

Thomas Robinson Consulting Ltd
(Revised December 19, 2024)

Employee Code of Ethics

- Employees will maintain safe, inclusive and affirming environments for individuals, families, co-workers and stakeholders in respect to culture, gender, socio-economic status, age, sexual orientation, ability, faith and family composition.
- Act in a professional manner to ensure confidentiality, respect and good faith in all interpersonal relationships.
- Support individuals and families as advocates when appropriate.
- Professionalism in service delivery and business functions is expected in regard to the use of social media, conflicts of interest, contractual relationships, marketing, witnessing of legal documents, personal fundraising, use of personal property, setting boundaries, exchange of gifts or gratuities and job description responsibilities.
- The rights of individuals receiving services will include the prohibition of waste, fraud, abuse and other wrongdoing.
- Ensure that the rights of individuals, families and co-workers will include freedom from abuse, neglect, financial or other exploitation, harassment, humiliation and discrimination.
- It is an employee's duty to report any violations of the Employee Code of Ethics, in accordance with TRCL written procedures.