code of Conduct, Constitution, and/or the rights of others (including, but not limited to cabinet members) is not tolerated. If you experience or notice any unwanted behaviour or harassment, whether it be “big” or “small”, the president(s) of the Trail Cabinet want there to be no fear or worry of repercussions and/or retaliation for reporting said incidents. The privacy and well-being of the constituents of the Trail Cabinet and the wider Trail community are our number one concern in these instances, so there are a number of ways you can reach out to report and/or receive support. **All emails and messages sent to the Trail Cabinet will remain private and confidential**, and please rest assured that we look into every individual case with consideration and security. All interactions surrounding violations of the code of conduct are taken seriously and fall under your rights to privacy and safety in our subsections **Reporting/ Speaking Up, No Retaliation, and Equal Opportunity**.

Appropriate Contact Options:

Email: trailcabinet@gmail.com

Current President's Phone line: 519-761-3233

Designated sessions and meetings and/or after meeting conversation time.

SHOULD THERE BE ANY CONCERNS SURROUNDING ACCESSIBILITY FOR REPORTING AND CONVERSATION OF THIS NATURE, PLEASE DO NOT HESITATE TO REACH OUT AND WE WILL ACCOMMODATE THESE NEEDS.

No Retaliation

This clause is here to protect the rights of those who report/speak up and do their diligence to keep the Trail Cabinet, and the college community, a safe, comfortable, and inclusive space. This includes proactive action taken by any member of the Trail Cabinet and greater community, and protects from:

- Unfair dismissal, demotion or suspension
- Unfair denial of promotion, position, or benefits
- Bullying, harassment, or any violation of the code of conduct and/or constitution - Exclusionary behaviour
- Any behavior that singles out an individual unfairly
- Any behaviour or actions that identify the Trail Cabinet and/or community member who reported the incident

Equal Opportunity

Members of our Cabinet and greater community have a right to feel safe and included at our meetings, events, gatherings, and within our behaviours and actions. Our equal opportunity clause is in place to ensure that no unacceptable behaviour is tolerated-- especially against individuals due to (but not limited to):

- Race/Ethnicity

- Gender Identity and Expression
- Sexuality and Personal Relationships
- Ability/ Disability
- Mental, Physical, or Sexual Health illnesses or status
- Social Class and/or wealth divide
- Age
- Appearance

Violations of The Code of Conduct

Below listed are the categories of behaviour, actions, and speech that are not tolerated by Traill Cabinet and are deemed unacceptable and are violations to our constitution. Should any member of the cabinet, college, or Traill community violate these listed below, they will be subject to disciplinary action that may include but is not limited to investigation, reprimand, and/or legal charges.

- Harassment (of any nature)
 - Including, but not limited to, harassment concerning political affiliation and religious beliefs
- Bullying (of any nature)
- Bribery (of any nature)
 - Including, but not limited to, monetary bribes
- Slander/libel (of any nature)
 - Including, but not limited to, slander/libel against other constituents of Traill Cabinet and the Traill College Community
- Hate speech (of any nature)
- Inappropriate behaviour (of any nature) due to conflict of interest
- Violation of the constitution (of any nature)
- Abuse (of any nature)
 - Including, but not limited to, abuse of power
- Inappropriate external/internal conversation on behalf of the organization - Breaching of privacy (of any nature)
- Threats or Hazing (of any nature)

Should any clearAny violations that fall under, but not limited to, this list will face repercussions as deemed appropriate by the president(s) of Traill Cabinet, or otherwise elected human resources official.

Code of Conduct is enforced and reprimand and resolution is at the discretion of the president or otherwise elected human resources official.