

## SALMON ADVISORY SUBPANEL REPORT ON MEMEBERSHIP APPOINTMENTS AND COUNCIL OPERATING PROCEDURES

The Salmon Advisory Subpanel (SAS) reviewed the document ‘Recommendations for a Respectful and Harassment-Free Workplace’ (Attachment 6) at our June 21 meeting. Specific to the *Ground Rules* portion of the report, the SAS supports an overarching set of ground rules that apply to all advisory bodies but acknowledges that each committee is different and there may be additional ground rules needed that would be specific to each committee.

In reviewing the example ground rules provided in Attachment 6, the SAS agrees with all items outlined, with the exception of item ‘f’ which could be shortened and end after the word ‘time’, as noted here with strikethrough.

### *Draft Example PPMC Advisory Body Ground Rules*

*All Council participants are responsible for holding each other accountable to the following ground rules. Reports of inappropriate behavior will be taken seriously and followed through to resolution per the Council’s Council Operating Procedures and Harassment Procedures Policy.*

- a. Treat everyone with respect.*
- b. Listen and seek to understand differing views or opinions.*
- c. Wait to be recognized by the moderator before speaking. Do not interrupt or engage in side-conversations when others have the floor.*
- d. Represent information honestly and openly.*
- e. Refrain from using offensive, disrespectful, or derogatory language. Personal or organizational attacks or insults will not be tolerated.*
- f. Allow for a balance of speaking time —~~moderate the length and number of times each individual speaks on each topic.~~*

The SAS supports establishing ground rules for all advisory bodies either with a universal set of rules that may be supplemented by individual committees to suit their specific needs, or to allow the advisory bodies to draft their own set of ground rules based on Council guidance.