

Code of Conduct

For all participants of the People's Party of Canada

Introduction

The People's Party of Canada ("PPC") is committed to fostering a positive, collaborative, and ethical environment for all involved in its activities. This commitment extends to all volunteers and staff ("Participants") who contribute their time and talents to the party's success. This Professional Code of Conduct ("Code") outlines the ethical and professional standards expected of all Participants, serving as a foundation for responsible and respectful interactions within the party and with the public.

Core Values and Principles

The PPC is guided by a set of core values that inform all aspects of its work. These values — individual freedom, personal responsibility, fairness, and respect — serve as guiding principles for Participants and are reflected in the expectations outlined in this Code.

Rights and Responsibilities

Participants have the right to:

- **Dignified and Respectful Treatment:** Be treated with dignity and respect, free from any form of harassment, discrimination, or coercion.
- **Accepting Environment:** Contribute their talents and perspectives freely, on the basis of the merit of ideas without censorship, where opinions and deliberation is valued.
- **Fair Treatment and Recognition:** Receive fair treatment and recognition for their contributions to the party's success.
- **Access to Resources:** Access resources and information necessary to fulfill their responsibilities effectively without interference.
- **Grievance Redress:** Voice concerns and grievances through established channels and expect them to be addressed fairly and promptly.

Participants have the responsibility to:

- **Maintain Professionalism:** Conduct themselves with professionalism at all times, both online and offline, demonstrating courtesy, respect, and mindfulness in their words and actions.
- **Promote Teamwork:** Collaborate effectively with colleagues, share information and resources openly, and support each other in achieving common goals.
- **Uphold Ethical Conduct:** Adhere to ethical principles in all interactions, including honesty, transparency, accountability, and avoidance of conflicts of interest, personal gain at the expense of the PPC or any of its entities.
- **Protect Sensitive Information:** Handle confidential information with utmost care and discretion, following established protocols for its secure storage and usage.
- **Encourage Positive Representation:** Represent the PPC positively through their conduct, reflecting the party's values and reputation in all interactions, both within the organization and with the public.

Branding and Representation Guidelines

The PPC brand is a valuable asset, and its consistent and appropriate use is essential for maintaining a unified image across all platforms, materials and regions of the country.

Participants are expected to:

- Comply with the Branding Guide: The official PPC Branding Guide provides detailed instructions and regulations regarding the proper use of the logo, colours, fonts, and other brand elements.
- Avoid Unauthorized Alterations or Misuse: Do not alter or misuse the PPC brand in any way without express permission from authorized personnel.
- Maintain Brand Consistency: Utilize the PPC brand accurately and consistently across all platforms, materials, and communications.
- Avoid Personal Gain: Do not exploit the PPC brand, position or function within the party for personal or commercial purposes without prior approval.

Confidentiality and Non-Disclosure

In the course of their roles, Participants may be exposed to confidential information related to the PPC's operations, strategies, or internal matters.

They are expected to:

- Treat Confidential Information with Discretion: Hold confidential information in strict confidence and avoid disclosing it to unauthorized individuals.
- Adhere to Established Protocols: Follow established procedures for handling and storing confidential information, ensuring its security and safeguarding against unauthorized access.
- Report Breaches: Promptly report any suspected breaches of confidentiality to the appropriate authorities within the party.

Consequences of Breaches

Failure to comply with this Code may result in corrective action, up to and including termination of participation, revoked PPC membership and legal review. The severity of the consequences will depend on the nature and extent of the breach.

Dispute Resolution

Any disputes arising from the interpretation or application of this Code will be handled through internal dispute resolution mechanisms established by the PPC. This process aims to resolve issues fairly and effectively while upholding the principles outlined in the Code. The PPC National Office provides assurance that any complaints and reports of violations will remain confidential and addressed accordingly when corresponding with the National Office.

Commitment to Continuous Improvement

This Code is a living document and is subject to periodic review and updates to reflect changes in the PPC's organizational structure, policies, and priorities.

Statement of Agreement

By participating with the PPC or any of its endorsed entities, you acknowledge and agree to abide by this Professional Code of Conduct. You understand that your conduct reflects on the party's reputation and that you are responsible for upholding the highest standards of ethical behavior. In consideration of the disclosure of Proprietary Information by the PPC, you agree to:

- Hold the Proprietary Information in strict confidence and to take all reasonable precautions to protect the Proprietary Information;
- Not disclose such Proprietary Information or any Information derived from the Proprietary Information to any third party without the written consent of the leader of the PPC, its Executive Director or its legal counsel.
- Not copy such Proprietary Information;
- Immediately upon written request by the PPC, you shall return to the PPC all Proprietary Information and all documents containing such Information, save where such Information cannot be returned and then shall be destroyed or erased as appropriate.

I, the undersigned, formally acknowledge and agree with the above document:

First and Last Name

Date

Email

Phone

Signature

Amendments and Jurisdiction:

This agreement may not be amended for any reasons without the prior written consent of the People's Party of Canada. If any part, term or provision of this Agreement is held to be illegal or unenforceable, the validity or the enforceability of the remainder of this Agreement shall not be affected; This Agreement shall be governed by the laws of the jurisdiction in which the People's Party of Canada is located and the parties agree to submit disputes arising in connection to this Agreement to the Courts located in this jurisdiction.