



Minutes
Town of Faro Special Council Meeting
September 24, 2025, at 6:30 p.m.
Council Chambers

PRESENT:

Deputy Mayor
Councillors

Michelle Vainio
Wendy Michell-Laroque
Gary Jones

CAO

Kimberly Ballance

Public Present: 0

Public on Zoom: 0

1. CALL TO ORDER

Deputy Mayor Vainio called the meeting to order at 6:33 pm

2. ADOPTION OF AGENDA

2.1 Council Meeting Agenda

Resolution: 25-326

Jones, Michell-Larocque

THAT the Agenda for the September 24, 2025, Special Meeting of Council be adopted as presented.

Carried

Resolution: 25-327

Jones, Michell-Larocque

THAT Council do convene to the in-camera meeting.

Carried

3. IN-CAMERA

3.1 Conduct of Investigation - in accordance with Municipal Act Section 213 (3)(g)
re: Harassment Complaint

In-Camera discussion

Resolution: 25-328

Michell-Larocque, Jones

THAT Council do now revert into Regular Meeting of Council.

Carried

Resolution: 25-329

Michell-Larocque, Jones

WHEREAS the Town of Faro's Harassment in the Workplace Policy is in the process of being reviewed and updated, resulting in a lack of direction for the completion of investigations in an accountable and transparent manner;

NOW THEREFORE BE IT RESOLVED THAT Council directs the CAO to contract a third-party investigator, Angela Drainville from North Country Consulting LP, for the completion of the Harassment Investigation dated September 12, 2025; and,

FURTHER THAT Angela Drainville is directed to complete the investigation in accordance with the Occupational Health and Safety Act, Part 19 of the Occupational Health and Safety Regulations, and best practices for Harassment in the Workplace Policies and Procedures.

Carried

4. ADJOURNMENT

Resolution: 25-330

Jones, Michell-Larocque

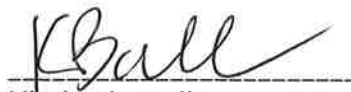
THAT the September 24, 2025, Special Meeting of Council be adjourned at 6:47 p.m.

Carried

Approved at the Regular Meeting of
Council held on October 7, 2025, by
Resolution # 25-341



Michelle Vainio, Deputy Mayor



Kimberly Ballance, CAO