

# **Jamaican Association of Manitoba Inc.**

## **Members Code of Conduct**

**Adopted pursuant to Article 4 of the Constitution and By-Laws**

**Effective Date: December 7, 2025**

### **1. Purpose**

This Code of Conduct reflects Article 4 of the Constitution and By-Laws of the Jamaican Association of Manitoba Inc. (“JAM”).

All Members are expected to conduct themselves in accordance with the standards set out below.

### **2. Standards of Conduct**

All Members shall:

**4.1** Promote the mission, objectives, and ideals of the Jamaican Association of Manitoba Inc. in all dealings with the public on behalf of the Association and within JAM.

**4.2** Foster and provide a positive and valued experience for those stakeholders receiving service within and outside JAM.

**4.3** Treat all individuals with equality and dignity without regard for gender, race, colour, creed, ancestry, place of origin, political beliefs, religion, marital status, disability, age, gender expression, or sexual orientation.

**4.4** Act at all times with honesty and integrity and, where applicable, act in accordance with any professional standards and/or governing laws and legislation that may apply to the duties and responsibilities being performed for and on behalf of JAM.

**4.5** Comply with the letter and spirit of any training or orientation provided by JAM in connection with those responsibilities.

**4.6** Adhere to the stated policies and procedures of JAM and support the decisions and directions of the Board of Directors and Membership.

**4.7** Take responsibility for their actions and decisions.

**4.8** Adhere to established communication channels and reporting lines to facilitate the effective resolution of problems.

**4.9** Not exceed the authority of their position and consult with the applicable Board member for further discussion where necessary.

### **3. Compliance**

Failure to adhere to this Code of Conduct may result in action in accordance with the Constitution and By-Laws of the Association.