

Council Code of Conduct Complaint – March 18, 2026

Council has decided to release this summary in accordance with section 29(4) of Council Code of Conduct Bylaw No. 9439 (the “Code”). It has been prepared in a manner that is intended to ensure that the City complies with its obligations pursuant to the *Freedom of Information and Protection of Privacy Act* in relation to personal information.

On October 17, 2025, the City retained investigators in relation to a complaint submitted pursuant to the Code. The investigators completed that investigation and submitted their report to the City on February 13, 2026. The report was submitted under section 28(2) of the Code, as the investigators determined that a breach had not occurred.

The complaint at issue alleged that Mayor Yu breached section 10(1)(b) by speaking disparagingly about City staff at a public event. In this case, after interviewing the complainant, respondent, as well as two other witnesses, the investigators found that there was not enough evidence to determine that a breach of the Code had occurred.

The investigators rested their decision in part on the evidence given by one of the witnesses, which established that the Mayor had made comments at a community meeting to the effect that the work of certain members of City staff was “questionable”. The Mayor acknowledged having made such a statement, but in a limited fashion. He maintained that his words were not meant as a critique of the work of individual staff but instead reflected practical limitations of a particular department, given operational and budgetary constraints.

Other witnesses were not able to provide detailed evidence regarding the context in which the comments were made, beyond their respective interpretations or impressions of the events at issue. The investigators, therefore, found that there was insufficient direct evidence to support that the Mayor had made a statement about staff working “banker-type hours” or to reach a conclusion about the context surrounding the Mayor’s comments regarding the work of the staff as being “questionable”.

Given their factual findings, which substantiated that Mayor Yu had made a general comment regarding the work of certain staff as being “questionable”, but not some other comments at issue in the complaint, the investigators found that his comments did not amount to a breach of the Code. The matter was found to be “close to the line”, as it could be inferred that Mayor Yu may have been speaking about a relatively small number of staff. However, in the investigators’ view, Mayor YU’s conduct ultimately did not meet the threshold for being “disparaging” within the meaning of the Code and accounting for Mayor Yu’s right to express himself about policy matters affecting the City.

The investigators concluded by noting that, while there was not enough evidence to find a breach, the Mayor could have phrased his comments more carefully. He could have limited his comments to actions of the City, and not made comments that implicated the performance of staff.