

**CANADA  
PROVINCE OF QUÉBEC  
REGIONAL COUNTY OFFICE  
OF ARGENTEUIL  
TOWNSHIP OF WENTWORTH**

**BY-LAW NUMBER 2012-004**

**CODE OF ETHICS AND GOOD CONDUCT FOR MUNICIPAL  
EMPLOYEES**

**WHEREAS** the Ethics and Good Conduct Act sanctioned on December 2, 2010, creates the obligation for all local municipalities to adopt a Code of Ethics which sets out the core values of the Municipality concerning ethics and the rules that must guide the conduct of its employees;

**WHEREAS** the Act provides in Article 17 that the Code should reproduce, mutatis mutandis, Article 19 to the effect that a breach of a rule in the Code by an employee may result, upon decision by the Municipality and in accordance with the employment contract, the application of any sanction appropriate to the nature and gravity of the violation;

**WHEREAS**, pursuant to Article 18 of the said Act, the adoption of the Code of Ethics is done by by-law;

**WHEREAS** the adoption was preceded by the presentation of a draft regulation and consultation with employees on the proposed regulation;

**WHEREAS** the Council deems appropriate and essential to public interest to comply with the requirements of the Act by the adoption of the Code of Ethics and Good Conduct for Employees of the Municipality of the Township of Wentworth;

**WHEREAS** a notice of motion for this By-Law was given at the regular meeting of October 1<sup>st</sup>, 2012;

**THEREFORE**, it is ordered and decreed by the Council of the Municipality of the Township of Wentworth and said Council orders and statutes by the present By-law as follows:

**ARTICLE 1 - PREAMBLE**

The preamble of the present By-Law forms an integral part of the By-Law.

**ARTICLE 2 – PURPOSE**

This By-Law is to adopt a Code of Ethics and Good Conduct for the employees of the Municipality, which sets the values of the Municipality regarding ethics and sets rules to guide the behaviour of employees.

**ARTICLE 3 – CODE OF ETHICS AND CONDUCT FOR EMPLOYEES**

The Code of Ethics and Good Conduct for Employees of the Municipality of the Township of Wentworth, attached as Appendix A is adopted.

#### **ARTICLE 4 – ACKNOWLEDGMENT OF THE CODE OF ETHICS**

A copy of the Code of Ethics is given to each employee of the Municipality. The employee must certify having received a copy and read within ten (10) days of its receipt.

The Mayor receives the certificate of the General Manager, Secretary-Treasurer.

A copy of the certificate is placed in the employee's file.

#### **ARTICLE 5 – REPEAL**

This By-Law repeals and replaces by-laws, resolution or policies on the subjects covered by the Code.

#### **ARTICLE 6 - LANGUAGE**

In case of differences between the French and English versions, the French version prevails.

#### **ARTICLE 7 – ENTRY INTO FORCE**

This By-Law shall enter into force after the completion of the formalities dictated in the Act.

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**Edmund Kasprzyk**  
Mayor

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**Paula Knudsen, g.m.a.**  
General Manager, Secretary-  
Treasurer

Notice of motion:	October 1 <sup>st</sup> , 2012
Adoption of By-Law:	November 5 <sup>th</sup> , 2012
Public notice:	November 15 <sup>th</sup> 2012