**Code of Ethics**

**Integrity and Honesty**

We commit to conducting our business with the highest level of integrity and honesty.

We will always act in a transparent and truthful manner in all our interactions with the community, employees, suppliers, and other stakeholders. We will uphold ethical business practices and adhere to all applicable laws and regulations.

**Respect and Professionalism**

We will treat everyone with respect, regardless of their position, background, or beliefs.

We will create a positive and inclusive work environment that promotes teamwork, mutual respect, and open communication. We will refrain from engaging in discriminatory. derogatory, or harassing behaviour towards anyone

**Diversity and Inclusion**

We embrace diversity and inclusivity in our business practices and work environment.

We will not discriminate against anyone based on their sexual orientation, gender identity, gender expression, religion, disability, marital status, or any other characteristics protected by law. We will create a safe and inclusive space where everyone feels valued, respected and included

**Confidentiality and Privacy**

We will protect the confidentiality and privacy of all sensitive information, including employee records, and any other confidential information obtained during the course of business. We will use this information only for legitimate business purposes and will not disclose it to unauthorized parties without proper consent or legal requirement.

In conclusion, we are committed to upholding the highest standards of integrity, respect, inclusivity and confidentiality in all our business practices. We will strive to create a positive and ethical work environment that values diversity, promotes professionalism, and safeguards the trust and privacy of our stakeholders.

• Commitment to 2SLGBTQI+-inclusive practice in mission, vision and/or values statements.

• Diversity statement/policies or equivalents that explicitly include 2SLGBTQI+ considerations.

• Commitment to providing safe environments for staff, volunteers and customers – free from gender-based violence and harassment.

• Physical and virtual environments, including information, structures, resources and processes, are 2SLGBTQI+-welcoming.

• Marketing materials feature language and imagery that reflect the 2SLGBTQI+ community.  (Are any 2SLGBTQI+ members included in website, social media posts or marketing materials)

• Use of gender-neutral / respectful language in organizational operations.

• Positive staff, volunteer and customer views of organizational culture. (e.g., a trip advisor from an 2SLGBTQI+ client)

• Satisfactory organizational responses to negative customer experiences and to negative staff/volunteer experiences.

• Meaningful engagement with the 2SLGBTQI+ community.

• Commitment to fostering allies in offering 2SLGBTQI+ respectful and welcoming environments, practices and behaviours