



Committee of the Whole Board Meeting

Monday, September 13, 2021

Board Room, Education Centre /MS Teams Virtual Meeting

AGENDA

- A - 1 **Opening**
 - (a) Roll Call
 - (b) Declaration of Conflict of Interest
 - (c) In Camera Session **(6:30 pm)**
 - (i) Personnel
 - (ii) Legal
 - (iii) Property
 - (d) Welcome to Open Session / Land Acknowledgement Statement **(7:15 pm)**
 - (e) Agenda Additions/Deletions/Approval
 - (f) In Camera Report
 - (g) Presentation
 - (h) Delegation
 - * (i) Katie Gaudet – School Year Reopening

- B - 1 **Business Arising from Minutes and/or Previous Meetings**

- C - 1 **Director’s Report** J. Roberto
 - (a) Director’s Highlights
 - (b) Leading and Learning in a Pandemic

- D - 1 **New Business – Action/Decision Items**
 - * (a) Schedule of Pre-Budget Consultation and Budget Review Meetings R. Wyszynski
 - * (b) Contract Award – Multi-Functional Devices R. Wyszynski

- D – 2 **New Business – Information Items**
 - * (a) SO17 Guidelines for Student Accommodation, up to and including Exemption from Non-Medical or Cloth Masks L. Thompson

- E - 1 **Bylaw/Policy Consideration - Action/Decision Items**
 - * (a) F7 Reporting of Wrongdoing **(A)** R. Wyszynski

- E-- 2 **Procedure Consideration – Information Items**
 - * (a) FT101 Smoke-Free Environment **(C)** R. Wyszynski
 - * (b) HR102 Working with Blood-Borne Infections, Precautions and Practices **(C)** J. Tozer
 - * (c) F107 Reporting Suspected Wrongdoing **(I)** R. Wyszynski

- F - 1 **Other Business**
 - (a) OPSBA Report D. Werden

- G - 1 **Correspondence**

- H - 1 **Adjournment**



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AGENDA

Future Meetings (held at the Education Centre unless noted otherwise)

Committee of the Whole	September 13, 2021	7:15 PM	Board Room
Special Education Advisory Committee (SEAC)	September 16, 2021	6:00 PM	MS Teams
Audit Committee	September 21, 2021	4:00 PM	MS Teams
Chair's Committee	September 27, 2021	5:45 PM	Norfolk Room
Regular Board Meeting	September 27, 2021	7:15 PM	Board Room
Quality Accommodation Committee (QAC)	September 30, 2021	2:00 PM	Board Room
Committee of the Whole	October 4, 2021	7:15 PM	Board Room
Safe and Inclusive Schools (SIS)	October 14, 2021	1:00 PM	MS Teams
Native Advisory Committee (NAC)	October 19, 2021	1:00 PM	MS Teams
Indigenous Education Advisory Committee (IEAC)	October 21, 2021	1:00 PM	MS Teams
Special Education Advisory Committee (SEAC)	October 21, 2021	6:00 PM	MS Teams
Grand Erie Parent Involvement Committee (GEPIC)	October 28, 2021	6:30 PM	MS Teams

13 July 2021

We say NO to the "New Normal" for children

This letter is to School boards, Trustees, Principals, Public Health Officials, MPs, MPPs, MLAs, Ministries and Ministers of Health, Ministries and Ministers of Education, Premiers and Prime Minister.

We are a strong group of parents, grandparents, concerned citizens and professionals who are committed to advocating for the children of Canada against the "New Normal" continuing to be imposed.

Over the last 18 months, children have been made to carry the weight of the world and have been forced to endure completely unnecessary restrictions and abuse. Collectively, we say NO to masking, distancing, poisonous chemical sanitizer, isolation, testing, constant coercion and violation of bodily autonomy, and unproven injections. We say NO to ignoring our children's suffering, to putting their needs to the side and their lives in harms way all in the name of "health and safety" and "the greater good." Our children are the most vulnerable members of society and the most valuable. We will not let their voices go unheard, we will no longer comply.

Please see the following main points:

1. NO TO LOCKDOWNS

The most staggering statistics that have come out of the past year have been the levels of childhood suicides (now the number 1 cause of death for children), depression, anxiety, eating disorders, overdoses, and abuse. These harms have been directly caused by the isolation of lockdowns and the closing of important resources. According to SickKids Hospital, more than half of children aged 8-12 reported clinically significant depressive symptoms during the 2nd wave of the pandemic. That number jumped to 70% among adolescents. There have also been an unprecedented rise in hospital admissions for eating disorders and Type 2 diabetes. These figures alone should be enough to stop the harmful measures.

It has been well documented and proven globally that children are statistically at 0% risk of dying from Covid-19. Data from across the world, including Canada, shows that not only are children not seriously affected by this virus, they also do not spread it. In fact, children are at far more risk of serious outcomes from seasonal influenza than from Covid. Despite these facts, children have been forced to accept harmful rules and restrictions under the guise of public safety. These mandates have and continue to affect them socially, emotionally and physically. What we know is that there is no justifiable reason to take away youth sports or to isolate them away from their family and friends or to close down parks and playgrounds or to deny access to schools and co-op placements and force them in front of a screen. What we know is that the above causes a great deal of unnecessary distress to children and youth. We as a collective group will not accept any further locking down of these essential parts of life and liberty that each and every citizen in Canada was born with the innate right to.

2. NO TO MASKING AND DISTANCING

The daily messaging regarding masking and distancing can be seen everywhere you turn. The propaganda in stores, on TV, on the radio, on social media and within the classroom has had a clear message to our children. The message is to fear the air they breathe and the people and objects around them. They have been told by peers, adults and teaching staff that they now have the power to kill their loved ones just by breathing air and having physical contact, or that the mask is the only way to keep themselves and others safe despite any discomfort they feel or any exemptions they may have. The damage and trauma done with this messaging can be irreversible! Masking is particularly harmful for our youngest children as they develop and learn. Children need to be able to see facial expressions and interact through play and touch in order to form healthy social connections, learn to read and speak, and feel secure in their world. Not only is masking unhealthy psychologically, it is physically hazardous. A fully peer-reviewed study published in The Journal of American Medicine (<https://jamanetwork.com/journals/jamapediatrics/fullarticle/2781743>) showed that after just 3 minutes of mask wearing, children were found to be inhaling over 6 to 10 times the exposure limit of carbon dioxide. This is TOXIC! With this type of exposure, children have been experiencing several symptoms of toxicity including: headaches, difficulty breathing, fatigue, loss of concentration and more. A German study of over 25,000 children also confirms these types of adverse events due to masking.

In April 2021, Health Canada set the indoor exposure limit for CO₂ at 1,000 ppm. With

the knowledge that children are breathing in toxic levels of CO2 for upwards of 8 hours per day, indoors and outdoors and during phys-ed; we can no longer allow this to occur! In addition to the toxic air, the masks themselves, after long-term wear in this type of setting have been shown to become a breeding ground for harmful bacteria and pathogens. The warm, wet environment within the mask creates an unsafe level of risk to the wearer as he/she is continuously exposed to this as well as causes the break down of mask material which can be inhaled. Even with a change of mask, children are not mature enough nor should they be required to worry about keeping themselves and a mask sterile. These are unrealistic and dangerous expectations that are leading to serious harm.

3. NO TO DANGEROUS INJECTIONS

The new Covid-19 injections are only Authorized for Emergency Use. They are not Approved by FDA or Health Canada. There is no long term safety data at all for any age group. With the recent roll-out for children as young as 12 and the impending roll-out for children under the age of 12, we refuse to be coerced, bribed or forced to take part in these experimental injections in order to gain access to education, activities, extra curriculars and social contact. If you are told you have to take some drug in order to regain your freedoms, then you are NOT free!

As documented by Pfizer, Moderna, Astrazeneca and J&J, the experimental phase is not complete until 2023. As per the Nuremberg Code, our families have the right to refuse to participate in such an experiment. INFORMED CONSENT is non negotiable.

These injections have not been proven safe, in fact they have show an extremely high rate of adverse reactions and deaths as seen in Government adverse event data collection systems in several countries. There have been more reported deaths and reactions caused by these injections in the last several months than for all vaccines in the last 3 decades combined!

Reports of Myocarditis, Pericarditis (especially among boys), menstrual cycle disruptions, fertility concerns, blood clots, neurological conditions and death INCLUDING child deaths are coming out all over the world. According to the CDC's own data, children aged 0-17 are at 11.3 times greater risk of injury due to Covid-19 injection in comparison to any benefit that may come from taking the shot. Schools and governments that willingly participate in medical coercion will be held liable.

Families that choose to not inject their children will not allow their child to be treated any differently via segregation, masking, plexiglass or other, in any setting. Children are not to be excluded or have their private medical information divulged. Medical Privacy Laws state that consent must not be required as a condition of service. The Health Care Consent Act Section 11 outlines consent must be voluntary and informed.

To summarize our message: Our children have the right to an education free from fear and stress and free from restrictions and suppression. Our children have the right to have their voices heard and their needs put before our own as adults. Our children have the right to a full life with normal experiences and new milestones that will shape them into healthy, happy and confident adults. The path that we are currently on is going to have serious impacts that reach far into the future. We need to end these harmful measures today as that would be following true science and true evidence that we have had over a year to look back on. It is our duty as adults to do what is right for our children. It is OUR duty to protect them from harm, not the other way around.

Update 16 July 2021

Continued censorship

The Journal of American Medicine has been forced to print a retraction on the mask study quoted in our letter. This truly solidifies the continued censorship and unwillingness to accept any counter debate on science. The underpinning of valid science is to hear the debate on both sides, not censor it or cancel it.

Our children's experiences show what the truth is. That cannot be censored.

Update 03 August 2021

79 Mask Studies

47 studies confirm ineffectiveness of masks for COVID and 32 more confirm their negative health effects

<https://www.lifesitenews.com/news/47-studies-confirm-ineffectiveness-of-masks-for-covid-and-32-more-confirm-their-negative-health-effects>

Update 16 July 2021

Signatures

Thank you for the continued support of this open letter! We currently have over 1000 signatories! However, please ensure that your signature has been verified. There should be a confirmation email after signing, check your spam folder. If you have not received a confirmation email, please resubmit signature.

Once we are at 1000 verified signatures, the letter can be sent to anyone in a position of power implementing these restrictions and mandates. Sign, share, send!

Thank you again for being an incredible group of advocates for Children and youth.

2,497

signatures

1,383 verified

Your name

occupation

city

organization

email

Send me an email to keep me posted of the results of this open letter

1383. Marian Paleacu, Engineer, Ottawa
1382. Monica Elena, Ottawa
1381. Bogdan Carjac, Solution Architect, Innovapost, Kanata
1380. Vincent Lizotte, mature student, Delhi
1379. roxana Queyras, Advisor, Bank, Ottawa
1378. Warrick Gillingham, Warehouse Person, Warrick Gillingham, Toronto
1377. Sandra
1376. Justyna Campli, Buyer, Vaughan
1375. Vanea Friesen, Engineer, Winnipeg
1374. Cynthia Delay, office administrator, Niagara Falls
1373. Ben McLellan, Artist, Inklings In Wood, Maitland,
1372. Lynn Rody, Grandma, Thunder Bay, ON
1371. Charito, Homemaker, Awake Canada, Coquitlam
1370. Joey Ayoub, Business analyst, Air Canada Vacations, Montreal
1369. Rosemarie McMahon, Homemaker, Fort Assiniboine
1368. Sheri Brown, Ruthven
1367. Julie Van Hill, Parent, St Albert
1366. Christina Bieber
1365. Rachael Murphy, Homemaker, Edmonton
1364. Miroslava Djokic, Retired, Toronto
1363. Marcie Palm, Homemaker, Afton Station
1362. Doma Lama, ECE, Parent, Toronto
1361. Jonathan Palm, Bricklayer, Tracadie
1360. Debbie Arsenault, At home mom, Antigonish Nova Scotia
1359. Janet Miller, Consultant, A Spirited Path, Bowmanville
1358. Deborah Morrison, Retired, Renfrew
1357. Jean Muranetz, Bookkeeper, United Floors, Victoria
1356. Robert Schulz, Saskatoon
1355. Kaley Metler, Owner, KJ's Transformation Fitness, Millgrove, Ontario
1354. Graham Cook, Ladysmith
1353. Sarah Smith, Teaching, Toronto District School Board, Toronto
1352. Pamela Carpenter, Restaurant Owner, The Bannock House, Regina
1351. Mike Knoll, Teacher, Regina
1350. Rhonda Pfeifer, Lumsden

1349. Audrey Eberle, Farm, Regina
1348. Sarah Cooke, Registered Massage Therapist, Dawson City, Yukon
1347. Ashley Gaitty
1346. Ashley Centrone, SAHM of 4 boys, Cochrane
1345. Terry Hebblethwaite, Grandmother, Cochrane
1344. ALANA ROHATYN, Mother, Lloydminster
1343. Heidi Christison, teacher, Bridesville
1342. Michael Croft, Soccer Coach, NYC
1341. Catherine Johnston, Medical Lab Technologist, Public Health Laboratory, London
1340. Semret Mengistu, Mom, My Family, Etobicoke
1339. Robyn Garlough, Mother, Guelph
1338. Brian Knechtel, Bus. Owner, Shakespeare
1337. Angela Baldwin, Natural Health, Oshawa
1336. María Pérez, Life Coach, Mississauga
1335. Susan Roberts, Retired, Ailsa Craig Ontario
1334. Tonie Wells, Deputy Sheriff, Regina Beach
1333. Kelly Lapham, Tiny
1332. Sarah Mason, Victoria Harbour
1331. Shelagh Smith, concerned citizen, Ms./Mrs., BC
1330. Ken Bertrand, Security, Pembroke
1329. Carolyn B., None of your business, Peterborough
1328. Mary Young, Belleville
1327. Josephine solomons, Toronto
1326. Kandy Jones, Mother, Hagersville
1325. Alyssa Cook, Apsley
1324. Hannah Capocci, Toronto
1323. anna kochanowsky, COLLINGWOOD
1322. Vivian Adine Guglietti, Health coach, Isagenix, Richmond Hill
1321. MAGGIE BLUE OHARA, Performing Arts, Vancouver
1320. Elizabeth Hebig, Retired, Concerned grandparent, Lloydminster
1319. Hresa Chatz, Self, Toronto
1318. Kristin Saunders, Kamloops
1317. Erin Lavoie
1316. BARBARA DUBE, Retired, Windsor
1315. Rick Pickard, Instructor, Cobalt
1314. Linda Walker, Bookkeeper, Magnetawan

1313. Kathleen Hill, Retired, Sydenham
1312. Oliver Schimpl, Owner, Platinum Painters, Richmond Hill
1311. Lawrence J Vogel, Farmer, Turin
1310. Jessica Rosebush, Toronto
1309. Lisa Stufko, Home maker, Stittsville
1308. Leonora Ozturk, Holistic Wellness By Leonora, Woodbridge
1307. Kristen Ayotte, Cambridge
1306. Stephanie savoy, Business owner, Cambridge
1305. Karrie Becher, stay at home parent, Chelsea
1304. Denisse, Homemaker, N/a, Toronto
1303. Sylwia Winiarska, Toronto
1302. Marko Stenta, Mississauga
1301. Carol Rothfusz, Oakville
1300. Grace Tamburrini, Dental hygienist, Brampton
1299. Chris Czupiel, Service tech support, Toronto
1298. C stickney, Keremeos
1297. Oksana Varyk, Florist, Mississauga
1296. Cheryl Hobbs, Parent, Toronto
1295. Elizabeth Czynianski, Parent, Toronto
1294. Nadiya Kostiv, Parent, Toronto
1293. Svitlana Yurashchuk, Educator, Body Bene Fit, Mississauga
1292. Emilia Stelmach, Parent, Toronto
1291. Paul Tkacz, Technician, Mississauga
1290. Luba jaremko, Office admin-retires, Toronto
1289. Patricia Boulge, Dental, Brampton
1288. Tara, Entrepreneur, Toronto
1287. Todd Lee, Vancouver
1286. Tyler fritsen, Construction, Freedomfighters, Penticton
1285. Julie O'Toole, Etobicoke
1284. Mravenda
1283. Carmen Ravenda
1282. Robert Grossi, St. Thomas
1281. Anna Hankowski, Graphic Designer, Mississuga
1280. Anna Kowalczyk, Sales, Nutrafarms, Innisfil
1279. Katarzyna Hulicki, Accounting and Admin, Katarzyna Hulicki, Mississauga
1278. Ausilia Spano, Grandmother, Woodbridge

- 1277. Griselda Hernandez, Mother and Doula, Toronto
- 1276. Stella, Police officer, York
- 1275. Kristen Cass, Payroll Coordinator, Brampton
- 1274. Angela Rico, Mother, Bradford
- 1273. Jenma Roque Garcia, York
- 1272. Helen Page, RN ICU
- 1271. Joann Sebanc, Renfrew County
- 1270. Kerry Lamorie, Retired, Ottawa
- 1269. Gerhardus Steenbeek, VARNA
- 1268. Shannon Leahy, Writer, Toronto
- 1267. Stephanie Van Leeuwen, Mother, Utopia
- 1266. Monica Di-Biase, Mississauga
- 1265. Paula Rodriguez de la Vega, BSc. Ecology and Mother, Penticton, BC.
- 1264. Sandra, Retiree Teacher, Self, Hamilton
- 1263. Chris VandenBos, Police Constable, Cambridge
- 1262. Samantha Correa, Teacher, Oak Park
- 1261. Philip Williams, Retired Police Officer, Yarker
- 1260. Sheila Paul, self-employed, Cobble Hill
- 1259. chloe scarf, organic hair dresser, seventhheavenbiosalon.com, Surrey
- 1258. Norma-Jean McCreedy, Retired EA, N/A, Barrie
- 1257. Seher Atasever, Mom, Home, MILTON
- 1256. Melissa, Hamilton
- 1255. Joe elliott, Dnd, Ottawa
- 1254. Gordon Francey, Edmonton
- 1253. Mike Talbot, Huntsville
- 1252. Yudi Plonka, Systems & Processes, Privately Owned, Toronto
- 1251. Chris Kloepfer, Ottawa
- 1250. Ashley Glauser, DECE, Barrie
- 1249. Denis Morin, Consultant /retired Military, Val-des-Monts
- 1248. Mark Tereschuk, Police Officer, Ottawa Police Service, Ottawa
- 1247. eva stancu, analyst, EE, waterdown
- 1246. Nadia Inayeh, Toronto
- 1245. Antonella Cap, Oshawa
- 1244. Ken bertrand, Security, Pembroke
- 1243. Johnny Voulgaris, Legal Assistant, Toronto
- 1242. Margaret Pocket, grandparents t, Arnprior

1241. Hannelle Weverink, Hamilton
1240. Dann Zealley, retired, Roberts Creek
1239. Marilyn Beckett, retired, Sooke
1238. Joann Giroux, Bowmanville
1237. Julia Chandler, Stay at home mother of three, Strathroy
1236. DWAYNE E KING, Back Ground Film Extra, AURORA
1235. Patty Hagen, Coldwater
1234. Stephanie Purchase, Stay at home mom, Waterford
1233. Mandy, Self employed, The Cleaning Girl, St Catharines
1232. Jonathan Jacob, Electrical Engineer, Vancouver
1231. Mary-Jean Harris, Business Owner, Ottawa
1230. Krystyna Gazo, Office clerical, Education, Orangeville
1229. Nicholas Terentieff, retired, London
1228. Joy Jolie, Computer Trainer, Brampton
1227. Helen Bellman, Dental hygienist, Nelson
1226. Todd Ward, Mechanical Engineer, N/A, Riverview
1225. Shelley Peterson, Niagara on the Lake
1224. Donna Trovao, Nurse, Etobicoke
1223. Ted Wozny, Retired, Etobicoke
1222. Christina Reichelt, Legal assistant, London
1221. Cathy Baerg, musician, Ottawa
1220. Samantha Kawall, software, Toronto
1219. Valerie P, Former Clinical & Communication Skills Teaching Associate, Windsor
1218. Robina Wilkinson, Nutritionist, Stouffville
1217. Nicholas Wind, Scarborough
1216. Eloisa Montes de Oca, Teacher, Ottawa
1215. Christine, Receptionist, Woodbridge
1214. Kristina Derkatch, Teacher, Mississauga
1213. Wilson Venancio, Writer, Mississauga
1212. Eris Laws, Acton
1211. Adina Mazomenos, Customer service, Toronto
1210. Cristina Oppedisano, BOLTON
1209. Lucie Laplante, Retired MP constituency assistant, Kapuskasing
1208. Eva Diruscio, Mom, Vaughan
1207. Angie papaspyros, Mother, Maple
1206. Anja Crombeen, Self employed, Sarnia

1205. Lucy Biasini, Mom, Vaughan
1204. Helen P., Mom, Alliston
1203. Soula Papaspyros, Mom, Vaughan
1202. Helen papaspyros, Stay at home mom, Vaughan
1201. Soula papaspyros, Vaughan
1200. Carrie Richards, Mom, Niagara
1199. Petra Saghbini, Ottawa
1198. Rach Hill, SAHM / Teacher, Shannonville
1197. Sylvia, Admin, Toronto
1196. Margaret, Retired, Wellington
1195. Sandra Kocukov, teacher, mississauga
1194. Daniela, Health Care Provider, Oshawa
1193. Sandy Laco, Flight Attendant, Toronto
1192. Chelsea, Student, Kitchener
1191. Jessica DiPasquale, Teacher, Brampton
1190. Ryan Burd, Chef, Orangeville
1189. Darlene rempel, Pedorthist/business owner, Foot by Foot, New Dundee
1188. Donna Nafziger, retired RPN, Wellesley
1187. Michelle Gromow, Counsellor, North Vancouver
1186. Joan Parsons, Newmarket
1185. J Bossence, Art Instructor, New Dundee
1184. Whitney Ohlund, Chiropractor, Georgetown
1183. Brandi M, Sarnia
1182. Tammy, Graphic design, Schanzenfeld
1181. Natalie Botica, Burlington
1180. Victoria Kerr, Cambridge
1179. Adrianna Lafond, Sturgeon Falls
1178. Nikki, Stay at home mom, Oshawa
1177. Lori Taylor, Scaffolder, Edmonton
1176. Christi Casciaro, Holistic Nutritionist, Hamilton
1175. Blain McElrea, self employed, parent, Elliot Lake
1174. Kelly Gibbins, Bookkeeper, Blyth
1173. Marylene Cacciola, Georgina
1172. Silvana Santos, Mississauga
1171. Vivian Wiggins, Thornton
1170. Carolina Lloyd, Markham

1169. Sheen Poitevin, Self-Employed, Vineland
1168. Tracie Owen
1167. Wayne Llewellyn, Musician, Penticton
1166. Andrea Carmichael, Mississauga
1165. Kevin cobb, Baden
1164. Kristina Dunn, Play It Back Media Inc., St Catharines
1163. Jason Blyth, Electrician, Brampton
1162. Pamela Little, Educational Assistant, Crediton
1161. Cassy Serrano, New Homes Sales, Stouffville
1160. Amanda Weber, Parent, entrepreneur, Waterloo
1159. Scott J Hamilton, Waterloo
1158. Hilda McDonald
1157. shaun burchell, n/a, self, red point
1156. Rachelle Paquette, Service writer, Timmins
1155. Maria Sorgini, Accountant, Nobleton
1154. Amy Glass, Mother/Small Business Owner, Shelburne
1153. Robert Campanella
1152. Kim Staley, Stoney Creek
1151. Josie Chaves, Mississauga
1150. Anna Dziak, retired, Waterloo, On.
1149. Roger Gian, Laval
1148. Wendy Harding, Mother, St.george
1147. Dianne Borrow, Retired, Parry Sound
1146. Sylwia Pawluch, Mississauga
1145. Pascaline Phillips, ND, toronto
1144. Vincent Landry, Calgary
1143. Maria Hiebert, Burgessville
1142. Debbie Macintosh, Abbotsford
1141. Tom Wojciechowski, Welder owner, Ayr
1140. Ruth Moore, Receptionist, Stratford
1139. Deborah Bondi - O'Gram, Administration, McDougall , Parry Sound
1138. Marta Guardado, Ayr
1137. Roch Laplante, SW, Kapuskasing, On.
1136. Janine Gwendoline Smith, Artist, Peterborough
1135. Christine Beegan, Victoria
1134. Eduart Budini, meat manager, Longos, toronto

1133. Jessica Karniej, RECE, Hamilton
1132. Leah Tassielli, Self employed, Stouffville
1131. Jim Moore, Chiropractor, Stittsville
1130. Sara Klassen, Homemaker, OTTERVILLE
1129. Amanda Bowoade, Monarch
1128. Christy Muddle, Self Employed, Stratford
1127. Kendahl Friel, National Key Account Manager, Woodbridge
1126. Kathleen Knoop, Retired, Woodstock
1125. Dawn Cormier, Naturopathic Doctor, Naturopathic Health and Wellness Centre,
Stratford
1124. Arlette Resendes, Mississauga
1123. Stacey rebryna, Cafeteria supervisor, Ripley ontario
1122. Luara Gonzalez Rendon, Kindergarten assistant, Hamilton
1121. Michael Casey, Construction, Ajax
1120. Caitlin Doyle, real estate, Montreal
1119. Francs viola
1118. Brian Mcleod, Belle river Ontario
1117. Massimo Leo, Public Servant
1116. jon kent, Metal mechanic, Norwich
1115. Aj cohen, Construction, Human, Paisley
1114. Gordon Evans, Retired OPP officer, Recently Retired after 45 yrs Emerg / ICU,
Lakefield
1113. Mary guenther, Tillsonburg
1112. Denis Landry, Retirement, DRL RENEGADES, Oakville
1111. A.Sabo, SA, Tillsonburg
1110. Jenni Flanigan, Hamilton
1109. Greg paterson, Truck driver, Regina
1108. Bob Myers, Father of 7, grandfather of 16, Wellesley
1107. Cyril Dziak, grandfather of 6, concern grandparents, Waterloo
1106. Linda Lombardi, Vaughan
1105. Melissa McHugh, Teacher, Waterloo
1104. Thomas Jewell, Port Elgin
1103. Linda Jardine, Retired, Waterloo
1102. Greg pym, Holistic nutritionist, Conquerall bank
1101. Samantha Keith
1100. Cyrena Matheson, Office Manager, Georgian House, Vancouver

1099. Doris, Chef
1098. Jenny Hatt, Clinic manager, Port Elgin
1097. Agatha Wiebe, AYLMER
1096. Joe Crisolago, Sales, Vaughan
1095. Ana Raquel Ramírez Castillo, Artist, Toronto
1094. Eva Friesen, Stay at home mom, Langton
1093. Nellie Kroecker, Direct sales, Aloette, Tillsonburg
1092. Pilar gonzalez, Educator, Teach2Learn, Toronto
1091. Lien, Sole trader, Adelaide
1090. Lois White, Humanitarian, Youth for Human Rights, Toronto
1089. Taryn McAlpine, Sarnia
1088. Laura Hughes, Nutritionist, Oakville
1087. Dale Moser, Art director, Beakbane Marketing Inc., Downtown Toronto (St. James Town / Cabbagetown)
1086. Halina, retired, Mississauga
1085. Steve Mendoza, Fitness Trainer, Guelph
1084. Beata Staszkiwicz, Mississauga
1083. Keith Graydon
1082. Richard Beausoleil, Labourer, Tillsonburg
1081. Laura Macleod, Norwich
1080. Jeff Christie, Exhibit installer, jeffreychristie@gmail.com, Cambridge
1079. Marian Sentis-Comas, Toronto
1078. David Savia, Mechanic, North york
1077. Jodie peacock, Naturopathic doctor, Self employed, Oakville
1076. Dianne Strauss, Retired, Considered Grandma, St Clements
1075. Jeff Whitelaw, Cambridge
1074. Teresa Temos, Hairstylist, Mississauga
1073. Michael G Ficker, Retired Police Officer, Newmarket
1072. Carol Tam, Teacher/business owner, Kitchener
1071. Dave Cabral, Carpenter, DC ALL, Brampton
1070. Laura Madia, Financial advisor, CIBC, Brantford
1069. Danny Cabral, Parent/Signals Designer, Toronto Transit Commission, Erin
1068. assunta, retired, Grimsby
1067. Ewa Hyziak, Milton
1066. Cecilia Larson, ND, Waterloo
1065. Aga Kaldunski, Georgetown

1064. Edyta Drwiega, Finance, Georgetown
1063. Marion Schuller, RMT, New Tecumseth
1062. Sergio Arcaro, Professor, Oakville
1061. Aga, Georgetown
1060. Liz Rottensten, Kamloops
1059. Lucy Amankwah, Project Manager, Ryerson University, Toronto
1058. Donna Gionet, Restaurant Manager, Sudbury
1057. Cindy Mashinter, Teacher, Milton
1056. Serena Ellis, Full time mother/student, N/A, Renfrew
1055. Kristine, Parent/Teacher, Sudbury
1054. Leena Gouin, Lindsay
1053. Cj Douros, Teacher, Bradford
1052. Kelly Matos, London
1051. Jeff Matos, London
1050. Sheryl Braaten, Stoney Creek
1049. Crystal Ediger, Farmer, Mother, Glenboro
1048. Tracey Latremouille, Nepean
1047. Michelle, ECE, Hamilton
1046. Matt Whitehouse, Business owner, Hamilton
1045. Ecaterina Scvortova, Sales Manager, Richmond Hill
1044. Lucinda Kiessling, St George
1043. Renee McCubbin, Homemaker, St. Joachim
1042. Stephanie Miller, Teacher, Guelph
1041. Michelle Whitney, Doctor of Chiropractic, Wellington Chiropractic Group, Guelph
1040. Judy Lambers, professional organizer, Organize Clear Declutter, Blyth
1039. Katherine Longtin, Private citizen, Ottawa
1038. Misty Lalonde, Lunenburg
1037. Tanya Ferguson, Auburn
1036. katie watson, moving company president, moving company, cambridge
1035. Srinath Iyer, Consultant, CIBC, Mississauga
1034. Lindsey Battams, Bobcaygeon
1033. Kelli Hill, Self employed, New Lowell
1032. Ashley Oliveira, Cambridge
1031. Amber Mielke, Kitchener
1030. Dmitri Kouzenko, Contractor, Self employed, Richmond Hill
1029. Tabitha Cherewka, P/T supervisor, Brantford

1028. Michelle Smith, Rocky View County, AB
1027. Laura Lea Macaulay, School supervisor, Vankleek Hill,
1026. Christopher Charani, London
1025. Melissa Hansen, Winnipeg
1024. Mirjana Rousseau, Victoria
1023. Céline Paquette
1022. anonymous
1021. Chantell virtue, Childcare owner, Grimsby
1020. Alfia Banu
1019. Dawn Dawson, Retired teacher, Bluewater
1018. Brenda Howat, retired, grandmother, ontario
1017. Nancy Morgan, Retired, Beamsville
1016. John krahn, AYLMER
1015. Francesca figueira, Retired, Toronto
1014. Anna Krahn, Aylmer
1013. Laura, Travel agent, Beamsville
1012. Marlene Graydon, Supply teacher, Burgessville
1011. shelly-ann Jelley, homemaker, cambridge
1010. Judith Hoilett, Psychotherapist, Judith Hoilett Counselling & Consulting, Mount Currie, BC
1009. Ina Apse, Accountant, Vaughan
1008. Emilia H., Realtor, Hamilton
1007. Filomena Wood, London
1006. Amber Clark, Self employed, Simcoe
1005. Nicole Thompson, Self-employed, Ottawa
1004. Tara Cooper, Entrepreneur and teacher, MCK Academy, Phelpston
1003. Jennifer Timmermans, forest
1002. Courtney Spurdza, CYW, Glencoe
1001. Tiffany Aitken, Psw, Ottawa
1000. doug mcarthur, cambridge
999. Felicia Leisk, Cleaner, Government, Everett
998. Colin Nel, Engineering, BnR, London
997. Peter Klassen, Truck Driver, Aylmer
996. Jessica Davis, Brantford
995. Mary knipf, Planner Scheduler, Dorchester ontario
994. Maria Rondinelli-Speller, Teacher, Teacher, London

993. Trudy Klassen, Aylmer, ON
992. Brandi Powell, RN, Cambridge
991. Kristy Jadischke, Kingsville
990. Margy K, London
989. Melissa Vader, Accountant, Picton
988. Allison P, Aylmer
987. Rebecca Klassen, Office assistant, Walmart, St.thomas
986. Kelly Swanson, London
985. Devin, Teacher, Kitchener
984. Christine K., Aylmer ON
983. Julie De Groot, Stratford
982. Nadine Jocaitis, Marketing consultant, Innisfil
981. Lucas Dietrich, Tradesperson, Waterloo
980. Janice Sherwood, Retired, Surrey
979. Elizabeth David, Retired acct, , Calgary, Alberta
978. Anna Yusipenko, Calgary
977. Jackie morales, Lash tech, Woodbridge
976. Ricardo Reid, Contractor, London
975. Joanne Labreche, Teacher, School Board, London
974. Keith Guindon, Angus
973. Nancy Guindon, Angus
972. Jacklyn Duffy, Stay at home mom, Coldwater
971. Stacy farsad, Mom, realtor, East Gwillimbury
970. Holly, Hamilton
969. Tino Desideri, Engineer, Whitby
968. Kelly Marcotte, ECE, Grimsby
967. ewa tomon, Mississauga
966. Daina Fennell, Physiotherapy Assistant, Brant Community Health Care System,
Brantford
965. Melissa Larizza, Thunder Bay
964. Suzanne Desjardins, Vaudreuil-Dorion
963. Aida Steenkist, Brantford
962. Jessalyn Hervieux, EVS, MIDLAND
961. Francesca Walkey, legal assistant, Ottawa
960. Lisa Massaro, Thunder Bay
959. Melissa Keefner, Jarvis

958. Terri Haydar, Retired, Milton
957. Kassondra Taylor, Retail, Meaford
956. Odessa Walker, Mother, Port Dover
955. Karen Napper, retired, Port Dover
954. Kathy Derbyshire, Self employed, Melbourne
953. Fairilee Clermont, retired, Red Deer
952. Susan Young, Retired, Russell
951. Brian Ramsden, Retired, Me, Otterburn Park
950. bokyung kim, lecturer, TST, toronto
949. Breanne De Carolis, Mom, Simcoe
948. Colleen Dale, Forest school educator, Simcoe
947. Mary Fast, Mom, Leamington
946. Cy Labre, Supervisor, Vale, Sudbury
945. Katrina-lyn Drover, Mom, Dunnville
944. Luigia de Martino, retired, CAMBRIDGE
943. Jennifer white, Retired, Toronto
942. Agnes Cseke, Retired, grandmother, Brantford
941. Agnes Dombi, Bookkeeper, Brantford
940. Brenda Head, Store manager, Oshtugon, Sioux Lookout
939. Robert Brooks, Retired, Individuall, Cambridge
938. Amanda, Brantford
937. Tanya Ireson, Mother and Healthcare professional, Self employed, Brantford
936. Danielle Ideias, Mother, Brantford
935. Tanya Leblanc, Mother, Ottawa
934. Janay K, Parent, Private, Toronto
933. Rahno Simpson, School bus driver, Brantford
932. Samantha Crandall, Teacher, Montessori, Keewatin
931. Christa McKellar, Stay at home mom of 5, Corunna
930. Natalie Y, Richmond hill
929. Barb Martin, Cashier, Foodbasics, Simcoe
928. Bob Sprenger, Cambridge
927. Ann Larivière, Hairstylist, Ottawa
926. samantha cooper-martin, stoney creek
925. Sherry Geramikhosh, Office manager, Newmarket
924. Alyssa Holstock, Homemaker, Cambridge
923. Becky Mitchell, Listowel

922. Bevan Paquin, Retired, Coniston
921. Deb Hope, Burk's falls
920. Trisha Hunter, Self employed, Victoria Harbour
919. Sean Mackenzie, Matheson
918. Chad Mumby, St Catharines
917. Shelley Bierworth, Rece
916. Donna Fowler, Grandparent of 3, Chatham-Kent
915. Anne MacGregor, Mother/glass artist, Private
914. Pam Lalonde, Retired, Cornwall
913. Alecia Atyeo, Health care worker, Care partners, Wainfleet
912. Chantal Ducharme, North Bay
911. Mr. Kim Dickinson, IT Specialist, Private citizen, McDonalds Corners
910. Michelle Romero, Mom, Waterford
909. Kristine Carr, Secretary, Sherwood Park
908. Susan Norton, Hotel, Campbell River
907. Jessica M, Kitchener
906. JOANNE VANELLI, OAKVILLE
905. Ken Savoy, Haliburton, ON
904. Cheryl Irven, retired, Crysler
903. Joseph Edward Weber, Stratford
902. Sara Castillo, Direct Support Worker, Kitchener
901. Stephanie Walters, Self employed, Cambridge
900. MaryAnne Brown, Mom, Winchester

899. Melissa, Teacher, Woodstock
898. Irene Van Iperen, Dunnville
897. Angela Potter, Calgary
896. Eva wall, Homemaker, Leamington
895. Danny Covey, Embrun
894. Margo Green, Sales/Marketing, Margo Green, Barrie
893. Shannon Eskow, Sherwood Park
892. Julie S, Ottawa
891. Jessica Turner, DSW, prnsjess01@gmail.com, Ottawa
890. Kristen Rayner, Financial Advisor, Barrie
889. Brenda Broley, Business Owner, Collingwood
888. Jackie Adams, Teacher, Port Perry
887. Judy Neufeld, Office assistant, Merlin

886. Karine Baldwin, Keeping our kids safe, Ottawa
885. Emilia Gueorguieva, Mother, Ottawa
884. Beverley A Wilson, Manitoba
883. Carolyn Cogan, Natural Health Care Practitioner, Embrun
882. Inga Brandon, Retired, Ottawa
881. Wilma Veldman, self-employed, Wellandport
880. CAROLINE MAHEUX, Retail, Ottawa
879. Dennis Crawford, Financial Planner, Calgary
878. Erinn Knoll, Registered Nurse, Regina
877. Karin Sikora, Insurance Broker, Markham
876. Amira, Ottawa
875. Magen eekhoudt, Mom, Keeping my family safe from government/health official corruption, Winnipeg
874. Anthony Delmedico, Wheel Trans Operator, Toronto Transit Commission., Toronto
873. Veruska Ellestad, Self employed, Calgary
872. Michelle Myszko, Naturopathic Doctor, St. Thomas
871. Dominic Griffith, Halifax
870. Helen Bantis, Markham
869. Loriana Di Natale, North York
868. Tammy Pottier, Financial controller, Tusket
867. Susy, Woodbridge
866. Norma Smith, PSW, NF
865. Margaret wall, Office assistant, Wheatley
864. Jill Darnell, Cavan
863. Beverly Friesen, Administrative assistant, Steinbach
862. Samantha, Edmonton
861. Heather Featherstone, retired Personal Support Worker, Lanark County Ontario
860. Steven Zoerb, Prince Albert
859. Holly Barker, Nanaimo
858. Ryan talbot, Smelter operator, Glencore, Sudbury
857. Mike Bettioli, Underground Supervisor, DMC Mining Services, Hanmer
856. Pietro Puzzuoli, Plumber, Brampton
855. Kamila Zboch, Project Manager, Mississauga
854. Mandy Fudge, Counsellor, Nanaimo
853. John Maurer, Retired, Independent Culture, London
852. Jenn, Special Ed. Teacher, Caledon

851. Michelle Paquette, Support Worker, Toronto
850. Lyndell Classon, self-employed, Cranbrook
849. Daphne Houlton, Self employed, King City
848. John Bruno, Construction, Toronto
847. Autumn Perris, Sudbury
846. Karen K Wideman, Port Perry
845. Susan Jamieson
844. Erica Patenaude, Medical Sales/ OT, Tillsonburg
843. Marisa McLaughlin, Registered Dental Hygienist, Tillsonburg
842. Jennifer McLaughlin Barr, Registered Nurse, Tillsonburg
841. Anna, Thornhill
840. Carol Sweeney, Self-employed, Pembroke
839. Erica Irwin, Teacher, Markham
838. M. Boule, Self employed, Lorette, Mb
837. Cory, Tilbury
836. Marisa Grossi, Client services
835. Liz Bouwmeester, Self-employed, JAE Farms, Rockton
834. Jeff Brewer, welder, na, Fredericton
833. Stu Shortly, Burlingon
832. Tanya Moore, Owen Sound
831. Sabina Kollman, N, Sarnia
830. Without prejudice and without recourse Doreen Agostino, Retired, Newmarket
829. Miranda Dayvis, Ottawa
828. Julie branscombe, Banker, Oakville
827. Bryce Desjarlais, Railway engineer, Kenora
826. Linda Gray, Teacher, Orangeville
825. Reanne, Teacher, Educators for Human Rights
824. T Lochhead, Ottawa
823. Tina Capocelli, Manager, Richmond Hill
822. John Almas, Technician, Winnipeg
821. Randy Yaremkiw, School bus driver, Winnipeg
820. Elizabeth Aris, Forest
819. Byles Kelly, Piano teacher, Fordwich
818. Gordon Silver
817. Darlene Vanstone, Trucker, Trenton
816. Sheila, unemployed, Toronto

815. Michelle Johnson, Brantford
814. Jake Carkener, Victoria
813. Michelle Van Nes, Stratford
812. Mary Richardson, Ottawa
811. ANDREW WALKER, Engineer, Nanaimo
810. Lisa Barreira, Brantford
809. Andy Akey, Retired, Whitby
808. Jodi Taylor, homemaker, Melfort
807. Dee, Retired teacher/grandmother, Fredericton
806. Kate Nov, IT, Anmore
805. Rod Mor
804. Robert Brown, Construction, London
803. Angelica Treap, Teacher, Stouffville
802. Voula McLaughlin, Toronto
801. Tanya Lee, Mom, Duncan
800. loretta sawchuk, retired grandmother, melfort
799. Curtis Legiehn, Manager, Kidder, Thornhill
798. Tammy Dillabough, Administration, Bancroft
797. Emily Brown, Stay at home mom, Carleton Place
796. Melanie Butts, School bus driver, Guelph
795. Steve Van Nes, Mechanic/Farmer, Van Nes Maintenance and Repair, Stratford
794. Trevor brady, Sales, Sudbury
793. Mark Honey, Plane Driver, Caledon
792. kim Caverley, Tillsonburg
791. kim Caverley, Tillsonburg
790. Tammy Brun, Ottawa
789. Joanne Harvey, Tax expert, Sudbury
788. Tracy Larock
787. Angela Tucci, Business owner, Custom Comfort, Newmarket ontario
786. Melody McDonald, Farmer, Portage La Prairie
785. Jeremy Wideman, PORT PERRY
784. Melissa McLaughlin, Dental Hygienist, Business Owner, Parent, Pembroke
783. Colleen Elizabeth Davidson, retired teacher, Tilbury
782. Marja Smellink, Iroquois
781. Nienke Havemann, Mom, Toronto
780. Candace Mackie, Grandmother, Calgary

779. Therese Weiler, Grandmother, Concerned grandmother, Walkerton
778. Jacqueline Krstic, York
777. Connie Tremblay, Grandmother, Essex
776. Joel Landry, Sudbury
775. Jason Nissen, Manager, Energy Sector Worker, Owen Sound
774. Sharon Mondor, White Lake, Ontario
773. Rachel Roy, Finance Director, Nanaimo
772. Jenna K, Ottawa
771. Andrea Loken, union leader, Kingston
770. Maria, Thornhill
769. Renée Mondor, White Lake, Ontario
768. Brooke, Teacher, Sudbury
767. Sheena Morin, Bookkeeper, Hamilton
766. Mélanie Blais, Speech Language Pathologist, Sudbury
765. Eric martin, Biomedical Engineering Technologist, Concerned Citizen, North Bay
764. Lisa Sparling, Education Assistant
763. TonyPavicic, self employed, Kingsway, TORONTO
762. Judy Elias, Stay at home Mom, Wheatley
761. Anita Hopkins, Barrie
760. Shaunacey Peplinski, White Lake
759. Jenna Eidt, Chiropractor, London, ON
758. Anyse gauthier, I work, N/A, Sudbury
757. Nancy Heide, Stay at home Mom, Wheatley
756. James Lavigne, Retired, Plevna Ontario
755. Elena Kuzmich, Parent, Toronto
754. Melissa Gervais, Hanmer
753. Cherry Floccari, Bradford
752. Sam Reid, Petawawa
751. Veronique Berube-roussy, Sainte-catherine
750. Angela Palmieri-Zerillo
749. Pat Moore, Retired, Stratford
748. Mary Larin, Retail, Newmarket
747. Tyler Rae, Millwright, Nu Tech, Pembroke
746. Courtney, Pembroke
745. Joanne Dixon, RMT, Leamington
744. Stephanie Quibell, Self Employed, City Of Kawartha Lakes

743. Judy Vincent, Retired, Triton
742. Jane sherrard, Retired teacher, Pugwash
741. Robert Gagnier, Teacher, Hamilton
740. Edyta Harris, BLOOMINGDALE
739. Natalie Anne, Capreol
738. Paige Rose, Business owner, Keswick
737. CorA Vandekar, Retired RPN, Sunderland
736. Kal Mankal, Healthcare, Ottawa
735. Karen Chevalier, Sales, Cottam
734. Felicia Bakker, Dental Assistant, Mother, Brantford
733. Dominique Burgess, Plumber, Hanmer
732. Sue, Teacher and Mom, Educators for Human Rights, York Region
731. Sandra McPhee, Mother, Niagara Falls Ontario
730. Lianne Gills, Teacher, Val Therese
729. John Adam, electrician/dad, Burks Falls
728. Iliana Ivanova, Ottawa
727. Colette
726. Karen Carpenter, Pembroke
725. Nicole Lavigne, Self employed, Douglas
724. Robin Dewhurst, Mental health, Grey Bruce health services, Owen Sound
723. Agnieszka Cicha, Toronto
722. Shane leroux, Nfld
721. Lyndey Renyi, Pembroke
720. kelly bennett, Reidville
719. Mandy Mc Coshen, Timmins
718. Pheobe Adam, Mom, Burks Falls
717. Joe Di Nenno, Plumber, Self, Aurora
716. Sarah Hayhurst-Newman, St. Marys
715. Christopher Dardick, Sudbury
714. Melanie Proulx, Sudbury
713. Hubert Ziegler, Prescot
712. Megan Buckboro, Calgary
711. Stephen Doupe, Driver, Sanitation, Hinton
710. Carol Denton, Brandon
709. Mike Thomson, Georgetown
708. Vicki Johnson, Management Consultant, Aurora

707. Laetitia Ekman, Surrey, BC
706. Rene D'Aoust, Self employed, Beaverlodge
705. Melanie Poworoznyk, Banquet Service, Concerned Parents of Saskatchewan, Regina
704. Pat L Kirkwood, Bus driver, School, Saskatchewan
703. Ramona Invidiato, Retired teacher, Kingsport
702. Meghan Styles, Georgina
701. Nancy Dupuis, retired, Scarborough ON
700. Crystal Cartwright, Shop manager, Abbotsford
699. Mandi Ochsner, Drayton Valley
698. L. Allen, document review
697. Clara Nickel, Stay at home Mom, Niagara Falls
696. Léona De Rosa
695. Anthony Pacitto, Self employed, Barrie
694. Ivanka Z, Georgetown
693. Rose Kelada, St-Lazare
692. Annette Russell, Grandma, Fort Fraser
691. Mary A, Woodbridge
690. Tracy Allard
689. Leighan Basadur, St. Catharines
688. Luigi lamanna
687. Tina Tamaro, Mortgage Broker, Toronto
686. Andrew Mayer, Paramedic
685. Jason Reddy
684. Jody Deveau, New Minas
683. Michael Tamaro, Engineer, Mississauga
682. Kayla Mirhashem, Airdrie
681. Sandra Robinson, Mother and RN, Pembroke
680. Angela Martin, Newfoundland
679. Erin Steinman, Homemaker, Milverton
678. James Walker, Cornwall
677. Liz Jimmie, Grandma, Chilliwack
676. Lise Andrée Walker, Social Worker, Cornwall
675. Kandice Belanger, Accountant, Hanmer
674. Susan Jessup, Pembroke
673. Robin flood, Government, Canninton
672. Tina, Product service, Nil, Woodbridge

671. Delia, Vaughan
670. Katrina Nafziger, Stay at home mom, Brunner ont
669. anonymous
668. Marieke Van Den Broek, Springfield
667. Kev Dawe, Director, Pembroke
666. Robert, retired, taxpayer, Caledon
665. Teresa Angileri, Vaughan
664. Julie Polmateer, Ea, HPEDSB, Stirling
663. Monica DiPardo, Woodbridge
662. Andrea Bicho, KLEINBURG
661. Linda Jay
660. Ken Vandenberg, Insurance Agent, Brantford
659. Stephanie White, Medical Sales, CMT, Burlington
658. RubyHoogsteen, Mother, Essex
657. Elizabeth Rapacchietta, Teacher, Burlington
656. Nicholas greig, Support worker, CLNH, Georgetown
655. anonymous
654. Jenna Snyder, Labourer, Trenton
653. Danny dipardo, Electrician, Woodbridge
652. Angela Borysenko, Richmond Hill
651. Brad Mason
650. Karen Copeland, Murillo
649. Audry Snyder, Administration, Trenton
648. Ceri S, Teacher
647. Brittany MacDonald, New Lowell
646. Margaret Janeczko, Hamilton
645. Glenda McKibbon, Lab tech, Shelburne
644. Jessica Lynn, Teacher, Educators For Human Rights, Ontario
643. Kevin, Father, Orangeville
642. Brittany, Mom, Grandvalley
641. Anthony M, Teacher, DPCDSB, Brampton
640. Patricia Rapacchietta, retired, Burlington
639. Joanne, Mom, Caledon
638. BonGiovanni, Entertainer, EFHR, Georgetown
637. Erica Regnerus, Brantford
636. Bill KLomps, Farmer, Bayfield ON.

635. Frank kargus, Dad, Eganville
634. Margaret Turnbull, Unemployed, Belleville
633. Carolyn, Teacher, Educators for Human Rights, Toronto
632. Shellie Overbeek, Teacher, Courtland
631. Derek Smith, Security, Bayfield
630. Danette Liedtke, Grandmother & Children's Pastor, Pembroke
629. Katelyn Bresseau, Pembroke
628. Marissa Secord, Rpn, Non practicing, Owen Sound
627. Cindy Barras, VAW Case Worker, Pembroke
626. Mark Childerhose, driver, sales,, Never Old Bikers M.C., Cobden
625. Laura Molinaro, Admin, Mississauga
624. Catherine Courtine, Thunder Bay
623. Delia, Teacher, EFHR, Whitby
622. Steve Christofi, Plumber, Toronto
621. Danielle Woodcroft, Richmond hill
620. Jessi ca, Daycare, Arnprior
619. Suzie Kargus, Eganville
618. Amanda Pennell, Educator, Ottawa
617. Juliana Taunton, disability, Bayfield
616. Nadia Alonzi, Program Manager, Ontario Public Service, Richmond Hill
615. Gina Coon, Mississauga
614. Tim Peplinskie, Teacher, RCCDSB, Pembroke
613. Oscar González, Technitian, Etobicoke
612. Margaret Rahn, Para transit driver, Pembroke
611. Lesley Peplinskie, Teacher, Pembroke
610. Brittany McNally
609. Patricia Conde, Accountant, Toronto
608. Anna Maria Cecchetto, Vaughan
607. Tammy Prince, Barrys bay
606. Hope Wright, Mom, St Catharines
605. Benjamin tessier, Ottawa
604. Amanda Wright, Psw, Private, St Catharines
603. Marie R, teacher & mother, EFHR
602. Joan Van Huigenbos, Retired, Dorchester Ontario
601. Michelle Stuck, Dundas
600. Olga Palmeri, Barrie

599. maria Dyck, Aylmer
598. Arnold Janz, Winnipeg
597. Marcie Kluge, Arnprior, ON
596. Krystle Carnegie, Mom, Ottawa
595. Vanessa vallée, Realtor, ExP Realty, Ottawa
594. Sherry Caserta, CS Manager, Woodbridge
593. Jillian Anderson, Small business owner, Barrie
592. Josie, Teacher, Educators For Human Rights
591. Cassandra Lacey, Accountant, Working mom of 1, Edmonton
590. Jolene Pilat, Petawawa
589. Maryna Kalnoochenko, IT, Toronto
588. Brittany Champ, Cda, SURREY
587. Anna O'Malley, waterloo
586. Penelope Trottier, White Wolf Canmpgrounds, GERALDTON
585. Maria Zazzarino, Mental Health Counsellor, Woodbridge
584. Vita Pantaleo, Toronto
583. John Wagner, Mechanic, Wrenchers auto repair, Pembroke
582. Greg Wood, Grandpa, Peterborough
581. Jacob Tuchendler, Ottawa
580. Liz Kerley, Medical administration, Kawartha Lakes
579. Courtney Giannola, Brampton
578. Karrie Gevaert, Merlin
577. Jennifer Redmond, self employed mother, Guelph
576. Stephanie Brown, Pembroke
575. Shawna Hiebert, Steinbach
574. Jean I Clarke, Self Employed, Clarke Bros.Aluminum, Woodville
573. Atousa Deyhori, MOM, Aurora
572. Angela Beaudoin, Richmond Hill
571. Naria, Woodbridge
570. Michael Legacy, Bathurst
569. Amanda Miron, Mom, Concerned Parent, Pembroke
568. Jessica Riches, Business owner, Mt Albert
567. Donna Krebs, machinist, windsor
566. Diana Sansone, Richmond Hill
565. Brenda Smith, Ottawa
564. Magdalena Maj, Assembly, Windsor

563. Trudy Kerr, CSR, Foymount
562. Sharon Grossi, Ontario
561. Marisa Grossi, Manager Insurance, Richmond Hill
560. Viki Katsoulis, Office manager, Mississauga
559. Darlene Dustyhorn, EA, Raymore SK
558. Nancy O'Brien, Educator, Educators For Human Rights, Toronto
557. Bruno Persichilli, Vaughan
556. Gabi Albu, father, Oakville
555. Shannon Champ, Stouffville
554. Alana Boyce, RPN, Hamilton
553. Linda Spence, Grandmother, Palmer Rapids
552. Betty Luckovitch, Golden Lake
551. Clyde, Utterson
550. Cristina Albu, mom, Oakville
549. Melissa Chretien, Stay at home mom, Fournier
548. Katherine Dunne, Project Coordinator, Cambridge
547. Crystal Borutskie, Ottawa
546. Paula Tucci, Stand Up Canada, Russell
545. Beatrice Susin, Grandmother, Toronto
544. Mirna Said, Ottawa
543. Maria Santos, Instructor Therapist, Barrie
542. Lori, RN, Waterloo
541. Cecilia Reddy
540. Diana Zeni, Teacher, DPCDSB, Woodbridge
539. Jeresa Delic
538. Sandra Compton, Waterloo
537. Val Kohlsmith, Business owner, Arnprior
536. Jen Donnelly, Burlington
535. Robert Shapton, Retired, taxpayer, Caledon
534. Laszlo Pekter, Professional Contractor, Toronto
533. Matthew Burbidge, Construction, Fuck the liberals, Toronto
532. Harina Wolters, Ingersoll
531. F wiebe
530. Adam Thrasher, Dad, Amherstburg
529. Samantha Stamplicoski, Mom, Eganville
528. Bonnie Ellis, Bus driver, Arnprior

527. Hailee Gay, Homemaker, Windsor
526. Laura, Beeton
525. anonymous
524. Carm, Vaughan
523. Diane Ortt, Realtor, Concerned Grandparent, Calgary
522. Alex Nascimben, Vaughan ont.
521. Tiffany Massey, Arden
520. Jacob Baba, Mechanic, Mississauga
519. Amanda Hartwell, Teacher, Ottawa
518. Carolyn Frail, Self employed, Sell Employed, Toronto
517. Rachel Ortt, Ottawa
516. Judy Witzak, accounting assistant, Tillsonburg
515. Olivia Venturin, Teacher, Bradford
514. Rosa McConnell, Parent/Educator, Ajax
513. Gemma N, Teacher, British Columbia
512. Jillian Norrad, Mother, concerned, Oromocto
511. Nancy Heykoop, Natural Health, Holistic Health Center, Kincardine
510. JOHN TSIROPOULOS, Realtor, London
509. Jeremy Palmer, IT, Deep river
508. Lorrie Dawson, Ottawa
507. Ted Witzak, Retired, tedwitzak@gmail.com, Tillsonburg
506. Kelly Riehl, Educational Assistant, Gadshill
505. Laura Repo, Toronto, ON
504. Jennifer, Teacher, Brampton
503. Lynn Anderson, Retired, Caledon
502. Connie M, Social Worker, Wasaga Beach
501. Leslie Mondolo, Schomberg
500. Eileen Kilbreath, Retired RN, Concerned citizen, Sarnia
499. Kirsten Schruder, MOTHER, Renfrew
498. Diana Viola, Teacher, Caledon
497. Danielle C, Teacher, Whitby
496. Christiane Gravel, College Student, College, North Bay
495. Shera Rael, New Westminster
494. Leslie Sansom, Teacher, Whitby
493. Wendy Lawrence, Calgary
492. Davey, Truck driver, Kingston

491. Jennifer, Non-practicing Registered Nurse, St. Thomas
490. Darya, Designer, mom of 3, Vaughan
489. Rosie, Vaughan
488. Mary Marino, Vaughan
487. Donna Hibbard, Ottawa
486. Kristina Muskat, Work from home, Bill gosling, East Gwillimbury
485. Lorenzo LaLomia, Carpenter, Cookstown
484. Sergey Shevtsov, Partner, CPA practice, North York
483. Carol Rothfusz, Oakville
482. Rhonda Convery, Event Planner & Mom, Ottawa
481. Kelly Vella, Teacher and Mom of 4, Guelph
480. Mary Boni, Retired, Vaughan
479. Tonya Wilcox, London
478. Clint Gunter, Telcom Tech, Stone Mills
477. Tracy Volkaert, LONDON
476. Brian Bonik, retired, no affiliations, Barrhead, AB
475. Colleen jordan, Self employed, Concerned citizen/ mother, London
474. Ryan Crouse, Plumber, Newmarket
473. Olga Iankine, Parent, King
472. Cherylle Smuland, Business Owner, Grand Forks
471. Michelle Wilson, Citizen, Society, London
470. Lisa Mitchell, Richmond
469. Ramona Schuster, Kelowna, b.c.
468. Kim Schenk, Teacher, Grand Valley
467. Carol Manning, Custodian, Kelowna
466. petra klaukien, LPN, Nursing Home, Vancouver
465. Tina Avery, Self employed, Regina
464. Tara Campbell, Kemptville
463. Traci Akins, Mother of 5, St Thomas
462. Paul Mourad, Engineer, Windsor
461. cindy muskat, Interpreter, Toronto
460. Malvina Sousa, Medical administration, Saving the future of our children, Cambridge
459. Mirjam Rotteveel, Farmer, Tavistock
458. Ike Quiring, Stone Mason, Pillar, Leamington
457. Amy Gulbert
456. Vadim Nauruzov, Automotive Quality Assurance, Richmond Hill

455. Hayley Christilaw, Teacher, Brant Haldimand Norfolk Catholic District School Board,
Brantford
454. Kevin, Police officer, Mississauga
453. Brock Mohr, Trader, Regina
452. Judi, Retired teacher, London
451. Caroline, Writer and Mother, Montreal, Quebec
450. Natasha Avery, Toronto
449. Joy randall, Nurse, Delta
448. Christine Jensen, Legal assistant, Edmonton
447. Nadia Filoso, Vaughan
446. Laurie Hubble, Business Analyst, Markham
445. Patricia Cappadocia, Parent, Everett
444. Ramona Cooperstock, self-employed, Toronto
443. Nichele steenbeek, Varna
442. Sheri Swan, Project Manager, Regina
441. anonymous
440. Eugene Clutterbuck, Electrician, Hammond Mfg., Kitchener
439. Judith Martens, PSW, Aylmer
438. Anna, retired, London
437. Sophie op den Kelder, Salford
436. Mary McLean, Retired, CAMBRIDGE
435. Lukasz Gustof, Construction, Mississauga
434. Niji John, Architect, Totonto
433. Shannon Currie, Mother, Sylvan Lake
432. Sarena Petruniak, Marmora
431. Shannon Wells, Professional, Richmond Hill
430. Mike Rennicks, Carpenter/Business owner, M&MRennicks, Design and Renovations,
Orleans
429. Mariona Surette, Librarian, Woodstock ON
428. Shauna Tessier, Ottawa
427. Ingrid Wilkinson, Pipestone
426. Julie Wrigley, Ottawa
425. anonymous
424. Hajnal Biro, self employed, Paris
423. Teresa Ann De Wetering, De Wetering Hill Farms, Stratford
422. william trochym, manager, pvp, uxbridge

421. Juanita Diorio, Allied health, Hospital, Hamilton
420. Monika Barylski, St. Catharines
419. J. Sada, BScN, Mother, Alberta
418. David Henry, Crane manager, Grand Bend
417. Jenny Thornton, Hairstylist, London
416. Elco DeBoer, Tillsonburg
415. Cindy Armstrong, Brownsville
414. Charlee Gingrich, Stay at home mom, Seguin
413. Lori vande Werken
412. John Pelleboer
411. Wendy Thornton, Ophthalmic Technician, London Ontario
410. Shadi Ashamalla, Richmond Hill
409. Tracy Mamoniw, Mother, Whitby
408. Diana Deverall-Ross, Retired executive, Midland
407. Linda Arends
406. Natalie Miller, St.Catharines
405. Laura Muldoon, SAHM, St. Thomas
404. Lana T.
403. Jen Schiller, Teacher, Thanos Valley District School Board, St Thomas
402. Mary Barton, Winnipeg
401. Florence Pasquier, Barrie
400. Krysten Linker, Church Staff, St. Thomas
399. Katharine Poplawski, Project coordinator, Milton
398. Neil Magrichuk, Retail, Ottawa
397. Lynn McMurray, Homemaker, Sudbury
396. Shelley Parent, Brantford
395. Justyna Bruciak, Medical assistant, Dr madej dental, Mississauga
394. Corinne DeJong, Stay at home mom, Rockwood
393. Katarzyna Malinski, Buyer, Mississauga
392. Angela Sajeba, RMT, Self employed, Unionville
391. Kara McLachlan, Homemaker, Keswick
390. Galina Kolesnikova, Teacher, CHAT, Toronto
389. Natali Katsoulis, Burlington
388. Tanja Velic
387. Brittany, Dietary Aide, Hanover
386. Jaime Janco, Administrator, Toronto

385. Shane pitre, Realtor, Embrun
384. Leanne Treu, Self employed, Richmond Hill
383. Emanuel Boucher, Warehouse, Ottawa
382. Kristen Bennett, Mother, Essex
381. Vanessa Lessard, Law Clerk, Ottawa
380. Lori Reid, Cambridge
379. Anne Kehoe, Grandmother, Lakeshore
378. brian thompson, retired, Vankleek Hill
377. Eileen McClinchey, Farming, Auburn
376. Josie, , Bradford
375. Vicky Blentzas, Toronto
374. Melanie Bugera, Brandon
373. Daniel Hirschberger, Sales, Critical Thinking 101, London
372. BJ Watmough, Power Engineer, Calgary
371. Carolyn Baltaz, Office Manager, Ayr
370. Laurie Wilson, Ottawa
369. David Daines, Retired
368. Vicky Noel, retired, Cobourg
367. Brooke Marinez, Mother, Keswick
366. Kate Kozlova, Teacher, Milton
365. kristina brasil, Admin, New Tecumseth
364. Rafael Aguilar, Automotive, St Catharines
363. Caroline Turek, MD, Ajax
362. Laura Celli-Henriques, Maple
361. Samantha Oxley, Georgina
360. Cherie Lawson, Cambridge
359. Nancy Klomps, retired, I am a concerned Canadian/ontario citizen, bayfield, ontario
358. Anna, Credit manager, Toronto
357. Carly Kostuch, Admin assistant, Newmarket
356. Michelle, Mother, Huntingdon
355. Alexandra Velma, Teacher, Richmond hill
354. Cristina Salerno, Teacher, Newmarket
353. Malhorzata Machnicka, Teacher, Mississauga
352. Christie Arsenault, Homemaker, St Catharines
351. Vlatka Tadic, Mama (bear), Markham
350. Keith Loder, Fleet Prime, Egmondville

-
349. Christine Shelston, Newmarket
 348. Susi Kennedy-Burcew, Ottawa
 347. Michele kujawa, Teacher, London
 346. Rachel Bobek, Windsor
 345. Nick Henderson, Teacher, Hamilton
 344. Lesley Johnston, parent, None, Owen Sound
 343. Elide Roberti, Self employed, Tottenham
 342. Olga Ijewliw, Retired, Ottawa
 341. Janelle Dayman, Parent, Newmarket
 340. Sean Rothfusz, Oakville
 339. Ed Opitz, Mississauga
 338. Renee regehr, Mother, London
 337. Sandy Salazar, Barrie
 336. Alexis Clark, Psw, Barrie
 335. Stacey Lance
 334. Maria Catanzaro, Richmond Hill
 333. Aleksandra Jokovic, Kitchener
 332. Stephanie Buggemi, Teacher, Woodbridge
 331. Shelley Withyman, Mother, Newmarket
 330. Kimberlee Hill, mother, Paradise
 329. Alisa Sadler, designer, toronto
 328. Jenn Buckton, General Manager, Toronti
 327. Lisa Thurman, Self-employed, Kincardine
 326. Leah Baverstock, Law Clerk, Kitchener
 325. Kim Mumby, St. Catharines
 324. Jacqueline Ninaber, Conestogo
 323. Michele Crowe, Retired, St Thomas
 322. Liana Primerano, Holistic Nutrition Consultant, Toronto
 321. Patty Zieske, former teacher, Guelph
 320. Katherine McSpadden, Tillsonburg
 319. Sharon Masters, OTA/PTA, Brantford
 318. Rebecca Groombridge, Chatham
 317. Dayna Mahon, Dublin
 316. Len Williamson, Parent/Grandparent, Burlington
 315. Jana Roudny, Grandma, Peterborough
 314. Billie LePage, Mom, Penetanguishene

313. Deni Wolfe, Self Employed, Mitchell
312. Jean-francois Bourguignon, Retired/ Disability, Personal, Peterborough
311. Danielle Paonessa, SAHM, Stouffville
310. Jessica Dykeman, Self-employed, N/A, Kincardine
309. Darlene harnest, Sauble beach
308. Aimee Wolfe, Vocational Rehab Counsellor, Kingston
307. Cheryl Aarts, London
306. Carol Schmidt, retired, Burford ON
305. Lauren Heffernan, oakville
304. Pat Kelly, W.G. Kelly Construction, Mitchell
303. Liz Ruggiero, Single mom 3 kids, vaughan
302. Mike kelly, Hamilton
301. Joel Armstrong, Farmer, Kincardine
300. Becky Hart, Homemaker, Waterdown
299. Concetta Schiraldi, Digital marketer, Tech company, Bolton
298. Laura Burns, Retired, Cambridge
297. Sam Smith, Barber, Bayfield
296. Kerri Hallman, Business owner, Waterloo
295. Lori-Anne Lundy, Custodian, Newmarket
294. Kate Peterson, Windsor
293. Tracey, Edmonton
292. Diane Toulouse, travail social, MonAvenir School Board, Smithville
291. Melissa Goetz, Saskatoon
290. Joseph O Donnell, Retired, Calgary
289. Anita Howald, Waterloo
288. Melissa Winsor, EA, Barrie
287. Victoria George, Retired grandmother, Markham
286. Cheryl Holden, Cambridge
285. Lesley Spence, saskatoon
284. Jennifer Z, Toronto
283. Mary Catanzaro, Richmond Hill
282. Viktor, Self employed, Stouffville
281. Luanne Jones, Marsden
280. Peter Doyne, Self employed, Bowmanville
279. Stephen Loveless, Design, Brooklin
278. Margaret Johnson, Calgary

277. Emily Loveless, Homemaker, Brooklin
276. Valerie Carpenter, Sarnia
275. Dagmar Cymbaluk, Grandmother, Barrie
274. Wendy Stampflee, Home support, Omineca Home Support, Vanderhoof
273. Denise Tsui, Small business owner, Markham
272. Ashley Fenrich, Mother, Summerland
271. Tyson Maxwell, Grande Prairie
270. Lori Ann McIntyre, Gatineau
269. Maria Grevenitis, Self employed, Toronto
268. Johnny Wiebe, Business owner, Kingsville
267. Paul, Public servant, Van
266. Teresa Hoo, Nutritionist, Advance Holistic Nutrition, Brantford
265. Liana Di Giulio, Stouffville
264. Kathleen Beauvais, Recruiter, Kary Tech Solutions, Waterloo
263. Cheryl S, Executive Assistant, Richmond Hill
262. Sherry Huskinson, Carstairs
261. Dawn McKenna, London
260. Beckie M
259. Doriana Velardo, Director, North Hill Private School, Maple
258. Christina, Entrepreneur, WHITCHURCH-STOUFFVILLE
257. Sandra, Fitness coach, New Tecumseth
256. Jean-Guy Chauvin, School Bus Driver, Wheelchair Accessible Transit, Scarborough
255. Susan Maceachern, Brampton
254. Michelle Tsoukarellis, Toronto
253. Joseph Carubba, Graphic Designer, Adfactor Inc., Toronto
252. Alan Bredeson, Trucker, Kelowna
251. Michelle Holdforth, Buckhorn
250. Marcia Spencer, RECE Kindergarten, Kincardine
249. Sylvia Bianco, Mother, Vaughan
248. Julie Kapassas, Markham
247. Stephanie Aguiar, RECE
246. Trish Hirsekorn, Medicine Hat Ab
245. Wayne Oosterhoff, Agriculture sales, Nachurs Alpine Solutions, Dunnville, ON
244. Nelson da silva, Carpenter, Thornton
243. Ryan Weening, Teacher, Orillia
242. Justin Porter, Surrey

241. Mary Capone, Retail, Caledon
240. Gaspare Indelicato, Professional, Technology, Vaughan
239. Shelby crick, Autoworker, Woodstock
238. Korine Vandeburgt, Dunnville
237. Kathryn Fahey, Coordinator, Vanier
236. Carolyn, Mother, East Gwillimbury
235. Heather Laakso, St. Catharines
234. Melanie Buttigieg, Medical receptionist, Thornton
233. Cassandra Coelho, RECE, Bradford
232. Liesbeth deBoer, Tillsonburg
231. Ilean monaru, Pickering
230. Nat
229. Sophie, Durham Region
228. Fanny Guevara, Vaughan
227. Tracy, Self Employed, Markham
226. Zoe Zoe Prassoulis, Self employed, Bradford
225. Donna Thiffault, DSW, Carrying Place
224. Jacobus de Boer, North York
223. Carol Hay, Oakville
222. Leah Geo, Self Employed mom, Markham
221. Dorothy Vandenburg, Oakville
220. Tory M, Lindsay
219. Frances Lynn
218. Irena Tsepelevich, Mother, Vaughan
217. Veronica M, Ajax
216. Janice Pavicic, Mother, Toronto
215. Sarah Smith, Schomberg
214. Annalisa Peca, Woodbridge
213. Bill Kelly, Mitchell
212. Annie Duplessis, Montreal
211. Jasper Lourenco, Whitby
210. Benjamin Gabbay, Musician, Toronto
209. Lucie Mathieu, Teacher, Saguenay
208. Kailey Hawthorn, Designer, Kitchener
207. Erica Pacey, Administration, Burlington
206. Stephanie L, Bowmanville

205. Heidi Kelly, Stay at home mom, Waterloo
204. Alex Summers, ECE, TORONTO
203. Rhonda Broomer, Office Manager, Holland Landing
202. Jenn McLean, Account manager., Mount Pleasant
201. Lyndsey Hall
200. Deshawn Noreiga, Contractor, Kawartha
199. Erica Tratch, Teacher, Ottawa
198. Marielle Timson, Stay at home mom, Port Perry
197. Michelle, Pet Groomer, Trenton
196. Christina Gibson, Administration, Burlington
195. Olga, Vaughan
194. Erin McDonald, Police communicator, Queensville
193. Emma Denhoed, Office work, Private, Kawartha lakes
192. Clarence konkel, Power engineer, Bredenbury
191. Lisa Merie Annis, Angus
190. Adriana Denhoed, Retired nurse and caregiver, Private, Oshawa
189. Steve, Simcoe Ontario
188. Jackie Burney, Mother, Windsor
187. Leah Ebelher, Medicine Hat
186. Missy Walpole, Registered nurse, Grand River hospital, Rockwood
185. Deb Murphy, Accounts receivable, Brantford
184. Danielle Martin, Keswick
183. Amber, Mother, Rocky Mountain House
182. Jessica Weening, Nurse, Orillia, ON
181. Amanda Sutherland, Postpartum Doula, Bradford
180. Mallory, Kingston
179. Dora Tsagaris, Chilliwack
178. Emily Coleman, Travel Consultant, Listowel
177. Zoran Lukic, Kitchener
176. Tanya Scott, teacher & mother, Port Perry
175. Chris Nugteren, Self Employed, Smiths Falls, On
174. Evonne Nugteren, Postal Worker, Smiths Falls
173. Graham Walker, Truck driver, Northumberland rise up, Harwood
172. Christina Kember, Owner, Southwest fence and decks sarnia, Sarnia
171. Jolanda Kramer, Grandmother, Self Employed, Dresden
170. Bonnie Grootenboer, retired dairy farmer, Kakabeka Falls

169. Khristine Rodriguez, Owner/operator, Khristine's Kreations, Essex
168. Andrew Bursey, Operator, Bonne Bay
167. Sarah Howden, Health care, Sarnia
166. Yuly fernandez, aesthetician, Etobicoke
165. Jasmine Macneil, Sudbury
164. Joanne Sanci, Lawyer & Mother, Etobicoke
163. Daphne Smith, Edmonton
162. Janine Vinski, Self Employed, Windsor
161. Darlene Beaupre, Self Employed, Red Deer
160. Erin Clever, Sarnia
159. Krista Ganes, RECREATION THERAPY, Abbotsford
158. Tanya Kotsopoulos, Toronto
157. Gracie Ciccarella, Banker, OSHAWA
156. Scott St.John, Operations Manager, Calgary
155. Jeannie Crowe, Apsley
154. Marie, Grandmother, Calgary
153. Timon P., Developer, North York
152. Jonathan Mateer, Lisle
151. Frances Prins, Spruce Grove
150. Sally Warren, Accountant, Richmond Hill
149. Zoe Alexandra, Account Managerr, Toronto
148. Diane Quigley, Youth councilor, Kingston
147. Elena Porotnikova, Finance manager, Oakville
146. Agnes Ruygrok, Zurich, Ontario
145. Melanie Crawford, Registered Practical Nurse, Sudbury
144. Kristen Cass, Payroll Coordinator/Mother, Brampton
143. Alex Koens, Nurse&Mother, kemptville
142. Jennifer Karb, Ece, Windsor
141. Wendy mcgonigal, Retired, Calgary
140. Savanna Suntres, Windsor
139. Rachel Kingma, Bookkeeper, Dunnville
138. Tony Smith, Cambridge
137. Amy Shee, Apsley
136. John Girard, Teacher, Holy Spirit Catholic Schools, Pincher Creek
135. Elizabeth Wright, Grandmother, SARNIA
134. Kristy Kusch, Burlington

133. Katelyn Leier, Teacher, Guelph
132. Gina Bartel
131. Christopher Garcia, Georgetown
130. Ashley Lima, London
129. Marilyn McInnes, Vilna
128. Victoria Bourne, Ottawa
127. Jonathan Krahn, Neuanlage, SK
126. Nataliya Vinogradova, Holistic nutritionist, Scarborough
125. Lorna Chapman, Concerned Grandparent, Barrie
124. Sandra, Mom, New Hamburg
123. Ovi Zega, Toronto
122. Carol Bergen, Winkler
121. Stephanie Tanguay, Concerned Mom / Insurance Adjuster, Holland Landing
120. John Lofstedt, Pastor, Pembroke, ON
119. John Hollander, Programmer, Newmarket
118. N. Read, Mom, Mississauga
117. Kathy-Jo Pickering, Windsor
116. Cindy Chabot, Lumby
115. Amanda Weber, Waterloo
114. Cindy Chabot, cindy chabot, Lumby
113. Lorraine St Croix, Housewife, Springhill
112. Corinne Brom, Saskatoon
111. Karen Sloan, Mom, Bothwell
110. Linda Fraser Waldmann, homeopath, Southampton
109. Mihaela Riposan, Programer, Mississauga
108. Tracy Weaver, Support Worker, Social Services, St. Thomas
107. Jill, Medical Esthetician, Newmarket
106. Jon Morden, Truck driver, Barrie ont
105. Deborah Banderob, daycare provider, self employed, Cambridge
104. Dana Fisk, Educational assistant, Cornwall
103. Sueann Muzzerall, Dental Assistant, Welland
102. Shelley urlando, Mississauga
101. Lea Spanninga, Amaranth
100. Bob Lizmore, Accountant, BizMore, London
99. Bill Dawson, St Thomas
98. Louise Allison, Grandmother, Okotoks

97. Nikki Bult, Business owner, Bradford
96. Jolanda Weber, Grandmother, St. Marys
95. Nancy Ekes, Stay at home mom, St Thomas
94. V Peterson
93. Alana Hollander, Environmental Technician, Newmarket
92. Leonard Slogotski, Buchanan
91. LUIS PERES, OTTAWA
90. Alex MacKenzie, Brampton
89. Darlene Lacelle, Sudbury
88. Irina Hodorkovsky, nutritionist, East Gwillimbury
87. Becky
86. Nicole Rempel, Kleefeld
85. Hasti Gomes, Business owner, Biblicaland reformed, Pitt Meadows
84. Shelly Lacelle, Kingston
83. Shawna Ruscitti, Cashier, Princess Auto, Barrie
82. Francine Gagnon, Teacher, CSPGNO, Sudbury
81. Mariah Tanner, Future mother, London
80. Richard James, Film Maker, Innisfil
79. Jason McVicar, Pastor, Fredericton Christian Church, Fredericton
78. Catherine Ballah, Mother, Amherstburg
77. Michelle Bagelman, Intuitive Coach, Michelle GB, Duntroon
76. Debbie Brentnell, Belle Plaine
75. Susie Rock, Counsellor, Church, Windsor
74. Debbie Brentnell, Belle Plaine
73. Tanja Primc, Mother, Toronto
72. Oxana Yakubovich, Mother, Self employed, Vaughan
71. Ashley Ientile, Mother, Etobicoke
70. James De Andrade, Construction, Milton
69. Scott hamilton, Father, Waterloo
68. Dara Bailey, Self employed, Holland Landing
67. Erick Racancoj, Software Developer/Dad, Edmonton
66. Yvonne sayers, Hamilton
65. Steve Tsoukarellis, Executive, Telco, Toronto
64. Joy Brooks, ESL teacher, Bradford
63. Stacey, Fort Erie
62. Mary Lou Hopson, Teacher/Mother, ALLISTON

61. Shona Orr, Letter carrier, Hillsdale
60. Andrea Geiser, Mother, Vaughan
59. Caroline Gulbronson, Newmarket
58. Carla Kulyk, Farmer, Buffalo AB
57. Cathy Alfred, Mother, Oakville
56. A Drohan, Parent, Ancaster
55. Christine Marrin, Teacher, Newmarket
54. J Zivanovich, Father, Stoney Creek
53. Cheryl Benish, Personal Support Worker, Renfrew
52. Karen Bos, Kingston
51. Christina De Santiago, HR Consultant, Mississauga
50. Julie bilodeau, Hairdresser, Pointe calumet
49. Stephanie Garcia, Mother, Georgetown
48. rosa blanco, childcare provider, Kitchener
47. Julie Vanexan, Consultant, Waterdown
46. Jessica Bornestig, Maple Ridge, BC
45. Iuliia Starovska, Mother, Halifax
44. Maria Herron, St. Thomas
43. Zelda Orser, Court clerk, Ontario Public Service, Newmarket
42. Lynn Smith, retired, Abbotsford
41. Kevin noel, Heavy equipment operator, Waterford
40. Yvonne Lucht, Financial Expert, WFG, Calgary
39. Larry Davies, Retired, Abbotsford, BC
38. Kim Zivanovich, Concerned Citizen, Ancaster
37. Helene Apostolopoulos, Oakville
36. Joseph Zivanovich, Grandparent, Canadian Citizen, Hamilton
35. Jen Savage, Concerned mother, London
34. Natasha Lamanna, Mother, Stouffville
33. Sherri Marshall, Brant
32. Erik Esteves, Project coordination, Toronto
31. Mary Luczak, Mother, Calgary
30. Brenda Parlee, Retired, Baddeck
29. Robyn Henry, Manager, Headingley
28. Rita Novikova, Edmonton
27. Blythe Silva, Speech Language Pathologist, Mount Pleasant, ON
26. Manjit Shergill, Ajax

25. Bonnie Jean Stacey, Self employed, Take Charge Tea, Ottawa
24. Andrew Hooper, Electronic Tech, Dartmouth
23. Anne-Marie Bredeson, Child Care, Kelowna,BC
22. Denise Zivanovich, Grandmother, Hamilton
21. Paul Laursen, Professor, AUT University, Revelstoke
20. Lealey Nunes, Manager, NA, Nobleton
19. Amy Cowling, Mother, Developmental support professional, Hamilton
18. Stephanie, Teacher, Mississauga
17. Jennifer Lewis
16. Jody Slater, Teacher, Grand Erie district school board, Simcoe
15. Jenilee Avey, Office manager, Scotland ontario
14. Mike Zivanovich, Father, Caledonia
13. Dawn Conium, Retired, Campbellford
12. Stephen Wragg, Self employed, Huntsville
11. Vicky Kobilke, Business owner, Surrey
10. Doug Fletcher, Glazier, DFletcher Photography, Grande Prairie
9. Michael Polson, Retired Law Enforcement, Severn
8. Russ Gaudet, Farrier, Russ &Katie's Farrier Service, Simcoe
7. Jasmin Fisher, General labour/homemaker, Caledonia
6. Nancy Nicklin, Retired, Haldimand
5. Kimberly Bredeson, Controller, Go Freight Pro Ltd., Cochrane
4. Tammy Bourque, Severn
3. Evelyn Morrissey, Retired paediatric RN, Surrey Bc
2. Scott Hanson, Barrie
1. Katie Gaudet, Norfolk



[Create an open letter](#)

and co-sign it



Grand Erie District School Board

TO: JoAnna Roberto, Director of Education & Secretary
FROM: Rafal Wyszynski, Superintendent of Business & Treasurer
RE: **Schedule of Pre-Budget Consultation and Budget Review Meetings**
DATE: September 13, 2021

Recommended Action: Moved by _____ Seconded by _____
THAT the Grand Erie District School Board set the dates for Pre-Budget Consultation Meetings as follows:
1. Tuesday February 1, 2022
2. Tuesday March 1, 2022.

Recommended Action: Moved by _____ Seconded by _____
THAT the Grand Erie District School Board set the dates for Budget Review Meetings as follows:
1. Tuesday April 19, 2022
2. Monday May 16, 2022
3. Thursday May 26, 2022
4. Tuesday, June 7, 2022.

Background

Consistent with Board Policy F2, the Board will schedule a number of public meetings to consult regarding items to be considered in the development of the proposed budget for the following fiscal year.

Additional Information

Trustees are encouraged to submit agenda items for discussion at the meetings to the Superintendent of Business in advance of the meeting dates. It is anticipated that the meetings will start at 5:30 p.m. and run for approximately 2 hours. Additional budget review meeting dates may be added as required.

Respectfully submitted,

Rafal Wyszynski
Superintendent of Business & Treasurer



Grand Erie District School Board

TO: JoAnna Roberto, Director of Education & Secretary
 FROM: Rafal Wyszynski, Superintendent of Business and Treasurer
 RE: **Contract Award – Multi-Functional Devices**
 DATE: September 13, 2021

Recommended Action: Moved by _____ Seconded by _____
 THAT the Grand Erie District School Board approve the contract for the supply and lease of multifunction devices for all Board locations from **Ricoh Canada Inc.** in the amount of an estimated annual cost of \$429,263.77 plus HST.

Background

Board is able to participate in an agreement with Ricoh Canada Inc. though the Ministry of Government and Consumer Services (MGCS) for the lease of 225 Multifunction Devices for a 60-month lease term. The lease term will begin November 2021 and is expected to conclude in October 2026. The features described in this report summarize the wants and needs from the working group that reviewed our existing devices. This working group included personnel from both central administration and school administration.

The costs for each unit per month are listed in the table below:

Unit	Price
Ricoh IM C4500	\$82.99/month
PaperCut Software	\$18.55/month
Total Cost	\$101.55/month

Based off the number of impressions from the 2018-2019 school year, the estimated annual contract price is as follows:

Number of MFD Units	Monthly Rate	Number of Months	Total Annual Cost
225	\$101.55	12	\$274,185.00

Type of Copy	Number of Impressions	Cost per Copy	Total Cost
Colour	1,717,256	\$0.0379	\$65,084.00
Black and White	31,873,910	\$0.00480	\$152,994.77

Total	\$492,263.77
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The above pricing is significantly lower than the amount that is being paid now on a per copy basis. Currently colour copies are \$0.0589 while black and white cost \$0.01150.

Although the new cost of the devices is \$24,567 higher than the existing contract, the devices are newer, offer better features and are much easier to use (according to those that tested the machines).

In addition, the cost of the contract can be reduced by reducing copies. Grand Erie has continued to incorporate best practices to reduce the volume of printing. These strategies include:

- Using PDF software to manage documents
- Double-sided printing or printing portions of documents
- Emailing documents where possible
- Using technology and projectors

An 11% reduction in copies from the numbers provided above would reduce the cost of the new contract to the level of the existing one. This is attainable if schools continue to use the best practices to guide their printing.

Additional Information

The existing contract would also standardize all units across the system and the following features would be included:

IM C4500 – Colour Laser Multifunction Printer

- Internal finisher (reduced carbon footprint)
- Stapler Unit
- Hole Punch Unit
- Prints up to 45ppm (pages per minute)
- Scans up to 240 images per minute

PapercutMF, a user management solution, would also permit the following features to be included as part of the roll out:

- Controls to print costs – print rules (no colour), quota controls, group rules
- Secure Print – users will be required to use their Board issued ID badges to access their print jobs
- Users can access devices at any board location
- Sends scans from persons email, rather than the unit's serial number

Next Steps

Over the next six to eight weeks, the Board's Purchasing Department will conduct a thorough analysis of existing devices across the system to ensure the correct number of devices are deployed. There are some instances where a new machine will replace two older ones.

It is anticipated that a phased-in approach will be implemented, as coordination between the new vendor, the existing vendor, schools and the Purchasing department will be required.

Training will be provided through either online materials, videos or on-site instruction. The devices are "super easy" to use and we anticipate that our system will experience efficiencies with respect to many office processes.

Grand Erie Multi-Year Plan

This report supports the Belonging indicator of Learn Lead Inspire and the following statement: We build a culture of belonging to support an equitable, inclusive and responsive environment for each learner.

Respectfully submitted,

Rafal Wyszynski
Superintendent of Business and Treasurer



Grand Erie District School Board

TO: JoAnna Roberto, Director of Education & Secretary
FROM: Liana Thompson, Superintendent of Education
RE: **Updates to the Resource Package – Guidelines for Student Accommodation, up to and Including Exemption, from Non-medical and Cloth Masks.**
DATE: September 13, 2021

Recommended Action: Moved by _____ Seconded by _____
THAT the Grand Erie District School Board receive updates to **SO17 Resource Package – Guidelines for Student Accommodation, up to and Including Exemption, from Non-medical and Cloth Masks** as information.

Background

Updates have been made to SO17 Resource Package - Guidelines for Student Accommodation, up to and Including Exemption, from Non-medical and Cloth Masks.

Additional Information

Updates include more prescriptive information about Ontario Human Rights Code protected grounds as well as ensuring approved exemption forms are sent to the Manager of Transportation Services.

Next Steps

The updated Resource Package has been uploaded to the board website as an accompanying attachment to Policy SO17 – Guidelines for Student Accommodation, up to and Including Exemption, from Non-medical and Cloth Masks.

Grand Erie Multi-Year Plan

This report supports the Well-being indicator of Learn Lead Inspire and the following statement: we will build a culture of well-being to support the social, emotional and physical needs of each learner.

Respectfully submitted,

Liana Thompson
Superintendent of Education



POLICY

SO17

Guidelines for Student Accommodation, up to and Including Exemption, from Non-Medical or Cloth Masks

Board Received: August 30, 2021 Review Date: March 2024

Policy Statement

The Grand Erie District School Board promotes and supports the well-being and safety of all students.

Grand Erie continues to demonstrate due diligence and will expect all students to wear masks subject to reasonable accommodation in accordance with the policy and guidelines.

Accountability

1. Frequency of Reports – As needed.
2. Criteria for Success – All students will wear masks subject to reasonable accommodation in accordance with the policy and guidelines.



Resource Package:

Guidelines for Student Accommodation, up to and Including Exemption, from Non- Medical or Cloth Masks

September 2021

Background

The Grand Erie District School Board promotes and supports the well-being and safety of all students. As per the Ministry of Education's document "Guide to Reopening Ontario's Schools" released in the fall of 2020, and the Addendum to the reopening guidance document, "Guide to Reopening Ontario's Schools" released in January 2021, mandatory masking will be in place for students in Grades 1 to 12 indoors in school, including in hallways and during classes, as well as on school vehicles. The Grand Erie District School Board has also mandated masking for students in the Kindergarten Program, following the same guidelines as outlined above.

On August 13, 2021, the Ministry released "Covid-19: Health, safety and operation guidance for schools (2021-22)". This document clarifies that students are not required to wear masks outdoors, but distancing should be encouraged between cohorts as much as possible.

Both masks and face shields are types of personal protective equipment (PPE). Measures that are used for *source control* attempt to prevent the spread of infection from the wearer to those around them. Source control can include covering your sneezes and coughs, hand hygiene, and wearing a mask in public. **Masks** are both used for source control and to protect oneself from others (as PPE). Cloth masks are for source control and higher-grade disposable masks are for both for source control and PPE. **Face shields** are considered PPE but are not meant to function as a primary device for respiratory protection. To date, there is no evidence that face shields alone are effective either as source control or as PPE but are effective to augment other more effective PPE.

Public Health Ontario does not recommend the use of face shields as a substitute for cloth face coverings. Although face shields would not replace masks, in some cases, face shields, in combination with other protective measures, may be considered an appropriate accommodation.

The Grand Erie District School Board recognizes that there are some students with medical restrictions that may require the student to attend school without the use of a mask. Reasonable accommodations, up to and including exemptions, will be permitted for some students. Parents/guardians are encouraged to consult their physician for guidance about a mask accommodation/exemption for their child, if necessary, however a physician note is not required for a student mask accommodation/exemption under the following situations that are previously known to the school:

- child with a medical or cognitive condition that prevents wearing a mask (severe sensory processing disorder, cognitive impairment, longstanding agoraphobia, Post Traumatic Stress Disorder triggered by a face covering),
- child unable to apply or remove a face covering without help
- children less than 5 years of age (cognitively or developmentally) who refuse to wear a face covering and cannot be persuaded to
- accommodations under the Ontario Human Rights Code based on the protected grounds of:
 - Age
 - Ancestry, colour, race
 - Citizenship
 - Ethnic origin
 - Place of origin
 - Creed
 - Disability
 - Family status
 - Marital status (including single status)
 - Gender identity, gender expression
 - Sex (including pregnancy and breastfeeding)
 - Sexual orientation.

We note that discomfort or acne would generally not constitute a basis for NOT wearing a mask.

School Procedure

- (a) The parent/guardian contacts the principal/designate to request an accommodation/exemption for their child.
- (b) The parent/guardian completes the Parent Application Form (Appendix A) and returns it to principal/designate.
- (c) The principal/designate reviews the mask accommodation/exemption request with the parent/guardian. (The principal/designate will review if there are any solutions other than a complete exemption such as frequent breaks, only wearing during certain activities, avoiding during exertion, gradual build up to full day masking, if allergy, provide a different one. Such options should be considered before a complete exemption will be considered.) While the request is being considered, the student will be expected to follow the policy laid out by the Ministry of Education or the Board of Trustees.
- (d) The school provides the Principal Response Form (Appendix B) to parent/guardians.
- (e) The principal/designate communicates the mask accommodation/exemption outcome to school staff and transportation services.
- (f) The principal/board reserves the right to ask further questions or request more information and to modify its decision as may be needed for the health and safety of others.
- (g) The school will provide masks to students at school who require them.

Student Accommodation, up to and Including Exemption, from Non-Medical or Cloth Masks

Parent Application Form

This form is to be used when a parent/guardian applies for a mask exemption or accommodation for their child.

Steps for Mask Accommodation/Exemption:

1. A physician note is not required if the medical concern is apparent and known to the school; however, parents/guardians are encouraged to consult their physician for guidance if requesting an accommodation/exemption to wearing a mask for their child.
2. Provide student information, reason(s) for accommodation/exemption and sign the acknowledgement.
3. Return the completed form to the school principal/ designate.

Child's First and Last Name: _____ Grade: _____

Reason for requesting mask accommodation/exemption:

- child with a medical or cognitive condition that prevents wearing a mask (severe sensory processing disorder, cognitive impairment, longstanding agoraphobia, Post Traumatic Stress Disorder triggered by a face covering)
- unable to apply or remove a face covering without help
- children less than 5 years of age (cognitively or developmentally) who refuse to wear a face covering and cannot be persuaded to
- accommodations under the Ontario Human Rights Code based on the protected grounds of:
 - Age
 - Ancestry, colour, race
 - Citizenship
 - Ethnic origin
 - Place of origin
 - Creed
 - Disability
 - Family status
 - Marital status (including single status)
 - Gender identity, gender expression
 - Sex (including pregnancy and breastfeeding)
 - Sexual orientation.

Please include a description of OHRC related protected ground that requires an accommodation:

Parent/Guardian Acknowledgement:

- I understand the potential health risks for my child and to others when a non-medical or cloth mask is not worn during a pandemic.
- I understand, and approve, that my child does not wear a non-medical or cloth mask at school, knowing the inherent health risks to my child if they are not wearing one.
- I give permission for my child to attend school without wearing a non-medical or cloth mask.

Parent/Guardian Signature: _____ Date: _____

Print Name: _____

Email: _____ Telephone: _____

For the safety of all, each school principal will alert the school staff of any students with an approved accommodation/exemption.

At this time, you can opt for remote learning for your child if you feel it would be in the best interest of their safety and wellbeing. If you choose to opt for remote learning, please contact your school principal for more information

Student Accommodation, up to and Including Exemption, from Non-Medical or Cloth Masks

Principal Response Form

Child's First and Last Name: _____ Grade: _____

Outcome:

- Your child is not required to wear a mask. Where a full exemption is granted, other safety measures will be put in place.
- Your child is not exempt from wearing a mask, but the school will make the following other accommodations:

If you wish to have the exemption outcome reviewed, please contact the Superintendent responsible for your child's school.

Principal/Designate Signature _____ Date: _____

Print Name: _____



Grand Erie District School Board

TO: JoAnna Roberto, Ph.D., Director of Education and Secretary
FROM: Rafal Wyszynski, Superintendent of Business & Treasurer
RE: **F7 Reporting of Wrongdoing**
DATE: September 13, 2021

Recommended Action: Moved by _____ Seconded by _____ THAT the Grand Erie District School Board approve Policy F7 Reporting of Wrongdoing.
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Background

Policy F7 Reporting of Wrongdoing was circulated to all appropriate stakeholders for comments to be received by April 30, 2021. At the June 14, 2021 Committee of the Whole Board meeting, Senior Administration requested this policy be deferred to the September 13, 2021 Committee of the Whole Board meeting to review the operational considerations of this policy.

Additional Information

As a result of comments received and additional review, the Policy has been revised and draft policy is attached.

Next Steps

This approved Policy will be distributed in keeping with Board Bylaw 9.

Respectfully submitted,

Rafal Wyszynski
Superintendent of Business & Treasurer



Reporting of Wrongdoing

Board Received: _____

Review Date: _____

Policy Statement:

The Grand Erie District School Board (the “Board”) is committed to ensuring that its actions and operations are performed, with transparency, to the extent permitted by law, accountability, honesty, and integrity.

To that end this policy imposes a duty on every Board employee, independent contractor, agent and volunteer to Report, in confidence, any reasonable knowledge or suspicion of wrongdoing as defined herein. If warranted, the alleged wrongdoing will be investigated, and appropriate action will be taken on the report of the investigation. This Policy is also available without obligation, to anyone, and in particular students of the Board, past or present, who believe they have been victim to sexual misconduct by a Board employee or volunteer.

This Policy establishes that any person or legal entity reporting any wrongdoing reasonably and in good faith, ("Reporting Party ") shall not be subject to any reprisal as defined herein.

For greater clarity, the role and relationships between the Board and the Reporting Party shall not, in any way be adversely affected by any Report made pursuant to this Policy reasonably and in good faith.

The Reporting of suspected Wrongdoing of Trustees of the Board is not included by this Policy. Bylaw 28, Trustee Code of Conduct, applies in those circumstances.

Definitions

1. WRONGDOING

Any action or inaction, past, present, or intended by a Board employee, independent contractor, agent and volunteer which is contrary or prohibited by any Federal or Provincial Legislation, or Regulations enacted thereunder, Common Law, or Municipal Bylaw.

It also includes but is not limited to:

- a) Professional Misconduct as defined by relevant Professional Organizations;
- b) Intentional breach of Board Policies, Practices and Procedures;
- c) Instructing, counselling or extorting anyone to commit an act of wrongdoing;
- d) Statutory or Common Law Conflicts of Interest;
- e) Mismanagement or maladministration of Board operations;
- f) Dishonest or unethical behaviour; and
- g) Sexual misconduct of any nature or description.

2. REPRISAL

Any action, inaction or threat of any such action or inaction against a Reporting Party by reason of a Report made under this Policy, including but not limited to:

- a) employment status;
- b) working conditions;
- c) legal relationship with the Board;
- d) discipline; and
- e) threats, intimidation or bullying.



Grand Erie District School Board

TO: JoAnna Roberto, Director of Education & Secretary
FROM: Rafal Wyszynski, Superintendent of Business and Treasurer
RE: **FT101 Smoke-Free Environment**
DATE: September 13, 2021

<p>Recommended Action: Moved by _____ Seconded by _____ THAT the Grand Erie District School Board forward Procedure FT101 Smoke-Free Environment to all appropriate stakeholders for comments to be received by October 28, 2021.</p>
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Background

Procedure FT101 Smoke-Free Environment was approved by the Board in June 2017 and has been identified for review.

Additional Information

No suggested revisions have been made to the Procedure and the procedure is attached for circulation to stakeholders for comment.

Next Steps

This Procedure will be circulated for stakeholder input in keeping with Board Bylaw 9.

Respectfully submitted,

Rafal Wyszynski
Superintendent of Business and Treasurer



PROCEDURE

FT101

Smoke-Free Environment

Board Received: June 26, 2017 Review Date: September 2021

Accountability:

1. Frequency of Reports – As needed
2. Criteria for Success – Board property is smoke-free at all times

Procedures:

The Grand Erie District School Board believes in providing a healthy work and learning environment for employees and students.

To this end, all Board properties and vehicles are designated as smoke-free at all times. Smoking on Board property or in Board vehicles will be dealt with through the Board's progressive discipline procedure (HR119) and the Code of Conduct of individual schools.

Medical marijuana – under the following controlled conditions – is allowed to be smoked on Board property.

- There must be a personal prescription (signed by a physician or nurse practitioner) specifically for medical marijuana. A copy of the prescription will be kept on file.
- There must be a specific dosage prescribed.
- The physician must indicate that the medical marijuana has to be administered during the school/workday.
- The physician must indicate the form in which the medical marijuana will be used. Smoke free options are preferred; however, if smoking is the only option, there are commercial devices that restrict the amount of second-hand smoke.
- Proof of a personal license to use marijuana must be presented to the Principal/Supervisor. A copy of the license will be kept on file.
- Proof of an authorized marijuana supplier must be provided. A copy of this documentation will be kept on file.

Under the Electronic Cigarette Act (2015), the use of e-cigarettes (vaping) is illegal wherever smoking is already prohibited.

The Grand Erie District School Board will ensure compliance with all relevant aspects of the "Smoke-Free Ontario Act – 2006".



Grand Erie District School Board

TO: JoAnna Roberto, Ph.D. Director of Education and Secretary
FROM: Jennifer Tozer, Superintendent of Human Resources
RE: **HR102 Working with Blood-Borne Infections, Precautions and Practices**
DATE: September 13, 2021

<p>Recommended Action: Moved by _____ Seconded by _____ THAT the Grand Erie District School Board forward Procedure HR102 Working with Blood-Borne Infections, Precautions and Practices to all appropriate stakeholders for comments to be received by October 28, 2021.</p>
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Background

Procedure HR 102 Working with Blood-Borne Infections, Precautions and Practices was approved by the Board in 2017 and has been identified for review.

Additional Information

One small revision regarding reporting has been made to reflect the current practice in place.

Next Steps

This Procedure will be circulated for stakeholder input in keeping with Board Bylaw 9

Respectfully submitted,

Jennifer Tozer
Superintendent of Human Resources



PROCEDURE

HR102

Working with Blood–Borne Infections, Precautions and Practices

Board Received: June 26, 2017

Review Date: September 2021

Accountability:

1. Frequency of Reports – As needed
2. Criteria for Success – Appropriate safety precautions are taken.
– Equipment and training provided for all staff.

Procedures:

These procedures outline precautions applying to any staff involved in the care and the handling of individuals when blood and other body fluids are present.

Although the risk of contracting blood-borne infections through occupational exposure is very low, these infections are a reality when dealing with Hepatitis “B” (HBV), Human Immune-Deficiency Virus positive serology (HIV), Hepatitis C Virus (HCV) and other potential infections. Staff who may be exposed to blood and other body fluids should take appropriate precautions to minimize direct contact.

1. Responsibility:

Principals/supervisors have the responsibility to ensure that their staff are aware of the precautions and safe practices regarding blood-borne infections.

2. Precautions:

In order to minimize direct contact with blood and body fluids, the following general precautions are suggested for all situations where blood or body fluids are encountered:

- a) *Hand washing:* Hands (and any skin surface) must be washed thoroughly as soon as practicable. To wash hands, use plain soap and vigorously rub together all surfaces of lathered hands for at least twenty seconds. Rinse thoroughly under a stream of water. Cuts or sores on hands should also be covered with a waterproof dressing.
- b) *Gloves:* New, disposable waterproof vinyl gloves (or nitrile) should be worn when in contact with blood, blood products, other body fluids, open wounds or sores (non-intact skin) and items or surfaces soiled with blood or other body fluids. If gloves are punctured or cut they should be removed as soon as practicable. Schools will provide gloves for all staff who are involved.

Procedures for Using Gloves:

- i) Put on gloves, making sure they cover cuffs if long sleeves are worn.
- ii) After using gloves, remove them by hooking gloved fingers of dominant hand into lower outside edge of the other glove. Pull the glove inside out as you remove it and then hold the glove in your gloved hand.
- iii) Tuck your ungloved hand into the inside of the remaining glove. Remove that glove by pulling it inside out and encase the other glove as you do so.
- iv) Dispose of gloves immediately in waste disposal.
- v) Wash hands thoroughly after removal of gloves.

Staff unfamiliar with gloving procedures are advised to contact the Health and Safety Office.

- c) *Pocket Masks or Other Ventilation Devices*: These can be purchased for those settings where the need for resuscitation can be anticipated. However, the risk of infection is so slight that no one should hesitate to give mouth-to-mouth resuscitation if such equipment is not available. Employees must be adequately trained in the use of such equipment.

3. Clean-up of Spills and Contaminated Surfaces:

Spills of blood or other body fluids and contaminated surfaces should be cleaned promptly with detergent and water, using disposable towels. The area should then be disinfected with a disinfectant cleaning product and left to dry. Chemical germicides approved for use as hospital disinfectants can also be used. The Material Safety Data Sheet for the product must be checked before use and all safety precautions followed.

4. Waste Disposal:

- a) Sharp Devices and Glass (needles, syringes, broken glass, sharp devices or instruments):
- should be placed in disposable, puncture-resistance containers;
 - prior to disposal, puncture resistant containers should be securely sealed and the contents identified with a label or tag;
 - schools may be able to arrange for disposal through hospitals in the community;
 - if in doubt, call the Health and Safety Office.
- b) Solid Wastes (ie. disposable articles and dressings):
- should be placed in a sturdy impervious (plastic) bag, tied securely with a twist tie and the contents identified with a label or tag;
 - double bagging is necessary only if the outside of the bag is contaminated with blood or other body fluids, or if there is potential for leakage;
 - dispose with regular garbage in a secure sanitary landfill or have incinerated.
- c) Unclotted Blood and Other Body Fluids:
- dispose into a drain connected to a sanitary sewer and flush with water.
- d) Soiled Clothing:
- clothing which has been soiled with blood or other body fluids may be washed with regular laundry;
 - soiled linen and clothing should be handled as little as possible;
 - linen and clothing which have been heavily soiled with blood or other body fluids should be transported in bags that prevent leakage, and be tagged indicating the contents.

5. What to do if Exposure Occurs:

- a) where there has been contact or splashes of blood or other body fluids on the skin, the area should be thoroughly washed as soon as practicable with soap and water;
- b) splashes of mucosa membranes such as the lips, mouth, eyes or nose, should be flushed with water as soon as practicable;
- c) clothing which becomes soiled with blood or other body fluids should be removed as soon as practicable;
- d) penetrating wounds such as needle/stick punctures or cuts from sharp objects should be encouraged to bleed and then washed thoroughly with soap and water; medical attention should be sought as soon as possible if exposure to a biological or chemical agent is suspected.
- e) penetrating wounds or splashes onto mucous membrane or non-intact skin should be reported to the employee's principal/supervisor. An Accident Form should also be completed following the incident.

If blood enters an open cut or sore on your hands, etc., wash thoroughly and proceed to the nearest hospital emergency for follow-up for HBV, HCV, and HIV, preferably within one to two hours of exposure

- f) Employees who are exposed should complete an EMPLOYEE INJURY INCIDENT DISEASE REPORT ~~and submit it to Human Resources~~ through the Staff Portal so that the event can be documented with the WSIB

6. Giving First Aid to Any Person:

- a) Where feasible, wash your hands first.
- b) Always:
 - i) wear disposable gloves, especially if you have any open cuts, sores, etc. on the hands;
 - ii) wash your hands thoroughly with soap and water after giving the first aid;
 - iii) if blood enters an open cut or sore on your hands, etc., wash thoroughly and proceed to the nearest hospital emergency for follow-up for HBV, HCV, and HIV, preferably within one to two hours of exposure;
 - iv) after wiping up spilled blood with a paper towel, etc., wipe the surface with a disinfectant cleaning product and allow to air dry;
 - v) soiled gloves, towels, etc. should be placed in a plastic or paper bag and discarded in the waste disposal.



Grand Erie District School Board

TO: JoAnna Roberto, Ph.D., Director of Education and Secretary
FROM: Rafal Wyszynski, Superintendent of Business & Treasurer
RE: **F107 Reporting Suspected Wrongdoing**
DATE: September 13, 2021

<p>Recommended Action: Moved by _____ Seconded by _____ THAT the Grand Erie District School Board receive Procedure F107 Reporting Suspected Wrongdoing as information.</p>

Background

Policy F7 Reporting of Wronging was circulated to all appropriate stakeholders for comments to be received by April 30, 2021. At the June 14, 2021 Committee of the Whole Board meeting, Senior Administration requested this policy be deferred to the September 13, 2021 Committee of the Whole Board meeting to review the operational considerations of this policy.

Additional Information

As result of this additional review, operational Procedure F107 Reporting Suspected Wrongdoing was developed. Draft Procedures is attached.

Next Steps

This Procedure will be distributed in keeping with Board Bylaw 9.

Respectfully submitted,

Rafal Wyszynski
Superintendent of Business & Treasurer



Reporting Suspected Wrongdoing

Board Received: _____

Review Date: _____

The Report

1. Unless as otherwise provided herein Reports of reasonable knowledge or reasonable suspicion of wrongdoing shall be made promptly to the Director or person designated by the Director to receive and act on such Reports. The Director may designate a Senior Board Official or an external Third Party for this purpose. Reports of sexual misconduct may be made orally or in writing to **Superintendent of Human Resources**

Content and Anonymous Report

2. The Report shall be sent in writing or in electronic form and shall contain the information set out in schedule "A" herein;
3. Reports of sexual misconduct may be made orally or in writing to the person designated in section 1 above.
4. The Director or designate may decline to investigate an anonymous Report.
5. The Report and the identity of the Reporting Party shall not be disclosed unless required by law;

Assessment by Director

6. Upon receipt of the Report the Director or designate shall assess it to determine:
 - a) Whether it is made in good faith, is frivolous, vexatious and satisfies the definition of Wrongdoing;
 - b) Whether another legal authority should receive and investigate the Report. For example, Reports of suspected criminal activity should be reported immediately to the Police;
 - c) Whether the Report is already the subject of a legal proceeding or should be processed by another appropriate statutory authority;
 - d) Whether the matter involves employment or labour relations matters and can be addressed by other means;
 - e) In all of the circumstances, whether the matter should be addressed by other means;
7. Where the Director or designate confirms any of the factors set out in 5 exists no investigation of the Report should be undertaken and the Reporting Party will be informed accordingly.

Investigation

8. Where the Director or designate decides an investigation of the reported Wrongdoing is warranted it shall be carried out without delay adhering to principles of fairness and in accordance with relevant Board Policies and Procedures; Whenever appropriate the Investigation should be conducted by an independent third party;
9. As part of the investigation the alleged wrongdoer will be provided with the substance of the Wrongdoing allegations and given a reasonable opportunity to respond.
10. All documentation of any kind generated by an investigation or any other action taken under this Procedure is confidential and shall be securely retained by appropriate Board officials;
11. Where the Report alleges Wrongdoing on the Part of the Director, it shall immediately be referred to an independent third party for processing under this Procedure. The Report of any investigation under this part shall be made to the Chair of the Board.

Receipt of Investigative Report

12. Upon receipt of the report of the investigation under section 7. above, the Director or designate

shall determine whether any disciplinary action is warranted, any law enforcement or professional authorities should be notified, to what extent the Reporting Party can be informed of the results of the investigation and whether any other action should be taken;

Obstruction

13. Anyone who intentionally interferes with or obstructs any investigation undertaken under this Procedure shall be subject to appropriate discipline and/or other available legal sanctions;

Reprisal

14. Any person who commits or attempts to commit any act of reprisal as defined by Policy F7 shall be subject to appropriate discipline and/or available legal sanctions;

Report to Board

15. The Director or Chair of the Board, as the case may be, shall Report to the Board annually on all investigations of Reports of Wrongdoings;

Resources:

HR119 – Employee Discipline

HR5 – Harassment and Objectionable Behaviour

CONTENT REQUIREMENTS OF REPORT OF SUSPECTED WRONGDOING

1. Full name, address and contact information of Reporting Party;
2. Relationship to Board (employee, independent contractor other);
3. Name, contact information (if available);
4. Description of the Wrongdoing;
5. Duration of Wrongdoing if known;
6. Persons affected by the Wrongdoing;
7. How did the Wrongdoing come to your attention;
8. Any additional information you consider relevant;
9. Attach a copy of any documentation you consider relevant. Any information in electronic form should also be included.