

**A Better Calgary Association**  
**Constitutional Document 5 (Code of Conduct)**

Current as of February 21<sup>st</sup>, 2026.

Last amended at the February 21<sup>st</sup>, 2026 Annual General Meeting



## **Article 1. PREAMBLE**

- 1.1. The objective of this Code of Conduct is to uphold all the rules and general good conduct of the Party Members, while equally abiding by and respecting all Applicable Laws.
- 1.2. This Code of Conduct serves as the standard of ethical behavior.

## **Article 2. DEFINITIONS**

- 2.1. In this document, capitalized terms shall have the meaning given to them in the Bylaws unless otherwise stipulated. In this document the following terms are defined as follows:
  - 2.1.1. “Applicant” has the same meaning as in the Candidate Selection Rules and Procedures;
  - 2.1.2. “Nomination Contestant” has the same meaning as in the Candidate Selection Rules and Procedures;
  - 2.1.3. “Conflict of Interest” means a circumstance where a person’s personal, financial, or business interests and use of influence are potentially or actually in conflict with that person’s obligations to the Party according to his or her Party role; and
  - 2.1.4. “Party Representatives” means all members of the Party Board, Standing Committees and Special Committees, and Ward Association Boards, and Applicants, Nomination Contestants, Council Candidates, Mayoral Candidate, Elected Councillors, Elected Mayor, Party employees, and material contractors of the Party.

## **Article 3. GENERAL CONDUCT**

- 3.1. Party Representatives have a duty to:
  - 3.1.1. Act in an honest manner, in good faith, with the best interests of the Party put at the forefront;
  - 3.1.2. Act with integrity in managing their personal behavior, duties, and representing the Party;
  - 3.1.3. Uphold all rules and the code of conduct of the Party, while equally abiding by and respecting the Applicable Laws;
  - 3.1.4. Always act with honesty and probity and in a manner which upholds and protects the principles, reputation, values, and expected conduct of the Party;

- 3.1.5. Avoid engaging in conduct that may be perceived as a Conflict of Interest either apparent or real, or the improper use of the influence of their office;
- 3.1.6. Avoid using their position to bully, victimize, abuse, harass, or discriminate against others;
- 3.1.7. Perform all duties in office in a manner that promotes Members' confidence by upholding the letter and spirit of the Party principles, Bylaws, rules, and procedures; and
- 3.1.8. Not use, or disclose any confidential information obtained from the Party during the course of the performance of their duties to the Party, a nomination, or otherwise, unless explicitly permitted to do so.

**Article 4. CONFLICTS OF INTEREST**

- 4.1. Party Representatives must:
  - 4.1.1. Proactively disclose to the Party's Executive Director any perceived, potential, or actual Conflicts of Interest and avoid any situation which may create a conflict between their duties towards the Party and their private interest or the private interests of a family member, relative, partner, client, or employer; and
  - 4.1.2. In the case of voting at a meeting, immediately declare potential conflicts of interest in advance of the meeting, or during the meeting for matters arising, and recuse him/herself from the meeting until discussions on the conflicting topic have ceased.

**Article 5. CODE OF CONDUCT BREACHES AND ENFORCEMENT**

- 5.1. If a Party Representative voluntarily discloses a breach of this Code of Conduct, whether accidental or not, to the Party's Executive Director, the voluntary nature of this disclosure will be taken into consideration during any and all investigation.
- 5.2. Any conduct that a Member of the Party reasonably believes is a breach of the Code of Conduct shall be reported in writing to the Executive Director, who shall determine:
  - 5.2.1. whether the conduct complained of, if true, would constitute a breach of the Code of Conduct; and
  - 5.2.2. whether there is sufficient evidence to warrant an investigation that the Code of Conduct has been breached.

- 5.3. The Executive Director shall summarily dismiss a report that is determined to be trivial or without merit, responding in writing with the reasons for dismissing the report. If the complaining Member wishes to appeal against the dismissal, the Executive Director shall, upon receiving the request for an appeal, refer the matter to the Arbitration Committee. The appeal shall be dealt with by the Arbitration Committee, pursuant to the dispute resolution process provided for in Article 10 of the Bylaws.
- 5.4. Where the Executive Director makes a determination that a complaint merits adjudication, the Executive Director shall provide a written summary to the Party Board, with all documents related to the matter. The Party Board shall then refer the matter to the Arbitration Committee, which shall address the matter pursuant to the dispute resolution process provided for in Article 10 of the Bylaws.
- 5.5. Where there is an allegation that the Executive Director has breached the Code of Conduct, the responsibilities of the Executive Director under the Code of Conduct shall be exercised by the President of the Party Board, who shall not be a member of the Arbitration Committee.
- 5.6. The Arbitration Committee shall determine if a breach of the Code of Conduct has occurred, and if so:
  - 5.6.1. provide advice and direction to the person in breach;
  - 5.6.2. reprimand the person in breach;
  - 5.6.3. censure the person in breach;
  - 5.6.4. suspend the membership of the person in breach for up to one (1) year; or
  - 5.6.5. revoke the membership of the person in breach.
- 5.7. In addition to the remedies listed above, the Arbitration Committee shall also consider the claimant's request for remedies due to the breach.
- 5.8. A person whose membership has been suspended or revoked shall not:
  - 5.8.1. serve in any position of the Party;
  - 5.8.2. serve on any Party Board or Committee;
  - 5.8.3. serve or run as a Nomination Contestant;
  - 5.8.4. serve or run as a Council Candidate or Mayoral Candidate;
  - 5.8.5. serve on WA Board or a WA Board committee; or
  - 5.8.6. volunteer for the Party.