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London
CANADA

March 14, 2018

Chair and Members
Corporate Services Committee

Re: **Recent Allegations of Harassment**

I find the seriousness of allegations of harassment and abuse being brought forward from an outside organization to be deeply troubling.

This situation is troubling for a number of reasons. Firstly, because some members of staff do not feel safe in their workplaces. Secondly, because these members of staff do not trust the internal and external channels available to employees for reporting harassment and abuse and have had to carve their own path with an external organization to feel heard. Thirdly, despite Council's efforts to address harassment and abuse in the workplace, some staff do not feel as though the culture has changed.

Cultural change within an organization as large as the City of London takes time, but enough time has passed that signals of change should be apparent. It appears that we are seeing a cultural change in some service areas, but not in others.

Any organization can have the most up-to-date policies, but at the end of the day it is the people implementing the policies that make them work, fail, or merely appear as if they're working.

With allegations as serious as this, an audit must be completed to root out the causes of the concerns so that remedial action can be taken.

I therefore respectfully request that the Municipal Council approve the following motion:

"That the following actions be taken in response to recent allegations of harassment and abuse:

- a) the City Manager BE DIRECTED to immediately carry out a third party investigation in the service areas specifically identified by the Executive Director of the London Abused Women's Centre as having an ongoing culture of harassment and abuse; and
- b) the Mayor BE REQUESTED to seek the consent of the individuals whose personal letters were provided to him by the Executive Director of London Abused Women's Centre, to share those letters with the Members of Council and the City Manager so that they may have a better understanding and first-hand account of the concerns being raised by those individuals in order to take appropriate remedial measures in a timely manner."

Best regards,

Tanya Park
Councillor Ward 13
City of London