

OAAS Policy Manual



The Policy Manual is available within the Policies & Forms section of the Ag Societies website.

Please note:
In absence of OAAS of an policy, OAAS defers to
Bourinot's Rules of Order as a resource guide.
Provincial, Laws and Statutes Prevail



The structure and mandate of the Ontario Association of Agricultural Societies (OAAS) are defined by the legislation under which it is incorporated, any special purposes legislation governing its mandate, the Constitution and By-Laws, and these Governance Policies enacted under the authority of the bylaws. OAAS is incorporated under the *Agricultural and Horticultural Organizations Act 1988*.

In addition to the following Terms of Reference and Governance Policies and any appended processes and procedures, OAAS has the following documents in place for the organization:

- OAAS Constitution and By-Laws (reviewed annually by the Board of Directors or as necessary)
- OAAS Convention Handbook

Vision

“Inspiring and Supporting Ontario Agricultural Societies”

Mission

“The OAAS provides leadership, guidance, education, and resources for its member Agricultural Societies”. Updated August 2021

BOARD GOVERNANCE POLICIES, APENDICES, PROCESSES AND PROCEDURES NOTES:

1. Adopted by Resolution of the Board of OAAS – 10/22/2016
2. Reviewed and/ or amended last by the Board of OAAS – May 2022



Governing Policies and Procedures

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Board of Directors Terms of Reference

Board of Directors Terms of Reference Processes and Procedures Notes:

- Adopted by Resolution of the Board of the OAAS – 10/22/2016
 - Reviewed and/ or amended by the Board of the OAAS – 09/15/20, 08/17/21
-

Purpose:

The Ontario Association of Agricultural Societies (OAAS) Board of Directors provides overall leadership for the organization ensuring the mission and vision of the organization are fulfilled.

Functions:

The OAAS Board of Directors will:

- Provide leadership and resources for the enhancement and promotion of Agricultural Societies.
- Take part in planning and conducting the annual meeting and convention of the association and arranging for an educational program of interest to all agricultural Societies.
- Conduct board business by participating and working cooperatively together for the betterment of the organization.

The Province of Ontario is divided in to fifteen (15) Districts. At the district level, each director will:

- Represent the district at meetings of the OAAS Board.
- Co-chair at least one educational meeting that deals with identified needs of the member societies.
- Enlist co-operation of all secretaries of member societies to give prompt attention to correspondence and forwarding reports as required by *the Act*,
- Encourage every society within the district's boundaries to join the Ontario Association of Agricultural Societies and to forward the membership fees to the OAAS office by the due date.

Composition/Membership:

The Board of Directors will consist of one person elected as Provincial Director from each district in accordance with by-law 8(c) as well as the Past President, President, First Vice President and Second Vice President. The President will chair the meetings of the board and the Manager and Convention Administrator will provide administrative support to the Board of Directors.

Accountability:

The Board of Directors is accountable to the membership of the OAAS. The Board of Directors will provide reports to the membership.

Meeting Frequency:

The Board of Directors will meet a minimum three times each year in addition to any meetings held in conjunction with the annual convention, in addition to the Annual General Meeting.

Conduct:

Actions of the Board of Directors are subject to approval by the membership of the OAAS through a motion to approve the acts of the directors and officers which will be put forward at the Annual General Meeting.



Executive Committee Terms of Reference

Executive Committee Terms of Reference Processes and Procedures Notes:

- Adopted by Resolution of the Board of the OAAS – 10/22/2016
 - Reviewed and/ or amended by the Board of the OAAS – 09/15/20
-

Purpose:

The Ontario Association of Agricultural Societies (OAAS) Executive Committee provides leadership to the Board of Directors and organization ensuring the mission and vision of the organization are fulfilled.

Functions:

The OAAS Executive Committee will:

- Provide oversight between regularly scheduled board meetings for all matters of a critical, urgent or time sensitive nature, pertaining to the organization.
- Develop methods to evaluate the Board and Board meetings.
- Provide leadership in coordinating and conducting the business of the organization.
- Develop and implement Board orientation.

Composition/Membership:

- The Executive Committee will include the President, First Vice-President, Second Vice-President, Past President and Member-at-Large.
- The President will chair this committee and the Manager will provide administrative support to this committee.

Accountability:

The Executive Committee is accountable to the Board of Directors of the OAAS. The committee will provide reports to the Board of Directors.

Meeting Frequency:

Committee members serve 1-year renewable terms and will meet as necessary at the call of the Chair.

Conduct:

Recommendations made by the Executive Committee are subject to approval by the Board of Directors of the OAAS.



Finance Committee Terms of Reference

Finance Committee Terms of Reference Processes and Procedures Notes:

- Adopted by Resolution of the Board of the OAAS – 10/22/2016
 - Reviewed and/ or amended by the Board of the OAAS – 09/15/20
-

Purpose:

The Ontario Association of Agricultural Societies (OAAS) Finance Committee provides leadership to the Board of Directors and organization with respect to monitoring the financial, investment and audit activities and responsibilities of the organization.

Functions:

The OAAS Finance Committee will:

- Ensure that the organization has adequate financial systems and controls in place to manage financial risk.
- Facilitate and monitor efficient, cost effective and objective external annual review.
- Develop and oversee the annual budget.
- Review and approve investment instruments purchased by the organization within the parameters of the OAAS investment policies.
- Ensure there are adequate internal management and financial information systems in place within the organization for the timely preparation and review of the interim and year-end statements and other financial information.
- Monitor at least quarterly the organization's revenues and expenses against the approved budget and provide recommendations to OAAS staff and the Board to take corrective action if necessary.
- Review accounting procedures and investment policies with OAAS staff and update and provide recommendations to the Board, as necessary.

Composition/Membership:

- The Finance Committee will be composed of a minimum five (5) members of the Board and include the President, First Vice-President, Second Vice-President, Past President and one additional Board member.
- The Second Vice- President will chair this committee and the Manager will provide administrative support to this committee.

Accountability:

The Finance Committee is accountable to the Board of Directors of the OAAS. The Committee will provide reports to the Board of Directors.

Meeting Frequency:

Committee members serve one (1) year renewable terms and will meet at least quarterly or as necessary, at the call of the Chair.

Conduct:

Recommendations made by the Finance Committee are subject to approval by the Board of Directors of the OAAS.



Governance Committee Terms of Reference

Governance Committee Terms of Reference Processes and Procedures Notes:

- Adopted by Resolution of the Board of the OAAS – 10/22/2016
 - Reviewed and/ or amended by the Board of the OAAS – 09/15/20
-

Purpose:

The Ontario Association of Agricultural Societies (OAAS) Governance Committee provides governance leadership to the Board of Directors.

Functions:

The OAAS Governance Committee will:

- Promote governance excellence and high ethical organization standards for the OAAS.
- Ensure ongoing Board policy and bylaw review, suggesting any changes/ improvements for discussion/ consideration by the Board.
- Monitor compliance with Board Code of Conduct and recommend action to the Executive Committee for breach of Code of Conduct and confidentiality issues.
- Identify and recommend Board development education strategies and actions.
- Ensure the continuous improvement of Board members through the provision of resources and training.
- Ensure regular review of Board standing committees' terms of reference

Composition/Membership:

- The Board will approve the composition of the Committee from a proposal provided by the Executive at the Post Convention Meeting.
- The Committee will determine the Chair at the Post Convention Meeting.
- The Manager will provide administrative support to the committee if needed.

Accountability:

The Governance Committee is accountable to the Board of Directors of the OAAS. The Committee will provide reports to the Board of Directors.

Meeting Frequency:

Committee members serve 1-year renewable terms and will meet a minimum of 3 times per year, or as necessary at the call of the Chair.

Conduct:

Recommendations made by the Governance Committee are subject to approval by the Board of Directors of the OAAS.



Human Resources Committee Terms of Reference

Human Resources Committee Terms of Reference Processes and Procedures Notes:

- Adopted by Resolution of the Board of the OAAS – 10/22/2016
 - Reviewed and/ or amended by the Board of the OAAS – 09/15/20
-

Purpose:

The Human Resources Committee will assist the Board in fulfilling its obligations relating to human resource and compensation matters and establish a plan of continuity and development of staff.

Functions:

The Human Resources Committee will:

- Provide appropriate supportive supervision and ongoing feedback on employee performance
- Recommend and carry out a performance evaluation process for OAAS staff.
- Recommend the Staff's performance objectives for approval by the Board of Directors and report on these matters at the Fall, Board meeting.
- Review and recommend compensation, to the Board for approval and report on this matter at the Fall Board meeting.
- Recommend any training and development programs for OAAS staff
- Assist with any recruitment and selection process for new employees
- Ensure a comprehensive orientation process is in place when new staff are hired
- Develop, and/ or review and change as necessary the written Job Description for each staff position and recommend any necessary changes to the Board for approval
- Ensure that fair and legally defensible policies and procedures for discipline and termination are established
- Ensure appropriate policy and process are in place for resolving conflicts.

Composition/Membership:

- The Past President, President, First Vice President and Second Vice President will sit on the Human Resources Committee.
- The Committee may recruit or add non-Board members, advisors or resource persons as required. The first Vice President will serve as Committee Chair.

Accountability:

The Human Resources Committee is accountable to the Board of Directors of the OAAS. The Committee will provide reports to the Board of Directors.

Meeting Frequency:

Committee members serve 1-year renewable terms, The Committee will meet a minimum of 3 times per year.

Conduct:

Recommendations made by the Human Resources Committee are subject to approval by the Board of Directors of the OAAS.



Suggested Annual Schedule:

September	Staff performance evaluations Review staff compensation
October	Present summary of performance evaluations to the Board at the Fall meeting Make recommendations to Board regarding compensation
Ongoing	Provide appropriate supportive supervision and feedback on employee performance



OAAS Programs Committee Terms of Reference

Programs Committee Terms of Reference Processes and Procedures Notes:

- Adopted by Resolution of the Board of the OAAS – 10/22/2016
 - Reviewed and/ or amended by the Board of the OAAS – Dec 2018, 12/14/19
-

Purpose:

To coordinate the First Impressions and Strategic Planning programs on behalf of the Ontario Association of Agricultural Societies. Both programs are intended to build the capacity of Ontario's Agricultural Societies by increasing their organizational effectiveness and identify priorities that will make them successful

Functions:

The Programs Committee will:

- Prepare information and application forms for the programs to the OAAS website
- Hold information sessions at the annual OAAS Convention
- Identify and train First Impressions and Strategic Planning Trainers
- Assist trainers in identifying appropriate matching of Societies for the First Impressions Program
- Match coaches/trainers with Societies wanting the Strategic Planning Program
- Ensure follow up and summary reports take place for the First Impressions Program
- Ensure follow up steps are completed for the Strategic Planning Program
- Provide training and resources for participant Societies in both programs
- Report to the OAAS Board annually with recommendations on the future of the program
- Ensure sufficient resources are allocated for the programs

Composition/Membership:

- The board will approve the composition of the Committee from a proposal provided by the Executive at the Post Convention Meeting
- The Committee will determine the Chair and Vice Chair at the Post Convention Meeting
- The Manager will provide administrative support to the committee if needed

Accountability:

The Committee reports directly to the Board of Directors at its regular meetings.

Meeting Frequency:

Meetings will be held by videoconferencing as required

Conduct:

Recommendations made by the Programs Committee are subject to approval by the Board of Directors of the OAAS.



Suggested Annual Schedule:

- Fall meeting Set fees for First Impressions Program and Strategic Planning Training as required
- January Review templates
- February First Impressions application available on website. Provide information at OAAS Convention
- April 15 Deadline for applications. Evaluate applications received
- May 1 Completion of matching fairs
Research Trainers in Ontario
Train the trainers if necessary
Set up First Impressions training for the fairs that have been matched
Follow up after fair visits.
- June 1 application deadline for Strategic Planning Program
- July 1 match coaches with Societies applying to the Strategic Planning Program
- November Ensure First Impressions presentations are completed and sent to Committee Chair
Report back from fairs/coaches on Strategic planning progress



Judging Committee Terms of Reference

Judging Committee Terms of Reference Processes and Procedures Notes:

- Adopted by Resolution of the Board of the OAAS – 10/22/2016
 - Reviewed and/ or amended by the Board of the OAAS – 10/16/2020
-

Purpose:

The Ontario Association of Agricultural Societies (OAAS) Judging Committee provides support and leadership to the Board of Directors and OAAS organization with respect to Judging Standards, Judging Schools, Instructors and Apprentice Instructors, Judges and Apprentice Judges, and Judges Lists

Functions:

The OAAS Judging Committee will:

- Create, review and update documents required for OAAS Instructors and Judges Program i.e. Judging School Handbook, Instructors Handbook, Instructors Code of Conduct, Judges Code of Conduct, etc. as required
- Review judging policies annually and update as required
- Develop a process to maintain an accurate list of Judges and Apprentice Judges.
- Develop a process to maintain an accurate list of Instructors and Apprentice Instructors
- Review and take into consideration any requests or concerns regarding Judges, Judging Policies and Judging Schools as necessary
- Create and maintain a District Judging School Rotation document to assist Districts in scheduling Judging schools to train more Judges and allow current Judges to maintain their certification

Composition/Membership:

- The Board will approve the composition of the Committee from a proposal provided by the Executive at the Post Convention Meeting.
- The Committee will determine the Chair and Vice-Chair at the Post Convention Meeting.
- The Manager will provide administrative support to the committee if needed.

Continuity:

To ensure continuity from year to year, it is advisable that at least one current member should be a member of the next committee

Accountability:

The Judging Committee is accountable to the Board of Directors of the OAAS. The Committee will provide reports to the Board of Directors as required.

Meeting Frequency:

Committee members serve one-year renewable terms and will meet *as required*.

Conduct:

Recommendations made by the Judging Committee are subject to approval by the Board of Directors of the OAAS.



Youth Program Committee Terms of Reference

Youth Program Committee Terms of Reference Processes and Procedures Notes:

- Adopted by Resolution of the Board of the OAAS – 09/12/2017
- Reviewed and/ or amended by the Board of the OAAS – Dec 2018, Nov 2020

Purpose:

The Ontario Association of Agricultural Societies (OAAS) Youth Program Committee provides support and leadership to the Board of Directors and the OAAS organization with respect to developing and providing guidelines and programs to ensure a safe, positive and inclusive environment for youth.

Functions:

The Youth Program Committee will:

- Provide guidelines to ensure a safe, positive and inclusive environment for youth within the Agricultural Societies and the Agricultural Society activities
- Engage youth and provide leadership opportunities for youth in Agricultural Societies and the Agricultural and Rural Communities
- Create meaningful and engaging programs for youth in Agricultural Societies and the Agricultural and Rural Communities
- Inform the OAAS membership of their responsibilities in providing a safe, positive, and inclusive environment for youth within their Agricultural Society and the Agricultural Society activities

Composition/Membership:

- The Board will approve the composition of the Committee from a proposal provided by the Executive at the Post Convention Meeting.
- The Committee will determine the Chair and Vice Chair at the Post Convention Meeting.
- The Manager will provide administrative support to the committee if needed.

Continuity:

To ensure continuity from year to year, it is advisable that at least one current member should be a member of the next committee.

Accountability:

The Youth Program Committee is accountable to the Board of Directors of the OAAS. The Committee will provide reports to the Board of Directors as necessary and appropriate.

Meeting Frequency:

Committee Members will meet at least quarterly or as necessary, at the call of the Chair
Committee members serve one (1) year renewable terms.

Conduct:

Recommendations made by the Youth Program Committee are subject to review, modification, and approval by the Board of Directors of the OAAS.



Nomination Committee Terms of Reference

Nomination Committee Terms of Reference Processes and Procedures Notes:

- Adopted by Resolution of the Board of the OAAS – June 2018
 - Reviewed and/ or amended by the Board of the OAAS – 16/10/2020
-

Purpose:

The Nomination Committee will provide a nomination list for executive positions to the Directors annually.

Functions:

The Nomination Committee will:

- Solicit nominations for the position of President, 1st Vice President, and 2nd Vice President for the next year from all current Executive Members and Directors and submit a nomination list to the Board of Directors at least two weeks before the Fall Directors' Meeting
- Solicit nominations for the position of Member at Large and submit a nomination list to the Board of Directors at least two weeks before the Post-Convention Meeting

Composition/Membership:

- The Nomination Committee will be composed of the Past President who will chair the committee and a maximum of two Provincial Directors. If the Past President is not available, the committee will appoint a chair.
- The Directors will be appointed by the Board of Directors.
- The two members appointed cannot run for an Executive position for the next year, and if interested in being nominated they must withdraw in writing from the committee.

Accountability:

The Nomination Committee is accountable to the Board of Directors of the OAAS. The Committee will provide a report to the Board of Directors at least two weeks before the Fall Directors' Meeting and at the Post Convention Directors' Meeting.

Meeting Frequency:

Committee members serve one-year renewable terms and will meet as necessary, at the call of the Chair.

Conduct:

A report by the Nomination Committee is presented to the Board of Directors for the election of Executive members of the OAAS Board of Directors.



Convention Terms of Reference

Convention Committee Terms of Reference Processes and Procedures Notes:

- Adopted by Resolution of the Board of OAAS – 10/20/2016
 - Reviewed and/ or amended by the Board of OAAS – 07/20/2021
-

Purpose:

The Ontario Association of Agricultural Societies (OAAS) provides an annual Convention that is offered to its member societies and members of the organization.

Functions:

The OAAS Convention Committee

- Provides networking and educational opportunities to all Agricultural Societies, Associate and Service Members.
- Will Showcase the value of Homecraft and Agricultural competitions.

Composition/Membership:

The Convention is organized by a number of committees including:

- Seminar/Speakers
- Ambassador
- Competitions
- Registration
- Hospitality
- Auction

Accountability:

N/A

Meeting Frequency:

Each convention committee has Terms of Reference that are laid out in:

- 13.1 – Auction,
- 13.2 – Competitions,
- 13.3 – Registration,
- 13.4 – Ambassador,
- 13.5 – Seminar and Speaker

Conduct:

N/A



District Board Term of Reference

District Boards Terms of Reference Processes and Procedures Notes:

- Adopted by Resolution of the Board of OAAS – November 30, 2021
 - Reviewed and/ or amended by the Board of OAAS –
-

“District Board” and “District Executive” are considered interchangeable terms.

Purpose:

The OAAS District Boards are an extension of the Ontario Association of Agricultural Societies (OAAS) and operate under the umbrella and regulations of the OAAS. The province is divided into fifteen districts and each district has their own District Board. District Boards and their activities are covered by the OAAS General Liability insurance for meetings, Judging Schools and other events. The OAAS determines annually which District programs may be funded. District Boards and their Directors/Executive/members must abide by the OAAS Policies as well as submit documentation and reports as required by the OAAS to remain in good standing.

Functions:

The OAAS District Boards will:

- Communicate with District Agricultural Societies throughout the year, to collect information, assist with planning workshops and training sessions, assist them with resolving issues as well as promote the benefits of attending District Meetings and being an OAAS member.
- Hold an AGM within fifteen months after holding its last AGM. It is to be held no sooner than 1 week following the OAAS October Fall Board Meeting. If a District Spring Board Meeting is held, it shall be held no sooner than 1 week following the OAAS Spring Board Meeting.
- Hold other District meetings and events as required/requested i.e. Special events, Ambassador events, etc.
- Schedule and organize District Judging Schools on a regular/yearly basis to train additional Judges and allow current Judges to maintain their certification.
- Organize and promote District Competitions and ensure that OAAS Fair Competition winners are entered at the District Meeting.
- Ensure that arrangements are made to transport District Competition Entries to and from the Provincial Competition at Convention if the winning entrant or an Agricultural Society representative is not attending Convention.
- In consultation with the Provincial Director, assist the Agricultural Societies in your District to properly word any resolutions or proposals submitted on their behalf to the OAAS.
- Endeavour to attend a General, Board and/or Annual meetings for each Agricultural Society in their District during their term.



Composition/Membership:

The District Board will consist of the following members:

- Provincial Director (voting)
- District Directors (voting)
- District Judging Contact - may be one of the District Directors or has a significant interest in the District Judging Program (voting)
- Secretary and Treasurer or Secretary/Treasurer (non-voting)

Number of District Directors to be elected shall be determined by each District and must be included in the District Policies.

All members of District Boards (Provincial and District Directors, Secretary, Treasurer, Secretary/Treasurer, District Judging Contact) must be a current member in good standing of an Agricultural Society in their District which is a current member of the Ontario Association Agricultural Societies. This applies even if they are receiving an honorarium.

Any person that is a member in good standing of any Agricultural Society that is in good standing with the OAAS is eligible to run for the position of Provincial Director or District Director and is elected by the designated voting delegates from each of the Agricultural Societies at the District AGM.

Provincial and District Directors are deemed to be separate and unique positions. The OAAS expects that a person does not hold both the Provincial and District Director positions simultaneously.

Districts should endeavour whenever possible, to have representation from different areas of their District. No more than 2 Directors should be elected from a single Agricultural Society.

The term of the District Directors shall commence immediately following the District Annual General Meeting.

Responsibilities of the District Board;

IMPORTANT: District Boards must perform the activities and submit the documents listed below to be eligible for OAAS funding i.e., not limited to; Zoom app subsidy, Judging School funding, District competition funding, travel costs

- Notify OAAS Manager of **all** District Judging Schools, meetings, and events by submitting the **“OAAS District Event Registration Form”** found on the OAAS website a minimum of 45 days prior to the event.

NOTE: Failure to do so could result in your District not being covered by the OAAS Insurance policy if there were any issues or injuries at your event.

- Submit the Director Board names and contact information (mailing address, email address, phone number) to the OAAS Manager within 30 days of their election or if there are any changes to the information (election, hiring, change in contact information).
- Submit updated Judges’ Lists to the OAAS Manager within 30 days of the Judging School or whenever the district is notified of a change in a Judge’s contact information or status.

- Districts must keep their policies/guidelines up to date and ensure that the OAAS Manager has a current copy. Districts will provide an updated copy to the OAAS Manager whenever changes are made.
- Submit current or draft copies of the reviewed Financial Statements (Income and Expenses and Balance Sheet) to the OAAS Manager within 30 days of the District AGM or if an AGM is not held, within 60 days of District financial year end.
- Submit current or draft copy of the District AGM minutes to the OAAS Manager within 30 days of the District AGM.
- Each District Board member must complete a “**Vulnerable Sector Check**” within 60 days of being elected and submit the original to the OAAS Manager within 15 days of it being completed. The “**Vulnerable Sector Check**” must be submitted at least every three years.

IMPORTANT: Any District Board member who refuses or is unable to provide a “**Vulnerable Sector Check**” within 60 days of being elected or hired to the position **MUST BE removed from the position immediately.**

- Districts must retain a copy and submit copy of each District Board members “**OAAS Code of Conduct**” to OAAS Manager within 15 days of the member submitting the form. The “**OAAS Code of Conduct**” must be submitted annually.

IMPORTANT: Any District Board member who refuses or is unable to provide a “**OAAS Code of Conduct**” within 60 days of being elected or hired to the position **MUST BE removed from the position immediately.**

- Submit “**District Report**” to be included in the “**OAAS Annual Report**” by December 1st to OAAS Manager.
- Submit the list of Agricultural Societies’ Fair dates which will be included in a handout for Service Members at Convention to the OAAS Manager by January 1st.

Continuity:

N/A

Accountability:

The District Boards are accountable to the OAAS Board of Directors. The District Board will provide reports to the OAAS Manager as listed in the “**Responsibilities of District Board**” section to remain in good standing and be eligible for OAAS funding.

Meeting Frequency:

District AGM will be held within fifteen months after the last AGM. Other meetings will be held as per District Policy and *as required*.

Conduct:

N/A

Note: Refer to “District Board and District Director Roles and Responsibilities Appendix E” for more information on the Roles and Responsibilities.



Ends Policies

Policy Type:	Ends Policies	1.1
Policy Title:	Vision and Mission	
Adopted:	October 22, 2016	
Reviewed and/or amended:	October 20, 2017, August 17, 2021	

The purpose of Ends policies is for the Board to articulate the outcomes that the organization wants to achieve. Ends policies consist of, but are not limited to, the VISION & MISSION and the STRATEGIC DIRECTIONS.

VISION

“Inspiring and Supporting Ontario Agricultural Societies” 2017

MISSION

“The OAAS provides leadership, guidance, education, and resources for its member Agricultural Societies.” Updated August 2021

Key Values

As **core values** and **guiding principles** of the Ontario Association of Agricultural Societies (OAAS) we will:

- Act with integrity - be inclusive, honest and transparent, showing respect and civility to all.
- Be collaborative and share best practices.
- Communicate effectively and consistently with one voice.
- Pursue growth and learning and embrace change.
- Value the contribution of volunteers from across Ontario, cultivating and supporting leaders of all ages.
- Build upon our past and long-standing heritage.



Ends Policies

Policy Type:	Ends Policies	1.2
Policy Title:	Strategic Directions (Pillars)	
Adopted:	February 2018	
Reviewed and/or amended:	May 2018, Aug 2021	

STRATEGIC DIRECTIONS (PILLARS)

- **MEMBER SERVICES**
 - Providing education, support, and resources to members
 - Demonstrating value of OAAS membership to agricultural societies
 - Convention

- **SUSTAINABILITY**
 - Ensuring sufficient employee resources and organizational capacity
 - Ensuring financial sustainability
 - Develop marketing strategies

- **COLLABORATION AND DIALOGUE**
 - Advocating with various levels of government
 - Facilitating partnerships and the exchange of information



Board Operations Policies

Policy Type:	Board Operations	2.1
Policy Title:	Board Role	
Adopted:	October 22, 2016	
Reviewed and/or amended:		

The job of the Board is to determine and expect appropriate organizational performance. The primary Board responsibilities fall generally within seven areas:

1. Planning
2. Financial and Program Stewardship
3. Human Resources Stewardship
4. Performance Monitoring and Accountability of Board and staff
5. Risk Management
6. Complaints Review (as may be necessary)
7. Management of Critical Employee Transitional Phases

Board Members will become knowledgeable about:

- OAAS by-laws, policies and procedures, and the requirements and liabilities of agreements with funders;
- Financial strength and viability of the organization; and
- Legal liability of Board members.

Board Members will:

- (i) review all material in Board agenda packages so they are prepared to make required Board decisions;
- (ii) attend and actively participate in the regular and special meetings of the Board;
- (iii) be willing to be Chairperson or Co-Chairperson as may be necessary or required;
- (iv) deliberate impartially on issues presented to the Board for consideration;



- (v) observe and comply with Code of Conduct, conflict of interest and confidentiality guidelines, and Governance Policies; and
- (vi) exercise the same degree of care, diligence and skill that a reasonably prudent person would show in comparable circumstances.

To accomplish its job outputs with a governance style consistent with OAAS policies, the Board will conduct an annual (or as needed)

- (i) self-assessment process which includes a discussion of opportunities to improve its performance; and
- (ii) a strategic planning process or update of the strategic plan as necessary.

The Board will be responsible for dealing with staff and stakeholder issues and complaints that have not been or cannot be resolved through the organization's staff and identified complaints process.

Finally, the Board will be responsible for managing critical employee transitions.



Board Operations Policies

Policy Type:	Board Operations	2.2
Policy Title:	Governing Style	
Adopted:	October 22, 2016	
Reviewed and/or amended:		

The Board will govern with a style that emphasizes:

1. outward vision, rather than an internal preoccupation
2. encouragement of diversity in viewpoints
3. strategic leadership more than administrative detail
4. a clear distinction of Board and staff roles
5. collective rather than individual decisions
6. future-orientation rather than past or present
7. proactivity rather than reactivity

More specifically, the Board will:

1. Be mindful of its obligations to its members, stakeholders, constituents and funders.
2. Direct, control and inspire the organization through the careful establishment of governance policies reflecting the collective values and varied perspectives of Board members, stakeholders, constituents and funders. The Board will focus chiefly on the intended long-term impacts of the organization (as defined by the Ends Policies), not on the administrative means of attaining those Ends.
3. Govern with excellence and enforce the necessary discipline that is required. Discipline will include, but not necessarily be restricted to matters such as attendance, preparation, respect of roles, speaking with one voice and violations of Code of Conduct.
4. Regularly monitor and discuss its own process and performance. Self-monitoring will include comparison of Board activity and discipline to policies in the Governance Process and Board/Staff Linkage categories.
5. Seek to ensure that all officers, Board members and committee members actively pursue fulfillment of Board commitments.
6. Ensure the continuity of its governance capability by ongoing training, monitoring and development through:
 - (a) Conducting evaluation on a regularly basis, including review of Board activity and discipline and comparison to its Board Governance Process and Board-Staff Relationship Policies.
 - (b) Continual board development which will include:
 - (i) orientation of new members to the Board's approved governance process;
 - (ii) periodic Board discussion of process improvement;
 - (iii) formal Board evaluation process to be conducted on an annual basis.



Board Operations Policies

Policy Type:	Board Operations	2.3
Policy Title:	Governance Commitment	
Adopted:	October 22, 2016	
Reviewed and/or amended:		

The purpose of governance is that the Board, on behalf of the Association's members, stakeholders, constituents and funders, guarantees the accountability of OAAS by assuring that it:

- (a) achieves the outcomes as clarified in the Ends Policies; and
- (b) achieves the outcomes as identified in the agreements with Funding Supporters



Board Operations Policies

Policy Type:	Board Operations	2.4
Policy Title:	Privacy and Security	
Adopted:	October 22, 2016	
Reviewed and/or amended:	July 17, 2018	

Policy on Privacy and Security:

The Ontario Association of Agricultural Societies will maintain the privacy of its members, service members, exhibitors, directors and any other persons related directly to the business of the Ontario Association of Agricultural Societies.

Information may only be shared for the purposes of processing of accounts payable and receivable, providing information in all OAAS publications and its website, the maintenance of files, and database record keeping.

This will be the statement we recommend be used on the website and on appropriate documents about our Privacy and Security Policy:

Privacy and Security:

Any information collected by the Ontario Association of Agricultural Societies (OAAS) regarding members, exhibitors, commercial exhibitors, sponsors, directors and any other persons related directly to the business of the OAAS, will be solely used for the purposes of promotion of the OAAS and Agricultural Societies; for processing payment of prize monies and other payments owed; for publication of the winner's names; and for the maintenance of the OAAS files and data base. Any member, exhibitor, commercial exhibitor, sponsor or director realizes that when they agree to take part in OAAS activities, their names may be published for these reasons only. None of this information whatsoever will be sold, rented, leased, or transferred to any outside party for any reason.

In addition, the Board will follow all guidelines laid out by the Personal Information Protection and Electronic Documents Act (PIPEDA) in regard to the Privacy Act. These guidelines will be used for all communications by the organization.



Board Operations Policies

Policy Type:	Board Operations	2.6
Policy Title:	Executive	
Adopted:	October 22, 2016	
Reviewed and/or amended:	August 17, 2021,	2.5 merged with 2.6

President

Qualification:

Candidates for President must be elected from the outgoing Directors of the Ontario Association of Agricultural Societies Board of Directors.

Term

The office of President is open for election each year. The length of term shall be one year, with the option to let their name stand for election for a second term.

Roles & Responsibilities

- Is responsible for the general management and direction, subject to the authority of the Board, of the organization
- Is the Chairperson of all meetings of the Ontario Association of Agricultural Societies Board of Directors
- Is part of the Executive Committee
- Is the Chairperson of the Executive Committee
- Is part of the Finance Committee
- Will be invited to all Committee meetings
- Will have such other powers and duties as the Board may prescribe
- Is the Chairperson of the Annual General Meeting or appoint a designate for the meeting
- Assures the integrity of the Board's processes
- Represents the Board to outside parties
- Is responsible to ensure that all Directors are abiding by the Code of Conduct, Conflict of Interest and Confidentiality
- Makes decisions within the guidelines of the OAAS policies and strategic plan
- May delegate this authority but shall remain accountable for its use

First Vice-President

Qualifications

Candidates for 1st Vice President must be elected by the outgoing Directors of the Ontario Association of Agricultural Societies Board of Directors.

Term

The length of term shall be one year, with the option to let their name stand for election for a second term.

Roles & Responsibilities

- Will retain and fulfill all roles and responsibilities of a Provincial Director for their District
- Is part of the Executive Committee.
- Is the Chairperson of the Human Resources Committee.
- During the absence or disability of the President, the 1st Vice President will assume the duties and powers of the President
- Will have such other powers and duties as the Board or the President may prescribe
- Will attend and participate fully in all scheduled Executive and Board meetings, as well as Annual General Meeting

Note – For additional information see OAAS Constitution Bylaw #3 – regarding term eligibility



Second Vice-President

Qualifications

Candidates for 2nd Vice President must be elected by the outgoing Directors of the Ontario Association of Agricultural Societies Board of Directors.

Term

The length of term shall be one year, with the option to let their name stand for election for a second term.

Roles & Responsibilities

- Will retain and fulfill all roles and responsibilities of a Provincial Director
- Is part of the Executive Committee
- Is Chairperson of the Finance Committee
- During the absence or disability of the President, or 1st Vice President the 2nd Vice President will assume the duties and powers of the President
- Will have such other powers and duties as the Board or the President may prescribe
- Will attend and participate fully in all scheduled Executive and Board meetings, as well as Annual General Meeting

Note – For additional information see OAAS Constitution Bylaw #3 – regarding term eligibility

Past-President

Qualifications

The Past President will be the last person to hold the office of President, after the election of a new President.

Term

The length of term shall be the same as the term for the current President.

Roles & Responsibilities

- Will mentor the current President on issues of the general management and direction
- Will have such other powers and duties as the Board may prescribe
- Will be part of the Executive Committee
- Is the Chairperson of the Nominating Committee
- Is the Chairperson of the Harassment Committee
- Will attend and participate fully in all scheduled meetings, as well as Annual General Meeting

Member at Large

Qualification:

Candidates for Member at Large must be elected from the incoming Directors of the Ontario Association of Agricultural Societies Board of Directors.

Term

The Member at Large is elected at the Inaugural meeting of the Ontario Association of Agricultural Societies Board of Directors. The length of the term shall be one year, with the option to let their name stand for election for a second term.

Roles & Responsibilities

- Will retain and fulfill all roles and responsibilities of a Provincial Director
- Will be part of the Executive Committee
- Is the Chairperson of the Governance Committee
- Will chair the resolution portion at the Ontario Association of Agricultural Societies Annual General Meeting
- Will attend and participate fully in all scheduled Executive and Board meetings, as well as Annual General Meeting



Board Operations Policies

Policy Type:	Board Operations	2.7
Policy Title:	Provincial Director Role	
Adopted:	October 22, 2016	
Reviewed and/or amended:	May 2018	

The Provincial Director, selected by the District membership at their District Annual General Meeting, will:

- Represent the District at meetings of the Board.
- Distribute general information and ensure timely communications between the District represented by the Director and the Board of Directors and amongst member societies within the District.
- Co-chair at least one educational meeting at the District level that deals with identified needs of the member Societies.
- Enlist co-operation of all Secretaries of member Societies in their District to give prompt attention to correspondence and forwarding reports as required by *the Act*.
- Encourage every Society within the District's boundaries to join the Ontario Association of Agricultural Societies and to forward the membership fees and a financial report to the Manager of the Board by the due date.

See more information under Appendix D



Board Operations Policies

Policy Type:	Board Operations	2.8
Policy Title:	Board Members' Code of Conduct – Procedures for dealing with violations.	
Adopted:	October 22, 2016	
Reviewed and/or amended:	June 15, 2021	

The Board commits itself to ethical, businesslike, and lawful conduct, including proper use of authority and appropriate decorum when acting as board members. Board members are expected to comply with the prescribed Code of Conduct that encourages the development of a spirit of collective decision making, shared objectives and shared ownership of and respect for board decisions.

Accordingly, board members will at all times conduct themselves in a manner that:

- Supports the objectives of the OAAS.
- Serves the overall best interests of the OAAS rather than any particular constituency.
- Brings credibility and good will to the OAAS.
- Respects the principles of fair play and due process.
- Demonstrates respect for individuals in all manifestations of their cultural and linguistic diversity and life circumstances.
- Respects and gives fair consideration to diverse and opposing viewpoints.
- Demonstrates due diligence and dedication in preparation for and attendance at meetings, special events and in all other activities on behalf of the OAAS.
- Demonstrates good faith, prudent judgment, honesty, transparency and openness in their activities on behalf of the OAAS.
- Ensures that the financial affairs of the OAAS are conducted in a responsible and transparent manner with due regard for their fiduciary responsibilities and public board membership.
- Avoids real or perceived conflicts of interest.
- Conforms with the bylaws and policies approved by the board, in particular this Code of Conduct, and Confidentiality and Conflict of Interest policies.
- Avoids subjecting the organization and/ or board to charges of libel and/ or slander.
- Publicly demonstrates acceptance, respect and support for decisions legitimately taken in transaction of the OAAS's business.

Board members shall agree to and sign a Code of Conduct and Confidentiality Agreement upon joining the board of Directors.

Furthermore:

1. Board members will not attempt to exercise individual authority over the board except as explicitly set forth in Board policies including:
 - (a) Not providing direction to staff when explicitly board authorized.
 - (b) Not interacting with the public and the media except to support board decisions.
 - (c) Not providing individual judgments of staff performance.

Please see Forms for Code of Conduct F14.1

Procedures for dealing with Code of Conduct Violations

1. Breach Identification

- Anyone believing there are reasonable grounds to report a breach of the Board's Code of Conduct is requested to bring the alleged breach to the attention of the OAAS Past President, within four (4) weeks.
- Complaint information to include in writing:
 - The name of the person who is alleged to have breached the Code of Conduct.
 - The nature of the alleged breach or breaches of the Code of Conduct.
 - The date of occurrence and/or when the alleged breach became known.
 - The grounds for the belief that a breach of the Code of Conduct has occurred.
 - The names and contact information of witnesses to the breach or other persons with relevant information regarding the breach.
- The severity and the type of breach of the Code of Conduct will determine whether an Informal or Formal Complaint Procedures is warranted. Whenever possible, breaches of the Code of Conduct will initially be investigated following the informal process. The breach of the Code of Conduct may be trivial or through an error of judgment made in good faith. Only serious and/or recurring breaches of the Code of Conduct will be investigated following the Formal Complaint Procedure.
- The President, Past President or Chair of the meeting may expel or exclude any person who has been deemed of improper conduct at a meeting. Anyone who does not abide by a reasonable expulsion or exclusion from a meeting is deemed to have breached the Code of Conduct.

2. Informal Complaint Procedure

- After reviewing the complaint with the Manager and the OAAS Past President meets informally with the person who is alleged to have breached the Code of Conduct to discuss the breach. The purpose of the private meeting is to bring the allegation of the breach to their attention, to discuss remedial measures to correct the offending behaviour and to assist them in understanding their obligations under the Code of Conduct.
- The remedial measures may include a warning, an apology, and/or the successful completion of a professional development training program. If the OAAS Past President and the offender cannot agree on a remedy, then a formal complaint may be brought and dealt with according to the Formal Complaint Procedure.

3. Formal Complaint Procedure

- The OAAS Past President will provide to the Manager and Board Executive a confidential copy of the complaint within seven (7) days of receiving it. The executive may choose to form a Code of Conduct Inquiry Committee of 2-3 people comprised of executive and/or board members. In rare circumstances the executive may engage an independent party to perform the inquiry.
- If the alleged person is a member of the executive, they may not participate in the inquiry, the decision process or sanction decision.

- The complaint, any response to the complaint and the investigation materials are confidential.
- If the Code of Conduct Committee determines a Formal Inquiry is not merited, but still believes the Code of Conduct has been breached, the Informal Inquiry procedure will be utilized.
- The Formal Inquiry will be conducted in private. It may involve both written and oral statements by any witnesses, the person bringing the complaint and the person who is alleged to have breached the Code of Conduct.
- The person who is alleged to have breached the Code of Conduct will have an opportunity to respond to the allegations in a private meeting with the inquiry committee and/or in writing. If the accused person refuses to participate in the formal inquiry, the formal inquiry will continue in their absence.
- The committee's inquiry report outlines the finding of facts.
- If the alleged breach of the Code of Conduct becomes a police inquiry, the OAAS inquiry will be suspended until the police investigation has been completed. While under police investigation the person is suspended from their position and a substitute may be named to perform the role.

4. Decision

- The committee's inquiry report is delivered to the executive, who will make a timely decision on whether the Code of Conduct has been breached and any resulting sanctions for the breach.
- The executive considers only the findings in the Inquiry Report when voting on the decision and sanction. No person undertakes their own investigation of the matter.
- If the executive determines breach of the Board's Code of Conduct has occurred the executive provides to the offender a written notice of the determination, the reasons for the decision and any sanction imposed.

5. Sanctions

- If the executive determines a breach of the Board's Code of Conduct has occurred, the executive may impose one or more of the following sanctions:
 - May include, a warning, an apology, and/or the successful completion of a professional development training program.
 - Issue a warning in writing and placed on file.
 - Suspension from committee work.
 - Dismissal from the board.

6. Sanction Appeal

- After the receipt of the executive's decision the offender may make written submissions to the executive regarding the inquiry decision or sanction by the date specified in the notice.
- Within seven (7) days after the submissions are received, the executive considers any submissions made and will either maintain the earlier decision and sanction or revoke the decision and sanction.
- If the executive revokes a decision, any sanction imposed is revoked.



Board Operations Policies

Policy Type:	Board Operations	2.9
Policy Title:	Board Meetings	
Adopted:	October 22, 2016	
Reviewed and/or amended:		

Board meetings are for the single task of getting the Board's job done.

1. Meetings will be open to the public except when an "In-camera" (closed) session is officially announced by the President. The purpose of In-camera (closed) sessions, which should be noted in the minutes, is to deal with matters related to litigation, personnel or property. Any Board member can request an In-camera session but moving In-camera requires a board vote.
2. The Board has sole authority over its own meeting agenda. The President will exercise this control on behalf of the Board, though any Board member can have agenda items added or deleted from the meeting agenda with a motion supported by the Board.
3. Only those issues which are within the Board's area of responsibility as defined in its Governance Policies shall be discussed and/ or acted upon.



Board Operations Policies

Policy Type:	Board Operations	2.10
Policy Title:	Board Committee Principles and Structure	
Adopted:	October 22, 2016	
Reviewed and/or amended:	Oct 2018, Aug 2021	

The right and responsibility for the creation of committees related to the activities of the OAAS Board rests solely with the Board of Directors. Board will be created (or reappointed) each year so as to reinforce the board's role and not to interfere with delegation from board to the staff. Ad hoc and time limited working groups may be created from time to time. Unless otherwise stated, an ad hoc committee or work group ceases to exist as soon as the Board determines that its task is complete. The Board of Directors also reserves the right, at its discretion, to intercede with the activities of any committee and/or terminate the activities of any committee.

Accordingly:

1. Board committees are to help the board do its job, not to help or advise the staff. Committees will assist the board by preparing policy alternatives and implications and recommendations for Board deliberation.
2. All committees created by the Board of Directors shall have Terms of Reference (TOR) outlining the conduct of the committee and be approved by the board. Terms of Reference shall include at a minimum the following sections:
 - Purpose
 - Functions
 - Composition/ Membership
 - Accountability
 - Meeting Frequency
3. Board committees or committee members may not speak or act for the board except when formally given such authority for specific and time-limited purposes. Expectations and authority will be carefully stated in order not to conflict with authority delegated to the staff
4. Board committees cannot exercise authority over staff, because the staff works for the full board
5. All committee members shall agree to, sign, and abide by the same Code of Conduct as governs the board, including ad hoc members.
6. Each committee will provide a final report which includes what occurred throughout that year and the plans/suggestions for the following year.
7. The manager will forward the convention committee final reports to each committee chair for the following year.



Board Operations Policies

Policy Type:	Board Operations	2.11
Policy Title:	Convention Program	
Adopted:	Oct 2018	
Reviewed and/or amended:	July 2021	

The OAAS annually organizes and hosts a Convention for its members to provide its members:

- networking and educational opportunities for all Agricultural Societies, Associate and Service Members
- competitions for district and/or agricultural society winners in
- entertainment showcased for use by Agricultural Societies
- tradeshow exhibitors
- a forum for the OAAS AGM

Accordingly:

1. The Convention Administrator plans and organizes the convention as outlined in the Convention Administrator job description and guides the convention committees composed of OAAS Board Members and ad hoc members.
2. Convention committees are formed at the post-convention OAAS Board meeting to carry out the tasks for the upcoming convention.
3. Invite appropriate dignitaries to attend the convention as determined by the OAAS Staff and Board of Directors.
4. Complementary convention registration will be provided to the OAAS Past Presidents who served prior to 2019
5. The convention committees are required to submit a final report as per the OAAS committee reporting guideline in Board Committee Principles and Structure Policy 2.10



Board Operations Policies & Procedures

Policy Type:	Board Operations	2.12
Policy Title:	Code of Conduct and Confidentiality	
Adopted:	October 22, 2016	
Reviewed and/or amended:		

Respect for confidentiality is the cornerstone of trust and confidence as well as a legislated obligation. Board members must at all times respect the confidentiality of any client names and/or circumstances that might identify clients. Similarly, all matters dealt with by the Board during in-camera meetings and matters related to personnel must be held in strictest confidence. Confidentiality means Directors may not relate such matters to anyone including immediate family members. The duty of confidentiality continues indefinitely after a Director has left the Board.



Board Operations Policies

Policy Type:	Board Operations	2.13
Policy Title:	Conflict of Interest	
Adopted:	October 22, 2016	
Reviewed and/or amended:		

Board members are considered to be in a “conflict of interest” whenever they themselves, or members of their family, business partners or close personal associates, may personally benefit either directly or indirectly, financially or otherwise, from their position on the Board.

A conflict of interest may be “real”, “potential” or “perceived”; but the same duty to disclose applies to each.

Full disclosure in itself, does not remove a conflict of interest.

It is in the best interest of the OAAS Board of Directors to be aware of and properly manage all conflicts of interest and appearances of a conflict of interest.

Accordingly:

- Members of the Board of Directors shall act at all times in the best interests of the OAAS rather than particular interests or constituencies. This means setting aside personal self-interest and performing their duties in transaction of the affairs of the OAAS in such a manner that promotes public confidence and trust in the integrity, objectivity and impartiality of the Board.
- Directors shall serve without remuneration. No Director shall directly or indirectly receive any profit from his/her position as such, provided that directors may be paid reasonable expenses incurred by them in the performance of their duties.
- The pecuniary interests of immediate family members or close personal or business associates of a Director are considered to also be the pecuniary interests of the Director.

Principles for Dealing with Conflict of Interest:

- The Board member must openly disclose a potential, real or perceived conflict of interest as soon as the issue arises and before the Board or its Committees deal with the matter at issue.
- If the Board member is not certain he/she is in a conflict of interest position, the matter may be brought before the President, Executive Committee or Board for advice and guidance.
- If there is any question or doubt about the existence of a real or perceived conflict, the Board will determine by vote if a conflict exists. The person potentially in conflict shall be absent from the discussion and vote.



- It is the responsibility of other Board members who are aware of a real, potential or perceived conflict of interest on the part of a fellow Board member to raise the issue for clarification, first with the Board member and, if still unresolved, with the Board President.
- The Board member must abstain from participation in any discussion on the matter, shall not attempt to personally influence the outcome, shall refrain from voting on the matter and unless otherwise decided by the Board, must leave the meeting room for the duration of any such discussion or vote.
- The disclosure and decision as to whether a conflict exists shall be duly recorded in the minutes of the meeting. The time the person left and returned to the meeting shall also be recorded.



Board Operations Policies

Policy Type:	Board Operations	2.14
Policy Title:	Disposition of Complaints and Disputes Involving Directors	
Adopted:	June 2018	
Reviewed and/or amended:		

The Executive Committee, in a meeting duly called for the purpose of reviewing complaints, shall review any complaints that a Director has violated any provision of the OAAS's Bylaws, Governance Policies, Code of Conduct, and Confidentiality Agreement.

The review of such complaints or disputes shall include an opportunity for the members concerned to present their positions. Executive Committee members who originate or are the subject of such complaints or disputes must declare their conflict and absent themselves from such meetings.

Allegations of illegal activity shall be immediately referred to appropriate authorities for investigation. Any Director against whom such allegations are made shall take a leave of absence from the Board pending completion of the investigation.

The Executive Committee shall similarly review disputes between members of the Board that interfere with the ability of the Board to carry on its business.

Unresolved complaints may be referred by the Board to an independent arbiter.

Every attempt should be made to resolve such matters expeditiously and fairly.

The recommendations regarding resolution of such matters shall be brought to the Board for approval.

The ruling of the Board shall be final. Should the member refuse to abide by the ruling the Board may table the matter pending determination of disciplinary action. Such action may include formal or informal censure by the Chair or the Board, suspension or a request for the Director's resignation.



Board Operations Policies

Policy Type:	Board Operations Policies	2.15
Policy Title:	Volunteers for Committees	
Adopted:	June 2017	
Reviewed and/or amended:		

The OAAS supports the use of volunteers on its standing committees, for ad hoc committees with a specific purpose, and for assistance at the annual Convention. The Board encourages the involvement of Members who are interested and have specific skills to make strong committees to achieve their goals.

Accordingly, the Board will obtain its volunteers by:

1. Forwarding a request to all Member Agricultural Societies for volunteers which outlines the committee or activity requiring volunteers and the specific skills which will be assets to the committee.
2. The application will indicate that all submissions do not guaranteed a volunteer a position on the committee but will be accepted as expressions of interest, pending review and acceptance by the OAAS.
3. The list of volunteers who submitted an interest will be screened by the OAAS and those chosen with the skills to assist the committee will be contacted by the Manager.
4. All volunteers will have their travel costs covered for any face to face meeting; however, most meetings will be conducted electronically or by telecommunications. Volunteers at the Convention will not have travel costs covered.

See OAAS Forms F14.3



Board Operations Policies

Policy Type:	Board Operations Policies	2.16
Policy Title:	Nominating Committee Policy	
Adopted:	June 2018	
Reviewed and/or amended:		

A. The Nominating Committee will provide a nomination list of executive members to the Directors annually.

The Nominating Committee will ask Directors at the July or August Directors’ Meeting to think about their interest in taking on the role of an Executive Members. The Committee will contact all Directors and Executive members of the OAAS Board about their interest in any of the Executive positions prior to the Fall Board Meeting.

The Committee will prepare a list of those interested in the positions of: President, 1st Vice President, and 2nd Vice President for the following year. This list will be sent to the Board of Directors at least two weeks before the Fall Directors’ Meeting. Any person who is not elected in one position may be nominated from the floor to another position.

There will be a maximum of 3 years in any position.

B. For the position of Member at Large, the Nominating Committee will contact all incoming Directors of the OAAS Board about their interest in the position in January. The Committee will send the list of those interested in the position two weeks prior to the Post Convention Meeting.

Elections:

1. The Manager or someone elected from the Board will Chair the elections.
2. Two scrutineers will be elected by the Board of Directors for the elections.
3. The Nominating Committee Chair will present its report and further nominations will be allowed during the elections.
4. The candidates will be asked to speak about their strengths that can be brought to the position.
5. Voting will be conducted by secret ballot.
6. If no candidate receives over 50% of the vote, the candidate with the least number of votes will be taken off the ballot and the second round will continue. This will continue until one candidate receives over 50% of the vote. If the vote is 50% for each of two candidates, the election is called with the drawing of straws.
7. A motion will be called to destroy the ballots following the elections.



Board Operations Policies

Policy Type:	Board Operations Policies	2.17
Policy Title:	Rules of Order	
Adopted:	July 2018	
Reviewed and/or amended:		

Board meetings will be conducted in an orderly, effective process, led and defined by the chair.

Accordingly:

1. All by-law obligations respecting board meetings must be satisfied.
2. Board meetings shall be called to order at the time specified in the notice of meeting (or as pre-arranged) and upon satisfaction of quorum.
3. The agenda shall be developed by the chair of the board and Manager with input by the board.
4. Meeting order and decorum shall be maintained, and all members treated with dignity, respect, courtesy, and fairness during discussion and debate and in all other respects.
5. Board members must keep their comments relevant to the issue under consideration.
6. Board meetings will be conducted at a level of informality considered appropriate by the chair, including that discussion of a matter may (may not) occur prior to a proposal that action be taken on any given subject.
7. Proposals that the board take action, or decide a particular matter, shall (unless otherwise agreed to by unanimous consent) be made by main motion of a board member, discussed, and then voted on. Motions do require a second to proceed to discussion and subsequent vote.
 - A. The chair of the board may, to the same extent as any board member, provide input in any debate, and vote only to break a tie on any matter to be decided.
 - B. A motion to amend a main motion is in order with the amendment voted on first before the main motion.
 - C. A motion to refer to a committee or postpone/defer may be made with respect to a pending main motion, and if carried shall set the main motion (the initial proposal) aside accordingly.
8. Board members may speak to a pending motion on as many occasions, and at such length, as the chair may reasonably allow.
9. A vote on a motion shall be taken when discussion ends but any board member may, during the course of debate, move for an immediate vote (close debate) which, if carried, shall end discussion and the vote on the main motion shall then be taken.
10. A majority vote will decide all motions before the board.
11. A motion to adjourn a board meeting may be offered by any board member or, on the conclusion of all business, adjournment of the meeting may be declared by the chair.
12. When further rules or order are to be developed or required by the board, the board will use Bourinot's Rules of Order as a resource guide.

See OAAS Procedures for Rules of Order 11.3



OAAS Board Operations Policies and Procedures

Policy Type:	Board Operations	2.18
Policy Title:	Staff, Directors, and Volunteers - Police Records Check	
Adopted:	May 30, 2022	
Reviewed and/or amended:		

The OAAS adheres to procedures recommended by the RCMP in regard to Police Records Check (PRC) for not-for-profit organizations.

This policy applies to all OAAS provincial and district staff, directors, executive and volunteers. OAAS provincial and district staff, directors, executive and volunteers must complete an appropriate Police Records Check for initial approval. Subsequently, OAAS provincial and district staff, directors, executive and volunteers must complete an appropriate Police Records Check every three years (36 months from the date of their previously filed Police Records Check).

Level of Criminal Background Check Required:

- A) OAAS provincial and district staff, directors, executive and volunteers (unless directly involved with youth – see point B)
 - Level 2 – Criminal Record and Judicial Matters Check (CRJMC)

- B) OAAS provincial and district staff, directors, executive and volunteers where the nature of their position causes the person to have authority over, or trust of, children or vulnerable persons (i.e., working with ambassadors, youth, seniors, vulnerable persons programs)
 - Level 3 - Vulnerable Sector Check (VSC)

Acceptance of the Police Records Check

When submitting the appropriate PRC, it must be the original, with an authorized signature and stamp of the local police service jurisdiction.

The manager will review and, upon acceptance, will retain a true copy on file with OAAS.

Acceptance of On-Line Police Checks

Police Records Check completed by an outside organization using the services of an approved agency will be accepted by OAAS, providing the check meets the required level of Criminal Record Check.

Releasing Police Records Check information

Results of the appropriate Police Record information will only be released to the OAAS Executive as necessary. No third-party requests will be honoured unless judicially requested and bound by law.

Retained copies of Police Records Check



File copies of Police Records Check shall be retained as a permanent record and may be archived electronically.

Zero Tolerance

OAAS maintains a zero-tolerance against individuals/volunteers who have charges or convictions relating to abuse, violence, sexual offences, crimes against children, weapons and selling of controlled drugs and alcohol. Individuals found to have these charges/convictions will not be accepted as volunteers.

Criminal Charges

Individuals with convictions relating to alcohol and drug offences or theft within a ten (10) year period of the conviction date will not be accepted as volunteers.

Other criminal convictions that lead the OAAS to believe that the safety of all members or the integrity of the OAAS will be jeopardized, will result in the non-acceptance or dismissal of an individual.

Volunteers with other criminal charges or convictions not mentioned above will have their volunteer application or volunteer status reviewed on a case-by-case basis by the OAAS Executive prior to acceptance as a volunteer.

Where a volunteer is currently charged with an offence their volunteer responsibility will be suspended and placed on hold. They can be considered for reinstatement once all legal proceedings are finalized.

If a volunteer has previously submitted a PRC and has a valid PRC on record, but has been charged criminally since it was filed, it is their duty to disclose that they have been charged criminally to the OAAS Manager. Each situation will then be reviewed on a case-by-case basis by the OAAS Executive as to whether the volunteer may continue their service or be suspended or terminated.



Board - Staff Limitations Policies

Policy Type:	Board - Staff Limitations	3.1
Policy Title:	Global Executive Constraint	
Adopted:	October 22, 2016	
Reviewed and/or amended:		

Staff shall not cause or allow any practice, activity, decision or organizational circumstance which is either illegal, imprudent, in violation of commonly accepted business and professional ethics, or in violation of established OAAS policies or by-laws, and other contractual agreements.



Board - Staff Limitations Policies

Policy Type:	Board - Staff Limitations	3.2
Policy Title:	Financial Condition and Activities	
Adopted:	October 22, 2016	
Reviewed and/or amended:		

Staff, in budgeting for any fiscal period or the remaining part of any fiscal period, shall not deviate materially from OAAS's Ends Policies, risk financial jeopardy, or fail to show a generally acceptable level of foresight.

Accordingly, he or she shall not cause or allow budgeting which:

1. Expends more funds than have been received in the fiscal year to date
2. Fails to meet payroll obligations in a timely manner.
3. Fails to settle debts in a timely manner.
4. Allows tax payments or other government ordered payments or filings to be overdue or inaccurately filed.
5. Makes any purchase on his/her authority or commits the organization to any expenditures of greater than \$500.00 without Board approval.
6. Purchases services over \$1000.00 without seeking three quotations to ensure that the prices of current suppliers are in line with current market conditions.
7. Acquires, encumbers or disposes of real property without Board approval.



Board - Staff Limitations Policies

Policy Type:	Board - Staff Limitations	3.3
Policy Title:	Financial Planning/Budgeting	
Adopted:	October 22, 2016	
Reviewed and/or amended:		

Financial planning for any fiscal year, or the remaining part of any fiscal year, shall not adversely affect the strategic outcomes, risk fiscal jeopardy, or fail to be based on sound budgeting principles.

Accordingly, Staff may not cause or allow budgeting that:

1. Contains too little information to enable credible projection of revenues and expenses, separation of capital and operational items and disclosure of planning assumptions.
2. Plans the expenditure in any fiscal year of more funds than are conservatively projected to be received in that period.
3. Fails to estimate revenues conservatively and expenses realistically
4. Endangers the fiscal soundness of future years or ignores the building or organizational capability sufficient to achieve ends in future years.



Board - Staff Limitations Policies

Policy Type:	Board - Staff Limitations	3.4
Policy Title:	Asset Protection	
Adopted:	October 22, 2016	
Reviewed and/or amended:		

The Manager may not allow assets to be unprotected, inadequately maintained, or unnecessarily at risk.

Accordingly, he or she may not:

1. Fail to insure against theft, fire and casualty losses to at least 80% replacement value and against liability losses to OAAS's Board, membership or Staff in any amount greater than the average for comparable organizations.
2. Indemnify against liability losses to the Board and Staff.
3. Unnecessarily expose OAAS's Board or its Staff to claims of liability.
4. Fail to protect intellectual property, information and files from loss or significant damage or maintain appropriate confidentiality.
5. Receive, process or disburse funds under controls, which are insufficient to meet the Board's appointed auditor's standards.
6. Invest or hold operating capital in insecure instruments, investment accounts, including uninsured chequing accounts and bonds of less than AA rating at any time, or in non-interest-bearing accounts except where necessary to facilitate ease in operational transactions.
7. Enter into any capital lease having a total value in excess of \$1000.00 or of a term greater than three years without Board approval.
8. Jeopardize OAAS's public image or credibility.
9. Allow personal loans to either Staff or Board members.



Board - Staff Limitations Policies

Policy Type:	Board - Staff Limitations	3.5
Policy Title:	Communication and Counsel to the Board	
Adopted:	October 22, 2016	
Reviewed and/or amended:		

Staff shall not permit the Board to be uninformed or unsupported in its work.

Accordingly, he or she may not:

1. Neglect to submit monitoring data required by the Board in a timely, accurate and understandable fashion.
2. Let the Board be unaware of relevant trends, anticipated adverse media coverage, material external and internal changes, and particularly changes in the assumptions upon which any Board policy has been previously established.
3. Fail to report in a timely manner an actual or anticipated non-compliance with any policy of the Board.
4. Fail to advise the Board if, in the Staff's opinion, the Board is not in compliance with its own policies, particularly in the case of Board behavior which is detrimental to the working relationship between the Board and Staff.
5. Fail to marshal for the Board as many staff and external points of view, issues, and range of options as needed for fully informed Board decisions.
6. Present information in unnecessarily complex or lengthy form.
7. Fail to provide a mechanism for official Board or committee communications.
8. Fail to deal with the Board as a whole except when:
 - fulfilling individual requests for information;
 - responding to Officers or Committees duly charged by the Board.
9. Fail to provide the necessary support to meet the needs of the President or the Board.



Board - Staff Limitations Policies

Policy Type:	Board - Staff Limitations	3.6
Policy Title:	Staff Succession Plan	
Adopted:	October 22, 2016	
Reviewed and/or amended:	May 2018, August 2020	

In order to protect OAAS from the sudden loss of Staff services, the Manager and Convention Administrator shall not fail to keep up-to-date, in partnership with the Board, an Staff Succession Plan for the organization.

See OAAS Appendices Staff Succession Plan - Appendix A and B



Board-Staff Linkages Policies

Policy Type:	Board-Staff Linkages	4.1
Policy Title:	Unity of Control	
Adopted:	October 22, 2016	
Reviewed and/or amended:		

Only decisions of the Board acting as a body are binding on the Staff.

The Board will instruct the Staff through written governance policies and/ or board approved motions.

Decisions or instructions of individual Board Members, Officers or Committees are not binding on the Staff.

Requests from Board Members or Committees for information or assistance that have not had Board authorization can be refused by the Staff, if in the Staff's opinion, they are disruptive, not pertinent, or an inappropriate use of organization resources.



Board-Staff Linkages Policies

Policy Type:	Board-Staff Linkages	4.2
Policy Title:	Accountability of the Manager and Convention Administrator	
Adopted:	October 22, 2016	
Reviewed and/or amended:		

The Manager and Convention Administrator's performance shall be evaluated by the Board, through the President and/ or Executive and/ or Human Resources Committee in relationship to:

- (a) achievement of strategic outcomes defined by Board Policy (Ends); and
- (b) organizational operation within the boundaries of prudence and ethics established in Board policies on Executive Limitations.

A written Manager & Convention Administrator evaluation shall be performed annually.

Concerns regarding Manager & Convention Administrator performance shall be evaluated on the basis of existing policies and the Board of Directors shall determine what action, if any, is required.



Board-Staff Linkages Policies

Policy Type:	Board-Staff Linkages	4.3
Policy Title:	Delegation to the Staff	
Adopted:	October 22, 2016	
Reviewed and/or amended:		

The Board will instruct the Manager and Convention Administrator through written policies which prescribe the organizational Ends to be achieved, and describe organizational situations and actions to be avoided, allowing the Staff to use appropriate and reasonable interpretation of these policies.

Accordingly:

The Board will develop policies instructing the Staff to achieve identified results. These policies will be developed and reviewed systematically and will be called Ends policies.

The Board has developed Staff Limitation policies. These policies limit the latitude the Staff may exercise in choosing the organizational means to the Ends.

The Staff is authorized to establish all operational policies, make all decisions, take all actions, establish all practices and develop all activities using appropriate and reasonable interpretation of the Board's Ends and Executive Limitations policies.

The Board's Ends and Staff Limitations policies are subject to change by the Board. Should such a change occur, the Board could potentially change the latitude of decision-making choice available to the Staff. During the tenure of any particular delegation of authority, the Board shall respect and support the Staff's decisions.



Board-Staff Linkages Policies

Policy Type:	Board-Staff Linkages	4.4
Policy Title:	Manager or Convention Administrator Replacement	
Adopted:	October 22, 2016	
Reviewed and/or amended:		

In the event that the Manager or Convention Administrator retires, dies, resigns or is removed from office, the Board will follow the replacement process as outlined below:

1. Confirm current and/ or establish new qualifications and selection criteria for the position;
2. Review of contractual parameters;
3. Set up an interviewing/selection process;
4. Advertise the position;
5. Determine the successful candidate; and
6. Negotiate terms and conditions of contract.



OAAS Other Policies polices & Procedures

Policy Type:	Other Policies	5.1
Policy Title:	Records Retention and Destruction	
Adopted:	October 22, 2016	
Reviewed and/or amended:		

To ensure proper care, retention and destruction of all OAAS documents, this policy sets out guidelines and responsibility for document storage and retention. Records are retained for the following purposes:

- To facilitate the continuity and provision of service
- To minimize risk to the organization
- To comply with legal requirements
- To provide historical data for future identification or verification of facts
- To provide material for statistical analysis or research

Records will be retained only as long as they are required by the organization to meet the above purposes. Records containing personal information or confidential organizational information will be destroyed by shredding.

This policy applies to all corporate, financial, human resource and client records in electronic and/ or hard copy formats.

PROCEDURES

1. All records will be appropriately labelled and stored in dry, safe and secure locations for as long as they are required by the organization (refer to document retention schedule below).
2. Regular back up of electronic records are stored/ maintained off-site.
3. The organization shall conduct an annual review to identify documents to be destroyed in accordance with the record retention schedule.
4. Documents containing personal information or confidential organizational information will be shredded.
5. **Financial Documents:** The Manager shall ensure that all original financial documents will be stored centrally. Examples of financial documents includes: all deposit books with documentation supporting from whom funds were received and to what they relate; record of all cash disbursements; proof of payment (e.g., cancelled cheques); invoices; documents substantiating disbursements; payroll records; donation receipts; and supporting documentation.
6. **Corporate Documents:** The Manager shall ensure that all original corporate documents will be stored centrally. Examples of corporate documents include: contracts; service agreements; purchase of service agreements; auditor reports; Organization Charter; Bylaws; Letters Patent; Board Minutes and Documentation; Annual Reports; OAAS strategic plan; governance documentation; and planning and evaluation documentation.
7. **Insurance Documents:** The Manager shall ensure that all original insurance documents will be stored centrally.



8. In addition to the above, the Manager shall ensure that original financial, insurance and human resources records are stored, retained and destroyed according to this policy and the attached document retention schedule.

Document Retention Schedule

Documents will be retained by OAAS as follows:

DOCUMENT	LENGTH OF RETENTION
CORPORATE DOCUMENTS	
Organization charter, annual reports, bylaws, letters patent, strategic plans, board minutes, minutes of member’s meetings	Organization’s life span plus two years
Contracts, service agreements and purchase of service agreements	Duration of contract or agreement plus two years
FINANCIAL DOCUMENTS	
Annual audited financial statements, general ledger, annual adjusting journal entries, and duplicate receipts relating to ten-year-gifts to registered charities.	Organization’s lifespan plus two years
Duplicate donation receipts (except related to ten-year-gifts)	End of fiscal period to which they relate plus at least two years
Other financial records (other than those cited above) including payroll information	End of fiscal period to which they relate plus at least six years
Insurance policies	Indefinitely (to minimize risk)
HUMAN RESOURCE RECORDS	
Human resource records	Nine years after termination of employment
Records of Hiring Competitions	Four years after completion of the competition



OAAS Other Policies polices & Procedures

Policy Type:	Other Policies	5.2
Policy Title:	Risk Assessment and Mitigation	
Adopted:	October 22, 2016	
Reviewed and/or amended:		

The safety of participants is of importance to the OAAS and to the participants themselves. OAAS has a responsibility to manage risks associated with any of its operations. Where an activity entails risks higher than normally encountered in daily life, appropriate advance planning, preparation and training will be carried out so that foreseeable risks are appropriately managed. Where it is concluded that the risks are extreme or high, the activity will not be carried out. This policy covers all activities that are organized and approved by OAAS including, but not limited to, seminars, meetings, District Ambassadors Competitions and gatherings, Judging Schools, etc. and covers both program participants and employees of the organization.

To this end:

OAAS will appropriately assess the risks associated with all activities being undertaken in the delivery of its programs and develop mitigation strategies as necessary to deal with the inherent and identified risks.

1. When participants are engaged in activities approved by OAAS, the organization will take appropriate action(s) to ensure they have the necessary information, orientation, training, support, assistance, and/ or equipment in the event that a situation(s) arises which may pose a threat. OAAS Board and staff will take all reasonable steps to ensure everyone’s safety. It is also recognized that each individual must also take personal steps to keep themselves safe in all circumstances.



OAAS Other Policies polices & Procedures

Policy Type:	Other Policies	5.3
Policy Title:	OAAS Harassment Policy	
Adopted:	May 15, 2018	
Reviewed and/or amended:		

The OAAS is committed to providing an environment in which all persons are treated with respect and dignity.

Definition

Harassment is defined as:

- Engaging in a course of vexatious comment or conduct **against** a person, when that behaviour that is known or ought reasonably to be **known to be unwelcome**.
- The comments or conduct typically happen *more than once*. They could occur over a relatively short period of time (for example, during the course of one day) or over a longer period of time (weeks, months or years).

Harassment may include but is not limited to a form of discrimination as set out in the Ontario Human Rights Code:

Sexual Harassment

- Offensive remarks, jokes, innuendos, or taunting about a person's body, attire, or sex.
- Practical jokes of a sexual nature, which cause awkwardness or embarrassment.
- Suggestive staring or other gestures
- Objectionable physical contact such as touching, patting or pinching
- Requests for sexual favours or compromising invitations, with threat of reprisal if rejected or promise of preferential treatment if accepted.
- Physical assault
- Displaying offensive material

Tolerance for such behaviour may also vary widely among persons.

Racial, Religious or Ethnic Harassment

- Unwelcome remarks, jokes, innuendos or taunting about a person's religion, racial or ethnic background, colour, and place of birth, citizenship or ancestry.
- The displaying of racist, derogatory, or offensive material.
- Refusing to converse or work co-operatively with a person because of the persons racial, religious or ethnic background.
- Insulting gestures or practical jokes based on racial, religion or ethnic grounds which cause embarrassment or awkwardness.

Other Harassment

- Unwelcome remarks, jokes, innuendo or taunting about a person's handicap or disability, age, marital status, sexual orientation and family status.



- Bullying behaviour in the form of repeated and hostile or unwanted conduct, verbal comments, actions or gestures that may affect a reasonable person's dignity or psychological or physical integrity and that result in a harmful environment.

Policy

The OAAS will have zero tolerance for harassment including but not limited to intimidating, demeaning, hostile or aggressive behaviour. This policy refers to any persons including staff relating to conduct both on site and off site when business is being conducted and discussed, social functions, travel or conferences.

Any person attending an OAAS District or Provincial activity is expected to uphold this policy and will be accountable. Retaliation or reprisals are prohibited against any individual(s) who has complained in good faith under this policy or has provided information regarding a complaint. Any retaliation or reprisals are subject to immediate corrective action.

The Board of the OAAS is responsible for providing an environment that is free from harassment, sexual harassment, and discrimination and bullying. This responsibility includes actively promoting a positive, harassment-free environment and intervening when problems occur. Additionally, Board Members are responsible for dealing with inappropriate actions of others that come to their attention.

Two (2) Designated Officers will act as a point of contact for a complaint raised under the Harassment policy. Two Designated Officers will be appointed every year at the Post Convention Meeting.

OAAS members and staff are required to advise the Designated Officer(s) promptly when they become aware of, or hear of, alleged actions or complaints of harassment, sexual harassment, discrimination or bullying.

Should the complaint be in relation to the Designated Officer(s) the point of contact would be the President of the OAAS Board.

Notwithstanding this policy, any person may seek advice or assistance from the Ontario Human Rights Commission or other legal avenues that may be available.

Procedure:

An individual who believes s/he has been the target of harassment or discrimination at any OAAS event, or by phone or email between events is encouraged to take immediate action to ensure this behaviour is stopped.

1. As a first step, the individual should make it clear to the perpetrator that s/he finds the behaviour unwelcome and ask that it be stopped. This can be done personally, either in writing or verbally, or with the assistance of a third party. An individual may not realize that the behaviour is offensive. A simple discussion may resolve the problem. If the person refuses to cooperate, remind the person that such behaviour is against OAAS policy and against the law.
2. The individual should record details such as when the harassment started (e.g. dates, times, locations), what happened, witnesses, threats of reprisal and your response. Failure to keep a record does not invalidate a complaint; however, a record does reinforce it.
3. If the behaviour recurs or persists, or if the individual does not feel safe in approaching the perpetrator directly, s/he should contact the Designated Officer(s) and ask her/him to act. The Designated Officer(s) is to be appointed by the Board at the post-convention Board meeting.



4. The Designated Officer(s) shall inform the President of the Board that a complaint has been made. In the event that the complaint involves the President the 1st Vice-President shall be informed.
5. The Designated Officer(s) will investigate the complaint promptly, including separately interviewing the parties involved and any witnesses, with a view to resolving the problem informally. During this process, the designated officer(s) may remove the respondent temporarily from the event if circumstances warrant.
6. If the complaint has not been resolved at this point, the complainant will be asked to put the complaint and all relevant information formally in writing.

Wherever possible, the complaint should be made as soon as possible after the alleged incident(s) and certainly no later than one (1) year following the incident giving rise to the complaint or, in the case of multiple incidents, within one (1) year of the latest occurrence. The reason this is in writing is to be clear about the situation from the complainant's perspective.

The written complaint should include the following information:

- ◆ The name of the complainant;
- ◆ The name of the respondent;
- ◆ The time, date, and location of the event(s) being complained about;
- ◆ A description of the complaint, detailing the circumstances surrounding the incident and the impacts on the complainant;
- ◆ What attempts, if any, the complainant made to address the issue;
- ◆ The desired solution;
- ◆ The date that the written complaint is made; and
- ◆ The signature of the complainant.

The Designated Officer(s) will investigate all complaints and take necessary steps to resolve the issue. The OAAS respects the right of individuals to request the assistance of another individual in presenting information. All parties having involvement in the investigation are expected to maintain the confidentiality. Individuals having direct knowledge of, or being listed as a witness to the complaint, are considered to have a conflict of interest and may not act as a support person in this regard and are expected to decline any request to do so.

7. The parties involved will receive a written report stating the findings and any action taken.
8. Resolutions may include but are not limited to apologies, mediation, warnings, temporarily limiting access, or removal/ exclusion from events. The Designated Officer(s) shall maintain a confidential file of all records and reports related to the investigation of written complaints for a period of five years to be passed to their successor(s).
9. The Designated Officer(s) shall perform a follow up with the complainant to ensure bullying/harassment has stopped.
- 9.1 If the situation has not been resolved, the designated officer(s) will involve the Ontario Human Rights Commission or Police in developing a resolution.
- 9.2 Decisions made by the Designated Officer(s) may be reviewed by an ad hoc Appeal Committee formed from OAAS Directors on the request of the complainant or the accused.



OAAS – Other Policies & Procedures

Policy Type:	Other Policies	5.4
Policy Title:	Providing Goods and Services to People with Disabilities	
Adopted:	Oct 18, 2019	
Reviewed and or amended:		

Statement of Commitment

Ontario Association of Agricultural Societies (OAAS) is committed to treating all people in a way that allows them to maintain their dignity and independence. We are committed to meeting the needs of people with disabilities in a timely manner and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

Support Persons

A person with a disability who is accompanied by a support person will be allowed to have that person accompany them to our events.

Fees will not be charged for support persons, unless they wish to be a delegate in their own right.

Training

OAAS is committed to training staff and volunteers on Ontario's accessibility laws and on accessibility aspects of the Ontario Human Rights Code that applies to persons with disabilities. Training will be provided in a way that best suits the duties of employees, volunteers, and the Board of Directors.

Information and communications

OAAS is committed to meeting the communication needs of people with disabilities. When asked, we will provide information and communications materials in accessible formats or with communication supports.

OAAS will consult with people with disabilities to determine their information and communication needs.

We will ensure existing feedback processes are accessible to people with disabilities upon request.

We will make the website and content conform with WCAG 2.0, Level AA by January 1, 2021.

Employment

OAAS is committed to fair and accessible employment practices if needed; we will create an individual accommodation plan and/or workplace emergency information for any employees who have a disability.

For more information on this policy, please contact OAAS Manager at manager@oaasfairs.com
1911 Foxboro Stirling Rd, Stirling, ON K0K 3E0 Phone: 613-395-2465



OAAS Financial Polices & Procedures

Policy Type:	Financial Polices & Procedures	6.1
Policy Title:	Financial Management Board & District Operations	
Adopted:	October 22, 2016	
Reviewed and/or amended:	September 2017, Oct 2018	

The accumulated surplus of the organization should be sufficient to carry it through an extended period of revenue shortfall. It is recommended that the desired target for accumulated surplus of the organization be established at the equivalent of one (1) year of operating expenses, and that the minimum accumulated surplus be established at the equivalent of six (6) months operating expenses.

On an annual basis Staff will prepare capital purchases and operational budgets for consideration by the Finance, Investment and Audit Committee and presentation to the Board during the annual budget deliberation process.

OAAS affiliation / membership fees are recommended by the Finance, Investment and Audit Committee annually and subsequently approved by the Board as part of the budget.

All cheques and financial instruments of the OAAS will require the signatures of two (2) signing officers. The signing authorities, by title, will be established as follows:

- Past President
- President
- First Vice-President
- Manager

Directors may incur expenses in the course of discharging their responsibilities on behalf of the OAAS. When board members travel to Board and Committee meetings, conferences, and approved Board business on behalf of the organization, OAAS shall reimburse the costs of such travel as well as accommodation and meals when necessary. It is also the intent that anyone attending such events, and being reimbursed for such costs, has the responsibility to fully participate while keeping in mind the best financial interests of the organization.

Travel Allowances

The President will receive a maximum of \$1,600.00 travel allowance to attend fairs, exhibitions and other Society events through his/ her term of office. The President will receive a maximum of \$500.00 travel allowance to attend District meetings, not including his/her own District. A minimum of five different District meetings must be attended over the three-year period covering the Vice President and President terms. Payment to be made upon completion of President’s term, if applicable.

The Immediate Past President will receive a maximum of \$500.00 travel allowance to attend fairs, exhibitions and other Society events.

Annually the Vice Presidents will each receive a maximum of \$500.00 travel allowance to attend fairs, exhibitions and other Society events.



While on OAAS business a flat rate of \$40.00 per day for meal allowance, with no receipts required will be paid to the Provincial Directors. (Breakfast = \$10; Mid-day = \$10; Evening = \$25)

All room reimbursement for Provincial Directors will be paid at the regular room rate. (two persons per room or ½ of the rate). Any extra charges will be the responsibility of the Provincial Director.

Provincial Director Travel Allowances

Mileage will be paid at the rate of \$0.40 per kilometer for Provincial Directors travelling to/ from OAAS Board meetings. When travelling by air or rail, it is expected that Provincial Directors will travel using the most economical form of transportation available.

A) District Director Travel Claim for attending Fairs

An annual grant will be given after the District submits its expenses to cover travel costs for District Directors to attend: District fairs or fair related business.

NOTE: A **maximum of 2 (two)** visits to each specific District fair/fair related business will be reimbursed - i.e. 2 Directors may each visit the same fair or fair related business, or 1 Director may visit a specific fair twice. We do not pay for multiple visits to a Fair by 2 or more Directors. Travel to a Director's home fair is not covered.

NOTE: District Executive must have a current Police Check on file with the OAAS to be reimbursed for travel expenses.

Guidelines for the District Travel Claim:

1. Each District will submit one itemized application to the Manager for travel expenses including the following information: **total travel distance, fairs visited, the dates, and Director Names**. The form is in the OAAS Forms section of the Handbook.
 2. The application must be sent by October 31,
IMPORTANT: Expenses must be submitted on the "District Director Travel Claims Fairs Expense Form F14.6 2018" or they will be returned.
 3. Any member of the District Executive can be eligible to have travel covered,
 4. Travel expenses will be paid at the approved rate and the maximum travel claim will be set by the Board on a yearly basis,
 5. Only one cheque will be issued to the District for this travel claim only after the District submits its District Director Travel Claim,
 6. The OAAS does not reimburse travel to District Meetings.
- Note:** Use Google Maps to calculate the distance travelled, if you are not travelling directly from your home to the Fair.

B) Provincial Director Travel Claim for attending Agricultural Society Meetings in their Districts

Note: Provincial Directors should endeavour within their three (3) year term, to attend a General, Board, and/or Annual Meeting for each Agricultural Society in their District. If there are extenuating circumstances where extra travel is required, please contact the Manager prior to travelling.

IMPORTANT: Due to the variance in distance to different Meetings in their District, Directors should be aware that they should try to schedule attendance at Agriculture Society meetings to make each year's travel amount similar so that they do not exceed their travel claim for the year.

Guidelines for the Provincial Director Travel Claims:

1. Each Provincial Director will submit one itemized application to the Manager for travel expenses including the following information: **total travel distance, Agricultural Society visited, and the date visited**. The form is in the OAAS Forms section of the Handbook.
2. The application must be sent in April 30 and/or October 31,



IMPORTANT: Expenses **must** be submitted on the “Provincial Director Travel Claims Ag Societies Expense Form F14.5 ” or they will be returned.

3. The maximum travel claim will be set by the Board on a yearly basis,
4. One or two cheques will be issued to the Provincial Director for the travel claims only after submission of the Provincial Director Travel Claims form,
5. Travel expenses will be paid at the approved rate for Provincial Directors travelling to/from Agricultural Society’s Meetings in their District (travel to home Society is not covered),
6. The OAAS does not reimburse travel to District Meetings and/or fair visits.

Note: Use Google Maps to calculate the distance travelled if you are not travelling directly from your home to the meeting.

C) Provincial Director Travel Allowances for OAAS Meetings

Travel expenses will be paid at the approved rate for Provincial Directors travelling to/from OAAS Board Meetings. When travelling by air or rail or land, it is expected that Provincial Directors will travel using the most economical form of transportation available, e.g. use of non-toll roads.

IMPORTANT: Expenses **must** be submitted on the “OAAS Mileage Provincial Director Claim Form F14.7” or they will be returned. **Do not** include other mileage claims on this form.



OAAS Financial Polices & Procedures

Policy Type:	Financial Policies	6.2
Policy Title:	District Support for International Plowing Match	
Adopted:	2017	
Reviewed and/or Amended:		

The OAAS supports the International Plowing Match (IPM) held in Ontario as a service to the Members. It will pay the District in which it is held up to \$1000 to host a booth promoting the OAAS. The host District will provide the Manager with a full account of the expenses incurred with providing a booth at the IPM following the IPM prior to a cheque being provided to the District.

Accordingly, the District may not include in the expense statement any expenses related to:

1. District promotional materials, e.g. postcards with fair dates, handouts with District names, etc.
2. Travel expenses
3. Food expenses



OAAS Volunteers & Youth Policies and Procedures

Policy Type:	Youth Policies	7.1
Policy Title:	Volunteer – Youth General Policies and Procedures	
Adopted:	October 22, 2016	
Reviewed and/or amended:	May 2022	

The Ontario Association of Agricultural Societies (OAAS) is passionate and committed to ensuring the delivery of safe and educational youth programs through activities delivered at the provincial and district levels.

The OAAS will strive to ensure the safety, health and well-being of all youth involved in the programs by:

- Considering risks management implications in all youth program activities
- Adhering to all organization goals, responsibilities and missions during programming
- Behaving in a way that will avoid any unnecessary risk of the safety, health and well-being of all involved.
- Treating all people involved in an agricultural society and courteous manner with respect and dignity
- Acknowledging the zero tolerance for alcohol or drugs during any youth program activities
- Recognizing the use of vulgar or inappropriate language is not acceptable
- Understanding that a volunteer and youth should never be alone together, unless safety dictates otherwise. If there is a need to speak privately to a youth, ensure the discussion is not out of sight from others, just out of hearing
- Communicating with any youth participants using technology and social media is only for the purpose of the program and also copying another adult such as parent or another adult volunteer is encouraged.
- Emotional, physical, verbal, mental or sexual abuse of any individual participating/attending an OAAS event/activity will not be tolerated
- Any acts of discrimination and/or harassment of the basis of race, nationality or ethnic origin, colour, age, religion, family status, sexuality or disability is unacceptable.
- Maintaining privacy of youth is important. Respect will be given to the confidential nature of information received regarding youth involved in OAAS programming, events and/or activities.

All youth participating in OAAS related programming will be required to review with their parent/guardian and sign a Participant Code of Conduct acknowledging their understanding of their expectations according to the OAAS.



OAAS Volunteers & Youth Policies and Procedures

Policy Type:	Volunteer – Youth Policies and Procedures	7.3
Policy Title:	Transportation of Youth	
Adopted:	May 15, 2018	
Reviewed and/or amended:	May 2022	

Parents are responsible for transporting or arranging for transport of their youth to and from OAAS activities.

The OAAS is not responsible for the transportation of youth to events sponsored by the OAAS and their districts by non-related volunteers.

Where non-related volunteers are transporting youth to an OAAS provincial or district event, at least one volunteer in the vehicle must have a criminal record check on file with the OAAS or participating agricultural society.

Where public transportation is not available or not feasible:

- permission to transport youth must be granted by parents/guardian in writing;
- no youth must be allowed to be alone with an adult;
- vehicles owned and operated by volunteers must be insured by the owner under the provincial law of their domicile and be operated by duly licensed and insured drivers;
- OAAS strongly suggests volunteers who use their vehicles to transport passengers carry a minimum of \$2,000,000 liability insurance, and further recommends \$1,000,000 per passenger on their vehicle to ensure they are fully protected.
- volunteers who drive passengers do so at their own risk;



OAAS Volunteers & Youth Policies and Procedures

Policy Type:	Volunteer – Youth Policies and Procedures	7.4
Policy Title:	Abuse	
Adopted:	May 15, 2018	
Reviewed and/or amended:	May 2022	

Emotional, physical, verbal, mental or sexual abuse of any individual participating/attending an OAAS event/activity will not be tolerated, nor is the use of profanity, crude remarks or crude actions.

Alleged abuse of a youth will result in the alleged abuser’s suspension of duties and removal from the event and will be reported to the Police (911) and/or Child Protection Authority.

Child Abuse Prevention Policy Statement

All allegations of actual or risk of actual physical, emotional and/or sexual abuse must be reported immediately to Police (911) and to Child Protection Authority by the person receiving the disclosure. Failure to do so may result in suspension from the program and criminal charges under provincial child protection legislation. If the person is uncertain about circumstances, it is prudent to consult with local authorities.

Information relating to a current situation must be reported to the local Child Protection Authorities. Information of a historical nature involving a former volunteer who is now an adult should be reported to police.

Upon completing the report to authorities, the person must then report to the OAAS President, and/or the OAAS Manager. The OAAS President and/or the OAAS Manager will immediately suspend the alleged abuser or inform the Agricultural Society President or Manager to do so.

Procedures

The following steps should be taken immediately when any member or parent contacts a member of OAAS with an allegation of abuse or neglect against a member, or if the police contact OAAS to inform us of allegations or charges against a current member:

1. Advise the person that you report to and ensure you or your supervisor or both report the occurrence to Police (911) and Child Protection Authority and the OAAS President and or OAAS Manager. No judgment statement should be made about the alleged abuser, nor should you show alarm or anger.
2. Remove the youth from any further danger if warranted.
3. Advise the person he/she will hear directly from the Police and/or Child Protection Authority.
4. Advise the youth or parent that all information will be kept confidential and will only be provided to those who require it for the protection of all involved.



5. Contact the Police and/or Child Protection Authority, the OAAS President and/or OAAS Manager immediately following the disclosure.

6. As soon as possible, complete the Youth Abuse Report form to be sent to the OAAS Manager.

Appendix A

Dealing with Youth Abuse or Youth Protection Allegations:

- Listen, believe and reassure. Stay calm. Don't panic or overreact to the information. Listen compassionately and take what the person is saying seriously. Don't criticize or tell the person they misunderstood what happened.
- Ensure that discussions with the youth occur in a private setting, (using the "two adult rule")
- It is critical to use open-ended questions. Do not lead. "Tell me what is happening" is a good open-ended question.
- **It is imperative that the youth does most of the talking so as to avoid any leading by the adult in the collection of information.**
- When the disclosure has been given, it is now time to report it to Police (911) and the Child Protection Authority. Do not probe for any details.
- Document the actions taken, (date, location, who is involved). Be careful not to delve too deeply if you feel it will be a police matter.



OAAS Volunteers & Youth Policies and Procedures

Policy Type:	Volunteer – Youth Policies and Procedures	7.5
Policy Title:	Chaperones	
Adopted:	May 15, 2018	
Reviewed and/or amended:	May 2022	

The safety and protection of our volunteers and youth participants is of the utmost importance to the OAAS. At no time should an adult volunteer be alone in a private place with a non-related youth. Where youth are present, or expected to be present in a private place, a minimum of two adults, who have completed their police record check are required to be in attendance.

Requirements for Overnight Chaperones:

For any activities or events that include an overnight portion:

- Where overnight chaperones are required, and the following requirements must be met:
 - Chaperones are required to stay on the same premises as the delegates.
 - Where the overnight activity has both male and female participants at least one male and one female chaperone must be available.

Chaperone/Youth Rooming Option Guidelines:

- It is strongly recommended that each youth be chaperoned by a blood relative/legal guardian.
- Under no circumstances will one individual chaperone share a room with one individual youth, unless they are a blood relative/legal guardian.

Staff and volunteers who hold a duty of care towards youth serve in responsible positions and must conduct themselves in accordance with OAAS’s Code of Conduct. Those serving in responsible positions have a clear obligation to care for youth and ensure the safety of youth. As such, these volunteers serve in safety-sensitive positions. This means that persons in responsible positions are (a) prohibited from the use of, and (b) must not be affected by, alcohol, any drugs or substances that impair their performance while they are responsible for ensuring the safety of youth under their care.

See Chaperones Code of Conduct F14.10



OAAS Volunteers & Youth Policies and Procedures

Policy Type:	Volunteer – Youth Policies and Procedures	7.6
Policy Title:	Position of Trust	
Adopted:	May 15, 2018	
Reviewed and/or amended:	July, 2018, May 2022	

Volunteers are often in a “Position of Trust” with young people while carrying out their volunteer duties. Parents entrust their children with OAAS volunteers who are responsible for the supervision and safety of youth members. As such, the volunteers have an obligation to take reasonable care to avoid causing foreseeable harm to a person.

Volunteers uphold the values and policies of the OAAS and their local agricultural society. Examples of Positions of Trust may include but are not limited to: chaperone, event volunteer, OAAS District Director, local agricultural society representative, or member of the OAAS Provincial Board of Directors.



OAAS Volunteers & Youth Policies and Procedures

Policy Type:	Volunteer – Youth Policies and Procedures	7.7
Policy Title:	Activities Involving Youth	
Adopted:	May 15, 2018	
Reviewed and/or amended:	May 2022	

Programs should be planned in such ways that eliminate situations where there would be access to a youth in private by an adult. In this way, we are taking steps to ensure no harm comes to a youth by an adult as well as to avoid false accusations.

Compliance with this policy is mandatory for all OAAS provincial or district events.
Compliance with this policy is strongly recommended to all agricultural societies.



OAAS Volunteers & Youth Policies and Procedures

Policy Type:	Volunteer – Youth Policies and Procedures	7.8
Policy Title:	Code of Conduct Youth	
Adopted:	May 15, 2018	
Reviewed and/or amended:	May 2022	

The OAAS is committed to ensuring we have the right volunteers in the right roles. Our volunteers lead the way by providing meaningful leadership experience for our youth.

Staff and volunteers who hold a duty of care towards youth serve in responsible positions and must conduct themselves in accordance with OAAS's Code of Conduct. Those serving in responsible positions have a clear obligation to care for and ensure the safety of youth. As such, these volunteers serve in safety-sensitive positions. This means that persons in responsible positions are (a) prohibited from the use of, and (b) must not be affected by, alcohol, any drugs or substances that impair their performance while they are responsible for ensuring the safety of youth under their care.

The OAAS is dedicated to the personal development of youth while providing a positive impact on partners, member societies, volunteers and communities in Ontario. In order to achieve this mission, the OAAS Code of Conduct applies to all participants of the program, staff, directors and volunteers. It addresses the general rules of conduct necessary to maintain the standards of the OAAS, and each individual is expected to follow the Code of Conduct. Failure to do so may result in dismissal from the OAAS program.

- Participants will respect, adhere to and enforce rules, policies and guidelines established by the OAAS.
- OAAS members, volunteers, guests and stakeholders shall be treated using appropriate and courteous manners as the participant would like to be treated while ensuring respect for people and property.
- Positive image is expected at all times. Participants will conduct themselves in a courteous and respectful manner, exhibit good sportsmanship, and act as a positive role model for those around them. Behavior must be conducive to a friendly, safe and fun learning environment.
- Emotional, physical, verbal, mental or sexual abuse of any individual participating/attending an OAAS provincial and/or district event/activity will not be tolerated, nor is the use of profanity, crude remarks or crude actions.
- Maintaining the privacy of participants is important. Respect will be given to the confidential nature of information received regarding fellow participants and program affairs.
- Any acts of discrimination and/or harassment on the basis of race, nationality or ethnic origin, color, age, religion, family status, sexuality or disability is unacceptable.
- Possession and/or use of alcohol, recreational or illegal drugs, or illegal inhalants is forbidden by participants (regardless of age of majority) while performing their volunteer duties with youth.
- Participants will regard it as their personal duty to know their responsibilities thoroughly and are expected to be responsible to their peers.

Ontario Association of Agricultural Societies

- Participants will ensure that outside interests do not jeopardize their judgment and/or competence as contributing participants.
- Districts may have additional guidelines and/or policies that need to be adhered to. It is the responsibility of the participant to ensure that he/she is aware of and understands these additional rules and responsibilities.

See OAAS Form F14.9



OAAS Online/Email/Website Policies and Procedures

Policy Type:	OAAS Online/Email/Website Policies and Procedures	8.1
Policy Title:	OAAS Website, Social-Media, Email	
Adopted:	June 15, 2021	
Reviewed and/or amended:		

Purpose

The following policies provide guidelines for creative communications over the Internet when representing OAAS and includes, but are not limited to, Agricultural Societies, districts or provincial OAAS members and is the official website of OAAS.

Website Privacy Policies

OAAS will strive to protect the privacy of those who visit, browse, and use ontarioagsocieties.com

As such:

- The OAAS web server does not recognize any personal information regarding the identity or email address of visitors to the website.
- OAAS does not collect unsolicited identifying information on those who access the OAAS website.
- If you supply us with personal contact information (postal address, email or telephone number) online, you will only receive contact from us with respect to OAAS.

General Website and Online Policies

- The World Wide Web (WWW) is a communication medium. All OAAS communication activity in this medium must conform to general OAAS policies and procedures.
- Once you leave ontarioagsocieties.com, OAAS is not responsible for any information or material you may locate at other sites.
- Only screened Provincial Directors will have access to the login/secure side of the Board Admin page on the website at the end of term; directors will lose login privileges.

Social Media

The following are guidelines to be adhered to protect the OAAS brand as well as OAAS and our stakeholders in the social media realm:

All photos

- Ensure that you have the right to distribute and display any photos that are published online by OAAS. This includes Media Release Forms and any copyrighted materials.
- Any links posted by OAAS should point to external sites related to OAAS. Other appropriate sites include sponsor sites or news organizations.
- All photos, comments, and posts made should be OAAS appropriate, inclusive, respectful, and in line with OAAS values.

The advent of social media has also given new power to social media users. This means users of these sites can post photos, comments, videos, and links. To help protect OAAS, the following are guidelines to follow concerning user-generated content:



- To publish a photo, a user must certify that he/she has the right to distribute that photo. While this does take the ownership of the photo away from OAAS, these photos must still be monitored. Ensure that all photos accurately depict OAAS activities in a positive light and are depicting safe activities. These photos should also be respectful and in line with OAAS values. An administrator should immediately delete any photos deemed inappropriate.
- If there are any complaints made about a photo posted on OAAS social media site, it should be reviewed and dealt with appropriately. This means deleting any photos that offend or do not depict OAAS in a positive way.
- Complaints about any postings or photos that are brought to the attention of OAAS should lead to a review of the posted items and appropriate action and directed to the site administrator (i.e.. Facebook) if they are deemed to be offensive or outside the rights of that particular user.
- Any solicitations made on OAAS social media sites should be deleted immediately. Links to articles or contests that may be of interest to Members are allowed. However, any direct solicitations for 'Free space' or 'Free merchandise' should be deleted and reported to site owners as a solicitation.
- Posts, comments, or blogs posted must be appropriate and respectful. The administrator should immediately remove all posts, comments or blogs deemed to be hurtful, disrespectful, or inappropriate.

Staff and Volunteer Personal Use of Social Media

Many volunteers and OAAS staff contribute to their own personal social media, including, but not limited to, Facebook, blogs, Twitter, Flickr, YouTube, and their own private websites.

OAAS staff, volunteers and “ambassadors” are often seen as role models, and this perception is also mirrored in the realm of social media. Please keep in mind that if you identify yourself as an employee or volunteer for the OAAS, your views could be seen as an “official view” of the organization. Please treat social media as you would any other form of communications, such as newspapers or magazines. In addition, please remember that you are an OAAS role model, and members, sponsors and the general public may be able to view your social media activity openly.

A disclaimer such as, *“Please note that the views expressed here are mine, and mine alone, and do not reflect the views of OAAS, whether at the local, district or provincial, can help to clarify your personal activities and opinions posted from those of the official “OAAS body.”*

For Page Members/Fans

OAAS Facebook Community Guidelines:

The OAAS Facebook page is managed and monitored by the OAAS staff.

This is a page for supporters of OAAS with the purpose to build a community of OAAS Fairs engaging in positive and constructive conversation. We encourage open discussion and invite you to share your opinions and photos.

However, *please note that OAAS is not responsible for photos posted by users to this account. If any photos are deemed to be offensive, they will be removed immediately. As well, any complaints or concerns should be brought to the attention of OAAS, and these photos will be dealt with appropriately.* We reserve the right to delete posts and pictures and/or block you from the community page if your posts are deemed inappropriate due to:

- violation of the OAAS Code of Conduct
- profanity, derogatory or discriminatory language, misinformation, spam / off-topic, personal attacks, promoting illegal or questionable activities.

A reminder to all posting photos:

- pictures of other individuals must not be posted without that person's written consent. Pictures that are brought to our attention, which have been posted without written consent, will also be removed.
- Pictures that depict inappropriate or unsafe behaviours will not be tolerated and will be removed.

Use of the OAAS brand on social media.

Fairs may create their own social media sites.

- Brand standards regarding logos, colours, etc. must be followed. (See OAAS Corporate Visual Identity Guidelines)
- OAAS reserves the right to ask Fairs to remove or adjust any information deemed inappropriate or which is not following brand guidelines.
- Fairs may create their own logo by using OAAS Logo found online.

OAAS encourages contributions to its website ontarioagsocieties.com and Fair websites hosted within its website. These policies are intended to guide the preparation and management of such contributions:

- A large amount of provincial OAAS and critical information is stored within ontarioagsocieties.com. The integrity of this information is the sole responsibility of OAAS and will be monitored and safeguarded at a provincial level. The support and training of an individual who has access to update or delete the information within the website, and hosted websites, is a provincial responsibility.

To ontarioagsocieties.com

- Companies and organizations linking to ontarioagsocieties.com will enter an understanding with OAAS to ensure the linked websites, pages, companies, and organizations maintain the integrity and values associated with OAAS. Links may not be reciprocated.

From ontarioagsocieties.com

- Priority will be given to links to OAAS websites provided they conform to OAAS policies, procedures, and guidelines.
- Links to other sites from ontarioagsocieties.com are at the discretion of OAAS and may be removed without prior notification.

Links from ontarioagsocieties.com to other sites should not be considered an endorsement of the company or organization, or product. The OAAS does not endorse any products which are in contravention of its values.

Commercial Electronic Message (CME)

A Commercial Electronic Message (CEM) is an email, text, instant message, tweet, or any other electronic message that has as a part of its purpose to encourage the recipient to engage in "commercial activity." Even if there is no profit, it can still count as commercial activity. Examples include:

- Emails seeking donations.
- Emails seeking volunteers/members.
- Emails selling tickets to an event/lottery.
- Emails promoting services.
- Emails promoting a charitable event/activity.
- Electronic newsletters
- Emails promoting the organization/charity.



OAAS Online/Email/Website Policies and Procedures

Policy Type:	OAAS Online/Email/Website Policies and Procedures	8.2
Policy Title:	Usage of the OAAS Trademark, Logo, Watermark	
Adopted:	June 15, 2021	
Reviewed and/or amended:		

Purpose

The following policies provide guidelines for OAAS branding and logo usage when representing the OAAS and include, but is not limited to, individual to, Agricultural Societies, districts or provincial OAAS members and is the official website of OAAS.

For complete detail see OAAS Appendix C



OAAS Judging Program Policies and Procedures

Policy Type:	OAAS Judging Program Policies and Procedures	9.1
Policy Title:	Code of Conduct for Judges and Instructors	
Adopted:	Sept 2018	
Reviewed and/or amended:		

The Judging Program commits itself to training and providing qualified Judges and Instructors that provide consistent, unbiased, and educated decisions while judging at our Fair, District and Provincial competitions. Our Judges and Instructors are expected to demonstrate the proper use of authority and appropriate decorum while acting as OAAS Judges. Judges and Instructors are expected to comply with the prescribed Code of Conduct and Code of Ethics while carrying out their duties on behalf of the OAAS.

Accordingly, Judges and Instructors will at all times:

- Follow approved judging procedures as set out in the OAAS Judges' Roles and Responsibilities Handbook.
- Follow approved judging standards as set out in the OAAS Judging Standards Handbooks
- Maintain confidentiality.
- Communicate with the public, exhibitors, fellow judges, and Agricultural Society Directors in a responsible, respectful, and professional manner before, during, and after the competition.
- Participate in OAAS Judging Schools as mandated in the "OAAS Requirements for Certified and Apprentice Judges" document, to keep current in the standards and rules in a manner that will allow judges to render an educated opinion.
- Respect and work together with the OAAS Judging Program Committee, the OAAS Board of Directors, fellow judges, OAAS employees, and the Agricultural Societies.
- Not enter any items in classes they are judging.
- Identify any judging assignments where they have a conflict of interest (i.e. Immediate family member entered in a class that they are judging.)
- Not solicit or accept gifts, gratuities, personal property, or any other item of value from any person as a direct or indirect inducement to provide special treatment to exhibitors.
- Never solicit judging assignments.
- Act at all times in the best interests of the OAAS and not for personal or third-party gain or financial enrichment. Avoid placing, or the appearance of placing, one's own self-interest or any third-party interest above that of the OAAS.

Judges and Instructors must agree to sign the "Judges' and Instructors' Code of Conduct and Code of Ethics" upon joining the Judging Program. Failure to sign will result in the Judge or Instructor being removed from the "Certified and Apprentice Judges List" and/or "Certified and Apprentice Instructors List".

Violation of the "Judges' and Instructors' Code of Conduct and Code of Ethics" will result in the following penalties:



First Offence: the offending party may, at the discretion of the Agricultural Society, be immediately removed from that Judging assignment. The Agricultural Society will notify the OAAS Manager of the offence on the “Code of Code Violation” form located OAAS website at www.oaasagsocieties.com/xxxxxxxxx. The OAAS Board will send the Judge, by mail, a first offence warning.

Second Offence: the offending party may, at the discretion of the Agricultural Society, be immediately removed from that Judging assignment. The Agricultural Society will notify the OAAS Manager of the offence on the “Code of Code Violation” form located OAAS website at www.oaasagsocieties.com/xxxxxxxxx of the offence. The OAAS Board will notify the Judge, by registered mail, that they will be removed from the Certified and Apprentice Judges’ List and/or Certified and Apprentice Instructors’ List. The respective District will be notified of the OAAS Board decision.

Judges or Instructors that have been sent a First or Second Offence letter may appeal by sending a letter to the OAAS Manager within 30 days of the date on the OAAS letter.

The appeal must be submitted on the “Code of Conduct Appeals” form which is located on the OAAS website at www.oaasagsocieties.com/xxxxxxxxx. The Appeal will be reviewed by the OAAS Judging Program Panel and a decision will be made within 60 days of the receipt of the Appeal. A letter will be sent by the OAAS Manager with the Panel decision. If the Appeal is successful, the Judge/Instructor will be reinstated. The Judging Panel has the authority to apply conditions to the reinstatement of the Judge/Instructor.

Please see Appendices for the “Judges’ and Instructors’ Code of Conduct and Code of Ethics” form.



OAAS Judging Program Policies and Procedures

Policy Type:	OAAS Judging Program Policies and Procedures	9.2
Policy Title:	OAAS Requirements for Certified and Apprentice Judges	
Adopted:	February 2019	
Reviewed and/or amended:		

A) Certified Judge

1) Qualifications

Certified Judges are persons who are appointed to make decisions at a competition. One who has the knowledge and training to make decisions according to the OAAS Judging Standards Handbooks. (Experience as an exhibitor is encouraged but not necessary.)

- Must support, endorse and follow the “**OAAS Judging Standards Handbook**”.
- Must sign and abide by the “**OAAS Judges and Instructors Code of Conduct and Code of Ethics**”
- Need desire, interest, good common sense, be fair but flexible and maintain a high standard of workmanship.

2) Requirements:

- a) Must have successfully completed at least 1 (one) OAAS Judging School **in EACH Category** that they wish to judge in i.e. Quilts, Culinary Arts, Produce, etc.

AND

- b) Must have apprenticed **in EACH Category** they are seeking to be certified with at least 3 (three) different certified Judges at no less than 3 (three) different OAAS-member fairs with hands on experience, helping to make decisions on winners. Never apprentice at your home fair.

NOTE: District 15 - due to distance between Fairs and a Judges’ home, a Judge may have apprenticed at the same fair twice with 2 (two) different Judges.

NOTE: For list of Categories - see “**Appendix G - Judging Program Competition Categories**” <link>

- c) Must know the techniques used to produce the articles to be judged.
- d) **Must attend an OAAS Judging School at least once every 3 (three) years in EACH Category they are certified** to maintain their expertise, keep in touch and be familiar with changes in the judging process and learn about new techniques and classes.

NOTE: Judges listed on the current “**OAAS Certified and Apprentice Judges Lists**”, who have not attended an OAAS Judging School in the last 3 (three) years **will have until July 2020 to participate in a Judging School to maintain their certification.**

- e) **NEW - Must judge at least once every 3 (three) years in EACH category** they are certified to maintain their expertise, keep in touch and be familiar with changes in the judging process and techniques to be considered as an “**Active Judge**” to maintain their Certification.
- f) **NEW - Judges will be required to submit a form <link> to the OAAS Manager with a list of their Judging Assignments for the year.**



- g) The OAAS Judging Program Panel in consultation with the Judges the applicant has apprenticed with and the District Director, reserves the right to accept or refuse any applications based on the applicant's Judging ability and knowledge of the Categories and the OAAS Judging Program.

3) Process for removal or reinstatement of Certified Judges on OAAS Judges list:

i) Removal:

- a) **If a Judge has not attended an OAAS Judging School on a specific Category at least once every 3 (three) years**, it is the responsibility of the OAAS Judging Program Panel, in consultation with the District Director, to move Judges from "***Certified***" to "***Uncertified***" status for that specific Category. The OAAS Judging Program Panel will submit these names to the OAAS Manager who will notify the Judge of this change and remove them from the OAAS Judges' List for that specific Category.
- b) **If a Judge has not judged at least once every 3 (three) years on a specific Category**, it is the responsibility of the OAAS Judging Program Panel, in consultation with the District Director, to move Judges from "***Certified***" to "***Uncertified***" status for that specific Category. The OAAS Judging Program Panel will submit these names to the OAAS Manager who will notify the Judge of this change and remove them from the OAAS Judges' List for that specific Category

It is strongly recommended that Fairs rotate their Judges every 2 or 3 years to encourage more judges (put this information on Judges lists and Fair Instructions).

NOTE: Judges may be "***Certified***" in some categories and "***Uncertified***" in others depending upon when they last attended an OAAS Judging School or judged.

ii) Reinstatement

- c) **NEW** – Judges moved to "***Uncertified***" status may recertify by successfully completing 1 (one) OAAS Judging School **for those specific categories** if they have attended an OAAS Judging School for that Category **in the past 4 years**. If it has been **over 4 years**, they must redo the entire Certification Process of attending an OAAS Judging School and Apprenticing.

Removal for Code of Conduct/Ethics Violation

- d) **NEW** – If it has been reported that a **Judge has not abided by or has violated the "OAAS Judges and Instructors Code of Conduct and Code of Ethics"**, the Judge will be contacted to present their explanation of the events. The OAAS Judging Program Panel will review each case, in consultation with the District Director, and the OAAS Executive and will submit names to the OAAS Manager who will notify the judge of their removal by registered letter.

Appeal Process

NEW - Judges that have been removed from the OAAS Judges lists for any reason may appeal their removal by submitting a letter appealing the decision to the OAAS Manager within 30 (thirty) days of receiving notification of their removal from the "***OAAS Certified and Apprentice Homecraft Judges List***" and/or the "***OAAS Certified and Apprentice Agriculture and Horticulture Judges List***" and/or "***OAAS Certified and Apprentice Judges List***". (Need to determine process and who will review any letters submitted)



OAAS Judging Program Policies and Procedures

Policy Type:	OAAS Judging Program Policies and Procedures	9.3
Policy Title:	OAAS Requirements for Certified and Apprentice Instructors	
Adopted:	February 2019	
Reviewed and/or amended:		

A) Certified Instructor:

1) Qualifications:

- Needs to have the desire and interest to be an Instructor
- Must have a natural ability to teach, communicate and mentor people
- Must possess good organizational skills and be able to prepare the educational material required for the Judging Schools
- Must have knowledge, common sense, be fair but flexible and maintain a high standard of integrity and workmanship
- Prepared to make and defend recommendations, in writing, to the OAAS Judging Program Panel regarding qualification of Judges, OAAS Judging Standards or any other matter relating to maintaining the highest of standards
- Be prepared to maintain your Instructor Qualifications and participate in Instructor activities and training
- Prepared to submit any required paperwork/documentation to the District Director and/or OAAS Manager in a timely manner
- Must support, endorse and follow the '**OAAS Judging Standards Handbooks**'
- Must sign and abide by '**OAAS Judges' and Instructors' Code of Conduct and Code of Ethics**'

2) Requirements:

- a) Must have successfully completed the Judge's qualifications (see "**Requirements for OAAS Certified and Apprentice Judges**" document) **in EACH Category** you wish to become an Instructor.
- b) Must have successfully maintained Judge's status for at least five years and must continue to be a "**Certified Judge**" (see "**Requirements for OAAS Certified and Apprentice Judges**" document) **in EACH Category** you wish to become an Instructor.

NOTE: For list of Categories - see "**Appendix G - Judging Program Competition Categories**" <link>

- c) Must have successfully accompanied and apprenticed with at least 2 (two) different Instructors where ever possible, and at a minimum of 2 (two) different Judging Schools **in EACH Category** you wish to become an Instructor.

NOTE: Based on the Apprentice's experience and comprehension of the knowledge and skills required to be a successful Instructor, the OAAS Judging Program Panel, in consultation with the involved Instructors, may require an Apprentice Instructor to complete more than 2 (two) apprenticeships.

- d) Have a positive critique/evaluation by Instructor(s) and class participants at all Judging Schools apprenticed at.
- e) Maintains ongoing communication with OAAS Judging Program Panel and/or OAAS Manager, as required.
- f) Must be able to travel.
- g) May instruct in any District including their own.
- h) The OAAS Judging Program Panel reserves the right to accept or refuse any applications based on the Apprentice's judging and instructing ability and knowledge of the Categories and the OAAS Judging Program.

3) Process for removal or reinstatement of Certified Instructors on OAAS Instructors' list:

i) Removal:

- a) **If an Instructor has not instructed at an OAAS Judging School on a specific Category at least once every 3 (three) years**, it is the responsibility of the OAAS Judging Program Panel, in consultation with the Executive and Manager, to move Instructors from "***Certified***" to "***Uncertified***" Instructor status **for that specific Category**. The OAAS Judging Program Panel will submit these names to the OAAS Manager who will notify the Instructor of this change and remove them from the OAAS Instructors' List for that specific Category.
- b) **If an Instructor has not maintained their "Certified Judge" status by attending an OAAS Judging School on a specific Category at least once every 3 (three) years**, it is the responsibility of the OAAS Judging Program Panel, in consultation with the Executive and Manager, to move Instructors from "***Certified***" to "***Uncertified***" status **for that specific Category**. The OAAS Judging Program Panel will submit these names to the OAAS Manager who will notify the Instructor of this change and remove them from the OAAS Instructors' and Judges' Lists for that specific Category.
- c) **If an Instructor has not maintained their "Certified Judge" status by judging at least once every 3 (three) years on a specific Category**, it is the responsibility of the OAAS Judging Program Panel, in consultation with the Executive and Manager, to move Instructors from "***Certified***" to "***Uncertified***" status **for that specific Category**. The OAAS Judging Program Panel will submit these names to the OAAS Manager who will notify the Instructor of this change and remove them from the OAAS Instructors' and Judges' Lists for that specific Category.

NOTE – Instructors may be '***Certified***' in some categories and "***Uncertified***" in others depending upon when they last instructed at a Judging School and their status as a "***Certified Judge***".

ii) Reinstatement

- a) Instructors moved to '***Uncertified***' status because they have not instructed at Judging School in 3 (three) years, may recertify by successfully apprenticing at 1 (one) OAAS Judging School for those specific categories if they have instructed at an OAAS Judging School for that Category in the past 4 years. If it has been **over 4 years**, they must redo the entire Certification Process.
- b) Instructors moved to '***Uncertified***' status because they have been moved from "***Certified Judge***" to "***Uncertified Judge***" **for a specific Category**, may recertify by successfully recertifying as a "***Certified Judge***" for those specific categories.

IMPORTANT: An Instructor may decide to retire or step back from being an Instructor but can continue to be a Judge by maintaining their Judge's certification. They should notify the OAAS that they no longer wish to be an Instructor.

Removal for Code of Conduct/Ethics Violation

- c) **NEW** – If it has been reported that an Instructor, either in their role as a Judge or Instructor, **has not abided by or has violated the “OAAS Judges and Instructors Code of Conduct and Code of Ethics”**, the Instructor will be contacted to present their explanation of the events. The OAAS Judging Program Panel will review each case, in consultation with the OAAS Executive and will submit names to the OAAS Manager who will notify the Instructor of their removal by registered letter.

Appeal Process

- d) **NEW** - Instructors that have been removed from the OAAS Instructors' lists for any reason may appeal their removal by submitting a letter appealing the decision to the OAAS Manager within 30 (thirty) days of receiving notification of their removal from the “**OAAS Certified and Apprentice Homecraft Instructors' List**” and/or the “**OAAS Certified and Apprentice Agriculture and Horticulture Instructors' List**” and/ or “**OAAS Certified and Apprentice Instructors' List**”. (Need to determine process and who will review any letters submitted)

IMPORTANT: Certified Instructors are expected to allow Apprentice Instructors to apprentice with them at different Judging Schools and under different categories

B) Apprentice Instructor

1) Qualifications:

Apprentice Instructors are persons who are interested in becoming Qualified Instructors. They must complete the following steps and forward completed form <link> to the OAAS Manager in order to be considered to be transferred to “**Certified Instructors**” list.

- Needs to have the desire and interest to become an Instructor.
- Must have a natural ability to teach and communicate and mentor people.
- Must possess good organizational skills and be able to work with the Instructor to prepare the educational material required for the Judging Schools
- Must have knowledge, common sense, be fair but flexible and maintain a high standard of integrity and workmanship.
- Be prepared to participate in Instructor activities and training.
- Prepared to submit any required paperwork/documentation to the District Director and/or Manager in a timely manner
- Must support, endorse and follow the “**OAAS Judging Standards**” Handbooks.
- Sign and follow “**OAAS Judges and Instructors Code of Conduct and Code of Ethics**”

2) Requirements

- a) Must have successfully completed the Judge's qualifications (see “**Requirements for OAAS Certified and Apprentice Judges**” document) **in EACH Category** you wish to become an Instructor.
- b) Must have successfully maintained Judge's status for at least five years and must continue to be an “**Certified Judge**” (see “**Requirements for OAAS Certified and Apprentice Judges**” document) **in EACH Category** you wish to become an Instructor.



NOTE: For list of Categories - see "**Appendix G - Judging Program Competition Categories**" <link>

- c) Must successfully accompany and apprentice with at least 2 (two) different Instructors where ever possible, and at 2 (two) different Judging Schools **in EACH Category** you wish to become an instructor.

NOTE: Based on the Apprentice's experience and comprehension of the knowledge and skills required to be a successful Instructor, the OAAS Judging Program Panel, in consultation with the involved Instructors, may require an Apprentice Instructor to complete more than 2 (two) apprenticeships

- d) Have a positive critique/evaluation by Instructor(s) and class participants at all Judging Schools apprenticed at.
- e) Maintains ongoing communication with OAAS Judging Panel and/or Manager, as required.
- f) Must be able to travel
- g) May apprentice in any District including their own.
- h) Apprentice Instructors should endeavour to complete their apprenticeship in each specific Categories within 3 (three) years of applying to become an Apprentice Instructor.
- i) The OAAS Judging Program Panel, reserves the right to accept or refuse any applications based on the Apprentice's Instructing and Judging ability and knowledge of the Categories and the OAAS Judging Program.

3) Process for removal or reinstatement of Apprentice Instructors on OAAS Instructors' list:

i) Removal:

- a) **If an Apprentice Instructor has not maintained their "Certified Judge" status by attending an OAAS Judging School on the specific Category at least once every 3 (three) years**, it is the responsibility of the OAAS Judging Program Panel, in consultation with the OAAS Executive and the OAAS Manager, to remove Apprentice Instructors from the Apprentice Instructors list **for that specific Category**. The OAAS Judging Program Panel will submit these names to the OAAS Manager who will notify the Apprentice Instructor of this change and remove them from the OAAS Apprentice Instructors' List for that specific Category.
- b) **If an Apprentice Instructor has not maintained their "Certified Judge" status by judging at least once every 3 (three) years on a specific Category**, it is the responsibility of the OAAS Judging Program Panel, in consultation with the OAAS Executive and the OAAS Manager, to remove Apprentice Instructors from the Apprentice Instructors list **for that specific Category**. The OAAS Judging Program Panel will submit these names to the OAAS Manager who will notify the Apprentice Instructor of this change and remove them from the OAAS Apprentice Instructors' Lists for that specific Category



NOTE: Apprentice Instructors may remain on the Apprentice Instructors' list in some categories and not on others depending upon when they last attended a Judging School and their status as a "**Certified Judge**".

ii) Reinstatement

- c) Apprentice Instructors removed from the Apprentice Instructors' list **for a specific Category**, because they have not maintained their "**Certified Judge**" status may recertify by successfully recertifying as a "**Certified Judge**" for those specific categories.

IMPORTANT: An Apprentice Instructor may decide to retire or step back from being an Apprentice Instructor but can continue to be a Judge by maintaining their Judge's certification.

Removal for Code of Conduct/Ethics Violation

- d) **NEW** – If it has been reported that an Apprentice Inspector, either in their role as a Judge or Apprentice Instructor, **has not abided by or has violated the "OAAS Judges and Instructors Code of Conduct and Code of Ethics"**, the Apprentice Instructor will be contacted to present their explanation of the events. The OAAS Judging Program Panel will review each case, in consultation with the OAAS Executive and will submit names to the OAAS Manager who will notify the Apprentice Instructor of their removal by registered letter.

iii) Appeal Process

- e) **NEW** – Apprentice Instructors that have been removed from the OAAS Instructors' lists for any reason may appeal their removal by submitting a letter appealing the decision to the OAAS Manager within 30 (thirty) days of receiving notification of their removal from the "**OAAS Certified and Apprentice Homecraft Instructors List**" and/or the "**OAAS Certified and Apprentice Agriculture and Horticulture Instructors List**" and/or **OAAS Certified and Apprentice Instructors' List**". (Need to determine process and who will review any letters submitted)



OAAS Crisis Management Policies and Procedures

Policy Type:	OAAS Crisis Management Policies and Procedures	10.1
Policy Title:	OAAS Crisis Management Information	
Adopted:		
Reviewed and/or amended:	June 2018	

Crisis Management Plan

A Crisis Management Plan will be used to manage a disaster, major disruptive event or high-profile situation requiring immediate action. The following outlines a general procedure to ensure overall safety to both internal and external stakeholders and a plan to control media interaction during an event or crisis.

What is a Crisis?

- An issue reported in the media which might shed a negative light on the OAAS organization or its Members
- An issue centering on misappropriation or misuse of funds
- Unsuitable behavior or actions at an OAAS approved event
- A natural disaster at an OAAS approved event
- A death or significant injury at an OAAS approved event

Procedure in the event of a crisis:

- Contact the Manager immediately or the President.
- Outline the issue, action taken, and responses to date.

Vince Brennan, Manager
Ontario Association of Agricultural Societies
613.395.2465
manager@oaasfairs.com

The Manager has the role of:

- Being the first point of contact for the media, Board, and District executive
- Identifying a Crisis Manager
- Identifying a spokesperson, if not the Manager or Crisis Manager
- Creating Crisis Team
- Implementing a Crisis Strategy



The Crisis Team will be a small group that assists the Manager and/or Crisis Manager in developing and implementing a Crisis Strategy. The size and individuals on the team will vary according to the type of situation and may involve third-party individuals. The team members will gather facts, develop a strategy and implement the plan, under the direction of the Manager and/ or Crisis Manager.

In a crisis it is important to provide a consistent and clear message, which is not defensive. Very early in a crisis the Manager, Crisis Manager, or designated spokesperson, will be the ONLY contact with the media, staff, Board, District executive, and other interested individuals. In all cases, staff and Board should not talk to the media or others, but direct them to the Manager, Crisis Manager or Spokesperson for a response.

Depending on the situation and the strategy developed, the appropriate individuals and media will be contacted as soon as necessary and as often as required.

As Crisis situations develop and are handled, a report will be developed and maintained with headings including Situation, Key Messages, Recommendations and Contacts. Any correspondence and media releases will be maintained.

See OAAS Procedures Crisis Communication Procedure 11.4



OAAS Procedures

Policy Type:	OAAS Resolutions Policies and Procedures	11.1
Policy Title:	OAAS Resolutions Procedure	
Adopted:	October 22, 2016	
Reviewed and/or amended:		

Resolutions are one method that member societies of the Ontario Association of Agricultural Societies (OAAS) can use to express their thoughts and opinions on a specific issue or issues to others in the organization. Resolutions can recommend changes to bylaws; actions to be taken by the Executive and Board of Directors of OAAS, or changes to the organization and its policies.

WHAT IS A RESOLUTION?

A resolution is a formal proposal for action by a legislative body or public meeting. The proposal in a resolution that is placed before a meeting for consideration should be clear and concise. Resolutions should deal with only one subject so as not to cloud or confuse the proposal being considered.

THE FORM OF A RESOLUTION STATEMENT

A resolution has three parts including:

- A) The **Body**;
- B) The **Motion** or **Proposal** for consideration or action; and
- C) **Relevant Background Information** to support the resolution.

The **Body** of the motion being considered is used to describe the circumstances in a clear, concise and factual manner and to establish the needed action on the proposal. The descriptive part of the resolutions should begin with “*WHEREAS...*” and should describe

- i) What the problem is;
- ii) Why the action is needed; and
- iii) What the possible outcome could be if the problem is not fixed.

The **Motion** or **Proposal** defines the action being called for in a motion. It should define what action is required. Furthermore, it may also describe how and when the action is to be completed and who is to be involved. The motion or proposal is the only part of the resolution that is subject to debate once it is placed before a meeting. The motion or proposal should begin with “*THEREFORE BE IT RESOLVED THAT...*”

Relevant Background Information (or a position paper) should be provided with each resolution to ensure that it receives prompt and effective consideration. Relevant background information should include:

- i) The source or originator of the resolutions;
- ii) The names of movers and seconders;
- iii) A contact person who can respond to inquiries (include phone numbers and email contact information);
- iv) Background information such as newspaper clippings, relevant legislation or policy and personal examples where available;
- v) Any action to be taken;
- vi) A statement of action expected from the OAAS; and
- vii) How the resolution might change OAAS policy.

GUIDELINES FOR WRITING RESOLUTIONS

The resolution:

- Must be submitted in legible format/ manner
- Must be structured properly

- Must state the mover and seconder
- Should also be accompanied by background information or a position paper giving additional rationale for the resolution, and the name and addresses of a contact person for correspondence.

IMPROPER RESOLUTION ISSUES

Resolutions submitted to the OAAS **SHOULD NOT:**

- Be a forum for airing personal grievances.
- Deal with persons or personalities.
- Address issues that can be better dealt with at the local agricultural society or District levels.

OAAS ANNUAL GENERAL MEETING – RESOLUTION PROCESS

Resolutions may originate from Board, District or any Member Society meeting. Resolutions must be received by the OAAS no later than November 30th of each year prior to the date of the Annual General Meeting.

The OAAS will appoint a Resolutions Committee which will be given the following responsibilities:

1. Review submissions for clarity and to determine the appropriateness to the OAAS.
2. Return resolutions to member societies where additional information or clarification is required/ necessary as well as those deemed inappropriate. The committee will individually discuss these issues with the submitting member representative(s).
3. Divide submissions into those that give recommendation and direction to the Board of Directors on various aspects of the organization calling them *Resolutions*; and those proposing changes to the Constitution calling them *Proposed Amendments to the Constitution*.
4. Post *Resolutions* defined in Bylaw 6 together and separate from those defined in Bylaw 9 and identified as *Proposed Amendments to the Constitution* on the OAAS website.
5. Circulate all *Resolutions* and *Proposed Amendments to the Constitution* to member societies and the Board of Directors in advance of the Annual General Meeting with notification that these resolutions and proposed amendments will be considered at the OAAS Annual General Meeting.
6. Oversee the resolutions process at the OAAS Annual General Meeting.
7. Provide follow-up as necessary to the process at the OAAS Board table and notify all member societies after a final decision has been made on all resolutions.

The Resolutions Committee will:

- Appoint scrutineers
- Determine the order of dealing with the resolutions at meeting
- Engage a Parliamentarian if necessary to assist with the Resolution Process
- Arrange for an information session at the Convention, if necessary, in the event of contentious or difficult resolution issues.

The Chair of the Resolutions Committee, at a Board Meeting prior to the Annual General Meeting will:

- Discuss all resolutions with the Board of Directors



- Determine level of Board support for the resolution with reasons
- Identify Director(s) if necessary, to address the resolutions at the Annual General Meeting
- Determine mover /seconded for appointment of scrutineers
- Appoint timekeeper to assist with questions

The Chair of the Resolutions Committee, at the Annual General Meeting will:

- Outline the Resolutions Process and read By-law 6(D) of OAAS Constitution
- Clearly state who is eligible to vote and how they are to vote (showing of voting card or by secret ballot as determined at the outset of the process)
- Conduct appointment of scrutineers
- Consider resolutions in the order provided in advance to the membership
- Note that comments from the Board of Directors may be provided either by the Chairperson or a selected member of the Board at the conclusion of the discussion.
- Use scrutineers to count the ballots/ determine the decision of the vote
- Repeat the process for each subsequent motion

The result of the vote on each resolution as defined by Bylaw 6 is non-binding. Following the Annual General Meeting, the Board of Directors of OAAS will give careful consideration to all resolutions approved by the membership but has the responsibility to the organization as a whole and may not support a resolution due to specific concerns.

The result of the vote on each Change to the Constitution as defined by Bylaw 9 will be effective immediately unless otherwise specified.

The Board of Directors will notify all member societies with a rationale after final decisions have been made for all resolutions.

See Resolutions Process Flowchart Procedures 12.1



OAAS Procedures

Policy Type:	OAAS General Policies and Procedures	11.2
Policy Title:	OAAS General Administration Processes and Procedures	
Adopted:		
Reviewed and/or amended:	October 22, 2016	

General Administration

The Manager will arrange accommodations for Directors for the Spring and Fall Board meetings. It is the responsibility of each Director to arrange his own Convention accommodation.

The Board will annually issue a current season fair pass to Past Presidents, Past Treasurers, Past Secretaries, and Provincial Directors of the current Board. In addition, each District will receive four (4) each member Society will receive three (3) complimentary passes. Complimentary season fair passes to other individuals and organizations will be determined by the Board and/ or Executive.

All communications will be dealt with within a four-week period.

The Gazette will be published three times a year and e-mailed to each Society, Past Presidents & Service Members. The deadline dates for submissions will be advised by Manager.

District Directors will provide fair dates one year in advance for the Fair Directory and no later than December 31 of the current year.

Website changes will be made within a month of supplying the information to the Manager.

Forms for tradeshow registration, service member membership, showcase application; affiliation/membership and fair information on the website will be reviewed annually.

Meritorious Service Award, Years of Service Award and Accomplishment Award application on the website will be reviewed annually.

The Board will review and appoint annually Directors/ representatives to outside organizations as deemed necessary or important.

The Board will determine the number of representatives to attend the CAFE Convention annually. The Board will pay transportation, conference registrations, accommodations and meals for those individuals travelling on behalf of the organization.



OAAS Procedures

Policy Type:	Board Meeting – Rules of Order Policies	11.3
Policy Title:	Rules of Order	
Adopted:	July 2018	
Reviewed and/or amended:		

BOARD MEETING - RULES OF ORDER

- (1) Board meetings shall be governed by these rules.
- (2) The chair of the board is responsible for ensuring that all by-law obligations respecting board meetings are satisfied.
- (3) Board meetings shall be called to order by the chair at the time specified in the notice of meeting (or as pre-arranged) and upon satisfaction of quorum.
- (4) The agenda is to be developed by the chair and Manager with input from the board.
- (5) The chair of the board is responsible and shall ensure that meeting order and decorum is maintained and that all members are treated with dignity, courtesy, and fairness (in all respects) during a meeting.
- (6) Board members are obliged to act with courtesy and respect in discussion and debate with fellow board members and to keep their comment relevant to the issue under consideration.
- (7) Board meetings will be conducted at a level of informality considered appropriate by the chair, including that discussion of a matter may occur prior to a proposal that action be taken on any given subject.
- (8) At the commencement of a board meeting, and as a first matter of business, the board shall consider the pre-circulated meeting agenda provided by the chair and shall adopt by motion (as is or adjusted) that agenda. The approved agenda shall subsequently be followed in the order adopted.
- (9) Proposals that the board take action, or decide a particular matter, shall (unless otherwise agreed to by unanimous consent) be made by main motion of a board member, discussed, and then voted on. Motions do require a second to proceed to discussion and subsequent vote.
- (10) A majority vote will decide all motions before the board.
- (11) A vote on a motion shall be taken when discussion ends but any board member may, during the course of debate, move a motion for an immediate vote (close debate) which, if carried, shall end discussion and the vote on the main motion shall then be taken.
- (12) A motion to amend a main motion is in order with the amendment voted on first before the main motion.
- (13) A motion to refer to a committee or postpone/defer may be made with respect to a pending main motion, and if carried shall set the main motion (the initial proposal) aside accordingly.
- (14) Board members may speak to a pending motion on as many occasions, and at such length, as the chair may reasonably allow.
- (15) The chair of the board may, to the same extent as any board member, provide input in any debate, and



vote only to break a tie on any matter to be decided.

- (16) A motion to adjourn a board meeting may be offered by any board member or, on the conclusion of all business, adjournment of the meeting may be declared by the chair.
- (17) The board chair is responsible for the timely and accurate production of board meeting minutes.
- (18) The board shall consider Bourinot's Rules of Order as a resource guide.



OAAS Crisis Management Policies and Procedures

Policy Type:	OAAS Crisis Management Policies and Procedures	11.4
Policy Title:	OAAS Crisis Management Procedure	
Adopted:		
Reviewed and/or amended:	June 2018	

Crisis Communication Procedure

Step 1 - Contact the Manager or designate

Step 2 - Get the Facts

Step 3 - Develop a Strategy

- Identify the different groups involved
- Be as proactive as possible
- Place the crisis in context
- If you're wrong, admit it and start making the necessary changes
- Use third-party resources

Step 4 - Develop Key Messages

- Keep them clear, simple and short
- Acknowledge the issue and admit shortcomings
- Respond to the questions and concerns
- Emphasize improvements and actions
- Be open and honest, not defensive or defiant
- Avoid jargon
- Be concerned with privacy, confidentiality and liability
- Keep to the facts

Step 5 - Develop a Communications Plan

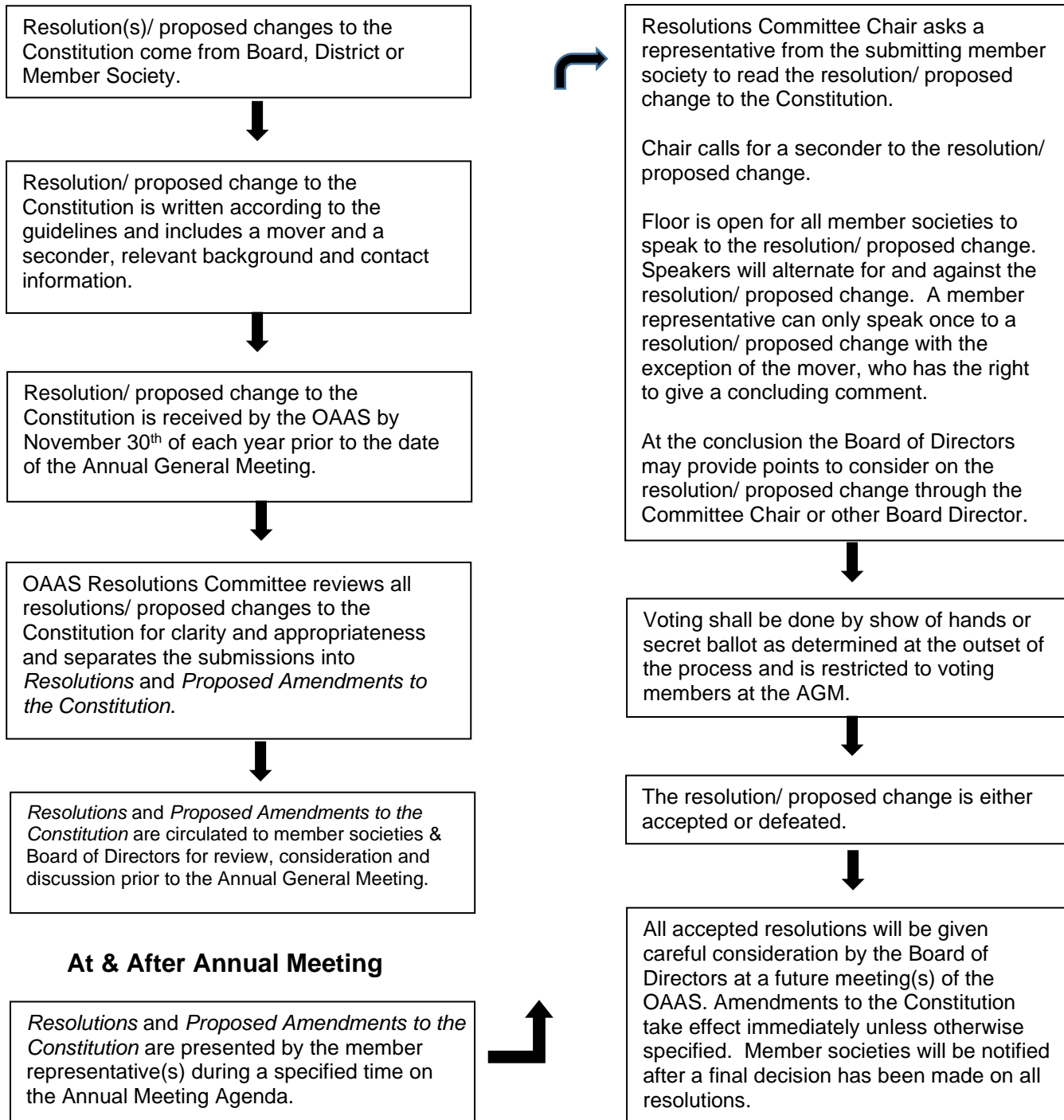
Step 6 - Review and revise the Crisis Strategy until the situation has been resolved.

Step 7 - Summarize the situation and make recommendations on the handling of similar situations.

OAAS Resolutions Policies and Procedures

Policy Type: OAAS Resolutions Policies and Procedures
Policy Title: OAAS Resolutions Process Flowchart
Adopted: October 22, 2016
Reviewed and/or amended:

11.5





Board Operations Policies

Policy Type:	Board Operations	12.1
Policy Title:	District Director Role	
Adopted:	November 30, 2021	
Reviewed and/or amended:		

- The District Director, is elected by the designated voting delegates from each of the Agricultural Societies at the District AGM
- Any person that is a member in good standing of any Agricultural Society that is in good standing with the OAAS is eligible to run for the position of District Director
- **District Director must abide by OAAS Policies and the “District Board and District Director Roles and Responsibilities Appendix”**



Board Operations Policies

Policy Type:	Board Operations	12.2
Policy Title:	District Board/District Executive	
Adopted:	November 30, 2021	
Reviewed and/or amended:		

- District Boards are an extension of the Ontario Association of Agricultural Societies (OAAS) and operate under the umbrella and regulations of the OAAS. District Boards and their activities are covered by the OAAS General Liability insurance for meetings, Judging Schools, and events.
- Districts are eligible for funding towards District programs and/or Agricultural Societies visits.
- District Boards and their Directors/Executive/members must abide by the OAAS Policies as well as submit documentation and reports as required by the OAAS to remain in good standing.



**OAAS Convention Committee - Auction
Terms of Reference**

Convention Committees Terms of Reference Processes and Procedures Notes:	13.1
• Adopted by Resolution of the Board of the OAAS – 10/22/2016	
• Reviewed and/ or amended by the Board of the OAAS – Dec 2018, Nov 2020	

Purpose:

The Ontario Association of Agricultural Societies (OAAS) Auction Convention Committee is responsible for executing a successful and smoothly organized a silent and live auction at the convention.

Functions:

The OAAS Convention Auction Committee will work as a committee to:

- Review and revise the annual information sheet to send to members, requesting their support towards the live and silent auction, which is held each year at the annual convention
- Communicate with Convention Administrator the ideal room layout for silent auction
- Recommend an auctioneer for live auction. Convention Administrator will confirm arrangements regarding payment, accommodations etc.
- Work with the Convention Administrator to ensure supplies are available for the auctions during the convention including: bid sheets, receipts, thank you notes, pens, signage, programs for live auction
- Send thank you notes to all donors.
- Work with Convention Administrator to establish a schedule for volunteers during the convention
- Work with the Manager to ensure payouts are completed accurately following each of the auctions
- Where possible obtain donations throughout the year to contribute to the auctions
- Establishing a budget each year
- Understanding that no entertainment acts/packages can be accepted as an auction item
- Have the final decision of what items are to be included in the Live and Silent auction

Composition/Membership:

The Board will approve the composition of the Committee from a proposal provided by the Executive at the Post Convention Meeting.

The Committee will determine the Chair and Vice Chair at the Post Convention Meeting.

The Manager and Convention Administrator will provide administrative support to the committee if needed.

Accountability:

The Auction Committee is accountable to the Board of Directors and Executive of the OAAS. Providing a final report indicating the total value of profit from the live and silent auctions.

Meeting Frequency:

Convention sub-Committee members serve one (1) year renewable terms and will meet at least quarterly or as necessary, at the call of the Chair.

Conduct:

Recommendations made by the Convention committees are subject to approval by the Executive and the Board of Directors of the OAAS.



OAAS Convention Committee - Competitions Terms of Reference

Convention Committees Terms of Reference Processes and Procedures Notes: 13.2

- Adopted by Resolution of the Board of the OAAS – 10/22/2016
 - Reviewed and/ or amended by the Board of the OAAS – Dec 2018, Nov 2020
-

Purpose:

The Ontario Association of Agricultural Societies (OAAS) Competition Convention Committee is responsible for organizing and showcasing the competitions at the annual convention.

Functions:

The OAAS Convention Competition Committee will work as a committee to:

- Review and revise the competition rules and regulation each year, in preparation for distribution to the membership each Fall for the following fair season and affiliated convention.
- Establish suitable layouts to incorporate all competitions at the annual convention, communicate layout with the Convention Administrator
- Work with the Convention Administrator to receive a list of exhibitors prior to convention to prepare professional labels and signage for each competition
- Ensure supplies are prepared and at the convention for competition for receiving entries (tags, thank you cards), judging entries, displaying entries (signage, pins, markers, clothespins etc.)
- Work with the Convention Administrator to confirm judges' arrangements/payment prior to convention
- Work with the Convention Administrator to confirm awards, ribbons, plaques etc. needed for each competition
- Establish a budget annually
- Prepare results for Convention Announcement, Post Convention Meeting minutes and Spring Gazette newsletter.
- Work with the Manager at the convention to ensure payout is complete before entries are picked up following the competitions.
- Work with Convention Administrator to establish a schedule for volunteers during the convention

Composition/Membership:

The Board will approve the composition of the Committee from a proposal provided by the Executive at the Post Convention Meeting.

The Committee will determine the Chair and Vice Chair at the Post Convention Meeting.

The Manager will provide administrative support to the committee if needed.

Accountability:

The Competition Committee is accountable to the Board of Directors and Executive of the OAAS. Providing a final report including all results and an overall indication of the pros and cons of the competitions.

Meeting Frequency:

Convention sub-Committee members serve one (1) year renewable terms and will meet at least quarterly or as necessary, at the call of the Chair.

Conduct:

Recommendations made by the Convention committees are subject to approval by the Executive and the Board of Directors of the OAAS.

OAAS Convention Committee - Registration Terms of Reference

Convention Committees Terms of Reference Processes and Procedures Notes: 13.3

- Adopted by Resolution of the Board of the OAAS – 10/22/2016
 - Reviewed and/ or amended by the Board of the OAAS – Dec 2018, Nov 2020
-

Purpose:

The Ontario Association of Agricultural Societies (OAAS) Registration Convention Committee is responsible for executing an organized, smooth and professional registration desk at the convention.

Functions:

The OAAS Convention Registration Committee will be responsible for:

- Establishing a budget annually
- Assist the Convention Administrator at convention prior to opening with any last-minute details
- Assist to move supplies from storage room to registration desk area
- Creating a welcoming experience for the convention delegates
- Working with the Convention Administrator to ensure all supplies are available (name cards, printers, computer, ink, voting delegate labels, paper, pens etc.)
- Working with the Convention Administrator to obtain supplier for lanyards, bags, pens etc.
- Oversee the preparing of convention delegate bags, if applicable
- Work with Convention Administrator to establish a schedule for the registration desk
- Work with the Convention Administrator and Manager to ensure outstanding registrations fees are processed at the registration desk
- Assist the Convention Administrator to prepare name badges, on site, as needed for delegates, service members, guests etc.
- Maintain a clean, organized, professional work environment at the registration desk
- Move all supplies back to storage room at the conclusion of registration desk hours

Composition/Membership:

The Board will approve the composition of the Committee from a proposal provided by the Executive at the Post Convention Meeting.

The Committee will determine the Chair and Vice Chair at the Post Convention Meeting.

The Manager will provide administrative support to the committee if needed.

Accountability:

The Convention Registration Committee is accountable to the Board of Directors and Executive of the OAAS. Providing a final report recording the experiences of the convention, including suggestions for following years.

Meeting Frequency:

Convention sub-Committee members serve one (1) year renewable terms and will meet at least quarterly or as necessary.

Conduct:

Recommendations made by the Convention committees are subject to approval by the Executive and the Board of Directors of the OAAS.



**OAAS Ambassador Program Committee
Terms of Reference**

Ambassadors Program Committee Terms of Reference Processes and Procedures Notes: 13.4

- Adopted by Resolution of the Board of the OAAS – 10/22/2016
 - Reviewed and/ or amended by the Board of the OAAS – 05/15/2018, Nov 2020.
-

Purpose:

The Ontario Association of Agricultural Societies (OAAS) Ambassador Program Committee provides leadership to the Board of Directors and organization with respect to ensuring a positive, meaningful, and worthwhile Ambassador Program at the convention.

Functions:

- The Ambassador Programs Committee will: Provide at the convention, programming for Youth Ambassadors who represent our member fairs.
- Ensure that Ambassadors and Chaperones have completed and submitted the 'Ambassador and Chaperone Code of Conduct'.
- Review and update the 'Ambassador and Chaperone Code of Conduct' annually for review and approval by the Board.
- Provide supervision throughout the Ambassador program activities while at Convention.

Composition/Membership:

- The Board will approve the composition of the Committee from a proposal provided by the Executive at the Post Convention Meeting.
- The committee will be composed of at least 2 (one male, one female) Provincial Directors.
- The Committee may recruit or add non-Board members, advisors or resource persons as required, upon approval of the Board. Non-Board members must provide a bio and a current police check.
- The Committee may use the support and input from the OAAS Manager and Convention Coordinator.

Accountability:

The Ambassador Programs Committee is accountable to the Board of Directors of the OAAS. The Committee will provide reports to the Board of Directors as necessary and appropriate.

Meeting Frequency:

Committee members serve one (1) year renewable terms and will meet at least quarterly or as necessary.

Conduct:

Recommendations made by the Ambassadors Program Committee are subject to approval by the Board of Directors of the OAAS.



**OAAS Convention Committee – Seminar and Speaker
Terms of Reference**

Convention Committees Terms of Reference Processes and Procedures Notes: 13.5

- Adopted by Resolution of the Board of the OAAS – 10/22/2016
 - Reviewed and/ or amended by the Board of the OAAS – Dec 2018, Nov 2020
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Purpose:

The Ontario Association of Agricultural Societies (OAAS) Seminar and Speaker Convention Committee is responsible for establishing an educational, interesting, and exciting seminar schedule for the convention.

Functions:

The OAAS Convention Seminar Committee will be responsible for:

- Establishing a budget annually
- Review convention evaluations from previous year to obtain seminar topics.
- Review previous seminar evaluations to determine possible repeat topics.
- Work with the Convention Administrator to establish a schedule of seminars.
- Incorporating Homecraft topics into the schedule
- Work with the Convention Administrator to connect, confirm and follow up with presenters.
- Assist the Convention Administrator to ensure proper audio-visual equipment is required and provided in each room.
- Work with Convention Administrator to prepare evaluation forms prior to convention and are summarized following the convention.
- Prepare signage for each seminar room at convention listing topic and timing.
- Work with the Convention Administrator to prep a tentative schedule of seminars to be sent out with Convention package in the Fall prior to convention.
- Work with Convention Administrator to establish a schedule for volunteers during the convention
- Communicate with Convention Administrator and Manager to have updated topics listed on website and social media leading up to convention.
- Work with Convention Administrator to prepare thank you notes and gift for speakers/presenters prior to convention.
- Provide feedback to Convention Administrator regarding schedule and room layout.

Composition/Membership:

The Board will approve the composition of the Committee from a proposal provided by the Executive at the Post Convention Meeting.

The Committee will determine the Chair and Vice Chair at the Post Convention Meeting.

The Manager will provide administrative support to the committee if needed.

Accountability:

The Seminar & Speaker Registration Committee is accountable to the Board of Directors and Executive of the OAAS. Providing a final report recording the experiences of the convention, including suggestions for following years.

Meeting Frequency:

Convention sub-Committee members serve one (1) year renewable terms and will meet at least quarterly or as necessary.

Conduct:

Recommendations made by the Convention committees are subject to approval by the Executive and the Board of Directors of the OAAS.

