

CLASSIFICATION: GENERAL	NUMBER: GEN-BOARD-3018
CATEGORY: ADMINISTRATIVE	DATE: 2008.11.06 – O
ISSUED BY: CHAIR OF THE BOARD	
AUTHORIZED BY: BOARD OF DIRECTORS	

**SUBJECT: THE PERLEY AND RIDEAU VETERANS' HEALTH CENTRE (PERLEY RIDEAU)
BOARD OF DIRECTORS ETHICS RESOLUTION POLICY**

PREAMBLE:

The first purpose of this policy is to outline the procedure to be followed in the event an allegation of ethical impropriety has been made against an individual member of the board of directors.

The second purpose of this policy is to provide a mechanism for the resolution of ethical dilemmas not involving individual impropriety.

POLICY

Allegations of ethical impropriety made against a board member shall be investigated. Allegations made in good faith that are not frivolous or vexatious shall not result in retaliation or retribution of any kind in respect of the person who has made the allegation of ethical impropriety.

Ethical dilemmas not involving individual impropriety shall be investigated.

ProcedureAllegations of Impropriety

Allegations of ethical impropriety in respect of a board member shall be brought to the attention of the Chair of the Board of Directors or if the matter involves the Chair to the Chair of the Nominating and Governance Committee of the Board of Directors.

Each allegation shall be investigated. The means and methods of the investigation shall be at the discretion of the Chair.

The individual who is the subject of the allegation shall have the allegation and the results of the investigation into the allegation disclosed to him. The individual shall be given the opportunity to respond to the allegation and the results of the investigation in respect thereof within a reasonable time established by the Chair. The Chair may decide if the response shall be received in writing, orally, or both.

The Chair shall cause the matter to be taken before the Executive Committee who shall make a recommendation to the whole Board of Directors on the disposition of the matter.

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The Board of Directors shall receive the recommendation of the Executive Committee in the presence of the individual named in the allegation and shall ask the individual if they have any further representations. The Board of Directors shall then vote on the recommendation of the Executive Committee.

Ethical Dilemmas

Ethical dilemmas not involving individual impropriety shall be brought to the attention of the Chair of the Board of Directors who shall determine the manner in which the matter will be investigated. The dilemma and the results of the investigation shall be brought to the attention of the Standing Committee of the Board of Directors who in the discretion of the Chair of the Board of Directors is best suited to review the matter. The Standing Committee who receives the dilemma and the results of the investigation shall make a recommendation to the Board of Directors on how best to resolve the matter. The Board of Directors shall receive the Standing Committee's recommendation and shall vote on the matter. The decision of the Board shall be communicated in writing to the individual or individuals who raised the ethical dilemma.