

**Subject: Report to Council on an Inquiry Respecting the Conduct of  
Councillor Plante**

**File Number: ACS2025-OCC-GEN-0011**

**Report to Council 27 August 2025**

**Submitted on August 22, 2025 by Karen E. Shepherd, Integrity Commissioner**

**Contact Person: Karen E. Shepherd, Integrity Commissioner**

**613-580-2424 x21978, integrity@ottawa.ca**

**Ward: Citywide**

**Objet : Rapport de l'enquête sur la conduite de Stéphanie Plante, conseillère  
municipale**

**Dossier : ACS2025-OCC-GEN-0011**

**Rapport présenté au Conseil le 27 août 2025**

**Soumis le 22 août 2025 par Karen E. Shepherd, Commissaire à l'intégrité**

**Personne ressource : Karen E. Shepherd, Commissaire à l'intégrité**

**613-580-2424 x21978, integrite@ottawa.ca**

**Quartier : À l'échelle de la ville**

## **REPORT RECOMMENDATION(S)**

**The Integrity Commissioner recommends that City Council:**

- 1. Receive this report, including the finding that Councillor Plante contravened Section 7 (Discrimination and Harassment) of the Code of Conduct; and**
- 2. Suspend the remuneration to be paid to the Respondent in respect of her service as a Member of Council for 3 days.**

## **RECOMMANDATION(S) DU RAPPORT**

**La commissaire à l'intégrité recommande au Conseil municipal :**

- 1. de prendre connaissance de ce rapport, ainsi que du constat selon lequel**

**Stéphanie Plante a contrevenu à l'article 7 (Discrimination et harcèlement) du Code de conduite;**

- 2. de suspendre pendant trois jours la rémunération à lui verser au titre de ses services comme membre du Conseil municipal.**

## **BACKGROUND**

The attached report relates to an inquiry undertaken by the Integrity Commissioner pursuant to her jurisdiction set out in Section 223.4 of the *Municipal Act, 2001* (the "Act") as follows:

### ***Inquiry by Commissioner***

*223.4 (1) This section applies if the Commissioner conducts an inquiry under this Part,*

*(a) in respect of a request made by council, a member of council or a member of the public about whether a member of council or of a local board has contravened the code of conduct applicable to the member; or*

*(b) in respect of a request made by a local board or a member of a local board about whether a member of the local board has contravened the code of conduct applicable to the member. 2006, c. 32, Sched. A, s. 98.*

### ***Powers on inquiry***

*(2) The Commissioner may elect to exercise the powers under sections 33 and 34 of the Public Inquiries Act, 2009, in which case those sections apply to the inquiry. 2009, c. 33, Sched. 6, s. 72 (1).*

Where the Integrity Commissioner reports to Council, Section 223.6 of the Act sets out the following specific requirements:

### ***Report about conduct***

*223.6 (2) If the Commissioner reports to the municipality or to a local board his or her opinion about whether a member of council or of the local board has contravened the applicable code of conduct, the Commissioner may disclose in the report such matters as in the Commissioner's opinion are necessary for the purposes of the report. 2006, c. 32, Sched. A, s. 98.*

### ***Publication of reports***

*(3) The municipality and each local board shall ensure that reports received from the Commissioner by the municipality or by the board, as the case may be, are made available to the public. 2006, c. 32, Sched. A, s. 98.*

The Complaint Protocol of the Code of Conduct for Members of Council (Appendix A to By-law 2025-99) sets out the framework for the Integrity Commissioner receiving complaints, conducting investigations and reporting to Council.

Section 11 of the Complaint Protocol requires the Integrity Commissioner to report to Council where a complaint is sustained in whole or in part and outline the Integrity Commissioner's findings, the terms of any settlement and/or any recommended corrective action.

This report is submitted to Council under subsections 223.4(1), 223.6(2) and 223.6(3) of the Act and Section 11 of the Complaint Protocol.

### **DISCUSSION**

The attached report is the Integrity Commissioner's final report respecting several formal complaints concerning the conduct of Councillor Plante (the Respondent).

Given the overlapping nature of the formal complaints, the Integrity Commissioner exercised her discretion to conduct one investigation.

The Integrity Commissioner retained the services of an independent investigator to complete the investigation. The Investigator was delegated the responsibility for the investigation in accordance with subsections 223.3(3) and 223.3(4) of the Act:

#### **Delegation**

*(3) The Commissioner may delegate in writing to any person, other than a member of council, any of the Commissioner's powers and duties under this Part. 2006, c. 32, Sched. A, s. 98.*

#### **Same**

*(4) The Commissioner may continue to exercise the delegated powers and duties, despite the delegation. 2006, c. 32, Sched. A, s. 98.*

The attached report contains the Integrity Commissioner's findings and recommendations related to the formal complaints.

## **FINANCIAL IMPLICATIONS**

As this is a report from a statutory officer reporting directly to Council, this section is not applicable.

## **LEGAL IMPLICATIONS**

As this is a report from a statutory officer reporting directly to Council, this section is not applicable.

## **COMMENTS BY THE WARD COUNCILLOR(S)**

This is a city-wide report.

## **ADVISORY COMMITTEE(S) COMMENTS**

As this is a report from a statutory officer reporting directly to Council, this section is not applicable.

## **CONSULTATION**

As this is a report from a statutory officer reporting directly to Council, this section is not applicable.

## **ACCESSIBILITY IMPACTS**

The attached report meets accessibility legislative requirements.

## **RISK MANAGEMENT IMPLICATIONS**

There are no risk implications.

## **RURAL IMPLICATIONS**

As this is a report from a statutory officer reporting directly to Council, this section is not applicable.

## **TERM OF COUNCIL PRIORITIES**

As this is a report from a statutory officer reporting directly to Council, this section is not applicable.

## **SUPPORTING DOCUMENTATION**

Document 1 – Report on an Inquiry Respecting the Conduct of Councillor Plante

**DISPOSITION**

Decisions made by Council as a result of this report will be implemented by City staff as required.