

Islands Trust Meeting Decorum

Welcome and Thank You for Participating

Islands Trust values public engagement to inform decision-making, planning, and program development. Effective public dialogue depends on an environment that is **safe, inclusive, culturally respectful, and free from racism and discrimination** for everyone. Every participant brings valuable opinions, ideas, knowledge and lived experience. All voices deserve to be heard.

To ensure constructive and respectful engagement:

- Comments must focus on the issue, not individuals
- Participants must allow others to speak without interruption
- Tone and language must remain courteous and non-abusive
- No clapping, booing, or cheering

Islands Trust has **zero tolerance for bullying, harassment, racism, anti-Indigenous racism, discrimination, hate speech, personal attacks, or disruptive behaviour** that interferes with others' ability to participate. **Anyone engaging in such behaviour will be required to leave the meeting immediately, and additional action may be taken if necessary.**

When addressing trustees, speakers are requested to speak to the issue at hand, and not to other individuals. Speakers should be clear and concise, and must be respectful.

In the spirit of Reconciliation, Islands Trust strives to host meetings that promote cultural safety, inclusion, and acknowledgement of Indigenous Peoples, for whom the lands and waters of the Islands Trust Area have been home since time immemorial.

An Islands Trust meeting is also a place of employment. Trustees and staff have the right to a safe and respectful workplace.

Thank you for helping us create a respectful and productive environment in which all participants feel safe and able to contribute.

