



OFFICE OF THE  
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COMMISSIONER**  
TORONTO

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Sent via Email (Original to Follow): [jill.dunlop@pc.ola.org](mailto:jill.dunlop@pc.ola.org)

Honourable Jill Dunlop  
Associate Minister of Children and Women's Issues  
Ministry of Children, Community and Social Services  
438 University Ave., 7<sup>th</sup> Floor  
Toronto, ON M5G 2K8

Dear Minister Dunlop:

**Re: Ontario Launches Consultation to Strengthen Municipal Codes of Conduct**

I would like to commend the Ontario government for launching consultations to obtain input about how to strengthen accountability measures to ensure that members of council maintain a safe and respectful workplace.

The formal penalties that exist to sanction elected representatives, who are investigated and found to have harassed or discriminated against individuals in the course of their work, are limited.

This issue is understood well by municipal integrity commissioners.

The *Code of Conduct for Members of Council* in the City of Toronto, and in many municipalities, incorporates a comprehensive workplace anti-harassment and discrimination policy that staff must observe, as required by occupational health and safety legislation. While penalties and remedial measures are clearly articulated in the regular employment context, this is not the case where a member of Council's conduct has breached the standards of appropriate behaviour in the workplace.

I understand that the Honourable Steve Clark, Minister of Municipal Affairs and Housing, has acknowledged the need to address this subject, and explored various legislative options, in consulting with the Association of Municipalities of Ontario earlier this year.

This is an important issue which transcends Codes of Conduct and cannot be adequately addressed without legislative amendments.

I realize that this consultation has only recently been announced and would like to obtain a better understanding of:

- 1) The legislative and other options the government is considering and for which it is seeking input;
- 2) Who will have an opportunity to provide input on the government's options and suggest other solutions; and,
- 3) The schedule for the consultation and introduction of legislation.

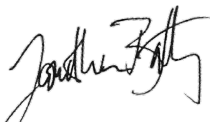
*Bill 260, Stopping Harassment and Abuse by Local Leaders Act, 2021*, which was introduced March 8, 2021, proposes to amend the *Municipal Act, 2001* and the *City of Toronto Act, 2006*. Will the government include these amendments in its consultations and invite submissions for purposes of introducing its own bill or, alternatively, use the legislative process in consideration of this bill to address this matter? As amendments are proposed to the *City of Toronto Act, 2006* respecting the work of my Office, I would welcome the opportunity to make submissions in policy consultations and the legislative process.

In addition to being of interest to members of Council, this issue will be of interest to the general public and especially the individuals who have been subjected to inappropriate conduct. It is important that their perspectives help shape the legislative solution.

I am seeking this information as I provide advice to Toronto City Council on these matters, and I intend to report to Council about this matter at the earliest opportunity. I hope to include your response in my report.

I am glad that such an important issue is being addressed and hope to learn more about the consultations and legislative response in the days to come.

Yours truly,



Jonathan Batty  
Integrity Commissioner

c.c. City of Toronto Members of Council