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AGENDA FOR REGULAR COUNCIL MEETING
Tuesday April 28th, 2026 – 6:00 p.m.



Join Zoom Meeting: <https://us02web.zoom.us/j/86453320199?pwd=684YRwUSb147oER0q2vflJcC9XOOYG.1>
Meeting ID: 864 5332 0199
Passcode: 707864

1. CALL TO ORDER
Land Acknowledgement

2. APPROVAL OF AGENDA
Recommendation: BE IT RESOLVED THAT the agenda for the Regular Council Meeting of April 28th, 2026 be approved as circulated. (Alternatively, amendments to be noted; with approval as amended.)

3. DECLARATIONS OF PECUNIARY INTEREST

4. TOWN HALL SEGMENT

5. DEPUTATIONS
None scheduled for this meeting.

6. MINUTES OF PREVIOUS MEETINGS
6.1 Minutes – Open Session Regular Council Meeting – April 14th, 2026
Recommendation: BE IT RESOLVED THAT the Minutes of the Open Session of the Regular Council Meeting held on April 14th, 2026, be approved as circulated. (Alternatively, corrections to be noted; with approval as amended.)

7. DISBURSEMENT LIST
7.1 Payroll Report – none scheduled for this meeting.
7.2 Payment Register
Recommendation: BE IT RESOLVED THAT Council approve the disbursements represented by electronic bank payments and cheque numbers 7838 to 7846 totalling \$21,444.88.

8. REPORTS FROM MUNICIPAL OFFICERS (as available)
8.1 Clerk's Report
8.2 Treasurer's Report (verbal)
8.3 Public Works Report
8.4 Fire Chief's Report (no report this meeting)
8.5 Council Member Reports (verbal)
8.6 Reports from Other Agencies: as listed in the Clerk's Report
Recommendation: BE IT RESOLVED THAT Council receive the reports presented as listed in Section 8 of this evening's agenda. (Alternatively, directions to Administration as per Council's determination)

9. NEW BUSINESS
9.1 Annual Review – Health and Safety & Violence, Harassment & Discrimination in the Workplace Policies
9.1-1 Report to Council
9.1-2 Health and Safety Policy
9.1-3 Violence, Harassment, and Discrimination in the Workplace Policy
Recommendation: BE IT RESOLVED THAT Council acknowledge receipt of the Annual Review of the Health and Safety Policy and the Violence, Harassment, and Discrimination in the Workplace Policy, and confirm that the policies remain current and in effect.

9.2 Parking Lot Cleaning
9.2-1 Parking Lot Cleaning - Report to Council
9.2-2 Quote #1 – PPS Solutions
9.2-3 Quote #2 – 2688607 Ontario
Recommendation: BE IT RESOLVED THAT Council approve a quote for spring parking lot sweeping at the Community Centre in an amount not exceeding \$3,000 plus HST.

9.3 Trail Cameras for Landfill
9.3-1 Trail Cameras – Report to Council
9.3-2 Tactacam v Spypoint comparison table
9.3-3 Tactacam Signal – How the unit operates
9.3-4 Spypoint Specifications
9.3-5 Tactacam Specifications
Recommendation: BE IT RESOLVED THAT Council receive the report regarding trail camera options for landfill monitoring and direct Administration to proceed as determined by Council.

9.4 Enders Road Bridge – Current Status and Direction
Enders Road Bridge – Report to Council

Recommendation: BE IT RESOLVED THAT Council receive the report regarding the current status of the Enders Road Bridge and provide direction to Administration regarding next steps.

9.5 Professional Consulting Services for Hume Road Landfill Closure Plan
Hume Road Landfill Closure Plan – Report to Council

BE IT RESOLVED THAT Council receive the report regarding professional consulting services for the Hume Road Landfill Closure Plan and approve the award of the contract to North Rock Engineering Inc. in the amount of \$26,600 plus HST, representing the core scope of work plus required services, as outlined in the proposal dated April 15, 2026.

9.6 Lakehead Rural Planning Board – Notice of Hearing for May 7 2026
Notice of Hearing and Application – Application 1B/04/26

Recommendation: BE IT RESOLVED THAT Council receive the Notice of Hearing and Application from the Lakehead Rural Planning Board respecting Application No. 1B/04/26 for a proposed lot addition at 229 Sovereign Road; AND FURTHER THAT Council direct Administration to advise the Lakehead Rural Planning Board of Council's position on the application, as determined by Council.

10 BYLAWS

No By-laws scheduled for this meeting.

11 CORRESPONDENCE

List of Resolution Support Requests from other municipalities, agencies & the provincial government:

- 11.1-1 Municipality of Waterloo – Amendment to Bill C-9 to include the noose as a prohibited hate symbol

12 UPCOMING MEETING DATES

Regular Council Meetings: May 12th & 26th, June 9th & 23rd, July 14th, August 11th, September 8th & 22nd, October 13th, November 10th & 17th (Inaugural), December 1st & 15th, 2026.

13 CLOSED SESSION

Recommendation: BE IT RESOLVED THAT, at ___ p.m., Council move into Closed Session pursuant to Section 239 of the Municipal Act, 2001, S.O. 2001, c. 25, as amended, to consider Item 13.1, being the Closed Session minutes of the Council meeting held April 14th, 2026 under the same authority as the original meeting; under paragraph 239(2)(d) of the same legislation, to consider Item 13.2, involving labour relations or employee negotiations; and under section 239(2)(b) of the same legislation, to consider Item 13.3 involving personal matters about identifiable individuals.

13.1 Minutes – Closed Session Regular Council Meeting – April 14th, 2026

13.2 Labour relations – Proposed seasonal staffing positions

13.2-1 HR Report

13.3 Discussion regarding matters involving municipal employees

Recommendation: BE IT RESOLVED THAT, the time being ___ p.m., Council rise from Closed Session and report in Open Session

14 BUSINESS ARISING FROM CLOSED SESSION

Recommendation: BE IT RESOLVED THAT the Minutes of the Closed Session of the Regular Council Meeting held on April 14th, 2026, be approved as circulated. (Alternatively, corrections to be noted; with approval as amended.) AND THAT Administration be authorized to proceed as directed in Closed Session.

15 CONFIRMING BYLAW

By-law 2026-011 – To Confirm the Proceedings of the Meeting

Recommendation: BE IT RESOLVED THAT By-law 2026-011 be passed, and FURTHER, THAT the Mayor and the Clerk be authorized on behalf of the Township of Conmee to affix their signatures to By-law No. 2026-011, being a By-law to confirm the proceedings of this evening's meeting.

16 ADJOURN

Recommendation: There being no further business to conduct, the Mayor declares the meeting to be adjourned at ___ p.m.

MINUTES - REGULAR COUNCIL MEETING

Tuesday April 14th, 2026 – 6:00 pm

PRESENT Mayor Sheila Maxwell
Councillor Grant Arnold
Councillor Chris Kresack

PRESENT VIRTUALLY Councillor David Maxwell
Councillor David Halvorsen

ALSO PRESENT Karen Paisley, Clerk
Leanne Maxwell, Treasurer
Robb Day, Fire Chief

PRESENT VIRTUALLY Olabisi Akinsanya-Hutka, HR Assistant

1. CALL TO ORDER

Mayor Maxwell called the meeting to order at 6:05 p.m.

2. APPROVAL OF AGENDA

No amendments requested.

RESOLUTION 2026-067

Moved by: Councillor Kresack

Seconded by: Councillor Arnold

BE IT RESOLVED THAT the agenda for the regular council meeting of April 14th, 2026, be approved.

CARRIED

3. DECLARATIONS OF PECUNIARY INTEREST

None declared.

4. TOWN HALL SEGMENT

No members of the public were present.

5. DEPUTATIONS

None scheduled for this meeting.

6. MINUTES OF PREVIOUS MEETING(S)

6.1 Minutes – Regular Council Meeting – March 24th, 2026

Council reviewed the minutes of the March 24th, 2026 Regular Council Meeting. No amendments were requested.

RESOLUTION 2026 - 068

Moved by: Councillor Kresack

Seconded by: Councillor Halvorsen

BE IT RESOLVED THAT the minutes for the open session of the regular council meeting of March 24th, 2026, be approved as circulated.

CARRIED

6.2 Minutes – Special Council Meeting – March 28th, 2026

Council reviewed the minutes of the March 28th, 2026 Special Council Meeting. No amendments were requested.

RESOLUTION 2026 - 069

Moved by: Councillor Kresack

Seconded by: Councillor Arnold

BE IT RESOLVED THAT the minutes for the open session of the special council meeting of March 28th, 2026, be approved as circulated.

CARRIED

7. DISBURSEMENT LIST

7.1. Payroll Report

There were no questions for the Treasurer.

7.2. Payment Register

Council reviewed the payment register, including electronic bank payments and cheque disbursements. The Treasurer responded to questions related to recent equipment maintenance.

RESOLUTION 2026-070

Moved by: Councillor Kresack

Seconded by: Councillor Arnold

BE IT RESOLVED THAT Council approve the disbursements represented by electronic bank payments and cheque numbers 7819 to 7837 totalling \$119,883.53.

CARRIED

8. REPORTS FROM MUNICIPAL OFFICERS

8.1. Clerk's Report

Council received the Clerk's Report. The Clerk advised Council of a proposed Ministry of Transportation regulation respecting the harmonization of municipal road construction standards across Ontario, noting that implementation is proposed to begin in 2027 with no immediate compliance requirements. Council was also advised of approval for two Canada Summer Jobs 2026 funded positions, recent water system maintenance at the municipal complex, the rescheduling of a Ministry of Transportation highway safety meeting to April 21, 2026, work underway to update the Hume Road landfill closure plan, repairs required to the skating rink security camera system, and correspondence received regarding property assessments and wildfire management regulations.

8.2. Treasurer's Report

Council received the Treasurer's Report. The Treasurer reported on the recent purchase and testing of a Square reader to support card payments at municipal events, receipt of pothole grant funding, upcoming payments related to the playground portable washroom, and the annual audit currently underway.

8.3. Public Works Report

There was no report from the Public Works Manager.

8.4. Fire Chief's Report

Council received the Fire Chief's Report. The Fire Chief reported on recent call activity, ongoing firefighter training, equipment purchases funded through the Fire Prevention Grant, water supply challenges, and preliminary discussions with neighbouring municipalities regarding shared fire services.

Chief Day left the meeting at 6:47 p.m.

8.5. Council Member Reports

Mayor Maxwell reported that she was scheduled to attend an asset retirement information meeting on April 1, 2026, but was unable to attend. She advised that Councillor Maxwell attended the meeting on her behalf. Mayor Maxwell further reported that the previously scheduled Ministry of Transportation meeting had been cancelled and rescheduled to April 21, 2026, and that she intends to participate. She noted that there were no additional matters to report at this time.

Councillor Arnold raised concerns regarding drainage and water flow on the hill near his residence, noting that temporary trenches had been created in the roadway to divert runoff following recent snowmelt. He advised that his driveway culvert had frozen once already and could freeze again depending on weather conditions and requested that the Roads Department be made aware. Councillor Arnold commented that recent pothole repairs appeared to be performing well. He noted that April 14 is National Holocaust Remembrance Day and Anti-Racism Day and encouraged reflection on both. Councillor Arnold advised of upcoming meetings with the Thunder Bay District Health Unit and the Lakehead Region Conservation Authority spring melt briefing. He further reported that he may have a scheduling conflict with the Ministry of Transportation meeting scheduled for April 21, 2026. Councillor Arnold confirmed his intention to attend NOMA Conference scheduled for April 22 to 24, 2026, and advised that he has attended Lakehead Region Conservation Authority meetings since the last Council meeting.

Councillor Kresack reported that there was limited activity to report, noting that the Food Bank meeting scheduled for the month had been cancelled. He advised that he had also missed some recent meetings due to personal matters.

Councillor Halvorsen reported attending the Lakehead Regional Planning Board meeting held on April 2, 2026, as well as the Special Council Meeting on March 28, 2026. He advised that he would be attending the Police Services Board meeting on April 16, 2026, and noted that Police Services Boards across Ontario are now being referred to collectively as Police Governance Boards of Ontario.

Councillor Maxwell reported attending the asset retirement meeting held on April 1, 2026. He advised that aside from his attendance at the current Council meeting, there were no additional matters to report.

HR Assistant joined the meeting at 7:00 p.m.

8.6. Other Agencies' Reports

Council reviewed correspondence and reports received from other agencies as listed in the Clerk's Report.

RESOLUTION 2026-071

Moved by: Councillor Kresack

Seconded by: Councillor Halvorsen

BE IT RESOLVED THAT Council receive the reports presented as listed in Section 8 of this evening's agenda.

CARRIED

9. NEW BUSINESS

9.1 Winter Road Maintenance – Council Direction on Start Times

Council discussed winter road maintenance start times, particularly in relation to school bus safety. Council directed administration to review operational practices, collective agreement provisions, and historical practices, with further discussion to occur during Closed Session.

9.2 Ratification of Interim Fire Apparatus Purchase – 2004 Freightliner Pumper Truck

Council considered a report respecting the ratification of an interim fire apparatus purchased in June 2025.

RESOLUTION 2026-072

Moved by: Councillor Arnold

Seconded by: Councillor Maxwell

BE IT RESOLVED THAT Council ratify the purchase of the 2004 Freightliner Pumper Truck previously acquired as an interim fire apparatus to maintain emergency fire protection services, confirming that the purchase fulfills Council's original intent under Resolution 2025-112.

CARRIED

9.3 Community Reuse Initiative – "Treasure Days"

Council supported the concept of a community reuse initiative referred to as "Treasure Days," to be coordinated by the Social Committee with minimal municipal involvement and operated on a pilot basis during the summer months.

9.4 Community Centre Table Handling

Council discussed concerns related to handling and storage of tables at the Community Centre. Council directed that the Facilities Manager coordinate table set-up and take-down arrangements, particularly for Food Bank use, to protect municipal property and address safety concerns.

9.5 Elections Recount Policy

Council considered the proposed Elections Recount Policy.

RESOLUTION 2026-073

Moved by: Councillor Kresack

Seconded by: Councillor Maxwell

BE IT RESOLVED THAT Council of the Corporation of the Township of Conmee hereby adopts the Elections Recount Policy (2026) to govern the conduct of election recounts for the 2026 municipal election and future municipal elections, as presented.

CARRIED

10. BY-LAWS

10.1 "Lame Duck" Delegation By-law 2026-09

Council considered the "Lame Duck" Delegation By-law.

RESOLUTION 2026-074

Moved by: Councillor Arnold

Seconded by: Councillor Halvorsen

BE IT RESOLVED THAT the "Lame Duck" Delegation By-law 2026-09 be enacted, delegating limited authority to the Clerk during any restricted period in accordance with the Municipal Act, 2001.

CARRIED

11. CORRESPONDENCE

There was no correspondence scheduled for this meeting.

12. UPCOMING MEETING DATES

Council reviewed the list of upcoming meeting dates. No changes were proposed.

13. CLOSED SESSION

RESOLUTION 2026-075

Moved by: Councillor Kresack

Seconded by: Councillor Arnold

BE IT RESOLVED THAT, at 7:52 p.m., Council move into Closed Session pursuant to Section 239 of the Municipal Act, 2001, S.O. 2001, c. 25, as amended, to consider Item 13.1, being the Closed Session minutes of the Council meeting held March 24th, 2026 under the same authority as the original meeting; under paragraph 239(2)(d) of the same legislation, to consider Item 13.2, involving labour relations or employee negotiations; and under section 239(2)(b) of the same legislation, to consider Item 13.3 involving personal matters about identifiable individuals.

CARRIED

During closed session, the following procedural resolution was passed:

RESOLUTION 2026-076

Moved by: Councillor Kresack

Seconded by: Councillor Arnold

BE IT RESOLVED THAT, the time being 9:42 p.m., Council rise from closed session and report in open session.

CARRIED

Open session resumed.

14. REPORT FROM CLOSED SESSION

RESOLUTION 2026-077

Moved by: Councillor Arnold

Seconded by: Councillor Halvorsen

BE IT RESOLVED THAT the Closed Minutes of the Regular Council Meeting held on March 24th, 2026, be approved; AND FURTHER, THAT Administration be authorized to proceed as directed during Closed Session.

CARRIED

HR Assistant left the meeting at 9:42 p.m.

15. CONFIRMING BY-LAW

By-law 2026-010

RESOLUTION 2026-078

Moved by: Councillor Kresack

Seconded by: Councillor Maxwell

BE IT RESOLVED THAT By-law 2026-010 be passed;
AND, FURTHER, THAT the Mayor and Clerk be authorized on behalf of the Township of Conmee to affix their signatures to By-law No. 2026-010, being a By-law to confirm the proceedings of this evening's meeting.

CARRIED

16. ADJOURNMENT

There being no further business to attend to, the Mayor declared the meeting adjourned at 9:44 p.m.

Mayor Sheila Maxwell

Clerk Karen Paisley

Township of Conmee Payment Register

Report Date

Batch: 2026-00065 to 2026-00073 2026-04-23 3:01 PM

Bank Code: GEN - TD Operating Account

Payment #	Vendor	Amount	
7838	MicroAge	56.50	
7839	BMO RRSP	167.38	
7840	Fastenal Canada Ltd	229.16	
7841	McKitricks	841.85	winter sand bylaw
7842	Minister of Finance	7,292.19	
7843	NORS Construction Equipment Can	226.00	delivery of chain
7844	Nu-Steel Door Systems	318.66	fire hall doors
7845	Sarjeant Propane	2,175.89	
	- hall \$1988.90		
	- landfill \$186.99		
7846	Ultramar	3,061.73	
	Total Cheques	<u>14,369.36</u>	
1	TD Visa	2,898.18	
123	plowing	200.00	
533	TD Visa	1,025.67	
653	Hydro One Networks	374.02	
654	TBayTel	256.94	
656	Hydro One Networks	1,791.88	
656	TBayTel	133.33	
895	TBayTel	395.50	
	Total EFT	<u>7,075.52</u>	
	Total Payments	<u><u>21,444.88</u></u>	

**The Corporation of the Township of Conmee
Administrative Report**

Date: April 28, 2026

To: Mayor and Council

Subject: Administrative Activity Report

File Number: 01-C10-0000 Administrative Activity Reports

Submitted by: Karen Paisley Clerk

RECOMMENDATION:

For Council's information and direction as required.

BACKGROUND:

Administration's updates to Council on its ongoing activities.

DISCUSSION:

Further information has been obtained regarding intermittent data transmission from the municipal truck Geotab units. Following discussions with the Geotab vendor, staff were advised that units continue to record vehicle data when temporarily offline and upload the information once connectivity is restored. Tbaytel advised that recent network upgrades related to the transition from 3G to 5G service may have contributed to intermittent connectivity and recommended confirming that the units are fully compatible with 5G service. The Geotab vendor has confirmed that the units are 5G compatible and has offered to attend at the municipal garage to verify that the units are operating properly. The Clerk will arrange a date that works for the vendor and Public Works staff.

Considerable time has been spent finalizing and coordinating the materials required for the upcoming municipal election. This work included preparing election documentation and completing updates to the Township website to ensure accurate and current election information is publicly available.

The Clerk attended the LRCA Spring Melt Meeting virtually on April 16, 2026. The meeting included a general overview of regional spring melt conditions and related monitoring information.

The Clerk attended the NOMA Conference with Councillor Arnold from April 22 to 24, 2026. During the conference, the Clerk participated in a tabletop emergency management exercise led by the Minister of Emergency Preparedness, which focused on municipal response and resilience in the event of a severe thunderstorm. The exercise provided practical insights into emergency coordination, communication, and decision-making in a rural municipal context. The conference also included presentations from keynote speakers and provincial ministers on issues of relevance to northern municipalities, including infrastructure, emergency preparedness, and regional resilience.

Council is advised of the resignation of the Administrative Assistant, effective April 28, 2026. On behalf of Council and staff, we wish to express our appreciation for the work she performed during her time with the Township and extend best wishes going forward.

Council is advised that the Clerk and Treasurer are scheduled to attend the AMCTO Zone 9 Spring Conference on Tuesday, May 5, 2026, and Wednesday, May 6, 2026 (until noon). Council previously approved attendance at the conference on the basis that administrative coverage would be available; however, due to current staffing availability, the municipal office cannot be staffed during this period. As a result, Council approval is requested to temporarily close the municipal office for the full day on May 5, 2026, and the morning of May 6, 2026, with the office reopening at approximately 1:00 p.m. on May 6, 2026. Appropriate public notice of the temporary closure will be provided should Council approve this request.

Council was advised of the failure of the concrete pad at the Food Bank loading bay. The contractor attended the municipal complex on April 20, 2026, and advised that the concrete surface has failed and there is no viable repair option, requiring the pad to be removed and repoured. The contractor has indicated that the work will be completed under the project's three-year warranty and will be scheduled once weather conditions are suitable for concrete work. Staff will coordinate timing with the contractor and the Food Bank and advise Council of any material changes.

Other Agency Reports – 8.6

1. NWORTA Updates
2. Tourism Campaign – Ministry of Economic Development and Growth
3. TBDHU – Minutes – March 18, 2026
4. Proposed EA Act Amendments – Ministry of the Environment, Conservation and Parks
5. NorWest Community Health Centres – Notice – Board of Directors Open House
6. Deep Geological Repository – Comments invitation on Impact Statement Guidelines
7. NOMA – Northern Municipal Leaders United in Call for Federal Partnership on Highways 11 & 17

Public Works Managers Report April 28-26

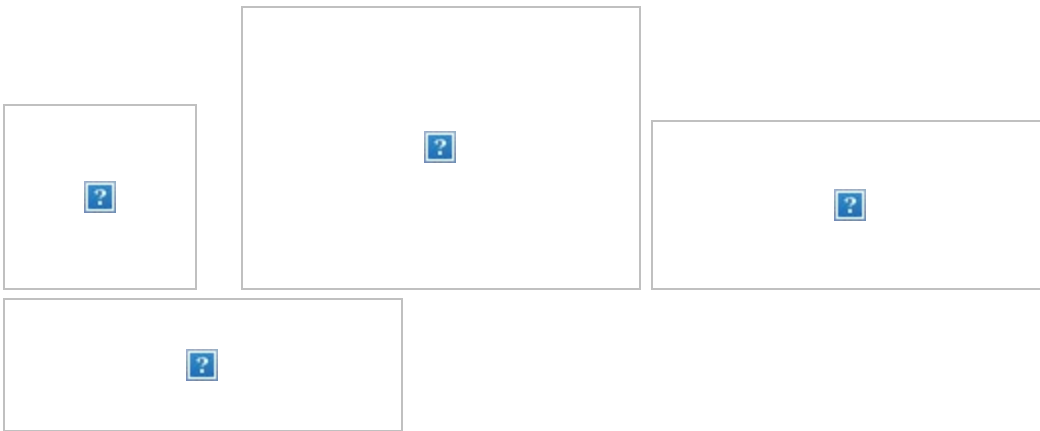
Roads

- Scarifying
- Plowing
- Sanding
- Steaming
- Haul winter sand to yard
- Work at landfill
- Take Com. Centre garbage to landfill
- Cutting Banks
- Haul and spread gravel in washouts

Equipment

- order new centre sander chain 7500

From: [Conmee Clerk](#)
To: [Conmee Clerk](#)
Subject: FW: NWORTA Updates
Date: March 24, 2026 12:27:45 PM



NWORTA Spring Newsletter 2026:

Greetings everyone,

We are hoping you had a chance to explore our local trails over the course of the winter. Although I myself escaped to Cancun for much of it, I am hearing Thunder Bay and area got a good abundance of snow this year. Sounds like perfect snowshoe conditions to me. Lots of things are planned for 2026 and beyond in terms of trails for NWORTA and we can't wait to get going.

Memberships:

Memberships are the life-blood of every organization. These funds support the work that is necessary to maintain the trails to required standards. We will be joining the [Voyageur Trail Association](#) (VTA) this year, which means as of April 1 memberships, mapping, and insurance will now be handled by the VTA. This frees up precious volunteer time that can be better spent on the trails themselves. The VTA's vision is to work with volunteers and partner organizations to build a continuous wilderness-style hiking trail from Sudbury through Sault Ste. Marie to Thunder Bay, a distance of some 1,100 km paralleling the rugged Northern Ontario shores of Lake Huron and Lake Superior. NWORTA will become the newest member of the group. We are beyond excited to join them and look forward to this new partnership.

Although a little more expensive than our NWORTA memberships of the past, a VTA membership gives you the following:

- access to the Ondago app, Ondago Web interactive map, printable PDF versions of selected maps, and GPX files with GPS trail tracks
- receive purchase discounts at participating retailers.
- your membership supports trail development, infrastructure and maintenance, trail maps, and required insurance.
- as a 100% volunteer-run association, all of your fees and donations go directly towards supporting the Voyageur Trail network.

Volunteers

Next to memberships, volunteers are also an extremely important part of an organization. They are the heart and soul of anything that gets done. As you may be aware, we are

updating our volunteer email list and also recruiting new volunteers. If you know anyone who may be interested in helping out, even for just one day, please forward this email and encourage them to join us. To past volunteers, thank you, thank you, thank you! You have done amazing things. Imagine establishing a 45 km. trail in just a matter of months like we did with the Shabaqua Trail. YOU did that. Great things are achievable through volunteers. Let's keep that momentum going and add even MORE trails!

Trails

We have embarked on a multi-year 200 km. trail expansion plan starting this year. "Connecting Communities Recreation Trail Expansion Project". We are currently seeking out supporting funding from various private and public entities to help make this project a reality.

- primary focus will be on completing a 13 km. connection from the southern Shabaqua Trail trailhead at Highway 590 and Sovereign Road east to Kakabeka Falls itself, and also establish a new trail to minimize use of Sovereign Road and Fleming Road. You can see the [proposed route here](#). We were expecting approval for this trail last year, however due to holdups within the various government agencies, here we are. Still waiting. We are hopeful to have our Trail Work Permit by the time the snow melts. Once we have that, we will begin work on the expansion. This will have been made possible thanks to support from Trans Canada Trail, Alpine Club of Canada Thunder Bay, and of course, our fantastic volunteers and donors who have contributed to this great cause!
- creation of the 60 km. Pigeon River Trail which will connect the Shabaqua Trail south to the Path of the Paddle/Trans Canada Trail land-based section of their water trail south of Whitefish Lake. From there, it will be another 40 km. to the Canada/US border crossing at Pigeon River south of Thunder Bay. Anticipated start date will be late summer, with completion of the trail the following year.
- 2027 we anticipate beginning the first leg of the proposed Atikokan Trail. This 120 km. trail will connect Shabaqua to Quetico Provincial Park's Paul Kane Trail and French Portage Trail. The remainder of the trail (40 km.) to Atikokan will come at a future date. We will be submitting approval for a Trail Work Permit sometime this summer.

Donations

To those who have donated to help with this cause, we cannot thank you enough. Your contributions helped us do the following:

- establish the 3 km. Kakabeka Falls Trail Broadway Avenue section
- installation of 2 culverts on the Broadway Avenue trail section
- establish the Hogarth Plantation Trail
- leverage funding support for the Kakabeka Falls Trail and Shabaqua Trail expansion and upgrades

We would really like to send a shout-out to the [Alpine Club of Canada Thunder Bay](#) for their generous contribution of \$5,000. This money will be the catalyst to help us complete the Shabaqua Trail extension to Kakabeka Falls. Awesome. We are deeply grateful for their support and want to make sure our members/supporters are aware of their contribution.

Also, many thanks go out to [Trans Canada Trail](#). They have been fantastic supporters and are doing what they can to help us with this bold, but very doable expansion project. You too can help us "Build The Trail". Simply go to our [website for more details](#) on how you can contribute or find out more information about us. Every dollar, even small donations, help immensely and go directly back into what will become a long lasting legacy for Thunder Bay and area.

Sponsorship

If you are a local business, or know someone who owns one, we would appreciate you passing along this information. Support from the entire community is huge and greatly increases the chances of this becoming a reality.

Events

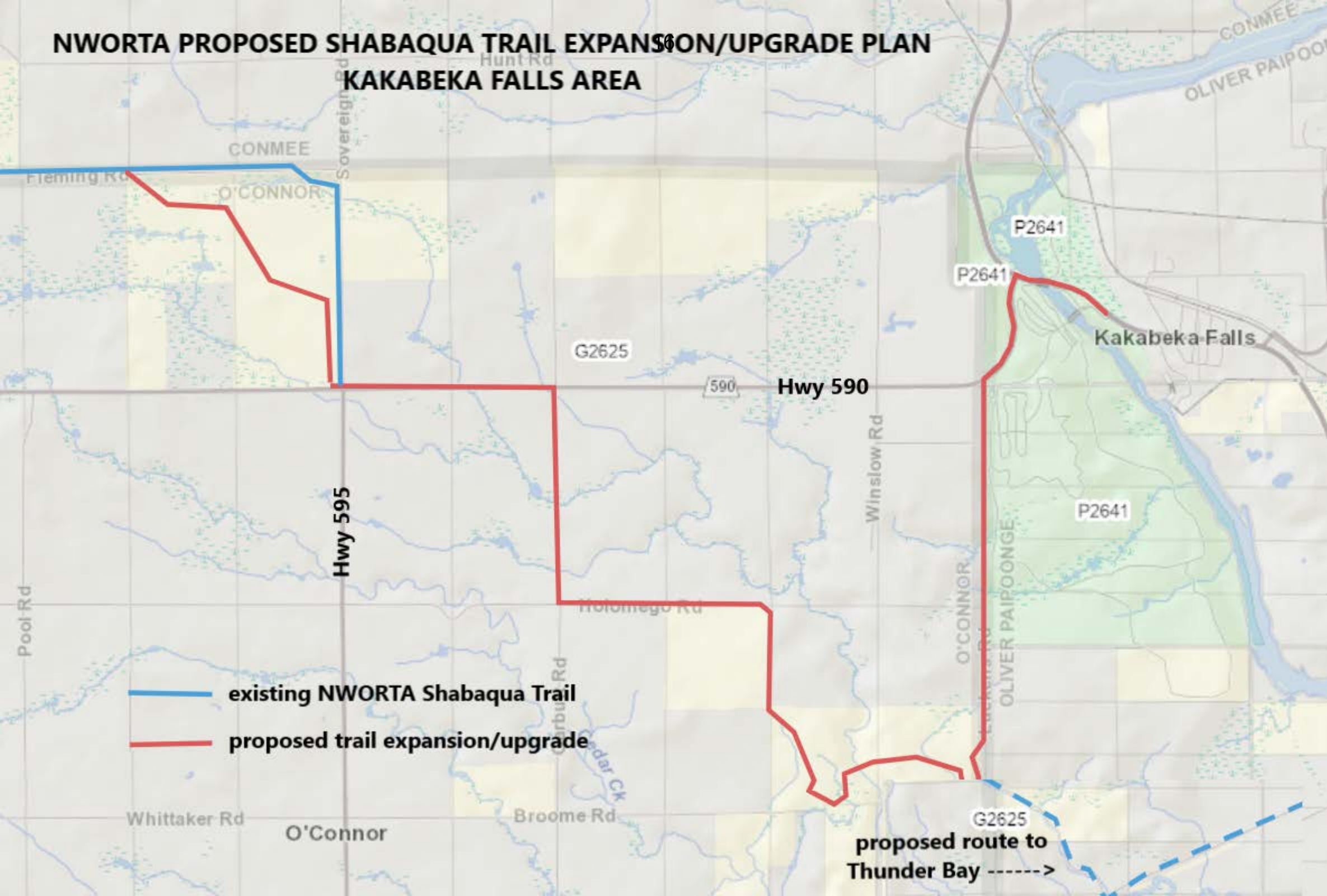
Keep watch via emails, our [website](#), or [Facebook](#), for upcoming events. Although we are usually busy maintaining and building trails, we do try to have outings now and then. Along with single day outings (usually Sundays), there has been some interest in doing overnight outings, both for trail work and for fun. We are hoping we can put something together in this regard this coming trail season.


Thank you, and hope to see you out on the trails!

Len Day,

President

NWORTA PROPOSED SHABAQUA TRAIL EXPANSION/UPGRADE PLAN KAKABEKA FALLS AREA



-  existing NWORTA Shabaqua Trail
-  proposed trail expansion/upgrade

proposed route to
Thunder Bay ----->

Ministry of Northern Economic
Development and Growth

Office of the Minister

16th Floor, Suite 1600
438 University Avenue
Toronto ON M5G 2K8

Ministère du Développement et
de la croissance économique
du Nord

Bureau du ministre

16^e étage, bureau 1600
438, avenue University
Toronto ON M5G 2K8



774-2026-116

April 9, 2026

To Northern Ontario Mayors:

Thank you for your continued cooperation and partnership in our shared mission to build and protect Northern Ontario. Your actions are more important now than ever. With the current economic and trade uncertainty, it's crucial that our province stands united to protect the people and economy in the North.

As the Minister of Northern Economic Development and Growth, I am deeply committed to promoting Northern Ontario. To that end, I am launching a creative social media campaign for summer 2026 to promote tourism across the region. This campaign will feature a variety of tourist destinations over the summer, aimed at encouraging people to explore and experience the beauty of the North.

As experts in your community, I would appreciate your top recommendations for a must-see destination, hidden gem or iconic attraction that we can feature in our campaign. Whether it's a stunning lookout, a renowned landmark or a local tourism business, your insights will be invaluable.

To showcase the beauty of your community, I kindly ask that you send us your best, highest-quality photos of the two to three attractions you would like us to highlight in our campaign. My ministry is looking for an image that captures its essence and invites others to experience it firsthand. By submitting photos, your organization confirms that it has the necessary rights or permissions for their use as described in this letter. If any submitted photos include identifiable individuals, a signed individual consent must be provided as attached. This requirement applies where a person's likeness is recognizable in the image. No further consent is required for landscape or attraction-only photos that do not include identifiable individuals.

Once we gather all the suggested sites, we will create a calendar of featured destinations. As your jurisdiction's day approaches, we will notify you so you can watch for and share the post.

Thank you again for your partnership. Together, we can showcase the incredible offerings of Northern Ontario and inspire visitors to explore our remarkable region.

For all your suggestions and photos, please email bronwyn.gould@ontario.ca or call 437-772-8629 if you have any questions. I look forward to a summer filled with record breaking tourism in Northern Ontario.

Sincerely,

The Honourable George Pirie
Minister of Northern Economic Development and Growth

Attachment

Photo/Video Consent Form

Thank you for volunteering to let the Ontario government use your name and materials!

Your name and materials (some or all of your photo, video, or comments) will be collected to represent Ontarians in communications intended to increase public awareness and knowledge about Ontario government programs and initiatives.

Specifically:

- Your name and materials may be used in advertising on television, radio, internet, social media or newspaper with the purpose of increasing public awareness and knowledge of Ontario government programs and initiatives.
- Your name and materials may be posted on the Ontario government's public website (www.ontario.ca) and on the Ontario government's social media accounts (for example, Facebook, YouTube, Instagram), either in their original form or as part of publications and promotional materials with the purpose of increasing public awareness and knowledge about Ontario government programs (for example, brochures, fact-sheets, posters, videos and other display material), or communications materials like news releases, backgrounders, speeches, videos or photos provided to the media and the public.

Your name and materials may be used by the government ministries when they communicate to the general public and with the media.

While the materials will be held indefinitely, you have the right to revoke your consent to the government's future use of the materials at any time by contacting us at the address below. Please be sure to provide us with a way of identifying the materials concerned. This form will be kept and used to identify your materials for retrieval should you wish to revoke your consent. If you choose to revoke your consent, your name and materials will not be made available to the public after you have done so.

If you have any questions at any time, please email MNEDG.Events@ontario.ca.

I understand that this consent is voluntary and that I may revoke my consent at any time.

I grant His Majesty the King in Right of Ontario the non-exclusive, royalty-free, irrevocable, worldwide right to use, produce, reproduce, adapt, modify, translate, publish, perform, and publicly present the content of my materials.

I agree to forever waive any rights in relation to the publication of my image in various contexts or the right to control the use or distribution of my image that I may have in or to the materials.

I agree that the materials to be used by the Ontario government or the media will be made without any acknowledgment or payment to me, unless required in the event that my materials are selected for inclusion in advertising.

I hereby agree to release and discharge His Majesty the King in Right of Ontario ("Ontario government") and its officers, appointees, employees, agents, representatives, members of the Executive Council of Ontario, officers of the Legislative Assembly and officers of the Ontario Legislature and their advisors and staff from any and all claims, expenses, demands, actions, causes of action and for any and all liability howsoever caused and by whomever caused, arising out of, but not limited to, the publication, reproduction, distribution, modification, collection, disclosure or any other use of the materials.

I agree that the information that I give to the Ontario government is true and accurate.

I acknowledge that the Ontario government has no control over and is not responsible for any use or misuse including, but not limited, to any alteration, modification, reuse or distortion of the materials that may occur or be caused by third parties. The government will not be monitoring and has no control over third parties' use or misuse of the materials displayed on any of the Ontario government websites or provided to the media for use in covering stories related to government news releases.

I _____ (name of individual)

hereby consent to and authorize the Government of Ontario to take, use, reproduce

and disclose my name and my materials as taken on _____ (date)

at _____ (location)

Signatures are to be affixed in the appropriate spaces below and on the next page:

18 years or over

I am 18 years of age or over. I am a resident of Ontario. I have read this form. I give this consent voluntarily and I understand and agree to be bound by its contents.

Address: _____

Telephone: _____

Email: _____

Signature: _____

Print Name: _____ Date: ____/____/____

Witness

Signature: _____

Print Name: _____ Date: ____/____/____

If you are under 18 years, your parent or legal guardian should sign the section on the next page.

Under 18

The parent or legal guardian of individuals under 18 years of age who cannot provide their informed consent should sign this section of the form:

I am the parent or legal guardian of the individual named:

to whom this form applies and for whom I am giving this consent.

The individual named is a resident of Ontario. I have read this form. I give this consent voluntarily on behalf of the individual named and I understand and agree to be bound by its contents.

Address:-----

Telephone: -----

Email: -----

Signature: -----

Print Name: ----- Date: ____/____/____

Witness

Signature: -----

Print Name: ----- Date: ____/____/____

Ontario is committed to respecting your privacy and protecting your personal information. The handling of personal information by the Ontario government is governed by the Freedom of Information and Protection of Privacy Act. For more information, we invite you to visit the following government website:
<http://www.ontario.ca/en/general/004228>



THUNDER BAY DISTRICT HEALTH UNIT
BOARD OF HEALTH MEETING
MINUTES

MINUTES OF THE MEETING:	March 18, 2026
TIME OF MEETING:	1:00 PM
PLACE OF MEETING:	First Floor Boardroom / MS Teams
CHAIR:	Mr. Don Smith
BOARD MEMBERS PRESENT:	ADMINISTRATION PRESENT:
Mr. Grant Arnold	Dr. Janet DeMille, Medical Officer of Health and Chief Executive Officer
Ms. Cindy Brand	Ms. Diana Gowanlock, Director – Health Protection
Mr. Paul Malashewski	Mr. Dan Hrychuk, Director – Corporate Services
Mr. James McPherson	Ms. Shannon Robinson, Director – Health Promotion
Mr. Jim Moffat	Ms. Dana Wilson, Associate Director – Communications and Strategic Initiatives
Ms. Cynthia Olsen	Ms. Diana Carlson, Administrative Assistant – Corporate Services
Ms. Donna Peacock	
Mr. Don Smith	
Dr. Mark Thibert	
Ms. Kristine Thompson	
Mr. Todd Wheeler	
REGRETS:	
Ms. Lucy Belanger	
Ms. Kasey Etreni	
RECORDER:	
Ms. Lila McNeice, Executive Assistant, Secretary to the Board of Health	

1. CALL TO ORDER AND LAND ACKNOWLEDGEMENT

The Chair called the meeting to order at 1:03 PM.

2. ATTENDANCE AND ANNOUNCEMENTS

Regrets were received from Ms. Lucy Belanger and Ms. Kasey Etreni.

3. DECLARATIONS OF CONFLICT OF INTEREST

There were no declarations of conflict of interest.

4. AGENDA APPROVAL

The agenda of the March 18, 2026 meeting was presented for approval.

Resolution No. 27-2026

Moved By: P. Malashewski

Seconded By: J. Moffat

THAT the Agenda for the Regular Board of Health meeting to be held on March 18, 2026 be approved.

CARRIED

5. INFORMATION SESSION**5.1 Planet Youth Thunder Bay**

Ms. Shannon Robinson (Director of Health Promotion) introduced Ms. Katina Edey (Manager of Substance Use Health) and Ms. Sheena Albanese (Health Promotion Planner) who provided a presentation on “Planet Youth Thunder Bay” and responded to questions and comments from the Board.

6. MINUTES OF THE PREVIOUS MEETINGS**6.1 Thunder Bay District Board of Health**

The minutes of the February 18, 2026 Board of Health Regular and Closed session meetings were presented for approval.

Resolution No. 28-2026

Moved By: K. Thompson

Seconded By: P. Malashewski

THAT the Minutes of the Thunder Bay District Board of Health (Regular and Closed Session) meetings held on February 18, 2026 be approved.

CARRIED

6.2 Board of Health Executive Committee

The minutes of the January 21, 2026 Board of Health Executive Committee (Regular Session) meeting were presented for information.

7. MATTERS ARISING FROM THE MINUTES

There were no matters arising from the previous meeting minutes.

8. BOARD OF HEALTH (CLOSED SESSION) MEETING

Resolution No. 29a-2026

Moved By: P. Malashewski

Seconded By: J. Moffat

THAT the Board of Health move into Closed Session to receive information relative to labour relations or employee negotiations.

CARRIED

At 1:20 PM, the Board of Health moved into Closed Session, and the following individuals left the meeting:

- Ms. Diana Gowanlock, Director – Health Protection
- Ms. Shannon Robinson, Director – Health Promotion
- Ms. Dana Wilson, Associate Director – Communications and Strategic Initiatives
- Ms. Diana Carlson, Administrative Assistant – Corporate Services
- Ms. Lila McNeice, Executive Assistant and Secretary to the Board of Health

At 1:33 PM, the above noted individuals returned to the meeting.

8.1 Closed Session Report

The Chair reported that during the Closed Session, the Board received information relative to labour relations or employee negotiations.

9. DECISIONS OF THE BOARD**9.1 Employee Group Benefit Plan Renewal**

D. Hrychuk (Director of Corporate Services) presented Report No. 07-2026 (Finance / Human Resources) relative to recommendations for renewal of the Employee Benefit Plan for the period of April 1, 2026 to March 31, 2027.

Resolution No. 30-2026

Moved By: J. Moffat

Seconded By: K. Thompson

THAT with respect to Report No. 07-2026 (Finance / Human Resources), we recommend the renewal of the Employee Group Benefit Plan with GreenShield Canada (Health, Dental and Travel) through the Association of Local Public Health Agencies (alPHa) Employee Group Benefit Consortium Plan as presented for the policy term of April 1, 2026 to March 31, 2027.

AND THAT the Director of Corporate Services and the Manager of Finance be authorized to complete any administrative requirements of the renewal.

CARRIED

9.2 One-Time Funding for Public Health Inspector Practicum

D. Hrychuk (Director of Corporate Services) presented Report No. 08-2026 (Environmental Health) relative to the application of a one-time 100% funding request for Public Health Inspector student practicums.

Resolution No. 31-2026

Moved By: K. Thompson

Seconded By: J. Moffat

THAT with respect to Report No. 08-2026 (Environmental Health), we recommend that the application for one-time 100% funding of \$27,000 for two Public Health Inspector students be approved for submission to the Ministry of Health through the Annual Service Plan and Budget Submission process;

AND THAT the Director of Corporate Services and Manager of Finance be authorized to complete any administrative requirements of the budget submission process as required.

CARRIED

9.3 One-Time Funding Request - Parking Lot Rejuvenation

D. Hrychuk (Director of Corporate Services) presented Report No. 09-2026 (Information Systems and Property) relative to the application of a one-time 100% funding request for Parking Lot Rejuvenation at the main office building.

Resolution No. 32-2026

Moved By: J. Moffat

Seconded By: K. Thompson

THAT with respect to Report No. 09–2026 (Information Systems and Property), we recommend that the application for one-time 100% funding of \$1,100,000 for the repairs to the grounds for the main office building be approved for submission to the Ministry of Health through the Annual Service Plan and Budget Submission process;

AND THAT the Director of Corporate Services and Manager of Finance be authorized to complete any administrative requirements of the submission as required.

CARRIED

9.4 One-Time Funding Request - Clay Tile Flooring Replacement – Phase Two

D. Hrychuk (Director of Corporate Services) presented Report No. 11-2026 relative to phase two of the Clay Tile Flooring Replacement at the main office building.

Resolution No. 33-2026

Moved By: K. Thompson

Seconded By: J. Moffat

THAT with respect to Report No. 11–2026 (Information Systems and Property), we recommend that the application for one-time 100% funding of \$175,000 for the Clay Tile Flooring Replacement stairways, banister and second floor washrooms be approved for submission to the Ministry of Health through the Annual Service Plan and Budget Submission process;

AND THAT the Director of Corporate Services and Manager of Finance be authorized to complete any administrative requirements of the submission as required.

CARRIED

9.5 November 2026 Meeting Date

Dr. J. DeMille (Medical Officer of Health and Chief Executive Officer) presented a memorandum relative to the selection of a date for the November Board of Health regular session meeting.

Resolution No. 34-2026

Moved By: P. Malashewski

Seconded By: K. Thompson

THAT we recommend that the November Board of Health regular meeting be held on Thursday, November 12th, 2026, at 1:00 PM.

CARRIED

9.6 Presentations to Municipalities Policy

The Board discussed a memorandum dated March 18, 2026 on behalf of Kasey Etreni, Board Member, relative to the development of a Municipal Presentations Policy. No resolution was drafted for consideration at the meeting. The Board agreed to the development of a draft policy to be presented at a future meeting for review and consideration.

10. COMMUNICATIONS FOR INFORMATION**10.1 Facilities Report**

D. Hrychuk (Director of Corporate Services) presented Report No. 10-2026 (Information Systems and Property) relative to providing the Board of Health with the annual review of facilities and equipment, for information.

10.2 Organizational Structure

Dr. J. DeMille (Medical Officer of Health and Chief Executive Officer) presented a memorandum relative to providing the Board with an update on the TBDHU organizational structure.

10.3 MOH/CEO Update

Dr. J. DeMille (Medical Officer of Health and Chief Executive Officer) provided a verbal update to the Board.

11. NEXT MEETING

The next regularly scheduled meeting will be held on April 15, 2026.

12. **ADJOURNMENT**

Resolution No. 36-2026

Moved By: K. Thompson

Seconded By: P. Malashewski

THAT the Board of Health meeting held on March 18, 2026 be adjourned
at 2:15 PM.

CARRIED

**Ministry of the Environment,
Conservation and Parks**

Environmental Assessment
Modernization Branch

135 St. Clair Avenue West
4th Floor
Toronto ON M4V 1P5

**Ministère de l'Environnement, de
la Protection de la nature et des Parcs**

Direction de la modernisation des processus
d'évaluation environnementale

135, avenue St. Clair Ouest
4^e étage
Toronto ON M4V 1P5



April 20, 2026

TO: Stakeholder Distribution List

RE: Proposed *Environmental Assessment Act* (EAA) amendments to improve the comprehensive environmental assessment (EA) process

Today, Ontario introduced the [Protecting Ontario's Workers and Economic Resilience Act, 2026 \(POWER Act\)](#) in the Legislative Assembly of Ontario. If made, the changes would support a more efficient comprehensive EA process and make it easier to navigate by removing certain steps while maintaining strong environmental protections and other consultation opportunities.

The proposed legislation would, if passed, amend the *Environmental Assessment Act* (EAA) to make three key changes to the comprehensive EA process:

- Remove the requirement to publish and consult on a Ministry Review
- Remove the opportunity for the public to request a hearing before the Ontario Land Tribunal (Tribunal) while maintaining the Minister's authority to refer an application or matter related to an application to the Tribunal for a hearing and decision on their own initiative
- Remove the requirement for Cabinet approval of the Minister's decision, while providing the Minister discretion to refer an application to Cabinet for a decision

In addition, we also proposed minor updates to improve clarity and flexibility in the EAA.

If the proposed EAA amendments are made, the regulation that sets out deadlines for certain steps in the comprehensive EA process (Ontario Regulation 616/98 (Deadlines)) would be adjusted to align with the changes.

The proposal has been posted on the Environmental Registry of Ontario (ERO) for public comment. More information is available [here](#). Input is being accepted until **May 20, 2026**.

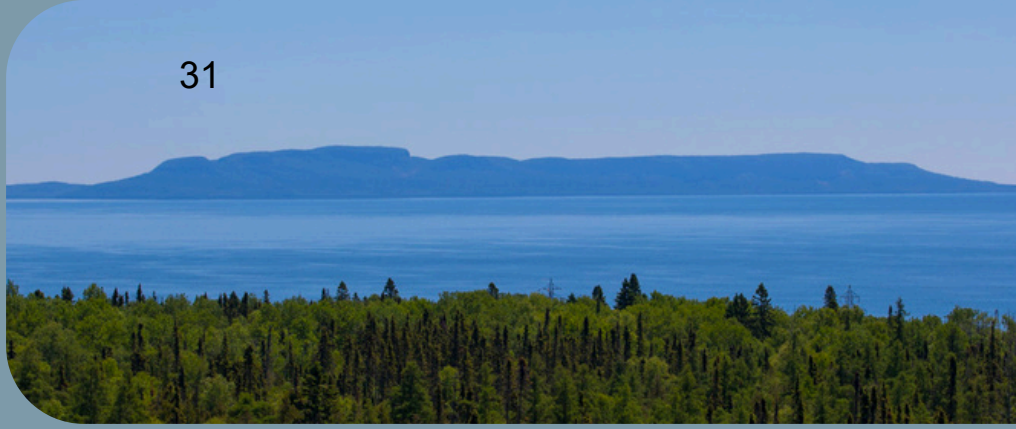
If you have any questions, please feel free to contact us at EAModernization.MECP@ontario.ca. Any comments on the proposal can be submitted through the ERO posting via the link above, or by email to us.

We are committed to keeping you apprised about EA modernization and working with you to build a strong EA program for Ontario. We value your perspectives on the EA program and look forward to your further participation. More information on our other efforts to modernize the EA program can also be found [here](#).

Sincerely,

A handwritten signature in black ink that reads "A. Cross". The signature is written in a cursive, flowing style.

Annamaria Cross
Director, Environmental Assessment Modernization Branch
Ministry of the Environment, Conservation and Parks



NORWEST COMMUNITY HEALTH CENTRES BOARD OF DIRECTORS OPEN HOUSE

INTERESTED IN BECOMING A
BOARD DIRECTOR?
JOIN US AND MEET OUR BOARD AND LEARN
ABOUT THE IMPACT OF OUR WORK

***Wednesday, May 6, 2026
5:00 PM to 6:30 PM***

**RSVP by April 27, 2026. Scan the QR Code
or contact Kelly Binette, EA at
kbinette@norwestchc.org or
807-626-8488**



From: [Nuclear Waste / Déchets Nucléaires \(IAAC/AEIC\)](#)
To: [Nuclear Waste / Déchets Nucléaires \(IAAC/AEIC\)](#)
Subject: Have your say on the Deep Geological Repository (DGR) for Canada's Used Nuclear Fuel Project! Comments invited on the draft Integrated Tailored Impact Statement Guidelines and the draft Public Participation Plan by May 10, 2026
Date: April 10, 2026 1:21:14 PM

UNCLASSIFIED - NON CLASSIFIÉ

Le français suit

Hello,

You are receiving this email as a participant in the integrated assessment of the proposed Deep Geological Repository (DGR) for Canada's Used Nuclear Fuel Project (the project), located in 21 kilometres southeast of the WLON and 43 kilometres northwest of the Town of Ignace, Ontario.

Deep Geological Repository (DGR) for Canada's Used Nuclear Fuel Project — Public Comments Invited

On March 23, 2026, the Impact Assessment Agency of Canada (IAAC) issued its [decision that a further assessment is required](#) for the project proposed by Nuclear Waste Management Organization (NWMO). (the proponent). This assessment will be an integrated assessment conducted in collaboration with the Canadian Nuclear Safety Commission (CNSC), which has been [referred to an independent review panel](#).

A public comment period on the [draft Integrated Tailored Impact Statement Guidelines](#) (draft Integrated Guidelines) and the [draft Public Participation Plan](#) will be held from April 10, 2026 to May 10, 2026. These documents can be found on the [Canadian Impact Assessment Registry Website](#).

The draft Integrated Guidelines and [Summary of the draft Integrated Guidelines](#) outline the specific factors to be considered in the assessment of the project and provide direction to the proponent on the studies and information required in its Impact Statement.

The draft Public Participation Plan explains how the public will be engaged throughout the review process and provides details on how and when public participation opportunities will take place for each phase of the integrated assessment.

How can I participate?

Submit your comments online in either official language **by 11:59 PM PST on May 10, 2026**, using the [Submit a Comment](#) feature. Participants who wish to provide their input in a different format can contact IAAC by writing to nuclearwaste-dechetsnucleaires@iaac-aeic.gc.ca or by phone at 343-598-5270. All comments received will be published online as part of the project file.

Information Sessions

IAAC and the CNSC invites First Nations and other Indigenous communities and the public to attend an information session to learn more about the project, the integrated assessment process, and how to submit comments on the draft documents.

In-person sessions (English/French)

- April 19, 2026, from 6:00 p.m. to 8:00 p.m. ET| Presentation starts at 6:30 p.m.
 - North End Community Center - Main Hall, 954 Huron Avenue, Thunder Bay, Ontario.
- April 20, 2026, from 4:00 p.m. to 7:00 p.m. CT| Presentations at 4:30 p.m. and 6:00 p.m.
 - Dryden Go Getters Senior Center, 84 St Charles Street, Dryden, Ontario.
- April 21, 2026, from 12:00 p.m. to 1:00 p.m. CT
 - Silver Tops Senior Center, 300 Pine Street, Ignace, Ontario
- April 21, 2026 from 6:00 p.m. to 8:00 p.m. CT
 - Ignace Municipal Office, 34 Main Street, Ignace, Ontario
- April 22, 2026, from 3:00 p.m. to 7:00 p.m. CT| Presentations at 3:30 p.m. and 6:00 p.m.
 - Dymont Recreation Hall, 13 Melgund 3A Road, Melgund Township, Ontario.

Virtual information sessions (via Zoom)

- April 14, 2026, from 7:30 p.m. to 8:30 p.m. ET / 6:30 p.m. to 7:30 p.m. CT
- April 16, 2026, from 1:00 p.m. to 2:00 p.m. ET / 12:00 p.m. to 1:00 p.m. CT
- *French virtual information sessions available upon request.*

Project Distribution List

Members of IAAC's distribution list will receive e-mails regarding opportunities for participation, project-specific documents, and key steps in the integrated assessment process. For additional information relating to the project or the integrated assessment process, you are encouraged to visit the [Canadian Impact Assessment Registry](#).

If you have any questions, or if you would like to be removed from the distribution list for this project, please contact us at nuclearwaste-dechetsnucleaires@iaac-aeic.gc.ca .

Sincerely,

**Integrated Assessment Team for the Proposed Deep Geological Repository (DGR)
for Canada's Used Nuclear Fuel Project**

Impact Assessment Agency of Canada / Government of Canada

Email: nuclearwaste-dechetsnucleaires@iaac-aeic.gc.ca

Telephone: 343-598-5270

Bonjour,

Vous recevez ce courriel en tant que participant à l'évaluation intégrée du Projet de dépôt souterrain en couches géologiques profondes du combustible nucléaire irradié du Canada (le projet), situé dans lequel se trouve à 21 kilomètres au sud-est de la NOWL et à 43 kilomètres au nord-ouest du canton d'Ignace, en Ontario.

Le 23 mars 2026, l'Agence d'évaluation d'impacts du Canada (AEIC) a rendu sa [décision](#) selon laquelle une évaluation des impacts est requise pour le projet proposé par La Société de gestion des déchets nucléaires (la SGDN) (le promoteur). Cette évaluation sera une évaluation intégrée menée en collaboration avec la Commission canadienne de sûreté nucléaire (CCSN), qui [a été renvoyée à une commission d'examen indépendante](#).

Une période de consultation publique sur la [version provisoire des lignes directrices individualisées intégrée relatives à l'étude d'impact](#) (lignes directrices intégrées) et la [version provisoire du plan de participation du public](#) se tiendra du 10 avril au 10 mai 2026. Ces documents sont disponibles sur le site web du [Registre canadien d'évaluation d'impact \(le Registre\)](#).

La version provisoire des lignes directrices intégrées et le [résumé de la version provisoire des lignes directrices intégrées](#) décrit les facteurs spécifiques à prendre en compte dans l'évaluation du projet et fournit des orientations au promoteur sur les études et les informations requises dans son étude d'impact.

La version provisoire du plan de participation du public explique comment le public sera impliqué tout au long du processus d'examen et fournit des détails sur la manière et le moment où les opportunités de participation du public auront lieu pour chaque phase de l'évaluation intégrée.

Comment participer ?

Soumettez vos commentaires en ligne dans l'une ou l'autre des langues officielles avant

23 h 59 HNP le 10 mai 2026, en utilisant la fonction Soumettre un commentaire. Les participants qui souhaitent faire part de leurs commentaires dans un autre format peuvent contacter l'AEIC en écrivant à nuclearwaste-dechetsnucleaires@iaac-aeic.gc.ca ou en téléphonant au 343-598-5270. Tous les commentaires reçus seront publiés en ligne et feront partie du dossier du projet.

Séances d'information

L'AEIC et la CCSN invitent les peuples autochtones et le public à assister à une séance d'information pour en apprendre davantage sur le projet, le processus d'évaluation intégrée et la façon de soumettre des commentaires sur les ébauches de documents.

Séances en personne (anglais/français)

- Le 19 avril 2026, de 18 h à 20 h (HE) | La présentation commence à 18 h 30
 - Centre communautaire de North End – Salle principale, 954, avenue Huron, Thunder Bay (Ontario)
- Le 20 avril 2026, de 16 h à 19 h (HC) | Les présentations à 16 h 30 et à 18 h
 - Centre pour aînés Dryden Go Getters, 84, rue St Charles, Dryden (Ontario)
- Le 21 avril 2026, de 12 h à 13h (HC)
 - Centre pour aînés Silver Tops, 300, rue Pine, Ignace (Ontario)
- Le 21 avril 2026, 18 h à 20 h (HC)
 - Bureau municipal d'Ignace, 34, rue Main, Ignace (Ontario)
- Le 22 avril 2026, de 15 h à 19 h (HC) | Les présentations à 15 h 30 et à 18 h
 - Salle communautaire Dymont, 13, chemin Melgund 3A, Canton de Melgund (Ontario)

Sessions d'information virtuelles (via Zoom)

- Le 14 avril 2026, de 19 h 30 h à 20 h 30 (HE) / 18 h 30 à 19 h 30 (HC) (anglais)
- Le 16 avril 2026, de 13 h à 14 h (HE) / 12 h à 13 h (HC) (anglais)
- séance d'information en français est disponible sur demande

Liste de distribution du projet

Les membres de la liste de distribution de l'AEIC recevront des courriels concernant les possibilités de participation, les documents spécifiques au projet et les étapes clés du processus d'évaluation intégrée. Pour de plus amples informations concernant le projet ou le processus d'évaluation intégrée, nous vous invitons à consulter [le Registre canadien d'évaluation d'impact](#).

Si vous avez des questions, ou vous souhaitez être retiré de la liste de distribution de ce projet n'hésitez pas à nous contacter à l'adresse [nuclearwaste-](#)

dechetsnucleaires@iaac-aeic.gc.ca.

Cordialement,

Équipe d'évaluation intégrée du Projet de dépôt souterrain en couches géologiques profondes du combustible nucléaire irradié du Canada

Agence d'évaluation d'impact du Canada / Gouvernement du Canada

Courriel: nuclearwaste-dechetsnucleaires@iaac-aeic.gc.ca

Téléphone: 343-598-5270

FOR IMMEDIATE RELEASE

Northern Municipal Leaders United in Call for Federal Partnership on Highways 11 and 17

April 20, 2026 - Northeastern & Northwestern Ontario – The Federation of Northern Ontario Municipalities (FONOM) and the Northwestern Ontario Municipal Association (NOMA) are jointly welcoming a letter from Ministers Prabmeet Singh Sarkaria and George Pirie to Federal Minister of Transport Steven MacKinnon calling for federal support to accelerate the continued widening of Highways 11 and 17.

Representing municipalities across Northern Ontario, FONOM and NOMA have long advocated that these highways, key components of Canada’s Trans-Canada network, must be treated as nation-building infrastructure and a shared priority between the provincial and federal governments.

“FONOM is encouraged to see the Province clearly articulate the national importance of Highways 11 and 17,” said Dave Plourde, President of FONOM. “These corridors are essential to the movement of goods, to the development of our natural resources, and most importantly, to the safety of Northerners. Federal participation will be key to accelerating meaningful improvements.”

Highways 11 and 17 carry thousands of commercial vehicles each day, with government data estimating approximately 2,000 trucks daily. However, municipal leaders and industry stakeholders across Northern Ontario have consistently indicated that actual volumes are higher, particularly along key segments and during peak periods. Regardless of the count, these highways remain a critical east–west trade corridor, supporting the movement of goods, connecting supply chains, and serving as essential lifelines for communities across the North and the country.

NOMA President Rick Dumas reinforced the importance of sustained, coordinated investment and recognized the progress reflected in the Province’s outreach to the federal government.

“We want to thank Ministers Sarkaria and Pirie for their leadership in advancing this file and for clearly recognizing what Northern municipalities have been saying for years. Highways 11 and 17 are critical to Canada’s economic strength, public safety, and national connectivity,” said Dumas. “NOMA has long advocated for sustained investment in this corridor, including twinning where feasible and targeted 2+1 solutions where appropriate.

Now is the time for the federal government to step up as a full partner so we can accelerate construction, improve safety, and ensure this vital corridor meets the needs of today and tomorrow.”

Both organizations continue to emphasize that safety must remain the top priority. Long stretches of two-lane highway, combined with heavy commercial traffic and challenging northern driving conditions, increase risks to motorists and can disrupt Canada’s supply chain.

“Too often, these highways are closed due to serious incidents, and when that happens, it affects far more than Northern Ontario,” added Plourde. “Improving safety through strategic widening, whether through four-laning or 2+1 expansion, is a practical and necessary step forward.”

FONOM and NOMA also support the broader recognition outlined in the Province’s letter that these highways are vital to Canada’s economic security and defence readiness, particularly as demand grows for critical minerals and natural resources from Northern Ontario.

“The message from Northern municipalities has been consistent: we need safe, reliable highways that reflect the importance of this corridor to Canada,” added Dumas. “We are encouraged by this alignment between governments and urge continued collaboration, timely approvals, and dedicated federal funding to move these projects forward without delay.”

FONOM and NOMA will continue to work collaboratively with municipal partners, industry stakeholders, and all orders of government to advance improvements to Highways 11 and 17 and ensure Northern Ontario remains a strong and connected contributor to Canada’s future.

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**The Corporation of the Township of Conmee
Administrative Report**

Date: April 28, 2026

To: Mayor and Council

Subject: Annual Review of Health and Safety Policies

File Number: 01-A07 – Policy Manual

Submitted by: Karen Paisley, Clerk

RECOMMENDATION:

That Council review and reaffirm the Township of Conmee Health & Safety Policy and the Violence, Harassment, and Discrimination in the Workplace Policy to satisfy the annual review requirements of the Occupational Health and Safety Act; and further that the reviewed policies be reposted on the Township's Health and Safety bulletin board.

BACKGROUND:

Under the Occupational Health and Safety Act, employers are required to prepare, maintain, and review written health and safety policies at least annually. This requirement applies to both the Township's general Health and Safety Policy as well as policies addressing workplace violence and harassment.

The Township currently has both policies in place, and they have been posted on the Health and Safety bulletin board in accordance with legislative requirements. However, the most recent documented reviews occurred in November 2023 for the Health and Safety Policy and July 2022 for the Violence, Harassment, and Discrimination in the Workplace Policy.

DISCUSSION:

The purpose of this report is to complete the required annual review and reaffirmation of the Township's health and safety-related policies. A review of both documents confirms that the content remains appropriate, comprehensive, and consistent with current legislative requirements under the Occupational Health and Safety Act and the Ontario Human Rights Code.

No substantive policy amendments are being proposed at this time. The review is administrative in nature and intended to ensure ongoing compliance with statutory obligations and to demonstrate due diligence as an employer.

Upon Council's reaffirmation, both policies will be updated to reflect a current review date and reposted on the Health and Safety bulletin board. Copies of the reviewed policies will be retained on file for compliance and audit purposes. The attached policies include a review and reaffirmation cover page to document Council's annual review in accordance with the Occupational Health and Safety Act.

The Corporation of the Township of Conmee

Annual Review and Reaffirmation – Health and Safety Policy

In accordance with section 25(2)(j) of the **Occupational Health and Safety Act**, Council of the Corporation of the Township of Conmee completed its annual review of the **Health and Safety Policy**.

Council reviewed and reaffirmed this policy at its **Regular Council Meeting held on April 28, 2026**, and confirmed that the policy remains current, appropriate, and compliant with applicable legislative requirements.

No substantive amendments were made to the policy as part of this review.

This policy will continue to be implemented by the Township and posted on the Health and Safety bulletin board in accordance with legislative requirements.

Date of Council Review: April 28, 2026

Council Resolution No.: _____

CORPORATION OF THE TOWNSHIP OF CONMEE

HEALTH AND SAFETY POLICY

Created: February 11th, 2003

Reviewed: November 14th, 2023

1.0 POLICY STATEMENT

The Employer and Council of the Corporation of the Township of Conmee (The Corporation) are vitally interested in the health and safety of its workers and believes that all employees have the right to work in the safest environment possible. Protection of workers from injury or occupational disease is a major continuing objective and it is the policy of this Corporation to take all practical steps to safeguard the public and employees from accidents and occupational health hazards by maintaining a safe, effective workplace at all times.

The Corporation will make every effort to provide a safe and healthy work environment. All employers, supervisors and workers must be dedicated to the continuing objective of reducing risk of injury. Accordingly, all employees must follow the safety policy, exercise caution in the workplace, and alert their immediate supervisor of any safety hazards. Safety is everyone's concern, and a team approach is essential to providing a safe workplace.

The Corporation, as the employer, is ultimately responsible for worker health and safety. As Chief Executive Officer for the Corporation, I give you my personal commitment that I will comply with my duties under the Act, such as taking every reasonable precaution for the protection of workers in the workplace.

The Corporation is committed to following all provincial regulations and industry standards in order to ensure the safety of the public, the safety of the worker, the protection of the environment and the safety of the Corporation equipment.

Signed: _____


Mayor

2.0 PURPOSE

Health and safety are an integral part of The Corporation's everyday business. It is in the best interest of all to join together and put into practice health and safety in all work activities.

3.0 SCOPE

The Occupational Health and Safety Act (OHSA) requires those who have any degree of control over the workplace to ensure a safe and healthy work environment. The OSHA sets out duties with respect to workplace safety, and materials and equipment in the workplace. The OSHA applies to every worker and contractor who is being paid, regardless of the location in which the worker works.

4.0 RESPONSIBILITY

The Employer will be accountable for the health and safety of employees under their supervision. The Employer will ensure that all employees receive a health and safety orientation, will ensure that necessary training is provided, and safe work practices are followed.

Employees must protect their own health and safety, as well as the health and safety of their co-workers, and must obey all health and safety legislation, rules and policies. Failure to follow safety rules and policies will result in disciplinary action.

Contractors will be required to meet legislative requirements and follow The Corporation's policies and procedures regarding health and safety. They shall also be required to provide a current copy of their WSIB Clearance Certificate.

5.0 DEFINITIONS

Worker (or Employee) – means a person who performs work or supplies services for monetary compensation

Workplace – as defined by the OSHA, but generally means any land, premises, location or thing at, upon, in or near which a worker works

6.0 PROCEDURE

The Township's Health and Safety Policy shall be maintained and evaluated within the following current programs and procedures, but shall not be limited to:

- Workplace Inspections by Supervisors and the Health and Safety Rep
- Health and Safety Reporting
- Personal Protective Equipment

6.1 Duties of Employer

An employer shall ensure

- a. That the equipment, materials and protective devices as prescribed are provided;
- b. That the equipment, materials and protective devices provided by the employer are maintained in good condition;
- c. That the measures and procedures prescribed are carried out in the workplace;
- d. That the equipment, materials and protective devices provided by the employer are used as prescribed (appropriate training will be provided to all staff);
- e. That a building, structure, or any part thereof, or any other part of a workplace, whether temporary or permanent, is capable of supporting any loads that may be applied to it; and
- f. Review the Health and Safety Policy on an annual basis.

6.2 Duties of Supervisor

A supervisor shall

- a. Ensure that employees work in the manner and with the protective devices, measures and procedures required by this Act and the regulations;
- b. Ensure that employees properly use or wear the equipment, protective devices or clothing that the worker's employer requires to be used or worn (appropriate training will be provided to all staff);
- c. Ensure proper lock out/tag out procedures are reviewed with employees;
- d. Ensure that employees are advised of the existence of any potential or actual danger to the health or safety of the worker of which the supervisor is aware;
- e. Where so prescribed, provide an employee with written instructions as to the measures and procedures to be taken for protection of the employee;
- f. Take every precaution reasonable in the circumstances for the protection of an employee; and
- g. Review the Health and Safety Policy on an annual basis.

6.3 Duties of an Employee

An employee shall

- a. Work in compliance with the provisions of this Act and the regulations;
- b. Properly use or wear the equipment, protective devices or clothing that the worker's employer requires to be used or worn (appropriate training will be provided to all staff);
- c. Report to the employer or supervisor the absence of or defect in any equipment or protective device of which the worker is aware and which may endanger them self or another worker;
- d. Report to the employer or a supervisor any contravention of this Act or the regulations or the existence of any hazard of which he or she knows; and
- e. Review the Health and Safety Policy on an annual basis.

An Employee shall not

- a. Remove or make ineffective any protective device required by the regulations or by the employer, without providing an adequate temporary protective device and when the need for removing or making ineffective the protective device has ceased, the protective device shall be replaced immediately;
- b. Operate any equipment that is deemed locked/tagged out until proper functioning has resumed;
- c. Use or operate any equipment, machine, device or thing or work in a manner that may endanger himself, herself or any other worker; or
- d. Engage in any prank, contest, feat of strength, unnecessary running, or rough and boisterous conduct.

CONSEQUENCES OF NON-COMPLIANCE: In addition to placing yourself and others at risk of injury, failure to comply with this policy and accompanying procedures will result in progressive disciplinary action for workers and will be evaluated during your performance appraisal.

Please Refer to:

- Employee Discipline and Discharge Policy
- Code of Conduct Policy
- Extreme Temperature Policy
- Workplace Violence Policy
- Workplace Harassment Policy
- Injury, Illness, or Investigation Policy/Procedure
- Hazard Reporting Procedure
- Health and Safety Bulletin Board in your work area

7.0 REVIEW

This policy shall be reviewed on an annual basis, and revised as necessary, in accordance with the Occupational Health & Safety Act, section 25.2(j):

Duties of employers

*25 (2) Without limiting the strict duty imposed by subsection (1), an employer shall,
(j) prepare and review at least annually a written occupational health and safety policy and develop and maintain a program to implement that policy*

8.0 REFERENCES

- Ministry of Labour, Training and Skills Development
- Occupational Health and Safety Act
- WSIB
- Canadian Centre for Occupational Health and Safety

The Corporation of the Township of Conmee

Annual Review and Reaffirmation – Violence, Harassment, and Discrimination in the Workplace Policy

In accordance with the **Occupational Health and Safety Act** and the **Ontario Human Rights Code**, Council of the Corporation of the Township of Conmee completed its annual review of the **Violence, Harassment, and Discrimination in the Workplace Policy**.

Council reviewed and reaffirmed this policy at its **Regular Council Meeting held on April 28, 2026**, and confirmed that the policy remains current, appropriate, and compliant with applicable legislative requirements.

No substantive amendments were made to the policy as part of this review.

This policy will continue to be implemented by the Township and made available to employees, members of Council, and the public in accordance with legislative requirements.

Date of Council Review: April 28, 2026

Council Resolution No.: _____



CORPORATION OF THE TOWNSHIP OF CONMEE

VIOLENCE, HARASSMENT, AND DISCRIMINATION IN THE WORKPLACE

Created: June 8, 2010

Reviewed: July 12, 2022

1.0 POLICY STATEMENT

2.0 PURPOSE

3.0 SCOPE

4.0 RESPONSIBILITY

4.1 The Corporation

4.2 Management

4.3 Employees/Council Members/Volunteers/Others

5.0 DEFINITIONS

5.1 General Terms

5.2 Workplace Violence

5.3 Workplace Harassment

5.4 Workplace Sexual Harassment

5.5 Discrimination in the Workplace

6.0 PROCEDURE

6.1 Reporting and Investigating Complaints

6.2 Action to be Taken – Due Diligence

6.3 Complaint Resolution

6.4 Liability Under the Human Rights Code

6.5 Reprisal

6.6 Non-Compliance by Member of the Public

7.0 REVIEW

8.0 REFERENCES

9.0 FREE MENTAL HEALTH & WELLNESS RESOURCES

10.0 APPENDIX

A – Township of Conmee Workplace Violence Prevention Program

11.0 FORMS

FORM 1: Workplace Harassment Reporting Form

FORM 2: Supervisors Investigative Report on Workplace Harassment

FORM 3: Workplace Violence Reporting Form

FORM 4: Supervisors Investigative Report on Workplace Violence

FORM 5: Confidentiality/No Reprisal Statement – Non-Union

FORM 6: Confidentiality/No Reprisal Statement – Union

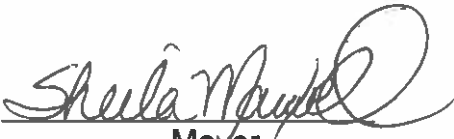
1.0 POLICY STATEMENT

The Corporation of the Township of Conmee (herein referred to as "The Corporation") has an obligation and commitment to providing a work environment in which all employees are treated with respect and dignity. The Corporation will treat any complaint of harassment, violence or inappropriate behavior by any individual (including another staff member, Councillor or member of the public) directed at municipal staff as a serious matter. Discrimination, harassment, sexual harassment, and workplace violence are considered to be unacceptable and a form of misconduct. The Corporation will make every reasonable effort to ensure that no one is subjected to it.

The Corporation takes very seriously its responsibility to foster and maintain a positive working environment with mutual respect for all and wishes to make it clear that it will adopt a "Zero Tolerance" approach to behaviour that is likely to undermine the dignity or self-esteem of any individual or create an intimidating, hostile or offensive workplace. Therefore, individuals who violate this Policy are subject to disciplinary and/or corrective action up to and including termination of employment.

The Employer pledges to investigate and deal with all incidents and complaints of workplace violence, harassment, and/or discrimination in a fair and timely manner, respecting the privacy of all concerned to the greatest extent possible. Please see section 6.0 for further direction.

Signed:


Mayor

2.0 PURPOSE

The purpose of this policy is to ensure that The Corporation maintains its adherence to the spirit and provisions of the Ontario Human Rights Code (OHRC) and the Occupational Health and Safety Act (OHSA), to encourage appropriate behaviour in the workplace and provide a mechanism for persons to bring forward concerns and issues related to harassment, sexual harassment, workplace violence and discrimination, should they arise in the workplace. This policy is in place to establish procedures and measures to ensure the workplace is free from the aforementioned forms of misconduct and is intended to ensure that all complaints are handled in a timely and equitable manner

3.0 SCOPE

This policy applies to all employees of The Corporation, volunteers, members of Council and anyone involved with the business of The Corporation, to provide assurance that they can undertake their duties in the workplace, free from discrimination, workplace violence, harassment and sexual harassment, as defined under the Human Rights Code and the OHSA.

4.0 RESPONSIBILITY

4.1 THE CORPORATION

The Corporation shall, in consultation with the Health and Safety Representative, develop and maintain a written program to implement the policy with respect to Workplace Violence, Harassment and Discrimination. The program shall:

- include measures and procedures for employees to report incidents of workplace misconduct, as described in this policy, to their supervisor;
- include measures and procedures for summoning immediate assistance when workplace violence occurs or is likely to occur;
- offer external resources to assist those experiencing personal or work related problems;
- include measures and procedures for employees to report incidents of workplace harassment to a person other than the employer or supervisor, if the employer or supervisor is the alleged respondent;
- set out how incidents or complaints of workplace violence, harassment, or discrimination will be investigated and dealt with;
- set out how information obtained about an incident or complaint of workplace violence, harassment, or discrimination including identifying information about any individuals involved, will not be disclosed unless the disclosure is necessary for the purposes of investigating or taking corrective action with respect to the incident or complaint, or is otherwise required by law;
- set out how an employee who has allegedly experienced workplace misconduct (the complainant), as described in this policy, and the alleged respondent, if he or she is an employee of the employer, will be informed of the results of the investigation and of any corrective action that has been taken or that will be taken as a result of the investigation;

The Corporation shall ensure that:

- Corporate policy, practices and conduct comply with the provisions of the Human Rights Code (“the Code”) and the Occupational Health and Safety Act (“the OHSA”);
- all those protected by the policy are fully aware of the policy, their rights and protections under this policy, the Code and the OHSA;
- create an environment that encourages prospective complainants to report all incidents of discrimination and harassment;
- an investigation is conducted into incidents and complaints of workplace violence, harassment, or discrimination that is appropriate in the circumstances;
- ensure that all complaints of misconduct can be and are resolved quickly, fairly and in a sensitive manner;
- the complainant and the alleged respondent, if he or she is an employee of the employer, are informed in writing of the results of the investigation and of any corrective action that has been taken or that will be taken as a result of the investigation;
- the program developed is reviewed as often as necessary, but at least annually, by the Employer and Health & Safety Representative to ensure that it adequately implements the policy with respect to workplace harassment;
- if the Corporation becomes aware that domestic violence would likely expose an employee to physical injury in the workplace, the Corporation will take every precaution reasonable in the circumstances for the protection of the employee.

Where violations of the Policy occur, the Corporation may:

- Remove any individual from a Conmee Municipal workplace by the police;
- discipline an employee, up to and including termination;
- report physical assaults and threats made by or against an employee occurring at a Municipal workplace to police;
- prohibit a member of the public from entering a Municipal workplace

4.2 MANAGEMENT:

- Will protect all employees from discrimination and harassment and prohibit such activity from occurring in the workplace;
- immediately initiate action upon receipt of, or even prior to, any actual complaint, where discrimination or harassment is known to have taken place;
- will ensure the complainant is aware of the external resources that are available to them;
- take corrective or disciplinary action where a violation of this policy has been found to have occurred;
- has a duty to provide information to employees, including personal information, related to a risk of workplace violence from a person with a history of violent behaviour if the employee can be expected to encounter that person in the course of his or her work and the risk of workplace violence is likely to expose the employee to physical injury. Management shall not disclose more personal information than is necessary to protect any employee from physical injury.

4.3 EMPLOYEES/COUNCIL MEMBERS/VOLUNTEERS/OTHERS:

All Corporation employees and those persons involved with or undertaking business with the Corporation have the responsibility of maintaining a positive and business-like workplace and ensuring that the work environment is free from discrimination and harassment. Every employee is discouraged from and directed to not engage in any activity that may be perceived as constituting violence, discrimination or harassment. Should any employees/council members/volunteers/ others feel the need for additional support for personal or work-related problems, a list of free external mental health and wellness resources is available to all and can be found in Section 9.0 of this policy.

NOTE: Should anyone feel imminent or immediate danger to them self or others call **911** or the Contact the crisis line at **(807)346-8282** 24 hours a day, 7 days a week, 365 days a year. Your call will be answered by trained professionals. This service is available to anyone of any age

5.0 DEFINITIONS

5.1 GENERAL TERMS

Allegation: an unproven assertion or statement based on a person's perspective that the policy has been violated.

Complainant: The person alleging that violence, harassment, or discrimination occurred. There can be more than one complainant in a human rights complaint.

Complaint: a written or verbal report by a complainant alleging that they have experienced or witnessed harassment and/or discrimination based on one or more of the grounds identified in this policy.

Criminal Harassment: includes but is not limited to stalking, threats, carrying weapons, theft, sexual or physical assault, which are covered by the Criminal Code. Individuals engaging in any of those behaviours in the workplace may be subject to a criminal investigation and charges.

Crisis: a situation in which urgent help is required

Discrimination: any practice or behaviour, whether intentional or not, which has a negative impact on an individual or group protected in the Ontario Human Rights Code (e.g., disability, sex, race, sexual orientation, etc.) by excluding, denying benefits or imposing burdens upon them. Discrimination may arise as a result of direct differential treatment or it may result from the unequal effect of treating individuals and groups in the same way. Either way, if the effect on the individual is to withhold or limit full, equal and meaningful access to goods, services, facilities, employment, housing accommodation or contracts available to other members of society and their membership in a prohibited ground was a factor, it is discrimination.

Domestic Violence: includes a person who has a personal relationship with a worker, such as a spouse or former spouse, current or former partner or a family member who may physically harm, threaten or attempt to harm that worker while at work.

Duty to Accommodate: The legal obligation to take steps to eliminate disadvantage caused by systemic, attitudinal or physical barriers that unfairly exclude individuals or groups protected under the Ontario Human Rights Code. It also includes an obligation to meet the special needs of individuals and groups protected by the Code unless meeting such needs would create undue hardship. Failure to accommodate a person short of undue hardship is a form of discrimination (for service provision accommodation obligations, refer to the Accessibility for Ontarians with Disabilities Act.)

Employee: For the purpose of this policy, the term employee includes: The Corporation of the Township of Conmee employees (full-time, part-time, seasonal, temporary, casual, contractors, students), elected officials, job applicants and individuals performing services directly on the Corporation's behalf whether with or without compensation or benefit, excluding individuals providing services by way of service provision/third party contracts.

Employee Assistance Program (EAP): a voluntary, work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services to employees who have personal and/or work-related problems

Equal Treatment: treatment that brings about an equality of results and that may, in some instances, require different treatment. For example, to give all employees equal treatment in entering a building, it may be necessary to provide a ramp for an employee who requires the use of a wheelchair.

Gender Expression: Refers to how a person publicly presents their gender. This can include behaviour and outward appearance such as dress, hair, make-up, body language and voice. A person's chosen name and pronoun are also common ways of expressing gender.

Gender Identity: Refers to each person's internal and individual experiences of gender. It is their sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender may be the same as or different from their birth-assigned sex.

Harassment: can consist of a single or several incidents over a period of time that creates a negative or hostile work environment which interferes with job performance and may result in being refused a job, a promotion or training opportunity. Harassment can be any type of offensive or abusive communication including telephone, social media, text, email, correspondence or in-person, aggressive or intimidating approaches to another individual, attempts to goad or incite anger in others.

Incident: an event or occurrence in which discriminatory, violent, and/or harassing behaviour is exhibited in the workplace. An incident includes situations where an individual knows or ought to have reasonably known that the behaviour is contrary to this policy. An incident may not have to be raised to management directly by a complainant (e.g., a manager is aware of sexualized banter between workers through observation or this information is raised to the manager by a third party but no one has come forward to complain).

Incivility: refers to conduct that is not harassment. It is subtle or overt, deviant behaviour where intent can be ambiguous. It is characterized by rude, discourteous interactions that display a lack of regard for others.

Member of the public: is any individual who is in a municipal workplace who is not an employee, committee appointee or elected official.

Mental Health: a person's condition regarding their psychological and emotional well-being

Mental Illness: a health condition involving changes in emotion, thinking or behaviour (or a combination of these). Mental illnesses are associated with distress and/or problems functioning in social, work or family activities

Poisoned Work Environment: Even if no one is being directly targeted, harassing comments or conduct can poison the work environment, making it a hostile or uncomfortable place in which to work. This is also a form of harassment.

Psychological Distress: non-specific symptoms of stress, anxiety, and depression. High levels of psychological distress are indicative of impaired mental health and may reflect common mental disorders, like depressive and anxiety disorders.

Racial Harassment: harassment on the ground of race. It may also be associated with the grounds of colour, ancestry, where a person was born, a person's religious belief, ethnic background, citizenship or even a person's language.

Reprisal: an act of retaliation

Respondent: the person who is alleged to be responsible for the discrimination or harassment. There can be more than one respondent in a human rights complaint.

Sexual Orientation: Refers to the sex/gender of those to whom one is sexually and romantically attracted. Categories of sexual orientation typically have included attraction to members of one's own sex/gender, attraction to members of another sex/gender, and attraction to people of more than one sex/gender.

Unacceptable behaviour: means physically or psychologically aggressive behaviours including but not limited to:

- hitting, kicking, punching, pushing, shoving, slapping, pinching, grabbing, biting;
- carrying or brandishing weapons of any sort;
- throwing objects at an individual with a view to cause physical injury or fear;
- destruction of workplace or co-worker's property;
- threats of violence;
- intimidating behaviour that causes the recipient to be afraid of physical violence;
- obscene or harassing telephone calls, emails, texts.

Vexatious: causing or intending to cause annoyance, frustration, or worry

Witness: An individual who may be able to provide information about workplace comments/conduct that are alleged to have violated this policy. Witnesses are not

entitled to investigation results or complaint details unless the disclosure is necessary for the purpose of investigating allegations.

Workplace: The workplace is not only confined to the various offices and work locations of the Corporation. It also includes washrooms, lunchrooms, outside work sites, on-road vehicles and any other location where the business of the Corporation is being conducted. Misconduct that occurs outside the workplace (e.g.: office-related social functions, luncheon meetings, work-related travel) but are an extension of work or duties performed and which can have repercussions in the work environment, are also covered by this policy.

Workplace Sexual Harassment: a form of discrimination based on the prohibited ground of sex under the Ontario Human Rights Code. It is also prohibited under the Occupational Health and Safety Act. Workplace sexual harassment means engaging in a course of vexatious comment or conduct against a worker in the workplace because of sex/sexual orientation/gender identity/gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome. It also includes making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

Workplace Violence: the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker; an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker; and/or a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.

5.2 WORKPLACE VIOLENCE

Workplace Violence under the Occupational Health and Safety Act is defined as:

- the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker;
- an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker;
- a statement or behavior that is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker;
- an attempt to threaten or assault a visitor to the workplace; an attempt by an employee to threaten or assault a member of the public or co-worker in circumstances relating to the employee's execution of duties, whether on or off municipal premises.

It is defined broadly enough to include acts that may be considered criminal. Workplace violence includes:

- physically threatening behaviour such as shaking a fist at someone, finger pointing, destroying property, throwing objects;

- verbal or written threats to physically attack a worker;
- leaving threatening notes or sending threatening emails;
- wielding a weapon at work;
- stalking someone; and
- physically aggressive behaviours including hitting, shoving, standing excessively close to someone in an aggressive manner, pushing, kicking, throwing an object at someone, physically restraining someone or any other form of physical or sexual assault.

All of the above activities are considered inappropriate. Therefore, a violation of this policy, the Code and the OHSA, will not be condoned by The Corporation.

Further, it is also a violation of the Policy for anyone to knowingly make a false complaint of harassment or violence, such as when a complaint is found to be frivolous, vexatious or made in bad faith with fraudulent or malicious intent, or to provide false information about a complaint.

Violence that occurs outside the normal workplace but which has an impact on the working environment, including working relationships, may also be considered violence in the workplace.

Workplace violence may come from many different sources:

- strangers or people with no ties to the workplace
- clients, customers, residents or patients
- other employees
- intimate relationships outside of work (such as intimate partners, family, friends)

5.3 WORKPLACE HARASSMENT

Harassment is one form of discrimination and it is illegal under the Human Rights Code.

Section 5(2) of the Code states:

“Every person who is an employee has a right to freedom from harassment in the workplace by the employer or agent of the employer or by another employee because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status or disability.”

Section 10(1) of the Code defines harassment as meaning:

“...engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome.”

Harassment can also be defined as any objectionable, unwanted or unwelcome attention to a person based on any of the discriminatory grounds.

Harassment can be verbal, physical, or visual. Examples of workplace harassment can include, but is not limited to, the following:

- verbally abusive behaviour such as insults, ridicule, and name-calling, including remarks, jokes or innuendos that demean, intimidate, or offend
- suggestive gestures
- displaying or circulating offensive pictures or materials
- frequent angry shouting/yelling or blow-ups and/or regular use of profanity and abusive language
- intimidating behaviours – slamming doors, throwing objects, physical closeness
- sabotaging someone else's work
- workplace pranks, humiliating practical jokes, vandalism, bullying and hazing
- offensive or intimidating phone calls, emails, texts or social media communications
- a single, serious incident that has a lasting, harmful impact
- excluding or ignoring someone, such as persistent exclusion of a particular person from workplace-related social gatherings
- workplace supervision done in a demeaning or abusive manner including unsubstantiated criticism and unreasonable demands
- a supervisor/manager impeding an individual's efforts at promotions or transfers for reasons that are not legitimate
- making false allegations about someone in memos or other work-related documents

Workplace harassment does not include:

- legitimate performance, probation or attendance management
- appropriate exercise and delegation of managerial authority including operational directives/direction of workers in the workplace
- enforcement of workplace rules and policies
- discipline for workplace infractions
- professional debate
- requesting medical documents in support of an absence from work
- occasional disagreement, misunderstanding, or personality conflict
- work related change of location, co-workers, job assignment
- less than optimal management
- a single comment or action unless it is serious and has a lasting harmful effect
- rudeness unless it is extreme and repetitive
- incivility
- conditions in the workplace that generate stress (technological change, impending layoff, a new boss, friction with other employees, workload, etc.)
- good natured joking and bantering which is mutually acceptable

5.4 WORKPLACE SEXUAL HARASSMENT

The Occupational Health and Safety Act defines workplace sexual harassment as:

- (i) Engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender

expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, or

(ii) Making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome

In sections 7(2) and 7(3) of the Human Rights Code, workplace sexual harassment is defined as a very specific form of illegal discrimination and that employees have the right to be free from harassment in the workplace because of sex.

The Code clearly defines the following activities and behaviours as sexual harassment:

- a) Sexual Solicitations, Advances and Unwanted Attention - made by a person in a position to confer, grant or deny a benefit or advancement, of a persistent or abusive nature, where the person knows or ought reasonably to know that such attention is unwanted or unwelcome.
- b) Implied or Expressed Promise of Reward - for complying with a sexual request or favour.
- c) Threat of or Actual Reprisal for Refusal - implied or actual reprisal or denial of opportunity for refusal to comply with a sexually oriented request.
- d) Poison or Hostile Work Environment - remarks, behaviour and activities of a sexual nature, not necessarily directed to any one person, which may be perceived to create a negative, intimidating, uncomfortable or offensive workplace or environment. May include a one-time incident as opposed to a "course of" or ongoing harassment but is of such a severity or weight it taints or poisons the environment.

Examples of harassment related to the grounds of sex, sexual orientation, gender expression and/or gender identity include but are not limited to:

- sexually suggestive or obscene remarks, comments, or gestures
- use of racial, homophobic, transphobic, sexist, or ethnic slurs or jokes
- insults, comments that ridicule, humiliate or demean people because of their sex, sexual orientation, gender identity or expression
- gossip or rumours regarding a person's sexual activities or relationships, regardless of whether they are malicious
- behaviour that polices and/or reinforces traditional heterosexual gender norms
- intrusive comments, questions or insults about a person's body, physical characteristics, gender-related medical procedures, clothing, mannerisms, or other forms of gender expression
- circulation or posting of homophobic, transphobic, sexist, derogatory or offensive signs, caricatures, graffiti, pictures, jokes or cartoons, display of pin-up calendars, objectifying images or other materials
- leering (suggestive staring) at a person's body,
- unwelcome physical contact,

- having to work in a sexualized environment (bragging about sexual prowess, or discussions about sexual activities),
- spreading rumours about, "outing", or threatening to "out" someone
- refusing to refer to a person by their self-identified name and personal proper pronoun
- propositions offering a benefit in exchange for a sexual favour
- threats, punishment, or denial of a benefit for refusing a sexual advance
- sexual advances or demands that the recipient does not welcome or want (oral, written or physical)
- unnecessary physical contact such as patting, touching, pinching, or hitting
- physical or sexual assault

Both men and women can be victims of sexual or gender-based harassment, and someone of the same or opposite sex can harass someone else.

5.5 DISCRIMINATION IN THE WORKPLACE

The *Human Rights Code* ("the Code") states that it is public policy in Ontario to recognize the dignity and worth of every person and to provide for equal rights and opportunities without discrimination.

Section 5(1) of the Code states:

"Every person has a right to equal treatment with respect to employment without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex (including pregnancy, gender identity), sexual orientation, age, and record of offences, marital status, family status or handicap."

Discrimination can be intolerant behaviours towards individuals or groups. The behaviour can be direct (e.g. denying jobs based on colour, race, sex or disability) or systemic (e.g. utilizing job testing that is culturally-biased, height or weight restrictions for particular positions). Discrimination may come from an individual or through systems and attitudes held by an organization. Actions do not have to be intentionally committed to be considered discriminatory or a possible Code violation.

Every person has a right to equal access and treatment with respect to the Township's services and facilities, without discrimination or harassment because of one or more of the following prohibited grounds:

- age
- ancestry
- citizenship
- colour
- creed
- disability
- ethnic origin
- family status

- gender expression
- gender identity
- level of literacy
- marital status
- place of origin
- political affiliation
- race
- sex (including pregnancy, breast feeding)
- sexual orientation

The Corporation will utilize a “zero tolerance approach” to any allegations of discrimination to ensure that no discrimination or unequal treatment, based on the prohibited grounds or types of discrimination as outlined above, occurs in the workplace.

6.0 PROCEDURE

6.1 REPORTING AND INVESTIGATING COMPLAINTS

Employees or persons involved in Township business are encouraged to bring forward any incidents of discrimination, workplace violence, harassment or sexual harassment that they may encounter in the workplace and should do so in a timely fashion.

Complaints of discrimination, workplace violence, harassment or sexual harassment may be reported to any of the following people:

- Head of Council
- Chief Administrative Officer
- Department Lead/Supervisor
- Health and Safety Representative

A union employee may consider seeking the assistance of his/her union. Any union employee who wishes to report a complaint of discrimination, workplace violence, harassment or sexual harassment or who has been accused of a possible violation, is entitled to union representation.

All complaints will be dealt with in a most serious manner and as promptly and discreetly as possible, with due regard for the rights of all parties.

A person always retains the right to file a complaint with the Ontario Human Rights Commission, should they choose to do so.

Any employee witnessing or experiencing workplace violence or harassment who feels in imminent danger shall:

- If in their opinion the situation warrants, contact the police by dialing 911;
- Ensure they are in a safe location which may include leaving the workplace;

Employees can report incidents or complaints of workplace violence or harassment verbally or in writing. When submitting a written complaint, employees shall use FORM

1: Workplace Harassment Reporting Form and FORM 3: Workplace Violence Reporting Form. These FORMS are available in Section 11.0 of this Policy. When reporting verbally, the person receiving the complaint will fill out the form with the complainant.

An employee shall promptly report acts of workplace violence, harassment, or inappropriate behaviour to their most direct Supervisor. If the immediate Supervisor is not available or is the alleged perpetrator of the incident, a report can be made to the CAO or the Head of Council.

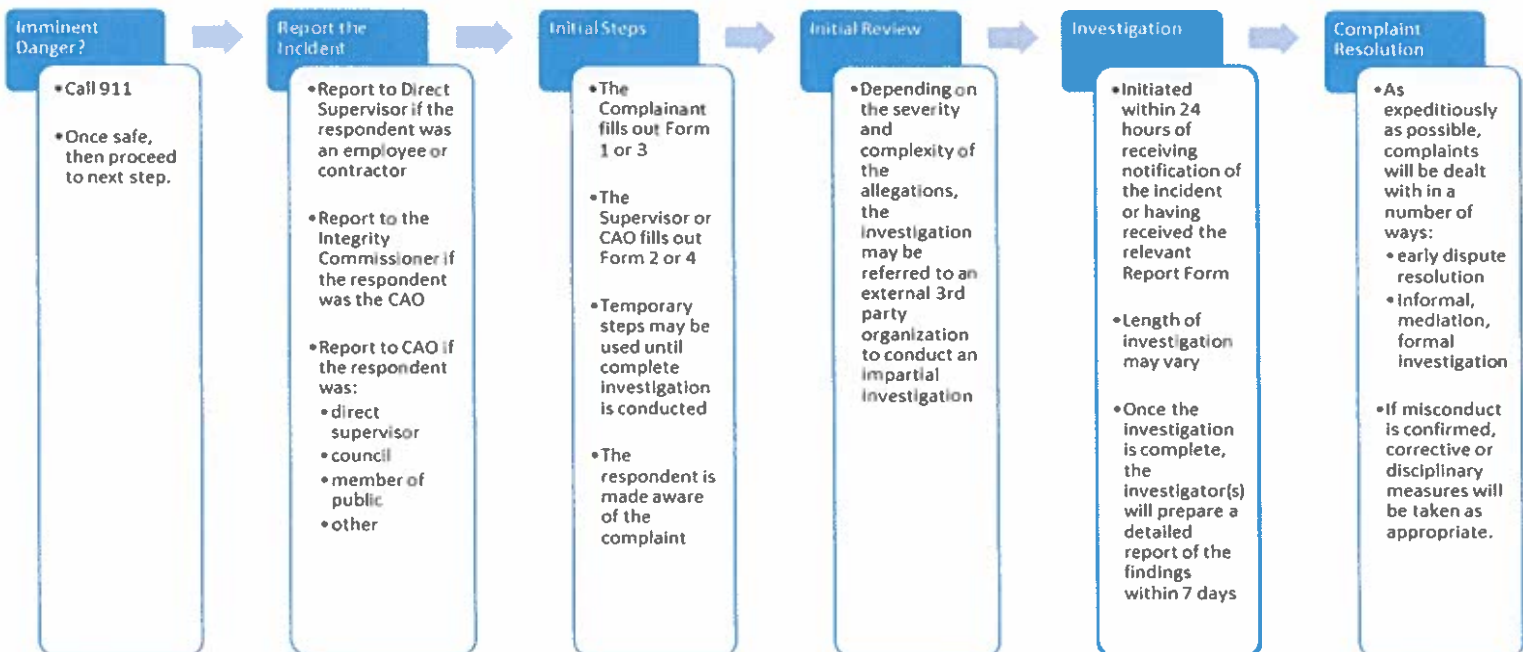
If the Head of Council is the alleged perpetrator, the incident shall be reported directly to the CAO. If the CAO is the alleged perpetrator, the employee can report their incident to the Integrity Commissioner.

The respondent will be made aware of the complaint that was made against them and regular follow-ups will be made so that all parties are kept up to date with how investigation into the incident will proceed.

Depending on the severity and complexity of the allegations, the Employer may refer the investigation to an external 3rd party organization to conduct an impartial investigation.

All incidents or complaints of workplace harassment shall be kept confidential except to the extent necessary to protect employees, to investigate the complaints or incident, to take corrective action or otherwise required by law. **See FORMS 5&6 for Confidentiality Statement**

See flow chart for incident reporting procedure:



6.2 ACTION TO BE TAKEN – DUE DILIGENCE

The CAO or Senior Management along with the Head of Council shall start an investigation of the incident to determine merit of the claim within 24 hours of receiving notification of the incident or having received the relevant Report Form. The investigation may include interviewing the individual filing the report, the individual against whom the report was made and any witnesses to the incident. Information about external resources (EAP for example) will be promptly offered to the complainant.

The parties whom have conducted the investigation shall provide a written report within 7 days of the completion of the investigation to the complainant and the individual against whom the complaint was filed of the outcome of the investigation and any remedial or corrective action that has taken place or will continue to take place.

The Corporation has discretion to use either an internal or external investigator to conduct an investigation, depending on the nature of the incident.

The investigation may include:

- conducting interviews of relevant individuals to ascertain all of the facts and circumstances relevant to the incident or complaint, including dates and locations
- reviewing any related documentation
- making detailed notes of the investigation and maintaining them in a confidential file

Once the investigation is complete, the investigator(s) will prepare a detailed report of the findings. The goal is to complete any investigation and communicate the results to the complainant and respondent within a reasonable time frame after becoming aware of an incident or a complaint is received, where possible. The timeframe within which an investigation can be completed varies depending on the circumstances of each investigation. The OHSA sets direction for pursuing resolution as quickly and thoroughly as possible with a maximum timeline of 90 days. ***It is important to note that, due to extenuating circumstances, these timelines may need to be flexible***

6.3 COMPLAINT RESOLUTION:

Complaints may be dealt with in a number of ways (early dispute resolution, informal, mediation, formal investigation) and as expeditiously as possible. However, if evidence of discrimination, workplace violence, harassment or sexual harassment is found (considered a form of misconduct), corrective or disciplinary measures will be taken as appropriate.

All efforts will be made to keep the complainant and respondent separated until the investigation is complete. This may include staff re-assignment to another department or location (examples: remote work, different work space within same building, etc), re-assignment of hours, or administrative leave with pay (as last resort). The Corporation will make all efforts to ensure all parties can continue to work without fear of reprisal or retaliation during the course of the investigation.

Discipline could involve reprimands or suspensions and depending on the severity of the situation, may result in more serious actions being taken, including discharge or termination for cause. Steps will also be taken to prevent any further reoccurrence of

the discrimination or harassment and provide additional support or assistance to those affected.

If the complaint is not supported or substantiated, no documentation of the complaint will be placed with the file of the person alleged to have done the misconduct.

6.4 LIABILITY UNDER THE HUMAN RIGHTS CODE:

Whether committed by a co-worker or a supervisor, acts of harassment and discrimination are not only considered a form of misconduct, but are also illegal under the Code. Persons engaging in discriminatory actions or harassment of others may be personally liable under the Code. In addition, those in a position of authority who know about such behaviour or ought to know and by omission or failure to take appropriate action, tolerate it, are also guilty of misconduct and could be named and liable in a complaint filed with the Ontario Human Rights Commission.

6.5 REPRISAL

This policy prohibits reprisals against employees who have made good faith complaints, provided information regarding a complaint, incident of workplace violence, harassment and/or inappropriate behaviour, or who have followed the procedures outlined in the policy.

Any employee who must leave the workplace who in their opinion perceives an imminent threat of violence will not be penalized with a loss of pay or other penalties.

Employees who engage in reprisals or threats of reprisals may be disciplined up to and including termination.

In order to protect employees from possible reprisals identifying information about any individual shall not be disclosed unless the disclosure is necessary for the purpose of investigation or taking corrective action or is otherwise required by law. **Please see FORMS 5&6 for No Reprisal Statement.**

Section 8 of the Human Rights Code states:

Every person has a right to claim and enforce his or her rights under this Act, to institute and participate in proceedings under this Act and to refuse to infringe the rights of another person under this Act, without reprisal or threat of reprisal for so doing.

Section 50 (1) of the OHSAA states:

"No employer or person acting on behalf of an employer shall,

- (a) dismiss or threaten to dismiss a worker;
- (b) discipline or suspend or threaten to discipline or suspend a worker;
- (c) impose any penalty upon a worker; or
- (d) intimidate or coerce a worker,

because the worker has acted in compliance with this Act or the regulations or an order made thereunder, has sought the enforcement of this Act or the regulations....”

All levels of Management will insure that no reprisals or retaliation stem from the filing of complaints with respect to the person making the complaint, the accused or any witness. Any form of retaliation or reprisal is considered a serious violation of this policy. Such actions will be subject to disciplinary action.

Persons who make legitimate or "good faith" complaints will not have their employment affected in any way as a result of their complaint.

It is also recognized that false, fabricated or malicious accusations of harassment or discrimination can have serious effects on innocent people. Such accusations or false reporting will not be tolerated and will be regarded as a violation of this policy.

Reprisal may include:

- any act of retaliation that occurs because a person has complained of or provided information about an incident of workplace violence, harassment or inappropriate behaviour;
- any act of retaliation, discipline or harassment because a person has followed any of the procedures outlined in the policy;
- intentionally pressuring a person to ignore or not report an incident of workplace violence, harassment or inappropriate behaviour; and
- intentionally pressuring a person to lie or provide less than full cooperation with an investigation of a complaint or incident or workplace violence, harassment or inappropriate behaviour.

Any employee who makes a false complaint or otherwise abuses this policy may be disciplined up to and including termination from employment. Such discipline is not a reprisal or breach of this policy.

6.6 NON-COMPLIANCE BY MEMBERS OF THE PUBLIC

Members of the public who engage in any type of behaviour, as defined in this policy, may, depending on the severity:

- a) Have the conduct reported to the police;
- b) Be arrested and/or charged;
- c) Be removed immediately from the premises;
- d) Be sent a letter of warning advising them of the inappropriate incident.

If banned from the premises, the length of the ban will be determined by the CAO and will depend on the severity of the situation.

In addition to any other measures taken, where any damage to Municipal property has occurred, the individual(s) responsible will be required to reimburse the Municipality for all costs associated with any repairs, administration fees, as well as any lost revenues.

Note: Additional directions for reporting and responding to any incidents of workplace violence, harassment, or discrimination can also be found our Staff-Council Relations Policy, Employee Discipline and Discharge Policy, and the Code of Conduct.

7.0 REVIEW

The Corporation will review this policy when necessary. At a minimum, the policy will be reviewed annually, and revised accordingly. New employees/members of Council will review this policy during orientation.

8.0 REFERENCES

Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c. 11
<https://www.ontario.ca/laws/statute/05a11>

Bill 168: Preventing Workplace Violence, WSIB Requirements
<https://www.wsib.ca/en/preventing-workplace-violence-bill-168#:~:text=Bill%20168%20requires%20employers%20to,for%20workers%20to%20report%20incidents>

Occupational Health and Safety Act, R.S.O. 1990, c. O.1
<https://www.ontario.ca/laws/statute/90o01>

Ontario Human Rights Code, R.S.O. 1990, c. H.19
<https://www.ontario.ca/laws/statute/90h19>

9.0 FREE RESOURCES

Bereaved Families of Ontario
<https://bereavedfamilies.net/>

Children's Aid Society
<https://www.thunderbaycas.ca/>

CMHA Crisis Response Services
<https://thunderbay.cmha.ca/programs-services/crisis-response-services/#:~:text=866%2D888%2D8988,Contact%20the%20crisis%20line%20at%20346%2D8282%2024%20hours%20a,to%20anyone%20of%20any%20age.>

Contact the crisis line at **(807)346-8282 24 hours a day, 7 days a week, 365 days a year. Your call will be answered by trained professionals. This service is available to anyone of any age**

Government of Canada: Mental Health Support – Get Help
<https://www.canada.ca/en/public-health/services/mental-health-services/mental-health-get-help.html>

Government of Ontario: Find Mental Health Support
<https://www.ontario.ca/page/find-mental-health-support>

Mental Health Continuum Model – Mental Health Commission of Canada
https://theworkingmind.ca/sites/default/files/resources/r2mr_poster_en.pdf

SJCG Sister Margaret Smith Centre – Addictions Treatment

https://sjcg.net/services/mental-health_addictions/mha-gambling/adult/main.aspx

SJCG Mental Health Outpatients Program

https://sjcg.net/services/mental-health_addictions/outpatient/main.aspx

Thunder Bay District Health Unit: Mental Health in the Workplace

<https://www.tbdhu.com/mentalhealthsupport>

Thunder Bay District Health Unit: Mental Health in the Workplace – Resources for Employees

<https://www.tbdhu.com/health-topics/workplace-health/superior-mental-wellness-work/mental-wellness-for-employees>

Thunder Bay District Health Unit: Mental Health in the Workplace – Resources for Employers

<https://www.tbdhu.com/health-topics/workplace-health/superior-mental-wellness-work/mental-wellness-resources-for>

Thunder Bay Individual and Family Services Listing

<https://www.tbnewswatch.com/directory/individual-and-family-services>

Wellness Together Canada (WTC): Online Mental Health and Substance Use Resource

<https://www.wellnesstogether.ca/en-CA>

The Corporation of the Township of Conmee
Administrative Report

Date: April 28, 2026
To: Mayor and Council
Subject: Parking Lot Cleaning
Submitted by: Leanne Maxwell

RECOMMENDATION:

That the parking lot at the Community Centre be cleared of sand from winter maintenance.

BACKGROUND:

It has been many years since the parking lot at the Community Centre has been cleaned. The sand from winter maintenance has built up. This can create slipping hazards for pedestrians and vehicles, damages the asphalt, prevents proper drainage, and overall gives a poor first impression when visitors are driving in.

FOR DISCUSSION:

Two quotes have been obtained (attached). Council direction is requested.



Quote for Parking Lot Sweeping

Client

Township of Conmee
Attn. Leanne Maxwell

Location

19 Holland Rd.
Kakabeka Falls, Ontario, P0T 1W0
(807) 475-5229 Date
April 2, 2026

Scope of Work

- Full parking lot cleanup (Approx. 50,000 sq ft)
- Removal of sand, dirt, and debris buildup
- Blowing and consolidation of material to designated areas

Notes: This service is based on a parking lot that has not been swept in several years and requires a full cleanup rather than routine maintenance.

Price

Total: \$2750.00 + HST

Timeline

- Estimated completion time: 4-6 hours
- Work to be completed: TBD – Waiting for snow to melt

Proposed Ongoing Maintenance

After initial cleanup:

- End of season maintenance sweeping available upon request

Thank you!

Matthew Perrier
Owner
Perrier Property Solutions
(807) 631-7102

QUOTE

Township Of Conmee
 19 Holland Rd
 KAKABEKA FALLS ON P0T 1W0
 CANADA

Date
 30 Mar 2026

Expiry
 31 May 2026

Account Number

Quote Number
 QU-0072

Reference

702153115 RT0001
 702153115

Description	Quantity	Unit Price	Tax	Amount CAD
GRM, Quote for sweeping Conmee community centre spring 2026. Includes dust suppression and equipment for sweeping	1.00	2,535.00	13%	2,535.00
			Subtotal	2,535.00
			Total HST 13%	329.55
			TOTAL CAD	2,864.55

Terms

**The Corporation of the Township of Conmee
Administrative Report**

Date: April 28, 2026
To: Mayor and Council
Subject: Cameras for the Landfill
Submitted by: Leanne Maxwell

RECOMMENDATION:

It is recommended that Council consider permanent trail cameras for the Landfill due to ongoing concerns.

BACKGROUND:

At the April 14, 2026 regular Council Meeting, issues were discussed regarding the Landfill. No formal direction was provided at that time.

Trail cameras have been used in the past, but something more permanent is necessary. Cameras are needed at the Landfill for the safety of workers and the public, security and theft prevention, environmental compliance and regulation, fire detection and prevention, and insurance and legal protection.

The comparison provided is intended to assist Council in selecting suitable equipment and does not include operational placement, monitoring protocols, or response procedures.

FOR DISCUSSION:

Cameras are available that work with cell service. They transmit pictures to an app.

The comparisons between the Tactacam Defend and Spypoint Flex are attached. They both have a yearly subscription fee for photo transmissions. Subscription plans are standard, publicly available service options associated with the equipment.

After speaking with a local supplier who carries both products and reviewing available specifications, it is recommended to purchase the Tactacam unit. Staff recommend the purchase of two units to support broader site coverage. Specific installation locations, configuration, and operational use will be managed by staff.

Based on durability, cold-weather performance, and ease of use for multiple staff, the Tactacam unit is considered more suitable for continuous municipal operations.

Tactacam Defend vs. SPYPOINT — Landfill Monitoring Comparison

This table compares Tactacam Defend series cameras and SPYPOINT Flex series cameras for municipal landfill monitoring, including security, safety, compliance, and operating cost considerations.

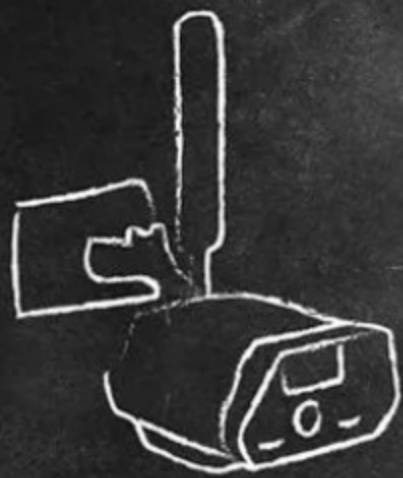
Category	Tactacam Defend Series	SPYPOINT Flex Series
Primary Strength	Commercial-grade reliability and stability	Lower cost, solar efficiency
Best Landfill Use	High-activity operational areas	Secondary or remote monitoring areas
Image Quality (Day/Night)	Consistent, enforcement-quality imaging	Very good daytime, good night imaging
Night Visibility	No-glow IR designed for security use	No-glow available on select models
Trigger Reliability	High reliability for vehicles and people	Very fast trigger, good for drive-bys
False Triggers	Low; handles dust, heat, and debris well	Moderate if improperly aimed
Cellular Connectivity	Commercial LTE with multi-carrier support	Dual-SIM LTE auto-connect
Video Capability	HD video; Defend models optimized for security	Video with sound on most models
Power Options	Lithium batteries or external solar	AA/lithium with integrated solar options
Cold-Weather Performance	Excellent (suitable for Northern Ontario)	Good with lithium or solar
App & Monitoring	Stable interface suitable for rotating staff	Feature-rich app with steeper learning curve
Reliability Over Time	Very high; designed for continuous duty	Good, but more model-dependent
Ease of Staff Training	Easy; minimal configuration needed	Moderate setup training required
Up-front Camera Cost	\$250 (for kit – camera, battery, solar panel)–\$350 CAD (one-time)	\$170–\$250 CAD (one-time)
Annual Cellular Data Cost (per camera)	\$180 CAD with unlimited pictures \$75 for < 250 pictures/mo.	\$120 CAD for unlimited photos \$48 for <250 photos/mo. Free for <100 photos/mo.
Overall Suitability	Best for critical landfill infrastructure	Best for budget or secondary coverage

Security box

\$44.99

\$49.99

Works just like your cell phone



Camera sees motion and snaps a pic



Sends it through a cell tower just like a text



Sends an alert to your DEFEND app

Automatically connects to the strongest signal around! (it doesn't matter what carrier your phone has, the camera does all the work)





Click to expand



FLEX-S

71

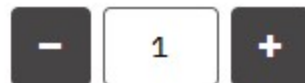
CELLULAR TRAIL CAMERAS

CS 269.99

SKU: 01882

★★★★★ (0) [Write a review](#)

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36MP PHOTO & VIDEO

MEGAPIXELS

SOLAR PANEL

UNLIMITED BATTERY LIFE

0.3 S

TRIGGER SPEED

1080P VIDEO

WITH SOUND

100'

FLASH & DETECTION RANGE

THE PERFORMANCE YOU WANT, THE POWER YOU NEED The SPYPOINT FLEX-S delivers the same performance and flexibility of the original FLEX, with the added benefit of an integrated solar panel charging an internal lithium battery to keep your camera working longer than you ever imagined. Scout confidently knowing the sun shining on your FLEX-S is keeping the battery charged and the camera taking pictures. *The FLEX-S placed first in trailcampro.com's 2024 Cellular Trail Camera Detection Shootout



Tactacam Defend 360 Cellular Camera

\$249.99

Rechargeable Lithium Battery & Solar Panel

 6 in stock

1

Add to cart

SKU: 810126752109

Category: [Trail Cameras](#)

**The Corporation of the Township of Conmee
Administrative Report**

Date: April 28, 2026

To: Mayor and Council

Subject: Enders Road Bridge – Current Status, Remaining Service Life, and Direction

File Number: 21-T01-0000 – Public Works - Bridges

Submitted by: Karen Paisley, Clerk

RECOMMENDATION:

That Council receive this report for information and provide direction regarding whether staff should take any further action related to the Enders Road Bridge at this time, recognizing that the structure has an estimated remaining service life of approximately five years and that construction may not occur in 2026.

BACKGROUND:

In 2025, Council reviewed reports from JML Engineering regarding the condition of several municipal bridges, including the Enders Road Bridge. JML Engineering advised that the Enders Road Bridge has an estimated remaining service life of approximately five years and that replacement should be considered in the near future.

Council discussed whether to proceed with engineering work immediately or explore alternate approaches and funding strategies prior to committing to a defined project scope or construction timeline. No formal resolution was adopted at that time to advance the project.

DISCUSSION:

The Enders Road Bridge has an estimated remaining service life of approximately five years, as previously identified by JML Engineering. While this timeframe does not necessitate immediate construction, it does indicate that advance planning will be required to avoid compressed decision-making, funding limitations, or the potential need for emergency replacement as the structure approaches the end of its service life.

Council will recall that in October 2025, a proposal from North Rock Engineering to undertake a preliminary assessment of the Enders Road Bridge at an estimated cost of approximately \$20,000 was not supported. As a result, Administration does not currently have project-specific technical information beyond the high-level condition review previously provided. Without further Council authorization to engage professional services, staff are not in a position to refine project scope, estimate replacement costs, identify permitting requirements, or advance the project toward engineering, procurement, or construction.

The Treasurer has advised that existing Ontario Community Infrastructure Fund (OCIF) and Canada Community-Building Fund (CCBF) allocations could potentially be available to support a future Enders Road Bridge project. These funding sources are formula-based and available to

the Township; however, their effective use would require clearer definition of project scope, timing, and cost, which cannot be established without additional Council direction.

At this time, Administration does not have direction to proceed beyond routine monitoring and record-keeping for the Enders Road Bridge, and construction is not anticipated during the 2026 construction season. This report is intended to clarify Council's expectations regarding how the Township should manage the Enders Road Bridge file during the remaining service life identified by the consulting engineer.

Council may wish to direct that the Enders Road Bridge remain identified as a future capital project with no further action taken at this time beyond administrative monitoring, tracking of funding availability, and inclusion in long-range planning records. Alternatively, Council may wish to provide direction at a future date should changes in condition, funding timelines, regulatory requirements, or Council priorities indicate that a decision is required. Clear direction from Council will allow Administration to manage the file consistently with Council's risk tolerance, financial priorities, and long-term infrastructure planning objectives.

**The Corporation of the Township of Conmee
Administrative Report**

Date: April 28, 2026

To: Mayor and Council

Subject: RFP – Professional Consulting Services for Hume Road Landfill Closure Plan

File Number: 13-E07-0001 – Closure – Hume Road Landfill Site

Submitted by: Karen Paisley, Clerk

RECOMMENDATION:

That Council receive the proposal submitted by North Rock Engineering Inc. in response to the Request for Proposals for Professional Consulting Services – Hume Road Landfill Closure Plan and approve the award of the contract to North Rock Engineering Inc. in the amount of \$26,600 plus HST, representing the core scope of work plus required services, as outlined in their proposal dated April 15, 2026.

BACKGROUND:

The Hume Road Waste Disposal Site ceased accepting waste in the 1990s and has remained inactive since that time. While a landfill closure plan was prepared in 1999, the site was never formally closed under Ministry of the Environment, Conservation and Parks requirements, and the closure activities identified in that plan were not completed. As a result, the Township continues to carry a regulatory obligation associated with the site.

To advance the site toward formal closure and regulatory sign-off under current standards, the Township issued an invitational Request for Proposals for professional engineering consulting services to prepare a landfill closure plan that meets present-day MECP requirements. The RFP was circulated to three qualified consulting firms with experience in landfill closure planning and regulatory approvals.

At the close of the RFP period, one complete proposal was received, submitted by North Rock Engineering Inc.

DISCUSSION:

Although the Hume Road Landfill has been inactive for several decades, it has not been formally closed in accordance with current regulatory standards. The purpose of this project is not to resume operations or to undertake physical remediation at this time, but to complete the investigations, engineering analysis, and regulatory coordination required to confirm site conditions and determine what work is necessary to properly and formally close the site.

North Rock Engineering Inc.'s proposal includes review of existing background information, a site visit, limited subsurface investigation, an updated topographical survey, preparation of a landfill closure plan in accordance with current MECP requirements, and coordination with MECP staff through the review and approval process. Although the limited subsurface investigation and updated topographical survey were listed as optional services in the RFP, the

consultant has advised that these components are professionally required in order to accurately define the waste footprint, design an appropriate closure approach, and prepare a reliable cost estimate. For this reason, these items are included in the recommended contract value.

The closure plan will include an estimated cost to complete the physical works required to formally close the site in compliance with current standards. This cost estimate will provide Council with the information necessary to evaluate the financial implications of closure and to decide, at a future date, whether and when to proceed with physical closure works. Approval of this contract does not authorize or commit the Township to undertaking the physical closure of the landfill.

The proposal also identifies additional optional services related to potential future construction activities, including preparation of tender documents, contract administration, and post-closure monitoring. These services are not required to complete the closure plan itself and are not recommended for approval at this time. Should Council decide to proceed with physical closure works following completion of the closure plan, these services would be brought forward for separate Council consideration.

North Rock Engineering Inc. has extensive experience with landfill closure planning in northwestern Ontario and has previously completed waste disposal site work for the Township. Staff are satisfied that the proposal is technically sound, represents good value, and provides a controlled and informed path toward resolving a long-standing regulatory matter. The full proposal has been provided to Council for review. Due to the inclusion of third-party commercial and financial information, the proposal is not included in the public agenda package.

Lakehead Rural⁷⁷ Planning Board

3250 Highway 130
Rosslyn ON P7K 0B1

Telephone: (807) 935-2613
Fax: (807) 935-3309

PUBLIC HEARING CONCERNING PROPOSED LOT ADDITION

RE: **Application No.:** 1B/04/26
 Name of Owner: Shane Pawluk & Justine Mack
 Name of Agent: N/A
 Location: 229 Sovereign Road

In accordance with the Lakehead Rural Planning Board's Procedural By-law 03-2020, the Lakehead Rural Planning Board will hold a virtual public meeting in accordance with the Planning Act.

TAKE NOTICE that the Lakehead Rural Planning Board will hold a Public Hearing on **Thursday, May 7th, 2026 at 5:30 p.m.** via Zoom Meeting, which allows for participation by telephone, as well as by computers and mobile devices, to consider the application for a proposed new lot under Section 53 of the Planning Act, 1990. C.P. 13 as amended to March 30, 2007.

An application has been received from Shane Pawluk & Justine Mack, for the property legally described as CON 1 S PT LOT 7 RP 55R4074 PART 2 MR49 PCL 19134, Conmee Township, Geographic District of Thunder Bay, known locally as 229 Sovereign Road. The application proposes the creation of 1 new lot. A key map showing the location of the lands to which the consent applies is attached.

VIRTUAL PUBLIC MEETING: Although this is not an in-person Board meeting, there are several ways in which the general public can provide input on the proposed new lot, as follows:

a. Submit comments in writing: Persons wishing to provide comments may submit such comments in writing, by email, to lrpb@tbaytel.net or by regular mail to the address below, and quote File Number:1B/04/26. Comments shall be submitted by 4:30 p.m. Thursday May 7th, 2026.

b. Register to Speak at the LRPB Virtual Meeting: If you wish to speak at the LRPB Virtual Public Meeting, you are asked to register in advance by email, to lrpb@tbaytel.net and quote File Number: 1B/04/26. After registering, you will receive a confirmation email containing information about joining the meeting by following the link provided through email. Please note that neither a computer, nor a video sharing device is required to participate in the meeting via Zoom. You may also opt to call in from a cell or landline. To register by phone please call: 807-935-3300.

NOTES REGARDING YOUR RIGHTS

If a **specified person** that files an appeal of a decision of the Lakehead Rural Planning Board in respect of the proposed new lot does not make written submissions to the Lakehead Rural Planning Board before it gives or refuses to give a provisional consent, the Local Planning Appeal Tribunal may dismiss the appeal.

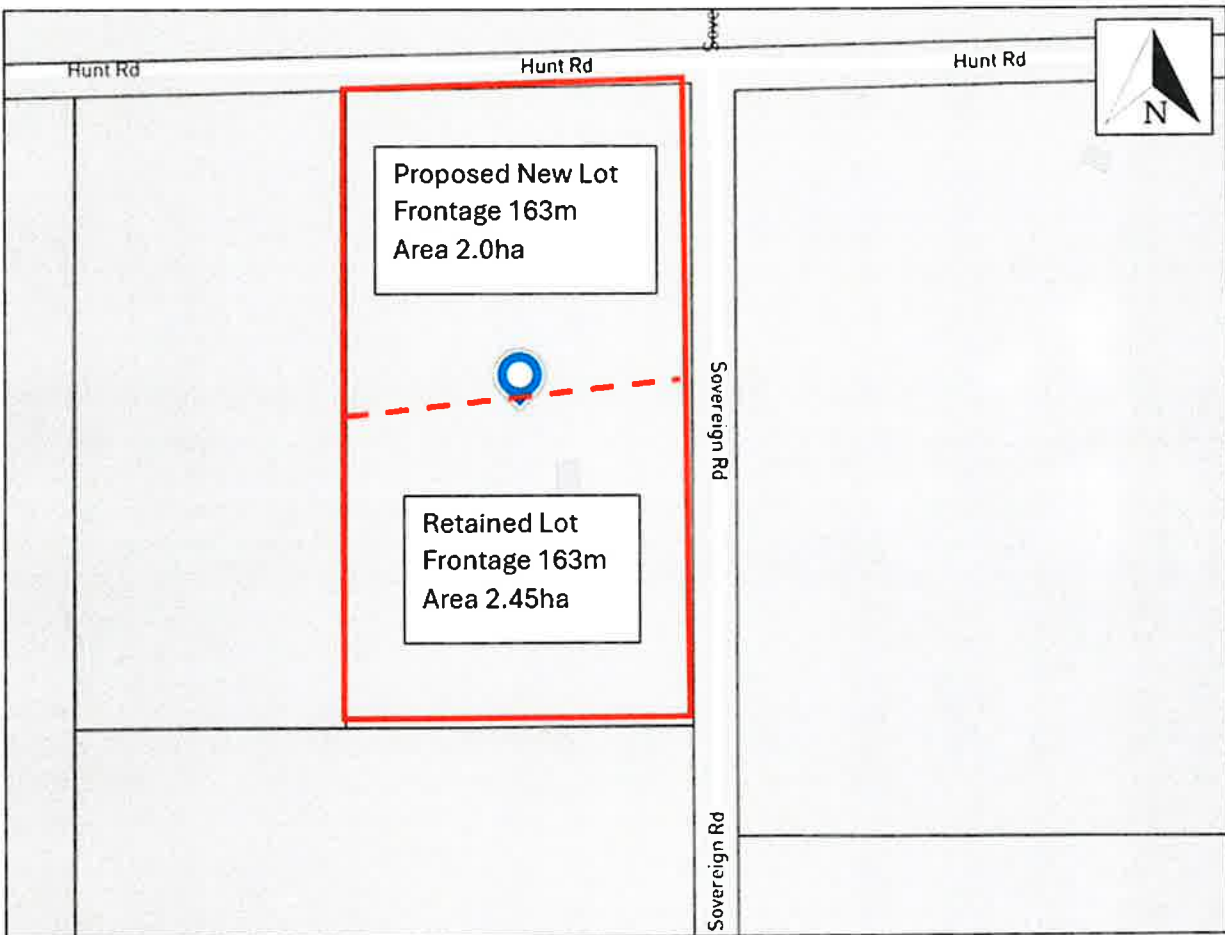
THIS NOTICE is sent to the applicant, to various agencies, and to surrounding property owners for their information. If you wish to be notified of the decision of the Lakehead Rural Planning Board in respect to the proposed new lot, you must make a written request to the Secretary-Treasurer of the Lakehead Rural Planning Board, 3250 Highway 130, Rosslyn ON P7K 0B1. Failure of the applicant to appear before the Board, either in person or by an agent, may result in the deferment or cancellation of the application.

ADDITIONAL INFORMATION related to the proposed new lot is available by calling the Secretary-Treasurer at 807-935-3300.

DATED THIS 23rd DAY OF April 2026.


**Kerri Reid, Secretary-Treasurer
Lakehead Rural Planning Board**

Please see location map below.



Name of Approval Authority: Lakehead Rural Planning Board

Application Number:

18-04-26

Owner Information

Full Name: Pawluk/Mack

Shane/Justine

Last

First

Address: 229 Sovereign Road

Street Address

Apt/Unit #

Conmee

Ontario

P0T1W0

City

Province

Postal Code

Home Phone: (807) 628-2136

Email: justine_mack@hotmail.com

Please specify to whom all communications should be sent:

Owner Solicitor Agent

Agent Information (if applicable)

Full Name:

Last

First

Address:

Street Address

Apt/Unit #

City

Province

Postal Code

Home Phone: ()

Email: _____

Purpose of Application

1. Type and purpose of proposed transaction:

New Lot

Addition to Lot

Conveyance (specify):

Lease

Correction of Title

Other (specify):

Easement Right-of-Way

Mortgage

2. Name of person(s) to whom land or interest in land is intended to be conveyed, leased or mortgaged:

Owner to keep land

3. Relationship (if any) of person(s) named in Question 2. to Owner:

N/A

4. Describe any existing easements or restrictive covenants affecting the subject land and its effect:

N/A

Land Information

5. Location of land:

Physical Address (fire number, st/rd): 229 Sovereign Road, Conmee, OntarioLot(s) No: 7Concession No: 1

Lot(s) No: _____

Registered Plan No: 55R-4074Part(s) No. 2Municipality/Township/
UnorganizedConmee Township

6. Current Official Plan designation:

7. Description of land intended to be severed:

Frontage: 163 metres Depth: 119 metres Area: 2.0 hectaresExisting Use: vacantProposed Use: vacant/residential*(owner to retain lot; future potential sale)*

Number and use of buildings and structures (both existing and proposed) on the land to be severed:

0

8. Description of land intended to be retained:

Frontage: 163 metres Depth: 163 metres Area: 2.45 hectaresExisting Use: residentialProposed Use: residential

Number and use of buildings and structures (both existing and proposed) on the land to be retained:

2 - home/garage

9. Number of new lots (not including retained lots) proposed:

110. Type of road access for proposed lot (specify): Gravel Road - Access off Hunt Road + Sovereign RoadType of road access for retained lot (specify): Gravel Road - Access off Sovereign RoadIs access by water to proposed lot? NoIs access by water to retained lot? No

11. What type of water supply is proposed? (please check appropriate boxes)

	<u>Proposed Lot</u>	<u>Retained Lot</u>
Municipally owned and operated sanitary sewers	<input type="checkbox"/>	<input type="checkbox"/>
Lake	<input type="checkbox"/>	<input type="checkbox"/>
Well	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other (specify):	<input type="checkbox"/>	<input type="checkbox"/>

12. What type of sewage disposal is proposed? (please check appropriate boxes)

	<u>Proposed Lot</u>	<u>Retained Lot</u>
Municipally owned and operated sanitary sewers	<input type="checkbox"/>	<input type="checkbox"/>
Septic tank	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pit privy	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify):	<input type="checkbox"/>	<input type="checkbox"/>

13. When will water supply and sewage disposal services be available?

N/A

14. Is any part of the land swampy or subject to flooding, seasonal wetness or erosion?

Yes No

If yes, give details:

Seasonal wetness

Type of soil:

Clay Gravel Sand Rock Other: _____

15. Is there a rehabilitated mine site located on the Subject Land or within 500 metres of the Subject land?

Yes No

16. Is there a non-operating mine site located within 1 kilometre of the Subject land?

Yes No

17. Has the ORIGINAL parcel of land been severed on or after:

For Gorham, Ware, and Dawson Road Lots: **June 1, 1997**

Yes No

For O'Connor Township: **November 1, 1997**

Yes No

For Gillies Township: **October 1, 1997**

Yes No

For Neebing Township: **October 4, 1972**

Yes No

For Conmee Township: **August 25, 1975**

Yes No

(Please contact the Land Registry Office if unsure)

18. Is this a resubmission of an earlier proposal?

Yes No

19. Has the parcel intended to be severed, ever been, or is it now, the subject of an application for a plan of subdivision, under Section 50 of the *Planning Act*, 1990 as amended, or its predecessors?

Yes No If yes, provide the File Number: _____

20. Is the subject land currently the subject of a proposed

Official Plan Amendment Zoning Amendment Minor Variance

If yes, and if known, specify the file number and status of the application:

21. Is there any other information you think may be useful to the Municipality or agencies in reviewing this application? If so, explain below or attach on a separate page.

22. A sketch is required at the time of the filing of this application.

Minimum requirements will be a sketch showing the following (see sample attached):

- The **boundaries and dimensions** of the subject land and any abutting land that is owned by the Owner of the subject land.
- The **North arrow**.
- The location, size and type of all existing and proposed **buildings and structures** on the subject land, indicating the distance of the buildings or structures from the front yard lot line, rear yard lot line and the side yard lot line (metric measurements only).
- The approximate location of all **natural and artificial features** on the subject land and on land that is adjacent to the subject land that, in the opinion of the applicant may affect the application. Examples include buildings, railways, roads, watercourses, drainage, ditches, rivers or stream banks, wetlands, wooded areas, wells and septic tanks.

- The **current uses** on the land that is adjacent to the subject land.
- The location, width and name of any **roads** within or abutting the subject land, indicating whether it is an unopened road allowance, a public travelled road, a private road or a right-of-way.
- If access to the subject land is by water only, the location of the **parking and docking facilities** to be used.
- The location and nature of any **easement** affecting the subject land.
- The location of all **land previously severed** from the parcel originally acquired by the current owner.
- Whether the subject land within an area of land designated under any **Provincial plan**.

Sketch

- see attached.

CERTIFICATION by the Applicant

I/We,
Shane Pawluk / Justine Mack

of the Township of Conmee in the Province of Ontario,
solemnly declare that the statements contained in this application are true, and I/we make this solemn
declaration conscientiously believing it to be true, and knowing that it is of the same force and effect as if
made under oath and by virtue of the *Canada Evidence Act*.

Sworn (or declared) before me at the Municipal Office of O.P. in the Province of
Ontario, this 14th day of April 2026.



[Signature]
Commissioner of Oaths

[Signature]
Applicant/Authorized Agent

AUTHORIZATION OF THE OWNER FOR AN AGENT TO MAKE APPLICATION

I/We authorize

_____ (name of agent)

to act on my/our behalf in submitting this application. This application has been submitted with my/our
full knowledge and endorsement.

_____ Owner(s)

_____ Date

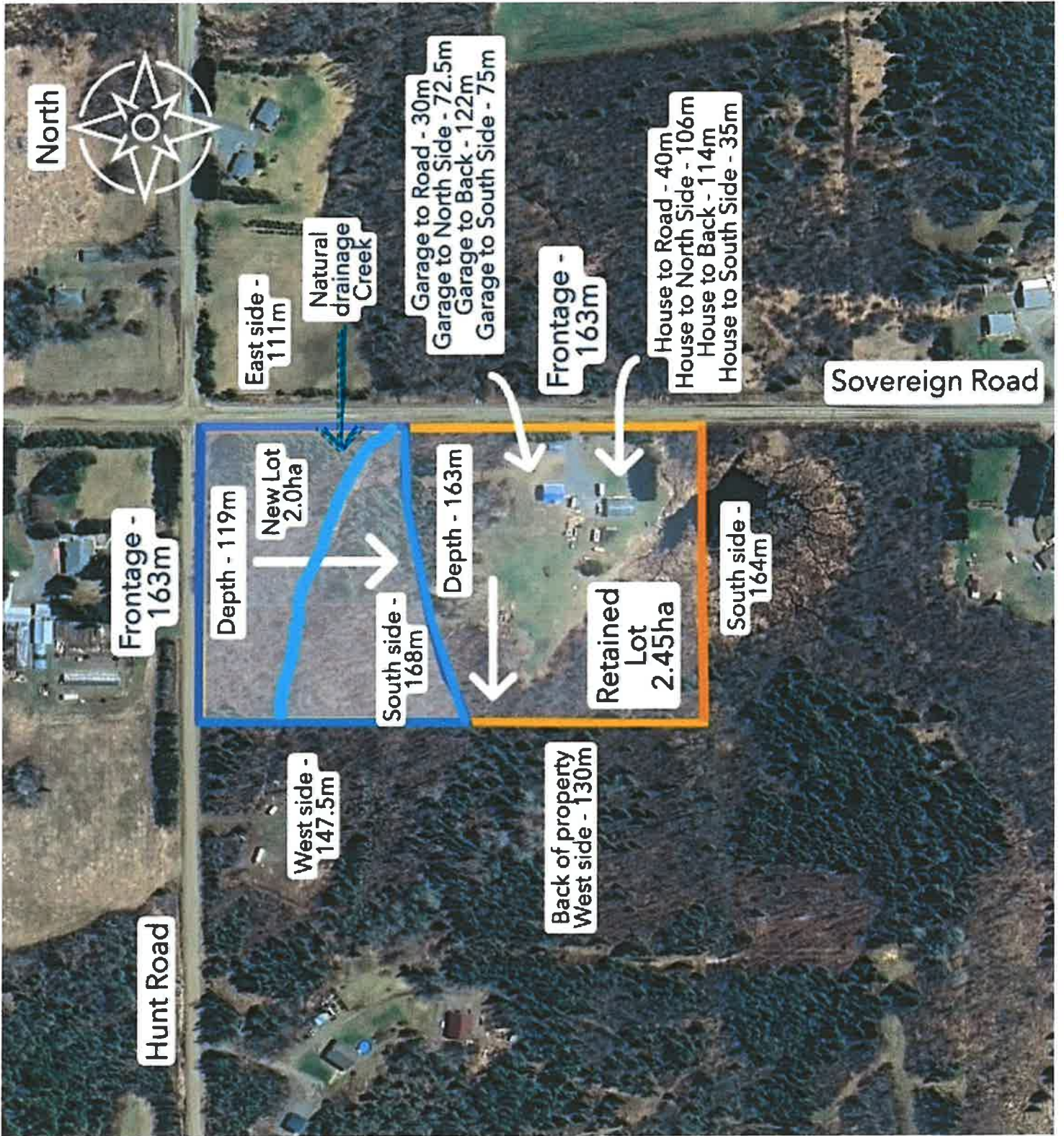
For Office Use Only:

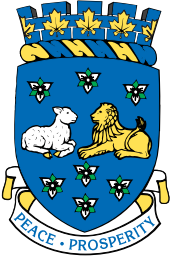
Application No: 13-04-26

Date **completed** application received:

RECEIVED

APR 14 2026





April 2, 2026

Hon. Sean Fraser

Minister of Justice and Attorney General of Canada
 Legislative Building
 284 Wellington Street
 Ottawa, Ontario K1A 0H8

Dear Minister Fraser:

Re: Notice of Motion, Councillor C. James re: Community Safety and Well-Being Plan

Please be advised that the Council of the Regional Municipality of Waterloo at their regular meeting held on March 25, 2026, approved the following motion:

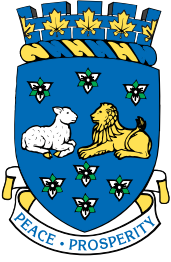
Whereas the Region of Waterloo's Community Safety and Well-Being Plan, developed under the requirements of the Community Safety and Policing Act, identifies systemic racism, hate, and discrimination as critical risk factors impacting community safety, belonging, and well-being;

And whereas the display of a noose is widely recognized as a symbol of racial terror, violence, and intimidation, particularly against Black communities, rooted in the history of anti-Black racism;

And whereas symbols of hate, when displayed publicly, contribute to fear, trauma, and exclusion, and undermine the Region's commitments to equity, inclusion, and proactive prevention within its Community Safety and Well-Being Plan;

And whereas the Government of Canada has introduced Bill C-9 to strengthen tools to address hate-motivated offences, including provisions related to the public display of certain hate symbols;

And whereas the current draft of Bill C-9 does not explicitly include the noose as a prohibited symbol, despite its well-



OFFICE OF THE REGIONAL CLERK

150 Frederick Street, 2nd Floor
Kitchener ON N2G 4J3 Canada
Telephone: 519-575-4400
TTY: 519-575-4608
Fax: 519-575-4481
www.regionofwaterloo.ca

documented use as an instrument of racial intimidation and its direct relevance to community safety and well-being outcomes;

And whereas addressing hate symbols through federal legislation complements municipal efforts by strengthening upstream prevention, reducing harm, and supporting safer, more inclusive communities;

Therefore be it resolved that:

- 1. The Regional Municipality of Waterloo formally request that the Government of Canada amend Bill C-9 to explicitly include the noose as a prohibited hate symbol within the legislation;**
- 2. This motion be circulated to all Ontario municipalities, the Federation of Canadian Municipalities (FCM), and the Association of Municipalities of Ontario (AMO) for endorsement and support as a measure that strengthens community safety and well-being across jurisdictions.**

Please accept this letter for information purposes only. If you have any questions, please contact Councillor C. James, CJames@regionofwaterloo.ca.

Regards,

Michael Oliveri
Legislative Services Specialist
Region of Waterloo

cc: All Ontario Municipalities, the Federation of Canadian Municipalities (FCM), the Association of Municipalities of Ontario (AMO)

THE CORPORATION OF THE TOWNSHIP OF CONMEE

BY-LAW # 2026-011

Being a By-law to confirm the proceedings of Council at its meeting.

Recitals:

Subsection 5(3) of the Municipal Act, 2001, S.O. 2001, Chapter 25, as amended, requires a municipal Council to exercise its powers by by-law, except where otherwise required.

Council from time to time authorizes action to be taken which does not lend itself to an individual by-law.

The Council of The Corporation of the Township of Conmee deems it desirable to confirm the proceedings of Council at its meeting by by-law to achieve compliance with the Municipal Act, 2001.

ACCORDINGLY, THE COUNCIL FOR THE CORPORATION OF THE TOWNSHIP OF CONMEE ENACTS AS FOLLOWS:

1. Ratification and Confirmation

The actions of this Council at its meeting held April 28th, 2026, with respect to each motion, resolution and other action passed and taken by this Council at the meeting, are adopted, ratified and confirmed as if such proceedings and actions had been expressly adopted and confirmed by by-law.

2. Execution of all Documents

The Mayor of the Council and the proper officers of the Township are authorized and directed to do all things necessary to give effect to the actions authorized at the meeting, and/or to obtain approvals where required, and except where otherwise provided, the Mayor and Clerk are authorized and directed to execute all necessary documents and to affix the Corporate Seal of the Township to such documents.

Passed this 28th day of April, 2026.

THE CORPORATION OF THE
TOWNSHIP OF CONMEE

Mayor Sheila Maxwell

Clerk Karen Paisley