

From: Tony Fleming <tfleming@cswan.com>
Date: October 1, 2025 at 9:18:39 AM EDT
To: Cathy Anderson
<cathanderson2020@gmail.com>, Sarah
Wright <swright@cswan.com>
Cc: Tom Ellis <tom.ellis2@gmail.com>, frank
sammut <f.sammut2@gmail.com>
Subject: RE: CONFIDENTIAL- Code of
Conduct Complaint (Our File No. [29235-51](#))

Text of the apology attached as requested.

If you wish to complain about the result of this process, you can do so to
Council or the Ombudsman

Visit our website at www.cswan.com

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<image003.jpg>

From: Cathy Anderson <cathanderson2020@gmail.com>
Sent: Tuesday, September 30, 2025 9:31 PM
To: Sarah Wright <swright@cswan.com>; Tony Fleming
<tfleming@cswan.com>
Cc: Tom Ellis <tom.ellis2@gmail.com>; frank sammut

<f.sammut2@gmail.com>

Subject: Re: CONFIDENTIAL- Code of Conduct Complaint (Our File No. [29235-51](#))

You don't often get email from cathanderson2020@gmail.com. [Learn why this is important](#)

Dear Mr. Fleming and Ms. Wright,

Re: Code of Conduct Complaint - Deputy Reeve Fred Dobbie File No. [29235-51](#)

I acknowledge receipt of the Dismissal Letter regarding my complaint to the Integrity Commissioner, made jointly with Mr. Tom Ellis and Mr. Frank Sammut.

To say that I am disappointed with the outcome of this process is an understatement. My disappointment stems primarily from these two things...

1. Deputy Reeve Dobbie contends that he did not intend for his remarks to be directed at any specific individuals in attendance at the August 12, 2025 Council Meeting, but were meant to be more general in nature. His remarks began with "you people", as he looked and pointed with his index finger directly at us. He may have intended his remarks to be general, but that evening he addressed his disrespectful remarks directly to the three complainants. That felt very personal.
2. It appears that no effort was made by the Office of the Integrity Commissioner to speak with the other people in the public gallery, whose contact information we provided. I am certain that they would have verified what the complainants asserted and experienced that evening.

Without investigation, the Integrity Commissioner has seen fit to dismiss the complaint, seemingly simply accepting Mr. Dobbie's

assertion that his remarks were meant to be general in nature. However, on August 16th, Reeve Rainer sent an email to those of us in the public gallery on August 12th, asserting that it constituted an apology by Deputy Reeve Dobbie. In quotation marks it read..."I regret my words and tone of voice at the Committee of the Whole meeting. In that moment I was careless and I recognize the hurt I caused. I am sorry and I ask for your forgiveness."

This apology, delivered through Reeve Rainer but said to be from Deputy Reeve Dobbie without even being copied to him, contradicts his contention that his remarks were not directed specifically to the complainants. We found that apology insufficient, as it didn't even come directly from him. It left us wondering if those were even his words. Deputy Reeve Dobbie had access to our email addresses. He could have, and should have, expressed his apology directly to us. That would have sufficed. And still, even after a complaint to the Integrity Commissioner, that request remains unfulfilled.

It seems beyond belief that the Office of the Integrity Commissioner has decided to close the file, without any investigation. Failure to investigate, in my opinion, shows disregard for us as taxpayers' in this municipality, who have every right to expect to be treated with respect by our elected representatives. Had we addressed any member of Council in the same way at a public meeting, we would no doubt have been gavelled down and asked to leave. But that evening, Deputy Reeve Dobbie's disrespectful remarks went unchallenged. And now it appears that Deputy Reeve Dobbie's general apology, which seems only to have been forthcoming once he was informed that a complaint through the IC had been lodged against him, is enough to have closed the file. The complainants were not informed that Deputy Reeve Dobbie would be issuing a 'general' apology, nor has the text of that apology been relayed to us. Your

Dismissal Letter was the first I heard of it. I find that disconcerting, and it makes it challenging to reach any sense of closure in this matter.

I find that the attention given to this complaint is completely insufficient, and to be very frank, it makes me question the integrity of those charged with guaranteeing the integrity of our elected representatives.

I am requesting that you forward to the attention of the three complainants the text of Deputy Reeve Dobbie's apology, delivered at the September 23rd Council Meeting, or direct someone from the Township to do so.

Please advise what the process is for me to lodge a complaint about the handling and disposition of this file.

Sincerely,
Catherine Anderson
819-918-5957

On Tue, Sep 30, 2025 at 4:13 PM Sarah Wright
<swright@cswan.com> wrote:
Good afternoon,

Tony Fleming has completed his investigation and has dismissed the complaint against Deputy Reeve Fred Dobbie. Please find attached a copy of the Dismissal Letter.

The complaint is closed, and no report will be given to Council.

If you have any questions, please advise.

Sincerely,

<image004.png>

Sarah Wright

Legal Assistant

Cunningham, Swan, Carty, Little & Bonham LLP

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