

Code of Conduct

Purpose

The BC Water & Waste Association (BCWWA) is committed to fostering a diverse, equitable, inclusive and respectful environment where everyone feels safe to share ideas and participate fully in all activities. This Code of Conduct outlines expectations for behaviour that reflect our shared values and align with the *British Columbia Human Rights Code* and the *Canadian Human Rights Act*. It applies to all individuals involved in BCWWA activities, including members, staff, event participants, working groups, committees, communities of practice and the Board of Directors (collectively referred to as “members”).

Diversity includes the unique attributes, experiences and perspectives that individuals bring. This can include but is not limited to, race, ancestry, Indigenous identity, religion, physical or mental ability, family status, pregnancy, breastfeeding, sexual orientation, gender identity and expression and age. Within the BCWWA, diversity also reflects differences in region, community size and type, education, certifications, skill sets and areas of expertise within the One Water sector.

Our Core Values

Servant Leadership

We create an atmosphere that prioritizes the needs of members and communities with a focus on support, empowerment and shared success.

Integrity

We act with honesty, transparency and accountability in all interactions. We respect everyone as equals.

Diversity, Equity and Inclusion

We commit to recognizing and valuing differences (diversity), ensuring fair treatment and access to opportunities (equity) and creating environments where everyone feels respected and included (inclusion).

Informed Decision-Making

We make choices based on accurate, relevant and timely information while considering diverse perspectives and potential impacts.

Innovation

We are committed to embracing new ideas, creative thinking and continuous improvement to solve problems and advance the organization's mission.

Inclusive Behaviour Guidelines

The BCWWA holds itself to the highest standards of ethical conduct in all its activities. This commitment not only guides our actions but also helps us attract dedicated members and participants who strengthen both the BCWWA and the broader One Water industry. In this spirit, members are expected to treat one another with respect and professionalism, including but not limited to the following behaviours:

1. Promote Equality

We treat everyone with courtesy and respect, regardless of their educational background, profession, organizational role or accomplishments.

2. Foster Inclusion

We strive to create welcoming spaces and encourage inclusive networking opportunities where everyone feels valued and heard.

3. Act with Integrity and Respect

We engage with others in a fair, courteous and honest manner. We represent ourselves and others truthfully and in good faith.

4. Communicate Thoughtfully

We listen actively and speak respectfully, focusing on ideas rather than individuals when offering feedback or critique.

5. Honour Individual Identities

We use people's stated names and pronouns and respect all aspects of their identity, including race, gender, sexuality and ability.

6. Respect Personal Space and Boundaries

We seek consent before touching others, or their mobility or assistive devices, and we respect each person's privacy and autonomy.

7. Support and Celebrate One Another

We create a positive environment by recognizing achievements, offering encouragement and uplifting our peers.

Accountability & Reporting

The BCWWA Code of Conduct is intended to guide respectful and inclusive behaviour at all times. We are committed to maintaining a safe and welcoming environment for everyone. Discrimination and harassment, as defined by the *British Columbia Human Rights Code* and the *Canadian Human Rights Act*, have no place in our community.

If you experience or witness behaviour that does not align with these standards, we encourage you to reach out. You can contact BCWWA Chief Executive Officer, Lee Coonfer, at lcoonfer@bcwwa.org or **604-630-0011**. All concerns will be taken seriously and handled confidentially in accordance with BCWWA bylaws.