

MESSAGE FROM THE MAYOR AND THE DIRECTOR GENERAL



RESPECT FOR MUNICIPAL EMPLOYEES: A COLLECTIVE RESPONSIBILITY

In recent years, your council and the administration of the Town of Temiscaming have worked diligently to build a skilled, stable and dedicated team. Together, we have invested considerable effort in providing our community with quality municipal services that meet the needs of residents.

The many positive comments received from the vast majority of residents confirm that we are on the right track. We are grateful for this recognition and particularly proud of what we have accomplished.

A PARTICULARLY BUSY PERIOD

Over the past few months, as happens every year with the arrival of spring, the workload has increased considerably across several municipal departments. Whether maintaining our infrastructure through the Public Works Department, delivering the many activities offered by the Recreation, Culture and Community Life Department, or responding to the growing number of requests handled by the Urban Planning Department, our teams are fully engaged.

This level of activity is good news. It reflects an active, dynamic and thriving community.

Unfortunately, however, we have observed an increase in incidents involving incivility, disrespectful remarks and inappropriate behaviour toward certain municipal employees, often in connection with specific files or requests.

Although these situations involve only a small minority of individuals, their impact is very real for those who work every day in service to our community.

RESPECTFUL COMMUNICATION, EVEN WHEN WE DISAGREE

Certain matters may raise concerns or lead to frustration or disagreement. This is entirely normal. Residents have every right to express their opinions, ask questions and make their views known.

However, no employee should be subjected to disrespectful, aggressive or demeaning remarks while carrying out their duties.

It is important to remember that municipal employees are responsible for treating all residents fairly and ensuring the sound management of public funds. In many matters, they are not the decision-makers. Their role is to apply municipal by-laws as well as the decisions and directions democratically adopted by the town council.

They therefore deserve the same respect they demonstrate toward residents every day.

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A CLEAR POLICY

The Town of Temiscaming has adopted a Policy on the Prevention and Management of Workplace Harassment, Violence and Incivility.

This policy applies, in particular, to interactions between municipal employees and residents. Its purpose is to foster an environment based on respect, civility and cooperation. Anyone who interacts with the Town—whether an employee, resident, volunteer, supplier or third party—is expected to comply with it.

Failure to comply with this policy may result in administrative measures. For example, an individual may be required to have another person present during any meeting with a municipal employee. Depending on the nature and severity of the situation, legal action may also be considered.

These measures are not intended to restrict anyone's right to express disagreement. They are designed to protect individuals and ensure that all interactions take place in a safe and respectful environment.

TO READ THE POLICY ON OUR WEBSITE (FRENCH VERSION ONLY)



VALUES WE MUST PRESERVE TOGETHER

Disagreements are normal and even healthy in a democracy. They are part of municipal life and contribute to more meaningful discussions and thoughtful decision-making.

Emotions can sometimes run high, but they should never cause us to lose sight of the respect we owe one another.

What distinguishes us as a community is our ability to express differing opinions with respect, civility and openness to dialogue.

A RENEWED COMMITMENT OF SUPPORT

On behalf of the town council and the administration of the Town of Temiscaming, we wish to reaffirm our full confidence in our municipal employees.

Day after day, we witness their dedication, professionalism, reliability and resourcefulness. We are deeply grateful for the work they perform every day in service to our residents.

We invite all residents to join us in preserving these achievements and maintaining a community that reflects the values we share.

A municipality is also defined by the way its residents choose to speak to and treat one another. Let us continue making Temiscaming a community where respect is a strength, disagreements can be expressed with dignity, and everyone helps maintain an environment of which we can all be proud.

Thank you for your cooperation.

Alain Gauthier

Mayor

Patrick Tanguay Dumas

Director General and Clerk

