

Despite the foregoing, the requirement to accumulate 15 PDUs for obtaining, updating and reviewing knowledge, 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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Notice

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

Human Rights Tribunal — Code of ethics of the members

WHEREAS under subparagraph 3 of the second paragraph of section 106 of the Charter of human rights and freedoms (R.S.Q., c. C-12), the President of the Human Rights Tribunal must prescribe a Code of ethics and ensure that it is observed;

WHEREAS in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), the text of the Code of ethics attached hereto was published in Part 2 of the *Gazette officielle du Québec* of 5 September 2007 with a notice that it could be made by the President of the Human Rights Tribunal upon the expiry of 45 days following the publication;

WHEREAS it is expedient to make the Code of ethics without amendments;

THEREFORE, the Code of Ethics of the members of the Human Rights Tribunal, attached to this Notice, is hereby made.

MICHÈLE RIVET,
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.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*.