

# Commissioner's Code of Conduct

Revised March 8, 2006  
Revised October 2, 2012

1. Commissioners shall at all times use their best efforts to provide progressive, collective leadership and direction to the Commission in support of its vision, mission and mandate.
2. Commissioners shall adhere to the Commission's Conflict of Interest Policy; avoid, in fact and perception, conflicts of interest; and immediately disclose possible conflicts to the Commission.
3. Commissioners shall recuse themselves from those parts of Commission meetings where decisions may be made on matters to which they may have a conflict of interest.
4. In the event a Commissioner is an appellate, or intends to become an appellate, of a Commission decision he shall disclose that information at the earliest opportunity and he shall not participate in any further relevant Commission discussions until the matter is completed.
5. Commissioners shall endeavour to direct the activities of the Commission as a whole rather than in their own interest or that of any specific group.
6. Commissioners shall maintain the confidentiality of the details and dynamics of Commission discussions, as well as those items designated as confidential.
7. Regardless of their personal viewpoint, Commissioners shall not speak against, or in any way undermine Commission solidarity once a Commission decision has been made.
8. Commissioners' contributions to discussions and decision-making shall be positive and constructive and Commissioners' interactions in meetings shall be courteous, respectful and free of animosity. The Commission encourages constructive debate with differing points of view.
9. Commissioners shall be prepared to commit sufficient time and energy to attend to Commission business.
10. Commissioners shall adhere to the principle that the General Manager is responsible to all Commissioners collectively and, consequently, that no single Commissioner has authority over the General Manager.
11. Without restricting normal communications, Commissioners shall adhere to the principle that the Chair is the communications link between the Commission and the General Manager.
12. Commissioners shall ensure that there is a current Position Description and annual work plan for the General Manager and that there is a process for his/her annual evaluation.
13. Commissioners shall not attempt to exercise individual authority or undue influence over the Commission.
14. The official spokespersons for the Commission are the Chair and the General Manager and consequently, all public requests for comment on Commission policies shall be referred to them.
15. The Chair may make public statements on policy matters that are within the scope of a policy approved by the Commission, or a reasonable extension of a policy.