



CKO Board Member's Code of Conduct

The CKO Board of Directors is committed to teamwork and effective decision-making. Towards this end board members will:

- i. Endeavour to represent the broader interests of members and/or stakeholders including all affiliates.
- ii. Seek to balance their contribution as both an advisor and learner.
- iii. Be honest with others and true to themselves
- iv. Refrain from trying to influence other board members outside of board meetings that might have the effect of creating factions and limiting free and open discussion.
- v. Be willing to be a dissenting voice, endeavour to build on other director's ideas, offer alternative points of view as options to be considered and invite others to do so too.
- vi. On important issues, be balanced in one's effort to understand other board members and to make oneself understood.
- vii. Once a board decision is made, support the decision even if one's own view is a minority one.
- viii. Not disclose or discuss differences of opinion on the board with those who are not on the board. The board should communicate externally with "one voice".
- ix. Respect the confidentiality of information on sensitive issues, especially in personnel matters.
- x. Be an advocate for CKO including its affiliates and its mission wherever and whenever the opportunity arises in their own personal and professional networks.
- xi. Disclose one's involvement with other organizations, businesses or individuals where such a relationship might be viewed as a conflict of interest (see Conflict of Interest Policy).
- xii. Refrain from giving direction, as an individual board member, to the executive director or any member of staff.
- xiii. Refrain from investigating or discussing the executive director's performance with staff members or stakeholders without board authorization.