

TOWN OF CALEDON INTEGRITY COMMISSIONER, DAVID G. BOGHOSIAN

Citation: Complaint re: Cllrs. Kiernan and Early Social Media Comments – DGB-CaledonICI-2026-001-

Date: July 24, 2026

ADDENDUM REPORT ON COMPLAINT

Overview

[1] On July 8, 2026, Cllr. Kiernan was provided with a copy of Report re Complaint 26-001 (the “Report”).

[2] On July 16, 2026, Cllr. Kiernan wrote to me requesting that I “reconsider” the Report (the “Request”), although there is no provision in the Code of Conduct providing for a reconsideration of a Report on a Complaint.

[3] On July 21, 2026, Cllr. Kiernan wrote to the Town Clerk asking that the Request be added as an agenda item to the July 28, 2026 agenda.

[4] Although the Request asks for an opportunity to submit further submissions regarding the issues of breach of the Code and appropriate penalty, in reality, the Request provided what I regard to be a comprehensive set of submissions regarding both breach and penalty such that, in my opinion, no further submissions are necessary.

[5] For the reasons set out below, I have reversed my finding regarding Cllr. Kiernan’s “referred into limbo” comment but have maintained my finding of breach of the Code of Conduct regarding the comments made on social media about a member of the Caledon community. I have reduced my recommended penalty from a 15-day suspension of pay to a 10-day suspension of pay in recognition of the change in my opinion regarding the Councillor’s comments about the Referral Motion.

The Request Letter

[6] Cllr. Kiernan’s letter to me titled “Request for Reconsideration – Complaint 26-001” (the “Request”) is set out in full below:

Dear Mr. Boghosian,

I am writing regarding your Report respecting Complaint 26-001.

Having now reviewed the Report carefully, I respectfully request that you reconsider your findings and recommendation before the Report is finalized and presented to Council.

This request is not made to challenge the integrity of your office or the importance of maintaining high standards of conduct for members of Council. Rather, it is based on my concern that I was not afforded a meaningful opportunity to provide the context, evidence, and explanations necessary for a procedurally fair investigation.

Throughout the investigation, I was asked only three factual questions:

- whether I recognized the screenshots;
- whether I deleted any comments; and
- whether I caused any comments to be deleted.

I answered each question fully and honestly.

At no time, however, was I asked to explain the context of the discussion, the intent of my comments, the factual basis upon which they were made, or to respond to the broader allegations advanced by the complainant. Those broader allegations nevertheless appear to have influenced both your findings and the severity of the recommended sanction.

In particular, I respectfully submit the following for your consideration.

Procedural Fairness

The complainant alleged that I had engaged in “repeated” public attacks against her over time and suggested a pattern of conduct affecting her professional reputation.

No evidence of any previous incidents was produced.

I was never advised that this allegation would be relied upon, nor was I asked to respond to it or provide evidence contradicting it.

An allegation of repeated misconduct creates an entirely different factual context than an isolated exchange. Even if not expressly relied upon as a finding, it is difficult to ignore its potential influence when assessing credibility, intent, and ultimately penalty.

Fundamental procedural fairness requires that where adverse findings may be made, the affected member has an opportunity to know and respond to the case being advanced.

I respectfully submit that this opportunity was not provided.

Characterization of the Referral Motion

The Report concludes that my description of the matter being “referred into limbo” inaccurately characterized Council’s decision.

Respectfully, I disagree.

The Referral Motion directed staff to prepare a report at some future date. It established no scope, no timeline, no reporting deadline, and no direction regarding what the report was to accomplish.

In practical terms, the original motion ceased moving forward and was referred indefinitely for future consideration.

While others may choose different language, describing that outcome as being placed “into limbo” was clearly opinion and political commentary about the practical effect of Council’s decision rather than an attempt to misstate the decision itself.

Members of Council are expressly entitled to express disagreement with Council decisions. My comment reflected that disagreement.

Comments Regarding the Complainant

The Report concludes that my comments criticized the complainant personally and implied that her views were influenced because of work associated with the Mayor’s charitable gala.

I respectfully submit that this interpretation does not fully consider the context of the exchange.

The complainant had inserted herself into a political discussion regarding Council’s decision on the bypass motion and challenged comments made by elected officials concerning that decision.

The subsequent discussion evolved into a broader conversation concerning political relationships and public advocacy.

At no point did I accuse the complainant of receiving contracts improperly, acting unlawfully, or receiving preferential treatment.

In fact, the Report itself concludes that I did not make such an allegation.

Similarly, there was no allegation by me that any procurement process had been violated. Whether the Mayor chooses particular event organizers for a personal charitable gala is entirely within her discretion. Any references by the complainant to procurement processes were therefore not relevant to the discussion.

While, with hindsight, I acknowledge that my comments may have been better expressed, they were part of a political discussion and not intended as malicious speculation or a personal attack.

Council Process

The complainant also asserted that staff had provided “valid reasons” for Council’s decision.

Whether staff’s advice was persuasive or sufficient is inherently a matter for Council to debate and determine.

Members of Council are entitled to disagree with staff recommendations and to publicly explain why they believe Council reached an unsatisfactory result.

Respectfully, I do not believe that expressing disagreement with the outcome or its practical effect constitutes disrespect toward staff or Council.

Penalty

The Report recommends a fifteen-day suspension of remuneration.

I appreciate that this recommendation reflects your view that this matter constitutes a second breach during your tenure.

However, if the findings are based upon an incomplete factual record or without having afforded me an opportunity to provide the context outlined above, then the proportionality of the recommended sanction is necessarily affected.

Even accepting that aspects of my comments may have fallen below the standard expected of members of Council, I respectfully submit that the recommendation is disproportionate in the circumstances of this isolated exchange.

Request

I therefore respectfully request that, before the Report is finalized and presented to Council, you:

1. Provide me with an opportunity to respond fully to the substantive allegations contained in the complaint;
2. Permit me to provide any additional factual context or evidence relevant to your findings;
3. Reconsider the conclusions reached regarding my comments; and
4. Reconsider the recommendation respecting penalty in light of a complete evidentiary record.

I make this request respectfully and in the interests of procedural fairness, ensuring that any findings ultimately presented to Council are based upon a complete understanding of the facts and the surrounding circumstances.

Thank you for your consideration.

Analysis

[7] Each of the elements raised in the Request is addressed under the corresponding heading below:

Procedural Fairness

The Councillor's Concerns

[8] Cllr. Kiernan writes that she was not afforded a meaningful opportunity to provide the context, evidence, and explanations necessary for a procedurally fair investigation. She further writes that she was only asked three factual questions, which she answered fully and honestly. She states that she was never asked to explain the context of the discussion, the intent of her comments, the factual basis upon which they were made, or to respond to the broader allegations advanced by the complainant, which are alleged to have influenced my findings and the severity of the recommended sanction.

[9] The Request states that the Complaint alleges that Cllr. Kiernan engaged in repeated public attacks against her over time and suggested a pattern of conduct affecting her professional reputation without providing evidence of such attacks. Cllr. Kiernan writes that she was never advised that this allegation would be relied on or asked to respond or provide contradictory evidence to it.

[10] In Cllr. Kiernan's mind, an allegation of repeated misconduct creates a different factual context than an isolated exchange and – even if not expressly relied on as a finding – it is difficult to ignore its influence when assessing credibility, intent, and penalty. Procedural fairness requires that where adverse findings could be made, the responding member needs to know the allegations and evidence being relied on to respond accordingly. Cllr. Kiernan states that this opportunity was not provided.

My Determination of the Councillor's Request

[11] My office provided Cllr. Kiernan with a Notice of Complaint on May 19, 2026. The Notice is 9 pages and is appended to this Addendum as Schedule "A". The Notice states, among other things, that my office received a Code of Conduct complaint against Cllr. Kiernan and asks that Cllr. Kiernan respond "to the ***allegations*** within ten (10) business days" in accordance with the time limits prescribed in s. 14.1 of the Town's Code of Conduct [***emphasis added***].

[12] The Notice asks Cllr. Kiernan to answer three factual "questions ***as part of your response***" [***emphasis added***]:

- a) Whether you recognize the attached screenshots;
- b) Whether you deleted your comments or caused them to be deleted by asking Cllr. Early, or anyone else, to delete them; and

c) If the answer to b) is yes, why?

[13] A hyperlink to the Post made by Cllr. Early is included in the Notice, along with a full copy of the Complaint form submitted to my office, copies of the screenshots and additional submission dated April 13, 2026.

[14] Section 14.1 of the Town's Code states:

14.1 The Integrity Commissioner will proceed as follows, except where otherwise required by the Public Inquiries Act or any other relevant statute:

- a) **Provide the complaint and supporting material to the member whose conduct is in question (the respondent) with a request that a written response to the allegation be provided within ten business days;** and
- b) Provide a copy of the response provided by the respondent to the complainant with a request for a written reply within ten business days.
- c) If, in the sole discretion of the Integrity Commissioner, any further steps in the exchange of documents is necessary or warranted to provide the Commissioner with a full understanding of the circumstances, the Commissioner may seek further written comments from the parties, prior to finally reviewing the materials **[Emphasis added]**

[15] My office complied with the requirements set out for the investigative procedure in s. 14.1 of the Code. At no point after receiving the Notice of Complaint or providing her Response did Cllr. Kiernan ask for clarification about whether she would be provided with a further opportunity to respond to the Complaint. By referencing s. 14.1 of the Code, the Notice was meant to indicate that this was Cllr. Kiernan's sole opportunity to respond in full to the allegations that were set out in the Complaint form appended to the Notice.

[16] The three factual questions posed in the Notice were not meant to limit Cllr. Kiernan's Response to those questions, as is made clear in the Notice of Complaint itself; rather, they were meant to be included "as part of" her response, as was expressly stated. It appears that Cllr. Kiernan chose to devote little time and effort to formulating a fulsome Response initially, which mindset was altered after she received my Report on the Complaint. Alternatively, Cllr. Kiernan may not have interpreted the Notice of Complaint as I intended it to be interpreted, despite what I consider to be its plain and clear language.

[17] There is no standard form required to put the respondent on notice of a Complaint. Each Complaint is dealt with in accordance with its requirements. In cases relying on a documentary record (e.g. recorded meetings and social media posts), like this one, my office strives to ensure that the time spent is proportionate to the requirements of the Complaint – as it does for all complaints. A request for an interview to make credibility findings is not always necessary, especially in a case such as this involving a documentary record that is clear on its face, where credibility is not a real issue.

[18] Notwithstanding the foregoing, I have decided to engage in the reconsideration requested by Cllr. Kiernan given her apparent misunderstanding of the scope of the Response she was being asked to make.

Characterization of the Referral Motion

Issues Raised in the Request

[19] Cllr. Kiernan states that she disagrees with the conclusion in the Report that her characterization of the motion being “referred into limbo” was inaccurate. She writes that the Referral Motion directed staff to prepare a report, but did not establish a deadline for said report and provided no direction with respect to what the report was to accomplish.

[20] The Request goes on to state that “into limbo” was opinion and political commentary about the practical effect of Council’s decision, rather than an attempt to mischaracterize the decision itself. Cllr. Kiernan adds that members are entitled to express disagreement with decisions of Council.

Assessment

[21] The Cambridge Online Dictionary defines the phrase ‘in limbo’ as “in an uncertain situation that you cannot control and in which there is no progress or improvement.”¹ Merriam-Webster online dictionary defines it as “in a forgotten or ignored place, state, or situation” or “in an uncertain or undecided state or condition.”²

[22] The issue is not whether other political characterizations were available. Members of Council are entitled to criticize Council decisions and advocate for different outcomes. The question is whether the Councillor’s characterization of the Referral Motion fairly and accurately reflected the substance of the Referral Motion. In my view, it did not.

[23] This is not an uncertain situation outside the control of Council where there is no progress or improvement. Staff have been tasked with preparing a future report to comment on the original Motion and advise what steps they can take.³ It is further not in a forgotten or ignored or undecided state or condition. There is clear direction to staff regarding the preparation of a future report.

[24] Notwithstanding the foregoing, I will grant Cllr. Kiernan that the phrase “into limbo” is a colloquial expression, the meaning of which is relatively vague and subject to interpretation. Coupling that with the right of political speech that Cllr. Kiernan shares along with members of the community generally, I find that although the comment was largely inaccurate, in that the only element of the Referral Motion that was uncertain was the timing of the report back from staff, it

¹ Cambridge Dictionary, *sub verbo* “in limbo”, online: <<https://dictionary.cambridge.org/dictionary/english/in-limbo>>.

² Merriam-Webster Dictionary, *sub verbo* “in limbo”, online: <<https://www.merriam-webster.com/dictionary/in%20limbo>>.

³ This purpose was derived from the preceding discussion regarding the Referral Motion. Cllr. Kiernan is correct that the language of the Referral Motion itself - that Council refer the Motion regarding initiating a Caledon Village Bypass Feasibility Study with the Ministry of Transportation to staff to prepare a report for a future meeting of Council – is bare. However, the Referral Motion and the report staff is being directed to prepare must be gleaned from the discussion itself.

fell within the bounds of “fair comment” such that it should not be the subject of a finding of breach of the Code of Conduct given the political subject-matter of her comment.⁴

[25] I therefore reverse my original finding that Cllr. Kiernan’s “referred into limbo” comment violated sections 3.1, 3.2, and 3.4 of the Code of Conduct.

Comments Regarding the Complainant

Issues Raised in the Request

[26] Cllr. Kiernan states that the Report concludes that her comments criticized the Complainant personally and implied her views were included because of work associated with the Mayor’s charitable gala. She contends that this interpretation does not consider the context of the exchange, which, according to her, was a political discussion regarding Council’s decision on the bypass motion. Cllr. Kiernan adds that the Complainant challenged comments made by Members concerning that decision, and that the discussion evolved into a broader conversation about political relationships and public advocacy.

[27] The Request correctly states that the Report did not make out the Complainant’s allegation that Cllr. Kiernan had accused her of receiving contracts improperly, acting unlawfully, or receiving preferential treatment. Cllr. Kiernan adds that she did not accuse the Complainant of contravening a procurement process. In conclusion, Cllr. Kiernan adds that she could have better expressed herself but that her comments were in the context of a political discussion and not intended as malicious speculation or personal attack.

Assessment

[28] Based on the screenshots which were included in the Report, it was Cllr. Kiernan who shifted the topic of the conversation from the Referral Motion to the completely unrelated issue of the Complainant’s business and the Mayor’s charity gala. The conclusion at paragraph 38 of the Report stands:

Implying that a resident’s (largely correct) characterization of the events at a Town meeting are influenced because she or her company was affiliated with the Mayor’s charity event is disrespectful and the kind of malicious, public speculation that is prohibited by the Social Media Guidelines.

Council Process

Issues Raised in the Request

[29] The Request states that the Complainant alleged that staff had valid reasons for the decision of Council. Cllr. Kiernan states that it is within the scope of Council’s discretion to determine whether staff recommendations are persuasive or sufficient and that Members are permitted to disagree with staff recommendations.

⁴ In the case of [Hansman v. Neufeld](#), 2023 SCC 14, the Supreme Court of Canada stated that whether a statement constitutes “fair comment” relating to a political matter turns on the question: “could **any** person honestly express that opinion on the [established] facts?”

Assessment

[30] This issue did not form a basis for any finding that Cllr. Kiernan contravened the Code, as set out in the Report. For that reason, I will not comment on it.

Penalty

Issues Raised in the Request

[31] Cllr. Kiernan suggests that if the findings in the Report are based on an incomplete factual record or without having afforded her an opportunity to provide the context outlined in the Request, then the proportionality of the sanction recommended in the Report is affected. The Request states that, even if aspects of her comments did fall below the standard expected of Members, the recommendation is disproportionate based on the isolated exchange.

[32] The Request did not provide any new documentary evidence that was unavailable during the investigation. Rather, it primarily advanced submissions concerning the interpretation of the existing record, procedural fairness, and the proportionality of the recommended penalty.

Assessment

[33] The penalty I recommended in my original Report on this Complaint was 15 days. In light of the fact that I have now reversed my finding regarding the Councillor's "referred into limbo" comment, I agree that a reduction in the penalty is in order. Having said that, in my opinion, by far the most concerning aspect of the comments made by Cllr. Kiernan under review were those about the private citizen. The innuendo about the event planning work was disrespectful and malicious, and her explanation in her Request that it was not intended that way is, in my view, disingenuous. Furthermore, public, personal attacks on private citizens by prominent public figures have a "chilling effect" on everyone seeking to participate in political debate on social media, to the detriment of democracy. A strong message needs to be sent that such conduct will not be tolerated. That, coupled with the reasons set out in my original Report, justify a penalty of 10 days' suspension of pay for the statements Cllr. Kiernan made about the Complainant and I so recommend that such a penalty be imposed.

Conclusion

[34] I have reversed my original finding that Cllr. Kiernan's "referred into limbo" comment breached the Code of Conduct but have maintained my original finding that her derisive comments about a private citizen on social media contravened s. 3.3 of the Code and the Social Media Guidelines. I have recommended a penalty of 10 days' suspension of pay for this breach.

[35] This concludes my Addendum Report.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "D. Boghosian", with a long horizontal flourish extending to the right.

David G. Boghosian,
Integrity Commissioner,
Town of Caledon

David G. Boghosian, LL.M.
Direct Tel: 416-367-5558 ext. 211
Email: dgb@boglaw.ca

May 19, 2026

VIA EMAIL -- Lynn.Kiernan@caledon.ca

Cllr. Lynn Kiernan
6311 Old Church Road
Caledon, Ontario
L7C 1J6

Dear Cllr. Kiernan,

**RE: Town of Caledon Integrity Commissioner Services
Our File No.: 975-100 – Complaint 26-001**

We have received a Code of Conduct Complaint against you, enclosed. Pursuant to section 14.1 of the Town's Code, please provide your written response to the allegations within ten (10) business days, being June 2, 2026.

Based on a preliminary review, we have determined that the following [post](#) is the one referred to in the Complaint. Please answer the following questions as part of your response:

- a) Whether you recognize the attached screenshots;
- b) Whether you deleted your comments or caused them to be deleted by asking Cllr. Early, or anyone else, to delete them; and
- c) If the answer to b) is yes, why?

Yours very truly,

David G. Boghosian

DGB/ka
Encls.

Confidential Complaint Request

Confidential Information Code of Conduct for Members of Council and Designated Boards

I, Sarah, of Bolton in the Province of Ontario hereby request the Integrity Commissioner to conduct an inquiry with respect to the below conduct.

I have personal knowledge of the facts as set out in this Form because I have screenshots from social media.

I have reasonable and probable grounds to believe that Councillor Lynn Kiernan has contravened section(s) Section 3.3 of the Code of Conduct for Members of Council and Designated Boards of the Town of Caledon. The particulars of which are as follows:

I am writing to formally submit a complaint regarding the conduct of Lynn Kiernan, a member of Council for the Town of Caledon. I have never had any personal or professional relationship with Councillor Kiernan beyond my involvement in community initiatives within Caledon. However, over a period of time, I have been the subject of repeated and concerning commentary from Councillor Kiernan on social media. As a matter of fact, I have never met her in person. Specifically, Councillor Kiernan has publicly accused me of receiving preferential treatment from the Mayor in relation to event contracts I have been awarded. I would like to clearly state that my company has been engaged through standard and appropriate processes, and any work I undertake is based on merit and experience in event coordination. I find these repeated public statements to be unwarranted, misleading, and damaging to both my professional reputation and the credibility of the organizations I represent. As an elected official, Councillor Kiernan holds a position of influence and responsibility, and I believe her conduct falls short of the standards expected under the Council Code of Conduct, particularly with respect to fairness, respect, and the avoidance of making unsubstantiated allegations. I respectfully request that your office review this matter, including Councillor Kiernan's public communications, and determine whether her conduct is in breach of the applicable Code of Conduct. I am prepared to provide documentation, including screenshots of the social media interactions in question, to support this complaint. Thank you for your attention to this matter. I look forward to your response and guidance on next steps.

Statements

Set out the statements of fact in consecutively numbered paragraphs in the space below, with each paragraph being confined as far as possible to a particular statement of fact. If you wish to include exhibits to support this complaint, please refer to the exhibits as Exhibit A, B, etc. and attach them in "Attachments".

This complaint is specific to a social media post made by Councillor Christina Early regarding a Town of Caledon council meeting on March 10th, 2026. The agenda item discussed in the social media post is 13.1 - Request to initiate a Caledon Village Bypass Feasibility Study.

At the 45 minute point in the recording, Commissioner D'Amico clearly stated in response to Councillor Sheen's question, that this subject is jurisdictional under the MTO and that she "doesn't have the authority to issue a feasibility study on a road that she doesn't own". She also states "I won't be able to complete a feasibility study, certainly not within this term of council and simply put because I don't have jurisdiction on this corridor". She then states that she cannot send this to a consultant for a road that doesn't belong to the town.

On March 13th, Councillor Early posted in a local Facebook group that Council voted against having a Caledon Village Bypass. This is simply not true, please refer to the meeting minutes.

I then responded to Councillor Early explaining to her that her Facebook post was misinforming the public about what happened. Council did NOT vote against it. Please see the attached screenshots of my comments.

While Councillor Early did not respond to my comments, Councillor Kiernan did. Please see attached screenshots.

Attachments

First attachment will be "Exhibit A".

Exhibit	Attachment
A	Screenshot_20260312_213934_Facebook.jpg
Exhibit	Attachment
B	Screenshot_20260313_090856_Facebook.jpg
Exhibit	Attachment
C	Screenshot_20260313_090125_Facebook.jpg
Exhibit	Attachment
D	Screenshot_20260313_090125_Facebook (1).jpg
Exhibit	Attachment
E	Screenshot_20260313_090856_Facebook (1).jpg

Declaration of Consent

I hereby request the Integrity Commissioner to conduct an inquiry with respect to the above conduct.

Please specify:

Yes, I would like to receive a copy of my completed form.

Name (this will be your signature)

Sarah Leslie

Contact Number

██████████

Email Address (optional)

██████████

Date: 04/09/2026 08:03:05 PM



Sarah Leslie · Just now

Councillor Early, with respect, the motion was defeated because there wasn't enough information on the table. So, it has been referred back to staff to do the research so an actual informed decision can be made. They did NOT vote against a bypass, they asked that it be looked at so it can be planned properly.

Reply



Comment as Sarah Leslie

 RepliesSarah Leslie · 9h ·  Top contributor**Connie Stevens** You're welcome.

Reply

Lynn Kiernan · 12m ·  Top contributor**Sarah Leslie**

Incorrect Sarah. Referred into limbo. Your dedication to the Mayor is understandable. Full disclosure to the residents. Do you or your event planning company receive any sort of payment for work on her gala? Fair question.

Reply

Sarah Leslie · Just now ·  Top contributor

Lynn Kiernan Councillor, you heard staff say they were unable to perform a feasibility study. What are you debating here? What does this have to do with dedication to anyone? My comments are factual and cannot be argued. Do you not get paid to do your job? What are you questioning here? You are welcome to ask the Mayor any questions you may have pertaining to her gala. My question you is, what funds do YOU raise for our community besides your annual contribution of tax payer money to the hospice?

Reply

Replying to **Lynn Kiernan** · Cancel

< Replies

Sarah Leslie · 9h ·  Top contributor**Connie Stevens** You're welcome.

Reply

Lynn Kiernan · 12m ·  Top contributor**Sarah Leslie**

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Sarah Leslie · Just now ·  Top contributor

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Reply

Replying to **Lynn Kiernan** · Cancel

| Comment as Sarah Leslie



< Replies



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Reply



✓ View previous replies



Connie Stevens · 10h

Sarah Leslie so

Delayed. I was not in attendance at the meeting, what there a proposed date for the next discussion?

Reply



View 5 replies



Lynn Kiernan · 2m

Sarah why so defensive?

I am unable to raise the funds that the Mayor does, I don't have that kind of relationships with the developers. Not sure my residents would want me to.

I get paid to represent Ward 1, true. I take on that duty with my integrity and honesty at the forefront.

Reply



Sarah Leslie · Just now · Top contributor

Lynn Kiernan You could always ask the people at Liuna, no?

Reply

Replying to **Lynn Kiernan** · Cancel

Comment as Sarah Leslie

< Replies



referred back to staff to do the research so an actual informed decision can be made. They did NOT vote against a bypass, they asked that it be looked at so it can be planned properly.

Reply



✓ View previous replies



Connie Stevens · 10h

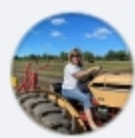
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View 5 replies



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Reply



Sarah Leslie · Just now · Top contributor

Lynn Kiernan You could always ask the people at Liuna, no?

Reply

Replying to **Lynn Kiernan** · Cancel

Comment as Sarah Leslie

In order of events:

1. Planning and Development Committee Meeting Post-Meeting Agenda

Tuesday, March 10, 2026

2:30 P.m.

Hybrid / Council Chamber

Agenda Item 13.1 <https://pub-caledon.escribemeetings.com/filestream.ashx?DocumentId=55533>

2. Meeting Recording - Begin at 27.34 minutes <https://pub-caledon.escribemeetings.com/Meeting.aspx?Id=22224c13-652d-4afc-a154-f4595a2a01e1&Agenda=Merged&lang=English&Item=30&Tab=attachments>

2b. Commissioner D'Amico made it very clear that the Town of Caledon/Staff does not have jurisdiction of this road and cannot perform a feasibility study on it. It was referred to staff anyway.

3. Meeting Minutes - <https://pub-caledon.escribemeetings.com/FileStream.ashx?DocumentId=55572>

4. On March 12th, Councillor Early posted in several Facebook groups that council voted against doing a feasibility study. This is not true. See 2b and corresponding minutes from the meeting.

5. I commented on Councillor Early's post correcting her by saying that council did not vote against a feasibility study. Staff explained why they could not perform one, with valid reasons. (See attached photo of Councillor Early's Facebook post)

6. While Councillor Early did not respond to my Facebook comment, Councillor Kiernan did. Except her comments were completely irrelevant to the topic and she started implying where my loyalty lies and that my "dedication to the Mayor is understandable". Councillor Kiernan then proceeds to question if my business has/had received any type of payment for working on the Mayor's gala. None of this has anything to do with the Caledon Village Bypass feasibility study. Nor is my professional business activity anyone else's business. I found it to be completely inappropriate for an elected official to be questioning me on a public, social platform in a community my business heavily operates in.

7. This is not the first time I have been treated like this on social media by Councillor Kiernan and I'm regretful that I hadn't taken screenshots prior to this but I've had quite enough of the implications that may start to affect my professional business here in Caledon.

8. Regarding anonymity, I actually do not wish to remain anonymous. Councillor Kiernan needs to be made aware that I am tired of this behaviour towards me and it needs to end now.

Thank you David, if you require anything further please let me know.

TOWN OF CALEDON INTEGRITY COMMISSIONER, DAVID G. BOGHOSIAN

Citation: Complaint re: Cllrs. Kiernan and Early Social Media Comments – DGB-CaledonICI-2026-001

Date: July 6, 2026

REPORT ON COMPLAINT

Overview

[1] On April 9, 2026,¹ I received a Complaint from a member of the public, Ms. Sarah Leslie² (the “Complainant”), alleging that Cllrs. Kiernan and Early breached the Code of Conduct by posting disparaging comments about her and false information about a Council decision on Facebook, respectively.

[2] For the reasons set out below, I have sustained the Complaint as against Cllr. Kiernan but not against Cllr. Early.

Complaint

[3] The Complaint as against Cllr. Kiernan was articulated as follows:

I am writing to formally submit a complaint regarding the conduct of Lynn Kiernan, a member of Council for the Town of Caledon. I have never had any personal or professional relationship with Councillor Kiernan beyond my involvement in community initiatives within Caledon. However, over a period of time, I have been the subject of repeated and concerning commentary from Councillor Kiernan on social media. As a matter of fact, I have never met her in person. Specifically, Councillor Kiernan has publicly accused me of receiving preferential treatment from the Mayor in relation to event contracts I have been awarded.

I would like to clearly state that my company has been engaged through standard and appropriate processes, and any work I undertake is based on merit and experience in event coordination. I find these repeated public statements to be unwarranted, misleading, and damaging to both my professional reputation and the credibility of the organizations I represent. As an elected official, Councillor Kiernan holds a position of influence and responsibility, and I believe her conduct falls short of the standards expected under the Council Code of Conduct,

¹ Upon receipt of the Complainant, we requested certain additional information from the Complainant which there was some delay in receiving, partially explaining the delay in issuing this Report.

² Ms. Leslie indicated that she wished to be identified as the Complainant and did not wish to remain anonymous.

particularly with respect to fairness, respect, and the avoidance of making unsubstantiated allegations.

I respectfully request that your office review this matter, including Councillor Kiernan's public communications, and determine whether her conduct is in breach of the applicable Code of Conduct. I am prepared to provide documentation, including screenshots of the social media interactions in question, to support this complaint. Thank you for your attention to this matter. I look forward to your response and guidance on next steps.

[4] The Complaint as against Cllr. Early was articulated as follows:

This complaint is specific to a social media post made by Councillor Christina Early regarding a Town of Caledon council meeting on March 10th, 2026. The agenda item discussed in the social media post is 13.1 - Request to initiate a Caledon Village Bypass Feasibility Study.

At the 45 minute point in the recording, Commissioner D'Amico clearly stated in response to Councillor Sheen's question, that this subject is jurisdictional under the MTO and that she "doesn't have the authority to issue a feasibility study on a road that [the Town] doesn't own". She also states "I won't be able to complete a feasibility study, certainly not within this term of council and simply put because I don't have jurisdiction on this corridor". She then states that she cannot send this to a consultant for a road that doesn't belong to the town.

On March 13th,³ Councillor Early posted in a local Facebook group that Council voted against having a Caledon Village Bypass. This is simply not true, please refer to the meeting minutes.

I then responded to Councillor Early explaining to Councillor Early that the Facebook post was misinforming the public about what happened. Council did NOT vote against it. Please see the attached screenshots of my comments.

While Councillor Early did not respond to my comments, Councillor Kiernan did. Please see attached screenshots.

[5] As noted above, submitted along with the Complaint were five (5) screenshots of the Complainant responding to a Facebook post made by Cllr. Early and her ensuing interaction with Cllr. Kiernan in the comment section of said post.

[6] In response to my request for further context regarding the alleged Facebook posts, the Complainant provided additional information on April 13, 2026, which consisted of the following:⁴

1. Planning and Development Committee Meeting Post-Meeting Agenda

³ The Post referred to was made March 12, 2026. The Complainant confirmed that the Post being referred to is one in the same.

⁴ My office subsequently requested additional information which the Complainant was not able to provide.

Tuesday, March 10, 2026

2:30 P.m.

Hybrid / Council Chamber

Agenda Item 13.1 [https://pub-](https://pub-caledon.escribemeetings.com/filestream.ashx?DocumentId=55533)

[caledon.escribemeetings.com/filestream.ashx?DocumentId=55533](https://pub-caledon.escribemeetings.com/filestream.ashx?DocumentId=55533)

2. Meeting Recording - Begin at 27.34 minutes <https://pub-caledon.escribemeetings.com/Meeting.aspx?Id=22224c13-652d-4afc-a154-f4595a2a01e1&Agenda=Merged&lang=English&Item=30&Tab=attachments>

2b. Commissioner D'Amico made it very clear that the Town of Caledon/Staff does not have jurisdiction of this road and cannot perform a feasibility study on it. It was referred to staff anyway.

3. Meeting Minutes - <https://pub-caledon.escribemeetings.com/FileStream.ashx?DocumentId=55572>

4. On March 12th, Councillor Early posted in several Facebook groups that council voted against doing a feasibility study. This is not true. See 2b and corresponding minutes from the meeting.

5. I commented on Councillor Early's post correcting her by saying that council did not vote against a feasibility study. Staff explained why they could not perform one, with valid reasons. (See attached photo of Councillor Early's Facebook post)

6. While Councillor Early did not respond to my Facebook comment, Councillor Kiernan did. Except her comments were completely irrelevant to the topic and she started implying where my loyalty lies and that my "dedication to the Mayor is understandable". Councillor Kiernan then proceeds to question if my business has/had received any type of payment for working on the Mayor's gala. None of this has anything to do with the Caledon Village Bypass feasibility study. Nor is my professional business activity anyone else's business. I found it to be completely inappropriate for an elected official to be questioning me on a public, social platform in a community my business heavily operates in.

7. This is not the first time I have been treated like this on social media by Councillor Kiernan and I'm regretful that I hadn't taken screenshots prior to this but I've had quite enough of the implications that may start to affect my professional business here in Caledon.

8. Regarding anonymity, I actually do not wish to remain anonymous. Councillor Kiernan needs to be made aware that I am tired of this behaviour towards me and it needs to end now.

Relevant Legislation

Code of Conduct

[7] The Complainant alleged that Cllr. Kiernan contravened section 3.3 of the Code of Conduct. Upon review of the Complaint, I have determined that all of section 3 and the Social Media Guidelines for Members of Council and Designated Boards are also relevant. Section 3 of the Code is as follows:

3. Communications/Media Relations/Promotion

3.1 Members shall show respect for the decision-making process of Council and its Designated Boards and their Members. Information concerning adopting policies, procedures and decisions of the Council shall be conveyed openly, accurately and fairly.

3.2 Members shall accurately communicate the decisions of Council and the Designated Boards even if they disagree with the decision.

3.3 At all times, Members will take steps to ensure that their communications and presence in all forms of social media will be fully compliant with the requirements of the Social Media Guidelines for Members of Council and Designated Boards and this Code of Conduct.

3.4 Members may communicate a position that is contrary to that determined by Town Council. In doing so, Members will accurately communicate the decisions of Town Council and refrain from making disparaging comments about other Members or about Council's processes and decisions.

Social Media Guidelines for Members of Council and Designated Boards

[8] The relevant provisions of the Council-Staff Relations Policy in Schedule "B" of the Code of Conduct are as follows:

Purpose

The purpose of this Guideline is to clarify how the Code of Conduct for Members of Council guides a member's use of social media.

Failure to follow the guidance set out in this Guideline may lead to a finding that a member has contravened the Code of Conduct. Members may seek confidential advice from the Integrity Commissioner with respect to specific situations that may arise.

...

Use of Title, Town Property, Services and Other Resources, and Influence of Office

...

Regardless of whether the social media account used is a personal or professional one, the general rules established in the Code of Conduct apply. For clarity, comments on a personal social media account that breach the rules of appropriate behaviour will be treated in precisely the same way as if such comments were made verbally or in writing in different media.

General Guidelines

4. Members should not use social media to engage in criticism of Town staff, members of the public, or other Members of Council.

...

Respecting Each Other and the Public

The public expect members of Council to maintain decorum at Town Hall, they expect members to act with decorum on social media. Members must never use social media as a platform to treat members of the public, one another or staff without respect.

Investigation

Planning and Development Committee Meeting, March 10, 2026 (the “Meeting”)

Motion to Request to Initiate Caledon Village Bypass Feasibility

[9] This motion was brought by Cllr. Early at the Meeting (the “Motion”). The Motion states, among other things, that:

1. Town of Caledon staff be directed to initiate a comprehensive Caledon Village Bypass Feasibility Study to evaluate long-term transportation solutions that align with the Town’s Multi-Modal Transportation Master Plan;
2. The study includes, but not be limited to:
 - a. Identification of potential route alignments and property acquisition needs;

- b. Technical analysis of traffic diversion benefits, safety outcomes, and noise reduction;
 - c. Assessment of environmental, agricultural, and cultural heritage impacts;
 - d. Preliminary capital, lifecycle, and maintenance cost estimates; and
 - e. Review of potential funding models, including Development Charge (DC) eligibility and provincial infrastructure grants;
2. The Mayor, on behalf of Council, send a formal letter to the Minister of Transportation and the MPP for Dufferin-Caledon requesting the MTO's formal participation and financial partnership in this study, given the provincial jurisdiction of Highway 10;
3. Town staff consult with the Region of Peel and relevant stakeholders to ensure the study integrates with regional goods movement and safety strategies; and
4. Staff report back to Council with the study's findings, recommendations, and a proposed implementation and advocacy framework for future budget consideration prior to the end of this term of council, and then every 6 months going forward.

Planning and Development Committee Meeting, March 10, 2026

[10] My office reviewed the March 10, 2026 Planning and Development Committee Meeting [video](#) and noted the following:⁵

- 27:35 – Cllr. Early introduces the Motion and explains how it was developed.
- 30:40 – Cllr. Maskell questions staff, specifically Commissioner D'Amico. Commissioner D'Amico responds that she has had no discussions with Cllr. Early regarding the motion and that, in her opinion as a professional engineer, the study referenced in the motion would take at least two years to complete. Commissioner D'Amico further notes that the City's Engineering, Public Works and Transportation Department does not have the staff or resources to complete the study and that, if the work were outsourced to an external contractor, it would cost between \$1.5 million and \$2 million. Commissioner D'Amico adds that she does not have the jurisdiction or authority to bypass Highway 10, as proposed in the motion, and that such a decision would need to be made by the Ministry of Transportation.

⁵ The summary of the Meeting is not a verbatim transcript of what was said, nor does it reference every statement made by a particular member. Certain statements were omitted for lack of context or because they were considered to tangential to the discussion.

- 33:00 – Cllr. Maskell then asks Cllr. Early where the Town would obtain the funds to complete the study. Cllr. Early states that she “would start there,” referring to the East/West Corridor, and asks whether any Town reserve funding remains available. Cllr. Early concludes by stating that she cannot put a price on people’s lives, that there has been enough discussion about Highway 10 for the Town to take the initiative in advancing the issue, and that she would hate to see what the municipality would look like in ten years if no action were taken.
- 34:00 – Cllr. Maskell concludes his questions and states that he understands the gravity of the situation, in reference to Highway 10, and that he is not “playing with people’s lives.”
- 34:10 – Cllr. Kiernan asks whether she may “jog” Commissioner D’Amico’s memory, stating that they have had several conversations about Highway 10 and that she is reviewing an email exchange between them regarding the same issue. Cllr. Kiernan continues by stating that she understands Commissioner D’Amico is busy, but that she and Commissioner D’Amico have spoken about Highway 10, their last conversation having concerned the Operational Performance Review. Cllr. Kiernan recounts a conversation with Commissioner D’Amico in which Commissioner D’Amico indicated that she would work with the MTO on the Operational Performance Review. Cllr. Kiernan further notes that she has had numerous conversations with a staff member in the Engineering, Public Works and Transportation Department, as well as with the MTO.
- 35:45 – Cllr. Kiernan states that \$1 million to \$2 million is a significant amount of money, but notes that Council has paid \$750,000 to assess a performing arts theatre in the east end of Caledon. According to Cllr. Kiernan, in 2016, former Cllr. Barb Shaughnessy brought forward a motion requesting that the MTO complete a feasibility study for a Highway 10 bypass. Cllr. Kiernan goes on to say that the cost will “not be on Caledon’s back” and that the MTO needs to be involved in addressing the Highway 10 issue. Cllr. Kiernan states that the MTO’s position is that, once Highway 413 is built, it will alleviate traffic in Caledon Village. Cllr. Kiernan states that she disagrees with that assessment, maintaining that Highway 413 will not alleviate that traffic and that a Highway 10 bypass is required.
- 37:15 – Cllr. Kiernan states that she has spoken to one of the aggregate producers, who advised that it is willing to speak to the Town about this issue. Cllr. Kiernan notes that Caledon Village has become a pass-through for regional traffic, resulting in congestion and safety concerns.
- 39:45 – Mayor Groves notes that the Highway 10 issue has been discussed at the Association of Municipalities of Ontario (AMO) and the Rural Ontario Municipal Association (ROMA) conferences. The Mayor further notes that lives have been lost on Highway 10 and that, because Caledon does not have jurisdiction over Highway 10, the MTO and the local MPP advocate for Caledon. The Mayor notes that she is not hopeful of a significant response from MTO based on the feedback they have provided in response to previous concerns raised about this issue.

- 44:00 – Cllr. Sheen notes that he has been driving through Caledon Village for 25 years. He asks staff where the bypass fits into Caledon’s Multi-Modal Master Transportation Plan (the “Transportation Plan”). Commissioner D’Amico responds that the bypass is not identified as part of the Transportation Plan because the bypass is under MTO jurisdiction. Commissioner D’Amico further advised that if the bypass was initiated, Caledon would be treated as a project stakeholder, but reiterated that she does not have the authority to issue a feasibility study for a road that is not under the jurisdiction of Caledon. In response to how Caledon could communicate or advance the Highway 10 bypass, Commissioner D’Amico noted that political influence was needed to achieve this. Commissioner D’Amico confirmed that she thought achieving the direction to staff set out in the Motion would be “difficult” and that completing a feasibility study was not achievable within the present term of Council and because Caledon does not have jurisdiction over Highway 10. She noted that she would be unable to refer the work to a consulting firm to complete a study for a road over which the Caledon lacks jurisdiction. Commissioner D’Amico confirmed that direction to staff to liaise with the MTO would be “helpful.”
- 48:00 - Cllr. de Boer advised that he supports the Motion and that the discussion for a bypass has been ongoing for “a long time.”
- 51:00 – Cllr. Russo, who was acting as Chair, advised that he supported the Motion in theory, but that initiating a feasibility study, based on the comments regarding lack of jurisdiction, could be revised to explore the time, cost and requirements for such a feasibility study to be conducted would be a more prudent path.
- 52:30 – Cllr. Kiernan advised that “initiate” was meant to convey that the Highway 10 issue was priority.
- 57:00 – Cllr. Napoli said that he appreciates the need for a bypass and that safety is important, but that he understands that staff cannot support the Motion. Commissioner D’Amico states that her department does not have the budget, people, or jurisdiction to complete a feasibility study. Cllr. Napoli questions why Council would pass a motion with direction to staff that they cannot complete. He suggests referring the motion back to staff for them to revise it to reflect steps that they can take (the “Referral Motion”). Cllr. Maskell seconded the Referral Motion.
- 58:40 – Cllr Early noted that she supports the Motion, not the Referral Motion, as the latter would only result in a staff report while keeping the Highway 10 issue in limbo.
- 59:50 – Mayor Groves reiterated the lack of jurisdiction concerns and stated that she supported the Referral Motion. Mayor Groves also offers to write a formal letter to the MTO regarding the Highway 10 issue and that this a priority.
- 1:04:00 – Cllr. Rosa states that the Referral Motion will provide an operational plan for Caledon.

- 1:05:00 – Cllr. Maskell states that he supports the Mayor writing the letter to the MTO that she described.
- 1:06:00 – Cllr. Kiernan states that she has previous letters from Mayor Thompson sent to then-Minister of Transportation Caroline Mulroney and current Minister Sarkaria. Cllr. Kiernan states that Caledon can continue writing letters, but that they would only achieve the same result (i.e. lack of action on the Highway 10 issue).

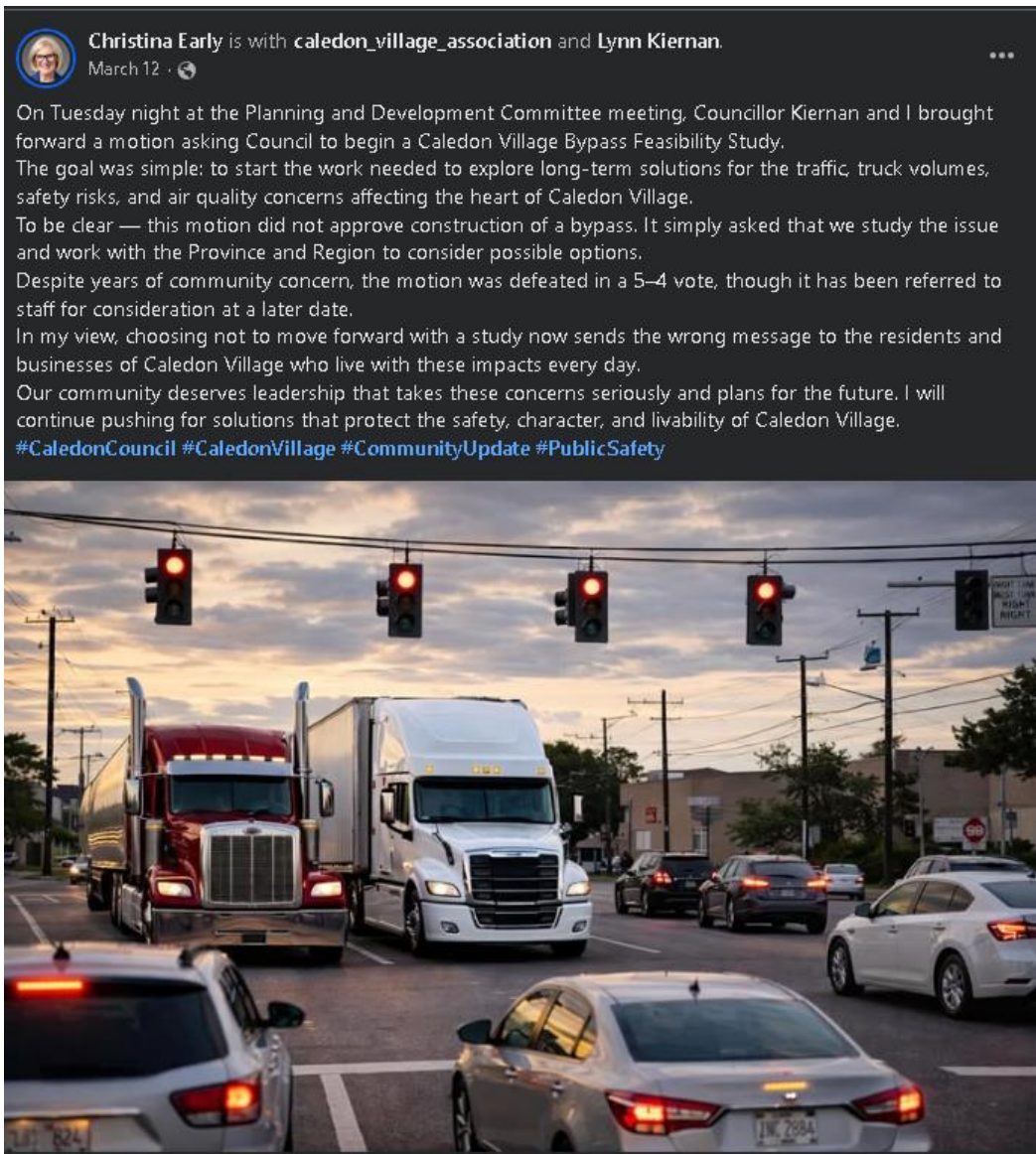
[11] The Referral Motion – that Council refer the Motion regarding initiating a Caledon Village Bypass Feasibility Study with the Ministry of Transportation to staff to prepare a report for a future meeting of Council – passed with the vote being as follows:

- | | |
|------------------|-----------|
| • Cllr. de Boer: | Opposed |
| • Cllr. Early: | Opposed |
| • Cllr. Kiernan: | Opposed |
| • Cllr. Maskell: | In favour |
| • Cllr. Napoli: | In Favour |
| • Cllr. Rosa: | In Favour |
| • Cllr. Sheen: | Opposed |
| • Mayor Groves: | In Favour |
| • Cllr. Russo: | In Favour |

The Post

[12] My office conducted an independent review and determined that Cllr. Early made the following Facebook post on March 12, 2026 (the “Post”):⁶

⁶ The post remains publicly visible on Cllr. Early’s Facebook profile as of the date of this Report.



The Comments

[13] Appended to the Complaint were the following comments made in reply to the Post:⁷

⁷ Additional comments on the post that did not appear to respond to comments made by Cllr. Kiernan or the Complainant, or that were not made as part of their exchange, have been omitted to protect the identity of other members of the public.



Sarah Leslie · Just now

Councillor Early, with respect, the motion was defeated because there wasn't enough information on the table. So, it has been referred back to staff to do the research so an actual informed decision can be made. They did NOT vote against a bypass, they asked that it be looked at so it can be planned properly.

Reply



Lynn Kiernan · 12m · Top contributor

[Sarah Leslie](#)

Incorrect Sarah. Referred into limbo. Your dedication to the Mayor is understandable. Full disclosure to the residents. Do you or your event planning company receive any sort of payment for work on her gala? Fair question.

Reply

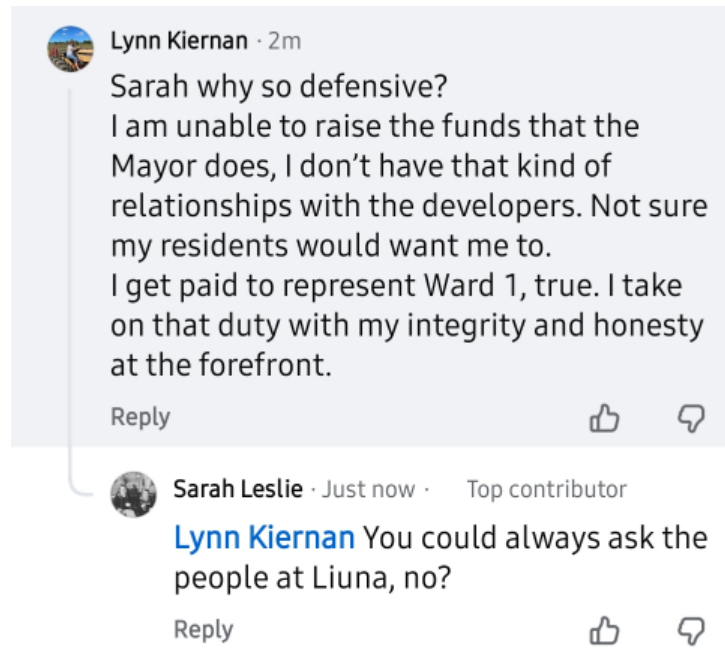


Sarah Leslie · Just now · Top contributor

[Lynn Kiernan](#) Councillor, you heard staff say they were unable to perform a feasibility study. What are you debating here? What does this have to do with dedication to anyone? My comments are factual and cannot be argued. Do you not get paid to do your job? What are you questioning here? You are welcome to ask the Mayor any questions you may have pertaining to her gala. My question you is, what funds do YOU raise for our community besides your annual contribution of tax payer money to the hospice?

Reply





[14] Following a thorough review, my office determined that these comments are no longer present on the post and appear to have been removed.

Response

[15] On May 19, 2026, my office provided the following Notices of Complaint to Cllrs. Early and Kiernan, requesting that each respond to the following questions, respectively:

Cllr. Early

We have received a Code of Conduct Complaint against you, enclosed. Pursuant to section 14.1 of the Town's Code, please provide your written response to the allegations within ten (10) business days, or by June 2, 2026.

Based on a preliminary review, we have determined that the following [post](#) is the one referred to in the Complaint. Please answer the following questions as part of your response:

- a) Whether you recognize the attached screenshots;
- b) Whether you deleted your comments or caused them to be deleted; and
- c) If the answer to b) is yes, why.

Cllr. Kiernan

We have received a Code of Conduct Complaint against you, enclosed. Pursuant to section 14.1 of the Town's Code, please provide your written response to the allegations within ten (10) business days, or by June 2, 2026.

Based on a preliminary review, we have determined that the following [post](#) is the one referred to in the Complaint. Please answer the following questions as part of your response:

- d) Whether you recognize the attached screenshots;
- e) Whether you deleted your comments or caused them to be deleted; and
- f) If the answer to b) is yes, why.

[16] My office received Cllr. Early's Response to the Complaint on May 27, 2026, which is set out below:

I am writing in response to your correspondence dated May 19, 2026 regarding Complaint 26-001.

a) Whether you recognize the attached screenshots

Yes, I recognize the attached screenshots. However, I cannot confirm whether the screenshots represent the entirety of the discussion thread or all comments that may have appeared over time.

The screenshots relate to a social media post I made regarding my motion respecting a Caledon Village Bypass feasibility study.

The bypass issue is a serious and longstanding concern for Caledon Village residents and was the reason I brought the motion forward. My post reflected my perspective regarding the outcome of the discussion surrounding my motion. The matter was subsequently referred for further consideration.

While I responded once within the thread to identify the members of Council who did not support the motion as presented, I did not otherwise participate in the subsequent exchanges between other individuals in the comment section.

b) Whether you deleted your comments or caused them to be deleted

No. I did not delete any comments, nor did I request or direct that comments be deleted.

c) If the answer to b) is yes, why

Not applicable.

Sincerely,

Christina Early

Regional Councillor, Wards 1, 2 and 3

[17] My office received Cllr. Kiernan's Response to the Complaint on May 29, 2026, which is set out below:

I am writing in response to your correspondence dated May 19, 2026, regarding Complaint 26-001.

a) Whether you recognize the attached screenshots

Yes, I recognize the attached screenshots as depicting an online discussion in which I participated. However, I cannot confirm whether the screenshots represent the entirety of the discussion thread, including all comments, replies, or the full context of the exchange.

b) Whether you deleted your comments or caused them to be deleted by asking Cllr. Early, or anyone else, to delete them

No. I did not delete any comments, nor did I ask, direct, or otherwise cause any person to delete comments.

c) If the answer to b) is yes, why?

Not applicable.

Sincerely,

Lynn Kiernan

Ward 1 Councillor, Town of Caledon

Reply

[18] On June 2, 2026, in accordance with section 14.1(b) of the Code, my office provided the Complainant with the Responses of both Cllrs. and requested that a Reply be provided within ten business days. On June 16, 2026, the Complainant provided the following Reply::

I'm not sure how I'm supposed to respond to this. Councillor Early lied in her social media post. She posted that council voted against a feasibility study. But the fact is that council, nor the Town of Caledon have jurisdiction to perform a feasibility study on this road. This fact should have been transparent in her post because she implied to the public that the 5 councillors voted against it all together. I cannot trust Councillor Early if she's not going to tell the whole truth when it comes to matters like this. Her post was deceitful, period.

The issue with Councillor Kiernan is almost entirely separate from my issue with Councillor Early. Kiernan attacked me and accused me of favoring Mayor Groves

and this is simply not true. Again, in a public setting where decorum is important for all Councillors.

I expect both Councillors to apologize to the public for lying and to me for treating me poorly on a social media platform.

Analysis

Preliminary Issue: Do I have Jurisdiction to Find a Contravention of the Code based on the Councillors' Social Media Posts?

[19] Though not determinative, the Ontario Ombudsman recommends that if a municipality intends for the Code of Conduct to apply to social media, it should be clearly stated in the Code.⁸ Caledon's Code does so explicitly. As noted above, Schedule B to the Code is the Social Media Guidelines for Members of Council and Designated Boards. Those guidelines make clear that:

Regardless of whether the social media account used is a personal or professional one, the general rules established in the Code of Conduct apply. For clarity, comments on a personal social media account that breach the rules of appropriate behaviour will be treated in precisely the same way as if such comments were made verbally or in writing in different media.

[20] That being said, the jurisdiction of integrity commissioners generally does not apply to personal activity of Members that is not related to their "office, role, function, influence, authority, or responsibilities" as a Member, and that has no connection to the interests or business of the municipality.⁹

Cllr. Early

[21] Given that the content of the post was directly related to a motion passed only two days earlier,¹⁰ I have no difficulty finding that Cllr. Early was posting in her capacity as a member of Council and knew, or ought reasonably to have known, that the post would be subject to review under the Code. Upon review of the Social Media Policy appended to the Code, I find that the post is precisely the type of conduct the policy was intended to capture.

⁸ Ontario Ombudsman, Codes of Conduct and Integrity Commissioners: Guide for Municipalities (Toronto: Ombudsman of Ontario, 2024), online (pdf): Ombudsman Ontario <https://www.ombudsman.on.ca/sites/default/files/Media/ombudsman/ombudsman/resources/Brochures/Codes-of-Conduct-and-Integrity-Commissioners-Guide-for-Municipalities-accessible.pdf>.

⁹ *Gogos v. Jones* (CanLII), [2022 ONMIC 7](#), at paras. [159](#), 161-162, 169-185; *Pinto v. Anderson* (No. 2), [2022 ONMIC 4](#) (CanLII), at paras. [58-65](#).

¹⁰ The Post was made on March 12, 2026 and the Motion passed on March 10, 2026.

Cllr. Kiernan

[22] Cllr. Kiernan is tagged in the Post along with the “caledon_village_association.”¹¹ My office reviewed Cllr. Kiernan’s Facebook profile and the posts visible on it up to the date of the Post. The “About” section of her profile does not identify her as a member of Council, nor were there any posts visible during the preceding year that identified Cllr. Kiernan as such. The only post that did so was made after the post, on May 4, 2026. That post indicates, among other things, that Cllr. Kiernan will not be seeking re-election in the 2026 municipal election.

[23] Despite the foregoing lack of identification, the content of Cllr. Kiernan’s comments in response to the Complainant relates directly to the Post and to whether it was defeated or “referred into limbo.” Given that Cllr. Kiernan was responding to the Complainant regarding the accuracy of the Post, and given that the Social Media Guidelines provide that posts made from a Member’s personal social media account are to be treated in the same manner as those made from an official account, I find that I have jurisdiction over the comments made by Cllr. Kiernan.

Did Cllr. Early Contravene the Code?

[24] The Code requires that Members “openly, accurately and fairly” convey “policies, procedures and decisions of the Council.”¹² It further requires that they “accurately communicate the decisions of Council...even if they disagree with the decision.”¹³ Members are permitted to express a position that is contrary to a decision of Council, so long as they maintain compliance with the Code by accurately communicating the decision and refrain from making disparaging comments about other Members or the processes and decisions of Council.¹⁴

[25] The Referral Motion directed staff to prepare a future report on the motion to initiate a Caledon Village Bypass Feasibility Study with the Ministry of Transportation..

[26] The Post states that the Motion was defeated in a 5-4 vote, but was “referred to staff for consideration at a later date.”

[27] It is important to emphasize that Commissioner D’Amico consistently stated that Town staff could not initiate a Caledon Village Bypass Feasibility Study because the Town does not have jurisdiction over Highway 10.

[28] Though I do not agree that the Motion was “defeated” in the ordinary sense of that word, given that Council considered only the Referral Motion and not the Motion itself, Cllr. Early’s description of the Motion and the Referral Motion is sufficiently accurate that it does not constitute

¹¹ Based on my office’s review, this is an Instagram account that was tagged in the post through cross-platform functionality between Instagram and Facebook, both of which are owned by the same parent company, Meta. The account does not contain an “About” section. However, the posts reviewed appear to relate to various community events in and around the Caledon area, including a toy drive, photos with Santa, and pumpkin carving.

¹² S. 3.1 of the Code.

¹³ S. 3.2 of the Code.

¹⁴ S. 3.4 of the Code.

a contravention of the Code. I would have preferred that she also provide an accurate summary of Commissioner D'Amico's comments, in keeping with the requirement that Members communicate Council's decisions "accurately and fairly." However, based on the wording of the Code, it is only the decision itself, and not the underlying rationale, that must be communicated "openly, accurately and fairly." For those reasons, I find that Cllr. Early did not contravene the Code..

Did Cllr. Kiernan Contravene the Code?

Cllr. Kiernan's Comments Regarding the Motion and Referral Motion

[29] The Complainant responds to the Post by indicating that the Motion was not defeated, but does state that Council did not vote against a bypass. My review of the Post indicates that Cllr. Early made it clear that the Motion was not for Council to approve construction of a bypass.

[30] Cllr. Kiernan responds to the Complainant by stating that the Motion was "referred into limbo."

[31] Cllr. Kiernan's comment is inaccurate and contravenes sections 3.1, 3.2, and 3.4. It expressly neglects to indicate that the Referral Motion, which passed, requires staff to prepare a report addressing the Motion, including the proposed Caledon Village Bypass Feasibility Study. That is not the case of a matter being sent "into limbo." Rather, it constitutes substantive action, with the expectation that a report will be prepared in furtherance of the initiative set out in the Motion. Cllr. Kiernan was entitled to express her opposition to that decision, but she was required to do so accurately and fairly, in accordance with the Code. She did not do so. Accordingly, I find that she contravened the Code in that respect.

Cllr. Kiernan's Comments Regarding the Complainant

[32] After her comment regarding the Motion, Cllr. Kiernan states that the Complainant's dedication to the Mayor is understandable." She then questions whether the Complainant's company received payment for work at [the Mayor's] gala.

[33] The Complainant responds that by stating that staff advised that they would be unable to perform the feasibility study contemplated by the Motion and what this has to do with her dedication to the Mayor. The Complainant then asks what funds Cllr. Kiernan raises for the community.

[34] Cllr. Kiernan responds that she is not able to raise money in a similar manner as the Mayor because she does "not have that kind of relationship with the developers."

[35] The Complainant alleges that Cllr. Kiernan "publicly accused [her] of receiving preferential treatment from the Mayor in relation to event contracts I have been awarded." Upon reviewing Cllr. Kiernan's comments, I do not find that she went that far. Rather, the thrust of Cllr.

Kiernan's comment is that the Complainant is loyal to the Mayor as a result of her work in connection with the Mayor's gala.¹⁵

[36] Cllr. Kiernan goes on to state that she is unable to raise funds in a similar manner to Mayor Groves because she does not have a similar relationship with developers. This comment is ambiguous and falls outside the scope of this Complaint, which concerns the Complainant, the Motion, and the aspersions allegedly made against the Complainant.

[37] Regardless, I do find that Cllr. Kiernan's comments amount to criticism of, at the very least, the Complainant, and were lacking in the appropriate decorum expected of Members. I have previously defined decorum in my past decisions as "behaviour that is socially correct, calm, and polite" and "appropriate social behaviour" and "correct or proper behavior that shows respect and good manners."¹⁶

[38] Implying that a resident's (largely correct) characterization of the events at a Town meeting are influenced because she or her company was affiliated with the Mayor's charity event is disrespectful and the kind of malicious, public speculation that is prohibited by the Social Media Guidelines. For those reasons, I find that Cllr. Kiernan has contravened s. 3.3 of the Code and the Social Media Guidelines.

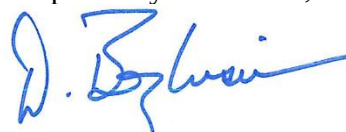
Penalty

[39] I found that Cllr. Kiernan's social media comments reproduced above contravened every subsection of Section 3 of the Code as well as its Social Media Guidelines.

[40] Were this Cllr. Kiernan's first Code contravention, I would have recommended a reprimand. However, given that this is her second contravention during my tenure as the Town's Integrity Commissioner for largely similar reasons (i.e. breach of decorum), I am recommending a 15-day suspension of pay.

[41] This concludes my investigation.

Respectfully Submitted,



David G. Boghosian,
Integrity Commissioner,
Town of Caledon

¹⁵ Mayor Annette Groves hosts an annual charity gala, which raised \$800,000.00 this past year. See Riley Murphy, "Caledon Mayor recognizes 40 community groups with donations following Charity Gala" *Caledon Citizen* (7 May 2026), online: Penticton Herald <https://www.pentictonherald.ca/spare_news/article_a2805dfc-7e6a-5830-bf88-813381508790.html>.

¹⁶ Complaint re: Councillor Lynn Kiernan re: April 25, 2024 Planning Committee Meeting – DGB-Caledon ICI-2024-01, citing the Cambridge University Dictionary, Wiktionary, and Britannica Dictionary, respectively.