

BYLAW NO. 513

A BYLAW TO AMEND THE DIRECTOR CODE OF CONDUCT

WHEREAS the Regional District has, by Bylaw No. 330, established a code of conduct for its directors which sets out principles and guidelines for providing effective, responsible and responsive government;

AND WHEREAS the Regional Board must, pursuant to s.205 of the *Local Government Act*, decide whether to review its director code of conduct within 6 months of the first regular meeting following each general local election;

AND WHEREAS the Regional Board has recently undertaken a review of its director code of conduct and wishes to make certain amendments;

NOW THEREFORE the Board of Directors of the Strathcona Regional District, in open meeting assembled, enacts as follows:

Amendments

1. (1) Section 1 [*Definitions*] of Bylaw No. 330 is hereby amended by inserting the following definitions in alphabetical order:

"accountability" means an obligation and willingness to accept responsibility or to account for one's actions.

"collaboration" means coming together to create or meet a common goal through collective efforts.

"community" means a municipality, treaty First Nation, electoral area or the entire region as the context requires.

"complainant" means a director, employee or member of a Strathcona Regional District committee or commission appointed by the Board.

"employee" means an employee or officer of the Strathcona Regional District.

"integrity" means being honest and demonstrating strong ethical principles.

"leadership" means the ability to lead, listen to and positively influence others.

“**respect**” means having due regard for others’ perspectives, wishes and rights including the offices of local government and its role in community decision making.

(2) A new section 3A [*Standards of Conduct - Integrity*] is added as follows:

Standards of Conduct - Integrity

3A. Integrity is demonstrated by the following conduct:

- (a) Directors will be truthful, honest and open in all dealings, including those with other directors, staff and the public.
- (b) Directors will ensure that their actions are consistent with the shared principles and values collectively agreed upon by the Board.
- (c) Directors will follow through on their commitments, correct errors in a timely and transparent manner, and engage in positive communication with the community.
- (d) Directors will direct their minds to the merits and detriments of the decisions before them, ensuring that they act based on relevant information and principles and in consideration of the consequences of those decisions.
- (e) Directors will behave in a manner that promotes public confidence in all their dealings.

(3) A new section 3B [*Standards of Conduct - Respect*] is added as follows:

Standards of Conduct - Respect

3B. Respect is demonstrated by the following conduct:

- (a) Directors will treat every person with dignity, understanding and respect.
- (b) Directors will show consideration for every person’s values, beliefs, experiences and contributions to discussions.
- (c) Directors will demonstrate awareness of their own conduct and consider how their words or actions may be, or may be perceived to be, offensive or demeaning.
- (d) Directors will not engage in behaviour at the Board table that is indecent, profane, vulgar, insulting or abusive including verbal slurs such as racist remarks, unwanted physical contact or other aggressive actions that are harmful or threatening.

(4) A new section 3C [*Standards of Conduct - Accountability*] is added as follows:

Standards of Conduct - Accountability

3C. Accountability is demonstrated by the following conduct:

- (a) Directors will be responsible for the decisions that they make and be accountable for their own actions.
- (b) Directors will listen to and consider the opinions and needs of the region in all decision-making and allow for appropriate opportunities for discourse and feedback.
- (c) Directors will carry out their duties in an open and transparent manner so that the public can understand the process and rationale used to reach decisions and the reasons for taking certain actions.

(5) A new section 3D [*Standards of Conduct – Leadership and Collaboration*] is added as follows:

Standards of Conduct – Leadership and Collaboration

3D. Leadership and collaboration is demonstrated by the following conduct:

- (a) Directors will behave in a manner that builds public trust and confidence in the Regional District, including considering the different interests of the people who make up the community.

- (b) Directors will consider the issues before them and make decisions as a collective body which means that directors will actively participate in debate about the merits of a decision but, once a decision has been made, all directors will recognize the democratic majority.
- (c) Directors will recognize that debate is an essential part of the democratic process and encourage constructive discourse while empowering other members and staff to provide their perspectives on relevant issues.

(6) A new section 29A [*Accountability*] is added as follows:

Accountability

29A. The Director's Statement shown on Appendix 'A', attached to and forming part of this bylaw, shall be provided to every director for their signature to acknowledge that they have read and understand the Code of Conduct.

(7) A new section 29B [*Penalties and Sanctions*] is added as follows:

Penalties and Sanctions

29B. In the event of a breach of this Code of Conduct by a director which, in the opinion of the Board, warrants the placement of penalties or sanctions against the director responsible for the breach, the Board may consider disciplinary action against the director, including any of the following depending on the nature and severity of the breach:

- (a) removal of the director from one or more committees
- (b) censure of the director
- (c) financial penalties against the director
- (d) referral of the matter to law enforcement
- (e) seeking removal from office of the director
- (f) such other disciplinary measures as may be deemed appropriate.

(8) A new section 29C [*Submission of Complaints*] is added as follows:

Submission of Complaints

29C. (1) Allegations of a breach of the Code of Conduct may be submitted:

- (a) in writing by a complainant, as defined in this bylaw, or
 - (b) by resolution of the Regional Board.
- (2) All allegations of a breach submitted in accordance with subsection (1)(a) shall be provided to the Board by inclusion on a meeting agenda.
- (3) Written complaints against a director that are submitted by members of the public who do not meet the definition of complainant, as defined in this bylaw, shall be provided to the Board by inclusion on a meeting agenda, together with an analysis by staff.

Citation

- 2. This bylaw may be cited for all purposes as Bylaw No. 513, being Director Code of Conduct Bylaw 2018, Amendment No.1.

READ A FIRST TIME ON THE 13TH DAY OF SEPTEMBER, 2023

READ A SECOND TIME ON THE 13TH DAY OF SEPTEMBER, 2023

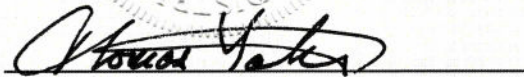
READ A THIRD TIME ON THE 13TH DAY OF SEPTEMBER, 2023

**RECONSIDERED, FINALLY PASSED AND ADOPTED ON THE 13TH DAY OF SEPTEMBER,
2023**



Handwritten signature of Mark J. Kelly in black ink, written over a horizontal line. A circular embossed seal is visible behind the signature.

Chair



Handwritten signature of Thomas Yates in black ink, written over a horizontal line.

Corporate Officer

Appendix 'A'

DIRECTOR'S STATEMENT

As a member of the Regional Board, I agree to uphold the Code of Conduct adopted by the Strathcona Regional District and to conduct myself by the following model of excellence. I will:

- recognize the diversity of backgrounds, interests and views in our region;
- help to create an atmosphere of open and responsive government;
- conduct public affairs with integrity, in a fair, honest and open manner;
- respect one another and the unique role and contribution each of us has in making the region a better place to work, live and play;
- strive to keep the decision-making process open, accessible, participatory, understandable, timely, just and fair;
- avoid and discourage conduct which is not in the best interests of the region;
- avoid any real or perceived conflicts of interest and declare at the earliest opportunity any interest that is or may be in conflict with the business of the region;
- respect and uphold confidentiality requirements; and
- treat all people with whom I come in contact in the way I wish to be treated.

I affirm that I have read and understand the Strathcona Regional District code of conduct bylaw.

Name

Date

Signature