

Code of Conduct – Farmer Consultation

Egg Farmers of Ontario's 2020-2022 Strategic Plan objective #5.1 is to develop and implement codes of conduct for Board, staff and farmers, in accordance with Ontario's Occupational Health and Safety Act. The information below is being provided as part of the consultation process and farmers are encouraged to provide input as the codes are being developed.

Current Code of Conduct from Egg Farmers of Ontario's Governance Policy:

Purpose

Egg Farmers of Ontario is committed to providing a safe, healthy and productive workplace that promotes a high level of job satisfaction and a respectful work environment. The Board of Directors believes that it is the shared accountability of both elected and staff members to work towards the continuous improvement of our workplace. To assist EFO sustaining an effective and productive work environment, the following Code of Conduct should form the basis for ethical behaviour. This Code of Conduct applies to all those working at EFO in elected and staff capacities and includes any contracted personnel, volunteers or students. EFO reserves the right to discipline and in certain cases, terminate the employment or involvement of any person participating in behaviours that violate the organization's Code of Conduct.

Expected Behaviours

The following are the behaviours that are expected at EFO:

- Act courteously with everyone in the place of work, develop positive relationships and avoid all forms of abuse, bullying, threatening or harassing behaviour;
- Act so as to never place another person in an unsafe position, protect the physical well-being of everyone at EFO and avoid causing physical harm to another person;
- Act with dignity and respect and avoid disorderly, immoral or indecent behaviour;
- As a Board member, support all decisions duly and legally taken by the Board;
- Avoid the use, possession and sale of any illegal drug or substance;
- Ensure timeliness in the place of work and at meetings and the timely reporting of absence;
- Ensure not to profit or enable someone else to profit from EFO inside information;
- Ensure not to discriminate against anyone on any illegal basis;
- Operate honestly and transparently at all times and avoid dishonest, illegal or improper business activities;
- Protect confidential information of EFO at all times, for example, in the use of emails;
- Remember that EFO serves Ontario egg and pullet farmers and make every attempt to assist them with issues and problems with courtesy and timeliness fashion;
- Respond positively to feedback related to this Code of Conduct and make the necessary behaviour changes;
- Respect EFO's physical site and not engage in wilful damage to EFO property or to that of Board members or employees, including theft of both physical and intellectual assets;
- Reveal any gifts that anyone wishes to make to you personally or refuse such gifts graciously; and
- Use alcoholic beverages only in the context of social events sanctioned by EFO and make arrangements not to drink and drive at such events.

Input for Board of Directors Code of Conduct:

Input for Staff Code of Conduct:

Input for Farmers Code of Conduct:

Please return to the Workshop registration table or submit to EFO's office by December 20, 2019:
Email to eggboard@getcracking.ca or mail to 7195 Millcreek Drive, Mississauga, Ontario L5N 4H1