

Preamble:

To guide Pride Winnipeg personnel and what is considered acceptable ethical behavior for the Organization.

Policy Statement:

All activities undertaken by Pride Winnipeg personnel must be conducted in a lawful, responsible and ethical manner. This will ensure that the Organizations reputation for honesty, integrity and the faithful service to Winnipeg and Manitoba's LGBTTTQ* community is maintained and enhanced. All effort must be taken to ensure this Code of Ethics is upheld and enforced.

Procedures:

1. Safety and Security

Pride Winnipeg will:

- Put safety and security for all of its programming participants as a top priority.
- Take all necessary steps to minimize the risk of sickness, disease, injury and death to managing members, volunteers, contractors and members of the community and public from the organizations activities.
- Not practice or tolerate any workplace-related discrimination, harassment, violence or reprisal.
- All Pride Winnipeg volunteers are responsible for taking all necessary actions to protect themselves and other people.
- Will do everything in its power to ensure event are accessible to all participants and members.

2. Abiding by the Law

We will at a minimum, observe the letter and spirit of the laws of the land. This includes filling all required permits, licenses and fillings for the organizations operations.

3. Conflicts of Interest

All Pride Winnipeg volunteers will disclose to the Board of Directors any real or perceived conflicts of interest as soon as the volunteer is made aware of the real or perceived conflict of interest.

4. Purchase of Goods or Services

The purchase of goods and services is based on sound business criteria such as price, quality, quantity, delivery, service and duly approved purchasing preferences (for example, LGBTTTQ* owned and operated businesses).

Purchasing decisions will not be based on favoritism, prejudice, preferential treatment or personal gain.

The purchasing process will be open and transparent to all suppliers and will go through a competitive bid process when required. A purchase will be negotiated with a single supplier only if authorized by policy.

The organization will not tolerate any anti-competitive behavior including collusion, contact rigging, price fixing and leaking confidential supplier information.

Purchases should not be made if the organization would be subject to valid criticism or embarrassment if the details of the purchase become public knowledge.

5. Fraud, Theft and Due Process

Pride Winnipeg will:

- Take all reasonable measures to prevent and deter fraud and the theft of the organizations assets.
- Investigate allegations of fraud or theft in a thorough and consistent manner.
- Respect the privacy, dignity and reputation of our volunteers.
- Ensure that any volunteer suspected of fraud or theft is granted due process.

6. Release of Organization Information

We will at a minimum comply with all legal requirements to provide full and complete reporting to Government, regulatory agencies and the membership. When considering the release of information, managing members are responsible for ensuring the information is not confidential.

7. Fiscal Integrity

Managing members are expected to use the organizations assets in a manner that will preserve and maximize their value.

We will comply with accepted accounting practices and established internal controls. Financial records will fully and accurately account for, and report, all assets, liabilities and transactions. Accordingly, no payment will be approved or made without adequate supporting documentation and processes, and no payment is to be used for any purpose other than that which is recorded.

8. Truth in Communications

We will adhere to truth in our communications.

9. Environmental Responsibility

We will plan and carry out the organizations activities in an environmentally responsible fashion, consistent with the principles of sustainable development.

10. Respect for Others

We will be respectful of all people with whom we have dealings.

DATE	AMENDED DETAILS	VERSION NUMBER