

Report

City Council

The Corporation of the City of Brampton

Complaint

On August 17, 2021 the owner of the Loredana Hair Studio posted on the business' public Facebook page a copy of an Order to Comply that had been issued to the business by a Licensing Officer for the City of Brampton Enforcement and By-law Services. The Facebook post, attached hereto as **Tab A**, opposed the process by which the Order to Comply was delivered. Specifically, it stated:

"This is what I received from our City of Brampton 1 month after being closed for 1 year... shame on our city this has become personal. Myself and all fellow salon owners, specifically women, have suffered enough. Where is our support? This is shameful! Did not even have the audacity to give to me in person, but rather post it on my door to shame me once again as a woman owner in this 90% female dominant industry. Shame on you once again! @FordNation @patrickbrown"

Shortly after the initial post was made, Councillor Michael Palleschi ("Councillor Palleschi" or the "Respondent") commented on that post. That comment is reproduced below:

"This is insane!! Our By law officers have nothing better to do then hand out orders to businesses that have been shut down for over a year? It boggles my mind how someone thought this was a good idea. I'll be on a call with the Mayor Patrick Brown and the chair of legislative services Jeff Bowman to look into this ASAP."

Later that day, he amended his comment to include the following:

"Update. After my discussion with the Mayor and Councillor Bowman, legislative services will be holding all renewal letters until council makes a decision. To be

clear council sets direction and this issue has come before council. It's now up to council to do the right thing when it comes back! This is a top down approach so any comments I make are criticizing council and that is done to make the leadership better."

For clarity, throughout this document I will be referring to Councillor Palleschi's initial and amended comment jointly as the "comments".

My office has received three (3) complaints from Brampton bylaw officers (collectively the "Complainants"), each alleging that Councillor Palleschi's comments contravened one or several rules of the Brampton City Council Code of Conduct (the "Code of Conduct"), including Rule No. 1 (General), Rule No. 13 (Encouragement of Respect for the City and Its Bylaws), Rule No. 14 (Harassment), Rule No. 15 (Discreditable Conduct), and Rule No. 16 (Conduct Respecting Staff). A copy of the Code of Conduct can be found at **Tab B** of this Report.

As all three complaints are related to the same set of facts and contain substantially similar allegations (two of the complaints are nearly identical), I have considered them collectively and they will be referred to throughout as the "Complaints".

The Complaints each raise the following claims, which are relied upon to substantiate the allegations that Councillor Palleschi's comments were in breach of the Code of Conduct:

- a) Councillor Palleschi's comments undermine the City of Brampton and the rule of law and instilled hatred towards the City of Brampton, its officials, and bylaws; and
- b) Councillor Palleschi's comments were a direct attack on the bylaw officer in question and were calculated to harm and intimidate that individual and City of Brampton bylaw officers generally.

These are very serious allegations.

My office also received a follow-up complaint from one of the Complainants with respect to statements made by Councillor Palleschi at a City Council meeting held on September 15, 2021. This complaint (the "Supplementary Complaint") alleges that during the meeting in question, Councillor Palleschi stated "you come around the corner and see one City employee working and five standing around doing nothing". The Complainant's position is that this is another example of the Respondent making derogatory and disrespectful comments towards bylaw officers in contravention of Rules No. 14 and No. 16 of the Code of Conduct.

Background

The underlying facts of the Complaints are straightforward and uncontroversial. A public post was made on the Facebook page of the Loredana Hair Studio on August 17, 2021. The company was upset about the issuance of an Order to Comply by a Brampton bylaw officer. Councillor Palleschi commented on this post, and these comments, reproduced in the section above and at Appendix A of this Report, formed the subject matter for three complaints made to my Office. A follow-up complaint was filed by one of the Complainants alleging that Councillor Palleschi insulted City bylaw officers in his comments at a City Council meeting on September 15, 2021.

Timeline of Complaints

On August 19, 2021 a complaint was filed by a Brampton bylaw officer ("Complaint #1"). The complaint alleges that in his comments on the Loredana Hair Studio's Facebook post, Councillor Palleschi contravened Rule No. 13 of the Code of Conduct.

On September 3, 2021 a complaint was filed by another Brampton bylaw officer ("Complaint #2"). This complaint alleges that in his comments on the Loredana Hair Studio's Facebook post, Councillor Palleschi contravened Rules No. 13, No. 14, and No. 16 of the Code of Conduct. The particulars of this complaint are nearly identical to those found in Complaint #1.

On September 16, 2021 I served Councillor Palleschi with a copy of Complaints #1 and #2, requesting a response to the same within 10 days as per the Complaint Protocol.

On September 24, 2021, I received a comprehensive written response from Councillor Palleschi with respect to the first two complaints.

On October 5, 2021 the Supplementary Complaint was filed by the same individual who filed Complaint #2, and concerned comments made by Councillor Palleschi at a City Council meeting on September 15, 2021. The complaint alleges that Councillor Palleschi's comments were in contravention of Rules No. 14 and No. 16 of the Code of Conduct.

On October 7, 2021 a third complaint was filed by another Brampton bylaw officer ("Complaint #3"). This complaint alleges that in his comments on the Loredana Hair Studio Facebook post, Councillor Palleschi contravened Rules No. 1, No. 13, No. 14, No. 15, and No. 16 of the Code of Conduct.

On October 13, 2021 I served Councillor Palleschi with a copy of Complaint #3 and the Supplementary Complaint, requesting a response to the same within 10 days as per the Complaint Protocol.

On October 15, 2021, I received a written response from Councillor Palleschi with respect to Complaint #3 and the Supplementary Complaint.

On October 26, 2021 I conducted an interview with Councillor Palleschi via Zoom videoconferencing to discuss the Complaints and Supplementary Complaint and to clarify his response to each specific allegation. He was provided with a further opportunity to prepare a written response to the allegations, and that response was delivered to my office on October 27, 2021.

Process Followed

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 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 C**.

Generally, my role is to determine whether Councillor Palleschi'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 Complainants 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, including the Facebook post and comments thereto, and the video recording of the City Council meeting on September 15, 2021.

I ensured that the Respondent received a copy of the Complaints and the Supplementary Complaint 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 the Complaints during a thorough investigative interview, during which the specific allegations from each Complainant were put to him and a subsequent opportunity to respond in writing was provided.

Positions of the Parties

Complainants' Position

The Complainants' allegations are summarized under a) – b) of the "Complaint" section of this Report. The Complainants have also provided me with particulars that were relied on in support of each allegation, which are outlined below.

The Complainants' position respecting allegations a) – b) are as follows:

- a) The Respondent's comments undermine the City of Brampton and the rule of law and instilled hatred towards the City of Brampton, its officials and bylaws.**

The Complainants rely on the underlying facts of this matter in support of this allegation. They allege that the replies to Councillor Palleschi's comment made by members of the community are *prima facie* evidence that he has instilled hatred towards the City, its officials, and its bylaws. These comments include:

"... the city establishment seems to make so many foolish uncaring decisions, they really don't care about struggling tax payers"

"This is disgusting..."

"WOW that is insane"

"So sad and maddening"

"Patrick Brown smile in your face and on the cameras and is a slimeball behind the scenes. Rip it up and mail it to his office"

"so awful"

"This is crap"

The Complainants state further that "the thread continues with over 50 posts with the majority of the posts sharing in the Councillor's sentiments, regarding the negative attitude for the City, its officials and bylaws."

b) The Respondent's comments were a direct attack on the bylaw officer in question and were calculated to harm and intimidate that individual and City of Brampton bylaw officers generally.

The Complainants again rely on the underlying facts of this matter in support of this allegation. The Complainants state that the comments were directed towards the bylaw officer who issued the Notice to Comply, and that despite the amendments to the Respondent's initial comment, the revised comment still purported to "drag the bylaw officer through the mud" and question the legitimacy of the manner by which the bylaw officer performed their duties.

Further, the Complainants state that the comments:

"... have instilled hatred towards the bylaw department at a time in which it is in desperate need of support."; and

"...show(s) that the Councillor knew exactly how to tackle and help the business owner who was upset. He knew that he could have spoken to the Director bylaw or Mayor Brown or Councillor Bowman but he chose to criticize and intimidate a hard working employee of the City of Brampton on a public media forum"

The Complainants state that the above allegations support the position that the Respondent has breached Rule No. 1 (General), Rule No. 13 (Encouragement of Respect for the City and Its Bylaws), Rule No. 14 (Harassment), Rule No. 15 (Discreditable Conduct), and Rule No. 16 (Conduct Respecting Staff).

c) The Supplementary Complaint

The complainant states that Councillor Palleschi's comments at a City Council meeting on September 15, 2021 were in breach of Rules No. 14 and No. 16 of the Code of Conduct. He cites the following statements made by Councillor Palleschi at the meeting in question:

That he is a "stickler for the rules"; and

"... you come around the corner and see one City employee working and five standing around doing nothing"

The complainant's position is that these comments are derogatory and disrespectful and were said by the same Councillor who had made the comment that "our bylaw officer have nothing better to do then hand out orders to businesses that have been shut down

for over a year". While the Complainant does not explicitly draw this connection himself, I have assumed that the Complainant seeks to demonstrate that these comments represent a pattern of conduct by Councillor Palleschi making derogatory comments towards bylaw officers.

Respondent's Position

The Respondent's position is based on both my investigative interview and the written responses and corresponding materials he provided.

Councillor Palleschi is of the view that the Complaints are frivolous and vexatious. He vehemently denies that any Rules of the Code of Conduct have been breached.

In discussing the intention of his comments, Councillor Palleschi states that his concern with the posting of the Order to Comply was primarily with respect to the process by which business licensing renewals were issued during the COVID-19 pandemic. He provides background information in support of his position, noting in particular the State of Emergency that was announced in Brampton on March 24, 2020. Under Bylaw 265-2014, the City's Emergency Plan in response to the COVID-19 pandemic was authorized. Under the provisions of the City's Emergency Plan, a decision was made by City Council to extend business license expiry dates into 2021.

City Council was unaware that after the extension had expired a decision was made amongst City staff that businesses were to renew their licenses. The Respondent's position is that because the State of Emergency had not yet been lifted when that decision was made, senior municipal managers should have advised Council that the business license extension would be expiring and sought direction from Council with respect to whether the expiry date should be extended.

Additionally, the Respondent raised concerns with respect to various errors and omissions made in the Order to Comply in question. As it is not the role of the Integrity Commissioner to opine on the enforceability, legality, or applicability of a bylaw or the practices of City staff unrelated to the Code of Conduct (more on this below), the Respondent's comments in this respect will not be addressed in this Report.

Shortly after his posting of the comments, Councillor Palleschi spoke with Paul Morrison (Director, Enforcement and Bylaw Services), Jeff Bowman (Chair, Legislative Services Section for the Committee of Council), and Mayor Patrick Brown to discuss his concerns regarding the decision to renew business licenses. He subsequently made a public announcement advising that a report would be made to City Council addressing the issue. A video excerpt of that announcement is attached hereto at **Tab D**.

The day after he posted the comments, Councillor Palleschi also met with Paul Morrison and Jean Pierre Maurice (Manager, Enforcement and Bylaw Services) to explain the reason behind his comments and outline his concerns with the license renewal process.

In further support of his position, Councillor Palleschi references section 224 of the *Municipal Act*, the full text of which is attached hereto at **Tab E**. In particular, he cites the subsections (b) and (d), which read:

224 It is the role of council,

...

(b) to develop and evaluate the policies and programs of the municipality;

...

(d) to ensure that administrative policies, practices and procedures and controllership policies, practices and procedures are in place to implement the decisions of council;

...

The Councillor relies on this section of the *Municipal Act* to his position that his comments were made in accordance with his statutory duties as a City Councillor.

Councillor Palleschi states at multiple junctures, both in his comments and in his response, that his comments were only meant to criticize Council and its priorities. He believes that they constitute “fair comment” on the issue, namely that that Council should be directing bylaw officers (via Council motion and through senior management), to focus primarily on managing the municipal emergency and not the administration of business license renewals. As a duly elected official he is entitled to form a view and ask for a change in direction. It is his role to respond to constituents, with either supportive views (or not) and request a change in Council direction.

With respect to the allegations that his comments “instilled hatred for the City and its bylaws”, Councillor Palleschi notes that he is not responsible for community posts. These online discussions are a fundamental right of constituents and taxpayers. Moreover, he is not aware of any offensive, harassing or bullying comments towards bylaw officers or city staff in comments subsequent to his own. He further states that many of the community posts were not in response to his comment, but in fact were in response to the original Facebook post.

Finally, Councillor Palleschi points out that the allegations against him are unsupportable given his past comments toward bylaw officers and City staff generally. He provides several examples in support, including public announcements, tweets, and emails to the Director of Bylaw and Enforcement Services commending the work of the bylaw department and thanking them for their service. Those are attached at **Tab F**.

In his Response, Councillor Palleschi also cites passages from various Reports of Integrity Commissioners for Brampton and other Ontario cities, as well as scholarly articles in support of his position, including:

Michael Fenn and David Siegal, “The Evolving Role of City Managers and Chief Administrative Officers” (2017), IMFG Papers on Municipal Finance and Governance No. 31, University of Toronto, Institute on Municipal Finance and Governance, ISBN 978-0-7727-0978-3 at page 19:

“Municipal government operates in a political arena, with all that implies. As a result, a councillor may quite properly – or even simply for political reasons – accuse staff of being incorrect, lacking in research or creativity, being insensitive to community concerns, or being too slow to deal with an issue. Staff may not like it, but they have broad shoulders and it is the right of the democratically elected representative to say such things if they are warranted.”

...

But there are limits that should not be exceeded. Best practice says it is the duty of the head of council and the CAO to act decisively when these limits are exceeded. A councillor should never accuse a staff member publicly of stupidity, unethical behaviour, or incompetence. If an elected representative feels that way about a member of staff, he or she should take it up with the CAO (or with the head of council, in the case of the CAO), in private.”

Valerie Jepson, Integrity Commissioner for the City of Toronto, *Report Regarding the Conduct of Josh Matlow* (2018), at page 11:

“1. When questioning staff reports or actions, members of Council should ensure that their comments are in the nature of “fair comment”... City Council discharges its duties when it is robustly and fairly scrutinizing the information and advice that staff provide.

“2. However, members of Council should not publicly state or imply that a particular public servant, or a group of public servants, acted for political or private

motivations or in a way that is negligent or that failed to meet professional standards. ... [T]hese types of statements will not normally be tolerated by the Speaker or a Chair in a Council proceeding, and could result in a Councillor being found to have contravened the Code of Conduct.”

“3. Extra scrutiny should be applied to public statements about the public service that are broadcast in mass media. This is because staff do not have the same platform as members of Council to engage in the public arena. (They do not have a political accountability.)”

Guy Giorno, Integrity Commissioner for the City of Brampton, *City of Brampton Integrity Commissioner File 2019-03, Report on Complaint* (2018), at page 14:

“...what Councillor Fortini wrote in his complaint was a single occurrence. As explained above, harassment typically involves a course of conduct.”

Linton v Kitras, 2020 ONMIC 01 (Township of Wellington Centre Integrity Commissioner, Guy Giorno), File No. 3, 2019 at page 14:

“It is part of the role of a Council Member to communicate with members of the public about municipal issues. This includes both initiating communication and responding to communication initiated by members of the public. In doing so, a Council Member is not limited to explaining and defending what the municipality is already doing. As part of the political process, a Council Member is entitled to form views, to hold views, to express views and, once in office, to give effect to those views. Some of those views may involve a change in law or a change in direction. Provided that a Council Member proceeds lawfully and in a manner consistent with the Municipal Act, the Code of and other legislation and by-laws, nothing prevents a Council Member from taking, defending and seeking to implement a position would alter the status quo. Indeed, the Courts have clearly stated that as an elected representative of the public a municipal councillor is entitled to take “an open leadership role” on an issue.”

In addition to his position outlined above, Councillor Palleschi has provided my office with specific responses relating to each Rule of the Code of Conduct cited in the Complaints.

Rule No. 1 (General)

Councillor Palleschi states that there is no real or perceived conflict of interest in this matter. He does not have any pecuniary interest in the Loredana Hair Studio, nor does he have any familial relations with any individual(s) employed by the business. He did not

provide any preferential treatment to the business in question; the business presented a concern regarding a matter within the purview of his role as a Councillor, and he opted to look into the issue in accordance with his role as a Councillor.

Further, he states that he explicitly acknowledged the role of Council, the Mayor and the Chair of Legislative Services in determining what direction the City takes on the issue in question. His comment that “this is a top down approach so any comments I make are criticizing Council and that is done to make leadership better” were intended to criticize Council and should be taken as fair comment within the context of Council deliberations on the issue in question. He states that he has always taken the individual roles of Mayor, Council, Councillors and staff with the greatest respect and will continue to do so.

Rule No. 13 (Encouragement of Respect for the City and Its Bylaws)

The Respondent states that in his comments, he did not denigrate a bylaw, nor did he mention any specific bylaw at all.

The bylaw officer who issued the Order to Comply was not clearly identified by name, and in his subsequent comments he has not identified or denigrated any specific bylaw officer or bylaw. His comments were intended to be a criticism of Council, not a specific bylaw officer or bylaw officers generally.

Rule No. 14 (Harassment)

The Respondent denies harassing or discriminating against any City employee. He did not identify any specific bylaw officer in his comments, nor is the bylaw officer in question identifiable in the Order to Comply. Again, his comments were criticizing Council alone. He cites the *City of Brampton Integrity Commissioner File 2019-03* in which former Integrity Commissioner Guy Giorno writes that “harassment typically involves a course of conduct”.

With respect to the Supplementary Complaint, Councillor Palleschi notes that the statement quoted by the Complainant, “you come around the corner and see one City employee working and five standing around doing nothing” has been taken out of context. He has transcribed the whole statement made at that meeting, which I have reviewed and edited for accuracy:

“...Questions of the delegations and Fabio thank you for delegating. Fabio, I’ll start off by saying that I meant no disrespect to you in calling the point of order. I think you’re good standing in the City of Brampton and employment in the City but regardless of that all delegations should be treated the same and I’m a stickler for

the rules when we're discussing that, specifically debates that are happening between delegations and more specifically our City solicitor.

So, listening to your delegation Fabio, and I really need to kind of understand where you're at. You know that it is our job to justify the decisions that we make here at the City of Brampton to the residents, and you know that old saying where 'yeah, city employees – one guy working, five guys standing around' and how do I justify a paid holiday because essentially that's what... You know the residents aren't going to... a lot of residents aren't going to, you know, hear about the importance of this holiday. A lot of the residents are going to be asking questions like "oh yeah you've given another paid holiday to City workers". So, and I understand that's not why you're here to delegate but one of the things that you said that I've been trying to think about is this whole time is how do we do more. What do we do more and that's where I kind of put it back on you. There's a lot of good things that are happening with the Peel Art Gallery, the Region of Peel PAMA, and other things that are happening in this city for this reconciliation. But what is 'that more' coming from some of our leaders that... for our employees like yourself. What are some more things that we can be doing and not just have this as a paid holiday."

He notes that he clearly indicated that he holds Fabio Gazzolla, (President, CUPE 831) in high regard, and by implied extension, the members he represents. He in no way suggests that he agreed with the statement regarding city employees. He was asking for Mr. Gazzolla's preferred response should a member of the community ask him this question.

Rule No. 15 (Discreditable Conduct)

Councillor Palleschi believes that his actions in responding to the concerns of Loredana Hair Studio were in accordance with the intent and spirit of Rule No. 15. As an elected representative, it is essential that he communicate his thoughts and/or position on issues relating to City business in the context of upcoming Council deliberations. He very clearly stated that his comments were within the context of Council deliberations and should be interpreted as criticizing Council as a whole, and clearly communicated his role and the role of Council in deciding how this issue would be approached.

Rule No. 16 (Conduct Respecting Staff)

Councillor Palleschi states that he did not compel City staff to engage in partisan political activities or subject staff to threats or discrimination for refusing to engage in such activities. He did not use, or attempt to use, his 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. He has always been respectful of the role of staff to advise based on political neutrality and objectivity.

and without undue influence from any individual member or faction of the Council. Finally, he did not maliciously or falsely impugn or injure the professional or ethical reputation or the prospects or practice of staff.

Findings of Fact

As stated above, I will not be opining on whether or not any bylaw has been contravened, on the conduct of City staff, or on Councillor Palleschi's concerns regarding the process by which a decision was made to renew business licenses.

My role under Section 223.3 of the *Municipal Act* generally consists of overseeing the application of the Code of Conduct, City By-laws, rules, procedures and policies which govern the ethical conduct of Council members. It is strictly outside of my purview to determine what is illegal or to find a breach of a City By-law or procedural irregularity which is unrelated to the Code of Conduct. To be clear, I will only be opining on whether Councillor Palleschi's comments breached the Code of Conduct.

I have carefully reviewed the Complaints and supporting materials, Councillor Palleschi's response and supporting materials, the Facebook post itself, the comments made by community members, and the video recording of the September 15, 2021 City Council meeting. There is no argument with respect to whether Councillor Palleschi's comments were in fact made and what those comments say (see Appendix A).

I find that the perception that Councillor Palleschi's comments criticized the City, Brampton City Council, bylaws, and bylaw officers generally arise solely from his statement that "Our bylaw officers have nothing better to do than hand out orders to businesses that have been shut down for over a year". It is worth noting that all the complaints received by my office came from City of Brampton bylaw officers, and that this issue is clearly deeply personal to those individuals.

Having reviewed the comments made by community members, I find that the majority of those comments were in response to the post made by the Loredana Hair Studio and not in response to Councillor Palleschi's comments. However, there are some comments that are evidently a direct response to Councillor Palleschi's comment, some of which came from individuals thanking and/or supporting Councillor Palleschi, and others which took issue with his comments, specifically with respect to the statement that "bylaw officers have nothing better to do..."

I find that the statement regarding bylaw officers, taken in isolation, could give the impression that Councillor Palleschi was being critical of bylaw officers. However, this does not end the analysis or lead me to the conclusion that, taken as a whole, Councillor Palleschi's comments instilled hatred toward the City, City Council, City staff or bylaw

officers or that they were an attack on the bylaw officer who issued the order or bylaw officers generally.

I find that very shortly after his initial comment, Councillor Palleschi clarified his position stating that “any comments I make are criticizing council and that is done to make leadership better”. He immediately addressed the issue with the Mayor, the Chair of Legislative Services, the Director of Bylaw and Enforcement Services, and the public. I therefore find that Councillor Palleschi did in fact take positive steps after making the comments to address the issue and clarify his position on the matter with the relevant parties and with the public.

While it is not entirely relevant to the issue at hand, I note that there is no evidence before me that Councillor Palleschi has on other occasions criticized Brampton bylaw officers or any specific bylaw officer. On the evidence presented to me by Councillor Palleschi regarding his consistent support for City bylaw enforcement, I find that his comment as it relates to bylaw officers does not fit with the general tenor of his behavior towards bylaw enforcement officers and City staff generally. He is on record supporting and praising City bylaw enforcement both publicly through his social media posts and in his correspondence with the Director of Bylaw Enforcement Services.

Ultimately, I find that while in isolation the statement regarding bylaw officers could be viewed as inflammatory and offensive, taken in context, Councillor Palleschi’s comments as a whole were evidently directed towards the process by which business license renewals were authorized – an issue within the purview of City Council – and not any particular bylaw officer or bylaw officers generally.

The Supplementary Complaint

I find that the statements made by Councillor Palleschi at the September 15, 2021 City Council meeting cited in this complaint have been taken entirely out of context.

These statements were made during a discussion concerning a proposal brought by a delegation (CUPE 831 President Fabio Gozzolla) that the City enact a paid holiday for staff in recognition of Truth and Reconciliation Day.

Comment 1: “I’m a stickler for the rules”:

This comment was with respect to a procedural issue at the City Council meeting. Councillor Palleschi called a point of order earlier in the meeting when it appeared that the delegation was debating with the city solicitor. He first tells Mr. Gazzolla that he meant no disrespect for calling the point of order and that he recognizes Mr. Gazzolla’s good

standing in the City. He then goes on to explain that “regardless of that all delegations should be treated the same and I’m a stickler for the rules where we’re discussing specifically debates that are happening between delegations and more specifically our city solicitor.”

Comment 2: “you come around the corner and see 1 city employee working and 5 standing around doing nothing”.

This comment has also been taken out of context. Councillor Palleschi makes this comment in response to the proposal for a paid day off for city staff:

“You know that it is our job to justify the decisions that we make here at the City of Brampton to the residents...and you know that old saying where ‘yeah, city employees – one guy working, five guys standing around’ and how do I justify a paid holiday because essentially that’s what... You know the residents aren’t going to...a lot of residents aren’t going to hear about the importance of this holiday. A lot of the residents are going to be asking questions like “oh yeah you’ve given another paid holiday to City workers”. So, I understand that’s not why you’re here to delegate but one of the things that you said that I’ve been trying to think about is this whole time is how do we do more.... What are some more things that we can be doing and not just have this as a paid holiday?”

Councillor Palleschi does not state that he agrees with the statement regarding city employees. It is very clear from the video recording of the meeting that Councillor Palleschi was using this quote as an example of how his constituents would question the decision to give City staff a paid day off for Truth and Reconciliation day and to support his position that more needs to be done than simply granting a paid day off. Neither of the comments cited violate the Code of Conduct.

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 Complaints put before me in decide whether to find a contravention of the Code of Conduct on the evidence provided.

In this case, the Complainants rely solely on the Facebook post and the comments made by Councilor Palleschi and community members in support of the alleged violations.

Before I address each specific Rule, I note that it is the role of municipal Councillors to represent the public (see section 224(a) of the *Municipal Act*). In doing so, they are necessarily entitled to form their own views on matters and make public comments in that respect, even if there are some who may disagree with or take offence to those comments. It is not my role to police political speech or weigh in on the actual merits of political commentary made by City Councillors. My role is only to evaluate whether Councilor Palleschi's comments contravened the Code of Conduct.

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 Complainants and my findings.

Rule No. 1

Subsections (a) – (d) of this Rule concern conflicts of interest and improper use of influence. There is no basis for me to find that Councilor Palleschi has contravened any of subsections (a) – (d).

Subsection (e) states that “Members of Council shall seek to serve the public interest by upholding both the letter and the spirit of the laws and policies established by the Federal Parliament, Ontario Legislature, and the City Council.” The commentary for this subsection states that “A number of the provisions of this Code incorporate policies, procedures and provisions adopted by Council and contained in various statutes. The provisions of this Code are intended to be applied in concert with existing legislation and go beyond the minimum standards of behaviour.”

The Complaints do not identify which laws and policies Councilor Palleschi is alleged to have breached, aside from the Code of Conduct. I am not aware of any other laws or policies applicable to the allegations in the Complaints.

I find that in his comments, Councilor Palleschi has not failed to uphold any law or policy established by the Federal Parliament, Ontario Legislature, and the City Council, in letter or in spirit – including the Code of Conduct – for the reasons set out in this Report. There is no basis upon which I can find a contravention of Rule No. 1(e).

Subsection (f) of Rule No. 1 states that “Members of Council shall fulfill their roles as set out in the Municipal Act and respect the role of staff in the administration of the business affairs of the City.”

The commentary for this subsection states that “Members of Council recognize that the decision-making authority for the municipality lies with Council, not an individual Councillor and that it is the role of the officers and employees of the municipality to implement council’s decisions and establish administrative practices and procedures to carry out council’s decisions. Members of Council recognize and respect the role of City staff and affirm that only Council as a whole has the capacity to direct staff members. Council as a whole must be able to access information, on a need to know basis, in order to fulfill its decision-making duties and oversight responsibilities. Individual Members also recognize that the information that they receive as members of the decisionmaking body of Council is subject to the confidentiality and disclosure rules of Provincial and Federal statutes and City of Brampton bylaws. (See Rule No. 3 on Confidential Information and Rule No. 16 on Conduct Respecting Staff).”

Again, I stress that I am not looking at Councillor Palleschi’s comment “bylaw officers have nothing better to do...” in isolation. Viewing the comments as a whole and considering the positive steps that Councillor Palleschi took subsequent to address the issue with the Council, City staff and with the public, I find that he was in fact wholly compliant with the letter and spirit of Rule No. 1.

I find that Councillor Palleschi has not breached Rule No. 1.

Rule No. 13

This Rules 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.”

I find that in his comments, Councillor Palleschi has not denigrated any City bylaw. He does not make mention of any bylaw, and there is evidence before me to support that his primary concern was with the fact that the decision to renew business licenses was made without any input from Council.

I read this rule in conjunction with section 224 of the *Municipal Act*. It is Councillor Palleschi’s role to represent the public and opine on issues affecting voters and taxpayers. Indeed, it would make little sense for me to interpret this rule as meaning that City Councillors are prohibited from taking positions, even controversial ones or ones that clash with a decision of Council, on matters respecting the City. That would have serious detrimental effects on the ability of Councillors to interact with the public and participate in conversations on issue effecting their constituents. Ultimately, I find that Councillor Palleschi did not denigrate any bylaw in his comments, nor did his comments taken as a whole discourage respect for the City and its by-laws.

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

Rule No. 14

Brampton's Respectful Workplace Policy states that harassment means "engaging in a course of vexatious comments or conduct that are known or ought reasonably to be known, to be unwelcome. It can involve words or actions that are known or should be known to be offensive, embarrassing, humiliating or demeaning." The *Ontario Human Rights Code* also defines harassment as "engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome."

Both explicitly state that harassment involves a course of conduct.

As I have already alluded to above, I find that the comments made at the City Council meeting on September 15, 2021 do not constitute a breach of the Code of Conduct in any way. Moreover, they are completely unrelated to Complaints regarding the Facebook comments. Therefore, I am looking at Councillor Palleschi's Facebook comments alone to determine whether he harassed the individual bylaw officer or City bylaw officers generally.

In this respect, I find that there was no course of conduct in this case such that a finding of harassment could be made.

I find that Councillor Palleschi has not breached Rule No. 14.

Rule No. 15:

This rule states that "Members shall conduct themselves with appropriate decorum at all times." The commentary states that "As leaders in the community, members are held to a higher standard of behavior and conduct, and accordingly their behavior should be exemplary."

In a previous decision, I note that there is a "difference between the mandatory language of the rule itself ("members shall") versus the aspirational language used in the commentary ("their behaviour should be"). The distinction is relevant as the standard set in the rule ("appropriate decorum") is higher than the standard set by the commentary ("exemplary")... Accordingly, a failure to exhibit "exemplary" behaviour is not necessarily a violation of Rule 15."

I find that the statement "Our bylaw officers have nothing better to do..." was indeed an irresponsible and potentially offensive comment made in a public forum. This is evidenced by the fact that my office received complaints from three bylaw officers, and by the subsequent comments to the original post in which a member of the public takes issue with the Councillor's reference to bylaw officers.

However, I also find that the effect of his first comment is mitigated not only by the subsequent clarificatory comment that the criticism was of Council, but by his actions in addressing the issue publicly and with the appropriate individuals. This demonstrates to me that Councillor Palleschi was very much alive to the way his comment could be perceived and took steps to ensure that he clarified his position and addressed concerns with the relevant parties. That is appropriate decorum.

I find that Councillor Palleschi's comments do not violate Rule 15. Nonetheless, I do wish to note that his behaviour fell *somewhat* short of the aspirational standard recommended by the Rule's commentary.

Rule No. 16

Only section 4 of Rule No. 16 is relevant to this matter. It states that "No member shall maliciously or falsely impugn or injure the professional or ethical reputation or the prospects or practice of staff and all members shall show respect for the professional capacities of the staff of the City."

The relevant portion of the commentary states that "Members of Council must recognize that only Council as a whole has the capacity to direct staff members to carry out specific tasks or functions as provided in the Municipal Act. The Administration, under the direction of the Chief Administrative Officer, serves the Council as a whole, and the combined interests of all members as expressed through the resolutions of Council." That is precisely what Councillor Palleschi did when he amended his comment to state as much and immediately addressed the issue with the relevant parties.

The key terms in the first part of this rule are "maliciously" and "falsely". I was provided with no evidence of or argument with respect to how Councillor Palleschi's statements could be construed as malicious or false. There is also no evidence before me or argument from the Complainants with respect to how his comments may have injured the professional or ethical reputation or the prospects or practice of staff.

If I were reading the first part of Councillor Palleschi's comments in isolation, I may have had grounds to find a violation of Rule 16. However, as I have stated several times in this Report, I am deciding this matter by examining the comments as a whole, including the amendments, and taking into account the context in which the comments were made. I do find that his comment regarding bylaw officers could be perceived as offensive, and in fact was to some. However, I have also found that the surrounding circumstances mitigate the potentially damaging effects of his comments. In accordance with the spirit of Rule 16, Councillor Palleschi explicitly recognizes that the matter for which he took issue was one that was the responsibility of Council alone and that his criticism was only aimed at Council. I am unable to find that his comments were malicious or false in any way, or that they have been injurious to City staff.

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

Conclusion

I conclude that Councillor Palleschi has not violated the Rules of the Code of Conduct as alleged in the Complaints and the Supplementary Complaint.

Nonetheless, I will take this as an opportunity to remind all members of the Brampton City Council to be more attentive towards how their actions are perceived. The COVID-19 pandemic has introduced a tense and difficult period for the people of Brampton. As members of Council, their decisions are far-reaching and will inevitably be scrutinized. Particularly when engaging with the public on social media, a balance must be struck between championing the rights of their constituents and being unduly critical of other members of Council, staff and City practices and procedures.

Sincerely,



Muneeza Sheikh
Integrity Commissioner
City of Brampton

I would like to acknowledge my colleague, Katherine Golobic, for assisting me in investigating this Complaint and in preparing this Report.

TAB A



Loredana Hair Studio

@LoredanaHairStudio · ★ 4.7 (38 reviews) · Hair salon

 Book Now

Home Reviews Photos Videos More ▾

 Like

 Message



Loredana Hair Studio

17 August · 🌐



This is what I received from our City of Brampton 1 month after being closed for 1 year ... shame on our city this has become personal. Myself and all fellow salon owners, specifically women, have suffered enough. Where is our support? This is shameful! Did not even have the audacity to give to me in person, but rather post it on my door to shame me once again as a woman owner in this 90% female dominant industry. Shame on you once again! [FordNation](#) @patrickbrown

BRAMPTON Legislative Services
Enforcement and By-law Services
8850 McLaughlin Road South, Unit #2, Brampton, ON L6Y 5T1
Telephone: 905-456-3424 Fax: 905-456-3903

ORDER TO COMPLY
Business Licensing

Issued to: LOREDANA MARCHESE

Location / Address: 2 FISHERMAN DRIVE UNIT 5

This Order Given to: _____ Name _____

Copy Posted on Property
☒ Yes ☐ No ☐ Faxed _____ Position / Company _____

Inspection of the above named business has revealed the following violation(s):


Contrary to City of Brampton By-law # 332-2013 Section 5(4) as amended. Operate a business without a:

<input checked="" type="checkbox"/> Personal Service Facility	<input type="checkbox"/> Vehicle Pound Facility
<input type="checkbox"/> Fixed Food Premise	<input type="checkbox"/> Billiards Hall or Bowling Alley
<input type="checkbox"/> Second Hand Good Shop	<input type="checkbox"/> Automobile Service Station or Parking Lot
<input type="checkbox"/> Tobacco Retailers	Class: <input type="checkbox"/> A <input type="checkbox"/> B <input type="checkbox"/> C <input type="checkbox"/> D <input type="checkbox"/> E <input type="checkbox"/> F
<input type="checkbox"/> Public Place of Assembly	<input type="checkbox"/> Other: _____
<input type="checkbox"/> Place of Amusement	

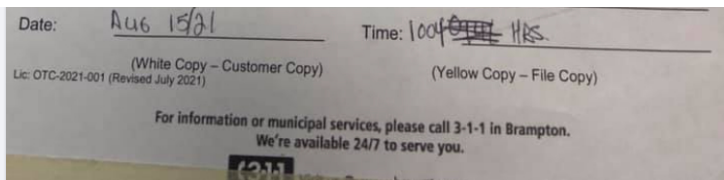
You must obtain the required licence or discontinue offering the service within the time noted below.

☐ Immediately ☒ Within 30 business days.

Please use the following QR Code for a list of required documents that must be submitted to obtain a licence:



Signature: [Signature] Badge #: 8729



44

53 comments 9 shares

Like

Comment

Share

All comments ▾



Write a comment...

😊 📷 GIF 🗨️



Patrick Brown · Follow

I will look into this. ...

Like · Reply · 16 w 14



Carol Connolly

Patrick Brown hahahahah what a joke!!!! ...

Like · Reply · 16 w 3



Carol Williamson

Patrick Brown I hope you do this is just not right.No need for this. ...

Like · Reply · 16 w



Reply to Patrick Brown...

😊 📷 GIF 🗨️



Michael Palleschi

This is insane!! Our By law officers have nothing better to do then hand out orders to businesses that have been shut down for over a year? It boggles my mind how someone thought that this was a good idea. I'll be on a call with the Mayor **Patrick Brown** and the chair of legislative services **Jeff Bowman** to look into this ASAP.

Update. After my discussion with the Mayor and Councillor Bowman, legislative services will be holding all renewal letters until council makes a decision. To be clear council sets direction and this issue has come before council. It's now up to council to do the right thing when it comes back! This is a top down approach so any comments I make are criticizing council and that is done to make the leadership better. ...

Like · Reply · 17 w · Edited 15



Author

Loredana Hair Studio

Michael Palleschi yes I think you are the only one who has my back so far ...

Like · Reply · 17 w 3



Author

Loredana Hair Studio

Marcello Vena 🙏 he has been the only one to actually care ...

Like · Reply · 16 w 2



Marcello Vena

Loredana Hair Studio, Michael Palleschi is a champ and a such heart beat on the guy. He isn't your typical civil servant clock puncher. ...

Like · Reply · 16 w 2



Michael Pasternak

Michael Palleschi it's nice to see that you have voiced the feelings of other tax payers... the city establishment seems to make so many foolish uncaring decisions. They really don't care about struggling tax payers... ...

Like · Reply · 16 w

Reply to Michael Palleschi...



Kevin Stauch

Got one on the first day we opened. Was told "you had 8 months to get it (licensing) done!" Which was true. If we had received the forms in the mail. But we were closed. The hoops and hurdles the city put us through was insane. All the while advising me that there could be delays from the city due to Covid. Lol.

...



Like · Reply · 16 w



Rose Caputo

This is disgusting: like the beauty industry didn't go through enough! Shame on you!!! FordNation

...



Like · Reply · 17 w



Carol Connolly

Rose Caputo that's not Ford that's bi law it's **Patrick Brown** team.

...



Like · Reply · 16 w



Rose Caputo

Carol Connolly ok Patrick Brown

...



Like · Reply · 16 w

Reply to Rose Caputo...



Laurie Sanders Greenham

So sad 😞 and madding 😡 all at the same time. I am sorry you have to go through this after being through so much

...



Like · Reply · 16 w



Author

Loredana Hair Studio

Laurie Sanders Greenham thank you. I appreciate your support!

...



Like · Reply · 16 w



Loredana Marchese Moniz

Thank you everyone for your support . I did receive a call from the City this morning . What I would like to mention , this is not about the 200 dollar license fee, this is about fairness . Beauty industry was targeted with no explanation. We have sacrificed our livelihood for our city - our country . Salon owners are 90% women ... Women who have family ,children, bills, homes, parents etc. We need help . Let alone all the anxiety , stress, depression this has caused . We were left out to dry . No compassion is what this is about . Help is All we Are asking for 😊

...



Like · Reply · 16 w



Ivan Macri

Loredana Marchese Moniz on top of all that it's not on stone that we are out of the woods just yet and if we are going to face another lockdown as 4Th wave I don't see how Rushing into pay this licensing will benefit especially business like yours ...

...

Like · Reply · 16 w



Fran Coffin

Loredana Marchese Moniz I live in Brampton and totally agree that the businesses that were shut down for so long should be given time to recoup some of their losses. Reading your post makes it sound like only salons predominantly used by women were targeted. Were other business also

...

given the notice?

Like · Reply · 16 w

Reply to Loredana Marchese Moniz...

Tina Kar-Sposato

The right thing would be to waive the 2021 license fee especially someone who paid for it in 2020

Like · Reply · 16 w



Emma O Malley

Tina Kar-Sposato exactly the least they can do... I think they did that for Mississauga businesses?

Patrick Brown every little bit helps for small businesses that were forced to close for months and I'm sure will be forced again since everyone keeps talking abt a 4th wave

Like · Reply · 16 w



Author

Loredana Hair Studio

Emma O Malley exactly!

Like · Reply · 16 w

Ivan Macri

I really don't see the need of throwing under the bus the by-Law officer who in his thought is only doing the job that he was hired for

I would agree that there's ground for this activity to be put on hold but if by-law officer is not instructed properly to hold on on this kind of enforcement how he's supposed to know ?

I applaud Mayor Patrick Brown and council for getting so many new by-law officers but social media has criticized by-law officers when they were only looking at COVID19 situation and not doing their job in other issues if they do look after other issues now they are criticized for "not having nothing else to do" really ?!?!? Then why taxpayers forks out taxes to pay for this officers enforcement that have nothing else better to do ??? Or they do have a lot to do ???

Dear Councillor **Michael Palleschi** with all due respect I'm very glad that you stand up for the business but I'm also very surprised by your comment about the by-law officer "not having nothing better to do"

No hard feelings but I think there's 100 better ways to address this issue and putting down the enforcement officers like that I don't think it was the best one , would you please take that back ?

I know you are always been respectful to law officers serving us I don't think you meant that

Like · Reply · 16 w · Edited



Marcello Vena

Ivan Macri really?

Come on man. A badge does not make you inhuman. Plus lets be respectful to our councilman who's best interest is the people and our voice. Also lets try not to assume that the officer is a "He". There are many fine (No pun) if not all officers who have a pulse to the current situation. In no-way is the councilman bashing the officer rather investigating a situation that could be less clinical. I am 100% certain if this was your livelihood you would agree.

Like · Reply · 16 w · Edited



Ivan Macri

Guzman Juan Marcello is a friend of mine and I respect his view I don't think he got my

out put at first I'm not interested in a political attack against Councillor but I didn't find it right the comment and tone of his reaction to this I'm more interested in a genuine resolution and compassion towards business owners , transparency also , I believe it will be a good thing if Council forget the year in question and move forward with support Besides it doesn't look like we are anywhere out of the woods yet in facts I believe we'll might be facing a 4th wave and other 3/4 mounts business closer especially for this business in particular

Like · Reply · 16 w



Guzman Juan

Marcello Vena The Councillor's comment are unprofessional since a City Council is the governing body under the Municipal Act that enacts a bylaw for this case a Licensing Bylaw that regulates a business for consumer protection. Ivan is 100% right on his comments

Like · Reply · 16 w · Edited



1



Marcello Vena

Ivan Macri I still believe that his comments are justified. That officers need to choose their priorities and tasks at hand with a bit of compassion and yes perhaps they could chase matters in a way that are more of a red flag and "better things to do"

Like · Reply · 16 w



1



Ivan Macri

Marcello Vena it's the comment about They have nothing better to do that I was surprised to have seen from a councillor who is expected to set a good example I'm sure Councillor **Michael Palleschi** will understand me and will rephrase , councillor Palleschi and I always start from not being on same page and ending coming to agreements ... 😊

Like · Reply · 16 w



2



Ivan Macri

So would it be correct to say

"First We made the order "

"We as Councillors" ? who are the Councillors who pushed for this order for enforcement to go after the licensing ?

Then when the Business owners complained the blame went to the enforcement for contacting the order that was executed by whom the councillors ? Which Councillors ?

Now the the truth comes out

Serious

This is not an episode of the "apprentice" looking for someone to blame , Business of suffer enough , lets eliminate the year licensing all together



Recent Tweet from Regional Councillor Michael Palleschi

For businesses that have been shut down for over a year, we did have orders to comply for business licence renewal. We have a report coming back to City Council to look into this and how we can support small businesses, which are the backbone of our economy. [oic.twitter.com/](https://twitter.com/oic.twitter.com/)

Like · Reply · 16 w · Edited

**Guzman Juan**

Ivan Macri don't forget next year is an election year, the councillor sudden knee jerk reaction caused him to reply back with his newly received comments about the "orders to comply"

Like · Reply · 16 w



1



Reply to Ivan Macri...

**Char BenSav**

Brutal. So sorry you are dealing with this Loredana

Like · Reply · 16 w



1

**Rose Santelli**

What about the bullshit SeviceOntario billing us 2021 renewal license plate sticker that we were forced to be on many lockdowns between 2020-2021 and working from home since March/2020. Car sitting on my driveway and no car insurance break. City's and Government need to make up the lost revenue because of COVID.

Like · Reply · 16 w

**Ray Christina**

I'm so sorry, this has been a nightmare for so many in the beauty industry. I have friends that have moved their salons to their homes. It's been really hard.

Like · Reply · 17 w



Author

Loredana Hair Studio

Ray Christina it's extremely upsetting and we need to keep posting and spreading awareness to help support the industry!

Like · Reply · 16 w

**Carol Connolly**

Oh **Loredana Marchese Moniz Loredana Hair Studio** I'm so sorry this is happening. You are barely back after 7months closed and this is how they reward you. **Patrick Brown** smile in your face and on the cameras and is a slimeball behind the scenes. Rip it up and mail it to his office.

Like · Reply · 16 w



Author

Loredana Hair Studio

Carol Connolly I'm going to continue to post about it because I think social media can help to get our point across in the most appropriate and responsive way. Really have to hit this one home!

Like · Reply · 16 w



1

**Julie Borg**

Lore, what is this????

Like · Reply · 16 w

**Taylor Anthony Scala**

Hint. It says at the top of the page 😊

Like · Reply · 16 w



Reply to Julie Borg...

**Erin Lynn**

Wtg city of brampton!!!!

Such a shame. Targeting the little guys, family oriented business that actually care about their clients. 😡

Like · Reply · 16 w

- 


Lea Allgood

Wow that is insane!!!!

Like · Reply · 17 w
- ...
- 


Trista Arruda

They are addressing this on CP24 right now.

Like · Reply · 16 w
- ...
- 

Scenty Vee

🤔🤔🤔🤔🤔🤔

Like · Reply · 16 w
- ...
- 

Author


Loredana Hair Studio

Scenty Vee yup!

Like · Reply · 16 w
- ...
- 


Isabel MacKay

Bunch of arseholes. Another strike at small business.

Like · Reply · 16 w
- ...
- 

Norrie Noble


Un-freaking-real!!!

Like · Reply · 17 w
- 2
- 

Author

Loredana Hair Studio

Norrie Noble agreed! Let's keep posting to bring more awareness!

Like · Reply · 16 w · Edited
- ...
- 


Tina Recine

So awful

Like · Reply · 16 w
- 1
- ...
- 


Jeff Bowman

Happy to look into this.

Like · Reply · 16 w
- 3
- ...
- 


Pamela Brown

This is crap

Like · Reply · 16 w
- 1
- ...
- 

Diana Spence

Michael Palleschi

Like · Reply · 17 w
- ...
- 

Fiorina Neher


Same bullshit with us, and the price for licensing increased!

Like · Reply · 17 w
- ...
- 

Author

Loredana Hair Studio

Fiorina Neher it's Time to fight they are targeting us

Like · Reply · 16 w
- ...
- 

Barry Earl


Fiorina Neher I guess you can say the license increase is BROWN NATION!!!! Shame on you!!!!!!

Like · Reply · 16 w
- ...
- Reply to Fiorina Neher...

😊 📷 GIF 🗨
- 

Carol Williamson

Your joking

Like · Reply · 16 w
- ...
- 

Kristine Fujioka

Disgusting

Like · Reply · 17 w
- ...
- Write a comment...

TAB B

Council Code of Conduct

Council Approval Date: January 27, 2016
Council Resolution: C006-2016
Commentary Version Date: February 1, 2016
Updated [Rule 14(2)]: July 31, 2018

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**COMPLAINT PROTOCOL
CITY OF BRAMPTON**

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CODE OF CONDUCT FOR MEMBERS OF COUNCIL

Introduction

Democracy is an active process – one that requires ongoing engagement between citizens and their elected officials. Ethics and integrity are at the core of public confidence in government and in the political process.

There has been a general trend at the municipal level of government in Ontario, to develop rules around ethical conduct for elected officials so that they may carry out their duties with impartiality and equality of service to all, recognizing that as leaders of the community, they are held to a higher standard of behavior and conduct.

It is the purpose of this *Code of Conduct for Members of Council* (the “Code”) to establish rules that guide Members of Council in performing their diverse roles in representing their constituents and recognize Members’ accountability for managing City resources allocated to them.

Preamble

Whereas the City of Brampton first instituted a Code 2011 and after the election of 2014, the Council has reviewed the same and approved extensive revisions;

And Whereas elected officials of the City of Brampton have and recognize their obligation to not only obey the law, but to go beyond the minimum standards of behaviour and act in a manner that is of the highest ethical ideals so that their conduct will bear the closest public scrutiny;

And whereas the private interest of elected officials of the City of Brampton must not provide the potential for, or the appearance of, an opportunity for benefit, wrongdoing, or unethical conduct;

The Council of the City of Brampton will adopt certain rules that further underscore a Councillor’s belief in his/her responsibility as a public trustee;

Commentary

The operation of democratic municipal government requires that elected officials be independent, impartial and duly responsible to the people. To this end, it is imperative that:

- The City of Brampton decisions and policy be made through the proper processes of municipal government structure.
- Public office not be used for personal gain.
- The public have confidence in the integrity of its municipal government.

A written Code of Conduct protects the public interest and helps to ensure that the Members of Council share a common basis for acceptable conduct. These standards are designed to provide a reference guide and a supplement to the legislative parameters within which the members must operate.

The public is entitled to expect the highest standards of conduct from the members that it elects to local government. In turn, adherence to these standards will protect and enhance the City of Brampton's reputation and integrity.

Framework and Interpretation

1. This *Code of Conduct* applies to the Mayor and all Members of Council. It is to be given broad, liberal interpretation in accordance with applicable legislation and the definitions set out herein. Commentary and examples used in this *Code of Conduct* are meant to be illustrative and not exhaustive. From time to time additional commentary and examples may be added to this document by the Integrity Commissioner, as she or he deems appropriate.
2. As long as all the facts known to the member are disclosed to the Integrity Commissioner and there is no change to these facts, then the member may rely on any written advice provided by the Integrity Commissioner.
3. Members of Council, Members of the public or City staff seeking clarification of any part of this *Code* should consult with the Integrity Commissioner.

Commentary

This *Code of Conduct* does not prohibit the activities in which Members of Council normally engage on behalf of constituents in accordance with applicable laws.

The Municipal Act is the primary source of regulation for municipalities and provides the basis for good governance within municipal government. There are other important documents that regulate the behavior and conduct of Members. Clear and consistent written rules provide elected officials with confirmation that their actions adhere to the highest ideals of integrity during their term of office. This *Code of Conduct* operates together with and as a supplement to the following existing statutes, documents and policies governing the conduct of Members.

Legislation:

- The Municipal Act, 2001. S.O. Chapter 25 and amendments;
- The Municipal Conflict of Interest Act;
- The Municipal Elections Act, 1996; and
- The Municipal Freedom of Information and Protection of Privacy Act.
- The Criminal Code of Canada also governs the conduct of Members of Council.

Definitions:

In the *Code of Conduct*:

1. the terms "child", "parent" and "spouse" have the same meanings as in the *Municipal Conflict of Interest Act*.
2. "child" means a child born within or outside marriage and includes an adopted child and a person whom a parent has demonstrated a settled intention to treat as a child of his or her family;

3. “member” means a member of Brampton City Council;
4. “parent” means a person who has demonstrated a settled intention to treat a child as a member of his or her family whether or not that person is the natural parent of the child;
5. “spouse” means a person to whom the person is married or with whom the person is living in a conjugal relationship outside marriage;
6. “family member” means
 - spouse, common-law partner, or any person with whom the person is living as a spouse outside of marriage
 - parent, including step-parent and legal guardian
 - child, including step-child and grandchild
 - siblings and children of siblings
 - aunt/uncle, niece/nephew, first cousins
 - in-laws, including mother/father, sister/brother, daughter/son
 - any person who lives with the Member on a permanent basis
7. “staff” includes the Chief Administrative Officer, Department Chiefs, Directors, Managers, Supervisors, Clerical and Technical Unionized employees, Hourly Unionized staff, Part-time Unionized staff, Temporary/Seasonal staff, Contract staff, students and Volunteers.

Key Principles:

The key principles that underline the rules in this *Code of Conduct* are as follows:

- a) Members of Council shall serve and be seen to serve their constituents in a conscientious and diligent manner.**

Commentary

This underscores that Members’ carry out their official City activities in a way that will foster and enhance respect for government and above all, demonstrate respect for members of the public.

- b) Members of Council should be committed to performing their functions with integrity and transparency.**

Commentary

As public officials, Members of Council recognize the public’s right to reasonable access to information in relation to how decisions are made. This right of access includes the right of the public to receive complete and understandable information which must be balanced against the requirement to protect the legitimate interests of the City and the respect for approved policies of the City.

- c) Members of Council shall perform official duties and arrange their public affairs in a manner that promotes public confidence and respect and will bear close public scrutiny.**

General
Rule No. 1

- a) **Members of Council shall avoid the improper use of the influence of their office, and conflicts of interest, both apparent and real. Members of Council shall not extend, in their discharge of their official duties, preferential treatment to family members, organizations or groups in which they or their family member have a pecuniary interest.**

Commentary

As a result, Members of Council will have a common understanding that they will not participate in activities that grant, or appear to grant, any special consideration, treatment, or advantage to an individual which is not available to every other individual;

Members of Council recognize that their actions are governed by the *Municipal Conflict of Interest Act* (MCI), and that, by virtue of the provisions of that statute, the Integrity Commissioner of the City of Brampton has no authority to receive or investigate complaints regarding alleged contraventions under the MCI.

- b) **Members of Council shall avoid any interest in any contract made by him/her in his/her official capacity and shall not contract with the City or any agency thereof for the sale and purchase of supplies, material or equipment or for the rental thereof.**
- c) **Members of Council shall not engage in the management of a business carried on by a corporation nor profit directly or indirectly from a business, including but not limited to a corporation, that does business or has contracted with the City of Brampton, or hold an office or directorship, unless holding the office or directorship is in a social club, religious organization, other charitable organization or corporations with shares directly or indirectly held by the municipality.**
- d) **Approved exceptions**
A Member of Council may engage in an activity prohibited by clause 1(c) if the following conditions are met:
- 1. The Member has disclosed all material facts to the Integrity Commissioner.**
 - 2. The Integrity Commissioner is satisfied that the activity, as carried on in the specified manner, did not create a conflict between the Member's private interest and public duty.**
 - 3. The Integrity Commissioner has given the Member his or her approval and has specified the manner in which the Member of Council may remedy the situation.**
 - 4. The Member remedies the situation in the manner specified by the Integrity Commissioner**

Commentary

Members of Council must adhere to the City's purchasing policies and pay careful attention to the Councillors' expense policies. Examples of exceptions include, hospital boards and other not-for-profit organizations and charities.

Commentary

Members of Council shall not participate in activities that grant, or appear to grant, any special consideration, treatment, or advantage to an individual which is not available to every other individual member of the public.

- e) Members of Council shall seek to serve the public interest by upholding both the letter and the spirit of the laws and policies established by the Federal Parliament, Ontario Legislature, and the City Council.**

Commentary

A number of the provisions of this *Code* incorporate policies, procedures and provisions adopted by Council and contained in various statutes. The provisions of this *Code* are intended to be applied in concert with existing legislation and go beyond the minimum standards of behaviour.

- f) Members of Council shall fulfill their roles as set out in the Municipal Act and respect the role of staff in the administration of the business affairs of the City.**

Commentary

Members of Council recognize that the decision-making authority for the municipality lies with Council, not an individual Councillor and that it is the role of the officers and employees of the municipality to implement council's decisions and establish administrative practices and procedures to carry out council's decisions. Members of Council recognize and respect the role of City staff and affirm that only Council as a whole has the capacity to direct staff members. Council as a whole must be able to access information, on a need to know basis, in order to fulfill its decision-making duties and oversight responsibilities. Individual Members also recognize that the information that they receive as members of the decision-making body of Council is subject to the confidentiality and disclosure rules of Provincial and Federal statutes and City of Brampton bylaws. (See Rule No. 3 on Confidential Information and Rule No. 16 on Conduct Respecting Staff).

Rule No. 2

Gifts and Benefits:

- 1. No member shall accept a fee, advance, gift, loan, or personal benefit that is connected directly or indirectly with the performance of his or her duties of Office, except as specifically permitted by the exceptions listed below.**

For these purposes, a fee or advance paid to or a gift or benefit provided with the member's knowledge to a member's spouse, child, or parent, or to a member's staff that is connected directly or indirectly to the performance of the member's duties is deemed to be a gift to that member. The following are recognized as exceptions:

- (a) compensation authorized by law;**
- (b) such gifts or benefits that normally accompany the responsibilities of office and are received as an incident of protocol or social obligation;**
- (c) a political contribution otherwise reported by law;**
- (d) services provided without compensation by persons volunteering their time to a Member;**
- (e) a suitable memento of a function honoring the Member (i.e. a trinket or favour of relatively little monetary value such as pen, notepad, t-shirts);**
- (f) food, lodging, transportation and entertainment provided by provincial, regional and local governments or political subdivisions of them, by the Federal government or by a foreign government within a foreign country or by a conference, seminar or event organizer where the Member is either speaking or attending in an official capacity at an official event;**
(for greater certainty of item f, where Council has authorized or endorsed an initiative or event, this would be considered an official event.)
- (g) food and beverages consumed at banquets, receptions or similar events, for charitable, not for profit and community purposes, if:**
 - 1. attendance serves a legitimate public duty purpose; and**
 - 2. the value is reasonable and the invitations infrequent; and**
- (h) business meals;**
- (i) communication to the offices of a Member, including subscriptions to newspapers and periodicals related to the duties of Office.**
- (j) Sponsorships and donations for community events or initiatives organized or run by a member or a third party on behalf of a Member where Council has authorized or endorsed the event or initiative.**
(for greater certainty of item j, for Member-organized community events or initiatives, Members should be transparent in their dealings with the public and should not handle

any funds on behalf of any organizations and should remain at arms length from the financial aspects of these events and initiatives.)

Rule #2 Part 1(j) does not affect the entitlement of a Member of Council to:

- i. Use her or his office expense budget to run or support community events subject to the terms of the Councillor Expense Policy;*
- ii. Urge constituents, businesses and other groups to support community events put on by others in the Member's Ward or elsewhere in the City;*
- iii. Play an advisory or membership role in any organization that holds community events in the Member's Ward; and*
- iv. Collaborate with the City of Brampton and its agencies to hold community events.*

- 2. Each Member shall disclose in a Gift Registry to be maintained in the Clerks department all gifts, benefits and hospitality received with an individual value of \$50 CAD or more from one source in a calendar year.**

The member of Council shall specify for each gift, in a Gift Disclosure Statement to be maintained in the Gift Registry:

- The nature of the gift, benefit or hospitality**
- The donor of the gift, benefit or hospitality and date of receipt**
- The circumstances under which the gift or benefit was given and received**
- The estimated value of the gift, benefit or hospitality, and**
- The intended use of the gift or benefit.**

The Clerk shall post quarterly, all Gift Disclosure Statements received, beginning with March 31, 2016, on brampton.ca

Commentary:

Gifts and benefits are often received by Members in the course of their duties, and attendance at public functions is expected and considered part of their role. The object of this rule is to provide transparency around the receipt of incidental gifts and benefits, where the total value may be perceived as potentially influencing decision making.

Personal integrity and sound business practices require that relationships with vendors, contractors, or others doing business with the City, be such that no Member of Council is perceived as showing favoritism or bias toward the vendor, contractor or other. Each Member of Council is accountable to the public and should keep a list of all gifts received from individuals, firms or associations (with estimated values) in their constituency offices for review by Integrity Commissioner, as he/she deems appropriate. However, those gifts or benefits that exceed \$50 or the annual limit of \$50 for one source, shall be kept on a form prescribed by the Integrity Commissioner and filed with the office of the City Clerk on a quarterly basis.

Gifts that are subject to listing on the Member of Council information statement can be many types of things, and may include:

- property (i.e. a book, flowers, a gift basket, a painting or sculpture, furniture, wine);
- use of property or facilities (i.e. a vehicle, an office, a cottage) at a reduced rate or at no cost;
- membership in a club or other organization (i.e. a golf club) at a reduced rate or at no cost;
- an invitation to and/or tickets to attend an event (i.e. an athletic commercial event, concert, a play) at a reduced rate or at no cost;
- an invitation to attend a gala or fund-raising event at a reduced rate or at no cost.

An invitation to attend a function where the invitation is connected directly or indirectly with the performance of the Member's duties of Office (i.e. for which the public office holder has a ceremonial, presentational or representational official role) is not considered to be a gift. Attendance is considered to be the fulfillment of an official function or duty.

There are a range of expenses that support a Councillors' role in community development and engagement activities in their ward.

For MPPs, these expenses are generally paid for by caucus funds. This is not the case for municipal Members of Council. The section of the Councillor Expense Policy that deals with Community Expense-Events will indicate allowable expenses for reimbursement and provide for Members of Council to include certain community expenses related to a Member's role in community development as allowable expenditures from their office expense budget. However, gaming tickets during charitable functions, such as raffle tickets, table prize tickets, etc. should not be eligible for reimbursement

- 3. Expenses incurred by Members of Council working during normal meal periods serve a legitimate public duty purpose, provided that the expenses incurred are reasonable and appropriate in the circumstances. Reasonable and appropriate expenses are those that:**
- a. Are incurred for an official duty or function;**
 - b. Are modest, representing a prudent use of public funds;**
 - c. Do not involve alcoholic beverages unless in a ticketed event, the cost of such beverages is included in the ticket price.**

In general, working meals are to be provided in-house.

Commentary

Rule #2 must be considered with and balanced against the principle contained expense policies in all Ontario municipalities, which is that Members are entitled to be reimbursed for expenses that are legitimately and appropriately incurred for an official duty or function and which are reasonable and prudent expenses and use of public funds in the circumstances. In making a determination of what constitutes a modest and prudent use of public funds, Members should consider the dollar amounts set out in the [Council Expense Policy](#), as amended.

Given the heavy demands on Members' schedules in the performance of their duties and functions, there are legitimate circumstances that require business meetings over a meal period and result in the Member working through his or her normal meal periods.

"Official duties" or "functions" has the following meaning:

For Members of Council, it includes those activities that are reasonably related to a Member's office, taking into consideration the different interest, the diverse profiles of their wards and their different roles on Committees, agencies, boards and commissions.

For persons employed in the office of Members, it includes those activities and responsibilities that flow from acting on direction from or taking action on behalf of a member.

As representatives of the municipal government, Members will be expected or required to extend hospitality to external parties as part of their official duties and functions. This Code recognizes that through adherence to the current and proposed rules of the City's Councillor Expense Policy, it is legitimate for Members to incur hospitality expenses for meetings, examples of which include:

- a. Engaging representatives of other levels of government, international delegations or visitors, the broader public sector, business contacts and other third parties in discussions on official matters;
- b. Providing persons from national, international and charitable organizations with an understanding and appreciation of the City of Brampton or the workings of its municipal government;
- c. Honouring persons from Brampton in recognition of exceptional public service.

This Code recognizes that the current City of Brampton Councillor Expense Policy, holds legitimate that Members of Council will be reimbursed or have their office budgets charged for expenses that are incurred while extending hospitality to an external party, including hospitality that takes place in the course of travelling on a duty or function or a Member of Council provided the expenses are reasonable and appropriate in the circumstances.

Reasonable and appropriate expenses are expenses that strike a balance between economy (the expenses represent a prudent use of public funds) and proportionality (the expenses represent what is customary for such functions).

Wherever possible, Members of Council should utilize City-owned facilities and resources that are appropriate to the function.

- 4. This Code recognizes that as community leaders, Members of Council may lend their support to and encourage, community donations to registered charitable and Not for profit groups. Monies raised through fundraising efforts shall go directly to the groups or volunteers and chapters acting as local organizers of the group. This Code recognizes the important work of Members of Council in supporting charitable causes and the need for transparency in Members' involvement.**

This Code sets the following guiding principles for Members of Council:

- (a) Members of Council should not directly or indirectly manage or control any monies received relating to charitable organization's fundraising.**
- (b) Where a Member of Council sponsors and/or lends support to a charitable organization's event, this Code recognizes that all donations are subject to the Code of Conduct.**
- (c) No donation cheques should be made out to a Member of Council.**

Nothing included herein affects the entitlement of a Member of Council to:

- i. Use her or his office expense budget to run or support community events subject to the terms of the Councillor Expense Policy section relating to Community Expense Events;**
 - ii. urge constituents, businesses and other groups to support community events and advance the needs of a charitable organization put on by others in the Member's Ward or elsewhere in the City;**
 - iii. play an advisory or membership role in any organization that holds community events in the Member's Ward; and**
 - iv. collaborate with the City of Brampton and its agencies to hold community events.**
- (d) Members of Council should not handle any funds on behalf of any charitable organization or Community group and should remain at arms length from the financial aspects of these community and external events.**

Rule No. 3

Confidential Information:

- 1. No Member shall disclose or release by any means to any member of the public, any confidential information acquired by virtue of their office, in either oral or written form, except when required by law or authorized by Council to do so.**
- 2. No Member shall use confidential information for personal or private gain, or for the gain of relatives or any person or corporation.**
- 3. No Member shall directly or indirectly benefit, or aid others to benefit, from knowledge respecting bidding on the sale of City property or assets.**
- 4. No Member shall disclose the content of any such matter, or the substance of deliberations, of the in-camera meeting until the Council or committee discusses the information at a meeting that is open to the public or releases the information to the public.**
- 5. No Member shall permit any persons other than those who are entitled thereto to have access to information that is confidential.**
- 6. No Member shall access or attempt to gain access to confidential information in the custody of the City unless it is necessary for the performance of their duties and not prohibited by Council policy.**

Commentary:

Confidential information includes information in the possession of the City that the City is either prohibited from disclosing, or is required to refuse to disclose, such as under Access and Privacy legislation. Such legislation imposes mandatory or discretionary restrictions on disclosure of information received in confidence from third parties of a corporate, commercial, scientific or technical nature, personal information about an individual disclosure of which would constitute an unjustified invasion of privacy, and information that is subject to solicitor-client privilege. Where it is clear that a communication was not made in a confidential manner (ie. copied to others, or made in the presence of others) or the manner of communication undermines the validity of labeling it 'confidential', such communication will not be given any higher level of confidentiality than any other communication. The words 'privileged', 'confidential', or 'private' will not be understood to preclude the appropriate sharing of the communication for the limited purpose of reviewing, responding or looking into the subject-matter of the communication.

For the purposes of the *Code of Conduct*, "confidential information" may also include information that concerns personnel, labour relations, litigation, property acquisitions, the security of the property of the City or a local board, and matters authorized in other legislation, to remain confidential.

Under the Procedural By-law, a matter that has been legitimately discussed at an in-camera (closed) meeting remains confidential, until such time as a condition renders the matter public.

Requests for information should be referred to appropriate staff to be addressed as either an informal request for access to municipal records or as a formal request under the Municipal Freedom of Information and Protection of Privacy Act.

Particular care should be exercised in ensuring confidentiality of the following types of information:

- the security of the property of the municipality or local board;
- personal information about an identifiable individual, including municipal or local body employees;
- a proposed or pending acquisition or disposition of land by the municipality or local board;
- labour relations or employee negotiations and personnel matters.
- litigation or potential litigation, including matters before administrative tribunals, affecting the municipality or local board;
- advice that is subject to solicitor-client privilege, including communications necessary for that purpose;
- a matter in respect of which a council, board, committee or other body may hold a closed meeting under another Act;
- items under contract negotiation
- price schedules in contract tender or Request For Proposal submissions
- statistical data required by law not to be released (e.g. certain census or assessment data)

Rule No. 4

Use of City Property, Services and Other Resources

No Member shall use for personal purposes any City property, equipment, services, supplies or services of consequence (for example, agency, board, commission, or City-owned materials, websites, board and City transportation delivery services, and any Members expense budgets) other than for purposes connected with the discharge of City duties, which may include activities within the Member's office of which City Council has been advised.

No Member shall obtain financial gain from the use of City developed intellectual property, computer programs, technological innovations or other patentable items, while an elected official or thereafter. All such property remains the exclusive property of the City of Brampton.

No Member shall use information gained in the execution of his or her duties that is not available to the general public for any purposes other than his or her official duties.

Commentary:

Members, by virtue of their position, have access to a wide variety of property, equipment, services and supplies to assist them in the conduct of their City duties as public officials. This privilege should not be seen to be abused. In recognizing that members are held to a higher standard of behavior and conduct, members should not use such property for any purpose other than for carrying out their official duties. Careful attention should be given to the provisions of the City's Councillor expense policy which identifies approved allowable expenses.

During election campaigns, refer to Rule No. 5 and 7.

Rule No. 5

Election Campaign Work:

- 1. Members are required to follow the provisions of the *Municipal Elections Act, 1996*.**

Commentary

Although the Integrity Commissioner of the City of Brampton does not have jurisdiction to receive or investigate complaints regarding alleged contraventions of the *Municipal Elections Act*, (MEA) the Integrity Commissioner shall forward any information regarding a potential breach of the MEA by a Member of Council, directly to City Clerk.

- 2. No member shall use the facilities, equipment, supplies, services or other resources of the City for any election campaign or campaign-related activities.**
- 3. No member shall use the services of persons for campaign related activities during hours in which those persons receive any compensation from the City.**

Commentary

Members shall refer to and comply with the approved [Municipal Election - Use of Corporate Resources Protocol](#), as established by the Office of the City Clerk.

Rule No. 6

Business Relations

- 1. No Member shall borrow money from any person who regularly does business with the City unless such person is an institution or company whose shares are publicly traded and who is regularly in the business of lending money.**
- 2. No Member shall act as a paid agent before Council or a committee of Council or any agency, board, or committee of the City.**
- 3. No Member shall refer a third party to a person, partnership, or corporation in exchange for payment or other personal benefit.**

Commentary

Members of Council are mindful to avoid any activity that may give rise to consideration of personal gain as a result of holding public office.

Rule No. 7

Improper Use of Influence:

- 1. No Member of Council shall use the influence of her or his office for any purpose other than for the exercise of her or his official duties.**

Commentary

Pursuant to corporate policy, the Chief Administrative Officer directs City Department Chiefs, who in turn, direct City staff. City Council and not individual Members of Council, appropriately give direction to the City administration.

Rule No. 8

Conduct At Council

- 1. Members shall conduct themselves at Council with decorum. Respect for all persons appearing before Council and for fellow members and staff requires that all members show courtesy and not distract from the business of the Council during presentations and when other members have the floor.**

Commentary

A Member of Council recognizes the importance of cooperation and strives to create an atmosphere during Council and Committee meetings that is conducive to solving the issues before Council, listening to various point of view and using respectful language and behavior in relation to all those in attendance.

Rule No. 9

Transparency & Openness in Decision Making and Member's Duties

- 1. Members shall endeavour to conduct and convey Council business and all their duties in an open and transparent manner other than for those decisions which by virtue of legislation are authorized to be dealt with in a confidential manner in closed session, so that stakeholders can view the process and rationale which was used to reach decisions, and the reasons for taking certain actions.**

Commentary

Various statutes, City by-laws, policies and procedures, as well as, decisions of courts and quasi-judicial tribunals form the basis of decisions made by City Council. Unless prohibited by legislation of by-law, Members of Council should clearly identify to the public how a decision was reached and upon which law, procedure and policy their decision was based.

Rule No. 10

Media Communications

- 1. Members of Council will accurately communicate the decisions of Brampton's Council, even if they disagree with a majority decision of Council so that there is respect for and integrity in the decision making processes of Council.**

Commentary

A Member of Council may state that he or she did not support a decision, or voted against the decision. A member should refrain from making disparaging comments about Members of Council and Council's processes and decisions.

Rule No. 11

Representing the City

- 1. Members shall make every effort to participate diligently in the activities of the Committees, agencies, boards, commissions and advisory committees to which they are appointed.**

Commentary

Individual Members of Council are appointed to committees, agencies, boards and commissions based on their various backgrounds and ability to contribute diligently to matters before them bringing their expertise and experience.

Given that Council and Committee meetings are scheduled far in advance to accommodate the many activities of elected office of a Member of Council, to participate diligently means that a Member shall not be absent from Council, agencies, boards and commissions meetings without reasonable justification (i.e. illness of member, family circumstance,) for more than three consecutive scheduled meetings or on a regular basis.

Rule No. 12

Conduct Respecting Current and Prospective Employment:

- 1. No Member shall allow the prospect of his or her future employment by a person or entity to detrimentally affect the performance of his or her duties to the City.**

Rule No. 13

Encouragement of Respect for the City and Its By-Laws

- 1. Members shall encourage public respect for the City and its by-laws.**

Commentary

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.

Rule No. 14

Harassment

- 1. Members shall be governed by the City's current policies and procedures as amended from time to time, regarding a respectful workplace, workplace harassment prevention and workplace violence prevention.**
- 2. Harassment by a member of another member, staff or any member of the public is misconduct.**
- 3. Upon receipt of a complaint that relates to Rule No. 14, the Integrity Commissioner may investigate it under the terms of the Complaint Protocol**

Commentary

It is the policy of the City of Brampton that all persons be treated fairly in the workplace in an environment free of discrimination and of personal and sexual harassment.

The City of Brampton's is developing a [Respectful Workplace Policy](#) (Harassment and Discrimination) to ensure a safe and respectful workplace environment and appropriate management of any occurrences of harassment and discrimination as defined by the policy.

Note: Rule 14(2) has been amended as per [Integrity Commissioner Report File 2017-02](#) (July 2018).

Rule No. 15

Discreditable Conduct

- 1. Members shall conduct themselves with appropriate decorum at all times.**

Commentary

As leaders in the community, members are held to a higher standard of behavior and conduct, and accordingly their behavior should be exemplary.

Rule No. 16

Conduct Respecting Staff:

- 1. No member shall compel staff to engage in partisan political activities or be subjected to threats or discrimination for refusing to engage in such activities.**
- 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.**
- 3. Members shall be respectful of the role of staff to advise based on political neutrality and objectivity and without undue influence from any individual member or faction of the Council.**
- 4. No member shall maliciously or falsely impugn or injure the professional or ethical reputation or the prospects or practice of staff and all members shall show respect for the professional capacities of the staff of the City.**

Commentary

Members of Council should expect a high quality of advice from staff based on political neutrality and objectivity irrespective of party politics, the loyalties of persons in power, or their personal opinions.

Members of Council must recognize that only Council as a whole has the capacity to direct staff members to carry out specific tasks or functions as provided in the Municipal Act. The Administration, under the direction of the Chief Administrative Officer, serves the Council as a whole, and the combined interests of all members as expressed through the resolutions of Council. An individual member should not request staff to undertake extensive work or prepare lengthy reports, other than pursuant to a Council direction.

It is inappropriate for a member to attempt to influence staff to circumvent normal processes in a matter, or overlook deficiencies in a file or application. It is also inappropriate for members to involve themselves in matters of administration or departmental management which fall within the jurisdiction of the Chief Administrative Officer. Any such attempts should be reported to the Integrity Commissioner.

Rule No. 17

Employment of Council Relatives/Family Members

- 1. No member shall attempt to influence the outcome, or to influence any City employee to hire or promote a member of a Councillor's family.**
- 2. No member shall make any decision or participate in the process to hire, transfer, promote, demote, discipline or terminate any member of his or her family.**
- 3. No member shall supervise a family member, or be placed in a position of influence over a family member.**
- 4. No member shall attempt to use a family relationship for his or her personal benefit or gain.**
- 5. Every member shall adhere to the City's nepotism policy.**

Commentary:

If a family member of a Councillor is an applicant for employment with the City or candidate for promotion or transfer, the family member will proceed through the usual selection process pursuant to the City's hiring policies, with no special consideration.

Rule No. 18

Failure to Adhere To Council Policies and Procedures:

- 1. Members shall adhere to such by-laws, policies and procedures adopted by Council that are applicable to them.**

Commentary

A number of the provisions of this *Code of Conduct* incorporate policies and procedures adopted by Council. More generally, Members of Council are required to observe the terms of all policies and procedures established by City Council.

Members must pay special attention to, and comply strictly with the [Councillors Expense Policy](#).

This provision does not prevent a member of Council from requesting that Council grant an exemption from a policy.

Rule No. 19

Reprisals and Obstruction:

- 1. No Member shall obstruct the Integrity Commissioner in the carrying out of her or his responsibilities.**
- 2. No member shall threaten or undertake any act of reprisal against a person initiating an *inquiry or complaint* under the Code of Conduct or who provides information to the Integrity Commissioner in any investigation.**

Commentary

Members of Council should respect the intent of the *Code of Conduct* and investigations conducted under it. It is also a violation of the *Code of Conduct* to obstruct the Integrity Commissioner in the carrying out of her or his responsibilities, as, for example, by the destruction of documents or the erasing of electronic communications or refusing to respond in writing to a formal complaint lodged pursuant to the Complaint Protocol passed by Council.

Rule No. 20

Implementation

- 1. Council Members are expected to formally and informally review their adherence to the provisions of the Code on a regular basis or when so requested by Council.**
- 2. At the beginning of each term, Members of Council will be expected to sign two copies of the Code of Conduct.**
- 3. At the beginning of each term, each Member of Council shall meet with the Integrity Commissioner.**
- 4. Councillors and members of the public should not assume that any unethical activities not covered by or not specifically prohibited by this Code or by any legislation, are therefore condoned.**

Commentary

At the beginning of each term, Members of Council will be expected to sign two copies of the Code of Conduct (one for themselves and one for the Clerk's Office) to convey to each other and all stakeholders that they have read, understand and accept it.

A Code of Conduct component will be included as part of the orientation workshop for each new Council.

COUNCIL CODE OF CONDUCT COMPLAINT PROTOCOL

PART A: INFORMAL COMPLAINT PROCEDURE

Any person or a representative of an organization who has identified or witnessed behaviour or an activity by a member of Council that they believe is in contravention of the *Council Code of Conduct* (the “Code”) may wish to address the prohibited behaviour or activity themselves as follows:

- (1) advise the member that the behaviour or activity contravenes the Code;
- (2) encourage the member to stop the prohibited behaviour or activity;
- (3) keep a written record of the incidents including dates, times, locations, other persons present, and any other relevant information;
- (4) if applicable, confirm to the member your satisfaction with the response of the member; or, if applicable, advise the member of your dissatisfaction with the response; and
- (5) consider the need to pursue the matter in accordance with the formal complaint procedure outlined in Part B, or in accordance with another applicable judicial or quasi-judicial process or complaint procedure.

All persons and organizations are encouraged to initially pursue this informal complaint procedure as a means of stopping and remedying a behaviour or activity that is prohibited by the Code. With the consent of the complaining individual or organization and the member, the Integrity Commissioner may be part of any informal process. However, it is not a precondition or a prerequisite that those complaining must pursue the informal complaint procedure before pursuing the Formal Complaint Procedure in Part B.

PART B: FORMAL COMPLAINT PROCEDURE:

Integrity Commissioner Requests for Inquiries

1. (1) A request for an investigation of a complaint that a member has contravened the Code of Conduct (the “complaint”) shall be sent directly to the Integrity Commissioner by mail, E-mail, fax or courier in the form attached to this Protocol as Schedule “A”.
- (2) All complaints shall be signed by an identifiable individual (which includes the authorized signing officer of an organization).
- (3) A complaint shall set out reasonable and probable grounds for the allegation that the member has contravened the Code. For example, the complaint should include the name of the alleged violator, the provision of the Code allegedly contravened, facts constituting the alleged contravention, the names and contact

information of witnesses, and contact information for the complainant during normal business hours.

- (4) The integrity Commissioner shall not accept any complaint from any person which arises from the conduct of a member(s) that occurred, or such conduct was first learned of by the complainant, six (6) months prior to receipt of such complaint by the Integrity Commissioner.
- (5) For any Complaint received from and after August 1 in any municipal election year, the Integrity Commissioner shall stay any investigation required by such complaint until the day after the inaugural meeting of the new Council and until then, shall keep such complaint confidential.

Initial Classification by Integrity Commissioner

2. (1) Upon receipt of the request, the Integrity Commissioner shall make an initial classification to determine if the matter is, on its face, a complaint with respect to non-compliance with the Code and not covered by other legislation or other Council policies as described in subsection (3).
- (2) If the complaint is not, on its face, a complaint with respect to non-compliance with the Code or the complaint is covered by other legislation or a complaint procedure under another Council policy, the Integrity Commissioner shall advise the complainant in writing as follows:
 - (a) if the complaint on its face is an allegation of a criminal nature consistent with the *Criminal Code of Canada*, the complainant shall be advised that if the complainant wishes to pursue any such allegation, the complainant must pursue it with the appropriate police force;
 - (b) if the complaint on its face is with respect to non-compliance with the *Municipal Freedom of Information and Protection of Privacy Act*, the complainant shall be advised that the matter will be referred for review to the City Clerk;
 - (c) if the complaint on its face, is with respect to non-compliance with a more specific Council policy with a separate complaint procedure, the complainant shall be advised that the matter will be processed under that procedure; and
 - (d) in other cases, the complainant shall be advised that the matter, or part of the matter, is not within the jurisdiction of the Integrity Commissioner to process, with any additional reasons and referrals as the Integrity Commissioner considers appropriate.

- (3) The Integrity Commissioner may report to Council that a specific complaint is not within the jurisdiction of the Integrity Commissioner.
- (4) The Integrity Commissioner shall report annually to Council on complaints not within the jurisdiction of the Integrity Commissioner, but, where possible, shall not disclose information that could identify a person concerned.

Integrity Commissioner Investigation

- 3. (1) The Integrity Commissioner is responsible for performing the duties set out in this Protocol independently, and shall report directly to Council in respect of all such matters. The Integrity Commissioner shall file an annual report to City Council respecting the advice, education and investigations carried out in the previous year, and developments or recommendations of significance related to the role of the Integrity Commissioner.
- (2) If the Integrity Commissioner is of the opinion that a complaint is frivolous, vexatious or not made in good faith, or that there are no grounds or insufficient grounds for an investigation, the Integrity Commissioner shall not conduct an investigation, or, where that becomes apparent in the course of an investigation, terminate the investigation.
- (3) Other than in exceptional circumstances, the Integrity Commissioner will not report to Council on any complaint described in subsection (2) except as part of an annual or other periodic report.
- 4. (1) If a complaint has been classified as being within the Integrity Commissioner's jurisdiction and not rejected under section 3, the Commissioner shall investigate and may attempt to settle the complaint.
- (2) Upon receipt of a formal complaint pursuant to the Code, and where the Integrity Commissioner determines that the complaint meets the criteria to be investigated, the Integrity Commissioner may elect to conduct an informal investigation or alternatively to exercise the powers of a Commission under Parts I and II of the Public Inquiries Act, as contemplated by Subsection 223.4(2) of the Act.
- (3) If the Integrity Commissioner elects to conduct an inquiry under the Public Inquiries Act, he/she shall report to Council and seek instructions before proceeding, setting out the reasons for the investigation and providing an estimate of the expected cost and time that the investigation will require.
- (4) When the Public Inquiries Act applies to an investigation of a complaint, the Integrity Commissioner shall comply with the procedures specified in that Act and this Complaint Protocol, but, if there is a conflict between a provision of the Complaint

Protocol and a provision of the Public Inquiries Act, the provision of the Public Inquiries Act prevails.

5. (1) The Integrity Commissioner will proceed as follows, except where otherwise required by the Public Inquiries Act:
 - (a) serve the complaint and supporting material upon the member whose conduct is in question with a request that a written response to the allegation by way of affidavit or otherwise be filed within ten days; and
 - (b) the Integrity Commissioner may serve a copy of the response provided upon the complainant with a request for a written reply within ten days.
- (2) If necessary, after reviewing the written materials, the Integrity Commissioner may speak to anyone relevant to the complaint, access and examine any of the information described in subsections 223.4(3) and (4) of the Municipal Act, and may enter any City work location relevant to the complaint for the purposes of investigation and settlement.
- (3) The Integrity Commissioner shall not issue a report finding a violation of the Code of Conduct on the part of any member unless the member has had reasonable notice of the basis for the proposed finding and any recommended sanction and an opportunity either in person or in writing to comment to the Integrity Commissioner on the proposed finding and any recommended sanction.
- (4) The Integrity Commissioner may make interim reports to Council where necessary and as required to address any instances of interference, obstruction or retaliation encountered during the investigation.
6. (1) The Integrity Commissioner shall report to the complainant and the member generally no later than 90 days after the making of the complaint.
- (2) Where the complaint is sustained in whole or in part, the Integrity Commissioner shall also report to Council outlining the findings, the terms of any settlement, or recommended corrective action.
- (3) Where the complaint is dismissed, other than in exceptional circumstances, the Integrity Commissioner shall not report to Council except as part of an annual or other periodic report.
- (4) Any recommended corrective action must be permitted in law and shall be designed to ensure that the inappropriate behaviour or activity does not continue.
7. If the Integrity Commissioner determines that there has been no contravention of the Code of Conduct or that a contravention occurred although the member took all reasonable measures to prevent it, or that a contravention occurred that was trivial or

committed through inadvertence or an error of judgement made in good faith, the Integrity Commissioner shall so state in the report and shall recommend that no penalty be imposed.

8. The City Clerk shall process the report for the next meeting of Council.

Council Review

9. (1) Council shall consider and respond to the report within 90 days after the day the report is laid before it.
- (2) In responding to the report, Council may vary a recommendation that imposes a penalty, subject to Section 223.4, subsection (5) of the *Municipal Act*, but shall not refer the recommendation other than back to the Integrity Commissioner.
- (3) Council can terminate the Integrity Commissioner only by a two-thirds vote of all members.
- (4) Upon receipt of recommendations from the Integrity Commissioner, Council may, in circumstances where the Integrity Commissioner has determined there has been a violation of the Code of Conduct, impose either of two penalties:
 - (a) a reprimand; or
 - (b) suspension of the remuneration paid to the Member in respect of his/her services as a Member of Council or a local board, as the case may be, for a period of up to 90 days
- (4) The Integrity Commissioner may also recommend that Council take the following actions:
 - (a) removal from membership of a committee;
 - (b) removal as chair of a committee;
 - (c) repayment or reimbursement of monies received;
 - (d) return of property or reimbursement of its value;
 - (e) a written and/or verbal request for an apology to Council, the complainant, or both.

Confidentiality

10. (1) A complaint will be processed in compliance with the confidentiality requirements in sections 223.5 and 223.6 of the *Municipal Act*, which are summarized in the following subsections.
- (2) The Integrity Commissioner and every person acting under her or his instructions shall preserve secrecy with respect to all matters that come to his or her knowledge in the course of any investigation except as required by law in a criminal proceeding.

- (3) All reports from the Integrity Commissioner to Council will be made available to the public.
- (4) Any references by the Integrity Commissioner in an annual or other periodic report to a complaint or an investigation shall not disclose confidential information that could identify a person concerned.
- (5) The Integrity Commissioner in a report to Council on whether a member has violated the Code of Conduct shall only disclose such matters as in the Integrity Commissioner's opinion are necessary for the purposes of the report.

TAB C

Municipal Act, 2001, S.O. 2001, c. 25

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 and 5.2 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).

Provision for functions if no Commissioner appointed

(1.1) If a municipality has not appointed a Commissioner under subsection (1), the municipality shall make arrangements for all of the responsibilities set out in that subsection to be provided by a Commissioner of another municipality. 2017, c. 10, Sched. 1, s. 19 (2).

Provision for functions if responsibility not assigned

(1.2) If a municipality has appointed a Commissioner under subsection (1), but has not assigned functions to the Commissioner with respect to one or more of the responsibilities set out in that subsection, the municipality shall make arrangements for those responsibilities to be provided by a Commissioner of another municipality. 2017, c. 10, Sched. 1, s. 19 (2).

Powers and duties

(2) Subject to this Part, in carrying out the responsibilities described in subsection (1), the Commissioner may exercise such powers and shall perform such duties as may be assigned to him or her by the municipality. 2006, c. 32, Sched. A, s. 98.

Request for advice shall be in writing

(2.1) A request by a member of council or of a local board for advice from the Commissioner under paragraph 4, 5 or 6 of subsection (1) shall be made in writing. 2017, c. 10, Sched. 1, s. 19 (3).

Advice shall be in writing

(2.2) If the Commissioner provides advice to a member of council or of a local board under paragraph 4, 5 or 6 of subsection (1), the advice shall be in writing. 2017, c. 10, Sched. 1, s. 19 (3).

Content of educational information

(2.3) If the Commissioner provides educational information to the public under paragraph 7 of subsection (1), the Commissioner may summarize advice he or she has provided but shall not disclose confidential information that could identify a person concerned. 2017, c. 10, Sched. 1, s. 19 (3).

Delegation

(3) The Commissioner may delegate in writing to any person, other than a member of council, any of the Commissioner's powers and duties under this Part. 2006, c. 32, Sched. A, s. 98.

Same

(4) The Commissioner may continue to exercise the delegated powers and duties, despite the delegation. 2006, c. 32, Sched. A, s. 98.

Status

(5) The Commissioner is not required to be a municipal employee. 2006, c. 32, Sched. A, s. 98.

Indemnity

(6) A municipality shall indemnify and save harmless the Commissioner or any person acting under the instructions of that officer for costs reasonably incurred by either of

them in connection with the defence of a proceeding if the proceeding relates to an act done in good faith in the performance or intended performance of a duty or authority under this Part or a by-law passed under it or an alleged neglect or default in the performance in good faith of the duty or authority. 2017, c. 10, Sched. 1, s. 19 (4).

Interpretation

(7) For greater certainty, nothing in this section affects the application of section 448 with respect to a proceeding referred to in subsection (6) of this section. 2017, c. 10, Sched. 1, s. 19 (4).

TAB D

Michael Palleschi – Announcement regarding business license renewals

Twitter link: <https://twitter.com/COBMPalleschi/status/1428004093549756421>

← Tweet



Regional Councillor Michael Palleschi
@COBMPalleschi

...

For businesses that have been shut down for over a year, we did have orders to comply for business licence renewal. We have a report coming back to City Council to look into this and how we can support small businesses, which are the backbone of our economy.



10:41 AM · Aug 18, 2021 · Twitter for iPhone

3 Retweets 10 Likes



TAB E

Municipal Act, 2001, S.O. 2001, c. 25

**PART VI
PRACTICES AND PROCEDURES**

MUNICIPAL ORGANIZATION AND ADMINISTRATION

Role of council

224 It is the role of council,

- (a) to represent the public and to consider the well-being and interests of the municipality;
- (b) to develop and evaluate the policies and programs of the municipality;
- (c) to determine which services the municipality provides;
- (d) to ensure that administrative policies, practices and procedures and controllership policies, practices and procedures are in place to implement the decisions of council;
- (d.1) to ensure the accountability and transparency of the operations of the municipality, including the activities of the senior management of the municipality;
- (e) to maintain the financial integrity of the municipality; and
- (f) to carry out the duties of council under this or any other Act. 2001, c. 25, s. 224; 2006, c. 32, Sched. A, s. 99.

TAB F

61.



Michael Palleschi is with **Patrick Brown.**
 April 5, 2020 · 🌐

This past week was a sobering one as we saw an increase in the number of COVID-19 cases in Brampton and sadly, we lost some residents. We saw the implementation of heightened restrictions and enforceable fines to ensure social distancing in our community to contain this ugly virus.

While our days have been filled with fear and uncertainty, I have been amazed at how our community has come together to try and end this pandemic. Neighbours helping one another, residents making donations to organizations that reach out to the families that need a helping hand – the list goes on and on.

Most of all, I have been in awe of our frontline health care workers, who are selflessly outside the home and away from their families, providing care to our community.

I have the utmost admiration for our first responders (fire, paramedics and police), our enforcement teams, City of Brampton staff, BEMO, essential services employees and hundreds and hundreds of volunteers – all of whom have stepped up to provide support wherever it's needed during this challenging time.

These frontline health care workers, first responders, enforcement teams, staff, essential services employees and volunteers have sacrificed time away from their families to protect our community and have not asked for much in return. All they ask is that we self-isolate and maintain physical distance so that we can be rid of this terrible pandemic and get on with our lives once again.

Let's be respectful, thank them for their kindness, and show them our sincerest gratitude by following the simple rules of good hygiene and social distancing. Please.

Let's be mindful of this as we enter a new week and work towards ultimately reducing the numbers.

Thank you to all of our health care and front line workers. We may struggle to see the light at the end of the tunnel right now, but we see you and know that by following the rules, we will see better days ahead.



Michael Palleschi
 November 17, 2020 · 🌐

I would like to thank our frontline health care workers, first responders, enforcement teams & essential services employees for their hard work & dedication:

Thank you for dedicating yourselves to your role outside the home and away from your families, and for supporting your community 🙏

[#stayhome](#) [#plankthecurve](#) [#flattenthecurve](#) 🚧
[#plankthecurve](#) [#WeAreInThisTogether](#)



Michael Palleschi

May 23, 2020 · 🌐

...

Good morning, Brampton!

We've got a beautiful weekend ahead of us but we're not out of the woods yet, so let's not throw away all the hard work we've put into containing COVID-19 over the last few months.

Our frontline health care workers, first responders, enforcement teams and essential services employees are still sacrificing their safety and time away from their families to provide support to our community; let's be respectful and continue to follow the simple rules of good hygiene and social distancing.

A little sacrifice now will lead to better days ahead, so if you want to take in the sunshine and enjoy the weather this weekend, stay in your own backyard!

Report things that shouldn't be happening:

Public gatherings over five people - 311

Non-compliant non-essential businesses - 311

Use of parks facilities - 905.874.2111

Non-compliant food establishments - 905.799.7700 (Peel Public Health)

June 13, 2020 · 🌐

Good day, Brampton! It's a beautiful day out. Remember, the rules may have changed a little (check out the new parks guidelines: <http://ow.ly/r0UP50A5fLJ>), but our circumstances have not, so let's be responsible.

PLEASE: STAY APART, STAY SAFE

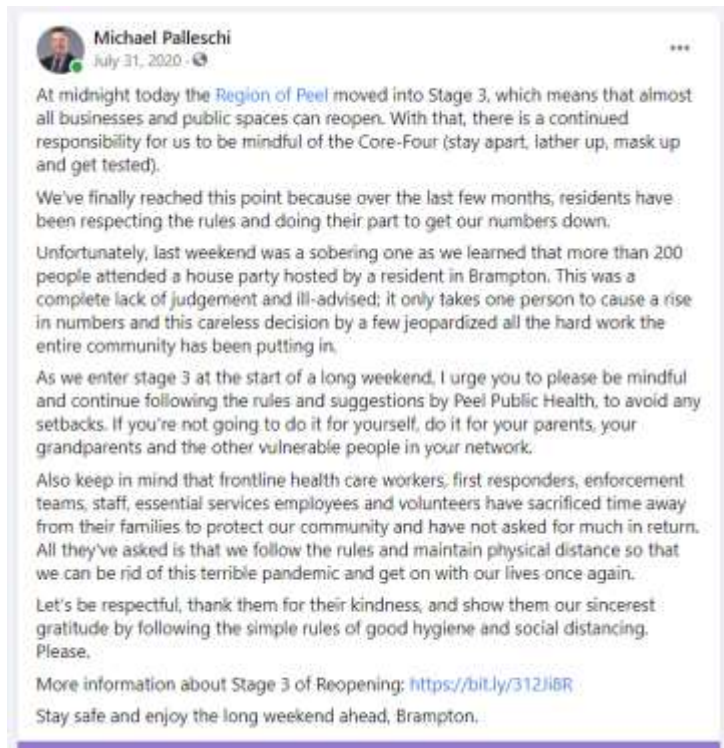
Let's keep it simple:

- 1) Keep your distance
- 2) Wear a mask
- 3) Wash your hands
- 4) Don't touch your face

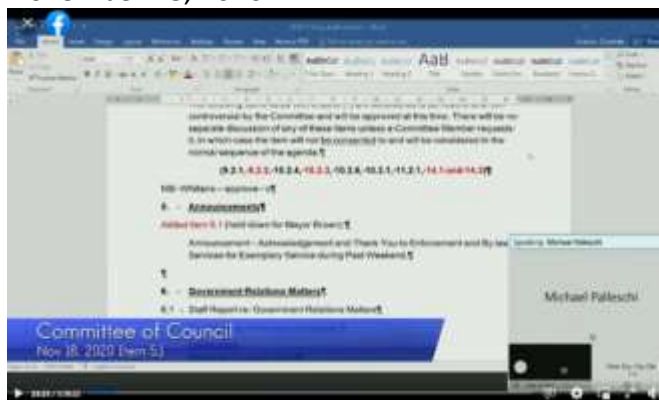
If you see something that shouldn't be happening, report it by calling 311. The City of Brampton enforcement team has been working around the clock to ensure that social distancing is maintained and unfortunately, they are still having to issue tickets.

There are 3 warnings given before a ticket is issued, which means we need a reminder that unless we keep our distance, our numbers are not going to go down.

Just remember; it's not going to happen unless we work together so please, do your part and remind your network to do the same. A little sacrifice now will lead to better days ahead.



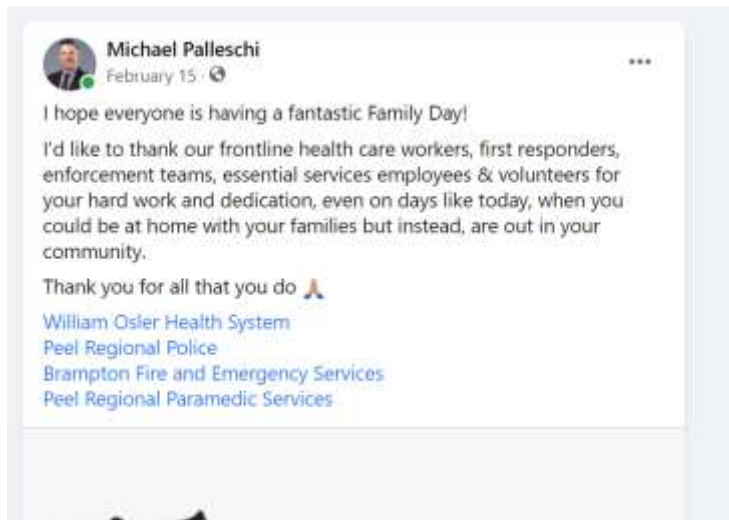
November 18, 2020:



The above is from the November 18, 2020 Committee of Council meeting. Where I speak at 23:15 "It's a very difficult job [...]. I will always and continue to support our officers and Paul (Paul Morrison Director of Enforcement and By- Law services) we've had this discussion before, whatever they need to do to ensure that their mental health is okay and that they know and feel the support of not only the City Council but the City behind them. Thank you so much"

Complete video can be found at CoB FB page (at 23:15):

<https://www.facebook.com/CityBrampton/videos/124850775859485>



62. **From:** Morrison, Paul <Paul.Morrison@brampton.ca>
Sent: May 15, 2020 9:18 PM
To: Palleschi, Michael - Councillor <Michael.Palleschi@brampton.ca>
Cc: Barrick, David <David.Barrick@brampton.ca>
Subject: Re: Enforcement team

Thank you Councillor, I will share your kind words with the Enforcement Division. I can tell you that the team is appreciative of the support you have shown over the years. However, in these tough times, comments such as yours will reaffirm their feeling of being a positive and contributing part of the bigger team.

Best regards,

Paul Sent from my iPhone

On May 15, 2020, at 8:59 PM, Palleschi, Michael - Councillor
<Michael.Palleschi@brampton.ca> wrote:

Hello Paul, I want to thank you and your team for all your hard work enforcing the social distancing rules in the city. I realize how challenging this responsibility has been and that the incident last week is only one example of the experiences your staff have had in recent weeks. I appreciate the dedication that your entire team has shown despite the difficulties they have faced and ask that you share my sincerest gratitude as we go into the long weekend and they continue working tirelessly to enforce the rules.

Thank you,

Michael Palleschi

Please review the City of Brampton e-mail disclaimer statement
at: <http://www.brampton.ca/EN/Online-Services/Pages/Privacy-Statement.aspx>

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