

PIERS ISLAND IMPROVEMENT DISTRICT CODE OF CONDUCT

PIID Trustees and Officers value the diversity of view, expertise, opinions, backgrounds and experiences reflected among Piers Island landowners and the whole Piers Island community, and are committed to providing a safe, productive and welcoming environment for all Trustees, Officers and landowners in the conduct of our business. Living the PIID Trustees' and Officers' *Code of Conduct* is important in creating an inclusive, supportive and collaborative environment for all participants.

As PIID Trustees and Officers, we agree to abide by the *Code of Conduct*.

Expected Behaviour

- Act in the best interests of the community and strive to govern in the best interests of all landowners.
- Treat all landowners with kindness, respect and consideration, valuing a diversity of views and opinions.
- Communicate openly, with respect for other participants, critiquing ideas rather than individuals.
- Refrain from demeaning, discriminatory, or harassing behaviour and speech directed toward others.
- During meetings, ensure that room arrangements facilitate participation, dialogue and observation.

Unacceptable Behaviour

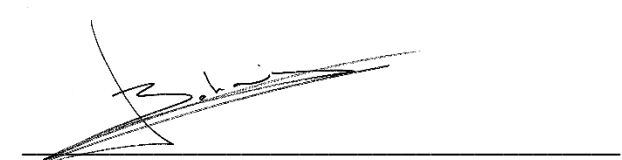
- Harassment, intimidation or discrimination in any form. Harassment includes any unwelcome or personally offensive words or behaviour.
- Examples of unacceptable behaviour include:
 - Physical or verbal abuse of any landowner;
 - Offensive verbal comments or exclusionary behaviour related to age, appearance or body size, employment, ethnicity, gender identity and expression, individual lifestyle, marital status, national origin, physical or cognitive ability, political affiliation, sexual orientation, race or religion;
 - Inappropriate physical contact;
 - Sexual attention;
 - Use of inappropriate images in public spaces or in presentations;
 - Intimidation, stalking or following;
 - Engaging in PIID business while under the influence of drugs or alcohol;
 - Disruption of a meeting;
 - Bullying behaviour.

Housekeeping Rules for Meetings

- Come to the meeting prepared to participate, having read all relevant documents.
- Be on time for meetings.
- Attend the full meeting whenever possible.
- Turn off your cell phones unless you are expecting an emergency call.
- Do not interrupt a trustee who is speaking.
- Do not interrupt a landowner who is speaking.

Declarations of Interest

Where a Trustee or Officer has a personal interest in a matter to be discussed, they should declare it so that other Trustees or Officers are aware of this interest. Trustees or Officers should undertake to excuse themselves if they feel their personal interest in a subject could be perceived as conferring upon them a benefit that will not accrue equally to all other Trustees, Officers or landowners affected by the decision.



Julien Bahain

Doug Turner

Doug Turner

Monique Joubarne

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