



Member (Citizen) Code of Conduct

Intent

Caldwell First Nation seeks to continually provide a welcoming and comfortable environment which ensures trust and respect for all members (citizens), visitors, staff, associates, and volunteers. Caldwell First Nation strives to provide members with a safe environment, regardless of culture or personal beliefs. In order to maintain this environment, we have established this Member (Citizen) Code of Conduct Policy to specify expectations.

Guidelines

Expectations of our Members (Citizens) (and/or spouses and/or guests and/or friends and/or visitors)

All members (citizens) of Caldwell First Nation (and/or spouses and/or guests and/or friends and/or visitors) are expected to treat our employees, other members, and visitors with the utmost respect and dignity. Caldwell First Nation strictly forbids discrimination or harassment of any kind, whether based on race, colour, national origin, religion, creed, sex, age, physical, mental or developmental disability, marital status, sexual orientation, political ideology, or any other reason. Harassment may include unsolicited or unwelcome remarks, gestures, or physical contact, as well as the display or circulation of inappropriate or derogatory written materials or pictures.

The following is a list of behaviours that will not be tolerated at any time:

- Physical violence;
- Verbal abuse;
- Defamation of character, whether written, online, social media sites, or applications
- Profanity;
- Any form of harassment;
- Intimidation tactics and/or making threats;
- Malicious or harmful statements about others;
- Public disclosure of another's private information;
- Possession of weapon for dangerous purpose (Criminal Code: 88 (1) Every person commits an offence who carries or possesses a weapon, an imitation of a weapon, a prohibited device or any ammunition or prohibited ammunition for a purpose dangerous to the public peace or for the purpose of committing an offence);
- Solicitation, purchase or selling of illegal substances.

Members (Citizens) (and/or spouses and/or guests and/or friends and/or visitors) who appear to be under the influence of alcohol or illegal drugs may be asked to leave the premises or be escorted out by a friend or family member.



Violations

Of paramount importance to Caldwell First Nation is the safety and security of its employees and members (citizens) (and/or spouses and/or guests and/or friends and/or visitors). This policy applies to all Caldwell First Nation gatherings, events, properties, buildings in respect of all members (citizens) and is strictly enforced. Non-compliance will result in corrective measures being undertaken.

The Director of Operations and staff of Caldwell First Nation reserve the right to exclude any person from accessing services as a consequence of violating this policy.

Acknowledgement and Agreement

I, _____, acknowledge that I have read and understand the Member (Citizen) Code of Conduct. I agree to this policy and will ensure that I (and/or spouses and/or guests and/or friends and/or visitors) will adhere to this policy. I understand that if I violate the rules/procedures outlined in this policy, I may face corrective action, up to and including termination of services and/or banned from the premises.

Name: _____

Signature: _____

Date: _____

Witness: _____