

 <p>The College of Naturopaths of Ontario</p>	Policy Type	COUNCIL POLICIES
	GOVERNANCE PROCESS	
	Title	Policy No.
	Council Member, Staff Interactions	GP22.03
		Page No.
		1

Council members work closely and collegially with the staff and, when in attendance at the offices of the College, in close proximity to the staff. Although Council members do not have any direct authority over them (in accordance with GP03 (Council Code of Conduct)), they do have considerable indirect power and influence over the staff. In order to ensure that the legal obligations of the College and the reporting relationships within the College are met, including the staff to the CEO and the CEO to the staff, boundaries are necessary and prudent.

- Accordingly, 1 Council members will not ask staff to produce copies of personal documents or print personal documents, including those relating to expense claims to be filed with the Health Boards Secretariat and College.
- 2 In order to protect the confidentiality of materials being developed or considered by the staff, Council members will not approach staff at their workstations nor enter into an office of staff uninvited or unscheduled.
- 3 Council members are invited to engage in friendly informal dialogue with staff should they meet them in the corridors or open areas; however, they should not engage in dialogue about College activities outside of the appropriate forums.
- 4 In accordance with GP03 (Council Code of Conduct) Council members shall not direct staff to undertake any activities on their behalf. Council and its statutory Committees direct the CEO (or the appropriate Director as the CEO's delegate).

DATE APPROVED	DATE LAST REVISED
January 29, 2015	March 25, 2026