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All Council and Committee members have a duty to carry out their responsibilities in a manner that serves and protects the public interest and is in accordance with the Council's Governance Policies. Participation in activities or events with outside individuals, groups, and organizations must reflect adherence to these policies.

Definitions	Confidential information	Means information concerning the business of the College and its Registrants and stakeholders that is not known to the public, including, without limitation, Registrant and stakeholder lists and information, Council affairs, training seminars and programs, financial and contractual information, as well as any information pertaining to a Registrant's interaction with any program of the College.
	Conflict of Interest	Means a situation where a reasonable person would conclude that a Council or Committee member's real or perceived personal or financial interests may affect their judgement or the discharge of their duties to the College and the public interest.
	Council member	Means a person appointed to the Council by the Lieutenant Governance in Council or a Registrant elected or appointed to the Council.
	Committee member	Means a person appointed to a Statutory or Council committee by the Council.
	Financial gain	Means receiving financial compensation or remuneration.
	Intellectual property	Means all work of or made by any Council or Committee member in connection with the work or other activities of the College during their involvement with the College.
	Remuneration	Means the payment of a fee or stipend to the recipient for the provision of information or for attending a particular event or activity.
	Reputational gain	Means improving one's position or reputation with the community.

Whereas,

- 1 Every Council and Committee member, through their participation in any Council or Committee meeting, or related activity, is committing themselves to the following key governance principles.
 - a) Serving the public interest above both personal and profession's interests.
 - b) Owing the College a duty of undivided loyalty above any other organization with which they might choose to become involved.
 - c) Always acting in good faith and in keeping with the trust that is bestowed upon them by the people of Ontario.
 - d) Serving diligently and obediently to the mandate of the College and with respect, courtesy and civility.

DATE APPROVED	DATE LAST REVISED
July 28, 2021	March 29, 2023


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- 2 Every Council and Committee member, through their participation in any Council or Committee meeting, or related activity, is committing themselves to abide by the Council's Governance Process policies that apply to their specific roles. These include,
 - a) Avoiding Conflict of Interest.
 - b) Confidentiality.
 - c) Intellectual Property.
- 3 Through their participation in Council and College regulatory activities, Council and Committee members will have access to confidential information both in terms of individuals and in an aggregate form. In keeping with s. 36 of the RHPA, the College's bylaws and Privacy Code and the Council's aforementioned Governance Process policies, this information may not be used or disclosed for any purpose other than the execution of regulatory duties within the College.

Accordingly,

- 4 A Council or Committee member **may not**, without the express written approval of the CEO, use such information in any of the following ways.
 - a) As part of a presentation or speech to any individual, group or organization outside of the College.
 - b) As part of a biography or in promotional material for any course, disclosing a Committee member's involvement in a Committee.
 - c) As part of an educational program or continuing education course.
 - d) As a participant in a conference as a speaker or as part of a panel discussion or group discussion.
 - e) As a participant in any activity that will result in financial or reputational gain in any way.
- 5 Notwithstanding paragraph 3, a Council or Committee member may use any publicly available information published by the College, including but not necessarily limited to information from the Annual Report, the College's public website, a newsletter or news bulletin, in a professional manner.
- 6 Requests for approval from the CEO to participate in activities or to use information in any of the ways set out in paragraph 4 shall be based on the following considerations.
 - a) Whether any confidential or personal information would be disclosed in an anonymized fashion.
 - b) Whether any privileged and protected deliberative information would be disclosed and, if so, whether the disclosure may be anticipated to hamper future free and open deliberations by a Committee or by the Council.
 - c) Whether the Council or Committee member would be seen as directly or indirectly speaking on behalf of the College and whether they have been authorized to do so.
 - d) Whether the public interest of the disclosure outweighs any anticipated consequences.

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Such a request for approval would not be unreasonably withheld; however, the CEO may impose restrictions as may be necessary.

- 7 Any Council or Committee member who is found to have failed to conform with this policy may be subject to removal from their position pursuant to section 15.02 of the by-laws.

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