

CORPORATION OF THE MUNICIPALITY OF MARKSTAY-WARREN
By-Law 2023-25

Municipality of Markstay-Warren designated as officially bilingual


WHEREAS the Municipal Council of the Corporation of the Municipality of Markstay-Warren believes that it is important to establish a policy regarding the use of English and French in the various offices and services of the Municipality;

AND WHEREAS the Municipal Council of the Corporation of the Municipality of Markstay-Warren is committed to providing municipal services in both official languages as productively, efficiently and economically as possible;

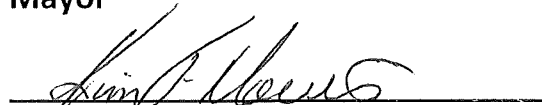
BE IT THEREFORE RESOLVED THAT The Corporation of the Municipality of Markstay-Warren declares itself officially bilingual:

1. THAT the policy set out in Appendix A of this by-law be implemented in the offices and services of the Municipality;
2. THAT this by-law come into force and take effect immediately following the final vote.

**Read a first, second and third
time and finally passed this 17th
day of July 2023.**



Mayor



Clerk



APPENDIX A

Policy Statement

The Municipality of Markstay-Warren recognizes that both official languages have equal rights, status, and privileges. It will ensure that its services are offered in both English and French and will promote a work environment that is respectful and supportive of all people and the use of their language of choice.

Objectives

The objective of the policy is to ensure that services are of equal quality in both official languages, English and French. The provisions of this policy govern municipal activities, including communications and the proactive delivery of services in both languages to citizens and the public.

To achieve these objectives, here are the main measures:

- ✓ English and French are the official languages of the Municipality of Markstay-Warren;
- ✓ All municipal documents produced for the public must be published in both official languages;
- ✓ Written or oral communications with residents must be in the language in which people address the administration;
- ✓ Employees must feel free to communicate in their own language;
- ✓ Management/Council must take the necessary steps to ensure that 50% of all senior management employees become bilingual by December 31, 2028;
- ✓ External candidates for senior management positions must be bilingual. The Council must approve the appointment of any candidate who does not meet this condition following a comprehensive recruitment campaign;
- ✓ Internal candidates who are not bilingual and who are promoted to senior management positions must take second-language courses to meet the prescribed language requirements.