

Toronto Public Service By-law Summary of Permitted and Restricted Political Activity

Article V, Chapter 192, Public Service, Toronto Municipal Code

Position	Vote*	Attend All Candidates Meetings*	Support or oppose a candidate and/or political party in federal, provincial and municipal elections, except Toronto's	Support or oppose a candidate in a Toronto municipal election	Canvass or campaign on a Toronto municipal referendum question	Contribute financially to a campaign (except to a Toronto election campaign or referendum question)	Seek appointment or election to political office in accordance with employer and statutory leave requirements	Be a member of a political party
Yes = Permitted Political Activity				and	No = Restricted Political Activity			
City Manager, City Solicitor, Deputy City Manager	Yes	Yes	No	No	No	No	No	No
City Clerk and employees that support the City Clerk to administer a Toronto election	Yes	Yes	No	No	No	No	No	No
Division Heads and Heads of Large Agencies¹	Yes	Yes	No	No	No	Yes	Yes	Yes
Designated Directors and similar positions, and heads of small agencies²	Yes	Yes	Yes	No	No	Yes	Yes	Yes
Employees responsible to enforce Article II, Election Signs of Toronto Municipal Code Chapter 693, Signs	Yes	Yes	Yes	No	No	Yes	Yes	Yes

*All employees have the right to vote and attend all-candidates meetings.

¹ Large Agencies include Exhibition Place, Toronto Parking Authority, Toronto Public Health, Toronto Transit Commission, and Toronto Zoo.

² Small Agencies include Arena Boards, AOCCs, Heritage Toronto, Toronto Civic Theatres, Toronto Atmospheric Fund, and Yonge-Dundas Square.

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Employees who prosecute City by-laws or Provincial statutes	Yes	Yes	Yes	No	No	Yes	Yes	Yes
Employees who routinely provide governance and procedural advice directly to City Council, Agency Boards and their Committees or in the operation of the Office of the Mayor and Members' Offices	Yes	Yes	Yes	No	No	Yes	Yes	Yes
Employees recruited by the City Clerk to support a Toronto election or referendum question	Yes	Yes	Yes	No (in the Toronto election they are working in)	No (in the Toronto municipal referendum question they are working in)	Yes	Yes	Yes
All other employees	Most political activity is allowed, as permitted by Toronto Public Service Bylaw. However, if an employee feels that their political activity may appear to impact their duties or political neutrality, they should disclose it to their supervisor, manager, or Ethics Executive who may provide advice on how to balance their rights with their public service duties.							

Approved by: City Manager's Office, Governance & Corporate Strategy

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