



CODE OF ETHICS



Highlights

BACi believes everyone belongs. We believe all people should be treated with respect, fairness and kindness. Our Code of Ethics explains how we should act at BACi. It helps us make good choices and do the right thing. Everyone at BACi must follow this Code, including all employees, volunteers and Board members.

WHY THE CODE MATTERS

The Code of Ethics:

- Guides how we make decisions
- Explains how we treat people
- Helps us act honestly and fairly.



It reminds us to think about our actions and how they affect others.

HOW THE CODE WAS CREATED

The Code of Ethics was created with help from:

- People supported by BACi
- Families
- Employees
- Board members.



The Board reviews the Code every year. Every 3 years, the Code is reviewed more deeply with community input.

OUR GUIDING PRINCIPLES

At BACi, we believe:

- Every person has value
- Everyone has rights
- Family and friends are important
- People should make their own choices
- People belong in their community
- People should live self-directed lives
- Support staff must always act in the person's best interests
- We must promote disability confidence.



These principles guide everything we do.

OUR ETHICAL STANDARDS

Everyone at BACi must:

- Follow the law
- Be honest and open
- Act fairly and with integrity
- Protect personal and private information
- Avoid conflicts of interest
- Not accept gifts for personal gain
- Use BACi resources properly
- Keep relationships professional and respectful
- Respect differences and not discriminate
- Keep learning and improving our skills
- Communicate respectfully and responsibly
- Act ethically in fundraising and contracts
- Prevent and report fraud, waste, or abuse.



REPORTING A CONCERN

If you see or know about behaviour that breaks the Code of Ethics:

- You must report it
- You will not get in trouble for reporting honestly.



Reports can be made to the appropriate manager, senior leader, or Board member depending on your role. All reports are taken seriously, kept confidential and investigated fairly.

WHAT HAPPENS IF THE CODE IS BROKEN

If a breach is confirmed:

- The issue will be addressed promptly
- This may include conflict resolution or discipline.



The response depends on whether the person is an employee, a volunteer or a Board member.

OUR SHARED RESPONSIBILITY



BACi's Code of Ethics helps us:

- Do the right thing
- Treat people with dignity
- Build trust
- Create an inclusive community.



We all share responsibility for living these values every day.