**CDSS CODE OF ETHICS**

**1 Preamble**

1.1 **Purpose**   
The purpose of the Code of Ethics is to ensure that members of Council properly perform their duties in a manner that promotes the highest standard of public trust and integrity. Directors must consider the best interests of the CDSS at all times, understanding that any communications, including through social media and conversation, are perceived as reflections of the CDSS.

1.2 **Expectations**   
It is expected that all members of Council shall:

1. familiarize themselves with the Dental Disciplines Act of Saskatchewan 1997, the regulations under the Act and the bylaws, policies, and Vision Mission and Values (VMV) of the College;
2. place the interests of the public, the College, its Council and committees above all other competing and personal interests;
3. exercise reasonable care, diligence, skill and prudence in carrying out their duties;
4. be prepared to commit sufficient time and energy to attend to CDSS business;
5. attend all Council meetings and participate on a minimum of one committee each year;
6. be fully prepared to attend and participate in meetings of Council, meetings of committees, or panels of committees to which they are appointed by reading background material and documents provided to them by the College;
7. participate in Council and committee meetings in a respectful, courteous and professional manner recognizing the diverse background, skills and experience of Council and committee members;
8. contribute to discussions and decision-making in a positive, constructive, and confidential manner.

**2 Code of Ethics**

2.1 **Duties of Council Members**   
In performing his or her duties, each member of Council shall:

1. comply with the provisions of the Act, the regulations, the bylaws, and the policies of the College;
2. maintain the confidentiality of the details and the dynamics of any and all Council discussion and communication;
3. not communicate with members of any statutory committee or take any other action which could be reasonably perceived as influencing or attempting to influence any member of a committee in making a statutory decision, except where he or she is a member of the panel, which is making that decision or, where there is no panel, of the committee making that decision;
4. comply with the College's bylaws respecting conflict of interest and bias including avoiding and, where that is not possible, declaring any appearance of perceived or actual conflict of interest or bias in accordance with the provisions of that by-law;
5. respect and support every decision of Council regardless of the level of prior individual disagreement with that decision. Unless required by law in a specific proceeding, members of Council shall not speak publicly against, or in any way undermine Council solidarity once a board decision has been made, including sharing dissenting personal views verbally or via various other methods including social media platforms;
6. follow the established policies and processes of the College regarding College communications;
7. be respectful of staff, fellow councilors and non-Council committee members and in particular, but without limiting the generality of the foregoing, not engage in behavior that might reasonably be perceived as verbal, physical or sexual abuse or harassment;
8. not use his or her position as a member of Council to obtain or attempt to obtain employment or preferential treatment for him or herself, family members, friends or associates;
9. refrain from including or referencing Council or committee titles or positions held at the College in any personal or business promotional material, advertisement, or business cards;
10. recognize that the CEO and Registrar are responsible to the entire board. Consequently, no single director or committee has authority over the CEO or Registrar;
11. have no authority over other CDSS staff and must, as an entire board, direct any operational inquires to the CEO;
12. not attempt to exercise individual authority or undue influence over the CDSS, or use this influence for any purpose than furthering the CDSS causes;
13. recognize that only the Council President, the CEO, the Registrar, or their designates, shall be spokespersons for CDSS.

2.2 **Communications**

The prohibition on communication contained in paragraph (c) of article 2.1 (Duties of Council members) includes communications with respect to the following:

1. applications for registration or reinstatement;
2. matters coming before the Inquiries, Complaints and Reports Committee respecting a member's conduct;
3. an investigation by the College of a member's conduct;
4. matters coming before the Quality Assurance Committee relating to an individual member;
5. matters relating to discipline or fitness to practice proceedings in relation to a member.
6. dissenting opinions of Council decisions or policies

2.3 **Exception, Quality Assurance Committee**

The prohibition on communication contained in paragraph (c) of article 2.1 (Duties of Council members) does not prevent a member of Council from making a submission to the Quality Assurance Committee respecting a statutory decision that does not specifically relate to a member's conduct and/or compliance with the College's Quality Assurance Program.

2.4 **Breach of Code of Ethics**

A member of Council who fails to comply with any of the provisions of article 2 shall have breached this Code of Ethics and shall be subject to disciplinary actions up to and including immediate removal from Council.

I hereby consent to act as a Director of the CDSS and agree to abide by the foregoing terms.

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Name (Print) Signature

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