

Memorandum

PBLRC-C 1-2024

Subject: Motion from Regional Council – Workplace Harassment and the Display of Signage

Date: April 22, 2024

To: Procedural By-law Review Committee

From: Ann-Marie Norio, Regional Clerk

At its meeting held on March 21, 2024, Regional Council passed the following motion:

WHEREAS Niagara Regional Council supported recommendations by the Association of Municipalities of Ontario (AMO) to strengthen Codes of Conduct to protect municipal staff from workplace harassment; and

WHEREAS Niagara Regional Council's own Code of Conduct speaks to how Members of Council shall conduct themselves in relation to staff; and

WHEREAS staff of Niagara Region should never be the target of abusive behaviour, whether through public or private communications, from Councillors, co-workers, or the public; and

WHEREAS, on September 21, 2023, Niagara Regional Council also passed a motion affirming equity, diversity, and inclusion and recognizing the damaging impacts of hate and intolerance directed at Members of Council.

NOW THEREFORE BE IT RESOLVED:

1. That Niagara Regional Council **REAFFIRMS** its position that neither Councillors nor staff should be targets of harassment or other abusive behaviour from Members of Council, co-workers, or the public; and
2. That staff **PROVIDE** a report for consideration by the Procedural By-law Review Committee that includes draft wording to amend the Procedural By-law to address the display of signage in Council/Committee meetings that is contrary to Council's position on and Niagara Region's policies addressing Workplace Harassment and Violence, and best practices for addressing their removal.

As a starting point for Committee, jurisdictional scans of other municipalities including the local area municipalities have been completed with respect to signage and are attached for reference. Prior to considering wording to address signage that is contrary to Council's position on and Niagara Region's policies addressing Workplace Harassment and best practices for addressing removal, Committee should consider signage overall. It is hoped the jurisdictional scan will provide Committee with information to inform its direction in that regard.

Respectfully submitted and signed by

Ann-Marie Norio
Regional Clerk