



Issued by: Governance and Nominating Committee

Approved by: Council

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Code of Conduct

Section 1: Objective

The Medical Council of Canada (MCC) relies on the trust, integrity, and professionalism of its council Members. This Code outlines expected principles and behaviors to uphold the MCC's values and reputation. All Council Members must act with fairness, diligence, impartiality, and good faith.

Section 2: Application

This Code applies to Council Members.

Council Members must follow this Code, applicable laws, and organizational policies while representing the MCC.

Section 3: Key Standards of Conduct

General

Act with honesty, integrity, and in compliance with applicable laws, and the organization's by-laws, policies, and guidelines relevant to their role.

Respectful Workplace

Maintain a safe, inclusive environment free from violence, discrimination, and harassment in all dealings with fellow Council Members and MCC staff. Prohibited behaviors include intimidation, humiliation, and any actions violating the Ontario Human Rights Code.

Confidentiality

Protect all confidential and proprietary information. This includes non-public information about the MCC, its members, and operations. Confidentiality obligations continue after volunteer roles end.

Conflict of Interest

Avoid conflicts where personal interests interfere with the MCC's mission. Disclose any potential or actual conflicts in writing and recuse yourself from related decisions. Examples of conflicts include financial interests or positions of influence in entities dealing with the MCC. Personal interests must not take precedence over the organization's mission.

Use of Corporate Assets

Protect the MCC's assets (e.g., information, equipment, and resources) and use them only for legitimate business purposes.

Intellectual Property

Any intellectual property created while volunteering for the MCC belongs exclusively to the MCC. Volunteers waive moral rights over such property.

Commitment to the Organization's Best Interests

Always act honestly and in good faith with the best interests of the MCC as their priority.

Duty of Care

Exercise the care, diligence, and skill that a reasonably prudent person would in similar circumstances. This includes making informed decisions and seeking guidance when needed.

Privacy

The privacy of all individuals must be respected, with personal information handled responsibly and in compliance with privacy laws and contractual obligations. Access to such information is limited to a need-to-know basis, disclosure requires individual consent, and sharing must be authorized.

Section 4: Compliance and Non-Compliance

Duty to Report

Report suspected violations of this Code or applicable laws to any member of the Executive Team, the CEO, or the President. Confidentiality will be maintained to the greatest extent possible.

Consequences

Non-compliance may result in corrective action, including removal from Council, repayment of gains, or other measures as determined by the Council.

Section 5: Acknowledgement

Volunteers must acknowledge this Code, agree to its terms, and uphold its principles.

Name:

Signature:

Date:
