

# **ROYAL CANADIAN MOUNTED POLICE**

**TRAVESTY of JUSTICE  
WHAT LEADERSHIP? CORE VALUES  
INTIMIDATION! COVER UPS!**

**POST TRAUMATIC STRESS DISORDERS**

**UNIFORM MEMBERS AS SCAPEGOATS**

**SYSTEMIC CULTURE - TOXIC**

**LOW PAY - HIGHER RANKS - NO BACKBONE**

**DISGRACEFUL CONDUCT**

**SEXUAL HARASSMENT - PHYSICAL & MENTAL**

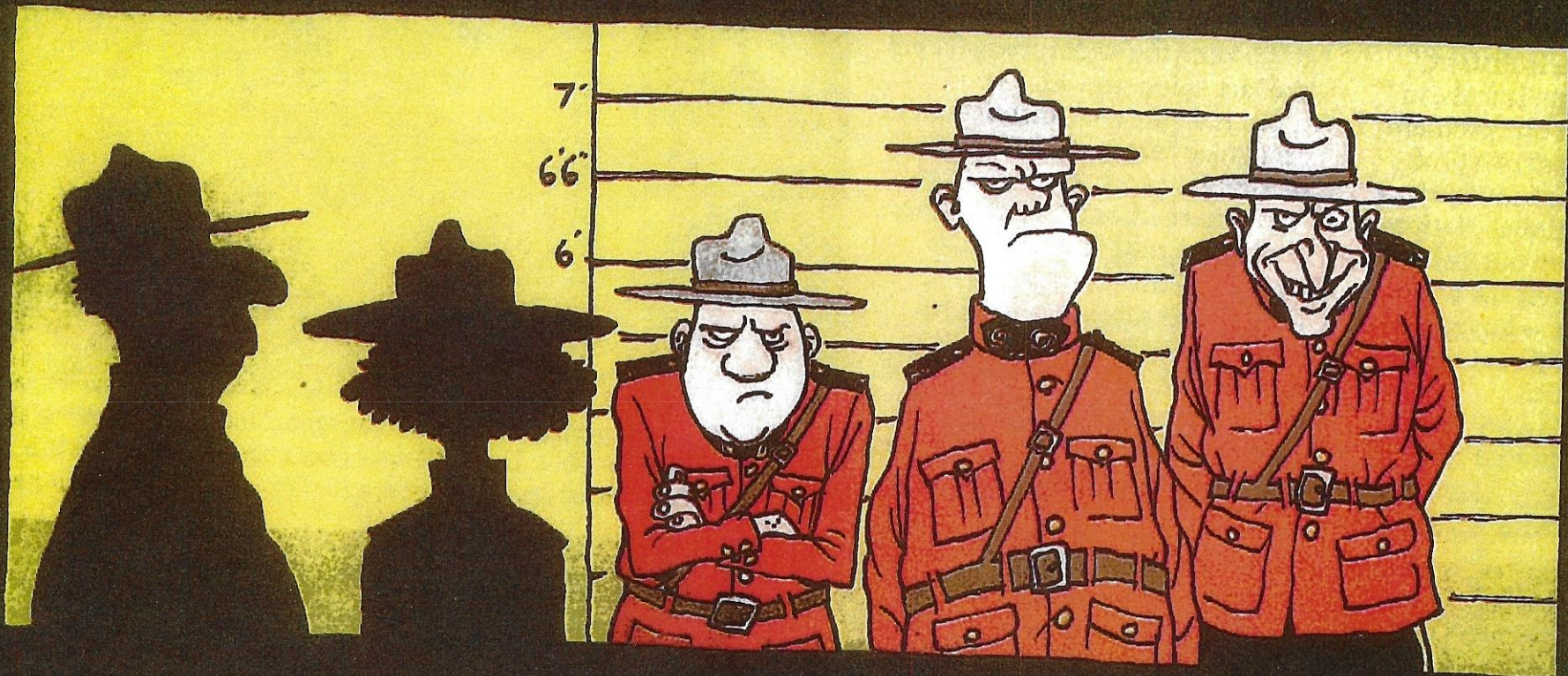
**LACK of DISCIPLINE - BULLYING**

**POOR RECRUITING STANDARDS  
& TRAINING**

**SAFETY MINISTER - RALPH GOODALE  
POLITICAL CONTROL - GOVERNMENT  
PRIME MINISTER "C.S.O"**



BULLYING AND HARASSMENT THRIVE AT RCMP...



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# Commissioner's Broadcast

April 12, 2017

Ontario

Statement

Public trust and confidence in the RCMP are crucial to our mission. It is important that we all pause for a minute and reflect on how our actions during these times may impact that vital relationship and how these actions are being seen by the communities and citizens we serve.

We just received a long awaited pay package from the Government: not as much as we wanted but better than it was going to be. It does not get us to parity with the top paid police forces in the country but I tell you all solemnly: we went to bat and our Minister went to bat, and there was no better package to be had at this time. We worked very hard behind the scenes and took a very public position in support of our business case for more. I get that it is disappointing and frustrating... maddening even for some. People have told me, "but senior management got looked after though". No, the senior executive cadre received 0.5 per cent (and have for years now). For those of you who don't know: pay-at-risk is part of the salary package for senior executives held back, and then issued contingent on performance. It was disingenuously reported that executive pay-at-risk was in fact millions in bonuses but it wasn't. This is not my point today, executives are well paid, I'm not defending that.

What needs to be recognized and remembered by us all, in my opinion, is the impending reality of a unionized RCMP work force which will be able to, for the very first time in our long history, collectively negotiate / bargain the pay and working conditions for 2017 onwards. That is revolutionary and it is going to need our focused attention to get these relationships, including those with the 'employer' set for success. The pay package was limited to 2015 / 16 to recognize and respect that fact. Again in my opinion, that's where our attention ought to turn now. The pursuit of pay equity in the police universe is not over.

While it is upsetting that we haven't yet achieved this parity there are an awful lot of people in the communities that we police who don't understand what it is about our present circumstances that is leading some of you toward altering the uniform that they recognize, rely on, and look to for support.

There has been no retribution or discipline for covering up or removing or changing the colour of our stripe. I get why some of you felt it necessary to do that, I really do. I won't do it and I have to tell you how worried I am about the impact this will have on the citizens we serve. So I respectfully ask that you bear that in mind. In the same breath and in keeping with our efforts to build a truly respectful workplace we need to be mindful that no one should feel pressured into going along with these actions. I've received complaints from people who feel they are being bullied into going along with this, just as participating members have said they were threatened with discipline. Either way, it goes against what we are trying to build: respect for one another.

We have a path forward for current and future improvements to our working conditions including pay and benefits. As we make changes to how we operate we are consulting the membership, but once certified your representatives will be active partners in the improvements we have to make to the Force. Meanwhile we are

making progress in transforming important elements of our culture: have a look at the data I released last week on our public website. We need to continue to do that important work together. There is lots to do to be sure: vacancy rates, equipment, training, physical, mental and emotional health...the list is long.

KPMG has just concluded a study about how we are resourced, we are working towards giving life to their findings.

We are lucky to enjoy broad support across the Canadian public. That precious trust and confidence in us is awful hard to rebuild once it has been eroded.

So let's please get back to the core business of keeping Canadians safe and secure and know that further changes, including independent labour representation which will bargain and negotiate with the employer in your interest, are on the way.

Bob Paulson  
Commissioner

PLEASE TELL ME WHERE IS  
SOMETHING IN THIS NEWS RELEASE

By Commissioner Bob Paulson THAT ACTUALLY  
DEALS WITH THE REAL ISSUES -

- PARAMOUNT - THE SEXUAL HARASSMENT  
OF FEMALE MEMBERS FOR THE PAST

THIRTY (30) YEARS, AND COUNTING - AND OF  
THE 100 (HUNDRED) MILLION DOLLAR PLUS

THE FEDERAL GOVERNMENT HAS SET ASIDE  
TO SETTLE AND HIDE THIS ISSUE! "WHAT  
ABOUT THE MAKE ISSUES FORTHCOMING?"

D.H. W. H. Atkinson.





# Top Prince George cop says sorry

RCMP Supt. Dahl Chambers ordered to apologize to three staff members for 'hurtful' personal comments and gestures **NEWS A6**

# The Province

**B.C. EDITION**

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Mainly sunny **B14**

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Lower Mainland **\$1.25**

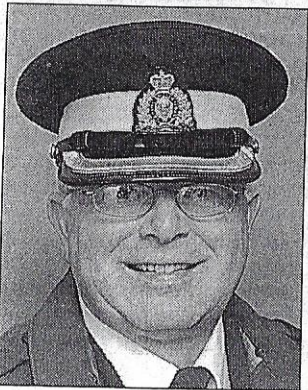
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**SUN**, AUGUST 15, 2008 |

**BREAKING NEWS » THEPROVINCE.COM**

**VANCOUVER, BRITISH COLUMBIA**

## Top Prince George Mountie ordered to apologize



**SUPT. DAHL CHAMBERS**

**BY JOHN COLEBOURN**  
STAFF REPORTER

Prince George's top cop has been ordered to apologize after workers at the RCMP detachment complained of harassment.

Eleven allegations of harassment were filed against RCMP Supt. Dahl Chambers, according to documents obtained under freedom of information by the CBC.

An internal probe led by RCMP Deputy Commission-

er Gary Bass concluded that three of the complaints warranted discipline. He ordered Chambers in February to write letters of apology to the three complainants.

In one of his letters of apology, Chambers said he had been made "fully aware of the hurtful effects" of negative comments or actions.

The complaints that were upheld included allegations that Chambers called the civilian manager of the RCMP office a "bastard," an

"idiot" and a "water boy."

He also called the manager, who has since retired, a "little shit" and a "little prick."

Bass said that on one occasion "Chambers made a masturbatory gesture with his hand" towards an employee.

On another occasion, he said Chambers "made faces and goading gestures" at an individual following a disagreement.

"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," Bass wrote to one of the complainants.

Prince George Coun. Brian Skakun said he is "concerned" about how the matter was handled and the level of disciplinary action taken against Chambers. "Basically the RCMP have kept us [council] in the dark," he said.

He expects council will address the outcome. "I hope we do have a discussion

about this," he said. "It costs us roughly \$15 million for the RCMP. It is taxpayers' money funding the RCMP and if something happens there we should know about it."

He said he is aware some people are calling for Chambers' dismissal. "At this point I can't say whether Chambers should keep his post. We just don't want this to happen again."

Chambers could not be reached for comment.

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JUSTIN TRUDEAU - SELECTIVE DECISIONS,

# THE COLUMNISTS

NO UNIFORMITY. PREFERENTIAL.

SOCIETY

## The algebra of sexual violence



ANNE KINGSTON

THE LATE AUGUST night that Liberal MP Darshan Kang retired from caucus provided an instructive glimpse into the arithmetic of sexual violence. Kang stepped down 21 days after the *Hill Times* revealed that the Calgary Skyview MP was under House of Commons investigation for sexual harassment; an unnamed female staffer at his constituency office had registered a complaint. Even a damning allegation made earlier that the MP attempted to buy the woman's silence, a claim Kang denied, didn't change his caucus status (the rookie MP went on "medical leave" for "stress"). The day of the hush-money allegation, Prime Minister Justin Trudeau refused to comment on the charges; he told reporters that the complaint would be handled through a recently created independent process for resolving "misconduct complaints" and that he'll let the process "unfold as it should." Sheila Malcolmson, NDP critic for the status of women, vented her frustration: "This is not the leadership of a feminist prime minister," she said in a statement. "Until such time as a full investigation can be completed, Mr. Kang should not sit as a member of the governing party."

Circumstances reversed suddenly when a second woman who'd worked in Kang's constituency office when he was a MLA in the Alberta legislature came forward. Kirstin Morrell, who worked for Kang between 2011 and 2012, accused the MP of repeatedly groping and kissing her against her will; he had a "problem with consent," she said. Kang, who denied the allegations, resigned hours later.

So to recap: one allegation from a young female subordinate wasn't enough to warrant either Kang's suspension or resignation—it took two women, one willing to be named.

Let's compare that to the public dispatch with which Trudeau suspended two Liberal MPs in November 2014 after two female NDP MPs accused them of "personal misconduct" just days earlier (that "misconduct" included one of the women saying one of the men had sex with her without her explicit consent). Five months later, Trudeau booted Scott Andrews and Massimo Pacetti from the Liberal Party of Canada. As to the difference between the two incidents, one can only speculate. Is the word of women elected to office more credible than that of a low-level female staffer? Did the fact Trudeau was facing a federal election factor into events? That election saw Darshan Kang become one of two Liberals elected as MPs in Calgary for the first time in nearly half a century.

Such algebra, sadly, is hardwired into how sexual violence is perceived—the lesson being that, again and again, the lone voice is not enough. Of course, false allegations of sexual violence do occur, though they are the exception: copious research pegs incidence at two per cent to 10 per cent. Certainly anyone reporting a powerful figure, like a politician, faces the additional paradox of being distrusted for the very reason that making such a serious charge can mask a hidden agenda.

The far more common story, one played out in headlines, is that one voice is insufficient, especially when that voice is powerless. In the cases of both Jian Ghomeshi and Bill Cosby, it took a village of voices before sexual assault or harassment complaints were taken seriously, and often not even then. When Andrea Constand came forward in January 2005 to report that Bill Cosby drugged and sexually assaulted her, the district attorney in Montgomery County, Pa., found "insufficient credible and admissible evidence." Even the accounts of dozens of women, a number adjacent to 60, didn't result in criminal charges.

It was two men that made that happen: in October 2014, stand-up comedian Hannibal Buress called Cosby out ("You rape women, Bill Cosby") in a video that went viral; the

next year, a judge unsealed Cosby's deposition in Constand's civil case, in which Cosby admitted he gave Quaaludes to women he wanted to have sex with, inspiring officials to reopen Constand's case.

As for Ghomeshi, it was not allegations made by a former girlfriend that led to his ouster; it was an explicit video, in which a woman displayed bruises and a cracked rib inflicted by the then-CBC radio host, that compelled CBC executives to announce their marquee performer would take an "undetermined" leave from his job "to deal with some personal issues." After a double-digit parade of women came forward with accusations of sexual violence against Ghomeshi, Toronto police encouraged women to file criminal reports.

Not that the cops are exempt from sexual violence accusations, as seen in the recent acquittal of three Toronto police officers (Leslie Nyznik, Sameer Kara, and Joshua Cabero) charged with sexually assaulting a rookie female parking enforcement colleague during Rookie Buy Night, in which newbies buy

the drinks. That case of "she-said" versus "he-said, he-said, he-said" ended with Justice Anne Molloy's ruling that the complainant's evidence was not credible enough for a finding of "guilt beyond a reasonable doubt" due to inconsisten-

**THE COMMON STORY IS THAT ONE VOICE IS INSUFFICIENT, ESPECIALLY WHEN THAT VOICE IS POWERLESS**

cies, unreliable memories and contradictory video. The judge said she "looked in vain" for evidence to corroborate evidence given by the complainant, who testified she felt "powerless." Molloy also expressed doubt about testimony provided by Nyznik, the only officer to address the court; it was "stilted or somewhat scripted," she said, adding that the officer's account of the sexual acts "simply did not ring true."

Toronto Police Chief Mark Saunders has yet to announce what disciplinary action the officers will face. After what the public learned during the trial about the officers' misogynistic, boorish behaviour—the least of which was one of them pretending to be a porn producer—they should be canned.

In the arithmetic of sexual violence, how-EVER

10 THAT WOULD COME AS A SURPRISE. YOU OCTOBER 2017 DON'T NEED TO BE A MATH WHIZ TO SEE THE COMMON DENOMINATOR HERE: WHEN IT COMES TO PROSECUTING SEXUAL VIOLENCE OR BELIEVING VICTIMS, ONE USUALLY ADDS UP TO NOTHING.