

LEADERSHIP VOTE RULES

1. INTRODUCTION

1.1 Definitions

1.1.1 For the purposes of the 2025 Leadership Vote Rules (the “**Rules**”), the following terms have the following meanings:

- i. “**Canada Elections Act**” means the *Canada Elections Act*, S.C. 2000, c. 9, as amended;
- ii. “**Chief Electoral Officer**” means the person appointed under section 46(f) of the Constitution of the Liberal Party of Canada (“**Party**”), as adopted May 28, 2016, and as amended at the Liberal National Convention on April 11, 2021 (the “**Constitution**”);
- iii. “**Deputy Chief Electoral Officer**” means a deputy appointed by the Leadership Vote Committee, on the recommendation of the Chief Electoral Officer, pursuant to paragraph 1.5.3(i) below;
- iv. “**Leadership Contestant**” means a person accepted by the Party as a leadership contestant under the National Leadership Rules Bylaw passed on January 9, 2025 (the “**Bylaw**”), who is registered as a “leadership contestant” pursuant to section 478.3(3) of the *Canada Elections Act* and who has not been disqualified under the Bylaw;
- v. “**Leadership Contestant's Chief Agent**” means an individual appointed in writing in a form prescribed by the Chief Electoral Officer by a prospective leadership contestant delivered as contemplated hereunder or by a Leadership Contestant delivered to the Chief Electoral Officer;
- vi. “**Leadership Expenses Committee**” means the committee established for the Leadership Vote under section 44(d)(iii) of the Constitution;
- vii. “**Leadership Expense Rules**” means the rules adopted by the Leadership Expenses Committee under section 44(e)(iii) of the Constitution;
- viii. “**Leadership Vote**” has the meaning assigned in section 44(a) of the Constitution;
- ix. “**Leadership Vote Committee**” means the committee established for the Leadership Vote under section 44(d)(iv) of the Constitution;
- x. “**National Board**” and “**National Board of Directors**” means the National Board of Directors of the Liberal Party of Canada constituted under the Constitution;

- xi. **“National Management Committee”** means the National Management Committee of the Liberal Party of Canada constituted under the Constitution;
- xii. **“National Voters List”** means the list of Registered Liberals eligible to vote in the Leadership Vote;
- xiii. **“Party”** means the Liberal Party of Canada;
- xiv. **“Permanent Appeals Committee”** means the Permanent Appeals Committee of the Liberal Party of Canada constituted under the Constitution;
- xv. **“Polling Station”** means a physical location for voting approved in accordance with the Bylaw;
- xvi. **“Regional Returning Officer”** means a person appointed under paragraph 1.5.3(iii) below;
- xvii. **“Returning Officer”** means, as the context requires, a Regional Returning Officer, or a local or deputy returning officer but does not include the Chief Electoral Officer or the Deputy Chief Electoral Officer.

1.1.2 Capitalized terms used but not otherwise defined herein shall have the meaning given to them in the Constitution and/or the Bylaw.

1.2 Application

1.2.1 These Rules are made pursuant to:

- i. Section 44(f) of the Constitution; and
- ii. the Bylaw (as defined above), which shall prevail over these Leadership Vote Rules to the extent of any inconsistency.

1.2.2 These Rules shall be interpreted and applied in a fair, reasonable and equitable manner, having regard to all circumstances, and in the best interests of the Party, Registered Liberals and Liberal voters.

1.2.3 These Rules will operate without discrimination on the basis of race, national or ethnic origin, colour, religion, sex, gender identity or expression, sexual orientation, age or mental or physical disability.

1.3 Leadership Vote

1.3.1 The date of the Leadership Vote is set at March 9, 2025.

1.3.2 The Leadership Vote is a direct vote of all Registered Liberals who have a right to vote on the Leadership Vote weighted equally for each electoral district in Canada, in accordance with section 46 of the Constitution.

- 1.3.3 Every Registered Liberal who is a Canadian citizen, permanent resident, or has status under the *Indian Act* (and in each case ordinarily resides in Canada) has the right to vote on the Leadership Vote, if that Registered Liberal has been a Registered Liberal for the 41 days immediately preceding the day of the Leadership Vote and complies with the registration procedures established by the Leadership Vote Committee.

1.4 Leadership Vote Committee

- 1.4.1 The Leadership Vote Committee was appointed on January 9, 2025, and pursuant to section 44(d)(iv) of the Constitution. It is responsible to plan, organize and carry out the Leadership Vote, pursuant to section 44(f) of the Constitution.
- 1.4.2 The Leadership Vote Committee passed these Rules on January 14, 2025. The Leadership Vote Committee may amend these Rules or issue further rules or procedures from time to time, as it deems necessary to conduct an open, fair and transparent Leadership Vote election process.
- 1.4.3 The Leadership Vote Committee may appoint officials as it determines necessary to conduct the Leadership Vote and may delegate in writing to them the authority to apply or interpret these Rules and any other rules, regulations or procedures relating to the Leadership Vote, including one or more Deputy Chief Electoral Officers with a view to the principles of language, gender and regional representation.
- 1.4.4 The Leadership Vote Committee and the National Board jointly appointed Beatrice Keleher-Raffoul as Chief Electoral Officer on January 10, 2025.

1.5 Chief Electoral Officer

- 1.5.1 The Chief Electoral Officer is responsible to make all arrangements for the conduct of the balloting on the Leadership Vote.
- 1.5.2 The Chief Electoral Officer must act independently of the National Board and each of the Leadership Contestants.
- 1.5.3 The Chief Electoral Officer has the power to:
- i. Recommend to the Leadership Vote Committee the appointment of one or more Deputy Chief Electoral Officers to the Leadership Vote Committee;
 - ii. Appoint Regional Returning Officers, local returning officers and deputy returning officers;
 - iii. Delegate any portion of his or her authority hereunder to any Deputy Chief Electoral Officer, Regional Returning Officer, local returning officer or deputy returning officer, or other such officials;
 - iv. Make rules, give directions, issue guidance, issue interpretation bulletins, make rulings, overrule delegated officials, and otherwise make determinations and resolve issues relating to the Leadership Vote,

including giving instructions to delegated officials, provided that wherever possible as a matter of due process the Chief Electoral Officer will, in making a determination or ruling, provide affected Leadership Contestants with an opportunity to respond;

- v. Hold regular meetings of Leadership Contestants and their agents, including each of the National Director, the National President, and the co-chairs (or a delegate) of each of the Leadership Vote Committee and the Leadership Expenses Committee;
- vi. Prescribe the form of the ballot;
- vii. Direct the translation of materials by Party staff;
- viii. Direct the publication of materials on the Party website;
- ix. In consultation with the National Director, give direction to Party staff with respect to the administration of the list of Registered Liberals (including the provision of access to such list promptly following the approval of a Leadership Contestant's application and the payment of the second deposit (the non-refundable deposit) established by the Leadership Expense Rules);
- x. Make recommendations to the Leadership Vote Committee and the Leadership Expenses Committee with respect to the sanctioning or disqualification of Leadership Contestants;
- xi. Incur expenses, within the budget provided by the Leadership Vote Committee, for the administration of the Leadership Vote; and
- xii. Do such other things as are necessary and incidental to the foregoing.

1.5.4 The Chief Electoral Officer will certify the list of eligible names of eligible voters for each electoral district in Canada and, if applicable, provide each in-person polling station with the appropriate list and approved ballots.

1.5.5 The Chief Electoral Officer will adjudicate and have the final authority to determine all question or disputes over accreditation, voter registration and the right to vote on the Leadership Vote.

1.6 Deputy Chief Electoral Officer(s)

1.6.1 Deputy Chief Electoral Officer(s) have the power to do anything that has been delegated to them by the Chief Electoral Officer.

1.7 Regional Returning Officers, local returning officers and deputy returning officers

1.7.1 Regional Returning Officers have the power to do anything that has been delegated to them by the Chief Electoral Officer in respect of in person balloting, if any, mail balloting or electronic or telephone balloting.

- 1.7.2 Regional Returning Officers, local returning officers and deputy returning officers shall preside over the in-person Leadership Vote process, if any, including registration, voting, vote counting and communication with the Chief Electoral Officer and Deputy Chief Electoral Officer(s).

1.8 Dispute Resolution

- 1.8.1 All disputes relating to the Leadership Vote should be raised with the Chief Electoral Officer.
- 1.8.2 Any determination by the Chief Electoral Officer hereunder shall be final, absent only an appeal to the Permanent Appeals Committee within the rules set out thereby or otherwise applicable thereto.

2. REGISTERED LIBERALS

2.1 Eligibility to Vote

- 2.1.1 To vote in the Leadership Vote, a person must be a Registered Liberal as of 5 p.m. Eastern Time on January 27, 2025 (the “**Cut-off Date**”).
- 2.1.2 The criteria to register as a Registered Liberal include:
- i. being 14 years of age; and
 - ii. a Canadian citizen, permanent resident, or person with status under the *Indian Act*.
- 2.1.3 No Registered Liberal is required to pay any fee in order to be eligible to cast a ballot in the Leadership Vote.
- 2.1.4 No Registered Liberal who is not a Canadian citizen, permanent resident, or person with status under the *Indian Act*, will be entitled to register to vote in the Leadership Vote.
- 2.1.5 Registration procedures for the Leadership Vote will be published on the Party website at least 27 days before the day of the Leadership Vote. Such registration procedures may include an online identification verification tool prescribed by the Leadership Vote Committee.

2.2 Residency

- 2.2.1 Each Registered Liberal's vote shall count for the electoral district in which the Registered Liberal's place of residence is located. If a Registered Liberal has moved to an electoral district other than the electoral district in which they reside, they may update their registration to reflect the new address in accordance with Section 2.4.1. At the time of registration to vote, the identification used by a Registered Liberal must have an address that matches the address on record with the Party.

- 2.2.2 The National Voters List shall state the electoral district in which Registered Liberal is entitled to vote and, unless changed or challenged in accordance with these Rules, the national voters list shall be determinative of the issue of residence.

2.3 National Voters List

- 2.3.1 The Chief Electoral Officer will have the discretion, subject to the oversight of the Leadership Vote Committee, to take whatever steps are necessary to ensure the accuracy of the National Voters List. Verification programs may be random or as otherwise determined by the Chief Electoral Officer. Verification by the Chief Electoral Officer of Registered Liberal status, eligibility to vote, and accuracy of information may take place at any time.
- 2.3.2 If applicable the Chief Electoral Officer will send to each Regional Returning Officer, a portion of the National Voters List for the applicable electoral districts under their jurisdiction.
- 2.3.3 The Leadership Vote Committee must produce the Nomination Form to a prospective Leadership Contestant upon request.
- 2.3.4 The Chief Electoral Officer may establish procedures and rules regarding the distribution of the National Voters List and regarding limits on communications by Leadership Contestants with persons on the National Voters List.

2.4 Changes Related to Residence

- 2.4.1 Any request for a change of a Registered Liberal's electoral district must be made in writing and received by the Chief Electoral Officer along with any supporting documentation no later than 5:00 pm Eastern Time on February 5, 2025 or such later date as the Chief Electoral Officer shall prescribe.
- 2.4.2 The Chief Electoral Officer or their designate shall have the absolute discretion to substitute in a requested alternative electoral district or leave the member's electoral district as entered on the National Voters List unchanged.
- 2.4.3 Any Registered Liberal who has multiple addresses listed on the National Voters List will only be eligible to vote in the electoral district in which their residential address (as shown on their identification) is located. Such determination may be made by the Chief Electoral Officer on or before the date of the Leadership Vote.

2.5 Challenges

- 2.5.1 If any party wishes to challenge any person's right to vote in the Leadership Vote, they shall do so in writing to the Chief Electoral Officer not later than 12 p.m. Eastern Time on February 5, 2025, and for each person so challenged give reasons for the challenge based on the rules set out herein. The Chief Electoral Officer may reject any such challenge in advance of the Leadership Vote. Any such challenge not so decided will be determined by the Chief Electoral Officer at the date of the Leadership Vote.

- 2.5.2 All rulings of the Chief Electoral Officer regarding challenges made under this rule shall be final.

3. CANDIDATES

3.1 Requirements of Candidacy

- 3.1.1 To be eligible for election as Leader, a person must, by not later than 5:00 PM on January 23, 2025, meet each of the following requirements:

(a) be a Registered Liberal;

(b) be eligible to be a candidate in an election of a member to serve in the House of Commons under the *Canada Elections Act*;

(c) deliver to the National President, a written nomination (which may be in one or more counterparts) signed by at least 300 Registered Liberals including at least 100 Registered Liberals of the Party from each of three different provinces or territories; and

(d) provide to the President or their designate, an undertaking in writing that:

- i. they agree to be bound by the Constitution, the Bylaw and all other bylaws made by the National Board, the “Code of Conduct” established by the Leadership Vote Committee, the LPC Respectful Workplace Policy, these Leadership Vote Rules and the Leadership Expense Rules;
- ii. they will submit all disputes concerning any matter relating to the selection of the Leader and the Leadership Vote and the construction or application of the National Constitution, the Bylaw and other Party bylaws, these Leadership Vote Rules and the Leadership Expense Rules to the Permanent Appeals Committee, and undertake both to abide by the rules of procedure of that Committee and by any order or decision of the Permanent Appeals Committee without recourse to any other court or adjudicative body whatsoever and expressly waive any right they may otherwise have to apply to any court in Canada concerning any dispute or issue arising out of any such matter;
- iii. they will refrain from public criticism of the Leadership Vote process and Party officials and agents administering the Leadership Vote process;
- iv. they will support the ultimately successful Leadership Contestant; and
- v. they have reviewed the rules applicable to Leadership Contestants under the *Canada Elections Act* and have otherwise complied with the bylaws made by the National Board and the Leadership Expense Rules and with the *Canada Elections Act*.

- (e) pay such deposits or other amounts as are prescribed by the Leadership Expense Rule; and
- (f) deliver to the Chief Electoral Officer:
- i. a fully and frankly completed questionnaire in a form prescribed by the Chief Electoral Officer;
 - ii. an application for registration as a leadership contestant as contemplated by section 478.3(1), *Canada Elections Act*, fully completed in all particulars (except the declaration signed by the chief agent of the Liberal Party of Canada certifying that the Party accepts the applicant as a leadership contestant), all accompanying documents as set out in section 478.3(2) of the *Canada Elections Act*, and a written direction authorizing the Party to submit the application and the accompanying documents to the Chief Electoral Officer if the Party accepts the applicant as a leadership contestant;
 - iii. an appointment in writing in a form prescribed by the Chief Electoral Officer designating the chief agent of the Leadership Contestant, being a person who may speak on behalf of the Leadership Contestant to party officials, and who may delegate other persons for these purposes; and
 - iv. give such further undertakings in writing as may be required by the Leadership Vote Committee from time to time.
- 3.1.2 The National President, the National Director, co-chairs of the Leadership Vote Committee, co-chairs of the Leadership Expenses Committee, and the Chief Electoral Officer (the “**Reviewers**”) will each review each application for registration, with such assistance from Party staff as required. In conducting such review, the Leadership Vote Committee may order background check(s) as it considers appropriate.
- 3.1.3 The Reviewers will within 10 days of receipt of an application for Leadership Contestant, approve the application and notify the Chief Electoral Officer accordingly, unless a prospective Leadership Contestant has failed, in the sole and unfettered discretion of the Reviewers, to satisfy the mandatory criteria of the Bylaw, or has demonstrated manifest unfitness for the office of Leader of the Party.
- 3.1.4 In the event that a majority of the Reviewers determine that a prospective candidate has not satisfied the mandatory criteria of the Bylaw or has demonstrated he or she is unfit for the office of Leader of the Party, they shall advise such Leadership Contestant of their reasons, and shall consider any response the Leadership Contestant may have in making a final determination of eligibility.
- 3.1.5 If the documents delivered by a prospective leadership contestant do not meet all the necessary requirements, the Chief Electoral Officer may permit the prospective leadership contestant to submit revised documents within the time specified by the

Chief Electoral Officer. If the revised documents continue to not meet all requirements, then the Chief Electoral Officer must notify that prospective leadership contestant in writing that they are not accepted as a Leadership Contestant and the reasons for that lack of acceptance in a timely manner.

3.2 Leadership Vote Deposit

3.2.1 To be accepted as a prospective Leadership Contestant, each leadership contestant must pay all deposits required to be paid by January 23, 2025 by the Leadership Expense Rules. To remain as a Leadership Contestant at any time, each leadership contestant must pay all deposits required to be paid by such time as is required by the Leadership Expense Rules.

3.3 Communications Notice

3.3.1 Leadership Contestants must provide, in the form provided by the Chief Electoral Officer, a list of their contact information along with the contact information for:

- i. their campaign manager; and
- ii. their Financial Agent (as filed with Elections Canada);

Leadership Contestants must keep this information current at all times.

3.3.2 Communications with a Leadership Contestant's campaign manager or financial agent, will be deemed the same as communicating directly with the Leadership Contestants and all communications or notices delivered to any one or combination of these shall be deemed the same as notice having been given to the Leadership Contestant.

3.3.3 Any communication received from a Leadership Contestant's campaign manager, or financial agent shall be deemed the same as communication directly from the Leadership Contestant and all communications or notices delivered to any one or combination of these shall be deemed the same as notice having been given by the Leadership Contestant.

4. LEADERSHIP VOTE PROCEDURE

4.1 Conduct

4.1.1 Each Registered Liberal who has a right to vote in a Leadership Vote may vote by a preferential ballot on which the voter indicates their preference for leadership contestants.

4.1.2 A ballot is not spoiled because the voter has not indicated a preference for all leadership contestants.

4.1.3 Voting in the Leadership Vote may be conducted by way of the methods published by the Leadership Vote Committee not later than the date of publication of the voter registration procedures, which may include the following methods:

- i. Internet voting;
- ii. telephone voting;
- iii. voting by mail ballot; and
- iv. in-person voting at polling stations.

4.1.4 Registration procedures will be posted and sent out to Registered Liberals not later than 27 days prior to the Leadership Vote. Without limiting the generality of the foregoing, such registration procedures shall include a requirement that:

- a. each voter certify that they meet the ordinary residence requirement of Section 46(b) of the Constitution, which the Board hereby interprets (pursuant to Section 49 of the Constitution) specifically that they are a Canadian citizen, have status under the *Indian Act*, or are a permanent resident of Canada, with a Canadian residential address as their place of ordinary residence (determined in accordance with Section 8 of the *Canada Elections Act*) that is their primary place of residence for at least 183 days per year, and that they are eligible to make a financial contribution under the *Canada Elections Act*;
 - b. each voter undertake and agree that, in the event of any misrepresentation by such voter in any certification made by such voter in the process of registering to vote, such voter shall pay to the Liberal Party of Canada, upon receipt of written demand therefore, any fine imposed by the Chief Electoral Officer, which fine may not exceed \$10,000 or such lesser amount as may be permitted by applicable law, together with any costs incurred by the Liberal Party of Canada in enforcement thereof;
 - c. each voter acknowledge that unlawful interference in a political process of a registered political party is a federal offence; and
 - d. each voter undertake and agree that any decision of the Permanent Appeals Committee in respect of any matter herein shall be final and binding.
- 4.1.5 In person voting in the Leadership Vote, if any, will be conducted for such period and at such specific time of day which shall be as determined by the Chief Electoral Officer, provided that in no event shall any Registered Liberal in line to vote at the time fixed for the close of voting be denied the right to vote on the basis that the voting time has elapsed. Where appropriate, in order to permit orderly voting and to ensure that Registered Liberals have a fair opportunity to vote, the Chief Electoral Officer may, in their sole discretion, direct that voting hours for a particular meeting be extended.
- 4.1.6 All voting must be completed, unless otherwise authorized by the Chief Electoral Officer, at a time determined by the Leadership Vote Committee, on the day of the Leadership Vote, provided that voting may begin at advance polls held on such dates and at such times and at such hours (which may, in the case of Internet voting, be continuous) as determined by the Leadership Vote Committee in consultation with the Chief Electoral Officer.

4.2 Counting Ballots

- 4.2.1 The Chief Electoral Officer shall provide instructions for the collection or transmission of sealed ballot containers (if any) or voting information from the Leadership Vote.
- 4.2.2 The Chief Electoral Officer will determine the method, date and location for counting ballots or electronic ballots.
- 4.2.3 Ballots must be counted, under the direction of the Chief Electoral Officer, in accordance with the following procedure:
- i. each electoral district is allocated 100 points;
 - ii. on the first count:
 1. for each electoral district, the first preference votes recorded in favour of leadership contestants on the ballots cast by those Registered Liberals who live in that electoral district are counted and then the 100 points allocated to the electoral district are allocated to each leadership contestant on the basis of the ratio the number of the first preference votes received by that leadership contestant bears to the total number of votes counted;
 2. the total number of points allocated to each leadership contestant from all electoral districts in Canada are added to produce a total for the “national count”;
 - iii. on the second count, the leadership contestant who received the least points on the first national count is eliminated and that leadership contestant’s first count ballots are distributed in each electoral district among the remaining leadership contestants according to the second preferences indicated and counted according to the procedure set out above as if they were first preference votes;
 - iv. on each subsequent count, the leadership contestant who received the least votes in the preceding count is eliminated, and that leadership contestant’s ballots are distributed among the remaining leadership contestants according to the next preferences indicated;
 - v. the first leadership contestant to receive more than 50% of the points allocated on any national count is selected as the Leader.
- 4.2.4 The Chief Electoral Officer will review and verify the counts, calculations and electronic tabulations and will determine the official results.
- 4.2.5 The results will be announced March 9, 2025 at a time and location to be determined by the Leadership Vote Committee.

5. MISCELLANEOUS

5.1 Debates

- 5.1.1 The National Director shall, at the direction of the Leadership Vote Committee, organize at least one English language debate and at least one French language debate of Leadership Contestants. The Leadership Vote Committee may establish rules relating to such debates.

5.2 National Security Briefings

- 5.2.1 Each Leadership Contestant must attend or designate a campaign official to attend any unclassified briefings regarding foreign interference in the Leadership Vote that are offered to them by the Government of Canada.

5.3 Sanctions

- 5.3.1 At the request of the Chief Electoral Officer, the Leadership Vote Committee and the Leadership Expense Committee, sitting jointly, may determine that a Leadership Contestant, after due opportunity to respond, has not complied with the Constitution, the Bylaw, any other Party bylaws, these Rules, the Leadership Expense Rules, or any orders or directions of the Chief Electoral Officer, then depending on the gravity of non-compliance, the Leadership Vote Committee may impose one or more of the following sanctions on the Leadership Contestant:

- i. issue a private reprimand;
- ii. make the non-compliance public;
- iii. order the payment to the Party of a fine not exceeding the greater of \$25,000 or 20% of the funds raised by such Leadership Contestant, payable on or before a specified date and only from money received as a donation to the Leadership Contestant in accordance the Leadership Expense Rules;
- iv. order that any fine imposed under paragraph (iii) reduce the maximum limit for leadership contestant expenses that may be incurred by the Leadership Contestant against whom the fine is imposed;
- v. direct that the speaking time allotted to the Leadership Contestant at any meetings held in connection with the Leadership Vote be reduced in comparison to the time allotted to the other Leadership Contestants;
- vi. direct that the seating allocated to the Leadership Contestant at any meetings held in connection with the Leadership Vote be smaller in number or in a less desirable location in comparison to the seating allocated to the other Leadership Contestants;
- vii. direct that facilities made available to, or amenities provided to, the Leadership Contestant at any meetings held in connection with the

Leadership Vote be restricted or less advantageous in comparison to the facilities made available to, or amenities provided to, the other Leadership Contestants;

- viii. order such other remedy as the Leadership Vote Committee may, in its sole discretion, consider appropriate; and/or
- ix. disqualify the Leadership Contestant.

5.3.2 The Chief Electoral Officer, in assessing any breach of these rules, may require any Leadership Contestant or any member of their campaign team to submit such information and respond to such questions in person or in writing as the Chief Electoral Officer may require.

5.3.3 With respect to any matter involving alleged foreign interference which is the subject of classified information, the powers of the Chief Electoral Officer will be delegated to the National Director, the powers of the Leadership Vote Committee will be delegated to a member thereof who has the requisite security clearances, and the powers of the Leadership Expense Committee will be delegated to a member thereof who has the requisite security clearances, and such three individuals, acting jointly, may exercise all powers of the Chief Electoral Officer, the Leadership Vote Committee and the Leadership Expense Committee under this section. Such three individuals would consult with the Chief Electoral Officer, the Leadership Vote Committee and the Leadership Expense Committee and provide an opportunity for response to the affected Leadership Contestant to the maximum extent permitted by law.

5.4 Code of Conduct

5.4.1 The Party 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.

5.4.2 Each Leadership Candidate will comply with the following Code of Conduct:

- i. Be considerate, respectful and collaborative.
- ii. Refrain from demeaning, discriminatory or harassing behaviour. Behaviours that exhibit or incite discrimination, or violence are not tolerated.
- iii. Alert the Chief Electoral Officer, National President or National Director if you witness unacceptable behaviour.
- iv. Comply with the Respectful Workplace Policy.
- v. Comply with all applicable laws, the Party Constitution, all by-laws made by the National Board of Directors, these Leadership Vote Rules and the Leadership Expense Rules.

- vi. Comply with the Code of Conduct established and published by the Chief Electoral Officer.