



Executive Committee

Purpose

The committee should consist of all the officers such as, Secretary, President, Treasurer, Vic-Chair and the Co-chairs and they are responsible for all internal and external decisions under the authority of the Board.

Guidelines:

1. The membership committee can also have the authority to appoint a staff member to implement its decision.

Conflict Resolution Policy

Purpose

The Conflict Resolution Policy ensures that conflicts within the RPNA are managed fairly and respectfully, preserving unity and fostering an inclusive, supportive environment.

Guidelines

1. **Direct Resolution:** Members are encouraged to first address any conflicts directly with the individual(s) involved, promoting open and respectful communication.
2. **Mediation Process:** If unresolved, members may request mediation facilitated by neutral board members (incl co-chairs (if)). All parties involved will be heard, and efforts will be made to reach a mutually acceptable solution.
3. **Formal Grievance:** If mediation fails, members may file a formal grievance with the board. The board will review the issue, gather relevant information, and make a decision.
4. **Documentation and Confidentiality:** All conflicts and resolutions will be documented and kept confidential. Outcomes will focus on fostering cooperation and maintaining unity.

Code of Conduct Policy

Purpose

The Code of Conduct Policy sets clear expectations for respectful and inclusive behavior among all members, volunteers, and board members of RPNA.

Guidelines

1. **Respect and Inclusivity:** Members must show respect for all individuals, regardless of

background, and embrace the association's commitment to diversity, equity, and inclusion.

2. **Prohibited Behavior:** Harassment, discrimination, bullying, and any form of abusive language or behavior are strictly prohibited.
3. **Accountability:** Any member who witnesses a breach of conduct should report it to the project coordinator/co-chairs via an Incident Report email. Violations will result in disciplinary actions, which may include warnings, suspension, or removal.
4. **Promoting Unity:** Members are expected to support RPNA's mission and values by fostering a welcoming and cooperative environment.

Confidentiality Policy

Purpose

The Confidentiality Policy ensures that sensitive information related to RPNA's operations, members, and stakeholders is protected and handled responsibly.

Guidelines

1. **Confidential Information:** All information designated confidential by the board of directors is to be kept confidential.
2. **Use of Information:** Information acquired through RPNA activities should not be disclosed to third parties without board consent. Use of such information should align with RPNA's mission and values.
3. **Responsibility:** Members and volunteers must respect confidentiality guidelines. Breaches will result in appropriate actions, such as disciplinary review or termination.

Conflict of Interest Policy

Purpose

The Conflict of Interest Policy protects RPNA's integrity by ensuring that board members and volunteers prioritize the association's interests over personal or financial interests.

Guidelines

1. **Disclosure:** Members and volunteers must disclose any real or perceived conflicts of interest in association matters.
2. **Recusal:** Individuals with a conflict must recuse themselves from related decisions to ensure impartiality.
3. **Accountability:** Undisclosed conflicts of interest will be reviewed, and disciplinary action may be taken, up to removal from the position.

Social Media and Public Communication Policy

Purpose

This policy provides guidelines for maintaining RPNA's image and ensuring respectful communication across social media and public platforms.

Guidelines

1. **Positive Representation:** Members must represent RPNA in a respectful and positive manner, in line with its mission, vision, values, and by-laws.
2. **Prohibited Content:** Defamatory, misleading, or offensive content is not permitted when engaging on behalf of or in association with RPNA.
3. **Confidentiality:** Sensitive association matters are not to be disclosed on social media or public forums without prior board approval.
4. **Consequences:** Violations will result in disciplinary action, which may include loss of posting privileges or further review.

Inclusivity and Accessibility Policy

Purpose

This policy promotes inclusivity and accessibility within all RPNA activities to ensure fair and equal participation from all community members.

Guidelines

1. **Diverse Representation:** RPNA seeks to include members from all backgrounds and abilities, promoting participation across Regent Park.
2. **Accessibility:** RPNA will make all possible efforts for the meetings, events and venues that will accommodate many people as possible.
3. **Feedback and Improvement:** RPNA will periodically gather feedback on accessibility and inclusivity to continually improve practices.

Volunteer and Board Member Agreement

Pledge

I pledge to uphold the mission, vision, and values of the Regent Park Neighbourhood Association as outlined in its by-laws.

Commitment

In the spirit of the Social Development Plan (SDP), I commit to being an advocate for all residents of Regent Park, regardless of their housing status or where they reside. I will work to promote the ideals of social inclusion and social cohesion, supporting the entire community equally and fostering unity across Regent Park.

Responsibilities

1. **Respect and Inclusivity:** I will respect each person's views and respond in a balanced, flexible, and open-minded way.
2. **Cooperation and Teamwork:** I will contribute positively to a welcoming environment

that values teamwork, cooperation, and trust.

3. **Supporting RPNA's Mission:** I will actively support the goals of RPNA and embrace our 50-50 Board of Director representation and decision-making model.
4. **Equity and Transparency:** I will work to break down power imbalances and foster diversity, equity, and inclusion to ensure all voices are heard and recognized.
5. **Transparency and Integrity:** I will uphold transparency in handling resources and decision-making.

Acknowledgment of Policies

By signing this agreement, I affirm my commitment to uphold all the policies and by-law as part of my role in the Regent Park Neighbourhood Association.
