



**Town of Grimsby  
Administration**

Office of the Town Clerk

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August 29, 2019

SENT VIA EMAIL

Niagara Region  
1815 Sir Isaac Brock Way  
P.O. Box 1042  
Thorold, ON L2V 4T7

Attention: Ann-Marie Norio, Regional Clerk

Dear Ms. Norio:

**Re: Whistleblowing Policy**

At its meeting of August 26, 2019, the Town of Grimsby Council passed the following resolution:

*Moved by Councillor D. Bothwell; Seconded by Councillor R. Freake;*

**Whereas** the Town of Grimsby has policies in place to ensure that it is accountable to the public for its actions and that its actions are transparent to the public,

**Whereas** whistleblowing by employees in local governments can bring critical knowledge about misconduct and failed policy outcomes and priorities to the attention of politicians and/or the public, and

**Whereas** the provincial government, as well as other municipalities and agencies in Ontario, have in place policies and/or legislation that provide legal protection from discriminatory or disciplinary action for employees who disclose wrongdoing of any kind in the context of their workplace in good faith and to a competent authority, and

**Whereas** voters in the Regional Municipality of Niagara, including the Town of Grimsby, sent a strong message on October 22nd, 2018 for the need for accountability and transparency in the way local governance is conducted, and

**Whereas** it is always desirable to build upon and enhance existing policies that further strengthen public trust in the accountability and transparency of the way their local government functions;

**Now therefore be it resolved,**

**That:** Council directs staff to prepare a report with respect to a whistleblowing policy for the Town of Grimsby, and further

**That:** The Municipal Council of the Town of Grimsby fully supports whistleblowing and is committed to protecting whistleblowers, the important information they provide and more widely, the integrity of the whistleblowing processes. All persons who are considering reporting their concerns in good faith can be assured that their concerns will be taken seriously, their identity will be protected and, as an employee of our municipality, that they will be protected from detrimental treatment, retaliation or employment harassment, and further

**That:** This resolution be circulated to Niagara Regional Council, the Councils of the Local Area Municipalities within the Regional Municipality of Niagara.

**CARRIED**

Regards,



Sarah Kim  
Acting Town Clerk

cc. Local Area Municipalities, *sent via email*