PUBLIC NOTICE
TO THE CITIZENS OF THE MUNICIPALITY OF PONTIAC

Interested in Bylaw 04-26 regarding the standards applicable to the employees of the Municipality of Pontiac with respect to the Code of Ethics and Professional Conduct

IS HEREBY GIVEN by the undersigned Director General of the aforesaid Municipality, that:

Bylaw 04-26, repealing and replacing Bylaw 03-22 enacting the Code of Ethics and Professional Conduct for Employees of the Municipality of Pontiac, will be submitted for adoption at the regular Council meeting to be held on December 8, 2026, at 7:30 p.m., at the Luskville Community Centre, located at 2024 Route 148, in Pontiac.

This bylaw establishes, among other things:

- The values, objectives and scope of the Code;
- The rules of professional conduct and prohibitions relating to:
  - Respect, civility, fairness and professionalism;
  - Loyalty, discretion and confidentiality;
  - Conflicts of interest, favouritism and benefits;
  - Use of municipal resources;
  - Public communications and social media;
  - Consumption of alcohol and other substances;
  - Occupational health and safety;
  - Political activities and outside employment;
  - Wrongdoing and post-employment obligations;
- Prevention, enforcement and monitoring mechanisms;
- Protection against reprisals and applicable sanctions.

Anyone interested can read the draft bylaw during regular office hours at the Town Hall, 2024 Route 148 in Pontiac or on the Municipality's website: https://municipalitepontiac.com/politiques-et-reglements/.

GIVEN IN PONTIAC, this 26th day of November two thousand twenty-six.

Mr. Mario Allen
Director General

CERTIFICATE OF PUBLICATION

I, the undersigned, Mario Allen, Director General, certify under my oath of office that I have published the above public notice by posting a copy in the locations designated by the council.

***IN TESTIMONY WHEREOF**, I give this certificate, this 26th day of November two thousand twenty-six.*

Mr. Mario Allen
Director General