CONFLICT OF INTEREST RULES

In-service Conflict of Interest Rules

1. Don’t benefit self, spouse or child
Public servants should not use their positions to directly or indirectly benefit themselves, their spouse or children.

2. Don’t disclose confidential information
Public servants should not disclose or use any confidential information without authorization.

3. Don’t accept gifts
Public servants should not accept gifts from anyone who (1) receives services from (2) does business with or (3) wants to do business with the Ontario government. Public servants may be able to accept gifts of nominal values that are given as an expression of courtesy or hospitality.

4. Don’t give preferential treatment
Public servants should not give preferential treatment and should take steps to avoid creating the appearance that such treatment is being given.

5. Don’t hire or supervise family members
Public servants should not hire, supervise, or enter into contracts with their spouses, children, parents, brothers or sisters.

6. Declare financial interests
Some public servants may have to disclose their financial interests to the Integrity Commissioner and may be prohibited from acquiring financial interests related to their duties as public servants.

7. Consider conflicts with outside activity
Public servants should not engage in activities (including business, employment or volunteer) outside their public servant roles if doing so would influence or conflict with their duties as public servants.

8. Consider conflicts when participating in decisions
Public servants should disclose if they could benefit from a decision and may not be permitted to participate in the decision-making process, including providing advice or voting.
Post-service Conflicts of Interest Rules

Don’t seek preferential treatment
Former public servants must not seek preferential treatment from existing public servants.

Don’t disclose confidential information
Former public servants are not allowed to disclose confidential information without authorization or use confidential information for personal benefit.

Don’t switch sides
Former public servants who advised a ministry or public body on a proceeding, negotiation, or other transaction cannot provide advice or otherwise assist others on that matter after they cease to be public servant.

Additional Senior Level Restrictions
Former public servants who held designated senior positions may be restricted from accepting employment with certain entities or from lobbying the Ontario government for 12 months after they cease to be public servants.

For further information
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This summary is provided for information only.
For the authoritative text, refer to the Public Service of Ontario Act, 2006 and regulations.