

C	<u>17</u>
Item #	<u>8</u>
Report No.	<u>17 (cw)</u>
Council -	<u>April 21/15</u>

From: Antony Niro [<mailto:antony.niro@gmail.com>]

Sent: Monday, April 20, 2015 10:59 PM

To: Shefman, Alan; Rosati, Gino; Iafrate, Marilyn; Ferri, Mario; Bevilacqua, Maurizio; Di Biase, Michael; DeFrancesca, Rosanna; Racco, Sandra; Carella, Tony

Cc: Clerks@vaughan.ca; Adam Martin-Robbins; Kim Champion; Noor Javed TheStar

Subject: COUNCIL Meeting April 21, 2015 - Report 17 Item 8 - CODE OF CONDUCT COMPLAINT #0114 INVESTIGATION REPORT

To members of Vaughan council,

I'm very disappointed in the integrity commissioners handling of the issue.

I recommend council reject the commissioners report in its current form and in so doing reject any recommendation of punishment and further, to retain the services of a management consultant to investigate and suggest improvements in the workplace at the City of Vaughan WRT alleged fostering of harassment by senior management as implied by the commissions draft report.

The commissioners report is documenting an unsafe workplace environment at the City of Vaughan, and those responsible for a safe workplace are the City Manager, the City Clerk, and City Commissioners. Ontario has clear legislation as to how business must protect workers from workplace "harassment". According to my reading of the commissioners report, it can be concluded the City of Vaughan actually fosters workplace harassment by not providing safe avenues for workers to report such violations in a protective manner. So in my opinion it's the City Manager, the City Clerk, and City Commissioners who are at fault here.

Let's reset, I've had the opportunity to bring forward, as an active member of my community, many issues concerning my residents and had the opportunity to work those issues with the City Manager, Clerk and Commissions as well as members of council especially Councillor Di Biase. Based on my personal experience I don't believe the integrity commissioners portrayal of the city is really as horrible a place to work nor do I believe the integrity commissions portrayal of Councillor Bi Biase is fair in the least.

I urge council to consider the integrity commissioners report has flaws that require further consideration. It's incomprehensible to accept the reports findings of Councillor Di Biase anymore than it's incomprehensible that the cities ability to provide a safe workplace environment is so inadequate that reported behavior could be undetectable.

Again I suggest council reject the commissioners report in its current form because continuing in the current process of the integrity commission will have a detrimental effect on the residents of Vaughan whom will be the biggest losers!

This whole issue has been handled ineffectively, there are more questions than answers, and blame being put forth on a symptom instead of the problem. Council has already begun to polarize by the evidence of comments made publicly by Mayor Bevilacqua, Councillors Shefman and Iafrate at April 14th Committee of the Whole meeting whom these three I guess forgot they signed a Vaughan Accord. Division of staff from council I'm sure is in the process of developing after watching council polarize, then staff will polarize among themselves since now one knows who to trust any longer. This will cause silos within the

organization making the city ineffective. As for the residents, council will be ineffective in representing our concerns to staff whom have the responsibility to make this city great for all of us.

The integrity commissioner withholding the information and documents needed by Councillor Di Biasi to defend himself is disturbing in a democratic society.

I watched by neighbourhood ratepayer association rip itself apart back in 2010 when the neighbourhood was asked to consider a development proposal by a local developer on lands adjacent to our community. The public meeting of 150 in attendance took on a mob mentality when instigated by several past Vaughan Councillors. In the end , only one incomplete side of the plan was presented to the residents before a vote was called. Many residents felt "dirty" that they voted with the mob afraid to support the lone apposer who was heckled for trying to get the mob to at least consider listening to the developers proposal. The association disbanded shortly after the May 2010 meeting and residents are still apologizing to me today for leaving me hanging.

The integrity commissioner is doing the same thing here, along with the media reporting a "story" instead of the "news" a mob mentality is forming and it's making a mockery of Vaughan council, Vaughan staff, and the fine residents of Vaughan.

This needs to end now, this needs further consideration, and this needs the help of a management consultant to ensure that the City of Vaughan is a same workplace that does not foster workplace harassment and provides safe avenues for workers to report such violations in a protective manner.

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