

## Jenna Leifso

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**From:** noreply@kincardine.ca  
**Sent:** Monday, 4 April 2022 10:46 pm  
**To:** Jenna Leifso  
**Subject:** New Response Completed for Citizen Complaint Form

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Hello,

Please note the following response to Citizen Complaint Form has been submitted at Monday April 4th 2022 10:41 PM with reference number 2022-04-04-007.

- **Name**  
Christina Wahi
- **Email**  
[REDACTED]
- **Phone**  
[REDACTED]
- **Date**  
4/4/2022
- **The name of the operation, facility or service about which the complaint is being made**  
Council Meeting
- **Details of complaint**  
Section 6.0 Discrimination and Harassment - Municipal Code of Conduct

All members have a duty to treat members of the public, one another, and staff with respect and without abuse, bullying or intimidation, and to ensure that the work environment is free from discrimination and harassment. The Ontario Human Rights Code applied and, where applicable, the Municipality's Workplace Harassment Policy.

At this evening's council meeting, a member of council uttered a derogatory slur towards a female council member.

The language & behaviour of the Councilor Cuyler was violent & unbecoming of a member of council.

As this was not APPROPRIATELY dealt with in session, I am submitting a formal complaint to request follow through & enforcement of the Code of Conduct.

- **Actions complainant wishes to see take place**  
Public apology  
Sanctions

And a clearer process for how this behaviour will be dealt with IN THE MOMENT, as opposed to retroactively

[This is an automated email notification -- please do not respond]

## Jenna Leifso

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**From:** noreply@kincardine.ca on behalf of Mackenzie Clarke <[REDACTED]>  
**Sent:** Monday, 4 April 2022 9:23 pm  
**To:** Jenna Leifso  
**Subject:** Derogatory comments in tonight's meeting

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

To the attention of Municipal staff and Council,

Councillor Cuyler's comments to Councillor Haight in tonight's meeting were unacceptable, specifically when he called her "a [REDACTED]". Adding insult to this was the fact that he was only given a warning to mute his mic, rather than being ejected from the meeting altogether.

That a councillor is allowed to direct that level of language to another councillor (or any person) during a live public meeting, with no recourse, is obscene.

Councillor Cuyler has repeatedly broken decorum by speaking out of turn or cutting someone off when they have the floor, dismissing and belittling speakers' views by openly scoffing at them. Those repeated offences alone are inappropriate, but to use such loaded sexist language, directed at a female councillor no less, is outrageously offensive.

It sets a terrible example for the public to say the least, and undermines the integrity of municipal politics and Kincardine council as a whole. It weaponizes a councillor's gender in a way most women are all too familiar with. To hear a councillor use such derogatory language in a public meeting feels like a slap in the face to every woman listening.

There aren't even strong enough words to describe how deeply egregious this is. In any other workplace, this would be a fireable offence.

I am calling for the immediate resignation or termination of Councillor Cuyler. An apology will not suffice, though it is duly owed to Councillor Haight and to every other female councillor, staff member, and member of this community.

Respectfully,

Mackenzie Clarke

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Origin: <https://www.kincardine.ca/Modules/contact/search.aspx?s=ovX2r5IA5HJ9ynIC5IA5H3sJU1kMyAeQuAleQuAl>  
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This email was sent to you by Mackenzie Clarke <[REDACTED]> through <https://www.kincardine.ca/>.

## Jenna Leifso

---

**From:** noreply@kincardine.ca  
**Sent:** Monday, 4 April 2022 9:41 pm  
**To:** Jenna Leifso  
**Subject:** New Response Completed for Citizen Complaint Form

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Hello,

Please note the following response to Citizen Complaint Form has been submitted at Monday April 4th 2022 9:38 PM with reference number 2022-04-04-005.

- **Name**  
Sarah Patterson
- **Email**  
[REDACTED]
- **Phone**  
[REDACTED]
- **Date**  
4/4/2022
- **The name of the operation, facility or service about which the complaint is being made**  
Dave Cuyler, Council Member
- **Details of complaint**  
During the televised Council meeting on April 4 2022, Dave Cuyler called another council member a [REDACTED]

This is in direct contravention to Code of Conduct Section 4.0, General Integrity, (I want to say all of it, but) specifically subsections F and G.

f) Members will be open and honest, focus on issues rather than personalities, and avoid aggressive, offensive or abusive conduct.

g) Members shall refrain from making disparaging remarks about other members of Council, staff, members of the public, or Council's decisions.

This is also in direct contravention to section 6.0, Discrimination and Harassment. This is sexist, derogatory language that is not respectful, appears to have been used with the intent to intimidate and does not align with the goals of maintaining a workplace free from discrimination and harassment. I suspect this is also in opposition to the Municipality's Workplace Harassment Policy.

(I'll send an email with a video of the televised incident.)



- **Actions complainant wishes to see take place**

Removal from office.

This is a repeat occurrence and Councilor Cuyler does not appear to have changed behaviours after previous discussions with the Integrity Commissioner. If this is in fact in violation of the Municipality's Workplace Harassment Policy, i believe that the violation and the pattern of behaviour should be grounds for removal.

[This is an automated email notification -- please do not respond]

## Jenna Leifso

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**From:** Sarah Patterson <[REDACTED]>  
**Sent:** Monday, 4 April 2022 9:39 pm  
**To:** Jenna Leifso  
**Subject:** Code of Conduct - Complaint regarding Conduct of Council Member (video attached)  
**Attachments:** VID-20220404-WA0001.mp4

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Hello,

I would like to make a complaint about Dave Cuyler's behaviour during tonight's Council Meeting.

I've attached the video of the incident. This is a clear violation of the Code of Conduct. This is a repeat violation. In addition to this complaint, I urge the integrity commissioner to consider the pattern of behaviour that this council member has demonstrated while on camera. I have also submitted the form on the website, though the video is unable to be attached to that form.

**Date:** 4April2022

**The name of the operation, facility or service about which the complaint is being made:** Dave Cuyler

**Details of complaint:** During the televised Council meeting on April 4 2022, Dave Cuyler called another council member a [REDACTED]. This is in direct contravention to Code of Conduct Section 4.0, General Integrity, (I want to say all of it, but) specifically subsections F and G.

f) Members will be open and honest, focus on issues rather than personalities, and avoid aggressive, offensive or abusive conduct.

g) Members shall refrain from making disparaging remarks about other members of Council, staff, members of the public, or Council's decisions.

This is also in direct contravention to section 6.0, Discrimination and Harassment. This is sexist, derogatory language that is not respectful, appears to have been used with the intent to intimidate and does not align with the goals of maintaining a workplace free from discrimination and harassment. I suspect this is also in opposition to the Municipality's Workplace Harassment Policy.

**Actions complainant wishes to see take place:** removal from office. This is a repeat occurrence and Councilor Cuyler does not appear to have changed behaviours after previous discussions with the Integrity Commissioner. If this is in fact in violation of the Municipality's Workplace Harassment Policy, the violation and the pattern of behaviour should be grounds for removal.

I would be happy to go on the record with this complaint and answer any questions.

Regards,  
Sarah Patterson  
[REDACTED]

Ward I

<https://www.kincardine.ca/en/municipal-office/resources/Documents/GG.6.15-Code-of-Conduct--Council-and-Members-of-Local-Boards.pdf>

**From:** [Jennifer Lawrie](#)  
**To:** [Jenna Leifso](#)  
**Subject:** FW: Complaint Regarding Councillor Cuyler's Behaviour  
**Date:** Wednesday, 6 April 2022 10:40:59 am

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Jennifer Lawrie, CMO  
Manager of Legislative Services/Clerk  
Municipality of Kincardine  
1475 Concession 5  
Kincardine, ON N2Z 2X6  
Ph: 519-396-3468 ext. 7111  
Fax: 519-396-8288

Please visit [www.kincardine.ca](http://www.kincardine.ca)

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**From:** Airianna Murdoch-Fyke <[REDACTED]>  
**Sent:** April 5, 2022 6:53 PM  
**To:** Jennifer Lawrie <jlawrie@kincardine.ca>  
**Subject:** Complaint Regarding Councillor Cuyler's Behaviour

Dear Ms. Lawrie,

I trust you are well during this difficult time. I am writing today as a resident of Kincardine to express my utmost outrage, disgust, and disappointment at the comments I heard during Monday Night's Municipal Council meeting.

Councilor Cuyler's verbal attack on Councilor Haight was a disgusting display of bigotry, misogyny, and sexism. I cannot think of any setting where it would be appropriate to verbally assault someone by calling them a '[REDACTED]'. Thus, I was in utter disbelief when I witnessed Councilor Cuyler, an elected official who represents the interests of Kincardine, directly refer to Councilor Haight as a '[REDACTED]' in the middle of Monday night's Council meeting.

Further, the fact that Councilor Cuyler remains on Council today after making this comment not only makes me embarrassed to be a resident of Kincardine but is also a stark reminder of the progress that is still needed to eradicate the evident sexism that is entrenched in our local government. While I will not comment on the fact that this is not the first time Councilor Cuyler has exhibited inappropriate behaviors, it is clear that prior reprimands have been to no avail.

I am also ashamed of Mayor Glover's reaction to Cuyler's attack on Haight. Although he was not elected to be Kincardine's Mayor, with many starkly opposed to the idea, Mayor Glover is obligated to uphold the standards of professionalism within Council, an obligation he failed to fulfill during Monday

night's meeting. Although a default leader, Mayor Glover is nonetheless the leader of Kincardine's Council. When given the opportunity to address the situation, after briefly pausing the meeting to discuss next steps, Mayor Glover failed to immediately respond to and condemn Cuyler's verbal attack on Haight and this is unfortunately demonstrative of Glover's inability to lead. In no situation is it okay to stay silent when a man calls a woman a [REDACTED]

Further, not only did Mayor Glover not publicly condemn the comments made by Councilor Cuyler, he reminded Councilors to make sure their microphones were off because their comments were being picked up on the broadcast, signaling that this type of behavior is somehow acceptable if done away from the public ear. This is shameful.

As a resident of Kincardine, I expect and demand accountability for the actions of Councilor Cuyler immediately.

Thank you,  
Airianna

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**Airianna Murdoch-Fyke (she/her.hers) B.Soc.Sci, J.D.**

## Jenna Leifso

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**From:** Jennifer Lawrie  
**Sent:** Tuesday, 5 April 2022 4:54 pm  
**To:** Roxana Baumann  
**Cc:** Jenna Leifso  
**Subject:** FW: Councillor Cuyler  
**Attachments:** Video.mov

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Hello,  
I am having Jenna start a file in Laserfiche for these.

Jennifer Lawrie, CMO  
Manager of Legislative Services/Clerk  
Municipality of Kincardine  
1475 Concession 5  
Kincardine, ON N2Z 2X6  
Ph: 519-396-3468 ext. 7111  
Fax: 519-396-8288

Please visit [www.kincardine.ca](http://www.kincardine.ca)

---

**From:** [REDACTED] <[REDACTED]>  
**Sent:** April 5, 2022 4:47 PM  
**To:** Jennifer Lawrie <jlawrie@kincardine.ca>  
**Subject:** Councillor Cuyler

Good afternoon Jennifer,

I am writing to express my extreme concern regarding Councillor Cuyler's behaviour Monday, April 4th, 2022 during the televised council meeting.

The banter of the evening included what I believe would qualify as numerous violations of Code of Conduct. The first was Councillor Cuyler's remark to staff member Jayne, declaring her publicly "a liar".

The the most extreme being Cuyler's very clear statement directed at Councillor Haight, stating "you [REDACTED]." I have attached a clip I recorded during the meeting, his statement being at the end.

Even if Councillor Cuyler did not realize his microphone was on, there is reasonable expectation his comment would be heard by other councillors in attendance, including its intended recipient.

This is an appalling display of misogyny and abuse by Councillor Cuyler. This is an unsafe work environment for councillors, staff and volunteers and is a disgraceful reflection on the Municipality of Kincardine as a corporation and a community.

Councillor Cuyler's repeated bullying cannot be allowed to continue.

Thank you for your time,  
Ashley Richards

**From:** Elaine Walden <[REDACTED]>

**Date:** April 5, 2022 at 10:34:35 PM EDT

**To:** [jlawrie@kincardine.ca](mailto:jlawrie@kincardine.ca)

**Subject:** Councillor's verbally abusive expletive.

I have watched the video that is picking up views on social media. A Kincardine Councillor calling another Councillor a disgusting expletive. A white privileged male verbally assaulting a women in a public meeting seemingly without consequence. Verbal abuse is a form of violence. That the Mayor of Kincardine allowed the perpetrator to continue to participate in the meeting is condoning the abuse. As a woman that lives in this community I am appalled and disgusted. The offending Councillor needs to be removed from his position of power. He needs to apologize to the female Councillor he verbally abused. And he needs to apologize to all women for using such a nasty word that devalues us all with it vulgarity.

Elaine Walden

Sent from my iPad



## Jenna Leifso

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**From:** Jennifer Lawrie  
**Sent:** Wednesday, 6 April 2022 10:44 am  
**To:** Jenna Leifso  
**Subject:** FW: Unacceptable Behavior.

**Importance:** High

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Jennifer Lawrie, CMO  
Manager of Legislative Services/Clerk  
Municipality of Kincardine  
1475 Concession 5  
Kincardine, ON N2Z 2X6  
Ph: 519-396-3468 ext. 7111  
Fax: 519-396-8288

Please visit [www.kincardine.ca](http://www.kincardine.ca)

---

**From:** Hayley Murdoch-Fyke <[REDACTED]>  
**Sent:** April 5, 2022 10:46 PM  
**To:** Jennifer Lawrie <jlawrie@kincardine.ca>  
**Subject:** Unacceptable Behavior.  
**Importance:** High

Good evening Ms. Lawrie,

I am writing to express my extreme disgust at the events that transpired in Monday nights town council meeting. I was born and raised in Kincardine, my family still resides there, and I frequently enjoy tuning into the council meetings to keep abreast of what is happening in my hometown. It is outrageous that anyone would be able to find it acceptable to call someone a "[REDACTED]" in any situation, let alone an elected official in a live town council setting. The verbal assault of Councillor Haight was an atrocious display of behaviour by Councillor Cuyler and swift action needs to be taken to rectify this situation.

In my career I have been privy to many heated political discussions, but never have I witnessed such despicable and disrespectful behaviour as Councillor Cuyler demonstrated on Monday. I am ashamed of our town councillors who did not speak up against such behaviour and am infuriated by Mayor Glover's lack of action to rectify the situation immediately. His response to the verbal attack on Councillor Haight was weak, dismissive, and absolutely unacceptable. After being made aware of the comment by Councillor Cuyler, the request to "make sure microphones are muted" to ensure comments were not being heard was the most flippant non-action he could have taken. It completely validated Councillor Cuyler's comment and made it clear to those in the room as well as the audience, that that type of behaviour was acceptable. As the towns leader the mayor needs to set a better example of what is appropriate conduct and what



will not be tolerated. Councillor Cuyler needs to be held accountable for his actions and needs to be relieved of his position immediately.

I am flabbergasted that Mr. Cuyler remains on council after such a blatant attack on a fellow councillor and I urge Mayor Glover, as well as the rest of council, to remove Mr. Cuyler of his title. I have lived in Kincardine most of my life and have always been proud to call it home. However, today I am embarrassed to say I am from Kincardine.

**Hayley Murdoch-Fyke**

Manager of Adult Justice Services

**John Howard Society  
of Simcoe & Muskoka**

80 Bradford St, Suite 228

Barrie, ON, L4N 3B6

t: 705.828.5487

t: 1.888.325.6561

f: 705.733.9363

Pronouns: she/her



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## Jenna Leifso

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**From:** Jennifer Lawrie  
**Sent:** Tuesday, 5 April 2022 4:56 pm  
**To:** Roxana Baumann  
**Cc:** Jenna Leifso  
**Subject:** FW: April 4 Council incident  
**Attachments:** IMG\_67098618.MOV

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Jennifer Lawrie, CMO  
Manager of Legislative Services/Clerk  
Municipality of Kincardine  
1475 Concession 5  
Kincardine, ON N2Z 2X6  
Ph: 519-396-3468 ext. 7111  
Fax: 519-396-8288

Please visit [www.kincardine.ca](http://www.kincardine.ca)

---

**From:** Jennifer Hunter <[REDACTED]>  
**Sent:** April 5, 2022 4:54 PM  
**To:** Jennifer Lawrie <jlawrie@kincardine.ca>  
**Subject:** April 4 Council incident

Hello Jennifer

I hope you are doing as well as can be expected during these difficult times. M  
I witnessed the most offensive and grotesque behaviour from a male councillor at yesterday's April 4 meeting.

I've attached a screen shot recording in which you can clearly hear the offensive comments directed at a fellow elected councillor.

I hope swift action can be taken to create a safe working environment for women.

Jennifer Hunter

April 5th, 2022

Attn: Clerk and Kincardine Council  
Kincardine Municipal Council  
1475 Concession 5, Kincardine N2Z 2X6

Mayor Glover and Members of Council,

I am writing to compel you to take immediate action after the unprofessional and misogynistic behaviour that was tolerated at last night's Council Meeting. While this is not the first time that Councillor-at-Large Dave Cuyler has violated the Code of Conduct during the course of his tenure this term, it is by far the most egregious.

During a discussion on the Promenade, an issue that has created a significant amount of unwarranted hostility between members of Council and the community at large, Councillor Cuyler questioned another elected member of Council's motives. Councillor Cuyler asked for clarification on why the motion had been changed from his suggested amendment at the last meeting, and then proceeded to laugh at Councillor Laura Haight during her response. At this point, Mayor Glover reminded all Councillors of their duties, including their adherence to the Code of Conduct.

Soon after, Councillor Cuyler brought up his own personal survey, conducted in a private Facebook group over the course of 2 hours, and implied it was more relevant than the surveys conducted by staff at the Municipality and the advice of the BIA, a Committee of Council. When Councillor Haight raised questions about the content of the survey and where it was posted, Councillor Cuyler became defensive and then refused to apologize for his outburst. Shortly thereafter, he used a profane, sexist slur to describe Councillor Laura Haight, not realizing that his microphone was still on.

This degrading use of language to cut down, insult and trivialize his fellow member of Council is deplorable. It meets the definition of harassment in the workplace and violates the Municipality's Violence and Harassment in the Workplace Policy and the Code of Conduct for Council and Members of Local Boards. The only additional action taken to address this issue was a reminder from Mayor Glover that all Councillors keep their microphones off, as their comments were being picked up on the broadcast. No direct apology was given or received, just some "friendly advice."

Later in the meeting, in a discussion about outdoor volleyball courts, Councillor Cuyler accused a female member of staff, Jayne Jagelewski the Director of Community Services, of attempting to mislead Council and the public. This clearly violates Section 7.c) of the Code of Conduct. When reminded by Mayor Glover that Councillors should not question the professional integrity of staff, Councillor Cuyler refused to apologize and argued that he was not accusing the Director

of lying. This was not a difference of opinions. Councillor Cuyler was directly questioning the veracity of the claims included in Ms. Jagelewski's report to Council.

The totality of these actions on April 4th, 2022 during a public meeting of Council are sufficient grounds for an investigation by the Integrity Commissioner. Given that two such investigations have occurred and been resolved already this term on account of Councillor Dave Cuyler's behaviour within Council Chambers and the Municipal Office building, it stands to reason that this method of accountability is no longer a sufficient deterrent.

No woman should be expected to work in an environment that tolerates this kind of hostility towards them. All members of Council, following the Respectful Workplace Training that took place in Q1 of 2021, should be aware of their responsibilities when it comes to fostering a respectful workplace. There is zero tolerance for violence and harassment in all workplaces in Ontario, guaranteed by the Occupational Health and Safety Act and the Ontario Human Rights Code. These guarantees are also written into the Municipality of Kincardine's own Violence and Harassment in the Workplace Policy, Bylaw No. 2010 - 030.

I am asking you, Mayor Gerry Glover and members of Council, to take immediate action. Councillor Dave Cuyler should be immediately suspended from his duties in order to ensure a safe workplace for all staff and members of Council until his actions can be investigated by the Integrity Commissioner. Anything short of his removal from the Council Chambers will send a message to women on Council, and those considering running in the fall, that they cannot expect to be treated with basic respect during the course of their term.

Thank you for your consideration.

Sincerely,

Meag Durkin  
Resident, Ward 1

## Jenna Leifso

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**From:** Jennifer Lawrie  
**Sent:** Tuesday, 5 April 2022 4:55 pm  
**To:** Roxana Baumann  
**Cc:** Jenna Leifso  
**Subject:** FW: Council Meeting 04April2022

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Jennifer Lawrie, CMO  
Manager of Legislative Services/Clerk  
Municipality of Kincardine  
1475 Concession 5  
Kincardine, ON N2Z 2X6  
Ph: 519-396-3468 ext. 7111  
Fax: 519-396-8288

Please visit [www.kincardine.ca](http://www.kincardine.ca)

---

**From:** Olivia Hinchberger <[REDACTED]>  
**Sent:** April 5, 2022 4:49 PM  
**To:** Jennifer Lawrie <jlawrie@kincardine.ca>  
**Subject:** Council Meeting 04April2022

Hi Jen,

Last night while watching the council meeting I heard Councillor Cuyler say to Councillor Haight 'You're a [REDACTED]'. While not surprised by the complete lack of professionalism and respect shown by Councillor Cuyler, I do feel compelled to say that this harassment should not be tolerated. Regardless of how Councillor Cuyler perceives his role on council, this is a workplace and I can only assume that this would go against MOK anti-harassment policies. I also find it incredibly troubling that this female focused expletive was used considering all councillors were recently required to complete respectful workplace training. Obviously this training was lost on Councillor Cuyler.

Regards,  
Olivia Hinchberger

## Jenna Leifso

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**From:** Jennifer Lawrie  
**Sent:** Tuesday, 5 April 2022 5:34 pm  
**To:** Jenna Leifso; Roxana Baumann  
**Subject:** Fwd: Council Meeting, April 4

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

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**From:** Clarke <[REDACTED]>  
**Sent:** Tuesday, April 5, 2022 5:32 PM  
**To:** Jennifer Lawrie <jlawrie@kincardine.ca>  
**Cc:** Gerry Glover <gglover@kincardine.ca>  
**Subject:** Council Meeting, April 4

Attention Clerk Jennifer Lawrie,

Last night I was asked by Lorie Fioze to register and log in the Council Meeting as The Promenade was on the agenda and she felt my presence would help should any of the Councillors have questions. Marilyn , my wife, joined me in watching. While we anticipated there might be some heated debate, in NO WAY were we prepared for the obscene, misogynistic name calling Councillor Cuyler directed to Councillor Haight.

Councillor Cuyler's unprofessional behaviour and lack of respect for proper discourse in Council meetings have been a ongoing concern to not only myself but others in our community. But last night's recorded disparaging insult to another Councillor and in this case a female Councillor, has to be an end point. Marilyn and I fully intend to file a grievance to the Integrity Commissioner immediately but more importantly, we call on the rest of the Council to demand the immediate resignation of Councillor Cuyler.

For the reputation of the Municipality of Kincardine, this man can no longer hold public office...today, tomorrow, ever.

Rick Clarke  
[REDACTED]

## Jenna Leifso

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**From:** Jennifer Lawrie  
**Sent:** Wednesday, 6 April 2022 10:42 am  
**To:** Jenna Leifso  
**Subject:** FW: Council Meeting April 4, 2022

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Jennifer Lawrie, CMO  
Manager of Legislative Services/Clerk  
Municipality of Kincardine  
1475 Concession 5  
Kincardine, ON N2Z 2X6  
Ph: 519-396-3468 ext. 7111  
Fax: 519-396-8288

Please visit [www.kincardine.ca](http://www.kincardine.ca)

-----Original Message-----

From: Russ Crook <[REDACTED]>  
Sent: April 5, 2022 8:37 PM  
To: Gerry Glover <[gglover@kincardine.ca](mailto:gglover@kincardine.ca)>  
Cc: Jennifer Lawrie <[jlawrie@kincardine.ca](mailto:jlawrie@kincardine.ca)>  
Subject: Council Meeting April 4, 2022

Mr. Glover,

I watched the Kincardine Council meeting April 4, 2022. Clearly heard during the meeting was Councillor Cuyler calling a fellow female Councillor a disgusting expletive. It goes without saying this workplace harassment, sexual harassment, workplace violence and misogynistic conduct is unacceptable in any day and age...but 2022? Unbelievable. Incidentally, I viewed your speech accepting the position of Mayor. During your acceptance you stated your hope to improve the decorum of Council. You pledged to improve the dialogue within Council in an effort to make it meaningful, respectful and efficient. It is not lost on me you replaced a female mayor, Ms. Anne Eddie, who resigned suddenly under a rumoured environment of cronyism and harassment led by Councillor Cuyler himself. The fact that you did not censure Councillor Cuyler immediately, or order him removed from the meeting or discontinue the meeting immediately is not only an affront to your pledge as the new Mayor, but a complete leadership embarrassment. Your feckless comment instructing Council to "make sure your mic's are off" was shockingly disappointing.

I would appreciate hearing your position on Councillor Cuyler's conduct and your plan for opening remarks at April 20th meeting. I also seek direction for a higher authority to intervene with Councillor Cuyler's conduct through the Ontario Ombudsman or a third party complaint to the Human Rights Commission.

Sincerely ,  
Russ Crook.



## Jenna Leifso

---

**From:** Jennifer Lawrie  
**Sent:** Tuesday, 5 April 2022 4:57 pm  
**To:** Roxana Baumann  
**Cc:** Jenna Leifso  
**Subject:** FW: Complaint regarding April 4 council meeting

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Jennifer Lawrie, CMO  
Manager of Legislative Services/Clerk  
Municipality of Kincardine  
1475 Concession 5  
Kincardine, ON N2Z 2X6  
Ph: 519-396-3468 ext. 7111  
Fax: 519-396-8288

Please visit [www.kincardine.ca](http://www.kincardine.ca)

---

**From:** Sarah Foster <[REDACTED]>  
**Sent:** April 5, 2022 4:55 PM  
**To:** Jennifer Lawrie <jlawrie@kincardine.ca>  
**Subject:** Complaint regarding April 4 council meeting

Dear Ms. Lawrie,

I wanted to write you with concern I have regarding the Monday, April 4, 2022 council meeting, particularly Councillor Dave Cuyler who made a derogatory remark about a female councillor into his microphone for all of council, staff and the public watching the meeting to hear, and to the rest of council who did not stand up to the language at the workplace to state it was inappropriate and not welcome.

I was watching the council meeting to see what was going to happen with Councillor Laura Haight's re-proposal of the downtown summer promenade. Councillor Cuyler took offence to why this motion was coming forward when Councillor Haight voted against his one-day promenade last month. She noted it was because his motion excluded vendors. At one point in the conversation, Councillor Cuyler asked Councillor Haight about what she and "Jennifer were whispering about." In all of this, Mayor Glover called for a point of order, so it was unclear what Councillor Cuyler said next, but something to the effect of someone being sorry. Councillor Haight demanded an apology from Councillor Cuyler who refused to apologize to her directly, and just issued a blanket apology and he refused because Councillor Haight "never apologized to me." Then, as Mayor Glover continued to call a point of order. Councillor Cuyler said very clearly under his breath and into his microphone "You're a [REDACTED]"

The meeting did pause for a moment at Mayor Glover's request soon after due to "new information that came to light about this issue." But when he returned, all he did was remind council to please mute their mics when they were not speaking as they pick up everything.



I am disappointed — firstly and most seriously in Mr. Cuyler — first of all, language like that is not appropriate for an elected official to use in an official council meeting, but also because Council Chambers is a workplace. No one should be subjected to language like that or have it directed to them in their place of work. Full stop.

There needs to be accountability for this clear violation of the Municipality's Code of Conduct, specifically Section 6.0, Discrimination and Harassment, which reads "All members have a duty to treat members of the public, one another, and staff with respect and without abuse, bullying or intimidation, and to ensure that the work environment is free from discrimination and harassment. The Ontario Human Rights Code applied and, where applicable, the Municipality's Workplace Harassment Policy."

The Integrity Commissioner for the Municipality needs to review this incident immediately and take appropriate action.

I'd also like to voice my displeasure at Mayor Glover who did not take action when it happened. I can't say for sure that is the reason he called a recess, but as the leader of council and the municipality, if he was made aware of the comments during the meeting, he should have stopped the meeting and removed Mr. Cuyler immediately. Council chambers is a workplace. Everyone deserves to be treated with respect at work.

The Municipality of Kincardine would like to show it is a leader when it comes to equity, diversity and inclusion, but the events at the April 4, 2022 council meeting show how much Kincardine is not currently a leader in this field. A baseline in diversity, equity and inclusion would be to ensure all involved are aware that language like the language used at the April 4 council meeting is unacceptable. A leader in the diversity, equity and inclusion field would not have tolerated the language being used by people at the table speaking up and voicing their concerns during the meeting that it had happened.

I look forward to appropriate action being taken for Mr. Cuyler's comments, and await not just an apology to Councillor Haight, but to the councillors and staff in the room, and to the public at large he was elected to represent, many of those constituents women ourselves (I lived in Kincardine during the last municipal election so was a voter there for this current council).

Sarah Foster

Kincardine, ON N2Z 0B9

## Jenna Leifso

---

**From:** Jennifer Lawrie  
**Sent:** Wednesday, 6 April 2022 8:51 am  
**To:** Jenna Leifso  
**Subject:** FW: April 4 Council Meeting

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Jennifer Lawrie, CMO  
Manager of Legislative Services/Clerk  
Municipality of Kincardine  
1475 Concession 5  
Kincardine, ON N2Z 2X6  
Ph: 519-396-3468 ext. 7111  
Fax: 519-396-8288

Please visit [www.kincardine.ca](http://www.kincardine.ca)

---

**From:** Tara Byle <[REDACTED]>  
**Sent:** April 5, 2022 5:43 PM  
**To:** Jennifer Lawrie <jlawrie@kincardine.ca>  
**Subject:** April 4 Council Meeting

To whom it may concern,

I was watching the council meeting last night when Counsellor Cuyler called Counsellor Haight a wildly inappropriate name.

As someone in high standing in our community, and a voted official, this behaviour is reprehensible. I would never tolerate such language in any social setting, much less a public government meeting.

As a taxpayer, I am horrified and embarrassed for our community.

What is the protocol for discipline in such a case?

Thank you for your time,  
Tara Byle

[Formal Complaint Form](#) appear on our website.

Your email will appear on the [April 20, 2022 Committee of the Whole](#) agenda for Council to review.

Best,

Jenna Leifso  
Records Management Clerk

Municipality of Kincardine  
[1475 Concession 5](#), RR5  
Kincardine, ON N2Z 2X6  
Ph: 519-396-3468 ext. 7116  
Fax: 519-396-8288

Please visit <http://www.kincardine.ca>

---

**From:** Jennifer Lawrie <[jlawrie@kincardine.ca](mailto:jlawrie@kincardine.ca)>  
**Sent:** Wednesday, 6 April 2022 8:56 am  
**To:** Jenna Leifso <[jleifso@kincardine.ca](mailto:jleifso@kincardine.ca)>  
**Subject:** FW: Complaint regarding Councillor Cuyler

Jennifer Lawrie, CMO  
Manager of Legislative Services/Clerk  
Municipality of Kincardine  
[1475 Concession 5](#)  
[Kincardine](#), ON N2Z 2X6  
Ph: 519-396-3468 ext. 7111  
Fax: 519-396-8288

Please visit [www.kincardine.ca](http://www.kincardine.ca)

---

**From:** Beth French <[REDACTED]>  
**Sent:** April 5, 2022 7:55 PM  
**To:** Jennifer Lawrie <[jlawrie@kincardine.ca](mailto:jlawrie@kincardine.ca)>  
**Subject:** Complaint regarding Councillor Cuyler

Good evening,

I feel it is important to submit a complaint about Councillor Cuyler's conduct and remarks made during the Committee of the Whole / Council meeting held on April 4, 2022.

I watched the meeting online, via the Rogers TV livestream. During the discussion of

Councillor Haight's motion regarding the promenade, I was able to hear Councillor Cuyler say 'you're a [REDACTED]'. While he did not state a name, it was clear from the previous exchanges that this comment was made as a reference to or directly at Councillor Haight.

It is my belief that this type of harassment and abusive language violates the Code of Conduct for Council and Members of Local Boards as well as the Procedure By-Law (No 2013-161).

More specifically, I feel it violates the following sections of the Code of Conduct for Council and Members of Local Boards:

- 4.0 f and g

- 5.0

- 6.0

I also feel it violates the following sections of the Procedure By-Law No. 2013-161.

- A20.8

In order to address this breach of decorum and the use of abusive language, I believe that steps should be taken to formally sanction Councillor Cuyler using the procedures outlined in the Code of Conduct policy as well as the Workplace Harassment Policy.

Furthermore, I feel that Mayor Glover did not do enough as Chair of the meeting to address the language used, regardless of whether it was made as a 'formal statement' or simply picked up by the mic of another councillor. As outlined in the Procedure Bylaw, Mayor Glover's role as Chair is to preserve and maintain order and decorum (A20.1). While I cannot presume what was discussed during the brief recess he requested shortly after the comments were made, it is clear from his comments to council afterwards that he was at least made aware of what was said by Councillor Cuyler. Mayor Glover has the power to expel members of council that are in breach of the Procedure By Law (A2.5.3). I believe that by not taking action (beyond advising councillors to be aware that their comments may be heard even when their mic is not on) Mayor Glover contributed to a toxic workplace environment and did not uphold his responsibilities as Chair.

If you require additional information or have follow up questions regarding my complaint, please feel to reach out to me at your convenience.

Beth Blackwell  
[REDACTED]  
[REDACTED]

## Jenna Leifso

---

**From:** noreply@kincardine.ca on behalf of Bonnie Phillips <[REDACTED]>  
**Sent:** Wednesday, 6 April 2022 2:20 pm  
**To:** Jenna Leifso  
**Subject:** Vulgar language used at last council meeting

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Please pass this message along to all members of council and Mayor.

I strongly object to the language Dave Cuyler used at this meeting. I also am appalled that the mayor didn't immediately demand an apology from Cuyler.

I feel Cuyler has shown himself to be a person without integrity, self control and intelligence.

As a result of this incident, Cuyler should apologize for his behaviour or resign immediately.

I understand council has a code of conduct. Perhaps this should be used to deal with this distasteful incident.

Don't sweep this under the rug. Deal with it now and forcefully.

Bonnie and Lloyd Phillips

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Origin: <https://www.kincardine.ca/en/municipal-office/mayor-and-council.aspx>  
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This email was sent to you by Bonnie Phillips<[REDACTED]> through <https://www.kincardine.ca/>.

**From:** [Jennifer Lawrie](#)  
**To:** [Roxana Baumann](#)  
**Cc:** [Jenna Leifso](#)  
**Subject:** FW: April 4 Council Meeting  
**Date:** Wednesday, 6 April 2022 11:56:22 am

---

FYI.

Jennifer Lawrie, CMO  
Manager of Legislative Services/Clerk  
Municipality of Kincardine  
1475 Concession 5  
Kincardine, ON N2Z 2X6  
Ph: 519-396-3468 ext. 7111  
Fax: 519-396-8288

Please visit [www.kincardine.ca](http://www.kincardine.ca)

---

**From:** Cheryl Cottrill <[REDACTED]>  
**Sent:** April 6, 2022 11:49 AM  
**To:** Jennifer Lawrie <jlawrie@kincardine.ca>  
**Subject:** April 4 Council Meeting

Dear Ms. Lawrie,

I would like to add my voice regarding the Monday, April 4, 2022 council meeting. I was part of a delegation at the meeting, on the webinar, and clearly heard the derogatory remark made by Councillor Cuyler to Councillor Haight. The remark left me shocked, outraged and quite honestly embarrassed to be a resident of the Municipality of Kincardine. It was difficult to remain on the webinar to complete my delegation to council.

Behaviour such as this is workplace harassment that I believe violates the Municipal Code of Conduct - 4.0 f and g, 5.0 and 6.0. It is also sexual harassment and misogynistic conduct that has no place at the Council table.

A man calling a woman "a [REDACTED]" are words of power meant to downgrade, insult and trivialize a woman, by making a woman's sexuality the defining feature of her identity as a person. This is unacceptable, and especially disheartening when the Municipality has been working towards a more equitable, inclusive and diverse community.

Councillors should hold themselves up as role models for the community. Mayor Glover, the Deputy Mayor and all the other councillors, who heard the remark, not stepping up and addressing the issue at that moment, is unhelpful. They had an opportunity to show this community how to stand up against sexist remarks and a toxic work environment, even when it is uncomfortable.

Mayor Glover's handling of this situation shows a complete lack of leadership and a lack of respect for other councillors and the residents of the Municipality of Kincardine. Simply suggesting "councillors make sure their microphones were turned off, as their comments

were being picked up on the broadcast” is not addressing the issue. The remark by Councillor Cuyler should never be made under his breath at a council meeting. The fact that his microphone was on and picked up the comment is not the issue here, but simply evidence that the remark happened.

I believe the Integrity Commissioner should be asked to address this incident immediately with swift and appropriate actions being taken. A simple apology is not sufficient in this case.

My hope is that the Integrity Commissioner would ask the Municipality to provide more training in equity, inclusivity and diversity for all Councillors and the Mayor and Deputy Mayor to help them understand that by remaining silent in this moment, they are complicit to the words spoken by Councillor Cuyler. Perhaps our local Women’s House of Grey Bruce could help with training in this regard.

On April 4, The Agenda on TVO, spoke about the terrible behaviour by municipal politicians in our Province and put a spotlight on whether or not municipalities were following their Codes of Conduct. It saddens me deeply that this council is no doubt amongst these offenders. I believe something must be done to stop this and bring decorum back to the Council Chamber. The Chamber is a toxic workplace. If that toxicity is at the top of the house it is most likely seeping into the Municipal office and affecting our Municipal employees as well. None of this is acceptable.

If you require any further action on my behalf please feel free to reach out to me at [REDACTED] or by phone [REDACTED] I have a call into Mayor Glover to speak to him about what happened at the meeting on Monday night and I am awaiting his call.

Regards,

Cheryl Cottrill



## Jenna Leifso

---

**From:** Jennifer Lawrie  
**Sent:** Wednesday, 6 April 2022 9:54 am  
**To:** Jenna Leifso  
**Subject:** FW: Concerns re: April 4 Council Meeting

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Jennifer Lawrie, CMO  
Manager of Legislative Services/Clerk  
Municipality of Kincardine  
1475 Concession 5  
Kincardine, ON N2Z 2X6  
Ph: 519-396-3468 ext. 7111  
Fax: 519-396-8288

Please visit [www.kincardine.ca](http://www.kincardine.ca)

---

**From:** Elaine Booth <[REDACTED]>  
**Sent:** April 5, 2022 8:40 PM  
**To:** Jennifer Lawrie <jlawrie@kincardine.ca>  
**Subject:** Concerns re: April 4 Council Meeting

Good evening,

I am writing to express my concerns regarding the misogynistic language and the terrible decorum that was broadcasted at last evening's council meeting. This is harassment in the workplace and violent disgusting behaviour that is not acceptable. It also goes against the MOK's own code of conduct! If an elected official cannot understand the requirements of a safe workplace then they should not be allowed to continue serving on council and collecting a salary.

I look forward to the MOK's response to why this was not addressed immediately at the council meeting and why the councillor who used that disgusting language was allowed to stay with no ramifications? I'd like to know how the municipality and council plans to address this and ensure that it does not happen again.

The people of the Municipality of Kincardine deserve better.

With thanks,

Elaine Booth  
Kincardine



## Jenna Leifso

---

**From:** Jennifer Lawrie  
**Sent:** Wednesday, 6 April 2022 2:35 pm  
**To:** Jenna Leifso  
**Subject:** FW: April 4 Council Meeting

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Jennifer Lawrie, CMO  
Manager of Legislative Services/Clerk  
Municipality of Kincardine  
1475 Concession 5  
Kincardine, ON N2Z 2X6  
Ph: 519-396-3468 ext. 7111  
Fax: 519-396-8288

Please visit [www.kincardine.ca](http://www.kincardine.ca)

---

**From:** Elizabeth Peters-Davaze <[REDACTED]>  
**Sent:** April 6, 2022 2:33 PM  
**To:** Jennifer Lawrie <jlawrie@kincardine.ca>  
**Subject:** April 4 Council Meeting

Good afternoon,

Last night I viewed the public recording of the April 4 2022 Municipal Council meeting online, and was shocked at the conduct displayed.

After disrespecting and insulting a colleague, and using offensive, misogynistic profanity, it was unacceptable that Councillor Cuyler was allowed to remain at the table for the remainder of the meeting, let alone to continue his membership on council. Why, instead of addressing the inappropriate behaviour itself, was the councillor reminded to make sure his microphone was off?

I'm disheartened and disappointed that this is the municipal council governing our community. I look forward to hearing how the Mayor and Council intend to respond to this matter.

Sincerely,

Elizabeth Davaze

## Jenna Leifso

---

**From:** noreply@kincardine.ca on behalf of Erin Simmons <[REDACTED]>  
**Sent:** Wednesday, 6 April 2022 1:37 pm  
**To:** Jenna Leifso  
**Subject:** Monday Council Meeting

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Hello,

I would like to express my shock and disgust at what occurred at the Monday night council meeting. Dave Cyler's derogatory name calling and swearing crossed the line over inappropriate into violence and harassment. When I was in my twenties finishing school I worked in highway road construction and had to put up with this kind of degrading language directed at me (so I may have some unresolved trauma but what woman doesn't). I cannot believe I heard it from a representative of my municipal Council. And on top of that no apology and no accountability in the meeting. Mayor Glover was aware of what happened (he was told) and instead of standing up for counselor Haight and all women in his community he just told the counselors not to have their microphones on when you're making derogatory comments because it gets picked up!?! Shocking, offensive, disgusting...I could keep going but I will run out of characters.

I believe Dave Cyler should be asked to resign after apologizing to counselor Haight! And mayor Glover should apologize to counselor Haight, the entire Council, staff and community for not standing up for us in that moment and for allowing such hate speech to go unpunished.

Thank you,  
Erin Simmons  
[REDACTED]

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Origin: <https://www.kincardine.ca/en/municipal-office/mayor-and-council.aspx>  
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This email was sent to you by Erin Simmons-[REDACTED]> through <https://www.kincardine.ca/>.

## Jenna Leifso

---

**From:** noreply@kincardine.ca on behalf of Hearher Nashiem <[REDACTED]>  
**Sent:** Wednesday, 6 April 2022 7:53 pm  
**To:** Jenna Leifso  
**Subject:** Cuyler

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

I believe that Mr Cuyler should be immediately removed from office for his comment "you're a [REDACTED]". This language is deplorable and being used in our municipal council is beyond reprehensible!!! I don't care if it was under his breath or not he knew that the meeting was being recorded!!! This is NOT his first offence and he needs to be removed immediately!

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Origin: <https://www.kincardine.ca/en/municipal-office/mayor-and-council.aspx>  
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This email was sent to you by Hearher Nashiem<[REDACTED]> through <https://www.kincardine.ca/>.

## Jenna Leifso

---

**From:** Jennifer Lawrie  
**Sent:** Wednesday, 6 April 2022 8:53 am  
**To:** Jenna Leifso  
**Subject:** FW: Council Meeting April 4/22

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Jennifer Lawrie, CMO  
Manager of Legislative Services/Clerk  
Municipality of Kincardine  
1475 Concession 5  
Kincardine, ON N2Z 2X6  
Ph: 519-396-3468 ext. 7111  
Fax: 519-396-8288

Please visit [www.kincardine.ca](http://www.kincardine.ca)

-----Original Message-----

From: Jaye Boyer <[REDACTED]>  
Sent: April 5, 2022 6:41 PM  
To: Jennifer Lawrie <jlawrie@kincardine.ca>  
Subject: Council Meeting April 4/22

I am writing to express my concern and disgust with comments that were made by a male councillor on a live feed last night.

I find this kind of language and behaviour very offensive and unprofessional in any workplace let alone from an elected official (presumably directed at an elected female official or female staff member).

I hope that this matter will be taken seriously and that the appropriate investigations are done.

Sent from my iPhone

## Jenna Leifso

---

**From:** Jennifer Lawrie  
**Sent:** Wednesday, 6 April 2022 8:52 am  
**To:** Jenna Leifso  
**Subject:** FW: Cuyler's Comment

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Jennifer Lawrie, CMO  
Manager of Legislative Services/Clerk  
Municipality of Kincardine  
1475 Concession 5  
Kincardine, ON N2Z 2X6  
Ph: 519-396-3468 ext. 7111  
Fax: 519-396-8288

Please visit [www.kincardine.ca](http://www.kincardine.ca)

---

**From:** Jennifer Hunsburger <[REDACTED]>  
**Sent:** April 5, 2022 5:57 PM  
**To:** Jennifer Lawrie <jlawrie@kincardine.ca>  
**Subject:** Cuyler's Comment

Hello,  
I am writing to express disgust at Councillor Cuyler's use of a derogatory female term toward Councillor Haight at last night's meeting. This is unacceptable behaviour, and should NOT be tolerated. It is clearly heard via Cuyler's microphone, and Councillor Haight (and anyone watching the meeting, as well as those attending) should hear a public apology.

Also, I am dismayed that Councillor Cuyler would claim he spent 2 hours doing a survey that a Facebook group had actually posted online. The numbers he quoted matched the survey at that time. Dishonesty like this is extremely distasteful in a representative.

What is going to be done about this?  
There need to be repercussions for this egregious behaviour.

Regards,  
Jennifer Hunsburger

[Show quoted text](#)

## Jenna Leifso

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**From:** Jennifer Lawrie  
**Sent:** Wednesday, 6 April 2022 8:58 am  
**To:** Jenna Leifso  
**Subject:** FW: April 4th Council Meeting

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Jennifer Lawrie, CMO  
Manager of Legislative Services/Clerk  
Municipality of Kincardine  
1475 Concession 5  
Kincardine, ON N2Z 2X6  
Ph: 519-396-3468 ext. 7111  
Fax: 519-396-8288

Please visit [www.kincardine.ca](http://www.kincardine.ca)

---

**From:** Jessica Mullen <[REDACTED]>  
**Sent:** April 5, 2022 8:21 PM  
**To:** Jennifer Lawrie <jlawrie@kincardine.ca>  
**Subject:** April 4th Council Meeting

Dear Ms. Lawrie,

I wanted to write you with concern I have regarding the Monday, April 4, 2022 council meeting, particularly Councillor Dave Cuyler who made a derogatory remark about a female councillor into his microphone for all of council, staff and the public watching the meeting to hear, and to the rest of council who did not stand up to the language at the workplace to state it was inappropriate and not welcome.

I was watching the council meeting to see what was going to happen with Councillor Laura Haight's re-proposal of the downtown summer promenade. Councillor Cuyler took offence to why this motion was coming forward when Councillor Haight voted against his one-day promenade last month. She noted it was because his motion excluded vendors. At one point in the conversation, Councillor Cuyler asked Councillor Haight about what she and "Jennifer were whispering about." In all of this, Mayor Glover called for a point of order, so it was unclear what Councillor Cuyler said next, but something to the effect of someone being sorry. Councillor Haight demanded an apology from Councillor Cuyler who refused to apologize to her directly, and just issued a blanket apology and he refused because Councillor Haight "never apologized to me." Then, as Mayor Glover continued to call a point of order. Councillor Cuyler said very clearly under his breath and into his microphone "You're a [REDACTED]"

The meeting did pause for a moment at Mayor Glover's request soon after due to "new information that came to light about this issue." But when he returned, all he did was remind council to please mute their mics when they were not speaking as they pick up everything.

I am disappointed — firstly and most seriously in Mr. Cuyler — first of all, language like that is not appropriate for an elected official to use in an official council meeting, but also because Council Chambers is a workplace. No one should be subjected to language like that or have it directed to them in their place of work. Full stop.

There needs to be accountability for this clear violation of the Municipality's Code of Conduct, specifically Section 6.0, Discrimination and Harassment, which reads "All members have a duty to treat members of the public, one another, and staff with respect and without abuse, bullying or intimidation, and to ensure that the work environment is free from discrimination and harassment. The Ontario Human Rights Code applied and, where applicable, the Municipality's Workplace Harassment Policy."

The Integrity Commissioner for the Municipality needs to review this incident immediately and take appropriate action.

I'd also like to voice my displeasure at Mayor Glover who did not take action when it happened. I can't say for sure that is the reason he called a recess, but as the leader of council and the municipality, if he was made aware of the comments during the meeting, he should have stopped the meeting and removed Mr. Cuyler immediately. Council chambers is a workplace. Everyone deserves to be treated with respect at work.

The Municipality of Kincardine would like to show it is a leader when it comes to equity, diversity and inclusion, but the events at the April 4, 2022 council meeting show how much Kincardine is not currently a leader in this field. A baseline in diversity, equity and inclusion would be to ensure all involved are aware that language like the language used at the April 4 council meeting is unacceptable. A leader in the diversity, equity and inclusion field would not have tolerated the language being used by people at the table speaking up and voicing their concerns during the meeting that it had happened.

I look forward to appropriate action being taken for Mr. Cuyler's comments, and await not just an apology to Councillor Haight, but to the councillors and staff in the room, and to the public at large he was elected to represent, many of those constituents women ourselves.

Thank you,  
Jessica Mullen

## Jenna Leifso

---

**From:** Joyce Wolfe <[REDACTED]>  
**Sent:** Wednesday, 6 April 2022 2:09 pm  
**To:** Jenna Leifso; Gerry Glover  
**Subject:** Misogynistic Remark during Council Meeting

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

I watched and listened to the Kincardine Municipal council meeting April 4th.  
I cannot believe that the remark made by Councillor Dave Cuyler  
seemed to be impervious to those,  
whose job is to run the meeting according to an accepted Code of Conduct!

When the councillors were reminded by the Mayor to turn off their microphones I was waiting for some sort of action  
to repel the comment made and heard by all. But none was forthcoming. Nothing was said in response to this  
derogatory, abhorrent term or to the person, a councillor who said this. Let me be clear, this is not a tolerable  
behaviour.

I attended professional meetings for 32 years and have never heard of such a Misogynist remark allowed at any of those  
meetings.  
AND to think these people are representing me?

What will happen next? We have been encouraged to watch the Council meetings. We have watched and recognized  
this unacceptable behaviour.  
What Now?  
Joyce Wolfe

--

jww



## Jenna Leifso

---

**From:** noreply@kincardine.ca  
**Sent:** Wednesday, 6 April 2022 1:06 pm  
**To:** Jenna Leifso  
**Subject:** New Response Completed for Citizen Complaint Form

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Hello,

Please note the following response to Citizen Complaint Form has been submitted at Wednesday April 6th 2022 1:02 PM with reference number 2022-04-06-003.

- **Name**  
Kathy Phillips
- **Email**  
[REDACTED]
- **Phone**  
[REDACTED]
- **Date**  
6/4/2022
- **The name of the operation, facility or service about which the complaint is being made**  
Kincardine town council
- **Details of complaint**  
We are very upset at the antics of Dave Cuyler at the council meeting April 4. Swearing at a female councillor is totally unacceptable and he needs to be removed from council and the payroll. I hope to receive an email and see a post on social media that the Mayor has Cuyler apologize to Laura Haight and crawl back under the rock where he came back.
- **Actions complainant wishes to see take place**  
Cuyler dismissal from council and ban from running again

[This is an automated email notification -- please do not respond]

## Jenna Leifso

---

**From:** Leslie Booth <[REDACTED]>  
**Sent:** Wednesday, 6 April 2022 10:33 am  
**To:** Jenna Leifso  
**Cc:** Gerry Glover  
**Subject:** Town Council meetings - Video Recordings

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

I was watching a recent recording of a town council meeting where the councillors' microphones had been unmuted. A councillor could be heard uttering a disgusting slur about another councillor. This misogynistic insult must not be tolerated in a meeting of any kind let alone one where our local politicians are representing local citizens.

Disciplinary actions are required at the time of the incident. From the video the only action taken was to suspend the meeting to have the councillors microphones muted when not speaking. Language and behaviors like this must have disciplinary consequences otherwise this language and behaviour is condoned by the people in charge of the meeting.

I believe the video recordings should be as close as possible to attending a council meeting in person. At an in- person meeting, audible comments can easily be heard. Leave the Mikes unmuted so we, as taxpayers can hold our representatives accountable for their behaviour and actions.

Leslie Booth  
Kincardine, Ontario

## Jenna Leifso

---

**From:** Jennifer Lawrie  
**Sent:** Wednesday, 6 April 2022 4:31 pm  
**To:** Jenna Leifso  
**Subject:** FW: Dave Cuyler

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Jennifer Lawrie, CMO  
Manager of Legislative Services/Clerk  
Municipality of Kincardine  
1475 Concession 5  
Kincardine, ON N2Z 2X6  
Ph: 519-396-3468 ext. 7111  
Fax: 519-396-8288

Please visit [www.kincardine.ca](http://www.kincardine.ca)

---

**From:** Sandra Bennett <[REDACTED]>  
**Sent:** April 6, 2022 4:30 PM  
**To:** Jennifer Lawrie <jlawrie@kincardine.ca>  
**Subject:** Dave Cuyler

Dear Ms Lawrie

Please add my name to the list of people complaining about the language that Dave Cuyler used at the council meeting on Monday night. While I was not at the meeting, I heard the recording that was posted to social media. If I had NOT heard it, I would not have believed it.

While I don't have all the eloquent words to put down in this letter of complaint like other letters I have read, it appears that eloquence is not needed with this council.

Dave Cuyler does NOT represent me or Kincardine, and he should know enough to resign immediately, after an apology to Laura Haight, council and the people of Kincardine. Disgusting language like this should not be used anywhere, but especially not in the workplace, and not as someone who claims to be a 'representative of the people.'

As well, I believe town council owes Ms Haight and the townspeople an apology for not handling this situation promptly and with conviction.

Respectfully  
Sandra Bennett

## Jenna Leifso

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**From:** Jennifer Lawrie  
**Sent:** Wednesday, 6 April 2022 8:56 am  
**To:** Jenna Leifso  
**Subject:** FW: Council Meeting

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Jennifer Lawrie, CMO  
Manager of Legislative Services/Clerk  
Municipality of Kincardine  
1475 Concession 5  
Kincardine, ON N2Z 2X6  
Ph: 519-396-3468 ext. 7111  
Fax: 519-396-8288

Please visit [www.kincardine.ca](http://www.kincardine.ca)

-----Original Message-----

From: Teri Leslie <[REDACTED]>  
Sent: April 5, 2022 8:11 PM  
To: Jennifer Lawrie <jlawrie@kincardine.ca>  
Subject: Council Meeting

Hello Jennifer -

I am emailing to express my disappointment on how the last council meeting was handled regarding Councillor Cuyler's disgusting comment. I think it's imperative that the Mayor understand that this behaviour cannot be tolerated and it reflects badly on him.

As a woman that has worked in a corporate environment for 40+ years I've seen a positive improvement over the years due to strong female and male leadership. Therefore seeing this outburst sent me back to the 80's and without him being sanctioned, it's as good as approved upon.

Thank you for your time and I would appreciate you passing along my deep concerns.

All the best ~  
Teri Leslie  
[REDACTED]

Kincardine  
[REDACTED]

## Jenna Leifso

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**From:** Jennifer Lawrie  
**Sent:** Wednesday, 6 April 2022 11:25 am  
**To:** Jenna Leifso; Roxana Baumann  
**Cc:** Gerry Glover  
**Subject:** FW: Code of conduct violation at council meeting

Jennifer Lawrie, CMO  
Manager of Legislative Services/Clerk  
Municipality of Kincardine  
1475 Concession 5  
Kincardine, ON N2Z 2X6  
Ph: 519-396-3468 ext. 7111  
Fax: 519-396-8288

Please visit [www.kincardine.ca](http://www.kincardine.ca)

-----Original Message-----

From: Yvonne Fair <[REDACTED]>  
Sent: April 6, 2022 11:22 AM  
To: Jennifer Lawrie <jlawrie@kincardine.ca>  
Subject: Code of conduct violation at council meeting

Good day,

I am writing to raise my concern in regards to the last council meeting where explicit language was used towards a female council member. This is inexcusable and I feel that the abusive language violates the Code of Conduct for Council and Members of Local Boards as well as the Procedure By-Law (No 2013-161).

More specifically, the following sections of the Code of Conduct for Council and Members of Local Boards:

- 4.0 f and g
- 5.0
- 6.0

And following sections of the Procedure By-Law No. 2013-161.

- A20.8

I will be in attendance at the next meeting and I hope to see appropriate action taken against the male council member who felt it ok to use this language in this setting or any setting to be frank.

I would also like to see a formal apology given to the female council member from the mayor for not addressing this further in the moment.

Thank you for your time in this matter,

Yvonne Fair

## Jenna Leifso

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**From:** Elaine Walden <[REDACTED]>  
**Sent:** Wednesday, 6 April 2022 5:46 pm  
**To:** Jenna Leifso  
**Subject:** Re: Councillor's verbally abusive expletive.

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

I have read Mr. Cuyler's apology. He hopes to escape blame as a perpetrator of verbal assault by expecting the public, his fellow Councillors, and women in particular to believe that he was calling himself a [REDACTED]. This has been a term used by abusive men to demean and devalue women for decades.

He speaks of his own 'personal vulnerability' as if he is somehow a victim.

It is clear that Mr. Cuyler believes he can deny he verbally assaulted a fellow councillor and carry on as usual. Keep his position of power with impunity.

He has failed to take responsibility for his abusive behaviour.

People in positions of power, like Mr. Cuyler, need to be above reproach. He needs to resign as a Councillor. He also still needs to actually apologize.

Elaine Walden

Sent from my iPad

> On Apr 6, 2022, at 2:56 PM, Jenna Leifso <jleifso@kincardine.ca> wrote:

>

> Good afternoon Elaine,

>

> Thank you for your email. Your email will appear on the April 20, 2022 Committee of the Whole agenda -

[https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fcalendar.kincardine.ca%2fCouncil%2fDetail%2f2022-04-20-1700-Committee-of-the-](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fcalendar.kincardine.ca%2fCouncil%2fDetail%2f2022-04-20-1700-Committee-of-the-Whole&c=E,1,dy14utxMfV2THJUaxbfB6nFFzscVtIKrJEGBrngtQAERgQWEbqpLUvzILu00DzeLIJOcSoF1nst2FbKxCqHDANivrLBSuljtzDH9En_uth8JGbs,&typo=1)

[Whole&c=E,1,dy14utxMfV2THJUaxbfB6nFFzscVtIKrJEGBrngtQAERgQWEbqpLUvzILu00DzeLIJOcSoF1nst2FbKxCqHDANivrLBSuljtzDH9En\\_uth8JGbs,&typo=1](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fcalendar.kincardine.ca%2fCouncil%2fDetail%2f2022-04-20-1700-Committee-of-the-Whole&c=E,1,dy14utxMfV2THJUaxbfB6nFFzscVtIKrJEGBrngtQAERgQWEbqpLUvzILu00DzeLIJOcSoF1nst2FbKxCqHDANivrLBSuljtzDH9En_uth8JGbs,&typo=1) for Council to review.

>

> Best,

>

> Jenna Leifso

> Records Management Clerk

>

> Municipality of Kincardine

> 1475 Concession 5, RR5

> Kincardine, ON N2Z 2X6

> Ph: 519-396-3468 ext. 7116

> Fax: 519-396-8288

>

> Please visit

[https://linkprotect.cudasvc.com/url?a=http%3a%2f%2fwww.kincardine.ca&c=E,1,leyKAWyPa0OzfHWVOsCiUMWS1rXnGK8lTWM2J6Rbz4jFzj61iguB6PyY\\_07czbN0\\_KKmJWusHpf-KijhtxDjtzaTBEzYIKr0DBH1KaRrHCtijz9sg,,&typo=1](https://linkprotect.cudasvc.com/url?a=http%3a%2f%2fwww.kincardine.ca&c=E,1,leyKAWyPa0OzfHWVOsCiUMWS1rXnGK8lTWM2J6Rbz4jFzj61iguB6PyY_07czbN0_KKmJWusHpf-KijhtxDjtzaTBEzYIKr0DBH1KaRrHCtijz9sg,,&typo=1)

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## Jenna Leifso

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**From:** Kevin Cabral <[REDACTED]>  
**Sent:** Thursday, 7 April 2022 10:29 am  
**To:** Jenna Leifso  
**Subject:** Council Meeting on April 4th, 2022

Hello,

I was told by a friend that if I had a letter for council I could email the clerk. I have written a letter to council that I would like included in the next meeting package. I have attached it below.

Thank you,  
Kevin

Dear Mayor and Councillors,

My name is Kevin Cabral and I've lived in Kincardine with my family for the last 11 years. It is a wonderful community and I couldn't imagine raising my children anywhere else.

This is the first time I've emailed council and it is in regards to Councilor Cuyler's derogatory comments towards Councilor Haight during the last council meeting on April 4th. As a member of this community I am absolutely appalled to see this kind of behaviour in our Council Chamber. I really can't comprehend how an adult who is supposed to represent our community can make such a misogynistic and hurtful comment about another member of Council. As a community we cannot tolerate that kind of behaviour from our elected officials.

Mayor Glover, I am disappointed that you did not immediately call out Councilor Cuyler's behaviour publicly; Instead you reminded Council to turn off their mics. To me that sent a message that you think this behaviour is acceptable in private, which it clearly is not.

I request the immediate resignation and/or suspension of Councilor Cuyler. This type of behaviour is completely unacceptable and does not represent the values of the citizens of Kincardine.

Sincerely,  
Kevin Cabral



## Jenna Leifso

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**From:** Shirley Wright <[REDACTED]>  
**Sent:** Thursday, 7 April 2022 8:28 am  
**To:** Gerry Glover  
**Cc:** Laura Haight; Maureen Couture; Dorne Fitzsimmons; Doug Kennedy; Andrea Clarke; Dave Cuyler; Bill Stewart; Jenna Leifso  
**Subject:** Code of Conduct - Dave Cuyler

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Laura, I am very sorry this happened to you. Why do Men think they can treat women like this? Please don't take it personally, consider the source.

Dave, you have brought shame to a community that you purport the care and respect. I don't think you ever had the capacity to know the privilege the position you were elected to gave you, as you trounced on it at every opportunity. You are in way over your head, now get out so we can try to get some respect back.

Mayor Glover, you also failed, Laura first, the community second, and your position last. How could you continue that meeting knowing what was said and done to a fellow councillor. Make it right.

Shirley Wright  
Municipality of Kincardine

Sent from my iPad

**Women's House Serving Bruce and Grey**  
**Public Statement**

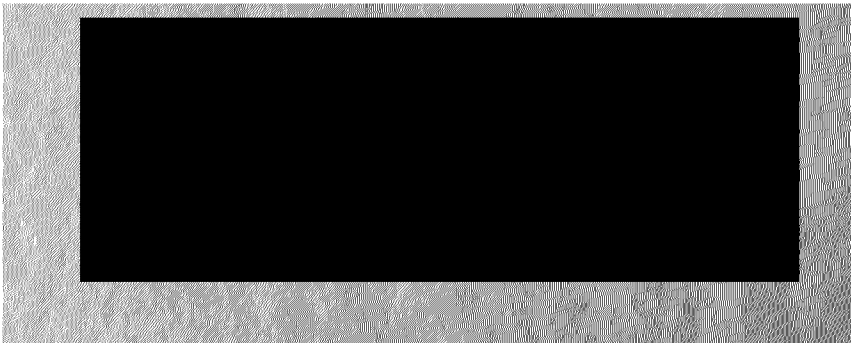
In light of recent events at Kincardine Council, the Board of Directors of Women's House Serving Bruce and Grey feels compelled to comment. We believe that it is a basic human right to live free from abuse, and that all citizens have the right to safety, dignity, respect, social and economic justice, self-determination, and the right to contribute to society in their own manner. The recent behaviour at a Kincardine Council Meeting has potential to exclude women from important municipal processes, sends a clear message to the community about the lack of respect and safety in Council processes, and demonstrates how inappropriate behaviour may be condoned.

Abuse, in all its forms, is a societal problem, and the community has an obligation to become involved in these issues when they arise. It is our organizational responsibility to ensure that the recent actions are not minimized. Perpetrators of abuse must be held responsible for their behaviour, and should be held accountable.

Society, and all systems within it, must develop a policy of zero tolerance for abuse. Members of Kincardine Council have an obligation to provide a safe environment for all, and ensure that they, especially as community leaders, demonstrate mutual respect. Acts of harassment, bullying, and violence cannot be tolerated.

Women's House is a community resource for any woman who is a victim of violence, in its many forms, and confidential support is always available.

Sincerely,



Tracy Primeau on behalf of  
Women's House Serving Bruce and Grey Board of Directors.

## Jenna Leifso

---

**From:** Ethan Clarke <[REDACTED]>  
**Sent:** Saturday, 9 April 2022 9:09 pm  
**To:** Jenna Leifso  
**Subject:** Inappropriate language in council

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Clerk - please post on the next available agenda. I give my permission for this letter to be posted, including my name and city, and contact information.

Mayor Glover and Kincardine Council:

Kincardine may be a town of 11,000 people, but the country is watching. During debates on April 4, 2022, Councillor Cuyler used misogynistic and derogatory language in calling one of his colleagues a [REDACTED]. Shockingly, Councillor Cuyler was not ejected from the meeting. If this comment was not immediately heard by the mayor, he became aware of it shortly after its utterance, yet he continued to allow the member to remain at the meeting. The mayor failed to address this meaningfully, swiftly, and with the severity it deserves.

Mayor Glover, and council, you must take immediate action by making a motion for Councillor Cuyler to resign his seat. Councillor Cuyler crossed the line, violated your Code of Conduct, and acted in a way that is not acceptable. It is people like him and comments like this that discourage participation in democracy. Diverse representation is required for the democratic process, and allowing such behaviour to happen unsanctioned discourages participation and harms democracy and representative government.

Mayor Glover, you owe an apology to Councillor Haight for not taking immediate action upon learning of what had transpired during this meeting. You were the chair of the meeting, and ensuring a safe environment for attendees is tantamount. Your lack of action unequivocally condones Councillor Cuyler's behaviour.

In addition, Mayor Glover, you owe an apology to every woman and person who has been affected by Councillor Cuyler's deplorable comments. You owe an apology to the women and young girls of your community who deserve to know that government is a place for everyone. Also, you owe an apology to anyone who may aspire to one day be community leaders. You own an apology to the men and boys of your community who witnessed you condoning Councillor Cuyler's disgusting outburst. And, you owe an apology to your entire community for creating and perpetuating a space that is incredibly unsafe.

Kincardine is a small town, but this behaviour is not acceptable anywhere. Misogyny is not acceptable at Bruce Nuclear, or at The Bruce over beers on Friday nights, on the beach, at the library, or during the Pipe Band Parade. Misogyny is not acceptable at the seat of government, or in the workplace—this is your issue to correct and to manage. It's time to be a leader and create an environment that is welcoming and safe. You must immediately condemn Councillor Cuyler and his actions.

Signed,  
Ethan Clarke

[REDACTED]  
Toronto, ON M6P 4A2

-----  
Ethan Clarke



## Jenna Leifso

---

**From:** Lisa Brandt <[REDACTED]>  
**Sent:** Saturday, 9 April 2022 5:05 pm  
**To:** Jenna Leifso  
**Subject:** Councillor Davy Cuyler should resign from council.

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Clerk - please post on the next available agenda. I give my permission for this letter to be posted, including my name and city, and contact information.

Mayor Glover and Kincardine Council:

Kincardine may be a town of 11,000 people, but the country is watching. During debates on April 4, 2022, Councillor Cuyler used misogynistic and derogatory language in calling one of his colleagues a "[REDACTED]". Shockingly, Councillor Cuyler was not ejected from the meeting. If this comment was not immediately heard by the mayor, he became aware of it shortly after its utterance, yet he continued to allow the member to remain at the meeting. The mayor failed to address this meaningfully, swiftly, and with the severity it deserves.

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Signed,  
Lisa Brandt

## Jenna Leifso

---

**From:** Omer Levert <[REDACTED]>  
**Sent:** Saturday, 9 April 2022 6:34 pm  
**To:** Jenna Leifso  
**Subject:** I feel that the comment made towards a female in council was inappropriate and he should be dismissed immediately

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Sent from my iPhone

## Jenna Leifso

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**From:** Jennifer Lawrie  
**Sent:** Monday, 11 April 2022 8:43 am  
**To:** Jenna Leifso  
**Subject:** FW: Council meeting Monday April 11th- Dave Cuylers remarks

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Jennifer Lawrie, CMO  
Manager of Legislative Services/Clerk  
Municipality of Kincardine  
1475 Concession 5  
Kincardine, ON N2Z 2X6  
Ph: 519-396-3468 ext. 7111  
Fax: 519-396-8288

Please visit [www.kincardine.ca](http://www.kincardine.ca)

**From:** Sadie Shewfelt <[REDACTED]>  
**Sent:** April 9, 2022 9:00 PM  
**To:** Jennifer Lawrie <jlawrie@kincardine.ca>  
**Subject:** Council meeting Monday April 11th- Dave Cuylers remarks

Hi Jennifer,

I am writing on behalf of the misogynistic comments that councillor Dave Cuyler made to Councillor Laura Haight.

Any comment that is racist, sexist, transphobic, harassment or at all discriminatory to a human has absolutely no place in this world... but that can be hard to control. However when it comes to our municipality and specifically council chambers it can absolutely be controlled. The comment "[REDACTED]" made by Councillor Dave Cuyler should absolutely have a zero tolerance response... I am calling for him to resign and be kicked off council. A human that uses a term like that should in no way be a representation in 2022 of constituents. It is very hard for me to put into words how beyond embarrassed and disgusted I am that he sits on our council representing our town.

Furthermore the publicity and spot light that this has put on our town is disturbing, although necessary. Our town is in the spot light to take the correct action and has the opportunity to do so. We need to set the standard among all municipal chambers, any place of business and communities alike that this type of language and Harrasment is not at all tolerated. For the woman of today and the future.

Our town is a tourist town and if this is not handled correctly it will put a huge dent in our tourism industry. People will choose to not shop, play or stay in a town that tolerates disgusting comments. This will in turn affect our businesses that have already been hit extremely hard over the last 2 years. Our town is currently in a boom of people wanting to

come and experience what we have to offer, we can't disturb this growth by something that is so easily and (in my opinion) clearly handled!

As a reminder this is not councillor Cuylers first infraction. His attitude, and demeanour for how he handles himself is not one that should be representing anyone in this town.

I hold hope that Mayor Glover and other Councillors will handle this correctly, and in fact Councillor Cuyler chooses to resign on his own. Although this is an election year, he does not deserve a seat any longer, not even until the fall.

With respect,

Sadie Al

--

Sadie Shewfelt



## Jenna Leifso

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**From:** Stewart Wise <[REDACTED]>  
**Sent:** Saturday, 9 April 2022 5:17 pm  
**To:** Jenna Leifso; Patti Dalton  
**Subject:** Misogyny is not acceptable

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Clerk - please post on the next available agenda. I give my permission for this letter to be posted, including my name and city, and contact information.

Mayor Glover and Kincardine Council:

Kincardine may be a town of 11,000 people, but the country is watching. During debates on April 4, 2022, Councillor Cuyler used misogynistic and derogatory language in calling one of his colleagues a "[REDACTED]". Shockingly, Councillor Cuyler was not ejected from the meeting. If this comment was not immediately heard by the mayor, he became aware of it shortly after its utterance, yet he continued to allow the member to remain at the meeting. The mayor failed to address this meaningfully, swiftly, and with the severity it deserves.

Mayor Glover, and council, you must take immediate action by making a motion for Councillor Cuyler to resign his seat. Councillor Cuyler crossed the line, violated your Code of Conduct, and acted in a way that is not acceptable. It is people like him and comments like this that discourage participation in democracy. Diverse representation is required for the democratic process, and allowing such behaviour to happen unsanctioned discourages participation and harms democracy and representative government.

Mayor Glover, you owe an apology to Councillor Haight for not taking immediate action upon learning of what had transpired during this meeting. You were the chair of the meeting, and ensuring a safe environment for attendees is tantamount. Your lack of action unequivocally condones Councillor Cuyler's behaviour.

In addition, Mayor Glover, you owe an apology to every woman and person who has been affected by Councillor Cuyler's deplorable comments. You owe an apology to the women and young girls of your community who deserve to know that the government is a place for everyone. Also, you owe an apology to anyone who may aspire to one day be community leaders. You own an apology to the men and boys of your community who witnessed you condoning Councillor Cuyler's disgusting outburst. And, you owe an apology to your entire community for creating and perpetuating a space that is incredibly unsafe.

Kincardine is a small town, but this behaviour is not acceptable anywhere. Misogyny is not acceptable at Bruce Nuclear, or at The Bruce over beers on Friday nights, on the beach, at the library, or during the Pipe Band Parade. Misogyny is not acceptable at the seat of government, or in the workplace—this is your issue to correct and to manage. It's time to be a leader and create an environment that is welcoming and safe. You must immediately condemn Councillor Cuyler and his actions.

Signed  
Stewart Wise  
Recording Secretary  
Unifor Local 27

## Jenna Leifso

---

**From:** Virginia Ridley <[REDACTED]>  
**Sent:** Saturday, 9 April 2022 4:38 pm  
**To:** Jenna Leifso  
**Subject:** Letter for the agenda

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Clerk - please post on the next available agenda. I give my permission for this letter to be posted, including my name and city, and contact information.

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Virginia Ridley  
Councillor, Ward 10 2014-2018  
London, Ontario

## Jenna Leifso

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**From:** wendy goldsmith <[REDACTED]>  
**Sent:** Saturday, 9 April 2022 5:21 pm  
**To:** Jenna Leifso  
**Subject:** Call for resignation of Councillor Cuyler

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

- Clerk - please post on the next available agenda. I give my permission for this letter to be posted, including my name and city, and contact information.

Mayor Glover and Kincardine Council:

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Speaking as a woman who works tirelessly to end male violence against women, which comes in many diverse tactics including namecalling and demeaning behaviour, I am appalled and vehemently believe that there is no room for this kind of so-called leadership. It’s time for this councillor to step down, with his tail firmly between his legs.

Signed,

Wendy Goldsmith, MSW

--

Wendy Goldsmith

*The Time is Now – Le temps d’agir!*

[www.greenleft.ca](http://www.greenleft.ca)

*London, Ontario, on the traditional lands of the Anishinaabeg, Haudenosaunee, Lenape, Attawandaron and Huron-Wendat peoples, at the forks of Deshkan Ziibi (Antler River), an area subject to the Dish with One Spoon Wampum and other treaties.*

## Jenna Leifso

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**From:** D. U. Prout <[REDACTED]>  
**Sent:** Sunday, 10 April 2022 4:36 pm  
**To:** Jenna Leifso  
**Subject:** Councillors Cuyler and Haight

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Clerk - please post on the next available agenda. I give my permission for this letter to be posted, including my name and city, and contact information.

Mayor Glover and Kincardine Council:

Women, particularly girls and young women, look up to female elected officials as role models. More importantly, they are comforted that approximately 50% of the population has representation. Female politicians are shown to be highly responsive to constituent concerns. Further their presence on councils and parliaments encourages people, including other unrepresented groups to become more active in the political process. Therefore it was very disappointing to hear of the insult hurled at Councillor Haight during a meeting last week; even more so to learn that there have been no punishment for the offender.

Kincardine may be a town of 11,000 people, but the country is watching. During debates on April 4, 2022, Councillor Cuyler used misogynistic and derogatory language in calling one of his colleagues a [REDACTED]. Shockingly, Councillor Cuyler was not ejected from the meeting. If this comment was not immediately heard by the mayor, he became aware of it shortly after its utterance, yet he continued to allow the member to remain at the meeting. The mayor failed to address this meaningfully, swiftly, and with the severity it deserves.

Mayor Glover, and council, you must take immediate action by making a motion for Councillor Cuyler to resign his seat. Councillor Cuyler crossed the line, violated your Code of Conduct, and acted in a way that is not acceptable. It is people like him and comments like this that discourage participation in democracy. Diverse representation is required for the democratic process, and allowing such behaviour to happen unsanctioned discourages participation and harms democracy and representative government.

Mayor Glover, you owe an apology to Councillor Haight for not taking immediate action upon learning of what had transpired during this meeting. You were the chair of the meeting, and ensuring a safe environment for attendees is tantamount. Your lack of action unequivocally condones Councillor Cuyler's behaviour.

In addition, Mayor Glover, you owe an apology to every woman and person who has been affected by Councillor Cuyler's deplorable comments. You owe an apology to the women and young girls of your community who deserve to know that government is a place for everyone. Also, you owe an apology to anyone who may aspire to one day be community leaders. You own an apology to the men and boys of your community who witnessed you condoning Councillor Cuyler's disgusting outburst. And, you owe an apology to your entire community for creating and perpetuating a space that is incredibly unsafe.

Kincardine is a small town, but this behaviour is not acceptable anywhere. Misogyny is not acceptable at Bruce Nuclear, or at The Bruce over beers on Friday nights, on the beach, at the library, or during the Pipe Band Parade. Misogyny is not acceptable at the seat of government, or in the workplace—this is your issue to correct and to manage. It's time to be a leader and create an environment that is welcoming and safe. You must immediately condemn Councillor Cuyler and his actions.

Signed,

Dirka Prout, a political woman  
London, ON



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## Jenna Leifso

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**From:** Jacquetta Newman <[REDACTED]>  
**Sent:** Sunday, 10 April 2022 5:29 pm  
**To:** Jenna Leifso  
**Subject:** Apologize

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Clerk - please post on the next available agenda. I give my permission for this letter to be posted, including my name and city, and contact information.

Mayor Glover and Kincardine Council:

Kincardine may be a town of 11,000 people, but social media means that all of our behaviours are on view to the world. In politics, we should all behave professionally. That is the basis of public service, and to do otherwise is breaking the public trust. During debates on April 4, 2022, Councillor Cuyler used misogynistic and very offensive language targeting a fellow Councillor who is a woman. His outburst was disgusting and completely beyond the pale of acceptable behaviour. While this was shocking in itself, what was even more shocking was the fact that Councillor Cuyler was not ejected from the meeting. If this comment was not immediately heard by the Mayor, he became aware of it shortly after its utterance, yet he continued to allow the member to remain at the meeting. The mayor failed to address this meaningfully, swiftly, and with the severity it deserves. Further to this Councillor Cuyler's apology was only a generality and far from meaningful.

Mayor Glover and Council, you must take immediate action by making a motion to strongly censure and discipline Councillor Cuyler. I understand that a democratically elected official cannot be called upon to resign his seat, that is up to his constituents, however, Councillor Cuyler crossed the line, violated your Code of Conduct, and acted in a way that is not acceptable. It is comments like this that discourage participation in democracy. In the case of the general public it reinforces the view that politicians are unprincipled and uncaring of the views of all their constituents. For women and minorities, it confirms the white-male middle-class nature of the political sphere and illustrates how it is not a space open to women and minorities. Diverse representation is required for the democratic process, and allowing such behaviour to happen unsanctioned discourages participation and harms democracy and representative government. It serves only to turn people off from politics and public service. Councillor Cuyler's behaviour is very much worthy of strong censure and discipline; it is required to restore trust in the political process. At a first step, an appropriate and meaningful apology must be made by Councillor Cuyler, not only to the general Council, but to his constituents, the town of Kincardine, and particularly and explicitly to Councillor Haight. (Just not as explicitly as the language he used to demean and insult Councillor Haight was.)

Further to this, Mayor Glover, you owe an apology to Councillor Haight for not taking immediate action upon learning of what had transpired during this meeting. You were the Chair and ensuring an appropriate and professional environment for participants and attendees is your primary role. Your lack of action unequivocally condoned Councillor Cuyler's behaviour and makes you complicit in creating a misogynistic environment. If such comments had been directed to a male colleague on the Council would your actions have been faster and stronger in coming? What transpired certainly confirmed understandings of municipal politics as an "old boys club" where women and minorities are unwelcome.

To restore trust in the political system, an apology should be made to every woman and person who has been affected by Councillor Cuyler's deplorable comments. Apologies are due to the women and young girls of your community who deserve to know that government is a place for everyone. In fact, an apology is owed to anyone who may aspire to one day be a community leader. Misogyny is not acceptable at the seat of

government, or in the workplace. It is incumbent on you and the Council to create an environment that is welcoming and safe. You must immediately condemn Councillor Cuyler and his actions.

Signed,

Jacquetta (Jacquie) Newman, Ph.D.

London, ON. N6H 2J3

*We are visitors on this land and I respectfully acknowledge that I live on the traditional territories of the Anishinaabek, Haudenosaunee, Anishinaabek, and Chonnonton peoples, all of who have longstanding relationships to the land of Southwestern Ontario and the City of London*



## Jenna Leifso

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**From:** Jennifer Lawrie  
**Sent:** Monday, 11 April 2022 9:21 am  
**To:** Jenna Leifso  
**Subject:** FW: Cuyler

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Jennifer Lawrie, CMO  
Manager of Legislative Services/Clerk  
Municipality of Kincardine  
1475 Concession 5  
Kincardine, ON N2Z 2X6  
Ph: 519-396-3468 ext. 7111  
Fax: 519-396-8288

Please visit [www.kincardine.ca](http://www.kincardine.ca)

**From:** Krista Holtby <[REDACTED]>  
**Sent:** April 11, 2022 9:18 AM  
**To:** Jennifer Lawrie <jlawrie@kincardine.ca>  
**Subject:** Cuyler

To the attention of the Clerk and Council,

The remark made by Councillor at the April 4th meeting towards Councillor Haight are unacceptable. There is no question to listener, where the comment was directed and the anger behind it.

We have made great strides in our community supporting Women's House and seeking to end violence against women. I was honoured to be a part of the initial Pride organization. We are doing great things here.

Monday nights council meeting was a step backward not just for women but for our community. How will we ever attract newcomers to council if this is the environment (this is not an isolated incident for Councillor Cuyler). How will we ever attract physicians, or residents if this is how our officials behave, without appropriate apology or consequence.

Respectfully,

Krista Holtby Personal Lines  
Account Executive

NICOL INSURANCE INC. | [www.nicolinsurance.com](http://www.nicolinsurance.com)

711 Philip Place, Unit #1 | Kincardine, ON N2Z 2E3 | [P] 519-396-8112 or 800-376-5350 ext 430 | [F] 888-376-5350 |

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After reviewing the customer satisfaction questionnaires Nicol Insurance has revamped how our teams work as a unit. To serve you better we have devised a plan for service and renewals. Ashley Bailie and I are now your personal team. Ashley is your Account Manager, for any and all changes, billing or questions on your policy she can be reached at ext 432 or by email at [abailie@nicolinsurance.com](mailto:abailie@nicolinsurance.com)

I will remain your Account Executive and will be reviewing your policy annually, prior to your renewal to make sure you are still with the best company for the best premium and that you are getting all of the discounts you are entitled and I will also be guiding you through any claim situation.

## Jenna Leifso

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**From:** Jennifer Lawrie  
**Sent:** Monday, 11 April 2022 8:43 am  
**To:** Jenna Leifso  
**Subject:** FW: April 4th meeting

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Jennifer Lawrie, CMO  
Manager of Legislative Services/Clerk  
Municipality of Kincardine  
1475 Concession 5  
Kincardine, ON N2Z 2X6  
Ph: 519-396-3468 ext. 7111  
Fax: 519-396-8288

Please visit [www.kincardine.ca](http://www.kincardine.ca)

-----Original Message-----

From: Rachel Mackay <[REDACTED]>  
Sent: April 11, 2022 12:05 AM  
To: Jennifer Lawrie <jlawrie@kincardine.ca>  
Cc: Gerry Glover <gglover@kincardine.ca>; Dave Cuyler <[REDACTED]>; Dorne Fitzsimmons <dfitzsimmons@kincardine.ca>; Randy Roppel <rroppel@kincardine.ca>  
Subject: April 4th meeting

To whom it may concern,

The language used by Mr Cuyler in the meeting isn't acceptable by any means. I'm sure Mr Cuyler will go through the necessary procedure for accountability and discipline as per required by protocol and procedure in adherence to the MOK code of conduct as announced by MOK mayor Mr Glover.

Actions speak louder than words and in my experience Mr Cuyler has only supported this community with the best intentions. He is one of the few councillors that in my experience genuinely has the responsibilities of the MoK, community and constituents best interests and safety at the forefront of his commitment to the Mok.

He has in my experience been only a gentleman, and after formally reporting an incident to MOK staff of behaviour unbecoming by certain staff members towards myself, Mr Cuyler was the only person in the MOK office who helped and validated my complaint.

I trust that his actions of servitude to this community will not be forgotten and that his mistake will not be his label.

With the current climate of social and mainstream medias judge , jury and executioner behaviour versus due process , protocol and real change and accountability I hope to see behaviours that have seemingly been acceptable across many members council, MOK staff and committees change for the better . We collectively need to better serve this community without corruption, personal agendas and bullying.

Mr Cuyler has been an integral councillor in support of many. He isn't excused for his remarks whatsoever and I'm sure council staff is navigating much hate mail . I wanted to send a letter in regards to support Mr Cuyler, not at all for his words said on April 4th but for his commitment and servitude towards this community and for the man that many of us and me personally, know of him to really be. I am grateful for his support and dedication to the community in which I live and choose to run my business.

Sincerely , Rachel Mackay

Sent from my iPhone

## Jenna Leifso

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**From:** noreply@kincardine.ca  
**Sent:** Monday, 11 April 2022 3:31 pm  
**To:** Jenna Leifso  
**Subject:** New Response Completed for Citizen Complaint Form

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Hello,

Please note the following response to Citizen Complaint Form has been submitted at Monday April 11th 2022 3:27 PM with reference number 2022-04-11-004.

- **Name**  
Delia Ann Wassing
- **Email**  
[REDACTED]
- **Phone**  
[REDACTED]
- **Date**  
11/4/2022
- **The name of the operation, facility or service about which the complaint is being made**  
Dave Cuyler, Councillor
- **Details of complaint**  
Disgusting. I read the story and watched the video. This man should be made to resign. There is absolutely NO REASON for him to use that kind of language at a council meeting and to direct it at a female councillor. It is absolutely the worst word he could have used, and he preceded it with a swear word for good measure.

His lame excuse that it was directed at himself does not hold water. He aimed his misogynistic slur at his fellow councillor with intent and there was no reason for it. He simply did not want to hear what she was saying, and should not have acted in such an unprofessional way.

Instead of a "slap on the wrist" he should be made to resign. Then he might think upon it and the way that he treats women (I feel bad for those in his life) and know that actions has consequences, especially when you hold public office.

Elected officials should not be above reproach.

- **Actions complainant wishes to see take place**

Make him resign. A formal apology would also be nice but it would most likely just be "lip service" as I doubt he would mean it.

[This is an automated email notification -- please do not respond]

## Jenna Leifso

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**From:** noreply@kincardine.ca on behalf of Lee Case <[REDACTED]>  
**Sent:** Tuesday, 12 April 2022 9:36 am  
**To:** Jenna Leifso  
**Subject:** C word

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

As a woman, I find the [REDACTED] to be the most offensive word in the English language. I have an actual visceral response to hearing this word. I think many women feel the same and there is no justification for using this word. I think the counsellor who used this word should be really punished for this. This should not be allowed to let go.

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Origin: <https://www.kincardine.ca/en/municipal-office/mayor-and-council.aspx>  
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This email was sent to you by Lee Case <[REDACTED]> through <https://www.kincardine.ca/>.

## Jenna Leifso

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**From:** noreply@kincardine.ca  
**Sent:** Tuesday, 12 April 2022 10:21 am  
**To:** Jenna Leifso  
**Subject:** New Response Completed for Citizen Complaint Form

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Hello,

Please note the following response to Citizen Complaint Form has been submitted at Tuesday April 12th 2022 10:19 AM with reference number 2022-04-12-002.

- **Name**  
Rosalie Reeves
- **Email**  
[REDACTED]
- **Phone**  
[REDACTED]
- **Date**  
12/4/2022
- **The name of the operation, facility or service about which the complaint is being made**  
Council Meeting April 4/2022
- **Details of complaint**  
Dave Cuyler's offensive misogynistic remarks are unprofessional as well as unacceptably disgusting. While profanity is offensive at any time in this setting, his targeting a female representative under his breath is unconscionable. His excuse makes the situation even worse as he tries to back peddle and an apology at this point is futile. He is not worthy of his position as he doesn't comprehend the importance of agreeing to disagree or conducting his behaviour in a professional manner.
- **Actions complainant wishes to see take place**  
This person needs to be removed from his position as his comments are unprofessional, his behaviour unacceptable and he is not a member who should represent others. Dave Cuyler's voice should be silenced!

[This is an automated email notification -- please do not respond]



April 12, 2022

Attention: Mayor and Councillors, Municipality of Kincardine

Dear Council,

I write to you here as a woman and as a municipal councillor. I do not write on behalf of my council.

It was with anger and deep concern that I heard the statement uttered in your council chambers by Councillor Cuyler. These misogynistic words were reportedly directed at Councillor Haight, his fellow council member. It certainly seemed as such upon viewing the taped session.

There is no place for such statements (and in particular, the associated and underlying attitudes) anywhere. As councillors represent the residents of their communities, they must be held to a higher ethical standard. The conduct displayed by Councillor Cuyler was anything but.

You heard a delegation at a recent Committee of the Whole meeting, where the speaker intelligently and logically outlined the importance of having women on council. This delegation was not about crash test dummies; rather, it was an example (or a metaphor) of what can happen when all voices are not represented at decision-making tables. It was about facilitating the entrance of women into local politics and keeping them there.

Disagreements at council meetings are not uncommon, as councillors express their unique viewpoints. However, councillors are expected to remain courteous, respectful, and focused on the issues as they work towards a common goal. This is the very least we should expect of our elected representatives.

A review of this appalling occurrence will surely be completed by the town's Integrity Commissioner. I think we all know how that will go. More importantly, we will be watching to see what your council does in response. Will it result in an obligatory and meaningless wrist-slapping? A stern-faced admonishment from the head of council, along with a warning to be more careful about "hot" microphones? Or will this council, now under examination across the province, make a statement that clearly says this type of conduct will not be tolerated?

I ask that council demand Councillor Cuyler give up his seat at the council table and make room for someone else who will represent the residents with dignity, decency, and respect. I ask this because it matters. It matters to Kincardine. It matters to all female politicians. It matters to everyone.

Sincerely,

Cathy Moore Coburn

Councillor, Georgian Bluffs, Ontario

## Jenna Leifso

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**From:** noreply@kincardine.ca  
**Sent:** Tuesday, 12 April 2022 4:21 pm  
**To:** Jenna Leifso  
**Subject:** New Response Completed for Citizen Complaint Form

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Hello,

Please note the following response to Citizen Complaint Form has been submitted at Tuesday April 12th 2022 4:15 PM with reference number 2022-04-12-006.

- **Name**  
Andrea Petch
- **Email**  
[REDACTED]
- **Phone**  
[REDACTED]
- **Date**  
12/4/2022
- **The name of the operation, facility or service about which the complaint is being made**  
Kincardine council
- **Details of complaint**  
Dave Cuyler calling a woman the "C" word is an absolutely appalling and disgusting situation. This never should have happened and his apology is ridiculous. .
- **Actions complainant wishes to see take place**  
He should be removed from his post

[This is an automated email notification -- please do not respond]

## Jenna Leifso

---

**From:** noreply@kincardine.ca on behalf of Lynn Legg <[REDACTED]>  
**Sent:** Tuesday, 12 April 2022 4:25 pm  
**To:** Jenna Leifso  
**Subject:** Proper conduct at council meetings

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

To the town council of kincardine:

Just how low must we sink before Mr. Cuyler is removed from Council. His remark was misogynistic and an insult to all council members. Also an insult to those who elected him. He should be forced to resign immediately. Lynn Legg

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Origin: <https://www.kincardine.ca/en/municipal-office/mayor-and-council.aspx>  
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This email was sent to you by Lynn Legg [REDACTED] > through <https://www.kincardine.ca/>.

## Jenna Leifso

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**From:** noreply@kincardine.ca on behalf of Lloyd Sinnott <[REDACTED]>  
**Sent:** Wednesday, 13 April 2022 10:54 am  
**To:** Jenna Leifso  
**Subject:** Conduct of Council

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

I am appalled by the conduct of one councillor and the misogynistic language used towards another councillor.

I routinely have business in the Tiverton industrial park and stay in your town 3-4 times a year. I will not support a town that allows these behaviours to go on. Though a small gesture and impact I will be staying in Port Elgin until this individual is no longer on council.

Best regards to the rest of your community and good luck.

Lloyd Sinnott  
[REDACTED]  
[REDACTED]

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Origin: <https://www.kincardine.ca/en/municipal-office/mayor-and-council.aspx>  
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