

22

## EXHIBITION PLACE

October 17, 2000

To: The Board of Governors of Exhibition Place

From: Dianne Young  
General Manager & CEO

Subject: **Employee Participation in Municipal Election Campaigns Policy**

### **Recommendation:**

**It is recommended that the Board receive this report for information.**

### **Background:**

At its meeting of August, 2000, City Council adopted a policy relating to the participation of City employees in municipal election campaigns and requested that all City Agencies, Boards and Commissions develop a similar policy for its employees.

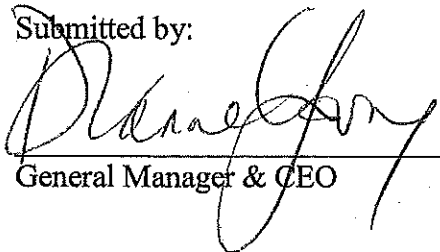
### **Discussion:**

Attached for the information of the Board is a copy of the policy entitled "Employee Participation in Municipal Election Campaigns" which is the same as the policy adopted by City Council and was implemented for employees of Exhibition Place effective September 26, 2000.

### **Conclusion:**

This report updates the Board on Exhibition Place's policy entitled "Employee Participation in Municipal Election Campaigns".

Submitted by:



General Manager & CEO



---

**T**he purpose of this policy is to maintain the neutrality of the public service. Employees must ensure that any involvement in a municipal election campaign does not adversely affect their ability to perform their duties as employees of the Board of Governors of Exhibition Place (the "Board"). Restrictions address the need for employees to be and appear impartial.

### **Policy Application**

This policy applies to all Board of Governors of Exhibition Place employees.

### **Conditions**

No employee may canvass or work in support of a municipal candidate during working hours. Working hours does not include vacation/lieu time or time on leaves of absence.

The following staff should not take part in municipal campaign activities:

- General Manager & Chief Executive Officer and General Managers;
- Directors, Corporate Secretariat and other staff in positions of influence regarding programs and services who have direct contact with Members of Council or the Board; and
- Staff in direct contact with Members of Council or the Board in the operation of Council and Standing Committees;

Staff in the above mentioned restricted groups are not prohibited from voting or attending all candidates meetings.

All other employees are not restricted from engaging in campaign activities outside working hours.

---

Staff who are working on behalf of a municipal candidate may not use any of the Board's resources (e.g., office equipment, supplies, etc.) for campaigning activities at any time before or during the election.

No employee shall wear his/her uniform while campaigning for a municipal candidate or use their title or position with the Board in a way that would lead a member of the public to infer that the Board is endorsing the candidate.

No employee shall wear clothing or buttons that advertise any candidate at work.

**Implementation**

If employees are unsure about the appropriateness of their participation in election activities they should consult Human Resources for clarification.

**References**

City of Toronto 'Employee Participation in Municipal Election Campaigns' policy, August, 2000.

**Date Issued**

September 26, 2000

**Approved By**

General Manager and Chief Executive Officer, The Board of Governors of Exhibition Place.

