



BCPS EMPLOYEES FOR FREEDOM SOCIETY CODE OF CONDUCT

This Code of Conduct provides guidance on the principles and behaviours required from Members of the BCPS Employees for Freedom Society (BCPSEF). The central principle of this Code is that the knowledge, skills, and dedication of BCPSEF Members are the Society's greatest assets. To encourage the participation of as many Members as possible, it is important to maintain an environment for Members that is open, respectful, and accessible.

HONESTY AND INTEGRITY

Members carrying out duties for the Society must not place themselves or the Society under financial or other obligation to outside entities that may influence the work of the Society. When carrying out duties for the Society or making decisions on behalf of the Society, Members must make decisions based on merit, including with respect to making appointments, awarding contracts, or obtaining goods and services on behalf of the Society. Members must not seek financial benefit or other material benefit for themselves, family, or friends without written approval from the Board. Members must declare any personal interests that may be perceived to impact their decision-making when carrying out duties for the Society. See "Conflict of Interest" section below for more information.

CONFIDENTIALITY

Information shared or exchanged within the Society may be private or sensitive and should be regarded as internal information. Information or documentation should not be shared beyond Members of the Society unless the Board approves its publication.

IMPARTIALITY

The BCPS Employees for Freedom Society does not advocate for any particular religion, political party or form of government. The purpose of the Society is to promote medical privacy, bodily autonomy and individual rights and freedoms, and to seek accountability for those who infringe on them. All public actions and statements related to the Society must be in accordance with the Constitution, Bylaws, and Policies of the Society. The Society is to remain impartial with respect to political and social issues not related to the Society's work. Members must ensure that adequate notice is given for actions and events, and must not use the logo, name, or other material produced by the Society for any activity without written approval from the Board, electronic or otherwise.

DIGNITY, RESPECT, AND ACCOUNTABILITY

BCPSEF Members must treat others with respect and refrain from behavior that is intimidating, malicious, or insulting. Members are accountable for their actions and must not humiliate, denigrate, or injure others. All Members shall have an equal opportunity to contribute to the Society's work, and volunteers must be willing to undergo the appropriate vetting required for their particular role.

CONFLICT OF INTEREST

A conflict of interest occurs when a Member's private affairs or financial interests are in conflict, or could result in a perception of conflict, with the Member's participation in the Society in such a way that:

- the Member's ability to act in the best interest of the Society could be impaired; or
- the Member's actions or conduct could undermine or compromise the Society's purpose, mission or actions.

The Society recognizes the right of Members to be involved in activities as citizens of the community, however conflict must not exist between Members' private interests and their participation in the Society. Members must ensure their private affairs are arranged in a manner that will prevent conflicts of interest, or the perception of conflicts of interest, from arising. Members who find themselves in an actual, perceived, or potential conflict of interest must disclose the matter to the Society's Board of Directors. The Board will thoroughly review the matter and provide a written decision to the Member.

ALLEGATIONS OF WRONGDOING

Members have a duty to report to the Society's Board of Directors any situation relevant to the Society that they believe contravenes the law, misuses Society funds or assets, or represents a danger to public health and safety. Members can expect such matters to be treated in confidence unless disclosure of information is authorized or required by law.