



ONTARIO CORRECTIONAL SERVICES CODE OF CONDUCT AND PROFESSIONALISM

What is the Code of Conduct and Professionalism (COCAP)?

As public servants working in Correctional Services, we hold a position of public trust that comes with a great deal of responsibility. Whether on-duty or off-duty, we must always act in a way that maintains the ethics of our profession. Not only are we setting the standard in our workplaces, we are the example to our clients and in our communities.

The broad principles set out in the Code of Conduct and Professionalism (COCAP) are intended to guide Correctional Services employees in actions, decision-making and discretionary judgement to provide a consistent level of service excellence to the citizens of Ontario.

The COCAP:

- Defines and outlines the behaviours expected of all employees, regardless of position or rank, in accordance with ministry, Ontario Public Service (OPS) wide and/or provincial procedures, policies and legislation.
- Summarizes and provides links to the many pieces of legislation and policy governing Correctional Services employees.

Code of Conduct and Professionalism (COCAP) On-Duty

It is our duty to maintain a respectful, inclusive, safe and healthy work environment. The nine standards, such as performing our duties with honesty and integrity; and contributing to and maintaining a workplace that is fair, inclusive and free from all forms of discrimination, are part of the ministry expectations in the workplace.

Code of Conduct and Professionalism (COCAP) Off-Duty

Employees should be aware that inappropriate off-duty behaviour can have consequences in the workplace. When we are off-duty, we are still held to the same high standards of professionalism and commitment to integrity. We are accountable for the decisions we make.

Complaints and Corrective or Disciplinary Action

An employee found to have violated the COCAP, the Public Service of Ontario Act, other applicable legislation, corporate directives or policies and procedures may be subject to corrective or disciplinary action up to and including dismissal.

For more information, questions or comments on the COCAP policy, please send an email to COCAP@ontario.ca.

PROFESSIONALS: On Duty and Off

