

Official Document
of the
Regal Social Association of Regina, Inc.
(RSAR)



Imperial Sovereign Court of the Governing Body,
Golden Wheat Sheaf Empire
(ISCBGWSE)

Amended: March 22, 2026
Last Amended: March 02, 2025.
Certified by: Dave Copeland (Secretary)

Definitions

Bad Standing: A member in bad standing has been formally found, as determined by the Board, to be in violation of the articles of the Association and is unable to hold a membership in the organization (see 4.0 & 11.0 Bylaws) and has been subject to disciplinary actions and is unable to hold a membership within the organization.

Conflict of Interest: A conflict of interest exists when a member, officer, or director of the Association has a personal, financial, or other interest that could interfere with their ability to act impartially in the best interests of the Association. This includes situations where:

1. Direct Conflicts: The individual could gain personal benefits, financial or otherwise, from decisions made in their role with the Association.
2. Perceived Conflicts: A reasonable person might believe that the individual's judgment could be influenced by outside interests, even if no actual bias occurs.
3. Family and Close Associates: Interests held by family members, close associates, or business partners may also constitute conflicts of interest if they could affect the individual's impartiality.
4. All individuals must disclose potential conflicts to the Association's Board of Directors and, if necessary, recuse themselves from discussions or decisions in which conflict exists. This ensures that the Association's decisions remain fair, unbiased, and in the best interest of all members.

Good Standing: A member in good standing is an active member who has not been found in violation of the RSAR articles and is able to hold a membership in the organization.

In Camera: is a meeting which provides the board with the opportunity to discuss sensitive or confidential matters, such as potential conflicts, legal issues, or sensitive financial information. Guests may attend in camera meetings only with the permission of the board. Information discussed is to be kept confidential.

Quorum: Quorum at a general member meeting is required for the organization to legally conduct business. For quorum to be achieved, at least fifty-percent (50%) of the Board executive must be present at the meeting.

Special Circumstance: Occasions may arise in the regular operations of the organization where urgent matters may need to be addressed by the Board or the general members. In situations like this, this would be defined as a special circumstance. This would constitute the need to hold a meeting of the Board or organization that is outside of the regular schedule.

Emeritus: A Monarch(s) who has completed the obligations and requirements of their reign and has stepped down from their role will be known as Emeritus in the year following their reign.

GSRD: Gender, sexual and relationship diversity

Active member: Residents of Saskatchewan who have reached the age of majority are eligible for Active membership upon submission of the membership form and payment of fees. Active members hold all membership privileges and expectations, including voting rights. (Old)

Active member: Residents of Saskatchewan who have reached the age of majority are eligible for Active membership upon submission of the membership form, payment of fees and Board approval. Active members hold all membership privileges and expectations, including voting rights.

Associate member : Non-residents of Saskatchewan who have reached the age of majority are eligible for Associate membership upon submission of the membership form and payment of fees. Associate members have all privileges and expectations except voting rights. (Old)

Associate member: Non-residents of Saskatchewan who have reached the age of majority are eligible for Associate membership upon submission of the membership form, payment of fees and Board approval. Associate members have all privileges and expectations except voting rights.

Lifetime member: Lifetime memberships in the Association are intended for people who have made substantial contributions to the Association over a period. Lifetime memberships are to be RSAR Official Documents Page 3 of 6 nominated and voted upon at the Annual General Membership Meeting of the Association. This class of membership entitles the holder to all the privileges of membership.

Whistle Blower: An individual who, acting in good faith, reports suspected or actual wrongdoing, unethical behaviour, or violations of laws or Association policies through appropriate channels. Whistle blowers are protected from retaliation and are not responsible for investigating the matter.

Definition: Behaviours and Statements Considered a Risk to the Association

Behaviours or statements are considered a **risk to the Association** when they have the potential to harm the organization's reputation, operations, legal standing, member safety, or community

relationships. This includes any In-person or digital communication—public or semi-public—made by a member in-person, on social media, messaging platforms, forums, or other online spaces.

Behaviours and statements that may pose a risk include:

- **Harassment, discrimination, or hate speech**
Content that targets individuals or groups based on protected characteristics, or that creates a hostile or unsafe environment for community members.
- **Defamation or false statements about the organization or its members**
Claims presented as fact that could damage trust, credibility, or public perception.
- **Disclosure of confidential, internal, or sensitive information**
Sharing non-public details about finances, governance, membership data, internal conflicts, or private discussions.
- **Publicly misrepresenting the organization**
Speaking on behalf of the organization without authorization or presenting personal opinions as official positions.
- **Inciting conflict, hostility, or division within the membership**
Posts that escalate interpersonal disputes, encourage factionalism, or undermine organizational cohesion.
- **Promotion of illegal, unsafe, or harmful activities**
Content that could expose the organization to legal liability or contradicts its values and policies.
- **Bullying, intimidation, or targeted online aggression**
Behaviour that harms the emotional or psychological safety of members or community partners.
- **Sharing content that damages partnerships or community relationships**
Posts that insult, demean, or jeopardize relationships with venues, sponsors, performers, or allied organizations.
- **Using organizational branding in inappropriate or unauthorized contexts**
Misuse of logos, titles, regalia, or event names in ways that could confuse the public or harm the organization's image.
- **Alignment With Organizations Engaging in Hate or Anti-GSDR Activity.** Publicly aligning with, endorsing, or amplifying organizations or movements that promote hate speech or actively undermine the safety, dignity, or rights of the GSDR community may be considered a risk to the organization due to potential impacts on member safety, partnerships, reputation, and alignment with organizational values.

Mission, Vision, and Values

Mission

Our mission is to selflessly foster, through entertainment, travel, and open communications, a spirit of goodwill throughout the GSRD community, to promote tourism throughout the realm, and to work towards the betterment of the GSRD community and the Association. Hold fundraising events throughout the realm to raise funds for designated charities.

Vision

Our vision as an Association is to always be at the forefront of networking within the GSRD community and throughout the realm, continue to support education, local business, and charitable organizations by holding fundraising events throughout the reign to raise funds for designated charities.

Values

As an organization, we value:

- **Integrity** – We govern ourselves by our belief in honesty, respect, and trust in everything we do.
- **Inclusivity** – We enable everyone's involvement, growth, and contribution in a challenging, safe, and fun environment.
- **Leadership** – We foster relationships in which learning and experimentation can occur, potential skills can be developed, and in which results can be measured in terms of personal achievement and success for the Association.
- **Transparency** – We commit to openness, ensuring that all information necessary for collaboration, cooperation, and collective decision-making is fully shared and accessible.
- **Pride** – We take a positive stance against discrimination towards the GSRD community and promote their self-affirmation, dignity, equality rights, increase their visibility as a social group, build community, and celebrate sexual diversity and gender variance.

Code of Conduct

AKA the Imperial Sovereign Court of the Governing Body, Golden Wheat
Sheaf Empire (ISCGBGWSE)
Regina, Saskatchewan, Canada

The ISCGBGWSE (also known as 'the Court of Regina' or 'the Association') has adopted this code of conduct to guide its board members, committee members, and all active and associate members in their conduct when acting on behalf of the Court of Regina. This Code of Conduct contains broad principles reflecting the type of behaviours expected of the previously mentioned members of the organization. It is intended to be a stand-alone document, as it does not embody the total Bylaws and Rules already established by the Association, nor does it presume to answer every issue or event that may arise. Rather, it is a document created to maintain quality conduct within the organization, one that will be reviewed periodically and added to as deemed necessary.

1. Comply with all federal, provincial and local laws, rules, etc.
2. Abide by the governing documents of the Association.
3. Tell the truth openly and honestly.
4. Honour commitments and promises to the best of your ability.
5. Listen to all members of the Association and try to satisfy their needs and concerns within the scope of the Mission statement.
6. Understand, respect and support different cultures, races, genders, orientations, etc.
7. Demonstrate professional respect when working with other organizations.
8. Do not engage in any form of harassment or discrimination, whether verbal, physical, or sexual.
9. Appropriately acknowledged contributions from other individuals and organizations who help facilitate our goals.
10. Be committed to creating a safe and comfortable entertainment experience at events.
11. Act in the best interests of the Association, the GSRD community and the city that you represent.
12. When making decisions for the Association, strive to be objective and not let personal bias affect the results that may be detrimental to the Association.

13. Be an advocate for other not-for-profit organizations, other GSRD organizations and other groups that may benefit your House, the Association, the community, and the city.
14. Promote the mission of the Association to the public at large.
15. Adhere to all policies, procedures, and decisions made by the Board of Directors; however, where a decision is believed to countermand the mission of the Association, the established appeal process may be followed.
16. When addressing concerns, all members are expected to follow the appropriate channels by seeking support from the reigning Monarch(s) or the Board, as applicable, and ensuring leadership is involved in finding timely solutions (See 4.0 & 11.0 Bylaws).
17. All whistle blowers (see definitions) are protected from retaliation by any individual or group suspected of wrongdoing. Any act of retaliation, including intimidation, harassment, discrimination, or adverse action, will be treated as a serious breach of this Code of Conduct and subject to disciplinary action.
18. Take responsibility for your actions and decisions, accepting both praise and accountability with grace and professionalism.
19. Avoid conflicts of interest. Should a situation arise that appears to be a conflict of interest, work with the Association to form a resolution that is mutually beneficial to both organizations, or to the Association and yourself. Look at the rules and bylaws of the Association for clarification.
20. Confidentiality—respect and maintain the confidentiality of individual members of the Association, in camera' sessions of the Board of Directors, and any committee meetings, etc. that may be deemed confidential by the Association.
21. Members who hold or have held an elected or appointed title within the Association are recognized as ambassadors and role models and are expected, at all times and in all settings—including while travelling on behalf of the Association—to conduct themselves in accordance with the Code of Conduct, bylaws, and rules of the Association, and to actively promote awareness, equality, and inclusion for the GSRD community and beyond.
22. All members of the Association, including past and present Upper House members, must maintain an appropriate online presence that follows the Code of Conduct, aligns with the Association's mission and values and does not pose a risk to the organization (see definitions).
23. While representing the Association, members are expected to dress in accordance with all applicable legal requirements of the province or state in which the event is held.
24. Public facing positions (Monarch, upper house, Board member, etc.) within the RSAR will be required to complete DIBE training and sign a statement of declaration indicating that they have read, understood and will follow the articles of the RSAR while fulfilling their role. This

is to be completed within the first sixty (60) calendar days of receiving your title and receipt of the RSAR articles.

This document repeals and supersedes all previous version as of March 22, 2026.