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CHAMBERS

Integrity Commissioner Office  
for Township of Rideau Lakes

ELLEN FRY

Integrity Commissioner  
Township of Rideau Lakes  
[integrity@adr.ca](mailto:integrity@adr.ca)

August 18, 2025

**SENT BY EMAIL TO:**

Mary Ellen Truelove  
[mtruelove@rideaulakes.ca](mailto:mtruelove@rideaulakes.ca)

**Re: Status Report**

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Dear Ms. Truelove,

I am writing to give you a status report on my current investigations.

I am currently investigating a number of Integrity Commissioner complaints that were filed in April and June. Originally, I was investigating a total of 11 complaints. However, on August 13 the Complainant withdrew 2 of the complaints that were filed in April, decreasing the total complaints I am now investigating to 9.

Section 12.1 of the Code of Conduct provides as follows:

12.1 ...[T]he Integrity Commissioner shall:

- i. report the general findings of his/her investigation to the complainant and the member no later than ninety (90) days after the making of the complaint...

- ii. if the Integrity Commissioner requires more than 90 days to complete an investigation under the Code of Conduct, he or she shall report same to Council;
- iii. indicate when the Integrity Commissioner anticipates presenting his or her final report to Council.

The purpose of this letter is to report that I require more than 90 days to complete the investigation of 5 of the complaints I am investigating, and to provide a status report on all of the complaints under investigation.

The key steps I follow to ensure a thorough and fair investigation, in compliance with the requirements of the Code of Conduct, are as follows:

1. Determine whether a complaint discloses a possible breach of the Code of Conduct, and hence whether I will investigate the complaint;
2. Obtain written statements of the parties' positions in 4 steps: the complaint; the response by the Councillor to the complaint; the response by the Complainant to the Councillor; and the reply by the Councillor to the Complainant's response;
3. Interview relevant individuals and examine relevant records;
4. Prepare a draft report on the investigation and give the parties an opportunity to comment on the draft; and
5. File the final version of the report with the Clerk.

The 90-day investigation timeframes for the complaints filed in April ended on July 21 and 23 respectively. These timeframes have not been met, for the reasons explained below.

8 of the individuals that I needed to interview for the various complaints were individuals that I needed to interview concerning more than one complaint. I could have interviewed each of these individuals separately for each complaint. Doing so would have assisted me to present the reports for the April complaints within the 90-day timeframe.

However, to ask these 8 individuals to each participate in more than one interview would not have been the most efficient use of their time, or of my own time and the associated cost to Rideau Lakes.

Accordingly, I waited to do the interviews for the April complaints until I was also in a position to do the interviews for the June complaints, so that I was able to do a single interview for each individual that covered both the April and the June complaints. This caused some delay in the timeframe for the reports on the April complaints.

Also, some delay has been caused by the fact that interviews during the summer cannot always be scheduled as promptly as at other times of the year, due to vacation schedules etc.

I expect that I will be able to file the final versions of the April investigation reports, together with the first June investigation report by September 9, which is the end of the 90-day timeframe for the first June investigation report. The 90-day timeframe for the other June investigation report will end on September 22, and I expect to be able to meet that timeframe at the latest.

A chart is attached that shows the status of the various reports in more detail. Please let me know if you have any questions.

Sincerely,



Ellen Fry  
Integrity Commissioner for the Township of Rideau Lakes

cc: Shellee Fournier, Chief Administrative Officer

### Expected Schedule for Integrity Commissioner Complaints – April and June 2025

	File Number	Date Filed	90 Days after Filing	Complete Interviews	Send Drafts for Comment	Final Report
1	IC-35533-0425	April 22	July 21	August 22	August 25	September 9
2	IC-35534-0425	April 22	July 21	August 22	August 25	September 9
3	IC-35535-0425	April 22	July 21	August 22	August 25	September 9
4	IC-35536-0425	April 22	July 21	August 22	August 25	September 9
5	IC-35539-0425	April 24	July 23	August 22	August 25	September 9
6	IC-35540-0425	April 24	N/A Complaint withdrawn August 13	N/A	N/A	N/A
7	IC-35541-0425	April 24	N/A Complaint withdrawn August 13	N/A	N/A	N/A
8	IC-35595-0625	June 10	September 9	August 22	August 25	September 9
9	IC-35605-0625	June 23	September 22	August 22	August 25	September 22 or earlier
10	IC-35606-0625	June 23	September 22	August 22	August 25	September 22 or earlier
11	IC-35607-0625	June 23	September 22	August 22	August 25	September 22 or earlier