

This Code of Conduct applies to all members of BC Ferries Advisory Committees (FACs). Working together, the FAC membership and BC Ferries staff will uphold this code of conduct in all interactions whether verbal or written.

- **Be professional** by writing and speaking in a manner appropriate for a business context. Be respectful of the person on the other end of communications, and remain aware of the impact words can have.
- **Recognize influence** and take care to avoid purposely inciting anger, opposition, and adversarial positions in the community, among FAC members, and the media through words and actions.
- **Allow for 'no'**. Action will not be possible on every piece of feedback. Once an answer has been provided, consider the topic closed and be ready to move on to other items.
- **Be respectful** by avoiding interrupting, raising voices, using foul language or insulting other participants.
- **Be inclusive** by respecting the physical, emotional, psychological, and cultural safety of all participants. Be mindful of the diversity, history, and needs of others.
- **Exercise curiosity** by encouraging and supporting questions and listening to learn from others.
- **Be compassionate** of the impact that issues and changes may have on all participants. Understand that there are many needs to be balanced and considered.
- **Remain focused** on the topic at hand to help reach the desired outcomes of the meeting while honouring the time of all participants.

Unacceptable Behaviour

Unacceptable behaviour includes:

- Written communication that is disrespectful, aggressive, or threatening in tone and/or language.
- Harassment, such as:
 - offensive verbal comments including to those related to gender, sexual orientation, disability, physical appearance, body size, race, religion,
 - deliberate intimidation,
 - stalking or following,
 - non-consensually photography or recording,
 - sustained disruption of talks or other events, and
 - unwelcome sexual attention, or exposing sexual images in public spaces
- Non-consensual physical contact
- Real or implied threat of personal, professional or financial harm
- Inappropriate disruption of meetings or events
- Violating the rules and regulations of the venue, law, or local authorities

Members who violate the Code of Conduct will be reminded to please adhere to the code. Members who continually refuse to adhere to the code, will be asked to leave the Committee.

I acknowledge and will adhere to the FAC Code of Conduct.

FAC Member Name

FAC Member Signature

