



NOTICE OF MEETING AND AGENDA REGULAR COUNCIL MEETING

Tuesday, May 20, 2025, 5:30 PM
Memorial Hall, 290 Esplanade Avenue,
Harrison Hot Springs, BC V0M 1K0

THIS MEETING WILL BE CONDUCTED IN-PERSON AND VIA ZOOM VIDEO CONFERENCE

1. CALL TO ORDER
Meeting called to order by Mayor Talen.
2. LAND ACKNOWLEDGEMENT
Acknowledgement of Sts'ailes traditional territory.
3. PUBLIC HEARING (if required)
4. INTRODUCTION OF LATE ITEMS
5. APPROVAL OF AGENDA
6. DECLARATIONS OF CONFLICT OF INTEREST
7. ADOPTION OF COUNCIL MINUTES
(a) THAT the Regular Council Meeting Minutes of April 22, 2025 be adopted. Page 1
8. BUSINESS ARISING FROM THE MINUTES
9. DELEGATIONS AND PETITIONS
(a) Bob Ringma, Sr. Manager & Midhat Malik, Business Development Advisor, BC Transit Re: BC Transit Fare Review Update
10. CORRESPONDENCE
(a) Letter dated April 23, 2025 from the City of Enderby to MLA David Williams Page 11 Re: Bill 7 – 2025: Economic Stabilization (Tariff Response) Act
(b) Letter dated May 14, 2025 from the Ministry of Education Page 13 Re: Response to Letter of Support
11. BUSINESS ARISING FROM CORRESPONDENCE
12. REPORTS FROM COUNCILLORS
13. REPORTS FROM MAYOR

14. REPORTS AND MINUTES FROM COMMITTEES AND COMMISSIONS

THAT the following adopted minutes be received for information:

- (a) Communities in Bloom Committee Meeting Minutes of April 3, 2025

Page 15

15. REPORTS FROM STAFF

- (a) Report of Corporate Officer dated May 20, 2025
Re: Liquor License Amendment – Harrison Hot Springs Resort & Spa

Page 19

Recommendations:

THAT Council direct staff to proceed with a public consultation process for the liquor license amendment application for the Harrison Hot Springs Resort and Spa by posting on the Village's website and notice boards, and by providing notice by mail to properties within 30m of the hotel seeking written submissions for a two-week period; and

THAT staff be directed to conduct an impact analysis to determine the impact of noise on nearby residents and general impact to the community; and

THAT the application be referred to the Agassiz RCMP Detachment for comment.

- (b) Report of Corporate Officer dated May 20, 2025
Re: Liquor License Amendment – Milos Greek Taverna & Black Forest Restaurant

Page 23

Recommendations:

THAT Council direct staff to proceed with a public consultation process for the liquor license amendment applications for Milos Greek Taverna and Black Forest Restaurant by posting on the Village's website and notice boards, and by providing notice by mail to properties within 30m of each restaurant seeking written submissions for a two-week period; and

THAT staff be directed to conduct an impact analysis to determine the impact of noise on nearby residents and general impact to the community; and

THAT the applications be referred to the Agassiz RCMP Detachment for comment.

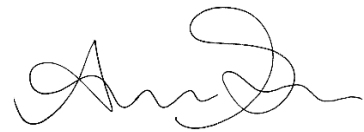
- (c) Report of Corporate Officer dated May 20, 2025
Re: Council Correspondence Policy 1.41

Page 25

Recommendation:

THAT Council Correspondence Policy 1.41 be adopted.

<p>(d) Report of Communications and Community Engagement Coordinator dated May 20, 2025 Re: Anti-Racial and Anti-Discrimination Policy 1.42</p> <p>Recommendation:</p> <p>THAT Anti-Racial and Anti-Discrimination Policy 1.42 be adopted.</p>	Page 31
<p>(e) Report of Community Services Manager dated May 20, 2025 Re: Geese Management</p> <p>Recommendation:</p> <p>THAT the Village include geese management strategies as a budgetary item in the 2026 financial plan.</p>	Page 43
16. BYLAWS	
17. NEW BUSINESS	
18. NOTICES OF MOTION	
19. QUESTION PERIOD FOR ITEMS RELEVANT TO THE AGENDA	
20. ADJOURNMENT	



Amanda Graham
Corporate Officer

VILLAGE OF HARRISON HOT SPRINGS Regular Council Meeting Minutes

DATE: Monday, May 5, 2025
TIME: 5:30 p.m.
PLACE: Council Chambers, Memorial Hall
290 Esplanade Avenue, Harrison Hot Springs, BC

COUNCIL PRESENT: Mayor Fred Talen
Councillor Leo Facio
Councillor Allan Jackson
Councillor Mark Schweinbenz
Councillor Michie Vidal

STAFF PRESENT: Chief Administrative Officer, Tyson Koch
Corporate Officer, Amanda Graham
Chief Financial Officer/Deputy CAO, Scott Schultz
Director of Operations, Jace Hodgson
Communications & Community Engagement
Coordinator, Kalie Wiechmann
Planning Consultant, Ken Cossey
Corporate Clerk, Tyler Kafi

1. **CALL TO ORDER**

Mayor Talen called the meeting to order at 5:30 p.m.

2. **LAND ACKNOWLEDGEMENT**

Mayor Talen acknowledged the traditional territory of Sts'ailes.

3. **PUBLIC HEARING (If required)**

None.

4. **INTRODUCTION OF LATE ITEMS**

None.

5. **APPROVAL OF THE AGENDA**

Moved by Councillor Facio
Seconded by Councilor Vidal

THAT the agenda be approved.

CARRIED
RC-2025-05-01

6. DECLARATIONS OF CONFLICT OF INTEREST

None.

7. ADOPTION OF MINUTES

Moved by Councillor Jackson

Seconded by Councilor Schweinbenz

THAT the Committee of the Whole Meeting Minutes of April 17, 2025 be adopted; and

THAT the Regular Council Meeting Minutes of April 22, 2025 be adopted.

CARRIED
RC-2025-05-02

8. BUSINESS ARISING FROM THE MINUTES

None.

9. DELEGATIONS AND PETITIONS

- (a) Brian Szabo, BDO Canada
Re: Audit Findings

Mr. Szabo reported on the Village's 2024 Financial Audit findings located in item 15(f) of the agenda.

10. CORRESPONDENCE

- (a) Letter dated April 15, 2025 from Minister Parmar
Re: BCTS OP 643-9
- (b) Email dated April 16, 2025 from Raven Lacerte
Re: Moose Hide Campaign
- (c) Letter dated April 19, 2025 from Gary Webster
Re: FireSmart Landscaping
- (d) Email dated April 29, 2025 from Bill Wang
Re: Vancouver Chinese Film Festival Requesting Letter of Support
- (e) Letter dated April 29, 2025 to Premier Eby from The Village of Telkwa
Re: Request Reset & Audit of Pacific Northern Gas
- (f) Email dated April 30, 2025 from John Allen
Re: Mayor Talen's Motion – Dike Raising

(g) Email dated April 30, 2025 from Richard Fife
Re: Dike Upgrade Project

(h) Email dated April 30, 2025 from John Allen
Re: April 22, 2025 CAO Report to Council

See Also: Report from Corporate Officer dated March 3, 2025 re: Release of Closed Meeting Resolutions

Moved by Councillor Facio
Seconded by Councillor Schweinbenz

THAT all correspondence be received.

CARRIED
RC-2025-05-03

11. BUSINESS ARISING FROM CORRESPONDENCE

Moved by Councillor Vidal
Seconded by Councillor Facio

THAT a letter a support be forwarded to the Vancouver Chinese Film Festival encouraging them to contact Tourism Harrison River Valley for additional support.

CARRIED
RC-2025-05-04

Moved by Councillor Schweinbenz
Seconded by Councillor Facio

THAT Council support the Moose Hide Campaign by ordering pins.

CARRIED
RC-2025-05-05

12. REPORTS FROM COUNCILLORS

Councillor Facio

- Fraser Valley Regional District Board (Municipal Director)
 - Attended a meeting on April 14, 2025
- Fraser Valley Regional Library Board (Alternate Municipal Director) – No Report
- Attended the LMLGA Conference from April 29 - May 1, 2025
- Attended the Environmental Open House on May 3, 2025

Councillor Vidal

- Corrections Canada Citizen's Advisory Committee – No Report
- Agassiz-Harrison Healthy Communities – No Report
- Kent Harrison Joint Emergency Program Committee – No Report
- Attended the LMLGA conference from April 29 - May 1, 2025

- Attended a fundraiser for Friends of the Library on May 2, 2025
- Attended the Environmental Open House on May 3, 2025

Councillor Jackson

- Fraser Valley Regional Library Board – No Report
- Tourism Harrison – No Report
- Attended the LMLGA Conference from April 29 - May 1, 2025
- Attended the Environmental Open House on May 3, 2025

Councillor Schweinbenz

- Agassiz-Harrison Historical Society – No Report
- Community Futures North Fraser Board of Directors – No Report
- Attended the LMLGA Conference from April 29 - May 1, 2025
- Attended the Environmental Open House on May 3, 2025

13. REPORTS FROM MAYOR

- Attended the LMLGA Conference from April 29 - May 1, 2025
- Attended the Environmental Open House on May 3, 2025
- Reported on the Resort Community Collaborative Mayors' Meeting
- Spoke to the newly created Resident Resource Guide for Emergency Preparedness available on the Village's website and at the Village Office.

14. REPORTS AND MINUTES FROM COMMITTEES AND COMMISSIONS

- (a) Accessibility Committee Meeting Minutes of December 11, 2024
- (b) Environmental Advisory Committee Meeting Minutes of April 2, 2025

Moved by Councillor Facio

Seconded by Councilor Schweinbenz

THAT all Committee and Commission minutes be received for information.

CARRIED
RC-2025-05-06

- (c) Report of Corporate Officer dated May 5, 2025
Re: Accessibility Committee Report

Moved by Councillor Vidal

Seconded by Councilor Jackson

THAT Council approve the Accessibility Committee's Terms of Reference.

CARRIED
RC-2025-05-07

- (d) Report of Corporate Officer dated May 5, 2025
Re: Committee of the Whole Report

Moved by Councillor Facio
Seconded by Councilor Jackson

THAT Council adopt the report of the Committee of the Whole.

CARRIED
RC-2025-05-08

15. REPORTS FROM STAFF

- (a) Report of Planning Consultant dated May 5, 2025
Re: Amenity Cost Charges Bylaw

Moved by Councillor Facio
Seconded by Councilor Schweinbenz

THAT the Planning Consultant's report dated May 5, 2025 regarding the Amenity Cost Charges Bylaw be received for information.

CARRIED
RC-2025-05-09

- (b) Report of Planning Consultant dated May 5, 2025
Re: Consideration of the Issuance of a Development Variance Permit

Moved by Councillor Facio
Seconded by Councilor Vidal

THAT Council accept the Guide Engineering Memorandum, dated March 31, 2025, and the Site Servicing Plan, dated March 14, 2025; and

THAT the Site Servicing Plan requirements outlined on Drawing #25.021.C.02 be incorporated into the applicant's Building Permit plans; and

THAT Development Variance Permit DVP 03/23 be issued for property located at 604 McCombs Drive, Harrison Hot Springs for land legally described as:

Lot 123, Sec 12, Twp 4, Rg 29, W6M, New Westminster District Plan 52598
(PID 005-061-377).

CARRIED
RC-2025-05-10

- (c) Report of Community Services Manager dated May 5, 2025
Re: Filming Policy No. 1.13

Moved by Councillor Vidal
Seconded by Councilor Jackson

THAT Council Policy No. 1.13, Motion Picture Filming Policy be renamed to Filming Policy.

CARRIED
RC-2025-05-11

Moved by Councillor Vidal
Seconded by Councilor Schweinbenz

THAT Council approve Policy No. 1.13 as amended.

CARRIED
RC-2025-05-12

- (d) Report of Community Services Manager dated May 5, 2025
Re: Try Tennis Event

Moved by Councillor Facio
Seconded by Councilor Schweinbenz

THAT the special event fees be waived for the Try Tennis Event to be hosted at Spring Park in June 2025.

CARRIED
RC-2025-05-13

- (e) Report of Community Services Manager dated May 5, 2025
Re: Memorial Hall Policy No. 1.18 Updates

Moved by Councillor Jackson
Seconded by Councilor Facio

THAT Council approve Memorial Hall Use Policy No. 1.18 as amended.

CARRIED
RC-2025-05-14

- (f) Report of Chief Financial Officer dated May 5, 2025
Re: 2024 Audited Financial Statements

Moved by Councillor Vidal
Seconded by Councilor Jackson

THAT the Independent Auditor's Report be received; and

THAT the 2024 Financial Statements of the Village of Harrison Hot Springs be approved;
and

THAT the Independent Auditor's Report be attached to the approved Financial
Statements of the Village of Harrison Hot Springs.

CARRIED
RC-2025-05-15

16. BYLAWS

- (a) Report of Chief Financial Officer dated April 22, 2025
Re: Tax Rate Bylaw No. 1221, 2025

Moved by Councillor Vidal
Seconded by Councilor Jackson

THAT Tax Rate Bylaw No. 1221, 2025 be adopted.

CARRIED
RC-2025-05-16

17. NEW BUSINESS

- (a) New Business from Mayor Talen
Re: Dike Upgrade Project

Moved by Mayor Talen
Seconded by Councillor Schweinbenz

WHEREAS the Village of Harrison Hot Springs is at risk of flooding from Harrison Lake,
and

WHEREAS the existing dike along Harrison Lake does not meet Provincial standards,
and

WHEREAS the District of Kent dikes A, B, and C are designed and built to the 1894
flood profile, meaning that the Village of Harrison Hot Springs is not at risk of flooding
from the south from the Fraser River unless the District of Kent dike system fails, and

WHEREAS the existing dike along Harrison Lake in Harrison Hot Springs is 13.9m above sea level, and

WHEREAS the 1894 flood of record, Harrison Lake reached 14.1m above sea level, and

WHEREAS to meet Provincial standards, the Harrison Lake dike needs to be 15.1m above sea level, and

WHEREAS if the dike project is not pursued:

1. the ability to obtain flood insurance for improvements to properties in Harrison Hot Springs may be compromised, and
2. Provincial and Federal disaster relief assistance may be harder to obtain and such assistance may not fully cover costs associated with rebuilding after a flood

THEREFORE BE IT RESOLVED

THAT Council proceed with the dike project, complying with Provincial standards requiring a dike height of 15.1m to protect the Village of Harrison Hot Springs from flooding from Harrison Lake; and

THAT Council pursues flood protection from Harrison Lake with a combination of fixed (permanent) flood protection structures and deployable flood protection structures; and

THAT the above resolutions be subject to the following:

1. The dike project must minimize fixed (permanent) features on the existing dike that would adversely affect the current view of Harrison Lake from Esplanade Avenue;
2. The dike project must maximize maintaining the existing views of Harrison Lake from Esplanade Avenue;
3. Construction necessary to complete the dike project should avoid, to the greatest extent possible:
 - a) heavy construction during July and August;
 - b) traffic disruptions and reductions in parking on Esplanade Avenue;
4. Providing residents with the opportunity to provide input on where the deployable sections of the dike will be and where the fixed (permanent) sections of the dike will be once a deployable system or systems have been selected; and

THAT staff be directed to return to Council with recommendations concerning a deployable system or flood protection systems and where fixed and deployable systems will be located.

CARRIED
RC-2025-05-17

18. NOTICES OF MOTION

None.

19. QUESTION PERIOD FOR ITEMS RELEVANT TO THE AGENDA

Questions from the public were entertained.

20. ADJOURNMENT

Moved by Councillor Facio
Seconded by Councilor Jackson

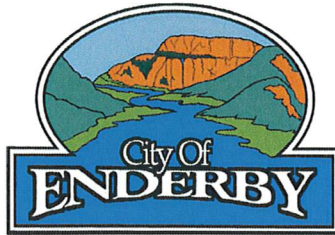
THAT the meeting be adjourned at 7:30 p.m.

CARRIED
RC-2025-05-18

Fred Talen
Mayor

Amanda Graham
Corporate Officer

619 Cliff Avenue
P. O. Box 400
Enderby, B. C. V0E 1V0



The Corporation of the City of Enderby
Where the Shuswap Meets the Okanagan

Tel: (250) 838-7230
Fax: (250) 838-6007
Website: www.cityofenderby.com

April 23, 2025

MLA David Williams
Room 201 - Parliament Buildings
Victoria, BC V8V 1X4

Re: Bill 7 – 2025: Economic Stabilization (Tariff Response) Act

Dear Mr. Williams:

Council has resolved to express its concerns regarding *Bill 7 – 2025 Economic Stabilization (Tariff Response) Act*.

Council for the City of Enderby recognizes that the economic challenge posed by tariffs requires an effective government response. However, that response must flow from our shared commitment to transparency, accountability, and public participation.

Council respectfully requests that the Government of British Columbia makes the following changes to *Bill 7 – 2025 Economic Stabilization (Tariff Response) Act*, before it becomes law:

1. Modify Part 2 [Procurement Directives] of the Act to ensure that there is adequate provision for oversight, accountability, and performance measurement in government purchasing programs and policies under this part;
2. Define the intent, scope and limits of Part 3 [Tolls, Fees and Charges] of the Act and include a requirement for regular and ongoing consultation with British Columbian citizens, including indigenous persons, and businesses to understand and adapt to the consequences of measures taken under this part; and
3. Add a requirement to Part 5 [General Provisions] of the Act requiring regular public reporting of regulations made under the Act, including the objectives, performance measures, and impacts of those regulations upon British Columbian citizens, including indigenous persons, and businesses.

Moreover, we urge the Government of British Columbia to:

4. Commit to not reintroducing Part 4 [Lieutenant Governor in Council's Response Powers] of the Act whatsoever, including as a separate enactment.

When the intentions of a law enacted by the Legislative Assembly are not clearly expressed, regulations risk defining the law rather than following from the law. In this time of crisis, we urge the Government of British Columbia to legislate in a manner that upholds the rule of law, not the rule of regulation.

Thank you for your attention to this important matter.

Sincerely,



Huck Galbraith
Mayor

Cc: Local Governments of BC
British Columbia New Democratic Party
Conservative Party of BC
Green Party of British Columbia



May 14, 2025

Ref: 310039

Their Worship Fred Talen, Mayor
Village of Harrison Hot Springs
Email: info@harrisonhotsprings.ca

Dear Mayor Fred Talen:

Thank you for your letter of May 1, 2025 regarding the support of the Village of Harrison Hot Springs' Council for resources to protect children and youth from human trafficking and exploitation.

I am familiar with the work of Cathy Peters and commend her ongoing efforts to raise awareness about human trafficking and child sexual exploitation across the province. Student safety is my top priority, and I am committed to equipping students, families, and educators with the knowledge and tools to help prevent these harms.

To promote a culture of student safety in BC schools, the Ministry of Education and Child Care's [Expect Respect and a Safe Education \(erase\)](#) strategy focuses on building safe, caring, and inclusive school communities. Through this strategy, schools are supported with prevention and intervention tools that address a wide range of safety issues, including online safety and exploitation.

The *erase* website offers resources for students, families, educators, and community partners including about school and online safety. The [online safety](#) page includes information and resources on topics such as cyberbullying, sextortion, and social media awareness. In partnership with school safety experts Safer Schools Together, the Ministry also offers [free training sessions](#) for education professionals, families and students on topics such as consent, digital literacy, and online safety. Recently, we released a new session for families titled [Establishing Family Practices for Safeguarding Against Cyberbullying and Sextortion](#).

Sexual health education, including content on consent, harassment, and healthy relationships, is a required part of the Physical and Health Education (PHE) curriculum from Kindergarten through Grade 10. These themes continue in the optional Grade 11 and 12 curricula. New educator resources were developed in 2022/23 to strengthen instruction around consent, prevent gender-based violence, and safeguard students from sexual exploitation.

.../2

The Ministry works closely with the Ministries of Public Safety and Solicitor General and Attorney General to address non-consensual distribution of intimate images. The *Intimate Images Protection Act*, which came into effect on January 29, 2024, expands the Civil Resolution Tribunal jurisdiction to address cases involving intimate images shared without consent. The accompanying [Intimate Images Protection Service](#) provides victims with image removal assistance, emotional support, and help accessing justice.

We have a shared commitment to the safety of children and youth in BC. Thank you for your advocacy and engagement on this important issue.

Sincerely,

A handwritten signature in black ink, appearing to read 'Lisa Beare', written in a cursive style.

Lisa Beare
Minister of Education and Child Care

**VILLAGE OF HARRISON HOT SPRINGS
MINUTES OF THE COMMUNITIES IN BLOOM COMMITTEE**

DATE: Thursday, April 3, 2025
TIME: 10:00 a.m.
PLACE: Council Chambers, Village Office
495 Hot Springs Road, Harrison Hot Springs, BC

IN ATTENDANCE: Councillor Allan Jackson, Chair
Susan Galvao
Teresa Omelus (via Zoom at 10:08 a.m.)
Margaret Shier

Amanda Graham, Corporate Officer
Jace Hodgson, Director of Operations (at 10:14 a.m.)
Kalie Wiechmann, Communications and Community
Engagement Coordinator

ABSENT:

1. CALL TO ORDER

Councillor Jackson called the meeting to order at 10:02 a.m.
Councillor Jackson acknowledged the traditional territory of Sts'ailes.

2. INTRODUCTION OF LATE ITEMS

None.

3. APPROVAL OF AGENDA

Moved by Susan Galvao
Seconded by Margaret Shier

THAT the agenda be approved.

**CARRIED
UNANIMOUSLY**
CIB-2025-04-01

4. ADOPTION OF MINUTES

Moved by Margaret Shier
Seconded by Susan Galvao

THAT the Communities in Bloom Committee Meeting Minutes of March 6, 2025 be adopted.

**CARRIED
UNANIMOUSLY**
CIB-2025-04-02

*Village of Harrison Hot Springs
Minutes of the Communities in Bloom Committee
April 3, 2025*

5. ITEMS FOR DISCUSSION

(a) Update from the March 17, 2025 Regular Council Meeting

The Corporate Officer advised that Council unanimously supported the Committee's recommendation to put out a call for more members. The vacancies were advertised shortly thereafter with a closing date of April 2, 2025. Two applications have been received and it is anticipated that they will be reviewed by Council next week.

(b) BC Communities in Bloom March Newsletter

The Committee discussed the Hope Communities in Bloom projects and requested a separate Harrison Communities in Bloom Facebook page.

(c) Report of Corporate Officer dated April 3, 2025

Re: Council Procedure Bylaw No. 1216, 2025 and Updated Terms of Reference

Moved by Susan Galvao
Seconded by Margaret Shier

THAT the updated Communities in Bloom Committee Terms of Reference be endorsed as amended by correcting section 4(c) so that it references section 4(a), not 3(a).

**CARRIED
UNANIMOUSLY**
CIB-2025-04-03

(d) Miracle-Gro Best Garden Selection Program

The Corporate Officer advised that the Village was selected to receive twelve signs which must be handed out by August 22, 2025. The Committee will start garden of the week in June. Staff will prepare marketing material for garden of the week and will distribute a sign-up sheet for members to judge each week. Property owners that are selected will need to sign a photo release form.

(e) Earth Day in May Table

The Committee discussed obtaining t-shirts or vests. The Committee requested that the table have the photo albums, a one page document to display what the Committee has been working on, a box to collect contact information from people who may be interested in volunteering, Garden of the Week information and seed packets by donation.

(f) Canada Day Parade Float

Councillor Jackson will speak to the Village's Chief Financial Officer regarding additional budget for a float. The Committee discussed various ideas for borrowing a flat deck trailer, pickup truck, and floral displays from local nurseries. The Committee discussed opportunities to involve children in the float and soliciting donations from people who may have artificial flowers/craft supplies to donate.

*Village of Harrison Hot Springs
Minutes of the Communities in Bloom Committee
April 3, 2025*

(g) Beach Clean-Up Day with Students

The school is interested in participating in a beach clean-up day and the Harrison Hot Springs Resort is on board to provide lunch and drinks. The Committee agreed that Monday, May 26 may work. The Village can supply garbage bags and garbage pickers. Staff will contact the school to determine whether that day will work. Councillor Jackson will do the same with the hotel.

(h) CIB Anniversary Tree

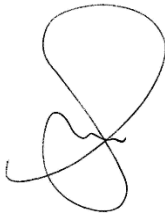
The Village will be receiving a ten gallon tree as part of the CIB Anniversary. Teresa has offered to donate a tree as a thank you in relation to donations for the pool as well. Further details will be forthcoming, and once the variety of the tree is known, suitable locations will be identified. The Committee discussed hosting a small event and getting a plaque to commemorate the tree-planting.

(i) Next Meeting

The next meeting date is Thursday, May 8, 2025 and Catherine Kennedy from BC CIB will attend via Zoom.

6. ADJOURNMENT

The meeting be adjourned at 10:53 a.m.



Councillor Allan Jackson, Chair
Communities in Bloom Committee



Amanda Graham
Corporate Officer

File No: 0400-20-03
Date: May 20, 2025

To: Mayor and Council
From: Amanda Graham, Corporate Officer
Subject: Liquor License Amendment – Harrison Hot Springs Resort & Spa

RECOMMENDATIONS

THAT Council direct staff to proceed with a public consultation process for the liquor license amendment application for the Harrison Hot Springs Resort and Spa by posting on the Village's website and notice boards, and by providing notice by mail to properties within 30m of the hotel seeking written submissions for a two-week period; and

THAT staff be directed to conduct an impact analysis to determine the impact of noise on nearby residents and general impact to the community; and

THAT the application be referred to the Agassiz RCMP Detachment for comment.

SUMMARY

To seek Council direction on providing input and conducting a public consultation process for a proposed liquor license amendment to increase the in person capacity.

BACKGROUND

The Harrison Hot Springs Resort and Spa is located at 100 Esplanade Avenue and currently holds a Liquor Primary License for the Islands Bar located on the lower level of the hotel. The license currently allows for 136 patrons inside and 34 on the exterior patio for a total of 170 people maximum. The application is to increase this to 154 inside and 90 outside for a total of 244 people maximum. The occupant load calculations were provided by the FVRD based on a floor plan layout submitted by the licensee.

The Village has received a referral from the Liquor and Cannabis Regulation Branch (LCRB) as the licensee has applied to permanently increase the in person capacity of their service area for a liquor primary license. The Village has received this notice as per the *Liquor Control and Licensing Act* (the Act) and its associated regulation, which requires that the local government be notified of any such application.

The Harrison Hot Springs Resort and Spa is zoned C-1 Village Commercial by the Village's Zoning Bylaw No. 1115, 2017 and designated Waterfront Commercial by the Village's Official Community Plan Bylaw No. 1184, 2022.

DISCUSSION

Under section 38 of the Act, Council may either resolve to provide no comment on this application or may undertake a public consultation process and subsequently provide comment to the LCRB. If Council resolves to provide comments, the public consultation process must gather the views of residents of an area determined by the local government by:

1. Receiving written comments in response to a public notice of the application
2. Conducting a public hearing in respect of the application
3. Holding a referendum, or
4. Using another method the local government considers appropriate.

If the Village provides feedback, the comments must contain information on the impact of noise on nearby residents, the impact on the community if the application is approved, the views of residents with a description of the method use to gather those views and Council's recommendations as to whether to approve the applications and the reasons upon which the recommendations are based. The Village has also been asked to confirm the zoning of this location. In the absence of a Council policy outlining the process by which staff will address this referral, staff require a Council resolution to proceed. Staff are recommending that Council seek public input and provide comments to the LCRB after considering the responses.

FINANCIAL CONSIDERATIONS

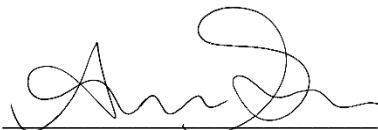
There are no financial considerations associated with this report.

POLICY CONSIDERATIONS

2025-2026 Strategic Plan Priorities

Public Safety – To ensure and enhance public safety.

Respectfully submitted:



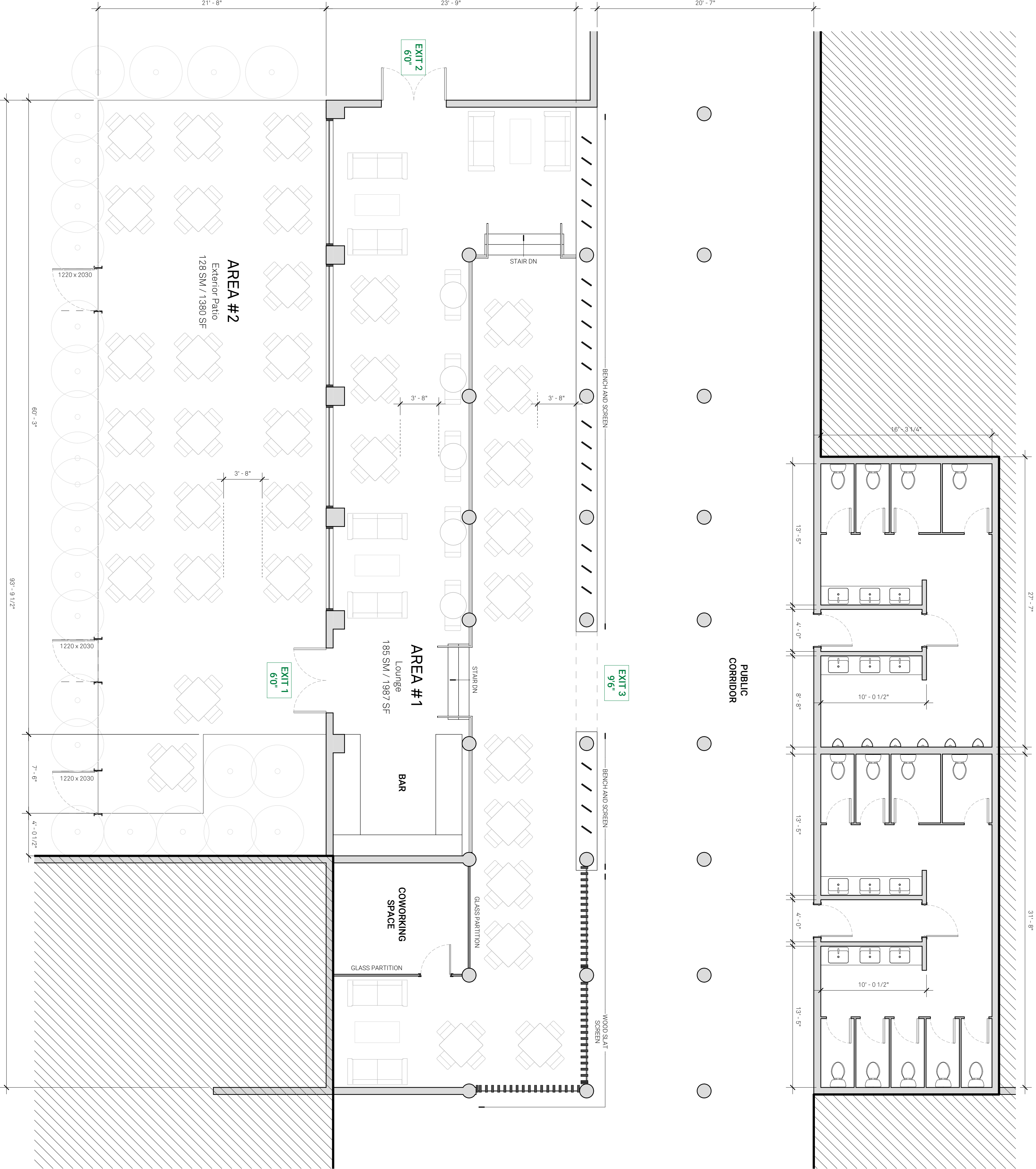
Amanda Graham
Corporate Officer

Reviewed by:



Tyson Koch
Chief Administrative Officer

Attachment: Floor Plan for Liquor License Structural Change Application



1 Lounge and Exterior Patio

A1.2 3/16" = 1'-0"

CODE ANALYSIS

CODE	
APPLICABLE CODE:	BCBC 2024
OCCUPANCY:	GROUP A2
SPRINKLERED:	YES
FIRE ALARM:	YES
STREETS FACING:	1
INTERCONNECTED:	NO
WASHROOMS	
WASHROOMS:	MENS 9 WOMENS 0
URINALS:	4 6
TOTAL WASHROOM CAPACITY: 500 PERSONS TOTAL	
AREA CALCULATIONS	
AREA 1 TOTAL:	GFA 1987 SF (185sm)
AREA 2 TOTAL:	1380 SF (128sm)
*NET: 388 sf (36 sm)	
*NET AREA REMOVES ALL FURNITURE AND EXIT PATHS	
CALCULATION	MAX PERSONS BY AREA
/ 1.2	154 PERSONS
N/A EXTERIOR	
/ 0.4	90 PERSONS

EXIT CAPACITY - AREA 1				
EXIT #	TYPE	MIN WIDTH	RATIO	PERSONS
1	DOOR	1828mm	/6.1mm	300
2	DOOR	1828mm	/6.1mm	300
3	DOOR	2895mm	/6.1mm	475
TOTAL PERSONS BY AREA:				1075 PERSONS

EXIT CAPACITY - AREA 2

EXTERIOR - N/A NOT LIMITED BY EXITS

GOVERNING OCCUPANT LOAD

- OCCUPANT LOAD LIMITED BY AREA CALCULATIONS.
TOTAL NOT TO EXCEED 244 PERSONS OF AREA 1 AND AREA 2 COMBINED.
- AREA 1 NOT TO EXCEED 154 PERSONS
 - AREA 2 NOT TO EXCEED 90 PERSONS.

File No: 0400-20-03
Date: May 20, 2025

To: Mayor and Council
From: Amanda Graham, Corporate Officer
Subject: Liquor License Amendments – Milos Greek Taverna & Black Forest Restaurant

RECOMMENDATIONS

THAT Council direct staff to proceed with a public consultation process for the liquor license amendment applications for Milos Greek Taverna and Black Forest Restaurant by posting on the Village's website and notice boards, and by providing notice by mail to properties within 30m of each restaurant seeking written submissions for a two-week period; and

THAT staff be directed to conduct an impact analysis to determine the impact of noise on nearby residents and general impact to the community; and

THAT the applications be referred to the Agassiz RCMP Detachment for comment.

SUMMARY

To seek Council direction on providing input and conducting a public consultation process for two proposed changes to liquor license hours of service applications.

BACKGROUND

Milos Greek Taverna, located at 234 Esplanade Avenue, currently holds a Food Primary License which allows for liquor service from 9:00 a.m. to midnight, seven days a week.

Black Forest Restaurant, located at 180 Esplanade Avenue, currently holds a Food Primary License which allows for liquor service from 11:00 a.m. to 1:00 a.m., Monday through Saturday and 11:00 a.m. to midnight on Sunday.

The Village has received two referrals from the Liquor and Cannabis Regulation Branch (LCRB) as the licensee has applied to extend the liquor license service hours at each restaurant to end at 2:00 a.m. every day. The Village has received this notice as per the *Liquor Control and Licensing Act* (the Act) and its associated regulation, which requires that the local government be notified of any application to amend a liquor license by extending the hours of liquor service past midnight.

Both restaurants are zoned C-1 Village Commercial by the Village's Zoning Bylaw No. 1115, 2017 and designated Village Centre by the Village's Official Community Plan Bylaw No. 1184, 2022.

DISCUSSION

Under section 38 of the Act, Council may either resolve to provide no comment on these applications or may undertake a public consultation process and subsequently provide comment to the LCRB. If Council resolves to provide comments, the public consultation process must gather the views of residents of an area determined by the local government by:

1. Receiving written comments in response to a public notice of the application
2. Conducting a public hearing in respect of the application
3. Holding a referendum, or
4. Using another method the local government considers appropriate.

If the Village provides feedback, the comments must contain information on the impact of noise on nearby residents, the impact on the community if the application is approved, the views of residents with a description of the method use to gather those views and Council's recommendations as to whether to approve the applications and the reasons upon which the recommendations are based. The Village has also been asked to confirm the zoning of these locations. In the absence of a Council policy outlining the process by which staff will address this referral, staff require a Council resolution to proceed. Staff are recommending that Council seek public input and provide comments to the LCRB after considering the responses.

FINANCIAL CONSIDERATIONS

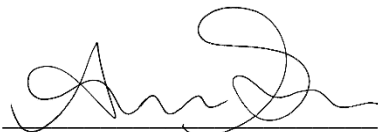
There are no financial considerations associated with this report.

POLICY CONSIDERATIONS

2025-2026 Strategic Plan Priorities

Public Safety – To ensure and enhance public safety.

Respectfully submitted:



Amanda Graham
Corporate Officer

Reviewed by:



Tyson Koch
Chief Administrative Officer

File No: 0340-50
Date: May 20, 2025

To: Mayor and Council
From: Amanda Graham, Corporate Officer
Subject: Council Correspondence Policy 1.41

RECOMMENDATION

THAT Council Correspondence Policy 1.41 be adopted.

SUMMARY

To seek adoption of a new Council policy.

BACKGROUND

During the process of updating the Village's Council Procedure Bylaw, staff presented information on how best to address Council correspondence. At the January 14, 2025 special Council meeting, the Committee of the Whole made the following recommendation, which was subsequently ratified by Council at the February 3, 2025 regular meeting:

THAT staff be directed to develop a Council Correspondence Policy.

DISCUSSION

Attached to this report is a draft policy for Council's consideration. The goal of the policy is to create consistency in how correspondence addressed to Council or its individual members is processed. The policy would formalize already existing practices and provide staff with a framework to rely upon when determining whether a piece of correspondence should be placed on a regular meeting agenda.

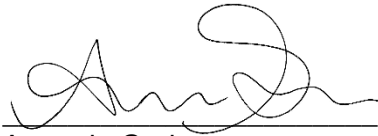
FINANCIAL CONSIDERATIONS

There are no financial considerations associated with this report.

POLICY CONSIDERATIONS

There are no policy considerations associated with this report.

Respectfully submitted:



Amanda Graham
Corporate Officer

Reviewed by:



Tyson Koch
Chief Administrative Officer

Attachment: Draft Council Correspondence Policy 1.41

POLICY NAME:	Council Correspondence		
POLICY NUMBER:	1.41		
APPROVING AUTHORITY:	<input checked="" type="checkbox"/> Legislative (Council Approved)	<input type="checkbox"/> Administrative (CAO Approved)	
DATE ADOPTED:	XXXX, 2025		
LAST AMENDED:			

PURPOSE

To establish protocols for handling external correspondence received by the Village of Harrison Hot Springs to ensure that all correspondence is addressed and processed in a consistent, transparent and timely manner.

DEFINITIONS

Correspondence means all letters or requests sent to the Village from someone outside of the organization addressed to the Mayor, individual Councillors and/or Council either via paper or electronically via email.

RESPONSIBILITY

The Corporate Officer, in consultation with the Chief Administrative Officer, is responsible for the management of Correspondence.

POLICY

1. Processing Correspondence

- a. Correspondence that does not pertain to the business of the Village or is repetitive, discriminatory, inappropriate or threatening does not require an acknowledgement or response.
- b. All other Correspondence will be acknowledged and responded to. If a piece of Correspondence is to be placed on a regular Council meeting agenda, the writer will be advised of such and the date of the meeting at which Council will consider the Correspondence.

2. Correspondence Received by the Mayor

All Correspondence addressed to the Mayor shall be handled at their discretion. A copy as appropriate may be circulated to Councillors for their information.

3. Correspondence Received by Councillors

A Councillor who has received Correspondence directly that they wish to bring forward for consideration by Council shall submit a copy of the Correspondence to the Corporate Officer for inclusion on the next regular Council meeting agenda.

4. Correspondence for Council Agenda

- a. Correspondence containing input pertaining to a Council matter and/or requesting that Council take action will be added to the next regular Council meeting agenda under “Correspondence”.
- b. The following types of Correspondence will not be added to a regular Council meeting agenda unless specifically requested by a member of Council, and will be circulated to Council under separate cover:
 - i. Event invitations
 - ii. Newsletters
 - iii. Magazines
 - iv. Conference information and updates
 - v. Letters of thanks or appreciation
 - vi. Correspondence on a matter that Council has already deliberated on, unless new and significant information has been provided
 - vii. Correspondence that contains confidential information
 - viii. Correspondence that contains inappropriate, disrespectful, harassing, threatening, misleading and/or defamatory remarks about an individual, unless such information can be redacted and the Correspondence otherwise contains a legitimate request, question, comment or suggestion
 - ix. Correspondence that relates to a matter that has either been delegated or referred to staff by Council
- c. If the writer wishes to appeal the Corporate Officer’s decision not to add Correspondence to a regular Council meeting agenda in accordance with this policy, they may do so in writing to the Mayor.
- d. Correspondence submitted for consideration on a regular Council meeting agenda forms part of the public record and will be published. The author’s name and street of residence are relevant to Council’s consideration of the matter and will be disclosed. Street and unit numbers and personal email addresses will be redacted.

5. Private and Confidential Correspondence

Correspondence marked private and/or confidential will not be opened by Village staff and will be forwarded to the named recipient unopened.

6. Anonymous Correspondence

Anonymous Correspondence will not be addressed or responded to unless it pertains to a matter of emergent public safety, health or liability.

7. Development Applications or Public Hearing Correspondence

Correspondence relating to a pending development application, a matter that will be the subject of a Public Hearing, or a matter that will be brought for Council's consideration via staff report will be held until that item is placed on a regular Council meeting agenda at which time, it will be attached as background to the corresponding agenda item.

8. Complaints

Complaints addressed to the Mayor, individual Councillors and/or Council will be first directed to the appropriate staff member or department for resolution and response. The complaint will be forwarded to the Chief Administrative Officer if required or if not resolved in the first instance.

RECORD OF AMENDMENTS	
DATE AMENDED	SUMMARY OF AMENDMENTS

File No: 0340-50
Date: May 20, 2025

To: Mayor and Council
From: Kalie Wiechmann, Communications and Community Engagement Coordinator
Subject: Anti-Racial and Anti-Discrimination Policy No. 1.42

RECOMMENDATION

THAT Anti-Racial and Anti-Discrimination Policy No 1.42 be adopted.

SUMMARY

To bring recommendations from staff to Council regarding the development and adoption of an Anti-Racial and Anti-Discrimination Policy.

BACKGROUND

At the March 3, 2025, Regular Council Meeting, Council passed the following resolution:

THAT Council direct staff to develop a formal Anti-Racism/Anti-Discrimination Policy which will provide the framework for reporting and responding to discrimination and racism within the Village of Harrison Hot Springs

DISCUSSION

The Village of Harrison Hot Springs is committed to fostering a diverse, equitable, and inclusive environment for all residents, volunteers, visitors, staff, and Council members. Acts of discrimination and racism in any form are unacceptable and contrary to the values of respect, diversity, and dignity that the community upholds. Implementing a comprehensive anti-racial and anti-discrimination policy would strengthen the Village's commitment to equity and uphold the principles of the BC Human Rights Code and the Call to Action of the Truth and Reconciliation Commission.

An Anti-Racial and Anti-Discrimination policy would apply to all employees, elected officials, contractors, volunteers, and students working or volunteering for the Village of Harrison Hot Springs or providing professional services to it. The policy would apply to the interpretation and application of current and new bylaws, regulations, policies, procedures, contracts, procurements and activities carried out by the Village. The scope of an Anti-Racial and Anti-Discrimination policy includes all aspects of the Village's activities, including its working environment, procurement, services, meetings and various public events. Additionally, this scope will include ongoing relationships with individuals, businesses, community groups and contractors as well as with other local governments and public and private entities.

The attached draft policy was developed after reviewing the Fraser Valley Regional District's Anti-Racial Discrimination Policy and those of other municipalities. The adoption of an Anti-Racial and Anti-Discrimination Policy would be complementary to the forthcoming development of a Diversity, Equity, and Inclusion framework and plan.

FINANCIAL CONSIDERATIONS

There are no financial considerations associated with this report.

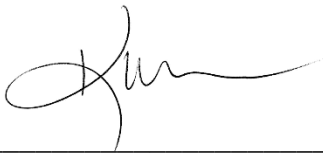
POLICY CONSIDERATIONS

2025 Strategic Plan Priorities

Public Safety – To ensure and enhance public safety.

Healthy Livable Community – To ensure and enhance a healthy lifestyle for all ages.

Respectfully submitted:



Kalie Wiechmann
Communications & Community Engagement
Coordinator

Reviewed by:



Tyson Koch
Chief Administrative Officer

Attachment: Draft Anti-Racial and Anti-Discrimination Policy No. 1.42

POLICY NAME:	Anti-Racial and Anti-Discrimination		
POLICY NUMBER:	1.42		
APPROVING AUTHORITY:	<input checked="" type="checkbox"/> Legislative (Council Approved)	<input type="checkbox"/> Administrative (CAO Approved)	
DATE ADOPTED:	xxxx, 2025		
LAST AMENDED:			

INTRODUCTION

The Village of Harrison Hot Springs (the Village) recognizes diversity in our community and believes that all members of our community, including, but not limited to, residents, elected officials, employees, volunteers and visitors have the right to live, work, do business and play in an environment that supports and asserts their fundamental rights, personal worth and human dignity.

PURPOSE

This policy is intended to demonstrate the Village's commitment to conducting day-to-day operations and governance in an anti-discriminatory manner and environment.

The implementation of this policy is a public commitment that the Village will continue to make best efforts to ensure that all who work and interact with the Village are able to do so in an environment and manner free of racism and discrimination.

The Village is further committed to respecting and upholding the vision and principles of British Columbia's Human Rights Code and the implementation of the Calls to Action of the Truth and Reconciliation Commission.

DEFINITIONS

Barrier - An overt or covert obstacle which must be overcome for equality and progress to be possible.

Bias - A subjective opinion, preference, prejudice, or inclination, often formed without reasonable justification, which influences the ability of an individual or group to evaluate a particular situation objectively or accurately.

Classism - A prejudice against or in favour of people belonging to a particular social class, resulting in differential treatment.

Colonialism - The policy or practice of acquiring full or partial political control over another country, occupying it with settlers, and exploiting it economically.

Colourism - A prejudice or discrimination against individuals with a dark skin tone, typically among people of the same ethnic or racial group; a form of oppression that is expressed through the differential treatment of individuals and groups based on skin color.

Committee or Commission Member – A person appointed to a Committee, Commission or other Council established body under the *Community Charter* or the *Local Government Act*.

Complaint – An allegation in accordance with the procedure set out in this policy, that a person has breached this policy.

Complainant – A person who has submitted a Complaint.

Cultural Racism - Portrayal of Indigenous people, Blacks, people of colour and different ethnicities in the media, school texts, literature as inherently “inferior”, “savage”, “bad”, “primitive”. The premise by a host society that devalues and stereotypes minority populations.

Discrimination - The denial of equal treatment and opportunity to individuals or groups because of personal characteristics and membership in specific groups, with respect to education, accommodation, health care, employment, access to services, goods, and facilities. This behaviour results from distinguishing people on that basis without regard to individual merit, resulting in unequal outcomes for persons who are perceived as different. Differential treatment that may occur on the basis of any of the protected grounds enumerated in human rights law.

Diversity - A term used to encompass the acceptance and respect of various dimensions including race, gender, sexual orientation, ethnicity, socio-economic status, religious beliefs, age, physical abilities, political beliefs, or other ideologies.

Employment Equity - A program designed to remove barriers to equality in employment for reasons unrelated to ability, by identifying and eliminating discriminatory policies and practices, remedying the effects of past discrimination, and ensuring appropriate representation of the designated groups (women; Indigenous people; persons with disabilities; and visible minorities). Employment Equity can be used as an active effort to improve the employment or educational opportunities of members of minority groups and women through explicit actions, policies or programs.

Equity - A condition or state of fair, inclusive, and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences.

Inclusion - The extent to which diverse members of a group (society/organization) feel valued and respected.

Inclusive Language - The deliberate selection of vocabulary that avoids explicit or implicit exclusion of particular groups and that avoids the use of false generic terms, usually with reference to gender.

Indigenous - Indigenous is understood to mean the communities, peoples, and nations that have a historical continuity with pre-invasion, pre-settler, or pre-colonial societies that developed on their territories, as distinct from the other societies now prevailing on those territories (or parts of them).

Individual Racism - Individual Racism is structured by an ideology (set of ideas, values and beliefs) that frames one's negative attitudes towards others; and is reflected in the willful, conscious/unconscious, direct/indirect, or intentional/unintentional words or actions of individuals.

Investigator – Means an independent third party appointed to investigate a Complaint.

Institutional Racism - Institutional Racism exists in organizations or institutions where the established rules, policies, and regulations are both informed by, and inform, the norms, values, and principles of institutions. These in turn, systematically produce differential treatment of, or discriminatory practices towards various groups based on race. It is enacted by individuals within organizations, who because of their socialization, training and allegiance to the organization abide by and enforce these rules, policies and regulations. It essentially maintains a system of social control that favours the dominant groups in society (status quo).

People of Colour - A term which applies to non-White racial or ethnic groups; generally used by racialized peoples as an alternative to the term “visible minority.” The word is not used to refer to Indigenous people, as they are considered distinct societies under the Canadian Constitution. When including Indigenous peoples, it is correct to say “people of colour and Indigenous peoples.”

Racial Discrimination - According to the International Convention on the Elimination of All Forms of Racial Discrimination (to which Canada is a signatory), racial discrimination is “any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin, which nullifies or impairs the recognition, enjoyment or exercise of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.”

Racism - Racism is a belief that one group is superior to others performed through any individual action, or institutional practice which treats people differently because of their colour or ethnicity. This distinction is often used to justify discrimination. There are three types of racism: Institutional, Systemic, and Individual.

Respondent - The person whose conduct is the subject of a Complaint.

Systemic Racism - Consists of patterns of behaviour, policies or practices that are part of the social or administrative structures of an organization, and which create or perpetuate a position of relative disadvantage for racialized persons. These appear neutral on the surface, such as racialized and colourblind norms and standard ways of operating, but nevertheless, have an exclusionary impact on racialized persons, which lead to racially biased outcomes and experiences.

PRINCIPLES

The Village:

- Acknowledges and recognizes the existence in our community of racism in all its forms;

- Is committed to breaking down barriers, deconstructing biases and fostering and promoting an inclusive, respectful, and welcoming environment for all, one that is free from racial discrimination and racism; and
- Acknowledges its role and responsibility in protecting every person's right to be free from racial discrimination and racism.

SCOPE

This policy applies to all employees, elected officials, contractors, volunteers, and students working or volunteering for the Village or providing professional services to it. This policy applies to the interpretation and application of current and new bylaws, regulations, policies, procedures, contracts, procurements and activities carried out by the Village, all of which will be required to comply with the principles and particular requirements specified within this policy. The scope of this policy includes all aspects of the Village's activities, including its working environment, procurement, services, meetings and various public events. In addition, this scope will include ongoing relationships with individuals, businesses, community groups and contractors as well as with other local governments and public and private bodies.

ROLES AND RESPONSIBILITIES

1. Council and Committee/Commission Members

Village Council and Committee/Commission Members will take leadership in modeling inclusive behaviour and language and refraining from engaging in any form of racist or racially discriminatory conduct. Council and Committee/Commission Members will support, promote, and foster the principles outlined in this policy across all aspects of their work and interactions. Any incidents of racial discrimination shall be promptly reported to the Chief Administrative Officer (CAO) or their designate. Council and Committee/Commission Members will cooperate and participate in good faith with any investigations conducted under this policy, ensuring the confidentiality of all individuals involved in a complaint.

2. Management

- (a) Village management will ensure the principles of this policy are reflected in the execution of their duties, operational policies and practices. Management will model inclusive behaviour and language and not participate in racist or racially discriminatory conduct
- (b) Management will include this policy in the training of Village Council at the beginning of each term of office and to Committee/Commission Members upon appointment to their respective positions. All employees, volunteers, and contractors will be provided with this policy at the commencement of their work with the Village.

- (c) Management will report incidents of racial discrimination or racism experienced or witnessed immediately to a supervisor, the CAO or their designate. Management will listen to any complaint, treating it sensitively, seriously and confidentially. Management will ensure this policy is reviewed at least every two years for effectiveness. When appropriate and required, management will provide an investigation of any allegations or appoint a third party to investigate when appropriate. The outcome of such an investigation may include education, training, or disciplinary action, depending on the findings.
- (d) The CAO is responsible for the implementation and administration of this policy.

3. Employees, Volunteers, Contractors

Employees, volunteers, and contractors must not engage in racial discrimination or racism and must behave in an inclusive manner. They will report incidents of racial discrimination or racism experienced or witnessed immediately to a supervisor or the CAO. They will maintain the confidentiality of all involved in a complaint under this policy and cooperate and participate in good faith in any investigation under this policy.

POLICY

4. Governance

The Village is committed to achieving representation of the diversity of the community on its Committees and Commissions by ensuring that it has an equitable and transparent nominations process, that this process is communicated to all members, and that members are committed to outreach beyond the current membership if necessary to achieve this goal.

5. Employment

The Village is committed to achieving representation of equity seeking groups on its staff by ensuring that members of equity seeking communities have equitable access to employment. This includes recruitment, selection, staff development, performance evaluation, retention, promotion, termination.

6. Services

The Village is committed to ensuring that its services and programs are accessible to diverse communities. This involves review of current outreach, communications, program planning and evaluation, to ensure goals are met. The Village will take into consideration provision of services to underrepresented communities, vulnerable populations, those who experience intersectional discrimination, including equity-seeking groups and/or individuals.

7. Training and Education

The Village is committed to ensuring that those involved in the delivery of services and programs have the knowledge, understanding and skills to work with and provide services to members of diverse communities, particularly equity-seeking communities.

8. Information and Communications

The Village is committed to ensuring that all communications, including information on its services and programs, are accessible to diverse communities.

9. Complaint Process

- (a) All members of Village Council, Council Committees and Commissions, management, employees, volunteers and contractors of the Village have a responsibility to treat all Complaints under this policy seriously and to report all Complaints of racism and discrimination.
- (b) Complaints must be made in writing to the CAO or their designate and must contain sufficient information for the Complaint to be investigated.
- (c) Upon receipt of a Complaint, the CAO or their designate may attempt to informally resolve the Complaint or may retain an Investigator.
- (d) The Investigator shall:
 - i. Be someone with expertise regarding investigations;
 - ii. Ensure the Respondent is informed of the allegations and all parties involved have been informed of their rights and responsibilities;
 - iii. Interview the parties concerned and any witnesses and collect all pertinent information; and
 - iv. Recommend a mediation process where appropriate, prepare a written report and ensure the investigation is completed in a timely and confidential manner.
- (e) Complainants have a right to:
 - i. Make a Complaint and receive a copy of the Complaint;
 - ii. Be informed of the status and progress of the investigation;
 - iii. Be informed of a summary of the results of the investigation in writing, including a summary of corrective action that has or will be taken as a result of the investigation;
 - iv. Not be subject to retaliation; and
 - v. Withdraw a Complaint at any time during the procedure; however, depending upon the nature and severity of the allegations, the CAO or their designate may determine that an investigation is required, and the process will continue despite the withdrawal.

- (f) Respondents have a right to:
 - i. Be informed that a Complaint has been filed;
 - ii. Be informed of the status and progress of the investigation
 - iii. Be informed of the allegations against them and be provided an opportunity to respond; and
 - iv. Be informed of a summary of the results of the investigation in writing.
- (g) Bystanders have:
 - i. The right to not be subject to retaliation because they have participated as a witness; and
 - ii. A responsibility to meet with the Investigator and to cooperate in good faith with all those responsible for the investigation of the Complaint.

10. Remedies

Any individual covered by this policy who is found to have engaged in, or known about and took no action to report or stop racial discrimination or racist behaviour contrary to this policy may be subject to appropriate action depending upon the severity of the misconduct. The range of appropriate remedies may include, but are not limited to, the following:

- (a) Manager or Employee:
 - i. Oral and/or written apology from the Respondent and/or the Village
 - ii. Any administrative change that is appropriate (changes to reporting structure or work assignments, job site or position transfer, no contact requirement)
 - iii. Coaching, counselling, training or education
 - iv. Re-orientation to this policy and its purpose
 - v. Discipline up to and including termination of employment for just cause
- (b) Contractor or Volunteer: Termination of contract for service or of a volunteer opportunity
- (c) Elected Official: Sanction by Council (including, but not limited to censure, removal from appointments, referral to policy or legal action).
- (d) If the Respondent is not covered by this policy, the Village will take any and all steps reasonable and necessary to remedy the substantiated complaint to protect the Complainant from future harm.

11. Unsubstantiated Complaints

If an investigator finds insufficient evidence to support the Complainant's allegation, the investigator will submit that finding. There will be no records of the complaint on the Respondent's file, and there will be no sanction to anyone concerning the incident. A finding of no evidence is a simple reflection of the absence of evidence and nothing more.

12. No Reprisals or Retaliation

- (a) Any reprisal or retaliatory action that is related, in any way, to the circumstances noted above against a Complainant or person closely related to or associated with the Complainant, Bystander, Respondent, elected official or employee responsible for implementing this policy will not be tolerated.
- (b) Any individual covered by this policy who is found to have engaged in any reprisal or retaliation in violation of this policy will be subject to appropriate disciplinary action. This action may include termination of employment for just cause, termination or a contract for service, or of a volunteer opportunity, or legal action.
- (c) Any elected official covered by this policy who is found to have engaged in any reprisal or retaliation in violation of this policy will be subject to Council consideration or appropriate sanctions, which may include censure, removal from appointments, referral to police, or legal action.

13. Vexatious Allegations and Complaints

Any individuals covered by this policy who makes an allegation or complaint under this policy that is subsequently found to have been made in a deliberately vexatious manner or otherwise to have been made in bad faith will be subject to the appropriate action which may include termination of employment for just cause, termination of a contract for service or of a volunteer opportunity, or legal action.

LIMITATIONS

This policy articulates the position of the Village and demonstrates its support and commitment to an environment that is free of racial discrimination and racism. It is not intended to supersede or supplant the other processes available to individuals or groups wishing to pursue avenues of formal complaint or redress under other Village policies.

ACKNOWLEDGEMENT

I ACKNOWLEDGE that I have received a copy of the Village of Harrison Hot Springs' Anti-Racial Discrimination and Anti-Racism Policy, that I have read and fully understand the rights, duties and procedures contained in it.

I UNDERSTAND that the Village may change, withdraw or add, rules, duties or practices described in the Anti-Racial Discrimination and Anti-Racism Policy from time to time in its sole discretion without prior notice to me, provided that the Village advises me within a reasonable period of time.

I ACKNOWLEDGE that I have had opportunities to discuss the content of the Anti-Racial Discrimination and Anti-Racism Policy with my immediate supervisor, Human Resources representative or the CAO.

I AGREE to abide by the Village's Anti-Racial and Anti-Discrimination Policy, and I understand that such compliance is a condition of my duties, responsibilities and obligations. I also understand that non-adherence to the Village's Anti-Racial and Anti-Discrimination Policy or other rules may result in disciplinary action up to and including termination of employment or the consideration of appropriate sanctions, which may include censure, removal from appointments, referral to police or legal action.

Signature: _____ Date: _____

Name: _____

RECORD OF AMENDMENTS	
DATE AMENDED	SUMMARY OF AMENDMENTS

File No: 6130
Date: May 20, 2025

To: Mayor and Council
From: Christy Ovens, Community Services Manager
Subject: Geese Management

RECOMMENDATION

THAT the Village include geese management strategies as a budgetary item in the 2026 financial plan.

SUMMARY

To provide an update to Council on proposed steps for geese management strategies in the Village of Harrison Hot Springs.

BACKGROUND

At the February 18, 2025 Regular Council Meeting, the following resolution was passed:

THAT Council direct staff to research the geese management strategies employed at Cultus Lake and bring a report back for Council's consideration.

DISCUSSION

Staff reviewed correspondence received from representatives from the Cultus Lake Goose Committee, including the environmental organization CLASS (Cultus Lake Aquatic Stewardship Strategy) and the Electoral Area Director. Their correspondence indicated that the community of Cultus Lake had tried several geese management strategies that did not seem to support the efforts of controlling the population. These included geese fencing, electronic noise makers, falcons managed by professionals, lasers pointed at the geese, laying of a plastic goose to represent a dead goose, bear bangers, and goose hazing by community volunteers.

The community of Cultus Lake has seen success in recent years after hiring and incorporating recommendations made by EBB Consulting. EBB Consulting identified locations of goose nests and addled eggs, while also teaching the local environmental organization (CLASS) how to do the same. This addling, along with education and other habitat modifications have shown improvements in the negative effects of geese at Cultus Lake. Egg addling is done under federal permit, with professional training of the volunteers.

Staff also identified that the City of Abbotsford has a similar geese management program to control the issue of the negative impacts of the geese population. The City of Abbotsford also

works with EBB Consulting on an ongoing basis and uses egg addling to control the geese population on public lands.

Staff contacted EBB Consulting to receive information on preparing a geese management strategy for the Village. Their recommended approach involves first identifying where the geese come from and identifying means of population control. To do this, they suggested a set of four surveys to take place between late March and early May, the nesting season of Canada geese. This project would also include a summary report with recommendations based on the data.

FINANCIAL CONSIDERATIONS

Staff obtained a cost estimate from EBB Environmental Consulting Inc. to conduct nesting surveys to identify and map active nest locations and help understand sources of hatch and specific nest timing in the area. These surveys would take place between March – May of 2026 and the cost estimate is approximately \$11,112. If approved by Council, this could be added to the 2026 financial plan.

POLICY CONSIDERATIONS

2025-2026 Strategic Plan Priorities

Environmental Protection – To restore and protect the environment for future generations.

Respectfully submitted:



Christy Ovens
Community Services Manager

Reviewed by:



Tyson Koch
Chief Administrative Officer

Financial Considerations Reviewed by:



Scott Schultz
Chief Financial Officer, Deputy CAO