



Office of the City Clerk
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July 25, 2023

The Honourable Doug Ford
Premier of Ontario
Legislative Building
Queen's Park
Toronto ON M7A 1A1

Via e-mail – premier@ontario.ca

Re: Safe and respectful workplace

At the Woodstock City Council meeting of July 13, 2023, the following resolution was passed:

“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 the City of Woodstock 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;

And further 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.

And further that this resolution be circulated to the Honourable Doug Ford, Premier of Ontario; the Honourable Steve Clark, Ministry of Municipal Affairs and Housing; the Honourable Ernie Hardeman, Oxford MPP; Charmaine Williams, Associate Minister of Women's Social and Economic Opportunity; the Association of Municipalities of Ontario; and all Ontario Municipalities."

Yours Truly,



Amelia Humphries
Deputy Chief Administrative Officer/City Clerk

Cc: (via email)

The Honourable Steve Clark, Minister of Municipal Affairs and Housing of Ontario - minister.mah@ontario.ca

The Honourable Peter Bethlenfalvy, Minister of Finance of Ontario – peter.bethlenfalvy@pc.ola.org

The Honourable Ernie Hardeman, Oxford MPP - ernie.hardemanco@pc.ola.org

The Honourable Charmaine Williams, Minister of Women's social and Economic Opportunity - Charmaine.williams@PC.ola.org

Association of Municipalities Ontario – amo@amo.on.ca