**Key Messages for AMO Members – Codes of Conduct and Enforcement**

* A safe and respectful work environment is a basic expectation for all Ontarians
* Our municipality supports the recommendations made by AMO that:
  + Codes of Conduct should be updated to include workplace safety and harassment policies
  + Codes of Conduct should have an escalating enforcement mechanism through administrative monetary penalties that recognize local circumstances
  + Integrity Commissioners should have better, standardized training to improve consistency of decisions across the province
  + in the most egregious cases, such as harassment or assault, municipalities should be able to apply to a judge to remove a sitting member if recommended by an Integrity Commissioner
  + a member removed under this process should be unable to sit in another election during the term of office removed and the subsequent term
* Our municipality urges the Ontario Government to table and pass legislation to make these changes as soon as possible
* Serving our communities in a leadership role is a privilege and a responsibility
* Improving local public discourse will improve public confidence in local government and increase respect for our municipal institutions and the work we do
* Democracy suffers when the public loses confidence in their representatives and institutions
* \_\_\_\_\_ municipality believes the time to act is past due