

LEADERSHIP CONTESTANTS CODE OF CONDUCT

CODE OF CONDUCT

To Whom Does this Code Apply?

This Code applies to Leadership Contestants engaged in the 2025 Liberal Party of Canada Leadership Contest.

What are Liberal Party of Canada Shared Principles?

The Liberal Party of Canada upholds the shared principles of integrity, dignity, compassion, responsibility and reason in all of our operations and interactions in furtherance of the objectives set out in the Party's Constitution. We comply with all laws and hold ourselves to the highest ethical standards. Our conduct demonstrates respect and consideration for others in carrying out our responsibilities.

EXPECTED CONDUCT AND RESPECTFUL WORKPLACE POLICY

Expected Conduct

The Liberal Party of Canada is committed to providing a safe, respectful and welcoming environment for all, regardless of race, national or ethnic origin, colour, religion, sex, gender identity or expression, sexual orientation, age or mental or physical disability.

An individual's dignity and human rights must always be respected. This means being considerate, respectful, collaborative, and refraining from intimidating, harassing, abusive, discriminatory, derogatory or demeaning conduct. If you witness inappropriate conduct, you should report it to the Chief Electoral Officer. If the Chief Electoral Officer is involved, you should report any such behaviour to the National Director.

Respectful Workplace Policy

The Liberal Party of Canada will take all reasonable precautions to prevent harassment in our workplaces. Any concerns or complaints about harassment will be taken seriously and handled in a confidential, impartial, and fair manner, in accordance with the procedures set out in the [LPC Respectful Workplace Policy](#).

Additional resources and training on the Party's anti-discrimination and harassment policy be found at <https://liberal.ca/safe-campaigns/>.

PROTECTING THE PARTY'S ASSETS

Leadership Contestants have an obligation to protect the Party's tangible and intangible assets and resources and to use them only for Party business unless otherwise approved. Examples of intangible assets include donor lists, confidential information, political strategies and other proprietary information. Loss of these assets through theft, negligence or waste can be detrimental to the Party's interests.

MAINTAINING PROPER BOOKS AND RECORDS

Leadership Contestants shall maintain proper internal controls and books and records in sufficient detail and with proper supporting documentation and produce publicly available financial statements in accordance with generally accepted accounting principles and in accordance with any requirements by Elections Canada, the Canada Revenue Agency, or any other applicable regulatory authority.

RESPECTING THE CANADA ELECTIONS ACT

Leadership Contestants are bound by the provisions of the *Canada Elections Act*, and are expected to respect the Opinions, Guidelines and Interpretation notes published from time to time by Elections Canada posted at www.elections.ca.

Contributions (Monetary and Non-Monetary)

Leadership Contestants must familiarize themselves with donor limits and eligibility rules applicable at the time of the contribution.

Leadership Contestants are permitted to accept contributions from individuals who are Canadian citizens or Permanent Residents in accordance with the applicable annual limits posted on the Elections Canada website: www.elections.ca. You cannot accept contributions from corporations, unions, or other groups.

Nonmonetary or in-kind contributions from persons who would otherwise have charged for their goods or services should be included, at fair market value, in an individual's annual contribution limit.

Campaign Obligations

Leadership Contestants and persons working on them must familiarize themselves with the financial obligations outlined in Elections Canada's *Political Financing Handbook for Leadership Contestants and Financial Agents* available on Elections Canada website at www.elections.ca.

RESPECTING PERSONAL AND CONFIDENTIAL INFORMATION

What is Personal Information?

Personal information is any information that alone, or in combination with other information, is susceptible of identifying an individual (as opposed to a business, for example). It includes information that is publicly available.

Some examples of personal information include but are not limited to: a person's name; gender; phone number; email or other type of address; a person's image or recording of their voice.

How Do We Treat Personal Information?

All personal information obtained must be treated as confidential and used only for the purposes for which it was collected. These purposes are described in the Liberal Party of Canada *Privacy Policy*, available at www.liberal.ca/privacy.

The personal information held by the Party should not be disclosed to anyone whose functions do not require it. This means physically securing paper documents when necessary and, in the case of electronic documents, restricting access by the use of passwords or through defined system access rights or encryption.

Leadership Contestants with access to Liberalist, the Party's voter contact management program, must adhere to the terms and conditions of the Liberalist User Agreement as well as the Rules Governing the Distribution and Use of the National Voters List.

COMMUNICATIONS AMONG LEADERSHIP CONTESTANTS WITH THE BROADER COMMUNITY

All communications must respect the Party's shared principles stated at the beginning of this Code. The tone should be respectful and profanity-free, avoid colourful or foul language, guesswork, legal conclusions, derogatory remarks or characterizations of people.

All communications should be clear, truthful and accurate.

Leadership Contestants should not act in a way or make any statement in any media, including social media or networking sites, that is susceptible of adversely affecting the reputation or image of the LPC in the community at large.

No one may represent themselves as official spokespeople of the Liberal Party of Canada unless they have been so authorized.

CONFLICTS OF INTEREST

Leadership Contestants have a responsibility to avoid real or perceived conflicts of interest and, where conflicts exist, to appropriately disclose them.

A conflict of interest occurs when an individual's personal interest or that of a related party conflicts – or appears to conflict – with their ability to carry out their obligations to the Party objectively, impartially and effectively.

Real or perceived conflicts of interest should be disclosed to the Chief Electoral Officer so that appropriate steps may be taken to resolve or mitigate the conflict.

Reporting Violations

It is important for Leadership Contestant campaigns to report in good faith any violations of this Code. All complaints will be taken seriously and promptly investigated. You may report any such violations either directly or anonymously.

There shall be no reprisals for any reports of violations, or suspected violations of the LPC shared principles or this Code made in good faith.

Complaints should be made to the Chief Electoral Officer or, if the Chief Electoral Officer is involved, to the National Director. The Chief Electoral Officer or National Director can be contacted through the LPC complaint hotline: 1-844-689-1737, whose representatives will

ensure that your complaint is forwarded to either the Chief Electoral Officer or the National Director for consideration.

Should you feel uncomfortable with being identified in a formal complaint process, you may make an anonymous complaint by contacting the same complaint hotline: 1-844-689-1737. This is a direct line to an independent third party who will take your complaint anonymously and ensure that the facts submitted are appropriately investigated.