

POL.2021.01	Title: <i>Code of Ethics for Council, Communities, Ad-Hoc Committees & Members</i>
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Type:	Policy
Authority:	Council
Resolution No.:	NIKLA 2021-012
Associated Documents:	• <i>Canada Not-for-profit Corporations Act S.C. 2009, c.23</i>

Legal Framework

The Council is subject to the *Not-for-Profit Act*.

Scope

This policy applies to Council Members, Membership, Working Groups, Projects, Committees, Employees, and Contractors.

POL.2021.01.1 Commitment Statement

NIKLA is committed to the highest level of integrity and ethics in all of its dealings in accordance with all current legislation, Council by-laws and policies.

POL.2021.01.2 Accountability and Unity

1. Behave in accordance with the Not-for-Profit Corporations Act
2. Act in the interests of NIKLA-ANCLA and Indigenous communities served over personal interests.
3. Express individual viewpoints but work harmoniously toward consensus as much as possible.
4. Once a matter has been decided by resolution, individual Council Members may speak publicly on the matter, provided they speak with “one voice” supporting the decision.
5. The Chair and Vice-Chair may represent the Council to outside parties, including media, but may not speak for Council on matters not yet decided.

POL.2021.01.3 Financial Accountability

1. Avoid situations where personal advantage or financial benefits may be gained.
2. Avoid using your position to obtain employment for self, family, or friends.
3. Withdraw from the Council if seeking employment with NIKLA.
4. Use organizational resources only for Council-approved purposes
5. Ensure transparent financial reporting and decision-making.

POL.2021.01.4 Professional Standards

1. Respect meeting agendas and Chair's decisions on rules of order.
2. Attend meetings regularly and inform the Secretary of expected absences.
3. Come prepared to meetings and use time productively.
4. Participate constructively in organizational processes.

POL.2021.01.5 Confidentiality Requirements

1. Respect all confidential information received through organizational roles.
2. Access and use confidential information only for authorized organizational purposes.
3. Secure confidential materials and data appropriately.
4. Report unauthorized disclosure of confidential information.

POL.2021.01.6 Personal Accountability

1. Treat all individuals with courtesy, dignity, and fairness.
2. Seek out, encourage, and respect diversity of viewpoints and skills.
3. Take responsibility for personal professional development through continuing educational opportunities and participation in regional, provincial, and national Indigenous Knowledge (e.g. archives, cultural heritage, libraries and museums) and language preservation and instruction organizations.
4. Support Intellectual Freedom, Indigenous Knowledge protocols, and Indigenous data sovereignty.

Original Approval: 2022-11-25

Amended on: 2025-09-15