

**From:** Elizabeth Bridge <[elizabethbridge30@gmail.com](mailto:elizabethbridge30@gmail.com)>  
**Sent:** August 29, 2023 11:57 AM  
**To:** ZYG-COUNCIL <[zzg-council@peelregion.ca](mailto:zzg-council@peelregion.ca)>  
**Subject:** Legislative Amendments to Improve Municipal Codes of Conduct and Enforcement

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**To:** Office of the Regional Clerk, Regional Municipality of Peel

Hello,

**Please add this as ACTION CORRESPONDENCE to your next council meeting agenda as a matter of urgency. Please email the outcome to [thewomenofontariosayno.team@gmail.com](mailto:thewomenofontariosayno.team@gmail.com) Thank you!**

Dear Chair Iannicca, Mayors, and Councillors,

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

This request is from The Women of Ontario Say NO, a grassroots advocacy effort comprised of individuals, organizations, and community groups. We are committed to ensuring that locally elected officials are held accountable for violence and harassment in municipal workplaces. This advocacy stems from a number of egregious cases throughout the province including Ottawa, Barrie, and Mississauga. You can learn more on our website: <https://www.thewomenofontariosayno.com/>

**Many councillors will know that on May 31<sup>st</sup>, 2023, the government voted down Bill 5 – The Stopping Harassment and Abuse by Local Leaders Act. At that time 160 municipalities had endorsed their support for Bill 5. In 2021, the Association of Municipalities Ontario recommended changes to strengthen municipal codes of conduct for elected officials.** Again in 2023, after meetings with our group, the AMO issued a statement again calling on government to implement legislation change on this matter. AMO also provided sample resolution text for councils that wish to lend their support to this call: [Codes of Conduct, Changes to Visible Fees, and Fees Charged to Beverage Producers | AMO](#) These recommendations have still not been implemented.

We are calling on your municipality to be an active and engaged voice in your own workplace safety and that of the municipal staff in holding municipally elected representatives accountable for violence and harassment.

**We are therefore asking Council to pass the attached motion of March 27, 2023, issued by AMO, calling for government legislation on this issue.**

- **We are requesting that the motion include the communication that this legislation be prioritized for the fall of 2023 given the urgency of this issue.**

REFERRAL TO \_\_\_\_\_  
RECOMMENDED \_\_\_\_\_  
DIRECTION REQUIRED \_\_\_\_\_  
RECEIPT RECOMMENDED  \_\_\_\_\_

- **We are asking that a letter expressing support for the motion be sent to: The Premier, Local MPPs, Minister of Municipal Affairs, Associate Minister of Women’s Social and Economic Opportunity, AMO and local municipalities.**

We are counting on you as leaders to ensure your municipal workplace is safe and that there is basic human rights protection for all persons. This cannot wait any longer. This legislation needs to move ahead without any further delay.

Thank you in advance for being open to advocating for legislative change that will help ensure workplaces and community spaces are safe for everyone!

If you have any questions, please contact us at [thewomenofontariosayno.team@gmail.com](mailto:thewomenofontariosayno.team@gmail.com).

Sincerely,

Elizabeth Bridge

On Behalf of

The Women of Ontario Say NO

## **AMO Sample Resolution Text**

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

Whereas, all Ontarians deserve and expect a safe and respectful workplace;

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

Whereas, several incidents in recent years of disrespectful behaviour and workplace harassment have occurred amongst members of municipal councils;

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

Whereas, municipal Codes of Conduct are helpful tools to set expectations of council member behaviour;

Whereas, municipal governments do not have the necessary tools to adequately enforce compliance with municipal Codes of Conduct;

Now, therefore be it resolved that (MUNICIPALITY NAME) supports the call of the Association of Municipalities of Ontario for the Government of Ontario to introduce legislation to strengthen municipal Codes of Conduct and compliance with them in consultation with municipal governments;

Also be it resolved that the legislation encompass the Association of Municipalities of Ontario's recommendations for:

- Updating municipal Codes of Conduct to account for workplace safety and harassment
- Creating a flexible administrative penalty regime, adapted to the local economic and financial circumstances of municipalities across Ontario
- Increasing training of municipal Integrity Commissioners to enhance consistency of investigations and recommendations across the province
- Allowing municipalities to apply to a member of the judiciary to remove a sitting member if recommended through the report of a municipal Integrity Commissioner
- Prohibit a member so removed from sitting for election in the term of removal and the subsequent term of office