

April 13, 2026

RE: Public Censure of Mayor Hamer-Jackson: Code of Conduct Complaint No. 2025-29

City Council is committed to upholding the highest standards of integrity, trust, and accountability expected of elected officials by the citizens of Kamloops.

These standards are enshrined in the *Council Code of Conduct Bylaw* and the *Community Charter*, both of which serve as a framework to guide the ethical and professional behaviour of all Council members.

Sections 3.1(a), (c) and (d), 3.8, 3.11(c), 3.15(a), and 3.22 of the *Council Code of Conduct Bylaw* require all members of Council to:

- (a) comply with the *Code of Conduct* and all applicable enactments, including the *Freedom of Information and Protection of Privacy Act* and the *Human Rights Code* (ss. 3.1(a) & (c));
- (b) refrain from bullying or harassing another person (s. 3.1(d));
- (c) refrain from publishing, sharing, or otherwise revealing Personal Information belonging to Members, Staff, Volunteers, or their respective families (s. 3.8);
- (d) ensure all communications made by them or on their behalf are respectful and do not discriminate against, Bully and Harass, or defame any Member, Staff or Volunteer (s. 3.11(c));
- (e) comply with the provisions of the *Freedom of Information and Protection of Privacy Act* and all policies established by the City (s. 3.15(a)); and
- (f) only use the influence of their office in the good faith exercise of their official duties and refrain from intimidating, improperly influencing, threatening, or coercing Staff, other Members, or Volunteers (s. 3.22).

In June 2025, a Council member filed a *Code of Conduct* complaint alleging that Mayor Hamer-Jackson sent a series of emails and text messages in April and May 2025 to City staff and Council that contained personal information contrary to privacy principles, and that was sent to bully, intimidate, and harass staff members in an improper exercise of his official duties.

On March 24, 2026, Council received the Investigation Report of Investigator Reece Harding, wherein Investigator Harding concluded that:

- Mayor Hamer-Jackson disseminated sensitive personal information about a City staff member on three separate occasions, contrary to the *Freedom of Information and Protection of Privacy Act* and sections 3.8 and 3.15(a) of the *Code of Conduct Bylaw*.
- Mayor Hamer-Jackson bullied another City staff member by sending several “unwelcome and objectionable” emails toward them, contrary to sections 3.1(d) and 3.11(c) of the *Code of Conduct Bylaw*.
- Mayor Hamer-Jackson bullied another City staff member by sending several emails which contained unwelcome and objectionable comments towards the staff member, including verbal aggression and insults, derogatory comments, and questioning their professional competence, contrary to sections 3.1(d) and 3.11(c) of the *Code of Conduct Bylaw*. Mayor Hamer-Jackson’s conduct in this regard was also found by the Investigator to be an attempt to intimidate this staff member, contrary to section 3.22 of the *Code of Conduct Bylaw*.

On March 24, 2026, in response to the Investigation Report, Council resolved to issue this public censure of Mayor Hamer-Jackson.

This public censure is intended to express Council’s disapproval with Mayor Hamer-Jackson’s behaviour, reaffirm Council’s commitment to upholding ethical standards, and ensure accountability in the conduct of all elected officials.

We, as City Council, recognize the importance of maintaining trust and transparency with our constituents, and through this public censure, we affirm that any actions by a member of Council that undermine that trust will not be tolerated.

Sincerely,



Councillor Margot Middleton
On behalf of Council for the City of Kamloops