



Council-Authorized Investigation

Interim Update to Brampton City Council

September 15, 2021

Council Authorized Investigation – Restrictions

- This interim update is subject to the limitations in scope as described herein.
- **This document was prepared and intended as a draft interim update, which was provided to Brampton City Council on September 15, 2021 and reflects status and findings as of that date. Deloitte was instructed to conclude its investigation during this meeting, and finalize our findings in an investigative report. Deloitte issued a final report in respect of this investigation to the City of Brampton on September 28, 2021, which supersedes this interim update.**
- This interim update is not intended for general circulation or publication, nor is it to be reproduced for any other purpose other than for the exclusive use of the City, without our prior express written permission in each specific instance. We do not assume any responsibility for losses suffered by any party as a result of circulation, publication, or reproduction of this report contrary to the provisions of this paragraph.
- This work was not designed to identify all circumstances of inappropriate behavior or other irregularities, if any, which may exist. For the purposes of this interim update, we have had to assume that the documents or other information disclosed to us is reliable, accurate and complete.
- Our interim update is confidential and is prepared at the request of the City. We express no opinion as to whether the information presented in this document is sufficient to establish civil or criminal wrongdoing, as only a court can determine these matters.
- This interim update is based on information in our possession as at the date of this document. We reserve the right to review all findings, calculations and conclusions included or referred to in our interim update and, if we consider it necessary, to revise this document if any information is provided subsequent to the date of this document.
- Our work does not constitute an audit as defined by CPA Canada. Consequently, said work and the resulting update do not constitute an auditor's opinion nor do they represent such an opinion in any way. Further, our work cannot be used to provide assurance that it revealed all errors, omissions or irregularities.
- This interim update was based on information, documents, interview statements and explanations that have been provided to us and, therefore, the validity of our conclusions rely on the integrity of such information.
- We reserve the right, but will be under no obligation, to review this document, and if we consider it necessary, to revise this document in light of any information which becomes known to us after the date of this document.

Council-Authorized Council Authorized Investigation – Scope

#	Item	Description
1	Interviews	<p>Conducted 23 total interviews to date:</p> <ul style="list-style-type: none"> • Twenty-one (21) current/former employees of the City of Brampton (the "City"); • Two (2) vendors to the City of Brampton via email responses to questions. • One (1) current and two (2) former employees of the City declined or were unresponsive to interview requests; • Six (6) other individuals (current employees and vendors to the City) are still to be scheduled or completed.
2	Custodian Data	<ul style="list-style-type: none"> • Processed electronic data from nine (9) distinct custodians at the City. • Ingested over 1.2M files and electronic data for analysis. • Received and processed two (2) City-issued electronic devices.
3	Open-Source Intelligence ("OSINT")	<ul style="list-style-type: none"> • Conducted OSINT search of various allegations to identify additional details relating to timelines, relationships, adverse media, and online activity relevant to the investigation.
4	Policy Review	<ul style="list-style-type: none"> • Received and reviewed twenty-eight (28) City of Brampton policies/SOPs provided to us.
5	Whistleblower Platform	<ul style="list-style-type: none"> • Received and reviewed sixty-eight (68) disclosures. • Fifty (50) were deemed to be related to the council-authorized investigation.
6	Additional Document Requests	<ul style="list-style-type: none"> • Received and reviewed documentation and correspondence from multiple City departments and staff (ie. purchasing, finance, HR departments etc.)

Council Authorized Investigation – Interim Update

#	Council-Authorized Scope	Initial / New Allegations	Specific Allegation	Policies Considered	Observations regarding policy compliance
1	Procurement Issues	Initial allegation	Procurement irregularities involving Municipal Development Corporation	Purchasing By-law 19-2018 (2018) Employee Code of Conduct 2.1.0 (2013) Conflict of Interest 2.2.0 (2002)	No evidence of non-compliance with policies identified to date.
		New Allegations	Procurement irregularities involving 5 additional companies	Purchasing By-law 19-2018 (2018) Direct Purchases SOP (2018) Invitational Procurement SOP (2018) Employee Code of Conduct 2.1.0 (2013) Conflict of Interest 2.2.0 (2002)	To date, two (2) instances of non-compliance with purchasing by-laws were identified.
2	Discriminatory allegations	Initial allegation	Discriminatory comment about Black people by the Director of Human Resources	Employee Code of Conduct 2.1.0 (2013) Respectful Workplace HRM-15 (2019)	No evidence of non-compliance with policies identified to date.
		New Allegations	Additional instances of discriminatory comments/actions towards Black people by the Director of Human Resources ("HR")		No evidence of non-compliance with policies identified to date.
3	Workplace bullying and harassment	Initial allegation	Bullying of Staff by CAO and [REDACTED]	Employee Code of Conduct 2.1.0 (2013) Respectful Workplace HRM-15 (2019)	Investigation ongoing.
		New Allegation	Bullying and intimidation of staff by the Director of Human Resources		No evidence of non-compliance with policies identified to date.
		New Allegation	Bullying and intimidation of Staff by former Director of Corporate Projects, Policy and Liaison		Investigation ongoing.
4	Destruction of information	Initial allegation	Additional information required with respect to the specifics of the allegation	Employee Code of Conduct 2.1.0 (2013)	No evidence of non-compliance with policies identified to date.
5	Hiring practices	Initial allegation	CAO directed Former Director of Corporate Projects, Policy and Liaison to hire a personal acquaintance, and the job posting was tailored to match the individual's skills	Recruiting and Retaining Top Talent (2020) Recruitment Managed by HR SOP (2020) Employee Code of Conduct 2.1.0 (2013) Conflict of Interest 2.2.0 (2002)	No evidence of non-compliance with policies identified to date. SOP was revised via email in or around the time that the individual was hired.
		Initial allegation	CAO facilitated the hiring of [REDACTED] although the individual was not included in the qualified list of candidates due to a pre-existing personal relationship with the CAO		No evidence of non-compliance with policies identified to date.
		Initial allegation	CAO directed that a senior manager position be changed to a manager position to facilitate the hiring of a former employee of a personal acquaintance, although the individual was not included in the qualified list of candidates		No evidence of non-compliance with policies identified to date.
		New Allegations	Improper <i>appointment</i> of 7 other employees at the City of Brampton involving the Director of HR, the CAO, elected officials or the staff of an elected official		No evidence of non-compliance with policies identified to date. SOP was revised via email in or around the time that 2 individuals were hired.
		New Allegations	Improper <i>hiring</i> (i.e. via hiring panel) of 4 other employees at the City of Brampton involving the Director of HR, the CAO, elected officials or the staff of an elected official		To date, we have identified one (1) potential instance of non-compliance with the Recruiting and Retaining Top Talent policy. Investigation is ongoing.
6	Standard policies and procedures compliance	Initial allegation	Improper compensation increase for the [REDACTED] authorized by the CAO	Recruiting and Retaining Top Talent (2020) Employee Code of Conduct 2.1.0 (2013)	No evidence of non-compliance with policies identified to date.
		Initial allegation	Improper removal of former Director of Corporate Projects position due to alleged conflict of interest	Employee Code of Conduct HRM-100 (2021) Recruiting and Retaining Top Talent (2020)	No evidence of non-compliance with policies identified to date.