

Delivered by e-mail

November 20, 2017

Mr. Pepper Parr
pepper@hwkp.com

Dear Mr. Parr:

Re: Staff Complaints

On September 8, 2016, you were notified in writing of a number of staff complaints that had been reported to senior management at the City documenting a number of disturbing interactions that you had with certain female city staff. The complaints made were the subject of an independent workplace investigation undertaken by an external investigator. The investigation concluded that the behaviour you exhibited towards certain women working at City Hall constituted sexual and gender based harassment. You were clearly notified at that time that your pattern of behavior directed at staff constituted harassment and a number of restrictions were imposed on your access to city hall and city hall staff under the *Trespass to Property Act*, R.S.O. 1991, c. T.21.

Despite the actions taken by the City, those actions appear to have been ineffective in preventing your further harassment of female staff. On the 30th of October this year, I was contacted by the Director of Planning and Building, Ms. Tanner, who provided me with a copy of an e-mail that you had sent to her that was both offensive and misogynistic in nature. Ms. Tanner was very disturbed by your action in this regard. The City simply cannot and will not permit you to continue to harass our staff and in particular our female staff.

As a direct result of your actions, I have decided that the restrictions placed on your access to City Hall functions and contact with staff pursuant to the *Trespass to Property Act* as set out in my September 8, 2016 correspondence will continue indefinitely **with two modifications** as highlighted below. The restrictions are as follows:

1. Your attendance at all meetings of Council and its Standing Committees is banned. You are able to access the broadcasting of these meetings in real time from another location.
2. Before attending at City Hall or Sims Square for any other reason, you need to contact by telephone or e-mail either myself, the Director of Human Resources, Laura Boyd, or the City Solicitor, Nancy Shea Nicol. One of us will arrange for an appointment between yourself and the staff member or member of Council and so advise you of the meeting time and place.

3. We will pre-arrange in advance to have security available to escort you to and from your meeting and you should report directly to security upon your arrival at City Hall or Sims Square.
4. If when you arrive, security is not present in the lobby, please have the receptionist locate them, and have a seat in the lobby until such time as security is available to escort you to your meeting. Also have the person you are meeting with notify security when your meeting is finished so that you can be escorted **off of city** property.
5. If you have a need to contact staff either by email or by telephone, **please direct your inquiries through my office.**
6. When attending City sponsored events such as public meetings, open houses, social events located at places other than City Hall or Sims Square, you are to refrain from interacting with city staff, its representatives or councillors. If you have a question you would like to follow up with, please follow the protocol in #5 above.
7. Finally, if a member of staff has expressed a desire not to have their photograph taken, you are to refrain from doing so.

I trust that you will govern yourself accordingly.

Yours truly,



James Ridge
City Manager

cc. Laura Boyd, Director of Human Resources
Nancy Shea Nicol, City Solicitor