

## COMING INTO FORCE OF BY-LAWS

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Notice is given that the following by-laws were adopted at the city council meeting of November 20, 2023:

**19-013-1      Règlement modifiant le Règlement sur la Politique de respect de la personne (19-013)**

This by-law amends by-law 19-013 concerning the Respect in the workplace policy by replacing the current policy, notably to implement a new process for handling complaints and reports.

**04-061-3      Règlement modifiant le Règlement sur la Commission de la fonction publique de Montréal (04-061)**

This by-law amends by-law 04-641 concerning the Commission de la fonction publique de Montréal by entrusting the commission with the process for investigating complaints or reports of discrimination or harassment under by-law 19-013.

These by-laws came into force December 4, 2023, the date of their publication in the *Le Devoir*, and may be consulted (French version only) during regular business hours at the Service du greffe, 155, rue Notre-Dame Est. They are also available at [montreal.ca/reglements-municipaux/](http://montreal.ca/reglements-municipaux/).

Montréal, December 5, 2023

Emmanuel Tani-Moore  
City Clerk