

Our Values in Action / Code of Conduct

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.

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. NONCOMPLIANCE/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.