

May 16, 2025

To: Brennan Bastiovanszky  
(the "Complainant")

And: Trevor Ford  
David Grewal  
(Collectively, the "Respondents")

### RE: Summary of Findings of Fact / Outcome of the Investigation

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In order to conclude the investigation into the complaints submitted by the Complainant, and in accordance with the fact that the Investigator advised the parties that they would be provided with a summary of the findings of fact, and be advised of the outcome of the investigation, we provide you with the below summary of findings of fact and address the outcome of each allegation.

In terms of context with respect to issues associated with the PNE Complaint to the Integrity Commissioner (the "PNE Complaint"), the Complainant alleged that a false narrative was created by the Respondents to the effect that the Complainant was a bully, subject to investigation by the Integrity Commissioner (the "IC"), and that this was done in an attempt to influence the municipal officers/employees in their treatment of the Complainant in particular and to isolate him as he attempted to save the office of the Park Board from closure by the Mayor. **This alleged context was found to be unsupported as it relates to the Complaints themselves.**

The following findings were made with respect to the alleged context behind the Complaints:

- The Complainant was elected to the Park Board in 2022 and ran as a member of the ABC Party. The ABC Party includes Mayor Sim as a member who directly supervises and directs Mr. Ford.
- On or about September 2, 2023, the Complainant attended an event at the PNE called Stars of Drag as a VIP Guest. After the performance, he made efforts to thank the performers on behalf of the City of Vancouver and gained access to the "back of house".

- Through conversations with PNE staff, s.22(1) (the "PNE Manager") understood that the Complainant had gained access to the "back of house" by having engaged in what the PNE Manager understood to have been misconduct, and reliance on his status as an elected official. The PNE Manager relied on information shared by members of the PNE team whom the PNE Manager trusted.
- The PNE Manager relayed the concerns to a member of the PNE Board (the "Board Member") who was also a member of the ABC Party. The Board Member relayed these concerns to the Mayor's office, by contacting Mr. Ford and informing him that the Board Member had concerns about the conduct of a member of their political party.
- Mr. Ford spoke with the PNE Manager as early as September 19, 2023, and informed the PNE Manager of the option to submit a complaint to the IC. On September 25, 2023, Mr. Ford provided the PNE Manager with information as to how to submit an IC Complaint.
- On or about September 26, 2023, the PNE Manager submitted the PNE Complaint to the IC.
  - In the days leading up to that date, the PNE Manager worked with a member of the PNE team who had directly engaged with the Complainant.
  - The PNE Manager believed the Complainant engaged in conduct outlined in the PNE Complaint and expected it would be taken seriously by the IC.
  - Mr. Ford was not involved in drafting the PNE Complaint. He did not see it until after it was submitted.
- After the PNE Manager submitted the PNE Complaint, the PNE Manager provided notice to Mr. Ford, and the Board Member. The PNE Manager provided a copy of the complaint to Mr. Ford and that is when he saw it for the first time.
- When the PNE Manager was informed by the IC of the issues arising due to hearsay statements in the PNE Complaint, the PNE Manager opted not to immediately share the names of those who could directly corroborate the information.
- The IC did not commence a formal investigation into the PNE Complaint.
- The merits of the allegations set out in the PNE Complaint have not been assessed. The fact that there was no investigation means that there were no findings. The concerns were not corroborated or proven, and the Complainant's account has also not been founded. Concerns about potential misconduct on the part of the Complainant may reasonably continue to be held by some, to this day, just as it is accepted that the Complainant hasn't had an opportunity to establish that he acted reasonably at the PNE.



- With respect to the PNE Complaint itself, the PNE Manager held (and continues to hold) a belief that there was a reasonable and supported basis to submit the PNE Complaint to the IC, alleging misconduct on the part of the Complainant.

The first two allegations in the Initial Complaint are:

1. ***Whether in and around November 2023, Mr. Ford and/or Mr. Grewal, in their capacity as City employees, made disparaging comments about Mr. Bastyovanszky by spreading vindictive lies about him; and***
2. ***Whether, on or about November 24, 2023, Mr. Ford and/or Mr. Grewal, in their capacity as City employees, made disparaging comments about Mr. Bastyovanszky to a Park Board Commissioner, and disclosed that there was an active investigation against him.***

**The above allegations against Mr. Grewal are unfounded.** Audio recordings of a conversation establish that Mr. Grewal did not engage or participate directly in the discussion regarding an investigation into the Complainant. Mr. Grewal engaged in this conversation as member of the ABC party and not in his capacity as employee of the City. The conversation was “political activity” as defined in the Code of Conduct and he participated in the conversation *qua* representative of a political party.

**The above allegations against Mr. Ford are unfounded.** Mr. Ford disclosed to the Park Board Commissioner that there was an active investigation into the Complainant’s conduct at the PNE. Mr. Ford engaged in this conversation as member of the ABC party (*qua* representative of a political party) and not in his capacity as employee of the City. The information Mr. Ford referred to was information which he obtained *qua* representative of a political party. In addition, as Mr. Ford had not yet been informed that the PNE Complaint was not subject to investigation, a fact he learned on November 27, 2023, Mr. Ford reasonably believed the PNE Complaint had been submitted as at that time and was subject to investigation by the IC.

The first allegation in the Subsequent Complaint is:

3. ***Whether Mr. Ford and/or Mr. Grewal, in their capacity as City employees, told City Council members and Vancouver School Board Trustees in September and November 22 and 24, 2023, that the Integrity Commissioner was investigating a complaint against Mr. Bastyovanszky.***

**This allegation is unfounded.** Mr. Ford admitted to having told City Councillors (all ABC party members at the time), that the IC was investigating the PNE Complaint. Mr. Ford

shared this information as part of his job to keep people informed so that they could properly handle the situation. This is political work, involving the sharing of information with other members of the political party, that could have an impact on its reputation. The relaying of this information was “political activity” as referenced in the Code of Conduct and was not undertaken in Mr. Ford’s capacity as City employee but was undertaken *qua* representative of a political party. Further, as Mr. Ford had not yet been informed that the PNE Complaint was not subject to investigation, a fact he learned on November 27, 2023, Mr. Ford reasonably believed the PNE Complaint had been submitted as at that time and was subject to investigation by the IC.

The next allegation in the Subsequent Complaint is:

***4. Whether Mr. Ford and/or Mr. Grewal, in their capacity as City employees, told Park Board Commissioners on November 22 and 24, 2023, that the Integrity Commissioner was investigating a complaint against Mr. Bastyovanszky.***

**The allegation against Mr. Grewal is unfounded.** Mr. Grewal’s express denial of these allegations was accepted. The audio-recorded conversation supports the finding that he was not responsible for sharing information about the PNE Complaint to the IC.

**The allegation against Mr. Ford is unfounded.** Mr. Ford admitted to having informed a Park Board Commissioner that a serious complaint had been made against the Complainant. He may have told other Park Board Commissioners, all who were members of the ABC party. Whether he did or not, however, the relaying of this information was “political activity” as referenced in the Code of Conduct and was not undertaken in Mr. Ford’s capacity as City employee. Alternatively, if not, it was undertaken as employee *qua* representative of a political party.

The next allegation in the Subsequent Complaint is:

***5. Whether, on March 21, 2024, Mr. Ford, in his capacity as a City employee, informed a reporter that there was a formal investigation by the Integrity Commissioner into a complaint brought against Mr. Bastyovanszky.***

**This allegation is unfounded.** On March 20, 2024, the day prior to publication of the article at issue, Mr. Ford, as Chief of Staff, on behalf of the Mayor’s office released a statement to a reporter by text, stating the following:

The Mayor’s Office has never received any letter from the Integrity Commissioner outlining why there was no investigation regarding Commissioner Bastyovanszky and the PNE.

Here’s the statement to use.



Mr. Ford provided this message to the reporter, in his capacity as Chief of Staff, on behalf of the Mayor's office, in a political capacity. The message does not support the allegation that Mr. Ford falsely communicated that there was a formal investigation. Instead, the message acknowledges the fact that there was no investigation by the IC regarding the Complainant and the PNE and provides that "[t]he Mayor's office has never received any letter from the [IC] outlining why..." that was the case. The published article reads, "the Mayor's Office says it never received any letter for the Integrity Commissioner around [the Complainant] and the PNE." This is not the message conveyed by Mr. Ford on behalf of the Mayor's office as set out in text.

In addition, as per information outlined in the published article, members of the PNE continued to have concerns with the Complainant's conduct. As at March 21, 2024, the PNE referenced discussions with the IC's office about options to deal with the complaint and is noted as having said it "will pursue resolution as appropriate."

The next allegation in the Subsequent Complaint is:

***6. Whether Mr. Ford promoted or requested members of the Pacific National Exhibition to make a complaint against Commissioner Bastyovanszky under the Code of Conduct and participate in the creation of the complaint.***

**This allegation is unfounded.** Mr. Ford did not have any involvement in the drafting or preparation of the PNE Complaint. His involvement in its filing was limited to informing a Senior Manager of the PNE of the option, sharing a link to the IC website and his view that it was appropriate to submit a complaint in the circumstances thereby encouraging the PNE Manager to do so. The facts alleged in the PNE Complaint, if true, were objectively appropriately submitted as a complaint to the IC. The Senior Manager of the PNE chose to submit the complaint and Mr. Ford did not see the PNE Complaint until after it was submitted. Mr. Ford did not unduly influence the Senior Manager of the PNE to submit the PNE Complaint.

Mr. Ford became aware of the concerns with respect to the Complainant's behaviour at the PNE through his contacts with the ABC party and it was found that concerns remain to this day. Given that Mr. Ford learned this information by virtue of his political role, his conversations with the Senior Manager at the PNE about filing a complaint were *qua* representative of a political party. However, whether this was political activity, or not, the sharing of information about the availability of a complaint process does not amount to an act that conflicts with Mr. Ford's duty either to the Mayor or the City.

The final allegation in the Subsequent Complaint is:

***7. Whether, on March 12, 2024, Mr. Ford falsely advised the City Manager and the Park Board's General Manager that a named individual had asked the Complainant to "stop calling him".***

**This allegation is unfounded.** Mr. Ford's advice to either the City Manager or the Park Board's General Manager was not false. Documentary evidence supports the advice Mr. Ford gave. On August 3, 2024, following the publication of the IC's report on August 2, 2024, the named individual in question sent an email to Mr. Mochrie, copying Mr. Ford, confirming that he had requested Mr. Ford to take the action he did. Whether Mr. Ford's advice was given *qua* employee or *qua* representative of a political party, the conduct did not give rise to any conflict with the duty Mr. Ford owed to the City.

The City considers this matter closed and will not be taking any further action in respect of this complaint.

Yours truly,

s.22(1)



Paul Mochrie  
City Manager