

## **Algonquins of Ontario**

### **Code of Conduct**

**WHEREAS** the Algonquin Negotiation Representatives have been elected with the mandate and the duty to represent their particular Communities of Algonquins, who comprise the Algonquins of Ontario, in Treaty Negotiations with the Crown;

**AND WHEREAS** these duties and responsibilities require accountability to the Communities of Algonquins;

**AND WHEREAS** the Algonquin Negotiation Representatives have the mandate and the duty to engage in the Treaty Negotiations in a fashion that respects the importance of Algonquin Aboriginal rights and title and Algonquin traditions including the Teachings of the Seven Grandfathers;

**AND WHEREAS** the Algonquin Negotiation Representatives have the mandate and the duty to engage in the Treaty Negotiations in a fashion that respects universal values of civility, mutual respect and reconciliation;

**AND WHEREAS** the Algonquin Negotiation Representatives have engaged staff and professional advisers in relation to the Treaty Negotiations;

**THEREFORE**, the Algonquin Negotiation Representatives hereby adopt and agree to be bound by this Code of Conduct.

#### **Application of this Code of Conduct**

1. This Code of Conduct applies to every Algonquin Negotiation Representative (ANR), to full-time or contractual staff of the Algonquins of Ontario, to professional advisers to the Algonquins of Ontario and to any other person who may represent the interests of the Algonquins of Ontario (AOO) with respect to treaty negotiations in relation to any communication or dealings with:
  - a) ANRs and/or Designates;
  - b) full-time or contractual staff of the AOO and ANR staff;
  - c) professional advisers to the AOO;
  - d) representatives of the governments of Ontario and Canada;
  - e) representatives of municipalities, business corporations or other organizations having dealings with the AOO; or
  - f) members of the public.
2. This Code of Conduct applies to all communications or dealings, whether in person, in writing, by telephone, by e-mail or otherwise.

3. For greater certainty, this Code of Conduct does not apply when an ANR is acting in a capacity other than that of ANR where that ANR could reasonably be regarded as acting on behalf of that Community of Algonquins in relation to matters that are not the subject of the Treaty Negotiations.

### **Principles and Values**

4. The ANRs affirm that the spirit and intent of the Teachings of the Seven Grandfathers, which follow, shall inform all their communications and dealings, including communications and dealings by others on their behalf:
  - a) Honesty (*Gwayakwaadiziwin*): Honesty in facing a situation is to be brave;
  - b) Humility (*Dabaadendiziwin*): Humility is to know yourself as a sacred part of Creation;
  - c) Respect (*Minaadendamowin*): To honour all Creation is to have Respect;
  - d) Bravery(*Aakode'ewin*): Bravery is to face the foe with integrity;
  - e) Wisdom (*Nibwaakaawin*): To cherish knowledge is to know Wisdom;
  - f) Love (*Zaagi'idiwin*): To know Love is to know peace; and
  - g) Truth (*Debwewin*): Truth is to know all of these things.
5. This Code of Conduct is further informed by shared values, ethics and principles to which the ANRs are all dedicated, including:
  - Operating with integrity, honesty, and trustworthiness.
  - Being accountable to our constituents and to one another.
  - Sharing information without sacrificing confidentiality.
  - Relating in a respectful, friendly and professional manner.
  - Valuing diversity of all kinds and expecting fairness to be evident in our actions internally and externally.
  - Valuing a healthy workplace.
  - Identifying and addressing conflict effectively and on a timely basis.
  - Being equitable in our decisions and mindful of their impact on all parties.
  - Expecting our actions to demonstrate our care for others and the Algonquin Nation as a whole.
  - Supporting each other in a humane manner.
  - Caring about the well-being of each other, our communities, and the Algonquin Nation.
  - Valuing continuous learning as the spirit that guides our activities.
  - Operating through consultation and partnerships where possible.
  - Practicing collaborative leadership.
  - Being responsible stewards.
  - Committing to excellence and to maintaining the trust of Algonquins.

6. The ANRs recognize that the stresses inherent in the responsibilities of the ANRs will always give rise to differences of opinion. The ANRs recognize that civility is essential to effective communication in the fulfilling of those responsibilities.

## **Meetings**

7. The ANRs recognize that in meetings, including meetings of the full ANR body, meetings of Committees and Working Groups of ANRs, and in meetings with the other Parties, the following protocols shall be followed and enforced.
8. The Chair of any meeting shall have the authority and the responsibility to enforce this Code of Conduct during that meeting.
9. Every person attending a meeting shall recognize and respect the authority of the Chair.
10. Every ANR has the duty when called upon to act as Chair of meetings in accordance with a schedule to be agreed to.
11. All meeting attendees shall respect the speaking order, as determined by the Chair.
12. Every ANR acting as Chair of a meeting has the following duties:
  - a) to maintain control of the meeting so that it proceeds in an orderly fashion;
  - b) to ensure that the agenda for the meeting is followed in an orderly manner;
  - c) to maintain a list of persons requesting to speak at the meeting;
  - d) to permit persons to speak in accordance with the order of their request to speak;
  - e) to permit follow-up questions and clarifications, within reason;
  - f) to curtail irrelevant or repetitive interventions;
  - g) to draw attention to conduct that is contrary to this Code of Conduct;
  - h) to seek the advice of the Table on how to address the conduct, if needed;
  - i) to recess/adjourn the meeting in order to restore a climate for reasoned discussion where in the view of the Chair such a recess is necessary for the orderly conduct of the meeting;
  - j) such other duties as are required to permit a full, orderly and efficient discussion on issues to reach decisions on Agenda items.

13. Cellular telephones shall be turned off, muted or set to vibrate during meetings. Any person who finds it necessary to answer a cellular telephone call during a meeting shall immediately leave the meeting room in order to avoid disruption of the meeting.
14. ANRs, full-time or contractual staff and professional advisers will refrain from making personal attacks or using inflammatory or indecent language.
15. ANRs will remain in the meeting during a discussion unless there is a legitimate reason for not doing so. It is understood that should an ANR leave the premises without a legitimate reason, the decision-making process as set out in the *Terms of Reference* is to be respected.
16. Any ANR may request that the Chair call a recess at any time in order to restore a climate for reasoned discussion.

### **Attendance**

17. While it is understood that ANRs may not be able to be present at all meetings, it is the duty of each ANR to make reasonable efforts to appoint and brief a Designate in his or her absence.
18. If possible, ANRs will provide the Table with 24 hours of notice of his or her absence.
19. It is the duty of every ANR, full-time or contractual staff and professional advisers to be punctual when their attendance is required at meetings. It is understood that people may be delayed from time to time due to extenuating circumstances. In such instances, it is their responsibility when possible to advise the Table.

### **Preparation**

20. ANRs recognize their responsibility to work effectively at ANR meetings. Each ANR will review each Meeting Report and Task List prior to the following meeting and provide any comments on such Meeting Report at that following meeting. In the absence of comments on a Meeting Report during the following meeting, a meeting report will be considered final.

### **Enforcement**

21. It is the responsibility of each ANR, or other person under the authority of the Algonquins of Ontario, to observe this Code of Conduct.
22. Any ANR who has concerns about the conduct of another ANR should raise the concerns with the Table.
23. The ANRs retain the authority to impose such sanctions for breaches of this Code of Conduct as are proportional to those breaches. The sanctions may include:

- a) a request by the Chair that the ANR who is in breach of this Code of Conduct leave the meeting;
- b) a suspension and notification to the respective Community of such suspension but only if approved by a Special Vote pursuant to section 21 of the *Terms of Reference*;
- c) a financial penalty and notification to the respective Community of such penalty but only if approved by a Special Vote pursuant to section 21 of the *Terms of Reference*;
- d) any other sanction commensurate with the breach of this Code of Conduct.

### **Amendment**

- 24. This Code of Conduct may be amended by consensus of the ANRs, or by a vote of the ANRs in accordance with sections 19 and 20 of the *Terms of Reference*.