



# Code of Conduct

## Purpose

This code sets guidelines for all individuals involved with The Next 36 and its programs, including participants, mentors, faculty, advisors and donors as applicable. This code reflects the expectation that everyone involved with The Next 36 will conduct themselves in a manner consistent with generally accepted standards of behaviour, and will support the personal and professional growth of all participants of The Next 36 programs.

## Professional Obligations

1. Uphold the laws wherever the Organization does business.
2. Do not put yourself or the organization in a conflict of interest.
3. Treat everyone fairly and do not discriminate on the basis of handicaps, disability, race, colour, religion or sexual orientation.
4. Conduct yourself honestly and with integrity, and do not directly or indirectly demean The Next 36, program participants, donors or volunteers.
5. Provide a community free of harassment and abusive behaviour of any kind.
6. Report any problems or irregularities to management

## Conflict of Interest

It is very important that program participants and anyone affiliated with The Next 36 do not put themselves or the organization in a conflict of interest. A conflict of interest arises when your personal interests conflict with your responsibilities as a member of The Next 36 program. For example, if either you or someone with whom you have a close personal relation stands to gain financially or academically, as a result of a decision to which you are contributing, you have a conflict of interest. Having a sexual or otherwise close relationship with a program participant will be in conflict of interest if you exercise any influence- direct or indirect -in decisions that may affect them.



## **Confidentiality**

It is important to respect and maintain the confidentiality of information gained as a volunteer or participant of The Next 36 program. You must take appropriate precautions and comply with federal and provincial laws regarding disclosure of information. Respecting privacy and confidentiality is paramount to preserving the trust of our stakeholders.

## **Social Media**

All users of social media (e.g. Facebook, LinkedIn, Twitter, blogs etc.) must follow these principles governing use of social media when making any comments or posting about The Next 36 and its programs:

- all unauthorized comments or postings about the Organization must clearly state that you are speaking for yourself in a personal capacity and not on behalf of the Organization;
- use of the Organization's logos and trademarks is permitted, however, this permission may be revoked at any time if their use is deemed inaccurate or inappropriate by the Organization
- information created or sent through social media should be considered public regardless of the privacy settings used;
- as a representative of The Next 36, always consider how your comments will be viewed in light of protecting and enhancing both the Organization's reputation and your own;
- protect the privacy of personal information at all times.

## **Disclosure and Breach of Code**

If you believe that someone has acted in violation of this code please report the incident to our Managing Director at The Next 36.