ᓄᓇᕗᑦ ᑐᓐᖓᕕᒃᑯᑦ ᑎᒥᖓᑦ

ᓂᕈᐊᕐᓂᕐᒧᑦ ᐊᐅᓚᓂᐅᒋᐊᓕᒃ ᐃᖅᑲᓇᐃᖅᓴᑎᓄᑦ
ELECTIONS CODE OF CONDUCT FOR EMPLOYEES

ᐊᖏᖅᑕᐅᔪᑦ ᑲᑎᒪᒋᐊᖅᓯᒪᔪᓄᑦ ᓈᕝᐃᕝᕝ 2003
ᑭᖑᓪᓕᖅᐹᒥ ᐋᖅᑭᒋᐊᖅᑕᐅᔪᑦ ᓈᕝᐃᕝᕝ 2009

I. ᐊᑦᑐᐊᓂᖓ ᐊᐅᓚᓂᐅᔫᑉ

ᓂᕈᐊᕐᓂᕐᒧᑦ ᐊᐅᓚᓂᐅᒋᐊᓕᒃ ᐃᖅᑲᓇᐃᓴᖅᑎᓄᑦ (“ᐊᐅᓚᓂᐅᔪᑦ”) ᐊᑦᑐᐊᓂᖅᑲᖅᑐᖅ ᐃᓗᓐᓇᖏᓐᓄᑦ ᐃᖅᑲᓇᐃᓴᖅᑎᓄᑦ ᓄᓇᕗᑦ ᑐᓐᖓᕕᒃᑯᑦ ᑎᒥᖓᓐᓂ (“ᓄᓇᕗᑦ ᑐᓐᖓᕕᒃᑯᑦ ᑎᒥᖓᑦ”) ᐊᒻᒪᓗ, ᑐᓐᖓᕕᖅᑲᖅᓱᓂ ᐊᖏᖅᑕᐅᓂᖓᓂᒃ ᐊᕕᑦᑐᖅᓯᒪᔪᓂ ᐃᓄᐃᑦ ᑲᑐᔾᔨᖅᑎᒌᖏᓐᓄᑦ, ᓄᓇᓕᓐᓂ ᑐᓴᐅᒪᔪᓕᕆᔨᓄᑦ.

II. ᑐᓐᖓᕕᐅᔪᑦ ᐊᐅᓚᓂᐅᒋᐊᓕᓐᓄᑦ

(a) ᐃᖅᑲᓇᐃᓴᖅᑎᖏᑦ ᓄᓇᕗᑦ ᑐᓐᖓᕕᒃᑯᑦ ᑎᒥᖓᑦᑕ ᐱᔭᕆᐊᖃᕐᒪᑕ ᓱᓕᓂᕐᒦᓂᕐᒥᒃ ᓄᓇᕗᑦ ᑐᓐᖓᕕᒃᑯᑦ ᑎᒥᖓᓐᓄᑦ ᒪᓕᑦᑕᐅᒋᐊᖃᖅᓱᓂ ᓯᕗᓂᖓᓂ, ᓂᕈᐊᕐᓂᖅᑕᖃᕐᓂᖓᓂ ᐊᒻᒪᓗ ᓂᕈᐊᕐᓂᐅᔫᑉ ᑭᖑᓂᖓᓂ;

(b) ᑲᑎᒪᔨᐅᓂᕐᒧᑦ ᐊᐅᓚᓂᖏᑦ ᐃᖅᑲᓇᐃᓴᖅᑎᐅᑉ ᐊᐳᖅᓯᒪᒋᐊᖃᓐᖏᑦᑐᑦ ᐃᖅᑲᓇᐃᓴᖅᑎᐅᑉ ᐃᖅᑲᓇᐃᓵᕐᒥᒍᑦ ᑲᒪᒋᔭᕆᐊᓕᖏᓐᓂᒃ.

III. ᒪᓕᓐᓂᖅ ᐊᐅᓚᓂᐅᒋᐊᓕᒻᒥᒃ

ᐊᑐᓂᖅ ᐃᖅᑲᓇᐃᓴᖅᑏᑦ ᖃᐅᔨᓴᕐᓯᐊᕆᐊᓖᑦ ᐱᐅᓯᕆᔭᖓ ᓯᕐᑯᒥᕐᓯᓕᓐᖏᒃᑲᓗᐊᕐᒪᖔᑕ ᐱᔪᓐᓇᕐᓂᐅᑎᑕᐅᔪᓂᒃ ᐊᐅᓚᓂᐅᒋᐊᓕᒻᒧᑦ.

IV. ᒪᓕᓐᓂᖅ ᒪᓕᒐᕐᒥᒃ

ᐃᖅᑲᓇᐃᓴᖅᑎ ᒪᓕᕐᓯᐊᕆᐊᓕᒃ ᐊᑦᑐᐊᔪᓕᒫᓂᒃ ᒪᓕᒐᕐᓄᑦ ᐊᒻᒪᓗ ᓄᓇᕗᑦ ᑐᓐᖓᕕᒃᑯᑦ ᑎᒥᖓᑦᑕ ᒪᓕᒐᕋᓛᖏᓐᓂᒃ, ᓂᕈᐊᖅᑐᓕᕆᓂᕐᒧᑦ ᒪᓕᒐᐃᑦ, ᐃᖅᑲᓇᐃᓴᖅᑐᓕᕆᓂᕐᒧᑦ ᐊᑐᐊᒐᐃᑦ, ᐊᓯᓕᒫᖏᑦᓗ ᐊᑐᐊᒐᐃᑦ ᐊᐅᓚᑦᓯᔾᔪᑕᐅᔪᑦ ᓄᓇᕗᑦ ᑐᓐᖓᕕᒃᑯᑦ ᑎᒥᖓᑦᑕ ᓂᕈᐊᕐᓂᖏᓐᓂᒃ ᐊᑐᖅᑕᐅᓂᖏᓐᓄᑦᓗ ᓄᓇᕗᑦ ᑐᓐᖓᕕᒃᑯᑦ ᑎᒥᖓᑦᑕ ᓱᓇᒃᑯᑎᖏᓐᓂᒃ.

V. ᑲᑎᒪᔨᓈᖓᔪᑦ ᐊᐅᓚᓂᖏᑦ ᐃᖅᑲᓇᐃᓴᖅᑏᑦ

1. ᐃᖅᑲᓇᐃᓴᖅᑎ ᓂᕈᐊᕋᑦᓴᐅᖏᑦᑐᖅ ᐃᑲᔪᖅᓯᒍᓐᓇᖅᑐᖅ ᓂᕈᐊᕋᑦᓴᒥᒃ ᐃᒪᐃᓕᖓᑐᐊᕈᓂ:

(a) ᑲᑎᒪᔨᓈᖓᔪᑦ ᐊᐅᓚᓂᐅᔪᑦ ᐊᐅᓂᖅᑲᓇᐊᓖᑦ ᐃᖅᑲᓇᐃᓴᖅᑎᐅᑉ ᓇᒻᒥᓂᖅ ᐱᕕᖅᑲᕕᖓᓂ ᐃᖅᑲᓇᐃᓴᖅᓇᐅᑉ ᓯᓚᑖᒍᑦ.

(b) ᐃᖅᑲᓇᐃᔭᖅᑎ ᐊᑐᕆᐊᖃᓐᖏᑦᑐᖅ ᓄᓇᕗᑦ ᑐᓐᖓᕕᒃᑯᑦ ᐱᖁᑎᖏᓐᓂᒃ ᓱᓇᖏᓐᓂᓪᓗᓐᓃᑦ ᐊᓯᖏᓐᓂᒃ ᖃᖓᑐᐃᓐᓇᕐᓯᐊᖅ ᐃᑲᔪᖅᓯᒍᑎᒋᓗᒍ ᓇᐅᑐᐃᓐᓇᕐᒥᒃ ᓂᕈᐊᕋᕐᓴᒥᒃ;

(c) ᐃᖅᑲᓇᐃᔭᖅᑎ ᑐᕐᓯᕋᕆᐊᖃᓐᖏᑦᑐᖅ ᓂᕈᐊᕋᕐᓴᓄᑦ ᐃᑲᔫᑎᕐᓴᓂᒃ ᐃᖅᑲᓇᐃᔭᕐᓇᐅᑎᓪᓗᒍ;

(d) ᐃᖅᑲᓇᐃᔭᖅᑎ ᑭᒡᒐᖅᑐᐃᔾᒋᔭᐅᒋᐊᖃᓐᖏᑦᑐᖅ ᓂᕈᐊᕋᕐᓴᐅᔪᒧᑦ;

(e) ᐃᖅᑲᓇᐃᔭᖅᑎ ᑕᖅᑲᐅᖓ ᑐᓴᖅᓴᐅᓗᓂ ᐊᒻᒧᑦᑎᓇᒋᐊᖃᓐᖏᑦᑐᖅ ᓄᓇᕗᑦ ᑐᓐᖓᕕᒃᑯᑦ ᑎᒥᖓᑦᑕ ᐊᑐᐊᒐᖏᓐᓂᒃ ᖃᓄᐃᓕᖓᓂᖏᓐᓂᓪᓗᓐᓃᑦ ᑎᒍᒥᐊᖅᑕᒥᓂᒃ ᑐᓴᖅᑕᒥᓂᓪᓗᓐᓃᑦ ᐃᖅᑲᓇᐃᔭᕐᓂᕐᒥ ᐃᓗᐊᓂ; ᐊᒻᒪᓗ

(f) ᐃᖅᑲᓇᐃᔭᖅᑎᐅᑉ ᑲᑎᒪᔨᓅᖓᓂᖓ ᐊᐳᖅᓯᒪᔭᕆᐊᖃᓐᖏᑦᑐᖅ ᐱᔪᒪᔭᕆᔭᖏᓐᓄᑦ ᓄᓇᕗᑦ ᑐᓐᖓᕕᒃᑯᑦ ᑎᒥᖓᑦᑕ ᐊᒻᒪᓗ ᑲᒪᒋᔭᕆᐊᓕᖏᓐᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᑉ ᓄᓇᕗᑦ ᑐᓐᖓᕕᒃᑯᑦ ᑎᒥᖓᓐᓂ.

2. ᑲᒪᒋᔭᕆᐊᓕᖓ ᓇᒻᒥᓂᖅ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᑉ ᖃᐅᔨᒃᑲᐃᓂᖅ ᐊᖓᔪᖅᑳᒥᓂᒃ ᐊᐳᖅᓯᒪᓂᐅᑐᐃᓐᓇᕆᐊᓕᓐᓂᒃ. ᐃᓱᒪᕐᓴᖅᓯᐅᕈᑎᒋᓗᒍ ᑲᑎᒪᔨᐅᓂᒃᑯᑦ ᐊᐅᓚᓂᐅᔪᖅ ᐊᐳᖅᓯᒪᓂᖅᑕᕐᖃᕐᒪᖔᖅ, ᐃᓗᓕᕆᔭᖏᑦ ᐊᑐᓂᑦ ᕿᒥᕐᕈᔭᐅᑦᓯᐊᕆᐊᓖᑦ, ᖃᐅᔨᓴᕐᓂᖅᑕᕐᖃᑦᓯᐊᕐᓗᓂ. ᐃᓗᓕᓪᓗᐊᑕᕆᔭᐅᔪᓄᑦ ᐅᑯᐊ ᐃᓚᒋᔭᐅᔪᑦ:

(a) ᐃᖅᑲᓇᐃᖔᖓ, ᐱᔪᓐᓇᕐᓂᖏᑦ, ᑲᒪᒋᔭᕆᐊᓕᖏᓐᓄ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᑉ;

(b) ᑲᓱᒪᓂᖓ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᑉ ᓂᕈᐊᕋᕐᓴᐅᔪᒧᑦ; ᐊᒻᒪᓗ

(c) ᐃᑲᔪᖅᓯᓂᖓᑕ ᐃᑎᓂᖓ ᐃᖅᑲᓇᐃᖅᔭᑎᐅᑉ ᓂᕈᐊᕋᕐᓴᐅᔪᒧᑦ.

VI. ᐊᑐᓂᕐᓗᓐᓂᖅ ᐃᖅᑲᓇᐃᖔᒥᒃ

ᐃᖅᑲᓇᐃᔭᖅᑎ ᐃᒪᐃᑦᓴᕆᐊᖃᓐᖏᑦᑐᖅ:

(a) ᑎᓕᓯᒋᐊᖃᓐᖏᑦᑐᖅ ᐃᓇᕐᓯᓗᓂᓪᓗᓐᓃᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᖃᑎᒥᓂᒃ ᓂᕈᐊᖁᔨᓗᓂ ᓂᕈᐊᕋᕐᓴᐅᔪᒥᒃ;

(b) ᐊᔪᐃᓐᓇᕆᐊᖃᓐᖏᑦᑐᖅ ᒪᓂᒪᑎᕐᓯᒋᐊᖃᕋᓂᓗ ᑮᓇᐅᔭᓂᒃ ᐊᓯᖏᓐᓂᓪᓗᓐᓃᑦ ᐱᔪᒥᓵᕆᒍᑎᕐᓴᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᖃᑕᐅᔪᓄᑦ ᓂᕈᐊᖁᔭᐅᓗᑎᒃ ᑭᓇᒥᒃ ᓂᕈᐊᕋᕐᓴᒥᒃ ᐅᕝᕙᓗ ᓂᕈᐊᖅᑕᐃᓕᖁᔨᓗᑎᒃ;

(c) ᐊᑐᓂᕐᓗᒋᐊᖃᓐᖏᑦᑐᖅ ᐃᖅᑲᓇᐃᖔᒃᑯᑦ ᐱᔪᓐᓇᕐᓂᕆᔭᒥᓂᒃ, ᐱᕕᖃᕐᓂᕐᒥᓂᒃ, ᐅᕝᕙᓗ ᐊᑦᑐᐃᒍᑎᒋᓯᒪᓗᒍ ᑲᑎᒪᔨᐅᓂᖅ ᐱᔾᔪᑎᒋᓪᓗᒍ, ᒪᓂᒪᑎᕐᓯᓂᒃᑯᑦ ᐊᐃᑦᑑᓯᐊᕐᓴᒥᒃ, ᓱᕗᕐᓴᕆᓂᕐᒥᒃ, ᐅᕝᕙᓗ ᖃᓄᑐᐃᓐᓇᖅ ᐊᓯᐊᒍᑦ; ᐅᕝᕙᓗ

(d) ᑐᓴᖅᑎᕐᓯᓂᖅ ᑐᓴᐅᒪᔭᐅᒋᐊᖃᓐᖏᑦᑐᓂᒃ ᓄᓇᕗᑦ ᑐᓐᖓᕕᒃᑯᑦ ᑎᒥᖓᓐᓅᖓᔪᓂᒃ ᑭᓇᑐᐃᓐᓇᕐᒧᑦ ᓂᕈᐊᕋᕐᓴᒧᑦ ᐅᕝᕙᓗᓐᓃᑦ ᑭᓇᑐᐃᓐᓇᕐᒧᑦ.

VII. ᑲᑎᒪᔨᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ

ᓯᕗᓕᖅᑎᓄᑦ ᐃᑲᔪᖅᑎ ᐅᕝᕙᓗᓐᓃᑦ ᐊᓯᐊ ᑲᑎᒪᔨᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᑎ ᐃᖅᑲᓇᐃᔭᖅᑐᖅ ᐊᓪᓚᕝᕕᖓᓂ ᓯᕗᓕᖅᒥᓂᐅᑉ ᓂᕈᐊᕋᕐᓴᐅᑲᓐᓂᖅᑑᑉ ᐃᒪᐃᑦᓴᕆᐊᓕᒃ:

(a) ᓄᖅᑲᖓᑲᐃᓐᓇᕐᓗᓂ ᓂᕈᐊᕋᕐᓴᐅᓇᕐᓂᖓᓂ; ᐅᕝᕙᓗ

(b) ᐊᓯᐊᓂᒃ ᐃᖅᑲᓇᐃᓵᕐᓴᕐᑲᖅᑎᑕᐅᓂᖅ.

VIII. ᓄᖅᑲᖓᓂᖅ ᓄᖅᑲᕐᓂᕐᔫᓐᓃᑦ ᓂᕈᐊᕋᕐᓴᐅᓂᐊᕐᓗᓂ

ᓇᐅᑐᐃᓐᓇᖅ ᐃᖅᑲᓇᐃᔭᖅᑎ ᓂᕈᐊᕋᕐᓴᐅᒍᒪᔪᖅ ᐊᐳᖅᓯᒪᑦᑕᐃᓕᒋᐊᓕᒃ ᐱᔪᒪᔭᓇᔭᖏᓐᓄᑦ ᓄᓇᕗᑦ ᑐᓐᖓᕕᒃᑯᑦ ᑎᒥᖓᑦᑕ. ᑕᐃᒪᐃᓂᖓᓐᓄᑦ, ᐃᖅᑲᓇᐃᔭᖅᑎ ᓂᕈᐊᕋᕐᓴᐅᒍᒪᔪᖅ ᐅᑯᐊ ᓇᓕᐊᓐᓂᒃ ᐊᑐᕆᐊᓕᒃ:

(a) ᓄᖅᑲᕐᓗᓂ ᐃᖅᑲᓇᐃᔭᒥᓂᒃ; ᐅᕝᕙᓗ

(b) ᓄᖅᑲᖓᑲᐃᓐᓇᕐᓗᓂ.

IX. ᖃᖓᒃᑯᑦ ᓄᖅᑲᖓᓂᖅ ᓄᖅᑲᕐᓂᕐᔫᓐᓃᑦ ᐊᑑᑎᓂᖓ

ᐃᖅᑲᓇᐃᔭᖅᑎ ᓄᖅᑲᖓᒋᐊᓕᒃ ᓄᖅᑲᕐᓗᓂᔫᓐᓃᑦ;

(a) ᐅᓪᓗᖓᓂ ᓂᕈᐊᕋᕐᓴᓕᐊᖑᓂᐅᑉ; ᐅᕝᕙᓗ

(c) ᐅᓪᓗᖓᓂ ᑭᖑᓂᖓᓂ ᓂᕈᐊᕋᕐᓴᓕᐅᕐᓇᐅᑉ ᐃᖅᑲᓴᐃᔭᖅᑎ ᑲᔪᓯᐅᔾᔨᒍᓐᓇᖏᑉᐸᑦ ᐃᖅᑲᓇᐃᔭᒥᓂᒃ, ᐱᖃᓯᐅᑎᑦᓱᑎᒃ ᐊᑖᓃᑦᑐᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᓂᕈᐊᕐᓂᐅᔪᓄᑦ ᐊᐅᓚᓂᖏᑦᑕ, ᓂᕈᐊᕋᕐᓴᐅᓂᕐᒧᖓᔪᑦ ᐱᔾᔪᑎᒋᓪᓗᒋᑦ.

(d)

X. ᑲᔪᓯᑦᓯᐊᓂᕐᐸᑦ ᓂᕈᐊᕐᓂᖅ

ᐃᖅᑲᓇᐃᔭᖅᑎ ᑲᔪᓯᑦᓯᐊᖅᐸᑦ ᓂᕈᐊᖅᑕᐅᓗᓂ ᓯᕗᓕᖅᑏᑦ ᐃᓂᖓᓐᓄᑦ:

(a) ᓄᖅᑲᖓᓂᓇᔭᖓ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᑉ ᐃᓱᓕᓐᓂᐊᖅᑐᖅ ᐊᓪᓚᕕᒻᒧᑦ ᐅᑎᑐᐊᖅᐸᑦ; ᐊᒻᒪᓗ

(b) ᐃᖅᑲᓇᐃᔭᖅᑎ ᓄᖅᑲᖅᑐᖅᑎᑐᑦ ᑕᑯᓐᓇᖅᑕᐅᓂᐊᖅᑐᖅ ᐃᖅᑲᓇᐃᔭᒥᓂᒃ, ᐃᖅᑲᓇᐃᔭᖅᑎ ᓄᖅᑲᖅᐸᑏᕐᓂᖏᑉᐸᑦ ᐃᖅᑲᓇᐃᔭᒥᓂᒃ ᓯᕗᓕᖅᑎᕈᑐᐊᖅᐸᑦ.

XI. ᑲᔪᓯᑦᓯᐊᕐᓂᖏᑉᐸᑦ ᓂᕈᐊᖅᑕᐅᓂᖅ

ᐃᖅᑲᓇᐃᔭᖅᑎ ᓂᕈᐊᖅᑕᐅᓐᓂᖏᑉᐸᑦ ᓯᕗᓕᖅᑏᑦ ᐃᓂᖓᓐᓄᑦ:

(a) ᓄᖅᑲᖓᓂ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᑉ ᐃᓱᓕᓐᓂᐊᖅᑐᖅ, ᐃᖅᑲᓇᐃᔭᖅᑎᓗ ᓄᓇᕗᑦ ᑐᓐᖓᕕᒃᑯᓪᓗ ᑎᒥᖓᑦ ᐊᖏᖅᑲᑎᑏᓯᒪᓐᖏᑐᐊᖅᐸᑕ ᐊᓯᐊᒍᑦ, ᐅᓪᓗᕐᒥ ᑭᖑᓂᑦᓯᐊᖓᓂ ᓂᕈᐊᕐᓂᐅᑉ; ᐊᒻᒪᓗ

(b) ᐃᖅᑲᓇᐃᔭᖅᑎ ᐃᖅᑲᓇᐃᔭᒥᓂᒃ ᓄᖅᑲᖅᓯᒪᔪᖅ ᓂᕈᐊᕋᕐᓴᐅᓂᖅ ᐱᔾᔪᑎᒋᓪᓗᒍ ᐃᖅᑲᓇᐃᔭᖅᑎᑕᐅᒃᑲᓐᓂᕈᓐᓇᖅᑐᖅ ᐃᓱᒪᖅᓲᑎᒋᓗᓂᐅᒃ ᐊᐅᓚᑦᓱᔾᒪᓇᐅᑉ. ᐃᖅᑲᓇᐃᔭᒃᑲᓐᓂᕋᓱᐊᕈᑎᓂᒃ ᑐᓂᓯᓯᒪᒋᐊᓕᒃ ᑕᖅᑭᓕᒫᑉ ᐅᖓᑖᓂᐅᓐᖏᑦᑐᖅ ᓂᕈᐊᖅᑐᖅᑲᓚᐅᖅᑎᓪᓗᒍ.

(ᑭᖑᓪᓕᖅᐹᒥ ᐋᖅᑭᒋᐊᖅᑕᐅᔪᑦ 2009)