

## Membership Code of Conduct

### INTRODUCTION

The Canadian Meteorological and Oceanographic Society (“**CMOS**” or the “**Society**”) is the national society of individuals and organizations dedicated to advancing atmospheric and oceanic sciences and related environmental disciplines in Canada. It is a major non-governmental organization serving the interests of meteorologists, climatologists, oceanographers, limnologists, hydrologists and cryospheric scientists in Canada.

Acting with respect, responsibility, fairness, honesty and integrity are core values of CMOS, and those values are critical to maintaining the reputation and stature of CMOS. This Membership Code of Conduct (“**Code**”) is based upon those values. It is intended to set out the principles and responsibilities to which we hold ourselves accountable.

### APPLICATION

This Code applies to:

- All members of CMOS; and
- All members of Council, Committees and Centres.

For purposes of this Code, the foregoing individuals are referred to as “**Members**”. For greater certainty, in the case of Corporate Members, references to “Members” are intended to include Corporate Members or the individuals whom they have nominated to act on their behalf, as the context requires.

Further, this Code is not intended to limit any laws or duties that may apply to the Members, including the fiduciary obligations of the members of Council.

### PRINCIPLES

In their interactions or involvement with CMOS, all Members should act in accordance with the principles of respect, responsibility, fairness, honesty, and integrity.

- *Respect*: Respect is demonstrating a high regard for one’s self, others, and the opinions, views, and responsibilities of one’s fellows. Within the Society, an environment of respect engenders trust in the scientific process and professional scientific practice. It also inspires confidence and performance excellence by fostering mutual cooperation. A respectful environment is one for which diverse perspectives and views are encouraged and valued.
- *Responsibility*: Responsibility is taking ownership for the decisions one makes or fails to make, the actions one takes or fails to take, and the consequences that result. Within the Society, this includes being careful to maintain and support high standards of professional and scientific integrity with regard to the subjects and sciences supported by the Society.
- *Fairness*: Fairness is making decisions in a manner that is impartial and objective. A Member’s conduct should be free from competing self-interest, prejudice, and favouritism.

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- *Honesty*: Members should act in a truthful manner both in their communications and in their conduct.
- *Integrity*: Integrity, in the context of the Society, is the adherence to principles of scientific rigour and veracity, and support for the understanding and stewardship of the natural environment.

### MEMBERSHIP RESPONSIBILITIES

Each Member agrees to:

- Abide by the By-laws, this Code, and policies of CMOS, as adopted or amended from time to time (see Appendix);
- Uphold the reputation and good standing of CMOS;
- Comply with all applicable laws, including avoiding conduct that is prohibited by human rights legislation, such as discrimination, or making any threats or committing any acts of violence or harassment;
- Act in a way that is not contrary to the Society's purposes or detrimental to the Society;
- Promptly pay membership fees, and keep the membership information that the Member has provided to the Society accurate and up-to-date;
- Avoid conflicts of interest, whether real or perceived, with the Society, and in the event a conflict of interest arises or the Member becomes aware of a conflict of interest, promptly disclose the conflict of interest to the Society;
- Not make any statement on behalf of CMOS or purport to represent CMOS through any public medium, including digital social media, unless authorized to do so by CMOS;
- Neither accept nor make any offer of bribery or other forms of unethical inducement;
- Broadly, conduct all business with CMOS and its partners with professionalism and respect; and
- Report all violations or suspected violations of this Code to the Society.

### CMOS AUTHORITY AND MEMBER CONSENT REGARDING THIS CODE OF CONDUCT

Any breach of this Code could lead to disciplinary measures against the applicable Member(s), including terminating their membership(s) in accordance with the CMOS By-laws. Actual or suspected violations of this Code must not be tolerated or ignored and must be reported to an impartial CMOS contact as soon as possible. Delays in reporting breaches of this Code could compromise CMOS' ability to effectively deal with these situations.

By applying for membership in CMOS, or continuing to be a member, you acknowledge that you have read and understood this Code and agree to abide by the provisions of this Code.

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### **APPENDIX: RELEVANT LINKS**

#### **CMOS Bylaws:**

Latest version available on [www.cmos.ca](http://www.cmos.ca)