

	POLICY Number: 7311-10-001 Title: Our Values in Action/Code of Conduct
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Definition

All staff means SHR employees, practitioner staff, professional staff, contractors, vendors, students and volunteers.

1. PURPOSE

- 1.1 The purpose of Saskatoon Health Region's (SHR) Code of Conduct is to establish SHR's responsibility for conduct.

2. PRINCIPLES

- 2.1 No policy can regulate all conduct or prepare staff for every situation.
- 2.2 Doing the right thing begins with our values and is contingent upon good judgment and sensitivity to the way others see and interpret our actions.

3. POLICY

- 3.1 All staff is expected to be aware of, and comply with, ***Our Values in Action*** and its supporting policies (see Appendix A).

4. ROLES AND RESPONSIBILITIES

4.1 Vice Presidents/Directors/Professional Leaders/Managers and Supervisors

- 4.1.1 Models appropriate conduct.
- 4.1.2 Ensures all employees have a copy of *Our Values in Action* and that they understand and comply with it.
- 4.1.3 Offers assistance and explanations to any employee that has questions or is in a difficult situation.

4.2 All Staff

- 4.2.1 Understands and complies with *Our Values in Action*.
- 4.2.2 Consults ones manager/supervisor if uncertain about how to interpret or apply *Our Values in Action*.

5. POLICY MANAGEMENT

The management of this policy including policy education, monitoring, implementation and amendment is the responsibility of the Vice President, People Strategies.

6. NON-COMPLIANCE/BREACH

Appropriate disciplinary action will be taken against any employee or individual with whom SHR does business, if the person's actions are found to violate *Our Values in Action*. This may include termination of employment or of the business relationship.