



Mi'kmaq • Nova Scotia • Canada
TRIPARTITE FORUM

Mi'kmaq-Nova Scotia-Canada Tripartite Forum

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Nova Scotia Tripartite Forum Code of Conduct Guidelines

The Mi'kmaq-Nova Scotia-Canada Tripartite Forum (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'kmaw 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 Forum to oversee the conduct of its employee(s) or representative(s) in relation to their participation on Forum committees and/or involvement in Forum activities. The following Code of Conduct Guidelines serve as a guide for the general conduct expected of all Participants in Forum committees and/or activities.

All Representatives have a right to feel safe regardless of their gender, sexual orientation, race, ethnicity, or religious beliefs, socio-economic or marital status, or any other personal status, when participating in Forum activities. All Representatives are expected to uphold the principles of respect, dignity, and safety of their fellow Representatives. Representatives should not behave in ways that belittle, threaten, harass, or humiliate their fellow Representatives.

All Participants and their Representatives have a role to play in preventing harassment within the Forum:

1. Each Participant must oversee the conduct of their employees, volunteers, or representatives (Representatives).
2. Representatives have a right to be free from harassment and a legal duty not to harass others abiding by the law, and applicable employer, or appointing organization, policies, procedures.
3. Forum co-chairs have a duty to effectively manage meetings by maintaining order, following the agenda, and ensuring that topics are constructively discussed.
4. If a Representative has been harassed, they should remove themselves from the situation as quickly as possible and inform their organization, lodging a complaint in accordance with that organization's policies and procedures.
5. If a Representative observes someone being harassed, the Participants encourage that individual to speak up! The Participant should then speak to their employer.

Should complaints arise about the conduct of a Representative engaged in a Forum committee and/or activity, it is the responsibility of the Participant organization or Government that employs

that Representative, or whom that Representative represents, to investigate and address, as necessary, any and all issues arising from the conduct of its employee or representative.

Name of Organization: _____

Signature: _____ Date: _____

Print Name: _____ Title: _____