Niagara Catholic District School Board

EMPLOYEE CODE OF CONDUCT AND ETHICS POLICY

STATEMENT OF GOVERNANCE POLICY

200 – Human Resources **Policy No 201.17**

Adopted Date: November 27, 2012 Latest Reviewed/Revised Date: May 23, 2023

In keeping with the Mission, Vision, and Values of the Niagara Catholic District School Board, all employees of the Board occupy positions of public trust and confidence and, as such, are expected to discharge their duties and responsibilities with integrity and professionalism.

This policy will create and maintain a culture of integrity through clearly defined expectations for all employees.

As an accountable public organization, the Board is committed to conducting all of its affairs with the highest standards of ethics, integrity, honesty, fairness and professionalism. Of equal importance to the achievement of the Multi-Year **S**trategic Plan and annual system priorities of the Niagara Catholic District School Board, is the manner in which we achieve them.

It is imperative that Board employees act, and be seen to act, in the best interests of the public they serve. It is the responsibility of the Board to promote student achievement and well-being through the delivery of Catholic education programs, services and supports and the effective stewardship of the Board's resources.

All employees of the Board are required to comply with:

- the Mission, Vision and Values of the Board,
- all provincial statutes, regulations,
- the *Municipal Freedom of Information and Protection of Privacy Act* and its Regulations, and;
- policies and Administrative Operational Procedures of the Board.

Employees are responsible to be aware of and understand the provisions of this Code and other applicable Board policies, including those specifically identified in this Code of Conduct.

The Director of Education will issue *Administrative Operational Procedures* for the implementation of this policy.

References

- ***Broader Public Sector Accountability Act, 2010***
- ***The Ethical Standards for the Teaching Profession, Ontario College of Teachers***
- ***Human Rights Code***
- ***Municipal Freedom of Information and Protection of Privacy Act***
- ***Occupational Health and Safety Act***
- ***Ontario Education Act Statutes and Regulations***
- ***School Board Governance Act 2009***
- ***Collective Agreements***
- ***Niagara Catholic District School Board Policies/Procedures***
  - ***Accessibility Customer Service Policy (800.8.1)***
  - ***Electronic Communications Systems Policy (Employees) (201.12)***
  - ***Employee Workplace Harassment Policy (201.7)***
  - ***Employee Workplace Violence Policy (201.11)***
  - ***Occupational Health and Safety Policy (201.6)***
  - ***Purchasing/Supply Chain Management Policy (600.1)***
  - ***Privacy Policy (600.6)***
  - ***Municipal, Provincial and Federal Election Administrative Procedures - DM 056 (2011- 2012)***

Adopted Date:	**November 27, 2012**
Revision History:	**June 19, 2018** **May 23, 2023**