

**BY-LAW 2019/80**

**BEING A BY-LAW TO AMEND BY-LAW 2018/96, BEING A BY-LAW  
TO ADOPT A CODE OF CONDUCT POLICY FOR COUNCIL  
FOR THE MUNICIPALITY OF WEST NIPISSING**

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**WHEREAS:** at the meeting held on December 13, 2018, Council adopted By-Law **2018/96** to establish a Code of Conduct for Council;

**AND WHEREAS:** at the meeting held on March 19, 2019; Council adopted By-Law **2019/29** to establish the Office of the Integrity Commissioner and Process for hearing complaints regarding elected officials for the Municipality of West Nipissing;

**AND WHEREAS:** at the meeting held on May 21, 2019; Council passed resolution no 2019/177 approving the 'Request for Investigation – Code of Conduct for Council' form;

**AND WHEREAS:** the Council of the Corporation of the Municipality of West Nipissing deems it expedient to update the Code of Conduct for Council to reflect the proper process including required forms;

**NOW THEREFORE** the Council of the Corporation of the Municipality of West Nipissing hereby enacts :


**1. SCHEDULES**

**THAT** the updated schedules attached hereto shall replace previous versions; which same schedules will form part of this by-law:

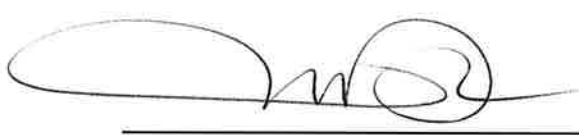
- (a) **Schedule "A"** - Code of Conduct for Council.
- (b) **Schedule "B"** – Request for Investigation Form –Code of Conduct for Council

**3. THAT** this by-law shall take effect on the date it is enacted.

**ENACTED AND PASSED THIS 10<sup>th</sup> DAY OF SEPTEMBER, 2019 AS WITNESSED BY THE SEAL OF THE CORPORATION AND THE HANDS OF ITS PROPER OFFICERS.**



\_\_\_\_\_  
JOANNE SAVAGE  
MAYOR



\_\_\_\_\_  
MELANIE DUCHARME  
CLERK



**SCHEDULE “A”  
to  
BY-LAW 2019/80**

# **CODE OF CONDUCT FOR COUNCIL**

**Amendment: September 10, 2019**

**Joie de vivre**





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## 1. PURPOSE

The purpose and intent of this policy is to establish guidelines for ethical and interpersonal standards of conduct for Members of Council by improving the quality of public administration and governance and by encouraging high standards of conduct on the part of all government officials to:

- (a) Protect the public interest.
- (b) Promote high ethical standards among Municipal Council Members.
- (c) Encourage a universal understanding of the fundamental rights, privileges, and obligations of Municipal Council Members and members of local boards and committees.
- (d) Provide a means for Municipal Council Members to obtain authorization for some contemplated conduct in circumstances where they are uncertain as to the ethical appropriateness of that conduct.
- (e) Set out the means of correcting unethical conduct.
- (f) Municipal Council Members and Members of local boards and committees hold positions of privilege. Therefore, they must discharge their duties in a manner that recognizes a fundamental commitment to the well-being of the community and regard for the integrity of the Corporation.
- (g) The importance of Policy:
  - (i) ensures equitable treatment of citizens;
  - (ii) ensures equitable treatment of employees;
  - (iii) communicating corporate priorities to employees;
  - (iv) ensuring compliance with statutory requirements;
  - (v) minimize liability risks;
  - (vi) ensures accountability at all levels;
  - (vii) ensures optimal use of available resources;

## 2. DUTY OF COUNCIL

This Code of Conduct is a public declaration of the principles of good conduct and ethics (standards of behavior) “that the Members of the West Nipissing Council have decided its’ stakeholders could reasonably expect of Members of Council to demonstrate in the performance of our responsibilities as elected community representatives”.

Attaining an elected position within one’s community is a privilege which carries significant responsibilities and obligations. Members of Council are held to a high standard as leaders of the community and they are expected to become well informed on all aspects of municipal governance, administration, planning and operations. They are also expected to carry out their duties in a fair, impartial, transparent and professional manner. The key stakeholders, although obvious at first, represent a broad base of interests and concerns which require fair and open attention, adjudication and disposition.

These key stakeholders include but are not limited to:

- (a) Residents
- (b) Ratepayers
- (c) Other Members of Council
- (d) Staff
- (e) Local Boards and Committees
- (f) Province of Ontario
- (g) School Boards and other Public Agencies
- (h) Suppliers
- (i) Chambers of Commerce

To assist the Municipality of West Nipissing Council in interacting effectively with all stakeholders, the following obligations are expected of each **Member of Council**:

- (a) That they solemnly promise, declare and carry out their responsibilities as prescribed in the oath of office.
- (b) That they familiarize themselves with and follow the Procedural By-law for Council and its

Committees.

- (c) That they follow the provisions of the *Municipal Act, as amended*, and read and follow the *Municipal Conflict of Interest Act* under E-laws: <http://www.e-laws.gov.on.ca/index/html>

### 3. POLICY STATEMENT

Local Government is an open, accessible, and accountable form of government. The relationship of public trust and mutual respect that has evolved between government and the public requires high standards of ethical conduct by municipal Council Members.

### 4. DEFINITIONS

- (a) **"Chief Administrative Officer"** means an employee who is responsible for exercising general control or management of the administration and affairs of the Municipality and other duties as directed by Council.
- (b) **"Child"** includes a child born within or outside of marriage and includes an adopted child and a person to whom the Member has demonstrated a settled intention to treat as a child of his or her family.
- (c) **"Closed/In-Camera Meeting"** means any meeting of Council, Committee of the Whole, Standing Committee or Board that is closed to the public in accordance with section 239(2), (3) or 3.1) of the *Municipal Act*, 2001.
- (d) **"Confidential Information"** includes information in the possession of, or received in confidence by the Municipality, that the Municipality is prohibited from disclosing, that the Municipality is required to refuse to disclose, or that the Municipality chooses not to disclose, under the *Municipal Freedom of Information and Protection of Privacy Act* (MFIPPA), or other legislation or policy of the Municipality. Without limiting the generality of the foregoing, Confidential Information also includes all information concerning matters dealt with at closed meetings, information that is marked as "confidential", information obtained by the Member by virtue of their position as a Member that is not in the public domain, or information that is otherwise determined to be confidential by the Chief Administrative Officer, Clerk or as specifically declared by Council.
- (e) **"Council"** means the Council of the Municipality of West Nipissing;
- (f) **"Ethically"** means behaving in a manner characterized by honesty, fairness and equality in interpersonal relationships and with respect for the dignity and rights of other people.
- (g) **"Family Member"** includes:
- (i) A Spouse of the Member;
  - (ii) Child of the Member;
  - (iii) A Parent of the Member;
  - (iv) A Sibling of the Member, whether by birth, marriage or adoption;
  - (v) A Grandchild, grandparent, aunt, uncle, niece or nephew of the Member;
  - (vi) A Parent-in-law of the Member; and
  - (vii) Any person who lives with the Member on a permanent basis.
- (h) **"Gift"** means any cash or monetary equivalent, fee, object of value, service, personal benefit, travel and accommodation or entertainment. A gift does not include remuneration.
- (i) **"Harassment"** includes, but is not limited to, engaging in a course of vexatious or unwanted comment or conduct that is known or ought reasonably to be known to be unwanted and includes Sexual Harassment as defined in the *Occupational Health and Safety Act*, as amended from time to time.
- (j) **"Integrity Commissioner"** shall mean any Integrity Commissioner, appointed from time to time, by the Council for the Municipality of West Nipissing, pursuant to Section 223.1 of the *Municipal Act*, 2001 the responsibilities of whom are more particularly described in **By-Law No. 2019/29, being a By-Law to Establish the Office of the Integrity Commissioner and a Process for the Hearing of Complaints Regarding Elected Officials in the Municipality of West Nipissing**
- (k) **"Member of Council"** or **"Member"** includes an elected member of the Municipal Council;
- (l) **"Municipality"** means the Corporation of the Municipality of West Nipissing.

- (m) **“Parent”** includes those persons who demonstrated a settled intention to treat as a child the Member, whether or not the Member is their natural child.
- (n) **“Spouse”** means a person to whom the Member is married or with whom the Member is living in a conjugal relationship outside of marriage.
- (o) **“Staff”** includes anyone employed by the Municipality, including full-time, part-time, temporary, casual or seasonal Staff, contract Staff, students and volunteers (in accordance with the *Municipal Act*, Council Members are not considered employees of the Municipality).

## 5. RESPONSIBILITIES

### (1) Statement of Commitment

The Members of the Corporation of the Municipality of West Nipissing Council are committed to discharging our duties conscientiously and to the best of our ability.

In the performance of our community role we will act with honesty and integrity and generally conduct ourselves in a way that both generates community trust and confidence in us as individuals and enhances the role and image of the Council and local government generally.

In addition to all legislative requirements, we the Members of the Corporation of the Municipality of West Nipissing Council have adopted the requirements of this Code of Conduct and ethics are standards that we will adopt in the performance of our role.

### (2) Standard of Conduct

- (a) Members must not make improper use of information acquired or have improper use of their position as a Member of Council;
- (b) Members are to act honestly and with reasonable care and exercise due diligence in the performance and discharge of official functions and duties;
- (c) Members shall, at all times, seek to advance the common good of the community which they serve and act in the best interest of the municipality and in such a way that the credibility and integrity of the municipality is not compromised;
- (d) Members shall truly, faithfully and impartially exercise the office to the best of their knowledge and ability; and
- (e) Members shall perform the functions of office in good faith, honestly and in a transparent manner.

### (3) Conduct to be observed

#### (a) Statutory Provisions Regulating Conduct

This *Code of Conduct* is supplemental to the existing statutes governing the conduct of members. Legislation governing the conduct of Members includes:

- (i) *Municipal Act, 2001*;
- (ii) *Municipal Conflict of Interest Act*;
- (iii) *Municipal Elections Act, 1996, as amended*;
- (iv) *Municipal Freedom of Information and Protection of Privacy Act*;
- (v) *Provincial Offences Act*;
- (vi) Ontario Human Rights Code
- (vii) *Ontario Occupational Health and Safety Act*
- (viii) Criminal Code of Canada

#### (b) Municipal Act 2001, as amended – Legislated Responsibilities

The following are distinct and specialized roles carried out by Council as a whole and by individual Councilors when performing their other roles. The key requirements of these roles are captured as noted under 3. c).

#### (c) Role of Council as noted under Section 224. 2006, c. 32, Sch. A, s.99

- (i) to represent the public & to consider the well-being & interests of the municipality;
- (ii) to develop and evaluate the policies and programs of the municipality;
- (iii) to determine which services the municipality provides;



- (iv) to ensure that administrative policies, practices and procedures and controllership policies, practices and procedures are in place to implement the decisions of the Council;
- (v) to ensure the accountability and transparency of the operations of the municipality, including the activities of the senior management of the municipality;
- (vi) to maintain the financial integrity of the municipality; and
- (vii) to carry out the duties of council under this or any other Act.

**Role of Head of Council** as noted under Section 225. 2006, c. 32, Sch. A, s. 100

- (i) to act as Chief Executive Officer of the municipality;
- (ii) preside over Council meetings so that its business can be carried out efficiently and effectively;
- (iii) to provide leadership to the Council;
- (iv) without limiting clause (iii), to provide information and recommendations to the Council with respect to the role of Council described in 224 (d) and (d.1);
- (v) to represent the municipality at official functions; and
- (vi) to carry out the duties of the head of Council under this or any other Act.

**Role of Officers and Employees** as noted under Section 227. 2006, c.32, Sch. A, s.100

- (i) to implement Council's decisions and establish administrative practices and procedures to carry out Council's decisions;
- (ii) to undertake research and provide advice to Council on the policies and programs of the municipality; and
- (iii) to carry out other duties required under this or any Act and other duties assigned by the municipality.

**Role of Integrity Commissioner** as noted in S.223.1

- (i) The application of the code of conduct for members of council and the code of conduct for members of local boards.
- (ii) 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.
- (iii) 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.
- (iv) Requests from members of council and of local boards for advice respecting their obligations under the code of conduct applicable to the member.
- (v) 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.
- (vi) Requests from members of council and of local boards for advice respecting their obligations under the *Municipal Conflict of Interest Act*.
- (vii) 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).

**(4) Confidentiality**

Every municipal Council Member must hold in strict confidence all information of a confidential nature acquired in the course of his or her term with the municipality.

Without restricting the scope of this rule, the following shall be considered breaches of the Code of Conduct:

- (a) To use confidential information, which is not available to the general public, and to which Members of Council have access by reason of his/her position with the municipality to further his/her personal interests or the interests of others.
- (b) To disclose, either directly or indirectly, release, make public or in any way divulge any such information (verbal or written) or any aspect of the in "Closed Session" deliberations to anyone, unless expressly authorized by Council or required by law to do so.
- (c) To disclose to unauthorized persons confidential information to which the Member of Council has access by reason of his/her position as a Member of Council with the municipality.
- (d) Members shall comply with the *Municipal Freedom of Information and Protection of Privacy Act* at all times. Public comments, discussions and disclosures to the media regarding employees of individuals that breach a person's privacy is deemed to be a contravention of this Code of Conduct.

**(5) Personal Gain**

- (a) Members may not use their position, privileges, or confidential information obtained as a result of their position for private gain or to improperly benefit another person.
- (b) Members may not be a party to or beneficiary under a contract for:
  - (i) the provision of goods or services to the municipality; or
  - (ii) the performance of any work otherwise than as a Councillor for the municipality;
- (c) A Member may not obtain a financial interest in any business of the municipality; or
- (d) A Member may not appear on behalf of any other person before the Council or a Committee for a fee or other consideration.

**(6) Respect the Decision Making Process**

All Members shall communicate accurately the decision of Council or Committees, in such a manner that shows respect for the decision making process of Council or Committees whether they agree or not.

**(7) Conduct Respecting Staff**

Only Council as a whole, where applicable, has the authority to approve budget, policy, Committee processes and other such matters. Accordingly, Members shall direct requests outside of Council or Committees approved budgets. Unless an emergency, all Staff responses will be provided during regular work hours.

- (a) Under the direction of the CAO or designate, staff serves the Council as a whole and the combined interests of all members as evidenced through the decisions of Council.
- (b) Members shall be respectful of the role of staff to advise based on political fairness, and objectivity, and without due influence from any individual member or group of the Council.
- (c) No Member shall maliciously or falsely harm the professional or ethical reputation or the prospects or practice of staff. All Members shall show respect for the professional capacities of the staff of the Municipality of West Nipissing.
- (d) No Member shall compel staff to engage in partisan political activities or be subjected to threats or discrimination for refusing such activities.
- (e) Members shall not use or attempt to use their authority or influence for the purpose of intimidating, threatening, coercing, commanding or influencing any staff member with the intent of interfering with the person's duties including the duty to disclose improper activity.
- (f) **No Member shall:**
  - maliciously or falsely injure the professional or ethical reputation by spreading malicious rumours;
  - cause persistent, excessive nit-picking, unjustified criticism and constant scrutiny;
  - exclude or ignore the target;
  - refuse to acknowledge the target or his/her contributions;
  - undermine the target's efforts by setting impossible goals and deadlines; and
  - impede or have influence on an employee's effort in advancing, promotions or transfers.

**(8) Interpersonal Behaviour of Members****(a) Treat Every Person with Dignity, Understanding and Respect**

Members shall abide by the provisions of the *Human Rights Code* and, in doing so, shall treat every person including other Members of Council, Committees, Boards, corporate employees, individuals providing services on a contract basis and the public with dignity, understanding and respect for the right to equality and the right to an environment that is safe and free from harassment and discrimination.

**(b) Not to Discriminate**

Members shall not discriminate against anyone on the basis of their race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, same-sex partnership status, family status, or disability. "Age", "disability", "family status", "record of offences", "same sex partnership status" shall be as defined in the *Human Rights Code*.

**(c) Not to Engage in Harassment**

Members shall not:

- (i) make racial, homophobic, sexist or ethnic slurs;
- (ii) display pornographic, homophobic, sexist, racist or other offensive or derogatory material;



- (iii) make leering (suggestive staring) or other offensive gestures;
- (iv) make written or verbal abuse or threats;
- (v) vandalize the personal property of others;
- (vi) commit physical or sexual assault;
- (vii) make unwelcome remarks, jokes, innuendos or taunting statements about a person's physical appearance, racial background, colour, ethnic origin, place of origin, citizenship, ancestry, creed (religion or belief), sex, sexual orientation, age, record of offences, marital status, same-sex partnership status, family status, disability (physical or mental);
- (viii) make unwelcome remarks, insulting gestures or jokes which cause embarrassment or awkwardness;
- (ix) refuse to converse or interact with anyone because of their racial or ethnic background, colour, creed, sex, sexual orientation, age, record of offences, marital status, same-sex partnership status, family status, or disability;
- (x) make unnecessary or unwanted physical contact, including touching, patting, or pinching; or
- (xi) demand sexual favours or requests.

**(9) Gifts, Hospitality and other Benefits**

The objective of these policies is to ensure that Members decisions are based on impartial and objective assessment of each situation free from influence of gifts, favours, hospitality or entertainment.

- (a) The stipend paid to each Member of Council is intended to fully remunerate Members for service to the Corporation.
- (b) Members are prohibited from soliciting, accepting, offering or agreeing to accept a gifts of any kind, personally or through a family member or business connection, that is connected directly or indirectly with the performance of duties of office or dealings with the municipality or could reasonably be construed as being given in anticipation of future or recognition of past "special consideration".
- (c) The above policy does not preclude Members of Council from accepting:
  - (i) Token gifts, souvenirs, mementoes or hospitality received in recognition for service on a committee for speaking at an event or for representing the Corporation at an event;
  - (ii) Political contributions that are otherwise offered, accepted and reported in accordance with applicable law;
  - (iii) Food and beverages at meetings, banquets, receptions, ceremonies or similar events;
  - (iv) Food, lodging, transportation, entertainment provided by other levels of government, by other local governments or by local government boards or commissions;
  - (v) A stipend from a board or commission that the Councillor serves on as a result of an appointment by Council;
  - (vi) Reimbursement of reasonable expenses incurred in the performance of office;
  - (vii) Reimbursement of reasonable expenses incurred and honorariums received in the performance of activities connected with municipal associations;
  - (viii) Gifts of a nominal value that are received as an incident of protocol or social obligation that normally and reasonably accompany the responsibility of the office;
  - (ix) Services provided without compensation by persons volunteering their time for election campaign.
- (d) Where it is not possible to decline unauthorized gifts, Members shall report the matter to the Chief Administrative Officer. The Chief Administrative Officer may require that the gift be returned to the sender with an acknowledgement of the return and reference to this Code of Conduct or be retained by the Corporation or be disposed for charitable purposes.
- (e) Members shall not place themselves in a position of obligation to any person or organization which might reasonably benefit from special consideration or may seek preferential treatment.

**(10) Use of Municipal Property, Services and Other Resources**

- (a) No Member shall for personal purposes or profit, use or permit the use of any Municipal property, equipment, services, or supplies other than for purposes connected with the discharge of Municipal duties or associated community activities of which Council has been advised, unless the use is reasonable and incidental personal use of equipment such as computers, fax machines, cell phones, tablets etc., where the Municipality incurs no additional costs relating to such use, and the use is of limited duration and frequency.
- (b) No member shall utilize Municipal equipment, such as computers, tablets, phones or other technological devices for intentionally making, accessing, downloading, uploading or saving

- inappropriate material which includes, but is not limited to, (i) pornographic, violent or hate material, or (ii) statements which are derogatory, defamatory, harassing, fraudulent or threatening.
- (c) This policy does not apply to the use of Municipal property and facilities where such use is universally known to be available to other residents upon request and on equal terms.
  - (d) No Member shall obtain financial gain from the use of Municipally 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 Municipality.

#### **(11) Conflict of Interest**

- (a) Members must be familiar with and comply with the *Municipal Conflict of Interest Act*, as amended. It is the responsibility of each Member, not Staff, to determine whether they have a direct or indirect pecuniary interest with respect to matters arising before Council, a Board or Committee. Each Member shall determine whether he or she has a direct or indirect pecuniary interest and shall at all times comply with the Act.
- (b) For purposes of this Code, a pecuniary interest, direct or indirect, of a Family Member of the Member shall be deemed to also be the personal/pecuniary interest of the Member. All Members shall declare a conflict of interest where they or their Family Member has a pecuniary interest in a matter and shall take all of the actions prescribed in the *Municipal Conflict of Interest Act* as if the Act applied to that interest.
- (c) In addition to pecuniary interests, Members must perform their duties impartially, such that an objective, reasonable observer would conclude that the Member is exercising their duties objectively and without undue influence. Each Member shall govern their actions using the following as a guide:
  - (i) in making decisions, always place the interests of the taxpayers and the Municipality first and, in particular, place those interests before your personal interests and the interests of other Members, staff, friends, business colleagues or Family Members;
  - (ii) interpret the phrase "conflict of interest" broadly and with the objective of making decisions impartially and objectively;
  - (iii) if there is doubt about whether or not a conflict exists, seek the advice of the Integrity Commissioner or legal counsel;
  - (iv) do not make decisions that create an obligation to any other person who will benefit from the decision;
  - (v) do not make decisions or attempt to influence any other person for the purpose of benefitting yourself, other Members, Staff, friends, business colleagues or Family Members, or any organization that might indirectly benefit such individuals;
  - (vi) do not put yourself in the position where a decision would give preferential treatment to other Members, Staff, friends, business colleagues or Family Members, or any organization that might indirectly benefit such individuals; and
  - (vii) do not promise or hold out the prospect of future advantage through your influence in return for a direct or indirect personal interest.
- (d) Direct or indirect personal interests do not include:
  - (i) a benefit that is of general application across the Municipality;
  - (ii) a benefit that affects a Member or his or her Family Members, friends or business colleagues as one of a broad class of persons; or
  - (iii) the remuneration of Council, a Member or benefits available to Council or Members.
- (e) Every Member has the following obligations:
  - (i) To make reasonable inquiries when there is reason to believe that a conflict of interest may exist;
  - (ii) To make Council or the Board or Committee aware of the potential conflict of interest and where appropriate declare the interest;
  - (iii) To refuse to participate in the discussion of Council, the Board or Committee and to not vote on the matter or seek to influence the vote of any other Member where a conflict of interest exists;
  - (iv) To refuse to be involved in any way in the matter once the conflict is identified, including without limitation participating in meetings, facilitating meetings or introductions to Staff or Members or providing advice to any person that would materially advance the matter; and
  - (v) If the matter which creates the conflict of interest is discussed in closed session, the Member may not attend that portion of the closed session where that matter is discussed.

## **6. BREACH OF POLICY**

- (a) Any person may submit a confidential written allegation of a breach of the Code of Conduct for Council to the Integrity Commissioner, in the form attached hereto, which form was adopted by Resolution No. 2019-177
- (b) The Integrity Commissioner shall receive the Request for Investigation and shall carry out an investigation pursuant to the provisions of By-Law No. 2019/29;
- (c) All breaches under this By-Law will be treated fairly and in keeping with the severity of the infraction giving due regard to the individual's previous conduct.
- (d) Nothing in this section restricts or attempts to countermand a Member's legal right to challenge any decision by Council through established legal channels.



7. ACKNOWLEDGMENT

SIGNATORY PAGE
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I, the undersigned Member of Council for the Municipality of West Nipissing hereby acknowledge receipt of a copy of By-law 2018/96, as amended (September 10, 2019), being the “Code of Conduct By-law”.

Signature of Member:	Date of Signature:
Printed Member Name:	

**NOTE:**  
*The Member acknowledges that a copy of **By-law 2018/96**, as amended on September 10, 2019, containing the Code of Conduct Policy for Council was provided to the Member. One signed copy of the “**ACKNOWLEDGMENT**” was returned to the Clerk and the Member of Council retained a complete copy of the By-law.*



West Nipissing Ovest

**SCHEDULE 'B' OF BY-LAW 2019/80**

**Joie de vivre**

The Corporation of the Municipality of West Nipissing  
La Corporation de la Municipalité de Nipissing Ovest  
101-225, rue Holditch Street, Sturgeon Falls, ON P2B 1T1

P/T (705) 753-2250 (1-800-263-5359)

F/TC (705) 753-3950

**REQUEST FOR INVESTIGATION  
CODE OF CONDUCT FOR COUNCIL**

**PLEASE PRINT CLEARLY:**

Name:

Address:

Phone:

Home:

Business / Cell:

Fax:

E-Mail:

I, \_\_\_\_\_  
(full name)

of the \_\_\_\_\_ of \_\_\_\_\_

District of \_\_\_\_\_, in the Province of Ontario,

**MAKE OATH AND SAY (OR AFFIRM):**

1. I have personal knowledge of the facts set out in this affidavit.

\_\_\_\_\_  
(insert reasons for personal knowledge)

2. I have reasonable grounds to believe that \_\_\_\_\_  
(name of individual)

has contravened section(s) \_\_\_\_\_ of By-Law No. **2018/96**. (Code of  
Conduct By-Law for Council), as amended (Sept-10-2019)

**PARTICULARS:** (please provide information such as date, time and location of conduct, names of all persons involved, including witnesses, if any and information as to how they may be reached. If you require more space please use attached Schedule "B" - PARTICULARS) :



3. This affidavit is made for the purposes of requesting that this matter be investigated and for no improper purpose.

SWORN (or affirmed) before me at the  
Municipality of West Nipissing, District of Nipissing,  
Province of Ontario, this \_\_\_\_\_ day of  
\_\_\_\_\_, 20\_\_\_\_\_.

\_\_\_\_\_  
*Commissioner, etc.*

\_\_\_\_\_  
Signature of Applicant

**SUBMIT YOUR COMPLETED FORM TO:**

Patrice J. Cormier,  
Integrity Commissioner  
Municipality of West Nipissing  
c/o 132 rue Race Street • Hawkesbury, ON • K6A 1V2  
[picormier@julien-cormier.ca](mailto:picormier@julien-cormier.ca)  
Tel: 613-632-0148 • Fax: 613-632-1810

**SCHEDULE "B" – PARTICULARS**

**REQUEST FOR INVESTIGATION  
CODE OF CONDUCT FOR COUNCIL**