



Mi'kmaq-Nova Scotia-Canada Tripartite Forum

Tripartite Secretariat Office
PO Box 1590, 57 Martin Crescent
Millbrook First Nation, NS B2N 5V3
Phone: 902.895.6385 Fax: 902.895.4857
www.tripartiteforum.com

Tripartite Forum Code of Conduct & Code of Ethics

The Mi'kmaq-Nova Scotia-Canada Tripartite Forum (Tripartite Forum) was established in 1997 as a vehicle to strengthen relationships and provide the Nova Scotia Mi'kmaq, the Province of Nova Scotia, and the Government of Canada a place to resolve issues of mutual concern affecting Mi'kmaq communities. Representatives of each of the Participants to this process meet on a regular basis to fulfill this purpose.

It is the responsibility of any organization or Government that is a listed Participant to the Tripartite Forum to oversee the conduct of its employee(s) or representative(s) in relation to their participation on Tripartite Forum committees and/or involvement in Tripartite Forum activities. The following Code of Conduct Ethics serve as a guide for the general conduct expected of all Participants in Tripartite Forum committees and/or activities.

It is important that all Tripartite Forum Participants are aware of their responsibilities to other Participants and guests as representatives of their respective Governments and Organizations. Therefore, all Participants are encouraged to comply with the following guidelines pertaining to the Conduct and Ethics when participating on Tripartite committees and/or in Tripartite activities.

While the "Tripartite Forum Code of Ethics and Conduct" may not cover every situation, it will serve as a guide to the general conduct of types of interaction whilst conducting Tripartite functions on committees and/or in activities, which is expected of all Tripartite Participants.

1. Participants committed to Tripartite Forum committees and subcommittees, must devote themselves to their responsibilities at their respective tables; be prompt and courteous in their performance; and adhere to the policies and procedures outlined in the Terms of Reference related to their respective committee.
2. Participants must carry out the duties conscientiously, loyally, and honestly, remembering that the primary task is to strengthen relationships and to resolve issues of mutual concern affecting the Mi'kmaq of Nova Scotia.
3. Participants must respect the integrity and dignity of the Tripartite Forum, its programs, Participants, and all other affiliated Organizations.
4. Participants must use any and all information obtained for the Tripartite Forum for its intended purposes only, and not for their own personal interests or those of other Organizations.
5. Participants must confirm attendance within a reasonable timeframe and be punctual for each meeting, unless there is a valid reason for absence or tardiness.

6. Participants must use the resources available to them to find ways of doing the work of the Tripartite Forum efficiently, economically and effectively.
7. Participants must follow Tripartite Forum committee protocols as required and cooperate with their Co-Chairs. If a disagreement arises, it must be moved to the Officials Committee for resolution.
8. Participants must not engage in public criticism of other Participants and/or Tripartite Forum policies.
9. Participants may recommend to their Co-Chairs, changes to Tripartite Forum policies that they believe to be appropriate. These should then be referred to the Officials Committee.
10. Participants must not be intoxicated or under the influence of substances during Tripartite Forum meetings.
11. Participants must respect the confidentiality of all records, materials, and communications generated at Tripartite meetings; and commit to only disclosing information when all Participants agree.
12. Participants must serve their respective Governments and Organizations with loyalty, determination and in a professional manner always.
13. Participants must not participate in, or allow any behavior that is intended to degrade, humiliate, intimidate, or cause fear to any other Participant of the Tripartite Forum.
14. Participants must respect the culture, traditions and teachings of the Mi'kmaq First Nation and act accordingly.
15. Bullying, harassment, or the abuse of authority will not be tolerated within the Tripartite Forum. This includes all forms of discrimination and disrespect to gender or sexual orientation, race, ethnicity, or religious beliefs, socio-economic or marital status, or any other personal status or characteristic that is not directly relevant to their participation in the Tripartite Forum.

I, _____, understand that I must adhere to the Tripartite Forum Code of Conduct & Code of Ethics, as adopted by the Executive Committee of the Tripartite Secretariat. By my signature I hereby acknowledge that I have read and understand the Tripartite Forum Code of Conduct & Code of Ethics and agree to abide by the prescribed conduct set forth in this document.

Signature: _____ Date : _____

Print Name: _____