

cial planners for professional development activities taken between 1 January 2006 and the date of coming into force of this Regulation.

**24.** For the reference period ending on 30 November 2007, the requirement under paragraph 3 of section 3 to accumulate 10 PDUs in subjects pertaining to compliance with standards, ethics and business conduct and the time periods set out in sections 10 and 11 for the issue of failure or default notices do not apply.

Despite the foregoing, the requirement to accumulate 15 PDUs for obtaining, updating and reviewing knowledge obtain, update and review knowledge and skills, prescribed by subparagraph 3 of the first paragraph of section 2 of the Regulation respecting the compulsory professional development of financial planners, approved by Order in Council 1451-2001 dated 5 December 2001, remains applicable.

**25.** This Regulation replaces the Regulation respecting the compulsory professional development of financial planners approved by Order in Council 1451-2001 dated 5 December 2001.

**26.** This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

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## Draft Regulation

Charter of human rights and freedoms  
(R.S.Q., c. C-12)

### Human Rights Tribunal

#### — Code of ethics of the members

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the Code of ethics of the members of the Human Rights Tribunal, the text of which appears below, may be made by the president of the Human Rights Tribunal upon the expiry of 45 days following this publication.

Any interested person having comments to make is asked to send them in writing, before the expiry of the 45-day period, to the president of the Human Rights Tribunal, palais de justice, 1, rue Notre-Dame Est, Montréal (Québec) H2Y 1B6.

MICHÈLE RIVET, *Judge*  
*President of the Human Rights Tribunal*

## Code of Ethics of the Members of the Human Rights Tribunal

Charter of human rights and freedoms  
(R.S.Q., c. C-12, s. 106, 2nd par., subpar. 3)

### PREAMBLE

WHEREAS the Charter of Human Rights and Freedoms confers on the Human Rights Tribunal, composed of judges and assessors, the responsibility of hearing and deciding matters regarding discrimination, harassment, exploitation of the elderly or handicapped and affirmative action programs;

WHEREAS the members of the Human Rights Tribunal must have notable experience and expertise in, sensitivity to and interest for matters of human rights and freedoms;

WHEREAS the Human Rights Tribunal, in keeping with general principles of justice, must give a broad and liberal interpretation to the Charter of Human Rights and Freedoms that is conducive to the furtherance of the Charter's general objectives;

WHEREAS the President of the Human Rights Tribunal prescribes this Code of Ethics:

### DIVISION I

#### RULES OF CONDUCT AND DUTIES OF THE MEMBERS

- 1.** Members must exercise their functions with integrity, honour, dignity and complete independence.
- 2.** Members must be, and be seen to be, impartial and objective.
- 3.** Members must exercise their functions with diligence, in keeping with the Tribunal's principles of accessibility and timeliness.
- 4.** Members must respect the secrecy of deliberations. Members are bound to confidentiality regarding any information they obtain and to discretion regarding any matter brought to their knowledge in the performance of their functions.
- 5.** Members must refrain from any intervention regarding an application before the Tribunal.
- 6.** Members must act with reserve and prudence in public representations, avoiding any comment liable to undermine the integrity of the Tribunal or discredit the administration of justice.

**7.** Members must conduct themselves and proceedings before them so as to ensure that all are treated equally and according to the law.

**8.** Members must maintain their knowledge up to date, specifically regarding matters of human rights and freedoms, in particular by participating in the Tribunal's professional development activities. They must take appropriate measures to improve the skills necessary to the exercise of their functions.

**9.** Members must comply with the President's administrative directives in the performance of their duties.

## DIVISION 2

### INCOMPATIBLE SITUATIONS AND ACTIVITIES

**10.** Members must avoid placing themselves in a situation of conflict between their personal interest and their duties as members.

**11.** Members must refrain from engaging in any activity or placing themselves in any situation that could affect the dignity of their duties or discredit the Tribunal.

**12.** Members must refrain from engaging in any activity that is incompatible with the exercise of their functions. In particular, members must refrain from becoming involved in any cause or participating in any organization or pressure group having objectives that deal with matters falling within the jurisdiction of the Tribunal and from engaging in a political activity.

**13.** Members must refrain from engaging in any activity that could constitute a ground of recusation. A member who is aware of a valid ground of recusation to which the member is liable must abstain from sitting.

## DIVISION 3

### FINAL

**14.** This Code replaces the Code of ethics of the members of the Human Rights Tribunal (R.Q. c. C-12, r.0.001).

**15.** This Code comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

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## Draft Regulation

An Act to promote workforce skills development and recognition  
(R.S.Q., c. D-7.1)

### Training bodies, training instructors and training services — Accreditation — Amendments

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the Regulation to amend the Regulation respecting the accreditation of training bodies, training instructors and training services, appearing below, may be approved by the Government on the expiry of 45 days following this publication.

The draft Regulation is incidental to the implementation of the Act to amend the Act to foster the development of manpower training and other legislative provisions (2007, c. 3), which seeks to promote workforce skills development and recognition.

The draft Regulation updates the conditions on which training bodies, training instructors and training services referred to in subparagraph 2 of the first paragraph of section 6 of the Act to promote workforce skills development and recognition (R.S.Q., c. D-7.1) will be accredited by the Minister.

The draft Regulation has no negative impact on the public or enterprises.

Further information may be obtained by contacting Danielle Amyot, Secretariat of the Commission des partenaires du marché du travail, 800, rue du Square-Victoria, 28<sup>e</sup> étage, C.P. 100, Montréal (Québec) H4Z 1B7; telephone: 514 864-8218; fax: 514 864-8005; e-mail: danielle.amyot@mess.gouv.qc.ca.

Any interested person having comments to make on the matter is asked to send them in writing, before the expiry of the 45-day period, to Marjolaine Loiselle, Chair of the Commission des partenaires du marché du travail, 800, rue du Square-Victoria, 28<sup>e</sup> étage, C.P. 100, Montréal (Québec) H4Z 1B7.

SAM HAMAD,  
*Minister of Employment  
and Social Solidarity*