



Code of Conduct

GCMHA Executive Committee Members

In order to achieve the various goals of the GCMHA, which includes the creation and maintenance of a healthy and respectful working environment for its volunteers, all executive members agree to the following code of conduct:

1. Adhere to the association's by-laws.
2. Fulfill all work assignments using approved policy and procedure guidelines.
3. Cooperate with fellow executive members and/or volunteers to improve the effectiveness of the services and/or programs provided.
4. Work as a team member within the boundaries of the volunteer position assigned. Assist other members when required and treat all executives, association volunteers, parents, officials, etc, with respect.
5. Respect the confidentiality of the association's records and the personal information of volunteers, parents, players, etc.
6. Communicate with association members and the public with care, dignity and respect.
7. Be dependable, prompt, honest, patient, flexible and trustworthy.

If it is deemed that an executive member has violated any of the above codes, it is expected that fellow executive members will hold their peers accountable. In other words, personally address the issue with the individual in the hopes of bringing about awareness and resolution. If, in the opinion of the member, the issue is of such a serious nature that it should be escalated, the president should be notified.

The president will decide if the incident warrants a more formal intervention.

By-law "C" listed below is in place to deal with the most serious infractions to the Code of Behaviour.

"If a GCMHA executive member participates in activities with interests conflicting with those of the GCMHA and his/her activities or **conduct are detrimental to the interest of, or a discredit to the GCMHA and its members, his/her office may be declared vacant by a simple majority vote of all members of the Executive."**