

**BRANTFORD POLICE SERVICES BOARD
POLICY #99-01**

Re: Code of Conduct

It is the policy of the Brantford Police Services Board that:

1. Board members shall:
 - a) attend and actively participate in all Board meetings.
 - b) not interfere with the Police Service's operational decisions and responsibilities or with the day-to-day operation of the Police Service, including the recruitment and promotion of police officers.
 - c) undergo training as may be provided or required for them by the Solicitor General.
 - d) keep confidential any information disclosed or discussed at meetings or parts of meetings of the Board that were closed to the public.
 - e) not purport to speak on behalf of the Board unless authorized by the Board to do so.
 - f) if they express disagreement with a decision of the Board, make it clear that they are expressing personal opinion.
 - g) discharge their duties loyally, faithfully, impartially, and according to the *Police Services Act*, and any other act, regulation, rule or bylaw, as provided in their oath or affirmation of office.
 - h) uphold the letter and spirit of the Code of Conduct herein set out and shall discharge their duties in a manner that will inspire public confidence in the abilities and integrity of the Board.
 - i) discharge their duties in a manner that respects the dignity of individuals, and in accordance with the *Human Rights Code* and the *Charter of Rights and Freedoms of Canada*.
 - j) not use their office to advance their interests or the interests of any person or organization with whom or with which they are associated.
 - k) not use their office to obtain employment with the Board or the Police Service for themselves or for their family members. "Family member"

means the parent, spouse or child of the Board member, as those terms are defined in section 1 of the *Municipal Conflict of Interest Act*.

2. Board members who apply for employment with the Police Service, including employment on contract or on free for service, shall immediately resign from the Board.
3. Board members shall refrain from engaging in conduct that would discredit or compromise the integrity of the Board or the Police Service.
4. Board members whose conduct or performance is being investigated or inquired into by the Ontario Civilian Commission on Police Services under section 25 of the *Police Services Act* shall decline to exercise their duties as members of the Board for the duration of the investigation or inquiry.
5. If the Board determines that a Board member has breached the Code of Conduct, the Board shall record that determination in meeting minutes and may:
 - a) require the member to appear before the Board and be reprimanded;
 - b) request that the Ministry of the Solicitor General and Correctional Services conduct an investigation into the member's conduct; or
 - c) request that the Ontario Civilian Commission on Police Services conduct an investigation into the member's conduct under section 25 of the *Police Services Act*.

PASSED – January 19, 1999