



TESL ONTARIO ETHICS POLICIES

This policy register contains policies approved by the TESL Ontario Executive Board on behalf of TESL Ontario and its members.

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I. **General Statement**

TESL Ontario as a legally constituted non-profit organization with the province of Ontario agrees to respect the Charter of Rights and Freedoms as well as legislation governing such organizations in all its relations with its members, its affiliates and outside organizations.

II. **Policy Index**

- 1. Conflict Of Interest For Members Of TESL Ontario

Policy

A conflict of interest will arise in a situation where a member's private interest conflicts with their duties and responsibilities as a member TESL Ontario or as a TESL Ontario representative.

The member's private interest includes but is not limited to any interest of a financial or material nature of the member, a member of their family, their employer or employees or any business associate or any business or other entity in which the member has an interest.

A conflict shall be deemed to be present where:

- a) a member (or their immediate family) has a financial interest in an issue
- b) an issue has been raised by an organization in which the member is a member
- c) an issue has been raised by an organization where the member is a Director, Officer, employee or has any other interest.

The conflict is of concern whether it is real or apparent.

All members and officers of TESL Ontario shall immediately notify the Board of any actual or potential conflict, refrain from discussing with any person the matter which gives rise to the conflict and refrain from participating in any discussion, decision or vote on the matter and excuse themselves from the organization or committee while the matter that gives rise to the conflict is under consideration.

Where a TESL Ontario representative finds himself or herself in a conflict of interest in any position with another organization, the TESL Ontario representative shall immediately notify the Board, and the Board may appoint an alternative TESL Ontario representative to represent the interests of TESL Ontario in the proceedings of the other organization.

2. Race And Ethnic Relations, Equal Opportunity

Policy

TESL Ontario believes that all individuals are equal and deserve to be treated with dignity, respect and fairness, regardless of race, ethnic origin, culture, religion, gender, age, sexual orientation and disability.

TESL Ontario will not discriminate against any person or organization in view of their race, ethnic origin, culture, religion, gender, age, sexual orientation and disability in its hiring, promotional activities, support and cooperation.

TESL Ontario will ensure that in its activities, initiatives, policies and practices, all individuals will receive equal opportunity regardless of their race, ethnic origin, culture, religion, gender, age, sexual orientation and disability.

TESL Ontario is an organization that believes in and respects diversity. To this effect TESL Ontario will strive to ensure that when and if possible, Board meetings are not set so as to conflict with any major religious holiday.