

Report

City Council

The Corporation of the City of Brampton

Summary of Complaint and Background

On January 31, 2024, a formal complaint was filed by Kevin Locke (“**Mr. Locke**” or the “**Complainant**”), a Property Standards Officer with the City of Brampton, against Councillor Gurpartap Singh Toor (“**Councillor Toor**” or the “**Respondent**”). The complaint centres on allegations that Councillor Toor has breached the City Council Code of Conduct, specifically Rule No. 13 (Encouragement of Respect for the City and Its By-Laws) and Rule No. 16 (Conduct Respecting Staff).

The complaint arises from Councillor Toor’s ownership of a property located at 123 Queen St W in Brampton, which has allegedly been in a state of significant disrepair and non-compliance with municipal property standards. According to the Complainant, the property has been vacant for some time and has deteriorated to the point where it poses serious public safety concerns. Issues cited include rotting wood, unsecured openings, refuse accumulation, and signs of homeless activity on the premises. Despite multiple deficiency reports, orders to comply, and penalty notices issued by the City, according to the Complainant, Councillor Toor has failed to take adequate action to address these violations.

In addition to the property-related concerns, the complaint also includes allegations that Councillor Toor engaged in conduct intended to intimidate or influence municipal staff, specifically targeting Mr. Locke. On several occasions, Councillor Toor reportedly communicated with Mr. Locke in a manner that was perceived as threatening and aimed at interfering with Mr. Locke’s duties as a Property Standards Officer. In relation to this allegation, Mr. Locke produced a series of emails and MS Teams messages he sent to

Councillor Toor regarding enforcement of the City's Property Standards By-law 165-2022, as amended. Notably, in response to the emails and messages, on January 26, 2024, Councillor Toor sent a message via Teams accusing Mr. Locke of harassment and threatening to file an official complaint against him with Human Resources. Furthermore, on January 30, 2024, Councillor Toor sent an email to Mr. Locke, reiterating the assertion of feeling harassed by Mr. Locke.

The complaint asserts that Councillor Toor's actions have not only undermined respect for municipal by-laws but have also compromised the ability of City staff to carry out their duties without fear of intimidation. These actions are argued to be in direct violation of the principles of the Council Code of Conduct, necessitating an inquiry by my office.

A copy of the complaint is attached hereto at **Tab "A"**.

Process Followed and Timeline

i) Process:

My role, pursuant to section 223.3(1) of the *Municipal Act, 2001*, S.O. 2001, c. 25 (the "***Municipal Act***") is to apply the relevant rules of the [City of Brampton's Code of Conduct](#) as well as any procedures, rules, and policies of the City of Brampton that govern the ethical behaviour of City Councillors. Section 223.3 of the *Municipal Act, 2001* is attached hereto at **Tab "B"**.

Generally, my role is to determine whether Councillor Toor's conduct violated the rules of the Code of Conduct, as well as any other applicable policy that governs his ethical behavior.

In ensuring fairness to both the Complainant and the Respondent, I have followed the [Council Code of Conduct Complaint Protocol](#) (the "**Complaint Protocol**") in the course of my investigation.

I thoroughly reviewed the evidence and supporting documentation provided by the parties.

I ensured that the Respondent received a copy of the complaint and the accompanying documents relied upon by the Complainant and that he had an adequate opportunity to respond to the allegations by way of a written response. The Respondent was also given the opportunity to respond to my follow-up questions, during which the specific allegations from the Complainant were put to him and a subsequent opportunity to respond in writing was provided.

The following is a comprehensive timeline and summary of the investigation process, including all key actions and communications.

ii) Timeline:

1. **January 29, 2024:** Mr. Locke sent an email to integrity.commissioner@brampton.ca to inquire whether the issues he was experiencing with Councillor Toor's property might constitute a violation of the Council Code of Conduct. He detailed ongoing issues with the property, including neglect and non-compliance with property standards orders, as well as communications where he felt threatened by Councillor Toor's response to his enforcement actions. I had not received this email until it was forwarded to me by the City Clerk's office on February 23, 2024. At that time, there was an issue with emails being automatically redirected to my correct email address, which was subsequently resolved by the City (see **Tab "C"**).
2. **January 31, 2024:** Mr. Locke formally filed a complaint against Councillor Toor, alleging violations of Rule No. 13 (Encouragement of Respect for the City and Its By-Laws) and Rule No. 16 (Conduct Respecting Staff). The complaint was comprehensive, including detailed accounts of the property's condition, documented enforcement actions, and specific incidents where Mr. Locke felt Councillor Toor used his position to intimidate him (see **Tab "A"**).
3. **February 23, 2024:** Laurie Robinson from the City Clerk's Office forwarded the complaint to my office for review and investigation. This marked the official

beginning of the investigation by my office (see **Tab “C”**).

4. **March 1, 2024:** Mr. Locke sent an email to his manager, Robert Higgs (“**Mr. Higgs**”), expressing concerns about the lack of movement on the file related to Councillor Toor’s property following its reassignment to a supervisor. Mr. Higgs responded, explaining that the reassignment was intended to create some “time and distance” due to the deteriorating dynamics between Mr. Locke and Councillor Toor (see **Tab “D”**).
5. **April 4, 2024:** Upon review of the complaint and accompanying documents, my office sent a formal letter to Councillor Toor, notifying him of the complaint, providing a copy of same, and requesting a response by April 14, 2024, in accordance with the Complaint Protocol. On the same day, my office also contacted Mr. Locke to update him on the status of the investigation and to inform him that Councillor Toor had been asked to respond to the allegations (see **Tab “E”**).
6. **April 16, 2024:** Councillor Toor provided a written response to the complaint. His response included a general denial of the allegations and clarification regarding his role in the corporation that owns the property. He highlighted the difficulties in maintaining the property due to external factors such as vandalism and trespassing (see **Tab “F”**).
7. **June 13, 2024:** My office sent follow-up questions to Councillor Toor, seeking further details and clarification on specific points raised in his initial response. These questions were designed to address gaps and ensure that all aspects of the complaint were thoroughly considered (see **Tab “F”**).
8. **July 2, 2024:** Councillor Toor provided responses to the follow-up questions (see **Tab “F”**).

9. **July 4, 2024:** My office sent a series of follow-up questions to Councillor Toor via email to clarify some of his responses (see **Tab “F”**).

10. **July 26, 2024:** Councillor Toor submitted supplementary responses to the follow-up questions posed by my office. His responses were reviewed alongside the initial complaint and other documents to assess the validity of the claims and the extent of his compliance with municipal by-laws and conduct rules (see **Tab “F”**).

11. **September 10, 2024:** My office reached out to Mr. Higgs, the Director of Enforcement and By-Law Services at the City of Brampton, to specifically inquire about the allegation in relation to Mr. Locke being “removed” from Councillor Toor’s file (see **Tab “G”**).

12. **September 11, 2024:** Upon the request of Mr. Locke, my office shared a summary of Councillor Toor’s response with him to provide him with an opportunity to reply (see **Tab “H”**).

13. **September 11, 2024:** My office received a response from Mr. Higgs (see **Tab “G”**).

Positions of the Parties

A. Complainant’s Position:

Mr. Locke's complaint is supported by various documents, including inspection reports, emails, and official orders, which detail the condition of Councillor Toor's property at 123 Queen St W, Brampton, and Councillor Toor’s alleged conduct in response to enforcement actions (see **Tab “A”**).

i) Summary of Documents Relied Upon by the Complainant:

1. **Property Standards Deficiency Report (August 1, 2023):** This document outlines multiple violations observed at 123 Queen St W, including the failure to

maintain the property, unsecured openings, and significant structural issues like a deteriorating chimney and rotting wood. The report instructed Councillor Toor to address these deficiencies by August 15, 2023.

2. **Property Standards Order (September 14, 2023):** Issued after the alleged lack of compliance with the initial deficiency report, this order reiterated the need for repairs and mandated that the property be brought into compliance by November 13, 2023. The order warned that failure to comply could result in the City undertaking the repairs and registering the costs as a lien on the property.
3. **Brampton Fire and Emergency Services Inspection Order (December 1, 2023):** Following a fire inspection, it was determined that the property was not secured against unauthorized entry, creating a safety hazard. The order required the property owner to secure the building to prevent access, with a compliance deadline of December 9, 2023.
4. **Email Correspondence between Mr. Locke and Councillor Toor (Various Dates in 2023 and 2024):** The emails provide a record of Mr. Locke's repeated attempts to enforce compliance with property standards. These emails include instances where Councillor Toor accused Mr. Locke of harassment and threatened to file a complaint against him.

ii) *Supporting Arguments and Evidence:*

- a) **Failure to Comply with Municipal Standards and Orders:** The Complainant relies heavily on the documented history of property standards violations at 123 Queen St W to support the claim that Councillor Toor has failed to respect municipal by-laws. The Property Standards Deficiency Report and the subsequent Property Standards Order issued by the City appear to allege ongoing non-compliance. Mr. Locke emphasizes that despite multiple notices and orders, "None of the items were complied [with] and the City had to send out our contractor to cut the grass and clean up the refuse" (Property Standards Deficiency Report, August

1, 2023).

- b) **Public Safety and Neglect:** The Complainant underscores the serious public health and safety concerns arising from the property's condition. The Brampton Fire and Emergency Services Inspection Order highlights that the property was a potential hazard due to its unsecured state, which could allow unauthorized access. Mr. Locke notes that "the rear center door was not fully secure from unauthorized entry," creating an environment conducive to illegal activities and posing risks to the community (Fire Inspection Order, December 1, 2023).

- c) **Intimidation and Interference with Municipal Staff:** The Complainant argues that Councillor Toor's conduct, particularly his communication with Mr. Locke, was intended to intimidate and interfere with the execution of Mr. Locke's duties. According to Mr. Locke, on January 26, 2024, Councillor Toor sent him a message via the Teams platform stating that Mr. Locke "was harassing him and he was going to file an official complaint against [Mr. Locke] with HR" (Teams Message, January 26, 2024). Additionally, in an email on January 30, 2024, Councillor Toor further stated, "How about you stop harassing me at work? Let's start there" (Email, January 30, 2024). Mr. Locke interprets these messages as attempts to undermine his authority and interfere with his enforcement activities.

- d) **Pattern of Non-Compliance and Disregard for City Regulations:** The Complainant further asserts that Councillor Toor's actions demonstrate a clear pattern of non-compliance and disregard for City regulations. Mr. Locke points out that even after multiple inspections and the issuance of penalty notices, the property remained in a state of disrepair, and the required actions were not completed. Mr. Locke emphasized to Councillor Toor in one email, "[w]e have been dealing with multiple issues at your property since July 2023 and it is only getting worse" (Email, January 8, 2024).

- e) **Impact on the Community and Municipal Operations:** According to Mr. Locke, the ongoing issues at 123 Queen St W have not only posed risks to public safety but have also negatively impacted the surrounding community. The property's condition has led to complaints from residents and necessitated the City's intervention to maintain basic safety standards. Mr. Locke's complaint indicates that this situation has also strained municipal resources, as the City had to take direct action to address the property's deficiencies.

B. Respondent's Position:

- i) *Initial Response:*

Councillor Toor confirmed that he is indeed one of the directors of the corporate entity, 2571340 Ontario Inc., which owns the property at 123 Queen St W, Brampton. However, he indicated that he is unable to provide the Articles of Incorporation or the Corporate Profile Report, citing privacy and confidentiality concerns regarding the corporation. He maintained that his role as a director does not equate to sole responsibility for the property's management and that other directors are also involved in decisions related to the property.

Regarding the actions taken to address the property's maintenance issues, Councillor Toor acknowledged the difficulty in providing a precise timeline of the efforts made. He reiterated that all payments for clean-up and repair work were conducted in cash, which explains the absence of written contracts or electronic records. Councillor Toor stated that after each visit from by-law enforcement, he took steps to address the violations, although he conceded that the results were not always satisfactory, particularly due to repeated break-ins and vandalism by trespassers.

In response to the allegations of using his authority to influence or intimidate Mr. Locke, Councillor Toor clarified that he never identified himself as an elected official during his initial communications with Mr. Locke and always used personal communication channels. He expressed that Mr. Locke's recognition of him (as a City Councillor) during an on-site

visit led to a shift in communication to official channels, which subsequently escalated the situation. Councillor Toor described the ongoing contact from Mr. Locke as persistent and mentally distressing, contributing to his decision to request that Mr. Locke cease contacting him at his workplace.

Finally, Councillor Toor addressed the lack of documented efforts to engage other directors of the corporation or contractors in written or electronic form. He explained that his attempts to secure a contractor were challenging due to the nature of the work and the risks involved, such as the potential presence of needles on site. He reiterated that the work conducted was primarily done by a small team paid in cash or with the help of friends. Councillor Toor also disclosed that a demolition contractor had recently been engaged to remove the structure entirely, and the site was secured with a construction fence, marking a significant step toward resolving the issues at the property.

These responses indicate Councillor Toor's attempts to mitigate the property's issues while highlighting the challenges he faced in doing so. However, the lack of formal documentation and reliance on verbal agreements and cash payments has made it difficult to substantiate the extent of the efforts claimed.

ii) Supplementary Response:

Following a review of the initial response from Councillor Toor, my office sought further clarification on several key aspects of the case. Councillor Toor responded to these supplementary questions with additional information, which has been summarized below.

My Office's Follow-Up Questions (June 13, 2024): My office initiated the follow-up by addressing several key points needing clarification from Councillor Toor. The email sought additional documentation and information regarding the corporation that owns the property at 123 Queen St W. Specific requests included:

1. Confirmation of the full name of the corporate entity owning the property.

2. Provision of the Corporate Profile Report and Articles of Incorporation to verify Councillor Toor's role as one of several directors.
3. Evidence of efforts made by Councillor Toor to ensure the property was maintained in compliance with by-laws, such as correspondence with other directors, occupants, or contractors.
4. Any communication or correspondence between Councillor Toor and Mr. Higgs or any other department members that might relate to the file involving Mr. Locke.
5. Details about an alleged inappropriate comment made by Mr. Locke to Councillor Toor during a phone call, including the date, time, and a breakdown of the conversation. For clarity, Councillor Toor claimed that in a phone call, Mr. Locke said to Councillor Toor, “[m]ust be nice to have deep pockets huh. I guess I will just have to write you 5 more tickets this time.”

Councillor Toor's First Response to Supplementary Questions (July 2, 2024):

Councillor Toor responded, acknowledging that the property is owned by 2571340 Ontario Inc., a corporation where he is one of the directors. However, he stated that he was unable to share further details about the corporation, citing confidentiality concerns. He clarified that the property had no occupants, as it was vacant and uninhabitable, and that trespassers frequently caused damage, littering, and other issues.

Councillor Toor also mentioned that he personally contacted several outdoor cleaning services to address these problems but found it challenging to secure a contractor. On one occasion, he was able to find a small team to clean the property, which he paid in cash. He reiterated that he had not communicated with anyone else regarding this file except for Mr. Locke and provided an account of the phone call during which Mr. Locke allegedly made an inappropriate remark.

My Office's Further Follow-Up (July 4, 2024): Following the above-noted response, my office confirmed receipt of same and sought to ensure that the summary of Councillor

Toor's responses was accurate. My office reiterated the request for the Corporate Profile Report and Articles of Incorporation, emphasizing that these documents are generally neutral and would only confirm Councillor Toor's position as a director among others. Additionally, my office asked for any possible timelines or particulars for the actions taken to maintain the property, noting that these actions were reportedly paid for in cash and lacked written contracts or electronic transactions.

Councillor Toor's Second Response to Supplementary Questions (July 26, 2024):

After some delay due to a personal family matter, Councillor Toor confirmed that he could not share the Articles of Incorporation or the Corporate Profile Report, reiterating his earlier stance. He also confirmed that the steps taken to maintain the property did not involve written contracts or electronic transactions, affirming that all payments were made in cash. He provided assurances that necessary actions were taken after every by-law enforcement visit, although he acknowledged the difficulty in providing an exact timeline for these efforts.

My Office's Acknowledgment (July 26, 2024): My office acknowledged receipt of the supplementary responses, and this concluded the series of follow-up inquiries with Councillor Toor.

C. Complainant's Reply (September 12, 2024):

My office received Mr. Locke's reply to a summary of Councillor Toor's response on September 12, 2024. In summary, Mr. Locke reiterated that Councillor Toor did not do anything to bring the property into compliance with by-laws. Further, Mr. Locke advised that he was told by his manager, Peter Bryson ("**Mr. Bryson**") that Councillor Toor had called in requesting that Mr. Locke be removed from the file. Mr. Locke advised that this request was denied initially but "later granted in January of 2024 after director Higgs started". Mr. Locke further reiterated some previously mentioned details of his Complaint. Mr. Locke did not provide a reply to Councillor Toor's allegation that Mr. Locke called him and said, "must be nice to have deep pockets huh", "I guess I will just have to write you 5 more tickets this time".

D. Responses From Other Witnesses:

On September 11, 2024, my office received responses to questions that we had asked Mr. Higgs.

In summary, Mr. Higgs advised that he did not have any conversations with Councillor Toor regarding his file being moved from Mr. Locke to Rob MacLeod except months after the fact. He mentioned that the conversation was “in an indirect manner in that he was discussing anecdotal examples of how his investigation was handled”. In his response, Mr. Higgs attached a fulsome email chain of the email that Mr. Locke had provided in support of his complaint (see **Tab “G”**). Mr. Higgs explained that on February 7, 2024, he was advised by Mr. Bryson that Mr. Locke had filed a complaint with our office in relation to Councillor Toor. Mr. Higgs stated that he then directed that the “investigation be removed from Kevin Locke and placed with Supervisor Robert MacLeod”. Mr. Higgs explained that he had discussions with Human Resources about this to confirm that his course of action was consistent with established policies. Mr. Higgs further explained that the rationale for his decision was that there was a clear breakdown in the expected relationship in this situation between an enforcement officer and the property owner. Mr. Higgs explained: “to be clear, it was not that he had filed a complaint with the Integrity Commissioner, it was what this action represented – either he was offended at Toor’s behaviour so he sought to punish it (which I found would demonstrate a loss of impartiality) or he was using it as an investigative technique to force compliance (which is an unacceptable investigative practice)”.

Scope of My Role

The role of an Integrity and Ethics Commissioner in Ontario municipalities is focused on ensuring that elected officials adhere to the municipal Code of Conduct and other ethical guidelines. This role includes investigating complaints related to breaches of the Code of Conduct, providing advice to council members, and educating officials about ethical standards in accordance with the *Municipal Act*. However, the Integrity and Ethics Commissioner is not responsible for ensuring compliance with municipal by-laws.

Municipal by-laws are legal instruments that regulate various aspects of municipal governance and daily operations. Enforcement of these by-laws falls under the jurisdiction of municipal staff, such as by-law enforcement officers, building inspectors, and other officials dedicated to ensuring that properties and individuals comply with local regulations.

If a City Councillor is found to be in violation of a by-law, the by-law enforcement officers have several avenues of recourse, as I understand it, pursuant to the *Municipal Act*. They can:

1. **Issue Compliance Orders:** By-law officers can issue orders requiring the councillor (or any property owner) to rectify the violation within a specific timeframe. Failure to comply with these orders may result in further legal actions or penalties.
2. **Impose Fines or Penalties:** Municipalities often have the authority to impose fines or other penalties for non-compliance with by-laws. These penalties are usually enforced through tickets or court orders.
3. **Seek Legal Action:** In cases of persistent non-compliance, municipalities can pursue legal action against the individual in question, including seeking injunctions or other court orders to enforce compliance.

While the Integrity and Ethics Commissioner can investigate whether a Councillor's actions in relation to by-law enforcement amount to a breach of the Code of Conduct (e.g., if they use their position to unduly influence or interfere with enforcement processes), my role is not to directly enforce the by-laws themselves.

Findings of Fact

Based on the review of Mr. Locke's complaint and Councillor Toor's responses, the determination of whether Councillor Toor is factually guilty of the allegations hinges on the evaluation of the evidence provided, particularly regarding the contravention of Rule No. 13 (Encouragement of Respect for the City and Its By-Laws) and Rule No. 16 (Conduct Respecting Staff).

i) **Encouragement of Respect for the City and Its By-Laws (Rule No. 13):**

Mr. Locke's complaint centres on the state of disrepair of the property at 123 Queen St W, which is owned by a corporation in which Councillor Toor is a director. The Property Standards Deficiency Report issued on August 1, 2023, outlined several violations, including unsecured openings, structural hazards, and the accumulation of refuse. Despite multiple reports, orders, and penalty notices, Mr. Locke asserts that there was no substantial improvement in the property's condition, leading to the involvement of the City's contractor to manage the refuse and overgrown vegetation.

Councillor Toor, in his responses, acknowledged the challenges in maintaining the property, citing difficulties in securing contractors and issues related to trespassers and vandalism. He also clarified that the property is owned by a corporation with multiple directors, not solely by him, and that he has made his best efforts to ensure compliance, including paying for cleanup and repairs in cash due to the nature of the work and the lack of available contractors.

On a balance of probabilities, while it is clear that the property was not adequately maintained according to municipal standards, the evidence before me is not sufficient to conclude that Councillor Toor personally failed to comply with the by-law. Councillor Toor has indicated that he made efforts to address the issues, and the fact that the property has not been maintained does not automatically mean that the responsibility lies entirely with him. Given that the property is owned by a corporation with multiple individuals involved, it is possible that Councillor Toor's efforts, though perhaps insufficient to achieve full compliance, were the best he could do under the circumstances.

Thus, while the property remains in a state of disrepair, the lack of clear evidence showing a failure on Councillor Toor's part to make genuine efforts to comply with the by-law leads to the conclusion that there is not enough evidence to find him in breach of Rule No. 13.

ii) **Conduct Respecting Staff (Rule No. 16):**

The allegation of Councillor Toor using his authority to intimidate or influence Mr. Locke is more complex. Mr. Locke cites specific communications where Councillor Toor allegedly threatened to file an HR complaint against him and later instructed Mr. Locke to stop contacting him at his workplace, which Mr. Locke interpreted as attempts to interfere with his duties (see **Tab “A”**).

Councillor Toor, however, provided a detailed account of his interactions with Mr. Locke, emphasizing that he did not identify himself as an elected official in initial communications and only used personal channels until Mr. Locke switched to official ones. He described the ongoing contact as distressing and suggested that Mr. Locke’s behavior constituted harassment, negatively impacting his mental health (see **Tab “F”**).

Councillor Toor also confirmed that he had no communication with anyone other than Mr. Locke on this by-law enforcement matter, so any allegations of Mr. Locke having been removed from the file (at the request of Councillor Toor) cannot be confirmed in the absence of concrete evidence.

Given that the allegations involve personal interpretations of tone and intent, the assessment must consider whether Councillor Toor’s responses were reasonable under the circumstances. While it is evident that the interactions were strained, there is insufficient evidence to conclusively determine that Councillor Toor intentionally sought to intimidate or improperly influence Mr. Locke. His response to Mr. Locke’s communications could plausibly be seen as a reaction to perceived harassment rather than an abuse of authority.

Mr. Higgs advised in his response that he made the decision to reassign the file, according to his own judgment on Mr. Locke’s involvement and carriage of the file, independent of any communication from Councillor Toor.

Issues

As I have stated in a previous decision, it is not the Integrity Commissioner’s responsibility to attempt to construct a viable complaint when provided with minimal details and

insinuated violations of the Code. I can only rely on the content of the complaint put before me in deciding whether to find a contravention of the Code of Conduct on the evidence provided.

I would also note that finding a breach of the Code of Conduct can have significant consequences and that such a finding should not be made lightly. Strong evidence is required to find a contravention of the Code of Conduct.

I will now address each specific Rule of the Code of Conduct cited by the Complainant and my findings.

i) **Rule No. 13**

This Rule states that “Members shall encourage public respect for the City and its by-laws.” The commentary for this Rule states that “A Councillor must not denigrate a City by-law in responding to a citizen, as this undermines confidence in the City and the rule of law.”

A City Councillor for the City of Brampton is not automatically in violation of Rule 13 of the City's Code of Conduct if they are not complying with a by-law. Rule 13 of the Brampton City Council Code of Conduct, which deals with the "Encouragement of Respect for the City and Its By-laws," is primarily concerned with the conduct of Councillors in promoting respect for the City's by-laws and the city as an institution. A violation of this rule would generally involve actions that actively undermine respect for the city's by-laws or the authority of the City, such as publicly criticizing the by-laws in a way that encourages non-compliance or disrespects the City's governance.

Non-compliance with a specific by-law, such as failing to maintain a property in accordance with municipal property standards (even if the blame for that could be found to be directly attributed to Councillor Toor), does not inherently mean that the Councillor has breached Rule 13. For a breach of Rule 13 to be found, there must be evidence that

the Councillor's actions (or inactions) were intended to, or had the effect of, undermining respect for the City or its by-laws.

For example, if a Councillor simply fails to comply with a by-law due to negligence or another non-malicious reason, this alone will not typically constitute a violation of Rule 13. However, if the Councillor publicly denigrated the by-law, encouraged others not to follow it, or used their position to subvert enforcement efforts, these actions could lead to a finding of a breach of Rule 13.

In summary, non-compliance with a by-law by itself is not sufficient to establish a violation of Rule 13. The context, intent, and impact of the Councillor's actions must be considered to determine whether Rule 13 has been breached.

I find that Councillor Toor has not breached Rule No. 13.

ii) Rule No. 16

The key question is whether Councillor Toor's interactions with Mr. Locke violated Rule 16. Mr. Locke alleges that Councillor Toor's actions were intended to intimidate and improperly influence him, particularly through communications where Councillor Toor expressed frustration and allegedly threatened to file an HR complaint against Mr. Locke.

Councillor Toor's communications with Mr. Locke, including the messages where he expressed frustration about perceived harassment and threatened to file a complaint, are central to the allegations. It is important to note that Councillor Toor's response suggests that these communications were a reaction to what he felt was persistent and distressing behavior by Mr. Locke, which had a negative impact on his mental health.

In his communications, Councillor Toor did not use language that could be construed as overtly threatening or as an attempt to coerce or intimidate Mr. Locke into altering his professional duties. Instead, he articulated his concerns about the impact of Mr. Locke's

actions on him personally, which, while expressing frustration, does not automatically equate to a violation of Rule 16.

For a violation of Rule 16 to be established, there must be clear evidence that Councillor Toor *intended* to intimidate or improperly influence Mr. Locke. The context provided by Councillor Toor suggests that his actions were motivated by a desire to protect himself from what he perceived as undue harassment, rather than an intent to interfere with Mr. Locke's duties.

The fact that Councillor Toor used personal communication channels initially and only engaged through official channels after being identified by Mr. Locke further supports the argument that his intent was not to use his position to intimidate.

Rule 16 is particularly concerned with whether a Councillor's actions compromise the ability of municipal staff to perform their duties objectively. In this case, Mr. Locke continued to perform his duties despite the communications from Councillor Toor, indicating that the alleged behavior did not prevent him from carrying out his responsibilities. I do note an email shared by Mr. Locke on April 4, 2024, in which he mentioned a meeting with his manager on February 7, 2024. During this meeting, it was decided that the file regarding Councillor Toor would be reassigned to another supervisor. However, Mr. Locke highlighted that this reassignment was attributed to his submission of a complaint with my office and the ongoing investigation. There is no evidence indicating that Mr. Locke was removed from the matter prior to filing the complaint against Councillor Toor with my office.

Given these points, Councillor Toor's communications do not rise to the level of a Rule 16 violation. There is insufficient evidence to suggest that Councillor Toor's actions were intended to intimidate or that they compromised Mr. Locke's ability to perform his duties in a professional and objective manner.

I find that Councillor Toor has not breached Rule No. 16.

Conclusion

I conclude that Councillor Toor has not violated the Rules of the Code of Conduct as alleged in the complaint.

Sincerely,



Muneeza Sheikh

Integrity Commissioner

City of Brampton

I would like to acknowledge my colleague, Saba J. Khan, for assisting me in investigating this complaint and in preparing this report.

TAB “A”

Schedule "A" - Formal Complaint Form - Council Code of Conduct

I Kevin Locke hereby request the Integrity Commissioner for the City of Brampton to conduct an inquiry pursuant to Part V.1 of the *Municipal Act, 2001* about whether or not the following member(s) of the City Council has (have) contravened the Council Code of Conduct applicable to the member(s):

Councilor Gurpartap Singh Toor

I have reasonable and probable grounds to believe that the above member(s) has (have) contravened the Council Code of Conduct by reason of the following (please insert date, time and location of conduct, including the Rules contravened, together with particulars and names of all persons involved, and of all witnesses, and information as to how they can be reached; if more space is required, please attach additional pages as needed):

Rule No. 13 Encouragement of Respect for the City and Its By-Laws

Rule No. 16 Conduct Respecting Staff - 2. No member shall use, or attempt to use, their authority for the purpose of intimidating, threatening, coercing, commanding, or influencing any staff member with the intent of interfering in staff's duties, including the duty to disclose improper activity.

See attached for summary details and supportive documentation.

I hereby request the Integrity Commissioner to conduct an inquiry pursuant to the provisions of section 223.4 of the *Municipal Act, 2001* with respect to the above conduct.

Attached are copies of documents and records relevant to the requested inquiry. Please mail, fax mail, fax, e-mail, or otherwise deliver this request to:

Muneeza Sheikh
Integrity Commissioner
City of Brampton

Phone: 416.597-6482
E-mail: integrity.commissioner@brampton.ca

Date: 01/31/24 _____

(Signature of Complainant)

Contact Information (Please Print)

Name:	Kevin Locke
Address:	[REDACTED]
Telephone:	[REDACTED]
Mobile:	[REDACTED]
Fax:	
E-mail:	[REDACTED]

Personal information on this form is collected under authority of the Municipal Act, SO 2001, c.25 and will be used for the purpose of and any investigation by the City of Brampton Integrity Commissioner. Questions about the collection of this personal information should be directed to the City of Brampton Integrity Commissioner, integrity.commissioner@brampton.ca or through the City Clerk's Office at 905.874.2101 or cityclerksoffice@brampton.ca.

1. Rule No. 13 Encouragement of Respect for the City and Its By-Laws

Councillor Toor is the owner of 123 Queen st W in Brampton. This is a property that has been vacant for some time and not properly maintained or secured. Rotting wood at boarded up openings, empty alcohol bottles throughout, missing eaves and downspouts with vegetation growing in the eaves that is present, spalling bricks at the chimney which could lead to a chimney collapse, vacant property not properly secured, crumbling and unsafe front porch, rotting rear deck with large voids, dilapidated shed etc.. The Property Standards Office received resident complaints in 2023 regarding the state of the property and homeless activity. I issued a Property Standards Deficiency report (attached) regarding multiple deficiencies. None of the items were complied and the City had to send out our contractor to cut the grass and clean up the refuse. I then issued a Property Standards Order which was also ignored by councillor Toor. I have issued multiple Penalty Notices (tickets) yet there has been no substantive improvement. The property is an eye sore for the community, is littered with empty bottles and signs of homeless encampments and homeless entering the property which is a serious public health and safety concern. The fire department has also attended and issued an Order to properly secure the property that was also ignored by councillor Toor. On multiple occasions councillor Toor has stated he will bring the property into compliance, but he has not.

2. Rule No. 16 Conduct Respecting Staff - 2. No member shall use, or attempt to use, their authority for the purpose of intimidating, threatening, coercing, commanding, or influencing any staff member with the intent of interfering in staff's duties, including the duty to disclose improper activity.

Friday Jan 26, 2023 - Councillor Toor sent me a message over the Teams platform stating I was harassing him and he was going to file an official complaint against me with HR

Tuesday Jan 30, 2024 via email "How about you stop harassing me at work? Let's start there." (attached)

I am unsure of the date that it happened but I was told at one point that councillor Toor called my manager asking that I be removed from the file

I consider the above messages to be both intimidating and threatening with the intent of interfering with my duties

PROPERTY STANDARDS DEFICIENCY REPORT

Date: Aug 01, 2023 Posted Served to: . Gurpartap Singh Toor email

Address: 123 Queen St W, Brampton, ON, L6Y 1M3

Owners: 2571340 ONTARIO LTD

An inspection of the above-mentioned premises has revealed violation(s) of the Property Standards By-law 165-2022, as amended. You are hereby ordered to take immediate action to remedy the defects described below.

Section - Deficiency	Location	Action
7.1(3) - Fail to store refuse wholly within a proper waste receptacle.	All sides	Clean up loose refuse and dispose of properly
11.1(1) - Fail to maintain a structure, carport, building, or accessory building free from refuse and hazards.	Rear yard	Repair and secure or remove shed
19.3(1) - Every chimney, smokestack, vent stack, or similar structure shall be plumb, maintained in good repair and free from defects including, but not limited to loose and spalling bricks	S/W chimney	Repair or remove chimney
43.1 - Fail to secure a vacant, unoccupied or damaged building.	Rear of building	Ensure all opens are secured

All repairs shall be made in a good and workmanlike manner using only materials that are suitable for the purpose, compatible in design and colour, and free from defects.

The described actions shall be completed by no later than 15 August 2023.

Failure to perform all of the required actions may result in the issuance of a penalty notice pursuant to the Administrative Penalties By-law without further notice to you.

This deficiency report does not constitute evidence that every possible Property Standards violation, under the Property Standards By-law 165-2022, as amended has been identified.

Officer Name: Kevin Locke

Signature: _____



Telephone Number/Email: 905-458-3312 / Kevin.Locke@brampton.ca

Office Address:
 8850 McLaughlin Road South, Unit 2
 Brampton, ON L6Y 5T1
 Tel: 905-458-3424
 Fax: 905-458-5224
 Fax: 905-458-3903

PROPERTY STANDARDS ORDER

By-law No. 165-2022, as amended
 Issued pursuant to section 15.2(2) & 15.8(1)
 of the *Building Code Act, 1992, R.S.O. 1992, c.23*

Legal Description: PLAN BR 6 LOT 21	Officer: Kevin Locke	Telephone No.: 905-458-3312 Email: Kevin.Locke@brampton.ca
Municipal Address: 123 Queen Street West Brampton, ON	Compliance Date: Nov 13, 2023	
Owner: 2571340 ONTARIO LTD 179 GARDENBROOKE TR BRAMPTON, ON L6P 3G7	Issued To: Owner <input checked="" type="checkbox"/> Tenant <input type="checkbox"/> Other <input type="checkbox"/> Delivery Type: Registered Mail <input checked="" type="checkbox"/> Personal Service <input type="checkbox"/> Other <input type="checkbox"/> Date: Sep 14, 2023	

I, **Kevin Locke**, Property Standards Officer for the City of Brampton hereby give notice that the property identified above does not comply with the minimum standards prescribed in By-law No. 165-2022, as amended, the particulars of which are described in Schedule A attached to this Property Standards Order.

YOU ARE HEREBY ORDERED to carry out the repairs necessary to correct the defects as set out in Schedule A attached to this Order. This Order shall be complied with and the property brought into a condition of compliance with the prescribed standards or the site cleared of all buildings, structures, debris or refuse and left in a graded or levelled condition in accordance with any permits required by law **on or before the compliance date of Nov 13, 2023**

WHERE it has been determined that the necessary repairs or demolition have not been completed in accordance with this Order as confirmed or modified, in addition to any possible court action the City of Brampton may cause the property to be repaired or demolished and the costs of such actions may be registered as a lien on the land and shall be deemed to be municipal real property taxes and may be added by the Clerk of the municipality to the assessment roll and collected in the same manner and with the same priorities as municipal real property taxes.

Subsection 15.3(1) of the *Building Code Act, 1992* provides that:

“An owner or occupant who has been served with an order made under subsection 15.2(2) and who is not satisfied with the terms or conditions of the order may appeal to the committee by sending a notice of appeal by registered mail to the secretary of the committee within 14 days after being served with the order.”

If you are not satisfied with the terms or conditions of this Order, you have the **right to appeal this Order** to the Property Standards Committee by sending a Notice of Appeal along with the applicable fee of \$125.00 to the Secretary of the Property Standards Committee (full address below) **by registered mail by no later than the final date for giving notice of appeal that is set out below.**

FINAL DATE FOR GIVING NOTICE OF APPEAL: Oct 03, 2023.

A Notice of Appeal shall contain:

- (a) A copy of the Property Standards Order;
- (b) A statement setting out the reasons for the appeal;
- (c) The name, telephone number, email address, and address for service of the Appellant or the Appellant's Representative if represented; and
- (d) A non-refundable appeal fee of \$125.00 made payable to the City of Brampton.

Secretary Address:

Secretary of the Property Standards Committee
City of Brampton
Office of the City Clerk,
2 Wellington Street West
Brampton, ON L6Y 4R2

In the event that no appeal is taken within the prescribed time, this Order shall be deemed confirmed, final, and binding, requiring the property owner to comply with the terms within the time and the manner specified.

Sep 14, 2023

Date Order Issued



Kevin Locke
Property Standards Officer

Please note that this Order does not represent an exhaustive list of possible violations of other applicable statutes and by-laws.

You are responsible for ensuring compliance with the *Ontario Fire Code*, the *Ontario Building Code*, the *Planning Act* and other applicable statutes or regulations such as *Zoning By-laws* in relation to this property, whether any such requirements have been identified in this Order or not.

SCHEDULE "A"

MUNICIPAL ADDRESS: 123 Queen St W Brampton ON

LEGAL DESCRIPTION: PLAN BR 6 LOT 21

NO	DEFECTS	LOCATION	NECESSARY REPAIR	BY-LAW SECTION
1	11.1(2) - Every structure, carport, building, and accessory building, other than a dwelling shall be maintained in good repair.	-Rear	-Repair or remove shed filled with garbage in rear yard	11.1(2)
2	12.2(5) - Every step and hard surface intended for use as a walkway, driveway, parking area, laneway or any similar area shall be adequately maintained and free from hazards so as to afford safe passage under normal use and weather conditions.	-Front and rear	-Repair or Replace or Remove - front concrete porch & steps - rear deck	12.2(5)
3	19.3(1) - Every chimney, smokestack, vent stack, or similar structure shall be plumb, maintained in good repair and free from defects including, but not limited to loose and spalling bricks.	-South West side	-Repair or Replace or Remove chimney due to spalling bricks	19.3(1)
4	20.1 - Every exterior wall and all components thereof, including but not limited to the, eavestroughs, downpipes, soffits, fascias, coping, and flashing, shall be maintained in Good Repair.	-All around	-Repair or Replace broken and/or missing eaves and clean out dirt and vegetation growth	20.1
5	43.1 - Every vacant, unoccupied or damaged Building and Accessory Building shall be protected against the risk of fire, accident, or other peril, by effectively securing the Building or Accessory Building to prevent the entrance of unauthorized Persons.	-All around	Where entry to a Building cannot be sufficiently prevented by the locking of doors, windows, and other openings, the entry shall be prevented as follows: (1) All windows, doors, and other openings that provide a means of entry shall be covered with weather-resistant plywood sheathing or an equivalent material that shall be securely fastened and tight-fitting; (2) Coverings shall have a thickness of not less than 1.59 centimetres (5/8 inches) and shall be secured with nails or screws which are not less than 7.62 centimetres (3 inches) in length and which are spaced at intervals of not more than 5.08 centimetres (2 inches); and (3) Coverings shall be painted or otherwise treated so that the colour is compatible with the exterior of the Building.	43.1

INSPECTION ORDER

Made under subsection 21(1) of the *Fire Protection and Prevention Act, 1997*

Brampton Fire and Emergency Services

Inspection Order Number: 1749563

Brampton Fire and Emergency Services
425 Chrysler Drive
Brampton, ON
L6S 6G3
Phone: (905)874-2740
Email: fire.prevention@brampton.ca



This Order is issued to: 2571340 Ontario Ltd

On December 1, 2023, I, Heather Schwarz, an Inspector under subsection 19(1) of the *Fire Protection and Prevention Act, 1997* inspected the following property Owned by you:

Property Location: 123 Queen Street West
Brampton, ON L6Y 1M3

Based on this inspection:

Measures necessary to ensure fire safety at this property are ordered under clause 21(1)(g) of the *Fire Protection and Prevention Act, 1997*.

The reasons for this Order and the action required by this Order are set out on the following pages.

You must complete the action required by this Order by: December 9, 2023

The municipal building department should be contacted to determine if a building permit is required before starting any work. Under subsection 22(2) of the *Fire Protection and Prevention Act, 1997*, repairs, alterations or installations carried out in compliance with this Order, will be deemed not to contravene the Building Code established under the *Building Code Act, 1992*.

Other information, including information about the right to request a review of this Order by any person who considers themselves aggrieved by this Order, is also provided.

Signed,

A handwritten signature in black ink, appearing to read "H. Schwarz".

Heather Schwarz, Fire Prevention Officer
Inspector under subsection 19(1) of the *Fire Protection and Prevention Act, 1997*

A copy of this Order is provided to the Chief Building Official as required by subsection 22(3) of the *Fire Protection and Prevention Act, 1997*, for Orders requiring repairs, alterations or installations to a building, structure or premises.

INSPECTION ORDER

Made under subsection 21(1) of the *Fire Protection and Prevention Act, 1997*

Brampton Fire and Emergency Services

Inspection Order Number: 1749563

PROPERTY DESCRIPTION:

123 QUEEN ST W IS A SINGLE STORY CLASS 'D' BUSINESS OCCUPANCY.
THE BUILDING AND/OR PREMISES IS 1 STORY IN BUILDING HEIGHT WITH BASEMENT.
THE BUILDING AND/OR PREMISES IS APPROX 190M2 IN SIZE.
THE BUILDING AND/OR PREMISES IS VACANT.
THE BUILDING AND/OR PREMISES IS EQUIPPED ELECTRICAL SERVICES.

REASONS FOR ORDER AND ACTION REQUIRED:

Item 1 – Vacant Buildings

OFC DIV B 2.4.7.1.

Vacant buildings shall be secured against unauthorized entry.

CONTRAVENTION(S)

At the time of the inspection, it was observed that the rear center door was not fully secure from unauthorized entry. A section of plywood has been removed, providing an access point for entry into the building.

CORRECTIVE ACTION(S) REQUIRED

Secure the rear center door with appropriate material that will prevent unauthorized entry into the building.

eLaws link <https://www.ontario.ca/laws/regulation/070213>

INSPECTION ORDER

Made under subsection 21(1) of the *Fire Protection and Prevention Act, 1997*

Brampton Fire and Emergency Services

Inspection Order Number: 1749563

COMPLIANCE WITH ORDER:


The owner and/or occupant named on page 1 of this Order is responsible for compliance with this Order.

Under section 30 of the *Fire Protection and Prevention Act, 1997*, a person who fails to comply with an Order is guilty of an offence and, on conviction, is subject to a fine of up to \$20,000 for each day during which the non-compliance continues. A conviction or payment of the fine does not relieve the person from complying with the Order.

Compliance with this Order does not relieve the owner and/or occupant from compliance with other Fire Code requirements not referenced in this Order or with other applicable law such as the *Building Code Act, 1992* or the *Planning Act*.

SERVICE INFORMATION:

Served by: **H. Schwarz**

Signature: 

This Order is served to each owner and/or occupant named on page 1 of this Order.

Service to Owner and/or Occupant Named in Order: 2571340 Ontario Ltd	Date: 1 December 2023
<input checked="" type="checkbox"/> Owner <input type="checkbox"/> Occupant	
Manner of service: <input type="checkbox"/> Personal <input checked="" type="checkbox"/> Regular letter mail <input checked="" type="checkbox"/> Email <input type="checkbox"/> Fax <input type="checkbox"/> Other	
Service to Owner and/or Occupant Named in Order:	Date:
<input type="checkbox"/> Owner <input type="checkbox"/> Occupant	
Manner of service: <input type="checkbox"/> Personal <input type="checkbox"/> Regular letter mail <input type="checkbox"/> Email <input type="checkbox"/> Fax <input type="checkbox"/> Other	

A copy of this Order is also served to other owners and/or occupants that are not named on page 1 of this Order. Only those named on page 1 are responsible for compliance with this Order.

Service to Other Owner:	
Name:	Date:
Manner of service: <input type="checkbox"/> Personal <input type="checkbox"/> Regular letter mail <input type="checkbox"/> Email <input type="checkbox"/> Fax <input type="checkbox"/> Other	
Service to Other Occupant:	
Name:	Date:
Manner of service: <input type="checkbox"/> Posted at multi-unit building <input type="checkbox"/> Personal <input type="checkbox"/> Regular letter mail <input type="checkbox"/> Email <input type="checkbox"/> Fax <input type="checkbox"/> Other	

INSPECTION ORDER

Made under subsection 21(1) of the *Fire Protection and Prevention Act, 1997*

Brampton Fire and Emergency Services

Inspection Order Number: 1749563

ADDITIONAL PERSONS SERVED:

A copy of this Order may be served to additional persons.

Service to: <u>Gurpartap Singh Toor</u>	Date: 1 December 2023
<input checked="" type="checkbox"/> Director/Officer of Corporation <input type="checkbox"/> Other	
Manner of service: <input type="checkbox"/> Personal <input checked="" type="checkbox"/> Regular letter mail <input checked="" type="checkbox"/> Email <input type="checkbox"/> Fax <input type="checkbox"/> Other	
Service to: <u>Tejvir Singh Toor</u>	Date: 1 December 2023
<input checked="" type="checkbox"/> Director/Officer of Corporation <input type="checkbox"/> Other	
Manner of service: <input type="checkbox"/> Personal <input checked="" type="checkbox"/> Regular letter mail <input type="checkbox"/> Email <input type="checkbox"/> Fax <input type="checkbox"/> Other	
Service to:	Date:
<input type="checkbox"/> Director/Officer of Corporation <input type="checkbox"/> Other	
Manner of service: <input type="checkbox"/> Personal <input type="checkbox"/> Regular letter mail <input type="checkbox"/> Email <input type="checkbox"/> Fax <input type="checkbox"/> Other	
Service to:	Date:
<input type="checkbox"/> Director/Officer of Corporation <input type="checkbox"/> Other	
Manner of service: <input type="checkbox"/> Personal <input type="checkbox"/> Regular letter mail <input type="checkbox"/> Email <input type="checkbox"/> Fax <input type="checkbox"/> Other	
Service to:	Date:
<input type="checkbox"/> Director/Officer of Corporation <input type="checkbox"/> Other	
Manner of service: <input type="checkbox"/> Personal <input type="checkbox"/> Regular letter mail <input type="checkbox"/> Email <input type="checkbox"/> Fax <input type="checkbox"/> Other	
Service to:	Date:
<input type="checkbox"/> Director/Officer of Corporation <input type="checkbox"/> Other	
Manner of service: <input type="checkbox"/> Personal <input type="checkbox"/> Regular letter mail <input type="checkbox"/> Email <input type="checkbox"/> Fax <input type="checkbox"/> Other	

INSPECTION ORDER

Made under subsection 21(1) of the *Fire Protection and Prevention Act, 1997*

RIGHT TO REQUEST A REVIEW OF THIS ORDER:

Any person who is aggrieved by this Order may make a request to the Fire Marshal for a review of the Order. For more information, see Part VI of the *Fire Protection and Prevention Act, 1997*.

IMPORTANT INFORMATION:

- A request to the Fire Marshal for a review of this Order must be made in writing and received by the Fire Marshal within **15 calendar days** after the Order is served.
- If you miss this deadline or if you need more time to make this request, you may apply to the Fire Marshal for an extension. Your application for an extension must be received by the Fire Marshal within **30 calendar days** after the Order is served. You must provide reasons why you need more time to request a review of this Order.
- You are not required to comply with this Order while it is under review by the Fire Marshal until a decision is issued, however, there may be exceptions where necessary for public safety.
- Following a review of this Order, the Fire Marshal may confirm, amend or rescind the Order, or may make a new Order. The Fire Marshal may also refuse to consider your request and refer the matter directly to the Fire Safety Commission. The Fire Marshal is not required to hold a hearing when conducting a review.

INSTRUCTIONS:

- A request to the Fire Marshal for a review of an Order, or an application to extend the time for requesting a review, may be made online at:
www.ontario.ca/firemarshal
 - Select 'Orders / Fire Marshal Reviews'.
 - Complete the online application form and upload a copy of the Order as an attachment.
- Alternatively, these requests may be made by either email, fax, or mail at:
 - Email: OFMEMReviews@ontario.ca
 - Fax: 416-628-3739
 - Mail: Fire Marshal – REVIEWS
Office of the Fire Marshal and Emergency Management
25 Morton Shulman Avenue, 2nd Floor, Toronto, ON M3M 0B1
- Contact the Office of the Fire Marshal and Emergency Management at 647-329-1100 to obtain a copy of the "Application for a Fire Marshal Review of an Order" form.
- Complete and submit the form together with a copy of the Order.



Chat



Pinned

KL Locke, Kevin (You)

Recent

Toor, Gurpartap (Councillor) 01/26
You: Hi. I am not harassing you a...

EH Hong, Elize 01/17
no worries

Gamboa, Nestor 01/08
For password issue you always c...

C ClientCareServices 01/08
You: I have been off for a while a...

LB Barbuto, Lesley 08/16
You: Hev Leslev! One other quest...



Toor, Gurpartap (Councillor) Chat Files 3 more +



FYI, I will be conducting another inspection tomorrow.

Friday

Friday 2:50 PM

What are your plans? This needs to be resolved and I am not sure why you are avoiding doing the right thing. Give me a call to discuss

Toor, Gurpartap (Councillor) Friday 2:52 PM

I am not sure why you are harassing me at my workplace. For the last time, stop contacting me at my work before I need to file an official complaint with HR. I am not going to discuss anything further here.

Friday 3:07 PM

Hi. I am not harassing you and this is certainly not a concern for HR. I am simply trying to bring a property into compliance with COB property standards in the interest of the public. You have been ignoring my emails and have yet to bring your property into compliance. I have issued over 20 tickets yet you still...

Locke, Kevin

From: Gurpartap Singh Toor <[REDACTED]>
Sent: 2024/01/30 10:28 AM
To: Bryson, Peter; Locke, Kevin
Subject: [EXTERNAL]Re: 123 Queen St W *RESPONSE REQUIRED*

Caution: This email originated from outside the organization. Do not click links or open attachments that you do not trust or are not expecting.

How about you stop harassing me at work? Let's start there.

On Tue, Jan 30, 2024 at 10:03 AM Locke, Kevin <Kevin.Locke@brampton.ca> wrote:

Hi,

I still have not heard back from you regarding a plan to bring your property into compliance so I will be issuing the following penalty notices today. I will conduct another inspection next Tuesday.

1. Fail to secure a vacant, unoccupied or damaged building - \$250.00
2. Fail to comply with an order - \$500.00
3. Fail to remove refuse, graffiti or stagnant water from private property - \$250.00

Gurpartap, what is it going to take to get you to bring your property into compliance? Do you not have respect for the City and its By-Laws?

Thank You,

Kevin Locke

Property Standards Officer B782

Enforcement & By-Law Services |

[City of Brampton |](#)

[8850 McLaughlin Road, unit #2](#)

Locke, Kevin

From: Gurpartap Singh Toor <[REDACTED]>
Sent: 2024/01/30 10:28 AM
To: Bryson, Peter; Locke, Kevin
Subject: [EXTERNAL]Re: 123 Queen St W *RESPONSE REQUIRED*

Caution: This email originated from outside the organization. Do not click links or open attachments that you do not trust or are not expecting.

How about you stop harassing me at work? Let's start there.

On Tue, Jan 30, 2024 at 10:03 AM Locke, Kevin <Kevin.Locke@brampton.ca> wrote:

Hi,

I still have not heard back from you regarding a plan to bring your property into compliance so I will be issuing the following penalty notices today. I will conduct another inspection next Tuesday.

1. Fail to secure a vacant, unoccupied or damaged building - \$250.00
2. Fail to comply with an order - \$500.00
3. Fail to remove refuse, graffiti or stagnant water from private property - \$250.00

Gurpartap, what is it going to take to get you to bring your property into compliance? Do you not have respect for the City and its By-Laws?

Thank You,

Kevin Locke

Property Standards Officer B782

Enforcement & By-Law Services |

[City of Brampton |](#)

[8850 McLaughlin Road, unit #2](#)

[Brampton, Ontario L6Y 5T1](#)

TEL: 905-458-3312

FAX: 905-458-5224

Kevin.locke@brampton.ca



NOTICE This correspondence may contain protected or confidential information, solely to be viewed by the intended recipient. If you are not the intended recipient, please notify the sender immediately and delete it, including any and all attachments.

From: Locke, Kevin
Sent: Friday, January 26, 2024 3:28 PM
To: Gurpartap Singh Toor [REDACTED]
Cc: Toor, Gurpartap (Councillor) <Gurpartap.Toor@brampton.ca>
Subject: RE: 123 Queen St W *RESPONSE REQUIRED*

Hi,

Per your request I will switch back to email.

Please provide an update on your plans to bring your property into compliance.

1. Someone did attend the property to make it more secure, they have closed and locked the driveway gate, and added some wood to some of the openings. However, the boarding was not done per the by-law.
 - a. Not weather resistant or painted
 - b. Not min 5/8" material
 - c. Not secured with 3" screws or nails spaced 2" apart
2. There is still refuse at the property

3. Barrels are still at the front of the property and are not frozen to the ground.
4. Other items from PS Order not complied
 - a. Repair or Replace or Remove (front concrete porch & steps and rear deck)
 - b. Repair or Replace or Remove (chimney due to spalling bricks)
 - c. Repair or Replace broken and/or missing eaves and clean out dirt and vegetation growth

Thank You,

Kevin Locke

Property Standards Officer B782

Enforcement & By-Law Services |

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FAX: 905-458-5224

Kevin.locke@brampton.ca



BRAMPTON
Flower City

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From: Locke, Kevin
Sent: Tuesday, January 23, 2024 11:09 AM
To: Gurpartap Singh Toor <[REDACTED]>
Cc: Toor, Gurpartap (Councillor) <Gurpartap.Toor@brampton.ca>
Subject: RE: [123 Queen St W](#) *RESPONSE REQUIRED*

Hi Gurpatap,

I attended your property today for a re-inspection in the hopes that you will have complied the outstanding violations but unfortunately, that's not the case.

1. Someone did attend the property to make it more secure, they have closed and locked the driveway gate, and added some wood to some of the openings. However, the boarding was not done per the by-law.
 - a. Not weather resistant or painted
 - b. Not min 5/8" material
 - c. Not secured with 3" screws or nails spaced 2" apart
2. There is still refuse at the property
3. Barrels are still at the front of the property and are not frozen to the ground.
4. Other items from PS Order not complied
 - a. Repair or Replace or Remove (front concrete porch & steps and rear deck
 - b. Repair or Replace or Remove (chimney due to spalling bricks)
 - c. Repair or Replace broken and/or missing eaves and clean out dirt and vegetation growth

Based on the above, I will be issuing further Penalty Notices today

Thank You,

Kevin Locke

Property Standards Officer B782

Enforcement & By-Law Services |

[City of Brampton |](#)

[8850 McLaughlin Road, unit #2](#)

[Brampton, Ontario L6Y 5T1](#)

TEL: 905-458-3312

FAX: 905-458-5224

Kevin.locke@brampton.ca



NOTICE This correspondence may contain protected or confidential information, solely to be viewed by the intended recipient. If you are not the intended recipient, please notify the sender immediately and delete it, including any and all attachments.

From: Locke, Kevin
Sent: Wednesday, January 17, 2024 6:11 PM
To: Gurpartap Singh Toor <[REDACTED]>
Cc: Toor, Gurpartap (Councillor) <Gurpartap.Toor@brampton.ca>
Subject: RE: [123 Queen St W](#) *RESPONSE REQUIRED*
Importance: High

Hi,

I conducted another inspection today and have issued 3 Penalty Notices;

1. Fail to Comply with an order \$500.00
2. Fail to secure a vacant property \$250.00
3. Refuse \$250.00

I will conduct my next inspections Monday and Thursday next week. Per the attached picture, you can see that someone is coming and going from the property and there are mattresses on the floor inside. This is a serious life and public safety issue that you are choosing to ignore. Why?

Thank You,

Kevin Locke

Property Standards Officer B782

Enforcement & By-Law Services |

[City of Brampton |](#)

[8850 McLaughlin Road, unit #2](#)

[Brampton, Ontario L6Y 5T1](#)

TEL: 905-458-3312

FAX: 905-458-5224

Kevin.locke@brampton.ca



NOTICE This correspondence may contain protected or confidential information, solely to be viewed by the intended recipient. If you are not the intended recipient, please notify the sender immediately and delete it, including any and all attachments.

From: Locke, Kevin
Sent: Monday, January 15, 2024 10:09 AM
To: 'Gurpartap Singh Toor' [REDACTED]
Cc: Toor, Gurpartap (Councillor) <Gurpartap.Toor@brampton.ca>
Subject: RE: [123 Queen St W](#) *RESPONSE REQUIRED*

Hi,

Any updates? I will be conducting another inspection today.

Thank You,

Kevin Locke

Property Standards Officer B782

Enforcement & By-Law Services |

[City of Brampton |](#)

[8850 McLaughlin Road, unit #2](#)

[Brampton, Ontario L6Y 5T1](#)

TEL: 905-458-3312

FAX: 905-458-5224

Kevin.locke@brampton.ca



NOTICE This correspondence may contain protected or confidential information, solely to be viewed by the intended recipient. If you are not the intended recipient, [please notify the sender immediately and delete it](#), including any and all attachments.

From: Locke, Kevin

Sent: Friday, January 12, 2024 4:15 PM

To: Gurpartap Singh Toor <[REDACTED]>

Cc: Toor, Gurpartap (Councillor) <Gurpartap.Toor@brampton.ca>

Subject: [123 Queen St W](#) *RESPONSE REQUIRED*

Importance: High

Gurpartap,

Any updates? I need a response from you!

Thank You,

Kevin Locke

Property Standards Officer B782

Enforcement & By-Law Services |

[City of Brampton |](#)

[8850 McLaughlin Road, unit #2](#)

[Brampton, Ontario L6Y 5T1](#)

TEL: 905-458-3312

FAX: 905-458-5224

Kevin.locke@brampton.ca



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From: Locke, Kevin
Sent: Wednesday, January 10, 2024 4:44 PM
To: Gurpartap Singh Toor <[REDACTED]>
Cc: Toor, Gurpartap (Councillor) <Gurpartap.Toor@brampton.ca>
Subject: RE: [EXTERNAL]Re: [123 Queen St W](#) *RESPONSE REQUIRED*
Importance: High

Hi,

I will be conducting another inspection tomorrow. Have you done any work? Have you put a plan together?

Let me know if you have any questions.

Thank You,

Kevin Locke

Property Standards Officer B782

Enforcement & By-Law Services |

[City of Brampton |](#)

[8850 McLaughlin Road, unit #2](#)

[Brampton, Ontario L6Y 5T1](#)

TEL: 905-458-3312

FAX: 905-458-5224

Kevin.locke@brampton.ca



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From: Locke, Kevin
Sent: Monday, January 8, 2024 4:15 PM
To: Locke, Kevin <Kevin.Locke@brampton.ca>; Gurpartap Singh Toor <[REDACTED]>
Subject: RE: [EXTERNAL]Re: [123 Queen St W](#) *RESPONSE REQUIRED*

See attached for a copy of today's tickets. I will conduct another inspection in the coming days.

Thank You,

Kevin Locke

Property Standards Officer B782

Enforcement & By-Law Services |

[City of Brampton |](#)

[8850 McLaughlin Road, unit #2](#)

[Brampton, Ontario L6Y 5T1](#)

TEL: 905-458-3312

FAX: 905-458-5224

Kevin.locke@brampton.ca



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From: Locke, Kevin
Sent: Monday, January 8, 2024 12:01 PM
To: Gurpartap Singh Toor <[REDACTED]>
Cc: Toor, Gurpartap (Councillor) <Gurpartap.Toor@brampton.ca>
Subject: RE: [EXTERNAL]Re: [123 Queen St W](#) *RESPONSE REQUIRED*
Importance: High

Gurpartap,

I just conducted another inspection at your property and unfortunately, nothing has been done. As such, I will be issuing further Penalty Notices today for Failure to Comply with an Order, Failure to Secure an Abandon Building, Refuse etc.

I would like to get a reply from you outlining your plans to bring your property into compliance (on multiple occasions you have said you are preparing one yet we receive nothing). We have been dealing with multiple issues at your property since July 2023 and it is only getting worse. Your refusal to maintain your property is creating a potentially very dangerous situation and a public safety risk by not being secure or maintained, it is also unsightly and not fair to the residents of Brampton (see attached picture of unsecured opening and a mattress on the floor inside the house). You have also received a Notice from Brampton Fire and Emergency Services in Dec with a Compliance date that has come and gone with no action from you.

Next steps will be to initiate Part III charges and schedule a court date for you.

Please advise how you wish to proceed.

Thank You,

Kevin Locke

Property Standards Officer B782

Enforcement & By-Law Services |

[City of Brampton |](#)

[8850 McLaughlin Road, unit #2](#)

[Brampton, Ontario L6Y 5T1](#)

TEL: 905-458-3312

FAX: 905-458-5224

Kevin.locke@brampton.ca



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From: Gurpartap Singh Toor <[REDACTED]>
Sent: Monday, December 18, 2023 8:47 AM
To: Bryson, Peter <Peter.Bryson@brampton.ca>; Locke, Kevin <Kevin.Locke@brampton.ca>
Subject: Re: [EXTERNAL]Re: [123 Queen St W](#) *RESPONSE REQUIRED*

Good morning Kevin and Peter

Providing you the latest update on this site:

1. Peel Police community office has been requested to inspect the site to check if anyone is camping there.
2. Contractor has been secured to remove the shed, remove the barrels, board the house properly and clean up.
3. Still enquiring about installing a fence around the entire property.

Regards

Gurpartap

On Wed, Dec 6, 2023 at 2:44 PM Locke, Kevin <Kevin.Locke@brampton.ca> wrote:

Gurpartap,

I forgot to mention, there is another door open at your property. It is the below grade entrance at the rear of the property – picture attached. I am recommending we move this file over to schedule a court date.

In the interest of public safety please have this remedied ASAP!

Thank You,

Kevin Locke

Property Standards Officer B782

Enforcement & By-Law Services |

[City of Brampton |](#)

[8850 McLaughlin Road, unit #2](#)

[Brampton, Ontario L6Y 5T1](#)

TEL: 905-458-3312

FAX: 905-458-5224

Kevin.locke@brampton.ca



BRAMPTON
Flower City

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From: Locke, Kevin
Sent: 2023/12/06 11:42 AM
To: 'Gurpartap Singh Toor' [REDACTED]
Subject: RE: [EXTERNAL]Re: [123 Queen St W](#) *RESPONSE REQUIRED*
Importance: High

Gurpartap,

As you have done nothing to clean up your property or repair any of the many by-law infractions and public safety issues, I have issued multiple penalty notices today and posted them to the property. You will receive copies by mail.

Thank You,

Kevin Locke

Property Standards Officer B782

Enforcement & By-Law Services |

[City of Brampton |](#)

[8850 McLaughlin Road, unit #2](#)

[Brampton, Ontario L6Y 5T1](#)

TEL: 905-458-3312

FAX: 905-458-5224

Kevin.locke@brampton.ca



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From: Locke, Kevin
Sent: 2023/12/04 9:01 AM
To: Gurpartap Singh Toor <[REDACTED]>
Subject: RE: [EXTERNAL]Re: 123 Queen St W *RESPONSE REQUIRED*

Hi,

I still haven't heard from you regarding your work plan to bring your property into compliance. Would you like to meet when I conduct my next inspection?

Thank You,

Kevin Locke

Property Standards Officer B782

Enforcement & By-Law Services |

[City of Brampton |](#)

[8850 McLaughlin Road, unit #2](#)

[Brampton, Ontario L6Y 5T1](#)

TEL: 905-458-3312

FAX: 905-458-5224

Kevin.locke@brampton.ca



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From: Gurpartap Singh Toor <[REDACTED]>
Sent: 2023/11/27 12:47 PM
To: Locke, Kevin <Kevin.Locke@brampton.ca>
Subject: [EXTERNAL]Re: 123 Queen St W *RESPONSE REQUIRED*

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Kevin

Please give me till end of day to respond to you with a work plan.

Regards

Gurpartap

On Wed, Nov 22, 2023 at 11:16 AM Locke, Kevin <Kevin.Locke@brampton.ca> wrote:

Gurpartap,

I attended your property today, as scheduled, to conduct another inspection. Unfortunately you have not done anything to rectify the Property Standards infractions at your property so I will be issuing Penalty Notices for Fail to Comply with an Order \$500.00 and Fail to Remove Refuse \$250.00. I will schedule my next inspection for Wednesday next week.

What do I need to do to get you to maintain your property? Happy to meet with you again but you need to get back to me and schedule a time to review all the deficiencies on site. We have been dealing with lack of maintenance issues at your property since the summer with no action on your part. The City has already had to go out to cut the grass and weeds and clean up all the refuse once and I would rather not have to do that again. Now, due to not maintaining and securing your property properly, someone has removed plywood from the back door and typically this means a homeless encampment is starting up inside the house. This is a potentially very dangerous situation and needs to be resolved ASAP. If needed I can contact Fire Prevention and engage our contractor to secure the building but, I would hope you would prefer to do the right thing and maintain it yourself.

Please get back to me as soon as possible.

Thank You,

Kevin Locke

Property Standards Officer B782

Enforcement & By-Law Services |

[City of Brampton |](#)

[8850 McLaughlin Road, unit #2](#)

[Brampton, Ontario L6Y 5T1](#)

TEL: 905-458-3312

FAX: 905-458-5224

Kevin.locke@brampton.ca



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From: Locke, Kevin

Sent: 2023/11/21 10:55 AM

To: 'Gurpartap Singh Toor' <[REDACTED]>

Subject: RE: [EXTERNAL]Re: [123 Queen St W](#) Steel Drums

Hi,

Do you want to meet me when I am conducting my inspecti

TAB “B”

Integrity Commissioner

223.3 (1) Without limiting sections 9, 10 and 11, those sections authorize the municipality to appoint an Integrity Commissioner who reports to council and who is responsible for performing in an independent manner the functions assigned by the municipality with respect to any or all of the following:

1. The application of the code of conduct for members of council and the code of conduct for members of local boards.
2. The application of any procedures, rules and policies of the municipality and local boards governing the ethical behaviour of members of council and of local boards.
3. The application of sections 5, 5.1, 5.2 and 5.3 of the *Municipal Conflict of Interest Act* to members of council and of local boards.
4. Requests from members of council and of local boards for advice respecting their obligations under the code of conduct applicable to the member.
5. Requests from members of council and of local boards for advice respecting their obligations under a procedure, rule or policy of the municipality or of the local board, as the case may be, governing the ethical behaviour of members.
6. Requests from members of council and of local boards for advice respecting their obligations under the *Municipal Conflict of Interest Act*.
7. The provision of educational information to members of council, members of local boards, the municipality and the public about the municipality's codes of conduct for members of council and members of local boards and about the *Municipal Conflict of Interest Act*. 2017, c. 10, Sched. 1, s. 19 (1); 2022, c. 24, Sched. 3, s. 3.

TAB “C”

Saba Khan

From: Muneeza Sheikh
Sent: Wednesday, June 12, 2024 4:24 PM
To: Saba Khan; Antonio Gemarino
Subject: FW: Schedule "A" - Formal Complaint Form - Gurpartap Singh Toor

Muneeza Sheikh

Founding Partner

Phone: (416) 800-0864 x864 | msheikh@msrights.com

Assistant: Antonio Gemarino agemarino@msrights.com | (416) 800-0864 x 866
muneezasheikhlaw.com



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From: Integrity Commissioner <Integrity.Commissioner@brampton.ca>
Sent: Friday, February 23, 2024 2:11 PM
To: Muneeza Sheikh <msheikh@levittlp.com>; jbuchan@levittlp.com
Subject: FW: Schedule "A" - Formal Complaint Form - Gurpartap Singh Toor

Caution: This is an external email and could contain potentially harmful content or links.

Forwarding from the Integrity Commissioner Inbox in case you have not received it.

Laurie Robinson

Supervisor, Business Operations & Vital Statistics, City Clerk's Office
City of Brampton

T: 905.874.2113

M: 416.520.3627

laurie.robinson@brampton.ca



From: Locke, Kevin <Kevin.Locke@brampton.ca>
Sent: Wednesday, February 21, 2024 3:26 PM

To: Integrity Commissioner <Integrity.Commissioner@brampton.ca>
Subject: RE: Schedule "A" - Formal Complaint Form - Gurpartap Singh Toor

Hi,

Just checking in again to confirm you have received my complaint.

Thank You,

Kevin Locke

Property Standards Officer B782
Enforcement & By-Law Services |
City of Brampton |
8850 McLaughlin Road, unit #2
Brampton, Ontario L6Y 5T1
TEL: 905-458-3312
FAX: 905-458-5224
Kevin.locke@brampton.ca



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From: Locke, Kevin
Sent: Friday, February 9, 2024 8:33 AM
To: Integrity Commissioner <Integrity.Commissioner@brampton.ca>
Subject: RE: Schedule "A" - Formal Complaint Form - Gurpartap Singh Toor

Hi,

Checking in to confirm you have received the email below.
Do you require anything further from me at this point?

Thank You,

Kevin Locke

Property Standards Officer B782
Enforcement & By-Law Services |
City of Brampton |
8850 McLaughlin Road, unit #2
Brampton, Ontario L6Y 5T1
TEL: 905-458-3312
FAX: 905-458-5224
Kevin.locke@brampton.ca



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From: Locke, Kevin
Sent: Wednesday, January 31, 2024 3:04 PM
To: Integrity Commissioner <Integrity.Commissioner@brampton.ca>
Subject: Schedule "A" - Formal Complaint Form - Gurpartap Singh Toor

Hi,

Please see attached for Schedule "A" - Formal Complaint Form - Council Code of Conduct, regarding councillor Gurpartap Singh Toor.

Upon review, please advise if you require any further information.

Thank You,

Kevin Locke

Property Standards Officer B782
Enforcement & By-Law Services |
City of Brampton |
8850 McLaughlin Road, unit #2
Brampton, Ontario L6Y 5T1
TEL: 905-458-3312
FAX: 905-458-5224
Kevin.locke@brampton.ca



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TAB “D”

Saba Khan

From: Higgs, Robert <Robert.Higgs@brampton.ca>
Sent: Friday, March 1, 2024 1:50 PM
To: Locke, Kevin
Subject: RE: 123 Queen St W - Summary

Kevin,

Thank you for email. I can advise that, after being briefed on the totality of the deteriorating dynamic between yourself and Mr. Toor, I felt it was best for all involved that a bit of time and distance be created in this matter. This pause would then allow for due diligence to be conducted in how to best move forward in ensuring this property is brought into compliance.

At this point in time I am confident that both you, and your peers, have a multitude of other tasks and properties to fill your shift with that I am not concerned that temporarily removing this one property from the daily mix has somehow created an inefficiency in the system. I am equally confident that the cityscape has not been irreparably impacted by what has been a minor 3-week pause in inspections.

In any event, MacLeod will be moving forward in an appropriate and measured manner.

Sincerely,

Rob

Robert Higgs

Director, Enforcement and By Law Services
City of Brampton

T: 905.458.3424 x63201

M: 416.473.5082

robert.higgs@brampton.ca



From: Locke, Kevin <Kevin.Locke@brampton.ca>
Sent: Thursday, February 29, 2024 2:38 PM
To: Higgs, Robert <Robert.Higgs@brampton.ca>
Subject: FW: 123 Queen St W - Summary

Hi Rob,

Please see below and attached. This is the file that I met with manager Bryson about at the beginning of February and the file was re-assigned to supervisor MacLeod. I was told that the file needed to be re-assigned as I had filed a complaint with the Integrity Commissioner regarding the property owner who is Councillor Toor.

Since the file was assigned to supervisor MacLeod (Feb 7) there have not been any inspections or movement with the file.

My question for you is, would it not be more efficient to just re-assign the file to another area officer that is on the road every day and can conduct the appropriate inspections?

Thank You,

Kevin Locke

Property Standards Officer B782
Enforcement & By-Law Services |
City of Brampton |
8850 McLaughlin Road, unit #2
Brampton, Ontario L6Y 5T1
TEL: 905-458-3312
FAX: 905-458-5224
Kevin.locke@brampton.ca



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From: Locke, Kevin
Sent: Wednesday, January 31, 2024 10:02 AM
To: Bryson, Peter <Peter.Bryson@brampton.ca>
Subject: 123 Queen St W - Summary

Hi Peter,

Please see below summary timeline as requested.

- Resident complaint received July 26, 2023. I attended the property on July 27 and entered the following notes
 - Vacant house previously boarded up
 - Plywood removed from rear door
 - Mattresses and box springs in yard
 - Grass and weeds overgrown
 - Rear shed falling apart
 - Front porch and steps crumbling
 - Email sent to owner
 - Reinspect Monday
- Re-inspection the following week, no improvement. PSDR issued (attached) and Penalty Notices for EG and Refuse issued
- Aug 24, 2023 – re-inspection.

- Still EG, refuse, shed in disrepair and full of refuse, weeds growing in eaves, missing eaves, barrels out front, spalling bricks
- PN x 3 issued and email sent to owner
- Aug 31, 2023 – Site meeting with owner
 - Owner stated he will be sending me an email today outlining;
 - 1. Reasoning for requesting more time to bring the property into compliance
 - 2. Plan to maintain the property moving forward
 - 3. Information regarding plans to install construction hoarding around the property
 - 4. Information regarding plans to apply for a demolition permit
 - As of 5pm no response and no remediation plan. Issued PN x 3 and emailed owner.
 - Will re-inspect next week and issue a PS Order or Directive
- Sept 14, 2023 – PS Order issued (attached) Compliance date Nov 13, 2023
- Sept 22, 2023 – EG and Refuse clean up by City
- Nov 24, 2023 – Email to Fire Prevention requesting they attend and inspect
- Nov 27, 2023 – Email from owner stating he will send me a remediation plan (attached)
- Dec 01, 2023 – FPO Order issued (attached) Compliance date Dec 09, 2023 (not complied) Owner did add some wood to some of the openings but not to By-Law standards 43.5
- Dec 18, 2024 – Email stating all will be complied (not complied)

Current outstanding items;

1. They have closed and locked the driveway gate, and added some wood to some of the openings. However, the boarding was not done per the by-law.
 - a. Not weather resistant or painted
 - b. Not min 5/8" material
 - c. Not secured with 3" screws or nails spaced 2" apart
2. There is still refuse at the property
3. Barrels are still at the front of the property and are not frozen to the ground.
4. Other items from PS Order not complied
 - a. Repair or Replace or Remove (front concrete porch & steps and rear deck)
 - b. Repair or Replace or Remove (chimney due to spalling bricks)
 - c. Repair or Replace broken and/or missing eaves and clean out dirt and vegetation growth

Further, I have received some threatening and aggressive messages from Councillor Toor.

- Friday Jan 26, 2024 via Teams "I am not sure why you are harassing me at my workplace. For the last time, stop contacting me at my work before I need to file an official complaint with HR." (screenshot attached)
- Tuesday Jan 30, 2024 via email "How about you stop harassing me at work? Let's start there." (email attached)
- No employee should have to deal with this from an elected official.

Let me know if you require anything further.

Thank You,

Kevin Locke

Property Standards Officer B782
 Enforcement & By-Law Services |
 City of Brampton |
 8850 McLaughlin Road, unit #2
 Brampton, Ontario L6Y 5T1
 TEL: 905-458-3312
 FAX: 905-458-5224
Kevin.locke@brampton.ca



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TAB “E”

Saba Khan

From: Muneeza Sheikh
Sent: Wednesday, June 5, 2024 11:06 AM
To: Saba Khan; Saba Khan
Subject: FW: [EXTERNAL]Your complaint
Attachments: RE: 123 Queen St W - Summary

Muneeza Sheikh

Founding Partner

Phone: (416) 800-0864 x864 | msheikh@msrights.com

Assistant: Antonio Gemarino agemarino@msrights.com | (416) 800-0864 x 866

muneezasheikhlaw.com



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From: Locke, Kevin <Kevin.Locke@brampton.ca>
Sent: Thursday, April 4, 2024 2:18 PM
To: Muneeza Sheikh <msheikh@levittllp.com>; Nila Troubitsina <ntroubitsina@levittllp.com>
Cc: Kevin Locke <[REDACTED]>
Subject: RE: [EXTERNAL]Your complaint

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Hi,

I met briefly with manager Bryson on Feb 07 2024. In the meeting he stated that because I had submitted a complaint the decision was made by manager Higgs that the file would be assigned to supervisor MacLeod. I followed up a few weeks later via email – attached.

Thank You,

Kevin Locke

Property Standards Officer B782
Enforcement & By-Law Services |
City of Brampton |
8850 McLaughlin Road, unit #2
Brampton, Ontario L6Y 5T1
TEL: 905-458-3312

FAX: 905-458-5224
Kevin.locke@brampton.ca



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From: Muneeza Sheikh <msheikh@levittllp.com>
Sent: Thursday, April 4, 2024 2:07 PM
To: Locke, Kevin <Kevin.Locke@brampton.ca>; Nila Troubitsina <ntroubitsina@levittllp.com>
Cc: Kevin Locke <[REDACTED]>
Subject: RE: [EXTERNAL]Your complaint

Thank-you Kevin.

I understand, if you can send me some details of those conversations, I would appreciate it.

Best,



Muneeza Sheikh
Partner

T: 416-594-3900
Law Clerk: Nila Troubitsina
T: 416-594-3900 x 487
E: ntroubitsina@levittllp.com
Assistant: Ali Sheikh
masheikh@levittllp.com

130 Adelaide Street W., Suite 801
Toronto, ON M5H 3P5
levittllp.com

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From: Locke, Kevin <Kevin.Locke@brampton.ca>
Sent: Thursday, April 4, 2024 1:58 PM
To: Muneeza Sheikh <msheikh@levittllp.com>; Nila Troubitsina <ntroubitsina@levittllp.com>
Cc: Kevin Locke <[REDACTED]>
Subject: RE: [EXTERNAL]Your complaint

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Ok, I will send an email shortly.

As an FYI;

I had been dealing with a file for a property owned by Cllr Toor and after my manager requested a copy of the complaint he and the Director took the file away from me, due to the complaint, and reassigned it to a supervisor. This is not the norm for our department and as such, it has created a lot of conversations within the office.

Thank You,

Kevin Locke

Property Standards Officer B782
Enforcement & By-Law Services |
City of Brampton |
8850 McLaughlin Road, unit #2
Brampton, Ontario L6Y 5T1
TEL: 905-458-3312
FAX: 905-458-5224
Kevin.locke@brampton.ca



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From: Muneeza Sheikh <msheikh@levittllp.com>
Sent: Thursday, April 4, 2024 1:47 PM
To: Locke, Kevin <Kevin.Locke@brampton.ca>; Nila Troubitsina <ntroubitsina@levittllp.com>
Cc: Kevin Locke <[REDACTED]>
Subject: RE: [EXTERNAL]Your complaint

Ok can you kindly make an email introduction? I would appreciate it.

Best,



Muneeza Sheikh
Partner

T: 416-594-3900
Law Clerk: Nila Troubitsina
T: 416-594-3900 x 487
E: ntroubitsina@levittllp.com
Assistant: Ali Sheikh
masheikh@levittllp.com

130 Adelaide Street W., Suite 801
Toronto, ON M5H 3P5
levittllp.com

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From: Locke, Kevin <Kevin.Locke@brampton.ca>
Sent: Thursday, April 4, 2024 1:45 PM
To: Muneeza Sheikh <msheikh@levittllp.com>; Nila Troubitsina <ntroubitsina@levittllp.com>
Cc: Kevin Locke <[REDACTED]>
Subject: RE: [EXTERNAL]Your complaint

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Hi,

Thanks for getting back to me, greatly appreciated.
My manager told me to send him a copy back in February so unfortunately, it has been shared with management.

Thank You,

Kevin Locke
Property Standards Officer B782
Enforcement & By-Law Services |
City of Brampton |
8850 McLaughlin Road, unit #2
Brampton, Ontario L6Y 5T1
TEL: 905-458-3312
FAX: 905-458-5224
Kevin.locke@brampton.ca



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From: Muneeza Sheikh <msheikh@levittllp.com>
Sent: Thursday, April 4, 2024 1:39 PM
To: Locke, Kevin <Kevin.Locke@brampton.ca>; Nila Troubitsina <ntroubitsina@levittllp.com>
Cc: Kevin Locke <[REDACTED]>
Subject: [EXTERNAL]Your complaint
Importance: High

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Hi Kevin

I can confirm that I have provided a copy of your complaint to Councillor Toor. I am awaiting his response, and once I have the same, I will review and advise you as to what (if anything) I require from you.

At this time, I would like to emphasize that the matters around the complaint are confidential and are not to be shared with **anyone**. You also cannot share or speak about the content of the complaint with anyone. These confidentiality obligations are pursuant to the *Municipal Act, 2001* and the Complaint Protocol and are of utmost importance.

Please let me know if you have any questions at all, and I do apologize for the delay on this matter.

Best,



Muneeza Sheikh
Partner

T: 416-594-3900
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TAB “F”

Subject: Re: [EXTERNAL]Complaint - Kevin Locke
Date: Friday, July 26, 2024 at 11:53:08 AM Eastern Daylight Saving Time
From: Saba Khan
To: Toor, Gurpartap (Councillor)
CC: Muneeza Sheikh, Antonio Gemarino
Attachments: image001.png, image002.png, image003.png, image004.png, image005.png, image006.png, image007.png, image008.png, image009.png, image010.png

Thank you, Councillor.

I confirm receipt of your responses below and appreciate the promptness.

Best,

Saba Khan
Of Counsel
Email: skhan@msrights.com
muneezasheikhlaw.com



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From: Toor, Gurpartap (Councillor) <Gurpartap.Toor@brampton.ca>
Date: Friday, July 26, 2024 at 11:50 AM
To: Saba Khan <skhan@msrights.com>
Cc: Muneeza Sheikh <msheikh@msrights.com>, Antonio Gemarino <agemarino@msrights.com>
Subject: RE: [EXTERNAL]Complaint - Kevin Locke

Good morning Ms. Khan

I appreciate your patience as I have been away due to a personal family matter. I can confirm your summary to be correct. To answer the 2 questions in your email:

1. Is it your position that you're unable to share the Articles of Corporation or Corporate Profile Report for the corporate entity that you mentioned in your email below, of which you are a Director? **Yes**
2. Thank you for listing the actions that you undertook to maintain the property. Can you please provide timelines and/or other particulars for this? **It is difficult to provide an exact timeline, but I can assure you necessary actions were being taken after every visit by bylaw enforcement.** To confirm, is it your position that any steps taken thus far to maintain the property did not involve written contracts and/or electronic transactions (i.e., they were all paid for in cash)? **Correct.**

Gurpartap Singh Toor

Regional Councillor, Wards 9 & 10
Chair of Economic Development
City of Brampton

T. 905.874.2609

Gurpartap.Toor@brampton.ca



From: Saba Khan <skhan@msrights.com>

Sent: Friday, July 26, 2024 11:41 AM

To: Toor, Gurpartap (Councillor) <Gurpartap.Toor@brampton.ca>

Cc: Muneeza Sheikh <msheikh@msrights.com>; Antonio Gemarino <agemarino@msrights.com>

Subject: Re: [EXTERNAL]Complaint - Kevin Locke

Good morning, Councillor Toor,

I am following up on the below emails. Can you please respond at your earliest convenience, but by no later than **July 31, 2024**?

Thank you,

Saba Khan

Of Counsel

Email: skhan@msrights.com

muneezasheikhlaw.com



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From: Saba Khan <skhan@msrights.com>

Date: Thursday, July 11, 2024 at 10:59 AM

To: Toor, Gurpartap (Councillor) <Gurpartap.Toor@brampton.ca>

Cc: Muneeza Sheikh <msheikh@msrights.com>, Antonio Gemarino <agemarino@msrights.com>

Subject: RE: [EXTERNAL]Complaint - Kevin Locke

Good morning, Councillor Toor,

I am writing to follow up on my email from last week.

Can you please respond to the email by tomorrow advising if anything in my below email requires correction?

Thank you,

Saba Khan
Of Counsel
Email: skhan@msrights.com
muneezasheikhlaw.com



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From: Saba Khan <skhan@msrights.com>
Sent: Thursday, July 4, 2024 4:45 PM
To: Toor, Gurpartap (Councillor) <Gurpartap.Toor@brampton.ca>
Cc: Muneeza Sheikh <msheikh@msrights.com>; Antonio Gemarino <agemarino@msrights.com>
Subject: Re: [EXTERNAL]Complaint - Kevin Locke

Good afternoon Councillor Toor,

Thanks very much for your response. Our office confirms receipt of same.

We reviewed your response and would like to confirm the following:

1. Is it your position that you're unable to share the Articles of Corporation or Corporate Profile Report for the corporate entity that you mentioned in your email below, of which you are a Director? We believe these two documents to be neutral and not ones that would list/give away sensitive information about the corporation. The purpose of asking for these documents is to confirm that you are only one listed Director among others.
2. Thank you for listing the actions that you undertook to maintain the property. Can you please provide timelines and/or other particulars for this? To confirm, is it your position that any steps taken thus far to maintain the property did not involve written contracts and/or electronic transactions (i.e., they were all paid for in cash)?

We want to ensure that we accurately understand and capture your responses to our follow up questions. In that regard, I've included our set of follow up questions and our understanding of your responses regarding

same in red font. Along with responding to the above-noted two points, please let us know if anything I have captured in red font below is *inaccurate* and please correct it accordingly.

1. You mentioned in your complaint that you are not solely responsible for the corporation that owns the property in question and that you are one director among many others:

- *Can you please provide us with the full name of the corporate entity that owns the property in question? **Provided. 2571340 Ontario Inc.**
- *Can you please provide us with a copy of the Corporate Profile Report for the corporation that owns the property? **Not provided.**
- *Can you please provide us with the Articles of Incorporation for the corporation, reflecting the directors of same? **Not provided.**
- *Can you please provide us with any content showing best efforts on your part to get the corporation's directors (and/or those in charge) to remedy the concerns at the property and bring the property into compliance with the By-laws – i.e., correspondence with occupants, correspondence with other directors of the corporation, correspondence with contractors who were asked to fix the property, correspondence with Mr. Locke in response to the tickets, etc.? **You mentioned that efforts were made by you, but any and all efforts made to date (along with payments for same) were not captured in writing or electronically. To date, there are no contracts, emails, copies of text messages, phone call records, etc., that you have in your possession.**

2. You mentioned that you did not ask anyone to remove Mr. Locke from any file:

- *Can you please provide any and all communication/correspondence between yourself and Robert Higgs or anyone else from the department that Mr. Locke works in? **You mentioned that you had no communication with anyone other than Kevin Locke regarding "this file".**

3. You mentioned that Mr. Locke made inappropriate comments to you over a phone call:

- *Can you please provide the time and date of this phone call and a breakdown of the discussion? **Provided.**

Best,

Saba Khan
Of Counsel
Email: skhan@msrights.com
muneezasheikhlaw.com

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From: Toor, Gurpartap (Councillor) <Gurpartap.Toor@brampton.ca>
Date: Tuesday, July 2, 2024 at 11:08 AM
To: Saba Khan <skhan@msrights.com>
Cc: Muneeza Sheikh <msheikh@msrights.com>, Antonio Gemarino <agemarino@msrights.com>
Subject: RE: [EXTERNAL]Complaint - Kevin Locke

Good morning

The property 123 Queen St W, Brampton is under the ownership of 2571340 Ontario Inc. I am one of the directors in the corporation and do not have the liberty to share other information regarding the corporation. I believe only I am of interest in this IC report as a member of Council. There is no correspondence with any occupants as this property has been vacant and inhabitable. The only occupants would be the trespassers that occasionally broke into this property and caused several issues like damage to property, litter, needles, etc. I personally made calls to several outdoor cleaning services but was unsuccessful to secure a contractor as the job was either “too small” or the possibility of finding needles seemed not worth their risk. At one occasion, I did find a small team that helped clean up the property and they were paid fairly in cash. At any other time, I have had friends help me clean up the property and board up any openings multiple times despite trespassers breaking in just as many times. Currently, a demolition contractor is in place to demolish the structure and remove everything from the site. The site has been secured by construction fence and work is underway.

I will restate the fact that I have never been in contact with anyone other than Mr. Locke regarding this file.

The phone call in question with Mr. Locke was some time in July/August 2023, I do not have a record of the exact date and time. Mr. Locke called me on my cellphone and said that he was on site doing another inspection and will be issuing many tickets. He said “you must have deep pockets, let’s find out”. Later at another date, I offered to meet him on site because I felt his rude attitude was escalating and I felt it would be better to walk around the property, chat and come to an agreement on the work needed to be done. We did meet and had a good discussion at the property about next steps. As soon as I left the site, he sent me an email letting me know that he has issued more tickets. Clearly, the meeting was fruitless.

Looking at Mr. Locke’s online history on his twitter account, one can draw a conclusion about his views about Brampton and specially about People of Colour. I will leave you to come to your own conclusion. <https://x.com/lockekevin?s=11&t=8HC8NMP9wIzgE9-1gwTZ1Q>

It is no surprise to me that Mr. Locke seemed to be on a hunt to discredit me and targeted me for months including harassing me at work. I have always chosen the higher road, not used any improper influence of my office, and not engaged in a debate through media. While Mr. Locke has done the exact opposite. He brought national media attention to this issue in order to taint my reputation. National media like CTV shared my personal information, and a leak from the City of Brampton violated my privacy to data as the news broadcasted several pieces of information it does not have

violated my privacy to send us the news broadcasted several pieces of information it does not have access to.

At this point, I am tired of the harassment and mental disturbance that Mr. Locke has caused me.

Gurpartap Singh Toor
Regional Councillor, Wards 9 & 10
Chair of Economic Development
City of Brampton

T. 905.874.2609
Gurpartap.Toor@brampton.ca



From: Saba Khan <skhan@msrights.com>
Sent: Monday, June 24, 2024 4:33 PM
To: Toor, Gurpartap (Councillor) <Gurpartap.Toor@brampton.ca>
Cc: Muneeza Sheikh <msheikh@msrights.com>; Antonio Gemarino <agemarino@msrights.com>
Subject: Re: [EXTERNAL]Complaint - Kevin Locke

Good afternoon, Councillor Toor,

Ms. Sheikh is agreeable to an extension until the end of the week (June 28th).

Best,

Saba Khan
Of Counsel
Email: skhan@msrights.com
muneezasheikhlaw.com



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From: Toor, Gurpartap (Councillor) <Gurpartap.Toor@brampton.ca>
Date: Monday, June 24, 2024 at 3:36 PM
To: Saba Khan <skhan@msrights.com>
Cc: Muneeza Sheikh <msheikh@msrights.com>, Antonio Gemarino <agemarino@msrights.com>
Subject: RE: [EXTERNAL]Complaint - Kevin Locke

Good afternoon Ms. Khan

I would like to request some additional time to respond to the questions below – perhaps by the end of this week. Please let me know if that is acceptable.

Kind regards
Gurpartap Singh Toor

From: Saba Khan <skhan@msrights.com>
Sent: Thursday, June 13, 2024 10:29 AM
To: Toor, Gurpartap (Councillor) <Gurpartap.Toor@brampton.ca>
Cc: Muneeza Sheikh <msheikh@msrights.com>; Antonio Gemarino <agemarino@msrights.com>
Subject: RE: [EXTERNAL]Complaint - Kevin Locke

Good morning, Councillor Toor,

By way of introduction, I'm a lawyer at Ms. Sheikh's firm, assisting her with the above-noted complaint.

Thank you for your response to Mr. Locke's complaint.

We noted a few points in your response, to which we require further documentation and/or information. Please see as follows:

1. You mentioned in your complaint that you are not solely responsible for the corporation that owns the property in question and that you are one director among many others:
 - o *Can you please provide us with the full name of the corporate entity that owns the property in question?
 - o *Can you please provide us with a copy of the Corporate Profile Report for the corporation that owns the property?
 - o *Can you please provide us with the Articles of Incorporation for the corporation, reflecting the directors of same?
 - o *Can you please provide us with any content showing best efforts on your part to get the corporation's directors (and/or those in charge) to remedy the concerns at the property and bring the property into compliance with the By-laws – i.e., correspondence with occupants, correspondence with other directors of the corporation, correspondence with contractors who were asked to fix the property, correspondence with Mr. Locke in response to the tickets, etc.?

2. You mentioned that you did not ask anyone to remove Mr. Locke from any file:

- *Can you please provide any and all communication/correspondence between yourself and Robert Higgs or anyone else from the department that Mr. Locke works in?

3. You mentioned that Mr. Locke made inappropriate comments to you over a phone call:

- *Can you please provide the time and date of this phone call and a breakdown of the discussion?

We look forward to receiving a response at your earliest convenience and by **June 24, 2024** at the latest.

Regards,

Saba Khan
Of Counsel
Email: skhan@msrights.com
muneezasheikhlaw.com



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From: Toor, Gurpartap (Councillor) <Gurpartap.Toor@brampton.ca>
Sent: Tuesday, April 16, 2024 5:34 PM
To: Muneeza Sheikh <msheikh@levittlp.com>
Cc: Nila Troubitsina <ntroubitsina@levittlp.com>
Subject: RE: [EXTERNAL]Complaint - Kevin Locke

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Good evening

Please see my response in the document note attached. I am available to speak to you at any time for any further clarification.

Kind regards

Gurpartap Singh Toor
Regional Councillor, Wards 9 & 10

**Chair of Economic Development
City of Brampton**

T. 905.874.2609
Gurpartap.Toor@brampton.ca



From: Muneeza Sheikh <msheikh@levittlp.com>
Sent: Tuesday, April 16, 2024 10:22 AM
To: Toor, Gurpartap (Councillor) <Gurpartap.Toor@brampton.ca>
Cc: Nila Troubitsina <ntroubitsina@levittlp.com>
Subject: RE: [EXTERNAL]Complaint - Kevin Locke

Thank-you very much.

Best,



**Muneeza Sheikh
Partner**

T: 416-594-3900
Law Clerk: Nila Troubitsina
T: 416-594-3900 x 487
E: ntroubitsina@levittlp.com
Assistant: Ali Sheikh
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From: Toor, Gurpartap (Councillor) <Gurpartap.Toor@brampton.ca>
Sent: Tuesday, April 16, 2024 10:14 AM
To: Muneeza Sheikh <msheikh@levittlp.com>
Cc: Nila Troubitsina <ntroubitsina@levittlp.com>
Subject: Re: [EXTERNAL]Complaint - Kevin Locke

-

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Good morning

I will send a response by email later this afternoon.

Regards
Gurpartap

Gurpartap Singh Toor

Regional Councillor, Wards 9 & 10

Chair of Economic Development

City of Brampton

T. 905.874.2609
Gurpartap.Toor@brampton.ca

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From: Toor, Gurpartap (Councillor)
Sent: Thursday, April 4, 2024 3:25:26 PM
To: Muneeza Sheikh <msheikh@levittllp.com>
Cc: Nila Troubitsina <ntroubitsina@levittllp.com>
Subject: RE: [EXTERNAL]Complaint - Kevin Locke

Confirming receipt

Gurpartap Singh Toor

Regional Councillor, Wards 9 & 10

Chair of Economic Development

City of Brampton

T. 905.874.2609
Gurpartap.Toor@brampton.ca



From: Muneeza Sheikh <msheikh@levittllp.com>

From: Muneeza Sheikh <msheikh@levittlp.com>

Sent: Thursday, April 4, 2024 3:23 PM

To: Toor, Gurpartap (Councillor) <Gurpartap.Toor@brampton.ca>

Cc: Nila Troubitsina <ntroubitsina@levittlp.com>

Subject: RE: [EXTERNAL]Complaint - Kevin Locke

Good afternoon,

Please see attached.

Best,



Muneeza Sheikh
Partner

T: 416-594-3900
Law Clerk: Nila Troubitsina
T: 416-594-3900 x 487
E: ntroubitsina@levittlp.com
Assistant: Ali Sheikh
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From: Toor, Gurpartap (Councillor) <Gurpartap.Toor@brampton.ca>

Sent: Thursday, April 4, 2024 3:16 PM

To: Muneeza Sheikh <msheikh@levittlp.com>

Cc: Nila Troubitsina <ntroubitsina@levittlp.com>

Subject: Re: [EXTERNAL]Complaint - Kevin Locke

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Good afternoon Ms. Sheikh

I am unable to open the attachments and the pdf file embedded in the email. Can you please send the files again?

Gurpartap Singh Toor

Regional Councillor, Wards 9 & 10

Chair of Economic Development

City of Brampton

T. 905.874.2609
Gurpartap.Toor@brampton.ca



From: Muneeza Sheikh <msheikh@levittlp.com>
Sent: Thursday, April 4, 2024 1:36 PM
To: Toor, Gurpartap (Councillor) <Gurpartap.Toor@brampton.ca>
Cc: Nila Troubitsina <ntroubitsina@levittlp.com>
Subject: [EXTERNAL]Complaint - Kevin Locke

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Good afternoon Councillor Toor,

Please find attached a complaint and accompanying attachments filed by Mr. Kevin Locke.

I have now had time to review the matter, and it is my view, that the complaint requires a response from you.

To that end, I would ask that you provide me with your written response to all allegations within a ten-day period. If you require a short extension, kindly advise me.

At this time, I would like to emphasize that the attached complaint is **highly** confidential and is not to be shared with **anyone**. You also cannot share or speak about the content of the complaint with anyone. These confidentiality obligations are pursuant to the *Municipal Act, 2001* and the Complaint Protocol and are of utmost importance.

Should you have any questions, please feel free to get in touch.



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Muneeza Sheikh
Partner



T: 416-594-3900
Law Clerk: Nila Troubitsina
T: 416-594-3900 x 487
E: ntroubitsina@levittllp.com
Assistant: Ali Sheikh
masheikh@levittllp.com

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Respected Madam Commissioner

Thank you for the opportunity to respond to the allegations brought forward by Mr. Kevin Locke. I will be concise in my response.

1. Mr. Locke alleges that I have not shown "Encouragement of Respect for the City and its By-Laws". This is simply untrue. In my official and civic duties, I have always shown respect for our City and its By-Laws and always encourage other residents to do so as well. The proof is in the volume of community engagement work and the case load my office resolves diligently. As to the property in question, I would like to clarify that this property is owned by a corporation of which I am only one of many directors. I have made my best efforts to get the corporation to remedy the concerns at this property including multiple clean-up and repair works. I must admit it has been challenging given the rise in homelessness and addiction issues in our local population. I will continue to encourage the owners to maintain the property to their best ability.
2. Mr. Locke alleges I have somehow used my authority or attempted to for the purposes highlighted in his complaint. Again, this is completely false. As you may note, I always used and preferred to use my personal email and phone for communication with Kevin. I never identified myself as an elected member. I never signed my personal emails as an elected member. After meeting me in person at the site once, he recognised me and then switched his communications to my official channels. After sending me multiple emails to my city account, I finally responded and politely asked that he stop contacting me at my workplace. Kevin continued to repeatedly reach out to me at my work email. It severely affected my mental health for months, to a point where I was not even able to go through a full day's worth of work without having a depressive breakdown. My staff who have access to my email could read the multiple emails Kevin sent me. I fully believe this to be extreme harassment. Despite warning Kevin that I will make a complaint to HR about this workplace harassment, he simply did not stop. I too did not file a complaint. In my profession as a public facing official, it is extremely hard to be vocal about facing harassment for the fear of being judged as weak or incapable of performing my duties under such pressure. As an example of Kevin's language and verbal abuse this is what he said to me over the phone – "Must be nice to have deep pockets huh. I guess I will just have to write you 5 more tickets this time." His abuse of power has me dealing with the financial burden of more than 20 tickets at this time. I will also state it for the record that I have never asked anyone to remove Kevin from any file.

Madam Commissioner, I am only disclosing this personal information to you via this letter as a response to your email. I am not doing so with the intent of filing a complaint against Mr. Locke or having this information be made public. I am simply complying with your duties as an Integrity Commissioner. I am proud of the work I do every single day to serve my community and provide for my family, with the utmost integrity. I refuse to continue to be harassed by someone who thinks his uniform holds power.

TAB “G”

Saturday, September 21, 2024 at 16:13:18 Eastern Daylight Time

Subject: RE: [EXTERNAL]Councillor Toor and Kevin Locke
Date: Wednesday, September 11, 2024 at 9:25:38 PM Eastern Daylight Saving Time
From: Higgs, Robert
To: Saba Khan
CC: Muneeza Sheikh
Attachments: image002.png, image003.png, RE: 123 Queen St W - Summary.eml

Saba J. Khan,

Please see the below responses to your questions. I remain at your disposal and if it is easier to schedule, my cell phone is 416-473-5082, or my admin at robin.coulson@brampton.ca.

Sincerely,

Rob

Robert Higgs

Director, Enforcement and By Law Services
City of Brampton
T: 905.458.3424 x63201
robert.higgs@brampton.ca

From: Saba Khan <skhan@msrights.com>
Sent: Tuesday, September 10, 2024 5:07 PM
To: Higgs, Robert <Robert.Higgs@brampton.ca>
Cc: Muneeza Sheikh <msheikh@msrights.com>
Subject: [EXTERNAL]Councillor Toor and Kevin Locke
Importance: High

Caution: This email originated from outside the organization. Do not click links or open attachments that you do not trust or are not expecting.

Confidential

Good afternoon Mr. Higgs,

By way of an introduction, I am assisting Ms. Sheikh (Integrity and Ethics Commissioner for the City of Brampton, copied on this email) with respect to the above-noted matter. During the course of discussions with Mr. Locke regarding his carriage of Councillor Toor's property standards file, the below email from you came up, for which we wish to seek further clarification:

From: Higgs, Robert <Robert.Higgs@brampton.ca>
Sent: Friday, March 1, 2024 1:50 PM
To: Locke, Kevin
Subject: RE: 123 Queen St W - Summary

Kevin,

Thank you for email. I can advise that, after being briefed on the totality of the deteriorating dynamic between yourself and Mr. Toor, I felt it was best for all involved that a bit of time and distance be created in this matter. This pause would then allow for due diligence to be conducted in how to best move forward in ensuring this property is brought into compliance.

At this point in time I am confident that both you, and your peers, have a multitude of other tasks and properties to fill your shift with that I am not concerned that temporarily removing this one property from the daily mix has somehow created an inefficiency in the system. I am equally confident that the cityscape has not been irreparably impacted by what has been a minor 3-week pause in inspections.

In any event, MacLeod will be moving forward in an appropriate and measured manner.

Sincerely,

Rob

Robert Higgs

Director, Enforcement and By Law Services
City of Brampton

T: 905.458.3424 x63201

M: 416.473.5082

robert.higgs@brampton.ca



Could you please respond to the following:

1. Did you have any conversations with Councillor Toor at any time regarding his file being moved from Kevin Locke having carriage to someone else?

I did not have any conversations with Councillor Toor regarding his file being moved from Kevin Locke to Rob MacLeod except months after the fact and that was in an indirect manner in that he was discussing anecdotal examples of how his investigation was handled and I noted that I was comfortable with the investigative actions since my arrival as I had immediately re-assigned the matter as soon as I became aware of it.

2. Have you had any conversations with anyone regarding Kevin Locke's carriage of Councillor Toor's property standards file? If so, please respond to the following:
 - a. What is the nature and content of the conversation(s)?;
 - b. Who was the conversation with?; and
 - c. Describe the timeline of those conversations.

I realize you have attached a portion of the email to which you are referring, but I feel the entire email string provides you with greater context in regard to the decision, and conversations, that lead to my instructing that the investigation be moved from Kevin Locke to his supervisor, Robert MacLeod.

The email string begins on January 31/24. My first day as the Director of Enforcement and Bylaw

Services was February 1st/24. I was advised by Manager Peter Bryson on February 2nd/24 that an officer, Kevin Locke, had an ongoing investigation with a property that was owned by Councillor Toor. I began to ask clarifying investigations around the nature of the investigation, how this relates to other investigations, how did the investigation progress to this point without any supervisory oversight, what are the established procedures in regard to investigations involving elected officials? The answers I received indicated there was both an absence of supervisory oversight as well as established procedures. Having been advised of the matter I requested that he keep me updated in relation to this investigation.

On February 7th/24 Manager Peter Bryson advised me that he had become aware that Kevin Locke had filed a complaint with the Integrity Commissioner in relation to Councillor Toor. This piece of information lead me to conclude that immediate intervention was required and I immediately directed that the investigation be removed from Kevin Locke and placed with Supervisor Robert MacLeod. I outlined some parameters which included that all correspondence would be via MacLeod and that the property owner would only be addressed as Mr. Toor. I ensured there was a clear distinction between Councillor Toor and property owner Mr. Toor.

I had discussions with Jolin Wang (HR) on this date just to confirm that my course of action was consistent with established policies. The rationale for my decision was that there was a clear breakdown in the expected relationship between Enforcement Officer and Property Owner. This was demonstrated by the extreme attention that had been paid to the property, the extent of the fines issued, and now the involvement of a 3rd party entity. To be clear, it was not that he had filed a complaint with the Integrity Commissioner, it was what this action represented – either he was offended at Toor’s behaviour so he sought to punish it (which I found would demonstrate a loss of impartiality) or he was using it as an investigative technique to force compliance (which is an unacceptable investigative practice).

I also advised Sameer Akhtar (Acting Legislative Services Commissioner) of a brief summary of the facts and what my decision/actions were.

Hoping this is of assistance to you and I remain at your disposal.

Sincerely,

Rob

On behalf of Ms. Sheikh, we ask that you treat this email and this matter in its entirety as confidential, pursuant to the *Municipal Act*.

Thank you,

Saba J. Khan

Of Counsel

Email: skhan@msrights.com | Website: msheikh@msrights.com



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<http://www.brampton.ca/EN/Online-Services/Pages/Privacy-Statement.aspx>

TAB “H”

Saturday, September 21, 2024 at 16:32:50 Eastern Daylight Time

Subject: Re: Your complaint
Date: Thursday, September 12, 2024 at 11:41:39 AM Eastern Daylight Saving Time
From: Saba Khan
To: Kevin Locke
CC: Cindy Imon, Muneeza Sheikh
Attachments: image001.png

Thanks, Kevin.

We confirm receipt.

Saba J. Khan

Of Counsel

Email: skhan@msrights.com | Website: msheikh@msrights.com



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From: Kevin Locke <[REDACTED]>
Date: Thursday, September 12, 2024 at 9:08 AM
To: Saba Khan <skhan@msrights.com>
Cc: Cindy Imon <cimon@msrights.com>, Muneeza Sheikh <msheikh@msrights.com>
Subject: Re: Your complaint

Thanks for the update, greatly appreciated.

See below responses underlined:

I see that you have copied, pasted, and highlighted an email from me to you from June 13th below. My response to your query below is that the step of sharing the respondent's response for the complainant to reply is

not a mandatory step. It is something that is entirely within the discretion of the integrity commissioner. Following my email to you, Ms. Sheikh and I gathered enough of an understanding and sufficient particulars to proceed without the need for a reply. My email below was not by any means a suggestion that we would be sharing the integrity commissioner's "report" with you, but simply to say that to the extent that we felt the need to put anything from Councillor Toor's response to you for a reply to gather additional details, we would do so, should there be a need. We determined that there isn't a need.

Yes, I forwarded that email in response to muneeza asking me to direct her to said email per her Sept 06 email.

In any event, if you would like the opportunity to "reply" to a summary of Councillor Toor's response, we don't mind providing that to you.

Below is a summary of his response for your review and reply. To the extent that you wish to reply, kindly provide it at your earliest convenience:

Councillor Toor confirmed his position as a director of the corporate entity 2571340 Ontario Inc., which owns the property at 123 Queen St W, Brampton.

Councillor Toor acknowledged taking steps to address maintenance issues after each by-law enforcement visit but stated that all clean-up and repairs were paid in cash. He admitted difficulties in hiring contractors due to safety concerns at the site (including vandalism and trespassing) and explained that much of the work was done by a small team paid in cash or with the help of friends, resulting in a lack of formal documentation.

The issue is that none of the work was done to bring the property into

compliance with by-laws. In Dec 2023 councillor Toor stated in an email to myself and manager Bryson that a Contractor has been secured to remove the shed, remove the barrels, board the house properly and clean up. But nothing was done.

Councillor Toor denied using his authority to influence or intimidate you, stating that he never identified himself as an elected official in his initial communications.

I was told by manager Bryson that councillor Toor had called in requesting that I be removed from the file but his request was denied initially but later granted in January of 2024 after director Higgs started. Further, on Jan 26, 2024 councillor Toor threatened to file an official complaint with HR if I didn't stop contacting him. You have a screenshot of that threat. Further, on Jan 30 2024 I asked councillor Toor what it was going to take to get him to bring his property into compliance to which he responded with "how about you stop harassing me at work? Let's start there." Manager Bryson was included on that email.

He states that the escalation occurred after you recognized him and moved communication to official channels.

Not sure what is meant by official channels. If you are referring to the use of his work email then yes, standard operating that we use any communication means necessary to ensure communication and cooperation with property owners. The escalation is standard operating procedure and the same actions are taken with every property.

Management was aware of the gradual escalation and penalty notices being issued. He was given written notices and warnings first. We then had to hire a contractor to clean the refuse and cut the grass due to pack of action from councillor Toor. There was a steady escalation under the guidance of management who were updated every step of the way. Property Standards Deficiency Report issued but no actions from Toor. A Property Standards Order was issued in Nov but no actions from Toor. One of the many violations was not properly securing the property, per by-laws, which allowed homeless encampments to keep starting up inside the property which is a very serious public safety concern. The

escalation was gradual and as per standard operating procedure. We have been trying to get the councillor to abide by the by-laws and bring his property into compliance since July of 2023, that's over a year, and he still hasn't done so.

Councillor Toor stated that he had a phone conversation with you wherein you made the following comment to him, “must be nice to have deep pockets huh. I guess I will just have to write you 5 more tickets this time”.

On Wed, Sep 11, 2024, 2:01 p.m. Saba Khan <skhan@msrights.com> wrote:

Good afternoon, Kevin,

I believe the integrity commissioner has already sufficiently responded to you in the email chain below.

I see that you have copied, pasted, and highlighted an email from me to you from June 13th below. My response to your query below is that the step of sharing the respondent's response for the complainant to reply is not a mandatory step. It is something that is entirely within the discretion of the integrity commissioner. Following my email to you, Ms. Sheikh and I gathered enough of an understanding and sufficient particulars to proceed without the need for a reply. My email below was not by any means a suggestion that we would be sharing the integrity commissioner's "report" with you, but simply to say that to the extent that we felt the need to put anything from Councillor Toor's response to you for a reply to gather additional details, we would do so, should there be a need. We determined that there isn't a need.

In any event, if you would like the opportunity to "reply" to a summary of Councillor Toor's response, we don't mind providing that to you.

Below is a summary of his response for your review and reply. To the extent that you wish to reply, kindly provide it at your earliest convenience:

- Councillor Toor confirmed his position as a director of the corporate entity 2571340 Ontario Inc., which owns the property at [123 Queen St W, Brampton](#).
- Councillor Toor acknowledged taking steps to address maintenance issues after each by-law enforcement visit but stated that all clean-up and repairs were paid in cash. He

admitted difficulties in hiring contractors due to safety concerns at the site (including vandalism and trespassing) and explained that much of the work was done by a small team paid in cash or with the help of friends, resulting in a lack of formal documentation.

- Councillor Toor denied using his authority to influence or intimidate you, stating that he never identified himself as an elected official in his initial communications. He states that the escalation occurred after you recognized him and moved communication to official channels.
- Councillor Toor stated that he had a phone conversation with you wherein you made the following comment to him, “must be nice to have deep pockets huh. I guess I will just have to write you 5 more tickets this time”.

As a reminder, you have an obligation to keep the contents of this email, and this matter at large, confidential, pursuant to the *Municipal Act*.

Best,

Saba J. Khan

Of Counsel

Email: skhan@msrights.com | Website: msheikh@msrights.com



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From: Kevin Locke <[REDACTED]>

Date: Tuesday, September 10, 2024 at 11:15 AM

To: Saba Khan <skhan@msrights.com>

Cc: Muneeza Sheikh <msheikh@msrights.com>, Cindy Imon <cimon@msrights.com>

Subject: Re: Your complaint

Hi

Per the email below, when will you be sharing councillor Toor's response to my complaint with me?

I know this may be contrary to what muneeza has said in correspondence of late but, this is where the confusion stems from.

I am merely seeking clarity and resolution.

Thank you,
Kevin Locke

On Thu, Jun 13, 2024, 10:43 a.m. Saba Khan <skhan@msrights.com> wrote:

Good morning, Mr. Locke,

By way of introduction, I am a lawyer at Ms. Sheikh's firm, assisting her with this matter.

We are in receipt of Councillor Toor's response to your complaint and are in communication with him to ensure we have all necessary details and particulars prior to sharing those with you for your reply.

We will be in touch once we have another update.

Best,

Saba Khan

Of Counsel

Email: skhan@msrights.com

muneezasheikhlaw.com

Error! Filename not specified.

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From: Muneeza Sheikh <msheikh@msrights.com>

Date: Wednesday, June 5, 2024 at 10:54 AM

To: Kevin Locke <[REDACTED]>

Cc: Saba Khan <saba@sabalaw.ca>

Subject: RE: Your complaint

Thanks Kevin.

Best,

Muneeza Sheikh

Founding Partner

Phone: (416) 800-0864 x864 | msheikh@msrights.com

Assistant: Antonio Gemarino agemarino@msrights.com | (416) 800-0864 x 866

muneezasheikhlaw.com



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From: Kevin Locke <[REDACTED]>

Sent: Wednesday, June 5, 2024 10:52 AM

To: Muneeza Sheikh <msheikh@msrights.com>

Subject: Re: Your complaint

Thanks for the update

On Wed, Jun 5, 2024, 10:30 a.m. Muneeza Sheikh <msheikh@msrights.com> wrote:

Hi Kevin,

Thank you for your email.

I appreciate your comments on how long you think it should take, but unfortunately, I am not in a position to give you a substantive update at this time.

I can only tell you that we are in the process of scheduling some additional interviews, and as I have said to you in multiple emails, we will provide you with an update when we have one.

If you wish to circle this to the ombudsman office, certainly you are free to go ahead and do that. The jurisdiction of this complaint lies with me, it is an open matter, and I am dealing with it. You can provide all of our correspondence to the Ombudsman office if you wish, and I'll cooperate with them.

Thank you very much.

Best,

Muneeza Sheikh

Founding Partner

Phone: (416) 800-0864 x864 | msheikh@msrights.com

Assistant: Antonio Gemarino agemarino@msrights.com | (416) 800-0864 x 866



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On Jun 5, 2024, at 10:06 AM, Kevin Locke
<[REDACTED]> wrote:

Hi Muneeza,

I got your new email address from City staff.

Please let me know if there is any update on my complaint, I really didn't think it would take this long. If you are too busy I can submit it to the Ombudsman.

Let me know

Kevin

----- Forwarded message -----

From: **Kevin Locke** <[REDACTED]>
Date: Wed, Jun 5, 2024 at 9:09 AM
Subject: Re: Your complaint
To: Muneeza Sheikh <msheikh@levittllp.com>
Cc: Saba Khan <saba@sabalaw.ca>

Hi Muneeza,

Checking in to see if you received the email below.

Kevin

On Mon, Jun 3, 2024 at 6:19 PM Kevin Locke
<[REDACTED]> wrote:

No problem.

Please let me know if there is any update on my complaint, I really didn't think it would take this long. If you are too busy I can submit to the Ombudsman.

Let me know

Kevin

On Thu, May 23, 2024, 7:08 p.m. Muneeza Sheikh
<msheikh@levittllp.com> wrote:

Thank you Kevin for clarifying.

Best,

Muneeza Sheikh
Partner

T: 416-594-3900

Assistants: Nila Troubitsina
& Ali Sheikh

T: 416-594-3900 x 487

E: ntroubitsina@levittllp.com
& massheikh@levittllp.com

[130 Adelaide Street W., Suite 801](#)
[Toronto, ON M5H 3P5](#)
levittllp.com

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On May 23, 2024, at 6:37 PM, Kevin Locke
[REDACTED] wrote:

Caution: This is an external email and could contain potentially harmful content or links.

Hi Muneeza

Good to hear from you. I haven't shared any correspondence or documents with anyone outside of our internal team. All of the documents are attached to the file for the property so technically, anyone with access to our AMANDA system can access them. I see there was an FOI for the property back on April 11 but I am unsure of what documents were sent out.

Kevin

On Thu, May 23, 2024, 5:51 p.m. Muneeza Sheikh
<msheikh@levittllp.com> wrote:

Hi Kevin

I hope you are well.

You may recall, when you filed your complaint – I reminded you to keep this matter confidential. In fact, you are obligated to do so.

I was contacted by a media outlet today who wanted some commentary on this matter. Under the circumstances, I thought it prudent to ask you if in fact you have shared the contents of the complaint or any other accompanying correspondence (including with me) with any third party.

I would appreciate your prompt response.

Best,

**Muneeza Sheikh
Partner**

T: 416-594-3900
Law Clerk: Nila Troubitsina
T: 416-594-3900 x 487
E: ntroubitsina@levittllp.com
Assistant: Ali Sheikh
masheikh@levittllp.com

[130 Adelaide Street W., Suite 801
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From: Kevin Locke <[REDACTED]>
Sent: Wednesday, May 15, 2024 9:13 AM
To: Muneeza Sheikh <msheikh@levittllp.com>
Cc: Locke, Kevin <Kevin.Locke@brampton.ca>; Nila

Troubitsina <ntroubitsina@levittllp.com>

Subject: Re: Your complaint

Caution: This is an external email and could contain potentially harmful content or links.

Hi Muneeza,

Sorry to bother you again, just curious if the complaint is proceeding and what the next steps are?

Thank you

Kevin Locke

On Tue, Apr 30, 2024, 2:06 p.m. Muneeza Sheikh <msheikh@levittllp.com> wrote:

Hi Kevin

I appreciate you checking in, and appreciate your desire to get some clarity on where things stand.

As I had mentioned earlier, I will reach out when and if I determine it is necessary to do so.

I have heard from Councillor Toor – and cannot say anything beyond that.

If I need to speak to you again – I absolutely will reach out.

Thank-you for your patience.

Best,

**Muneeza Sheikh
Partner**

Law Clerk: Nila Troubitsina
T: 416-594-3900
T: 416-594-3900 x 487
E: ntroubitsina@levittllp.com
Assistant: Ali Sheikh
masheikh@levittllp.com

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From: Kevin Locke

[REDACTED] >

Sent: Tuesday, April 30, 2024 2:04 PM

To: Muneeza Sheikh <msheikh@levittllp.com>

Cc: Locke, Kevin <Kevin.Locke@brampton.ca>;

Nila Troubitsina <ntroubitsina@levittllp.com>

Subject: Re: Your complaint

Caution: This is an external email and could contain potentially harmful content or links.

Hi Muneeza & Nila,

Checking in to see if there are any updates regarding this complaint.

Have you made a classification or received a response from the councillor?

Thank you
Kevin Locke

On Thu, Apr 4, 2024, 1:39 p.m. Muneeza Sheikh <msheikh@levittllp.com> wrote:

Hi Kevin

I can confirm that I have provided a copy of your complaint to Councillor Toor. I am awaiting his response, and once I have the same, I will review

and advise you as to what (if anything) I require from you.

At this time, I would like to emphasize that the matters around the complaint are confidential and are not to be shared with **anyone**. You also cannot share or speak about the content of the complaint with anyone. These confidentiality obligations are pursuant to the *Municipal Act, 2001* and the Complaint Protocol and are of utmost importance.

Please let me know if you have any questions at all, and I do apologize for the delay on this matter.

Best,

Muneeza Sheikh
Partner

T: 416-594-3900

Law Clerk: Nila Troubitsina

T: 416-594-3900 x 487

E: ntroubitsina@levittllp.com

Assistant: Ali Sheikh

masheikh@levittllp.com

[130 Adelaide Street W., Suite 801](#)

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levittllp.com

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[LevittLLP](#)