



SCHEDULE "C"

TRAINING PARTNER STANDARDS OF BEHAVIOUR

1. CRC is committed to high standards of ethics and conduct in all aspects of its operations. CRC requires the highest standards of professional and ethical conduct from its training partners.
2. CRC is dedicated to the vigilant protection of individual human rights and the Canadian Human Rights Act, and has a resolute commitment to the principles of equal opportunity, equity and justice through its Fundamental Principles attached as Schedule "B" to the Training Partner Agreement. CRC is also committed to engaging with companies and individuals who do not engage in activities that cause social injury for consumers, employees, or other persons; violate or frustrate the enforcement of domestic rules and/or international law; and whose activities compromise, deprive or threaten individual health, safety, or basic freedoms. As a result, Training Partners, their employees and their subcontractors will commit to conduct their business affairs according to ethical standards which include, but are not limited to: honesty, integrity, trustworthiness, fairness, and respect for the intrinsic value of each human being and the environment.
3. Training Partner is expected to acknowledge that it has actual knowledge of this Training Partner Standards of Behaviour and will make reasonable efforts to apply the standards contained herein in carrying out all of its obligations under the Training Partner Agreement.
4. **Neutrality.** Training Partner is expected to, in the course of carrying out its obligations under the Training Partner Agreement, at all times:
 - (a) act with honesty, integrity, diligence and transparency;
 - (b) contribute to creating a respectful, inclusive, positive and healthy environment for all employees, volunteers, personnel, instructors, and training course participants;
 - (c) consistently display high professional standards to project a favourable image of the CRC and its programs;
 - (d) not discriminate against any person on the basis of nationality, race, religious beliefs, social or economic class, associations or political opinions;
 - (e) work collaboratively with other Training Partners and Instructors in their geographic region;
 - (f) offer training to all candidates regardless of affiliations with other organizations;
 - (g) work collaboratively and responsibly with the CRC; and
 - (h) never represent themselves as CRC or as an agent of CRC to media, on the Internet or on social media unless authorized by CRC in writing.



5. **Health and Safety (Humanity).** Training Partner is expected to, in the course of carrying out its obligations under the Training Partner Agreement, at all times:
 - (a) provide their employees, volunteers, personnel, instructors, and training course participants with safe and healthy environments, which, at a minimum, complies with federal, provincial or territorial and local health and safety laws and regulations; and
 - (b) take adequate steps to prevent accidents or injuries to health arising out of, associated with, or occurring in the course of training.

6. **Anti-Corruption.** Training Partner is expected to, in the course of carrying out its obligations under the Training Partner Agreement, at all times:
 - (a) follow the highest ethical standards in all aspects of Training Course delivery and will:
 - (i) prevent the occurrence of bribery or corrupt practices;
 - (ii) not engage in any bribery or corrupt practices or any kind;
 - (iii) not do business with any person or third party where Training Partner knows, suspects or reasonably ought to know or suspect the existence of any illegal, unethical or questionable practices; and
 - (iv) take reasonably appropriate action in the event there is any evidence of illegal, unethical or questionable practices; and
 - (b) comply in all respects with all Canadian laws and regulations dealing with bribery and corruption including without limitation the *Corruption of Foreign Public Officials Act*, the *Criminal Code*, and the *Quebec Anti-corruption Act*, as may be amended from time to time.