



**Legislation to Stop Harassment and
Abuse by Local Leaders.
It's needed.**

#THEWOMENOFONTARIOSAYNO



THE 'WHY'

Multiple Ontario municipalities have learned the hard way in the last few years about the lack of tools in the *Municipal Act* for holding councillors accountable for workplace harassment.

Currently, the most severe penalty that can be imposed on a municipal councillor is the suspension of pay for 90 days. There is no process for removing councillors from office.



ONTARIO REQUIRES PROVINCIAL GOVERNMENT LEGISLATION TO ADDRESS THIS

We are asking all Ontario Municipalities to call on government to introduce their own legislation to amend the *Municipal Act, 2001* and the *City of Toronto Act, 2006*.


Specifically, we are looking for government to introduce legislation in line with the call from AMO on March 27, 2023 (just a few months ago).





AMO RECOMMENDATIONS

- #1. Update Codes of Conduct to account for workplace safety and harassment.
- #2. Create a flexible administrative penalty regime, adapted to the local financial circumstances of the municipality.
- #3. Increase IC training to enhance consistency of investigations and recommendations across the province.
- #4. Allow municipalities to apply to a member of the judiciary to remove a sitting member if recommended through an IC report.
- #5. Prohibit a member so removed from sitting for election in the term of removal and the subsequent term of office.



THE TIME IS NOW- HUMAN RIGHTS CAN'T WAIT

This helps keep workplaces safe. It's accountability, through a transparent and fair process that should exist, but doesn't.

Our Ask Today:

For council to pass a motion to endorse the AMO recommendations with urgency to be tabled in the fall, and write a letter of support to be sent to: 1) local MPPs 2) Premier Doug Ford 3) the Minister of Municipal Affairs and Housing 4) AMO 5) the Associate Minister of Women's Social and Economic Opportunity.