CODE OF CONDUCT 1 / 6

Policy Number: 02

Coverage: Facilitators, Participants

Board Approval: 2003 / 02 /_26
Y M D

Effective Date: 2003 / 02 / 26
Y M D

CODE OF CONDUCT

Policy

It is the policy of the Municipal Training Organization (MTO) to promote and ensure appropriate conduct among facilitators and participants involved in MTO courses and workshops and to treat everyone involved in a fair and consistent manner.

1 Specific Objectives

1.1 The objectives of this policy are to:

a. encourage a positive and professional working environment by providing for the fair and consistent treatment of participants and facilitators;
b. ensure that all parties are aware of their obligations and the consequences of disregarding those obligations;
c. ensure that any alleged misconduct is dealt with in an appropriate manner.

2 Definition: Corrective Action

2.1 Corrective actions are measures which are applied in order to address unsatisfactory conduct. This action may consist of:

a. measures taken in instances where the person should be aware of the performance and conduct expected of him/her and/or where the person has the capacity to meet the performance or
conduct expected, but fails to provide satisfactory performance or conduct;
b. measures taken in instances where the person is not aware of the performance standard. This lack of awareness may reflect a lack of communication between the involved parties and may be considered as a mitigating circumstance in the application of this policy and the implementation
of corrective actions.

3 Responsibilities

3.1 The Board of Directors will:

a. review, amend, and adopt changes to the Code of Conduct;

CODE OF CONDUCT 2 / 6

b. accept, evaluate and render a decision on appeals arising from the application of this policy to MTO training and development initiatives.

3.2 The Executive Director will:

a. recommend changes to the Code of Conduct where appropriate;
b. ensure that the Code of Conduct is understood and adhered to by all relevant parties;
c. assist and advise Program Officers and facilitators in the application and monitoring of the Code of Conduct;
d. take appropriate corrective action in accordance with the Code of Conduct;
e. ensure the collection and maintenance of permanent records of all corrective action.

3.3 Program Officers will:

a. ensure that facilitators and participants are familiar with all aspects of the Code of Conduct;
b. be responsible to the Executive Director for necessary corrective action taken with participants
in their respective areas of responsibility;
c. support facilitators in interpreting and applying the Code of Conduct;
d. ensure participants are aware of how to contact the Program Officer directly for advice and assistance with the Code of Conduct;
e. investigate, document and recommend appropriate action to the Executive Director concerning alleged breaches of the Code of Conduct by a facilitator;
f. recommend to the Executive Director changes to the Code of Conduct where appropriate.

3.4 Facilitators will:

a. ensure that all participants taking part in programs delivered by the facilitator are aware of the Code of Conduct;
b. take necessary corrective action as appropriate in accordance with the Code of Conduct;
c. document all corrective actions taken;
d. ensure the appropriate Program Officer and/or Executive Director are fully informed of all corrective actions taken and receive copies of all relevant documentation;
e. suggest changes to the Code of Conduct as appropriate.

4 Conduct

4.1 Attendance: The MTO considers attendance critical to ensuring participants receive the greatest possible opportunity to improve their skills and job competence. This principle also reflects the fact that the majority of participants will be receiving financial support while taking a course/workshop offered through the MTO. Therefore:

a. all participants are expected to strive for 100% attendance. This means participants are
expected to arrive on time for the start of every daily session and remain in attendance until the
close of each session;
b. participants may be unable to attend for reasons beyond their control. Where it is impossible to attend the participant must inform the facilitator of the reasons for non-attendance;
c. the facilitator will determine whether a participant’s explanation is acceptable and, if so, will simply document the lack of attendance by the participant;
d. if the facilitator feels the participant’s reasons were insufficient to explain their absence, the participant may receive a warning as per Section 8 of this Code of Conduct;

CODE OF CONDUCT 3 / 6

e. in any event, whether reasons are acceptable or unacceptable, any participant who does not achieve 80% attendance will not receive a certificate of completion for the course or workshop.

4.2 Sexual Harassment*: It is the MTO’s goal to ensure every participant has a positive and productive experience in every MTO sponsored event. The MTO does not, and facilitators or participants must not, condone any act of sexual harassment. Sexual harassment can be verbal or physical, deliberate, unsolicited, or unwelcome and may consist of one incident or several incidents. While the following list is not comprehensive, sexual harassment may include:

a. unwelcome remarks, jokes, or innuendos about a person's body or attire;
b. displaying of pornographic or other offensive or derogatory pictures or materials;
c. unwelcome invitations or requests, whether indirect or explicit, and intimidation;
d. unnecessary physical contact such as touching, patting, or pinching;
e. a reprisal or threat of reprisal against an individual for rejecting a sexual solicitation or advance;
f. stalking;
g. sexual assault.

Sexual harassment is a serious offence punishable by corrective action up to and including ejection from an MTO event and, depending on the decision of the employer, dismissal from employment. (see Appendix A).

Any incident of sexual harassment can be reported to the facilitator, the appropriate Program Officer or the Executive Director. The name of the complainant will not be disclosed except where disclosure is necessary for the purposes of investigation or initiating corrective action. No participant, facilitator or MTO staff will be reprimanded for instigating a successful sexual harassment investigation.

4.3 Other Harassment/Discrimination: It is the MTO’s goal to keep events free from harassment and discrimination. Therefore, the MTO does not, and facilitators and participants must not, condone
any act of harassment based on race; colour; creed; nationality; aboriginal or ethnic origin; ancestry; religion; age; gender; marital status; family status; source of income; sexual orientation; physical or mental disability; irrational fear of contracting diseases; political belief; affiliation or activity; or association with those having characteristics listed above. Harassment or discrimination can be
verbal or physical, deliberate, unsolicited, or unwelcome and may consist of one incident or several incidents. While the following list is not comprehensive, harassment may include:

a. unwelcome remarks, jokes, or innuendos in relation to any of the categories mentioned in the above section;
b. displaying of racist or other offensive material;
c. inappropriate requests;
d. intimidation;
e. verbal abuse or threats;
f. practical jokes which cause awkwardness or embarrassment;
g. action intended to clearly undermine the self-respect of an individual;
h. physical assault.

Harassment is a serious offense punishable by corrective action up to and including ejection from an MTO event and potentially, depending on the decision of the employer, dismissal from employment. (see Appendix A). Any incident of harassment can be reported to the facilitator, appropriate Program Officer or the Executive Director. The name of the complainant will not be disclosed except where disclosure is necessary for the purposes of investigation or initiating corrective action. No facilitator, participant or MTO staff will be reprimanded for instigating a successful harassment investigation.

CODE OF CONDUCT 4 / 6

5 Levels of Corrective Action*: There are three levels of corrective action. In general, the application of these levels will reflect the number of times an offense has occurred:

5.1 Level One

a. First offense: If not in itself serious enough to warrant ejection, an offender will be given an oral reprimand and advised that another offense will result in a written warning,
b. The oral reprimand follows discussion of the problem with the offender. The oral reprimand is
an important step in the disciplinary process because it is at this point that cause for further
action can be prevented or, if cause persists, it provides the foundation for further action. The
oral reprimand normally takes the form of a verbal warning to caution the offender that further
action may be taken if the matter is not resolved.
c. Verbal warnings shall be recorded in the offender’s MTO file.

*If the offence involves a form of discrimination and/or harassment, the alleged victim of this offence may at any time initiate any other relevant legal or civil action at their discretion.

5.2 Level Two

a. Second offense: If not in itself serious enough to warrant ejection, a participant will be given a written warning and advised that another offense will result in ejection.
b. The written warning is normally applied in circumstances where the participant has failed to respond to an oral reprimand. However, where a first offense is sufficiently serious, a written reprimand may be applied in the first instance. The written reprimand may contain a warning in regard to future repetition of similar incidents. The written reprimand shall be documented in a
report to the Executive Director.
c. One copy of the written warning will be hand delivered to the participant, one will be forwarded to the participant’s employer or sponsor, and one copy will be placed on the participant’s MTO
file. The participant will be required to sign or initial an acknowledgement of receipt of the
letter, which will also be placed in their MTO file.

5.3 Level Three

a. Third offense: A participant will be ejected from the course/workshop and warned that any offence in future programs may result in the participant becoming ineligible for all MTO
programs.

b. Written notice of ejection requires verbal notification of the Executive Director in advance of issuing the written notice to the participant. The written notice will include the reasons for such
action being taken and the measures already taken by the facilitator. These factors, as well as
other relevant matters, will be included in the notification report to the participant, the Program Officer, the Executive Director, and the participant’s employer/sponsor. The affected and
offending participant will be interviewed and the report will include documentation of the
interview.

c. A report on the ejection of a participant shall be placed in the participant’s MTO file.

6 Records of Conduct

Records of any corrective action taken as a result of a Group One offense (see Appendix A) will be added to the participant’s MTO file for a period of two years. At the end of that time, if the participant has

CODE OF CONDUCT 5 / 6

maintained a record of good conduct for that two-year period, all accounts of this corrective action will be removed from the participant’s file. The participant shall be informed that their record has been cleared. If any additional corrective action was required during this period, all records of this action will remain on participant’s file until they complete the necessary two-year period of good conduct.

7 Appeal of Dismissal or Corrective Action

Should any affected person consider a corrective action to be improper, an appeal may be presented in writing to the Executive Director and, if unresolved, to the Board of Directors.

8 Procedure

8.1 Group One Offences: The following list is an example of potential group one offences.

First offence: Oral warning
Second offence: Written warning
Third offence: Ejection

• absence without prior notification of the facilitator. The participant should notify the facilitator
or, if that is not possible, another participant of the reasons for their absence prior to the start
of the relevant session and the expected time or date of return.

• unauthorized leaving of the course/workshop at any time without permission from the
facilitator.

• arriving late

• creating or contributing to unsanitary or unsafe conditions

• wilful failure to respond to legitimate requests to participate in sessions or carry out
assignments

• distracting the attention of others, or causing confusion by unnecessary shouting or
demonstrations on the job

• unsatisfactory effort and/or failure to maintain required standards of performance

8.2 Group Two Offences: The following list is an example of potential group two offences.

First offence: Written warning
Second offence: Ejection

• unauthorized leaving of the session during regular hours without permission from the facilitator

• unauthorized sleeping during session

• drinking alcoholic beverages before or during the regular scheduled hours for sessions

CODE OF CONDUCT 6 / 6

• using abusive or threatening language towards the facilitator, participants, or other individuals

• threatening, intimidating, coercing, or interfering with participants or facilitators at any time

• making or publishing false or malicious statements concerning any facilitator, participant, the
MTO or its operations

• failure to report for extra working sessions without good reason after being scheduled for extra
sessions

• refusal to perform work assigned or failure to comply with written or verbal instructions which
the participant may be reasonably expected to perform

8.3 Group Three Offences: The following list is an example of potential group three offences.

First offence: Ejection

• falsifying testimony when complaints are being investigated; falsifying or assisting in falsifying
records, coursework or assignments

• making false claims or misrepresentations in an attempt to obtain approval of absences or
lateness

• theft, damage or destruction of property belonging to the MTO, facilitators or other participants

• the sale or use of narcotics

• attending a session while intoxicated or use of alcohol leading to disruption of sessions

• fighting or attempts to injure another person or threats to do so

• misuse or removal of confidential information of any nature, or revealing such information
without prior written authority from the MTO

• any proven violation of the MTO’s Sexual Harassment and Workplace Harassment guidelines

ᐃᒪᐃᑦᑐᔭᕆᐊᖃᕐᓂᖅ 1 / 9

ᐊᑐᐊᒐᒻ ᓈᓴᐅᑎᖓ: 02

ᑭᒃᑯᓄᑦ: ᑐᑭᒧᐊᒃᑎᑦᑎᔨ, ᐃᓚᐅᖃᑕᐅᔪᑦ

ᑲᑎᒪᔨᓂᒃ ᐊᖏᑕᐅᔪᖅ: 2003 / 02 / 26
ᐊᕋᒍᖓ ᑕᕿᖓ ᐅᓗᖓ

ᐱᒋᐊᑕᐅᔪᖅ ᐅᓗᖓ: 2003 / 02 / 26
ᐊᕋᒍᖓ ᑕᕿᖓ ᐅᓗᖓ

ᐃᒪᐃᑦᑐᔭᕆᐊᖃᕐᓂᖅ

ᐊᑐᐊᒐᖅ

ᐊᑐᐊᒐᐅᔪᖅ ᕼᐊᒻᓚᒃᑯᓐᓂᒃ ᐱᓕᒻᒪᒃᓴᐃᓂᕐᒧᑦ ᑲᑐᔨᖃᑎᒋᖏ (MTO) ᐱᑎᑦᑎᓗᑎᒃ ᐊᒻᒪᓗ ᓇᒻᒪᒃᑐᒃᑯᑦ ᐊᐅᓚᓂᖃᕐᓗᑎᒃ ᐃᓕᓴᐃᔨᐅᔪᑦ ᐊᒻᒪᓗ ᐃᓚᐅᖃᑕᐅᔪᑦ ᐱᖃᑕᐅᔪᑦ ᕼᐊᒻᓚᒃᑯᓐᓂᒃ ᐱᓕᒻᒪᒃᓴᐃᓂᕐᒧᑦ ᑲᑐᔨᖃᑎᒋᖏᑕ ᐃᓕᓐᓂᐊᕈᑎᖏᓐᓄᑦ ᐊᒻᒪᓗ ᑲᑎᒪᓂᖏᓐᓄᑦ ᐊᒻᒪᓗ ᑭᓇᒃᑯᑐᐃᓐᓇᐃᑦ ᐊᔾᔨᒋᒥᒃ ᓇᒃᒪᒃᑐᒥᒃᓗ ᐊᐅᓚᓂᖃᕐᕕᐅᓗᑎᒃ.

1.0 ᓇᓗᓇᐃᕐᓯᒪᔪᑦ ᑐᕋᒐᖏᑦ

1.1 ᑐᕋᒐᖓ ᑕᓱᒪ ᐊᑐᐊᒐᐅᑦ ᐃᒪᓐᓇᐅᕗᖅ:

a. ᐱᑎᑦᑎᓗᓂ ᐱᐅᔪᒃᑯᑦ ᐊᒻᒪᓗ ᐊᕿᑦᑎᐊᕐᓯᒪᔪᒃᑯᑦ ᐃᖃᓇᐃᔭᕐᕕᐅᓗᓂ ᐊᔾᔨᒋᒥᒃᓗ ᐱᓂᕐᓴᐅᑎᑦᑎᖏᓪᓗᓂᓗ ᐃᓚᐅᖃᑕᐅᔪᓂᒃ ᐊᒻᒪᓗ ᐃᓕᓴᐃᔨᐅᔪᓂᒃ;

b. ᖃᐅᔨᒪᑎᑦᑎᐊᕐᓗᒋᑦ ᐃᓚᐅᖃᑕᐅᔪᑦ ᐱᔭᒃᓴᕆᔭᕐᒥᓂᒃ ᐊᒻᒪᓗ ᒪᓕᖏᒃᑯᑎᒃ ᖃᓄᐃᔪᑕᐅᔪᓐᓇᕐᓂᖏᓐᓂᒃ ᐱᔭᒃᓴᕆᔭᖏᑦ;

c. ᐅᖃᐅᓯᐅᔪᑦ ᐱᑦᑎᐊᖏᓐᓂᐅᔪᑦ ᑲᒪᒋᔭᐅᑦᑎᐊᖃᑦᑕᕐᓗᑎᒃ ᓇᒻᒪᒃᑐᒃᑯᑦ.

2.0 ᑐᑭᖏᑦ: ᐊᕿᒋᐊᕐᓯᔾᔪᑕᐅᔪᑦ ᖃᓄᐃᒋᐊᕈᑕᐅᔪᑦ

2.1 ᐊᕿᒋᐊᕈᑕᐅᔪᑦ ᖃᓄᐃᒋᐊᕈᑕᐅᔪᑦ ᐊᕿᒃᑕᐅᓯᒪᔪᑦ ᐱᑦᑎᐊᖏᓐᓂᐅᔪᒧᑦ ᖃᓄᐃᒋᐊᕈᑕᐅᓪᓗᑎᒃ. ᐃᒪᐃᑦᑐᓐᓇᕐᑐᑦ:

a. ᖃᓄᐃᒋᐊᕈᑕᐅᔪᑦ ᒪᓕᒃᓗᒍ ᐱᑦᑎᐊᖏᓐᓂᐅᓚᐅᕐᑐᖅ ᖃᓄᐃᓚᐅᕐᒪᖓᑕ ᐊᒻᒪᓗ ᖃᐅᔨᒪᑎᑕᐅᓪᓗᓂ ᓂᕆᐅᒋᔭᐅᓚᐅᕐᑐᑦ ᐊᒻᒪᓗ ᐅᕙᓗᓐᓂᑦ ᑭᓇᑐᐃᓐᓇᖅ ᐱᔪᓐᓇᑦᑎᐊᕋᓗᐊᕐᑎᓪᓗᒍ ᖃᓄᐃᖁᔭᐅᔪᑦ ᒪᓕᒍᓐᓇᕐᓗᓂᒋᑦ, ᑭᓯᐊᓂ ᐱᓇᓱᖏᓐᓂᖓᓄᑦ ᐱᑦᑎᐊᖏᓐᓂᖓᓄᓪᓗᓐᓂᑦ;

b. ᖃᓄᐃᑕᐅᔪ(ᓂᑦ ᑭᓇᑐᐃᓐᓇᖅ ᖃᐅᔨᒪᖏᓐᓂᕐᓗᓂ ᑕᐃᒪᐃᑦᑕᕆᐊᖃᖏᓐᓂᕐᒥᒃ. ᖃᐅᔨᒪᑎᑦᑎᖏᓐᓂᖅ ᑐᓴᐅᒪᑎᑦᑎᖏᓐᓂᕐᓗ ᐃᓱᒪᒋᔭᐅᔪᑕᐅᓂᐊᕆᕗᖅ ᐊᕿᒋᐊᕋᓱᒃᑎᓪᓗᒋᑦ ᖃᓄᕐᑐᕈᑎᖃᕐᑎᓪᓗᒋᑦ ᐱᑦᑎᐊᖏᖃᑦᑕᐅᑎᔪᒃ ᐊᑐᕐᓗ ᐊᑐᐊᒐᖅ ᐊᑐᓕᕐᑎᑕᐅᓂᖏᓪᓗ ᐊᕿᒋᐊᕈᑕᐅᔪᑦ ᖃᓄᐃᖏᐊᕈᑕᐅᔪᑦ.

ᐃᒪᐃᑦᑐᔭᕆᐊᖃᕐᓂᖅ 2 / 9

3.0 ᑲᒪᒋᔭᖃᕐᓂᖏᑦ

3.1 ᑲᑎᒪᔨᑦ ᐃᒪᐃᓐᓂᐊᕐᐳᑦ:

a. ᕿᒥᕈᓗᑎᒃ, ᐊᕿᒋᐊᕐᓯᓗᑎᒃ, ᐊᒻᒪᓗ ᐊᑐᓕᕐᑎᑦᑎᓗᑎᒃ ᐊᓯᓪᓕᕐᑕᐅᔪᓂᒃ ᐃᒪᐃᑦᑐᔭᕆᐊᖃᕐᓂᕐᒧᑦ ᐊᑐᐊᒐᐃᑦ;
b. ᐊᖏᕐᓗᒋᑦ, ᖃᐅᔨᓴᕐᓗᒋᑦ ᐊᒻᒪᓗ ᐊᕿᒃᓯᓗᑎᒃ ᐱᒋᐊᒃᑲᓐᓂᕈᑕᐅᔪᓂᒃ ᐱᓇᓱᑕᐅᔪᓂᒃ ᐊᑐᐊᒐᕐᒧᑦ ᓄᓇᓕᒃᓂ ᐱᓕᒻᒪᒃᓴᐃᓂᕐᒧᑦ ᑲᑐᔨᖃᑎᒋᖏᑕ ᐱᓕᒻᒪᒃᓴᕐᓂᕐᒧᑦ ᐊᒻᒪᓗ ᐱᕙᓪᓕᐊᑎᑦᑎᓂᕐᒧᑦ ᐱᒋᕐᓯᒪᔭᖏᓐᓄᑦ.

3.2 ᐊᐅᓚᑦᑎᔨ ᐃᒪᐃᓐᓂᐊᕐᐳᖅ:

a. ᐊᑐᓕᖁᔨᓗᓂ ᐊᓯᓪᓕᕆᐊᓕᒃᓂᒃ ᐃᒪᐃᑐᔭᕆᐊᖃᕐᓂᕐᒧᑦ ᐊᑐᐊᒐᖏᓐᓂᒃ ᓇᒻᒪᒃᑐᒃᑯᑦ ᐱᔭᕆᐊᖃᕋᔭᖓᑕ;
b. ᑕᓐᓇ ᐊᑐᐊᒐᑦ ᐃᒪᐃᑦᑐᔭᕆᐊᕐᓂᕐᒧᑦ ᑐᑭᓯᔭᐅᑦᑎᐊᕐᓯᒪᓗᓂ ᐃᓚᐅᖃᑕᐅᔪᓄᑦ ᒪᓕᒃᑕᐅᓗᓂᓗ;
c. ᐃᑲᔪᕐᓗᓂ ᐊᒻᒪᓗ ᐅᖃᐅᔾᔨᒋᐊᕐᓗᓂ ᐃᖃᓇᐃᔭᕐᑎᐅᔪᓂᒃ ᐃᓕᓴᐃᔨᐅᔪᓂᒃᓗ ᐊᑐᕐᑎᑕᐅᓂᖓᓂᒃ ᐊᒻᒪᓗ ᖃᐅᔨᒪᓇᓱᒃᑕᐅᓂᖓᓂᒃ ᐃᒪᐃᑦᑐᔭᕆᐊᕐᓂᕐᒧᑦ ᐊᑐᐊᒐᖅ;
d. ᖃᓄᐃᒋᐊᕈᑎᓂᒃ ᐊᕿᒃᓯᓗᓂ ᒪᓕᒃᓗᒍ ᐃᒪᐃᑦᑐᔭᕆᐊᖃᕐᓂᕐᒧᑦ ᐊᑐᐊᒐᐃᑦ;
e. ᑎᑎᕋᕐᑕᐅᓗᑎᒃ ᐊᒻᒪᓗ ᐊᐅᓚᑕᐅᓗᑎᒃ ᖃᓄᐃᒋᐊᕈᑕᐅᔪᑦ ᑎᑎᕋᕐᑕᐅᓯᒪᓂᖏᓐᓂᒃ.

3.3 ᐃᖃᓇᐃᔭᕐᑎᑦ ᐃᒪᐃᓐᓂᐊᕐᐳᑦ:

a. ᐃᓕᓴᐃᔨᐅᔪᑦ ᐊᒻᒪᓗ ᐃᓚᐅᖃᑕᐅᔪᑦ ᖃᐅᔨᒪᑦᑎᐊᕐᓗᑎᒃ ᑐᑭᓯᐅᒪᓗᑎᒃᓗ ᐃᒪᐃᑦᑐᔭᕆᐊᖃᕐᓂᕐᒧᑦ ᐊᑐᐊᒐᕐᒥᒃ;
b. ᑲᒪᒋᔭᖃᕐᓗᑎᒃ ᐅᓂᑲᕆᐊᖃᕐᓂᕐᒥᓂᒃ ᐊᐅᓚᑦᑎᔨᒧᑦ ᐊᕿᒋᐊᕈᑕᐅᔭᕆᐊᓕᒃᓄᑦ ᖃᓄᐃᒋᐊᕈᑕᐅᔪᓄᑦ ᐃᓚᐅᖃᑕᐅᔪᓄᑦ ᐱᔭᒃᓴᖏᑦ ᑲᒪᒋᔭᖏᑦ ᒪᓕᒃᓗᒋᑦ;
c. ᐃᓕᓴᐃᔨᐅᔪᑦ ᐃᑲᔪᕐᓗᒋᑦ ᑐᑭᓯᐅᒪᑎᑦᑎᓗᑎᒃ ᐊᒻᒪᓗ ᐊᑐᕐᑎᑦᑎᓗᑎᒃ ᐃᒪᐃᑦᑐᔭᕆᐊᖃᕐᓂᕐᒧᑦ ᐊᑐᐊᒐᕐᒥᒃ;
d. ᐃᓚᐅᖃᑕᐅᔪᑦ ᖃᐅᔨᒪᓗᑎᒃ ᖃᓄᕐ ᐊᐱᕆᔪᓐᓇᕐᒪᖓᑕ ᐅᖃᐅᔾᔨᔪᓐᓇᕐᒪᖓᑕᓗ ᐃᖃᓇᐃᔭᕐᑎᐅᔪᒥᒃ ᐅᖃᐅᔾᔨᒋᐊᕆᖃᖃᕈᓂ ᐊᒻᒪᓗ ᐃᑲᔪᕐᑕᐅᔪᒪᒍᓂ ᐃᒪᐃᑦᑐᔭᕆᐊᖃᕐᓂᕐᒧᑦ ᐊᑐᐊᒐᕐᒧᑦ;
e. ᖃᐅᔨᓴᕐᓗᑎᒃ, ᑎᑎᕋᕐᓗᑎᒃ ᐊᒻᒪᓗ ᐊᑐᓕᖁᔨᓗᑎᒃ ᖃᓄᐃᒋᐊᕈᑕᐅᔪᓂᒃ ᐊᐅᓚᑦᑎᔨᒧᑦ ᐱᔾᔪᑎᒋᓪᓗᒍ ᓱᕋᐃᓂᐅᔪᑦ ᐃᒪᐃᑦᑐᔭᕆᐊᖃᕐᓂᕐᒧᑦ ᐊᑐᐊᒐᕐᓂᒃ ᐃᓕᓴᐃᔨᒧᑦ;
f. ᐊᑐᓕᖁᔨᓗᑎᒃ ᐊᐅᓚᑦᑎᔨᒥᒃ ᐊᓯᓪᓕᕆᐊᓕᒃᓂᒃ ᐃᒪᐃᑦᑐᔭᕆᐊᕐᓂᕐᒧᑦ ᐊᑐᐊᒐᕐᓂᒃ.

ᐃᒪᐃᑦᑐᔭᕆᐊᖃᕐᓂᖅ 3 / 9

3.4 ᐃᓕᓴᐃᔨ ᐃᒪᐃᓐᓂᐊᕐᐳᖅ:

a. ᐃᓚᐅᖃᑕᐅᔪᑦ ᐃᓕᓐᓂᐊᖃᑕᐅᔪᑦ ᖃᐅᔨᒪᑎᑕᐅᑦᑎᐊᕐᓗᑎᒃ ᐃᓕᔭᐃᔨ ᖃᐅᔨᒪᑎᑦᑎᓗᓂ ᐃᒪᐃᑦᑐᔭᕆᐊᖃᕐᓂᕐᒧᑦ ᐊᑐᐊᒐᕐᓂᒃ;
b. ᖃᓄᐃᒋᐊᕈᑕᐅᔪᓂᒃ ᐊᕿᒃᓯᓗᓂ ᒪᓕᒃᓗᒋᑦ ᐃᒪᐃᑦᑐᔭᕆᐊᖃᕐᓂᕐᒧᑦ ᐊᑐᐊᒐᐃᑦ;
c. ᑎᑎᕋᕐᓗᖏᑦ ᖃᓄᐃᒋᐊᕈᑕᐅᔪᑦ ᐊᕿᒋᐊᕈᑕᐅᔪᓪᓗ;
d. ᐃᖃᓇᐃᔭᕐᑎᐅᔪᑦ ᐊᒻᒪᓗ ᐅᕙᓗᓐᓂᑦ ᐊᐅᓚᑦᑎᔨ ᑐᓴᐅᒪᑎᑕᐅᑦᑎᐊᕐᓗᑎᒃ ᐊᕿᒋᐊᕈᑕᐅᔪᓂᒃ ᖃᓄᐃᒋᐊᕈᑕᐅᔪᓂᒃᓗ ᐊᔾᔨᖏᓐᓂᒃᓗ ᑎᑎᕋᕐᓯᒪᔪᓂᒃ ᐱᑎᑕᐅᓗᑎᒃ;
e. ᐊᓯᓪᓕᕆᐊᖃᕐᑐᓂᒃ ᐃᒪᐃᑦᑐᔭᕆᐊᖃᕐᓂᕐᒧᑦ ᐊᑐᐊᒐᕐᓂᒃ ᐅᖃᖃᑦᑕᕐᓗᑎᒃ.

4.0 ᐃᒪᐃᑦᑐᓂᖅ

4.1 ᐅᐸᒃᓯᒪᓂᖅ: ᓄᓇᓕᒃᓂ ᐱᓕᒻᒪᒃᓴᐃᓂᕐᒥᒃ ᑲᑐᔨᖃᑎᒋᖏᑦ ᐱᓚᕆᐅᑎᑦᑎᒃᒪᑕ ᐅᐸᒃᓯᒪᓂᕐᒥᒃ ᐃᓚᐅᖃᑕᐅᔪᓄᑦ ᐃᖃᓇᐃᔭᖏᓐᓄᑦ ᐊᔪᖏᑕᖏᓐᓄᓪᓗ ᐱᔪᓐᓇᕐᓯᕙᓪᓕᖁᓪᓗᒋᑦ ᐱᐅᒪᖑᔪᒃᑯᑦ. ᑕᓐᓇ ᐊᑐᕐᑕᐅᔪᖅ ᒪᓕᒃᓯᒪᒋᕗᖅ ᑭᓇᐅᔭᑎᒍᑦ ᐃᑲᔪᕐᑕᐅᓯᒪᓂᖏᓐᓂᒃ ᐃᓱᒪᒋᔭᐅᓗᓂ ᐃᓕᓐᓂᐊᕐᖃᑕᐅᑎᓪᓗᖏᑦ. ᑕᐃᒪᐃᓐᓂᖓᓄᑦ:

a. ᐃᓚᐅᖃᑕᐅᔪᑦ ᐃᓕᓐᓂᐊᖃᑕᐅᔪᑦ ᓂᕆᐅᒋᔭᐅᕗᑦ 3ᐅᐸᒃᓯᒪᐃᓐᓇᕐᓗᑎᒃ ᑕᒪᒃᑭᕐᓗᒍ 100%. ᐃᒪᓐᓇ ᑐᑭᖃᕐᐳᖅ ᐃᓚᐅᖃᑕᐅᔪᑦ ᐃᓕᓐᓂᐊᖃᑕᐅᔪᑦ ᓂᕆᐅᒋᔭᐅᕗᑦ ᐃᑲᕋᖓᓂ ᐅᐸᒃᓯᒪᔭᕆᐊᖃᕐᓂᖓᓂ ᐅᐸᒃᒍᑎᓗᑎᒃ ᖃᐅᑕᒪᑦ ᐃᓕᓐᓂᐊᕐᓂᖏᓐᓂ ᐊᒻᒪᓗ ᐅᐸᒃᓯᒪᐃᓐᓇᕐᓗᑎᒃ ᐃᓱᓕᑉᐸᑦ ᑭᓯᐊᓂ ᐃᓕᓐᓂᐊᕐᓂᖓ ᐊᑐᓂ ᐃᓕᓐᓂᐊᕐᑕᐅᔪᑦ;
b. ᐃᓚᐅᖃᑕᐅᔪᑦ ᐃᓕᓐᓂᐊᖃᑕᐅᔪᑦ ᐅᐸᒃᓯᒪᖏᔾᔪᑎᖃᕋᔭᕐᑐᑦ ᐱᔾᔪᑎᒃᓴᖃᕈᑎᒃ ᐊᐅᓚᖏᑕᖓᒍᑦ. ᐅᐸᒃᓯᒪᔪᓐᓇᖏᒃᑯᓂ ᐊᔪᕐᓇᕐᕈᓂ ᐅᐸᒋᐊᒃᓴᖅ ᐃᓕᓐᓂᐊᖃᑕᐅᔪᖅ ᐃᓚᐅᖃᑕᐅᔪᖅ ᐅᖃᐅᔾᔨᔭᕆᐊᖃᕐᐳᖅ ᐃᓕᓴᐃᔨᒥᒃ ᐱᔾᔪᑎᖓᓂᒃᓗ ᐅᖃᕐᓗᓂ ᐅᐸᒃᓯᒪᔾᔨᐊᖏᓐᓂᕐᒥᓂᒃ;
c. ᐃᓕᓴᐃᔨᐅᔪᖅ ᐊᕿᒃᓯᓂᐊᕐᐳᖅ ᐃᓚᐅᖃᑕᐅᔪᖅ ᐃᓕᓐᓂᐊᖃᑕᐅᔪᖅ ᐅᖃᐅᓯᖏᑦ ᐱᔾᔪᑎᖏᓪᓗ ᓇᒻᒪᒃᒪᖓᑕ ᐊᒻᒪᓗ, ᓇᒻᒪᒃᑯᑎᒃ ᑎᑎᕋᕐᓂᐊᕐᐸᖓ ᐅᐸᒃᓯᒪᖏᓐᓂᖓᓄᑦ ᐱᔾᔪᑎᖓᓂᒃ ᐃᓕᓐᓂᐊᖃᑕᐅᔪᑦ;
d. ᐃᓕᓴᐃᔨᐅᔪᖅ ᐃᓱᒪᒋᒍᓂᐅᒃ ᐃᓕᓐᓂᐊᖃᑕᐅᔪᑦ ᐱᔾᔪᑎᒋᔭᖏᑦ ᓇᒻᒪᖏᓐᓂᖏᓐᓄᑦ ᐅᐸᒃᓯᒪᖏᔾᔪᑎᒋᔭᖏᑦ ᐃᔾᔪᑎᒃᓴᐅᑦᑎᐊᖏᑉᐸᑕ, ᐃᓕᓐᓂᐊᖃᑕᐅᔪᖅ ᐃᓚᐅᖃᑕᐅᔪᖅ ᐅᖃᐅᔭᐅᒋᐊᕋᔭᕐᑐᖅ ᒪᓕᒃᓗᒍ ᑎᑎᕋᕐᓯᒪᔪᖅ 8 ᐃᒪᐃᑦᑐᔭᕆᐊᖃᕐᓂᕐᒧᑦ ᐊᑐᐊᒐᕐᓂ;
e. ᖃᓄᐃᑐᐃᓐᓇᖅ ᐱᒐᓗᐊᕈᓂ, ᐱᔾᔪᑎᒃᓴᖃᑦᑎᐊᕋᓗᐊᕈᓂᓗᓐᓂᑦ ᐱᔾᔪᑎᒃᓴᐅᑦᑎᐊᖏᒃᑲᓗᐊᕈᑎᒃᓗᓐᓂᑦ, ᑭᓇᑐᐃᓐᓇᖅ ᐃᓚᐅᖃᑕᐅᔪᖅ

ᐃᒪᐃᑦᑐᔭᕆᐊᖃᕐᓂᖅ 4 / 9

ᐅᐸᒃᓯᒪᖏᒃᑯᓂ 80% ᐃᓕᓴᕆᔭᐅᔾᔪᑎᑕᔾᔨᐊᖏᑦᑐᖅ ᐱᔭᕆᕐᓯᓂᕐᒧᑦ ᐃᓕᓐᓂᐊᕐᑕᖓᓂᒃ.

4.2 ᐊᖕᒪᓂᓕᕆᓂᒃᑯᑦ ᐱᓂᕐᓗᖓᓂᖅ*: ᓄᓇᓕᒃᓂ ᐱᓕᒻᒪᒃᓴᐃᓂᕐᒧᑦ ᑲᑐᔨᖃᑎᒋᖏᑦ ᑐᕋᒐᖃᕐᑐᑦ ᐃᓚᐅᖃᑕᐅᔪᑦ ᐱᐅᔪᒥᒃ ᐱᑦᑎᐊᕐᓂᕐᒥᒃᓗ ᐊᑐᑎᖃᕐᑐᒥᒃᓗ
ᖃᐅᔨᖁᔨᓪᓗᑎᒃ ᐃᓕᓐᓂᐊᕈᑕᐅᔪᓕᒪᓂ. ᐱᓕᒻᒪᒃᓴᕐᓂᕐᒧᑦ ᑲᑐᔨᖃᑎᒋᖏᑦ ᐃᒪᐃᑦᑐᖏᓚᑦ, ᐊᒻᒪᓗ ᐃᒪᐃᔨᐅᔪᑦ ᐃᓕᓐᓂᐊᖃᑕᐅᔪᓪᓗ ᐃᒪᐃᑦᑐᖏᓚᑦ, ᐊᖕᒪᓂᓕᕆᓂᒃᑯᑦ ᐱᓂᕐᓗᒃᓂᕐᒥᒃ ᐊᑐᖁᔨᖏᓚᑦ. ᐊᖕᒪᓂᓕᕆᓂᒃᑯᑦ ᐱᓂᕐᓗᒃᓂᖅ ᐅᖃᐅᓯᒃᑯᕈᓐᓇᕐᐳᖅ ᐅᕙᓗᓐᓂᑦ ᑎᒥᒃᑯᑦ, ᐱᔭᕆᓗᓂ, ᑕᐃᒪᐃᖁᔭᐅᖏᓪᓗᓂ, ᐅᕙᓗᓐᓂᑦ ᑐᖓᓱᒃᑎᑕᐅᖏᓪᓗᓂ ᐊᒻᒪᓗ ᐊᑕᐅᓯᐊᕐᓗᓂ ᐊᑕᐅᓯᐊᖏᓪᓗᓂᓗᓐᓂᑦ. ᐊᑕᓂᑦᑐᑦ ᑎᑎᕋᕐᓯᒪᔪᑦ ᑕᒪᕐᒥᒃ ᐱᓯᒪᖏᑦᑐᒐᓗᐊᑦ ᑭᓯᐊᓂ ᑐᑭᓯᐅᒪᔪᑎᒃᓴᐅᕗᑦ ᐃᒪᐃᑦᑐᒐᔭᕐᓂᖏᓐᓂᒃ:

a. ᐅᖃᐅᓯᑦᑎᐊᕙᐅᖏᑦᑐᑦ, ᒥᑕᖓᓯᓪᓗ, ᐅᕙᓗᓐᓂᑦ ᐃᒪᐃᓐᓂᕋᐃᓯᒪᔪᑦ ᑭᓇᑐᐃᓐᓇᐅᑦ ᑎᒥᖓ ᐱᔾᔪᑕᐅᓗᓂ, ᐊᓐᓄᕋᖏᓪᓗᓐᓂᑦ;
b. ᓴᕿᔭᕐᑎᑦᑎᓂᖅ ᐊᓐᓄᕋᐃᖓᖑᐊᕐᑐᓂᒃ ᐅᕙᓗᓐᓂᑦ ᐊᑭᕋᕐᑐᕐᑐᓂᒃ ᐅᕙᓗᓐᓂᑦ ᐱᐅᖏᓐᓂᕋᐃᓯᒪᔪᓂᒃ ᐊᔾᔨᒋᐊᓂᒃ ᐅᕙᓗᓐᓂᑦ ᐊᓯᖏᓐᓂᒃ ᑕᑯᒃᓴᐅᔪᓂᒃ;
c. ᑐᓐᖓᓴᐃᔪᑦ ᐱᔪᒪᔭᐅᖏᑎᓪᓗᒋᑦ ᐅᕙᓗᓐᓂᑦ ᕿᓄᖓᓱᒃᓂᑦ, ᖃᐅᔨᓇᕐᑎᓪᓗᒋᑦ ᐅᔾᔨᕐᓇᖏᑦᑐᒃᑯᓪᓗᓐᓂᑦ ᓴᕿᔭᕐᑐᒃᑯᓪᓗᓐᓂᑦ ᐊᒻᒪᓗ ᓯᕗᕋᓴᕆᓂᒃᑯᑦ ;
d. ᐊᒃᑐᕐᓯᓂᑦ ᐊᒃᑐᕐᓯᔭᕆᐊᖃᖏᑎᓪᓗᒍ ᓱᕐᓗ ᐊᒃᑐᕐᓯᓂᖅ, ᐸᑕᓗᒃᓂᖅ ᐅᕙᓗᓐᓂᑦ ᐳᔾᔪᒃᑐᐃᓂᖅ;
e. ᐊᑭᒋᐊᕐᓂᑦ ᐅᕙᓗᓐᓂᑦ ᐊᑭᒋᐊᕐᓂᐊᓂᕋᕐᓂᑦ ᑭᓇᑐᐃᓐᓇᕐᒧᑦ ᐊᒃᑲᕐᑕᐅᓂᕐᒥᓄᑦ ᐊᖕᒪᓂᓕᕆᓂᒃᑯᑦ ᐱᔪᒪᑎᓪᓗᒍ ᐅᕙᓗᓐᓂᑦ ᐱᓇᓱᒃᑎᓪᓗᒍ;
f. ᒪᓕᑲᑕᒃᓂᑦ;

g. ᐊᖕᒪᓕᕆᓂᒃᑯᑦ ᐱᑦᑎᐊᖏᓐᓂᑦ ᐊᓐᓂᕐᓯᓂᑦ.

ᐊᖕᒪᓂᓕᕆᓂᒃᑯᑦ ᐱᓂᕐᓗᖓᓂᖅ ᓱᕋᐃᓂᐅᓪᓚᕿᒃᐳᖅ ᐱᕋᔭᒃᓂᐅᕗᖅ ᐸᓯᔭᒃᓴᐅᔾᔪᑕᐅᔪᓐᓇᕐᐳᕐᓗ ᖃᓄᐃᒋᐊᕈᑕᐅᓗᓂ ᐊᕿᒋᐊᕈᑕᐅᓗᓂᓗᓐᓂᑦ ᑎᑭᓪᓗᒍ ᐱᖃᓯᐅᑎᓗᒍᓗ ᑕᐃᑲᓂᒍᓐᓂᕐᑎᑕᐅᓂᖅ ᐃᓕᓐᓂᐊᕐᕕᐅᔪᒥ ᐊᒻᒪᓗ, ᐊᕿᒃᓯᓂᖓ ᒪᓕᒃᓗᒍ ᐃᖃᓇᐃᔭᕐᑎᐅᔪᑦ, ᐃᖃᓇᐃᔭᕈᓐᓂᕐᑎᑕᐅᔪᓐᓇᕐᐳᖅ. (ᑕᑯᓗᒍ ᑎᑎᕋᕐᓯᒪᔪᖅ A).

ᖃᓄᐃᓐᓂᕋᕐᑕᐅᔪᓕᒪᑦ ᐊᖕᒪᓂᓕᕆᓂᒃᑯᑦ ᐱᓂᕐᓗᖓᓂᑦ ᐅᖃᐅᓯᐅᔪᓐᓇᕐᑐᑦ ᐃᓕᓴᐃᔨᐅᔪᒧᑦ, ᐃᖃᓇᐃᔭᕐᑎᐅᔪᒧᑦ ᐅᕙᓗᓐᓂᑦ ᐊᐅᓚᑦᑎᔨᒧᑦ. ᐊᑎᖓ ᐅᖃᕐᑐᑦ ᐅᖃᐅᓯᐅᒐᔭᖏᑦᑐᖅ ᑭᓯᐊᓂ ᖃᐅᔨᓴᕐᑕᐅᑎᓪᓗᒍ ᐱᔭᕆᐊᖃᕈᓂ ᐅᕙᓗᓐᓂᑦ ᐱᒋᐊᕐᑎᑕᐅᓇᓱᒃᑎᓪᓗᒍ ᖃᓄᕐᑐᕈᑕᐅᔪᖅ. ᑭᓇᑐᐃᓐᓇᖅ ᐃᓚᐅᖃᑕᐅᔪᖅ, ᐃᓕᓴᐃᔨᓗᓐᓂᑦ ᐅᕙᓗᓐᓂᑦ ᐃᖃᓇᐃᔭᕐᑎᖏᑦ ᐱᓕᒻᒪᒃᓴᐃᔨᒃᑯᑦ ᖃᓄᐃᑕᐅᔾᔨᐊᖏᓚᑦ ᐅᖃᕐᓂᖏᓐᓄᑦ ᐱᒋᐊᕐᑎᑦᑎᓂᖏᓐᓄᓪᓗ ᓱᓕᑎᓪᓗᒋᑦ ᐅᖃᐅᓯᕆᔭᖏᑦ ᐊᖕᒪᓂᓕᕆᓂᒃᑯᑦ ᐱᓂᕐᓗᖓᓂᐅᔪᒥᒃ ᖃᐅᔨᓴᕐᑕᐅᓚᐅᕐᑎᓪᓗᒍ.

4.3 ᐊᓯᖏᑦ ᐱᓂᕐᓗᖓᓂᑦ ᐊᑭᕋᕐᑐᕐᓂᓪᓗ: ᓄᓇᓕᒃᓂ ᐱᓕᒻᒪᒃᓴᕐᓂᕐᒧᑦ ᑲᑐᔨᖃᑎᒋᖏᑦ ᑐᕋᒐᖃᕐᐳᑦ ᐃᓕᓐᓂᐊᕐᕕᐅᔪᑦ ᐱᓂᒃᓗᖓᓂᖃᖁᔨᓇᑎᒃ ᐊᒻᒪᓗ ᐊᑭᕋᕐᑐᕐᓂᕐᑕᖃᖏᓪᓗᓂ. ᑕᐃᒪᐃᓐᓂᖓᓄᑦ, ᐱᓕᒻᒪᒃᓴᐃᔨᒃᑯᑦ ᐃᒪᐃᔾᔨᐊᖏᓚᑦ,

ᐃᒪᐃᑦᑐᔭᕆᐊᖃᕐᓂᖅ 5 / 9

ᐊᒻᒪᓗ ᐃᓕᓴᐃᔨᐅᔪᑦ ᐊᒻᒪᓗ ᐃᓚᐅᖃᑕᐅᔪᑦ ᐃᒪᐃᔾᔨᐊᖏᓚᑦ, ᐱᒋᐊᕐᑎᑦᑎᓗᑎᒃ ᖃᓄᐃᑦᑐᑐᐃᓐᓇᐃᑦ ᐱᓂᕐᓗᖓᓂᐅᔪᑦ ᐱᑦᑎᐊᖏᓐᓂᐅᔪᑦ ᐅᕕᓂᐅᖃᑎᒋᖏᓐᓂᒃᑯᑦ, ᓇᒥᕐᒥᐅᑕᐅᓂᒃᑯᑦ, ᐅᒃᐱᕐᓂᒃᑯᑦ, ᓄᓇᖃᕐᖃᕐᓯᒪᓂᒃᑯᑦ ᐅᕙᓗᓐᓂᑦ ᓇᒥᕐᒥᐅᑕᐅᓂᒥᖏᑎᒍᑦ, ᓯᕗᕙᖏᑎᒍᑦ ᐅᒃᐱᕈᓯᒃᓂᖓᒍᑦ, ᐃᓐᓇᐅᓂᖓᒍᑦ,ᐊᖑᑎᓗᓐᓂᑦ ᐊᕐᓇᐅᓂᖓᒍᓪᓗᓐᓂᑦ, ᑲᑎᑎᑕᐅᓯᒪᓂᒃᑯᑦ, ᖃᑕᖑᑎᖃᕐᓂᖓᒍᑦ, ᑭᓇᐅᔭᒃᓴᕐᓂᖓᒍᑦ, ᑐᑎᒐᖃᕐᓂᖓᒍᑦ, ᑎᒥᖓᒍᑦ ᐃᓱᒪᖓᒍᓪᓗᓐᓂᑦ ᐊᔪᕈᑎᖃᕐᓂᖓᒍᑦ, ᐊᐃᑦᑐᕐᓗᒃᑕᐅᓂᐊᕋᓱᒋᓂᖓᒍᑦ, ᓂᕈᐊᕐᑕᐅᓯᒪᔪᑦ ᐅᒃᐱᕈᓯᒃᓂᖓᒍᑦ, ᐃᓚᐅᕕᒋᔭᖓᒍᑦ ᖃᓄᐃᓕᐅᖃᑕᐅᖃᑦᑕᕐᓂᖓᒍᑦ, ᐅᕙᓗᓐᓂᑦ ᐃᓚᐅᖃᑕᐅᓂᖓᒍᑦ ᖁᓚᓂᑦᑐᓄᑦ ᐅᖃᐅᓯᐅᔪᓄᑦ. ᐱᓂᕐᓗᖓᓂᖅ ᐅᕙᓗᓐᓂᑦ ᐊᑭᕋᕐᑐᕐᓂᖅ ᐅᖃᐅᓯᒃᑯᕈᓐᓴᕐᐳᖅ ᑎᒥᒃᑯᓪᓗᓐᓂᑦ, ᐱᔭᕆᓗᓂ, ᑕᐃᒪᐃᖁᔭᐅᖏᓪᓗᓂ ᐅᕙᓗᓐᓂᑦ ᑐᐊᓴᕐᑕᐅᓯᒪᖏᓪᓗᓂ ᐊᒻᒪᓗ ᐊᑕᐅᓯᐊᕐᓗᓂ ᐊᑕᐅᓯᐊᖏᒃᑲᓗᐊᕐᓗᓂᓗᓐᓂᑦ ᑕᐃᒪᐃᑐᕕᓂᐅᒃᐸᑦ. ᐅᑯᐊ ᐊᑕᓂᑦᑐᑦ ᑕᒪᒃᑭᕐᓯᒪᖏᑦᑐᒐᓗᐊᑦ ᐃᒪᐃᑦᑐᖃᕈᓐᓇᕐᓂᖓᓂᒃ ᑭᓯᐊᓂ ᐱᓂᕐᓗᖓᓂᕐ ᐅᑯᐊᖑᔪᓐᓇᕐᐳᑦ:

a. ᐅᖃᐅᓯᖃᓂᕐᓗᒃᓂᖅ, ᒥᑕᖓᑎᖃᕐᓂᖅ ᐅᕙᓗᓐᓂᑦ ᐃᒪᐃᑦᑐᓂᕋᐃᓂᖅ ᖁᓚᓂᑦᑐᑦ ᐅᖃᕐᓯᒪᓂᖏᑦ ᒪᓕᒃᑕᐅᒃᐸᑕ;
b. ᓴᕿᔭᕐᑎᑦᑎᓂᖅ ᐅᕕᓂᐅᖃᑎᒋᖏᓐᓂᒃᑯᑦ ᐅᕙᓗᓐᓂᑦ ᐊᑭᕋᕐᑐᑕᐅᔪᒃᑯᑦ ᓴᕿᔭᕐᑎᑦᑎᓂᖅ;

c. ᐱᔪᒪᓂᖅ ᓇᒻᒪᖏᑦᑐᒃᑯᑦ;

d. ᓯᕗᕋᓴᐃᓂᖅ;

e. ᐅᖃᐅᓯᒃᑯᑦ ᐱᐅᖏᓐᓂᕋᐃᓂᖅ ᐅᕙᓗᓐᓂᑦ ᑲᑉᐱᐊᓴᕆᓂᖅ;

f. ᒥᑕᖓᑎᖃᕐᓂᖅ ᑲᖑᓇᕐᑐᑎᓪᓗᒍ ᐃᓗᐊᖏᑎᓪᓗᒍᓗᓐᓂᑦ;

g. ᖃᓄᐃᑕᐅᔪᑦ ᖃᓄᐃᓕᐅᕐᓂᐅᔪᓪᓗᓐᓂᑦ ᑭᓇᐅᓂᖓᓂᒃ ᐱᐅᔪᓐᓂᕐᑎᑦᑎᒋᐊᕐᑐᑦ; h. ᑎᒥᒃᑯᑦ ᐊᓐᓂᕐᓯᕆᓂᖅ

ᐱᓂᕐᓗᖓᓂᖅ ᐱᕋᔭᒃᓂᐅᕗᖅ ᐸᓯᔭᒃᓴᐅᔪᑕᐅᔪᓐᓇᕐᖢᓂᓗ ᐱᖃᓯᐅᑎᓗᒍ ᑕᐃᑲᓂᒍᓐᓂᕐᑎᑕᐅᓗᓂ ᐃᓕᓐᓂᐊᕐᕕᐅᔪᒥ ᐊᒻᒪᓗ ᐃᖃᓇᐃᔭᕐᕝᖓ ᖃᓄᐃᖁᔨᓂᖓ ᒪᓕᒃᓗᒍ ᐃᖃᓇᐃᔭᕈᓐᓂᕐᑎᑕᐅᓗᓂ (ᑕᑯᓗᒍ ᑎᑎᕋᕐᓯᒪᔪᖅ A).

ᖃᓄᐃᓐᓂᕋᕐᑕᐅᔪᓕᒪᑦ ᐊᖕᒪᓂᓕᕆᓂᒃᑯᑦ ᐱᓂᕐᓗᖓᓂᑦ ᐅᖃᐅᓯᐅᔪᓐᓇᕐᑐᑦ ᐃᓕᓴᐃᔨᐅᔪᒧᑦ, ᐃᖃᓇᐃᔭᕐᑎᐅᔪᒧᑦ ᐅᕙᓗᓐᓂᑦ ᐊᐅᓚᑦᑎᔨᒧᑦ. ᐊᑎᖓ ᐅᖃᕐᑐᑦ ᐅᖃᐅᓯᐅᒐᔭᖏᑦᑐᖅ ᑭᓯᐊᓂ ᖃᐅᔨᓴᕐᑕᐅᑎᓪᓗᒍ ᐱᔭᕆᐊᖃᕈᓂ ᐅᕙᓗᓐᓂᑦ ᐱᒋᐊᕐᑎᑕᐅᓇᓱᒃᑎᓪᓗᒍ ᖃᓄᕐᑐᕈᑕᐅᔪᖅ. ᑭᓇᑐᐃᓐᓇᖅ ᐃᓚᐅᖃᑕᐅᔪᖅ,
ᐃᓕᓴᐃᔨᓗᓐᓂᑦ ᐅᕙᓗᓐᓂᑦ ᐃᖃᓇᐃᔭᕐᑎᖏᑦ ᐱᓕᒻᒪᒃᓴᐃᔨᒃᑯᑦ ᖃᓄᐃᑕᐅᔾᔨᐊᖏᓚᑦ ᐅᖃᕐᓂᖏᓐᓄᑦ ᐱᒋᐊᕐᑎᑦᑎᓂᖏᓐᓄᓪᓗ ᓱᓕᑎᓪᓗᒋᑦ ᐅᖃᐅᓯᕆᔭᖏᑦ
ᐊᖕᒪᓂᓕᕆᓂᒃᑯᑦ ᐱᓂᕐᓗᖓᓂᐅᔪᒥᒃ ᖃᐅᔨᓴᕐᑕᐅᓚᐅᕐᑎᓪᓗᒍ.

5.0 ᑭᖑᓕᕆᑦ ᖃᓄᐃᒋᐊᕈᑕᐅᔪᓐᓇᕐᑐᑦ *: ᐱᖓᓱᕗᑦ ᖃᓄᐃᒋᐊᕈᑕᐅᔪᓐᓇᕐᑐᑦ ᐱᒋᐊᕐᑕᐅᔪᑕᐅᔪᓐᓇᕐᑐᑦ. ᐊᑐᓕᕐᑎᑕᐅᓂᖏᑦ ᐊᑐᓂ ᒪᓕᒃᓯᒪᓂᐊᕐᑐᖅ ᖃᓯᕐᓱᕐᖢᓂ ᑕᐃᒪᐃᓯᒪᓂᖓ ᒪᓕᒃᓗᒍ:

5.1 ᐱᒋᐊᕐᑕᐅᓂᖅ 1

ᐃᒪᐃᑦᑐᔭᕆᐊᖃᕐᓂᖅ 6 / 9

a. ᓯᕗᓪᓕᕐᐸᖓᓂ ᒪᓕᖏᓐᓂᖅ: ᐱᕕᒃᔪᐊᖑᖏᒃᑯᓂ ᑕᐃᑲᓂᑦᑐᓐᓂᕈᑕᐅᔾᔨᐊᖏᒃᑯᓂ, ᒪᓕᖏᑦᑐᖅ ᐅᖃᐅᓯᒃᑯᑦ ᐱᒋᐊᕐᑕᐅᓂᐊᕐᐳᖅ
ᐅᖃᐅᔾᔭᐅᓂᒃᑯᑦ ᐊᒻᒪᓗ ᑭᖑᓪᓕᕐᒥᒃ ᑕᐃᒪᐃᒃᑲᓐᓂᕈᓂ ᑎᑎᕋᕐᓯᒪᔪᒃᑯᕋᔭᕐᓂᖓᓂᒃ.
b. ᐅᖃᐅᓯᒃᑯᑦ ᐱᒋᐊᕐᑕᐅᓂᖅ ᐅᖃᖃᑎᒋᔭᐅᓗᓂ ᐃᓗᐊᖏᓐᓂᐅᔪᑦ ᒪᓕᖏᑦᑐᒧᑦ.
ᐅᖃᐅᓯᒃᑯᑦ ᐱᒋᐊᕐᑕᐅᓂᖓ ᓯᕗᓪᓕᕐᐸᖑᕗᖅ ᐱᒋᐊᕐᑕᐅᓇᓱᒍᓐᓇᕐᓂᖓᓂᒃ ᐱᔾᔪᑎᒋᓪᓗᒍ ᑭᖑᓂᐊᒍᑦ ᖃᓄᐃᑕᐅᒋᐊᒃᑲᓐᓂᕐᓂᐊᕈᓂ ᐱᖏᓚᐅᑲᒍᑕᐅᔪᓐᓇᕐᒪᑦ
ᐅᕙᓗᓐᓂᑦ ᑕᐃᒪᐃᖏᓐᓴᕈᓂ, ᖃᓄᐃᑕᐅᒋᐊᒃᑲᓐᓂᕈᓐᓇᕐᓯᔾᔪᑕᐅᓂᐊᕐᒪᑦ.
ᐅᖃᐅᓯᒃᑯᑦ ᐱᒋᐊᕐᑕᐅᓂᖅ ᑐᑭᖃᕐᐳᖅ ᐅᖃᐅᔾᔭᐅᓗᓂ ᑕᐃᒪᐃᖁᔭᐅᔪᓐᓂᕐᓗᓂ
ᒪᓕᖏᑦᑐᖅ ᑕᐃᒪᐃᖏᓐᓴᕈᓂ ᖃᓄᐃᑕᐅᒃᑲᓐᓂᕐᓂᐊᕐᓂᖓᓂᒃ ᐅᖃᐅᔾᔭᐅᓗᓂ .
c. ᐅᖃᐅᓯᒃᑯᑦ ᐅᖃᐅᔾᔭᐅᓂᖅ ᑎᑎᕋᕐᑕᐅᓂᐊᕐᐳᖅ ᐸᐃᐸᖏᓐᓄᓪᓗ ᒪᓕᖏᑦᑐᑦ ᐃᓕᔭᐅᓗᓂ ᐱᓕᒻᒪᒃᓴᕐᓂᖅᒧᑦ ᑲᑐᔨᖃᑎᒋᖏᑕ ᐸᐃᐸᖏᓐᓄᑦ.

* ᒪᓕᖏᓐᓂᐅᔪᖅ ᐱᖃᓯᐅᑎᓯᒪᒃᐸᑦ ᐱᓂᕐᓗᖓᓂᒃᑯᑦ ᐱᑦᑎᐊᖏᓐᓂᒃᑯᓪᓗ, ᑕᐃᒪᐃᑕᐅᔪᖅ ᒪᓕᖏᓂᒃᑯᑦ ᖃᖓᑐᐃᓐᓇᖅ ᐱᒋᐊᕐᑎᑦᑎᔪᓐᓇᕐᑐᖅ ᐱᖁᔭᑎᒍᑦ ᐃᓱᒪᕐᓱᕋᔭᕐᑐᖅ.

5.2 ᐱᖏᐊᕐᑕᐅᓂᖅ 2

a. ᑭᖑᓪᓕᕐᒥᒃ ᒪᓕᖏᓐᓂᖅ: ᐱᕕᒃᔪᐊᖑᖏᒃᑯᓂ ᑕᐃᑲᓂᑦᑐᓐᓂᕈᑕᐅᔾᔨᐊᖏᒃᑯᓂ ᐃᓚᐅᖃᑕᐅᔪᖅ ᑎᑎᕋᕐᓯᒪᔪᒃᑯᑦ ᐅᖃᐅᔾᔭᐅᒋᐊᕋᔭᕐᑐᖅ ᐊᒻᒪᓗ ᐅᖃᐅᔾᔭᐅᓗᓂ ᑕᐃᒪᐃᒃᑲᓐᓂᕈᓂ ᑕᐃᑲᓂᒍᓐᓂᕐᑎᑕᐅᓂᐊᕐᓂᖓᓂᒃ.
b. ᑎᑎᕋᕐᓯᒪᔪᒃᑯᑦ ᐅᖃᐅᔾᔨᒋᐊᕐᓂᖅ ᐊᑐᕐᑕᐅᕙᒃᐳᖅ ᐃᓚᐅᖃᑕᐅᔪᖅ
ᐊᕿᒋᐊᖏᑎᓪᓗᒍ ᐅᖃᐅᓯᒃᑯᑦ ᐅᖃᐅᔭᐅᒋᐊᒪᐅᕈᓗᐊᕐᑎᓪᓗᒍ. ᑭᓯᐊᓂ ᓯᕗᓪᓕᕐᒥᒃ ᒪᓕᖏᓐᓂᖅ ᐱᕕᒃᔪᐊᖑᑎᓪᓗᒍ, ᑎᑎᕋᕐᓯᒪᔪᒃᑯᑦ ᐅᖃᐅᔾᔭᐅᒋᐊᕈᓐᓇᕐᒥᔪᖅ ᓯᕗᓪᓕᕐᐸᕆᒐᓗᐊᕈᓂᐅᒃ. ᑎᑎᕋᕐᓯᒪᔪᒃᑯᑦ ᐅᖃᐅᔾᔭᐅᒋᐊᕐᓂᖅ ᐃᓗᓕᖃᕈᓐᓇᕐᑐᖅ ᖃᓄᐃᑕᐅᒋᐊᒃᑲᓐᓂᕈᓐᓇᕐᓂᖓᓂᒃ ᓯᕗᓂᑦᑎᓐᓂ ᑕᐃᒪᐃᖏᓐᓇᕈᓂ.
ᑎᑎᕋᕐᓯᒪᔪᒃᑯᑦ ᐱᒋᐊᕐᑕᐅᓂᖅ ᑎᑎᕋᕐᑕᐅᓂᐊᕐᐳᖅ ᐊᐅᓚᑦᑎᔨᒧᓪᓗ
ᐅᓂᑲᐅᓯᐅᓗᓂ.
c. ᑎᑎᕋᕐᓯᒪᔪᖅ ᖃᓄᐃᒋᐊᕈᑕᐅᔪᑎ ᑐᓂᔭᐅᓗᓂ ᐃᓚᐅᖃᑕᐅᔪᒧᑦ ᐃᓕᓐᓂᐊᖃᑕᐅᔪᒧᑦ, ᐱᖃᑕᓗ ᑎᑎᕋᕐᓯᒪᔪᖅ ᐊᔾᔨᖓ ᐃᖃᓇᐃᔭᕐᕕᖓᓄᑦ
ᑐᓂᔭᐅᓗᓂ ᐱᖓᔪᖓᓪᓗ ᐊᔾᔨᖓ ᑎᑎᕋᕐᓯᒪᔪᖅ ᓄᓇᓕᒃᓂ ᐱᓕᒻᒪᒃᓴᐃᓂᕐᒧᑦ ᑲᑐᔨᖃᑎᒋᖏᑕ ᐸᐃᐸᖏᓐᓄᑦ ᐃᓕᔭᐅᓗᓂ. ᐃᓚᐅᖃᑕᐅᔪᖅ ᐃᓕᓐᓂᐊᕐᖃᑕᐅᔪᖅ ᐊᑎᓕᐅᕆᐊᖃᕐᑎᑕᐅᓂᐊᕐᐳᖅ ᐅᕙᓗᓐᓂᑦ ᐊᑭᑎᕈᓯᖏᑦ ᓇᓗᓇᐃᕐᓗᒋᑦ
ᐊᖏᕐᓂᖓᓂᒃ ᐱᓯᒪᓕᕐᓂᖓᓂᒃ ᑎᑎᕋᕐᒥᒃ, ᐃᓕᔭᐅᓂᐊᕆᓪᓗᓂᓗ
ᐱᓕᒻᒪᒃᓴᐃᔨᒃᑯᑦ ᐸᐃᐸᖏᓐᓄᑦ.

5.3 ᐱᒋᐊᕐᑕᐅᓂᖅ 3

a. ᐱᖓᔪᖓᓐᓂ ᒪᓕᖏᓐᓂᖅ: ᐃᓚᐅᖃᑕᐅᔪᖅ ᑕᐃᑲᓂᒍᓐᓂᕐᑎᑕᐅᓂᐊᕐᐳᖅ ᐃᓕᓐᓂᐊᕐᕝᐅᔪᒥ ᐊᒻᒪᓗ ᐅᖃᐅᔾᔭᐅᓗᓂ ᓯᕗᓂᑦᑎᓐᓂ ᒪᓕᖏᓐᓂᐅᔪᑦ ᐃᓚᐅᔪᓐᓇᐃᓪᓕᑎᑕᐅᔪᓐᓇᕐᓂᖓᓂᒃ ᐃᓕᓐᓂᐊᕐᕕᐅᔪᓕᒪᓄᑦ.

ᐃᒪᐃᑦᑐᔭᕆᐊᖃᕐᓂᖅ 7 / 9

b. ᑎᑎᕋᕐᓯᒪᔪᒃᑯᑦ ᖃᐅᔨᑎᑕᐅᓂᖅ ᑕᐃᑲᓂᒍᓐᓂᕆᐊᖃᕐᓂᖓᓂᒃ ᐅᖃᐅᓯᒃᑯᑦ ᐅᖃᐅᔾᔭᐅᔭᕆᐊᖃᕐᐳᖅ ᐊᐅᓚᑦᑎᔨ, ᐃᓚᐅᖃᑕᐅᔪᖅ ᑐᓐᓂᕆᔭᐅᖏᓐᓂᖓᓂ.
ᑎᑎᕋᕐᓯᒪᔪᒃᑯᑦ ᖃᐅᔨᑎᑦᑎᔾᔪᑎ ᐱᖃᓯᐅᑎᓯᒪᓂᐊᕐᐳᖅ ᐱᔾᔪᑎᖓᓂᒃ ᖃᓄᐃᒋᐊᕈᑕᐅᔪᑦ ᐊᒻᒪᓗ ᖃᓄᐃᑕᐅᒋᐊᕈᑕᐅᕙᒋᓚᐅᕐᑐᑦ ᐃᓕᓴᐃᔨᒧᑦ. ᑕᒃᑯᐊ
ᐃᓱᒪᒋᓪᓗᒋᑦ, ᐊᓯᖏᓪᓗ ᐱᔾᔪᑕᐅᔪᑦ, ᐱᖃᓯᐅᑎᒐᔭᕐᑐᑦ ᖃᐅᔨᑎᑕᐅᓂᖓᓂᒃ ᑎᑎᕋᕐᓯᒪᔪᓂᒃ ᐃᓚᐅᖃᑕᐅᔪᒧᑦ, ᐃᖃᓇᐃᔭᕐᑎᒧᑦ, ᐊᐅᓚᑦᑎᔨᒧᑦ ᐊᒻᒪᓗ ᐃᓚᐅᖃᑕᐅᔪᑦ ᐃᖃᓇᐃᔭᕐᕕᖓᓄᑦ ᐊᖓᔪᖃᖓᓄᓪᓗᓐᓂᑦ. ᐃᓚᐅᖃᑕᐅᔪᖅ ᑕᐃᒪᐃᑕᐅᔪᖅ ᐊᐱᕐᓱᕐᑕᐅᒐᔭᕐᑐᖅ ᐊᒻᒪᓗ ᐅᓂᑲᓕᐊᖓ ᐱᖃᓯᐅᑎᓯᒪᓗᓂ ᐊᐱᕐᓱᕐᑕᐅᓪᓗᓂ ᖃᓄᐃᓕᓚᐅᕐᓂᖓᓂᒃ.
c. ᐅᓂᑲᕐᓯᒪᔪᖅ ᑕᐃᑲᓂᒍᓐᓂᕐᑎᑕᐅᓂᖓᓂᒃ ᐃᓚᐅᖃᑕᐅᔪᖅ ᐃᓕᔭᐅᓂᐊᕐᐳᑦ ᑎᑎᕋᕐᓯᒪᔪᑦ ᐃᓚᐅᖃᑕᐅᔪᑦ ᐸᐃᐸᖏᓐᓄᑦ ᐱᓕᒻᒪᒃᓴᕐᑎᑦ ᑎᑎᕋᖁᑎᖏᓐᓄᑦ.

6.0 ᑎᑎᕋᕐᓯᒪᔪᑦ ᖃᓄᐃᓕᐅᓚᐅᕐᓂᖓᓂᒃ

ᑎᑎᕋᕐᓯᒪᔪᑦ ᖃᓄᐃᑕᐅᒋᐊᕈᑕᐅᔪᑦ ᓯᕗᓪᓕᕐᒥᒃ ᒪᓕᖏᑎᓪᓗᒍ (ᑕᑯᓗᖑ ᑎᑎᕋᕐᓯᒪᔪᖅ A) ᐃᓚᖃᓯᐅᔾᔭᐅᓂᐊᕐᐳᖅ ᐃᓚᐅᖃᑕᐅᔪᑦ ᑎᑎᕋᖁᑎᖏᓐᓄᑦ ᐱᓕᒻᒪᒃᓴᐃᔨᒃᑯᑦ ᑎᑎᕋᕐᕕᖓᓂ ᐊᖃᒍᒃᓄᑦ ᒪᕈᒃᓄᑦ. ᐃᓱᓕᑉᐸᑕ ᐊᕋᒍᒃ , ᐃᓚᐅᖃᑕᐅᔪᖅ ᖃᓄᐃᓕᐅᒃᑲᓐᓂᓚᐅᖏᒃᑯᓂ ᐱᑦᑎᐊᖏᓐᓇᕈᓂ ᐊᕋᒍᒃᓄᑦ ᒪᕈᒃᓄᑦ, ᖃᓄᐃᓕᐅᕐᑕᕕᓂᖏᑦ ᑎᑎᕋᕐᓯᒪᔪᑦ ᐊᑐᕈᓐᓂᕐᑎᑕᐅᓂᐊᕐᐳᑦ ᐱᕐᑕᐅᓗᑎᒃᓗ ᑎᑎᕋᖁᑎᖏᓐᓂᑦ. ᐃᓚᐅᖃᑕᐅᔪᖅ ᐅᖃᐅᔾᔭᐅᓂᐊᕐᑐᖅ ᑎᑎᕋᕐᓯᒪᔪᑦ ᐱᕐᑕᐅᓯᒪᓕᕐᓂᖏᓐᓂᒃ. ᖃᓄᐃᑕᐅᒋᐊᒃᓂᕆᐊᖃᓚᐅᕈᓂ ᐃᓗᐊᓂ ᐊᕋᒍᒃ ᒪᕈᒃ ᑕᒪᕐᒥᒃ ᑎᑎᕋᕐᓯᒪᔪᑦ ᐱᑕᖃᐃᓐᓇᕐᑎᑕᐅᓂᐊᕐᑐᑦ, ᑭᓯᐊᓂ ᐱᔭᕆᕐᓯᒍᓂ ᐊᕋᒍᒃᓄᑦ ᒪᖁᒃᓄᑦ ᖃᓄᐃᓕᐅᒃᑲᓂᓚᐅᖏᓪᓗᓂ ᐱᑦᑎᐊᖏᓐᓇᕈᓂ.

7.0 ᐱᒋᐊᒃᑲᓐᓂᕐᓂᖅ ᖃᓄᐃᒋᐊᕈᑕᐅᔪᒧᑦ ᐊᑭᕋᕐᑐᕐᓗᓂ

ᑭᓇᑐᐃᓐᓇᖅ ᖃᓄᐃᒋᐊᕐᑎᑕᐅᓯᒪᔪᖅ ᐊᕿᖏᐊᕈᑕᐅᔪᓄᑦ ᓇᒻᒪᒃᓴᖏᒃᑯᓂ, ᐱᒋᐊᒃᑲᓐᓂᕈᓐᓇᕐᑐᖅ ᑎᑎᕋᕐᓗᓂ ᐊᐅᓚᑦᑎᔨᒧᑦ ᐊᒻᒪᓗ ᐊᕿᒃᑕᐅᖏᒃᑯᓂ
ᑲᑎᒪᔨᖏᓐᓄᑦ ᐅᖃᕐᓗᓂ.

8.0 ᐊᑐᕐᑕᐅᓂᖓ

8.1 ᓯᕗᓪᓕᕐᒥ ᒪᓕᖏᓐᓂᕐᒧᑦ: ᐊᑕᓂᑦᑐᑦ ᐅᒃᑐᑕᐅᕗᑦ ᖃᓄᕐ ᓯᕗᓪᓕᕐᒥᒃ ᒪᓕᖏᑦᑐᑦ ᐊᑐᕐᑕᐅᒐᔭᕐᒪᖓᑕ.

ᓯᑎᕗᓪᓕᕐᒥᒃ ᒪᓕᖏᓐᓂᖅ: ᐅᖃᐅᓯᒃᑯᑦ ᐅᖃᐅᔾᔭᐅᒋᐊᕐᓗᓂ
ᑭᖑᓪᓕᕐᒥᒃ ᒪᓕᖏᓐᓂᖅ: ᑎᑎᕋᕐᓯᒪᔪᒃᑯᑦ ᐅᖃᐅᔾᔭᐅᒋᐊᕐᓗᓂ
ᐱᖓᔪᖓᓐᓂ ᒪᓕᖏᓐᓂᖅ: ᑕᐃᑲᓂᒍᓐᓂᕐᑎᑕᐅᓗᓂ

• ᐅᐸᒃᓯᒪᖏᓪᓗᓂ ᐊᖏᕐᑕᐅᓯᒪᖏᓪᓗᓂ ᐃᓕᓴᐃᔨᒧᑦ ᐅᖃᕐᓯᒪᖏᓪᓗᓂ. ᐃᓚᐅᖃᑕᐅᔪᖅ ᖃᐅᔨᑎᑦᑎᔭᕆᐊᖃᕐᑐᖅ ᐃᓕᓴᐃᔨᒥᒃ ᐅᕙᓗᓐᓂᑦ ᐊᔪᕐᓇᕈᓂ ᐃᓚᐅᖃᑕᐅᒃᑲᓐᓂᕐᑐᒥᒃ ᐱᔾᔪᑎᖓᓂᒃᓗ ᐅᖃᖁᓪᓗᓂᐅᒃ ᐅᐸᒍᓐᓇᖏᓐᓂᕐᒥᓂᒃ ᐱᒋᐊᕐᓚᐅᖏᓐᓂᖏᓐᓂ ᐃᓕᓐᓂᐊᕐᑐᑦ ᐊᒻᒪᓗ ᖃᖓ ᐊᔪᕈᓐᓂᕐᓂᐊᕐᓂᕐᒥᓂᒃ ᐅᖃᕐᓗᓂ.

ᐃᒪᐃᑦᑐᔭᕆᐊᖃᕐᓂᖅ 8 / 9

• ᐊᖏᕐᑕᐅᓯᒪᖏᓪᓗᓂ ᐊᓂᑐᐃᓐᓇᕐᓗᓂ ᐃᓕᓐᓂᐊᕐᑐᓂᑦ ᖃᖓᑐᐃᓐᓇᒃᑯᑦ
ᐅᖃᕐᓯᒪᖏᓪᓗᓂ ᐃᓕᓴᐃᔨᒧᑦ.

• ᑭᖑᕙᕐᓗᓂ ᑎᑭᓪᓗᓂ

• ᐱᒋᐊᕐᑎᑦᑎᓗᓂ ᐅᕙᓗᓐᓂᑦ ᑕᐃᒪᐃᑎᑦᑎᓗᓂ ᓱᕈᕐᒥᒃ ᐅᕙᓗᓐᓂᑦ
ᐊᑦᑕᕐᓇᕐᑐᒥᑎᑦᑎᓗᓂ

• ᐱᔭᕆᓗᓂ ᑭᐅᑦᑕᐃᓕᒪᓗᓂ ᐅᖃᐅᔭᐅᒍᓗᐊᕐᓗᓂ ᐃᓚᐅᖁᔭᐅᓗᓂ ᐅᕙᓗᓐᓂᑦ ᖃᓄᐃᖁᔭᐅᓗᓂ

• ᐅᐃᒪᓴᕆᓗᓂ ᐊᓯᒥᓂᒃ, ᐅᕙᓗᓐᓂᑦ ᓇᓗᓕᕐᑎᑦᑎᓗᓂ ᑐᕐᖢᓚᑲᑕᒃᓂᕐᒥᓄᑦ ᐅᕙᓗᓐᓂᑦ ᐱᐅᖏᒍᓱᒃᓗᓂ ᓴᕿᔭᕐᑎᑦᑎᒍᓂ ᐃᖃᓇᐃᔭᕐᓗᓂ

• ᐱᓇᓱᖏᓐᓂᒃᑯᑦ ᐊᒃᓱᕈᖏᓐᓂᒃᑯᑦ ᐊᒻᒪᓗ ᐅᕙᓗᓐᓂᑦ ᐱᓕᕆᓇᓱᖏᓐᓂᒃᑯᑦ

8.2 ᑭᖑᓪᓕᕐᒥᒃ ᒪᓕᖏᓐᓂᕐᒧᑦ: ᐊᑕᓂᑦᑐᑦ ᐅᒃᑐᑎᐅᕗᑦ ᑭᖑᓪᓕᕐᒥᒃ ᒪᓕᖏᓐᓂᐅᒐᔭᕐᑐᑦ.

ᓯᕗᓪᓕᕐᒥᒃ ᒪᓕᖏᓐᓂᖅ: ᑎᑎᕋᕐᕕᐅᓗᓂ ᐅᖃᐅᔾᔭᐅᒋᐊᕐᓗᓂ
ᑭᖑᓪᓕᕐᒥᒃ ᒪᓕᖏᓐᓂᖅ: ᑕᐃᑲᓂᒍᓐᓂᕐᑎᑕᐅᓗᓂ

• ᐊᖏᕐᑕᐅᓯᒪᖏᓪᓗᓂ ᐊᓂᑐᐃᓐᓇᕐᓗᓂ ᐃᓕᓐᓂᐊᕐᕕᐅᔪᒥᑦ ᐃᓕᓐᓂᐊᕐᑎᓪᓗᒋᑦ ᐊᖏᕐᑕᐅᓯᒪᖏᓪᓗᓂ ᐃᓕᓴᐃᔨᒧᑦ.

• ᐊᖏᕐᑕᐅᓯᒪᖏᓪᓗᓂ ᓯᓂᒃᑯᓂ ᐃᓕᓐᓂᐊᕐᑎᓪᓗᒋᑦ

• ᐃᒥᐊᓗᒃᒥᒃ ᐃᒥᕐᓗᓂ ᐃᓕᓐᓂᐊᓚᐅᖏᓐᓂᕐᒥᓂᒃ ᐅᕙᓗᓐᓂᑦ ᐃᓕᓐᓂᐊᕐᑎᓪᓗᒋᑦ ᐃᑲᕋᖏᓐᓂ

• ᐅᖃᐅᓯᕐᓗᑎᓂᒃ ᓂᓪᓕᐊᓗᓂ ᐅᕙᓗᓐᓂᑦ ᓯᕗᕋᓴᕆᓗᓂ ᐅᖃᐅᓯᕐᒥᒍᑦ ᐃᓕᓴᐃᔨᒧᑦ, ᐃᓚᐅᖃᑕᐅᔪᒧᑦ ᐅᕙᓗᓐᓂᑦ ᐃᓄᑐᐃᓐᓇᕐᒧᑦ

• ᑲᐱᐊᓴᕆᓗᓂ, ᓯᕗᕋᓴᕆᓗᓂ, ᑎᓕᐅᕆᓗᓂ ᐅᕙᓗᓐᓂᑦ ᓱᖁᑎᒃᓴᕐᓗᓂ ᐃᓚᐅᖃᑕᐅᔪᒧᑦ, ᐃᓕᓴᐃᔨᒧᑦ ᖃᖓᑐᐃᓐᓇᒃᑯᑦ

• ᐅᖃᐅᓯᖃᕐᓗᓂ ᐅᕙᓗᓐᓂᑦ ᓴᕿᑎᑦᑎᓗᓂ ᓱᓕᖏᑦᑐᓂᒃ ᐃᓕᓴᐃᔨᐅᑦ ᒥᒃᓴᓄᑦ, ᐃᓚᐅᖃᑕᐅᔪᒥᒃᓗᓐᓂᑦ ᓄᓇᓕᒃᓂ ᐱᓕᒻᒪᒃᓴᕐᓂᕐᒧᑦ ᑲᑐᔨᖃᑎᒋᖏᓐᓂᒃᓗᓐᓂᑦ ᐅᕙᓗᓂᑦ ᐊᐅᓚᓂᖏᓐᓂᒃ

• ᐅᖃᕐᓯᒪᖏᓪᓗᓂ ᓯᓚᑕᒍᑦ ᐱᓕᕆᑎᑕᐅᑎᓪᓗᒋᑦ ᐱᔾᔪᑎᒃᓴᖃᖏᓪᓗᓂ ᖃᓄᐃᓕᐅᖁᔭᐅᒃᑲᓐᓂᕋᓗᐊᕐᑎᓪᓗᒋᑦ.

• ᐱᓕᕆᔪᒪᖏᒃᑯᓂ ᑎᓕᔾᔪᑕᐅᔪᓂᒃ ᖃᓄᐃᓕᐅᖁᔭᐅᔪᓂᒃᓗᓐᓂᑦ ᐅᕙᓗᓐᓂᑦ ᒪᓕᖏᒃᑯᓂ ᑎᑎᕋᕐᓯᒪᔪᒥᒃ ᐅᖃᐅᓯᒃᑯᓪᓗᓐᓂᑦ ᑎᓕᔭᐅᔪᑎᖓᓂᒃ ᐃᓚᐅᖃᑕᐅᔪᑦ ᐱᔪᓐᓇᑦᑎᐊᕋᓗᐊᕐᓗᓂᐅᒃ

8.3 ᐱᖓᔪᖓᓐᓂ ᒪᓕᖏᓐᓂᖅ: ᐊᑕᓂᑦᑐᑦ ᐅᒃᑐᑕᐅᔪᑦ ᐱᖓᔪᖓᓐ ᒪᓕᖏᓐᓂᐅᒐᔭᕐᑐᑦ.

ᓯᕗᓪᓕᕐᒥ ᒪᓕᖏᓐᓂᖅ: ᑕᐃᑲᓂᒍᓐᓂᕐᑎᑕᐅᓗᓂ

• ᓱᓕᖏᓪᓗᓂ ᐅᖃᐅᓯᖃᕐᓗᓂ ᖃᐅᔨᓴᕐᑐᖃᕐᑎᓪᓗᒍ ᓇᒻᒪᖏᓐᓂᐅᔪᒥᒃ, ᓱᓕᖏᑦᑐᒥᒃ ᐅᕙᓗᓐᓂᑦ ᐃᑲᔪᕐᓱᐃᓂᖅ ᓱᓕᖏᑦᑐᓂᒃ ᑎᑎᕋᕐᑕᐅᑎᑦᑎᓗᓂ, ᐃᓕᓐᓂᐊᕐᑕᐅᔪᒃᓴᓂᒃ ᐅᕙᓗᓐᓂᑦ ᑎᓕᔭᐅᔪᑕᐅᔪᓂᒃ

ᐃᒪᐃᑦᑐᔭᕆᐊᖃᕐᓂᖅ 9 / 9

• ᓱᓕᖏᑦᑐᓂᒃ ᐃᒪᐃᓐᓂᕋᐃᓗᓂ ᐅᕙᓗᓐᓂᑦ ᐱᔾᔪᑎᒃᓴᖃᕐᓂᕋᕐᓗᓂ ᐊᖏᕐᑕᐅᓇᓱᑐᐃᓐᓇᕐᓗᓂ ᐅᐸᒃᓯᒪᖏᓐᓂᕐᒧᑦ ᑭᖑᕙᕐᓂᕐᒧᓪᓗᓐᓂᑦ

• ᑎᒃᓕᒃᑯᓂ, ᓱᕋᒃᓯᒍᓂ ᐅᕙᓗᓐᓂᑦ ᓱᕋᐃᒍᓂ ᐱᖁᑎᒋᔭᐅᔪᓂᒃ ᐱᒋᐊᔭᐅᔪᓂᒃ
ᓄᓇᓕᒃᓂ ᐱᓕᒻᒪᒃᓴᐃᓂᕐᒧᒃ ᑲᑐᔨᖃᑎᒋᖏᓐᓄᑦ, ᐃᓕᓴᐃᔨᒧᑦ ᐅᕙᓗᓐᓂᑦ ᐃᓚᐅᖃᑕᐅᔪᒧᑦ

• ᓂᐅᕕᐊᒃᓴᖃᕈᓂ ᐅᕙᓗᓐᓂᑦ ᐊᑐᕐᓗᓂ ᐊᖓᔭᕐᓇᕐᑐᓂᒃ

• ᐃᓕᓐᓂᐊᖃᑕᐅᒍᓂ ᐊᖓᔭᕐᓗᓂ ᐅᕙᓗᓐᓂᑦ ᐃᒥᐊᓗᒃᒥᒃ ᐃᒥᕐᓗᓂ ᐅᐃᒪᓴᕆᓕᕈᓂ ᐃᓕᓐᓂᐊᕐᑎᓪᓗᒋᑦ

• ᐅᓇᑕᕐᓗᓂ ᐅᕙᓗᓐᓂᑦ ᐊᓂᕐᓯᓇᓱᒃᑯᓂ ᑭᓇᑐᐃᓐᓇᕐᒥᒃ ᐅᕙᓗᓐᓂᑦ ᐊᓐᓂᕐᓯᓂᐊᕐᓂᕋᕐᓗᓂ

• ᐊᑐᓂᕐᓗᒃᓗᓂ ᐅᕙᓗᓐᓂᑦ ᐱᔭᐃᓗᓂ ᑲᖑᓇᕐᑐᔪᑦ ᑐᓴᕐᑕᐅᔭᕆᐊᖃᖏᑦᑐᑦ ᖃᓄᐃᑦᑐᑐᐃᓐᓇᐃᑦ, ᐅᕙᓗᓐᓂᑦ ᓴᕿᑦᑎᒍᓂ ᑐᓴᕐᑕᐅᔭᕆᐊᖃᖏᑦᑐᓂᒃ
ᑎᑎᕋᕐᓯᒪᔪᒃᑯᑦ ᐊᖏᕐᑕᐅᓯᒪᖏᑦᑐᓂᒃ ᓄᓇᓕᒃᓂ ᐱᓕᒻᒪᒃᓴᕐᓂᕐᒧᑦ ᑲᑐᔨᖃᑎᒋᖏᓐᓄᑦ

• ᓱᓕᓂᖓᓂᒃ ᓇᓗᓇᐃᕐᑕᐅᓗᓂ ᐊᖕᒪᓂᓕᕆᓂᒃᑯᑦ ᐱᓂᕐᓗᖓᓂᕐᒥᒃ ᐅᕙᓗᓐᓂᑦ ᐃᖃᓇᐃᔭᕐᕝᒃᒥ ᐱᓂᕐᓗᖓᓂᕐᒥᒃ