



OFFICE OF THE
INTEGRITY
COMMISSIONER
TORONTO

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March 24, 2025

Sent via Email (No Original to Follow)

Members of Council
City of Toronto
Toronto City Hall
100 Queen Street West
Toronto, ON
M5H 2N2

Dear Members of Council:

Re: Election Activity Rules regarding the April 28, 2025 Federal General Election

As writs have now been issued for a Federal General Election on April 28, 2025, I am writing to remind you of the requirements governing election-related activities in the [Code of Conduct for Members of Council](#) (“Code of Conduct”) that you and your staff will need to observe.

Article 7 (Election Campaign Work) of the Code of Conduct and the City's [Use of City Resources during an Election Period Policy](#) prohibit use of City resources for any municipal, provincial or federal campaign purpose. City resources include City employees (e.g., members' staff), City events, City facilities, City funds, City information and City infrastructure.

While members of Council and their staff can be involved in election campaigns, they must separate their work as elected officials and members' staff from their activities as campaign volunteers or supporters. The public must have confidence that the City's resources are not being used to support one political party or candidate over another. This separation of activities complies with the principle in the Code of Conduct that “members should serve the public interest by upholding both the letter and the spirit of federal and provincial laws and the bylaws and policies adopted by City Council.”

Members' staff are reminded of their obligations under the [Human Resources Management and Ethical Framework](#). The Framework establishes that City employees are eligible to be a candidate in a federal election so long as the employee takes an unpaid leave of absence and provides written notice to request an unpaid leave to the Member of Council to whom they report, and the City Clerk's Office. If elected, the employee shall be deemed to have resigned.

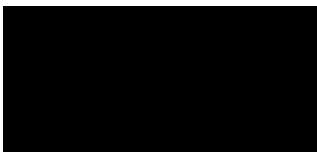
Social Media Use

Members should also review the Integrity Commissioner's [guidance about use of social media](#) and not post content that promotes any candidate or political party in the federal election on any social media account that:

- uses any toronto.ca email address as a point of contact for registration purposes;
- identifies the member as a current member of Toronto City Council in the handle name, the username or the profile description;
- is publicized on the member's constituency website or the City of Toronto's contact page for members of Council;
- is publicized on business cards, newsletters or other publications eligible to be paid for out of the Constituency Services and Office Budget for the duration of the currency of the publication;
- uses the logo or any other proprietary mark of the City of Toronto;
- contains contact information for the member at City Hall, a ward constituency office, or any other official contact information;
- is managed using City of Toronto resources including computers, smart phones, or tablets; or,
- is managed or maintained by City staff, the member's staff or academic placement interns, or using services eligible to be paid for out of the Constituency Services and Office Budget or the Mayor's Office Annual Operating Budget.

I hope these reminders are of assistance. If you have any questions about these requirements, please contact my office.

Yours truly,



Paul Muldoon
Integrity Commissioner

c.c. Paul Johnson, City Manager
John Elvidge, City Clerk
Wendy Walberg, City Solicitor