



## THE CANADIAN SHEEP FEDERATION ETHICS POLICY

Effective January 2018

The Canadian Sheep Federation's Ethics Policy reflects a high standard of ethical and professional conduct. The Ethics Policy helps to define our commitment to support a culture of openness, trust and integrity in all the Canadian Sheep Federation endeavors.

The Ethics Policy defines the standard of conduct and clarifies the Canadian Sheep Federation expectations of its members and employees, so that potential misconduct can be avoided.

The Canadian Sheep Federation's members and employees shall dedicate themselves to carrying out the mission of this organization and shall:

1. Recognize that the function of Canadian Sheep Federation at all times is to work cooperatively to further the viability, growth and prosperity of the Canadian Sheep and Wool Industry.
2. Carry out the Canadian Sheep Federation's mission in a professional manner with respect, concern, courtesy, and responsiveness.
3. Collaborate with and support other professionals in carrying out Canadian Sheep Federation's mission.
4. Maintain the confidentiality of information entrusted by the Canadian Sheep Federation except when authorized or otherwise legally obligated to disclose.
5. Be honest and ethical, including handling of actual or apparent conflicts of interest either personal or professional. Avoid any interests or activity that is in conflict with the conduct of a member of the Canadian Sheep Federation.
6. Accept the responsibility to keep up to date on emerging issues and to conduct oneself with professional competence, fairness, impartiality, efficiency, and effectiveness and keep the community informed about issues affecting it.
7. Treat everyone associated with the Canadian Sheep Federation with respect and consideration. To uphold and enhance personal and professional honor, integrity and dignity.
8. Respect the structure and responsibilities of the board of directors, provide them with facts and advice as a basis for their making policy decisions, and uphold and implement policies adopted by the board of directors.



9. Respect for the role of administration to conduct the business of the Canadian Sheep Federation, to provide professional advice to the board and its members and is bound by the decisions of the board and shall not be requested to any actions contrary to such decisions.
10. Conduct organizational and operational duties with positive leadership exemplified by open communication, creativity, dedication, and compassion.
11. Build professional reputations on the merit of services and refrain from competing unfairly with others.
12. Harassment of any kind, will not be tolerated. Harassment includes bullying, abusive language, physical aggression, intimidating or violent behavior, disparaging comments, otherwise unwelcome and inappropriate conduct - whether verbal, physical, visual, or electronic, and whether committed in person or in some other way.
13. Comply with applicable government laws, rules and regulations. Accept responsibility for preventing, detecting, and reporting all manner of fraud.
14. Do not act as a spokesperson for Canadian Sheep Federation or make comments that could reasonably seem to be the official position of Canadian Sheep Federation without prior authorization in accordance with Canadian Sheep Federation policy.
15. Use Social Media responsibly, so comments, opinions, or information posted, do not inadvertently appear to reflect the opinions of the Canadian Sheep Federation.
16. Protect and ensure the proper use of the Canadian Sheep Federations assets.
17. Prohibit improper or fraudulent influence over the External Auditor.

The Canadian Sheep Federation’s reputation for integrity and honesty is more important today than ever before. We are committed to conducting all of the Canadian Sheep Federations affairs and activities with the highest standards of ethical and professional conduct. All of us have an obligation to adhere to this policy and encourage others to do the same. Any member, who fails to compile with the ethics policy is subject to censure.

Name:  
Email:  
Phone:

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Signature

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Date