

Royal Canadian Mounted Police

Deputy Commissioner
Pacific Region

Sous-commissaire
région du Pacifique



Gendarmerie royale du Canada

Commanding
Officer

Commandant
divisionnaire

Guided by Integrity, Honesty, Professionalism, Compassion, Respect & Accountability

February 25, 2008

File # 2007-27829

[Redacted]

Dear [Redacted]

This letter concerns your harassment complaint against Supt. D. Chambers, OIC Prince George Detachment. In your complaint you identified three circumstances to support your assertions of harassment by Supt. Chambers: that he subjected you to constant criticism and removed your job responsibilities, he stood outside your office and made faces, made disparaging comments about you, made inappropriate gestures when speaking about you and excluded you from meetings.

As per RCMP policy on the *Prevention and Resolution of Harassment in the Workplace*, an investigation was conducted by Supt. Armstrong, PSE Marsh and TCE Cardey. They have provided me with a report on your complaint. Accordingly, I am now able to provide you with the disposition of your complaint. My review of the allegations is done in the context of the definition of "harassment" in the *RCMP Administration Manual (AM) Chapter XII.17.G.1*:

Harassment is an improper conduct that is offensive to and directed intentionally or unintentionally at another person or persons in the workplace and which the individual knew or ought reasonably to have known would cause offence or harm. It comprises objectionable acts, comments or displays that demean, belittle, or cause personal humiliation or embarrassment, and acts of intimidation or threats. It includes harassment within the meaning of the *Canadian Human Rights Act*, i.e. race, national or ethnic origin, color, religion, age, sex, sexual orientation, marital status, family status, disability and conviction for which a pardon has been granted.

Management's comments about an employee and discussions with that employee are not "harassment" unless the nature of those comments is vindictive, known by management to be false, and/or delivered publicly in a way that humiliates the employee. Management is entitled to have frank discussions with employees and to give corrective suggestions for improved work levels and work products, even if the employee disagrees with management's views. This is not harassment as described by AM Chapter XII.17.G.1.

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Management has the right to manage employees by providing critical assessments, allocating resources and selectively delivering rewards and sanctions. Employees have the right to complain, even if their complaints are better classified as workplace conflict or insufficient work performance rather than harassment, and their complaints are ultimately determined to be "unfounded" or "unsubstantiated."

Allegation #3 - That on a number of occasions from October/November of 2006, until your job termination in September of 2007, that Supt. Chambers referred to you in demeaning ways by calling you, "little shit", "little prick", "bastard", "idiot", and "water boy".

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You advised when Supt. Chambers was speaking to other employees about you, he would make disparaging, degrading comments including calling you, "little prick", or "little shit". Supt. Chambers advised he may have made comments about you in the presence of Ms. [REDACTED] and Ms. [REDACTED], and these comments would have been made in frustration.

Based on the information of the complainant and witnesses, I am satisfied this allegation is substantiated. I have directed that Supt. Chambers receive Operational Guidance setting out the expectations of an officer and member of the RCMP as well as provide a written apology to you.

Allegation #4 - That Supt. Chambers made faces and goading type gestures at your office window and doorway in February of 2007.

You alleged in February, 2007, following a disagreement, Supt. Chambers stood in front of the window to your office and made faces and goading gestures at you. This incident was witnessed by Ms. [REDACTED]. Supt. Chambers denied the allegation stating the only gestures he made toward you were to go for coffee.

Based on the information of the complainant and witness, I am satisfied this allegation is substantiated. I have directed that Supt. Chambers receive Operational Guidance setting out the expectations of an officer and member of the RCMP as well as provide a written apology to you.

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Allegation #7 - That on February 1st, 2007, Supt. Chambers made an inappropriate comment and gesture in the presence of S/Sgt. Victor Smith when referring to you.

S/Sgt. ██████ asked Supt. Chambers if he wanted to sit up front in the plane with the pilot as you had done the day before. Supt. Chambers declined and commented, in reference to you, words to effect, "that short little fucker was some excited by sitting up front", while walking down the tarmac. At the same time Supt. Chambers made a masturbatory gesture with his hand while walking towards the plane. This comment took S/Sgt. ██████ by surprise. The gesture shocked S/Sgt. ██████ and made him feel uncomfortable as it was done in a public place. Supt. Chambers stated he made the comment and gesture in relation to you sitting next to the pilot during an RCMP flight referring to a "white-out", a euphemism for ejaculation.

Based on the information provided, this allegation is supported. The comment and gesture are inappropriate for an officer and Detachment Commander. I have directed that Supt. Chambers receive Operational Guidance as well as provide an apology to you.

I have directed that Supt. Chambers receive strong Operational Guidance with respect to this situation, for his behaviour and comments as revealed in this investigation are contrary to the expectations of members of the Force, particularly of those in the role of senior management. As indicated, I have directed that he provide a written apology to you which you can expect to be forthcoming.

The review of your complaint has now been completed. Please contact Cpl. Tom Adair, "E" Division Harassment / Human Rights Advisor at (604) 264-2372, should you have any questions.

Yours truly,


Gary D. Bass, O.O.M.

Deputy Commissioner - Pacific Region &
Commanding Officer, "E" Division

13th March, 2008

[REDACTED]

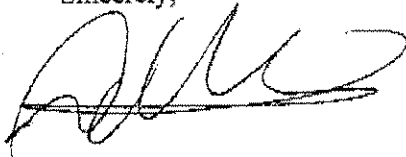
Dear [REDACTED]

In furtherance of your various complaints associated with your recollection of my past conduct I am providing you with a written apology.

I hereby offer my sincere apology to you concerning any language or behaviour I may have engaged in during the past which may have caused you hurt or embarrassment as a consequence of my actions. I assure you that I have been made fully aware of the hurtful effects that any negative comments or actions can have on a work environment and my co-workers. As an Officer and a member of the RCMP, I should be much more aware of the effect that the actions of a person in a supervisory role can have on his employees than a member of the public.

As such, I once again apologize for any of my actions which you believe have caused you difficulties as set forth in your formal complaint.

Sincerely,



G.D. Chambers