

Policy Number 1.1
Title General Executive Constraint
Section 1: Executive Limitations
Effective Date October 27, 2004
Reviewed & Approved: October 18, 2023



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	Town of Cobourg	Corporation of the Township of Hamilton