

**The Corporation of the  
Municipality of Temagami**

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May 2, 2024

Richard Francis, Investigator  
Office of the Ombudsman of Ontario  
483 Bay Street, 10th Floor, South Tower,  
Toronto, ON M5G 2C9

Dear Mr. Francis:

**RE: Your correspondence dated March 5, 2024 Regarding Best Practice Suggestions**

Thank you for your above-noted correspondence regarding your review of complaints about investigations conducted on behalf of the Municipality of Temagami. Please be advised that the Council for the Corporation of the Municipality of Temagami received and discussed your correspondence at their regular meeting on Thursday, April 11, 2024.

I am writing to inform you that Council is already in the process of engaging a new Integrity Commissioner (IC), and shall provide a copy of your letter to the new IC once they have been engaged. Council also intends to work with the new IC to review its IC Protocol and amend it as appropriate.

In addition, the Municipality intends to review its Workplace Harassment Policy, and will amend it as appropriate, taking into consideration your recommendations. The Municipality will also be looking at creating an Expected Customer Behaviour and/or Trespass Policy including the recommendations and tips that you have provided. If and when such a policy is adopted, any future actions taken in response to unacceptable behaviour will be governed by that policy.

Yours truly,

A handwritten signature in black ink that reads "Elaine Gunnell". The signature is written in a cursive, flowing style.

Elaine Gunnell, Dipl.M.A., AOMC  
Municipal Clerk