



TTOA Code Of Conduct

Occasionally, during TTOA events or trainings, power dynamics—either real or perceived—may arise between participants. The TTOA Code of Conduct exists to remind all of us that our shared time is for learning together, not for diminishing another's experiences or thoughts. By reading and signing this document, we commit to respecting others and their contributions. Leaders Own Their Words.

Core Values and Commitments

I, as a Peer, am committed to building a strong, empowered, responsible, and ethical community. I commit to operating in a respectful manner that values both personal and community integrity. These commitments guide all areas of my work, including my interactions within my home agency, provincial agencies, and all resulting relationships. I am individually responsible and accountable for my own words and actions.

I understand that confidentiality is essential for personal and professional safety and allows everyone to participate fully. I also recognize that our community includes individuals from diverse racial and cultural backgrounds, sexual and gender identities, and life experiences. I will value, respect, and welcome knowledge and experience that differs from my own.

I acknowledge the basic core need that:

- When I speak, I need to be heard.
- When others speak, they need to be heard and accepted with dignity and respect.

Therefore, I commit to the following:

- Respecting confidentiality and holistic wellbeing (physical, mental, emotional, and spiritual) at all levels of personal, professional, and social interaction, including online spaces.
- Protecting the trust others place in me to hold their truths, safety, and privacy.
- Treating each person as an individual, setting aside judgments, stereotypes, and personal biases.
- Participating in Active Listening by giving space and time for others to speak, refraining from interrupting or formulating a response until the speaker has finished.
- Speaking in 'I'-statements and offering positive, structured feedback.
- Engaging fully during Zoom meetings, including keeping my camera on whenever possible.

Accountability

I understand that my actions and words affect others within the community.

I agree to take responsibility for:

- Being individually accountable for my words and actions at all times, including personal, electronic, and social media communication.
- Accepting responsibility for any harm caused to an individual, group, or community.
- Addressing harm directly with the person(s) affected to find a mutual resolution.



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- Seeking assistance from my home agency if a mutual resolution is not satisfactory, including participating in a clearing process.
- Reporting or addressing perceived breaches of the Code of Conduct through the appropriate local agency channels.
- Allowing local agencies to handle any reported human or civil rights violations according to relevant policies.

"What Does It Mean to Walk the Talk?"

Accountability:

- Owning the consequences of my words and actions.
- Acknowledging when my behavior does not reflect my integrity.
- Examining my motivations and addressing shadows or projections that compromise my integrity.

Integrity:

- Ensuring my words and actions align with my intentions and commitments.
- Keeping promises and respecting others while speaking.
- Supporting and encouraging others.

Responsibility:

- Taking responsibility for my life, feelings, thoughts, words, and actions.
- Choosing my reactions to others' words.
- Challenging processes, not people.
- Speaking for myself using "I" statements.

Action:

- Taking deliberate actions to fulfill my commitments.
- Asking for help when needed.
- Authenticity:
- Being sincere and honest in all interactions.
- Aligning body language with words.
- Owning and speaking my truth.

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Code of Conduct Agreement

I have read and commit to respecting this Code of Conduct to maintain the integrity of Peer Engagement work and its values. My responsibilities include:

- Accepting individual responsibility for my words and actions and being accountable for any harm caused.
- Interacting directly with those I have harmed to work toward resolution and repair.
- Seeking assistance if direct resolution is not possible, using the DESC Model (Describe, Express, Specify, Consequences) for conflict resolution.

Signature: _____ Date: _____