



CODE OF CONDUCT

The Manitoba Nurses Union (MNU) is committed to fostering a culture of dignity, respect, solidarity, and democratic participation.

This Code of Conduct establishes the standards of behaviour expected of all members, elected officials, staff, delegates, and participants in Union activities.

ITS PURPOSE IS TO:

- Promote respectful engagement
- Protect democratic processes
- Ensure safe and inclusive Union spaces
- Uphold the integrity and reputation of MNU

This Code is to be read in conjunction with the MNU Constitution, By-Laws, and applicable policies.

This Code applies to all individuals participating in MNU activities, including:

- Annual General Meetings (AGMs)
- Provincial, regional, local/worksites, and committee meetings
- Conferences, education sessions, and Union-sponsored events
- Virtual meetings and digital platforms
- Communications conducted in an official Union capacity
- Social media where individuals identify themselves in relation to MNU

GUIDING PRINCIPLES

RESPECT AND EQUALITY

All members are equals within the Union and must treat one another with professionalism, dignity, and respect.

DEMOCRATIC PARTICIPATION

MNU values open debate and democratic decision-making. Disagreement is expected and healthy; intimidation, disruption, or personal attacks are not acceptable.

SOLIDARITY

Members share a commitment to protecting nurses and public health care. Conduct that undermines solidarity weakens the Union.

DIVERSITY, EQUITY, AND INCLUSION

MNU is committed to ensuring all members, regardless of race, Indigenous identity, ethnicity, gender identity, sexual orientation, age, ability, religion, language, or employment status, can participate fully and safely. Discrimination and exclusionary behaviour will not be tolerated.

STANDARD OF CONDUCT

To ensure respectful engagement, all participants shall:

- Listen respectfully
- Focus on issues, not individuals
- Refrain from personal attacks
- Respect speaking limits and the right of others to participate
- Maintain professional decorum

Meeting participants must follow established procedures and directions of the Chair.

Meetings shall be conducted in accordance with:

- The MNU Constitution
- Established Rules of Procedure and MNU Handbook policies
- The current edition of Robert's Rules of Order (where applicable)

Participants must address remarks through the Chair, follow proper motion and voting procedures, comply with speaking limits, and remain present during votes unless excused.

The following behaviours are strictly prohibited in all Union spaces, including online environments:

- Harassment (verbal, written, physical, or digital)
- Bullying or intimidation
- Discrimination or hate speech
- Sexual harassment
- Retaliation against a complainant or witness
- Defamatory or knowingly false statements

Harassment includes unwelcome conduct that a reasonable person would consider offensive, humiliating, or intimidating.

CONFIDENTIALITY

Members must respect the confidentiality of:

- Personal information
- Labour relations strategies
- Legal matters
- In-camera discussions
- Sensitive workplace or member issues

Confidential information obtained through Union involvement must not be disclosed without proper authorization.

DIGITAL AND PUBLIC COMMUNICATIONS

This Code applies equally to digital platforms and social media. Members shall not:

- Share confidential Union information
- Harass or intimidate others online
- Misrepresent Union decisions or positions

Members speaking publicly must clarify whether they express personal views or official Union positions.

RESPONSIBLE USE OF AUTHORITY AND RESOURCES

Elected officials and staff have a heightened responsibility to model respectful behaviour and ethical leadership. Union resources, including funds, materials, and communication platforms, must be used solely for legitimate Union purposes.

REPORTING AND RESOLUTION

Alleged breaches of this Code may be reported in writing to:

- Local/Worksite Executive
- Board of Directors Representative
- MNU Discipline Committee
- Provincial President or designate

Complaints will be addressed promptly, fairly, and confidentially, consistent with principles of procedural fairness. Retaliation against anyone raising a concern in good faith is prohibited.

Violations of this Code may result in corrective or disciplinary action, including:

- Informal resolution or mediation
- Verbal or written warning
- Removal from a meeting or event
- Suspension from participation in Union activities
- Removal from an elected or appointed position
- Referral to the Discipline Committee

Sanctions will be proportionate to the severity and impact of misconduct.

We are committed to creating a safe environment, and everyone shares responsibility for maintaining a respectful and safe Union environment. MNU is strongest when members:

- Engage in good faith
- Respect democratic decisions
- Uphold solidarity
- Model professionalism consistent with the nursing profession

