

CLASSIFICATION:	GENERAL	NUMBER:	GEN-BOARD-3014
CATEGORY:	ADMINISTRATION	DATE:	2008.11.06 - O
ISSUED BY:	CHAIR OF THE BOARD		
AUTHORIZED BY:	BOARD OF DIRECTORS		
SUBJECT:	CODE OF ETHICS FOR THE PERLEY AND RIDEAU VETERANS' HEALTH CENTRE (PERLEY RIDEAU)		

Preamble

The Perley Rideau is primarily the home of its residents and is to be operated so that it is a place where they may live with dignity and security, safety and comfort, and have their physical, psychological, social, and spiritual and cultural needs adequately met.

The Perley Rideau is committed to having a culture of ethical behavior.

All staff of the Perley Rideau, residents, clients, visitors and volunteers (including members of the Board of Directors of the Perley Rideau) are expected to adhere to and be guided by The Ethics Policy Framework of The Perley Rideau, The Residents' Bill of Rights, The Core Values of the Perley Rideau and this Code of Ethics.

POLICY

All staff, residents, clients, volunteers and visitors are expected to maintain the highest ethical standards and to comport themselves lawfully in a reasonable and prudent manner in the best interests of the residents of Perley Rideau. All will be committed to the following:

1. Responsibility to the Individual:

- ❖ Confirm that the prime focus is the well being of all residents of the centre
- ❖ Strive to provide the highest possible quality of appropriate services
- ❖ Use courtesy, tact and cooperation in all interactions with residents and other staff, clients, volunteers and visitors
- ❖ Respect the customs, beliefs, property and autonomy of others
- ❖ Protect the confidentiality of all personal information
- ❖ Act always to prevent harm

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<p>2. Responsibility <u>to</u> the Workplace</p> <ul style="list-style-type: none"> ❖ Help ensure a culture of the highest level of integrity ❖ Report any legal or ethical concerns in confidence and without fear of reprisal ❖ Exercise accountability in all actions ❖ Comply with all applicable laws, policies, and procedures ❖ Disclose any and all conflicts of interest ❖ Recognize limits of competence and expertise and act within them ❖ Be truthful about qualifications and expertise ❖ Not tolerate any forms of abuse, harassment or discrimination and should it occur report same to the appropriate authority in accordance with Perley Rideau policies and procedures ❖ Not use Perley Rideau resources for personal benefit ❖ Help to ensure the protection and proper use of Perley Rideau assets <p>3. Responsibility <u>in</u> the Workplace</p> <ul style="list-style-type: none"> ❖ Promote a culture of integrity in all actions with residents, employees volunteers and suppliers ❖ Follow fair hiring and purchase practices ❖ Promote a safety culture throughout the Perley Rideau ❖ Foster a blame free culture and trust within the organization ❖ Promote a healthy work environment ❖ Follow established processes for addressing workplace disputes, concerns and ethical issues ❖ Demonstrate a commitment to professional responsibilities ❖ Provide optimal care within available resources 			

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<p>4. Responsibility of the Perley Rideau</p> <ul style="list-style-type: none">• Monitor the effective implementation of this code• Investigate any evidence of ethical impropriety• Promote conscientious environmental stewardship• Pursue all reasonable means to resource the mandated activities of the Perley Rideau.	