

# **CANADA EMPLOYMENT & IMMIGRATION UNION CODE OF ETHICS**

**(subject to and in accordance with CEIU By-laws, Regulations and Policies as well as the PSAC Constitution)**

Canada Employment & Immigration Union (CEIU) recognizes the importance of codifying and making known to the membership the ethical principles that guide the work of our professional staff and of our National Executive in providing services to our membership.

Ethical dilemmas occur when values are in conflict. CEIU's Code of Ethics states the values to which we are committed, and embodies the ethical responsibilities of this organization in this changing information environment.

We significantly influence or control the selection, organization, preservation and dissemination of membership personal and financial information. In a political system grounded in an informed society, we are an establishment explicitly committed to union beliefs and the freedom of access to information. We have a special obligation to ensure a viable organization and one that is stable for present and future generations.

The principles of this Code are expressed in broad statements to guide ethical decision making. These statements provide a framework; they cannot and do not dictate conduct to cover particular situations.

1. We provide the highest level of service to all members through appropriate and usefully organized resources; equitable service policies; equitable access; and accurate, unbiased, and courteous responses to all requests.
2. We uphold the principles of unionism and resist all efforts to restrict the labour movement.
3. We protect each member's<sup>1</sup> right to privacy and confidentiality with respect to information sought or received and resources consulted, borrowed, acquired or transmitted.
4. We recognize and respect members'<sup>1</sup> property rights, i.e. personal information and files.
5. We treat co-workers and other colleagues with respect, fairness and good faith, and advocate conditions of employment that safeguard the rights and welfare of all employees in every office.
6. We do not advance private interests at the expense of the membership, colleagues or our employing institutions.

7. We distinguish between our personal convictions and professional duties and do not allow our personal beliefs to interfere with fair representation of the aims of our organization or the provision of access to their information resources.
8. We strive for excellence in the organization by maintaining and enhancing our own knowledge and skills, by encouraging the professional development for co-workers, and by fostering the aspirations of members of the organization.

<sup>1</sup> ***Members - as defined in CEIU's By-Laws***