



Xats'ul First Nation
3405 Mountain House Road
Williams Lake, BC V2G 5L5
Phone: (250) 989-2323 Fax: (250) 989-2300

COUNCIL OATH OF OFFICE
(Xats'ul Custom Election Code, s. 153)

I will:

- a. uphold and comply with the Xats'ul Custom Election Code, the Code of Ethics and all laws of the Band;
- b. fulfill the duties and responsibilities of my office under the Xats'ul Custom Election Code and all laws of the Band;
- c. carry out my duties faithfully, honestly, impartially and to the best of my abilities;
- d. keep confidential, both during and after my term of office, any matter or information which, under this code, the laws of the band or policy, is considered confidential; and
- e. always act in the best interests of the Band in carrying out my duties.



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DECLARATION OF COUNCIL MEMBER

1. I will work cooperatively with Band Members, Band staff and the other Council Members to advance the well-being of the Band, with an emphasis on:
 - (a) community independence and well-being and the needs of future generations;
 - (b) sound financial management;
 - (c) respect for myself and others;
 - (d) enhancing the Band's overall level of education, health, wellness, housing and economic opportunities; and
 - (e) ensuring that aboriginal title and other aboriginal rights are protected.
2. I will comply with and enforce both the letter and the spirit of the laws and policies affecting operations of the Band, including the *Indian Act* and all Band Policies and Procedures;
3. I will respect approved signing authorities and approval processes; including but not limited to Band Council Resolutions, contracts, purchases and payments;
4. I will act in the best interests of the Band honestly, impartially and in good faith;
5. I will be accountable to the Band Members and conduct business in an open and transparent manner;
6. I will perform my duties in good faith with a reasonable degree of diligence, care and skill;
7. I will take all reasonable steps to ensure that the financial management of the Band is conducted openly and honestly and in accordance with Band Policies and Procedures, sound accounting and reporting practices;
8. I will be independent, impartial and fair in my judgment and actions;
9. I will use my position on Council for the good of the Band, not for personal gain;
10. I will not disclose confidential information concerning the affairs of the Band, staff members, Band Members or other Council Members without proper legal authorization, nor use such information to advance the personal, financial or private interests of myself or others;
11. I will endeavor to treat all persons, claims and transactions in a fair and equitable manner;
12. I will demonstrate leadership, with an emphasis on community independence and well-being and the needs of future generations;
13. I will treat all Band Members, employees and contractors of the Band with dignity and respect;

14. I will refrain from abusive conduct, personal charges or verbal attacks upon the character or motives of Band Members, employees, members of Band boards or committees, or other Council Members;
15. I will not attempt to exercise individual authority over the organization except as explicitly approved by Council or as set out in Band Policies and Procedures;
16. I will not pass judgment of staff performance except in accordance with the Band's personnel policies and procedures.
17. I will not be under the influence of alcohol or drugs while performing my duties as Council Member.
18. I will attend all Band Council Meetings, unless I am unable to do so by reason of illness, emergency or other similar justifiable cause.
19. I understand that I will be disqualified from completing my term as Council Member if I miss three (3) Band Council Meetings in a twelve month period without justifiable cause.
20. I understand that the position of Council Member is neither an employment position nor a full-time responsibility and that the honoraria I receive will be based on available funds and approved duties performed in my role as Council Member.
21. I understand that if I violate this Declaration, or any Band Policies and Procedures, I am subject to discipline, including, for serious or repeated violations, removal from my position as Council Member.
22. In the case of a conflict between this policy and the *Indian Act*, the *Indian Act* prevails to the extent of the conflict.

I have read and understand this Declaration, the Chief and Council Roles and Responsibilities Policy and the Xat'sūll Employee Policies and Procedures.



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DECLARATION OF CONFIDENTIALITY

Underlying Principles

The business of the Xatsúll First Nation (Soda Creek Indian Band) is based upon the open sharing of information among its members, staff and Council, and these guidelines are not set out to get in the way of that flow of information. The membership, staff and Council have the right to know and ask questions about information or decisions made regarding the general operation, committees and Council of the Band. Guidelines for Confidentiality are set out to protect individual rights to privacy and the Band's best interests with respect to third parties.

Declaration

1. I understand that, as a Council Member of the Xatsúll First Nation (Soda Creek Indian Band), I may have access to private and confidential information about the affairs of the Band or its members, staff or Council.
2. I agree not to divulge or otherwise make known to unauthorized persons any of this information, unless specifically authorized to do so by office protocol or by Council acting in response to applicable law, court order or an emergency.
3. I agree that I will not to seek or read information and records concerning the affairs of the Band or its members, staff or Council, or any other confidential documents, for my own personal information but only to the extent and for the purpose of performing my duties as Council Member.
4. I agree to refrain from engaging in conversations about the affairs of the Band or its members, staff or Council, or any other confidential documents, except with those persons who have a responsibility to know about the matter.
5. I agree to refrain from engaging in conversations about the internal affairs of the Band except for conversations with those persons who have a responsibility to know about the matter, conducted in good faith and in the best interests of the Band.
6. Should I become aware of a breach or potential breach of confidentiality detrimental to the Band, I will discuss and attempt to resolve the matter with the person responsible for the breach. Where the matter is not resolved, or where otherwise appropriate, I will report the breach of confidentiality to Council.
7. I understand that a breach of confidentiality may be grounds for disciplinary action, and may include removal from my position as Council Member.