

2.7 Code of Conduct

Purpose and Scope

This Code of Conduct outlines expected behaviours and ethical standards for all members of the Edmonton Society for Christian Education (ESCE/the Society), promoting a positive and trustworthy environment. It ensures all individuals act in the best interest of the Society, upholding its mission and values.

All members of the Society, including members of the Board of Trustees, are bound by this Code of Conduct. Board members are first Society members and are therefore subject to all general member standards in addition to the additional expectations outlined below.

General Society Member Standards

All Society members are expected to behave in the manner prescribed below:

- Conduct themselves in a manner consistent with biblical principles.
- Act with integrity, honesty, and respect.
- Be courteous when relating with one another, even when differences of opinion exist.
- Treat each other, staff, volunteers, and external stakeholders with respect and courtesy.
- Demonstrate the highest standards of personal integrity, collegiality, truthfulness, and honesty to inspire confidence and trust.
- Act in line with the ESCE constitution, bylaws, and policies.

Additional Standards for Board Members

In addition to the general standards above, Board members must demonstrate specific ethical and professional conduct to maintain the confidence of the membership and the public.

- Observe agreed-upon procedures and step down should eligibility status change.
- Endeavour to represent the interests of the membership in general and act as an advocate for ESCE's mission in personal and professional networks.
- Operate as a united body, recognizing that authority lies with the whole board. Once a decision is made, board members must support it publicly even if their view was a minority one.
- The board shall communicate externally with "one voice" and maintain confidentiality regarding internal differences of opinion.

- Board members must not exert individual authority over employees. They shall refrain from giving direction to the Executive Director or staff without board authorization, and shall not publicly discuss or privately investigate staff performance without board approval.

Revocation of Membership and Prohibited Behaviours

Under Bylaw 4.6, the Board of Trustees has the authority to expel any member, including members of the Board of Trustees, for acts "found to be in conflict with the basis of the Society." For the purposes of this Code of Conduct, the Society defines the following behaviours, but not limited to, as being in direct conflict with the biblical and foundational basis of the Society:

- Fraudulent activities or intentional misuse of Society resources.
- Bullying, intimidation, or harassment of any kind.
- Discrimination based on race, gender, or disability.
- Falsely representing Society positions.
- Defaming the Society, its members, or leadership.

Reinstatement and Future Eligibility

- Members facing expulsion have access to an appeal mechanism comprised of four (4) active voting Society members.
- Former members may apply for reinstatement after one year. Approval is at the sole discretion of the Board of Trustees based on whether the applicant demonstrates a restored commitment to the basis and objectives of the Society.
- Subsequent Violations:
 - Continuous membership is dependent upon continued support of the Statement of Faith and the Society's basis.
 - If a reinstated member is subsequently found to be in conflict with the basis of the Society again, the Board may consider this a failure of "continued support".
 - In such cases, the Board may determine that the individual no longer meets the fundamental requirements for membership set out in the Bylaws and may decline all future applications.

Created: November 2024

Approved: January 2025

Revised: February 2026

Reviewed: January 2026