



August 30, 2024

Doug Ford  
Premier of Ontario

Sent via email: [premier@ontario.ca](mailto:premier@ontario.ca)

Dear Honourable Doug Ford:

Please be advised that Brantford City Council at its meeting held August 27, 2024 adopted the following:

**12.2.4 Legislative Amendments to Improve Municipal Codes of Conduct and Enforcement**

WHEREAS all Ontarians deserve and expect a safe and respectful workplace; and

WHEREAS municipal governments, as the democratic institutions most directly engaged with Ontarians, need respectful discourse; and

WHEREAS several incidents in recent years of abuse and workplace harassment have occurred amongst members of municipal councils; and

WHEREAS these incidents seriously and negatively affect the people involved and lower public perceptions of local governments; and

WHEREAS municipal Codes of Conduct are helpful tools to set expectations of Council members' behaviour; and

WHEREAS legislation would hold both accountable and protect all municipal offices; and

WHEREAS municipal governments do not have the necessary tools to adequately enforce compliance with municipal Codes of Conduct and support appropriate accountability when it comes to perpetrating violence and harassment in the workplace; and

WHEREAS the fundamental underlying principle of broadening diversity, equity and inclusion in politics rests on the assumption the workplace is safe; and

WHEREAS government legislation would require Councillors to comply with the workplace violence and harassment policies, establish a process for removing individuals in substantiated cases of egregious violence or harassment, as well as

prevent officials whose seats have been vacated for such reasons from seeking immediate or subsequent re-election; and

WHEREAS the aforementioned elements are consistent with previously developed legislation, as well as current legislation tabled (Bill 207, Municipal Accountability and Integrity Act, 2024).

NOW THEREFORE BE IT RESOLVED:

- A. THAT the Corporation of the City of Brantford supports the call of the Association of Municipalities of Ontario (AMO), Rural Ontario Municipal Association (ROMA), Ontario Municipal Administrators Association (OMAA), Association of Municipal Managers, Clerks and Treasurers of Ontario (AMCTO), and more than 207 municipalities, for the Government of Ontario to introduce legislation to strengthen municipal Codes of Conduct and compliance with them in consultation with municipal governments; and
- B. THAT the legislation encompasses:
- i. Updating municipal Codes of Conduct to account for workplace safety and harassment;
  - ii. Creating a flexible administrative penalty regime, adapted to the local economic and financial circumstances of municipalities across Ontario;
  - iii. Increasing training of municipal Integrity Commissioners to enhance consistency of investigations and recommendations across the province;
  - iv. Amending the Municipal Act, 2001 to require the establishment of a Board of Integrity Commissioners;
  - v. Amending both, the Municipal Act, 2001, and the City of Toronto Act, 2006, to allow a Commissioner of the Board of Integrity Commissioners to make an application for judicial review to vacate a member's seat and impose prescribed penalties if the Commissioner is of the opinion that the member has made certain contraventions of the Code of Conduct;
  - vi. Adding provisions to both Acts to allow the Commissioner to seek confirmation of certain determinations from a judge of the Superior Court;
  - vii. Introducing provisions to prohibit a member who has been removed from office from running in the election for the remainder of the term and the subsequent term; and
- C. THAT a copy of this resolution BE FORWARDED to the Premier of Ontario, Doug Ford; Minister of Municipal Affairs and Housing, Paul Calandra; Attorney General, Doug Downey; Charmaine Williams, Associate Minister of Women's

Social and Economic Opportunity; Will Bouma, Member of Provincial Parliament; Larry Brock, Member of Parliament; the Association of Municipalities of Ontario (AMO); and Ontario municipalities.

I trust this information is of assistance.

Yours truly,



Chris Gauthier  
City Clerk, [cgauthier@brantford.ca](mailto:cgauthier@brantford.ca)

cc Minister of Municipal Affairs and Housing, Paul Calandra  
Attorney General, Doug Downey  
Charmaine Williams, Associate Minister of Women's Social and Economic Opportunity  
Will Bouma, Member of Provincial Parliament  
Larry Brock, Member of Parliament  
Association of Municipalities of Ontario (AMO)  
Ontario municipalities