



June 2025

To: GCWCC Champions and Leaders

From: Nancy Hamzawi, (she, her)
2025 GCWCC National Chair
Executive Vice President, Public Health Agency of Canada

SUBJECT: Gift Solicitation for the Government of Canada Workplace Charitable Campaign (GCWCC)

Colleagues,

In September 2025, we will launch the Government of Canada Workplace Charitable Campaign (GCWCC). This year, we are focussing on supporting communities while continuing to uphold and promote reconciliation, diversity, equity, inclusion, accessibility, and Official Languages.

To help guide your efforts, this letter outlines considerations for soliciting gifts and managing activities under the GCWCC. Please share this information with your campaign teams and if you have any questions, contact your organization's Values and Ethics (V&E) and/or Conflict of Interest (COI) teams.

Thank you in advance for your commitment to making this year's GCWCC a success.

Key Guidance for the GCWCC

[Values and Ethics Code for the Public Sector \(VECPS\) and Organizational Codes of Conduct](#)

All public servants are responsible for upholding the core values of the VECPS in their professional duties, including GCWCC activities. They are encouraged to consult both the VECPS and their organization's Code of Conduct to ensure their actions align with established values and ethical standards.

[Directive on COI](#)

When engaging with external organizations, campaign teams need to follow the Directive on COI. Key points include:

- Persons employed by the government must not solicit gifts, hospitality or transfers of economic value from persons or organizations in the private sector with which the federal government has or may have



official dealings, unless they have prior written approval from their Deputy Head (subsection 4.2.17).

- The directive ensures:
 - All donations align with a charitable cause.
 - No one is perceived to as receive favouritism or personal gain from donations.
 - Donors do not feel pressure to give due to relationships with external organizations.
 - COIs—real, potential, or perceived—are avoided.

Charitable Gaming Activities

GCWCC teams should familiarize themselves with the considerations and requirements for charitable gaming when organizing games of chance like 50/50s and auctions. Detailed guidance on these considerations can be found on the Directive's [Frequently Asked Questions](#) page.

Charitable gaming, while not considered solicitation under the Directive, is regulated and licenced by the provinces and territories. It also requires approval from your deputy head. GCWCC teams should consult their [local GCWCC manager](#) to ensure compliance with provincial and territorial charitable gaming licencing requirements.

Submitting leave for events

Employees participating in certain GCWCC events may need to submit leave.

- For full-day events, such as volunteering at a food bank or participating in charitable golf tournaments, employees must take annual or compensatory leave.
- Managers should consult their organization's Labour Relations team for additional guidance.