



City of
Peterborough

To: Members of the General Committee

From: David J. Potts, Commissioner, Legislative Services

Meeting Date: March 23, 2026

Report: Amendment to City of Peterborough Council Code of Conduct By-law 19-028, Report LSCLK26-011

Subject

To amend City of Peterborough Council Code of Conduct By-law 19-028 in response to an Integrity Commissioner Report.

Recommendation

That Council approve the recommendation outlined in Report LSCLK26-011 dated March 23, 2026 of the Commissioner of Legislative Services as follows:

That City of Peterborough Council Code of Conduct By-law 19-028 be amended in the form of amending by-law attached as Appendix A to report LSCLK26-011.

Background

On January 19, 2026, in response to Integrity Commissioner Report 2025-03-CC, Report LSCLK26-005, one of Council's directions was as follows:

City staff be directed to review and amend the Council Code of Conduct to explicitly prohibit the use of racial slurs – including but not limited to the N-word – regardless of context or circumstance, in alignment with the Integrity Commissioner's findings and recommendations, with proposed amendments to be presented to Council within 60 days.

Appendix A is a proposed form of by-law to amend paragraph 10a) of City of Peterborough Council Code of Conduct By-law 19-028 by adding a reference to racial

slurs and by removing certain words to broaden its application so that section 10, as amended, will read as follows:

Conduct Respecting Others

10. Each Member has the duty and responsibility to treat members of the public, each other Member and staff appropriately and without abuse, bullying or intimidation, and to ensure that the City's work environment is free from discrimination and Harassment. Without limitation, a Member must not:
- a) use indecent, abusive or insulting words, ~~or expressions or racial slurs toward any other Member, any member of staff or any member of the public;~~ or expressions or
 - b) speak in a manner that is discriminatory to any individual, based on that person's race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability; or
 - c) engage in any Harassment of any other Member, any member of staff or any member of the public.

Strategic Plan

Strategic Pillar: Governance & Fiscal Sustainability

Strategic Priority: Support review / update of City's By-laws to make them effective and efficient, meeting the needs of our growing City.

Attachments

Appendix A: Draft By-law: Amend City of Peterborough Council Code of Conduct By-law 19-028

Submitted by,

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Commissioner, Legislative Services and City Solicitor

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