**Board Members and Staff Code of Conduct**

In addition to the organization’s “Code of Conduct & Ethics”, Triathlon Ontario’s Board Members, Committee Members, and Staff will have additional responsibilities to:

a) Function primarily as a member of the board and/or committee(s) of Triathlon Ontario; not as a member of any other particular member or constituency

b) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of Triathlon Ontario business and the maintenance of Member confidence

c) Ensure that the Triathlon Ontario’s financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities

d) Conduct themselves openly, professionally, lawfully and in good faith in the best interests of Triathlon Ontario

e) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism

f) Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others

g) Keep informed about Triathlon Ontario activities, the provincial triathlon community, and general trends in the sectors in which they operate

h) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which Triathlon Ontario is incorporated

i) Respect the confidentiality appropriate to issues of a sensitive nature

j) Ensure that all Members are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight

k) Respect the decisions of the majority and resign if unable to do so

l) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings

m) Have a thorough knowledge and understanding of all Triathlon Ontario governance documents

n) Conform to the bylaws and policies of Triathlon Ontario, in particular this Code of Conduct and Ethics