

Northern Initiative
for Social Action

Being • Belonging • Becoming



Initiative du Nord
pour l'action sociale

Être • Appartenir • S'épanouir

36 rue Elgin Street, Second Floor, 2^e étage, Sudbury, Ontario P3C 5B4

Code of Conduct

All new and returning members as well as staff and Board Members are also asked to read and sign the following code of conduct and abide by it while at NISA. These are the rules that all people at NISA—staff, members, and visitors—must follow.

All members, staff, and visitors must:

- Honor and uphold NISA's core values and mission. NISA's mission is to focus on being, belonging, and becoming for people with living and lived experience of mental health challenges or illness.
- Maintain confidentiality, as well as the rights to privacy and personal information of NISA members, staff, and community.
- Be respectful towards NISA's property and belongings. This includes not damaging or stealing property.
- Maintain a safe and inclusive environment for all staff, members, and the community, regardless of race, gender identity, sexual orientation, national or ethnic origin, disability, and religion. NISA does not tolerate hateful or harmful words and actions, including discrimination, towards individuals or groups of people, on any of the grounds protected in **Ontario's Human Rights Code**.
- Maintain a healthy and safe environment for everyone. This includes, but is not limited to:
 - Verbal, sexual, or physical harassment and abuse is not tolerated.
 - Any individual exhibiting symptoms of significant intoxication that prevents participation in NISA's activities or causes health and safety concerns will be asked to leave.
 - Personal hygiene and proper attire are required to maintain a space where people can comfortably attend to work on their recovery.
 - NISA is a scent-free zone. Please refrain from using scented products.
 - If you are aware of exposure to a communicable disease or household pests (e.g., COVID, flu, bed bugs, cockroaches), please avoid attending NISA programs and services until resolved. You can call NISA's main telephone line or email info@nisa.on.ca if you are unsure if/when you can attend.
 - Soliciting of food, money, or cigarettes from other members, staff and visitors is prohibited.

All members, staff, and community members are to be treated with dignity and respect, allowing individuals to fulfill their own potential and to contribute to NISA's mission. There is zero tolerance for disrespectful and abusive behaviours. You may be asked to leave, or your membership may be revoked if you break this policy.

NISA retains the right to decline any application for membership if it is not in the best interest of the collective membership and/or organization. NISA also reserves the right to suspend or terminate memberships based on breaches of the Code of Conduct, health and safety legislation, or other reasons deemed necessary to ensure the maintenance of safe and welcoming environment for all.



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nisa.on.ca