

# ASK Wellness Board of Directors Code of Conduct

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

- Endeavour to represent the broader interests of members and/or stakeholders;
- Seek to balance their contribution as both an advisor and learner;
- Be honest with others and true to themselves;
- 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;
- Be willing to be a dissenting voice, endeavor to build on other director's ideas, offer alternative points of view as options to be considered and invite others to do so too;
- On important issues, be balanced in one's effort to understand other board members and to make oneself understood;
- Once a board decision is made, support the decision even if one's own view is a minority one;
- 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");
- Respect the confidentiality of information on sensitive issues, especially in personnel matters;
- Be an advocate for the organization and its mission wherever and whenever the opportunity arises in their own personal and professional networks;
- 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);
- Refrain from giving direction, as an individual board member, to the executive director or any member of staff; and
- Refrain from investigating or discussing the executive director's performance with staff members or stakeholders without board authorization.