

## 3.2 CODE OF CONDUCT

The PRAMP Committee oversees an air monitoring program that provides credible and comprehensive data to permit the identification of and appropriate response to odour and emission related issues. Members of PRAMP are representatives of three sectors – Community, Industry and Government. PRAMP members are committed to respectful interactions and consensus decision-making. To that end, PRAMP members work within the spirit of the principles outlined below.

### 3.2.1 GUIDING PRINCIPLES

#### **Respect**

- Show courtesy and appreciation for people and for their point of view both within and outside meetings
- On important issues, balance one's efforts to understand other PRAMP members and to make oneself understood
- Accept that PRAMP members may not be able to fulfill every request made by PRAMP or individuals outside PRAMP

#### **Openness and Honesty**

- Share information in a timely, understandable and accessible manner

#### **Co-operation**

- Make positive contributions to the goals of PRAMP, including:
  - Regularly attending meetings
  - Providing active assistance on Committee tasks
  - Actively participate in meeting discussions
  - Contributing in a positive manner

#### **Accountability**

- Follow through on commitments
- Refrain from speaking on behalf of the organization unless authorized to do so by the Executive Committee
- Disclose one's involvement with other organizations, businesses or activities where such involvement might be viewed as a conflict of interest

#### **Commitment**

- Refrain from disclosing or discussing differences of opinion on PRAMP outside of Committee meetings, as well as the views of individuals that were shared in the context of PRAMP discussions (unless the individual has consented for the view to be shared)
- Once made, support and defend PRAMP decisions to the greatest extent possible.

### SAFE AND RESPECTFUL WORKPLACES

The demonstration of respect is the commitment and responsibility of every member and contractor of PRAMP. Inappropriate behaviour, including bullying and harassment, will not be tolerated in our workplace.

1. We are all responsible for ensuring that our actions and words contribute to a respectful work environment.
2. We are all accountable for the results of our actions, regardless of our intent.



3. We all understand that disrespectful behaviours will not be tolerated.
4. Whenever appropriate, we will address issues of disrespectful behavior with the person or people directly involved.

