ATTACHMENT #3- CROSS-JURISDICTIONAL ANALYSIS

I N D E X

Comments on Decisions of Council 17

Confidential Information 1

Confidentiality Requirement re: Complaint and/or Investigation Process 22

Gifts and Dependants 3

Limitation Period for Filing Complaints 19

Respectful Conduct 12

Restrictions on Funding Announcements / Election-related Prohibitions 6

Rules re: Gifts - Exception for volunteer services 5

Sanctions in Other Jurisdictions 26

Sexual Harassment 15

Use of Influence 30

Definitions – "Confidential Information"

Jurisdiction	Content
Winnipeg (Current)	**Confidential information** is information which is otherwise not available to the general public, including information contained in the agenda for or discussed at an in camera meeting held pursuant to the City's In Camera By-law, and information in the possession of or received in confidence by the City that the City is either prohibited from disclosing, is required to refuse to disclose, or may refuse to disclose pursuant to the provisions of the Freedom of Information and Protection of Privacy Act.
Toronto	Confidential information includes information in the possession of, or received in confidence by the City that the City is either prohibited from disclosing, or is required to refuse to disclose, under the Municipal Freedom of Information and Protection of Privacy Act (often referred to as "MFIPPA"), or other legislation. … The City of Toronto Act, 2006 allows information that concerns personnel, labour relations, litigation, property acquisitions, the security of the property of the City or a local board, and matters authorized in other legislation, to remain confidential. For the purposes of the Code of Conduct, "confidential information" also includes this type of information. … Under the Procedures By-law (passed under section 189 of the City of Toronto Act, 2006), a matter that has been discussed at an in-camera (closed) meeting remains confidential. No member shall disclose the content of any such matter, or the substance of deliberations, of the in-camera meeting until the Council or committee discusses the information at a meeting that is open to the public or releases the information to the public. The following are examples of the types of information that a member of Council must keep confidential: • items under litigation, negotiation, or personnel matters; • information that infringes on the rights of others (e.g., sources of complaints where the identity of a complainant is given in confidence); • price schedules in contract tender or Request For Proposal submissions if so specified; • information deemed to be "personal information" under the Municipal Freedom of Information and Protection of Privacy Act; and • statistical data required by law not to be released (e.g. certain census or assessment data).
Ottawa	Confidential information includes information in the possession of, or received in confidence by the City, that the City is either prohibited from disclosing, or is required to refuse to disclose under the *Municipal Freedom of Information and Protection of Privacy Act* ("MFIPPA")
Calgary	(c) "*Confidential Information*" means: (i) information that a *Member of Council* has a legal duty not to disclose; (ii) information that is not publicly available; and (iii) information the disclosure of which could reasonably be expected to harm the interests of individuals or organizations, including the City; For additional clarity, *Confidential Information* does not include information that has been made publicly available;

Jurisdiction	Content
Edmonton	1. Councillors must keep confidential all information received during a Council or council committee meeting held in private in accordance with the Municipal Government Act, information that would be exempt from disclosure under the Freedom of Information and Protection of Privacy Act, or otherwise received in confidence or marked as confidential.
Vancouver	Confidential Information is information that could reasonably harm the interests of individuals or organizations, including the City of Vancouver, if disclosed to persons who are not authorized to access the information.
Regina	No definition provided.
Saskatoon	Confidential Information 18. (1) In this section, "confidential information" means information that may be considered in camera by Council or Council Committees pursuant to The Cities Act and falls within the exemptions in Part III of The Local Authority Freedom of Information and Protection of Privacy Act.

Definitions – "Gifts" and "Dependants"

Jurisdiction	Content
Winnipeg (Current)	"**Dependant**" means: (a) the spouse of a Member, (b) the common law partner of a Member, and (c) any child, natural or adopted, of the Member, who resides with the Member. No definition of "gift"
Toronto	a) the terms "**child**", "**parent**" and "**spouse**" have similar meanings as in the Municipal Conflict of Interest Act: 1. "**child**" means a child born within or outside marriage and includes an adopted child and a person whom a parent has demonstrated a settled intention to treat as a child of their family; 2. "**parent**" means a person who has demonstrated a settled intention to treat a child as a member of their family; and, 3. "**spouse**" means a person to whom the person is married or with whom the person is living in a conjugal relationship outside marriage. No definition of "gift"
Ottawa	the terms **"child"**, **"parent"** and **"spouse"** have the same meanings as in the *Municipal Conflict of Interest Act*: (a) **"child"** means a child born within or outside marriage and includes an adopted child and a person whom a parent has demonstrated a settled intention to treat as a child of his or her family; (b) **"parent"** means a person who has demonstrated a settled intention to treat a child as a member of his or her family whether or not that person is the natural parent of the child; (c) **"spouse"** means a person to whom the person is married or with whom the person is living in a conjugal relationship outside marriage. No definition of "gift"
Calgary	"***Immediate Family***" means "**councillor's family**" as defined in section 169(b) of the *Municipal Government Act*, R.S.A. 2000, c. M-26: a *Member of Council's* spouse or adult interdependent partner, children, parents and the parents of the *Member of Council's* spouse or adult interdependent partner; *Municipal Government Act*: "**councillor's family**" is defined as: "the councillor's spouse or adult interdependent partner, the councillor's children, the parents of the councillor and the parents of the councillor's spouse or adult interdependent partner"; "***Gift or Personal Benefit***" is an item or service of value that is received by a *Member of Council* for their personal use. It includes but is not limited to money, gift cards, tickets to events, clothing, jewelry, pens, food or beverages, discounts/rebates

Jurisdiction	Content
	on personal purchases, free or subsidized drinks or meals, entertainment, participation in sport and recreation activities, and invitations to social functions. *Gift or Personal Benefit* does not include: (i) campaign contributions received by a *Member* in compliance with the *Local Authorities Election Act*, R.S.A. 2000, c. L-21; or (ii) funds received by a *Member* in accordance with the *Indemnification of Members Policy*, CC10, 1977 August 22;
Edmonton	"**spouse**" means the spouse of a married person but does not include a spouse who is living separate and apart from the person if the person and spouse have separated pursuant to a written separation agreement or if their support obligations and family property have been dealt with by a court order "**Councillor's family**" means a Councillor's spouse or adult interdependent partner, a Councillor's children, the parents of a Councillor, and the parents of a Councillor's spouse or adult interdependent partner; "**gift**" means a fee or advance paid to or a gift or personal benefit provided with the Councillor's knowledge to a Councillor, the Councillor's family, or to a Councillor's employee, that is connected directly or indirectly to the performance of the Councillor's duties.
Vancouver	"**gift or personal benefit**" means an item or service of value that is received by a member for their personal use including money, gift cards, tickets to events, clothing, jewelry, pens, food or beverages, discount/rebates on personal purchases, entertainment, participation in sport and recreation activities, and invitations to social functions "spouse", "child" and "parent" not defined, but are used in rule re: gifts.
Regina	No definitions provided.
Saskatoon	"**family**" means the member's spouse, partner, child or parent; (note: spouse, partner, child and parent not defined) "**gift or personal benefit**" means an item or service of value that is received by a member for their personal use. It includes money, gift cards, tickets to events, clothing, jewelry, pens, discounts/rebates on personal purchases, entertainment, participation in sport and recreation activities, and invitations to social functions. Gift or personal benefit does not include: (a) food or beverages consumed at receptions, meetings, sporting events, or other similar activities; (a.1) supplies and resources such as transit and parking passes and office equipment, including computers, mobile phones, printers, routers, internet and similar services and equipment required by a member to perform their duties; and (b) campaign contributions received by a member in compliance with The Campaign Disclosure and Spending Limits Bylaw, 2006.

Rules re: Gifts - Exception for volunteer services

Jurisdiction	Content
Winnipeg (Current)	c. For clarification, it is generally not a violation of Rule 4.a. to accept the following: iv. services provided without compensation by persons volunteering their time.
Toronto	Exceptions 4.2 Subject to the other conditions noted below, a member may accept the following gifts or benefits: 4. Volunteer Services- Services provided without compensation by persons volunteering their time at community events.
Ottawa	The following are recognized as exceptions and do not require registration: (11) services provided without compensation by persons volunteering their time
Edmonton	1. No Councillor will accept a gift, unless it is: d) services provided without compensation by persons volunteering their time to further the interests of the City or the Councillor's ward
Calgary	34. A Member may receive a Gift or Personal Benefit if it is: (e) a person's volunteer time or activities provided to further the interests of the *City* or the *Member's* Ward;
Regina	No rule on gifts
Saskatoon	38. A member may receive a gift or personal benefit if it is (d) a person's volunteer time or activities provided to further the interests of the City or the member's ward
Vancouver	No exception for volunteer services.

Restrictions on Funding Announcements / Election-related Prohibitions

Jurisdiction	Content of Rule
Winnipeg (Proposed)	Members shall not make any form of public funding announcement including, but not limited to, press conferences, media releases and social media statements, pertaining to expenditures from the Land Dedication Reserve, Community Incentive Grants, Per Capita grants and/or the Mayor's Civic Initiative's fund in the sixty (60) day period prior to an election.
Toronto	Code of Conduct 7. Election Campaign Work 7.0 A member must follow the provisions of the Municipal Elections Act, 1996. 7.1 A member must not: a) use the facilities, equipment, supplies, services or other resources of the City, including member newsletters and websites linked through the City's website, for any election campaign or campaign-related activities; b) undertake campaign-related activities on City property during regular working hours unless permitted by City policy; or, c) use the services of persons for election-related purposes during hours in which those persons receive any compensation from the City. See also the City of Toronto Constituency Services and Office Budget Policy (July 2012): Council members will not be allowed to use the Constituency Services and Office Budget for advertising, newsletters, flyers, community expenses and community events after August 1 of an election year until the day after Election Day, except for emergency situations
Ottawa	Code of Conduct Section 14 - Election-Related Activity Members of Council are required to conduct themselves in accordance with the Municipal Elections Act, 1996 and the City's Election-Related Resources Policy. The use of municipal resources, both actual municipal property and staff time, for election-related activity is strictly prohibited. The prohibition applies to both the promotion and opposition to the candidacy of a person for elected office. Election-related activity applies not only to a Member's personal campaign for office, but also other campaigns for municipal, provincial and federal office.

Jurisdiction	Content of Rule
	See also Election-Related Resources Policy: 1. General Provisions 1. City resources shall not at any time be used to sponsor or produce any materials that promote or oppose the candidacy of a person for elected office, or that promote or oppose a campaign related to a question on the ballot. 5. Restrictions During the 60-day Blackout Period Prior to and Including Voting Day 1. In a municipal election year or in the event of a by-election, City resources including Members' Constituency Services Budgets are not to be used to sponsor any advertisements, flyers, newsletters, householders and other communications with ward constituents for the 60-day period prior to and including Voting Day. General prohibitions and restrictions also apply during this period to the holding of events by Members, event-related activities, and other uses of City resources, as described in the Election-Related Blackout Period Procedures attached as Appendix 1 3. The prohibitions set out in Subsection 5(1) of this Policy do not apply to a Member who is acclaimed, or who is retiring from office and therefore is not a candidate in the election See also Election-Related Blackout Period Procedures, Appendix A to Election-Related Resources Policy: **Section 1 - Event attendance by Members of Council** **City events** 1. A Member of Council may attend City events during the blackout period in their capacity as an elected official provided they maintain a low profile in accordance with the following: a. The Member shall not campaign at the event and no campaign materials or campaign workers identified by way of campaign-related clothing, buttons or other paraphernalia shall be present; b. The Member's participation/attendance shall not be advertised in any City or Member-issued communications materials (e.g. brochures, websites, pamphlets, signage, social media posts, newsletters, invitations, news releases, etc.); c. City resources shall not be used to promote the Member (e.g. banners, flyers, promotional items, social media posts, et); d. Any references made to the Member in communications materials or at the event itself shall be to the "Ward Councillor for Ward ___" or "Chair of the ___ Committee," rather than by name;

Jurisdiction	Content of Rule
	e. Any speeches by the Member shall not reference the municipal election/campaign and the Member shall not address successes while serving as a Member of Council; f. Any speaking notes or communications products/materials may be provided to the City Clerk or designate for review to ensure compliance with the Election-Related Resources Policy and these Procedures; and g. The Member may contact the City Clerk or designate for specific guidance in relation to the event. 2. Subsection 1(1) of these Procedures does not apply to a Member's attendance and participation at the Member's own annual community event, which is subject to any conditions provided by the City Clerk in accordance with Subsection 5(1)(b) of these Procedures. 3. Members shall ensure their backgrounds and attire during any virtual events and meetings held by the City during the blackout period are neutral, without reference to the election campaign (e.g. campaign colours, campaign materials and related memorabilia, etc.).
Calgary	Code of Conduct **Election Activities** 48. A *Member* must not use *City* resources for *Election Campaigns* or for a *Fund Raising Activity* at any point during a term of office. 49. A *Member* must not use *City* data for *Election Campaigns* or *Fund Raising Activities* unless those data sources are publicly available and all fees associated with the use of the data have been paid for with election campaign funds. 50. A *Member* must only use *City* property for *Election Campaigns* in accordance with *City* policies and bylaws and where such property is similarly available to all candidates. 51. A *Member* must not use their office to engage in *Election Campaign* related activities. 52. During the *Campaign Period Member*s must not deliver *City*-funded newsletters or conduct open houses organized by them. 53. During the *Campaign Period Member*s must not use *City* resources to distribute mass emails except in cases of emergency as authorized in writing by the Ethics Advisor. 54. A *Member* must not update websites that are either *City* hosted or external websites paid for by the *City* between Nomination Day and Election Day, as defined by the *Local Authorities Election Act,* R.S.A. 2000, c. L-21, in a general election year. The website may state that the lack of updates is due to the *City's* election campaign rules. 55. A *Member* must not at any time place links to a *Member*'s campaign website on either *City* websites or external websites paid for by the *City*. A *Member*'s campaign website may link to a *City* website or an external website paid for by the *City*. 56. A *Member* may use non-*City* funded social media and Internet resources (e.g. Twitter accounts, Facebook sites) in their personal names during a *Campaign Period*, evenwhen they have been using those resources prior to the *Campaign Period*. During the *Campaign Period* these accounts must include, where possible, a disclaimer that they are not *City*-funded and do not reflect *City* policy.

Jurisdiction	Content of Rule
	57. *City* employees and *Member* staff must not be engaged or requested by a *Member* to work on an *Election Campaign* during hours in which they receive compensation from the *City*, unless the work both unavoidably overlaps with the regular duties of the employee or *Member* staff and is minor and infrequent. Examples of such activities might include coordinating campaign schedules within the *Member*'s calendar or redirecting citizens with campaign questions to the campaign. 58. *City* employees and *Member* staff may work on a volunteer or paid capacity for an *Election Campaign* during non-work or vacation hours, but must not identify themselves as *City* or *Council* employees. 59. *Member* staff may take unpaid leave from the *Member*'s office to work on an *Election Campaign*. 60. Any wages paid to *City* employees and *Member* staff working on an *Election Campaign* in accordance with sections 58 and 59 of this bylaw must be paid from sources other than the *City*.
Edmonton	Code of Conduct Part K: Elections and Campaigning 1. Public events and advertising or media paid for through City budgets allocated for Council use (ward budgets or Council Contingency) or public events organized or sponsored by Councillors using any City budgets or assets must be completed by May 31 of a general election year and not scheduled until following the inaugural organizational meeting of Council. 2. Councillors must not issue City-funded ward newsletters and City-funded mass electronic mail distributions after May 31 of a general election year. 3. Councillors who are nominated to run for re-election must not participate in any City sponsored events requiring them to perform official ceremonial duties between nomination day and election day. 4. Councillors must not use their office, the services of City employees, or any City assets, including any of the City's intellectual property, communication facilities, or other facilities, for election- or campaign-related activities. 5. Councillors may only use the City's website, social media, and electronic mail only for official duties. Councillors will maintain separate websites, social media, and electronic mail accounts for all campaign activities and communications. Website and electronic mail distribution lists that are used for official duties may not be used for campaign activities and communications. However, this does not prevent the returning officer from providing links to campaign websites for all candidates on the City's elections website. 6. Councillors must not use any City communications facilities or services for their campaign, including the use of media contacts, electronic mail addresses and distribution lists, the City of Edmonton photo library, and website development, writing, or print material services provided by City employees. 7. Councillors must not seek individual advice from City employees regarding election rules and processes or their obligations as candidates, including any obligations as candidates that may apply while the Councillor holds office. However, nothing restricts a Councillor from receiving information available to all candidates for an election. 8. Councillors must not use their office to gain an unfair advantage over other candidates, or to provide an unfair advantage for a candidate.

Jurisdiction	Content of Rule
	9. Councillors must not use City assets to promote or oppose the candidacy of any person to elected office in any municipal, provincial, or federal campaign. 10. Councillors will respect the role of the returning officer, and will not seek to interfere with the returning officer's duties or any election process. 11. Nothing in this part restricts a Councillor from accepting services or support from City employees or Councillor's employees for election-related purposes, provided that the individual is acting in a personal capacity, on personal time, and not receiving remuneration from the City for the same services.
Vancouver	Code of Conduct Election Activities 4.11 A member must not use, or permit the use of, city land, facilities, equipment, supplies, services, employees or other resources for any election campaign or campaign related activities, unless those resources are similarly available to all candidates and any associated fees have been paid for with election campaign funds. 4.12 A member must not compel city employees to engage in partisan political activities or be subjected to threats or discrimination for refusing to engage in such activities.
Regina	No reference to election activities in their Code.
Saskatoon	Code of Conduct 62. A member must comply with The Local Government Election Act, 2015 and The Campaign Disclosure and Spending Limits Bylaw, 2006 in undertaking election campaign activities and fundraising. 63. This Bylaw continues to apply to a member throughout the campaign period and any unpaid leave of absence pursuant to section 81. 64. Public events and advertising or media paid for through City budgets allocated for Council use or public events organized or sponsored by members using any City budgets or assets must be completed by September 1 and not scheduled until after election day in a general election year. 65. A member must not issue City-funded ward newsletters or City-funded mass email distributions between nomination day and election day. 66. A member must not use City postage or other resources for mass mailings of any kind between nomination day and election day. 67. A member must not place ward information updates in community newsletters between nomination day and election day. 68. A member must not use any City communications facilities or services for their campaign; this includes the use of media addresses, email addresses and distribution lists, the City's photo library, website development, writing or print material services. 69. No member will refer to themselves in election campaign advertisements as "Councillor X" or "Mayor Y".

Jurisdiction	Content of Rule
	74. City resources must not be used by a member or staff for election campaigns or for a fundraising event at any point during a term of office. 75. Under no circumstances should member's offices be used to engage in election campaign related activities. 76. City data must not be used by members for election campaigns or fundraising events unless those data sources are publicly available and all fees associated with the use of the data have been paid for by the election campaign funds. 77. Any election campaign related activities that occur in City Hall or any civic facility must take place in a location that is normally available for rental to the public and that has been arranged through the normal rental process.

Respectful Conduct

Jurisdiction	Content of Rule
Winnipeg (Current)	**9. Respectful Conduct** a. All Members have a duty to treat members of the public, one another, and staff with respect and without abuse, harassment, or intimidation. Harassment includes: i. any behaviour, whether a single incident or a course of conduct, that a reasonable person should have known would be unwelcome, and that is inappropriate, demeaning, humiliating, embarrassing, or otherwise offensive, including but not limited to: a. verbal or written insults, abuse or threats; b. racial or ethnic slurs, including racially derogatory nicknames; c. leering or other offensive gestures; d. bullying; or e. patronizing or condescending behaviour; and ii. objectionable and unwelcome sexual solicitations or advances. b. While Members may passionately debate issues and promote ideas, they must maintain proper decorum during meetings of: Council, Committees of Council, and boards, agencies or commissions on which they serve as part of their duties of office.
Toronto	**14. Discreditable Conduct** 14.0 In connection with their office, a member must: a) Not engage with others, including the public, City staff and other members, in a manner that is abusive, bullying, intimidating or derogatory. b) Ensure that their work environment is free from discrimination and harassment.
Ottawa	**Section 6 - Conduct at Council/Committee Meetings** 1. Members of Council shall conduct themselves with decorum at all City Council and Committee meetings in accordance with the provisions of the *Procedure By-law* (Section 42) being: 2. No member shall: 1. Speak disrespectfully of the Reigning Sovereign or the Lieutenant-Governor of any province, or of a fellow member of Council or staff; 2. Use offensive words or unparliamentary language; 3. Speak on any subject other than the subject in debate; 4. Where a matter has been discussed *in camera*, and where the matter remains confidential, disclose the content of the matter or the substance of the deliberations of the in camera meeting; 5. Disobey the Rules of Procedure, or a decision of the Mayor or of the Council on questions of order or practice or upon the interpretation of the Rules of Procedure.

Jurisdiction	Content of Rule
	Section 7 - Discrimination and Harassment All members of Council have a duty to treat members of the public, one another and staff with respect and without abuse, bullying or intimidation, and to ensure that their work environment is free from discrimination and harassment. The Ontario Human Rights Code applies and, where applicable, the City's *Workplace Violence and Harassment Policy*.
Calgary	19. A *Member* must communicate with *Member*s of the public, one another, and with *City* employees and *Members'* staff respectfully, without abuse, bullying, intimidation, harassment or discrimination. 20. A *Member* must comply with the *Respectful Workplace Policy* (HR-LR-001).
Edmonton	**Part E: Respectful Interactions** 1. Councillors will conduct themselves with decorum at all times, including while attending meetings, interacting with City employees and Councillor's employees, and engaging with the public. 2. Councillors who act as chair of a meeting will, at the start and throughout the meeting, set expectations for appropriate decorum and conduct for all in attendance. 3. Councillors must not use any harassing, offensive, discriminatory, disrespectful, or unparliamentary language about Council, a Councillor, City employees, Councillor's employees, or the public. 4. A Councillor must not demand a City employee to engage in partisan or political activities at any level of government, or subject any City employee to reprisal for a refusal to engage in such activities. A Councillor must also not subject any City employee to reprisal for any engagement in partisan or political activities at any level of government that is done in their personal capacity. 5. If a Councillor makes an inquiry to a City employee when the inquiry is not made in their professional capacity as Councillor, the Councillor must inform the City employee that they are acting in a personal capacity and not as a Councillor.
Vancouver	2. A member must uphold the following standards and values: … e) respect: a member must treat members of the public, one another, and staff respectfully, without abuse, bullying or intimidation and ensure that the work environment is free from discrimination and harassment; f) responsibility: a member must respect and comply with the Acts of the Parliament of Canada, the Legislature of British Columbia, including the Vancouver Charter, city by-laws, and applicable city policies, and avoid conduct that, reasonably, undermines, or has the potential to undermine, public confidence in city governance, except members may participate in peaceful civil disobedience; Public Communications by a Council Member 3.4 Without limiting the ability of a Council Member to hold a position on an issue and respectfully express their opinions, a Council Member must: …

Jurisdiction	Content of Rule
	(c) ensure that all communications by, and on behalf of a member, including communications made via social media, are respectful and do not discriminate, harass, or defame any person, recognizing that free and open debate is guaranteed under the Charter of Rights and Freedoms
Regina	**Respect** 10(1) Members shall treat every person, including other members, municipal employees and the public, with dignity, understanding and respect. (2) Members shall not engage in discrimination, bullying, harassment or use derogatory language towards others in their roles as members of Council. (3) Members shall do the following: (a) respect the rights of other people and groups (b) treat people with courtesy; (c) recognize the importance of the different roles others play in local government decision making.
Saskatoon	**Respect** 10. (1) Members shall treat every person, including other members of Council, City staff, and the public, with dignity, understanding, and respect. (2) Members shall not engage in discrimination, bullying, harassment, nor use derogatory language towards others, in their roles as members of Council. (3) Members shall: (a) respect the rights of other people and groups; (b) treat people with courtesy; and (c) recognize the importance of the different roles others play in local government decision-making.

Definitions – "Sexual Harassment"

Source	Definitions
Winnipeg (Proposed)	"**sexual harassment**" means unwelcome conduct of a sexual nature, including: (a) a series of objectionable and unwelcome sexual solicitations or advances; (b) a sexual solicitation or advance made by a person who is in a position to confer any benefit on, or deny any benefit to, the recipient of the solicitation or advance, if the person making the solicitation or advance knows or ought reasonably to know that it is unwelcome; or (c) a reprisal or threat of reprisal for rejecting a sexual solicitation or advance.
Supreme Court of Canada (*Janzen v Platy Enterprises Ltd.*, [1989] 1 SCR 1252	"…sexual harassment in the workplace may be broadly defined as unwelcome conduct of a sexual nature that detrimentally affects the work environment or leads to adverse job-related consequences for the victims of the harassment. It is, as Adjudicator Shime observed in Bell v. Ladas, supra, and as has been widely accepted by other adjudicators and academic commentators, an abuse of power. When sexual harassment occurs in the workplace, it is an abuse of both economic and sexual power. Sexual harassment is a demeaning practice, one that constitutes a profound affront to the dignity of the employees forced to endure it. By requiring an employee to contend with unwelcome sexual actions or explicit sexual demands, sexual harassment in the workplace attacks the dignity and self-respect of the victim both as an employee and as a human being."
Manitoba Human Rights Code	**"Harassment" defined 19(2)** In this section, "harassment" means … (b) a series of objectionable and unwelcome sexual solicitations or advances; or (c) a sexual solicitation or advance made by a person who is in a position to confer any benefit on, or deny any benefit to, the recipient of the solicitation or advance, if the person making the solicitation or advance knows or ought reasonably to know that it is unwelcome; or (d) a reprisal or threat of reprisal for rejecting a sexual solicitation or advance.
Canada Labour Code	harassment and violence means any action, conduct or comment, including of a sexual nature, that can reasonably be expected to cause offence, humiliation or other physical or psychological injury or illness to an employee, including any prescribed action, conduct or comment.
Manitoba Civil Service Commission (Respectful Workplace Policy: Addressing and Preventing Sexual	Sexual Harassment: This form of harassment is based on sex, gender (how one identifies including gender identity or expression or gender-determined characteristics) or sexual orientation. Sexual harassment can be sexual in nature, but can also include any form of harassment based on sex, gender or sexual orientation. Sexual harassment can also refer to behaviour that creates or permits a sexualized or sexually charged, or a negative / poisoned work atmosphere. Sexual harassment includes, but is not limited to: Abusive remarks or behaviours based on sex, gender or sexual orientation Objectionable and unwelcome sexual solicitations or

Source	Definitions
Harassment, Harassment and Bullying	advances A reprisal, retaliation or threat of retaliation for rejecting a sexual solicitation or advance A reprisal or threat of reprisal for filing a sexual harassment complaint Sexual harassment may be written, verbal, physical, online or electronic, a gesture or display, or any combination of these.
City of Toronto Human Rights and Anti-Harassment Policy	4.13 Sexual Harassment … Workplace sexual harassment means engaging in a course of vexatious comment or conduct against a worker in the workplace because of sex/sexual orientation/gender identity/gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome. It also includes making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

Comments on Decisions of Council

Jurisdiction	Content of Rule
Winnipeg (Current)	None
Toronto	None
Ottawa	None
Calgary	Code of Conduct **B – Communicating on Behalf of the City** 14. Where a *Member* communicates on behalf of the *City* the *Member* must make reasonable efforts to ensure the communication is fair and accurate. **C – Respecting the Decision-Making Process** 15. A *Member* must respect the decision-making process of *Council* and all of its boards, commissions and committees.
Edmonton	Code of Conduct Part A: Representing the Municipality 1. While carrying out their duties, Councillors must … d) accurately represent and respect decisions made by Council while preserving the value of fair comment and differences of opinion; Part B: Communications 1. Without limiting the ability of a Councillor to hold a position on an issue and respectfully express their opinions, Councillors will: a) ensure their communications accurately reflect the facts of Council's decisions; … c) ensure that all communications are accurate and not issue any communication that the Councillor knows, or ought to have known, to be false; … e) not issue any communications that mislead Council or the public about any matter.
Vancouver	Code of Conduct PART 3 COMMUNICATIONS AND CONFIDENTIALITY

Jurisdiction	Content of Rule
	Public Communications by a Council Member 3.3 Where a Council Member is authorized to communicate on behalf of the city, the Council Member must take reasonable efforts to ensure that the communication is fair and accurate. 3.4 Without limiting the ability of a Council Member to hold a position on an issue and respectfully express their opinions, a Council Member must: a) ensure that their communications accurately reflect the facts of Council decisions; b) ensure that all communications relating to Council business are accurate and not issue any communication that the member knows, or ought to have known, to be false; and c) ensure that all communications by, and on behalf of a member, including communications made via social media, are respectful and do not discriminate, harass, or defame any person, recognizing that free and open debate is guaranteed under the Charter of Rights and Freedoms.
Regina	None
Saskatoon	Code of Conduct Communications with Public & Media Relations 32. Without limiting the ability of a member to hold a position on an issue and respectfully express their opinions, members will: (a) ensure their communications accurately reflect the facts of Council's decisions (b) ensure that all communications are accurate and not issue any communication that the member knows, or ought to have known, to be false; (c) ensure that all communications issued by, or on behalf of the member, including social media, are respectful and do not discriminate, harass, defame, or demonstrate disrespect toward any person; and (d) not issue any communications that mislead Council or the public about any matter.

Limitation Period for Filing Complaints

Jurisdiction	Content
Winnipeg (Current)	Time for Filing Complaints 4. Complaints must generally be made: (a) within 60 days after the date of conduct giving rise to the complaint; or (b) within 60 days after the Complainant became aware of the conduct giving rise to the complaint. Consistent with section 28 of this Part, the campaign period prior to a Municipal election will not be counted as part of the 60 days in which a complaint may be made. 5. The Integrity Commissioner may accept a complaint filed after the expiry of the time limit set out in section 4 if the Integrity Commissioner is satisfied that: a. the delay was incurred in good faith; b. it is in the public interest to conduct an investigation, or give consideration to whether or not to conduct an investigation; and c. no substantial prejudice will result to any person because of the delay
Toronto	No specific limitation period for Code of Conduct complaints. But see s. 21 of Complaint and Application Procedures: 21. The Commissioner may dismiss a Code of Conduct complaint without conducting any inquiry if: a. there has been a substantial delay between the request and the incidents that are the subject matter of the complaint and because of the delay the investigation would serve no useful purpose; Note also s. 223.4.1 of the *Municipal Act*, 2001, S.O. 2001 c. 25: Inquiry by Commissioner re s. 5, 5.1, 5.2 or 5.3 of Municipal Conflict of Interest Act 223.4.1 (1) This section applies if the Commissioner conducts an inquiry under this Part in respect of an application under subsection (2).

Jurisdiction	Content
	Application (2) An elector, as defined in section 1 of the Municipal Conflict of Interest Act, or a person demonstrably acting in the public interest may apply in writing to the Commissioner for an inquiry to be carried out concerning an alleged contravention of section 5, 5.1, 5.2 or 5.3 of that Act by a member of council or a member of a local board. Timing (4) An application may only be made within six weeks after the applicant became aware of the alleged contravention. Exception (5) Despite subsection (4), an application may be made more than six weeks after the applicant became aware of the alleged contravention if both of the following are satisfied: 1. The applicant became aware of the alleged contravention within the period of time starting six weeks before nomination day for a regular election, as set out in section 31 of the Municipal Elections Act, 1996, and ending on voting day in a regular election, as set out in section 5 of that Act. 2. The applicant applies to the Commissioner under subsection (2) within six weeks after the day after voting day in a regular election, as set out in section 5 of the Municipal Elections Act, 1996. 2017, c. 10, Sched. 1, s. 21.
Ottawa	None. But see s. 223.4.1 of Ontario's *Municipal Act* reproduced above.
Calgary	Code of Conduct 73. (1) Complaints must be submitted no later than: (a) 90 days after the alleged Bylaw violation occurred; or (b) 90 days after the complainant became aware of the alleged Bylaw violation; whichever is later. (2) Despite subsection (1), the *Integrity Commissioner* may accept complaints after the 90 day deadline at their sole discretion.
Edmonton	Code of Conduct A complaint must be received by the Integrity Commissioner, not later than 60 days after the date the person became aware of the conduct giving rise to the complaint. The Integrity Commissioner may use their discretion to grant extensions if: a) the delay occurred in good faith; b) it is in the public interest to conduct an investigation or to give consideration whether to conduct an investigation; and c) no substantial prejudice will result to any person because of the delay

Jurisdiction	Content
Vancouver	Code of Conduct 6.9 The Integrity Commissioner must reject a complaint received more than 180 days after the complainant knew or reasonably ought to have known of the alleged breach of this By-law.
Regina	None.
Saskatoon	None.

Confidentiality Requirement re: Complaint and/or Investigation Process

Jurisdiction	Content of Rule
Winnipeg (Current)	30. The Integrity Commissioner and every person acting under the Integrity Commissioner's jurisdiction shall preserve confidentiality of the investigation process, except as required by law and as required by these Procedures. 31. If a complaint becomes a matter of public record at any time whether before, during or after the Integrity Commissioner has undertaken an investigation, the Member about whom the complaint is made is permitted to speak publicly about the complaint. 32. If the Integrity Commissioner finds that the Code of Conduct has been breached, the identity of the Member who is the subject of the complaint shall not be treated as confidential. 33. All reports from the Integrity Commissioner to Council will be made available to the public.
Toronto	Complaint and Application Procedure 31. The Commissioner will seek and share information with and from the complainant, the respondent and witnesses as is necessary to complete the inquiry, in a manner that is procedurally fair, proportionate, and that enables the Commissioner to maintain secrecy with respect to matters in accordance with sub-section 161(1) of the *City of Toronto Act*, 2006. *Duty of confidentiality* **161** (1) The Commissioner and every person acting under the instructions of the Commissioner shall preserve secrecy with respect to all matters that come to his or her knowledge in the course of his or her duties under this Part. 2006, c. 11, Sched. A, s. 161 (1). *Confidentiality, information disclosed to Commissioner* (2) Despite subsection (1), information may be disclosed, (a) in a criminal proceeding, as required by law; or (b) otherwise in accordance with this Part *Release of advice* (2.1) Advice provided by the Commissioner to a member under paragraph 4, 5 or 6 of subsection 159 (1) may be released with the member's written consent. *Partial release by member* (2.2) If a member releases only part of the advice provided to the member by the Commissioner under paragraph 4, 5 or 6 of subsection 159 (1), the Commissioner may release part or all of the advice without obtaining the member's consent. 2017, c. 10, Sched. 2, s. 19. *Other circumstances*

Jurisdiction	Content of Rule
	(2.3) The Commissioner may disclose such information as in the Commissioner's opinion is necessary, (a) for the purposes of a public meeting under subsection 160.1 (8); (b) in an application to a judge referred to in subsection 160.1 (15); or (c) in the written reasons given by the Commissioner under subsection 160.1 (17). 2017, c. 10, Sched. 2, s. 19. Municipal Freedom of Information and Protection of Privacy Act (3) This section prevails over the *Municipal Freedom of Information and Protection of Privacy Act*.
Ottawa	**Formal Complaint Procedure- Section 16 - Public Disclosure** 1. The Integrity Commissioner and every person acting under his or her jurisdiction shall preserve confidentiality where appropriate and where this does not interfere with the course of any investigation, except as required by law and as required by this complaint protocol. 2. The Integrity Commissioner shall retain all records related to the complaint and investigation. 3. At the time of the Integrity Commissioner's report to Council, the identity of the person who is the subject of the complaint shall not be treated as confidential information if the Integrity Commissioner finds that a breach has occurred.
Calgary	66.2 Every reasonable effort will be made to maintain the confidentiality of the complainant. If disclosure of the complainant identity is necessary to ensure that a thorough investigation is conducted, the *Integrity Commissioner* will ask the complainant for permission to disclose their identity or give the option to withdraw the complaint. The complainant's identity may be disclosed as required by law. **C – Complainant Protection** 67. Complainant protection is extended to any *City* employee, and reasonable efforts made to extend it to staff of the Office of the Councillors and *Member* staff, who has knowledge of a potential violation of this Bylaw or a *City* policy governing *Member* conduct and reports the activity in good faith. Complainant protection is provided in two areas: confidentiality and retaliation. 82.1 Except for the purposes of obtaining legal or other confidential professional advice, failure by the *Member* to keep confidential all documents and records *the Integrity Commissioner* provides to the *Member* in the investigation may result in an adverse finding against the *Member* and may be considered in the report to *Council*. 83.1 Except for the purposes of obtaining legal or other confidential professional advice, failure by the complainant to keep confidential all documents and records the *Integrity Commissioner* provides to the complainant in the investigation may result in the dismissal of the complaint.
Edmonton	Formal investigations must be conducted in a fair, timely, and confidential manner that respects the principles of procedural fairness and natural justice.

Jurisdiction	Content of Rule
	… The complainant and respondent Councillor will receive written notice of the investigation, and the respondent Councillor will receive a copy of the complaint. Names of complainants and witnesses may be provided to the respondent Councillor(s) if: a) the investigation cannot be completed without releasing the complainant's name; or b) the respondent Councillor(s) require the name(s) to properly respond to the allegations
Vancouver	Confidential Requests 6.1 If a person believes that they have been subject to conduct by a member in breach of this By-law, that person may approach the Integrity Commissioner on a confidential basis, without the need to file a complaint, to request that the Integrity Commissioner inform the member of the alleged breach. Upon receipt of the confidential request, the Integrity Commissioner may attempt to address the conduct with the member. 6.2 The Integrity Commissioner must protect the confidentiality of a person making a request under section 6.1, unless the person making the request consents to disclosure Confidentiality of the Investigation 6.38 The Integrity Commissioner must make all reasonable efforts to investigate complaints in confidence. 6.39 The Integrity Commissioner and every person acting under the Integrity Commissioner's instructions must preserve confidentiality with respect to all matters that come into the Integrity Commissioner's knowledge in the course of any investigation or complaint except as required by law. 6.40 An investigation report must only disclose such matters as in the Integrity Commissioner's opinion are necessary for the purpose of the investigation report.
Regina	Confidentiality 27(1) The integrity commissioner or, in the case of section 16, the City Solicitor and City Clerk, will use all reasonable efforts to process complaints in confidence. (2) The integrity commissioner and every person acting under the commissioner's instructions shall preserve secrecy with respect to all matters that come to the commissioner's knowledge in the course of any investigation or complaint except as required by law.
Saskatoon	Confidentiality 94. (1) In this section, "confidential information" means confidential information as defined in section 18.

Jurisdiction	Content of Rule
	(2) The Integrity Commissioner and every person acting pursuant to the Integrity Commissioner's instructions, or the City Solicitor and City Clerk acting pursuant to section 83, shall: (a) use reasonable efforts to review and investigate complaints in confidence; and (b) preserve secrecy with respect to all matters that come to their knowledge in the course of reviewing or investigating any complaint, except as required by law or otherwise permitted by this Bylaw. (3) While an investigation report provided to Council will first be considered in camera by the Governance and Priorities Committee for the purposes of receiving advice including legal advice and deliberating on the report, when Council responds to a report, it shall do so in a public meeting and the report shall be available to the public. (4) An investigation report shall only disclose such matters as in the Integrity Commissioner's opinion are necessary for the purposes of the report. (5) The Integrity Commissioner may, subject to any confidential information being redacted, disclose a copy or summary of any complaint received that will not be investigated pursuant to section 90 to the member who is the subject of the complaint for educational or informational purposes.

Sanctions in Other Jurisdictions

Jurisdiction	Content of Rule
Winnipeg (Current)	26. When Council receives a report from the Integrity Commissioner which identifies that there has been a violation of the Code, Council may impose any or all of the following sanctions: i. That the Member be reprimanded; ii. That the Member be required to make a public apology; iii. That the Member be requested to return a gift or benefit or, where the gift or benefit cannot be returned, reimburse the donor for the value of the gift or benefit; iv. That the Member be removed from a committee; and v. That the Mayor be requested to remove the Member from their position as chair of a committee
Toronto	Penalties 19.0 Section 160(5) of the City of Toronto Act, 2006, authorizes Council to impose either of two penalties on a member following a report by the Integrity Commissioner that finds there has been a violation of the Code of Conduct: a) a reprimand; or, b) suspension of the remuneration paid to the member in respect of their services as a member of Council or a local board, as the case may be, for a period of up to 90 days. Other Actions 19.1 The Integrity Commissioner may also recommend that Council take the following actions: a) Removal from membership of a Committee or local board (restricted definition). b) Removal as Chair of a Committee or local board (restricted definition). c) Repayment or reimbursement of moneys received. d) Return of property or reimbursement of its value. e) A request for an apology to Council, the complainant, or both.
Ottawa	Section 15- Compliance with the Code of Conduct 1. Members of Council are expected to adhere to the provisions of the Code of Conduct. The *Municipal Act, 2001* authorizes Council, where it has received a report by its Integrity Commissioner that, in his or her opinion, there has been a violation of the *Code of Conduct*, to impose one of the following sanctions: 1. A reprimand; and

Jurisdiction	Content of Rule
	2. Suspension of the remuneration paid to the member in respect of his or her services as a member of Council or a local board, as the case may be, for a period of up to 90 days. 2. The Integrity Commissioner may also recommend that Council impose one of the following sanctions: 1. Written or verbal public apology; 2. Return of property or reimbursement of its value or of monies spent; 3. Removal from membership of a committee; and 4. Removal as chair of a committee. 3. The Integrity Commissioner has the final authority to recommend any of the sanctions above or other remedial action at his or her discretion
Calgary	92. Sanctions that may be imposed for violating this Bylaw or a *City* policy governing *Member* conduct include, but are not limited to, the following: (a) a letter of reprimand addressed to the *Member*; (b) a request that the *Member* issue a letter of apology; (c) the publication of a letter of reprimand or request for apology by the *Integrity Commissioner*, and the *Member*'s response; (d) a requirement that the *Member* attend training; (e) suspension or removal of the appointment of a *Member* as the *Deputy Mayor*; (f) suspension or removal of the *Mayor's* presiding duties under section 154 of the *Municipal Government Act*, R.S.A. 2000, c. M-26; (g) suspension or removal of the *Member* from some or all *Council* committees and bodies to which the *Member* was appointed by *Council*; or (h) reduction or suspension of the *Member*'s remuneration as defined in section 275.1 of the *Municipal Government Act*, R.S.A. 2000, c. M-26, corresponding to a reduction in duties, excluding allowances for attendance at council meetings; or (i) any other sanction that *Council* deems reasonable in the circumstances.
Edmonton	Council may, by motion passed by special resolution, impose any of the following sanctions: a) issue a letter of reprimand addressed to the Councillor; b) require the Councillor to issue a letter of apology; c) direct the publication of a letter of reprimand or request for apology and the Councillor's response; d) pass a motion to censure; e) require the Councillor to attend specified training; f) suspend the Councillor from acting as deputy Mayor or acting Mayor, and assign those roles to another Councillor; g) suspend the Councillor's duties as chair of Council or council committee meetings and assign those duties to another Councillor; h) suspend the Councillor's membership on a council committee; i) restrict the Councillor's access to electronic confidential records and require the Councillor to return copies of Council records following each meeting; or

Jurisdiction	Content of Rule
	j) any other sanction Council deems appropriate.
Vancouver	6.37 Sanctions that may be imposed for violating this By-law include the following: a) a letter of reprimand from Council addressed to the member; b) a request from Council that the member issue a letter of apology; c) the publication of a letter of reprimand and a request for apology by the Integrity Commissioner, and the member's written response; d) a recommendation that the member attend specific training or counselling; e) suspension or removal of the appointment of a Council Member as the Deputy Mayor; f) suspension or removal of the Council Member from some or all Council committees and bodies to which the Council Member was appointed by Council; g) termination of the Advisory Board Member's appointment from the advisory committee, task force, commission, board, or other Council-established body to which the Advisory Board Member was appointed by Council; and h) public censure of a member.
Regina	25(3) Possible censure, sanctions or corrective actions may include but are not limited to: (a) a reprimand; (b) requiring that the member apologize to those impacted; (c) requiring educational training; (d) removing the member from Council committees or other bodies; (e) dismissing the member from a position of chairperson of a Council committee.
Saskatoon	92(3) Possible censure, sanctions or corrective actions may include the following: (a) a letter of reprimand addressed to the member; (b) requesting the member to issue a letter of apology; (c) publishing a letter of reprimand or request for apology and the member's response; (d) requiring the member to attend training; (e) suspending or removing the member from Council committees or other bodies; (f) suspending or removing the member from a position of chairperson of a Council committee.
Municipalities in Manitoba (outside of Winnipeg)	Council may impose only the following potential sanctions: a. censuring the member; b. reprimanding the member; c. requiring the member to issue a letter of apology within 30 days after being directed to do so; d. requiring the member to attend training as directed by council; e. suspending or removing the member's presiding duties under subsection 83(2) of The Municipal Act, if applicable; f. suspending or removing the member as the deputy head of the council, if applicable; g. suspending or removing the member as chair of a committee, if applicable; h. suspending or removing the member from any or all council committees or bodies on which the member serves;

Jurisdiction	Content of Rule
	i. suspending the member from carrying out a power, duty or function as a member for a period not exceeding 90 days; j. reducing or suspending the member's compensation for the duration of any suspension imposed under clause (i); k. imposing a fine of not more than $1,000, to be paid within 30 days after being imposed.

Use of Influence

Jurisdiction	Content of Rule
Winnipeg (Current)	**5. Use of Influence** a. Members must not use the influence of their office for purposes other than for the proper exercise of their duties of office. ("**Duties of Office**" are the duties and activities that relate to the position of the Member, namely participation in activities relating to the proceedings and work of Council and activities undertaken in representing the City or the Member's ward or constituents but do not include: • activities related to the private interests of the Member; • a Member's election-related activities; and • activities including fundraising activities designed, in the context of a federal, provincial or municipal election, or any other local election, to support or oppose a political party or an individual candidate.)
Toronto	**8.0** A member must not: … b) use the influence of their office for any purpose other than for the exercise of their official duties; c) use their official status to improperly influence the decision of another person to the private advantage of themself, or their parents, children or spouse, staff members, friends, or associates, business or otherwise; or, d) try to secure preferential treatment beyond activities in which members normally engage on behalf of their constituents as part of their official duties.
Ottawa	**Section 4 - General Integrity** … (5) Members shall avoid the improper use of the influence of their office and shall avoid conflicts of interest, both apparent and real. **Section 8 - Improper Use of Influence** 1. As an elected official, Members of Council are expected to perform their duties of office with integrity, accountability and transparency. Members of Council should not use the status of their position to influence the decision of another individual to the private advantage of oneself, or one's parents, children or spouse, staff members, friends, or associates, business or otherwise. 2. In the same manner, and as outlined in the *Provincial Offences Act – Conflict of Interest Policy*, Members of Council shall not attempt to influence or interfere, either directly or indirectly, financially, politically or otherwise with employees, officers or other persons performing duties under the *Provincial Offences Act*.
Calgary	**H – Improper Use of Influence** 40. A *Member* must only use the influence of their office for the exercise of their official duties. 40.1 (1) A *Member* must not directly or indirectly demand, request, induce or aid, *City* employees, *Members'* staff, members of any boards, commissions, associations and committees to do something which, if done by the *Member*, would be a breach of this Bylaw.

Jurisdiction	Content of Rule
	(2) A *Member* must not use or attempt to use their authority for the purpose of intimidating, coercing, or influencing *City* employees or *Members'* staff with the intent of interfering with such staff's duties. 41. A *Member* must be independent and impartial, and must not provide preferential treatment to any person or organization except as warranted by the ordinary and lawful discharge of the *Member's* duties.
Edmonton	**Part H: Use of Influence** 1. Councillors must not use, or attempt to use, their office for the purpose of intimidating, influencing, threatening, coercing, or directing a Councillor's employee or City employee in a manner contrary to the employee's duties or for the Councillor's personal benefit. 2. If serving as a reference or recommending an individual for employment with the City, a Councillor must comply with the City's hiring practices and must not use their role as an elected official to unfairly influence any hiring decisions. 3. Councillors must not contact or attempt in any way to influence any member of a judicial, quasi-judicial, or regulatory body before which the City may be a party regarding a matter before that body.
Vancouver	**Use of Influence** 4.7 A member must only use the influence of their office for the exercise of their duties. 4.8 A member must be independent and impartial, and must not provide preferential treatment to any person or organization expect as warranted by the ordinary and lawful discharge of their duties. 4.9 A member must not use the prospect of future employment by a person or entity, or other future economic opportunities, to detrimentally affect the performance of their duties. 4.10 A member must not use, or attempt to use, their office for the purpose of intimidating, improperly influencing, threatening, or coercing city employees.
Regina	No specific "use of influence" rule. Perhaps captured by: **Leadership and the Public Interest** 13(3) Members are expected to perform their duties in a manner that will bear close public scrutiny and shall not provide the potential or opportunity for personal benefit, wrongdoing or unethical conduct. **Responsibility** 14(2) Members shall disclose actual or potential conflicts of interest, either financial or otherwise relating to their responsibilities as members of Council, and shall follow policies and procedures of the City, and exercise all conferred powers strictly for the purpose for which the powers have been conferred.
Saskatoon	**Improper Use of Influence** 52. A member must only use the influence of their office for the exercise of their official duties. 53. A member must not use, or attempt to use, their office for the purpose of intimidating, influencing, threatening, coercing, or directing City staff.

Jurisdiction	Content of Rule
	54. A member must be independent and impartial, and must not provide preferential treatment to any person or organization except as warranted by the ordinary and lawful discharge of the member's duties. 55. A member must not use the prospect of future employment by a person or entity, or other future economic opportunities, to detrimentally affect the performance of their duties to the City. 56. A member should avoid carrying out their duties in any manner that may reasonably be perceived as being in conflict with any future endeavour that may be undertaken by the member. 57. If serving as a reference or recommending an individual for employment with the City, a member must comply with the City's hiring practices and must not use their role as an elected official to unfairly influence any hiring decisions. 58. A member must not contact or attempt in any way to influence any member of a quasi-judicial body before which the City may be a party regarding a matter before that body.