

## Code of Ethics

### Preamble

*The object of the Club Management Association of Canada (CMAC) as laid down in CMAC's charter, is to raise the standards of club management to the highest possible level, consistent with the object of CMAC. Its mission is to promote and develop the profession of club management in Canada. As members of this profession, it is incumbent upon club managers to be knowledgeable in the application of sound principles in the management of clubs, and to keep abreast of current practices and procedures.*

*Club managers who are members of CMAC shall maintain the highest standard of conduct, act with fairness, integrity and dignity and in a manner not detrimental to the interest of the members, their club or CMAC. As members of CMAC, they agree to abide by the following Code of Ethics.*

### **Members of the The Club Management Association of Canada (CMAC) shall:**

1. Be truthful, honourable and respectful in their dealings with their clubs, CMAC, each other and with the public, recognizing that the manner in which they conduct themselves reflects on their club, the club management profession and CMAC.
2. Strive to advance their knowledge and abilities as club managers and maintain their competence in club management through continuing professional development.
3. Support CMAC and its branches in their efforts to advance the profession of club management, conducting their personal and business affairs in a manner to reflect capability and integrity.
4. Support other members of CMAC ("Member(s)") in the pursuit of their professional goals, advising CMAC, whenever possible, regarding managerial openings at clubs that come to their attention, and willingly sharing the lessons of experience and knowledge gained by supporting and participating in local Branch and national CMAC education events.
5. Serve their clubs faithfully, respecting confidentiality, and avoiding conflicts of interest and activities for personal gain at the expense of their clubs or their Members.
6. Not perpetuate or participate in disparaging correspondence or discussion regarding the management of any other club or the conduct of any other Member of CMAC, except as may be required by law, or except to CMAC as stated in this Code.
7. Advise CMAC of any violations of this Code of Ethics through their branch or the national board in accordance with established policies and procedures.

Adherence to this Code of Ethics is required for membership in CMAC. Any infringement could result in suspension or expulsion of membership in accordance with Article 8 of the CMAC's By-laws. CMAC reserves the right to notify or advise the governing body of the Member's club, the public and all Members of CMAC of the fact that an individual has been suspended or expelled.

Approved by CMAC Members September 2005

Updated August 2022 with the name change from Canadian Society of Club Managers (CSCM) to Club Management Association of Canada (CMAC).