



Should a Trustee fail to comply with the confidentiality requirement of this Policy, the Board may, in addition to imposing consequences for a breach of this Code of Conduct, pursue available legal avenues. The Board will not indemnify or compensate a Trustee for legal costs

Trustees shall base decisions upon all available facts in each situation and vote their honest and unbiased conviction in every case, recognizing that their primary duty is to represent the District in the best interest of all learners and the Burnaby community .

Trustees will strive to foster a culture that embraces diversity and is inclusive and respectful.

### Responsibility

Trustees will not attempt to exercise individual authority with respect to Board matters, except as explicitly permitted by policies of the Board.

Trustees may interact with the Superintendent and staff; however, individual Trustees must recognize that the authority of the Board to delegate specific and general administrative and management duties to one or more of its employees derives from the Board's corporate status and must comply with applicable Bylaws or Board policy.

Trustees will not express opinions on individual staff performance unless explicitly authorized by Bylaw, Board policy or an official Board process.

Trustees recognize that only the Board and not individual Trustees, may assess the Superintendent's performance.

Trustees will carefully review all information packages in preparation for discussion at all scheduled meetings of the Board of Education and its committees.

Trustees will abide by majority decisions of the Board of Education and adhere to all Board Policies.

Trustees will endeavour to participate in

## APPENDIX

### Trustee Code of Conduct Sanctions

Trustees are required to conduct themselves in an ethical and prudent manner in compliance with the Trustee Code of Conduct (the "Code"). Failure by trustees to conduct themselves in compliance with the Code will represent a violation of the Code. A violation of the Code may result in the Board of Education instituting sanctions, should other processes to resolve the violation of the Code be exhausted without resolution.

To assist the Board of Education in self-governance, Trustees who wish to report an infraction under the Trustee Code of Conduct are guided by the processes below.

A Trustee who believes that a fellow Trustee has violated the Code is encouraged to seek resolution of the matter through the Informal Complaint Process, when possible, prior to commencing an official complaint under the Code.

It is recognized that for reasons which may include the nature of the issue of concern or the way it has come to a Trustee's attention, informal measures may not be appropriate.

All serious and/or reoccurring breaches of the Code by a Trustee will be investigated following the Official Complaint Process.

Informal Complaint Process

It is recognized that a violation of the Code may occur that is relatively minor or committed inadvertently or due to an error of judgment made in good faith.

If resolution through the informal complaint process is not possible, the Official Complaint Process will be followed.

Official Complaint Process



