



Niagara Catholic District School Board
TRUSTEE CODE OF CONDUCT POLICY
STATEMENT OF GOVERNANCE POLICY

100 – Board

Policy No 100.12

Adopted Date: November 23, 2010

Latest Reviewed/Revised Date: January 28, 2025

MISSION STATEMENT

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board (the “Board”), the Trustee Code of Conduct Governance Policy is in compliance with the Ontario *Education Act*, Regulations, other relevant legislation. We are a Christ-centred Catholic faith community that celebrates diversity and fosters spiritual growth, inspiring all to reach their full potential in mind, body and spirit.

INTEGRITY AND DIGNITY OF OFFICE

The Niagara Catholic District School Board Trustee Code of Conduct Policy (“Code of Conduct”) governs individuals elected as a Trustee (“Trustees”) under the *Education Act*.

Elected Catholic Trustees occupy positions of public trust and confidence. They are expected to discharge their duties and responsibilities in a professional and ethical manner, consistent with Gospel Values and the teachings of the Catholic Church. To minimize risk and legal exposure to the Board and to protect a Trustee’s personal liability, Trustees must comply with the *Education Act* and Regulations, the *Municipal Freedom of Information and Protection of Privacy Act* and Regulations, the *Municipal Conflict of Interest Act*, the *Niagara Catholic District School Board's By-Laws (100.1)* and Policies and Administrative Procedures and any other Act or Regulation that may be applicable to the Trustee's duties.

Individual Trustees are committed to open and transparent communication with the Board’s students, parents/guardians, employees, Catholic ratepayers and all educational partners through effective system and school-based communication procedures.

It is imperative that the Trustees act, and be seen to act, in the best interests of the public they serve. Catholic Trustees are elected to represent all stakeholders in the Board by articulating and supporting a shared commitment to excellence in Catholic education that promotes student achievement and well-being through the delivery of effective and appropriate education programs, services and effective stewardship of the Board's resources.

Trustees are governors, advocates and community leaders. As governors, Trustees provide strategic direction and oversight through Board policies to maintain the focus on student achievement and well-being. As advocates, Trustees inform and influence public perceptions of Catholic education and provincial education law and policy. As community leaders, Catholic Trustees engage with the public they serve to build understanding, awareness, guidance and active support for publicly funded Catholic education.

In compliance with subsection 218.1 (f) of the *Education Act*, Trustees are statutorily required to entrust the day to day management of the Board to its staff through the Board’s Director of Education.

In keeping with this statutory obligation, Trustees who are contacted by an employee of the Board with respect to an issue of employment, may listen to the concern, offer no judgement on the specifics of any concern presented. Trustees will bring information regarding the concern to the attention of the Director of Education. If required, Trustees may facilitate in guiding the employee to the relevant Collective Agreement, Terms and Conditions or Board Policy.

Trustees who are contacted by a student, parent, guardian, constituent or supporter of Catholic education will listen to the concern, provide no judgement on the specifics of the concern presented. Trustees will bring information regarding the concern to the attention of the Director of Education. If required, Trustees may direct the individual to the Board's Complaint Resolution Policy or relevant Board Policy.

CATHOLIC FAITH, COMMUNITY AND CULTURE

Each Niagara Catholic District School Board Trustee shall, within the duties prescribed in the *Education Act*, its Regulations and other applicable legislation and reflecting a ministry within the Church:

- Acknowledge that Catholic schools are an expression of the teaching mission of the Church;
- Provide an example to the Catholic community that reflects the teaching of the Church;
- Provide the best possible Catholic education according to the programs approved by the Canadian Conference of Catholic Bishops and the Minister of Education;
- Recognize and rigorously defend the constitutional right of Catholic education and the democratic and corporate authority of the Board;
- Respect the confidentiality of the Board;
- Ensure the affairs of the Board are conducted with openness, justice and compassion;
- Work to improve personal knowledge of current Catholic educational research and practices;
- Affirm a strong sense of Christian Catholic community; and
- Provide support, encouragement and prayer for the efforts of all persons engaged in the ministry of Catholic education in Canada.

CIVIL BEHAVIOUR AND COMMUNICATION

Catholic Trustees share in the responsibility for creating a positive environment that is safe, harmonious, comfortable, inclusive and respectful. Trustees shall at all times act with decorum and shall be respectful of other Trustees, the Director of Education, staff, students, all members of the Niagara Catholic community, as well as the public. As stewards of the system, Catholic Trustees are held to a high standard of conduct and should serve as role models of exemplary behaviour reflective of the values articulated in the *Ontario Catholic School Graduate Expectations*.

Trustees must:

- Respect and comply with all applicable federal, provincial and municipal laws;
- Demonstrate honesty and integrity;
- Respect differences in people, their ideas, and their opinions;
- Treat one another with dignity and respect at all times, and especially when there is disagreement;
- Respect and treat others equally without discrimination, regardless of, for example, race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, creed, gender, gender expression, sex, sexual orientation, age, marital status, family status or disability; and
- Respect the rights of others.

Trustees shall be prepared for meetings, avoid disrupting the process and refrain from engaging in conduct or contributing to a tone of sarcasm or denigration during meetings of the Board and at all other times that would discredit or compromise the integrity of the Board.

In performing their duties as Trustees, and in all matters of communication including email, telephone and face-to-face or virtual meetings, respectful language and professionalism are expected.

The Trustees are bound to uphold and comply with all Board Governance Policies, Administrative Operational Procedures and protocols. Subject to the duty of a Trustee under subsection 218.1(e) of the *Education Act* to uphold the implementation of any Board resolution after it is passed by the Board, a Trustee may not make disparaging remarks about another Trustee or a group of Trustees in expressing comments, or disagreement or speculate on the motives of a Trustee, a group of Trustees, or Board staff.

With the exception of the Chair of the Board and/or the Director of Education, or designate, no individual Trustee or group of Trustees has the authority to speak on behalf of the Board.

Any Trustee who fails or refuses to comply with the rules of the Board, uses offensive language, disobeys the decisions of the Chair or the Board on points of order, or makes any disorderly noise or disturbance may be ordered by the Chair to leave for the remainder of the meeting and, in the case of a refusal to do so, may, on the order of the Chair, be removed from the room where such meeting is taking place and/or the Board office. Such a removal will be recorded in the minutes of the meeting.

Subsection 207(3) of the *Education Act* addresses the exclusion of persons from Board Meetings. It provides:

“The presiding officer may expel or exclude from any meeting any person who has been guilty of improper conduct at the meeting.”

COMPLYING WITH LEGISLATION

All Trustees will comply with the letter and spirit of all laws of Canada and the Province of Ontario and any contractual obligations of the Board in conducting the business of the Board.

Trustees acknowledge they may only act on behalf of the Board through resolution and may not act individually or purport to represent the interests of the Board without the knowledge and consent of the Board of Trustees shown through resolution.

Trustees shall ensure that all information they communicate in the course of their duties is accurate and complete.

It is every Trustee's responsibility to familiarize themselves with their duties and any requirements of them as prescribed by the *Education Act and Regulations*, the *Municipal Freedom of Information and Protection of Privacy Act and Regulations*, the *Municipal Conflict of Interest Act* and any other Act or Regulation that may be applicable to the Trustee's duties and/or Ministry of Education requirements and the *Niagara Catholic District School Board's By-Laws (100.1)*, Governance Policies and Administrative Operational Procedures.

All Trustees are expected to comply with the following duties of Board Trustees as set out in section 218.1 of the *Education Act*:

A Trustee of a board shall,

- a. carry out their responsibilities in a manner that assists the board in fulfilling its duties under this Act, the regulations and the guidelines issued under this Act, including but not limited to the board's duties under section 169.1;
- b. attend and participate in meetings of the board, including meetings of board committees of which they are a member;
- c. consult with parents, students and supporters of the board on the board's multi-year plan under clause 169.1 (1) (f);
- d. bring concerns of parents, students and supporters of the board to the attention of the board;
- e. uphold the implementation of any board resolution after it is passed by the board;
- f. entrust the day-to-day operations and management of the board to its staff through the board's director of education;
- g. maintain focus on student achievement and well-being; and
- h. comply with the board's code of conduct.

UPHOLDING DECISION

Trustees must understand their role as a corporate body and the expectation that they may deliberate with many voices but must act as one.

Trustees must:

- Accept that authority rests with the Board and that they have no individual authority other than that delegated by the Board;
- Uphold the implementation of any Board resolution after it is passed by the Board;
- Comply with *Niagara Catholic District School Board By-Laws (100.1)*, Policies and Administrative Procedures; and
- Refrain from speaking on behalf of the Board unless authorized to do so by the Board. The only official spokespersons for the Board are the Chair of the Board and the Director of Education.

AVOIDANCE OF PERSONAL ADVANTAGE AND CONFLICT OF INTEREST

Pecuniary Interests

All Trustees are expected to comply with the provisions of the *Municipal Conflict of Interest Act*, which requires that Trustees disclose the general nature of their direct or indirect pecuniary interest in any matter that is the subject of consideration at a Board meeting, and abstain from participating in the discussion of the matter.

Trustees are not permitted to vote on or attempt in any way, whether before, during or after the meeting, to influence the voting on matters in which they have a direct or indirect pecuniary interest. Pursuant to section 3 of the *Municipal Conflict of Interest Act*, the direct or indirect pecuniary interest of a parent, spouse or child of the Trustee is deemed to be the interest of the Trustee.

Trustees who disclose a pecuniary interest in accordance with the *Municipal Conflict of Interest Act* will be required to file a written statement with the Director of Education declaring their interest and including a description of its general nature. Pursuant to section 6.1 of that Act, the Board will be required to maintain a registry that may be accessed by members of the public, containing copies of (i) Trustees' written statements declaring their interest; and (ii) corresponding meeting minutes. The Board will develop and maintain procedures for public access to the registry, including any reasonable limits on such access.

General Conflicts of Interest

Generally, where a Trustee, either on their own behalf or while acting for, by, with or through another, identifies a direct, indirect, or deemed conflict of interest in any matter and is present at a meeting of the Board at which the matter is the subject of consideration, the Trustee shall:

- Prior to any consideration of the matter of the meeting, disclose the interest and the general nature thereof;
- Not take part in the discussion of, or vote on any question in respect of the matter;
- Not discuss the issue with any other person;
- Not attempt in any way whether before, during or after the meeting to influence the voting on such question; and
- Where the meeting is not open to the public, the Trustee shall, in addition to complying with the requirements outlined above, leave the meeting or the part of the meeting during which the matter is under consideration.

Where the interest of the Trustee has not been disclosed by reason of the Trustee's absence from the meeting, the Trustee shall disclose the interest and otherwise comply with the above requirements at the first meeting of the Board attended by the Trustee, after the meeting referred to above.

When the meeting is open to the public, every declaration of interest and the general nature of that interest shall be recorded in the minutes of the Board meeting. When the meeting is not open to the public, every

declaration of interest, but not the general nature of that interest, shall be recorded in the minutes of the next meeting of the Board that is open to the public.

It is an expectation of the Board that Trustees will comply with the provisions of the *Municipal Conflict of Interest Act* and avoid conflicts of interest as set out in this Code of Conduct.

Every Trustee is responsible and accountable for exercising good judgment and avoiding situations that might present a conflict of interest or the appearance of a conflict of interest and, where a conflict of interest might exist, each Trustee has an affirmative duty to disclose such conflict when it becomes apparent.

No Trustee shall use their position, authority or influence for personal, financial or material gain or personal business purposes or for the personal, financial or material gain or business purposes of a relative, friend and/or business associate. Every Trustee shall uphold and enhance all Board business operations by:

- Maintaining an unimpeachable standard of integrity in all their relationships, both inside and outside the Board;
- Fostering the highest standard of professional competence among those for whom they are responsible;
- Complying with and being seen to comply with the letter and spirit of:
 - the laws of Canada and the Province of Ontario
 - contractual obligations applicable to the Board; and
- Rejecting and denouncing any business practice that is improper or inappropriate or may appear to be improper or inappropriate.

A Trustee shall not use their position, authority or influence to give any person or organization special treatment that might, or might be perceived to, advance the interests of the Trustee, or the interests of a relative, friend and/or business associate of the Trustee.

A Trustee must not participate in any decision or recommendation in which they or a relative, friend or business associate may have a financial, commercial or business interest.

LOBBYING

On occasion, lobbyists may attempt to communicate with Trustees for the purpose of influencing Trustees with respect to the procurement of goods and services and the awarding of contracts. Trustees must report such inquiries to the Director of Education forthwith. Trustees must not use their influence to gain or advance the interest of any particular party during a procurement process.

CONFIDENTIALITY

All Trustees acknowledge that, as part of their duties to the Board they may be privy to private, confidential and/or legally privileged financial, business and/or commercial information belonging to the Board that may provide a financial, business, commercial or competitive advantage, and that they may be privy to private and confidential student and personnel information, and/or legal matters and opinions. Such information may include, but is not limited to, information relating to the Board's organizational structure, operations, financial information, business plans, technical projects, business costs, research data results, inventions, trade secrets or other work produced, developed by or for the Board.

Except as required by law, all Trustees and former Trustees agree not to use, directly or indirectly, for the Trustee's benefit or the benefit of any person, organization, firm, or other entity, or disclose to any third party the Board's proprietary or confidential information disclosed or entrusted to that Trustee, and Trustees recognize that such inappropriate use of confidential information for their benefit may constitute a breach of trust contrary to section 122 of the *Criminal Code* and this Code of Conduct.

The confidentiality of personal/educational student and family information received in the course of duties must be respected, protected and kept confidential. Trustees are required to keep all information received, including but not limited to, in-camera discussions and actions in complete confidence. Information

received should not be discussed or reviewed in public or where another student, parent, employee or member of the school community or public could accidentally overhear or read such information.

Except as required by law, and in accordance with the *Education Act* and *Municipal Freedom of Information and Protection of Privacy Act*, all Trustees agree not to use or disclose the personal and/or educational information of students and their families that may come to the attention of a Trustee.

Except as required by law, and in accordance with the *Municipal Freedom of Information and Protection of Privacy Act*, all Trustees agree not to use or disclose the personal and/or employment information of Board employees and their families that may come to the attention of a Trustee.

A Trustee's duty of confidentiality with respect to private and confidential financial, business and/or commercial information, personnel information, student information, and legal matters and opinions survives their term as Trustee.

BOARD RESOURCES

No Trustee shall use Board resources for personal gain. No Trustee shall permit relatives, friends and/or business associates to use Board resources for personal gain. Trustees recognize that such inappropriate use of Board resources, directly or indirectly, for their benefit may constitute a breach of trust contrary to section 122 of the *Criminal Code* and this Code of Conduct.

All Trustees shall fully comply with all Board Policies, Protocols, Procedures and Administrative Procedures regarding the use of Board resources, including information technology resources.

PROCEDURES FOR GIFTS AND HOSPITALITY

Although moderate hospitality is an accepted courtesy in business relationships, Trustees should not allow themselves to reach a perceived position whereby they might influence a Board decision as a consequence of accepting such hospitality. If there is uncertainty regarding what is considered an appropriate honoraria or hospitality to give or receive, the Trustee should discuss this with the Chair of the Board.

No Trustee shall accept a gift from any person, group or entity that has dealings with the board if a reasonable person might conclude that the gift could influence the Trustee when performing their duties unless,

- i. the gift is of nominal value,
- ii. the gift is given as an expression of courtesy or hospitality, and
- iii. accepting the gift is reasonable in the circumstances.

Gifts and donations, by any Trustee, to any groups or individuals will not be reimbursed.

Gifts and donations may be made on behalf of the Board of Trustees as a whole, if approved in advance by the Chair of the Board and the Director of Education.

ENFORCEMENT OF CODE OF CONDUCT AND MUNICIPAL CONFLICT OF INTEREST ACT

The powers described below shall be exercised in a manner that is consistent with the denominational aspects of the Board.

An alleged breach of this Code of Conduct by a Trustee may be dealt with by the following procedures pursuant to section 218.3 of the *Education Act*, a Trustee of the board has breached the board's code of conduct shall notify in writing the Chair or the Vice Chair, if the conduct relates to the Chair, or another Trustee of the board who is neither a complainant nor the subject of the complaint, if the notice relates to the Chair and Vice Chair. A copy of the notice shall also be provided to the Director of Education.

No Trustee shall give notice of an alleged breach of the Code of Conduct if the allegation is frivolous or vexatious or the notice is given in bad faith.

No Trustee shall engage in reprisal or the threat of reprisal against another trustee who gave notice of an alleged breach of the Code of Conduct or who provides information about an alleged breach to the Integrity Commissioner.

Notice of an Alleged Breach

A notice of complaint should be brought within 60 days of the breach occurring or being discovered, whichever is later. Where a breach relates to a series of incidents the 60-day limitation period begins on the day the last breach in the series occurred or was discovered. A breach is discovered on the earlier of, the day on which the Trustee notifying the board first knew that the breach had occurred; and the day on which a reasonable person with the abilities and in the circumstances of the Trustee notifying the board first ought to have known of the matters.

The notice shall include the name and contact information of the Trustee alleging the breach; the name and contact information of the Trustee whose conduct is the subject of the notification; the date of the alleged breach; and a description of the alleged breach.

Written notice of the alleged breach shall be immediately provided to the Trustee whose conduct is the subject of the alleged breach and to the entire board.

Informal Resolution

A meeting shall be scheduled by the Chair of the Board, or by the Vice-Chair if the alleged breach involves the Chair, either at their discretion or at the request of a Trustee alleging a breach of the Code. This meeting, held within 20 business days of receiving the notice, may include the Chair, all Trustees, and the Director of Education. The purpose of the meeting is to address the alleged breach, inform the Trustee in question, and discuss potential remedial measures. The meeting will be conducted in camera.

Referral to Integrity Commissioner

If the matter is not resolved informally within 20 business days after notice is received, the alleged breach shall be referred to an integrity commissioner appointed by the board. Where the Minister of Education has created a roster of integrity commissioners, the integrity commissioner shall be selected from the roster. The board shall pay all fees charged by an integrity commissioner.

Late, Frivolous or Vexatious

The Integrity Commissioner may refuse to commence an investigation if the complaint is made more than 60 days after the day the alleged breach occurred or the last incident in a series of incidents was discovered, whichever is later, unless the integrity commissioner is satisfied the delay was incurred in good faith and no substantial prejudice will result to any person affected by the delay.

The Integrity Commissioner may refuse to commence an investigation if in the opinion of the Integrity Commissioner the complaint is made in bad faith or is frivolous or vexatious.

The integrity commissioner shall provide written notice of a refusal to commence an investigation to the Trustee who is the subject of the complaint and to the board. A decision of an integrity commissioner to refuse to commence an investigation is final.

Investigation

Where the complaint is not late, frivolous or vexatious in the opinion of the Integrity Commissioner, the Integrity Commissioner shall commence an investigation into the alleged breach of the board's code of

conduct no later than 14 days after being appointed. The Integrity Commissioner shall have authority to determine the scope of the investigation and the way the investigation is conducted.

The Integrity Commissioner, pursuant to section 33 of the Public Inquiries Act, 2009 may in the course of conducting the investigation require the production of any records that may in any way relate to the investigation and examine and copy those records, and may require any officer of the board or any other person to appear before him or her and give evidence, on oath or affirmation, relating to the investigation.

The integrity commissioner shall provide the Trustee alleged to have breached the Code of Conduct with the opportunity to respond to the allegations, as well as a right of reply, where appropriate.

Sanctions

If the integrity commissioner determines, following an investigation that the Trustee has breached the board's code of conduct, the integrity commissioner may impose one or more of the following sanctions:

1. Censure of the Trustee.
2. Requiring the board to reduce the Trustee's honorarium by an amount not exceeding the prescribed amount, requiring the Trustee to return any excess already paid to the Trustee and authorizing the board to recover the excess from the Trustee.
3. Barring the Trustee from attending all or part of one or more meetings of the board or one or more meetings of a committee of the board, for the period specified by the integrity commissioner up to a maximum of 90 days or the balance of the Trustee's term of office, whichever is less.
4. Barring the Trustee from sitting on one or more committees of the board, for the period of time specified by the integrity commissioner, up to a maximum of 90 days or the balance of the Trustee's term of office, whichever is less.
5. Barring the Trustee from becoming the chair or vice-chair of the board or of any committee of the board, or removing the Trustee from any of those positions.
6. Barring the Trustee from exercising the privileges of a board Trustee or acting as a board representative, or removing the Trustee from a position the Trustee holds as a board representative.
7. Subject to any other limits set out in paragraphs 1 to 6, any other sanction that, in the opinion of the integrity commission, is reasonable and appropriate in the circumstances.
8. Subject to any other limits set out in paragraphs 1 to 6, any other sanction that, in the opinion of the integrity commission, would promote compliance with the board's code of conduct.

Where a Trustee is barred from attending all or part of one meeting of the board, the Trustee shall be deemed, for the purpose of clause 228 (1) (b), to be absent from the meeting with authorization.

A Trustee of a board who is barred from attending all or part of a meeting of the board or a meeting of a committee of the board under subsection is not entitled to receive any materials that relate to that meeting or that part of the meeting and that are not available to members of the public.

Reasons

The integrity commissioner shall provide the Trustee whose conduct was the subject of the complaint and the board written notice of a determination that the Trustee has or has not breached the board's code of conduct and of any sanctions imposed. The notice shall include the reasons for the determination; the reasons for any sanctions; and information about the right to appeal the decision.

Appeal

Either the board or the Trustee whose conduct was the subject of the integrity commissioner's decision may appeal the determination, the sanctions imposed, or both, and the board and the Trustee are the parties to such an appeal. The Trustee whose conduct was the subject of the integrity commissioner's decision shall not vote on a board resolution to determine whether the board will appeal the decision.

Notice of Appeal

The written notice of the appeal shall be provided to the other party and the Deputy Minister no later than 15 business days after receiving written notice of the integrity commissioner's decision is provided.

Appeal Panel

The appeal shall be heard by a panel of three integrity commissioners appointed by the Deputy Minister or his or her delegate not later than 15 business days after the Deputy Minister or designate receives the notice of appeal. The panel members shall not include the integrity commissioner whose determination is the subject of the appeal. If there is a roster of integrity commissioners, the panel shall be appointed from the roster.

One member of the panel shall act as Chair of the panel and coordinate the hearing of the appeal.

Appeal Hearing

The panel shall hear the appeal in writing, and the Chair of the panel shall outline the requirements.

The appellant shall provide written submissions to the panel and the respondent no later than 20 business days after receiving notice that the panel has been appointed.

The respondent shall provide written submissions to the panel and the appellant no later than 20 business days after receiving the appellant's submissions.

The appellant shall provide their written reply to the respondent's submissions no later than 10 business days after receiving the respondent's submissions.

The chair of the panel may extend any timeline at the written request of a party to provide for the fair, just and expeditious resolution of the appeal. A decision to extend a timeline shall be provided to the parties in writing and a copy of the decision shall be provided to the Deputy Minister.

Decision

The panel shall convene to consider the appeal at such times and in such places as they may determine and may do so electronically.

The panel has the power to define or narrow the scope of the appeal; limit the length of submissions from the parties; make interim decisions and orders; and on its own motion, and without holding a hearing, dismiss an appeal as frivolous or vexatious or commenced in bad faith.

The decision to dismiss an appeal as frivolous or vexatious or commenced in bad faith is final.

The parties shall be notified of any decisions of the panel by the Chair.

The panel shall provide its decision and its reasons, including any dissent, to the parties and Deputy Minister in writing no later than 30 business days after receiving the respondent's submission.

If the panel overturns the determination made by the integrity commissioner, any sanction imposed by the integrity commissioner is revoked.

If the panel upholds the determination made by the integrity commissioner, the panel shall uphold, vary or overturn the sanction. If a sanction is varied or overturned, the variation or overturning shall be deemed to be effective as of the date the original determination was made by the Integrity Commissioner.

The decision of a panel respecting the determination of the integrity commissioner is final.

The board shall keep records and publish information on its website about any matter referred to an integrity commissioner; a decision of the integrity commissioner; a determination of an integrity commissioner and a determination by a panel that heard an appeal, subject to the privacy protections in s.297(2)(a) to (e) of the Education Act.

The *Statutory Powers Procedure Act* does not apply to the Code of Conduct or appeal process and decisions.

Review and Amendments

The policy shall be reviewed before May 15, 2027 and subsequently every four years. In addition to any changes made during the review period, a change to the policy shall be identified on the Niagara Catholic District School Board website before August 31 of the same fiscal year.

References

- [*Criminal Code, Section 122*](#)
- [*Education Act, Subsection 207\(1\); Subsection 207\(3\); Section 218.1; Section 218.3*](#)
- [*Municipal Conflict of Interest Act, Section 3, Section 6.1*](#)
- [*Municipal Freedom of Information and Protection of Privacy Act*](#)
- [*Ombudsman Act*](#)
- [*Ontario Catholic School Graduate Expectations*](#)
- [*Niagara Catholic District School Board Policies/Procedures*](#)
 - [*Board's By-Laws Policy \(100.1\)*](#)
 - [*Complaint Resolution Policy \(800.3\)*](#)
 - [*Trustee Expenses and Reimbursement Policy \(100.13\)*](#)
 - [*Trustee Honorarium Policy \(100.11\)*](#)
- [*Terms and Conditions and Collective Agreements*](#)

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