



In consideration of BCA Ottawa agreeing to engage you as a volunteer (the “**Engagement**”) and for other good and valuable consideration (the receipt and sufficiency of which are hereby acknowledged), you understand and agree as follows:

1. I understand that during the course of my duties with BCA Ottawa I will gain knowledge of, or have access to, information relating to the business and affairs of BCA Ottawa, its clients and third parties who may from time-to-time have dealings with BCA Ottawa and its clients (such information herein collectively, “**Information**”). The Information, regardless of the form in which it is recorded, transmitted, observed or expressed, or to which it may be converted or transcribed, shall include, without limitation, written and electronically stored or accessible information and data, and includes the name and identity of all such clients and third parties.
2. I acknowledge that all Information is strictly confidential and I agree that I shall not reveal to any person or entity, or use any Information at any time, except as expressly directed by BCA Ottawa or as may be required by law.
3. I acknowledge and agree that my obligation of confidentiality under paragraph 2 is of indefinite duration and that I will never disclose any Information to any person or entity, except as expressly directed by BCA Ottawa or as may be required by law.
4. I undertake and agree that no Information will be distributed, altered, copied, interfered with or destroyed, except in accordance with the instructions of BCA Ottawa.
5. I agree to use extreme caution with, and take all steps to safeguard, the confidentiality of any part of the Information that may come into my possession at any time or in any place, and in particular when using any type of electronic device or when performing my duties outside the office of BCA Ottawa
1. I understand and agree that compliance with this agreement is a condition of my volunteering with BCA Ottawa and that failure to comply strictly with each term of this agreement may result in the termination without notice of my volunteer duties with BCA Ottawa.

BCA Ottawa Conflict of Interest Policy

Purpose

The purpose of this policy is to help volunteer members of BCA Ottawa to effectively identify, disclose and manage any actual, potential or perceived conflicts of interest in order to protect the integrity of BCA Ottawa and manage risk.

Objective

The BCA Ottawa board aims to ensure that volunteers are aware of their obligations to disclose any conflicts of interest that they may have, and to comply with this policy to ensure they effectively manage those conflicts of interest as representatives of BCA Ottawa.

Scope

This policy applies to the board members of BCA Ottawa and volunteers.

Definition of conflicts of interests

A conflict of interest occurs when a person’s personal interests conflict with their responsibility to act in the best interests of BCA Ottawa. Personal interests include direct interests as well as those of family, friends, or other organizations a person may be involved with or have an interest in (for example, as a shareholder). It also includes

a conflict between a board member's duty to BCA Ottawa and another duty that the board member has (for example, to another organization). A conflict of interest may be actual, potential or perceived and may be financial or non-financial.

These situations present the risk that a person will make a decision based on, or affected by, these influences, rather than in the best interests of BCA Ottawa and must be managed accordingly.

Policy

This policy has been developed because conflicts of interest commonly arise, and do not need to present a problem to BCA Ottawa if they are openly and effectively managed. It is the policy of BCA Ottawa as well as a responsibility of the board, that ethical, legal, financial or other conflicts of interest be avoided and that any such conflicts (where they do arise) do not conflict with the obligations to BCA Ottawa.

BCA Ottawa will manage conflicts of interest by requiring volunteers to:

- avoid conflicts of interest where possible
- identify and disclose any conflicts of interest
- carefully manage any conflicts of interest, and
- follow this policy and respond to any breaches.

Confidentiality of disclosures

- Action required for management of conflicts of interest
- Conflicts of interest of board members

Once the conflict of interest has been appropriately disclosed, the board must decide whether or not those conflicted board members should:

- vote on the matter (this is a minimum),
- participate in any debate, or
- be present in the room during the debate and the voting.

What should be considered when deciding what action to take

- In deciding what approach to take, the board will consider whether the conflict needs to be avoided or simply documented
- whether the conflict will realistically impair the disclosing person's capacity to impartially participate in decision-making
- alternative options to avoid the conflict
- BCA Ottawa's objects and resources, and
- the possibility of creating an appearance of improper conduct that might impair confidence in, or the reputation of, BCA Ottawa.

The approval of any action requires the agreement of at least a majority of the board (excluding any conflicted board member/s) who are present and voting at the meeting. The action and result of the voting will be recorded in the minutes of the meeting and in the register of interests.

Compliance with this policy

If the board has a reason to believe that a person subject to the policy has failed to comply with it, it will investigate the circumstances.

If it is found that this person has failed to disclose a conflict of interest, the board may take action against them. This may include seeking to terminate their relationship with BCA Ottawa.

If a person suspects that a board member has failed to disclose a conflict of interest, they must bring it to the attention of the Chair and Executive Director. Should either of those people be suspected of non-disclosure the activity must be shared with the Director, Human Resources.

Rules of Engagement

In order to be a volunteer with BCA Ottawa, it is critical for you to be aware of and respect the the mission, vision and values of BCA Ottawa and the goals of our organization and its membership.

In signing this document, the volunteer agrees to:

1. Abide by BCA Ottawa's mission, vision and values.
2. Be aware that you are representing yourself, and BCA Ottawa when volunteering.
3. Adhere to all of BCA Ottawa's organizational policies.
4. Abide by BCA Ottawa's Conflict of Interest policy and inform the Executive Director if conflict arises.
5. Maintain confidentiality about your experiences except with fellow volunteers, the Board of Directors and the Executive Director of BCA Ottawa.
6. Demonstrate sensitivity to and an understanding of the dynamics of those diagnosed with cancer.
7. Be accountable to the Director/Program Lead of that portfolio and the Executive Director of BCA Ottawa.
8. Adhere to the guidelines as set out by BCA Ottawa (Human Resources Policy, Finance Policy and Membership Policy and By-Laws)
9. Accept the ability of Executive Director of BCA Ottawa to dismiss you as a volunteer should you fail to meet the expectations as set out by Director of that portfolio.
10. Be free of any real or perceived conflict of interest.
11. BCA Ottawa volunteers cannot have a criminal record.