

SUMMARY OF OTHER COUNCIL CODES OF CONDUCT

	Toronto	Richmond Hill	Kitchener	Kingston	Huntsville	Guelph	Brampton	Barrie	Asphodel - Norwood	Hamilton	Mississauga
Application to	Council	Council	Council, local boards and advisory committees. A separate Appendix deals with the conduct of advisory committee members	Council and members of public appointed to Committees	Council	Council and Local Board - to be reviewed annually	Council - Code to be reviewed by new Council	Council, Local Boards and Council Committees	Council	Council	Council and a separate COC for Members of Local Boards
Integrity Commissioner (IC)	Yes	YES - Members may request advice from IC	YES- Code also lays out duties of IC	No	No. Council determines	Yes + Advice	Yes	Yes + Advice	No. Council determines	Yes	Yes
Gifts and benefits	No member shall receive gift or personal benefits connected directly or indirectly with performance of his duties, unless permitted by exceptions. In some exceptions, disclosure statements must be made if value exceeds \$300. In other exceptions, there's a cap of \$500	Similar to Toronto	Similar to Toronto	Yes	Yes	Similar to Toronto	Yes	Yes	Yes	Yes	Yes with 9 exceptions

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	Toronto	Richmond Hill	Kitchener	Kingston	Huntsville	Guelph	Brampton	Barrie	Asphodel - Norwood	Hamilton	Mississauga
Confidential information	No Member disclose confidential information acquired through virtue of office except authorized by Council to do so. Toronto looks at MFIPPA, and its Procedural by-law	Similar to Toronto, provides examples of confidential information	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Use of city property, services and resources	No member of Council shall use City's property for activities other than the City's business	Similar to Toronto	Yes	Yes	No	Yes	Yes, citing City's Expense policy for Members of Council, MEA	Yes. Members comply with Council Reimbursement/Expense policy	Yes	Yes	Yes
Election campaign work	Yes, citing Municipal Elections Act (MEA)	No	Yes, citing MEA	No	No	Yes, citing MEA	Yes	Yes	No	Yes	Yes
Improper use of influence	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Business relation	No member shall act as paid agent before Council except in compliance with Municipal Conflict of Interest Act (MCIA)	Not explicitly mentioned, though may be implied in reference to MCIA	Same as Toronto	No	No	Yes, same as Toronto	No	Yes	No	Yes	Yes

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	Markham	Ottawa	Municipality of Trent Lakes	Port Hope	Aurora	City of Kawartha Lakes	London	Pickering	Oakville	Windsor	Brantford
Confidential information	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Use of city property, services and resources	Yes	Yes	Yes	No	Yes	Yes	Yes - Incompatible Activity	Yes	Yes	Yes	No
Election campaign work	Yes	Yes	No	No	No	Work of a public nature	No	Yes	Yes	Yes	No
Improper use of influence	Yes	Yes	Yes	Yes - under Political Activity	Yes - in relationships with staff and other members of council	Yes	Yes	Yes	Yes - Integrity	Yes	No
Business relation	Yes	No	No	No	No	Yes	No	No	No	Yes	No

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	Toronto	Richmond Hill	Kitchener	Kingston	Huntsville	Guelph	Brampton	Barrie	Asphodel - Norwood	Hamilton	Mississauga
Conduct regarding current and prospective employment	Yes, no member shall allow the prospect of his/her future employment by a person or entity to detrimentally affect the performance of his/her duties to the City	Conduct, Staff and Public Relations		No	No	Yes, same as Toronto	No	Yes	No	Yes	No
Conduct at Meetings	Procedure by-law	Yes, "Act in accordance with all Town policies"	In accordance with Procedure by-law	No	Yes	Yes	Yes, citing Procedure by-law, OHRC Occupational Health and Safety Act and City's work Harassment Prevention Policy	Yes	Yes	Yes	Yes
Discreditable conduct	Ontario Human Rights Code applies (OHRC)	No	Same as Toronto	No	Yes, citing Human Rights Code	No	No	Yes	No	No	Respectful Workplace Policy
Conduct respecting Staff	Regarding respect, threat and compulsion towards staff	Yes	Similar to Toronto	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Conduct respecting lobbyist	Yes	No		No	Yes	No	No	No	Yes	No	No

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	Toronto	Richmond Hill	Kitchener	Kingston	Huntsville	Guelph	Brampton	Barrie	Asphodel - Norwood	Hamilton	Mississauga
Compliance with Council procedures and policies	Yes	Yes	Immediate relatives of elected officials shall not be employed by the City (HR policy)	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Reprisal and obstruction to investigation	Reprisal or threat of reprisal is prohibited	Yes	Yes	No	No	No	No	Yes	No	Yes	Yes
Acting on advice of Integrity Commissioner	Any written advice to member by IC binds the IC in subsequent consideration of conduct of member in the same matter	Yes		No	No	Yes	No	Yes	No	No	Yes
Procedure	Formal and informal procedures. See separate Code of Conduct Complaint Protocol for members of Council	Compliance and Enforcement: procedures for informal, formal complaints	Complaint Protocol: Informal/formal complaint procedures, similar to Richmond Hill.	No	Council determines if breach occurred and consequence. If unable to make decision, may request Judge of SCJ to conduct investigation (s 274(1) of MA)	Yes. However, any complaint received by clerk 90 days prior to the date of a regular election shall not be referred to the IC until after the election	Council will appoint IC if required	Informal and Formal complains procedures, similar to Richmond Hill	Council determines if a breach has occurred and ratifies a sanction. If Council unable to make a decision, Superior Court of Justice to conduct investigation (s 274(1) of MA)	Integrity Commissioner Bylaw	Informal procedure, and formal procedure

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Compliance with Council procedures and policies	Compliance with Code of Conduct	No	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes
Reprisal and obstruction to investigation	Yes	No	No	No	No	No	Yes	Yes	No	Yes	Yes
Acting on advice of Integrity Commissioner	No	No	No	No	No	No	Yes	No	No	Yes	No
Procedure	Yes	Formal procedures	Yes	Complaint in writing to the Clerk who forwards it to the Integrity Commissioner	Sign Code of Ethics document; Code of Ethics component included in orientation workshop for each new Council, review adherence on a regular basis or when requested by Council	Code of Conduct reviewed by incoming Council - Clerk to keep signed Oaths of Office and Ethics and Value Statements by Council for viewing by any member of the public	Yes	Informal and Formal Procedure. File with Clerk who forwards to Integrity Commissioner	Submit complaint to clerk IC or other designated official will investigate. Mediation Process.	Submitted to the IC	Submitted to the IC

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	Toronto	Richmond Hill	Kitchener	Kingston	Huntsville	Guelph	Brampton	Barrie	Asphodel - Norwood	Hamilton	Mississauga
Penalties	A) reprimand or B) suspension for up to 90 days +other available actions for Integrity Commissioner	A) reprimand or B) suspension for up to 90 days, in accordance with s. 223.4 (5), MA	Same	No	No	Materially similar to other municipalities	No	Same	Yes	Yes	Yes

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	Markham	Ottawa	Municipality of Trent Lakes	Port Hope	Aurora	City of Kawartha Lakes	London	Pickering	Oakville	Windsor	Brantford
Penalties	Yes	Reprimand, Suspension, Public apology, Removal	Yes	Reprimand, Suspension, Censure, Removal	No	Yes	Reprimand, suspension	Reprimand, reimburse, apologize	Censure, reprimand, suspension	Similar to other Municipalities	No