



## **OATH OF OFFICE AND CONFIDENTIALITY AND CONFLICT OF INTEREST AGREEMENT**

### **BOARD OF DIRECTORS**

#### **Vision**

Active and healthy Aboriginal peoples, families and communities in Ontario.

#### **Mission**

Enhance the physical, emotional, mental, spiritual, cultural and social well-being of Aboriginal peoples of Ontario through physical activity, recreation and sports activities.

#### **Mandate**

While respecting our Values – to provide a broad range of services, as well as regional and provincial research, planning, implementation and evaluation of various initiatives that support our Six Pillars.

#### **Our Values**

- Promote and adhere to the seven sacred teachings in all of its activities: Love, Honour, Respect, Truth, Honesty, Courage, Humility.
- Promote inclusiveness across generations (children, youth, adults, elders) and of all Aboriginal peoples in Ontario – recognizing diversity across the province.
- Recognize the need for strategies to address specific regions – such as the far north and urban centres.
- Recognize the importance of maintaining a sustainable provincial Aboriginal sport body (PTASB).
- Identify the importance of building leadership and development, opportunities to participate, and partnerships among Aboriginal peoples.
- Respecting traditional languages and the diversity of Aboriginal languages across Ontario.
- Respecting Aboriginal cultural and traditional practices and protocols, and encourage incorporating those when applicable.

#### **Our Pillars**

- Long-term Holistic Development: Personal, social and athletic development through physical activity, recreation and sport – from grassroots to high-performance activity.
- Leadership and Coaching Development: Certification and mentorship for coaches/officials/trainers/sport leaders/role models/volunteers. Implement Aboriginal Coach Manual.
- Recognition of Excellence: Highlight accomplishments and successes of athletes, coaches, community builders, volunteers, community/First Nations.
- Partnership and Development: Multi-sector relationships, resource and fund development.
- Communications and Informatics/ Information Technology (IT): Database development and management, information hub, share resources/information, media relations, website maintenance, events calendar, e-newsletter, e-learning.
- Governance: Develop and maintain governance structure, business plan/sustainability, develop provincial Aboriginal Sport Policy, human resources/administration.

## **Code of Ethics**

An Indigenous Sport & Wellness Ontario (ISWO) board member is recognized as an honest, responsible and fair individual who acts in the best interests of the participants, staff and stakeholders of ISWO.

It is understood that board members of ISWO have the following specific ethical obligations:

### **To Participants:**

- Cultivate and stimulate the potential of all Indigenous People within the Province of Ontario to pursue a healthy, balanced lifestyle.
- Plan and deliver services in a safe, responsible and effective manner that supports equality and harassment-free access.
- Respect Participant confidentiality, culture, diversity, dignity, and values.
- Recognize that the personal development of all individuals is our priority.
- Commit to quality assurance programming for all individuals.
- Work to achieve and maintain high quality programs and services, ensuring the benefits of the Indigenous community are achieved by all individuals.

### **To Colleagues:**

- Share knowledge and skills to improve and strengthen the organization.
- Respect and support the ideas and diverse opinions of peers, both in words and action.
- Recognize and celebrate the success, contributions, and accomplishments of colleagues.
- Advocate for an Indigenous and public sport environment that is free from discrimination and harassment.
- Advocate and promote sport and physical activity as essential services required to maintain quality of life and healthy communities, in addition to preserving cultural traditions..
- Monitor trends and share best practices.

### **To Oneself and the Sector:**

- Support the Mission, Vision and Values of ISWO.
- Monitor regulatory/legislative requirements affecting the organization.
- Assume personal responsibility for one's own actions.
- Maintain the honour and integrity of the organization.
- Support the principle that ethical practice requires both personal and professional development.
- Foster environmental stewardship by adopting sound practices such as reducing waste and energy consumption and advocating for the conservation and protection of Mother Earth / the environment.

## **Code of Conduct**

At all times, Board members of ISWO must:

- Abide by the Corporation's Code of Ethics.
- Exercise the powers of her/his office and fulfill her/his responsibilities in good faith, using sound judgment, honesty, transparency and openness in all activities on behalf of ISWO.
- Exercise these responsibilities, at all times, with due diligence, care and skill in a reasonable and prudent manner.
- Conduct herself/himself in a manner that supports the objectives of the ISWO.
- Maintain, at all times, the highest standard of integrity and professionalism;
- Serve the overall best interests of the ISWO rather than any particular constituency.
- Strive to continually enhance the credibility of the ISWO.

- Act in a manner that is non-discriminatory and work to promote anti-racism, access, equity and respect, and give fair consideration to diverse and opposing viewpoints.
- Refer questions or requests for official comments regarding the ISWO activities or initiatives to either the Board President, Executive Director, or Director of Engagement, Operations and Policy, unless otherwise authorized by the Board or Board President.
- Where practical, commit to full participation in all meetings, special events, and other activities of the Board, unless there is an unavoidable conflict or unforeseen emergency.
- Demonstrate due diligence and dedication in preparation for meetings, special events and in all other activities of behalf of ISWO.
- Ensure that the financial affairs of the Corporation are conducted in a responsible and transparent manner with due regard to her/his fiduciary responsibilities.
- Avoid/declare any real or perceived conflict of interest.
- Respect and support the Corporation's By-law and policies.
- Demonstrate acceptance, respect and support for decisions legitimately taken in the transaction of ISWO business.
- Keep confidential all information that she/he learns about personnel, members and records that are the property of ISWO, and any other matters specifically determined by Board motion to be matters of confidence including matters dealt with during in-camera meetings of the Board.
- Treat discussion at Board meetings as confidential, including the number of votes cast for and against a resolution and how other Directors may have voted, except to the extent that such discussion and voting details are contained in the Board approved minutes.
- Conduct herself/himself in a spirit of collegiality and respect for the collective decisions of the Board and subordinate his or her personal interests to the best interests of ISWO.

### **Conflict of Interest**

Purpose: The purpose of the Conflict of Interest policy is to establish a standard of conduct applicable to all members of the ISWO Board of Directors.

Definition: Conflict of interest is a situation where an ISWO Director, and any organization she or he is affiliated with, has a real, potential, or perceived, direct or indirect competing professional or personal interest with the activities of the ISWO Board. This competing interest would make it difficult for the ISWO Director to fulfill her or his duties fairly and /or could result in members of the Director's family, Band Council, Indigenous community, business partners or close personal associates benefitting either directly or indirectly, financially or otherwise, from the Director's position on the Board.

In the case of a conflict of interest, whether direct or indirect, real, potential or perceived, professional or personal, the conflicted individual is expected to declare the conflict and excuse herself/himself from the discussion of the matter and not take part in, or influence in any way, the process or decision.

**OATH OF OFFICE AND CONFIDENTIALITY AGREEMENT**

I, \_\_\_\_\_ a Director of ISWO, declare that, in carrying out my duties as a Director, I will:

1. Immediately declare any real, potential or perceived, professional or personal conflict of interest that may come to my attention.
2. Agree to uphold the principles outlined in the Code of Ethics, Code of Conduct and Conflict of Interest policies of ISWO.
3. Keep all information that I may have access to confidential and not communicated unless such details are contained in the Board approved minutes.
4. Immediately resign my position as a Board Director of ISWO in the event that I, and /or my colleagues on the Board, conclude that I have breached my "Oath of Office."

I, \_\_\_\_\_ have read and understand the Code of Ethics, Code of Conduct and Conflict of Interest Policies and agree to uphold the principles outlined therein.

\_\_\_\_\_

Signature of Director

Date

\_\_\_\_\_

Witness

Date

***Approved by the Board  
Indigenous Sport & Wellness Ontario of  
Ontario***

\_\_\_\_\_  
**Date**