

Type of Decision									
Meeting Date	Friday, Nov. 4, 2011				Report Date	Thursday, October 27, 2011			
Decision Required	X	Yes		No	Priority	X	High		Low
Direction	x	Information Only			Type of Meeting	X	Open		Closed
REPORT TITLE									
Harassment Complaint (October) Report 04/11/11/1101									

Subject: Request to have an independent investigator investigate the complaints submitted in October of 2011.

RECOMMENDATION: That the following resolution be adopted to provide for outside independent investigation.

WHEREAS the Clerk has filed Harassment Complaints according to the Municipal Policy on Harassment and Workplace Violence against Council, as employer, as it sat at the Council meeting of Friday, October 7, 2011; against the Reeve for failing to complete the duties of Chair; against Clayton McKechnie and against Wayne Clouthier;

AND WHEREAS members of the Council of the United Townships of Head, Clara & Maria told the Clerk to "let Council deal with it";

AND WHEREAS Council at its meeting of Friday October 21, 2011 received the complaints and reports from the Clerk but considered no other information even going so far as to state that consulting the municipal solicitor was going to cost the municipality money dismissing that option prior to making their decisions;

AND WHEREAS these actions constitute a failure on the part of the Council of the United Townships of Head, Clara & Maria to follow its own policy;

THEREFORE BE IT RESOLVED THAT the Council of the United Townships of Head, Clara & Maria does hereby resolve to have the complaints referred to an experienced independent investigator for proper consideration.

BACKGROUND/EXECUTIVE SUMMARY: self explanatory – a copy of the policy has been provided for reference.

Financial Implications/Budget Impact: could be considerable

Policy Impact: is as per policy

Approved and Recommended by the Clerk

Melinda Reith,

Municipal Clerk

Melinda Reith