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City of Hamilton Councillors
Hamilton City Hall
71 Main Street West
Hamilton, ON L8P 4Y5

WITHOUT PREJUDICE

Dear Sirs and Mesdames:

**Re: Advisory Committee for Persons with Disabilities (“ACPD”)
Handling of Complaints
Our Client: Aznive Mallett**

We have been retained by Aznive Mallett (“Mrs. Mallett”) with respect to the handling of certain complaints made by and against Mrs. Mallett. As you may be aware, over the last 40 years Mrs. Mallett has been heavily involved in disability advocacy within the city of Hamilton and the surrounding area. She has held a variety of roles and received multiple awards for her hard work and dedication throughout the years. Mrs. Mallett has served on the ACPD for a total of five terms, holding the position of chair for the last three terms.

In her most recent term as chair of the ACPD, Mrs. Mallett experienced difficulties with a new member, James Kemp (“Mr. Kemp”). As a result of her difficulties with Mr. Kemp, Mrs. Mallett reached out to a variety of offices within the City of Hamilton (the “City”) for assistance and guidance. Mrs. Mallett informs us that she was adamant and persistent with her desire to have a joint meeting with Mr. Kemp and a representative from the City to discuss and resolve their issues, however this never came to fruition.

In or around the Fall of 2022, Mrs. Mallett filed a complaint against Mr. Kemp with the City (the “Mallett Complaint”). Subsequent to her filing the Mallett Complaint, Mrs. Mallett informs us that Mr. Kemp filed a complaint against her (the “Kemp Complaint”, together with the Mallett Complaint, the “Complaints”). In the last year, Mrs. Mallett remained diligent in following up with the Mallett Complaint. In early 2023, the Complaints were referred to Principle Integrity (the “Integrity Commissioner”).

Mrs. Mallett informs us that the Integrity Commissioner completed their investigation of the Kemp Complaint. The Mallett Complaint seems to have been disregarded in its entirety. Ultimately, the Integrity Commissioners recommendation to the Hamilton City Council is that Mrs. Mallett be removed from her role as both chair and member of the ACPD (the "Recommendation"). Mrs. Mallett informs us she repeatedly contacted the Integrity Commissioner to correct certain information she thought were unsubstantiated or incorrect, but was not provided the opportunity to do so prior to the Recommendation. It was only after the Recommendation was essentially complete and findings had been made against her did the Integrity Commissioner attempt to obtain Mrs. Mallett's version of events.

Mrs. Mallett wishes to express her disappointment in how the City handled the Complaints. In early October 2023, Mrs. Mallett emailed the Integrity Commissioner to discuss the Recommendation. Certain emails from the Integrity Commissioner went into her junk email and she discovered them after the two-week deadline they provided her.

The City's handling of the Complaints has left Mrs. Mallett utterly embarrassed, and placed her in a position to have to defend her reputation and integrity. The treatment of Mrs. Mallett is absolutely unacceptable. Ultimately, Mrs. Mallett vehemently denies the allegations made against her in the Kemp Complaint, and urges the Hamilton City Councilors to reject the Recommendation in its entirety in order for a proper investigation of both the Mallett Complaint and the Kemp Complaint to be conducted.

Although, at this time, our client does not wish to pursue this matter further, Mrs. Mallett reserves all of her rights, including but not limited to, commencing legal proceedings. We look forward to resolving this matter as reasonably and amicably as possible.

Yours truly,
INCH HAMMOND PROFESSIONAL CORPORATION

Per:



Zoe-Georgie-Elpitha Kalakos

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