



## Pacific AIDS Network Code of Conduct

The Code of Conduct differs from the Code of Ethics in that the Code of Conduct provides specific expectations around conduct.

### Definitions:

In this Code:

“**Board**” refers to the Board of Directors and Regional representatives for PAN that represent the larger, province-wide PAN membership.

“**PAN Member**” refers to a service provider who works for an agency who is also a member of PAN.

“**PLHA**” refers to people living with HIV/AIDS

Preamble:

We honour each other, ourselves and the communities we serve. We respect all individuals and communities infected and affected by HIV/AIDS. We treat each other respectfully and non-judgementally. We recognise that respectful interpersonal relations are necessary for our individual, community and organisational health. Respect is demonstrated by success in cultivating teamwork, co-operation and collaboration in our workplace and communities.

1. We will work towards reversing the global trends of HIV/AIDS by ensuring that all members have a “place at the table” and are welcome to share in devising strategies that reflect the spirit of compassion and compromise.
2. We will offer full inclusion in decision-making regardless of ethnicity, creed or nationality of members and without adverse distinction of any kind.
3. We will acknowledge and respect diversity in cultures and customs and will strive to promote equality of all peoples.
4. Our initiatives will strive to reduce further vulnerabilities to communities living with or at risk of HIV/AIDS infection.
5. We will support the planning process with open and honest communication.
6. Personal information for which each organisation is responsible (client, member, donor or staff), will continue to be confidential and protected with privacy safeguards.

### **Code of Conduct Related to Board of Directors**

1. Although a Director may be drawn from a specific region or interest group, Board members must represent the interests of the entire membership.
2. Board members shall maintain the confidentiality of the details and dynamics of Board discussions, as well as those items designated as confidential.
3. Regardless of their personal viewpoint, Board members shall not speak against, or in any way undermine Board solidarity once a Board decision has been made.
4. Board members shall avoid, in fact and perception, conflicts of interest and must disclose to the Chair, in a timely manner, any possible conflicts.
5. Board members must maintain a transparent process respectful of each organisation's values, philosophy and culture through honest representation and dialogue.
6. The Board must maintain a collaborative planning process ensuring equal representation from each organisation and health region in the province.
7. The Board must solicit the input of stakeholders (including PAN Members, clients, service users, staff, volunteers, community partners, funders and donors) as respected and valued contributors to this process.
8. The Board will be held accountable for decisions and actions made either on behalf of the PAN membership or in the interest in serving PLHA in a holistic capacity.