



**CANADA
PROVINCE OF QUEBEC
COUNTY OF ARGENTEUIL
MUNICIPALITY OF THE TOWNSHIP OF GORE**

BY-LAW NUMBER 174-5

**ENACTING THE CODE OF ETHICS AND GOOD CONDUCT
FOR ELECTED OFFICIALS OF THE MUNICIPALITY OF
THE TOWNSHIP OF GORE**

WHEREAS on February 7, 2022, the Municipality's Council adopted by-law number 174-4 enacting a Code of Ethics and Good Conduct for Elected Officials.

WHEREAS pursuant to section 13 of the Act respecting ethics and good conduct in municipal matters (CQLR, c. E-15.1.0.1, hereinafter: the "LEDMM"), every municipality must, before May 1 following any general election, adopt a revised code of ethics and good conduct that replaces the one in force, with or without modification.

WHEREAS a general election was held on November 2, 2025.

WHEREAS it is necessary to adopt a revised code of ethics and professional conduct for elected officials.

WHEREAS the formalities provided for in the LEDMM for the adoption of such a revised code have been respected.

WHEREAS the Mayor states that the purpose of this by-law is to set out the Municipality's core values in matters of ethics and the deontological rules that must guide the conduct of a person as a member of the council, a committee or a commission of the Municipality, or, in their capacity as a member of the Municipal council, member of another entity.

WHEREAS the Municipality, including the members of its council, explicitly adheres to the values of ethics and the rules of professional conduct set out in the LEDMM and in this Code;

WHEREAS ethics and deontology in municipal matters are essential in order to maintain the bond of trust between the Municipality and the citizens;

WHEREAS adherence to ethical principles and municipal deontological standards must remain a constant priority for Council members to ensure transparent, prudent, diligent, and integrity-driven management of the Municipality and its public funds;

WHEREAS by upholding the Municipality's ethical values and complying with the rules of professional conduct set out in this Code, each Council member can fully discharge their duties as an elected official, assume the responsibilities inherent to the role, and meet citizens' expectations.



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WHEREAS this Code establishes both obligations and guiding principles for the conduct of Council members, while allowing them to exercise judgment in light of the values it adheres to.

WHEREAS the purpose of this Code is to identify, prevent, and eliminate situations that could give rise to conflicts of interest.

WHEREAS any breach of the Code may result in serious consequences for the Municipality and the members of Council.

WHEREAS it is the responsibility of each member of Council to comply with this Code to ensure that they meet high standards of ethics and professional conduct in municipal matters.

CONSEQUENTLY,

IT IS MOVED BY: Councillor Robert Emblem

SECONDED BY: Councillor Sakina Khan

AND RESOLVED unanimously by Councillors (6):

THAT the by-law be adopted as follows:

ARTICLE 1: DECLARATORY AND INTERPRETATIVE PROVISIONS

1.1. The title of this by-law is "By-law number 174-5 enacting the Code of Ethics and Good Conduct for Elected Officials of the Municipality of the Township of Gore".

1.2. The preamble forms an integral part of this Code.

1.3. The Code does not override the laws and regulations governing the Municipality or, more broadly, the municipal sector. It is intended as a complementary framework that reinforces the obligations and general duties imposed on elected municipal officials by applicable statutes and regulations.

Accordingly, this Code must never be interpreted as permitting any departure from the provisions of those laws and regulations that apply to the Municipality, its elected officials, or the municipal domain as a whole.

ARTICLE 2: INTERPRETATION

2.1. This Code is to be interpreted in accordance with the principles and objectives contained in the LEDMM. The rules provided for in that Act are deemed to form an integral part of this Code and prevail over any conflicting provision contained herein.

2.2. For the purposes of this Code, unless the context indicates otherwise, the following terms mean:

Advantage: Whether pecuniary or non-pecuniary, any gift, favour, reward, service, gratification, hospitality, remuneration, gain, indemnity, privilege, preference, compensation, profit, advance, loan, reduction, discount, etc., constitutes a benefit.



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- Code:** By-law number 174-5 enacting the Code of Ethics and Good Conduct for Elected Officials of the Municipality of the Township of Gore.
- Council:** The Municipal Council of the Township of Gore.
- Good Conduct:** Refers to the set of rules and duties that govern the function, conduct and relationship of council members, and relations with municipal employees and the public.
- Ethics:** Refers to the set of moral principles that underpin the conduct of board members. Ethics takes into account the values of the Municipality.
- Personal interest:** Such an interest is linked to the elected official and is distinct from that of the community he or she represents.
- Council Member:** A person elected to the Municipality, a member of a committee or commission of the Municipality, or a member of the council of another municipal body, when serving in that capacity as a member of the Municipality's council.
- Municipality:** Municipality of the Township of Gore.
- Municipal body:** The council, any committee or commission:
 1. Of a body that the law declares to be mandatory or agent of the Municipality.
 2. Of a body whose council is composed mainly of members of the municipal council, whose budget is adopted by the Municipality, or whose funding is provided for more than half by the Municipality.
 3. Of a public body whose council is composed mainly of members of the councils of several municipalities.
 4. Of any other body designated by the Minister of Municipal Affairs and Housing.

ARTICLE 3: APPLICATION OF THE CODE

- 3.1. This Code, and in particular the rules set out herein, shall guide the conduct of every member of the Council.
- 3.2. Certain rules provided for in this Code also apply after the term of office of any person who has been a member of the Council.

ARTICLE 4: VALUES

- 4.1. The Municipality's core ethical values:
- 4.1.1. Integrity of Council Members
Integrity means demonstrating probity and honesty beyond any suspicion.
- 4.1.2. Honor Attached to the Duties of a Council Member
Honor requires remaining worthy of the responsibilities entrusted by citizens.



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4.1.3. Prudence in Pursuing the Public Interest

Prudence requires every Council member to assume their responsibilities regarding the public interest mission objectively and with discernment.

Prudence involves being well-informed, considering the consequences of one's actions, and examining alternative solutions.

The public interest means making decisions for the greater good of the community and not for private or personal interests to the detriment of the public interest.

4.1.4. Respect and Civility Toward Other Council Members, Municipal Employees, and Citizens

Generally, respect means treating all individuals with consideration and regard. Civility implies courtesy, politeness, and good manners.

4.1.5. Loyalty to the Municipality

Loyalty requires carrying out one's duties in the best interest of the Municipality, with objectivity and independence of mind. It involves setting aside personal interests and disclosing them transparently in accordance with applicable rules. Loyalty also means respecting decisions made by the Council.

4.1.6. Commitment to Fairness

Fairness means impartiality, objective and independent conduct, and consideration of everyone's rights. Fairness requires avoiding all forms of discrimination.

4.2. These values must guide Council members in assessing the deontological rules that apply to them.

4.3. When values are incorporated into Article 5 of this Code, they must not only guide the conduct of the Council member but also be respected and applied by that member.

ARTICLE 5: RULES OF CONDUCT AND PROHIBITIONS

5.1. The rules of conduct are intended to prevent:

5.1.1. Any situation where a Council member's personal interest could influence their independent judgment in the performance of their duties.

5.1.2. Favoritism, embezzlement, breach of trust, or other misconduct.

5.1.3. Any behavior that undermines the honor and dignity of the office of an elected municipal official.

5.2. Respect and Civility

5.2.1. A Council member must conduct themselves with respect and civility. It is prohibited for any Council member to behave disrespectfully or uncivilly toward other members of the municipal council, municipal employees, or citizens by using, in particular, words, writings, or gestures that are vexatious, disparaging, or intimidating, or any form of incivility of a vexatious nature.

Specifically, every Council member shall



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- a) Demonstrate civility and courtesy in all exchanges and communications, including those on the Web and social media;
- b) Respect the dignity and honor of other Council members, municipal employees, and citizens.
 - Every Council member must engage in frank and honest dialogue with other members of the Council to reach an informed decision.
 - All Council members must observe decorum at public or private meetings of the municipal council. In particular, the Council member must comply with the instructions of the chair of the meeting.
 - In communications with municipal employees, the Municipality's partners, citizens, the media, and the general public, a Council member may not use their position or title to imply that they are acting on behalf of the Municipality, except where a resolution to that effect has been duly adopted by the municipal council. This prohibition does not apply to the Mayor, who acts within the framework of the specific powers conferred on them by law.

5.2.2. The Council member must conduct themselves with honor.

- 5.2.2.1. It is prohibited for any Council member to engage in conduct that undermines the honor and dignity of the office of an elected municipal official.
- 5.2.2.2. Every Council member must take reasonable steps to attend public and private meetings of the municipal council. The same applies when representing the Municipality at various meetings or events.
- 5.2.2.3. It is prohibited for any Council member to incur an expense in contravention of the Act respecting the remuneration of elected municipal officers (CQLR, c. T-11.001) or to attempt to be reimbursed for such an expense.
- 5.2.2.4. In the context of travel and expenses that involve reimbursement by the Municipality, every Council member must limit costs as much as possible to what is reasonable under the circumstances.

5.2.3. Conflicts of interest

- 5.2.3.1. It is prohibited for any Council member to act, attempt to act, or fail to act in a manner that favors, in the performance of their duties, their personal interests or, in an improper way, those of any other person.
- 5.2.3.2. It is prohibited for any Council member to use their position to influence or attempt to influence another person's decision in a manner that favors their personal interests or, in an improper way, those of any other person.
- 5.2.3.3. It is prohibited for any Council member to contravene sections 304 and 361 of the Act respecting elections and referendums in municipalities (CQLR, c. E-2.2), subject to the exceptions provided in sections 305 and 362 of that Act.



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- 5.2.3.4. Every Council member must avoid knowingly placing themselves in a situation where they may have to choose between, on the one hand, their personal interest or that of another person and, on the other hand, that of the Municipality or another body when serving in their capacity as a Council member.
- 5.2.3.5. Every Council member must act with impartiality and fairness. They may not show favoritism, particularly toward the Municipality's suppliers.
- 5.2.3.6. Every Council member must remain independent-minded and exercise objective judgment without personal interest, in order to make the best decisions for the Municipality.
- 5.2.3.7. A Council member who becomes aware of a conflict of interest or is notified of one must take steps to end it as soon as possible from the time they become aware of it.
- 5.2.3.8. Every Council member must prevent and avoid situations in which they risk being unduly influenced regarding a decision that could favor their personal interest or, in an improper way, those of any other person.
- 5.2.3.9. Every Council member must always ensure that their activities other than those related to their role as an elected official do not conflict with the exercise of their municipal duties.
- 5.2.4. Receiving or Soliciting Benefits
- 5.2.4.1. No Council member shall solicit, elicit, accept, or receive any benefit for themselves or for any other person in exchange for taking a position on any matter that may be referred to the Council or to a committee or commission of which they are a member.
- 5.2.4.2. No Council member shall accept any gift, hospitality, or other benefit, regardless of value, that is offered by a supplier of goods or services or that may influence the member's independent judgment in the performance of their duties or compromise their integrity.
- 5.2.4.3. Any gift, hospitality, or other benefit received by a member of the municipal council that is not of a purely private nature or referred to in section 5.2.4.2 must, when its value exceeds \$200 (or a lower amount if provided by the Municipality), be declared in writing by that member to the clerk-treasurer of the Municipality within 30 days of its receipt. This declaration must include an adequate description of the gift, hospitality, or benefit received, and specify the name of the donor as well as the date and circumstances of its receipt.
- 5.2.4.4. When a Council member represents the Municipality at an event and receives a door prize or any other benefit without having personally paid any participation fee to obtain it, the Council member must remit it to the Municipality, which will decide how to use or dispose of it.



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- 5.2.5. The members of council must not use the resources of the municipality
- 5.2.5.1. It is prohibited for any Council member to use the resources of the Municipality or any other municipal body within the meaning of this Code for personal purposes or for purposes other than activities related to the performance of their duties. However, this prohibition does not apply when a Council member uses, on non-preferential terms, a resource that is generally available to citizens.
- 5.2.5.2. A Council member shall not permit a municipal employee or a third party to use the resources of the Municipality or any other municipal body related to the Municipality for personal purposes unless it is a service or activity that is generally offered by the Municipality.
- 5.2.5.3. It is prohibited for a Council member to embezzle, for their own benefit or for the benefit of a third party, any property or sum of money belonging to the Municipality.

5.2.6. Privileged information

- 5.2.6.1. No Council member shall use, disclose, or attempt to use or disclose, either during or after their term of office, any information obtained in the course of performing their duties that is not generally available to the public for the purpose of furthering their private interests or those of any other person.
- 5.2.6.2. No Council member shall use or disclose, for their own benefit or for the benefit of a third party, any inside information or information in their possession that would not otherwise be available or that the Council has not yet disclosed.
- 5.2.6.3. A Council member may not disclose in any way, directly or indirectly, the opinion expressed in a private meeting by another Council member or any other person participating in the meeting.
- 5.2.6.4. All Council members must exercise caution in their communications, including on the Web and social media, to avoid directly or indirectly disclosing privileged or non-public information.

For the purposes of this section, and without limiting the generality of the foregoing, the following are considered privileged information and non-public data, among others but not exclusively: documents and information that cannot be disclosed or whose confidentiality must be ensured under the Act respecting Access to documents held by public bodies and the Protection of personal information (CQLR, c. A-2.1), discussions held during private meetings, and anything protected by professional secrecy, unless the Municipality has expressly waived such secrecy.

5.2.7. Post-mandate

- 5.2.7.1. It is prohibited for any Council member, within twelve (12) months following the end of their term, to hold a position as a director or officer of a legal entity, an employment, or any other function in such a way that they or any other person derives an undue advantage from their former duties as a member of the Municipality's council.



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5.2.8. Announcement at a Political Fundraising Event

5.2.8.1. It is prohibited for any Council member to announce, during a political fundraising activity, the completion of a project, the signing of a contract, or the granting of a subsidy by the Municipality, unless a final decision regarding that project, contract, or subsidy has already been made by the competent authority of the Municipality.

5.2.9. Interference

5.2.9.1. A Council member may not interfere in the day-to-day administration of the Municipality or give instructions to municipal employees, except when a decision is being made in a public session of the municipal council. In such cases, directives are implemented by the general management with municipal employees.

It is understood that a Council member who is part of a committee or commission formed by the municipal council, or who is mandated by the municipal council to represent the Municipality on a specific matter, may need to collaborate with the general management and municipal employees. This collaboration is limited to the mandate assigned by the municipal council.

Under no circumstances may this provision be applied or interpreted in a way that limits the Mayor's right of supervision, investigation, and control as provided by law.

5.2.9.2. Every Council member must forward any complaints they receive to the Municipality's Director General, who will ensure appropriate follow-up. If the complaints concern the Director General, they must be referred to the Mayor.

ARTICLE 6: ENFORCEMENT, CONTROL AND SANCTIONS

6.1. The enforcement and control mechanisms for this Code are those provided for in the LEDMM.

6.2. A breach of any rule set out in this Code by a member of the Municipality's council may result in the imposition of the sanctions provided for in the LEDMM, namely:

6.2.1. A reprimand.

6.2.2. Mandatory participation in training on ethics and deontology in municipal matters, at the expense of the Council member, within the time prescribed by the Commission municipale du Québec;

6.2.3. The surrender to the Municipality, within 30 days of the decision of the Commission municipale du Québec:

a. The gift, hospitality, or benefit received, or its value;

b. Any profit obtained in contravention of a rule set out in this Code.

6.2.4. Reimbursement of any remuneration, allowance, or other sum received, for the period determined by the Commission, as a member of a council, committee, or commission of the Municipality or of a body;

6.2.5. A penalty of up to \$4,000, payable to the Municipality;



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6.2.6. Suspension of the Council member for a period not exceeding 90 days, which may take effect beyond the day on which the member's term ends if they are re-elected in an election held during the suspension and the suspension has not ended on the day the new term begins.

When a Council member is suspended, they may not perform any function related to their office as mayor or councillor and, in particular, may not sit on any council, committee, or commission of the Municipality or, in their capacity as a member of the Municipality's council, of any other body, nor receive any remuneration, allowance, or any other sum from the Municipality or such a body.

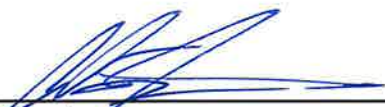
ARTICLE 7: REPLACEMENT

7.1. This by-law replaces By-law number 174-4, Code of Ethics and Good Conduct for Elected Officials of the Municipality of the Township of Gore, adopted on February 7, 2022.

7.2. Any mention or reference to a code of ethics and good conduct for elected officials, whether in a by-law, resolution, policy, contract, etc., shall be deemed to refer to this by-law.

ARTICLE 8: COMING INTO FORCE

8.1. This by-law shall enter into force in accordance with the law.



Alain Giroux,
Mayor



Sarah Channell,
Clerk-Treasurer

Notice of Motion:	2026-01-12
Draft regulations (submission and tabling):	2026-01-12
Public Notice:	2026-01-13
Adoption of the by-law:	2026-02-02
Notice of Promulgation :	2026-02-04
Coming into force:	2026-02-04
Transmission to the MAMH:	2026-02-18



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