



AC2020-0250 Code of Conduct Annual Report 2020 March 12

Code of Conduct: What does this mean for Calgarians & why does it matter?

A strong Code of Conduct benefits everyone, as it:

- Strengthens our commitment to making Calgary a great place to make a living and a great place to make a life.
- Provides citizens with the trust and confidence that we are delivering our services in an ethical matter.
- Fosters a safe, healthy and ethical workplace.
- Protects our collective reputation.



Code of Conduct: Our Four Themes





How well are we doing?

82% of employees are willing to report unethical behavior

67% of employees feel empowered to discuss Code concerns with their leaders.

61% of employees believe they can report on Code behaviours without fear of retaliation.

75% of employees feel they have the resources to resolve ethical dilemmas.

Based on the results of the 2019 Corporate Employee Survey

18,082 views of the Refreshed Code of Conduct:

calgary.ca/employeeecode

15,042 Employees have completed training



5,636 of those employees are “non-wired”

As of 2020 February 20



That Audit Committee:

1. Receive this Report, Attachment and Presentation for the Corporate Record and discussion; and
2. Forward this Report and Attachment to Council for the Corporate Record.