



**THE CORPORATION OF THE UNITED TOWNSHIPS OF  
HEAD, CLARA & MARIA**

**BY-LAW NUMBER 2017- 16**

**BEING** a by-law to establish processes and policy to direct the expected professional and courteous conduct of attendees at municipal facilities or properties including Council members.

**WHEREAS** Subsection 5(1) of the *Municipal Act, 2001*, as amended, provides that the powers of a municipal corporation are to be exercised by its council;

**AND WHEREAS** Subsection 5(3) of the said *Municipal Act* provides that all municipal power including the municipality's capacity, rights, powers and privileges under section 9, shall be exercised by by-law unless the municipality is specifically authorized to do otherwise;

**AND WHEREAS** the *Occupational Health and Safety Act Ontario* mandates that an employer shall take all steps necessary to provide a safe and healthy workplace free from violence and harassment;

**AND WHEREAS** occasionally members of the public and/or Council act in less than respectful manner towards Council and/or employees requiring Council intervention to provide a safe and healthy workplace;

**AND WHEREAS** a policy has been created for Council use where warranted;

**NOW THEREFORE** the Council of the United Townships of Head, Clara & Maria does hereby enact as follows:

1. **THAT** the "Professional/Courteous Conduct Policy" attached as appendix "A" to this by-law be adopted as drafted;
2. **THAT** the Professional/Courteous Conduct Policy become effective immediately.

**READ** a 1<sup>st</sup> time short and passed this 12<sup>th</sup> day of December 2017.

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BOB REID, MAYOR

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MELINDA REITH, CLERK