



## **PUBLIC NOTICE**

(Municipal Ethics and Good Conduct Act (R.S.Q, c. E-15.1.0.1, art. 12))

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Notice is given that the draft by-law titled "By-law concerning the Code of Conduct of Ville de Montréal employees" was presented at the urban agglomeration council meeting of August 23, 2012, and that a notice of motion was given for its adoption at a subsequent urban agglomeration council meeting.

In accordance with the Municipal Ethics and Good Conduct Act, the city held an employee consultation regarding the draft by-law. Based on the comments received, amendments were made, namely by replacing in the original French title "Règlement sur le Guide de conduite des employés de la Ville de Montréal", the word "Guide" by the word "Code".

The draft by-law renders applicable to all city employees a Code of conduct stating the city's main values: integrity, loyalty and respect, as well as the behavior that is expected of employees in accordance with those values. The Code namely sets out the rules aimed at preventing conflicts of interest and the protection of confidential information, as well as those pertaining to diligence, impartiality and civility. The Code also provides the reporting procedure and sanctions for any violation. Moreover, the Code states that all reports remain confidential, and provides measures for the protection of employees who report violations, against any act of retaliation.

In accordance with the Code, the Service du contrôleur général (department of the general controller) is responsible for advising managers on the interpretation, application and enforcement of the rules provided therein, for the examination of various disclosures and declarations, for providing employees with the advisory support necessary for the interpretation and application of those rules, as well as for all questions regarding ethics and conduct.

The draft by-law will be tabled at the city council meeting of November 19, 2012, for adoption by council of a resolution establishing its orientation with respect to this matter. The draft by-law will then be submitted to the urban agglomeration council for final adoption at the meeting of November 22, 2012, at 5 p.m., in the council chamber of city hall, at 275, rue Notre-Dame Est.

Montréal, November 15, 2012

Yves Saindon,  
City Clerk