

Autism Ontario Member Code of Conduct

The Members Code of Conduct describes the expectations and obligations associated with membership of Autism Ontario. As a condition of membership, all members of Autism Ontario are required to conduct themselves consistently with the Members Code of Conduct. Autism Ontario members must be in compliance with the Code of Conduct and review and agree to accept the Vision, Mission, and Values. Members must also agree to act in the best interests of the organization and as such must agree to only use any information available to them as members for membership purposes and in the best interest of the organization.

The following Code of Conduct has been developed to assist members in achieving a level of conduct that will enable Autism Ontario to achieve its mission.

- Members will not engage in conduct or make public statements likely to harm, defame or otherwise discredit Autism Ontario and those persons participating in the charity.
- Members will refrain from public criticism of fellow members, volunteers, staff, directors, or others participating in Autism Ontario.
- Members will respect the dignity of others and refrain from the use of profane, insulting, or otherwise offensive language that constitutes harassment or abuse of others at Autism Ontario.
- Members will maintain, always, the confidentiality of all records and other information on Autism Ontario.
- Members will comply with all applicable by-laws, rules and regulations, resolutions, and policies of Autism Ontario.

Respect in the Workplace

Autism Ontario believes in the prevention of violence and promotes a violence-free workplace in which all people respect one another and work together to achieve the mission of the organization. Autism Ontario is committed to taking all reasonable steps to ensure the health, safety, and dignity of all employees, volunteers, and members in its workplace. Employees, volunteers, and members have the right to work in a safe and respectful environment, free of violence. Any act of workplace violence committed by or against any employee, volunteer, member, consultant, loaned or seconded personnel, intern, or visitor to/of Autism Ontario, is unacceptable conduct that will not be tolerated. This policy applies to all activities that occur while on Autism Ontario premises or while engaging in meetings, activities, or events.

Harassment Policy

Harassment is prohibited under the Ontario Human Rights Code, and all necessary measures must be taken to deal with such a situation of harassment for the employees, volunteers, and members of Autism Ontario. This policy applies to all employees, volunteers, Board members, members, consultants, contract workers, and loaned personnel.

AutismONTARIO

Mission, Vision, and Values

Our Mission: Creating a supportive and inclusive Ontario for autism.

Our Vision: Best Life, Better World, Making Autism Matter!

We're in a time of transition at Autism Ontario. As the needs of autistic Ontarians and their families, caregivers, teachers, and service workers evolve, so must we. To help guide us through the changes, we created a new set of values. The values we've uncovered spell CARE, which encompasses what we stand for and how we strive to operate.

CARE Values

Collaboration: We believe in the power of working side by side with individuals, families, and communities to make informed choices about autism.

Accountability: We hold ourselves and others responsible for achieving successful outcomes through high standards of integrity and fiscal responsibility.

Respect: We value equity, diversity, and inclusion, and we listen to understand.

Evidence-Informed: We use and create knowledge to guide our decisions and work.

If there is a breach of the Members Code of Conduct and/or a complaint filed with Autism Ontario against a member, sanctions against the member whose conduct is in question may be appropriate. Relatively minor breaches may only warrant a caution or reprimand while more serious breaches may result in the termination of membership by the board of directors under its by-laws. All complaints will be reviewed by the Board of Directors.