



June 15, 2021

Sent via e-mail: peter.fay@brampton.ca

Council for the City of Brampton
c/o Peter Fay, City Clerk
2 Wellington Street West
Brampton, ON L6Y 4R2

Dear Council for the City of Brampton,

This letter is in response to the April 23, 2021 Brampton City Council Resolution C131-2021:

- That the City Solicitor be directed to forward the complaint to the appropriate police agency for its appropriate consideration.

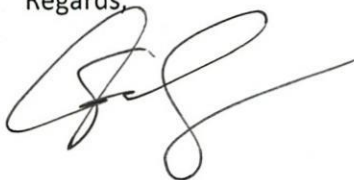
On April 28, 2021, Mr. Sameer Akhtar, City Solicitor for the City of Brampton, forwarded documentation to members of Peel Regional Police – 22 Division regarding this resolution. The material consisted of several emails from City of Brampton staff responding to a substantive email authored by Ms. Gurdeep Kaur, addressed to City of Brampton Council as a whole.

In reviewing Ms. Kaur's email, a number of allegations were made involving issues of workplace misconduct, discrimination, improper hiring practices, destruction of information, harassment and procurement breaches. The bulk of these allegations relate to human resource issues or complaints. The role of Peel Regional Police is to investigate any element of criminality outlined in Ms. Kaur's allegations. I understand from discussions with Mr. Akhtar that a third-party review is being conducted regarding the non-criminal aspects of the allegations. I confirm that we did not review any of these aspects of the correspondence, as this falls outside of the scope of our investigation.

Regarding the allegations that may potentially amount to criminal conduct, our first step was to seek to interview the complainant. On several occasions, investigators from 22 Division attempted to speak with Ms. Kaur about her email in order to clarify information on the issues she identified. To date, Ms. Kaur has declined to participate in this process. As such, investigators are limited in what steps they can take to thoroughly review her claims. That being said, we have taken some investigative steps to look further into the potential breach of procurement procedures as alleged by Ms. Kaur in her email. Investigators have confirmed with Ms. Gina Rebanco, Director of Purchasing, that she has reviewed all purchases described by Ms. Kaur in her email and is of the view that they complied with City of Brampton purchasing bylaws and therefore no criminal wrongdoing has been discovered.

At this stage, we have no further information on which to base any further investigation. Should any further information become known, please forward to our investigators for review. At this time, we are considering the matter closed pending further information.

Regards,

A handwritten signature in black ink, appearing to be 'SG', with a long horizontal line extending to the right.

Sean Gormley
Superintendent – 22 Division