

E: ETHICS ADVISOR TERMS OF REFERENCE

1 INTRODUCTION

- A. The Vancouver Police Board has created a role for an Ethics Advisor. On occasion Board members and the Police Chief are faced with situations that are of a confidential nature, which may become public at a later date, and which pose ethical questions or conflict of interest considerations. In such situations it is prudent to seek independent advice.
- B. The Ethics Advisor will be accessible to Board members, the Chair, and the Chief to provide external, informed and objective advice. The Ethics Advisor is independent of the Chair, the Chair of the Governance Standing Committee, and the Chief but will at all times, subject to confidentiality where appropriate, work collaboratively with some or all of those individuals in furtherance of his or her responsibilities as outlined below.

2 COMPETENCIES

- A. The Ethics Advisor should have:
 - i) broad experience,
 - ii) a reputation for good judgment, and
 - iii) sensitivity to expectations and practices in both the public and private sectors.
- B. The Ethics Advisor requires:
 - i) flexibility in dealing with a police organization that operates under the Police Act but at arms length from government in many respects.
 - ii) recognized inter-personal skills
 - iii) an understanding of the policing environment and a legal background is preferable.

3 DUTIES AND RESPONSIBILITIES

The Ethics Advisor has the responsibility to:

- A. Report to the Board at least annually on activities associated with the position.
- B. On request, assist the Governance Standing Committee in monitoring, recommending amendments to and annually reviewing the Code of Conduct and Conflict of Interest Guidelines.
- C. Advise on matters referred by Board Members and the Chief.
- D. Counsel, with appropriate confidentiality protections, Board members and the Chief seeking guidance in relation to the ethics, code of conduct or conflict considerations.
- E. Provide, if requested, with appropriate protections, written opinions.
- F. Be accessible to Board members and the Chief in relation to ethical and conflict issues.

4 REMUNERATION

- A. The Ethics Advisor will be compensated at a rate to be determined by the Board.