Local Governance Commission of New Brunswick

Date: November 16, 2026

Citation: *Godin v. Thériault* Town of Caraquet, 2026 LGCNB

Between: **Raymond Godin**, Complainant

- and -

Bernard Thériault, Respondent

Commission Members: Giselle Goguen, Chair
Troy Stone, Vice-Chair
Donna Redmond-Gates, Member
Barbara Quigley, Member

DECISION

[1] This decision is rendered in accordance with section 43 of the *Local Governance Commission Act*.

[2] The Local Governance Commission of New Brunswick finds that the Respondent, Bernard Thériault, Mayor of the Town of Caraquet did not breach subsection 8.2 of the By-Law No. T-02, a Code of Conduct By-Law for the Elected Members of the Caraquet Municipal Council. Therefore, the code of conduct complaint filed by the Complainant, Raymond Godin, is dismissed.

SUMMARY

[3] The Complainant, Ramond Godin ("Mr. Godin") alleged that the Respondent, Mayor Bernard Thériault ("Mayor Thériault"), breached subsection 8.2 of the By-Law No. T-02, a Code of Conduct By-Law for the Elected Members of the Caraquet Municipal Council (the "Code of Conduct By-Law"). Mr. Godin alleges that Mayor Thériault violated the Code of Conduct By-Law by making intimidating statements towards him during a meeting between the parties regarding a personal matter and that he further intimidated him when he sent a by-law enforcement officer to his home to discourage him from filing a complaint with the Town.

[4] However, the Commission's investigation found no evidence to support the Mr. Godin's allegations. As such, the Commission is dismissing the complaint, as there has no been no breach of the Code of Conduct By-Law by Mayor Thériault.

ISSUES

[5] Mr. Godin's complaint to the Commission alleges that Mayor Thériault violated subsection 8.2 of the Code of Conduct By-Law in the following ways:

1. Mayor Thériault used his position as Mayor of Caraquet to intimidate Mr. Godin, specifically during a July 15, 2025, meeting between Mayor Thériault and Mr. Godin at the Caraquet Town Hall. The meeting was to discuss personal matters relating to the estate of Mr. Godin's deceased uncle. Mr. Godin alleges that Mayor Thériault intimidated him by suggesting that he (Mayor Thériault) could put obstacles in Mr. Godin's way and, if asked, would have nothing positive to say about Mr. Godin, which Mr. Godin alleges could negatively affect his employment and / or reputation.

2. Mayor Thériault attempted to discourage Mr. Godin from filing a code of conduct complaint against him. Specifically, Mr. Godin alleges that Mayor Thériault directed or arranged for Daniel Vanier ("Mr. Vanier"), a By-Law Enforcement Officer with Town of Caraquet, to visit Mr. Godin at his home to convince him that Mayor Thériault is a good person and to discourage Mr. Godin from pursuing a code of conduct complaint against Mayor Thériault.

FACTS

[6] The Local Governance Commission of New Brunswick (the "Commission") is not an appeal body; rather, the Commission reviews and investigates all complaints from the beginning.

Applicable Legal Context

[7] This decision was made in accordance with section 43[1] of the *Local Governance Commission Act.*

[8] The relevant subsection of the Code of Conduct By-Law is:

[1] 43 Following its review of the report referred to in subsection 42(7), if the Commission decides that a member of a council, member of the board of directors of a regional service commission or member of a rural district advisory committee, as the case may be, breached a provision of a code of conduct, the Commission may, by order, impose any one or more of the following sanctions: ..."

"8.2 Members of Council, municipal employees, and members of the public are expected to treat each other with courtesy, dignity, and respect, and to avoid abuse, harassment, or intimidation."

Complaint to the Local Government (Caraquet)

[9] On July 21, 2025, Mr. Godin filed a formal code of conduct complaint with Julie Jacob ("Ms. Jacob"), the Clerk of Caraquet, against Mayor Thériault. His formal complaint alleged that Mayor Thériault intimidated him during a personal meeting at the Caraquet Town Hall on July 15, 2025, by making statements suggesting that he could negatively affect Mr. Godin's employment or reputation. Mr. Godin also alleged that Mayor Thériault subsequently sent Mr. Vanier to his residence to discourage him from pursuing the complaint.

Mr. Godin's Complaint to the Town of Caraquet:

[10] In his complaint, Mr. Godin alleged that during the July 15, 2025, meeting, Mayor Thériault and Mr. Godin discussed how the proceeds from two insurance policies belonging to Mr. Godin's deceased uncle would be divided between Mr. Godin and his sister. Mayor Thériault was acting as the executor of the uncle's estate, which is why this meeting was scheduled. Mr. Godin alleged that when he said he would decide what to do with the proceeds from one his uncle's two insurance policies which named him as the sole beneficiary, Mayor Thériault's tone and behaviour changed.

[11] Mr. Godin alleged that Mayor Thériault said he could "put obstacles in his *(Mr. Godin's)* way" and that, if someone asked him about Mr. Godin, he would have nothing good to say about him. Mr. Godin alleges that he was concerned Mayor Thériault could use his position to damage his reputation and cause him harm.

[12] In his complaint, Mr. Godin also raised concerns about Mr. Vanier, Caraquet's By-Law Enforcement Officer visiting him at his home after he contacted the Town about filing a code of conduct complaint against Mayor Thériault. Mr. Godin alleged that Mayor Thériault directed Mr. Vanier to go to Mr. Godin's home to convince him not to pursue a code of conduct complaint. Mr. Godin described Mr. Vanier's visit as uncomfortable, frustrating, and inappropriate.

[13] Following an investigation of Mr. Godin's complaint by Ms. Jacob, the Clerk, council passed a resolution on November 17, 2025, stating that Mr. Godin's code of conduct complaint was inadmissible under Caraquet's Code of Conduct By-Law.

Complaint to the Commission

[14] On December 15, 2025, Mr. Godin filed a code of conduct complaint with the Commission.[2] His complaint alleges that, during a personal meeting at the Caraquet Town Hall on July 15, 2025, to discuss matters relating to the estate of Mr. Godin's deceased uncle, Mayor Thériault intimidated him by making statements suggesting that he could negatively affect Mr. Godin's employment or reputation. Mr. Godin also alleges that Mayor Thériault sent Mr. Vanier to his home to discourage him from pursuing his initial complaint with the Town of Caraquet.

Mayor Thériault's Response to the Complaint:

[15] In his written response to the complaint, Mayor Thériault stated that his discussions with Mr. Godin concerned a personal family matter and had nothing to do with his position or role as Mayor. The personal issue was with respect to insurance policies of which Mr. Godin was a beneficiary. Mayor Thériault confirmed that he was acting as the executor of Mr. Godin's uncle's estate.

[16] In his response, Mayor Thériault acknowledged telling Mr. Godin that he might be able to put obstacles in his (Mr. Godin's) way / throw a wrench in his plans if Mayor Thériault were to ask the court to stop the transfer of the insurance premiums. ("que je pourrais possiblement lui mettre des bâtons dans les roues si je demandais à la cour d'arrêter le transfert de ses primes d'assurances.")

[17] Mayor Thériault also stated that he told Mr. Godin he hoped that he (Mr. Godin) never needed his help and asked Mr. Godin how he could sleep at night considering the immoral advantage he would be getting from the insurance policy. ("Je lui ai également dit que j'espère qu'il n'aurait jamais besoin de mon aide, et lui ai demandé comment il pourrait dormir le soir devant l'avantage immoral qu'il entend prendre avec la prime d'assurance.") While one of the policies named Mr. Godin as the sole beneficiary, Mayor Thériault had informed Mr. Godin that his uncle had wished for the proceeds to be divided between Mr. Godin and his sister.

[18] Mayor Thériault denied threatening Mr. Godin and stated that the only possible misunderstanding was that he had arranged to meet Mr. Godin in a meeting room at the Caraquet Town Hall because the location was convenient for both parties.

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[2] A portion of Mr. Godin's complaint concerns his dissatisfaction with how Caraquet handled his concerns and his complaint. However, these procedural issues fall outside the Commission's jurisdiction and authority and, as such, were not reviewed or addressed in this decision.

The Commission's Investigation

[19] As part of the Commission's investigation into the complaint, staff interviewed the following individuals:

- Mr. Godin, in writing,
- Mr. Godin's wife, Rachalle Savoie, in writing,
- Mayor Thériault, via telephone,
- Mr. Vanier, in writing,
- Ms. Jacob, in writing, and
- Marc Dugay, CAO of Caraquet, via Teams.

July 15, 2025, Meeting

[20] Both parties (Mr. Godin and Mayor Thériault) agree that they met at Caraquet Town Hall on July 15, 2025, to discuss a personal matter. In his interview, Mayor Thériault confirmed that he arranged the meeting at the Town Hall, as it was a convenient location to discuss the matter. In his interview, Mayor Thériault also stated that he does not often hold personal meetings at the Town Hall and had stated in his written response to the complaint that holding the meeting at Town Hall may have led to a misunderstanding.

[21] During his interview with Commission staff, Mayor Thériault stated that he never invoked his position as Mayor of Caraquet during the meeting. Mayor Thériault further denied saying he could put obstacles in Mr. Godin's way, but confirmed saying that, if Mr. Godin needed a personal reference from him, he would not say good things about him.

[22] However, in his earlier written response to Mr. Godin's complaint which he provided as part of the Commission's intake process, Mayor Thériault stated that he told Mr. Godin that he might be able to put obstacles in his way ("lui mettre des bâtons dans les roues") if Mayor Thériault asked the court to stop the payment of insurance proceeds. Mayor Thériault also stated in his written response to complaint that he told Mr. Godin he hoped that he never needed his help and asked Mr. Godin how he could sleep at night considering the immoral advantage he would be getting from the insurance policy. ("Je lui ai également dit que j'espère qu'il n'aurait jamais besoin de mon aide, et lui ai demandé comment il pourrait dormir le soir devant l'avantage immoral qu'il entend prendre avec la prime d'assurance.")

[23] The inconsistency in Mayor Thériault's written and verbal statements is noted; however, it is likely the result of the phrasing of the verbal interview question.

[24] In any event, Mr. Godin told Commission staff during his interview that he works for Amazon as a delivery driver and also serves as a "drop captain," a role that

involves overseeing other drivers and hiring new ones. As such, Mayor Thériault has no authority over, and would have no influence on, Mr. Godin's employment.

Mr. Godin's Telephone call with Mr. Vanier

[25] On July 16, 2025, Mr. Godin called the Town of Caraquet to inquire about making a code of conduct complaint against Mayor Thériault. The person who answered the phone transferred his call to Mr. Vanier, instead of Ms. Jacob, who handles code of conduct complaints for the Town. Ms. Jacob advised in her interview that this was likely an innocent error as Mr. Vanier is responsible for other by-law complaints as he is a By-Law Enforcement Officer.

[26] Mr. Vanier noted in his interview that during the phone call, Mr. Godin advised him that he wanted to file a code of conduct complaint against Mayor Thériault. Mr. Vanier also said that he told Mr. Godin that he (Mr. Vanier) was not responsible for code of conduct complaints and would transfer his call.

[27] In her interview, Ms. Jacob confirmed that Mr. Vanier does not have any role in relation to code of conduct complaints. In his interview, Marc Dugay ("Mr. Dugay"), CAO of Caraquet and Mr. Vanier's supervisor, also confirmed that Mr. Vanier does not have any role with respect to code of conduct complaints.

[28] This call is important to note, as it demonstrates how Mr. Vanier became aware of Mr. Godin's disagreement with Mayor Thériault and his subsequent desire to file a code of conduct complaint against him.

Mr. Vanier's Visit to Mr. Godin's Home

[29] In their interviews, Mr. Godin and his wife Rachalle Savoie ("Ms. Savoie") stated that on July 21, 2025, Mr. Vanier visited their home to speak with them.

[30] In their interviews, Mr. Godin and Ms. Savoie stated that Mr. Vanier was polite and introduced himself. However, they stated that he did not explain the reason for his visit.

[31] In their interviews, Mr. Godin and Ms. Savoie state that Mr. Vanier spoke about his previous experience as a police officer and spoke positively about Mayor Thériault. Ms. Savoie and Mr. Godin acknowledge that Mr. Vanier did not say that he had spoken to Mayor Thériault prior to his visit. However, Ms. Savoie said she believed that Mr. Vanier had taken Mayor Thériault's side in the personal dispute with her husband and that Mr. Vanier was trying to convince her and Mr. Godin that Mayor Thériault is a good person. Mr. Vanier, in his interview, denied saying positive things about Mayor Thériault. Mr. Godin in his interview said that Mr. Vanier did not say that Mayor Thériault sent him, but he felt that Mr. Vanier was trying to discourage him from filing a complaint.

[32] In his interview, Mayor Thériault denied sending Mr. Vanier to speak with Mr. Godin at his home. He also denied speaking with Mr. Vanier about the complaint at all. In his interview, Mr. Vanier also denied that Mayor Thériault spoke to him about the complaint or directed him to go to Mr. Godin's home.

[33] During his interview, Mr. Vanier said that he did indeed visit Mr. Godin's home. However, he said that he visited Mr. Godin's home as part of his responsibilities as a by-law enforcement officer. In this role, Mr. Vanier advised that he often visits residents' homes to ensure that by-laws are being complied with and to act as a mediator to try to resolve complaints under the Town's other by-laws. Mr. Vanier stated that in the current circumstances, he went to Mr. Godin's home see whether he could help in some way.

[34] In his interview, Mr. Vanier stated that as soon as he understood that the dispute between the parties was personal in nature involving the distribution of an estate, he left Mr. Godin's home, as he could not help with such a matter.

[35] During his interview, Mr. Vanier stated that he has no official role in relation to the Town's Code of Conduct By-Law. This was confirmed by Mayor Thériault, Ms. Jacob, who is responsible for code of conduct complaints under the By-Law, and Mr. Dugay, Mr. Vanier's supervisor.

[36] Mr. Vanier, Mayor Thériault, Mr. Dugay, and Ms. Jacob all confirmed in their interviews that Ms. Jacob is the Town of Caraquet employee responsible for code of conduct complaints.

REASONS

Allegation 1

[37] Mr. Godin alleges that Mayor Thériault violated subsection 8.2 of the Code of Conduct By-Law

> "8.2 Members of Council, municipal employees, and members of the public are expected to treat each other with courtesy, dignity, and respect, and to avoid abuse, harassment, or intimidation"

when Mayor Thériault used his position as Mayor of the Town of Caraquet to intimidate him.

[38] Mr. Godin alleges that during the July 15, 2025, meeting between Mayor Thériault and Mr. Godin at the Caraquet Town Hall to discuss personal matters relating to the estate of Mr. Godin's deceased uncle, Mayor Thériault intimidated Mr. Godin by suggesting that he might be able to put obstacles in his (Mr. Godin's) way ("mettre des bâtons dans les roues"). Mr. Godin further alleges that Mayor Thériault

stated that, if asked, he would have nothing positive to say about Mr. Godin, which Mr. Godin alleges could negatively affect his employment and / or reputation.

[39] Both parties (Mr. Godin and Mayor Thériault) agree that this was a personal meeting. In addition, subsection 13.1(a) allows members of council to use Town Hall Facilities for personal meetings:

> "(a) Municipal property, equipment, services, supplies, and human resources that are available to the general public may be used by a member for personal use under the same conditions as members of the public, including making a reservation and paying any applicable fees;"

[40] With respect to the alleged intimidating statements, in his written response to the Commission, Mayor Thériault acknowledged he said he might be able to put obstacles in his (Mr. Godin's) way / throw a wrench in his plans if Mayor Thériault asked the court to stop the transfer of the insurance premiums. ("que je pourrais possiblement lui mettre des bâtons dans les roues si je demandais à la cour d'arrêter le transfert de ses primes d'assurances.")

[41] Mayor Thériault also stated that he told Mr. Godin he hoped that Mr. Godin never needed his help and asked Mr. Godin how he could sleep at night considering the immoral advantage he would be getting from the insurance policy. ("Je lui ai également dit que j'espère qu'il n'aurait jamais besoin de mon aide, et lui ai demandé comment il pourrait dormir le soir devant l'avantage immoral qu'il entend prendre avec la prime d'assurance.")

[42] It is obvious that these statements were made in the personal context of the discussion / dispute over the estate of Mr. Godin's uncle, of which Mayor Thériault was the executer.

[43] It is also obvious that Mayor Thériault was upset about Mr. Godin's proposed actions in relation to his deceased uncle's insurance policies, which Mayor Thériault believed were contrary to the deceased uncle's wishes. Again, this was a personal matter.

[44] The Commission's investigation found no evidence that Mayor Thériault invoked his title or position during the July 15, 2025, meeting.

[45] Further, even if the statements were not related to a personal matter, as Mr. Godin is employed by Amazon, it is unclear how Mayor Thériault could possibly negatively influence his employment.

[46] As such, there is no evidence to support this allegation, and therefore, the Commission finds that Mayor Thériault did not breech the Town of Caraquet's Code of Conduct By-Law.

Allegation 2

[47] Mr. Godin alleges that Mayor Thériault attempted to discourage him from filing a code of conduct complaint contrary to subsection 8.2 of the Code of Conduct By-Law

> "8.2 Members of Council, municipal employees, and members of the public are expected to treat each other with courtesy, dignity, and respect, and to avoid abuse, harassment, or intimidation"

[48] Specifically, Mr. Godin alleges that Mayor Thériault directed or arranged for Mr. Vanier, a By-Law Enforcement Officer with the Town of Caraquet, to visit Mr. Godin at his home to convince him that Mayor Thériault is a good person and to discourage him from pursuing a complaint against Mayor Thériault under the Town's Code of Conduct By-Law.

[49] The Commission's investigation revealed no evidence that Mayor Thériault even spoke with Mr. Vanier about the possible code of conduct complaint, let alone directed him to visit Mr. Godin's home to intimidate him in order to discourage him from filing the complaint.

[50] The Commission's investigation did reveal that although Mr. Vanier has no role or responsibilities in relation to code of conduct complaints, Mr. Godin's initial call to the Town about the complaint was erroneously directed to Mr. Vanier. It also appears that Mr. Vanier forwarded the call to Ms. Jacob, the Town employee who is responsible for code of conduct complaints.

[51] It appears that Mr. Vanier took it upon himself to visit Mr. Godin at his home, after first speaking with him on the phone, to try to help resolve the issue. Mr. Vanier stated in his interview that it is common practice for him to attend at the homes of residents of the Town after receiving calls or complaints in relation to the Town's other by-laws. Mr. Vanier stated in those circumstances, he regularly visits residents' homes to determine whether by-laws are being complied with or to see if he can mediate a resolution.

[52] The information Mr. Vanier provided about his practice of visiting residents at their homes in relation to by-law complaints was corroborated by both Mr. Duguay and Ms. Jacob.

[53] Although both Mr. Godin and his wife, Ms. Savoie, felt that Mr. Vanier was trying to convince them that Mayor Thériault is a good person, which is disputed by Mr. Vanier, there is no evidence to support that Mr. Vanier tried to discourage them from filing a complaint against Mayor Thériault.

[54] Indeed, there is no evidence that Mayor Thériault or anyone else directed Mr. Vanier to visit Mr. Godin. It appears that he did so of his own volition and stated in his interview that he departed once he realized the dispute was over a personal

matter involving the devolution of an estate. Mr. Vanier stated, in his interview, that he could not help resolve such an issue.

[55] As such, there is no evidence to support this allegation, and therefore, the Commission finds that Mayor Thériault did not breech the Town of Caraquet's Code of Conduct By-Law.

DECISION

[56] The Local Governance Commission of New Brunswick finds that the Respondent, Bernard Thériault, Mayor of the Town of Caraquet did not breach subsection 8.2 of the By-Law No. T-02, a Code of Conduct By-Law for the Elected Members of the Caraquet Municipal Council. Therefore, the code of conduct complaint filed by the Complainant, Raymond Godin, is dismissed.

Dated at Fredericton, New Brunswick this 16th day of November 2026.

Giselle Goguen

Giselle Goguen, Chair

Donna Redmond Gates

Donna Redmond Gates, Member

Troy Stone

Troy Stone, Vice-Chair

Barbara Quigley

Barbara Quigley, Member

The Local Governance Commission of New Brunswick Official Seal is Affixed Below

LOCAL GOVERNANCE COMMISSION NEW BRUNSWICK
COMMISSION DE LA GOUVERNANCE LOCALE NOUVEAU-BRUNSWICK