

Office of the Integrity Commissioner
Town of Gravenhurst
Memorandum

DATE: May 14, 2020
TO: Ms. Kayla Thibeault, Director of Legislative Services/Town Clerk
FROM: Suzanne Craig, Integrity Commissioner
RE: Formal Code of Conduct Complaint #0120 Investigation Report – Follow Up

I am writing to you today in respect of the above-noted matter, to advise that on May 6, 2020, I received the attached 2 written apologies from the Respondent.

On May 12, 2020, I tabled the above-noted report which contained the following recommendations:

1. That there be no penalty as there has been a finding of contravention that was committed through inadvertence.

2. That the Respondent

Tender a written apology to the Town Clerk and the CAO within 10 days of the tabling of this Report. The apology will be submitted to the Integrity Commissioner who will determine its sufficiency.

3. That the appropriate staff work with the Integrity Commissioner to develop a best practice document to guide Members of Council in respect of the intersection between Procedural By-law and the Code of Conduct and what process to be followed where a Member identifies gaps in policy.

4. If Council adopts #2 recommendation, failure of the Respondent to comply with the Council decision, will be considered a breach of this Code.

I have discussed with the Respondent, the contents of a guide to an apology published in 2007 by the Ombudsman of New South Wales.¹

¹ "The Power of Apology: Remarks to 19th Annual SOCAP Symposium, Aug. 27, 2007, Chris Wheeler, Deputy NSW Ombudsman

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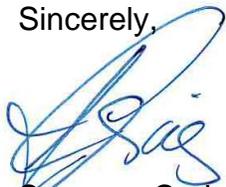
I have advised the Respondent that the 2007 guide sets out that:

Apologizing allows people to do “the right thing.” It allows for relationships of mutual trust to be restored when an injured party sees someone else accept responsibility for a mistake.

The Respondent understands that her apology carries with it regret for her actions and conduct, as well as, taking responsibility for her actions. The Respondent has advised that she acknowledges that being “passionate about things” does not justify her actions. With the written apologies and discussions with me, I acknowledge the sufficiency of the same and I am satisfied that the Respondent understands the seriousness of her Code contraventions.

With the attached written apologies, the Respondent has complied with the remedial action recommendation #2, approved by Council on May 12, 2020.

Sincerely,



Suzanne Craig
Integrity Commissioner

Encl.: Written apology (2), Councillor Joanne Morphy

Dear Kayla,

May 06, 2020

I write to you with a heartfelt apology regarding my actions around the EA Contract minutes of 2019, leading up to the 2020 budget. I never meant to imply any wrongdoing. I was looking for clarification and behaved more like a bull in a china shop. I do tend to get over passionate about things.

I am sorry.

Sincerely,

Jo

Dear Mr. Davies,

May 06, 2020

I wish to apologize for my behaviour leading up to the 2020 budget regarding the EA position. I did not mean to imply any wrongdoing.

Sincerely,

Jo Morphy