

Code of Conduct

Purpose

The BCWWA is committed to diversity, inclusiveness, equality, and providing a safe environment where everyone is free to express their ideas and participate fully in any BCWWA activity. The objective of the Code of Conduct is to guide member's interactions that are consistent with our shared values and in line with the *British Columbia Human Rights Code* and the *Canadian Human Rights Act*. The Code of Conduct applies to BCWWA members, participants in BCWWA events and activities, staff, participants on BCWWA working groups, committees, communities of practice and Board of Directors (hereafter, collectively referred to as "members").

Diversity refers to the similarities and difference of attribute, experiences and qualities that individuals possess. Diversity can come in the form of, but not limited to, race, colour, ancestry, indigenous status, religious affiliations, and physical or mental disability. It also includes family status, pregnancy and breastfeeding, and sexual orientation, gender identity, gender expression, and age. In the BCWWA, we also have many diverse attributes such as region, size and type of community, skill set, education and certifications, and area of expertise in the water industry.

BCWWA's Core Values

Fun: We create an atmosphere where contributions and successes are celebrated.

Integrity: We are respectful, transparent, accountable, and fair and treat everyone as equals.

Inclusive: We actively work with a diverse water community to provide meaningful opportunities to share skills and expertise.

Informed: We are fact-based, objective and balanced in our approach.

Innovative: We are committed to the advancement and adoption of technology and practices to serve our members and protect public health and the environment.

Inclusive Behaviour Guidelines

The BCWWA recognizes that everything we do in connection with our involvement in the BCWWA will be, and should be, measured against the highest possible standards of ethical conduct. Our commitment to the highest standards helps us attract great people as members and active participants in BCWWA programs and, in turn, the water industry. For this reason, members treat one another as follows, but not limited to:

- 1. Encourage equality:** We treat all with courtesy and respect, regardless of educational background, profession, ranking in an organization, and professional accomplishments.
- 2. Foster an inclusive environment:** We create an inclusive space and encourage inclusive network opportunities for everyone.
- 3. Be trustworthy and respectful:** We conduct ourselves with fairness, courtesy and with good faith towards others. We do not misrepresent ourselves or others.
- 4. Communicate openly:** We communicate, through both listening and speaking, openly and with respect for other participants, critiquing ideas rather than individuals.
- 5. Respect individuals' identities:** We use stated names and pronouns and refrain from challenging a person's race, sexuality, disability, etc.
- 6. Respect space and boundaries:** We do not touch people, their mobility devices, or other assistive equipment without their consent. We respect the privacy of individuals.
- 7. Be supportive and caring:** We foster an environment where accomplishments are shared and celebrated; we are supportive of fellow peers.

Accountability and Reporting

The Code of Conduct is to be followed at all times by all individuals. Discrimination and harassment, as defined by the *British Columbia Human Rights Code* and the *Canadian Human Rights Act*, will not be tolerated.

Any individual who feels that they have been subjected to unacceptable behaviour and / or have witnessed unacceptable behaviour is encouraged to contact the BCWWA Chief Executive Officer, Lee Coonfer, at lcoonfer@bcwwa.org or **604-630-0011**. All complaints will be treated seriously, in a confidential manner and in accordance with BCWWA bylaws.