



**Calgary**

City Auditor's Office

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# Code of Conduct Program Audit

## Why we did this

- The Institute of Internal Auditors requires a periodic evaluation of the design, implementation, and effectiveness of the organization's ethics-related objectives, programs, and activities.

## What we concluded

- KPMG LLP assessed the effectiveness of City Administration's Code of Conduct Program in supporting an ethical workplace, and to identify opportunities for improvement.
- The assessment identified strengths as well as key observations to further improve the effectiveness of the Program.
- The assessment concluded that the Program is partially effective and identified ten recommendations to support fully achieving the Program's intended objectives.

## Why it matters

- The Code of Conduct is a common reference for standards of behaviour to help employees fulfill their role as public servants responsibly and with integrity.
- An effective Code of Conduct Program is key to support an ethical City of Calgary culture.