

# Maverick Party Code of Conduct

THE WEST'S FEDERAL PARTY

**MAVER****CK**  
FREEDOM  


Adopted by Party Board on

## **Application**

This code applies to Governing Council, Maverick Party Fund, EDA's, Volunteers and Staff of the Maverick Party

## **Purpose**

The purpose of the code is to provide general guidance on the standards expected of Governing Council, Maverick Party Fund, EDA's, Volunteers and Staff, including guidelines on conflict of interest.

## **Preamble**

Stakeholder confidence and trust in party administration and governance can be achieved by encouraging high standards of conduct on the part of all party officials. In particular, the public and party members are entitled to expect the highest standards of conduct from members of Governing Council, Maverick Party Fund, EDA's, Volunteers and Staff and the party members who are appointed to committees by the Council to act on its behalf. In turn, adherence to these standards will protect and maintain the Maverick Party's reputation and integrity.

To these ends, Governing Council adopted a Code of Conduct for the Governing Council, Maverick Party Fund, EDA's, Volunteers and Staff. Although the title refers to Governing Council, Maverick Party Fund, EDA's, Volunteers and Staff, it is also binding on Party members on committees.

## **This Code of Conduct is based on the following principles:**

- Members of Governing Council, Maverick Party Fund, EDA's, Volunteers and Staff and its committees shall Respect the Law
- Members of Governing Council, Maverick Party Fund, EDA's, Volunteers and Staff and its committees shall serve and be seen to serve the Party and its members in a conscientious and diligent manner.
- Members of Governing Council, Maverick Party Fund, EDA's, Volunteers and Staff and its committees should be committed to perform their functions with integrity and to avoid the improper use of the influence of their office, and conflicts of interest; and

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- Members of Governing Council, Maverick Party Fund, EDA's, Volunteers and Staff and its committees are expected to perform their duties in office and arrange their private affairs in a manner that promotes Members confidence; and
- Members of Governing Council, Maverick Party Fund, EDA's, Volunteers and Staff and its committees shall seek to serve the Party's and the Member's interests by upholding the letter and the spirit of applicable Party Constitutions, Bylaws, rules, and procedures.

### **Standard of Conduct**

It is the duty of every member of the Governing Council, Maverick Party Fund, EDA's, Volunteers and Staff:

1. act honestly and in good faith with a view to the best interests of the Party; and
2. exercise the care, skill, and diligence that a reasonably prudent person would exercise in comparable circumstances.
3. Shall not speak in an official capacity, claim to represent the Party or its policies or engage in any negotiations or contracts on behalf of the Party without written and express consent from the Governing Council

The strength of Maverick Party is that of our members contributing their time and talents. Every Member has the right to work in an environment that is free of discrimination, harassment and violence. Every member shall act honestly and in good faith with a view to the best interests of the Maverick Party and exercise the care, skill and diligence that a reasonably prudent person would exercise in comparable circumstances.

#### **1. Discrimination**

Discrimination occurs when a person experiences adverse differential treatment or results, based on a prohibited ground rather than on personal merit. This includes race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics and disability.

#### **2. Harassment**

Harassment is a form of discrimination. It includes any unwanted physical, verbal or written behavior directed against a person that is known, or ought reasonably to be known, to be unwelcome, offensive, humiliating, or demeaning.

Harassment includes:

1. displaying or circulating pictures or materials which could reasonably be expected to be offensive or unwelcome, in print or electronic form.
2. obtaining, retaining or circulating someone's personal information without their consent, except when required by law; and
3. inappropriate coercive behavior including bullying and repeated offensive or intimidating comments, phone calls or emails.

***i. Sexual Harassment***

Sexual harassment is a form of discrimination and is any unwelcome sexual behavior that adversely affects, or threatens to affect, directly or indirectly, a person's working conditions. Sexual harassment is usually unwanted, often coercive, sexual behavior directed by one person toward another.

Sexual harassment includes inappropriate sexual touching, advances, suggestions, requests, comments or conduct of a sexual nature. Sexual harassment also includes:

1. sexual solicitation or unwanted sexual attention from a person who knows or ought reasonably to know that such attention is unwanted.
2. an implied or expressed promise of reward for complying with a sexually oriented request.
3. an implied or expressed threat of reprisal or actual reprisal for refusing to comply with a sexually oriented request.
4. a sexual relationship that constitutes an abuse of power in a relationship of authority; or
5. a sexually oriented comment or behavior that may reasonably be perceived to create a negative psychological and emotional environment.

***ii. Psychological Harassment***

Psychological harassment is a form of discrimination and is any behaviour or conduct, verbal comments, and actions or gestures that is hostile or unwanted conduct that affect a person's dignity or psychological or physical integrity.

***iii. Racial Harassment***

Racial harassment is a form of discrimination and includes the differential treatment of an individual based upon their race, national or ethnic origin, colour and religion.

### **3. Violence**

Violence includes but is not limited to the exercise of physical force by a person against another person. Appropriate and reasonable measures shall be undertaken by those in leadership roles to ensure that no volunteer is asked to or feels obliged to pursue activities that compromise their personal safety or security.

In addition, the Governing Council, EDA's, Volunteers, and Staff are responsible to the membership. Committees are responsible to the Governing Council.

This means that the Governing Council, EDA's, Volunteers, and Staff must ensure that the Party complies with all laws and regulations that govern the conduct of its business and that the Party acts ethically in its business dealings and community relationships. Governing Council, EDA's, Volunteers, and Staff are expected to lead by example and must ensure their personal and business conduct meets these high standards.

#### **Respect for Volunteers**

The strength of our Party is that of the countless volunteers donating their time and talents from coast to coast to coast. At all times, each volunteer must be treated with respect and dignity by the Governing Council, Maverick Party Fund, EDA's, Volunteers and Staff.

#### **Conflicts of Interest**

One fundamental duty of the Governing Council, Maverick Party Fund, EDA's, Volunteers and Staff is to act in the best interests of the Party. Therefore, each councillor must avoid any situation in which there is a conflict (or perceived conflict) between his or her duty to the Party and his or her private interest, including duties to others.

No member of the Governing Council, Maverick Party Fund, EDA's, Volunteers and Staff shall derive any profit or financial advantage from his or her position as a member of the council.

Everyone must disclose all circumstances that constitute a conflict of interest or might be perceived by a reasonable, well-informed person to constitute a conflict of interest. A conflict may exist where a person close to the Governing Council, Maverick Party Fund, EDA's, Volunteers and Staff such as a relative, partner, client or employer will benefit, even though the Governing Council, EDA's, Volunteers, and Staff will not realize any personal profit or financial advantage.

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Disclosure may be made by Governing Council, Maverick Party Fund, EDA's, Volunteers and Staff at the meeting. However, it is better if disclosure is made as early as possible and in advance of a meeting. Such advance disclosure should be made by everyone to the President of the Party. The Secretary or President must report any such advance disclosure to the Governing Council. After disclosing the conflict, Governing Council, Maverick Party Fund, EDA's, Volunteers and Staff must abstain from voting or otherwise participating in the decision-making process related to the matter in conflict and must excuse them from that portion of the meeting related to the matter.

The disclosure and abstention shall be recorded in the minutes of the meeting. If any director is concerned that he or she or another director may have a conflict of interest, he or she is encouraged to raise that concern with the President who will investigate the concern and recommend actions needed to eliminate or address an actual or perceived conflict of interest.

### **Candidate Nominations**

Councillors and Fund Directors who are seeking the nomination of the Party shall, upon making the decision to run for the nomination, resign their board position so that a replacement can be elected in a timely manner to represent the jurisdiction in question on Governing Council.

Councillors and Fund Directors whose immediate family member (i.e., spouse, children, parents, siblings, in-laws, etc.) is seeking the nomination of the Party shall, upon making the decision to run for the nomination, take a leave of absence from Governing Council and/or the Party Fund and will remain on leave until the conclusion of the nomination process.

Councillors and Fund Directors must remain neutral in Nomination Contests and are expressly prohibited from assisting any Nomination Candidate in their campaign in any way. Further, Councillors and Fund Directors must exercise due care and discretion to avoid any possible perception that they are creating an uneven playing field to the advantage of one Nomination Candidate over another. Councillors and Fund Directors will be explicitly prohibited from any form of contact with Nomination Contests involving:

1. Immediate and Extended Family
2. Friendships where a direct or indirect financial, emotional or membership relationship exists.

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Failure to comply with these requirements in all Nomination Contests could result in any or all:

- Expulsion from the Governing Council
- Forfeiture of Party Membership for all members involved
- Forfeiture of the Party Nomination

### **Leadership Contests**

- Councillors and Fund Directors must remain neutral in Leadership Contests and are expressly prohibited from assisting any Leadership Candidate in their campaign in any way. Further, Councillors and Fund Directors must exercise due care and discretion to avoid any possible perception that they are creating an uneven playing field to the advantage of one Leadership Candidate over another.”

Failure to comply with these requirements in all Nomination Contests could result in any or all:

- Expulsion from the Governing Council
- Forfeiture of Party Membership for all members involved

### **Confidentiality**

The duty of Governing Council, Maverick Party Fund, EDA's, Volunteers and Staff to act in the best interests of the Party requires them to maintain the confidentiality of all confidential information and records of the Party and to not use or disclose the information or records, except during the performance of their duties to the Party.

Everyone should assume that information given to the Governing Council is confidential until management in the ordinary course of business discloses it. If in doubt, Councillors should consult with the President for clarification.

The President in accordance with established protocols and reporting procedures that have been approved by the Governing Council should ordinarily make disclosure of confidential information to the membership or Party staff.

Councillors may discuss confidential information or share confidential records with other directors, and staff, but they must not disclose such information or

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records to any person outside the Party, unless such disclosure is made by a director while performing his or her duties to the Party Board.

Councillors must not use or disclose confidential information obtained from the Party to further their private interests or the interests of their friends, relatives, or employers, or any other person or organization.

### **Nationbuilder Access and Data**

Governing Council, Maverick Party Fund, EDA's, Volunteers and Staff may have access to this data to assist in completing their day-to-day duties to the Party. Governing Council, Maverick Party Fund, EDA's, Volunteers and Staff are not to disclose any of the information that they have obtained from the Party's database in whole or in part other than for the purposes for which their access was granted in the first place.

### **Use of Maverick Party Resources**

Governing Council, Maverick Party Fund, EDA's, Volunteers and Staff may not utilize Maverick Party resources (including time, materials, equipment, and information) for personal benefit. This includes, but is not limited to, obtaining an advantage for yourself, family, or friends. Any resources owned, or controlled, by the Party shall be used for the benefit of the Party.

### **Enforcement**

Voluntary disclosure of any possible breach of this code will be presumed to be a good faith effort to comply with the code. If there has not been a good faith effort to comply with the code, the President and/or the Secretary will report the breach to the Governing Council for its advice and direction. In addition, any Councillor and/or Director who derives profit, personal or financial advantage by acting in breach of this code must account to the membership by paying the Party the amount of the profit or financial advantage.

If a member of the Governing Council or Director does not comply with the Code, sanctions may be enforced. This sanction may include, but is not limited to (Maverick Party By-Law 001, Maverick Party Management, 3.1.10):

- Expulsion from the Governing Council
- Forfeiture of Party Membership for all members involved



**Form of Declaration**

**Maverick Party**

**Code of Conduct**

**Certificate of Understanding and Compliance**

**As a member of the Governing Council, EDA's, Volunteers, and Staff:**

- **I certify that I have read and understand the attached Code of Conduct.**
- **I certify that I have made all disclosures required under the Code as at the date of this certificate; and,**
- **I agree to conduct myself in accordance with this Code.**

\_\_\_\_\_  
**Name (Print)**

\_\_\_\_\_  
**Name (Signature)**

\_\_\_\_\_  
**Date Signed**

**Date filed with the Secretary of the Governing Council:** \_\_\_\_\_