

 <p>The College of Naturopaths of Ontario</p>	Policy Type <b>GOVERNANCE PROCESS</b>	COUNCIL POLICIES	
	Title	Policy No.	GP03.04
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*The Council requires of itself and its Committees a commitment to lawful conduct, proper use of authority, commonly accepted professional ethics and appropriate decorum in attempting to fulfill its various responsibilities efficiently and effectively.*

*Accordingly, Council and Committee members,*

- 1 Will conduct themselves in a manner that is in keeping with the values outlined in GP02 (Governing Style).
- 2 Will publicly support all of the decisions, policies and position statements taken by the Council and/or the Committee to which they are appointed. The principle of “one voice” will apply.
- 3 Are fiduciaries and must be loyal to the interest of the public of Ontario. This accountability supersedes any personal interest or conflicting loyalty such as to advocacy or interest groups and members on other boards or staffs.
- 4 Must avoid any conflict of interest with respect to their fiduciary responsibility.
  - (a) There must be no conduct of private business or personal services between any Council member and the College.
  - (b) When a Council member has an unavoidable conflict of interest they shall absent themselves without comment from not only the vote, but also from the deliberation and such shall be noted in the minutes.
  - (c) Council members shall annually disclose their involvement with other organizations (for profit, not-for-profit and charitable) that might produce a conflict or perceived conflict.
- 5 Shall be familiar with the *Regulated Health Professions Act, 1991* and the *Naturopathy Act, 2007*, the regulations made under those statutes, the College by-laws and Council policies.
- 6 Shall not use their positions to obtain employment for themselves or family members with the College. Should a Council or Committee member wish to be considered for employment with the College, they must resign from the Council or Committee.
- 7 May not direct the Chief Executive Officer (CEO) or other staff and must recognize the lack of authority vested in them as individuals except when explicitly authorized by Council.
- 8 Cannot communicate with the public, press or other entities about College business without authorization by Council, unless it is about an approved statement/position of the College.
- 9 Will not individually judge CEO or staff performance except from commenting on compliance with Council Policies as part of the whole Council’s monitoring process.

DATE APPROVED	DATE LAST REVISED
April 27, 2011	January 28, 2026

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- 10 Must not breach confidentiality as set out in section 36(1) of the *Regulated Health Professions Act, 1991*.
- 11 Must not sign a document affecting the College unless authorized to do so by the Council.
- 12 Must, in all their college activities, commit themselves to the principles of objectivity and decision-making that is free of discrimination and bias, including unconscious bias. They must hold their Colleagues accountable to these same principles.

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