



Code of Conduct

This Code of Conduct sets out the minimum standard of conduct for all members of the Shuswap North Okanagan Division of Family Practice when carrying out work on behalf of the Division, including attending meetings, communicating on/via electronic platforms, and/or interacting with Shuswap North Okanagan Division of Family Practice staff.

Principles of Civility

Shuswap North Okanagan Division of Family Practice is committed to the psychological safety of its members and staff. We aspire to create a **safe, productive and respectful working environment** where **all members and staff feel included** and free to suggest new ideas, offer feedback and seek assistance. Open debate is to be encouraged, with conflict being viewed as healthy and inevitable rather than negative in and of itself.

The Principles of Civility set out below are intended to support a psychologically safe environment where discussions can take place in a respectful and collegial manner.

RESPECT	<ul style="list-style-type: none"> • Treat others with dignity • Value diversity • Listen to others and be considerate of differing points of view • Understand how generalizations and labeling can impact others • Give due consideration to the advice of subject matter experts
PROFESSIONALISM	<ul style="list-style-type: none"> • Be open, honest and trustworthy • Be accountable for words and actions • Prepare for, attend and actively participate in meetings (as required) • Be punctual. If unforeseen circumstances cause you to be late, please reserve questions until the end as they may already have been discussed
SELF AWARENESS	<ul style="list-style-type: none"> • Consider the impact of your words and actions on others • Be aware and manage influences on your behaviour and well-being
COLLABORATION	<ul style="list-style-type: none"> • Recognize that our members and staff are 'better together' • Value collective inquiry • Engage with and foster relationships with others • Encourage others to contribute thoughts and ideas