

CODE OF CONDUCT

DEFINITIONS

1. In this document, all references to:
 - a. **“Elections Act”** shall mean the Elections Act (2022 Revision) unless otherwise specified.
 - b. **“Election Officers”** shall include the Supervisor, Deputy Supervisor, and every: Registering Officer, Returning Officer, Deputy Returning Officer, Presiding Officer, Poll Clerk, Tally Clerk, Field Officer, Administrative Staff of the Elections Office and other persons having any duty to perform pursuant to the Elections Act (2022 Revision) to the faithful performance of which duty that person may be sworn.
 - c. **“stakeholders”** shall include candidate for election, member of parliament, political party in a general election, and in a referendum shall include a particular subject, preference, bias and answer to the question/s put forth for decision by the electorate.

GENERAL CONDUCT

2. All Election Officers¹, and any other person delegated by the Elections Office to act on its behalf shall subscribe and adhere strictly to this Code of Conduct.
3. All Election Officers shall:
 - a) Adhere strictly to all existing laws governing the conduct of elections / elections in the Cayman Islands;
 - b) Maintain an atmosphere of fairness, neutrality, and decorum throughout the election process;
 - c) Refrain from improper use or unauthorized release of information obtained in the course of their official duty with the Elections Office;
 - d) Not show or do anything that demonstrates a bias or preference in the discharge of their election duties;

- e) Refrain from social media posting, “likes” or other public display of a bias or preference for any matters connected to the election outcomes in the discharge of their election duties;
- f) Not do anything that may influence voters to vote for or against any answer, and shall not wear or display any sign, emblem or slogan on their clothing that is connected to stakeholder;
- g) Not bring to their duty post any alcoholic beverage or illicit drug, nor be under the influence of alcohol or illicit drugs in the course of their duty;

OPERATIONAL CONDUCT

4. To ensure operational integrity, all Election Officers are required to:

- a) subscribe to this Code of Conduct for Election Officers;
- b) Comply with the Elections Act, process and procedure guidelines issued by the Elections Office in all their duties.
- c) Manage and handle all election materials and equipment (sensitive and non-sensitive) in accordance with the approved procedures, and ensure they are in the correct quantities and standards;
- d) Avail people living with disability any assistance or support which may be approved by the Supervisor of Elections, or specified in the guidelines, and the Elections Act allow;
- e) While conducting Election Office duties in the public, must wear an official uniform shirt and display photo identification; such uniform and photo identification are not to be worn/displayed other than during assigned duties;
- f) Not engage in any other duty or assignment, paid or unpaid, likely to conflict with, or create perception of conflict with election duties; and
- g) Not hold meetings, engage in consultations with, or maintain any relations with stakeholders unless so authorized by the Supervisor of Elections.

ETHICS

5. All Election Officers shall:

- a) Adhere to the Anti-Corruption Act (2024 Revision) and the Standards in Public Life Act (2021 Revision);
- b) Treat all information received in the course of their duties as confidential, and disclose such information only to those authorized to do so;
- c) Clearly demonstrate impartiality and fairness to all voters, and all stakeholders;
- d) Conduct their duties with professional courtesy and decorum;
- e) Shun the pursuit of personal gain in the conduct of their duties and declare any conflict of interest, where this exists by making a declaration in writing to the Supervisor of Elections;
- f) Avoid partisanship and conduct that may indicate preference of a stakeholder;
- g) Not attempt to discover the intention or choice of a voter and be obliged to report any persons found to be doing so to the Supervisor of Elections.

ENTITLEMENTS

6. All Election Officers shall be entitled to:

- a) Receive the approved course of training before being deployed for an election; and
- b) Receive Honorarium and other allowances in accordance with the approved rates;

OFFENCES

7. Election Officials acknowledge that a failure to adhere to the Elections Act (2022) and/or the Anti-Corruption Act (2024 Revision) may amount to an offence under one or both of the aforementioned Acts for which a criminal sanction can be imposed.

DECLARATION

- 8. This is to certify that I _____ serving the Elections Office in the Capacity of _____ have read and understand the content of the Code of Conduct for Election Officials and hereby subscribe to it.

- 9. I understand that if I have been found to breach any provision of the Code of Conduct that I may be immediately removed from my election duties.

- 10. I understand that if I have contravened any part of the Elections Act, that my conduct may be investigated and that I may be charged for an offence under the Elections Act.

Signature: _____ Date: _____

Counter Signing Officer

Name: _____

Designation: _____

Signature: _____ Date: _____

Last revised: 26 February 2025

ⁱ “**Election officers**” includes the Supervisor, every Registering Officer, Returning Officer, Presiding Officer, Poll Clerk or other person having any duty to perform pursuant to this Act to the faithful performance of which duty that person may be sworn; As defined in the Elections Act (2022 revision)

Initial: _____