

also play an important role in this area. HOMs should highlight the implications of the Conduct Abroad Code in the context of the mission and explain the range of support provided by FAC.

1.3 Employees from other government departments are required to also respect their own departmental Code of Conduct. This Conduct Abroad Code is not conceived to replace department specific requirements, but rather compliment existing Codes of Conduct to address the international dimension.

1.4 Where, in the judgement of the HOM and following consultations with the Staff Relations and Occupational Health and Safety Division in FAC (HSS), actions inconsistent with the Conduct Abroad Code threaten the integrity or security of Canada's representation abroad, the HOM can recommend the representative's recall.

5 The HOM may also initiate an investigation and implement disciplinary measures, up to and including demotion and termination of employment in cases involving employees from Foreign Affairs Canada. In cases involving employees from other government departments, the HOM should contact the home department to coordinate the investigation. For further reading on FAC's disciplinary policy, please see http://www.tbs-sct.gc.ca/pubs_pol/hrpubs/TBM_11B/discipline_e.asp. Provisions in collective agreements regarding discipline continue to apply and as such, employees are entitled to be represented by a union representative or another