



SURREY SCHOOL DISTRICT 36 PARENTS ADVISORY COUNCIL

CONSTITUTION

PART I - NAME

The name of this organization shall be Surrey **School** District 36 Parent Advisory Council ("DPAC").

PART II - PURPOSE

The purpose of this organization shall be:

- (1) To promote the interests of public education in Surrey School District 36 (SD36) and, to that end, to foster co-operation and communication among parents, students, educators and school district representatives;
- (2) To advise the school district of parents' views on district and provincial policies and programs, and to make recommendations where appropriate;
- (3) To communicate with parents and Parent Advisory Councils on district and provincial policies and programs, and to provide a forum for discussion of policies, programs and educational issues;
- (4) To assist parents in forming Parent Advisory Councils in their schools, and to encourage their membership in them;
- (5) To assist its members in obtaining information about school, district and provincial programs and policies and in communicating with district representatives;
- (6) To communicate with other organizations in the community and the province on educational matters of common concern;
- (7) To promote a positive image of the public-school system within the district.

Adopted April 21, 1993

Certificate of Change in Constitution issued by Registrar of Companies June 23, 1993 Bylaws amended:

May 29, 1996

May 27, 1998

November 24, 2004

May 24, 2013

May 23, 2018

May 22, 2019

Surrey School District 36 Parent Advisory Council

Surrey School District 36 Parent Advisory Council (DPAC) founded in 1977 is a non-profit organization, representing the interests of Surrey parents in the public education system.

It is parents helping parents learn more about our education system and how they can contribute to it.

Mission

Our mission is to facilitate meaningful parent involvement in the public school system and to empower parents to speak on behalf of their children.

We are committed to:

- Promoting the interests of public education in the Surrey School District
- Encouraging membership in and providing assistance to Parent Advisory Councils
- Assisting parents to enhance skills needed to nurture and educate their children
- Working in partnership with the stakeholders who make decisions affecting children
- Fostering communication and cooperation among all the participants in the education system.

BYLAWS OF SURREY SCHOOL DISTRICT 36 PARENT ADVISORY COUNCIL

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PART I: MEMBERSHIP

Entitlement to membership

~~1-~~All Parent Advisory Councils (PACs) established pursuant to **Surrey** School District 36 (~~Surrey~~) Policy No. 10300, as amended, are ~~entitled to be~~ members of **Surrey School** District 36 Parent Advisory Council (DPAC).

Application for Membership

- ~~2. (a)~~ **Commencing of a new school year every established** A Parent Advisory Council (PAC) ~~may apply to DPAC for membership, and shall upon application be a member.~~ **shall register its newly elected executives with DPAC to ensure voting rights at meetings.**
- ~~(b)~~ **Each registration shall include a copy of the AGM minutes which indicates the new executives and any other newly elected positions.** ~~The application shall designate a person elected or appointed by the PAC to be its registered representative on DPAC.~~
- ~~(c)~~ ~~The application may also designate an alternate representative to represent the PAC in the absence of the registered representative.~~ **registration will enable all elected parties listed within the minutes to represent and have voting rights at DPAC meetings, however, only one vote is permitted per school.**

Compliance with bylaws

~~3-~~ Every member shall uphold the constitution and comply with these bylaws.

Cessation of membership

4-A PAC ceases to be a member of DPAC **upon its dissolution.**

~~(a) on delivering its resignation in writing to the secretary of DPAC, or on mailing or delivering it to the address of DPAC, or email to DPAC general email address;~~

~~(b) Membership ceases on June 30th annually~~

Good standing

~~5-~~All members are in good standing except;

- 1) a member who has not registered with DPAC for the current school year;
- 2) a member who has ceased to be established pursuant to **Surrey** School District 36 (~~Surrey~~) Policy No. 10300.

PART II: MEETINGS OF GENERAL MEMBERS

General meetings

~~6.~~General meetings of DPAC shall be held not less than four times during each school year at the time and place, that the directors decide. One of those meetings shall be the annual general meeting.

Notice

- a. ~~7.~~A Calendar of general meetings will be presented at the Annual General Meeting or **at** the beginning of the school year and located on the DPAC website throughout the year. 30days notice shall be provided for an Annual General Meeting or Extra-ordinary Annual Meeting.
- b. The inadvertent omission to give notice of a meeting, or the failure of a member to receive notice, does not invalidate proceedings at the meeting.

Right to attend and vote

- a. ~~8.~~Every parent or guardian of a student attending a public school in **Surrey** School District 36 (~~Surrey~~) has the right to attend general meetings.
- b. **Upon** ~~On a~~ request made to the directors, a student representative of a student council in a public school in **Surrey** School District 36 (~~Surrey~~) **has the right to** ~~may~~ attend general meetings.
- c. Only members of DPAC in good standing have the right to vote on matters before the meeting.
- d. Other persons, at the discretion of the directors, may attend meetings, but are not eligible to vote.
- e. **Robert's Rules of Order shall apply in instances where the C&B are silent**

Request by member

~~9.~~Any member may request the calling of a general meeting. ~~by way of signed petition representing twenty percent (20%) of the membership. The request shall be in writing delivered to the President and shall state the reason for the request. All petitioners shall be present at the next available general meeting when called by the President.~~ **On receiving the request, it shall be taken to all DPAC directors for discussion/planning and the president shall call the meeting. Members shall be given not less than fourteen (14) days' notice of a meeting called under this section.**

PART 3- PROCEEDINGS AT GENERAL MEETINGS

Quorum

~~10.~~A quorum for general meetings is ten members present for the meeting.

Appointment of a Chair

~~11.~~Subject to bylaw 12, the President of DPAC, the Vice-President or, in the absence of both, one of the other Directors present, shall preside as Chair of a general meeting.

~~12.~~If, at a general meeting

- a. both the President and Vice-President are absent, one of the other Directors present, shall preside as Chair of a general meeting.
- b. there is no President, Vice-President or other Director present within 20 minutes after the time appointed for holding the meeting; or
- c. the President and all the other Directors present are unwilling to preside, the members present shall choose one of their number to chair the meeting.

Voting

- a. ~~13.~~A member PAC in good standing present at a meeting of members is entitled to one vote. In cases where there is dispute as to who the DPAC representative for a member PAC is, Surrey DPAC directors will investigate and make determination of who the registered member shall be, such that, member PAC vote is exercised in order by respective member's school PAC Executive Officers position of President, Vice-President, Treasurer, and then Secretary. Upon arrival at each meeting, registered member is provided with a voting card. Voting cards will clearly indicate all elected positions for each registered member. Any of these elected positions may represent their PAC and exercise their right to vote.

~~14.~~A member exercises its vote through its registered representative or, in his or her absence, its alternate representative designated in its application for membership.

~~15.~~(a) Where a member has not designated an alternate representative in its application for membership, the member may designate an alternate to vote on as behalf at a meeting.

~~(a) The designation shall be in writing, specifying the date of the meeting at which the alternate representative is authorized to vote, and signed by the registered representative and the president of the member PAC.~~

b. No other proxies are permitted.

c. ~~16.~~ Voting is by a show of **voting cards** ~~hands~~ or, where requested by two members present, by secret ballot.

d. ~~17.~~ Any conflict of interest must be declared by voting representatives prior to any discussion. Any representative so declaring will not participate in any discussion or any vote, pertaining to the noted conflict.

e. ~~18.~~ Except as provided elsewhere in these bylaws, all matters requiring a vote shall be decided by a simple majority of the votes cast

~~**No casting vote by Chair**~~

f. ~~9.~~ In the case of an equality of votes, the Chair does not have a casting or second vote in addition to the vote to which he or she may be entitled as a member, and the proposed resolution shall not pass

PART IV: DIRECTORS AND OFFICERS

Eligibility

a. ~~10.~~ Any parent or guardian of a student attending a public school in **Surrey** School District 36 (~~Surrey~~) and nominated by a member **PAC** is eligible to be a Director of DPAC.

b. No member of any Board of Education can hold office as a Director for **Surrey School** District 36 PAC (DPAC)

c. No employee of **Surrey School District 36** ~~SD36~~ can hold office as a Director due to potential perceived conflict of interest.

d. Any Director seeking political office must declare their intention and take leave from the Board for the term of the election.

e. Any parent having declared candidacy for a seat on any Board of Education (in an election year) shall not be elected to an Executive Officer role on DPAC.

Directors' powers

~~11. (a) The Directors may do all the things that DPAC can do, subject to~~

~~(i) these bylaws or any law affecting DPAC;~~

~~(ii) any rule, consistent with these bylaws, made from time to time by DPAC in general meeting.~~

~~(b) No rule made by DPAC in general meeting invalidates an act of the directors done before the rule was made.~~

DPAC directors shall carry on the day to day business of the organization and seek parent views through its membership and through open communication at general DPAC meetings. At no time shall any Director enter into any kind of agreement with any other group or organization in which DPAC's name will be associated without first seeking membership approval to collaborate.

Number of Directors

~~12. There shall be a minimum of four~~ ~~nine~~ ~~Directors~~ in order to meet Gaming Grant requirements, with ~~and~~ a maximum of thirteen.

Election of Directors and Officers

- a. ~~13.~~The Directors shall be elected at each annual general meeting, to hold office for a term of one year from June 1 to May 31.
- b. If less than the prescribed numbers of candidates are nominated for election, each candidate must garner simple majority of fifty-one percent (51%) of members present to become a Director. No Director positions will be filled by acclamation, but rather by affirmation.
- c. At the first meeting of the newly elected Directors, they shall elect from among themselves a President, a Vice-President, a Secretary, and a Treasurer who shall be the executive officers for the ensuing term.
- d. Candidates for the office of President and Treasurer shall have served a minimum of one term as a Director of DPAC prior to being elected to one of these executive officer positions.
- e. It is recommended that no one hold an executive officer position in their youngest child's secondary school graduation year.

Nominating committee

- a. ~~14.~~The Directors may, in accordance with these bylaws, appoint a nominating committee to set standards and rules for nominating candidates for directorship at the annual general meeting.
- b. Any standards or rules set by the nominating committee shall be approved at the annual general meeting (AGM) prior to nominations.

Vacancy/Resignation

- a. ~~15.~~ **Should a resignation or vacancy open, the Directors may from time to time appoint an eligible person as a Director shall post a notice to fill a vacancy. , at the next General Meeting, any candidates stepping forward will be voted in by general membership.**
- b. A Director so appointed holds office only until the next annual general meeting (AGM), but **however,** is eligible for re-election at that meeting.

Resignation of Directors

~~16. (a) If a Director resigns or otherwise ceases to hold office, the remaining Directors may appoint an eligible person to take the place of the former Director.~~

~~(b) No act or proceeding of the Directors is invalid only by reason of there being less than the prescribed number of Directors in office.~~

Removal of Directors and ~~executive officers~~ Executive Board Members

1. **Follow the Dispute Resolution Process (see APPENDIX III).**
2. **The Members may, by a majority of not less than 75% of the votes cast, remove a Director/ Executive Board Member from their position before the expiration of his/her term of office, and may elect a successor to complete the term.**

~~17. (a) The members may, by a majority of not less than 75% of the votes cast, remove a director before the expiration of his or her term of office, and may elect a successor to complete the term of office.~~

~~(b) The board of directors, with a minimum of 75% of the directors present, may, by a majority of not less than 75% of the votes cast, remove an executive officer before the expiration date of his or her term of office, and may elect a successor to complete the term.~~

Remuneration of Directors

~~18.~~No Director shall be remunerated for being or acting as a Director but may be reimbursed for all expenses necessarily and reasonably incurred by him or her while engaged in the affairs of DPAC in accordance with Surrey Board of Education approved travel and mileage rates.

Pre-approval of Expenditures for conferences is recommended and/or to be set out in the its annual budget.

PART V: PROCEEDINGS OF BOARD OF DIRECTORS

Meetings

- a. ~~19.~~ The Directors shall meet not less than six times during each school year at the time and place they see fit.
- b. Any ~~two~~ Directors may request the calling of a board meeting. The request shall be in writing delivered to the President stating the reason for the meeting. On receiving the request, the president shall call the meeting. Directors shall be given not less than seven (7) days notice of a meeting called under this section.
- c. Any DPAC Board member who is absent for three (3) consecutive meetings without leave of absence from the Board, or without satisfactory reason, shall forthwith cease to be a member of the Board (Director). Directors are required to attend board meetings, general meetings, liaison meetings and all other meetings called at the discretion of the board or President.
- d. The President shall preside at all Directors' meetings, but if the President is unable or unwilling to preside, the Vice-President shall chair the meeting. If neither is able or willing, the Directors present may choose one of themselves to preside at the meeting.

Quorum

~~20.~~ A quorum for Board of Directors' meetings is five Directors.

Chair

~~21. — The President shall preside at all Directors' meetings, but if the President is unable or unwilling to preside, the Vice-President shall chair the meeting. If neither is able or willing, the Directors present may choose one of themselves to preside at the meeting.~~

Notice

- a. ~~31.~~ Verbal or written notice of a Directors' meeting to each Director shall be sufficient.
- b. The inadvertent omission to give notice to a Director, or the failure of a Director to receive notice, does not invalidate the proceedings at the meeting.

Voting

- a. ~~22. Questions~~ **Matters** arising at a Directors' meeting shall be decided by a simple majority of the votes cast.
- b. In the case of an equality of votes, the Chair does not have a second or casting vote and the proposed resolution shall not pass.

Resolution in writing

9. A resolution in writing, signed by all the Directors and placed with the Directors' minutes, is valid and effective as if regularly passed at a Directors' meeting.

Communications

- a. ~~10. Communications:~~ The Directors shall produce and circulate noteworthy information to the members ~~and others~~ as the Directors decide, with the objective of keeping the members informed of DPAC's activities.
- b. Website: The Directors shall maintain and effectively manage a website with the objective of keeping the members informed of DPAC's activities.
- c. Media Relations: The Directors may appoint a media relations contact, who once appointed, has the authority to speak on behalf of the Directors, without seeking approval from the Directors first.

Internal committees

- a. ~~11.~~ The Directors may establish committees as they think necessary or useful to meet DPAC's objectives and shall do so ~~if required~~ by motion of the members in general meeting.
- b. Each committee shall be chaired by a Director. The DPAC board may appoint as many of the following persons to the committee as they require:
 - i. other Directors;
 - ii. any parent or guardian of a student attending a public school in Surrey School District 36 (Surrey); and
 - iii. other persons to act in an advisory capacity only, without a vote.
- c. The terms of reference of each committee shall be specified by the Directors at the time it is established, or by the committee at its first meeting, ~~as the Directors decide~~.

- d. Committees shall report to the **board of** directors as the Directors require.
- e. ~~12.~~ Committees may meet and adjourn as ~~they think fit~~ **required**.

External committees

- a. The Directors may appoint representatives to external committees or in liaison positions to external groups/organization as they think necessary or useful to meet DPAC's objectives and shall do so by motion of the members in a general meeting.
- b. A Director who is, directly or indirectly, interested in a proposed contract or transaction with the organization shall disclose fully and promptly the nature and extent of his or her interest to every other Director.

External committees

~~13. — (a) The Directors may appoint representatives to external committees or in liaison positions to external organizations.~~

~~(b) — Whenever possible, the Directors shall involve members in the selection process.~~

~~(c) — Persons so appointed shall report to the Directors as the Directors require.~~

Disclosure of interest

~~14. A Director who is, directly or indirectly, interested in a proposed contract or transaction with the organization shall disclose fully and promptly the nature and extent of his or her interest to every other Director.~~

PART VI: ROLES AND RESPONSIBILITIES OF DIRECTORS

President

- a. ~~15.~~ Except as provided elsewhere in these bylaws, the President shall preside at all members' and Directors' meetings of DPAC.
- b. The President is the Chief Officer of DPAC and shall supervise the other officers and Directors in the execution of their duties.
- c. The President is an ex officio member of all committees established by the Directors.
- d. The President, **along with the Secretary**, will ensure an agenda is prepared and presented at each General, Board, and Annual General Meeting.
- e. The President will update members on DPAC activities at each General and Board meeting.
- f. The President will submit and present an annual report at the Annual General Meeting.

- g. Except as the Directors decide from time to time, the President is the official spokesperson on behalf of DPAC.

Vice-President

~~16.~~ The Vice-President shall:

- a. assume the duties of the President in his or her absence or upon the resignation of the President until such a time as the Board fills the vacancy.
- b. when not carrying out the President's duties, the Vice-president shall assist the President as needed and perform such special duties as the Directors decide.

Secretary

~~17.~~ The Secretary shall:

- a. record and keep minutes of all members' and Board of Directors' meetings;
- b. maintain and ensure the membership is up-to-date; and
- c. maintain and ensure the safekeeping of all records and documents of DPAC, except those required to be kept by the Treasurer.
- d. assure all records, older than 3 months, are to be held at the DPAC office
- e. **In the absence of a Secretary from a members' or Board of Directors' meeting, the Chair shall appoint another person to act as Secretary at the meeting.**

Treasurer

~~18.~~ The Treasurer shall

- a. receive all monies, issue invoices, issue receipts, and ensure the payment of authorized expenditures.
- b. keep the financial records, including books of account, necessary to comply with Canadian Generally Accepted Accounting Principles (GAAP);
- c. render financial statements to the Directors, members at respective monthly meetings and others when required;
- d. assist the Directors in preparing an annual budget;
- e. prepare a set of financial statements for the AGM and the annual report;
- f. apply for Province of BC Gaming Grant annually by deadline; maintain and keep related documents for Gaming Summary; and
- g. assure all records, older than 3 months, are to be held at the DPAC office

- h. prepare and present a budget for approval at first general meeting.

Absence of Secretary

~~19. — In the absence of a Secretary from a members' or Board of Directors' meeting, the Chair shall appoint another person to act as Secretary at the meeting.~~

Immediate Past President

20. The Immediate Past President shall act as a special advisor and shall provide advice and support. The Immediate Past President does not have a vote on resolutions or a tie-breaker vote.

Directors

~~21.~~ Directors shall:

- a. abide by Constitutions and Bylaws, Directors Code of Conduct, and Directors Responsibility and Legal Liability;
- b. utilize consensus building processes when developing positions on issues;
- c. attend external committees as representatives of Surrey DPAC;
- d. chair DPAC internal committees;
- e. attend member PAC meetings, provide guidance to strengthen PACs;
- f. assist with parent advocacy issues;
- g. have an open-mind, be respectful of diverse opinions.

PART VII: DIRECTORS CODE OF CONDUCT, RESPONSIBILITIES AND LEGAL LIABILITY

~~22~~-DPAC is not a forum for the discussion of individual school personnel, students, parents or other individual members of the school community. An Executive member who is approached by a parent with a concern relating to an individual is in a privileged position and must treat such discussion with discretion, protecting the confidentiality of the people involved.

~~23~~-A Director who accepts a position representing DPAC will:

- a. Uphold the Surrey DPAC's Constitution and Bylaws, Directors Code of Conduct (Appendix I), Directors Responsibilities and Legal Liability (Appendix II) of DPAC
- b. Perform his/ her duties with honesty and integrity
- c. Work to ensure that the well-being of students is the primary focus of all decisions.
- d. Respect the rights of all individuals
- e. Strive to be informed and only pass on information that is reliable and correct.

PART VIII: FINANCIAL MATTERS

Financial year

~~24~~-The financial year shall be June 1 to May 31.

Power to raise money

~~25~~-In order to further the purpose and objectives of DPAC, the directors may, on behalf of and in the name of DPAC, raise money in the manner they decide.

~~51~~-The members may restrict the directors' power to raise money, but a restriction imposed expires at the next annual general meeting.

Bank accounts

- a. ~~52.~~ DPAC may establish and maintain a minimum of 2 bank accounts.
 - i. One account is to be held for the gaming funds
 - ii. One account is to be held for general revenue
- b. All funds of DPAC shall be kept on deposit in a chartered bank or credit union.

Signing authority

~~53.~~

- a. The President, Treasurer, and at least one other Executive ~~Officer~~ **Member** shall have signing authority on all banking and legal documents. At least two signatures shall be required on all these documents.
- b. Related Executive ~~Officers~~ **Members** shall not be signing authorities at the same time.
- c. The Executive ~~Officers~~ **Members** do not have any borrowing power and shall not take out any loans on behalf of Surrey DPAC.

Spending

- a. ~~54.~~ Subject to subsection (b), the directors may spend money as approved **on the budget and as approved** by the members in general meetings.
- b. The Directors may spend up to \$500.00 without prior approval of the membership.

Appointment of auditor

~~55.~~ **Any member of DPAC may request and audit.** DPAC may appoint an auditor.

PART IX: AMENDMENTS TO BYLAWS

~~56.~~ These bylaws may be amended by a Special Resolution passed by at least seventy-five (75%) of the members present at any General meeting, given the Notice of proposed amendments has been provided to the membership at least thirty (30) days prior to the meeting at which they are to be considered.

PART X: DISSOLUTION

~~57.~~ DPAC may be dissolved by resolution at a general meeting convened for the purpose of dissolution.

- a. In the event of dissolution, the assets remaining after the payment of all debts and liabilities will be distributed equitably to member PACs at the time of dissolution. Any remaining funds in the gaming account will be returned to the Province of BC – Gaming Branch.
- b. All DPAC records will be transferred to Surrey School District 36 Secretary Treasurer's Office for record-keeping.

PART XI: GENERAL

Written Notices

~~58.~~ Any written notice required by these bylaws to be given to a member is deemed to have been sufficiently given if posted to the DPAC website or Facebook, subsequent to notice requirements previously noted.

Property in documents

- a. ~~59.~~All documents, records, minutes, correspondence or other papers of any kind kept by a member, Director, or committee member in connection with DPAC shall be deemed to be property of DPAC, and shall be turned over to the President when the member, Director, or committee member ceases to perform the task to which the papers relate.
- b. Documents deemed to be the property of DPAC shall be held at the office of the DPAC. Original documents of Surrey DPAC should not be held at a personal residence longer than 3 months.

Dated at Surrey, British Columbia, the 21st day of April, 1993. Amended:

May 29, 1996

May 27, 1998

November 24, 2004

May 24, 2013

January 24, 2018

May 22, 2019

Appendix I: Director's Code of Conduct

DIRECTORS CODE OF CONDUCT

Each member of the Surrey DPAC Board of Director's must **thoroughly read and then sign this code of conduct within the first month of their term. This document will be kept on file at the DPAC office.** ~~sign a consent document; ideally this document should be signed at the beginning of their term of office. This document should be kept on file.~~ Any violation of this Code of Conduct should be reported directly to the DPAC President and/or Board in writing. The Board should then convene to determine what actions, if any, are required.

As a Member of the Board of Directors, I will:

- Listen carefully to my fellow Board members;
- ~~Carefully consider and~~ **Respect** the opinions of my fellow Board members;
- ~~Respect and support all majority decisions of the Board;~~
- Recognize the authority vested in the Board;
- Keep well informed of developments relevant to issues that may come before the Board;
- Participate actively in Board meetings and actions and not discuss elsewhere what I am unwilling to discuss in Board meetings;
- Bring to the attention of the Board any issues I believe will have significant effect on our organization or those we serve;
- Attempt to communicate the needs of those we serve to the Board of Directors;
- Bring complaints directly and promptly to the attention of the Board;
- Recognize that my duty is to ensure that the organization is well-managed, ~~not necessarily to manage the organization;~~
- Represent all those whom this organization serves vs. geographic or special interest groups;
- Consider myself a "trustee" of the organization and do my best to ensure it is well-maintained, financially secure, and always operating in accordance with our stated objectives;
- Work to learn how to undertake my role and responsibilities better; and
- Acknowledge conflicts of interest between my personal life and my position on the Board, and abstain from voting or attempting to influence issues in which I am conflicted.

As a Member of the Board of Directors, I will not:

- Criticize fellow Board Members or their opinions, outside of the Board Room;
- Use the organization or my position for my personal advantage or that of my friends, relatives or associates;
- Discuss the confidential proceedings of the Board outside the Board Room;
- Promise how I will vote on an issue before hearing the discussion and becoming fully informed on that issue;
- Speak for or on behalf of the organization unless specifically authorized to do so.

I (print name) having read the aforementioned Code of Conduct hereby agree to the terms and conditions set forth in this document and will abide by the decisions of the Board.

(Signature of Director) (Date) (Witness)

Policy Adopted: January 12, 2005, May 23, 2018

Appendix II: Directors Responsibility and Legal Liability

DIRECTORS RESPONSIBILITY AND LEGAL LIABILITY

The duty of the Surrey DPAC Board of Directors is to uphold the Constitution and By-Laws and to accept responsibility for its operations. Surrey Board members are expected to serve in good faith, act honorably, ~~behave honestly~~, attend meetings and contribute to decisions that are in the best interests of the organization, respect confidentiality, and avoid conflicts of interest. Board members are responsible for their actions which should be those that would be performed by any prudent person in similar circumstances. They are stewards of the good name of Surrey DPAC and are required to be wise, prudent and vigilant on its behalf.

The Surrey DPAC Board of Directors is responsible to the members and therefore is responsible for acting in accordance with the Mission Statement, Core Philosophy and Beliefs.

The Surrey Board of Directors is responsible for:

- **Setting goals and priorities as per the membership voice they represent.**
- **Drafting policy for the general membership to vote on.**
- **Providing guidelines for decision making processes for DPAC board members.**
- **Building relationships with the Community on the whole.**
- **Manage the organization's resources prudently.**
- ~~Envisioning the Future (Goals and Priorities)~~
- ~~Setting Policy (Guidelines for Decision Making)~~
- ~~Hiring the Executive Director (if applicable)~~
- ~~Developing Links to the Community (building Relationships)~~
- ~~Representing the organization (Fundraising)~~
- ~~Providing for the prudent management of the organization's resources~~
- Risk management - The process by which the risks faced by the organization are identified together with the precautions necessary to prevent, control or reduce the chance of loss or damage.

All members of the constituted Board of Directors are required to attend Board meetings, General Meetings, Annual General Meeting, Extraordinary General Meetings, and all Board functions including liaison meetings with stakeholder groups. If for just cause, Directors who are unable to attend meetings

may be exempted from this requirement through the giving of their regrets to the President in advance of the scheduled meeting.

Board members are responsible for insuring that volunteers and personnel if any, are properly chosen, and adequately supervised and constrained by appropriate policies.

Board members are not normally liable for the debts or liabilities of Surrey DPAC, though any Director who has directed, authorized, assented to, acquiesced in, or participated in an illegal act is personally liable for that offence.

I (print name) having read the aforementioned responsibilities hereby agree to the terms and conditions set forth in this document.

(Signature of Director) (Date) (Witness)

Policy Adopted: January 12, 2005; May 23, 2018

Appendix III: DISPUTE RESOLUTION

Dispute Resolution Process

Every concern brought forward is immediately funneled to the Chair. The Chair is responsible to gather any pertinent information. Every concern is documented, and this log will remain with the Chair. It is recognized that sometimes a person needs only to receive some direction or information to resolve the situation. If it is deemed a “personality conflict”, the concerned bearer is encouraged to go back to the individual to work it through. This would also be the case if a second concerned bearer came forward with the same issue. In case of a third concerned bearer bringing forth the same issue, step 1 of the dispute resolution process is applied.

Step 1:

When there are three (3) grievances against the same DPAC Director/Executive member, brought forward by three (3) different members of the DPAC, the Chair will use the Constitution/Bylaws, appropriate Policies, and be assisted by the Vice-Chair, who are responsible to research the issue as it pertains to the DPAC. These two individuals, (Chair and Vice-Chair) are to meet with the person in question to work through a resolution. At this point, if there is no resolution, the person in question may be asked to resign. Everything is confidential at this point.

If the grievances are against the Chair, the concern shall be taken to the Vice-Chair to seek a neutral Executive member to take the place of the Vice Chair and the Vice Chair shall act as the Chair in the resolution process. If the grievances are against both the chair and the vice chair, the concern shall be taken to a neutral Director to chair the resolution process.

Step 2:

If step 1 fails to resolve the issue, the concerned bearer is required to provide a written request for assistance. This is given to the Board of Directors, where it will be addressed “In Camera”, and possible solutions to the concerned are offered. At this point, if it is deemed necessary, the individual may be asked to resign. If the individual agrees, the process is complete. The concerned, the resolution, and the action taken by the person involved, are documented. These minutes are kept separate from the regular executive minutes and everything at this point is confidential, unless the individual does not comply, and the situation proceeds to step 3.

Step 3:

A resolution is put forward to the DPAC General Meeting stating the intention of removing (insert person's name) from his/her position. A seventy-five percent (75%) affirmative vote is needed to pass this resolution. Everything is documented in the regular PAC General minutes.