

Our Vision: Excellent health and care, for everyone,  
everywhere, every time.



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## CODE OF CONDUCT DECLARATION

I (print name) \_\_\_\_\_ hereby acknowledge that I have read and understand the Island Health Code of Conduct Policy. By signing this document, I am acknowledging my commitment to Island Health’s Code of Conduct Policy to do no harm by:

- Acknowledging Island Health’s commitment to Cultural Safety and Cultural Humility<sup>1</sup>, and to addressing Indigenous-specific racism in order to provide a culturally safe, healthy and respectful environment to enable excellence in health and care, for everyone, everywhere, every time.
- Taking action against all forms of hate, racism, bigotry and bullying by bringing issues forward to the most appropriate and culturally safe leader or your leaders leader;
- Treating others with respect and dignity and not engaging in discriminatory conduct prohibited by the Human Rights Code<sup>2</sup>. The prohibited grounds are Indigenous identity, race, colour, ancestry, place of origin, religion, family status, marital status, physical disability, mental disability, sex, sexual orientation, gender identity or expression, age, political belief or conviction of a criminal or summary offence unrelated to the individual’s employment;
- Acknowledging how my own lived experience and my understanding of the world influences how I interact with others and that intention and impact are not the same;
- Demonstrating commitment to continuous learning and leadership as part of my responsibility as an Island Health employee;
- Communicating in a respectful manner; interacting without any abuse, harassment, discrimination, aggression or violence and avoiding gossip and destructive communication including using social media tools responsibly;
- Operating within the law;
- Following organizational policies, procedures and guidelines including using organizational assets for the purpose of performing work-related activities and legitimate Island Health business; and
- Maintaining the confidentiality of all private information and interactions.

### Our Values

\*Courage   \*Aspire   \*Respect   \*Empathy

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Staff EE# or Medical Staff  
MSP Number (if applicable)

\_\_\_\_\_  
Date Signed

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<sup>1</sup> <https://www.fnha.ca/wellness/wellness-and-the-first-nations-health-authority/cultural-safety-and-humility>

<sup>2</sup> The [Human Rights Code](#) prohibits discrimination based only on certain [personal characteristics](#). Sometimes these are called “protected characteristics” or “grounds of discrimination.”

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