

August 12, 2020

Kathryn Lockyer
Interim, Commissioner of Corporate Services
Regional Municipality of Peel
10 Peel Centre Drive, Suite A and B,
Brampton, ON L6T 4B9

RECEIVED
August 12, 2020
REGION OF PEEL
OFFICE OF THE REGIONAL CLERK

Delivered by email

Dear Ms Lockyer,

Re: City of Brampton Integrity Commissioner Report 2020-03

We have received the attached correspondence by email from the City of Brampton pertaining to Integrity Commissioner Report 2020-03, which was considered by Brampton Council at its August 5, 2020 meeting.

Embedded in Council's decision is the following direction:

That the Resolution, and related report of the Integrity Commissioner, be provided to the Integrity Commissioner of the Region of Peel.

The receipt of the correspondence does not constitute a complaint and so we are seeking Council's instructions, if any, with respect to the correspondence.

Sincerely,

Principles *Integrity*
Integrity Commissioner for
the Region of Peel

REFERRAL TO _____
RECOMMENDED _____
DIRECTION REQUIRED _____
RECEIPT RECOMMENDED _____

August 10, 2020

via e-mail to:

Mayor and Members of Council
CAO and Strategic Leadership Team
Region of Peel Integrity Commissioner: Principles Integrity (Jeffrey A. Abrams and Janice Atwood-Petkovski, Principals)
Federation of Canadian Municipalities (FCM): Leanne Holt, Director, Strategy and Transition, CEO's Office
Muneeza Sheikh, Integrity Commissioner, City of Brampton
Nader Hasan, Stockwoods LLP
Harman Mundi

Re: Integrity Commissioner Report 2020-03 and Associated Correspondence

The Council of The Corporation of the City of Brampton passed the following resolutions at its meeting of August 5, 2020, which include links to the Integrity Commissioner report and associated correspondence on the City's website.

- C301-2020 That the [report](#) from Muneeza Sheikh, Integrity Commissioner, City of Brampton, re: **Integrity Commissioner Report 2020-03 (submitted July 22, 2020)**, to the Council Meeting of August 5, 2020, be received.
- C302-2020
1. That Councillor Dhillon's pay be suspended (in accordance with the *Municipal Act, 2001*) for 90-days;
 2. That Council issue a formal reprimand for Councillor Dhillon's misconduct as set out in the Report of the Integrity Commissioner; and
 3. That Councillor Dhillon issue a formal apology to the Complainant and to the public generally for his gross misconduct.
 4. That remedial action, as deemed appropriate by Council under its statutory authority, be directed to include the following:
 - a. Removal from membership and Chair (where applicable) of a committee;
 - b. Removal of Councillor Dhillon's ability to travel outside of the Province on any City Business;
 - c. Apart from during Council Meetings, communicate with members of the public solely via email using his City email address — for further clarity — no other form of communication shall be permitted; and

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- d. Prevent Councillor Dhillon from access to municipal offices except to retrieve Council mail/packages, make bill payments, or to attend for Council meetings.

C303-2020 WHEREAS the Corporation of the City of Brampton (the “City”) received a Report from the City’s Integrity Commissioner that was published on July 31, 2020 and submitted for consideration at the Council Meeting of August 5, 2020 regarding Councillor Dhillon relating to certain events which occurred in November 2019 (the “Integrity Commissioner Report”); and

WHEREAS the Council of the City has considered the findings and recommendations in the Integrity Commissioner Report and has reflected on the effects and impacts of the facts and findings on the City’s residents, as well as the City’s obligations to ensure the protection and security of those employed by the City and those engaging with the City; and

WHEREAS sections 8, 9, and 11 of the Municipal Act, 2001, S.O. 2001, c.25, as amended, provides that the powers of a municipality shall be interpreted broadly so as to confer broad authority on municipalities to enable them to govern their affairs as they consider appropriate, including, among other things, matters relating to its governance structure, accountability of the municipality, the health, safety and well-being of persons, and the protection of person and property; and

WHEREAS Members of Council can request Council reconsider a decision of Council made during the current term, in accordance with Section 13.2 of Procedure By-law 160-2004, as amended;

NOW THEREFORE Be It Resolved, that Item 4 of the recommendations of the report of the Integrity Commissioner be amended and approved as follows:

- a. THAT the matter of Resolution C305-2018 be re-opened and reconsidered only in so far as it relates to Council’s decision to appoint Councillor Dhillon as Chair of the Economic Development and Culture Section of the Committee of Council Standing Committee, and specifically in regard to Clause 1a. only, as follows:
 - Resolution C305-2018, Clause 1a.
“Economic Development and Culture Section: Chair:
Regional Councillor Dhillon”

- b. THAT Councillor Dhillon be removed from the role as Chair, Economic Development and Culture Section of the Committee of Council Standing Committee, and further that:
 - i. Councillor Dhillon be removed as the City of Brampton's representative on the Federation of Canadian Municipalities (FCM) Board of Directors, and a copy of this Resolution be provided to FCM;
- c. Notwithstanding the foregoing and to the extent necessary, THAT Council hereby waive any requirements of Procedure By-law 160-2004 as may be necessary to put into and give effect to the above clauses.
- d. Whereas the City of Brampton Community Safety Advisory Committee works to tackle systemic discrimination and other social factors that contribute to crime, victimization, addiction, drug overdose and suicide;

Whereas Councillor Dhillon sits on the Brampton Community Safety Advisory Committee;

Whereas there are allegations and evidence provided to Council regarding sexual misconduct;

Whereas the Integrity Commissioner's report recommends the removal of Councillor Dhillon from membership and as Chair of a committee where applicable;

Therefore be it resolved that, due to the serious nature of the allegations and the sensitive nature of the committee that, Councillor Dhillon be removed from the City of Brampton Community Safety Advisory Committee.

C304-2020 That the Resolution, and related report of the Integrity Commissioner, be provided to the Integrity Commissioner of the Region of Peel.

C305-2020 Whereas a *Key Principle* in the City of Brampton Council Code of Conduct is that "Members of Council shall perform official duties and arrange their public affairs in a manner that promotes public confidence and respect and will bear close public scrutiny";

Whereas the commentary to Rule No. 15 (Discreditable Conduct) of the of the Council Code of Conduct states that “As leaders in the community, members are held to a higher standard of behaviour and conduct, and accordingly their behaviour should be exemplary”;

Whereas the purpose of appointing an Independent Integrity Commissioner is to ensure that an elected official is held accountable to any Discreditable Conduct through a thorough investigation;

Whereas in recent years we have witnessed the emergence of the #MeToo movement recognizing that it is our responsibility to support the women that speak up;

Whereas it is our responsibility to provide a safe space for the women that come forward to share the details of a traumatizing experience of sexual assault;

Whereas it is our responsibility to stand behind victims that have come forward and shared the details of the harassment they experienced;

Whereas it is our responsibilities, regardless of any political pressure, to support victims that have come forward;

Whereas it is our duty as elected officials to lead by example and show our community true leadership and support during times of adversity;

Whereas the Integrity Commissioner has reported her findings following a thorough investigation and concluded that Councillor Dhillon’s behaviour violates the City of Brampton’s Council Code of Conduct;

Therefore be it resolved that Councillor Dhillon recognize that his conduct as a leader in our community has been contrary to the Council Code of Conduct and that this Council requests that he resign.

C306-2020 That full support be offered to the victim, along the lines of what is available to City staff.

C310-2020 1. That the [correspondence](#) from Nader Hasan, Stockwoods LLP, dated July 28, 2020, re: **Item 11.1 – Integrity Commissioner Report 2020-03**, to the Council Meeting of August 5, 2020, be received; and,

2. That the [supplementary](#) correspondence from Nader Hasan, Stockwoods LLP, dated August 4, 2020, re: **Item 11.1 – Integrity Commissioner Report 2020-03**, to the Council Meeting of August 5, 2020, be received.

C315-2020 That the [correspondence](#) from Harman Mundi, dated August 4, 2020, re: **Item 11.1 – Integrity Commissioner Report 2020-03**, to the Council Meeting of August 5, 2020, be received.

Yours truly,



Peter Fay
City Clerk
Legislative Services
Tel: 905.874.2172 / Fax: 905.874.2119 / TTY: 905.874.2130
peter.fay@brampton.ca

(CL – 11.1, 14.3, 14.8)