



Information Memo

To: Council Meeting
Date: October 28, 2025
Division: Corporate Services
Department: Legislative Services – Clerk’s Office
Ward: All Wards
Subject: Update and Result of Integrity Commissioner Investigation

Recommendation(s):

That the Information Memo regarding the Update and results of the Integrity Commissioner inquiry into the release of confidential information be received as information.

Background

As Council is aware, in late February the former CAO of Haldimand County became aware of confidential information being publicly posted on a Social Media site serving primarily residents of Haldimand County, and the community of Dunnville specifically.

Within those documents it was suggested that the leaked documents came from a disgruntled Norfolk County employee. As such the CAO of Haldimand contacted the Norfolk County CAO and together, they determined that the best course of action was to hire an independent, third-party investigator to determine, if possible, who leaked the documents, with both Counties sharing the costs.

The CAO of Norfolk wanted to ensure that if it were an employee of Norfolk, the appropriate administrative steps could be taken to address the issue. Staff consequences for breaching confidentiality and the code of conduct can include letters of discipline, days off without pay, etc., up to and including termination of employment for cause.

Upon the advice of the Haldimand County Solicitor, an independent third-party firm, Glacis Security and Investigations, was retained to conduct an investigation to try and determine who leaked the documents.

Glacis conducted a thorough investigation and pieced together a considerable amount of information. Unfortunately, though, they were unable to interview key individuals, as they refused to participate. However, they were able to draw a number of conclusions and did identify that there was likely a link between the documents and the Mayor of Haldimand.

Subsequent to the investigation and its findings and conclusions, the Mayor of Haldimand did publicly share the same confidential documents with the Hamilton Spectator and posted them on her Municipal Social Media page.

Upon presenting the Glacis report and findings to Norfolk County Council, Norfolk County followed the actions of Haldimand County Council and filed an integrity complaint against the Mayor of Haldimand.

The Integrity Commissioner report is now being shared with Council.

For Norfolk County, there have now been two independent third-party investigations conducted, and both concluded that Norfolk County staff and elected officials had no involvement in the confidentiality breach.

Discussion:

This memo is not going to go into great detail on the Glacis investigation, nor the Integrity Commissioner investigation and findings report with recommendations.

Those documents have been viewed by Council and are attached to this memo for information and reference.

The Council of Haldimand County have received the Integrity Commissioner Report and have adopted the recommended sanctions against the Mayor of Haldimand County for the breach of the release of the confidential material initially, based on the balance of probabilities, and the clear breach with her release of the same said documents to the Hamilton Spectator and to the Mayor of Haldimand's social media site.

Finance Comments:

Haldimand County requires a \$200 deposit to initiate a formal complaint under their Council Code of Conduct Policy. The deposit is refunded if it is determined by the Integrity Commissioner that the complaint warrants proceeding to the investigation stage. Norfolk County paid the deposit to initiate a formal complaint, as the complaint led to an investigation and report, the deposit will be refunded to the County.

Attachment(s):

- Attachment A: The Glacis Security and Investigations Report
- Attachment B: Staff report to Council on the Glacis Report
- Attachment C: Haldimand County Integrity Commissioner – Complaints re: Disclosure of emails and Correspondence relating to the Board of Health Merger – DGB-Haldimand County ICI-2025-05

Conclusion:

The process unfolded as it is designed to. When there are complaints or suspicions of staff misconduct, an investigation is conducted and consequences are delivered, should a conclusion of misconduct be found. When the suspicion or complaint of misconduct involves an elected municipal official, the Integrity Commissioner is contacted to investigate. Should there be a conclusion of wrongdoing by the elected official, recommendations on consequences are recommended to Council for consideration. Council then makes the final decision on penalties for the wrongdoing.

Approval:

Approved By:
Al Meneses, CAO

Reviewed By:
Heidy VanDyk, General Manager Corporate Services

Prepared By:
William Tigert, County Clerk