DISTRICT OF NORTH SAANICH

RISE AND REPORT

The following was presented to the public on October 13, 2026:

At the Special In Camera Meeting held October 13, 2026, Council passed the following resolution:

In Camera Resolution:

"That the District release the following statement:

The District of North Saanich received multiple complaints regarding Mr. Mazzoni under the District's Respectful Workplace Policy.

Roper Greyell LLP Employment + Labour Lawyers were retained to conduct an independent investigation into the complaints.

The District is releasing the following of the investigator's report, which contain the findings and recommendations relating to Mr. Mazzoni:

- *parts 346 – 355;*
- *parts 362, 363, and 364; and,*
- *the title of the options as outlined below:*
    - *Option #1 – A Negotiated Exit or Without Cause Termination for the Respondent*
    - *Option #2 – Continued Employment of the Respondent*

Following the investigation, the District sought to negotiate a departure agreement with Mr. Mazzoni; however, no response was received. The District had also previously offered coaching to support Mr. Mazzoni in his leadership role, which he declined.

Based on the information presented, it was a unanimous decision of Council to terminate Mr. Mazzoni's employment.

And further, that Council direct the immediate public release through publication on the District's website and by issuance of a media release."