

BYLAWS
OF
OTIPEMISIWAK MÉTIS GOVERNMENT -
DISTRICT COUNCIL OF LAC STE. ANNE MÉTIS DISTRICT

TABLE OF CONTENTS

Article 1	The Lac Ste. Anne Métis	4
Article 2	Name of the District Council	5
Article 3	The District Council’s Role, Mandate, Authority, Responsibility, and Legal Status. 5	
	A. The Role and Mandate of the District Council	5
	B. The Authority and Responsibility of the District Council	6
	C. The Legal Status of the District Council.....	7
	D. No Impact on Métis Rights, Interests, or Claims.....	7
Article 4	Interpretation.....	7
Article 5	Citizenship (District Council Membership).....	9
Article 6	Election of District Councillors (District Council’s Board of Directors).....	10
Article 7	Powers and Duties of District Councillors.....	12
Article 8	Vacancies of District Councillors	12
Article 9	Remuneration of the District Councillors	13
Article 10	Meetings of the District Councillors.....	13
Article 11	Conduct of District Councillors	14
Article 12	Removal or Suspension of District Councillors.....	17
Article 13	Annual District Gathering.....	17
Article 14	Voting at Annual District Gatherings	18
Article 15	Special District Gatherings	19
Article 16	Voting at a Special District Gathering	20
Article 17	Rules of Order.....	20
Article 18	Immunity.....	20
Article 19	Full and Final Determination of Disputes.....	20
Article 20	Borrowing Power	21

Article 21 Audit of Accounts and Financial Records of the District Council 21

Article 22 Books and Records of the District Council..... 21

Article 23 Execution of Contracts and Other Documents..... 22

Article 24 Seal..... 22

Article 25 Amendments to the District Council’s Bylaws..... 22

Article 26 Transition 22

Appendix “A”: Map of Sub-Districts 24

ARTICLE 1 THE LAC STE. ANNE MÉTIS

- 1.1 The Lac Ste. Anne Métis is a self-determining and self-governing rights-bearing Métis community within the North Saskatchewan River Territory, which is in turn part of the Métis Nation within Alberta.
- 1.2 The establishment and growth of fur trade posts along the North Saskatchewan River began in the late 1700s and Métis leader Gabriel Dumont and a group of bison hunters established a Métis settlement at the Lac Ste. Anne post in 1838. This historic Métis community grew quickly, and its use and occupancy extended throughout the Lac Ste. Anne District and the broader North Saskatchewan River Territory.
- 1.3 This historic Métis community was comprised of historic Métis root families who lived, worked and moved throughout the Lac Ste. Anne District and other parts of the Métis Nation Homeland. By the late 1800s, this Métis community had a distinctive collective identity, lived together in the same geographic area, and shared a common way of life. These families had deep connections to the fur trade and the buffalo or bison hunt. After the 1840s, Métis throughout the region came to the Lac Ste. Anne mission for the annual Roman Catholic pilgrimage, in which the local Métis community also participated and sold their furs.
- 1.4 Today, the descendants of these historic Métis families, along with other Citizens who now live in the Lac Ste. Anne District, are a contemporary rights-bearing Métis community. This Métis community—now known as the Lac Ste. Anne Métis—is the successor to the historic Lac Ste. Anne Métis community and is a sub-regional Métis community in the North Saskatchewan River Territory.
- 1.5 The Lac Ste. Anne Métis maintain their deep ancestral and contemporary connections to Lac Ste. Anne and its unique Métis history, as well as the North Saskatchewan River and its tributaries, which connect it to the broader Métis Nation. The rivers and fur trade routes were the highways that connected the regional Métis community in central Alberta with the historic trails and fur trade routes that extended throughout Alberta, into what is now Saskatchewan, and on to other parts of the Métis Nation Homeland.
- 1.6 As a rights-bearing Métis community within the North Saskatchewan River Territory, and part of the Métis Nation within Alberta, the Lac Ste. Anne Métis hold inherent, constitutional and legal rights, interests and claims that are recognized and affirmed by section 35 of the *Constitution Act, 1982*, including land, water, harvesting, culture and language-related rights as well as the rights to self-determination and self-government, among others.

ARTICLE 2 NAME OF THE DISTRICT COUNCIL

- 2.1 This document gives authority and responsibility to the Otipemisiwak Métis Government - District Council of Lac Ste. Anne Métis District, being the local Métis government of the Lac Ste. Anne Métis and the recognized governance structure of the Otipemisiwak Métis Government in the Lac Ste. Anne Métis District, as set out in the Constitution, Otipemisiwak Métis Government Laws, and these Bylaws.
- 2.2 The name of the District Council under Article 2.1 of these Bylaws may only be changed in accordance with the Constitution and Otipemisiwak Métis Government Laws.

ARTICLE 3 THE DISTRICT COUNCIL’S ROLE, MANDATE, AUTHORITY, RESPONSIBILITY, AND LEGAL STATUS

A. The Role and Mandate of the District Council

- 3.1 Consistent with the Constitution, District Councils are a separate and equal branch of the Otipemisiwak Métis Government, the recognized governance structure of the Otipemisiwak Métis Government within a given District, and a part of the legal and administrative arm of the Otipemisiwak Métis Government.
- 3.2 Based on the terms of the Constitution, the Association Bylaws, and these Bylaws, the Lac Ste. Anne Métis exclusively authorizes the District Council as its local Métis government and to represent its rights and interests in relation to the areas of authority and responsibility of the District Council as set out in Article 3.5 of these Bylaws and in the Constitution, including for the purposes of section 35 rights as set out in Article 1.6. The District Council is the recognized governance structure of the Otipemisiwak Métis Government in the Lac Ste. Anne Métis District.
- 3.3 Subject only to the requirements of the Act, the District Council will be governed by, adhere and abide to, and will conduct its affairs pursuant to these Bylaws, Otipemisiwak Métis Government Laws, and the Constitution, as if the Constitution and Otipemisiwak Métis Government Laws formed part of these Bylaws.
- 3.4 The Lac Ste. Anne Métis willingly and exclusively mandates the District Council to serve, together with the Association, as the legal and administrative arm of the Otipemisiwak Métis Government in relation to:
- (a) the purpose, goals, and responsibilities of the Otipemisiwak Métis Government as set out in the Constitution; and
 - (b) the collectively-held inherent, constitutional, or legal rights, interests, and claims of the Citizens of the District, the Lac Ste. Anne Métis, and the Métis Nation within Alberta, including those protected by section 35 of the *Constitution Act, 1982*.

B. The Authority and Responsibility of the District Council

- 3.5 As set out in Chapter 15 of the Constitution, the authority and responsibility of the District Council extends to the following matters:
- (a) the operation of the District Council, including the holding of meetings, elections, financial management, accountability, and reporting to the Citizens of the District;
 - (b) administration of the business of the District Council;
 - (c) the conduct of consultation and accommodation with the Crown, industry, and other Indigenous groups on behalf of the Citizens of the District regarding their rights, claims, and interests;
 - (d) environmental monitoring in relation to the District;
 - (e) repatriation, ownership, and management of lands for the use and benefit of the Citizens of the District;
 - (f) overseeing Institutions to develop and deliver programs and services for the benefit of the Citizens of the District;
 - (g) consulting with the Citizens of the District regarding and voting on ratification of any modern-day treaty or land claims agreement with the Crown negotiated by the Otipemisiwak Métis Government on behalf of the Métis Nation within Alberta;
 - (h) authority and responsibility regarding specified matters as delegated by the Citizens' Council; and
 - (i) instituting and amending policies in relation to the above listed matters provided that such policies are consistent with applicable Otipemisiwak Métis Government Laws.
- 3.6 In pursuing and advancing its authority and responsibility as set out in the Constitution, the District Council may establish any rules, regulations, policies, procedures, and standards determined necessary by the District Council and may make any and all decisions that fall within its authority and responsibility.
- 3.7 In the event of any inconsistency or conflict between the District Council pursuing and advancing its authority and responsibility as set out above and in the Constitution, and an Otipemisiwak Métis Government Law, regulation, policy, or any action or decision made by the Citizens' Gathering, Citizens' Council, Officer or Institution, the rule, regulation, policy, procedure, standard, action or decision of the District Council that falls within its authority and responsibility shall prevail to the extent of the inconsistency or conflict.

C. The Legal Status of the District Council

- 3.8 Nothing in these Bylaws or the District Council’s incorporation under the Act affects, diminishes or undermines the inherent, constitutional or legal rights, interests and claims of the Citizens of the District, the Lac Ste. Anne Métis, the District Council, the Otipemisiwak Métis Government or the Métis Nation within Alberta.
- 3.9 When a treaty between the Crown and Métis Nation within Alberta comes into effect, the treaty and federal implementation legislation will recognize the legal status and capacity of the Otipemisiwak Métis Government and its governance structures (including the District Council), and the District Council will be continued under federal law or wound down, as to be determined by the Citizens of the District.

D. No Impact on Métis Rights, Interests, or Claims

- 3.10 Nothing in these Bylaws extinguishes, defines, creates, modifies, limits, restricts, or surrenders any rights, interests, or claims of the Métis Nation within Alberta, the Lac Ste. Anne Métis, or of any Citizen, including the inherent rights to self-determination and self-government.

ARTICLE 4 INTERPRETATION

4.1 In these Bylaws:

- (a) “**Act**” means the *Societies Act* (Alberta), as it may be amended from time to time;
- (b) “**Annual District Gathering**” means the annual general meeting of the Citizens of the District;
- (c) “**Association**” means the Métis Nation of Alberta Association, which serves as the legal and administrative arm of the Otipemisiwak Métis Government;
- (d) “**Association Bylaws**” means the bylaws of the Association;
- (e) “**Citizen**” means a citizen of the Métis Nation within Alberta, being a member of the Association;
- (f) “**Citizens’ Council**” means the Citizens’ Council of the Association, being its board of directors;
- (g) “**Citizen of the District**” means a member of the District Council, being a Citizen who ordinarily resides in the District;
- (h) “**Constitution**” means the Otipemisiwak Métis Government Constitution, as ratified by the Citizens in November 2022, which is publicly available in the Otipemisiwak Métis Government’s online Registry of Laws;

- (i) “**District**” means Lac Ste. Anne Métis District, as defined in Otipemisiwak Métis Government Laws;
- (j) “**District Council**” means the Otipemisiwak Métis Government-District Council-of Lac Ste. Anne Métis District which is a branch and governance structure of the Otipemisiwak Métis Government and a part of the legal and administrative arm of the Otipemisiwak Métis Government.
- (k) “**District Councillors**” means the board of directors of the District Council, to be comprised of a District Captain, District Secretary, District Treasurer, and any additional District Councillors as set out in these Bylaws;
- (l) “**Judicial Branch**” means one or more dispute resolution bodies created in accordance with Chapter 17 of the Constitution and Article 8 of the Association Bylaws;
- (m) “**Lac Ste. Anne Métis**” means the contemporary rights-bearing Métis community that:
 - (i) is the successor to the historic Métis community centered in and around Lac Ste. Anne as described in Article 3 of these Bylaws;
 - (ii) is comprised of all Citizens living in the Lac Ste. Anne District, including the descendants of the historic Métis community in (i); and
 - (iii) exclusively authorizes the District Council as its representative and local Métis government, consistent with the Constitution, the Association Bylaws, and these Bylaws;
- (n) “**ordinarily reside**” has the same definition as the definition of ordinary residence or residence under Otipemisiwak Métis Government Laws;
- (o) “**Otipemisiwak Métis Government**” means the Métis government that is the successor to the Métis Nation of Alberta and is exclusively authorized to represent the Métis Nation within Alberta, and that from that time relies on the Association, together with the District Councils, as its legal and administrative arm;
- (p) “**Otipemisiwak Métis Government Law**” means a resolution adopted and designated as an Otipemisiwak Métis Government Law by the Citizens’ Council for purposes of the Association Bylaws and the Constitution; and
- (p) “**Special District Gathering**” means a meeting of the Citizens of the District other than the Annual District Gathering.

- 4.2 Unless otherwise provided for in these Bylaws, all words and phrases used in these Bylaws will have a meaning consistent with the meaning of such words and phrases in the Constitution, Otipemisiwak Métis Government Laws, the Association Bylaws, or the Act, as applicable.
- 4.3 For greater certainty, a reference in these Bylaws to Otipemisiwak Métis Government Laws includes reference to:
- (a) any amendments to that Otipemisiwak Métis Government Law;
 - (b) all Schedules to that Otipemisiwak Métis Government Law; and
 - (c) any regulations made under that Otipemisiwak Métis Government Law.
- 4.4 Any reference to day(s) or time(s) in these Bylaws will be computed in accordance with Otipemisiwak Métis Government Laws.
- 4.5 Subject to Article 3.7 of these Bylaws and Chapters 5 and 15 of the Constitution, the following will apply throughout these Bylaws:
- (a) these Bylaws are to be interpreted and applied in a manner consistent with the Constitution and Otipemisiwak Métis Government Laws as may be in force from time to time;
 - (b) if there is a conflict between these Bylaws and the Constitution, these Bylaws will be invalid to the extent of the conflict, subject only to the requirements of the Act;
 - (c) all rules, regulations, policies, procedures, and standards enacted by the District Councillors are to be interpreted in a manner consistent with the Constitution and Otipemisiwak Métis Government Laws;
 - (d) if there is a conflict between any rule, regulation, policy, procedure, or standard enacted by the District Councillors and the Constitution or an Otipemisiwak Métis Government Law, the rule, regulation, policy, procedure, or standard will be invalid to the extent of the conflict, subject only to the requirements of the Act; and
 - (e) the Citizens' Council may resolve any uncertainty or ambiguity concerning the interpretation and application of the Constitution to the District Council, subject only to decisions and determinations of the Judicial Branch.

ARTICLE 5 CITIZENSHIP (DISTRICT COUNCIL MEMBERSHIP)

- 5.1 A Citizen of the District is a Citizen who ordinarily resides in the District.
- 5.2 A Citizen of the District will cease being a Citizen of the District upon the occurrence of:

- (a) the Citizen of the District ceasing to be a Citizen; or
- (b) the Citizen of the District ceasing to ordinarily reside in the District.

- 5.3 Every Citizen of the District will have those rights and obligations as set out in the Constitution, Otipemisiwak Métis Government Laws, and elsewhere in these Bylaws, in addition to any other rights and obligations afforded to them under the Act.
- 5.4 No membership dues, fees, or consideration will be payable by any Citizen of the District to the District Council in order to become a Citizen of the District.

ARTICLE 6 ELECTION OF DISTRICT COUNCILLORS (DISTRICT COUNCIL'S BOARD OF DIRECTORS)

- 6.1 The District Councillors of the District Council of Lac Ste. Anne Métis District must consist of a minimum of seven (7) and a maximum of eleven (11) District Councillors, as follows:
- (a) a District Captain, a District Secretary, and a District Treasurer; and
 - (b) no fewer than four (4) and no more than eight (8) additional District Councillors.

For further clarity, and notwithstanding the number of District Councillors prescribed by this Article 6.1, the Local Council of Drayton Valley Local 888 of the Metis Nation of Alberta Association shall, in accordance with Article 26.2(a), serve as the District Council, and the President thereof shall serve as the District Captain, until such time as the first election of District Councillors is held.

- 6.2 Only Citizens of the District may be elected as District Councillors. To be a District Councillor, a Citizen of the District must meet any qualifications concerning eligibility for District Councillors as set out in Otipemisiwak Métis Government Laws and these Bylaws. For greater certainty, the provisions of the Elections and Referenda Act concerning the election of Citizens' Representatives apply to the election of District Councillors unless otherwise provided for in these Bylaws or rules adopted by the District Council.
- 6.3 With the exception of candidates seeking nomination for the office of District Captain, candidates seeking nomination for a District Councillor office shall not be subject to the eligibility qualification requirements contained in subsection 36(2)(c) of the *Elections and Referenda Act* (related to payment of a deposit as part of the candidate nomination process).
- 6.4 Any Citizen of the District in good standing is eligible to be elected as a District Councillor, provided that they must:
- (a) be ordinarily resident in the District for at least 90 days immediately prior to the close of voting;

- (b) be 18 years of age or older on the close of voting; and
 - (c) have no financial debt owing to the Otipemisiwak Métis Government, including any District Council, or its Institutions that is more than 30 days in arrears.
- 6.5 All Citizens of the District sixteen (16) years of age or older and eligible to vote in an election for District Councillors under Otipemisiwak Métis Government Laws may vote in an election for District Councillors.
- 6.6 Elections of District Councillors will be held in accordance with Otipemisiwak Métis Government Laws.
- 6.7 The District Captain is elected by the eligible Citizens of the District.
- 6.8 District Councillors, other than the District Captain, are elected as follows:
- (a) up to two (2) District Councillors ordinarily residing in Barrhead sub-District, as defined in Appendix A of these Bylaws, to be elected by the eligible Citizens of the District ordinarily residing in Barrhead sub-District;
 - (b) up to two (2) District Councillors ordinarily residing in Devon sub-District, as defined in Appendix A of these Bylaws, to be elected by the eligible Citizens of the District ordinarily residing in Devon sub-District;
 - (c) up to two (2) District Councillors ordinarily residing in Drayton Valley sub-District, as defined in Appendix A of these Bylaws, to be elected by the eligible Citizens of the District ordinarily residing in Drayton Valley sub-District;
 - (d) up to two (2) District Councillors ordinarily residing in Stony Plain sub-District, as defined in Appendix A of these Bylaws, to be elected by the eligible Citizens of the District ordinarily residing in Stony Plain sub-District; and
 - (e) up to two (2) District Councillors ordinarily residing in Whitecourt sub-District, as defined in Appendix A of these Bylaws, to be elected by the eligible Citizens of the District ordinarily residing in Whitecourt sub-District.

For greater certainty, nothing in the list provided in this Article 6.8 is intended to increase the maximum number of District Councillors as provided for in Article 6.1, and any District Councillor elected under this Article 6.8 is eligible for appointment to an office referenced in Article 6.1(a) in accordance with Article 6.11.

- 6.9 If there are no candidates for any District Councillor office set out in Article 6.8 to be filled in an election for the District Council, the Chief Electoral Officer must set a new date for the receipt of nominations for that election.

- 6.10 If, after a date set under Article 6.9, there are still no candidates for a District Councillor office to be filled in the election, the Chief Electoral Officer must:
- (a) discontinue the election for that office; and
 - (b) open nominations for a by-election for that office once a year until that elected office is filled.
- 6.11 The District Secretary and District Treasurer will be appointed in accordance with Otipemisiwak Métis Government Laws and these Bylaws.
- 6.12 District Councillors, including the District Captain, may be eligible for re-election for two (2) four-year (4) terms.
- 6.13 The term of a District Councillor elected in the first election for District Council will be the balance of the term remaining until the next election for that District Councillor's office.
- 6.14 Subject to Articles 6.12 and 6.13, the term of a District Councillor will ordinarily be four (4) years, and the term of a District Councillor will commence and end in accordance with Otipemisiwak Métis Government Laws and these Bylaws.

ARTICLE 7 POWERS AND DUTIES OF DISTRICT COUNCILLORS

- 7.1 Subject to these Bylaws, the District Councillors will have the power to manage the affairs of the District Council in accordance with the Constitution, Otipemisiwak Métis Government Laws, and the Act.
- 7.2 The District Captain, the District Secretary, and the District Treasurer will have those duties as set out in Otipemisiwak Métis Government Laws or in a District Council policy.
- 7.3 The District Councillors may establish other executive or officer roles of the District Council, and may establish such duties and responsibilities in respect of such roles, as they determine in their discretion, provided such roles, duties and responsibilities are not contrary to the Constitution, Otipemisiwak Métis Government Laws, these Bylaws, and the Act.

ARTICLE 8 VACANCIES OF DISTRICT COUNCILLORS

- 8.1 In the event of a vacancy in the office of a District Councillor, a by-election for that office may be held as required in accordance with Otipemisiwak Métis Government Laws.
- 8.2 If at any time there are fewer than the minimum number of required District Councillors, the District Councillors must do only those things and take only those steps as permitted under Otipemisiwak Métis Government Laws, except as otherwise provided for herein.

ARTICLE 9 REMUNERATION OF THE DISTRICT COUNCILLORS

- 9.1 The District Captain must be remunerated and may be reimbursed for reasonable expenses in accordance with Otipemisiwak Métis Government Laws.
- 9.2 District Councillors, other than the District Captain, may be remunerated and reimbursed for reasonable expenses as determined by the District Councillors.

ARTICLE 10 MEETINGS OF THE DISTRICT COUNCILLORS

- 10.1 Voting at meetings of the District Councillors will be conducted as follows:
- (a) only District Councillors may vote at a District Council Meeting;
 - (b) subject to paragraph (c), each District Councillor has one (1) vote for each motion at a District Council Meeting; and
 - (c) the District Councillor presiding over a District Council Meeting may only vote to break a tie.
- 10.2 The District Councillors shall endeavour to make decisions by consensus; however, where consensus cannot be reached, the District Councillors will make decisions by a majority vote in accordance with Otipemisiwak Métis Government Laws and these Bylaws.
- 10.3 Procedure for meetings of District Councillors will be as set out in Otipemisiwak Métis Government Laws and these Bylaws.
- 10.4 A quorum at any meeting of the District Councillors will be a majority of the District Councillors (50% + 1).
- 10.5 Notice of all meetings of the District Councillors will be given to each District Councillor at least seven calendar (7) days before the meeting. Notice may be delivered, mailed, or sent by electronic means.
- 10.6 A meeting of the District Councillors may be held without notice if all District Councillors are present or those present have waived notice and those absent have signified their consent in writing to the meeting being held in their absence without notice.
- 10.7 No error or omission in giving notice of a meeting of District Councillors will invalidate such meeting or make void any proceedings taken at such meeting. A District Councillor may, on their own behalf, at any time waive notice or any irregularity in respect of any such meeting and the District Councillors may ratify, approve, and confirm any or all proceedings of such meeting.

- 10.8 The District Captain will chair meetings of the District Councillors. If the District Captain is unable to chair a meeting of the District Councillors, the District Captain may, at their discretion, appoint another District Councillor to chair the meeting and absent such appointment the District Councillors may appoint a chair for a meeting.
- 10.9 A meeting of District Councillors may be held fully or partially by way of electronic means or other communication medium if all persons attending the meeting, whether in person or through such electronic means or other communication medium, are able to participate in the meeting.
- 10.10 A District Councillor participating in a District Council meeting by electronic means or other communication medium that permits all persons participating in the meeting to communicate is deemed to be present in person at the meeting.
- 10.11 Resolutions in writing signed by all District Councillors will be as effective as a resolution passed at a meeting of the District Councillors duly convened and held.
- 10.12 There will be no voting by proxy.

ARTICLE 11 CONDUCT OF DISTRICT COUNCILLORS

- 11.1 A District Councillor will at all times abide with Otipemisiwak Métis Government Laws concerning the conduct of District Councillors, including the Code of Ethics referred to in Chapter 26 of the Constitution.
- 11.2 It is the duty of all District Councillors, volunteers, and staff of the District Council to:
- (a) act honestly and in good faith with a view to the best interests of the District;
 - (b) exercise the care, skill, and diligence that a reasonably prudent person would exercise in comparable circumstances; and
 - (c) not speak in an official capacity, claim to represent the Otipemisiwak Métis Government or its policies or engage in any negotiations or contracts on behalf of the District without written and express consent from the Governing Council.
- 11.3 The District Councillors, volunteers, and staff of the District Council must, to the greatest extent possible, ensure that the District complies with all laws and regulations that govern the conduct of its business and that the District acts ethically in its business dealings and community relationships. The District Councillors, volunteers, and staff of the District Council are expected conduct their personal and business affairs in an exemplary manner.
- 11.4 Every District Councillor, volunteer, and staff of the District Council shall act honestly and in good faith with a view to the best interests of the District and exercise the care, skill and diligence that a reasonably prudent person would exercise in comparable circumstances, and shall avoid the following behaviours:

(a) Discrimination

- (i) Discrimination occurs when a person experiences adverse differential treatment or results, based on a prohibited ground rather than on personal merit. This includes race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics and disability.

(b) Harassment

- (i) Harassment is a form of discrimination. It includes any unwanted physical, verbal or written behavior directed against a person that is known, or ought reasonably to be known, to be unwelcome, offensive, humiliating, or demeaning. Harassment includes:

- a. displaying or circulating pictures or materials which could reasonably be expected to be offensive or unwelcome, in print or electronic form;
- b. obtaining, retaining or circulating someone's personal information without their consent, except when required by law; and
- c. inappropriate coercive behavior including bullying and repeated offensive or intimidating comments, phone calls or emails.

(ii) Sexual Harassment

- a. Sexual harassment is a form of discrimination and is any unwelcome sexual behavior that adversely affects, or threatens to affect, directly or indirectly, a person's working conditions. Sexual harassment is usually unwanted, often coercive, sexual behavior directed by one person toward another. Sexual harassment includes inappropriate sexual touching, advances, suggestions, requests, comments or conduct of a sexual nature. Sexual harassment also includes:
 - i. sexual solicitation or unwanted sexual attention from a person who knows or ought reasonably to know that such attention is unwanted;
 - ii. an implied or expressed promise of reward for complying with a sexually-oriented request;

- iii. an implied or expressed threat of reprisal or actual reprisal for refusing to comply with a sexually-oriented request;
- iv. a sexual relationship that constitutes an abuse of power in a relationship of authority; or
- v. a sexually-oriented comment or behavior that may reasonably be perceived to create a negative psychological and emotional environment.

(iii) Psychological Harassment is a form of discrimination and is any behaviour, conduct, verbal comments, actions or gestures that is hostile or unwanted conduct that affects a person's dignity or psychological or physical integrity.

(iv) Racial Harassment is a form of discrimination and includes the differential treatment of an individual based upon their race, national or ethnic origin, colour or religion.

(c) Violence

(i) Violence includes but is not limited to the exercise of physical force by a person against another person. Appropriate and reasonable measures shall be undertaken by the District Council to ensure that Citizens of the District do not feel obliged to pursue activities that compromise their personal safety or security.

11.5 Conflicts of Interest

(a) One fundamental duty of the District Councillors, volunteers, and staff of the District Council is to act in the best interests of the District. Therefore, each Councillor must avoid any situation in which there is a conflict (or perceived conflict) between his or her duty to the District and his or her private interest, including duties to others.

(b) No District Councillor, volunteer, or staff of the District Council shall derive any profit or financial advantage from his or her position as a member of the District Council, except as otherwise provided for herein or in an Otipemisiwak Métis Government Law.

- (c) All District Councillors, volunteers, and staff of the District Council must disclose all circumstances that constitute a conflict of interest or might be perceived by a reasonable, well-informed person to constitute a conflict of interest. A conflict may exist where a person close to the District Councillors, volunteers, and staff of the District Council, such as a relative, partner, client or employer, will benefit, even though the District Councillors, volunteers, and staff of the District Council will not realize any personal profit or financial advantage.
- (d) Disclosure should be made as early as possible and in advance of a meeting to the District Captain. The District Secretary or District Captain must report any such advance disclosure to the District Council. After disclosing the conflict, those conflicted must abstain from voting or otherwise participating in the decision-making process related to the matter in conflict and must excuse themselves from that portion of the meeting related to the matter.
- (e) Any disclosure and abstention under Article 11.5(d) shall be recorded in the minutes of relevant District Council Meeting.
- (f) If any District Councillor is concerned that he or she or another District Councillor may have a conflict of interest, he or she is encouraged to raise that concern with the District Captain who will investigate the concern and recommend actions needed to eliminate or address an actual or perceived conflict of interest

ARTICLE 12 REMOVAL OR SUSPENSION OF DISTRICT COUNCILLORS

- 12.1 A District Councillor may be suspended or removed from office in accordance with Otipemisiwak Métis Government Laws.

ARTICLE 13 ANNUAL DISTRICT GATHERING

- 13.1 An Annual District Gathering will be held each calendar year on a date to be determined by the District Councillors in accordance with Otipemisiwak Métis Government Laws.
- 13.2 Procedure for meetings of Annual District Gatherings will be as set out in Otipemisiwak Métis Government Laws and these Bylaws.
- 13.3 The minimum requirements for notice of Annual District Gatherings will be as set out in Otipemisiwak Métis Government Laws and the Act.

- 13.4 Notice of any Annual District Gathering may be provided to any Citizen of the District by email or post delivered to their most recent address as shown in the records of the Otipemisiwak Métis Government. Notwithstanding the forgoing, notice will be deemed sufficiently provided if given by newspaper or other media as determined by the District Councillors. Citizens of the District will be deemed to have received notice within seven (7) days of the date of publication or mailing, or on the same day as the date on which notice is given by email or other electronic means.
- 13.5 No error or omission in giving notice of an Annual District Gathering will invalidate the Annual District Gathering or make void any proceedings taken at that Annual District Gathering. A Citizen of the District may, on their own behalf, at any time waive notice or any irregularity in respect of any such meeting and the Citizens of the District may ratify, approve, and confirm any or all proceedings of such Annual District Gathering.
- 13.6 Subject to any minimum requirement for quorum under Otipemisiwak Métis Government Laws, the requirements for quorum at Annual District Gatherings will be ten (10) Citizens of the District eligible to vote in accordance with Otipemisiwak Métis Government Laws.
- 13.7 The rights of participation at Annual District Gatherings will be as set out in Otipemisiwak Métis Government Laws.
- 13.8 The District Councillors may recommend the order of business to be considered at the Annual District Gathering, which the Citizens of the District may approve or reject, and if rejected, the Citizens of the District may approve a separate order of business.
- 13.9 An Annual District Gathering may be held either fully or partially by way of electronic means or other communication medium if all Citizens of the District attending the Annual District Gathering, whether in person or through such electronic means or other communication medium, are able to participate in the Annual District Gathering.
- 13.10 A Citizen of the District participating in an Annual District Gathering by electronic means or other communication medium that permits all Citizens of the District participating in the Annual District Gathering to communicate is deemed to be present in person at the Annual District Gathering.

ARTICLE 14 VOTING AT ANNUAL DISTRICT GATHERINGS

- 14.1 All Citizens of the District who meet the eligibility criteria set out in Otipemisiwak Métis Government Laws will be eligible to vote at Annual District Gatherings.
- 14.2 Decision-making will be made in accordance with Otipemisiwak Métis Government Laws.
- 14.3 Every motion at an Annual District Gathering must be decided by ordinary resolution unless otherwise required by the Act, the Constitution, Otipemisiwak Métis Government Laws, or these Bylaws.

- 14.4 The following resolutions must be decided by special resolution:
- (a) resolutions that the Act specifies must be approved by special resolution.
- 14.5 Citizens of the District will be entitled to vote at Annual District Gatherings in accordance with Otipemisiwak Métis Government Laws.
- 14.6 Every question or resolution presented at an Annual District Gathering will be decided:
- (a) by a show of hands, unless a secret ballot vote has been demanded in accordance with paragraph (b) below; or
 - (b) by a secret ballot vote if immediately following a vote by way of show of hands, the Citizens of the District entitled to vote adopt an ordinary resolution calling for a secret ballot vote. There will be no debate on that ordinary resolution and the vote on that ordinary resolution will be held by way of show of hands.
- 14.7 If a question or resolution is decided by a show of hands and not a secret ballot vote, a declaration by the person chairing the meeting that a question or resolution has been carried or lost and an entry to that effect in the minutes of the meeting will be sufficient evidence of the fact without proof of the number or proportion of the votes.
- 14.8 Any Citizen of the District attending an Annual District Gathering by electronic means or other communication medium who is entitled to vote at the meeting may vote by any electronic means or other communication medium that the District Councillors have made available for that purpose, and any such vote shall be counted as if made in person at the meeting by a show of hands or secret ballot.
- 14.9 There will be no voting by proxy.

ARTICLE 15 SPECIAL DISTRICT GATHERINGS

- 15.1 Unless otherwise provided for in this Article, Special District Gatherings will be governed in the same manner as Annual District Gatherings. Therefore, Article 13 will also govern Special District Gatherings, except to the extent it is in conflict with this Article.
- 15.2 No business will be transacted or considered at any Special District Gathering except in accordance with Otipemisiwak Métis Government Laws.
- 15.3 A Special District Gathering will be called by the District Councillors as follows:
- (a) upon receipt of a written request to call a Special District Gathering signed by a minimum of twenty-five (25%) percent of the Citizens of the District eligible to vote at a Special District Gathering; or
 - (b) upon a resolution approved at a meeting of the District Councillors where:

- (i) proper notice of the meeting has been given; and
- (ii) seventy-five (75%) percent of the District Councillors are present; and
- (iii) seventy-five (75%) percent of the District Councillors vote in favour of the resolution to hold a Special District Gathering.

ARTICLE 16 VOTING AT A SPECIAL DISTRICT GATHERING

16.1 Voting at Special District Gatherings will be the same as voting at Annual District Gatherings. Therefore, Article 14 will also govern voting at Special District Gatherings.

ARTICLE 17 RULES OF ORDER

17.1 Robert's Rules of Order will govern proceedings of Annual District Gatherings, Special District Gatherings, and meetings of the District Councillors, insofar as they may apply without coming into conflict with these Bylaws, the Constitution, or any Otipemisiwak Métis Government Law.

17.2 The District Councillors may adopt their own Métis Rules of Order that will govern the proceedings of the Annual District Gatherings, Special District Gatherings, or meetings of the District Councillors, replacing the use of Robert's Rules of Order insofar as they may apply without coming into conflict with these Bylaws, the Constitution, or any Otipemisiwak Métis Government Law.

ARTICLE 18 IMMUNITY

18.1 No proceedings lie against:

- (a) a District Councillor; or
- (b) a person acting for or under the direction of such persons;

in accordance with Otipemisiwak Métis Government Laws.

ARTICLE 19 FULL AND FINAL DETERMINATION OF DISPUTES

19.1 The Judicial Branch will be the dispute resolution body for the District Council with such jurisdiction and powers as set out in Otipemisiwak Métis Government Laws, which for certainty includes the jurisdiction and power to decide and prescribe the resolution of any and all disputes arising out of the affairs of the District Council, the affairs between the District Council and the Association or any other District Council(s), and the affairs between any Citizen and the District Council.

- 19.2 For greater certainty, the Judicial Branch is intended to and serves as the chosen method of dispute resolution for the District Council pursuant to section 22 of the Act.
- 19.3 None of these Bylaws, the Constitution, or the fact of a Citizen becoming a Citizen of the District is intended to create a contractual relationship between the Citizen of the District and the District Council, any other Citizen of the District, the Association, or any Institution. For greater certainty, Citizens of the District do not, by sole virtue of being Citizens of the District, possess any property or contractual rights with the District Council, Institutions, or the Association. Nor does the District Council, by sole virtue of being a District Council, possess any property or contractual rights with the Association or its Institutions.

ARTICLE 20 BORROWING POWER

- 20.1 For the purpose of carrying out its authority and responsibilities, the District Council may borrow or raise or secure payment of money in such manner as the District Councillors see fit and in particular by the issue of debentures, but debentures may be issued only by Special Resolution of the Citizens of the District at an Annual District Gathering or Special District Gathering.

ARTICLE 21 AUDIT OF ACCOUNTS AND FINANCIAL RECORDS OF THE DISTRICT COUNCIL

- 21.1 The District Councillors shall at all times ensure compliance by the District Council with any Otipemisiwak Métis Government Laws (including any regulations and policies established under such Otipemisiwak Métis Government Laws) concerning the financial reporting, auditing, and financial management of the District Council.
- 21.2 The fiscal year of the District Council will end on the 31st day of March in each year.
- 21.3 The books, accounts, and records of the District Council will be audited at least once yearly in accordance with Otipemisiwak Métis Government Laws (including any regulations and policies established under such laws) and the Act.
- 21.4 A financial statement setting out the District Council's income, disbursements, individual expenses of the District Councillors, assets, and liabilities will be audited and signed by the District Council's auditor and presented at the Annual District Gathering in accordance with Otipemisiwak Métis Government Laws.

ARTICLE 22 BOOKS AND RECORDS OF THE DISTRICT COUNCIL

- 22.1 The District Councillors will ensure that all necessary books and records of the District Council required by these Bylaws or any applicable statute or Otipemisiwak Métis Government Law, are regularly and properly kept in accordance with Otipemisiwak Métis Government Laws and the Act.

22.2 In addition to requirements established through policies by the District Councillors:

- (a) responsibility for keeping and maintaining minutes of the District Council, the Annual District Gatherings, and any Special District Gatherings will be as set out in Otipemisiwak Métis Government Laws; and
- (b) responsibility for keeping or causing to be kept a full and accurate account of receipts and disbursements and books belonging to the District Council will be as set out in Otipemisiwak Métis Government Laws.

22.3 All accounting records and other books and records of the District Council will be kept at such place in the Province of Alberta as the District Councillors may decide and must at all times be open for inspection by any Citizen upon written application to the District Councillors.

ARTICLE 23 EXECUTION OF CONTRACTS AND OTHER DOCUMENTS

23.1 Contracts and other documents requiring the signature of the District Council must be executed in accordance with Otipemisiwak Métis Government Laws.

ARTICLE 24 SEAL

24.1 The District Council will have a seal in accordance with Otipemisiwak Métis Government Laws, and the seal will be kept, and used in accordance with Otipemisiwak Métis Government Laws.

ARTICLE 25 AMENDMENTS TO THE DISTRICT COUNCIL'S BYLAWS

25.1 These Bylaws may be rescinded, altered, or added to only by:

- (a) special resolution of the Citizens of the District passed at a District Gathering; and
- (b) resolution of the Citizens' Council ratifying the special resolution of the Citizens of the District, whose ratification shall not be withheld unless the Bylaws do not conform to the Constitution or Otipemisiwak Métis Government Laws.

ARTICLE 26 TRANSITION

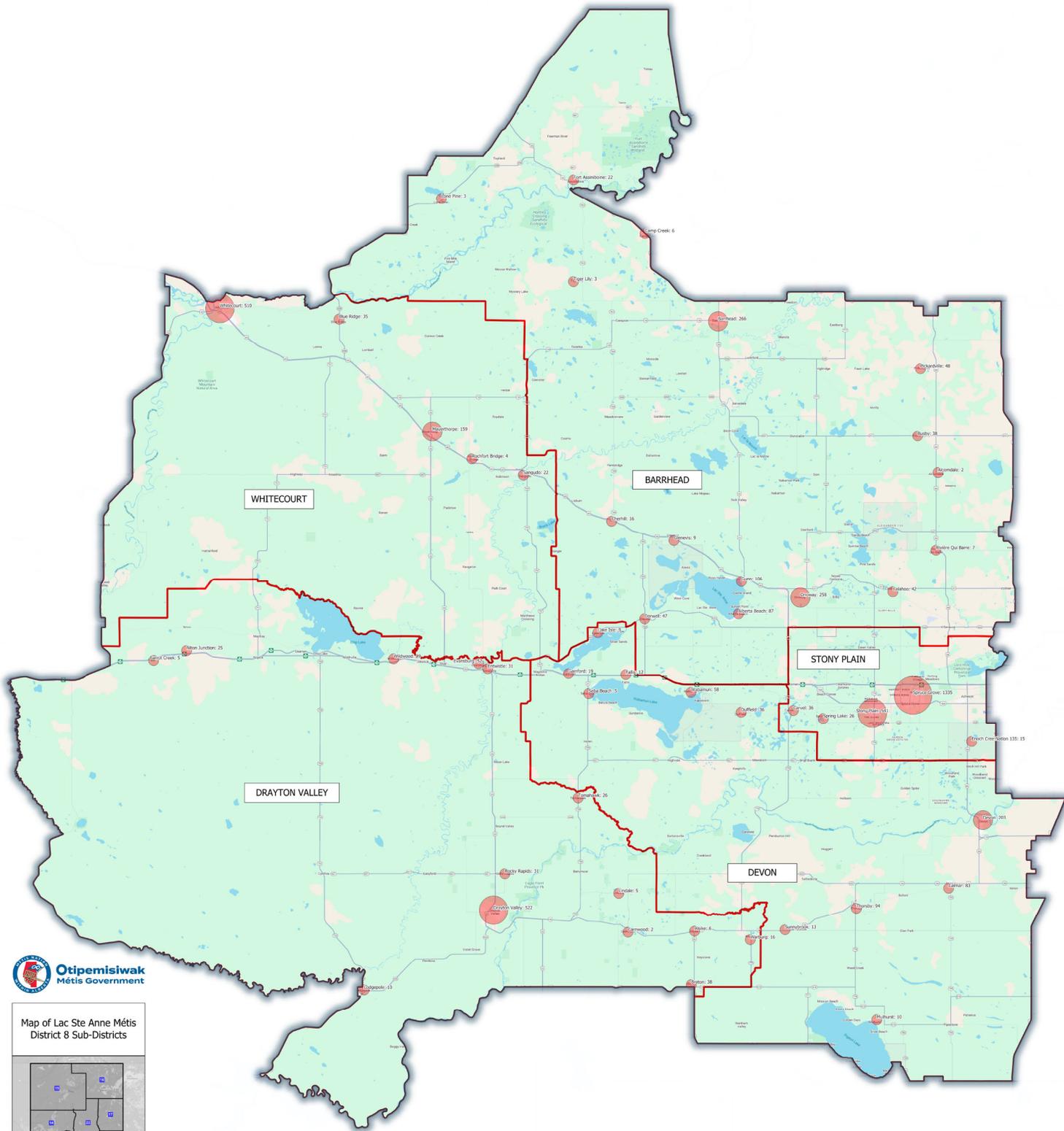
26.1 The District Council is the society incorporated under the *Societies Act*, RSA 2000, c S-14 that was formerly known as Drayton Valley Local 888 of the Metis Nation of Alberta Association.

26.2 From the date on which these Bylaws are adopted until such time as the results of the first election of the District Councillors, held in accordance with Article 26.3, are certified:

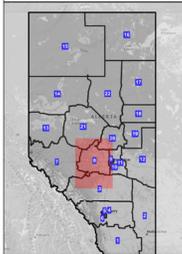
- (a) the Local Council of Drayton Valley Local 888 of the Metis Nation of Alberta Association will serve as the District Council, and the President thereof will serve as the District Captain; and
 - (b) the Local Council of Drayton Valley Local 888 of the Metis Nation of Alberta Association shall hold and exercise all powers, authorities, and responsibilities otherwise vested in the District Councillors either individually or collectively by virtue of these Bylaws and Otipemisiwak Métis Government Laws.
- 26.3 An election of the District Councillors will be held within 180 days of the date the District Council is established and, unless re-elected, all District Councillors who held office prior to such election will cease to hold office on the date the results of such election are certified.
- 26.4 Notwithstanding anything in these Bylaws, the District Council will continue to be a part of Metis Regional Council - Zone IV of the Metis Nation of Albert Association (also known as the Métis Nation of Alberta Association Region 4 Regional Council) until such time as that entity is dissolved or otherwise wound down pursuant to the Otipemisiwak Métis Government transition plan.

**Appendix “A”:
Map of Sub-Districts**

(attached)



Map of Lac Ste Anne Métis District 8 Sub-Districts



- LEGEND**
- Sub-District Boundaries
 - D8 Population Centers
 - 2 - 106
 - 106 - 296
 - 296 - 541
 - 541 - 1335

