



## 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, Hepatitis C (HCV) and related conditions. 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 and HCV 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. Discrimination<sup>1</sup>, bullying and harassment<sup>2</sup> are unlawful and will not be tolerated.

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<sup>1</sup> The BC *Human Rights Code* sets out the following as the prohibited grounds of Discrimination: race, color, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, age, criminal or summary conviction offence unrelated to the employment or intended employment of that person.

<sup>2</sup> Harassment and bullying are interpreted as unwelcome conduct, comment, gesture, contact, or intimidating and offensive behaviour likely to cause offence or humiliation. Harassment and bullying does not include expressing differences of opinion, or offering constructive feedback, guidance, or advice.



4. Our initiatives will strive to reduce further vulnerabilities to communities living with or at risk of HIV/AIDS, Hepatitis C or other related conditions.
5. We will support the organization's planning, implementation and evaluation processes including for the PAN Strategic Plan, 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.