

Policy Number 1.1
Title General Executive Constraint
Section 1: Executive Limitations
Effective Date October 27, 2004
Reviewed & Approved: October 28, 2015 Board Meeting



The Chief Executive Officer (CEO) shall not cause or allow any practice, activity, decision or organizational circumstance which is either imprudent or in violation of commonly accepted business and professional ethics, the **Public Libraries Act, RSO 1990, c.P.44**, other relevant statutes or contractual agreements, including the current intermunicipal agreement that the Board has made. The CEO shall take every care to enhance, and not to compromise in any way, the public image, credibility or integrity of the Cobourg Public Library and its Board.

Legislation of the Federal, Ontario and Municipal governments that govern libraries in Ontario include:

Federal Statutes:

Canada Pension Plan
Canadian Charter of Rights and Freedoms
Copyright Act
Criminal Code
Employment Insurance Act
Excise Tax Act
Income Tax Act

Ontario Statutes:

Accessibility for Ontarians with Disabilities Act	Occupational Health and Safety Act
Corporations Act	Occupiers' Liability Act
Employer Health Tax Act	Ontario Municipal Employees Retirement System Act
Employment Standards Act	Pay Equity Act
Human Rights Code	Pension Benefits Act
Labour Relations Act	Public Libraries Act
Municipal Act	Retail Sales Act
Municipal Affairs Act	Workplace Safety and Insurance Act
Municipal Conflict of Interest Act	
Municipal Freedom of Information and Protection of Privacy Act	

Municipal By-Laws