



Special Council

**Monday, March 3, 2025
11:00 a.m.**

**Council Chamber, Second Floor
New Westminster City Hall, 511 Royal Avenue**

Present: Mayor Patrick Johnstone
Councillor Ruby Campbell
Councillor Tasha Henderson
Councillor Jaimie McEvoy*
Councillor Paul Minhas
Councillor Nadine Nakagawa

Corporate Officer – Hanieh Berg

Absent: Councillor Daniel Fontaine

**Attendance by electronic means*

1. CALL TO ORDER & LAND ACKNOWLEDGEMENT

Mayor Johnstone called the meeting to order at 11:00 a.m. and recognized with respect that New Westminster is on the unceded and unsurrendered land of the Halkomelem speaking peoples. He acknowledged that colonialism has made invisible their histories and connections to the land. He recognized that, as a City, we are learning and building relationships with the people whose lands we are on.

2. AGENDA ADDITIONS & DELETIONS

MOVED and SECONDED

THAT the Agenda for the Special Council meeting held on March 3, 2025 be approved.

CARRIED

3. PRESENTATION

3.1 Code of Conduct & Respectful Workplace Training

With the aid of a PowerPoint presentation, Jennifer Devins, Ethics Commissioner, provided an overview of Council and the City's responsibilities in accordance with the *Code of Conduct Bylaw No. 8408* and the City's Respectful Workplace and Human Rights Policy.

The presentation provided information on the following:

1. Why are we here? – societal intolerance for bullying and harassment; introduction of broader WorkSafe BC legislation to include bullying and harassment;
2. Municipal Governance – the role of Council members as fiduciaries and Council's obligation to foster confidence by the general public in the City and its services;
3. Respectful Workplaces, Council's Duties – duty of employers to meet legal obligations under WorkSafe BC legislation;
4. City Policy & Code of Conduct – the City's Respectful Workplace and Human Rights Policy applies to all persons associated with and employed by the City and defines various types of harassment and disrespectful behaviour; the Code of Conduct bylaw applies to Council members only and acts as a guide for elected officials to undertake the duties of public office in accordance with sound ethical principles;
5. Liability for Bullying and Harassment – there is potential corporate and individual legal liability under a number of regulations;
6. Cautionary Tales – examples of elected local bodies that have demonstrated poor conduct resulting in unhealthy workplaces; and
7. Professionalism in the Workplace – strategies for defensive management and preventing complaints.

4. ADJOURNMENT

MOVED and SECONDED

THAT the meeting adjourn (12:48 p.m.).

CARRIED

Minutes – Special Council – March 3, 2025

Certified a true and correct copy of the Minutes of the Special Meeting of Council of the City of New Westminster held on March 3, 2025.

Patrick Johnstone
MAYOR

Hanieh Berg
CORPORATE OFFICER