

## Code of Ethics Policy

**Written By:** Peter Verhagen  
**Approved By:** Luke Martin  
**Endorsed By:** David Brown  
**Review Date:** 3/6/2021

---

Our professional code of ethics policy aims to give our members guidelines on our business ethics and stance on various controversial matters. We trust you to use your better judgment, but we want to provide you with a concrete guide you can fall back on if you're unsure about how you should act (e.g. in cases of conflict of interest). We will also use this policy to outline the consequences of violating our business code of ethics.

### Scope

This policy applies to everyone who is involved with any of our productions or have business relations with. This includes individual people such as members, interns, volunteers, but also business entities, such as vendors, enterprise customers or venture capital companies.

Note that our code of ethics is slightly different than our code of conduct. Code of conduct may include elements such as dress code and social media use, whilst our code of professional ethics refers to legally or morally charged issues. Still, these two codes do overlap.

### Policy Elements

What is meant by "code of professional ethics"?

First, let's define professional ethics: they are a set of principles that guide the behaviour of people in a business context. They are essential to maintaining the legality of business and a healthy workplace.

What is a code of ethics?

Our code of ethics definition refers to the standards that apply to a specific setting – in this case, our own organization.

What is the purpose of a professional code of ethics?

Having our business ethics in writing doesn't mean that we don't trust our members. We strive to hire ethical people who have their own personal standards, so we expect that a written code won't be necessary most of the time.

However, it can still be helpful. You may find yourself in a situation where you're not sure how you should act. Life is full of grey areas where right and wrong aren't so apparent. Some professional ethics also correspond to laws that you absolutely must know to do your job properly, so we will mention them in our code of ethics.

We also can't predict how people are going to behave. When a member behaves, or intends to behave, in a way that's against our professional ethics, or applicable laws, we will have clear guidelines on what disciplinary actions we will consider.

For these reasons, we advise you to read this document carefully and consult with the Vice President or another member of the committee if you have doubts or questions.

*This document was developed utilising and adapting content from:*

<https://resources.workable.com/professional-code-of-ethics-policy>

The components of our code of professional ethics:

We base our business code of ethics on common principles of ethics:

- **Respect for others.** Treat people as you want to be treated.
- **Integrity and honesty.** Tell the truth and avoid any wrongdoing to the best of your ability.
- **Justice.** Make sure you're objective and fair and don't disadvantage others.
- **Lawfulness.** Know and follow the law – always.
- **Competence and accountability.** Work hard and be responsible for your work.
- **Teamwork.** Collaborate and ask for help.

Here's a more detailed overview of our code:

### ***Respect for others***

It's mandatory to respect everyone you interact with. Be kind, polite and understanding. You must respect others' personal space, opinions and privacy. Any kind of violence is strictly prohibited and will result in immediate consequences. You're also not allowed to harass or victimize others.

What constitutes harassment or victimization? To answer this, we have a policy on harassment and a more specific policy on sexual harassment you can take a look at. As a general rule, try to put yourself in someone else's place. How would you feel if someone behaved in a specific way to you? If the answer is "I wouldn't like it much" or "I would never let them behave like that to me", then we don't tolerate this behaviour, no matter the person it comes from.

If someone, be it customer, colleague or committee member, is offensive, demeaning or threatening toward you or someone you know, report them immediately to *Equity & Access* or the committee. You can also report rudeness and dismissiveness if they become excessive or frequent.

### ***Integrity and honesty***

First, always keep in mind our organization's mission. We all work together to achieve specific outcomes. Your behaviour should contribute to our goals, whether financial or organizational.

Be honest and transparent when you act in ways that impact other people (e.g. making production decisions or deciding on budgetary changes). We don't tolerate malicious, deceitful or petty conduct. Lies and cheating are huge red flags and, if you're discovered, you may face progressive discipline or immediate termination depending on the damage you did.

Stealing from the company or other people is illegal. If you're caught, you will face repercussions depending on the severity of your actions. For example, if you steal company property, you may receive a reprimand or demotion (at a minimum), while if you steal money or data (e.g. engaging in fraud or embezzlement), you will get blacklisted and face legal consequences. The decision is at the committee's discretion on a case-by-case basis.

### ***Conflict of interest***

Conflict of interest may occur whenever your interest in a particular subject leads you to actions, activities or relationships that may put yourself or others in an unfairly advantageous position, or undermine the integrity of our company.

Lightbox Productions Inc has a separate *Conflict of Interest* policy that should be read in conjunction with this policy.

*This document was developed utilising and adapting content from:*

<https://resources.workable.com/professional-code-of-ethics-policy>

***Justice***

Don't act in a way that exploits others, their hard work or their mistakes. Give everyone equal opportunity and speak up when someone else doesn't.

Be objective when making decisions that can impact other people, including when you're deciding to hire, promote or fire someone. Be sure that you can justify any decision with written records or examples. Seek and use the most objective methods in any case; for example, when interviewing candidates, ask the same interview questions to all of them and avoid judging non-job-related criteria, like dress, appearance, etc.

Also, don't discriminate against people with protected characteristics, as this is forbidden by law. If you suspect you may have an unconscious bias that influences your decisions, ask for help from the committee.

When exercising authority, be fair. Don't show favouritism toward specific members and be transparent when you decide to praise or reward a member.

If you need to discipline a member, be sure to have prepared a case that you can present to the committee. You must not retaliate against members or applicants (such as in cases when they've filed complaints) as this is forbidden by law.

Be just toward patrons and/or suppliers too. If you think our company was in the wrong in a specific instance, don't try to cover it up or accuse the other side. Discuss with your manager/the committee to find solutions that can benefit both sides.

***Lawfulness***

You are obliged to follow all laws which apply to our organization. Depending on your role and profession, there might be various laws you need to observe. For example, accountants and medical professionals have their own legal restrictions and they must be fully aware of them.

When you're preparing contracts, clauses, disclaimers or online copy that may be governed by law (such as consent forms), please ask verification from our committee before finalizing anything.

You're also covered by our confidentiality, cyber security and data protection policy. You must not expose, disclose or endanger information of customers, members, stakeholders or our business.

Following laws regarding fraud, bribery, corruption and any kind of assault is a given. You are also obliged to follow laws on child labour and avoid doing business with unlawful organizations.

If you're not sure what the law is in a specific instance, don't hesitate to ask the committee.

***Competence and accountability***

We all need to put a healthy amount of effort in our work. Not just because we're all responsible for the organization's success, but also because slacking off affects our colleagues. Incomplete or slow working might hinder other people's work or cause them to shoulder the burden themselves. This comes in direct conflict with our respect and integrity principles.

We also expect you to take up opportunities for learning and development, either on-the-job or via educational material or training. If you are unsure how you can achieve this, have an open discussion with your manager/the committee.

*This document was developed utilising and adapting content from:*

<https://resources.workable.com/professional-code-of-ethics-policy>

Also, take responsibility for your actions. We all make mistakes or need to make tough decisions and it's important we own up to them. Failing to be accountable on a regular basis or in important situations (e.g. a crucial mistake in our financial records) will result in termination. If you take responsibility and come up with ways to fix your mistakes where possible, you will be in a far better position.

### ***Teamwork***

Working well with others is a virtue, rather than an obligation. You will certainly get to work autonomously and be focused on your own projects and responsibilities. But, you must also be ready to collaborate with and help others.

Be generous with your expertise and knowledge. Be open to learning and evolving. If days go by without you consulting or brainstorming with anyone, you are missing out on opportunities for excellence. Instead, work with others and don't hesitate to ask for help when you need it.