

MANITOBA HEALTH APPEAL BOARD POLICIES

DATE CREATED: SEPTEMBER 11, 2025

POLICY TITLE

HEARING DECORUM

POLICY STATEMENT #7

BACKGROUND

This policy establishes expectations for respectful and professional conduct for all parties during the hearing, ensuring a fair, orderly, and inclusive environment for all participants.

POLICY

1. Respectful Conduct

All parties must treat each other with respect and courtesy. Disruptive, aggressive, or disrespectful behavior—including interruptions, personal attacks, or discriminatory remarks will not be tolerated.

2. Professionalism

Parties are expected to maintain a professional demeanor at all times. This includes using appropriate language and tone, wearing appropriate attire, and refraining from gestures or expressions that may be perceived as hostile, disruptive, or otherwise inappropriate.

3. Orderly Proceedings

Only one person may speak at a time. Parties must wait until recognized by the Board Chair before speaking and must direct all submissions to the Board Chair or panel, rather than to the opposing party.

4. Confidentiality and Privacy

Sensitive information disclosed during the proceedings must be treated with confidentiality. Parties must refrain from recording, sharing, or discussing private matters outside the authorized context.

5. Accessibility and Inclusion

All parties must be mindful of accessibility needs and inclusive language. Accommodations will be provided where necessary to ensure full participation.

6. Use of Electronic Devices

Unless expressly authorized, the use of electronic devices—including mobile phones, smartwatches, and recording equipment—is prohibited during hearings.

7. Enforcement

Failure to adhere to this policy may result in a warning, removal from the hearing, or other appropriate measures as determined by the Board Chair and/or the Board Secretary/Hearing Officer.