



ADR
C H A M B E R S

Integrity Commissioner Office
for the Town of Wasaga Beach

BENJAMIN M. DRORY
Integrity Commissioner
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February 24, 2026

SENT BY EMAIL TO:

Mr. Andrew McNeill
Chief Administrative Officer

And to:

Councillor Sasha-Rose Dileo

And to:

**Nicole Rubli, General Manager – Legislative & Development Services/Clerk –
for distribution to all Members of Wasaga Beach Town Council**

Re: Investigation Report – IC-35656-0825

This is my report respecting an application (the “Complaint”) brought by Mr. Andrew McNeill (“Mr. McNeill”), Chief Administrative Officer (“CAO”) of the Town of Wasaga Beach (the “Town”), against Councillor Sasha-Rose Dileo (“Councillor Dileo”), pursuant to the Town’s *Code of Conduct for Members of Council* (the “Code of Conduct”, or “Code”).¹ The August 6, 2025 Complaint was initially sent directly to me, and was deemed received by my Office on Monday, August 11, 2025.

I initially reviewed the Complaint pursuant to sections 2(1) and 3(2) of the Code’s Complaint Protocol, to determine initial jurisdiction, and accepted that it appropriately met the threshold to be investigated. Pursuant to section 5(1)(a) of the Complaint Protocol, I invited Councillor Dileo to provide a written response to

¹ <https://www.wasagabeach.com/media/q1ib5aao/code-of-conduct-by-law-consolidated-february-2019.pdf>

the Complaint. Section 5(3) of the Complaint Protocol entitles me to speak to anyone relevant to a Complaint, and I ultimately did so with Mr. McNeill, Councillor Dileo, and eight witnesses.

POST-REPORT REDACTION REQUEST

An earlier draft of this Report was previously provided to the parties, dated February 18, 2026, which included the full names of all individuals I spoke with. On February 23, 2026, Mr. McNeill requested that I redact the names of witnesses I spoke with, save for himself, with the intention of protecting their identities, given that some of the witnesses were junior staff of the Town.

The rules governing confidentiality are outlined in section 10 to the Complaint Protocol to the Code of Conduct. Most particularly, section 10(5) states the following – which closely tracks to the wording of section 223.6(2) of the *Municipal Act, 2001*:²

Confidentiality

...

(5) The Integrity Commissioner in a report to Council on whether a member has violated the Code of Conduct shall only disclose such matters as in the Integrity Commissioner's opinion are necessary for the purposes of the report.

I was not willing to grant Mr. McNeill the full redaction (i.e., concealment/obscuring) of witness' identities that he requested, as I considered certain information essential to the logic and public readability of this Report. However, I granted a preparedness to anonymize the names of witnesses I spoke with – i.e., to merely reflect the titles of their roles.

Upon being informed of my position, Councillor Dileo objected, and wrote to me later on February 23, 2026:

As the individual who has been accused, I do not agree with the decision to withhold the identities of those who have made statements against me ... In my view, anonymizing these names is detrimental to my reputation and undermines my ability to respond fully and fairly to the allegations.

² *Municipal Act, 2001*, S.O. 2001, c. 25 <https://www.ontario.ca/laws/statute/01m25>

... Transparency is fundamental to procedural fairness, and I should be afforded the same openness that has been extended to those making claims against me. ...

I find your notification of hiding the names of my accusers detrimental to these complaints.

In my view, Councillor Dileo's position further corroborates my view that anonymizing the witnesses best reconciles the meaningful interests of both the parties and myself. I accept that the Town has a valid interest in protecting its staff's identities, and that publishing their full names is not strictly necessary to achieve the purposes of section 10(5). Nonetheless, my position is that including some basic information about their identities (i.e., their titles) is necessary for this Report's purposes. Mr. McNeill (as the complainant) is also the only individual who "made claims" against Councillor Dileo – all witnesses except for the Deputy CAO, Executive Assistant, and Team Lead participated with no advance written contribution of any kind, and thus any understanding about what this matter was substantively about.

The Parties' Positions

Complaint

Mr. McNeill asserted the following in his Complaint, and provided a series of attachments.

Re: Conduct Regarding Staff

The Town of Wasaga Beach seeks your assistance to investigate the inappropriate conduct of Councillor Sasha-Rose Dileo during her interactions with Staff. These interactions violate Rule 11 Respect for Town ... Policies more specifically the Town's Council-Staff Relations Policy ..., Rule 12 Respectful Workplace and Rule 13 Conduct Respecting Staff of the Council Code of Conduct. This inappropriate conduct ... has been a repeated pattern ...

1. On Thursday May 30, 2024, Councillor Dileo interrupted a Staff meeting and demanded answers from Staff. ...

2. On Friday June 6, 2025, Councillor Dileo accused and threatened Executive

Assistant to the Mayor and CAO. ...

I kindly request that these interactions be further investigated ...

Mr. McNeill listed the Town's Deputy CAO, Events Manager, Special Projects Leader, Beachfront Manager, and former Sports and Entertainment Director as potential witnesses respecting the May 30, 2024 matter, and Executive Assistant to the Mayor and CAO ("Executive Assistant") as a potential witness respecting the June 6, 2025 matter.

Mr. McNeill provided the following May 31, 2024 email that he and the Mayor received from the Deputy CAO:

...

Thursday – May 30, 2024 – approximate time of day 9:30 a.m.

In my office for a meeting were – Events Manager, Sports and Entertainment Director, Special Projects Leader and Beachfront Manager.

The meeting was interrupted by Councillor Dileo, who entered the room, uninvited, demanding answers from Events Manager as to the reasons why an event called Jeep Fest was cancelled.

Events Manager, taking a moment to think, stated that she needed a moment to think of the right way of saying what she had to, the reasons for the most part were confidential but she would share what she could.

Councillor Dileo leaned in aggressively and stated that "no, I want the truth not lies", that she was a member of council and had a right to know all the details and once again demanded answers.

Events Manager, who was visibly uncomfortable, backed away in her chair and provided what she was able, and most likely more than she should have.

Councillor Dileo then directed the staff member that a social media release with explanation be created.

Councillor Dileo then left the room, without another word.

Staff were visibly disturbed by what had occurred. The Councillor's body language and tone were aggressive and at times disrespectful.

It is my view that this interaction violated several portions of our Code of Conduct.

Yesterday's incident occurred despite my having a conversation with Councillor Dileo two months ago where she demanded answers from me, in a very similar manner, using the exact same phrase "I am a member of council and have a right to know". Similar to yesterday's situation, some of the information she wanted from me was confidential. I explained at the time that while council as a whole always has a right to know, individual members themselves do not retain that right. I explained the best path forward was for her to ask for a staff report and if the majority of council agreed a report would be authored, in this case, most likely in a closed session due to the confidential elements.

Mr. McNeill also attached the following statement, prepared and provided to him by Executive Assistant:

On the morning of June 6, 2025, Councillor Sasha Rose-Dileo approached me to express her frustration regarding a recent social media post made from a staff-managed account. This interaction led to her threatening me. The post featured a group photo from an event, which did not include her. To my knowledge, she had already left the event prior to the professional photos being taken ... Shortly after the post went live, Councillor Dileo publicly commented on the photo, expressing her anger. In response, the original post was promptly modified with a nonprofessional image that had been taken on her personal device and was not previously available to the communications team.

During our in-person conversation, Councillor Dileo was visibly upset and spoke to me in a loud and aggressive manner in the presence of other colleagues. During this exchange, she made statements to the effect of: "If you want to get nasty, I can get nasty. You don't want to see that side of me," and referenced her large social media following and connections, indicating she could escalate the situation with large support. She again said that she can "blow things up" if this happens again, referencing her connections that would make this happen. She then demanded that she not be excluded from future posts.

I explained that the exclusion was not intentional and that the decision to use professional photos was based solely on the materials available to us at the time. I apologized for the oversight and assured her that moving forward, any concerns she

has can be addressed directly with me via email so they can be resolved promptly. Due to the elevated tone and public nature of the discussion, there were multiple witnesses to this interaction.

Mr. McNeill attached the Town’s Council-Staff Relations Policy (By-Law No. 2019-11),³ which includes:

Guiding Principles:

The purpose of this Policy is to guide the nature of interactions between members of council and Town Staff. This framework includes:

...

E. Code of Conduct for Members of Council, which provides in section 13 (Conduct Respecting Staff) that:

...

2. No member shall use, or attempt to use, their authority for the purpose of intimidating, threatening, coercing, commanding or influencing any staff member with the intent of interfering in staff’s duties ...

...

4. No Member shall maliciously or false impugn or injure the professional or ethical reputation or the prospects or practice of staff, and all members shall show respect for the professional capacities of the staff of the Town.

...

Definitions:

Leadership Team: means the senior management of the Town, consisting of the Town’s Directors, and additional staff members appointed by the CAO.

³ Council-Staff Relations Policy (effective February 19, 2019) – <https://www.wasagabeach.com/en/town-and-government/resources/By-laws-and-Policies/Council-Staff%20Relations%20Policy.pdf>

Routine Matter: means a communication by a Member of Council with a Member of Staff ... which

- a) In the ordinary course of business constitutes a type of communication that would typically occur between a member of the Public and Staff;*
 - b) ... [A] request for information that is routinely produced by the member of Staff in the course of their duties; or*
 - c) [A] request for service that is routinely done by Staff ...*
- and which requires no expenditure of unbudgeted resources.*

Non-Routine Matter: means a communication, request for information or service that is not typically undertaken in the ordinary course of business, and/or for which there is no routine process, procedure, guideline or convention ...

Policy Framework:

Part A

General Relationship between Staff and Members of Council:

Council is the policy and decision-making authority for the municipality, and only Council as a whole can direct Staff.

...

Members of Council require advice and information from Staff on a need-to-know basis in order to fulfill their constituent, decision-making and oversight responsibilities:

Communications between Staff and Members of Council, and between Members of Council and Staff, must be courteous and professional. ...

...

Part B

Members of Council Communications with Staff on Behalf of a Member of the Public

When a Member of Council desires to bring a matter to ... Staff on behalf of a Member of the Public ... the Member of Council shall communicate only with the CAO or with a Member of the Leadership Team, except in respect of Routine

Matters.

When a Member of Council is uncertain ... the Member ... should contact ... CAO or the Town Clerk for advice.

Members of Council shall respect the role of staff and shall refrain from engaging in administrative matters. ...[T]he Member of Council shall refrain from interfering with Staff's carriage of the matter.

...

Part C

Staff Communications with Members of Council

Routine Matters referred to Staff ... should be responded to in accordance with the department's standard operating procedures or conventions.

...

Non-Routine matters brought to the attention of Staff by a Member of Council shall be referred to the CAO or the appropriate member of the Leadership Team, with the Member of Council being so advised.

Part D

Meetings:

...

Members of Council shall not attend a Staff meeting ... without first seeking permission to attend from the CAO or the appropriate member of the Leadership Team.

Part E

Policy Management

...

This Policy forms part of the ethical framework for Members of Council and the Integrity Commissioner may at any time be consulted by a Member of Council with

regard to interpretation or compliance.

...

Part F

Examples of Routine Matters:

...

Example 1 ...

... Member may not approach Planning Department staff on behalf of developer without seeking permission and direction from CAO

Mr. McNeill asserted that Councillor Dileo contravened Rules 11, 12, and 13 of the Town's Code of Conduct. Those Rules, and their interpretive commentaries, state:

Rule No. 11

Respect for Town By-laws and Policies:

...

2. Members shall adhere to such by-laws, policies and procedures adopted by Council that are applicable to them.

...

Rule No. 12

Respectful Workplace:

1. Members are governed by the Town's Workplace Harassment Policy. All Members have a duty to treat members of the public, one another and staff appropriately and without abuse, bullying or intimidation and to ensure that their work environment is free from discrimination and harassment.

2. All complaints received involving members of Council ... shall be referred to the Integrity Commissioner for processing in accordance with both the said policy and the Council Code of Conduct Complaints Protocol.

...

Commentary

...

The Town of Wasaga Beach's Workplace Harassment Policy ensures a safe and respectful workplace environment and provides for the appropriate management of any occurrences of harassment and discrimination as those terms are defined ...

The ... Policy applies equally to members of staff and Members of Council. ...

Rule No. 13

Conduct Respecting Staff:

...

2. No Member shall use, or attempt to use, their authority for the purpose of intimidating, threatening, coercing, commanding or influencing any staff member with the intent of interfering in staff's duties ...

...

4. No Member shall maliciously or falsely impugn or injure the professional or ethical reputation or the prospects or practice of staff, and all Members shall show respect for the professional capacities of the staff of the Town.

Commentary

Under the direction of the Chief Administrative Officer, staff serve the Council as a whole, and the combined interests of all Members as evidenced through the decisions of Council. ...

... Members shall direct requests outside of Council-approved ... process or policy ... directly to Council.

... [T]here are distinct and specialized roles carried out by Council as a whole and by Councillors when performing their other roles. The key requirements ... include dealing with constituents and the general public, participating as standing

committee members and as chairs of standing committees, and participating as Council representatives on agencies, boards, commissions and other bodies. Similarly, there are distinct and specialized roles expected of Town staff in both the carrying out of their responsibilities and in dealing with the Council. Staff are expected to provide information to Members that they are entitled to.

Town staff are accountable to the Chief Administrative Officer who is accountable to Town Council. Sometimes the line between staff duties and activities that are political in nature is not clear. Members of Council must respect the difference between the two in making requests of staff.

Members of Council should expect a high quality of advice from staff based on political neutrality and objectivity irrespective of party politics, the loyalty of persons in power, or their personal opinions.

... Staff and Members of Council are all entitled to be treated with respect and dignity in the workplace.

It is inappropriate for a Member to attempt to influence staff to circumvent normal processes in a matter ... It is also inappropriate for Members to involve themselves in matters of administration ... which fall within the jurisdiction of the Chief Administrative Officer. Any such attempts should be reported to the Integrity Commissioner.

Mr. McNeill also identified Rule No. 7 of the Code during the investigation:

Rule No. 7

Improper Use of Influence:

1. *No member shall use the influence of his or her office for any purpose other than for the exercise of his/her official duties.*

...

3. *Pursuant to corporate policy, the Chief Administrative Officer directs Town Directors, who in turn direct Town staff. Town Council and not individual Members of Council appropriately give direction to the Town administration.*

Mr. McNeill also provided information about Town policies. He identified that the

Town's Procedural By-Law⁴ states it shall not be interpreted as giving Members authority to direct or interfere with staff – meaning that Town staff work at the direction of Council as a whole, and not individual Members. Sections 2.02 and 3.06 corroborate this:

2.02 Application

(c) ... [N]othing in this By-Law shall be construed as giving authority to any ... Council Member to direct or interfere with the performance of any work for the Town and the staff in charge shall be subject only to his or her superior as established in the formal organizational structure ...

...

3.06 Duties of the Administration – Staff

It is the role of the staff of the municipality, under the leadership of the CAO to:

- *Implement Council's decisions and establish administrative practices and procedures to carry out Council's decisions; ...*

The Town's Workplace Harassment Policy includes:⁵

SCOPE

This Policy is applicable to all employees, ... Council members and other stakeholders of the Town.

This Policy applies ... to any activities on or off of town premises which could reasonably be associated with the workplace ...

POLICY

...

⁴ Town of Wasaga Beach Procedural By-Law – No. 2023-119
<https://www.wasagabeach.com/en/resources/Documents/-%20Bylaws%20and%20Policies/By-laws/Council%20Procedural%20By-Law%20-%20Electronic%20Participation%20Closed%20and%20All%20Committees.pdf>

⁵ Policy Number HPR 3-3.02 – “Employee Conduct – Workplace Harassment” <https://pub-wasagabeach.escribemeetings.com/filestream.ashx?documentid=6621>

1 Definitions

...

“Workplace harassment” means engaging in a course of vexatious comment or conduct against a worker that is known, or ought reasonably to be known, to be unwelcome ... It may include, but is not limited to, unwelcome, unwanted, offensive, or objectionable conduct that may have the effect of creating an intimidating, hostile or offensive work environment; interfering with an individual’s work performance; ... and/or denying an individual dignity and respect. Workplace harassment ... may result from one incident or a series of incidents. ...

RESPONSE

Councillor Dileo provided her formal Response on the evening of August 18, 2025, which our Office deemed received the next day (August 19.) She wrote:

I acknowledge receipt of the complaint ...

“On Thursday May 30, 2024, Councillor Dileo interrupted a staff meeting and demanded answers from staff”

It is troubling to observe such misrepresentations ... given that in 2024 a meeting was held with the Mayor, the CAO, and the Deputy Mayor at which all parties unanimously agreed that the consensus of the issue had been conclusively addressed.

Over one year later ... the following reflects my recollection of the events as accurately as possible:

A Jeep event that had been approved by Council was subsequently cancelled without any public notice ...

I first learned of this cancellation when multiple residents contacted me for an explanation. Given that event proposals were previously developed independently by the Event Department and only brought before Council for approval, I was not separately notified ...

... I had a meeting scheduled at Town Hall, I approached Economic Officer if she was aware of the reason the Jeep festival was cancelled which she proceeded to advise me to speak to Events Manager. I thanked her and advised her that I would reach out to Events Manager later.

Economic Officer replied: "Events Manager is here in Deputy CAO's office" let me take you to her. Although the door was already open, I responded, 'I don't want to interrupt.' Economic Officer then entered the room and invited me to follow her inside. Any suggestion that I 'barged in' is inaccurate and misrepresents the nature of the interaction.

A few weeks later, I was asked to attend a meeting with the Mayor, CAO, and Deputy CAO.

... I was informed that the purpose of the meeting was to check in on my well-being ... Drawing on my training in de-escalation and my understanding of the communication styles of those present, I chose not to challenge the tone of the meeting. Instead, I offered an apology for any unintended use of colloquial or generational language ... which, in today's workplace, requires thoughtful reflection and adaptation as we engage across generational lines and evolving norms of communication.

By unanimous conclusion, the apology was accepted, and the incident was deemed closed.

While I had understood this matter to be resolved, the filing of this complaint over a year later suggests otherwise.

In hindsight, I recognize that I should have proactively communicated with the Integrity Commissioner to help prevent the ongoing pattern of scrutiny I've experienced – where my actions, words, or inquiries are seemingly interpreted as grounds for complaints, and where there appears to be an expectation to remain silent and conform.

Instance no. 2 ...

"On Friday June 6, 2025, Councillor Dileo accused and threatened Executive Assistant."

I advised all that reached out that I was present and when I saw the post I added a

comment on the picture to clear up confusion for community members who noticed the omission. ... Is this ... inappropriate?

I had a conversation with the Mayor and he advised that it was an error and that I could not be tagged on my personal email.

I advised that I do not allow any tagging by anyone on my personal email. ... I do not have a Councillor email either due to the historical and ongoing behind the scenes by some of the Electoral of the "them versus us" to which I do not want any association with as ... I was elected to represent everyone. Not pick and choose who I answer or respond to.

I was genuinely shocked and deeply saddened to read the allegation that I "accused and threatened" Executive Assistant on June 6, 2025. This ... is not only inaccurate but entirely inconsistent with my conduct and longstanding relationship with Executive Assistant.

Executive Assistant has always struck me as a professional, courteous, and capable individual. I have consistently treated her with respect and appreciation, and our interactions have always been cordial.

... I was at Town Hall on unofficial business and took a moment to speak with Executive Assistant privately – something I've done on many occasions. I raised a concern regarding my exclusion from official photographs, which has led to confusion among residents of Wasaga Beach, particularly those on the community page I voluntarily administer, Friends of Wasaga Beach, which has over 3,200 members.

The conversation was brief, respectful, and constructive. I expressed the importance of being included in official images to avoid misinterpretation by residents, especially new ones unfamiliar with my role. I was mindful of my tone and body language, and I left with the impression that the matter was understood. No one else was present or could have overheard the exchange.

I am proud of my Italian heritage and, as someone born and raised in Little Italy downtown Toronto, I am conscious of how expressive communication may be perceived. I made every effort to ensure my demeanour was calm and measured. To suggest that I was threatening in any way is not only unfounded but deeply hurtful.

I remain committed to serving all residents of Wasaga Beach with integrity, transparency, and respect including all the employees of our Town ...

... I wish to reaffirm my commitment to respectful and transparent public service. The allegation that I accused or threatened Executive Assistant ... deeply misrepresents the nature of our brief and private conversation on June 6. I approached Executive Assistant with courtesy and professionalism ... and raised a legitimate concern regarding public perception stemming from my exclusion in official communications. I have consistently conducted myself with integrity, and I take great care to ensure that my actions reflect the inclusive values I was elected to uphold. I do not engage in divisive politics, and I have deliberately avoided any affiliation with partisan dynamics that undermine unity in our community. My voluntary work ... is rooted in fostering connection – not conflict.

I trust that this matter will be reviewed with fairness and context ...

Councillor Dileo provided some attachments. On February 27, 2025, Executive Assistant emailed Councillor Dileo at 4:14 pm:

Subject: Facebook Link

Hello Councillor Dileo,

I am reaching out in follow up ... Are you able to send me a link to your Facebook account so that we can follow you from the Mayor's Facebook account?

Please let me know if you don't feel comfortable with having the Mayor's account following you.

Have a lovely evening.

Councillor Dileo replied at 6:04 pm:

Hi Executive Assistant,

Sorry my personal fb is personal. I do not post Town posts unless I feel I need to. I do not have a councillor fb.

Sorry!

Councillor Dileo attached a screen capture of a Facebook comment she made (see

Appendix 1) in response to the post she took issue with (see Appendix 2), in which she stated and attached the following picture of her own:

Great photos but why was not the official picture of all the Council members posted. I was in attendance as well that day!



She also attached a screen capture of the following email message she received from Mayor, which I interpret from other evidence was sent on June 3, 2025:

*Good afternoon Councillor Dileo,
Further to our phone conversation yesterday, I have had the opportunity to look into this and as you can see from the email chain below between you and Executive Assistant it was your choice not to be included in the tags as you do not have a Councillor Facebook account and this was your personal account.
... [T]he photo's used were official photos only. Staff only used photo's that were taken by our photographer.
However after speaking with staff they did acknowledge the photo showing all members of Council would have been a better choice and have added it to the post. I would ask that you please go back to your comments on social media and correct*

the fact that ... you did not want your Facebook attached to my posts so the public are clear on this by end of day today please.

I feel it is important that it not be misconstrued that it was staff or myself that did not include you.

It is important that when we make comments, we are accurate and not misleading in any way and may I suggest in future you reach out to staff directly before making any public statements that may disparage staff.

...

Should you wish to discuss this please feel free to reach out to Executive Assistant and we can set a time to sit down.

Have a great afternoon.

Mayor

OPTIONAL REPLY

Section 5(1) of the Complaint Protocol to the Town's Code of Conduct doesn't specifically envision a formal complainant Reply upon the receipt of a respondent's Response. Nevertheless, I offered Mr. McNeill an opportunity to provide an optional Reply if he wished, given that I typically consider it helpful. Mr. McNeill submitted the following on August 28, 2025:

... I do not believe that the Councillor's response ... is accurate. Below is what Executive Assistant forwarded to me:

"During our in-person conversation, Councillor Dileo was visibly upset and spoke to me in a loud and aggressive manner in the presence of other colleagues. ... [S]he made statements to the effect of: "If you want to get nasty, I can get nasty. You don't want to see that side of me," and referenced her large social media following and connections ... She again said that she can "blow things up" if this happens again, referencing her connections that would make this happen. She then demanded that she not be excluded from future posts. ...[T]here were multiple witnesses to this interaction."

Team Lead (who sits beside Executive Assistant) was a witness to the exchange. In addition, the exchange took place right beside my office and I overheard the heated exchange which I believe was inappropriate. Additional background information was provided ... so that you can understand that the Councillor's behaviour has been escalating. She has been warned on multiple occasions by myself and the Mayor about aspects of her conduct yet it continues to escalate.

Mr. McNeill also forwarded the following statement from Team Lead on September 22, 2025:

... I was asked to summarize my accounts of the interaction between Councillor Rose-Dileo and Executive Assistant from June 25, 2025. Please find my account below...

On June 26, 2025, I was pulled away from my task after overhearing a loud conversation between Councillor Rose-Dileo and a staff member. The Councillor was speaking to Executive Assistant about her displeasure at not being tagged or shown in a photo on the Town's social media channels. She appeared quite agitated, addressing Executive Assistant in a raised voice and in a threatening manner, stating that the issue was inexcusable and must be rectified immediately and that it could never happen again.

While I do not recall the exact wording, I remember hearing several statements along the lines of, "I can get nasty if I have to," and threats to escalate the situation, alluding to leveraging her political and staff connections to ensure consequences for Executive Assistant should this occur again.

Executive Assistant remained calm, respectful, and professional in the face of this aggression. She apologized for the mistake, explained that steps had already been taken to address it in the short term, and asked that the Councillor come directly to her if something similar were to happen in the future. ...

INVESTIGATION

Interviews

Executive Assistant

I spoke with Executive Assistant (Executive Assistant to the Mayor, Council, and the CAO). She recalled Councillor Dileo coming into her office very upset on June 6, because she hadn't been included in a photo posted to Facebook that included all of the rest of Council. Executive Assistant acknowledged to Councillor Dileo that she hadn't been at the event – i.e., when Premier Doug Ford came to Wasaga on May 16 and announced funding for Destination Wasaga – but she was given professional photos to post, which she understood were taken after Councillor Dileo had left, but were the only professional photos the Town had available to

post on social media. Executive Assistant said the post was issued on Friday, May 30,⁶ and Councilor Dileo commented on it publicly that weekend, so she took a screenshot to send to the Director of Communications to fix over the weekend, which Director of Communications immediately rectified by adding the photo including Councillor Dileo.

Executive Assistant said Councillor Dileo came in and spoke with her about the photo on Friday, June 6, asking why she had been excluded, and she had included the photo from her personal device that included her within her comments.

Executive Assistant said Councillor Dileo was speaking very loudly and aggressively, and pointing her fingers, basically threatening her. She said Councillor Dileo spoke along the lines that if she “wanted to get nasty, I can get nasty. I have connections.” Executive Assistant said Councillor Dileo was clearly threatening her, and she works in a very open office, so there were many witnesses to the interaction, and Mr. McNeill’s office is right around the corner and he also came out after hearing the incident. She said she apologized to Councillor Dileo, and told her that she in no way intended to exclude her, and understood why she was upset and it wouldn’t happen again.

Executive Assistant said she issued the May 30 post under the Mayor’s social media account (a staff-run account), and when they were setting up the account she sent a couple of emails to Council advising they could optionally share their social media handles with them to get tagged in posts. She said Councillor Dileo didn’t originally reply, so she reached out to her again, to which Councillor Dileo replied her personal account wasn’t to be shared or tagged on the Mayor’s socials. This confused her on June 6 because she only refrained from tagging Councillor Dileo because she thought she didn’t want to be tagged, which Councillor Dileo in fact reiterated – so to this day she still doesn’t tag Councillor Dileo in her posts, in accordance with that request. However, she acknowledged Councillor Dileo should have been included in the photo if they had access to one with her in it. Executive Assistant then clarified that she still notes Councillor Dileo’s name in posts (untagged) – her name is always listed beside the other councillors, it just doesn’t appear in a blue nametag like the others.

⁶ See Appendix 2 for the original text: <https://www.facebook.com/share/p/1EfSDq9Bmx/> The post presently includes Councillor Dileo’s photo from her Facebook comment.

Executive Assistant said Councillor Dileo's tone was very aggressive and loud on June 6, and she was speaking a lot with her hands – they were waving around quite a bit. She said Team Lead, whose desk is next to hers, witnessed the interaction and asked if she was OK immediately afterward. She added that Economic Coordinator was near the front counter when it happened, and also approached her and asked if she was OK, and told her Councillor Dileo had spoken to staff like that before. She thought Economic Coordinator would have probably been printing materials nearby while the interaction happened.

Executive Assistant said she was very concerned that Councillor Dileo spoke to her like that, so perhaps she was also speaking to other staff that way, like Economic Coordinator said, so she couldn't imagine how she speaks to other staff behind closed doors. She said she basically didn't want Councillor Dileo treating other staff like that – it wasn't OK for anybody to speak to anyone like that, but especially from a position of power, and she thought it was probably true that Councillor Dileo had public connections, so she wanted the issue to be taken seriously.

Special Projects Leader

I spoke with Special Projects Leader. She described that she works in the CAO's Office, overseeing and leading projects strategic to Council's goals.

Special Projects Leader confirmed recalling a May 2024 interaction between Councillor Dileo and Events Manager. She believed she, Events Manager, Deputy CAO, Beachfront Manager, and Sports and Entertainment Director were in a meeting in Deputy CAO's office, regarding something about upcoming events for the sports and entertainment corporation. She said she was standing, and Events Manager and Deputy CAO were sitting at the desk, and Councillor Dileo came into the office agitated – something was bothering her. She described that Councillor Dileo came in and went straight at Events Manager, saying she wanted to know what happened with Jeep Fest; Events Manager looked at her and Deputy CAO, and was taking a moment to respond because she seemed caught off guard by how Councillor Dileo approached her – it obviously wasn't in a friendly manner. Special Projects Leader thought Councillor Dileo seemingly felt Events Manager was taking too long to answer, so she started hounding her, saying things like "you can't lie to me," "what 's coming out of your mouth better not be a lie",

and “I’m a councillor, I have a right to know,” so Events Manager was sort of sitting there shocked. Special Projects Leader recalled it was really awkward, and many of the rest of the others were silent – only Deputy CAO tried to interject once or twice. She couldn’t describe all the particulars of the conversation but said she could only say what stuck out to her – which was Councillor Dileo’s assertion that Events Manager was lying. She said Events Manager would try to answer, but Councillor Dileo would just bark at her, and Events Manager was clearly disturbed, almost slinking away and pulling into herself.

After Councillor Dileo left, Special Projects Leader said the voices had been loud enough that a colleague, Economic Officer entered and apologized to everyone, and told them Councillor Dileo had come at her immediately beforehand and made her nervous. She said Economic Officer told them she told Councillor Dileo Events Manager might know something about her question, so she sent Councillor Dileo to talk to Deputy CAO and Events Manager.

Special Projects Leader said Councillor Dileo came up quite close to Events Manager and was waving her hand in the air, so she definitely considered it confrontational. However, she said Councillor Dileo had no interaction with anybody else, apart from Deputy CAO – the rest of them were mostly silent, because most of them had nothing to do with Jeep Fest – she presumed Deputy CAO had something to do with Jeep Fest, and he was sitting at his desk watching what was happening, but the rest of them were sitting there shocked, seeing how Events Manager would respond. Special Projects Leader said the interaction felt like it lasted 10 minutes, although it might have only been five minutes since uncomfortable things tend to seem like they take a long time. She recalled Deputy CAO tried to de-escalate the conversation a number of times, and Events Manager kept saying “I’m not lying” and “I’m just trying to think and gather my thoughts.” Special Projects Leader added that she hasn’t witnessed any other incidents by Councillor Dileo towards Town staff.

Events Manager

I spoke with the Town’s then-Events Manager in September 2025, who oversaw the Town’s community and third-party/corporate events. She confirmed that she “absolutely” recalled a May 2024 meeting in which Councillor Dileo entered the room and asked her why Jeep Fest was cancelled – she said she was in a meeting in

the CAO's office with her former Sports and Entertainment Director, and Councillor Dileo walked in somewhat unannounced and fired up, and interrupted them, wanting to know about the Jeep Festival because it had just been recently cancelled. Events Manager said she told Councillor Dileo she could provide more information, but it wasn't the right time because they were in the middle of a meeting about another pressing event – but Councillor Dileo disliked that response and basically demanded answers, saying she had the right to know that information as a councillor. Events Manager said she replied that it just wasn't the right time, but Councillor Dileo was obviously in a mood and clearly wanted answers, and wasn't liking why she couldn't reply, and thought she deserved an immediate answer. Events Manager said Councillor Dileo was “definitely fiery” and unimpressed with her answer – she thought Councillor Dileo truly seemed to think she had the right to know in that moment, and was obviously frustrated by the fact she wasn't giving her that information. I asked Events Manager if she remembered Councillor Dileo accusing her of lying; she replied that she didn't recall completely, as it occurred over a year earlier, but she remembered it was a quite heated conversation, and she was upset when she left the office.

Events Manager said the interaction was really short. She explained that she couldn't respond right away because (1) Councillor Dileo was by herself, and (2) Jeep Festival was cancelled for reasons that weren't good, so she didn't want to speak about it openly. She said if councillors wanted to know, she could bring it to Council as a whole, but the information probably should have been in a closed report – she can answer an odd question from a councillor, but not something that'd be this big of a deal, and there were many pieces to Jeep Festival, which was basically a Jeep show at the beach. She said the reason for the cancellation wasn't public information, but the Mayor, CAO, and Sports and Entertainment Director knew the background, and Mr. McNeill and Sports and Entertainment Director were both in the room. Upon my follow-up, Events Manager reiterated that Mr. McNeill was in the room, and she felt like Deputy CAO might have also been there. She said she was kind of surprised that nobody else spoke up, and looking at Mr. McNeill he was just kind of shocked, but she felt like she kept things calm so that they didn't need to interject. She said nobody else in the room said anything, and they might have been worried they'd just escalate the situation, but she felt she had it calm enough. Events Manager said she wasn't going to say anything to upset Councillor Dileo because she was already upset, so she tried to de-escalate it herself. She remembered Mr. McNeill apologizing, along the lines that it shouldn't

have happened, and Events Manager agreed it was unprofessional but said she wanted to move on since they were there to meet about something else.

Events Manager said that was her first negative interaction with Councillor Dileo, which she thought might have changed their relationship a bit because it kind of set the tone for some short, unrelated interactions subsequently, and she didn't know if she was on Councillor Dileo's bad side afterward. For example, she said when she goes to Council with reports, she asks Councillors beforehand if they want to know anything; Councillor Dileo pulled her fireworks report months later, and she asked if Councillor Dileo had any specific questions beforehand, but Councillor Dileo only smirked and said "oh no, honey, I'll see you in there." Events Manager interpreted that as "we'll go in and I'll come in with my three-page list of prepared questions and wait until you're standing there with the microphone to answer."

Events Manager said she hasn't seen Councillor Dileo act similarly towards other staff directly, although she had heard about a couple of things since staff are in a fishbowl and people talk. She said when people set you off it's probably better to pretend they aren't there unless they need you, so she purposely kept her interactions with Councillor Dileo brief and hadn't had too many interactions with her in a little while, which had been OK. She said she had a better relationship with other councillors, because they'd come to her with words of encouragement, and if she's speaking about a report they want her to come prepared and will give her a heads-up what they'll ask, since none of them want anyone looking stupid when they're up there.

Events Manager added that the Treasury department is connected to Council Chambers, and she was talking to three or four of their staff before her fireworks presentation, and they all wished her "good luck," which she thought was strange because Treasury normally doesn't have matters on the Agenda – but Councillor Dileo apparently told them to be watching because it'd "be a good show," so she supposed Councillor Dileo was prepared, and to her recollection Councillor Dileo gave her 15 questions that day. She said Councillor Timms approached her afterward and apologized, saying she was sorry that happened to her, and Councillor Belanger also told her he was sorry that happened and she was doing a great job. Events Manager acknowledged that Councillor Dileo is passionate about fireworks, but said she didn't think she knows she's (Events Manager) just the

messenger representing everyone else, and isn't always providing her personal beliefs.

Deputy CAO

I spoke with Deputy CAO (the Town's Deputy CAO and General Manager of Strategic Initiatives). He said the Tourism/Economic Development, Special Events, and Special Projects groups report to him, who were at the May 30, 2024 meeting – he was meeting with Sports and Entertainment Director, Events Manager, Special Projects Leader, and Beachfront Manager at his office Town Hall office, discussing food trucks for concerts. I asked if Mr. McNeill was present, to which Deputy CAO replied he wasn't.

Deputy CAO recalled the interaction between Councillor Dileo and Events Manager, and said he emailed Mr. McNeill about it the next morning while it was fresh in his mind. He said Councillor Dileo came in uninvited, and very aggressively asked Events Manager why Jeep Fest was cancelled – Events Manager took a moment to think about it, and Deputy CAO thought it was about confidential information from an in-camera discussion. He said Events Manager told Councillor Dileo she could answer with what she could, but it was limited because it was confidential information – to which Councillor Dileo leaned in, basically pointing her finger, and told Events Manager “I want the truth, not lies,” and demanded answers, saying she had right to know all the details. He described Councillor Dileo's tone and body posture as aggressive, and at one point she leaned in with her finger pointing at Events Manager, to which Events Manager physically moved back and receded into her chair, kind of backing away as best as she could – so he thought Events Manager definitely would have felt a physical pressure. Deputy CAO said nobody else interjected, and it happened quickly – their interaction was probably no more than a minute-and-a-half. He said he was almost going to interject, but felt awkward because there were four staff in a room, so if he were to publicly challenge a Member of Council it would have been very awkward – but 10 minutes later after everyone had left the room, he regretted not doing so. Deputy CAO said only he and Events Manager knew why Jeep Fest was cancelled among those present, and he confirmed that none of the reasons behind the cancellation were ever made public or reported to Council.

Deputy CAO suggested I should speak with Economic Officer, because prior to Councillor Dileo entering his Office she was aggressively challenging her about Jeep Fest, and Economic Officer was a bit flustered, so she said “why not go into Deputy CAO’s office” – he understood that Economic Officer was trying to move Councillor Dileo to him because she was uncomfortable. He said Economic Officer’s workstation is in an open pod area right outside his office, and he had no first-hand information about Councillor Dileo’s interaction with Economic Officer, but he knew Economic Officer was definitely flustered and feeling pressured.

Deputy CAO said he considered filing a Code of Conduct complaint then, but never did. He described that Councillor Dileo had come into his office a couple of weeks earlier about another in-camera item (sponsorships for their grand opening), and she was also very aggressive with him then, saying she was a Council member and had a right to know. Deputy CAO said he told Councillor Dileo that she in fact didn’t have the right to know as an individual Council member – only Council as a whole did, and if she wanted to discuss the sponsorship agreement then that needed to be presented confidentially to all of Council. He said he tried sharing the proper procedures with Councillor Dileo, but now she was back in his office doing this again a few months later, which led him to think about raising a Code of Conduct complaint; but he, Mr. McNeill, and Mayor discussed it and decided not to submit a complaint – instead, he and Mr. McNeill met with Councillor Dileo about a week later, during which Mr. McNeill tried to educate Councillor Dileo on proper decorum, staff interactions, and Council procedure. However, he thought it essentially landed on deaf ears, because Councillor Dileo never adjusted her mannerisms. Deputy CAO didn’t think any formal agreement arose from that meeting – he simply left with an impression that Councillor Dileo had a better understanding of how to behave, but he didn’t think it was formally agreed upon. He added that Councillor Dileo’s incident with Events Manager was never considered resolved because they never talked about it or specifically identified it as the issue – neither he nor Mr. McNeill spoke about Events Manager, their discussion with Councillor Dileo was more about general approach, but they didn’t want to involve any particular staff. Deputy CAO said Councillor Dileo can be aggressive in querying staff during Council meetings, particularly about anything relating to green energy or the environment, and she has also come at him a couple of times during Council meetings – but he and Mr. McNeill are at every meeting, and in his opinion they have different kinds of interactions with Council.

Team Lead

I spoke with Team Lead (the Town's Team Lead of Creative Services and lead graphic designer), responsible for overseeing the Town's branding across print and social media. He said he reports to Director of Communications (the Director of Communications and Intragovernmental Affairs), who reports to Mr. McNeill.

I asked Team Lead to describe his workspace. He said it's a very open concept office with half-walls between everybody, and you can sort of see everybody's head peeking up above and it's easy to overhear most conversations. He said Director of Communications sits behind him, and Executive Assistant sits beside him; the only people in offices are Mr. McNeill, Deputy CAO, and Mayor, but otherwise everyone else is in the open space, including the Building/Planning, Events, and Economic Development departments.

Team Lead confirmed recalling a conversation between Executive Assistant and Councillor Dileo. He said he generally works with headphones on, because it sometimes gets loud, but he overheard them talking – he didn't catch the beginning of the conversation, but flipped an earphone off because Councillor Dileo seemed quite agitated. Team Lead didn't recall the exact words, but their conversation was about a social media post that didn't have Councillor Dileo in it – and she was relaying her discontent to Executive Assistant, saying things like "if you want to get nasty, I can get nasty," and it seemed quite nasty from where he was sitting. He said Councillor Dileo alluded to being able to use her standing in the community, both politically and regarding staff, which he interpreted as ensuring somebody would pay if this happened again, and he recalled thinking that it was such an overreaction to being left out of a social media post. Team Lead said social media posts get shared between staff, depending on the topic and who's available – Director of Communications does most of the posts, but staff across various departments have access in the posting platform, and he believed this particular post was scheduled by Executive Assistant, although he was unsure.

I asked Team Lead to describe Councillor Dileo's body language and tone during the interaction. He said Executive Assistant was sitting, and Councillor Dileo was standing in front of her desk, not leaning over or waving her arms in the air, but he thought her body language was definitely confrontational and agitated. He said

her tone was mild to moderately threatening – it wasn't overly aggressive, but she definitely wasn't calm.

I asked Team Lead to clarify when he believed this incident happened. He replied that he wrote June 25 and 26 because when he was asked to provide a statement, he asked Executive Assistant when the interaction happened, and he couldn't have identified it otherwise. He said he remembered the conversation, but wasn't confident about exact dates, and there was no way he could correlate it with anything else; but he thought Councillor Dileo would have come in the week following the event.

Team Lead stated that he had never seen Councillor Dileo behave that way toward other Town staff. He understood that Councillor Dileo was upset about not being included in the social media photo, but explained that he frequently attended those types of events and takes the pictures himself, and Councillor Dileo often wasn't present at them, so her absence from the photo wasn't surprising this time. He clarified, though, that this didn't mean she wasn't at this event – just that, based on his experience, he hadn't seen her at many similar occasions, so he thought nothing of her absence from the photo this time.

Economic Coordinator

I spoke with Economic Coordinator (the Town's Economic Development Coordinator) in October 2025. She said she works under Economic Officer (the Economic Development Officer), playing a role in small business support, tourism, marketing, and economic development projects.

Economic Coordinator recalled "a bit of a situation" between Councillor Dileo and Executive Assistant from June 2025, but didn't remember the details because it had been a long time and she works some distance across the office from Executive Assistant. However, she remembered Councillor Dileo came in and was pretty heated about something, and she (Economic Coordinator) went up and spoke to Executive Assistant afterward to do a pulse check and ensure Executive Assistant was okay, because she could tell Councillor Dileo was being quite aggressive with her, and they work in an open-concept office. She likened it to when a customer comes in aggressively. Economic Coordinator said she has heard from other staff that Councillor Dileo can be confrontational, so she told Executive Assistant not to worry because she's like that sometimes. She reiterated not remembering anything

Councillor Dileo said, but said there was enough heat in the conversation that she became aware of it, although she wasn't necessarily listening to it.

I asked if Economic Coordinator had ever seen Councillor Dileo act similarly towards other Town staff. She thought she'd personally seen Councillor Dileo interact with other staff once or twice, but not in such an extended fashion as with Executive Assistant. She said she frequently interacts with Council in her department, so there have been other instances where Councillor Dileo starts a bit hot out of the gate, but she didn't remember the content of those interactions, they just stuck in her mind because the same person was involved in them (Councillor Dileo), and she seemed a bit heated for what was going on. She said both of the other situations were short and diffused fairly immediately, but she remembered thinking they seemed like weird interactions, although she couldn't recall any details.

Economic Coordinator recalled the Doug Ford event from May 2025, and described that it was sort of like a press conference, and she was involved in setting up Tourism tents at the beachfront. She said Council was there; Doug Ford and the Minister of Tourism gave a speech, and her department was shaking hands with various people, and they put out a news release about it. Economic Coordinator confirmed that the event was considered important for the Town – it was announcing large funding from the Province for redevelopment of a key downtown street, and the revitalization of key historical sites. Economic Coordinator remembered speaking to five of the six council members that day – she couldn't place Councillor Belanger, but said he was probably there because he goes to almost everything and she had seen pictures of him being there; she didn't speak to him personally then, but was fairly sure she spoke with all of the other councillors.

I asked Economic Coordinator (like all witnesses) if there was anything else I should be aware of. She said she'd read the Code of Conduct before our call, and sometimes it's hard to judge what is appropriate behaviour or not with these "interesting interactions" – not necessarily respecting the June one that was out of line – but there have probably been times where she hasn't been the only one thinking something was rude and legitimately inappropriate for the office; but she said she is relatively young and doesn't have as much experience in the office.

Beachfront Manager

I spoke with Beachfront Manager, who identified he has been with the Town for 29 or 30 years, and has been the Building Manager for beachfront maintenance for the last three or four years. He reports to the CAO, and was previously a Fleet Manager, Purchasing Manager, and Operations Manager.

I asked Beachfront Manager about a May 2024 meeting he was involved in. He said he kind of recalled a meeting with Events Manager – he could remember Events Manager and Deputy CAO in the room, and he thought Councillor Dileo was just walking by, but it was a long time ago, and no interaction between Events Manager and Councillor Dileo really stood out to him. He said his hearing “definitely isn’t the best,” and there might have been a conversation between them, but he didn’t know what was said, and he wouldn’t have heard it if Councillor Dileo was too far outside the room. He said he didn’t know if Councillor Dileo actually entered the room or only popped her head in, but he had difficulty recalling the situation or who else was there because it wasn’t directed at him.

Beachfront Manager took a minute to review his May 30, 2024 calendar. He said he knew he had a meeting in Deputy CAO’s office at 9:00 am, and then recalled the looks on faces were a little odd, especially Events Manager – she had a surprised look on her face like something happened, but that was all he recalled. Beachfront Manager thought Councillor Dileo passed by and poked her head in and commented, but he didn’t think she was part of the official meeting, so she must have been walking by, because the doors are typically open unless there’s something confidential they aren’t supposed to know.

I asked if Beachfront Manager remembered being part of planning respecting an event called Jeep Fest, but he said he doesn’t really get involved in planning beyond what’s involved with the beachfront. He recalled that a small event called Jeep Fest previously took place annually for a year or two, but he didn’t recall if it happened in 2024 – that would be more for the Events department.

Economic Officer

I spoke with Economic Officer. She said she works on projects improving the community’s economic landscape, including business assistance.

I asked if Economic Officer recalled a May 2024 interaction wherein Councillor Dileo approached her asking why an event called Jeep Fest was cancelled. She confirmed recalling it, and said it was at Town Hall, she thought right before a Council meeting.⁷ She said Councillor Dileo came to her desk and asked if she was the individual to talk to about Jeep Fest, to which she replied “no, that’d be the Events department and Deputy CAO” – and they just happened to be meeting in Deputy CAO’s office, literally across from her desk. She said she directed Councillor Dileo there because the door was open, and Councillor Dileo immediately went in to ask them about Jeep Fest. Economic Officer didn’t recall entering the office and inviting Councillor Dileo to follow her – she said she was pretty sure she might have knocked on the door and then asked, but she couldn’t remember, although she thought she either would have knocked on the door or directed Councillor Dileo.

Economic Officer thought Councillor Dileo’s body language and tone towards herself were fine and normal, but for the people in the meeting (who she believed were “Sports and Events Director, Events Manager, and Deputy CAO”) she thought Councillor Dileo was angry towards Events Manager – she couldn’t remember what questions she asked, but remembered paying attention and noticing it because it was heated. However, she said she had returned to her desk then, so she didn’t see the others’ reactions when Councillor Dileo was speaking with them. She didn’t remember anything arising from the discussion, but knew Jeep Fest didn’t return because it had many issues and was a third-party-run event. She thought she might have spoken with Events Manager after Councillor Dileo left to see if everything was okay, and Events Manager basically agreed it was heated and unexpected.

Economic Officer couldn’t remember Councillor Dileo acting that way towards other Town staff, and said she had no issue with Councillor Dileo’s interactions towards herself – she didn’t feel nervous during her interaction with Councillor Dileo, but thought Councillor Dileo was upset, so she directed her into Deputy CAO’s office to get answers she didn’t have about Jeep Fest, since she works in a completely separate division and was pretty sure the door was open. She said she

⁷ A Council meeting was scheduled for 10:00 am that day. <https://pub-wasagabeach.escribemeetings.com/Meeting.aspx?Id=5a98ed95-dfd0-403c-af2a-e37c31089a2b&Agenda=Agenda&lang=English>

inferred that Councillor Dileo was upset based on what she was saying and her body language. She said it was just a matter to her of receiving questions she couldn't answer, so she directed the questions to somebody else who could, and she knew they were meeting.

Andrew McNeill

I spoke with Andrew McNeill, the Town's Chief Administrative Officer and the present Complainant. With respect to the June 6, 2025 incident, Mr. McNeill said he was in his office, which is about six feet from Executive Assistant's desk, and he could hear elevated talking – he couldn't hear specifics because he was on a call, but as soon as the call ended he went out and asked Executive Assistant what it was about, and she briefed him on the exchange.

Mr. McNeill said he and Mayor reached out to Councillor Dileo twice following Council meetings and explained to her that her behaviour attacking staff was inappropriate. He said Councillor Dileo has said she'll "do better", but nonetheless always continued. He felt Councillor Dileo's interaction with Executive Assistant was offside, and threatening a staff member was inappropriate, despite him and Mayor already warning her twice not to be attacking staff – the first time pertained to Events Manager, and the second related to the Town's General Manager. However, Mr. McNeill didn't recall any agreements being reached when he and Mayor spoke with Councillor Dileo. He said this is Councillor Dileo's first term on Council, and they were trying to educate her about the roles of councillors and staff, and how interactions between them should occur – so they were treating it as a learning opportunity for Councillor Dileo, and hoping that through mentorship and leadership Councillor Dileo she'd understand how to properly interact with staff. I asked Mr. McNeill if he felt the situation was resolved during his discussions involving Mayor, to which he replied "it was addressed." He acknowledged no complaints were technically filed about the previous incidents at the time, but said he was noting them now to show the incident with Executive Assistant wasn't a one-time occurrence – there was a pattern, and they had been trying to work with Councillor Dileo to mentor and educate her on proper decorum.

[continued on next page]

Councillor Dileo

I spoke with Councillor Dileo in November 2025. She said a few residents approached her asking why the Town cancelled Jeep Fest, which was news to her and she had no idea about it. She said May 30, 2024 was a Thursday, and she was at Town Hall early as usual for a Council meeting – she was in the back room getting coffee, and ran into Economic Officer, so she asked Economic Officer why Jeep Fest was cancelled. Economic Officer told her she'd have to speak to Events Manager. Councillor Dileo replied she'd call her, but Economic Officer told her Events Manager was right there in Deputy CAO's office, and the door was wide open – so she replied "they're in a meeting, no", but Economic Officer replied "no, they're OK", and walked in first and said "Councillor Dileo's here" – so Councillor Dileo said she didn't "storm in," because she wouldn't do that.

Once in the meeting, Councillor Dileo said she asked "Events Manager, why was Jeep Fest cancelled? I've got people asking me what happened." She said she asked Events Manager to tell her the truth because Events Manager was lying during a previous interaction, which was why she needed the truth. I asked Councillor Dileo to elaborate; she replied that several residents called her saying Events Manager was rude and doesn't pick up the phone, so she went into Mr. McNeill's office once and suggested he speak with Events Manager about it, since many residents had called her to complain, and Mr. McNeill replied he'd talk with her. Councillor Dileo further elaborated that she was the councillor responsible for banning residential fireworks, and Events Manager had to bring a staff report to Council – but to Councillor Dileo she wasn't prepared, so she asked her where she got her information, and Events Manager was fumbling her papers, so she asked her to please return when she had a full report for Council. Councillor Dileo said she put Events Manager on the spot because she waited a year-and-a-half for that report, which worked against what she wanted, so she asked her to return with the report completed. Councillor Dileo then conveyed to me her impression that Events Manager was no longer a Town employee as of when we spoke – which I subsequently confirmed with Mr. McNeill was accurate.

Councillor Dileo said Jeep Fest had been put on for the previous three years on Beachfront Drive – it was like a car club festival to come look at other people's Jeeps. She heard it was apparently very popular, but its cancellation wasn't made public, so some Jeep owners were approaching her. She said councillors respond

to whoever contacts them, and it's upsetting when you don't have an answer for them because you aren't privy to the information like Members of Council should be. She said she only wanted to know why Jeep Fest was cancelled, and after she learned why and that it was confidential, she could at least tell people the Town was entitled to cancel it and leave it at that. Councillor Dileo said Events Manager hesitated at first during their interaction, but she later told her "OK, at least now I understand, and I won't repeat it because it's confidential, but now I can tell people on the street it was a correct decision to be made. If I don't know the circumstances, I can't do that."

Councillor Dileo said she was surprised by the allegation that she "stormed out" of the room and added that she also has a history with Deputy CAO because she voted down one of his requests, and he won't speak to her or look at her since then, so he has a personal vendetta against her. Councillor Dileo said following the next Council meeting after her interaction with Events Manager, Mr. McNeill asked to speak with her for a few minutes in the Mayor's Office, and Mayor and Deputy CAO were also there. They told her they were there to help her because she was new, and that they could have gone to the Integrity Commissioner but weren't going to do that. Councillor Dileo said she apologized for her interaction with Events Manager and acknowledged she could have worded things differently; she said she understood that Deputy CAO appreciated the apology, and that was it and the matter was closed – so to receive this complaint now, she felt "they'll say anything they can to get me out."

Councillor Dileo denied speaking with Deputy CAO previously – she said she had been against an Agenda item respecting casino funds, and pulled the matter; Deputy CAO made the Town's Deputy Clerk call her, but she replied that she'd speak to Deputy CAO during the Council meeting because she likes to ask questions in Council, and answers need to be heard in public – if they had a private conversation they'd only gaslight it, so if she has any questions she'll ask them in front of everybody during Council, while it's being recorded.

I asked Councillor Dileo to elaborate on her written response wherein she said she "offered an apology for any unintended use of colloquial or generational language in my earlier questions." She replied:

“I guess I talk with my hands, I’m Italian. But I was not rude during my interaction with Events Manager. I wasn’t yelling. Because there’s other offices there, reception, other people – why would I do that?”

With respect to her June 2025 interaction with Executive Assistant, Councillor Dileo said Premier Ford came to Wasaga Beach with his ministers to announce an \$11 million grant to raise Beach Drive, which had been announced months earlier – she was there along with CTV and a photographer, and they took several pictures. She said when it ended some of the ministers and the TV crew left, and people disbursed, so she said goodbye and left; but two days later, somebody texted her and asked “you’re not happy the Province gave you money, why weren’t you there?” She said that person then showed her a photo – after she had left the event the Town took another photo with a ‘Wasaga Beach’ blanket,⁸ which the Town posted to its website and the Mayor posted to his Facebook account. She asked why they would post that, knowing she had been part of other photos, and added that the Mayor and the Town mentioned all of the other councillors by name – so they were trying to exclude her.

Councillor Dileo said the following Monday she asked Mayor to call her, and she told him that wasn’t right when he knew she was there and the Town took photos with them – so he replied he’d look into it, and that afternoon he replied saying after speaking with staff (i.e., Executive Assistant), they acknowledged it would have been a better choice to post the photo with all Members of Council, so they added it to the post. She said Mayor told her to speak to Executive Assistant from then on if she saw something wasn’t right, and also told her the names in the post were for tagging. She told him she didn’t want to be tagged because she didn’t want anything political on her Facebook, but she asked him to at least add her name to the list showing all councillors’ names. Councillor Dileo explained that all other Town councillors have a “councillor” Facebook account (for example, “Ellen Timms, Councillor, Wasaga Beach”), but she doesn’t and only has a personal account because the attacks on Facebook are horrible and she wants no part of it.

Councillor Dileo said she then followed up with Executive Assistant that she spoken with Mayor, and asked her to please ensure she was in the photos because she had been eliminated and people were approaching her asking why she wasn’t in the photo, or if she hadn’t attended – which was very difficult for her and she

⁸ See Appendix 2

didn't need to justify since she was there. She said Executive Assistant agreed to add her name going forward, and that was the extent of the conversation. She acknowledged saying she knew 3,400 people, but said it gets hard on her when she's asked "where were you?" – one person even asked if she was still a Town councillor, which she initially didn't understand, but she came to learn that it was raised because everybody in town got their water bill, and the Town used the same photo without her in it. She said the Town was trying to provoke and eliminate her and asked why the Town would use that photo when Mayor had admitted the one with her in it should have been used. She said the photo with the water bill created an image of exclusion, which sadly sent a bad message to the public.

Councillor Dileo said all of her emails with Executive Assistant are very cordial, but Town staff are on eggshells and terrified of Mr. McNeill and the Mayor, who have let quite a few people go lately. She said she has the highest respect for Executive Assistant, and doesn't really hold it against her for lying in this complaint (i.e., her description of the June 6 interaction), but said Executive Assistant is afraid for her job so she'll say anything.

Finally, I asked Councillor Dileo to elaborate on the portion of her written response when she said "I am proud of my Italian heritage and, as someone born and raised in Little Italy downtown Toronto, I am conscious of how expressive communication may be perceived." She replied:

"Sometimes people think Italians, we're rough the way we talk. We use our hands, and come across as strong, but that's the Italian heritage. But I don't do that on Council."

Councillor Dileo said she was born with the Italian community in Toronto, and she's seen and done a lot over the years. She said the complaint was wrong, and she's always had a good rapport with staff, but she doesn't really approach staff with questions because she'd rather ask them during Council meetings. She said when she goes in for Council meetings she'll stop and ask people how their weekend was, and it was a good environment for her, but she couldn't speak for others.

[continued on next page]

ANALYSIS

I believe the preponderance of this case's evidence demonstrates that Councillor Dileo might not be subjectively aware of how her interactions with others are sometimes perceived, or how those interactions impact other people. Ultimately, though, I am called to objectively assess facts based on the evidence obtained, and in my view a clear picture has emerged from that evidence.

I accept Mr. McNeill's assertion that multiple provisions of the *Code of Conduct* are relevant to this matter. The *Code* includes the following (my emphasis added):

Rule No. 12

Respectful Workplace:

1. Members are governed by the Town's Workplace Harassment Policy. All Members have a duty to treat members of the public, one another and staff appropriately and without abuse, bullying or intimidation and to ensure that their work environment is free from discrimination and harassment.

...

Rule No. 13

Conduct Respecting Staff:

2. No Member shall use, or attempt to use, their authority for the purpose of intimidating, threatening, coercing, commanding or influencing any staff member with the intent of interfering in staff's duties, including the duty to disclose improper activity.

...

Commentary

Under the direction of the Chief Administrative Officer, staff serve the Council as a whole, and the combined interests of all Members as evidenced through the decisions of Council. Only Council as a whole has the authority to approve budget, policy, committee processes and other matters.

Accordingly, Members shall direct requests outside of Council-approved ... process or policy ... directly to Council.

In practical terms, there are distinct and specialized roles carried out by Council as a whole and by Councillors when performing their other roles. The key requirements of these roles include dealing with constituents and the general public, participating as standing committee members and as chairs of standing committees, and participating as Council representatives on agencies, boards, commissions and other bodies. Similarly, there are distinct and specialized roles expected of Town staff in both the carrying out of their responsibilities and in dealing with the Council. Staff are expected to provide information to Members that they are entitled to.

Town staff are accountable to the Chief Administrative Officer who is accountable to Town Council. Sometimes the line between staff duties and activities that are political in nature is not clear. Members of Council must respect the difference between the two in making requests of staff.

...

It is inappropriate for a Member to attempt to influence staff to circumvent normal processes in a matter ... It is also inappropriate for Members to involve themselves in matters of administration ... which fall within the jurisdiction of the Chief Administrative Officer. Any such attempts should be reported to the Integrity Commissioner.

Rule No. 7

Improper Use of Influence:

...

3. Pursuant to corporate policy, the Chief Administrative Officer directs Town Directors, who in turn direct Town staff. Town Council and not individual Members of Council appropriately give direction to the Town administration.

Two distinct interactions comprised the focus of this complaint – (1) Councillor Dileo’s interaction with Events Manager during a staff meeting prior to the May 30, 2024 Council meeting, and (2) Councillor Dileo’s June 6, 2025 interaction with Executive Assistant respecting pictures Executive Assistant used in a Mayoral

social media post about Premier Ford’s May 2025 visit. There is (in my view, unconventionally) no limitation period in the Town’s *Code of Conduct* that would restrict my investigation of the May 2024 matter – which I do not personally believe is a great policy (the Code’s provisions predate my appointment as Integrity Commissioner); nevertheless, I apply the Code as written, and note that the Province of Ontario has already expressed a public intention to introduce a pan-provincial Code of Conduct that would take effect in fall 2026. For this case’s purposes, I simply state that I understand Councillor Dileo’s surprise from a policy perspective at receiving the complaint about her May 2024 conduct over 14 months after it took place.

I believe the circumstances leading to both the May 2024 and June 2025 interactions are well-established by this investigation. Councillor Dileo described that she sought information about the cancellation of Jeep Fest in May 2024 because she was receiving inquiries from constituents and had no information about it. Councillor Dileo said she spoke with Executive Assistant in June 2025 because she was bothered that she chose to publicly post pictures of Town Council from the Premier Ford event that excluded her, despite her having been present and partaking in photos with the rest of Council. While Councillor Dileo’s motivations have been established, that still does not excuse the ways she interacted with Events Manager and Executive Assistant. I note that Councillor Dileo disputed any impropriety in her interactions with Events Manager and Executive Assistant, and with respect to her June 2025 interaction wrote:

“I was mindful of my tone and body language ... No one else was present or could have overheard the exchange. ... I am conscious of how expressive communication may be perceived. I made every effort to ensure my demeanor was calm and measured. To suggest that I was threatening in any way is not only unfounded but deeply hurtful.”

I respect Councillor Dileo’s impression of the exchange, but the collective evidence from several other witnesses inescapably leads me to a different interpretation of what transpired. I reiterate below some of the evidence I received:

May 30, 2024 interaction

- From Special Projects Leader:
 - Councillor Dileo came into the office agitated and “went straight at” Events Manager
 - Events Manager seemed caught off guard by Councillor Dileo’s

- approach, because it “obviously wasn’t in a friendly manner”
- The interaction was really awkward, so many others present were silent. Events Manager would try to answer, but Councillor Dileo would just “bark at her”, and “you could tell Events Manager was disturbed by it, almost slinking away and pulling into herself.”
 - Economic Officer came into the office afterward and apologized to everyone, and said Councillor Dileo had “come at her” immediately beforehand – Economic Officer told them Councillor Dileo “made her nervous,” so she sent her into the office.
- Events Manager told me Councillor Dileo “walked into the office somewhat unannounced and fired up”, and she was “definitely fiery” during their interaction.
 - From Deputy CAO:
 - Councillor Dileo “came in uninvited, and very aggressively asked Events Manager why Jeep Fest was cancelled.”
 - Councillor Dileo’s “tone and body posture were aggressive, and at one point she leaned in with her finger pointing at Events Manager, to which Events Manager physically moved back and receded into her chair, kind of backing away as best she could.” He thought Events Manager “definitely would have felt a physical pressure.”
 - “Economic Officer was definitely flustered and feeling pressured.”
 - Economic Officer denied feeling nervous during her interaction with Councillor Dileo. However, she thought Councillor Dileo was upset, so she directed her into the open office with Events Manager because she didn’t have answers about Jeep Fest.
 - Economic Officer also stated:
 - She returned to her desk after letting Councillor Dileo into the meeting room, so she couldn’t remember what Councillor Dileo was asking, but she remembered paying attention and noticing it because it was heated.
 - She spoke with Events Manager afterward to see if everything was OK, and Events Manager agreed it was heated and unexpected.

June 6, 2025 interaction

- Executive Assistant’s written statement:
 - *“This interaction led to her threatening me”*

- *“... Councillor Dileo was visibly upset and spoke to me in a loud and aggressive manner in the presence of other colleagues.”*
- *“... [S]he made statements to the effect of ... she could escalate the situation with large support. She again said that she can “blow things up” if this happens again, referencing her connections that would make this happen.”*
- Team Lead’s written statement:
 - *“I was pulled away from my task after overhearing a loud conversation between Councillor Rose-Dileo and a staff member. The Councillor ... appeared quite agitated, addressing Executive Assistant in a raised voice and in a threatening manner...”*
 - *“Executive Assistant remained calm, respectful and professional in the face of this aggression.”*
- Executive Assistant told me:
 - Councillor Dileo was speaking very loudly and aggressively, and pointing her fingers, basically threatening her.
 - Councillor Dileo’s tone was very aggressive and loud, and she was speaking a lot with her hands – they were waving around quite a bit.
 - Team Lead asked if she was OK immediately after it happened.
 - Economic Coordinator also approached her afterward and asked if she was OK, and said Councillor Dileo had spoken to staff like that before.
- Team Lead told me he initially had his earphones on, but then turned them off because he overheard the beginning of the conversation, and Councillor Dileo seemed quite agitated. He thought Councillor Dileo’s body language “was definitely confrontational and agitated, and she was speaking quite loudly;” “it wasn’t overly aggressive, but she definitely wasn’t calm.”
- Mr. McNeill told me he could hear elevated talking from his office, which is about six feet from Executive Assistant’s desk.
- Economic Coordinator told me she remembered Councillor Dileo came in pretty heated about something – there was enough heat in the conversation that she became aware of it, although she wasn’t necessarily listening to it. She approached Executive Assistant afterwards because “she could tell Councillor Dileo was being quite aggressive with her,” to “do a pulse check to ensure Executive Assistant was OK and that everything was good with her.”

I do not doubt the credibility of most individuals I spoke with. However, significant parts of Councillor Dileo’s recollections of the interactions do not mesh with the opinions of most others I spoke with, which leaves the impression that she has not been a fully reliable narrator. I believe the totality of the evidence strongly establishes, on a balance of probabilities, that Councillor Dileo acted in an intimidating and threatening manner to both Events Manager and Executive Assistant, respectively. A notable commonality in both instances was that co-workers began noticing what was taking place, and thought the interactions looked or sounded so bad that they felt compelled to check in on Events Manager and Executive Assistant afterward, simply to ensure they were doing okay – and in Deputy CAO’s case followed up with Councillor Dileo about her interactions with staff. I believe these spontaneous check-ins speak for themselves in terms of how reasonable observers interpreted the exchanges as they happened.

These interactions contravened Rules 12 and 13 (“Respectful Workplace” and “Conduct Respecting Staff”) of the Town’s *Code of Conduct* on Councillor Dileo’s part. I find that Councillor Dileo also contravened Rule 7 of the *Code of Conduct* (“Improper Use of Influence”) by heatedly asking Events Manager for information she wasn’t entitled to in her individual capacity as a Member of Council. Only Council as a body is entitled to ask Town staff for such information – exacerbating the problem of Councillor Dileo’s tone towards Events Manager, as Events Manager also had good reason to resist providing what Councillor Dileo was asking for in the first place.

Decision and Publication

I have determined that Councillor Dileo contravened Rules 7, 12 and 13 of the *Code of Conduct* through her May 30, 2024 interaction with Events Manager and June 6, 2025 interaction with Executive Assistant. The Formal Complaint Procedure to the Code of Conduct notes the following procedural steps when I find that the *Code of Conduct* has been contravened.

Investigation

...

5. (4) *The Integrity Commissioner shall not issue a report finding a violation of the Code of Conduct on the part of any member unless the member has had reasonable notice of the basis for and an opportunity to comment on the proposed findings.*

...

6. (2) *Where the complaint is sustained in whole or in part, the Integrity Commissioner shall also report to Council outlining the findings ... or recommended corrective action.*

... (4) *Any recommended corrective action must be permitted in law and shall be designed ensure that the inappropriate behaviour or activity does not continue.*

...

8. *The Town Clerk shall process the report for the next meeting of Council.*

Council Review

9. (1) *Council shall consider and respond to the report within 90 days after the day the report is laid before it.*

...

... (4) *Upon receipt of recommendations from the Integrity Commissioner, Council may ... impose either of two penalties:*

(a) a reprimand; or

(b) suspension of the remuneration paid to the Member in respect of his/her services as a Member of Council or a local board, as the case may be, for a period of up to 90 days,

and may also take the following actions:

(c) removal from membership of a committee;

(d) removal as chair of a committee;

(e) repayment or reimbursement of monies received;

(f) return of property or reimbursement of its value;

For the record, my view is that I do not believe the above-listed options (c) through (f) are in fact legally permissible as a direct response to an Integrity Commissioner's report, pursuant to s. 223.4(1) of the *Municipal Act, 2001* – which is the constating legislation governing any Integrity Commissioner's jurisdiction.

That section only grants clear authority for the penalties identified as (a) and (b) – it reads as follows:

Inquiry by Commissioner

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

...

Penalties

(5) The municipality may impose either of the following penalties on a member of council or of a local board if the Commissioner reports to the municipality that, in his or her opinion, the member has contravened the code of conduct:

- 1. A reprimand.*
- 2. Suspension of the remuneration paid to the member in respect of his or her services as a member of council or of the local board, as the case may be, for a period of up to 90 days.*

No further penalties are listed in the *Act*. In other words, in my view the maximum penalty Council is legislatively empowered to impose upon Councillor Dileo pursuant to the *Municipal Act, 2001*, in direct response to this Report, is a suspension of pay for her services for a period of up to 90 days.

This is my first Report finding a contravention of the *Code of Conduct* by Councillor Dileo (or indeed, any Member of Town Council) since my February 2023 appointment. I believe Councillor Dileo's contraventions are significant, owing to the substantial power imbalance between Members of Council and Town staff. Appropriate relations between municipal councillors and staff are essential to any municipality's operation, and the Town's expectations (which comport with those generally seen throughout the province) are clearly set out in the Council-Staff Relations Policy. I acknowledge that Councillor Dileo seems subjectively unaware of how her actions can impact those around her, and she stated that she was personally hurt by the complaint. I hope that Councillor Dileo will intend to improve her dynamic with staff moving forward. I do not consider a reprimand sufficient, given the significance of the contraventions, but am still recommending a penalty towards the lighter end of the permissible scale in the *Municipal Act, 2001*. I recommend that Council suspend Councillor Dileo's pay for 10 days, for

the incidents described within this Report. However, pursuant to sections 9(1) and (2) of the Formal Complaint Procedure to the Code of Conduct, the ultimate decision-making power (along with a responsibility to formally decide) lies with Council.

POST-DRAFT COMMENTS BY COUNCILLOR DILEO

Section 5(4) of the Formal Complaint Procedure to the *Code of Conduct* mandates the following review allowance within the complaints process:

5. (4) The Integrity Commissioner shall not issue a report finding a violation of the Code of Conduct on the part of any member unless the member has had reasonable notice of the basis for and an opportunity to comment on the proposed findings.

I distributed a copy of my Draft Report to Councillor Dileo through my Office on Monday, January 19, 2026, and invited her to provide any comments on the findings by January 29, 2026. Councillor Dileo advised later that afternoon that she would be on vacation with no access to any communication devices from January 26 to February 11, 2026. Accordingly, I asked her to please provide any written comments she wished before she left, and described the timeline the remainder of the complaint procedure would follow. Councillor Dileo provided her written comments on Wednesday, January 21, 2026, which I reprint in their entirety below:

Thank you for your report and for clearly outlining your conclusions. I understand that, based on the information gathered, you found the witness accounts more credible than my own recollections, leading to your conclusion that I may not have been a fully reliable narrator. While I do not agree with the accuracy of those accounts, I respectfully accept your decision.

Thank you as well for acknowledging my previously scheduled vacation and for bringing this matter forward at the February 26th Council Meeting.

I do wish to place on the record my belief that these complaints arose within a broader context. After I declined a personal meeting with Mr. McNeill, Mayor, Town Clerk and Deputy Mayor regarding a matter unrelated to my role as a Councillor, these 2 complaints were filed the following day. I am also the only member of Council who consistently opposes certain matters he brings forward when I believe they are not in the best interests of our residents.

While I acknowledge that the interactions referenced did occur, I categorically deny

that I was threatening or inappropriate in any way toward the two women involved. I have interacted with both individuals on many occasions, and those conversations have always been professional and cordial. The witness recollections, as presented, do not reflect my conduct.

I am deeply concerned about the current morale within Town administration. Since the beginning of this Council term, there have been numerous staff terminations, creating an environment in which employee may feel fearful for their job security. In such circumstances, it is difficult to believe staff feel free to speak openly without concern for repercussions. This dynamic, in my view, has negatively affected the workplace and the integrity of internal process.

To clarify one factual point, Mr. McNeill asked whether I could spare a moment after Council meeting in the Mayor's office. I attended by choice and was not summoned. Similar patterns of behaviour were evident during the Mayor's first term (2014-2018 in which Mr. McNeill was also employed by the town) during which two female Councillors ultimately declined all private meetings with him. It seems this is a habit with the Mayor and Mr. McNeill.

With respect to the Deputy CAO, my opposition – again as the sole dissenting Councillor – to The Sports and Entertainment Corporation coincided with a noticeable shift in his attitude towards me. This Corporation was Deputy CAO's project and I felt the \$500,000 loan from the casino funds could have a better impact for our community rather than this Corporation. The Town already has an Events Department and doing a good job.

I believe there exists a coordinated bloc within the organization that reacts adversely to dissenting views, sometimes attempting to discredit or marginalize those who do not conform.

Finally, I note that Events Manager is no longer employed by the Town, which I see as another example of the ongoing staff turnover under the current administration.

Thank you for allowing me the opportunity to place my perspective on the record. I appreciate your professionalism throughout this process, as well as your kind words regarding my vacation.

I thank the parties for their cooperation in this complaint process, and now consider this matter concluded.

Dated at Toronto, this 24th day of February, 2026.

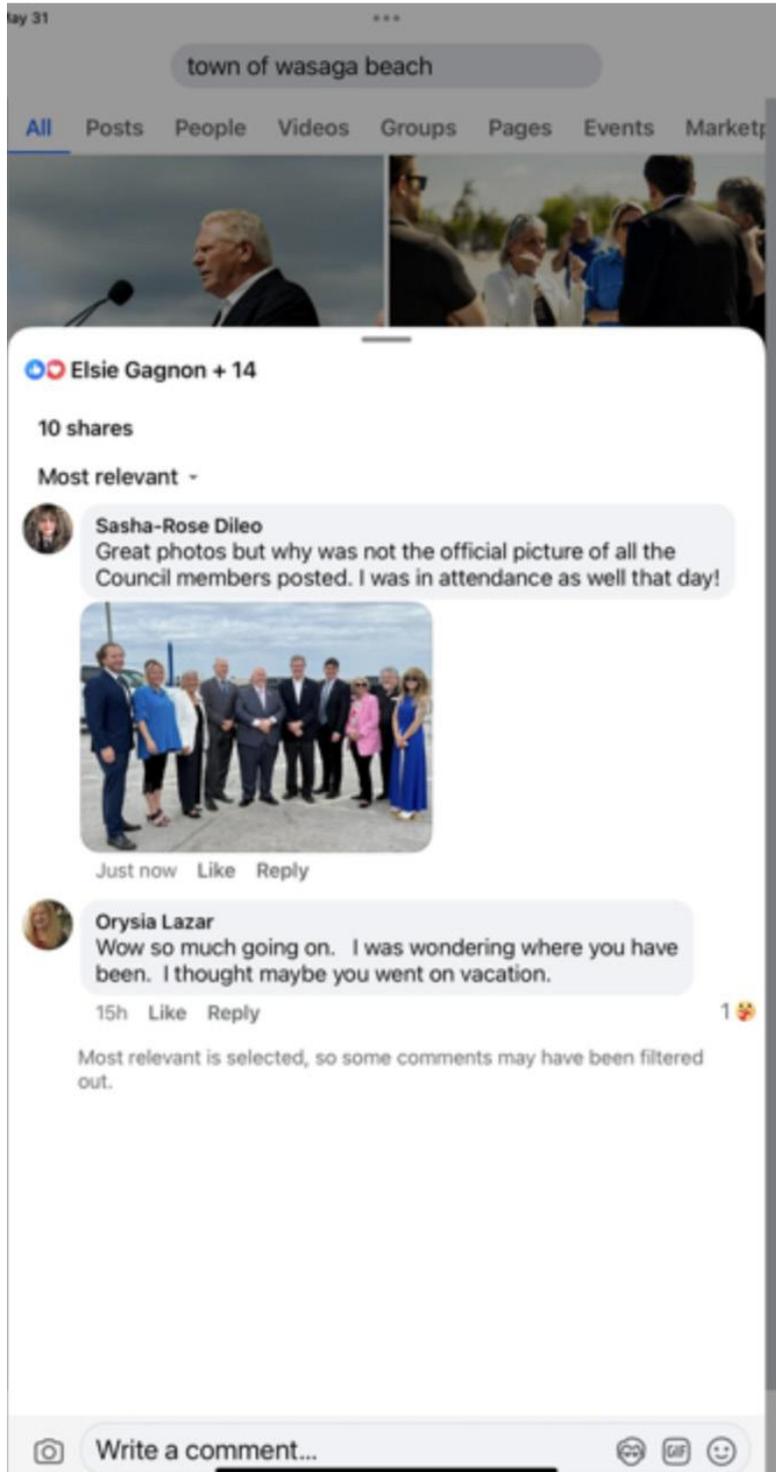
Respectfully submitted by,

A handwritten signature in blue ink, appearing to read 'BD', with a long, sweeping horizontal stroke extending to the right.

Benjamin M. Drory
Integrity Commissioner

APPENDIX 1

Facebook screen capture provided by Councillor Dileo with her August 18, 2025 Response



APPENDIX 2

Text of Mayor's staff-initiated May 30, 2025 Facebook post, including hyperlinks. The post included several photos, including most notably the photo pasted here that Councillor Dileo challenged.

(see: <https://www.facebook.com/share/p/1EfSDq9Bmx/>)

Mayor Brian Smith

It has been an incredible past two weeks in Wasaga Beach. Two weeks filled with momentum, progress, and historic announcements that are shaping the future of our community.

✅ *On May 15, we officially awarded the contract to redesign and rebuild Beach Drive to a trusted, locally owned company - Arnott Construction. This is more than a construction project. It's a critical investment in the future of Wasaga Beach as Ontario's summer playground - and a bold step toward our vision of becoming a thriving, four-season destination. By rebuilding Beach Drive, we're not only enhancing one of our community's most iconic areas - we're also:*

- Strengthening Ontario's tourism economy*
- Supporting our local businesses*
- Expanding our municipal tax base*
- Preparing for the incredible growth we're already experiencing*

👉 *Learn more about this incredible announcement here:*

<http://www.wasagabeach.com/.../wasaga-beach-awards-rfp-to...>

✅ *Less than 24 hours later, we welcomed Premier Doug Ford to Wasaga Beach for a moment that will change our community's future. On May 16, Ontario announced an incredible \$38 million investment to help build Destination Wasaga - a bold step toward creating a complete, vibrant, and thriving year-round community. This is the first time in Wasaga Beach's history that a sitting Ontario Premier has visited, and what an occasion it was. Premier Ford said it best: "Wasaga Beach is a world-class tourist destination, with the*

longest freshwater beach in the world and an incredible history, including at Nancy Island.” That’s why \$25 million of this investment will go toward revitalizing the Nancy Island Historic Site, ensuring its powerful story - especially its ties to the War of 1812 - is preserved and celebrated. Administrative responsibility for the site will move from the Ministry of the Environment to the Ministry of Tourism, Culture and Gaming, where it will get the focused attention it deserves. Another \$11 million will support vital infrastructure through the Wasaga Beach Area Roadways Project, paving the way for over 3,000 new homes and making it safer and easier for residents and tourists to move through our community. The final \$2 million will drive tourism planning and help transform our downtown, where thousands visit each year to experience the beauty of the world’s longest freshwater beach and our one-of-a-kind coastal dune ecosystem. Nearly a year ago, we passed a motion to extend Wasaga Beach’s appeal beyond “peak summer weekends” and become a true four-season destination. We called for a Provincial Task Force to review and reimagine the use of provincial lands - and today, we see that vision coming to life. The Premier came. He listened. And he delivered. This is just the beginning. The future of Wasaga Beach has never looked brighter.

👉 Learn more about this incredible announcement here:

<https://news.ontario.ca/.../ontario-building-destination...> ;

<http://www.wasagabeach.com/.../ontario-building...>

✅ On the heels of these major investment announcements, we welcomed Ray Gupta, Chairman and CEO of Sunray Group, to share game-changing news: A Premium Marriott Hotel is coming to Wasaga Beach’s beautiful waterfront! This exciting new development will include shops, cafes, restaurants, and more - bringing new energy and vibrancy to our beachfront. This is a huge moment for our community. It means:

- New local jobs
- Higher-value tourism
- Longer, multi-day visits
- And a major boost for our small businesses

👉 Learn more about this incredible announcement here:

<http://www.wasagabeach.com/.../sunray-group-will-build-a...>

Looking into next week, the momentum continues as we officially break ground with Stonebridge — a transformative project at the heart of Wasaga Beach. This exciting mixed-use development, located on a portion of land near our iconic Beach Area 1, marks a bold new chapter in our journey to build a vibrant, sustainable and connected community. This is more than construction — it's community building. It's about creating a future where people can live, work, learn, and play right here in Wasaga Beach.

And if that wasn't enough, we're getting ready for a summer full of fun, with an amazing lineup of events that will bring even more energy, excitement, and connection to our community. Wasaga Beach is on the rise, and the best is yet to come.

[Tanya Snell, Deputy Mayor of Wasaga Beach](#) [Joe Belanger](#) [Faye Ego](#) [Ellen Timms,](#)
[Councillor, Town of Wasaga Beach](#) [Richard White](#) [Councillor Wasaga Beach](#)
[Town of Wasaga Beach](#) *Sasha-Rose Dileo*

