

Chapter 10 –Code of Conduct

The Curve Lake First Nation has rules of conduct for its employees. The increasing complexity of modern government has led the First Nation to develop standards of discipline, expectation for behavior and other aspects of personal conduct based on the operational situation of the Council.

It is by no means sufficient for a person in a position of responsibility in the First Nation to merely act within the Law. There is an obligation not simply to obey the law, but to act in a manner so scrupulous that it will bear the closest public scrutiny. To ensure that honesty and impartiality may be beyond doubt, First Nation employees should not place themselves in a position where they are under obligation to any person who might benefit from special treatment from them. Equally, a First Nation employee should not have a pecuniary interest that could conflict in any manner with the dismissal of his or her official duties.

It is for the aforementioned reasons why Curve Lake First Nation has developed and adopted a Code of Conduct. It is as follows:

CLFN - Code of Conduct

Purpose:

Curve Lake First Nation as a Community strives to operate under the principles of the Seven Grandfather Teachings: Bravery Wisdom Love Honesty Humility Respect and Truth.

This Code of Conduct shows our commitment and expectation that the business of the First Nation is carried out in a manner that meet the obligations of these teachings.

Background:

The community, through the discussions in the Organizational Review has clearly indicated that Accountability is a clear priority. In order to support open and honest accountability this Code of Conduct has been adopted by Council Motion dated November 19, 2012.

Application:

This Code of Conduct applies to all individuals involved in carrying out their responsibilities as a representative of Curve Lake First Nation, as elected officials, employees or members of Council Committees.

Duties and Responsibilities:

All individuals, referenced above, must act honestly and display the principles of the Seven Grandfather Teachings.

All must act in the best interest of the Curve Lake First Nation as a whole, and operate within the Law.
Chief and Councilors must act solely in the best interest of all members and the Community as a whole.
Employees and Committee members must act respecting their Agreements.

Confidentiality:

Information shared and gained within the business operations is governed by the Curve Lake First Nation Confidentiality Policy.

Respectful Conduct:

It is recognized that individuals bring a diverse background of skills and experience to their work to carry out their responsibilities. It is expected that there will be differing views on issues. It is expected that all debates and discussion shall take place in an atmosphere of mutual respect and courtesy.

Solidarity

The decisions taken by Curve Lake First Nation representatives must be supported by all. Individuals who abstain or vote against a motion must respect the decisions made.

Declaration:

I hereby declare that I have read and understand the Curve Lake First Nation Code of Conduct. I agree that I will conduct myself in a manner which respects these requirements.

Signature

Date

Each employee will be required to sign a Code of Conduct, which will be placed on their Personnel File.