



**Newfoundland and Labrador  
Public Sector Pensioners' Association**

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**Code of Conduct  
NLPSPA Board, Staff, and Other Volunteers**

The Board, staff, and volunteers of the Newfoundland and Labrador Public Sector Pensioners' Association (NLPSPA) are expected to conduct themselves in an ethical, professional, and respectful manner. This Code of Conduct requires that:

1. Board members, staff, and other volunteers will exercise proper use of authority and appropriate decorum in group and individual behaviour;
2. As a Board Director, staff person, or volunteer you will fulfill your role in accordance with your position description and will act within the limitations of that authority in the discharge of your duties.
3. Board members, staff, and volunteers will not attempt to exercise individual authority over the association, except as explicitly set forth in the NLPSPA Constitution or policies;
4. Board members, staff, and volunteers will refrain from words, actions, and behaviour that demonstrates disrespect for other Board members, members at large, other volunteers, and staff or family members of such persons;
5. Board members, staff, and volunteers will uphold the reputation and integrity of the NLPSPA by ensuring that your conduct, whether in person, online, or by other communication means brings honour and dignity to the NLPSPA;
6. Board members, staff, and volunteers will be loyal to the interests of the membership;
7. Board members, staff, and volunteers will diligently maintain the confidentiality of any information regarding NLPSPA that is obtained in the course of performing your role in NLPSPA;
8. Board members, staff, and volunteers will not use NLPSPA information for your own direct benefit or advantage;
9. Board members, staff, and volunteers who have completed their term, position, or are leaving the Board or employment shall abide by all ethical standards of confidentiality.

NAME (please print) \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

DATE: \_\_\_\_\_