

FINDINGS SUMMARY

Summary of Investigation Results – Councillor Norman Sandahl

Scope of Investigation

On December 11, 2024, Town Council moved that I, Councillor Dale Yushchyshyn, was to be appointed as the investigator for the complaints relating to Councillor Norman Sandahl.

The complaints were in relation to allegations of violation of the Town of Gibbons Code of Conduct, relating to various sections and sub sections.

Investigative Effort

In order to arrive at the findings detailed in the full report provided to Town Council, I followed the following plan:

1. Interview of 4 complainants
2. Interview of Councillor Norm Sandahl
3. Review of 3 specific YouTube videos of Town of Gibbons Meeting of Council
4. Review of the Province of Alberta Municipal Government Act
5. Review of the Town of Gibbons Code of Conduct Bylaw MOG 1/18

This investigation encompasses approximately 25 hours of investigative actions and report writing.

Key Findings of Investigation

Of the 5 specifically identified complaints against Councillor Norm Sandahl, it is believed that:

- 3 of these complaints are substantiated based on the evidence provided
 - o It was substantiated that Councillor Sandahl conducted himself in an unprofessional manner, encompassing actions in meetings, verbal comments and written form via email
 - o It was substantiated that Councillor Sandahl made an untrue and inappropriate statement in an open forum relating to a member of the Town Staff's personal life
 - o It was substantiated that Councillor Sandahl made an inappropriate hand gesture during an open form. It is unclear on what message was trying to be conveyed or directly to whom, but the gesture itself was clear an inappropriate
- 1 of these complaints is plausible and left to the Town Council to decide based on the information I provided
 - o It was not substantiated or unsubstantiated that Councillor Sandahl made an aggressive action by throwing papers at Councillor Harris. This complaint was not debated to conclusion because it was determined that even if it was found substantiated, it would not have added Code of Conduct Violations to the list below of violations
- 1 of these complaints is unsubstantiated

Of the 3 substantiated allegations, it is believed that Councillor Sandahl did violate the following Code of Conduct sections.

- a. Section 1.0, subsection b – Each Member of Council shall conduct council business in such a manner that promotes public confidence and trust
- b. Section 3.0, subsection b – All Councillors shall show respect for each Member and their views
- c. Section 5.0, subsection a – All Councillors shall treat fellow Councillors, staff and the public with respect and courtesy
- d. Section 5.0, subsection b – All Councillors shall communicate with fellow Councillors, staff and the public in a manner promoting a spirit of cooperation, dignity, understanding and respect to opinions that may differ.

The other Code of Conduct violations that were alleged were unsubstantiated.

Dale Yushchyshyn
Acting Mayor