CBC Radio-Canada

Invitation to appear before the House of Commons Standing Committee on the Status of Women / Invitation à comparaître devant le Comité permanent de la condition féminine de la Chambre des communes

message

FEWO@parl.gc.ca <FEWO@parl.gc.ca> 19 February 2013 13:03

To: LILIANE LE <LILIANE.LE@cbc.ca>

House of Commons
Chambre des communes

STANDING COMMITTEE ON THE STATUS OF WOMEN / COMITÉ PERMANENT DE LA CONDITION FÉMININE

Shaun Poulter

Senior Director, Government Relations / Directeur principal, Relations gouvernementales

Canadian Broadcasting Corporation / Société Radio-Canada

Invitation to appear before the House of Commons Standing Committee on the Status of Women

Good afternoon,

I am writing on behalf of the House of Commons Standing Committee on the Status of Women.

At its meeting of Wednesday May 16, 2012 the Committee adopted the following motion to undertake a study of *sexual harassment in the federal workplace**:

> It was agreed, — That the Committee conduct a study of sexual harassment in workplaces in the federal jurisdiction; the impact and cost of sexual harassment; whether the current complaint/reporting channels of federal organizations are effective in addressing sexual harassment; whether current policies - Treasury Board and organization specific policies - should be amended or improved; and that the Subcommittee on Agenda and Procedure convene to develop a witness list for this study and set a date for its commencement.

The Committee wishes to hear from a representative of CBC/Radio-Canada in relation to the study, during a televised one-hour hearing in Ottawa. At this time, we are scheduling appearances on the following dates:

- Tuesday, March 5, 2013 between 11:00 a.m. and 1:00 p.m.;

- Tuesday, March 26, 2013 between 11:00 a.m. and 1:00 p.m.; and

- Thursday, March 28, 2013 from 12:00 noon to 1:00 p.m.

The participation of your representative would consist in giving a ten-minute opening statement and then answering members' questions. Please note that there may be a representative from another organization appearing on the same panel as the representative from CBC/Radio-Canada.

In an effort to keep costs at a minimum, **appearances of witnesses based outside of the National Capital Region will be conducted via videoconference whenever possible**. Please indicate if you are able to secure access to a facility to this end at the time and date of your appearance. If you are unable to do so, our logistics officer will locate and secure an available venue in your proximity.

I would be glad to answer any questions about the appearance, and will supply more detailed information following receipt of your confirmation.

Please note that questions related to the content and direction of the study can be addressed to the Committee's lead analyst, Ms. Havi Echenberg, at 613-854-8141 or havi.echenberg@parl.gc.ca.

General information about the Committee can be found on the Committee's website.

Thank you in advance for your timely response to this invitation.

*For the purposes of this study, the federal workplace means the federal public administration, including both civilian and non-civilian components of the RCMP and Canadian Forces; federally-regulated industries; and Parliamentary workplaces, including the House of Commons and the Library of Parliament.

****

Invitation à comparaître devant le Comité permanent de la condition féminine de la Chambre des communes

Bonjour,

Je vous écris au nom du Comité permanent de la condition féminine de la Chambre des communes.

Le Comité a adopté, à sa réunion du mercredi 16 mai 2012, la motion qui suit pour entreprendre une étude sur *le harcèlement sexuel dans les milieux de travail fédéraux** :

> Il est convenu, — Que le Comité mène une étude sur le harcèlement sexuel dans les milieux de travail relevant du fédéral et sur l'impact et le coût du harcèlement sexuel; qu'il examine si la filière actuelle pour la présentation des plaintes ou des rapports dans les organisations fédérales est efficace pour lutter contre le harcèlement sexuel et si les politiques en vigueur au Conseil du Trésor et dans les organisations devraient être modifiées ou améliorées; et que le Sous-comité du programme et de la procédure se réunisse afin de dresser une liste de témoins pour cette étude et de fixer la date du début de celle-ci.

Le Comité désire entendre un(e) représentant(e) de CBC/Radio-Canada dans le cadre de cette étude, durant une audience télévisée d'une heure, à Ottawa. Actuellement, nous sommes en train d'organiser des comparutions pour les dates suivantes :

- Mardi 5 mars 2013, entre 11 h et 13 h

- Mardi 26 mars 2013, entre 11 h et 13 h, et

- Jeudi 28 mars 2013, de 12 h à 13 h.

Votre représentant(e) y participera en faisant une déclaration préliminaire de 10 minutes, puis en répondant aux questions des membres du Comité. Veuillez noter qu'il est possible qu'un(e) autre témoin comparaisse en même temps que votre représentant(e).

Afin de réduire les coûts au minimum, **le Comité entendra, dans la mesure du possible, les témoins de l'extérieur de la région de la capitale nationale par vidéoconférence**. Veuillez indiquer si vous êtes en mesure de réserver un local et le matériel nécessaires pour cette comparution. Sinon, notre agent de logistique s'occupera d'en trouver près de chez vous.

N'hésitez pas à me contacter si vous avez des questions au sujet de cette comparution. Je vous enverrai de plus amples renseignements lorsque vous aurez confirmé votre présence à la réunion.

Veuillez noter que les questions portant sur le contenu et l'orientation de l'étude peuvent être adressées à l'analyste en chef du Comité, Mme Havi Echenberg, au 613-854-8141 ou à havi.echenberg@parl.gc.ca.

Vous trouverez de l'information générale sur le Comité sur le site Web de celui-ci.

Merci d'avance de répondre à cette invitation dans les plus brefs délais.

*Pour les besoins de cette étude, les milieux de travail fédéraux comprennent l'administration publique fédérale, y compris l'effectif civil et non civil de la GRC et des Forces canadiennes; les industries sous réglementation fédérale et les milieux de travail parlementaires, y inclus la Chambre des communes et la Bibliothèque du Parlement.

Marlene Sandoval

Committee Clerk | Greffière de comité

Standing Committee on the Status of Women | Comité permanent de la condition féminine

House of Commons | Chambre des communes

Tel. | Tél. : 613-995-6119

FEWO@parl.gc.ca

CBC Radio-Canada

Liliane Le <liliane.le@cbc.ca>

Re: Transcriptions - Sun News - Ezra Levant et Brian Lillney

1 message

France Belisle <France.Belisle@radio-canada.ca> 20 February 2013 12:30
To: LILIANE LE <LILIANE.LE@cbc.ca>

Non. Pas envoye a la trad
----Original Message-----
From: LILIANE LE <liliane.le@cbc.ca>
Cc: MCKINNON, ANGUS <ANGUS.MCKINNON@CBC.CA>
To: Belisle, France <France.Belisle@RADIO-CANADA.CA>

Sent: 2/20/2013 10:39:13 AM
Subject: Re: Transcriptions - Sun News - Ezra Levant et Brian Lilley

Au fait, question: est-ce que tu as envoyé ceci à la traduction? Si non, je m'en occupe - car si on inclus ceci dans les trousses d'info aux députés lors de la comparution d'HT - le 5 mars, la date vient d'être confirmée.
Liliane

On 6 February 2013 09:21, France Belisle <France.Belisle@radio-canada.ca>wrote:

> Done! 0;)
>
> -------- Forwarded message --------
> From: "Centre de traitement de texte" <
> Centre.Traitement.Texte@RADIO-CANADA.CA>
> To: "France Belisle" <France.Belisle@RADIO-CANADA.CA>
> Cc:
> Date: Wed, 06 Feb 2013 08:54:57 -0500
> Subject: Transcriptions - Sun News - Ezra Levant et Brian Lilley
> Bonjour,
>
> Je vous fais parvenir les 4 transcriptions demandÃ©es.
>
> EspÃ©rant le tout Ã votre satisfaction.
>
> Merci!
>
>
> Line Massicotte
> Centre de traitement de textes
> 4101
>
>

--
Liliane Lê

Chef, Relations gouvernementales
Manager, Government Relations
CBC/Radio-Canada
T: +1.613.288.6272
C: +1.613.299.5254
Liliane.Le@cbc.ca

CBC Radio-Canada

Liliane Le <liliane.le@cbc.ca>

Demandes de traductions

1 message

MONTREAL TRADUCTION <montreal.traduction@radio-canada.ca> 21 February 2013 09:19
To: LILIANE LE <LILIANE.LE@cbc.ca>

Bonjour Liliane,

Nous avons bien reçu les transcriptions à traduire pour le 28 en matinée, et pourrons respecter l'échéance.

Après avoir vérifié et compté les articles à traduire, il y a environ 3500 mots à traduire vers le français. Ceux-ci peuvent-ils attendre en fin de semaine prochaine?

Merci de confirmer.

Nicole

Nicole Pigeon
Coordonnatrice/Coordinator
Services linguistiques/Linguistic Services
(514) 597-7666

CBC Radio-Canada

Liliane Le <liliane.le@cbc.ca>

conf. call - prep for status of women appearance

1 message

FRANCINE LEFEBVRE <FRANCINE.LEFEBVRE@cbc.ca> 21 February 2013 16:48
To: Bill Chambers <Bill.Chambers@cbc.ca>, LILIANE LE <LILIANE.LE@cbc.ca>, Shaun Poulter <Shaun.Poulter@cbc.ca>
Cc: Tanya Chamberot <Tanya.Chamberot@cbc.ca>, Stephanie Duquette <Stephanie.Duquette@radio-canada.ca>

Hi,

Please use the following number for the conf. call on Feb. 27 at noon

1-877-534-8688

participant: s.16(2)(c)

Francine

Francine Lefebvre
Adjointe exécutive/Executive assistant to Hubert T. Lacroix
Président-directeur général /President & CEO

CBC/Radio-Canada
t: 514-597-5101
cell: 514-973-5101
francine.lefebvre@cbc.ca

CBC Radio-Canada

Liliane Le <liliane.le@cbc.ca>

Traduction

1 message

MONTREAL TRADUCTION <montreal.traduction@radio-canada.ca> 22 February 2013 11:43
To: LILIANE LE <LILIANE.LE@cbc.ca>

Bonjour Liliane,

Voici le petit article en anglais.

Cordialement,

Nicole

Nicole Pigeon
Coordonnatrice/Coordinator
Services linguistiques/Linguistic Services
(514) 597-7666

Peu de cas de harcèlement-r-te.docx
15K

CBC Radio-Canada

Liliane Le <liliane.le@cbc.ca>

Status of Women Committee

6 messages

Shaun Poulter <Shaun.Poulter@cbc.ca> 8 February 2013 18:04
To: Monique Marcotte <Monique.Marcotte@cbc.ca>
Cc: LILIANE LE <LILIANE.LE@cbc.ca>

Monique,

It looks like Hubert will be before the Committee this month.

We'll need the harassment/sexual harassment numbers and how we've handled cases corporate wide for the past two years asap.

(Also, heads up, it is possible HTL may asked you to appear with him to help with the technical details of our policies and operations.)

I'm out of town next week on a course. Liliane can help you with any questions you may have and additional info we'll need.

Thanks

Monique Marcotte <monique.marcotte@cbc.ca> 8 February 2013 18:06
To: Shaun Poulter <Shaun.Poulter@cbc.ca>
Cc: LILIANE LE <LILIANE.LE@cbc.ca>

Hi Shaun,
Sorry I wasn't able to get back to you earlier today. I am working on it and hope to have something by Wednesday. Does that timing work?
Monique
[Quoted text hidden]
—
NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture
Tel. / Tél.: 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

Shaun Poulter <Shaun.Poulter@cbc.ca> 8 February 2013 18:09
To: Monique Marcotte <Monique.Marcotte@cbc.ca>
Cc: LILIANE LE <LILIANE.LE@cbc.ca>

Sure. Please cc liliane.
-----Original Message----
From: Monique Marcotte <monique.marcotte@cbc.ca>
Cc: LILIANE LE <LILIANE LE.EarlyAdopters.Foreign>
To: Shaun Poulter <Shaun.Poulter@CBC.CA>

Sent: 2013-02-08 18:06:04
Subject: Re: Status of Women Committee

Hi Shaun,
Sorry I wasn't able to get back to you earlier today. I am working on it
and hope to have something by Wednesday. Does that timing work?
Monique

On Fri, Feb 8, 2013 at 6:04 PM, Shaun Poulter <Shaun.Poulter@cbc.ca> wrote:

> Monique,
>
> It looks like Hubert will be before the Committee this month.
>
> We'll need the harassment/sexual harassment numbers and how we've handled
> cases corporate wide for the past two years asap.
>
> (Also, heads up, it is possible HTL may asked you to appear with him to
> help with the technical details of our policies and operations.)
>
> I'm out of town next week on a course. Liliane can help you with any
> questions you may have and additional info we'll need.
>
> Thanks
>

--
*NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still
using Groupwise, please remove my name from your Frequent contacts before
sending an email or I may not receive it.*
[Quoted text hidden]

Monique Marcotte <monique.marcotte@cbc.ca> 10 February 2013 21:07
To: Shaun Poulter <Shaun.Poulter@cbc.ca>
Cc: LILIANE LE <LILIANE.LE@cbc.ca>

Hi Liliane,
Can you let me know the date of the committee appearance so that I can put a hold in my calendar (just in case).
Monique
[Quoted text hidden]

--

NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

---

LILIANE LE <liliane.le@cbc.ca> 10 February 2013 22:41
To: Monique Marcotte <monique.marcotte@cbc.ca>
Cc: Shaun Poulter <Shaun.Poulter@cbc.ca>, LILIANE LE <LILIANE.LE@cbc.ca>

Hi Monique,
We dont have a confirmed date right now but we are aiming for either the 26 or 28 of Feb (they usually meet between 11 am - 1pm). Will confirm with you as soon as we know.
Liliane
[Quoted text hidden]
--
Sent from Gmail Mobile

Monique Marcotte <monique.marcotte@cbc.ca> 24 February 2013 15:33
To: LILIANE LE <liliane.le@cbc.ca>
Cc: Shaun Poulter <shaun.poulter@cbc.ca>

Hi Liliane,

Responses to the above questions:

1) which act(s) regulate(s) our HR related matters?
- Canada Labour Code
- Canadian Human Rights Act
- Employment Equity Act

2) What kind of process do we have in place to deal with any form of harassment? Do we favour informal resolutions or formal ones? How long does each case take before a resolution has been made?
- When HR becomes aware of a potential situation of a harassment, we have an obligation to meet with the employee who may have subject to such behaviour and discuss the situation and options that are available to them - including an informal process or a formal process.
- In the informal process, we try to find a resolution to the issue between employees with the help of managers or HR.
In the latter, we have a formal investigation process which kicks in and is supported by Legal Services. I can forward the process to you if you think it would be useful.

3) Aside from the policies and training we have in place, are there specific clauses in the collective agreements that deal with harassment, including sexual harassment?

Most collective agreements have anti-discrimination clauses, but not harassment clauses. The exception is the CMG that has a formal article regarding harassment (which ultimately refers to the HR policy) as well as a Respect in the Workplace article.

Let me know if you have additional questions.

Monique

On Tue, Feb 19, 2013 at 5:24 PM, LILIANE LE <liliane.le@cbc.ca> wrote:

Hi Monique,

Shaun just got confirmation that we have a new date for our appearance before the standing committee: *March 5* (time not yet be confirmed).

That being said, as we are preparing draft remarks for Hubert, and based on remarks done by other organizations, can you provide us) with some info re: HR governance structure for us to include in hubert's remarks such as:

1) which act(s) regulate(s) our HR related matters?

2) What kind of process do we have in place to deal with any form of harassment? Do we favour informal resolutions or formal ones? How long does each case take before a resolution has been made?

3) Aside from the policies and training we have in place, are there specific clauses in the collective agreements that deal with harassment, including sexual harassment?

I will have most likely have more questions for you (as we are also preparing potential Q&As, but if we can have some of the answers for the above questions by tomorrow am, it would be great.

Thanks.
Liliane

[Quoted text hidden]

--

Liliane Lê
Chef, Relations gouvernementales
Manager, Government Relations
CBC/Radio-Canada
T: +1.613.288.6272
C: +1.613.299.5254
Liliane.Le@cbc.ca

NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Interim Executive Director, English Services Human Resources / Directrice générale par intérim, Ressources humaines, services anglais
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: Toronto 416.205.3334; Ottawa 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

CBC Radio-Canada

Liliane Le <liliane.le@cbc.ca>

TRÈS URGENT - PARUTION D'HUBERT - Cas d'harcèlement.

1 message

Monique Marcotte <monique.marcotte@cbc.ca> 24 February 2013 17:02
To: DAVID-EMMANUEL BERGERON <david-emmanuel.bergeron@radio-canada.ca>
Cc: FRANCINE MACINNIS <francine.macinnis@radio-canada.ca>, LILIANE LE <LILIANE.LE@cbc.ca>

Bonjour David-Emmanuel,

Hubert paraîtra la semain prochaine au comité parlementaire sur le statut des femmes et nous prévoyons qu'on lui demandera des questions sur les cas d'harcèlement à CBC-Radio-Canada.

Peux-tu svp me confirmer les questions qui serait d'intérêt des entrevues de départ ainsi que les plus récents résultats et tous les comparatifs que vous avez en main. **J'aurai besoin de cette information avant midi lundi.**

Si ce n'est pas clair, n'hésites pas de me contacter à mon bureau à Ottawa.

Merci,
Monique
--
NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Interim Executive Director, English Services Human Resources / Directrice générale par intérim, Ressources humaines, services anglais
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: Toronto 416.205.3334; Ottawa 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

CBC Radio-Canada

Liliane Le <liliane.le@cbc.ca>

Draft responses to Q&A

1 message

Monique Marcotte <monique.marcotte@cbc.ca> 24 February 2013 18:17
To: LILIANE LE <LILIANE.LE@cbc.ca>, Shaun Poulter <shaun.poulter@cbc.ca>

Hi both,
There are still some elements that I need to confirm, but here is a first draft of the Q&A. I'll continue to get clarifications and confirmations through the day tomorrow.

Monique

—
NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Interim Executive Director, English Services Human Resources / Directrice générale par intérim, Ressources humaines, services anglais
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture
Tel. / Tél.: Toronto 416.205.3334; Ottawa 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

Status of Women Q&As monique response1.docx
32K

DRAFT #1 Feb 22, 2013 (15h30)

POSSIBLE QUESTIONS & ANSWERS

Standing Committee on the Status of Women
March 5, 2013

A. ORGANIZATIONAL CULTURE & HARASSMENT (BASED ON PREVIOUS COMMITTEE HEARINGS)

Q1 In 2011, Treasury Board of Canada Secretariat published results from a survey administered across 40 large government departments in 2011. The numbers indicated that 39% of the 201K + employees surveyed felt that they believed to have experience some form of harassment (men and women), including sexual harassment.

a. Did your employees participate in that survey and if not, do you measure employee satisfaction on a regular basis? What it the participation rate of your surveys with employees?

b. Do you collect data pertaining to harassment on a general level or do you keep track of the various type of harassment separately?

- Until recently, we did not keep track of formal complaints.
- In the past few weeks, we have reviewed all formal complaints since January 1, 2010.
- Complaints of all types – inappropriate behaviour or discipline (60%), as well as other types of complaints

Q2 In order for the culture within an institution to change, we heard from many witnesses that leadership is key. Is it because there are more women in decision-making positions today that there are less harassment cases?

- We don't feel that there is a correlation between the two.
- 50% of my senior management team are women and that doesn't determine the level of discriminatory or harassment complaints filed.
- Leadership is key, and we have a zero tolerance with respect to discrimination and harassment, including sexual harassment, in the workplace.

Q3 In the context of your recent budget cuts, do you think that there are fewer complaints related to harassment being filed because people fear their jobs might be at risk?

- There have not been any formal complaints of harassment filed in 2012.
- Cannot speculate as to the reason
- Hope increased recognition of everyone's right to work in a respectful workplace.

B. CBC/RADIO-CANADA'S HR GOVERNANCE

Q4 In the OAG's Special Examination Report released last week, one of the three recommendations made for improving CBC's HR practices was aimed at the fact that your People and Culture Department has a high turnaround within its management team.

a. Are you concerned that you could be missing cases of sexual harassment?
    - Of course.
    - Hope it is well understood that there is zero tolerance for sexual harassment in the workplace.
    - All parties – employees, managers, union representatives, human resources – play a part in ensuring a workplace free from harassment.

b. Do you have the necessary resources to handle harassment complaints?

    - All harassment complaints are dealt with as a top priority. If necessary, additional resources are accessed to deal with formal complaints.
    - Senior HR management reviews the nature of the formal complaints and assign resources to the investigation.
    - Typically, HR will not investigate an employee within its own client group.
    - External investigators can, and have, been used as deemed appropriate whether due to the nature of the complaint, the location or the individuals involved.

Q5 Which act(s) regulate(s) your HR related matters?
- Canada Labour Code
- Canadian Human Rights Act
- Employment Equity Act
- Official Languages Act

Q6 How long have you had a policy on harassment? If the current policy is an updated version, what are the main changes?
- [Trish Antonucci to provide history]
- The most recent policy was put into place February 10, 2010. Revised to include the updated grounds of discrimination under the Canadian Human Rights Act, including family status.

Q7 What kind of process do we have in place to deal with any form of harassment?
- See process outlined in policy 2.2.15 and guidelines for investigations.
- Policy 2.2.15 includes discriminatory harassment and sexual harassment
- Policy 2.2.22 Prevention of Violence in the Workplace
- Code of Conduct
- Conflict of interest and Ethics

Q8 Do you favour informal resolutions mechanisms or formal ones?
- Our focus is in resolving the issue and ensuring the workplace is free from all forms of harassment or discrimination.

- When we become aware of an allegation of harassment, we typically meet with the employee who may have been the subject of unacceptable behaviour by another employee and review their options including informal and formal processes.
- Informal resolutions may include the involvement of management and the union to mediate a resolution between the employees.
- Formal investigations begin once a formal complaint has been filed and senior HR management determines the appropriate investigator.

Q9 When harassment cases are not treated quickly or taken seriously by management, employees might feel that it isn't worthwhile to file a complaint and risk their job.

a. How long does it take to process each case before a resolution can be made? s.19(1)
   - In the three complaints that were filed since January 1, 2010, two of the three were resolved within two months [confirm In the third case, resolution took five months. [Email sent to Julie Maxwell to check with montreal reasons for lengthy investigation.]

b. What measures do you take to ensure that while there is an on-going investigation that all parties are protected from further harassment?
   - Depending on the nature of the complaint, the HR manager and the employee's manager may deem it necessary to take temporary measures to ensure the safety of the complainant.
   - Per Guidelines, while pending Investigation: may be appropriate for respondent to be:
     - On authorized leave with pay
     - Restricted from workplace
     - Or otherwise restricted from communication.

c. Do you have exit interviews? For the employees that felt that they were harassed and that is the main reason for their departure, is that information collected in the exit interviews?

   - Yes, exit interviews are conducted by our Shared Services Centre.
   - [Email sent to David-Emmanuel to provide information on questions regarding harassment and statistics since we began exit interviews.]

Q10 Aside from the policies and training you have in place, are there specific clauses in the collective agreements that deal with harassment, including sexual harassment?

- The Canadian Media Guild has a specific clause on harassment as well as language regarding Respect in the Workplace.

See Article 7 and 8.

[Email sent to Jean-Yan, Desi and Colette to confirm that there are no other collective agreements with language regarding harassment].

Q11 We have heard that over the years, many of your senior management start personal relationships with their employees; do you allow senior management and employees to date?

- There have been a small number of occasions where senior managers and employees become romantically involved.
- [don't know if there is a formal process preventing this. Check conflict of interest guidelines. Are there guidelines for executives? Code of conduct? Code of Ethics?]

Q12 Out of the harassment cases (including sexual harassment) that you have received in recent years:

a. How many cases were founded and what type of disciplinary measure was taken, if any?

- Since January 1, 2010, out of 8 harassment cases, three cases were sexual harassments, the remainder fell under personal harassment.
- Disciplinary measure were imposed in all three cases (suspension and training; written reprimand, written reprimand and training).

b. With respect to the sexual harassment cases, can you give me more information?

- In all cases, the complaints regarded inappropriate comments made by male employees.
- There no cases of sexual touching or more serious breaches of behaviour.
- All cases occurred between the summer and winter of 2010.
- More information cannot be provided to protect the privacy of the employees involved.

CBC Radio-Canada

Liliane Le <liliane.le@cbc.ca>

Rép. : Public Service Employee Survey

1 message

Guylaine Mayrand <Guylaine.Mayrand@radio-canada.ca> 28 February 2013 07:25
To: Monique Marcotte <Monique.Marcotte@cbc.ca>
Cc: FRANCINE LEFEBVRE <FRANCINE.LEFEBVRE@cbc.ca>, LILIANE LE <LILIANE.LE@cbc.ca>, Shaun Poulter <Shaun.Poulter@cbc.ca>

Good morning Monique,

From my knowledge, I don't remind have receiving that kind of survey. I had a look to Roula's account and can't find anything.
Have a nice day.

Guylaine

Guylaine Mayrand

Adjointe exécutive / Executive Assistant
Bureau de la vice-présidente, Personnes et Culture
Office of the Vice-President, People and Culture
Tél. / Tel: 514-597-5581
Télécopieur / Facsimile: 514-597-5560
@: guylaine.mayrand@radio-canada.ca

CBC Radio-Canada

>>> Monique Marcotte <monique.marcotte@cbc.ca> 27 Février, 2013 18:03 >>>
Bonjour Mesdames,

As you know, we are preparing Hubert for his appearance before the parliamentary committee on Status of Women next week. One of the questions the committee has been asking is whether employers participated in the above survey. We believe we were not requested to do so because we are not considered part of the public service.

Can you please confirm that you did not receive such a request (probably from the Treasury Board) at either Hubert's or Roula's office?

Thank you.
Monique

--
NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Interim Executive Director, English Services Human Resources / Directrice générale par intérim, Ressources humaines, services anglais

Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: Toronto 416.205.3334; Ottawa 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

CBC Radio-Canada

Liliane Le <liliane.le@cbc.ca>

Tr: Transcriptions - Sun News - Ezra Levant et Brian Lilley

3 messages

France Belisle <France.Belisle@radio-canada.ca> 6 February 2013 09:21
To: ANGUS MCKINNON <ANGUS.MCKINNON@cbc.ca>, LILIANE LE <LILIANE.LE@cbc.ca>

Done! 0;)

-------- Forwarded message --------
From: "Centre de traitement de texte" <Centre.Traitement.Texte@RADIO-CANADA.CA>
To: "France Belisle" <France.Belisle@RADIO-CANADA.CA>
Cc:
Date: Wed, 06 Feb 2013 08:54:57 -0500
Subject: Transcriptions - Sun News - Ezra Levant et Brian Lilley

Bonjour,

Je vous fais parvenir les 4 transcriptions demandÃ©es.

EspÃ©rant le tout Ã votre satisfaction.

Merci!

Line Massicotte
Centre de traitement de textes
4101

4 attachments

January 31 2013 - Ezra Levant - Suzuki's campus visit - Sun News.doc
53K

February 1 2013 - Brian Lilley - Questionnable conduct at CBC - Sun News .doc
39K

February 1 2013 - Ezra Levant - Uncharitable Suzuki's - Sun News.doc
40K

January 30 2013 - Brian Lilley - Questionnable conduct at CBC - Sun News.doc
41K

LILIANE LE <liliane.le@cbc.ca> 28 February 2013 09:50
To: Carole Bordeleau <carole.bordeleau@cbc.ca>

here are the eng ones for formatting.

once done; if you can convert them in pdf and organize them in chronological order and collate them in ENG & FR that would be great.

-------- Forwarded message --------
From: **France Belisle** <France.Belisle@radio-canada.ca>
Date: 6 February 2013 09:21
Subject: Tr: Transcriptions - Sun News - Ezra Levant et Brian Lilley
To: ANGUS MCKINNON <ANGUS.MCKINNON@cbc.ca>, LILIANE LE <LILIANE.LE@cbc.ca>

Done! 0;)

-------- Forwarded message --------
From: "Centre de traitement de texte" <Centre.Traitement.Texte@RADIO-CANADA.CA>
To: "France Belisle" <France.Belisle@RADIO-CANADA.CA>
Cc:
Date: Wed, 06 Feb 2013 08:54:57 -0500
Subject: Transcriptions - Sun News - Ezra Levant et Brian Lilley

Bonjour,

Je vous fais parvenir les 4 transcriptions demandÃ©es.

EspÃ©rant le tout Ã votre satisfaction.

Merci!

Line Massicotte
Centre de traitement de textes
4101

--

Liliane Lê
Chef, Relations gouvernementales
Manager, Government Relations
CBC/Radio-Canada
T: +1.613.288.6272
C: +1.613.299.5254
Liliane.Le@cbc.ca

CBC Radio-Canada

4 attachments

January 31 2013 - Ezra Levant - Suzuki's campus visit - Sun News.doc
53K

February 1 2013 - Brian Lilley - Questionnable conduct at CBC - Sun News .doc
39K

February 1 2013 - Ezra Levant - Uncharitable Suzuki's - Sun News.doc
40K

January 30 2013 - Brian Lilley - Questionnable conduct at CBC - Sun News.doc
41K

CAROLE BORDELEAU <CAROLE.BORDELEAU@cbc.ca> 28 February 2013 16:08

To: LILIANE LE <LILIANE.LE@cbc.ca>

Before I go ahead and format them in PDF ... I think I might ask you to have a look in case you want to make any changes.

THX

Carole

>>> LILIANE LE <liliane.le@cbc.ca> 2/28/2013 9:50 am >>>
[Quoted text hidden]

CBC Radio-Canada

Liliane Le <liliane.le@cbc.ca>

Re: ATIP requests on harassment

7 messages

PETER HULL <PETER.HULL@cbc.ca> 20 February 2013 08:37
To: Monique Marcotte <Monique.Marcotte@cbc.ca>
Cc: LILIANE LE <LILIANE.LE@cbc.ca>, Patricia Vincent <Patricia.Vincent@cbc.ca>, Sylvie Gadoury <Sylvie.Gadoury@radio-canada.ca>

Monique, Will do.

Sylvie, Info

>>> Monique Marcotte <monique.marcotte@cbc.ca> 2/20/2013 8:00 AM >>>
Good morning Peter,
I understand we continue to receive requests on harassment cases, with two new requests within the past week.

We are preparing Hubert for an appearance before the parliamentary committee on the Status of Women, and will be addressing the recent stories in Sun Media, but I also want to ensure that we include all our responses to Atip requests.

Could you please provide with a list of all the requests related to harassment., discrimination or inappropriate behaviour in the past two years; whether we responded or not. I would need this information as soon as possible.

Thanks. Monique

Shaun Poulter <Shaun.Poulter@cbc.ca> 20 February 2013 11:31
To: LILIANE LE <LILIANE.LE@cbc.ca>

Liliane,

Here's the note from Peter. You'll have to make sure HTL is aware of what these other requests are about.

--------- Forwarded message ---------
From: "PETER HULL" <PETER.HULL@CBC.CA>
To: "Monique Marcotte" <Monique.Marcotte@cbc.ca>
Cc: "Patricia Vincent" <Patricia.Vincent@CBC.CA>, "Shaun Poulter" <Shaun.Poulter@CBC.CA>, "Sylvie Gadoury" <Sylvie.Gadoury@RADIO-CANADA.CA>
Date: Wed, 20 Feb 2013 08:37:26 -0500
Subject: Re: ATIP requests on harassment
Monique, Will do.

Sylvie, Info

>>> Monique Marcotte <monique.marcotte@cbc.ca> 2/20/2013 8:00 AM >>>
Good morning Peter,

I understand we continue to receive requests on harassment cases, with two new requests within the past week.

We are preparing Hubert for an appearance before the parliamentary committee on the Status of Women, and will be addressing the recent stories in Sun Media, but I also want to ensure that we include all our responses to Atip requests.

Could you please provide with a list of all the requests related to harassment., discrimination or inappropriate behaviour in the past two years; whether we responded or not. I would need this information as soon as possible.

Thanks. Monique

Shaun Poulter <Shaun.Poulter@cbc.ca> 20 February 2013 12:14
To: LILIANE LE <LILIANE.LE@cbc.ca>

FYI Liliane

-------- Forwarded message --------
From: "PETER HULL" <PETER.HULL@CBC.CA>
To: "Monique Marcotte" <Monique.Marcotte@cbc.ca>
Cc: "CHANTAL AMAND" <CHANTAL.AMAND@CBC.CA>, "Patricia Vincent" <Patricia.Vincent@CBC.CA>, "Shaun Poulter" <Shaun.Poulter@CBC.CA>, "Sylvie Gadoury" <Sylvie.Gadoury@RADIO-CANADA.CA>
Date: Wed, 20 Feb 2013 12:10:21 -0500
Subject: Fwd: Re: ATIP requests on harassment
Monique,

As requested. Lists in PDF's below: one PDF for harassment, one PDF for harcelement, and one PDF for inappropriate behaviour.

If we can help further, let me know

>>> PETER HULL 2/20/2013 8:37 AM >>>
Monique, Will do.

Sylvie, Info

>>> Monique Marcotte <monique.marcotte@cbc.ca> 2/20/2013 8:00 AM >>>
Good morning Peter,
I understand we continue to receive requests on harassment cases, with two new requests within the past week.

We are preparing Hubert for an appearance before the parliamentary committee on the Status of Women, and will be addressing the recent stories in Sun Media, but I also want to ensure that we include all our responses to Atip requests.

Could you please provide with a list of all the requests related to harassment., discrimination or inappropriate behaviour in the past two years; whether we responded or not. I would need this information as soon as possible.

Thanks. Monique

---

3 attachments

Harassment.pdf
15K

Harcèlement.pdf
8K

inapproriate behavior.pdf
11K

Monique Marcotte <monique.marcotte@cbc.ca> 27 February 2013 17:54
To: PETER HULL <PETER.HULL@cbc.ca>
Cc: CHANTAL AMAND <CHANTAL.AMAND@cbc.ca>, Patricia Vincent <Patricia.Vincent@cbc.ca>, Shaun Poulter <Shaun.Poulter@cbc.ca>, Sylvie Gadoury <Sylvie.Gadoury@radio-canada.ca>, LILIANE LE <LILIANE.LE@cbc.ca>

Hello Peter,
Thank you for the information.

As I read it, we have received 29 requests since 2007 and have disclosed full documents for six requests and partial documents for 7 requests.

As we continue to prepare Hubert for his appearance, can you provide the number of pages provided for each of the following requests:

Fully disclosed:
A-2007-00344
A-2007-00391
A-2007-00392
A-2007-00394
A-2007-00530
A-2009-00078

Partially disclosed:
A-2007-00457
A-2007-00527
A-2009-00079
A-2010-00179
A-2010-00180
A-2012-00029 (1454 pages)
A-2012-00030

I would need this information as quickly as possible - by noon Friday at the latest.

Thanks in advance for your usual cooperation.

Take care,
Monique

On Wed, Feb 20, 2013 at 12:10 PM, PETER HULL <PETER.HULL@cbc.ca> wrote:
> Monique,

As requested. Lists in PDF's below: one PDF for harassment, one PDF for harcelement, and one PDF for inappropriate behaviour.

If we can help further, let me know

>>> PETER HULL 2/20/2013 8:37 AM >>>
[Quoted text hidden]

—

NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Interim Executive Director, English Services Human Resources / Directrice générale par intérim, Ressources humaines, services anglais
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: Toronto 416.205.3334; Ottawa 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

---

PETER HULL <PETER.HULL@cbc.ca> 28 February 2013 07:50
To: Monique Marcotte <Monique.Marcotte@cbc.ca>, NATHALIE RICARD <NATHALIE.RICARD@cbc.ca>
Cc: CHANTAL AMAND <CHANTAL.AMAND@cbc.ca>, LILIANE LE <LILIANE.LE@cbc.ca>, Patricia Vincent <Patricia.Vincent@cbc.ca>, Shaun Poulter <Shaun.Poulter@cbc.ca>, Sylvie Gadoury <Sylvie.Gadoury@radio-canada.ca>

Monique, Will do.

Nathalie, See me pls. Am in office now if you are too. Thanks

>>> Monique Marcotte <monique.marcotte@cbc.ca> 2/27/2013 5:54 PM >>>
[Quoted text hidden]
*NB - I've moved to Google Mail effective Feb. 2, 2013. If you are
still
using Groupwise, please remove my name from your Frequent contacts
before
sending an email or I may not receive it.*
[Quoted text hidden]

------- Forwarded message --------
From: "PETER HULL" <PETER.HULL@CBC.CA>

To: "Monique Marcotte" <Monique.Marcotte@cbc.ca>
Cc: "CHANTAL AMAND" <CHANTAL.AMAND@CBC.CA>, "Patricia Vincent" <Patricia.Vincent@CBC.CA>, "Shaun Poulter" <Shaun.Poulter@CBC.CA>, "Sylvie Gadoury" <Sylvie.Gadoury@RADIO-CANADA.CA>
Date: Wed, 20 Feb 2013 12:10:21 -0500
Subject: Fwd: Re: ATIP requests on harassment
Monique,

As requested. Lists in PDF's below: one PDF for harassment, one PDF for harcelement, and one PDF for inappropriate behaviour.

If we can help further, let me know

>>> PETER HULL 2/20/2013 8:37 AM >>>
Monique, Will do.

Sylvie, Info

>>> Monique Marcotte <monique.marcotte@cbc.ca> 2/20/2013 8:00 AM >>>
Good morning Peter,
I understand we continue to receive requests on harassment cases, with two new requests within the past week.

We are preparing Hubert for an appearance before the parliamentary committee on the Status of Women, and will be addressing the recent stories in Sun Media, but I also want to ensure that we include all our responses to Atip requests.

Could you please provide with a list of all the requests related to harassment., discrimination or inappropriate behaviour in the past two years; whether we responded or not. I would need this information as soon as possible.

Thanks. Monique

---

3 attachments

Harassment.pdf
15K

Harcèlement.pdf
8K

inapproriate behavior.pdf
11K

PETER HULL <PETER.HULL@cbc.ca> 1 March 2013 08:31
To: Monique Marcotte <Monique.Marcotte@cbc.ca>
Cc: CHANTAL AMAND <CHANTAL.AMAND@cbc.ca>, LILIANE LE <LILIANE.LE@cbc.ca>, Patricia Vincent <Patricia.Vincent@cbc.ca>, Shaun Poulter <Shaun.Poulter@cbc.ca>

Monique,

We have prepared a report to provide you with the answers you need concerning the number of pages released in answer to harassment etc files. That report is at the pdf attached below and combines the three

lists I sent you earlier. As you review it you will see that it shows where we went for records; the number of pages provided to us; and the number of pages released.

In addition to the 29 requests that relate directly to the subject, you will see three additional files are identified at the bottom of the report that are indirectly related to the subject.

Here is a quick overview of the report:

Total of requests received since 2007 (including three indirectly related files as noted above) : 32

Requests All disclosed: 7
Requests Disclosed in part: 7

Requests where no records were provided: 16
(includes dispositions of "does not exist" and "unable to process" and "abandoned after fee estimate")

Requests in process: 2
(not tasked for retrieval of documents yet, revised HR search estimate received yesterday)

If you need to see the actual records that we treated, let me know and I can send them to you within an hour of you asking.

>>> PETER HULL 2/28/2013 7:50 AM >>>
[Quoted text hidden]

--------- Forwarded message ---------
From: "PETER HULL" <PETER.HULL@CBC.CA>
To: "Monique Marcotte" <Monique.Marcotte@cbc.ca>
Cc: "CHANTAL AMAND" <CHANTAL.AMAND@CBC.CA>, "Patricia Vincent" <Patricia.Vincent@CBC.CA>, "Shaun Poulter" <Shaun.Poulter@CBC.CA>, "Sylvie Gadoury" <Sylvie.Gadoury@RADIO-CANADA.CA>
Date: Wed, 20 Feb 2013 12:10:21 -0500
Subject: Fwd: Re: ATIP requests on harassment
Monique,

As requested. Lists in PDF's below: one PDF for harassment, one PDF for harcelement, and one PDF for inappropriate behaviour.

If we can help further, let me know

>>> PETER HULL 2/20/2013 8:37 AM >>>
Monique, Will do.

Sylvie, Info

>>> Monique Marcotte <monique.marcotte@cbc.ca> 2/20/2013 8:00 AM >>>
Good morning Peter,
I understand we continue to receive requests on harassment cases, with two new requests within the past week.

We are preparing Hubert for an appearance before the parliamentary

committee on the Status of Women, and will be addressing the recent stories in Sun Media, but I also want to ensure that we include all our responses to Atip requests.

Could you please provide with a list of all the requests related to harassment., discrimination or inappropriate behaviour in the past two years; whether we responded or not. I would need this information as soon as possible.

Thanks. Monique

---

4 attachments

Harassment.pdf
15K

Harcèlement.pdf
8K

inapproriate behavior.pdf
11K

Harassment Report Info_V2.pdf
8K

PETER HULL <PETER.HULL@cbc.ca> 1 March 2013 10:06
To: LILIANE LE <LILIANE.LE@cbc.ca>

>>> PETER HULL 2/20/2013 12:10 PM >>>
Monique,

As requested. Lists in PDF's below: one PDF for harassment, one PDF for harcelement, and one PDF for inappropriate behaviour.

If we can help further, let me know

>>> PETER HULL 2/20/2013 8:37 AM >>>
[Quoted text hidden]

---

3 attachments

Harassment.pdf
15K

Harcèlement.pdf
8K

inapproriate behavior.pdf
11K

CBC Radio-Canada

Liliane Le <liliane.le@cbc.ca>

Plan médias- pour condition féminine

1 message

France Belisle <france.belisle@radio-canada.ca> 4 March 2013 16:23
To: Hubert T Lacroix <ht.lacroix@cbc.ca>, "LEFEBVRE, FRANCINE" <francine.lefebvre@cbc.ca>, Shaun Poulter <Shaun.Poulter@cbc.ca>, LILIANE LE <liliane.le@cbc.ca>, Angus Mckinnon <ANGUS.MCKINNON@cbc.ca>, Martine Menard <Martine.Menard@cbc.ca>, Bill Chambers <Bill.Chambers@cbc.ca>, France Belisle <france.belisle@radio-canada.ca>

Voila!
Étant donné que certaines discussions sont toujours en cours, nous ne communiquerons avec aucun médias ce soir.
Hubert, ce serait bien de prévoir 15 minutes avec Angus demain pour revoir le plan et aborder les possibles questions de journalistes.
France

France Belisle
Chef, Relations avec les médias et Gestion des enjeux/ Manager, Media Relations and Issues Management
france.belisle@radio-canada.ca
cell: 613.301.0552
bur: 613.288.6039

conditionfémine_plan_medias_4mars.docx
50K

CBC Radio-Canada

Liliane Le <liliane.le@cbc.ca>

Fwd: Clippings - harrassment

1 message

Bill Chambers <bill.chambers@cbc.ca> 4 March 2013 21:29
To: Hubert T Lacroix <ht.lacroix@cbc.ca>
Cc: Shaun Poulter <shaun.poulter@cbc.ca>, "Le, Liliane" <liliane.le@cbc.ca>

The .pdf attachment (not the blog) gives the specific wording of the English and the French.
B

------- Forwarded message ---------
From: **Angus Mckinnon**
Date: Monday, March 4, 2013
Subject: Clippings - harrassment
To: "Chambers, Bill" <bill.chambers@cbc.ca>
Cc: France Belisle <France.Belisle@radio-canada.ca>

Hey Bill,

Attached are the clippings (scanned from my files, sorry about the underlining, etc.), as promised.

In addition to what appeared in the papers and on the Sun websites (attached), Lilley also posted this on his blog:

http://blogs.canoe.ca/lilleyspad/general/update-on-cbc-harassment/

That's all there was as far as I know. Let me know if you need anything else.

A

--

Angus McKinnon
Director, Communication Services and Corporate Spokesperson
Directeur, Service des communications et porte-parole institutionnel
CBC/Radio-Canada
Tel.: (613) 288-6235
Cell: (613) 296-1057
angus.mckinnon@cbc.ca

--

W. B. Chambers
Vice président/Vice-President,
Brand, Communications, Corporate Affairs/ Image de marque, Communication, Affaires institutionnelles
CBC/Radio-Canada
tel. 613 288-6181
cell. 416 427-8485
e: bill.chambers@cbc.ca

visit: www.cbc.radio-canada.ca

Lilley on harrassment.pdf
678K

LE JOURNAL DE MONTRÉAL, JEUDI 31 JANVIER 2013
p.20

RADIO-CANADA/CBC

Nombreux cas de harcèlement

OTTAWA | (Agence QMI) Des documents portant sur des «cas de harcèlement et de comportements inappropriés» à Radio-Canada/CBC soulèvent plus de questions qu'ils n'offrent de réponses.

En réplique à une demande de l'Agence QMI en vertu de la Loi sur l'accès à l'information sur les écarts de conduite concernant le personnel de la société d'État, Radio-Canada/CBC a remis une pile de documents faisant état de 1454 dossiers traités entre le 1er janvier 2010 jusqu'à la moitié de 2012 et ce, uniquement aux bureaux de Toronto et Ottawa.

Les informations concernant le type de plaintes, leur gravité et comment elles furent traitées ont été censurées, mais il est évident que les problèmes sont nombreux.

«Il y a trop de dossiers, et je suis en train de tous les mélanger dans ma tête», a écrit un employé, dont le nom est inconnu, à un gestionnaire des ressources humaines à Radio-Canada/CBC.

La GRC elle aussi concernée

La publication de ces documents survient au moment où la GRC est plongée dans une série d'allégations à propos de cas de harcèlement à l'interne, et qu'un comité des Communes examine la question du harcèlement sexuel au sein de l'appareil gouvernemental.

Le comité a déjà entendu la GRC et des ministères, mais pas Radio-Canada/CBC.

L'information remise par la société d'État ne donne aucune indication sur le statut des dossiers, ni combien d'argent a pu être versé lors de règlements.

Des documents fournis antérieurement ont révélé que les contribuables assumeraient les versements d'indemnité, le coût des enquêtes et les frais juridiques.

Radio-Canada/CBC aurait remboursé quelque 30 factures à des avocats et à des enquêteurs à Toronto, Montréal et Halifax pour régler des cas de harcèlement.

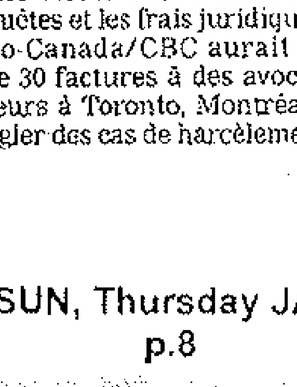
THE OTTAWA SUN, Thursday JANUARY 31, 2013
p.8

CBC workers behave badly — and we pay

Documents regarding "reports of harassment or inappropriate behaviour" at CBC are leading to more questions than answers.

In response to a QMI Agency access to information request about conduct unbecoming at the state broadcaster, CBC released a file indicating some 1,454 documents existed. The documents, which all relate to complaints involving CBC employees, date from Jan. 1, 2010, until mid-2012 and cover just two offices — Toronto headquarters and Ottawa.

The files have had most information, including the types of complaints, severity and how they were dealt with, blacked out but it's clear there are plenty of problems. "Too many cases and I'm getting them mixed up in my mind," wrote an undisclosed employee to a CBC HR manager. The documents don't explain the status of the cases or how much money might have been paid out.



Previous documents showed taxpayers may be on the hook for regular settlement payouts, investigations and legal fees. A request for records indicating amounts paid to investigate complaints in the 2009-2010 fiscal year returned plenty of invoices but no dollar figure.

According to those documents, CBC paid out some 30 invoices that year to lawyers and investigators to settle harassment cases.

— QMI Agency

WWW.JOURNALDEMONTREAL.COM, MERCREDI 30 JANVIER 2013
19H17

Radio-Canada/CBC
De nombreux cas de comportements «inappropriés»

Agence QMI

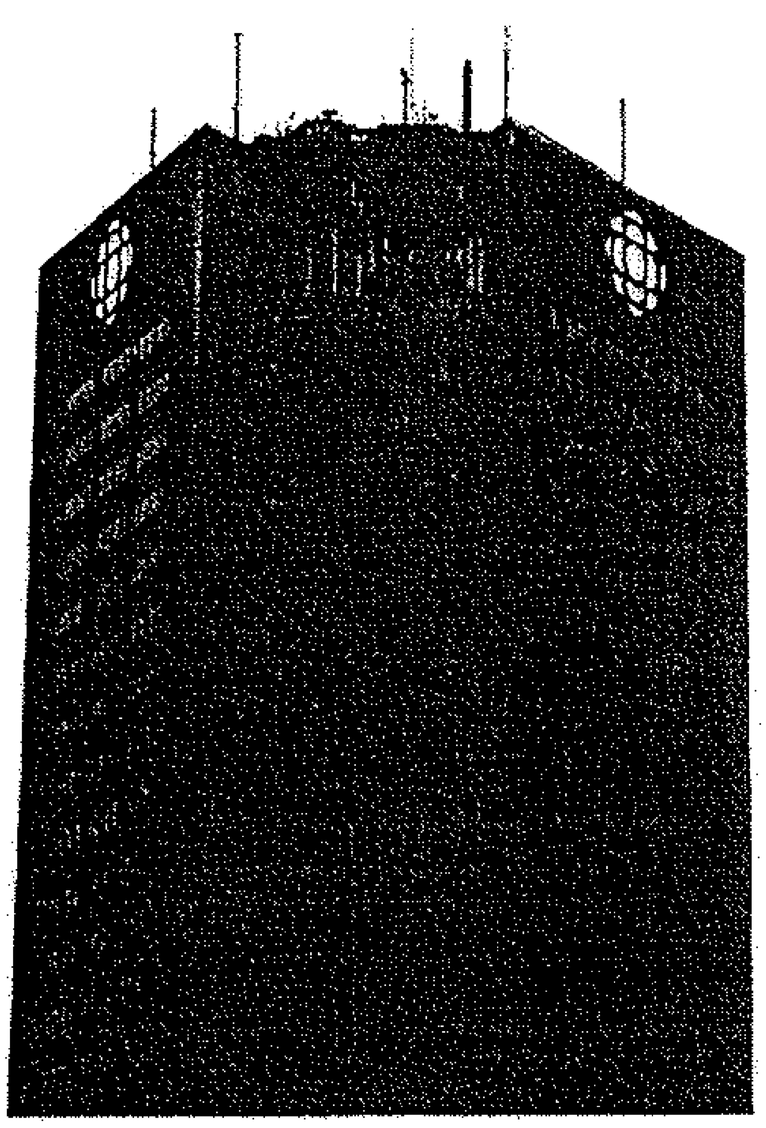


Photo Agence QMI / Archives

OTTAWA – Des documents portant sur des «cas de harcèlement et de comportements inappropriés» à Radio-Canada/CBC soulèvent plus de questions qu'ils n'offrent de réponses.

En réplique à une demande de l'Agence QMI en vertu de la Loi sur l'accès à l'information sur les écarts de conduite concernant le personnel de la société d'État, Radio-Canada/CBC a remis une pile de documents faisant état de 1454 dossiers traités entre le 1er janvier 2010 jusqu'à la moitié de 2012 et ce, uniquement aux bureaux de Toronto et Ottawa.

La plupart des informations concernant le type de plaintes, leur gravité et comment elles furent traitées ont été censurées, mais il est évident que les problèmes sont nombreux.

«Il y a trop de dossiers, et je suis en train de tous les mélanger dans ma tête», a écrit un employé, dont le nom est inconnu, à un gestionnaire des ressources humaines à Radio-Canada/CBC.

La publication de ces documents survient au moment où la GRC est plongée dans une série d'allégations à propos de cas de harcèlement à l'interne, et qu'un comité des Communes examine la question du harcèlement sexuel au sein de l'appareil gouvernemental. Le comité a déjà entendu la GRC et des ministères, mais par Radio-Canada/CBC.

L'information remise par la société d'État ne donne aucune indication sur le statut des dossiers, ni combien d'argent a pu être versé lors de règlements.

Des documents fournis antérieurement ont révélé que les contribuables assumeraient les versements d'indemnité, le coût des enquêtes et les frais juridiques.

Radio-Canada/CBC aurait remboursé quelque 30 factures à des avocats et à des enquêteurs à Toronto, Montréal et Halifax pour régler des cas de harcèlement, mais la valeur de ces ententes est inconnue.

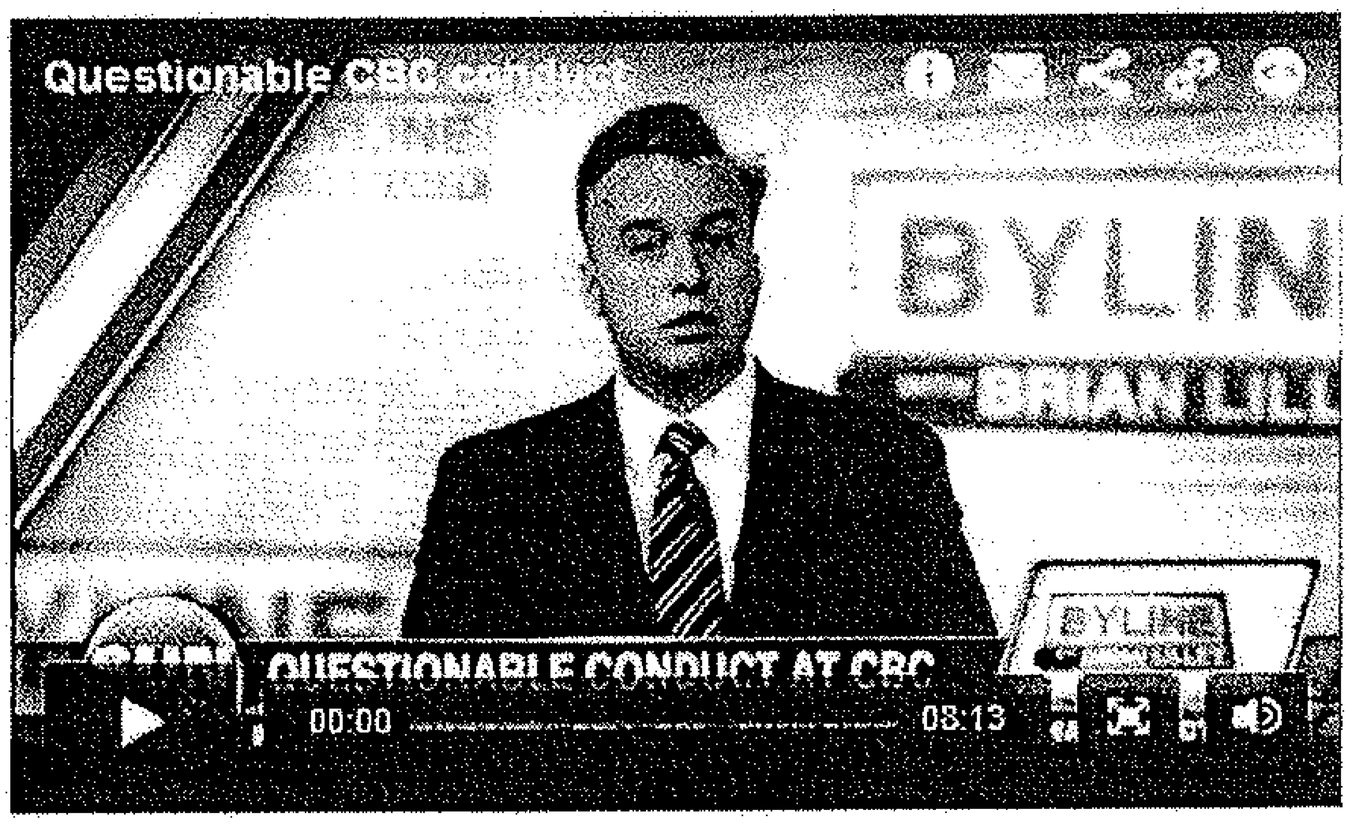
www.journaldemontreal.com/2013/01/30/de-nombreux-cas-de-comportements-inappropries

WWW.SUNNEWSNETWORK.CA, WEDNESDAY JANUARY 30, 2013

Documents suggest CBC a harassing kind of place

Credits: SUN NEWS NETWORK

QMI Agency



OTTAWA — Documents regarding "reports of harassment or inappropriate behaviour" at CBC are leading to more questions than answers.

In response to a QMI Agency access to information request about conduct unbecoming at the state broadcaster, CBC released a file indicating some 1,454 documents existed. The documents, which all relate to complaints involving CBC employees, date from Jan. 1, 2010, until mid-2012 and cover just two offices – Toronto headquarters and Ottawa.

The files have had most information, including the types of complaints, the severity and how they were dealt with, blacked out but it's clear there are plenty of problems.

"Too many cases and I'm getting them mixed up in my mind," wrote an undisclosed employee to a CBC HR manager.

The release of the documents comes as the RCMP deal with a string of harassment allegations in its own agency, and as a Commons committee examines sexual harassment in the federal workplace. The committee has already heard from the Mounties and several other departments but not CBC.

The documents don't explain the status of the cases or how much money might have been paid out in settlements.

A previous document release showed taxpayers may be on the hook for regular settlement payouts, investigations and legal fees. A request for records indicating amounts paid to investigate complaints in the 2009-2010 fiscal year returned plenty of invoices but no dollar figure.

According to those documents, CBC paid out some 30 invoices that year to lawyers and investigators in Toronto, Montreal and Halifax to settle harassment cases.

www.sunnewsnetwork.ca/sunnews/politics/archives/2013/01/20130130-171909.html

LE JOURNAL DE MONTRÉAL, VENDREDI 1er FÉVRIER 2013
p.21

RADIO-CANADA | HARCÈLEMENT

Peu de cas, estime le PDG Hubert Lacroix

OTTAWA | (Agence QMI) Le président-directeur général de Radio-Canada, Hubert Lacroix, a affirmé hier que CBC/Radio-Canada n'est pas submergée par des cas de harcèlement à l'intérieur de ses murs.

M. Lacroix a indiqué que les pages que la société d'État a remises à Sun News à la suite d'une demande d'accès à l'information sur le sujet ne portaient que sur moins de dix cas.

«Nous vous avons donné 1454 pages, des copies de courriels entre personnes. C'étaient des questions, des gens qui tentaient de se rejoindre. Il y a moins de dix cas liés à la demande d'accès à l'information, a insisté Hubert Lacroix. C'est bien documenté, a -t-il ajouté M. Lacroix, en tenant toutefois à signaler qu'un dossier de harcèlement en est un de trop.

HUBERT LACROIX
Pdg de la SRC

Un acte inacceptable

«Nous considérons toutes les formes de discrimination, notamment le harcèlement discriminatoire ou sexuel, comme un acte inacceptable que nous ne tolérons pas. Nous déployons tous les efforts possibles pour protéger les employés à cet égard. Tous les employés ont droit à la dignité et au respect. Ces valeurs sont clairement énoncées dans nos politiques», de préciser hier CBC/Radio-Canada.

Les documents obtenus par Sun News portaient sur des dossiers ayant été traités aux bureaux de Toronto et d'Ottawa de la société d'État du 1er janvier 2010 jusqu'à la moitié de 2012.

THE OTTAWA SUN, Friday FEBRUARY 1, 2013
p.21

Doing the CBC shuffle

Queries about inappropriate behaviour rankles state broadcaster boss

SUN NEWS
BRIAN LILLEY
Parliamentary Bureau
brian.lilley@sunmedia.ca
@brianlilley
lilleyspad.ca

CBC loves to ask questions but the state broadcaster's president Hubert Lacroix has shown once again that he hates taking them.

Lacroix was asked about a release of documents — some 1,454 pages — related to harassment and inappropriate behaviour in just two CBC offices in Ottawa and Toronto.

"Are you sure that you want me to answer this question?" Lacroix sighed at our reporter.

Well, the answer of course is yes, that's why he was asked. Lacroix then went on to try to explain away the story by answering a completely different question.

The story started Wednesday night on my TV program *Byline* on Sun News, where I showed a massive pile of papers, the response to an access to information request to CBC asking for "e-mails, memos and reports of harassment and inappropriate behaviour" at their Ottawa and Toronto offices.

The file, which covered from Jan. 1, 2010 until last July, came back with 1,454 pages.

That is a staggering amount of paperwork for just two offices of the state broadcaster. Unfortunately, most of the information was blacked out. One revealing e-mail, though, showed this was not all about one or two cases.

"Too many cases and I'm getting them mixed up in my mind," wrote an undisclosed employee to a CBC HR manager.

Given the recent allegations of sexual harassment at the RCMP and the stunning revelations of a BBC star's decades-long predatory prowl through Britain's state broadcaster, asking questions about what happens at CBC is not out of order. But Lacroix doesn't like being questioned and so he attacked the messenger.

"I read this morning in your newspapers that the indication was that we were involved in 1,450 of these cases. The real answer is, we gave you 1,450 pages," Lacroix said.

Actually, in our on-air and in-print stories we only ever reported that there were 1,454 PAGES regarding complaints of harassment and inappropriate behaviour. We also specifically said there was no way to tell how many cases there were because CBC removed all pertinent information, including the number of cases, how they were dealt with and so on.

Removing personal information is understandable, but CBC goes beyond that. They don't want you to know about any untoward behaviour at the state broadcaster.

Yet when news of trouble inside the RCMP broke, CBC devoted more air time to the subject than any other broadcast outlet in the country. Aggressive questions were asked of the police force and the government regarding policies and the work environment inside the Mounties.

Now questions about his own organization are met with Lacroix's famous disdain. To his credit, he did admit that one case is too many.

"We have less than 10, it's documented, well actually one more than zero is not something that we are very proud of, that we work very hard on," Lacroix said.

Good. But there are still unanswered questions. What is the nature of the complaints at CBC? Are we talking about inappropriate jokes or sexual harassment?

How much are taxpayers on the hook for when CBC reaches a settlement? That would tell us how serious these issues are.

From April 1, 2009 to March 31, 2010, CBC paid out some 30 invoices to investigators and lawyers regarding harassment claims. Why? And what is being paid out now?

Currently, the Commons Standing Committee on the Status of Women is studying the issue of sexual harassment in the federal workplace. I'd say CBC is a good candidate for their work.

CBC Radio-Canada

Liliane Le <liliane.le@cbc.ca>

Re: relations médias - le plan

5 messages

ANGUS MCKINNON <angus.mckinnon@cbc.ca> 4 March 2013 14:26
To: Shaun Poulter <shaun.poulter@cbc.ca>
Cc: France Belisle <france.belisle@radio-canada.ca>, Martine Menard <Martine.Menard@cbc.ca>, Bill Chambers <Bill.Chambers@cbc.ca>, LILIANE LE <liliane.le@cbc.ca>

Noted. Thanks Shaun.
A

2013/3/4 Shaun Poulter <shaun.poulter@cbc.ca>
> Please take out in the Q and A. It will not appear in the remarks.
>
> (recommendation from legal). s.21(1)(b)
>
> s.23
>
> 2013/3/4 France Belisle <france.belisle@radio-canada.ca>
> > Bonjour,
> > Vous trouverez un update du plan en attaché.
> > notez que Angus se rendra sur place. Je resterai ici pour gérer les médias sociaux et les envois du matin.
> > F
> >
> > France Belisle
> > Chef, Relations avec les médias et Gestion des enjeux/ Manager, Media Relations and Issues Management
> > france.belisle@radio-canada.ca
> > cell: 613.301.0552
> > bur: 613.288.6039

--
Shaun Poulter
Senior Director, Premier directeur
Government Relations/ Relations gouvernementales
CBC/ Radio-Canada
Tel: (613) 288-6233
Cell: (613) 791-8054
shaun.poulter@cbc.ca

--

Angus McKinnon
Director, Communication Services and Corporate Spokesperson
Directeur, Service des communications et porte-parole institutionnel
Tel.: (613) 288-6235
Cell: (613) 296-1057

angus.mckinnon@cbc.ca

France Belisle <france.belisle@radio-canada.ca> 4 March 2013 15:37
To: Shaun Poulter <shaun.poulter@cbc.ca>
Cc: Martine Menard <Martine.Menard@cbc.ca>, Bill Chambers <Bill.Chambers@cbc.ca>, LILIANE LE <liliane.le@cbc.ca>, ANGUS MCKINNON <ANGUS.MCKINNON@cbc.ca>

Shaun, je fais les modifs. Martine, oui je fais traduire.
Je renvoie le tout sous peu. i love google!

France Belisle
Chef, Relations avec les médias et Gestion des enjeux/ Manager, Media Relations and Issues Management
france.belisle@radio-canada.ca
cell: 613.301.0552
bur: 613.288.6039

Le 4 mars 2013 14:14, Shaun Poulter <shaun.poulter@cbc.ca> a écrit :

> Please take out in the Q and A. It will not appear in the remarks.
>
> (recommendation from legal). **s.21(1)(b)**
>
> **s.23**
>
> 2013/3/4 France Belisle <france.belisle@radio-canada.ca>
>
> > Bonjour,
> > Vous trouverez un update du plan en attaché.
> > notez que Angus se rendra sur place. Je resterai ici pour gérer les médias sociaux et les envois du matin.
> > F
> >
> > France Belisle
> > Chef, Relations avec les médias et Gestion des enjeux/ Manager, Media Relations and Issues Management
> > france.belisle@radio-canada.ca
> > cell: 613.301.0552
> > bur: 613.288.6039
>
> --
> Shaun Poulter
> Senior Director, Premier directeur
> Government Relations/ Relations gouvernementales
> CBC/ Radio-Canada
> Tel: (613) 288-6233
> Cell: (613) 791-8054
> shaun.poulter@cbc.ca

Martine Menard <martine.menard@cbc.ca> 5 March 2013 09:55
To: France Belisle <france.belisle@radio-canada.ca>
Cc: Shaun Poulter <shaun.poulter@cbc.ca>, Bill Chambers <Bill.Chambers@cbc.ca>, LILIANE LE <liliane.le@cbc.ca>, ANGUS MCKINNON <ANGUS.MCKINNON@cbc.ca>

Est-ce le plan final.

[Quoted text hidden]
--

Martine Ménard
Senior Director / Première directrice
Corporate Communications / Communications institutionnelles
(613) 288-6184
martine.menard@cbc.ca

France Belisle <france.belisle@radio-canada.ca> 5 March 2013 10:13
To: Martine Menard <martine.menard@cbc.ca>
Cc: Shaun Poulter <shaun.poulter@cbc.ca>, Bill Chambers <Bill.Chambers@cbc.ca>, LILIANE LE <liliane.le@cbc.ca>, ANGUS MCKINNON <ANGUS.MCKINNON@cbc.ca>

La version envoyée ves 16h20 hier est la bonne.
la revoici pour éviter toutes confusions.
F

France Belisle
Chef, Relations avec les médias et Gestion des enjeux/ Manager, Media Relations and Issues Management
france.belisle@radio-canada.ca
cell: 613.301.0552
bur: 613.288.6039

Le 5 mars 2013 09:55, Martine Menard <martine.menard@cbc.ca> a écrit :
[Quoted text hidden]

---

conditionfémine_plan_medias_4mars.docx
50K

Martine Menard <martine.menard@cbc.ca> 5 March 2013 10:14
To: France Belisle <france.belisle@radio-canada.ca>
Cc: Shaun Poulter <shaun.poulter@cbc.ca>, Bill Chambers <Bill.Chambers@cbc.ca>, LILIANE LE <liliane.le@cbc.ca>, ANGUS MCKINNON <ANGUS.MCKINNON@cbc.ca>

merci - est-ce que nous avons une copie en anglais aussi.
[Quoted text hidden]

CBC/RADIO-CANADA
Policy 2.2.10: Discipline/Politique 2.2.10 Mesures disciplinaires

STATEMENT / ÉNONCÉ

The purpose of discipline is improvement. Its primary purpose is to ensure that employees will perform their duties in compliance with CBC/Radio-Canada rules, directives, regulations, instructions and procedures to meet operational and programming requirements. It is important to realize that discipline is not punishment for its own sake, but rather an attempt to correct breaches of conduct which interfere with either the CBC/Radio-Canada's operations or rights of other employees.

L'objet des mesures disciplinaires est l'amélioration. Son objet principal est de veiller à ce que les employés exécutent leurs fonctions dans le respect des règles, directives, règlements, instructions et procédures de CBC/Radio-Canada, pour atteindre les exigences opérationnelles et de programmation. Il est important de réaliser que les mesures disciplinaires n'ont pas pour objet de punir, mais plutôt d'essayer de corriger les écarts de conduite qui entravent les opérations de CBC/Radio-Canada ou les droits des autres employés.

APPLICATION

Applies to all CBC/Radio-Canada employees. The governing policies and procedures for unionized employees are found in the applicable collective agreements.

S'applique à tous les employés de CBC/Radio-Canada. Les employés syndiqués sont sujets aux politiques et procédures contenues dans les conventions collectives pertinentes.

DESCRIPTION

To provide guidance in, and ensure the competent handling of discipline. In spite of positive strategies, coaching, training and communications, disciplinary situations will arise and supervisors will need to take immediate corrective steps in a firm, fair and consistent manner which is designed to return the employee to an effective conduct. These measures include verbal reprimand to dismissal.

Assurer l'orientation générale de la discipline, et veiller à son application avec compétence. Malgré l'existence de stratégies positives, l'encadrement, la formation et les communications, des problèmes de discipline peuvent se présenter et les superviseurs doivent prendre des mesures correctives immédiates, de façon ferme, juste et uniforme, afin de rétablir l'efficacité du comportement de l'employé. Ces mesures vont de la réprimande verbale au renvoi.

RESPONSIBILITY/RESPONSABILITÉ

Supervisor with guidance from senior and lateral staff when warranted and in consultation with Human Resources.

Superviseur, avec les conseils des cadres supérieurs et des collègues lorsque nécessaire et en consultation avec les Ressources humaines.

REFERENCES/RÉFÉRENCES

- Relevant Legislation
- Relevant Collective Agreements
- Human Resources Policy 2.2.15 – Harassment
- Human Resources Policy 2.2.16 – Occupational Health, Safety and Environment
- Legal Policy 2.4.2 – Legal Proceedings
- Accountability for the Management of Human Resources
- Disciplinary Report

- Législation pertinente
- Conventions collectives pertinentes
- Politique des Ressources humaines 2.2.15 – Harcèlement
- Politique des Ressources humaines 2.2.16 – Santé, sécurité et environnement
- Pouvoirs d'autorisation pour la gestion des ressources humaines
- Politique du Service juridique 2.4.2 – Poursuites
- Rapport disciplinaire

HISTORY/HISTORIQUE

Replaces previous Human Resources Policy: Discipline no. 1.7

Remplace la politique des Ressources humaine : Mesures disciplinaires n° 1.7

Informal Stage

1. If the employee's conduct does not meet the requirements of the job, an informal discussion should be held. At the employee's request and/or where applicable, a bargaining agent representative may be invited to attend.
2. The discussion should ensure that the employee is fully aware of the level of conduct that is expected, that the current level of conduct is unacceptable and that there are no impediments to achieving the expected level of conduct.
3. The supervisor defines the period of time within which the conduct is expected to improve. Supervisors must ensure that expectations are clearly communicated to the employee and regular follow-up occurs.

Formal Stage

If no improvement is shown during a specified period, formal processes are undertaken.

The Investigation

An investigation should occur before proceeding with formal disciplinary action. An employee may wish to be accompanied by a union representative, as per their collective agreement.

Documentation

The immediate supervisor must document all relevant facts.

Stade informel

1. Si le comportement de l'employé ne répond pas aux exigences de l'emploi, une discussion informelle doit avoir lieu. À la demande de l'employé et/ou lorsque nécessaire, un représentant syndical peut être invité à y participer.
2. La discussion doit avoir pour objet de veiller à ce que l'employé soit parfaitement conscient de ses obligations et du niveau de conduite qui est attendu de lui, ainsi que du fait que sa conduite actuelle est insatisfaisante et que rien ne l'empêche d'atteindre le niveau attendu de conduite.
3. Le superviseur définit la période au cours de laquelle la conduite doit s'améliorer. Les superviseurs doivent veiller à ce que leurs attentes soient communiquées clairement à l'employé et fassent l'objet d'un suivi régulier.

Stade formel

Si aucune amélioration n'apparaît au cours d'une période spécifiée, des processus formels sont entrepris.

L'enquête

Une enquête doit être effectuée avant d'engager toute mesure disciplinaire. Un employé peut demander à être accompagné d'un représentant syndical, en vertu de la convention collective.

Documentation

Le supérieur immédiat documente tous les faits pertinents.

Implementation of Discipline

The supervisor, in consultation with the Head of the department and Human Resources/Industrial Relations, will determine whether or not immediate action must be taken, i.e. supervision or removal from assignment.

Formal Discussion

1. The supervisor must hold a formal discussion with the employee and, if required the union representative. The Human Resource Manager should also attend.
2. The supervisor should discuss with the employee: the unsatisfactory work record, expectations, and the schedule for improvement. A detailed letter should be sent to the employee confirming the discussion. Regular feedback should be given to the employee and if the schedule for improvement is met, an acknowledging letter should be issued.

After formal Discussion

If the schedule for improvement has not been met, the supervisor will consult with his superior and the Human Resources Manager. Together they will determine if a second formal meeting will occur, or if the employee will be disciplined.

Disciplinary Report

The supervisor completes a disciplinary report for disciplinary action in excess of a verbal reprimand.

Mise en œuvre de la discipline

Le superviseur, en consultation avec le chef du service et les Ressources humaines/Relations industrielles déterminent si des mesures immédiates (p. ex., supervision ou retrait de l'affectation) doivent être prises ou non.

Discussion formelle

1. Le superviseur doit engager une discussion formelle avec l'employé et, si nécessaire, avec le représentant syndical. Le chef des Ressources humaines doit également participer.
2. Le superviseur doit discuter les points suivants avec l'employé : conduite insatisfaisant, attentes, et programme d'amélioration. Une lettre détaillée doit être envoyée à l'employé pour confirmer la discussion. Une rétroaction régulière doit être fournie à l'employé et, si le programme d'amélioration est respecté, une lettre doit être envoyée pour souligner l'amélioration effective.

Après la discussion formelle

Si le programme d'amélioration n'a pas été respecté, le superviseur doit consulter son supérieur et le chef des Ressources humaines. Ensemble, ils doivent déterminer si une deuxième rencontre formelle doit avoir lieu, ou si l'employé sera sujet à des procédures disciplinaires.

Rapport Disciplinaire

Le superviseur rédige un rapport disciplinaire pour toute mesure disciplinaire allant au-delà de la réprimande verbale

Communication the Disciplinary Decision

The supervisor should deliver the written decision to the employee and, where possible, speak to him privately, allowing for a representative of the union to accompany the employee, if required. Otherwise, the written decision should be delivered to the employee's home, ensuring that a delivery receipt is obtained.

Dismissal and the Return Policy of CBA/Radio-Canada Property

1. The employee should be asked immediately to hand over to the supervisor all CBC/Radio-Canada property at hand and then the supervisor and the H.R. representative should escort the employee from the premises. It is also the responsibility of the supervisor to ensure that access to CBC/Radio-Canada electronic mail, or any other communication or information systems is immediately discontinued and that the appropriate departments are notified.
2. Only the component vice-president/executive director and the Vice-President of People and Culture jointly have the power to dismiss an employee, and the requisite line of authority must review each recommendation.

Communication de la décision disciplinaire

Le superviseur doit remettre la décision écrite à l'employé et, dans la mesure du possible, lui parler en privé, en permettant à un représentant du syndicat d'accompagner l'employé, le cas échéant. Sinon, la décision écrite doit être remise au domicile de l'employé, et confirmée par accusé de réception.

Renvoi et restitution des biens de CBC/Radio-Canada

1. Le superviseur demandera immédiatement à l'employé de lui remettre tous les biens de CBC/Radio-Canada qu'il possède, puis le superviseur et le représentant des RH doivent escorter l'employé à l'extérieur des locaux. Le superviseur a également la responsabilité de veiller à ce que l'accès au courrier électronique de CBC/Radio-Canada ou à tout autre système de communication ou d'information est immédiatement supprimé et que les services appropriés en ont été informés.
2. Seul le vice-président/directeur administratif de la composante et le vice-président, Personnes et Culture partagent le pouvoir de renvoyer un employé, et chaque recommandation doit être examinée par les personnes disposant des pouvoirs nécessaires.

STATEMENT/ÉNONCÉ

CBC/Radio-Canada's Commitment:

CBC/Radio-Canada is committed to:

- provide an inclusive workplace environment free of discrimination and harassment, including sexual harassment,
- support the productivity, personal goals, dignity and self respect of all its employees and potential employees, and
- promote sensitivity to individual differences.

CBC/Radio-Canada will make every reasonable effort to ensure that no employee is subjected to discrimination and harassment in the workplace. In particular, CBC/Radio-Canada accepts responsibility to ensure that its policies, practices, work arrangements and facilities do not have unlawful discriminatory effects on those individuals protected under the Canadian Human Rights Act.

Further, CBC/Radio-Canada will not tolerate any behaviour, including from independent contractors and other individuals with whom CBC/Radio-Canada does business, that conflicts with the spirit or intent of the Canadian Human Rights Act, or any other human rights laws that are applicable to CBC/Radio-Canada's operations within or outside Canada.

L'engagement de CBC/Radio-Canada

CBC/Radio-Canada s'engage à :

- Fournir un environnement de travail inclusif, exempt de discrimination et de harcèlement, notamment le harcèlement sexuel;
- Appuyer la productivité, les objectifs personnels, la dignité et le droit au respect de tous ses employés et employés potentiels.
- Promouvoir la sensibilisation aux différences individuelles

CBC/Radio-Canada déploie tous les efforts raisonnables pour s'assurer qu'aucun employé n'est soumis à la discrimination et au harcèlement au travail. En particulier, CBC/Radio-Canada accepte la responsabilité de s'assurer que ses politiques, pratiques, conditions de travail et installations n'ont pas d'effets discriminatoires indus sur les personnes protégées par la *Loi canadienne sur les droits de la personne*.

De plus, CBC/Radio-Canada ne tolère aucun comportement, y compris de la part d'entrepreneurs indépendants et d'autres personnes avec lesquelles la Société fait affaire, qui entre en conflit avec l'esprit ou l'intention de la *Loi canadienne sur les droits de la personne*, ou avec toute autre loi sur les droits de la personne applicable aux activités de CBC/Radio-Canada au pays, comme à l'extérieur du Canada.

APPLICATION

This policy applies to all CBC/Radio-Canada employees.

La présente politique s'applique à tous les employés de CBC/Radio-Canada

DESCRIPTION

The CBC/Radio-Canada considers all forms of discrimination, including discriminatory and sexual harassment, to be unacceptable; will not tolerate its occurrence; and will make every reasonable effort to ensure that no employee is subjected to it.

As per the definitions below, discriminatory and sexual harassment are specific forms of discrimination.

Further, for any violence or threats of violence in the workplace, please refer to CBC/Radio-Canada's Work Place Violence Policy.

Definitions

1) Discrimination means:

- denying an individual employment, or goods and services, based on a prohibited ground as described below; or
- differentiating adversely between individuals in the course of employment, or in the provision of goods and services, based on a prohibited ground as described below.

Prohibited grounds are described as:

- Age
- Family status
- Race
- Marital status
- Colour
- Sexual Orientation
- Religion
- Pardoned conviction
- National or Ethnic Origin
- Mental or physical disability
- Sex (including pregnancy and childbirth)

CBC/Radio-Canada considère toutes les formes de discrimination, notamment le harcèlement discriminatoire ou sexuel, comme un acte inacceptable, qu'elle ne saurait tolérer, et elle déploie tous ses efforts raisonnables pour protéger ses employés à cet égard.

En vertu des définitions ci-dessous, le harcèlement discriminatoire et le harcèlement sexuel sont des formes particulières de discrimination.

Par ailleurs, pour tous cas de violence ou de menaces de violence au travail, se reporter à la politique sur la prévention de la violence dans le lieu de travail.

Définitions

1) Discrimination

- Le fait de refuser un emploi, ou des biens et des services, pour des motifs de distinction illicite décrits plus bas.
- Le fait de défavoriser une personne en cours d'emploi ou dans la prestation de biens et de services, pour des motifs de distinction illicite décrits plus bas.

Motifs de distinction illicite:

- Âge
- Situation de famille
- Race
- État matrimonial
- Couleur
- Orientation sexuelle
- Religion
- Condamnation pour un délit pour lequel un pardon a été octroyé
- Origine nationale ou ethnique
- Déficience mentale ou physique
- Sexe (y compris la grossesse et l'accouchement)

2) Discriminatory Harassment means:

Any conduct, comment, gesture or contact based on any of the prohibited grounds, listed above:

- that is likely to cause offence or humiliation to any employee or customer, or
- might reasonably be perceived as placing a condition on employment, employment opportunities (e.g. training, promotion) or the provision of goods and services.

Discriminatory harassment will have taken place if it is known or ought to have reasonably been known that the behaviour in question was unwelcome or inappropriate in the workplace.

Examples include:

- unwelcome remarks, jokes or taunts about an individual's racial background, colour, place of birth, citizenship or ancestry (or other prohibited ground);
- display of derogatory, racist or offensive pictures or material
- the refusal to work with an individual on the basis of his or her racial background (or other prohibited ground)

For other forms of harassment that do not involve one of the prohibited grounds listed above, please refer to CBC/Radio-Canada's Policy 2.2.21: Code of Conduct and/or where applicable, the Respect in the Workplace provisions contained in one's collective agreement.

2) *Harcèlement discriminatoire*

Le harcèlement discriminatoire désigne tout comportement, commentaire, geste ou contact fondé sur l'un des motifs de distinction illicite présentés ci-dessus :

- susceptible d'offenser ou d'humilier un employé ou un client; ou
- susceptible, dans une mesure raisonnable, d'être perçu par un employé comme imposant une condition à son emploi, à toute possibilité de formation ou de promotion ou à la prestation de biens et de services.

On considère qu'il y a eu harcèlement discriminatoire lorsqu'il est raisonnablement estimé que la personne responsable aurait dû savoir que son comportement était inopportun ou inapproprié en milieu de travail.

Exemples:

- Faire des remarques désobligeantes, des plaisanteries ou des sarcasmes, non-désirés, à propos des origines raciales d'une personne, de sa couleur, de son lieu de naissance, de sa citoyenneté ou de ses origines familiales (ou autre motif de distinction illicite).
- Montrer des images ou des matériaux dénigrants, racistes ou injurieux.
- Refuser de travailler avec une personne sur la base de ses origines raciales (ou autre motif de distinction illicite).

Pour les autres formes de harcèlement qui n'impliquent pas l'un des motifs de distinction illicite ci-dessus, se reporter à la politique 2.2.21 de CBC/Radio-Canada – *Code de conduite* et, le cas échéant, aux dispositions sur le *Respect en milieu de travail* contenues dans les conventions collectives

3) Sexual Harassment means:

As defined in the Canada Labour Code:

" any conduct, comment, gesture or contact of a sexual nature that is likely to cause offence or humiliation to any employee; or that might, on reasonable grounds, be perceived by that employee as placing a condition of a sexual nature on employment or on any opportunity for training or promotion."

Sexual harassment, which is a specific form of discriminatory harassment, is generally comprised of objectionable and offensive behaviour that may occur once or repeatedly.

Examples include:

- unwelcome advances, flirtations, jokes or propositions of a sexual nature;
- unwanted requests for sexual favours by a person in a position to confer, grant or deny a benefit or advancement;
- sexually degrading words, images or other material;
- conduct of a sexual nature, including leering, pinching, touching and patting.

Mechanisms for Redress

Where remedial action is recommended, it will be implemented as soon as reasonably possible after the conclusion of a thorough internal investigation. Depending on the circumstances, there may also be longer-term initiatives, such as the development and implementation of Corporate or Departmental wide education and training activities.

3) Harcèlement sexuel

Le harcèlement sexuel, tel que défini dans le *Code canadien du travail,* désigne :

... *tout comportement, propos, geste ou contact qui, sur le plan sexuel, soit est de nature à offenser ou humilier un employé, ou soit peut, pour des motifs raisonnables, être interprété par celui-ci comme subordonnant son emploi ou une possibilité de formation ou d'avancement à des conditions à caractère sexuel.*

Le harcèlement sexuel, qui est une forme particulière de harcèlement discriminatoire, se caractérise en général par un comportement répréhensible et déplaisant qui peut se produire une fois ou plusieurs fois.

Exemples:

- Avances, flirts, plaisanteries ou propositions de nature sexuelle, non-désirés.
- Demandes non-désirées de faveurs sexuelles de la part d'une personne en position d'accorder ou de refuser un avantage ou un avancement.
- Mots, images ou autres documents dégradants du point de vue sexuel.
- Comportement sexualisé, notamment regards lascifs, pincements, attouchements et petites tapes.

Mécanismes de recours

Lorsqu'une action corrective est recommandée, elle sera mise en œuvre dès que possible à l'issue d'une enquête interne complète. Selon le cas, on peut aussi mettre en place des initiatives à plus long terme, telles que concevoir et mettre en place des activités de sensibilisation et de formation à l'échelle de la Société ou du service.

The Canadian Human Rights Act also gives an employee the right to legal redress. A complaint for any form of discriminatory practice, including harassment, may be made before the Canadian Human Rights Commission.

Further, a unionized employee may instead opt to file a grievance according to the relevant collective agreement.

La *Loi canadienne sur les droits de la personne* accorde également le droit à un employé d'intenter un recours en justice. Une plainte contre toute forme de pratique discriminatoire, notamment le harcèlement, peut être déposée à la Commission canadienne des droits de la personne.

Par ailleurs, un employé syndiqué peut choisir plutôt de déposer un grief au titre de sa convention collective.

Discipline and Reprisals

Any employee whose actions are found to be in breach of this policy will be subject to a full range of disciplinary action, which may include: education and training for the various parties involved, adjustments to the work environment, various forms of apology, undertakings, warnings, suspensions, job transfers of either party or, when the circumstances warrant it, immediate termination.

If an employee raises a concern relating to discrimination, including harassment, in good faith, s/he will not be subject to retaliation nor reprisals for bringing forward his or her concern. Therefore, any person who threatens or takes actions against an employee for invoking this policy and/or for participating in the related investigation process is strictly prohibited and will be disciplined up to and including termination.

Mesures disciplinaires et représailles

Tout employé dont les actions sont considérées comme une violation de la présente politique sera soumis à des mesures disciplinaires, dont notamment : sensibilisation et formation des diverses parties impliquées, aménagement de l'environnement de travail, diverses formes d'excuses, engagements, avertissements, suspensions, mutation de l'une des deux parties, ou lorsque les circonstances l'exigent, le renvoi immédiat.

Si un employé soulève de bonne foi une inquiétude relativement à un cas de discrimination, notamment de harcèlement, il ne sera pas soumis à des représailles pour avoir fait part de ses préoccupations. Par conséquent, il est strictement interdit à toute personne de proférer des menaces ou de prendre des mesures à l'encontre d'un employé qui invoque la présente politique ou qui participe au processus d'enquête connexe. Toute contravention de cette nature à la politique fera l'objet de mesures disciplinaires, pouvant inclure le renvoi.

Confidentiality

All concerns relating to discrimination, including discriminatory and sexual harassment, will be dealt with confidentially as reasonably possible.

An employee's identity, or the circumstances regarding any concern or complaint, will not be disclosed unless disclosure is necessary for the purposes of conducting an investigation or for taking disciplinary action.

Confidentialité

Toutes les préoccupations relatives à de la discrimination, notamment le harcèlement discriminatoire et le harcèlement sexuel, seront traitées en toute confidence dans la mesure raisonnable possible.

L'identité d'un employé, ou les circonstances entourant une préoccupation ou une plainte, ne seront pas communiquées à moins que cette communication ne soit nécessaire pour les besoins d'une enquête ou pour prendre des mesures disciplinaires.

Chain of Communication for Addressing Concerns or Complaints

Employees can address concerns or complaints relating to discrimination based on a prohibited ground, including harassment, by using the following chain of communication:

1. If it is appropriate, the employee should tell the person who is acting in a discriminatory/harassing manner that it is offensive and request that s/he immediately stop. In some cases, this informal discussion may resolve the problem.
2. If this is inappropriate or if the informal discussion is not resolved, then the employee should advise his or her immediate supervisor (or, if unionized, his or her union representative and/or supervisor, depending on terms of the applicable collective agreement), who shall, in turn, notify the Human Resources Manager.
3. If advising the immediate supervisor is difficult, inappropriate or otherwise unsuccessful, then the employee should contact his or her CBC/Radio-Canada HR Manager directly.

Chaîne de communication pour faire part de préoccupations ou de plaintes

Les employés peuvent faire part de préoccupations ou de plaintes liées à la discrimination fondée sur des motifs illicites, notamment le harcèlement, en utilisant la chaîne de communication suivante :

1. Si cela est approprié, l'employé devrait dire à la personne qui agit de manière discriminatoire ou qui le harcèle que son comportement est répréhensible et qu'elle doit y mettre fin immédiatement. Dans certains cas, cette discussion informelle peut régler le problème.
2. Si cela n'est pas approprié ou que la discussion informelle n'a pas résolu le problème, l'employé devrait en aviser son supérieur immédiat (ou, s'il est syndiqué, son représentant syndical et/ou son supérieur immédiat, conformément aux dispositions de la convention collective applicable), qui à son tour, en informera le chef des Ressources humaines.
3. S'il est difficile ou inapproprié d'en informer le superviseur immédiat, ou si la démarche échoue, l'employé devrait communiquer directement avec son chef des Ressources humaines à CBC/Radio-Canada.

4. The employee will then be asked to prepare a written complaint, outlining the nature of the allegations and any important details or facts (including the name(s) of the alleged harasser(s), witnesses, dates and location of the incidents) that may assist the subsequent investigation.
5. Upon receipt of this written complaint, the Human Resource Manager will immediately acknowledge its receipt to the employee and will meet with the employee as soon as reasonably possible.
6. The Human Resources Manager will exercise its discretion as to whether an internal investigation is warranted and to determine its scope. Where appropriate, the Human Resources Manager may conduct an investigation even if the employee refuses to submit a written complaint.
7. For specific information regarding the investigation process, please refer to CBC/Radio-Canada's Guidelines to Investigation.

4. L'employé sera alors tenu de préparer une plainte par écrit, présentant la nature des allégations ainsi que tout détail ou fait important (notamment le nom du harceleur présumé, le nom de témoins, les dates et les lieux des incidents) qui pourrait être utile dans l'enquête qui suivra.
5. Sur réception de cette plainte écrite, le chef des Ressources humaines enverra immédiatement un accusé de réception à l'employé et le rencontrera dès que possible.
6. Le chef des Ressources humaines exercera sa discrétion pour décider si une enquête interne est nécessaire et pour en déterminer sa portée. Si cela est approprié, le chef des Ressources humaines peut mener une enquête, même si l'employé refuse de soumettre une plainte écrite.
7. Pour obtenir de l'information précise sur le processus d'enquête, se reporter aux Lignes directrices sur les enquêtes de CBC/Radio-Canada.

RESPONSIBILITY/RESPONSABILITÉ

Human Resources Managers

Chefs des Ressources humaines

REFERENCES/RÉFÉRENCES

- Canadian Human Rights Act
- Canada Labour Code
- Policy 2.2.21 : Code of Conduct
- Policy 2.2.22 : Prevention of Work Place Violence
- Guidelines to Investigation

- Loi canadienne sur les droits de la personne
- *Code canadien du travail*
- Politique 2.2.21 : Code de conduite
- Politique 2.2.22 : Prévention de la violence dans le lieu de travail
- Lignes directrices sur les enquêtes

HISTORY /HISTORIQUE

Replaces previous HR Policy:

- Policy 2.2.15 : Harassment
- Personal Harassment no 1.1.

Remplace les politiques des ressources humaines :

- Politique 2.2.15 : Harcèlement
- Politique contre le harcèlement personnel no. 1.1.

CBC/RADIO-CANADA
Policy 2.2.22: Prevention of Work Place Violence / Politique 2.2.22 Prévention de la violence dans le lieu de travail

STATEMENT/ÉNONCÉ

This Policy seeks to prevent Work Place Violence ("WPV"), as prescribed by the requirements under Part XX of the Regulations entitled Violence Prevention in the Work Place, Canada Labour Code, Part II ("Regulations").

These Regulations have defined WPV to include:

"any action, conduct, threat or gesture of a person towards an employee in their work place that can reasonably be expected to cause harm, injury or illness to that employee".

La présente politique vise à prévenir la violence dans le lieu de travail, et répond aux exigences de la Partie XX du Règlement intitulé *Prévention de la violence dans le lieu de travail* (le « règlement »), qui s'intègre à la Partie II du *Code canadien du travail*.

Le règlement définit la violence dans le lieu de travail comme suit :

« *tout agissement, comportement, menace ou geste d'une personne à l'égard d'un employé à son lieu de travail et qui pourrait vraisemblablement lui causer un dommage, un préjudice ou une maladie* ».

APPLICATION

All CBC/Radio-Canada employees.

For unionized employees, any additional requirements contained in the applicable collective agreements shall be respected.

Note: The "Investigation Process" section of this Policy does not apply in the event that the WPV:

- was caused by a non-employee,
- was reasonably considered to be a normal condition of employment, and
- could be addressed by effective procedures and controls put in place by the CBC/Radio-Canada, such as the Hostile Environment Guidelines.

Tous les employés de CBC/Radio-Canada.

Dans le cas des employés syndiqués, toutes exigences additionnelles prévues par les conventions collectives applicables seront respectées.

La section « Enquête » de la présente politique ne s'applique pas si les trois conditions suivantes sont remplies, c'est-à-dire si la situation de violence dans le lieu de travail :

- est causée par une personne autre qu'un employé;
- est raisonnablement considérée comme une condition normale de l'emploi; et
- peut être traitée au moyen de procédures et de mesures de contrôle mises en place par CBC/Radio-Canada, telles que les Lignes directrices sur les affectations en milieu hostile.

DESCRIPTION

The CBC/Radio-Canada is committed to:

- Provide a safe, healthy and violence-free work place;
- Dedicate sufficient attention, resources and time to address factors that contribute to WPV as well as to prevent and protect against WPV;
- Communicate to its employees information in its possession about factors contributing to WPV; and
- Assist employees who have been exposed to WPV.

CBC/Radio-Canada s'engage à :

- offrir un lieu de travail sécuritaire, sain et exempt de violence;
- affecter le temps et les ressources nécessaires à la gestion des facteurs qui contribuent à la violence dans le lieu de travail, ainsi qu'à la prévention et à la répression de la violence dans le lieu de travail;
- communiquer à ses employés les renseignements en sa possession au sujet de ces facteurs;
- aider les employés qui ont été exposés à la violence dans le lieu de travail.

RESPONSIBILITY/RESPONSABILITÉ

All CBC/Radio-Canada employees, including managers with supervisory responsibilities, local/regional Human Resources ("HR") Representative, the national Policy (Health & Safety) Committee and the local Work Place (Health & Safety) Committee.

Tous les employés de CBC/Radio-Canada, y compris les gestionnaires ayant des responsabilités de supervision, les représentants locaux ou régionaux des Ressources humaines (RH), le Comité national d'orientation (Santé et Sécurité), et le comité local de santé et de sécurité au travail.

REFERENCES/RÉFÉRENCES

- Canada Labour Code, Part II
- Part XX-Violence Prevention in the Work Place, Regulation 86-304- Canada Occupational Health and Safety Regulations
- Policy (Health & Safety) Committee Terms of Reference and Rules of Procedure
- Policy 2.2.18 – Crisis Management
- Policy 2.2.15 – Anti-Discrimination and Harassment
- Guidelines Criminal Harassment/Stalking
- Hostile Environment Guidelines

- Code canadien du travail, Partie II
- Prévention de la violence dans le lieu de travail, Partie XX du Règlement canadien sur la santé et la sécurité au travail (86-304)
- Mandat et règles de procédure du Comité d'orientation (Santé et Sécurité)
- Politique 2.2.18 – Gestion de crise
- Politique 2.2.15 – Non-discrimination et harcèlement
- Lignes directrices sur le harcèlement criminel
- Lignes directrices sur les affectations en milieu hostile

HISTORY/HISTORIQUE

New. Does not replace any prior CBC/Radio-Canada policy.

Nouveau document, qui ne remplace aucune politique de CBC/Radio-Canada

PROHIBITED CONDUCT/COMPORTEMENT INTERDIT

1. No employee shall subject any other person to WPV or any conduct known to contribute to WPV. Engaging in WPV or in conduct known to contribute to WPV is strictly prohibited and shall not be tolerated under any circumstances.
2. Examples of this prohibited conduct include, but are not limited to:
   a) **Physical Attacks**: hitting, pushing, kicking, punching or otherwise physically assaulting someone.
   b) **Threatening behaviour**: physical intimidation (shaking fists), throwing objects, property destruction, possessing a prohibited dangerous weapon or other anger-related acts.
   c) **Conduct Contributing to WPV**: bullying, harmful teasing, abusive and other aggressive behaviour. If it is determined that an employee has engaged in this prohibited conduct listed above, this employee will be subject to disciplinary action appropriate to the severity of the incident, up to and including the immediate termination of employment.
3. If it is determined that an employee has engaged in this prohibited conduct listed above, this employee will be subject to disciplinary action appropriate to the severity of the incident, up to and including the immediate termination of employment.

1. Aucun employé ne doit exercer de la violence sur une autre personne au travail ni afficher un comportement reconnu pour contribuer à la violence dans le lieu de travail. Il est strictement interdit d'exercer un acte de violence ou d'afficher un comportement reconnu pour contribuer à la violence dans le lieu de travail, et ces actes ou comportements ne seront tolérés sous aucun prétexte.
2. Les comportements interdits incluent, sans s'y limiter, les comportements suivants :
   a) **Agressions physiques :** frapper, pousser, donner des coups de pied ou des coups de poing, ou commettre tout autre acte d'agression physique.
   b) **Actes de menace**: intimider physiquement (montrer le poing), lancer des objets, détruire des biens, posséder une arme dangereuse ou commettre des actes motivés par la colère.
   c) **Comportements qui contribuent à la violence dans le lieu de travail**: l'intimidation, les taquineries préjudiciables, un comportement injurieux ou agressif.
3. Tout employé qui exerce de la violence dans le lieu de travail en affichant l'un des comportements décrits ci-dessus s'expose à des mesures disciplinaires correspondant à la gravité de l'incident, pouvant aller jusqu'au renvoi immédiat.

THE SCOPE OF THIS POLICY/PORTÉE DE LA PRÉSENTE POLITIQUE

1. The scope of this Policy is limited to the prohibited conduct listed above occurring in the course of employment over which the CBC/Radio-Canada has control.
2. This Policy applies irrespective of whether the WPV:
   a) is caused by an employee or non-employee, and
   b) originates in the work place and carries over to an employee's personal life or vice versa.
3. "Work place" is defined in the Regulations to mean "any place where an employee is engaged in work for the employee's employer" and includes:
   a) Any location where an employee is providing a service under the CBC/Radio-Canada's direction; and
   b) Any mode of transportation (i.e. train or plane) where the employee is required to travel in the course of business.
4. Specific circumstances must be carefully considered in determining work-relatedness (i.e: an employee working on his/her blackberry on the weekend and receives a threatening email from another employee).
5. Conduct involving criminal harassment (stalking) as well as discriminatory or sexual harassment should also be reported in accordance with the CBC/Radio-Canada's Policy 2.2.15: Anti-Discrimination and Harassment and Guidelines on Criminal Harassment/Stalking.
6. For employees who are assigned to an area where there may be a known or suspected hostile environment, please refer to the CBC/Radio-Canada's Hostile Environment Guidelines for additional guidance.

1. La portée de la présente politique se limite aux comportements interdits décrits ci-dessus perpétrés dans le cadre de l'emploi lorsque l'employé est sous la direction de CBC/Radio-Canada.
2. La présente politique s'applique, indépendamment du fait que la violence sur le lieu du travail :
   a) est causé par un employé ou par une personne non employée;
   b) a pris naissance au travail pour se poursuivre en dehors du travail, ou vice versa.
3. Aux termes du règlement, le « lieu de travail » est le « lieu où l'employé exécute un travail pour le compte de son employeur », ce qui comprend les lieux suivants :
   a) tout lieu où l'employé offre un service sous la direction de CBC/Radio-Canada;
   b) tout moyen de transport (e.g. train ou avion) dans le cas où l'employé doit faire des déplacements dans le cadre de son travail.
4. Les cas particuliers doivent être examinés de près dans le but de déterminer s'ils sont reliés au travail (ex. : un employé qui reçoit un courriel de menace d'un autre employé sur son Blackberry pendant le week-end).
5. Les actes de harcèlement criminel, sexuel ou discriminatoire doivent également être signalés conformément à la Politique 2.2.15 Non-discrimination et harcèlement de CBC/Radio-Canada et aux Lignes directrices portant sur le harcèlement criminel.
6. Dans le cas des employés affectés dans une région qui constitue un milieu hostile connu ou présumé, veuillez consulter les Lignes directrices portant sur les affectations en milieu hostile de CBC/Radio-Canada pour plus de détails.

CBC/RADIO-CANADA'S OBLIGATIONS/OBLIGATIONS DE CBC/RADIO-CANADA

1. The CBC/Radio-Canada will carry out its obligations as required by the Regulations. These obligations shall be carried out in consultation with and the participation of the national Policy (Health & Safety) Committee, a joint union and management committee, whose duties include addressing health and safety matters that apply to the CBC/Radio-Canada.
2. These obligations require the CBC/Radio-Canada to:
   a) Review and update this Policy at least every three (3) years (with date of last review indicated on the Policy).
   b) Identify all factors that contribute to WPV within the CBC/Radio-Canada.
   c) Assess the potential for WPV using the factors identified as contributing to WPV.
   d) Develop and implement systematic controls to eliminate or minimize WPV or a risk of WPV, to the extent reasonably practicable and no later than 90 days after the risk of WPV has been assessed.
   e) Establish procedures for appropriate follow-up maintenance and corrective measures, including measures to promptly respond to unforeseen risks of WPV.
   f) Review the effectiveness of these prevention measures and update them whenever there is a change that compromises their effectiveness, but at least every 3 years.
   g) Provide education and training to employees on the factors that contribute to WPV that are appropriate to the work place of each employee who is exposed to WPV or a risk of WPV.

1. CBC/Radio-Canada s'acquitte de ses obligations en vertu du règlement en consultant le Comité national d'orientation (Santé et Sécurité), un comité paritaire patronal-syndical qui traite des questions de santé et de sécurité s'appliquant à CBC/Radio-Canada, et implique ce comité dans le processus.
2. Les obligations de CBC/Radio-Canada sont les suivantes :
   a) Réviser et mettre à jour la présente politique au moins une fois tous les trois (3) ans (en indiquant la date de la dernière révision sur la politique).
   b) Identifier les facteurs qui contribuent à la violence dans le lieu de travail à CBC/Radio-Canada.
   c) Effectuer une évaluation des possibilités de violence dans le lieu de travail à l'aide des facteurs identifiés comme contribuant à la violence dans le lieu de travail.
   d) Concevoir et mettre en place des mécanismes de contrôle systématiques afin de prévenir ou de réprimer les possibilités de violence dans le lieu de travail, ou les risques associés à la violence dans le lieu de travail, dans la mesure du possible et au plus tard 90 jours après la date où les risques de violence ont été évalués.
   e) Établir la procédure de prise de mesures de suivi et de mesures correctives adéquates, notamment de mesures permettant de réagir rapidement aux possibilités de violence imprévues dans le lieu de travail.

h) Ensure that this education and training be provided:
   - Before an employee is assigned to any new activity with a risk of WPV;
   - When new information on WPV becomes available; and
   - At least every 3 years.

i) Review and update this education and training at least every 3 years and when:
   - There is a change in respect to the risk of WPV; or
   - New information on WPV becomes available.

f) Évaluer l'efficacité des mesures de prévention de la violence dans le lieu de travail et les mettre à jour dès que survient un changement susceptible d'en compromettre l'efficacité, mais au moins une fois tous les trois ans.

g) Fournir à tout employé exposé à la violence ou à des possibilités de violence dans le lieu de travail des consignes et de la formation adaptés au lieu de travail, sur les facteurs pouvant contribuer à une telle violence.

h) S'assurer que ces consignes et cette formation sont fournis :
   - avant d'assigner à l'employé une nouvelle tâche pour laquelle une possibilité de violence dans le lieu de travail a été identifiée
   - chaque fois que de nouveaux renseignements sur les possibilités de violence dans le lieu de travail deviennent accessibles;
   - au moins à tous les trois ans.

i) Examiner et mettre à jour les consignes et la formation fournis au moins une fois tous les trois ans, et :
   - lorsque survient un changement relativement aux possibilités de violence dans le lieu de travail;
   - lorsque de nouveaux renseignements sur la violence dans le lieu de travail deviennent accessibles.

RESPONSIBILITIES OF EMPLOYEES/RESPONSABILITÉS DE L'EMPLOYÉ

CBC/Radio-Canada employees have the following responsibilities to:

a) Report any incidents of WPV, experienced or observed, to their immediate manager;
b) Report any factors not yet identified as contributing to WPV to their immediate manager; and
c) Cooperate in the investigation process and the resolution of WPV incident.

Les employés de CBC/Radio-Canada ont les responsabilités suivantes :

a) Signaler tout incident de violence dans le lieu de travail à leur supérieur immédiat, que les employés en soient victimes ou témoins.
b) Signaler à leur supérieur immédiat tout facteur non encore identifié qui pourrait contribuer à la violence dans le lieu de travail.
c) Coopérer à l'enquête et aux efforts pour résoudre la situation de violence dans le lieu de travail.

RESPONSIBITILITIES OF MANAGEMENT/RESPONSABILITÉS DE LA DIRECTION

CBC/Radio-Canada managers have the following responsibilities to:

a) Promote a violence-free work place, which includes developing work place arrangements that minimize WPV;
b) Ensure this Policy is explained to all employees that they manage and ensure that this Policy is posted and accessible;
c) Report any incidents of WPV to local/regional HR representative;
d) Resolve WPV to the best of its ability and, if it cannot be resolved, have a competent person conduct an investigation which shall include recommendations for corrective action; and
e) Provide support for employees affected by WPV.

Les gestionnaires de CBC/Radio-Canada ont les responsabilités suivantes :

a) Promouvoir un lieu de travail exempt de violence, en prenant notamment des mesures visant à minimiser la violence dans le lieu de travail.
b) S'assurer que la présente politique est expliquée à tous les employés placés sous sa direction, et qu'elle est affichée et accessible.
c) Signaler tout incident de violence dans le lieu de travail au représentant local/régional des RH.
d) Résoudre autant qu'il le peut les cas de violence dans le lieu de travail et, en cas d'impossibilité, mener une enquête qui comporte des mesures correctives, par l'intermédiaire d'une personne compétente.
e) Offrir du soutien aux personnes victimes de violence dans le lieu de travail.

NON-RETALIATION/REPRÉSAILLES INTERDITES

The CBC/Radio-Canada will protect any employee from retaliation who, in good faith, raises a concern in accordance with this Policy. In other words, employees will not be penalized or disciplined for making a complaint in good faith.

However, intentional false or frivolous complaints will not be tolerated and will be subject to disciplinary action.

CBC/Radio-Canada protège contre les représailles tout employé qui rapporte en toute bonne foi un cas en vertu de la présente politique. Autrement dit, les employés ne sont pas pénalisés et ne subiront pas de mesures disciplinaires s'ils déposent une plainte en toute bonne foi.

Toutefois, les plaintes intentionnellement fausses ou les plaintes frivoles ne seront pas tolérées et donneront lieu à l'application de mesures disciplinaires

THE INTERNAL COMPLAINT PROCEDURE/PROCÉDURE DE PLAINTE À L'INTERNE

1. All employees must, where appropriate, inform the person inflicting the behaviour that it is unwanted/unwelcome behaviour.
2. All employees must report to their immediate manager any WPV or risk of WPV that they either witness or experience:
   a) If the complaint involves their direct manager, then they must report to the local/regional HR representative.
   b) Foreign Correspondents must report any incidents directly to their assignment desk, as per the Hostile Environment Guidelines.
3. All employees must complete a Hazards or Complaint Form, thereby ensuring that all events, including time, date and names are properly documented.
4. This immediate manager will then immediately contact their local/regional HR representative, who will attempt to resolve this incident internally between the parties as soon as possible.

1. Tous les employés doivent informer la personne qui exerce de la violence que son comportement est déplacé et malvenu, si la situation le permet.
2. Tous les employés doivent informer leur supérieur immédiat des cas de violence dans le lieu de travail dont ils sont victimes ou témoins, ou des risques de violence dans le lieu de travail.
   a) si la plainte concerne son supérieur direct, l'employé doit s'adresser au représentant local/régional des RH;
   b) les correspondants à l'étranger doivent signaler tout incident directement à leur bureau d'affectation, conformément aux Lignes directrices sur les affectations en milieu hostile.
3. Tous les employés doivent remplir un formulaire de plainte ou de signalement d'un danger, en s'assurant de bien consigner tous les renseignements nécessaires, notamment l'heure, la date et les noms des personnes concernées.
4. Le supérieur immédiat communique immédiatement avec le représentant local/régional des RH pour qu'il tente de résoudre l'incident à l'interne dès que possible avec les parties en cause.

5. The HR representative, the local/regional Security (Operations & Security Management, Real Estate Services) ("Security") or, if not possible, the immediate manager shall report all WPV incidents to the local police under the following three circumstances:
   a) Actual physical assault is involved;
   b) The employee(s) involved have requested it; or
   c) When the circumstances warrant it, which shall be assessed by the HR representative and Security on a case-by-case basis.
6. If the local police are investigating an incident, the Work Place (Health & Safety) Committee, involved in addressing the local health and safety issues that apply to individual work places ("local Work Place Committee"), shall be notified of their investigation, unless such notification is prohibited by law.
7. For incidents involving an emergency or imminent danger, where it is not possible to contact one's immediate manager, the employee shall:
   a) CALL 9-1-1 (Note: in Toronto and Montreal offices, Security will be contacted automatically when 911 is called from a CBC/Radio-Canada telephone);
   b) As soon as practically possible, call Security (except for the Toronto and Montreal security offices);
   c) Depending on the circumstances, it may be necessary to follow the Crisis Management, Policy 2.2.18.
8. All employees who have witnessed or experienced WPV shall be encouraged to call the CBC/Radio-Canada's Employee Assistance Program (EAP).

5. Toutes les situations de violence dans le lieu de travail qui répondent à l'une des conditions ci-dessous doivent être signalées à la police locale par le représentant des RH, par la sécurité locale/régionale (Gestion de l'exploitation et de la sécurité, Services immobiliers) (la « sécurité ») ou, en cas d'impossibilité, par le supérieur immédiat :
   a) lorsqu'il s'agit d'un acte d'agression physique;
   b) lorsque l'employé impliqué le demande expressément;
   c) lorsque la situation le justifie, après évaluation réalisée au cas par cas par le représentant des RH et la Sécurité.
6. Si la police locale enquête sur l'incident, le comité de santé et de sécurité au travail qui s'occupe de toutes les questions individuelles de santé et de sécurité au travail (le « comité local de santé et sécurité ») doit être informé de l'enquête, à moins d'une interdiction légale à cet effet.
7. En cas d'urgence ou de danger imminent, lorsqu'il lui est impossible de communiquer avec son supérieur immédiat, l'employé doit :
   a) composer le 9-1-1 (note : à Montréal et à Toronto, l'agent de sécurité local/régional est contacté automatiquement lorsqu'une personne compose le 9-1-1- à partir d'un poste téléphonique de CBC/Radio-Canada);
   b) appeler dès que possible la sécurité locale/régionale (sauf à Montréal et à Toronto);
   c) appliquer la politique 2.2.18 Gestion de crise, si la situation le justifie.
8. Tous les employés qui ont été victimes ou témoins de violence dans le lieu de travail sont encouragés à communiquer avec le Programme d'aide aux employés (PAE).

INVESTIGATION PROCESS/ENQUÊTE

1. If the incident cannot be resolved internally to the Employee's satisfaction, then depending on the individual circumstances, the CBC/Radio-Canada shall determine whether an HR Representative (other than the employee's regional/local HR representative) or an outside, third party Investigator will be appointed to conduct an investigation to resolve this incident.
2. For the purposes of conducting the investigation, the CBC/Radio-Canada shall provide this Investigator with any relevant information whose disclosure is not prohibited by law and that would not reveal the identity of the persons involved without their consent.
3. This Investigator will be a "Competent Person", within the meaning of the Regulations, and therefore means a person who:
   a) Is impartial and is seen by the parties to be impartial;
   b) Has knowledge, training and experience in issues relating to WPV; and
   c) Has knowledge of the relevant legislation.
4. Upon completion of this investigation, the Investigator shall draft an Investigation Report, which shall include conclusions and recommendations.
5. On the condition that disclosure is not prohibited by law and does not reveal the identity of persons involved without their consent, the Investigation Report will be provided to the local Work Place Committee as well as to the CBC/Radio-Canada for review.
6. Based on the review of the Investigation Report, the CBC/Radio-Canada shall adapt or implement, as the case may be, controls referred to in its mandate listed above, to prevent a recurrence of the WPV.

1. Si la situation n'est pas réglée à l'interne à la satisfaction de l'employé et, si les circonstances le justifient, CBC/Radio-Canada doit déterminer si un représentant des RH (à l'exclusion du représentant régional/local des RH de l'employé) ou un enquêteur externe doit être nommé pour enquêter sur l'incident et résoudre l'incident.
2. Pour les besoins de l'enquête, CBC/Radio-Canada fournit à l'enquêteur tous les renseignements pertinents, pourvu que leur divulgation ne fasse pas l'objet d'une interdiction légale et qu'ils ne révèlent pas l'identité de personnes sans leur consentement.
3. L'enquêteur est une « personne compétente », au sens donné par le règlement, c'est-à-dire que cette personne :
   a) est impartiale et considérée comme telle par les parties;
   b) a des connaissances, une formation et de l'expérience dans le domaine de la violence dans le lieu de travail;
   c) connaît les textes législatifs applicables.
4. Au terme de l'enquête, l'enquêteur rédige un rapport dans lequel il formule ses conclusions et ses recommandations.
5. Le rapport d'enquête est remis pour examen au comité local de santé et sécurité ainsi qu'à CBC/Radio-Canada, pourvu que la communication des renseignements ne fasse pas l'objet d'une interdiction légale et que ces renseignements ne révèlent pas l'identité de personnes sans leur consentement.
6. Après examen du rapport d'enquête, CBC/Radio-Canada doit mettre en place ou adapter, selon le cas, les mécanismes de contrôle cités précédemment, pour éviter que la violence dans le lieu de travail se répète.

RECORD KEEPING/TENUE DES DOSSIERS

In addition to keeping the Investigation Reports, the CBC/Radio-Canada shall also keep and make readily available for examination by a Health & Safety Officer (as designated by the Minister of Labour), written or electronic records of findings following the review of WPV prevention measures for a period of three (3) years.

The CBC/Radio-Canada shall create signed records (written or electronic) of all the education and training provided to each employee.

These signed records shall be retained for a period of two (2) years after the date the employee ceases to perform an activity with a risk of WPV.

En plus de conserver les rapports d'enquêtes, CBC/Radio-Canada doit également conserver pendant trois (3) ans et mettre à la disposition de l'agent de santé et de sécurité (désigné par le ministère du Travail) les conclusions de l'évaluation des mesures de prévention de la violence dans le lieu de travail, sur support papier ou électronique.

CBC/Radio-Canada est tenue de créer des registres signés (sur support papier ou électronique) en vue de consigner tous les renseignements et la formation offerts aux employés.

Ces registres signés doivent être conservés pendant une période de deux (2) ans après la date à laquelle l'employé cesse d'effectuer une tâche qui comporte une possibilité de violence dans le lieu de travail.

CONFIDENTIALITY AND PROTECTION OF PRIVACY/ CONFIDENTIALITÉ ET PROTECTION DES RENSEIGNEMENTS PERSONNELS

Confidentiality is needed to properly investigate a WPV incident and to offer proper support to those adversely affected. Failure to respect privacy and confidentiality could compromise an investigation making it less effective.

The CBC/Radio-Canada, when consulting with the local Work Place Committee shall not disclose information whose disclosure is prohibited by law or could reasonably be expected to threaten the safety of individuals.

Les enquêtes portant sur les incidents de violence dans le lieu de travail et le soutien offert aux victimes exigent le respect de la confidentialité. L'absence de confidentialité et le manque de protection des renseignements personnels risquent de compromettre l'efficacité de l'enquête.

Dans ses relations avec le comité local de santé et sécurité, CBC/Radio-Canada ne doit pas communiquer des renseignements qui font l'objet d'une interdiction légale de communication ou dont la communication pourrait vraisemblablement nuire à la sécurité des personnes.

Further, the CBC/Radio-Canada and the Investigator shall not disclose the circumstances surrounding the incident nor identity of the individual who raised the incident, unless disclosure is necessary for the purposes of conducting the investigation, resolving the WPV, obtaining legal advice or otherwise required by law.

En outre, CBC/Radio-Canada et l'enquêteur ne doivent pas divulguer les circonstances de l'incident ni identifier la personne qui a signalé l'incident, à moins que ces renseignements ne soient nécessaires pour mener l'enquête, résoudre le problème de violence dans le lieu de travail, obtenir des conseils juridiques ou satisfaire à une exigence de la loi.

Harassment and disciplinary cases at CBC/Radio-Canada: the facts

January 31, 2013, Ottawa

Articles appeared in several Quebecor newspapers this morning suggesting that CBC/Radio-Canada handles a large volume of cases of harassment and inappropriate behaviour. The report stems from an access-to-information request for documents relating to the Corporation's anti-discrimination and harassment policy, as well as its policy on discipline. That means the request targeting our Ottawa and Toronto teams (3,500 people) covered two of our internal policies.

The articles give the impression that the Corporation released 1,454 case files in response to the request. This is false. We released 1,454 pages, mostly emails between human resources staff.

In fact, there are currently fewer than 10 active cases* under the Corporation's anti-discrimination, harassment and discipline policies.

We consider all forms of discrimination, including discriminatory and sexual harassment, to be unacceptable and do not tolerate its occurrence. We make every effort to ensure that no employee is subjected to it. All employees are entitled to dignity and respect. These values are clearly stated in our policies.

We are disappointed that Quebecor reporters failed to contact us so that we could provide our version of the facts and interpret the pages sent in response to their request.

For more information on CBC/Radio-Canada policies, please refer to the following links:

- **Policy 2.2.15: Anti-Discrimination and Harassment**
- **Policy 2.2.22: Prevention of Work Place Violence**
- **Policy 2.2.10: Discipline**

*UPDATE (February 1, 2013): Currently at CBC/Radio-Canada, across the entire Corporation, all services and all locations included, we have the following number of active cases: 0 cases of harassments; 1 case of violence in the workplace (which includes bullying); 1 case related to respect in the workplace (covered under our collective bargaining agreements); 6 cases related to disciplinary issues (which can range anywhere from unauthorized absence, to breach of journalistic policy, to unauthorized use of trademark).

For additional information, please contact:

Angus McKinnon

Director, Communications Services and Corporate Spokesperson

tel. 613-288-6235

cel. 613-296-1057

angus.mckinnon@cbc.ca

LATEST NEWS

Feb. 12, 2013 – It's Class in Session for Hubert T. Lacroix, President and CEO, as he Visits Bishop's University
News Releases

Feb. 7, 2013 – Sochi is closer than you think and the road to the Olympics starts here
News Releases

Feb. 6, 2013 – Authentic Leadership - from the point of view of an honest woman
News Releases

Jan. 31, 2013 – Speaking notes for Hubert T. Lacroix before the Standing Committee on Official Languages
Speeches

Jan. 31, 2013 – Harassment and disciplinary cases at CBC/Radio-Canada: the facts
Get the facts

Jan. 28, 2013 – CBC/Radio-Canada, Via Rail and Community Foundations of Canada present "CANADA 150/2017 STARTS NOW," a conference series, in collaboration with leading Canadian organizations
News Releases

Cas de harcèlement et de discipline à CBC/Radio-Canada : les faits

31 janvier 2013, Ottawa

Des articles publiés dans des journaux de Québecor ce matin laissent entendre qu'il y a de nombreux cas de harcèlement et de comportements inappropriés à CBC/Radio-Canada. Ces articles origines d'une demande d'accès à l'information pour obtenir les documents, entourant la politique sur la non-discrimination et le harcèlement ET la politique sur les mesures disciplinaires. La demande qui ciblait nos équipes d'Ottawa et de Toronto (3 500 personnes), concernait donc deux de nos politiques internes.

Ces articles laissent entendre que nous avons acheminé 1454 dossiers en réponse à la demande d'accès à l'information. C'est faux. Nous avons traité 1454 pages principalement des courriels, entre des membres du personnel des ressources humaines. Actuellement, moins de dix cas sont évalués* en vertu des politiques de discipline et de non-discrimination et harcèlement.

Nous considérons toutes les formes de discrimination, notamment le harcèlement discriminatoire ou sexuel, comme un acte inacceptable que nous ne tolérons pas. Nous déployons tous les efforts possibles pour protéger les employés à cet égard. Tous les employés ont droit à la dignité et au respect. Ces valeurs sont clairement énoncées dans nos politiques.

Nous déplorons que les journalistes de Québecor n'aient pas communiqué avec nous pour nous demander notre version des faits, notre interprétation des pages envoyées à la suite de leur demande.

Pour plus d'information sur les politiques de CBC/Radio-Canada, consultez les liens suivants :

- **Politique 2.2.15 : Non-discrimination et harcèlement**
- **Politique 2.2.22 : Prévention de la violence dans le lieu de travail**
- **Politique 2.2.10 : Mesures disciplinaires**

* MISE À JOUR (1er février 2013) : Il n'y a aucun cas de harcèlement actuellement traité à CBC/Radio-Canada nulle part au pays, dans aucun de nos services. Un cas est évalué en vertu de la politique institutionnelle de prévention de la violence dans le lieu de travail. Un cas est lié au respect en milieu de travail. Six cas sont évalués en vertu de la politique sur les mesures disciplinaires (qui peut-être une absence non approuvée, une entorse aux normes et pratiques journalistique, une utilisation non permise de l'image de CBC/Radio-Canada, etc.)

Pour plus d'information, veuillez communiquer avec :

Angus McKinnon
Directeur, Services des communications et porte-parole institutionnel
tel. 613-288-6235
cel. 613-296-1057
angus.mckinnon@cbc.ca

NOUVELLES RÉCENTES

12 fév. 2013 – Hubert T. Lacroix, président-directeur général, rencontre les étudiants de l'Université Bishop
Communiqués

7 fév. 2013 – Les jeux olympiques de Sotchi sont en vue et la route qui y mène commence ici
Communiqués

6 fév. 2013 – Le leadership authentique : point de vue d'une femme vraie
Communiqués

31 janv. 2013 – Notes pour une allocution de Hubert T. Lacroix devant le Comité permanent des langues officielles
Discours

31 janv. 2013 – Cas de harcèlement et de discipline à CBC/Radio-Canada : les faits
Les faits

28 janv. 2013 – CBC/Radio-Canada, Via Rail et les Fondations communautaires canadiennes présentent la série de conférence « CANADA 150/2017 DÉBUTE MAINTENANT », en collaboration avec d'autres organisations canadiennes importantes
Communiqués

Cherchez-vous nos sites de nouvelles? ici.radio-canada.ca Radio-Canada.ca

Découvrez Centre de presse Rendre des comptes Services commerciaux Ombudsmans

Communiqués

JOHN ABBOTT
CEGEP/COLLEGE

Straight Talk...The Real Story

In an editorial broadcast on January 28, 2013 some untrue allegations concerning John Abbott College were made. It would seem that the College now finds itself amidst a long standing disagreement between parties that are not related to our school, our students or our focus on learning.

To set the record straight regarding Dr. David Suzuki's visit to our campus October 24, both male and female students escorted him throughout a full day and evening of activities in order to facilitate his movements throughout our campus. Those students, all of whom were chosen for their professionalism, were part of our Police Technology program.

There was no rider in Dr. Suzuki's contract specifying the gender or dress code of those assisting him throughout the day. The negative comments and innuendos made are demeaning to those students and to the College and are the result of the misinterpretation of emails exchanged between colleagues.

With regard to Dr. Suzuki's fee, it was in line with his full day participation in what was a very important event for our College where 1,600 students attended the morning presentation and more than 13,000 Lester B. Pearson School Board students followed the live webcast. In an unprecedented move, the campus essentially became one big classroom on that morning as teachers were encouraged to participate in the morning lecture and incorporate the event in their classes. Following the days commitments, Dr. Suzuki was the keynote speaker at an evening honouring benefactors who are responsible for several million dollars in donations to the College.

The College is committed to providing our students with an expansive view of society to assist them on their path to becoming critical thinkers. It is a shame that along the way, they are also witnesses to the falsification of information considered to be acceptable practice by news professionals.

Issued by JAC Communications
January 30, 2013

JOHN
ABBOTT
CEGEP/COLLEGE

Rectification des faits…

Dans un éditorial diffusé le 28 janvier 2013, certaines fausses allégations concernant le cégep John Abbott ont été faites. Il semblerait que le cégep se trouve maintenant au cœur d'un conflit de longue date entre des parties qui n'ont aucun lien avec notre établissement, nos étudiants et notre concentration sur l'apprentissage.

Pour rectifier les faits concernant la visite de M. David Suzuki à notre campus le 24 octobre, notons qu'à la fois des étudiants et des étudiantes l'ont escorté pendant une journée et une soirée complètes d'activités, pour faciliter ses déplacements à l'échelle de notre campus. Ces étudiants, tous choisis pour leur professionnalisme, provenaient de notre programme de Technologie policière.

Il n'y avait pas d'annexe au contrat de M. Suzuki stipulant le sexe ou le code vestimentaire des personnes qui devaient l'assister tout au long de la journée. Les commentaires négatifs et les insinuations entendus sont dévalorisants pour ces étudiants et pour le cégep, et résultent d'une mauvaise interprétation de courriels échangés entre collègues.

En ce qui concerne les honoraires de M. Suzuki, ils étaient conformes à sa participation d'une journée complète à ce qui était un événement très important pour le cégep, à l'occasion duquel 1 600 étudiants ont assisté à la présentation du matin et plus de 13 000 élèves de la Commission scolaire Lester B. Pearson ont suivi la webdiffusion en direct. Pour la première fois, le campus est essentiellement devenu ce matin-là une immense classe, les enseignants ayant été encouragés à participer à la conférence du matin et à intégrer l'événement à leurs cours. Après ses engagements de la journée, M. Suzuki a été le conférencier principal à une soirée rendant hommage à des bienfaiteurs ayant versé plusieurs millions de dollars de dons au cégep.

Le cégep est déterminé à offrir à ses étudiants une vision très large de la société, pour les aider à progresser dans le développement de leur esprit critique. Il est malheureux qu'au long du parcours, nos étudiants soient aussi témoins d'une falsification des faits considérée comme une pratique acceptable par des professionnels de l'information.

Publié par les Communications du cégep John Abbott
30 janvier 2013

WWW.OTTAWASUN.COM, THURSDAY JANUARY 31, 2013
08:31 PM EST

Doing the CBC shuffle:
Queries about inappropriate behaviour rankles state broadcaster boss

Brian Lilley, Parliamentary Bureau

The CBC building in downtown Toronto. (QMI Agency files)

CBC loves to ask questions but the state broadcaster's president Hubert Lacroix has shown once again that he hates taking them.

Lacroix was asked about a release of documents - some 1,454 pages - related to harassment and inappropriate behaviour in just two CBC offices in Ottawa and Toronto.

"Are you sure that you want me to answer this question?" Lacroix sighed at our reporter.

Well, the answer of course is yes, that's why he was asked. Lacroix then went on to try to explain away the story by answering a completely different question.

The story started Wednesday night on my TV program Byline on Sun News, where I showed a massive pile of papers, the response to an access to information request to CBC asking for "e-mails, memos and reports of harassment and inappropriate behaviour" at their Ottawa and Toronto offices.

The file, which covered from Jan. 1, 2010 until last July, came back with 1,454 pages.

That is a staggering amount of paperwork for just two offices of the state broadcaster. Unfortunately, most of the information was blacked out. One revealing e-mail, though, showed this was not all about one or two cases.

"Too many cases and I'm getting them mixed up in my mind," wrote an undisclosed employee to a CBC HR manager.

Given the recent allegations of sexual harassment at the RCMP and the stunning revelations of a BBC star's decades-long predatory prowl through Britain's state broadcaster, asking questions about what happens at CBC is not out of order. But Lacroix doesn't like being questioned and so he attacked the messenger.

"I read this morning in your newspapers that the indication was that we were involved in 1,450 of these cases. The real answer is, we gave you 1,450 pages," Lacroix said.

Actually, in our on-air and in-print stories we only ever reported that there were 1,454 PAGES regarding complaints of harassment and inappropriate behaviour. We also specifically said there was no way to tell how many cases there were because CBC removed all pertinent information, including the number of cases, how they were dealt with and so on.

Removing personal information is understandable, but CBC goes beyond that: They don't want you to know about any untoward behaviour at the state broadcaster.

Yet when news of trouble inside the RCMP broke, CBC devoted more air time to the subject than any other broadcast outlet in the country. Aggressive questions were asked of the police force and the government regarding policies and the work environment inside the Mounties.

Now questions about his own organization are met with Lacroix's famous disdain. To his credit, he did admit that one case is too many.

"We have less than 10, it's documented, well actually one more than zero is not something that we are very proud of, that we work very hard on," Lacroix said.

Good. But there are still unanswered questions. What is the nature of the complaints at CBC? Are we talking about inappropriate jokes or sexual harassment?

How much are taxpayers on the hook for when CBC reaches a settlement? That would tell us how serious these issues are.

From April 1, 2009 to March 31, 2010, CBC paid out some 30 invoices to investigators and lawyers regarding harassment claims. Why? And what is being paid out now?

Currently, the Commons Standing Committee on the Status of Women is studying the issue of sexual harassment in the federal workplace. I'd say CBC is a good candidate for their work.

THE OTTAWA SUN, Sunday FEBRUARY 3, 2013
p.22

Double standards

If David Suzuki were a conservative, his career would be over, and his college enablers, too

SUN NEWS
EZRA LEVANT

ezra.levant@sunmedia.ca
@ezralevant
ezralevant.com

On Tuesday in this space, I broke the news that David Suzuki — who condemns capitalism at every turn — billed a Quebec junior college $30,000 for a speech last October. Including expenses, Suzuki cost John Abbott College a whopping $41,640.

Maybe he's worth it. He is a celebrity, after all. But it's unseemly, from such a vicious critic of conspicuous capitalism.

The real scandal, though, was a request made by Suzuki's assistant. According to Mary Milburn of the dean's office, "we have learned, via Dr. Suzuki's assistant, that although the Dr. does not like to have bodyguards per se, he does not mind having a couple of ladies (females) that would act as body guards."

Fulfilling this request became a priority for Milburn. She asked Jim Anderson to round up a bevy of his students for Suzuki.

"Jim, have you selected the female students to escort Dr. Suzuki?"

Anderson got with the plan. His orders: "Please be certain that the women are nicely dressed, we don't want them in evening gowns, but definitely not police tech uniforms."

What a bunch of sexist creeps. (Meanwhile, the college denied the allegations, saying there was no rider in Suzuki's contract specifying the gender or dress code of students escorting him throughout the day and e-mails were misinterpreted. Both male and female students escorted Suzuki during his visit.)

It's gross. But it's even grosser when you know about Suzuki's obsession with sex. Here's page 378 of his recent autobiography: "Sex has been a driving force in my life ... Only as age has brought relief from the high titer of sex hormones have I been freed of thinking of sex once a minute. Now it's about every five minutes."

Funny, right? But he's not joking. Page 28: "Like any boy going through puberty, I had sex on the brain." Page 29: "As adolescent hormones coursed through my body, I became consumed by thoughts of sex." Page 50: "My, how we talked, mostly about genetics but also about sex."

Page 97: "There was rampant experimentation with drugs and sex" at the University of British Columbia "before the 1980s," (but he notes he didn't use LSD).

Suzuki even wrote about his family's sex life. Page 378: "I am delighted to see the role sex plays in the lives of Tara and my daughters."

What father says that? And he talks about his parents having sex, too. Page 6: "On occasion we could overhear their active sex life."

Suzuki's interest in college girls isn't new: "I was scheduled to give a talk at Carleton University in Ottawa ... I noticed a sensationally beautiful woman sitting near the front. With long, blond hair, a full mouth, and high cheekbones ... The sensational woman was Tara Cullis ... She was twenty-two; I was thirty-five." She would soon become his second wife.

This is the man who wanted the all-girl escort. If Suzuki were a conservative, his career would be over, and his college enablers, too.

But there's a double standard when it's a liberal hero who treats women like objects.

But what about the Income Tax Act? New Data Enterprises, the private corporation run by Suzuki and his wife, invoiced for the speech. But when this sexism scandal broke, it was Suzuki's charitable foundation that did the PR damage control from him.

Since when is that charitable work?

But there's more. According to the David Suzuki Foundation's charitable returns, they paid $58,242 to New Data for "administrative staff resources for scheduling, liaison and other administrative support."

DAVID SUZUKI
Billed John Abbott $40,000

Did that include calling up colleges to make requests for special all-girl escorts?

New Data isn't a charity. It's a money-making machine. David Suzuki himself isn't a charity. He's a tycoon.

But taxpayers paid for at least some of Suzuki's corporate staffing — just like taxpayers paid for his career at the CBC, and at the National Film Board, and John Abbott College.

Ordinary Canadians can't pass off office help as "charity." Because ordinary Canadians aren't left-wing heroes.

But if normal rules about how to treat women don't apply to Suzuki, why should something as trivial as a tax law apply to him, too?

Radio-Canada
Télévision

Sun News

January 30th, 2013

97 180 05

Centre de traitement de textes
Service Grille et diffusion
Bureau 908 - Poste 4101

Émission: Sun News

Sujet: January 30th, 2013

Projet: 97 180 05

Topo avec Brian Lilley

Brian Lilley

CBC and harassment in the workplace, that is the topic of tonight's Byline. You've heard about the questions being raised by my friend and colleague Ezra Levant, all about CBC and environmental icon David Suzuki. Ezra discovered that Suzuki was paid an obscene amount of money to appear at a small junior college in Montreal last fall. John Abbott Cegep paid him about 30 000 dollars in an appearance fee, plus nearly 12 000 dollars in expenses. Now the creepy part? Well, that comes from all the emails about the type of escorts Suzuki wanted to take him around the campus. He wanted women. The school administration wanted to see these women before they were approved. They fretted about how the women were dressed and talked about how to thank them with a visit to the sanctified air of Suzuki's penthouse. They actually use that term, sanctified air. Now the school said these escorts were to be plain-clothes bodyguards and then they speculate that Suzuki specifically wanted women because they'd be more discreet, less intimidating, but who knows? We're still waiting on a response from the great man himself. Still, to me, it's it's just a little weird, it's not illegal, no evidence of anything inappropriate, but, it is weird. A... is the Suzuki aura, at least for those that haven't fully drunk the Cool-Aid. Now, while it's fun to laugh at David Suzuki, I want to tell you that I'm more worried about real problems at CBC. Problems that have nothing to do with the environmental guru. Little while ago, I received this document. This is hefty. 798 pages relating to complaints of harassment or inappropriate behavior at CBC from January 1st 2010,

until last, year, middle of last year. This is a staggering amount of paperwork regarding complaints of harassment or inappropriate, inappropriate behavior in a government-run institution. Now, some of you might be saying, well, CBC's a big place, they've got thousands of employees. This isn't so much. Fine. That would be true, but let me tell you a little bit more about this. This is 798 pages of emails, memos and reports of harassment or inappropriate behavior from just 2 of CBC's offices, Toronto and Ottawa. And let me add here, the only reason the file isn't bigger is that they took a lot of pages out. The total file is 1454 pages of emails, memos and such all about harassment out of 2 CBC offices. So what? You say. What's the problem? Well my problem is that when you're generating that much paperwork about harassment in the workplace, then something's happening that shouldn't be. What's so wrong over at CBC headquarters in Toronto or in their Ottawa offices just step from Parliament Hill that would result in so many complaints? I've spoken to people from other large organizations; they're shocked at the volume of paperwork that this generates, the number of complaints. And like I said, this pile is from January 1st 2010 till the middle of 2012. How many were settled with a letter in an employee file or how many were just complaints about an off-colored joke? We don't know. Because CBC is taking all of that information away. Not just the personal information that would identify people, but also the nature of the harassment complaints. But here's what we do know: in the 12 months ending March 2012, CBC received at least 30 invoices regarding harassment complaints from various law firms. We asked them for records indicating amounts paid by CBC to investigate and settle complaints of harassment. And well the record showed at least 30 settlements in a single year. That's this file right here. Now, the settlement fees, the legal fees, outside investigative fees, all the details on how much money was involved, they've been removed, so we don't know what the cost of the taxpayer is. We don't know the nature of the claims or the settlements. All that can be learned from the invoices is

that CBC paid lawyers and investigators in firms in Toronto, Montreal and Halifax to deal with these matters. Why don't we know more? CBC said some information was personal. We get that. They said some was solicitor-client privilege and we get that too. Other information, no, they said that could prejudice CBC's competitive position. I don't understand that. Something's happening at CBC, and we don't know what. Now given the sensitive nature of the claims, the files well they'll never release the whole story to Sun News. But someone has to look into this. Someone needs to investigate. Now when I was writing my book about CBC and the various lawsuits that they lost the scorched earth policy they engaged in court, I spoke to a former chairman of the board. That uh Guy Fournier, told me that it wasn't in CBC's nature to simply settle lawsuits and apologize when the state broadcaster had done something wrong. But he also said that the board were told not to worry about lawsuits when members dared to ask the staff members what was going on. Here's a quote: "When I was on the board, we asked two or three times whether it was wise to go with the lawsuite, and everytime we were told it was not the business of the board. We could never get them to tell us the amount of money they were spending to defend against lawsuits." If that's the attitude that CBC shows to the Board of Directors regarding lawsuits, lawsuits that they're losing, then what attitude toward the sensitive issue of harassment in the workplace will they have? Someone in government needs to look into this. In a private company, any board that did not know what was going on, well, they'd be seen as neglecting their job. In CBC's case, it's not only that, but we're talking about potential abuse of a po, a public institution. Anyone that doubts that this is a serious issue, I want to tell you the story of what's been happening in BBC over the past few months. The Beebe is reeling over what started as accusations and rumors and those rumors are now confirmed in reports. For decades, BBC had a sexual predator in their midst, they did nothing about it. Jimmy Savile was a popular D.J. TV host, entertainer. He was popular on BBC for

decades. He was knighted by the Queen, he did charity work, he worked with troubled children. He was also a sexual predator. Now according to a report released earlier this month, he's responsible for 34 rapes and 126 indecent acts on victims ranging from age 8 to 47. He attacked boys and girls, women and men, although most of his victims, 73% of them were girls between the ages of 13 and 16. The report claimed his earliest documented attack was in 19-9 uh 1955. His most recent was 2009. Savile died in 2011. After his death, the BBC news team was investigating the claims and then they dropped the story. That editor, the editor that did that, he's since been sacked. Now, I have no evidence that there's a Jimmy Savile in the CBC and I sincerely hope that there isn't. I don't wish the hurt and devastation such a character would inflict on anyone. But when you have this many pages of complaints from just 2 offices, when you have 30 settlement cases of harassment in a year, something's going on, and someone in a position of power needs to ask questions. In the last year, we've witnessed people coming forward with credible claims of sexual harassment in the RCMP. Those charges have shaken the Mounties through their core. And right now a Commons Committee is currently looking into sexual harassment in the public service in general. Well why not the CBC as well? No one asks questions of the CBC because they're a powerful media organization. They have powerful friends politically. And they are a national institution, well, I'm not asking for a public star chamber where we televise accusations and denials. But given everything else, we can see in these documents and what's happened elsewhere, it's imperative that someone high up asked for details and demand a full accounting. It's the right thing to do. And that's the Byline.

Radio-Canada
Télévision

Sun News

30 janvier 2013

97 180 05

Centre de traitement de textes
Service Grille et diffusion
Bureau 908 - Poste 4101

Émission: Sun News

Sujet: 30 janvier 2013

Projet: 97 180 05

Topo avec Brian Lilley

Brian Lilley

Le harcèlement en milieu de travail à CBC, voilà le sujet de notre émission ce soir. Vous avez entendu parler des questions qu'a soulevées mon ami et collègue Ezra Levant à propos de l'icône environnementale de CBC, David Suzuki. Ezra a découvert que Suzuki avait reçu une somme faramineuse pour participer à un événement d'un petit collège de Montréal l'automne dernier. Le cégep John Abbott lui a effectivement payé des honoraires de 30 000 $, en plus d'une note de frais d'environ 12 000 $. Et s'ajoute à ça une demande déplacée : il y a eu tout un échange de courriels à propos de l'escorte que Suzuki voulait pour ses déplacements sur le campus. Il voulait des femmes. Et l'administration du collège a voulu voir ces femmes avant qu'elles soient désignées. Tout ce beau monde s'est préoccupé de la tenue vestimentaire des jeunes femmes et de la manière de les remercier en leur offrant une visite dans l'air sanctifié de la chambre d'hôtel Suzuki. Oui, oui, ils ont parlé d'air sanctifié. Le collège a affirmé que ces accompagnatrices étaient de simples gardes du corps normalement vêtues et ont avancé l'hypothèse que David Suzuki tenait à ce que ce soit des femmes parce que celles-ci seraient plus discrètes et moins intimidantes. On verra. On attend toujours une réponse du principal concerné. Je trouve ça tout de même un peu étrange. Il n'y a rien d'illégal là-dedans ni aucune preuve de gestes inappropriés, mais c'est étrange. Ça fait pâlir l'aura de Suzuki, du moins pour ceux qui ne sont pas sous l'enchantement du gourou. C'est plutôt amusant de se moquer de David Suzuki, mais je suis davantage préoccupé par des problèmes sérieux au sein de CBC, des

problèmes qui n'ont rien à voir avec le gourou environnemental. Il y a quelque temps, j'ai reçu ceci. C'est du costaud : 798 pages en lien avec des plaintes de harcèlement ou de comportement inapproprié à CBC du 1er janvier 2010 jusqu'au milieu de l'an dernier. C'est une quantité énorme de paperasserie en lien avec des plaintes de harcèlement ou de comportement inapproprié au sein d'une société d'État. Certains doivent se dire que CBC, c'est vraiment gros avec ses milliers d'employés, alors ce n'est pas si gros que ça. Peut-être. Ça pourrait être le cas, mais il y a un autre détail que je dois vous mentionner. Ces 798 pages sont des courriels, des notes de service et des rapports en lien avec du harcèlement ou des comportements inappropriés qui proviennent uniquement de deux bureaux de CBC : Toronto et Ottawa. Et laissez-moi vous dire que la seule raison pour laquelle le dossier n'est pas plus épais, c'est que bien des pages ont été retirées. Le dossier complet contient 1 454 pages de courriels, notes de service et autres à propos de harcèlement dans deux bureaux de CBC. Et puis après, vous dites-vous? Où est le problème? Le problème, c'est que je me dis que quand on produit autant de paperasserie à propos du harcèlement en milieu de travail, c'est qu'il se passe quelque chose d'anormal. Qu'est-ce qui ne va pas au quartier général de Toronto ou aux bureaux d'Ottawa, à deux pas de la colline du Parlement, qui puisse générer autant de plaintes? J'ai parlé à des gens d'autres organisations d'envergure; ils sont abasourdis du volume de paperasserie que cela génère, du nombre de plaintes. Et je le répète, cette pile de papier couvre uniquement la période du 1er janvier 2010 au milieu de 2012. Combien de plaintes ont été réglées par une lettre versée au dossier d'un employé? Combien de plaintes relevaient de simples blagues osées? On ne sait pas, parce que CBC cache toute cette information, pas uniquement les renseignements personnels qui permettraient d'identifier les gens, mais aussi la nature des plaintes de harcèlement. Mais voici ce que l'on sait : durant la période de 12 mois qui précède la fin mars 2012, CBC a reçu au moins 30 factures de divers cabinets d'avocats en lien

avec des plaintes de harcèlement. Nous avons demandé d'avoir accès aux dossiers qui indiquent les montants payés par CBC pour l'étude et le règlement des plaintes de harcèlement. Le dossier contient au moins 30 règlements pour une seule année. Voici le dossier en question. Sauf que les frais de règlement, les frais juridiques, les frais d'investigation externes et tous les détails sur les montants d'argent en cause ont été retranchés, alors on ne connaît pas le coût pour les contribuables. On ne connaît pas la nature des réclamations ou des règlements. Tout ce qu'on peut déduire de ces factures, c'est que CBC a payé des avocats et des investigateurs de Toronto, Montréal et Halifax pour gérer ces cas. Pourquoi n'en sait-on pas davantage? CBC a dit que certains renseignements étaient personnels. On peut comprendre ça. Elle a aussi dit que d'autres renseignements relevaient du secret professionnel, ce qu'on comprend aussi. On nous a aussi dit que d'autres renseignements pourraient porter préjudice à la position concurrentielle de la société d'État. Ça, je ne le comprends pas. Il se passe quelque chose à CBC et on ne sait pas quoi. Étant donné la nature sensible des réclamations, le radiodiffuseur public ne divulguera jamais l'ensemble de l'information à Sun News. Mais quelqu'un doit se pencher là-dessus; quelqu'un doit investiguer. Quand j'ai rédigé mon livre à propos de CBC/Radio-Canada et des diverses poursuites qu'elle a perdues et de la tactique de la terre brûlée qu'elle a adoptée en cour, j'ai parlé à l'ancien président du Conseil d'administration Guy Fournier. Il m'a dit que ce n'était pas dans la nature de la société d'État de simplement régler les poursuites et de présenter ses excuses quand elle faisait une erreur. Mais il m'a aussi affirmé qu'on disait aux membres du Conseil d'administration de ne pas s'en faire à propos des poursuites quand ceux-ci osaient demander au personnel ce qui se passait. Je le cite : « Quand je siégeais au Conseil, on a demandé à deux ou trois reprises s'il était judicieux de se lancer dans une poursuite, et chaque fois, on s'est fait répondre que cela ne relevait pas du Conseil. On n'arrivait jamais à connaître les montants qui étaient dépensés pour

notre défense en cour. » Si c'est là l'attitude que la société d'État adopte envers le Conseil d'administration à propos des poursuites, qu'elle a d'ailleurs l'habitude de perdre, alors quelle attitude adoptera-t-elle à propos de la délicate question du harcèlement en milieu de travail? Il faut que quelqu'un au gouvernement se penche sur ce dossier. Dans le privé, n'importe quel conseil d'administration qui ne saurait pas ce qui se passe se ferait accuser de négligence. Mais au-delà de ça, il y a ici un risque d'abus de la part d'une institution publique. Si vous vous demandez s'il s'agit vraiment d'une affaire sérieuse, je vais vous expliquer ce qui s'est passé à la BBC au cours des derniers mois. La BBC est ébranlée par une histoire qui a commencé par des accusations et des rumeurs, et aujourd'hui, ces rumeurs ont été confirmées. Pendant des décennies, la BBC a compté un prédateur sexuel dans ses rangs et elle n'a rien fait. Jimmy Savile a été D.J., animateur et présentateur vedette pendant de nombreuses années. Il a été fait chevalier par la Reine, il a œuvré pour des causes caritatives, il a travaillé auprès d'enfants en difficulté. Et il était aussi un prédateur sexuel. Selon un rapport rendu public plus tôt ce mois-ci, il a commis 34 viols et 126 actions indécentes sur des victimes âgées entre 8 et 47 ans. Il s'en prenait aux garçons comme aux filles, aux hommes comme aux femmes, bien que la majorité de ses victimes, soit 73 %, étaient des adolescentes âgées de 13 à 16 ans. Le rapport a révélé que son agression déclarée la plus ancienne remontait à 1955, tandis que la plus récente datait de 2009. Savile est mort en 2011. Après son décès, l'équipe des nouvelles de la BBC a examiné les réclamations, puis a laissé tomber l'affaire. Le rédacteur en chef qui a pris cette décision a été congédié depuis. Je n'ai aucune preuve qui laisse croire qu'un Jimmy Savile sévit à CBC et j'espère sincèrement que ce n'est pas le cas. Je ne souhaite à personne la douleur et la dévastation qu'un tel personnage peut infliger. Mais quand on se retrouve avec un aussi grand nombre de pages de plaintes provenant de deux bureaux seulement, que 30 règlements de cas de harcèlement ont été traités en une seule année, c'est qu'il se passe quelque chose

et il faut qu'une personne en position d'autorité pose des questions. Lors de la dernière année, des gens ont déposé des réclamations crédibles relativement à du harcèlement sexuel à la GRC. Ces accusations ont ébranlé profondément la police montée. À l'heure actuelle, un comité de la Chambre des communes examine la question du harcèlement sexuel dans la fonction publique en général. Alors pourquoi pas à CBC tant qu'à faire? Personne ne pose de questions à propos du radiodiffuseur public parce qu'il s'agit d'une puissante organisation médiatique qui a des amis puissants au sein de l'appareil gouvernemental. Et c'est une institution nationale. Je ne demande pas qu'on mette sur pied un procès d'inquisition où les accusations et les démentis seraient télévisés. Mais étant donné tout ce qui se trouve dans ces documents et ce qui se passe ailleurs, il est impératif que quelqu'un de haut placé demande des détails et exige qu'on rende des comptes. C'est la chose à faire. C'était *Byline*.

Radio-Canada
Télévision

Sun News (Ezra Levant)

Suzuki's campus visit (January 31st 2013)

97 180 05

Centre de traitement de textes
Service Grille et diffusion
Bureau 908 - Poste 4101

Émission: Sun News (Ezra Levant)

Sujet: Suzuki's campus visit

Projet: 97 180 05

Ezra Levant

I started this week with a bombshell revelation. David Suzuki, the saint of the environmentalist movement in Canada, the CBC star tv personality, the self-described elder, the name and face behind one of Canada's biggest eco charities and let's be honest, a bit of a holy man, well I discovered he wasn't so holy after all. Suzuki publicly says he's not about money, he's much more spiritual than that. But I discovered that he charged John Abbott college in Montreal 41,640 box in speaking fees and expenses to visit there in October. But that's just money. I mean Suzuki also says he doesn't think about sex a lot. But I show the great length that John Abbott college went to to procure a bunch of teenage girls to escort him around the campus and then visit him up at his hotel penthouse for some personal gratitude afterwards. It was shocking news because it was so contrary to his carefully sculpted image of being well a little bit like Mahatma Ghandi, and a little bit like Nelson Mandela and a little bit like Mother Teresa. I revealed him to be all about the money and the girls like some aging rock star. That was my theory at least, but both Suzuki and the coed say I'm dead wrong. Here's what a staffer at the David Suzuki foundation, his registered charity, wrote Tuesday night to someone who inquired with them about my show. And the answer was: "David Suzuki receives numerous requests for paid public speaking engagements. However they are not organized through the David Suzuki foundation but through his personal assistant. We can however confirm that the allegations made by Ezra Levant and the Sun Media chain about Dr. Suzuki's speech at John Abbott college last October are untrue. During David Suzuki's visit to

the campus, both male and female students accompanied him during a full day of activities. There was no writer in Doctor Suzuki's contract specifying their gender or dress code. With regard to David Suzuki's fee, it was in line with his full day participation in what was a very important event for the college." Well there you have it. My allegations were untrue. Suzuki didn't ask for just girls or for them to be dressed in a certain way, and his fee was completely responsible. Then yesterday John Abbott college issued a remarkably similar statement. Take a look at the side-by-sides here, the wording is so similar, the college statement is longer. But so I'll just read the important parts. I made untrue allegations they said and it was because of quote: "A long standing disagreement between parties that are not related to our school, our students or our focus on leaning" unquote. The college went on to say quote "both male and female students escorted him throughout a full day and evening activities which as you saw was the exact same wording Suzuki's spokesman use, and the kids were quote "chosen through their professionalism". Quote "There was no writer in Doctor Suzuki's contract specifying the gender or dress code of those assisting him throughout the day they said." Using the same words of Suzuki. I just quote "misinterpreted emails". Let me talk about how awesome Suzuki is for a bit, remember these are the folks who now have an annual David Suzuki day on campus and they call each other my darling suzukiets and then they close their letter by saying I engaged in, and I quote, "falsification of information". So it's settled I guess. What I said this week was untrue. It was falsified. I misinterpreted things. Well the media party sure agrees with that assessment. I mean take the absolute top investigative reporter in Canada named Glenn McGregor. He's a former strip club DJ and writer at Frank Magazine, now the Ottawa Citizen star who's brought you nearly a 100 riveting reports about a, a ... calls, anyways McGregor seemed interested in the story about Suzuki for a moment. But when he saw John Abbott college's statement, well that was good enough for him. I mean what few moments of curiosity he had

evaporated. Here's McGregor's comment on Twitter. "Just got the email. We and the media party have agreed to not match this story either." It's a subtle joke he's saying that left-wing journalist like him won't follow our sue scoop at the Sun because it's clearly untrue. And he links to a press release and a news story by a massive government institution as his reasoning for not looking any further. The same with Paul McCloud. He's the bureau chief for the Halifax Chronicle Herald in Ottawa. He showed more initiative than McGregor. He actually wrote this 830 word rebuttal to my new scoop, not in his newspaper but on his blog. Seriously he took half a day to nit-pick my story and to canter-spin it from Suzuki's point of view. Now he didn't write a word about it in the Halifax newspaper which pays him because that would have required him to tell his readers about the scandal. He didn't want to report on a scandal at all actually but online he put an awful lot of work to claim there was nothing to see here people. So here's the first two telling lines from his opus. Let me quote: "What's the over-under betting on an upcoming settlement between Sun News and environmentalist David Suzuki? One million, maybe two? I ask because I'd imagine Suzuki is about ready to unleash all his ... after Sun's Ezra Levant called him a dirty old man who makes bizarre and sex's request. So the Glenn McGregor wing ... media party lazily takes the word of a P.R. flag saying pay no attention to the access to information documents. It's all lies. And then the Paul McCloud wing in the media party essentially says I'm too scared to take on a rich and powerful man like David Suzuki because he might sue me. I guess that's a bit more honest. And by the way Paul we haven't been sued yet, truth of course is an absolute defense, but let's recap. Suzuki and the college both say I'm full of it. They say I've falsified and misinterpreted things. The mean girls at the media party say those denials are good enough for them and I should be afraid of being sued and to oblivion, they sure are. Well it's all settled then right? Well except for one detail. Hundreds of pages of internal emails, memos, contracts, photographs about Suzuki's visit. All from John

Abbott college itself, all sent to me under the access to information law. I just showed you a few of these pages in my show this week, but there are hundreds of pages. Here's the invoice for example for Suzuki's speech. It's by a company called New Data which has been Suzuki's personal company for more than 30 years. His wife Tara Cullis is on the board of it too. That's where I got the 30 grand fee and the expenses from and, well actually here's the mini spreadsheet produced by the college itself showing that an addition to Suzuki's 30 grand, there were more than 10,000 other expenses too, like hotel and flights. Now you'll note that neither Suzuki nor the college dispute the financial allegations. But they certainly do dig in on the teenage girl escorts part don't they? Well about that, there's actually an enormous amount of back and forth by John Abbott college staff about that. Not about environmentalism, not about science, not about how to set, how about how to setup Suzuki with girls girls girls. It all started with a call from Suzuki's unnamed assistant telling the college to set him up with girls. And I quote: "We have learned via Doctor Suzuki's assistant, that although the Doctor does not like to have bodyguards per say, he does not mind having a couple of ladies, females, that would act as bodyguards in order that he may travel from one venue to another without being accosted too many times along the way." Why females you ask? Well he is a male. Now hang on hang on hang hang hang on. The college and Suzuki both denied that didn't they? They've said there was no condition that the escorts be girls. Well there it is in black and white. Suzuki's assistant requested at Mary Milburn whose email this is confirmed it, the college acted on it. Is John Abbott college and the Suzuki foundation saying that Mary Milburn who wrote this memo made it up or was joking? If so then why did everyone go to great lengths to comply with this request. Stay with us, I've got more questions about the David Suzuki foundation and John Abbott college haven't answered, plus some revealing ... from David Suzuki's past statements that will make you want to lock up your girls. That's all I add on Source. You know all this, this is my access to

information request from John Abbott college. Yeah did they get my fax wrong? Did I misinterpret what David Suzuki requested and what John Abbott college did. Well let's look through some of those documents written by college officials like Jim Henderson, a department head at John Abbott college. He was in charge of the students so he was the perfect man to recruit the girls for David Suzuki. And here's what he wrote. Quote "Please be certain that the women are nicely dressed. We don't want them in evening gowns but definitely not police tech uniforms." Unquote. Why would Jim Henderson write that if Suzuki didn't request it. Is Jim Henderson lying too? Did he falsify the facts too? Mary Milburn took the female escort request so seriously that she micro managed things with Henderson. Look at this follow-up she said. Quote. "Jim, have you selected the female students to escort Doctor Suzuki? Do you think I could set up a very brief meeting or see them at one of their classes?" Unquote. Stop and think about that for a second. An assistant to the academic dean is asking a department head "have you selected the female escorts". She was fastidiously complying with Doctor Suzuki's assistant's request. She even insisted on seeing the merchandise herself. She didn't trust Henderson to choose just the right girls, did she? But in terms of sheer grossness, nothing in these documents' touching such as what the academic dean Erick Schmidt wrote. He's wrote, quote: "In terms of acknowledging their contribution after the tours are completed, we will need to gather them together at the end to either give them some brief time with Suzuki which I will try to make happen either by having him step out of the penthouse of in enabling them to join the group in the sanctified air." Unquote. Send these teenage girls 17, 18, 19 years old to Suzuki's hotel room at night? What dean would send teenage girls to a man's hotel room at night? Now let me be clear. We don't know if this meeting actually happened and if so where it happened. We're still waiting on answers. But is that funny how both the Suzuki foundation and the college didn't deny that at all, did they? They didn't comment about the nighttime hotel room visit

at all. They just said that I misinterpreted things, really? What possible other interpretation can there be? Suzuki's assistant insisted on only girls for his escorts. Mary Milburn who took that phone call was crystal clear. She actually wrote female ladies, just to be clear. And later she insisted on seeing the female students, not students, female students. They talk about evening gowns, boys don't wear evening gowns, girls do. So how did I misinterpret that? Or the nighttime hotel visit? What's a benign explanation for that one? Well we try to find out. We have called and emailed half a dozen people. We started with Karen Stacy, David Suzuki's book publicist who helped to arrange the tour. I know this because I have copies of her emails to the college. But she denied she had anything to do with it and past on our inquiry to the David Suzuki foundation. Okay fine it's probably true she was just setting up the book side of things, but how about the college? All the folks involved in the lab ... project. Well we tried Debby Cribb, the college's communications officer, David Campeau, the college's communications technician, Wendy Cloutier, another communications technician, Mary Milburn herself, the one who took the call from Suzuki's assistant. We tried Suzanne Beaudin, we tried Ian Hanington, the Suzuki foundation communications manager who issued their denial on Tuesday to a Toronto Sun reader. None of these people would talk to us. Of course not! How do you explain away all those emails that are crystal clear in their meaning, how do you answer for proposing to send girls up to Suzuki's penthouse at night? How do you answer to this? Here is a picture of Suzuki with a bunch of John Abbott called students taken by the college and released to us in the stack of access to information documents. 21 of these kids, plus 2 teachers, crowded around the saint. Many in plunging necklines. We blurred the faces of the girls cause some of them are probably only 17 years old. Were these the escorts? The college didn't say. They just sent this photo to us when we asked them for records of Suzuki's day. They all have official nametags on. If they were the escorts, Mary Milburn did her work. The girls

are absolutely beautiful. Now there are a handful of boys in this picture I counted, there are 5 of them at the back, not near the great man not touching him. Only the girls get to get that close. Now I'm sorry I can't show you the look on their faces so you could see the sheer idol worship. They were with their cult heroe. Perhaps these were the ones who were hand selected by the dean's assistant to be her word "escorts". They were told how to dress. And boy did they ever. And then the dean told them to go up to his hotel room. That's what we know. Now David Suzuki says he's not about money, but he billed 41 grand to the college, they don't deny it. I mean business is business. Everyone knows Suzuki's a millionaire. It's not embarrassing. But it's not scandalous. Boy are they digging in on the second point aren't they, that Suzuki asked for girls as escorts. Greed is a sin that Suzuki will cop too, but not lust. Take it from him. Look at this.

David Suzuki

As I get older, my testosterone levels drop and you know I'm getting smarter because I'm not talking, thinking about sex all the time.

Ezra Levant

Relly? Now after I read about the sexual selection at John Abbott college, I started to go back to other Suzuki has said about sex in the past and sex on tour and sex in his life and sex sex sex. He's obsessed by it! I mean don't take it from me. Here's a quote from his autobiography, quote "Sex has been a driving force in my life. Only has age has brought relief from the high tighter of sex hormones have I been freed of thinking of sex once a minute. Now it's about every 5 minutes." That's sort of funny right? I mean it would be, I don't know if he's joking though, he just won't stop talking about sex on page 66 of his autobiography, quote "You can have the kinkiest sex." On page 29 "I became consumed by thoughts of sex."On page 28 "I had sex on

the brain". On page 50 "My how we talked mostly about genetics but also about sex", unquote. Page 97 "there was rampant experimentation with drugs and sex" unquote. Creepy stuff like talking about his wife and his own daughters. Here he is on page 378 of his own autobiography, quote "I am delighted to see the role sex plays in the lives of Tara, his wife, and my daughters? Unquote. What man talks about his delight at his daughters' sex lives? Well that's not all. On page 6, when talking about his late parents, he wrote, quote "On occasion we could overhear their active sex life" un quote. He loves to talk about sex, his sexual urges, his wife's sex, his daughter's sex, his parents' sex, his chats about sex, sex and drugs, sex sex sex. He talks about how he met his second wife, the aforementioned Tara, who he met when he was giving a speech at a university. Let me quote. "I was scheduled to give a talk at Carlton University in Ottawa. As I began to speak, I noticed a sensationally beautiful woman sitting near the front, with long blonde hair, a full mouth and high cheekbone. She looked like the American film star, Rita Hayworth. The sensational woman was Tara Cullis who was working on a master's thesis degree in comparative literature at Carlon. She was 22. I was 35. Ha! He was almost double her age. Almost old enough to be her dad, but she was a fan girl. Oh he loved that. They hooked up. Could this be part of a recurring pattern for Suzuki? This from a Global Mail profile of him back in 2007. Quote: "Young women have been known to throw thongs unto the stage when he steps up to speak." Unquote. Or this from the Globe and Mail back in 2004, a woman named Jessica was sitting on his lap. She said, quote,: "Tell me David, do you like to travel?". He said: "Not very much." She said:"Well your hands do." Unquote. She was a comedian. Oh in the National Post in 2004, it was a report of Suzuki going to a press conference, quote: "With a small entourage of attractive young women". Unquote. I mean I guess this could all be a running joke, right? Well until you see the internal emails and all the staffing effort that went into setting him up with an escort of nicely dressed teenage girls. That is not so really funny is it? Do you think that I've

misinterpreted this flurry of emails about rounding up female escorts that were dressed a certain way meeting him at his hotel room? That's from the college's own documents, but the college won't take our questions, nor will Suzuki. We sent another note to Suzuki's spin doctor today. We asked about Suzuki's assistant's request to the school. We asked if Suzuki had ever made requests for all-girls squads like this before. No answer. Why? Why not just say, yes or no? Yesterday my colleague Brian Lilley on his show, Byline, revealed something shocking. Look at this.

Brian Lilley

Little while ago, I received this document. This is hefty. 798 pages relating to complaints of harassment or inappropriate behavior at CBC from January 1st 2010, until last year, middle of.

Ezra Levant

Ah. Almost 800 pages regarding harassment complaints, completely blacked out. That's an enormous amount of complaints for one company. I had no information whatsoever that suggested David Suzuki is amongst those 800 pages of complaints for harassment. For all I know, he has a perfectly clean personnel file. I'm not even saying that the all-girl escort at John Abbott College is illegal or lawsuit material. I'm just saying it's sexist. And creepy. And part perhaps of a long-term pattern. I'd ask David Suzuki about it, if he would take questions. Have you ever worked with David Suzuki? Have you, my viewers ever been selected at your campus to be an escort for him? Have you ever been told to go to his hotel room for a special thank you? Have you experienced sexism at his hands? If so, let me know. Send me an email in strictest confidence, to thesource@sunmedia.ca. Look this isn't about Suzuki's private life. It's about his public life. He is a public celebrity at the CBC, a government agency. He has worked there for decades, he has done the campus circuit for decades

speaking to tens of thousands of young men and young women. How he treats them is a public matter. Not just because he claims he's not about sex anymore, that just goes to his hypocrisy. What matters is what he actually does. And if these John Abbott College documents mean what they say, he apparently likes to be in the company of young starry-eyed girls. Hell, even married one once. David Suzuki has some answering to do for his requests. John Abbott College has some answering to do for obeying his request, and the media party has some answering to do for treating Suzuki's sexual obsession as some joke, and then quickly looking away as proof comes forward that it's not just his fantasies but how he insists his speaking events go on the public dime, mind you. And oh boy do we have more for you tomorrow, as we continue to expose Canada's favorite environmental saint.

Radio-Canada
Télévision

Sun News (Ezra Levant)

Visite de Suzuki sur un campus étudiant (31 janvier 2013)

97 180 05

Centre de traitement de textes
Service Grille et diffusion
Bureau 908 – Poste 4101

Émission: Sun News (Ezra Levant)

Sujet: Visite de Suzuki sur un campus étudiant

Projet: 97 180 05

Ezra Levant

J'ai commencé la semaine en lançant un pavée dans la mare : David Suzuki, le saint du mouvement environnementaliste au Canada, la vedette télévisuelle de CBC, celui qui se désigne comme un aîné, le nom et le visage derrière l'une des plus importantes œuvres de charité écologistes au Canada, et, ne mâchons pas nos mots, celui qu'on considère comme un saint homme, eh bien, j'ai découvert qu'il n'était pas si vénérable que ça. David Suzuki déclare ouvertement qu'il n'est pas à l'argent, qu'il est plutôt guidé par la spiritualité. Eh bien, imaginez-vous qu'il a facturé 41 640 beaux dollars au cégep John Abbott de Montréal pour y donner une conférence en octobre dernier. Mais c'est juste de l'argent, n'est-ce pas? Suzuki a aussi dit qu'il ne pense pas beaucoup au sexe. Mais je vous ai aussi parlé des efforts considérables qu'a déployés le collège John Abbott pour lui fournir un groupe de jeunes filles qui l'ont accompagné sur le campus et qui ont ensuite été invitées à lui rendre visite dans sa luxueuse chambre d'hôtel pour être remerciées personnellement. Cette nouvelle a scandalisé tout le monde, parce qu'elle déboulonne son image soigneusement façonnée qui s'inspire à la fois de Mahatma Ghandi, de Nelson Mandela et de Mère Teresa. J'ai révélé son appétit pour l'argent et les filles, à l'instar d'une vieille star du rock. C'est du moins ma théorie, mais David Suzuki et le collège ont dit que j'étais dans le champ. Voici ce qu'un employé de la Fondation David Suzuki, son organisme de bienfaisance enregistré, a écrit mardi soir à quelqu'un qui posait une question à la suite de mon émission : « David Suzuki

reçoit de nombreuses demandes pour donner des communications publiques rémunérées. Cependant, ces engagements ne sont pas gérés par la Fondation, mais plutôt par son agent personnel. Nous pouvons toutefois confirmer que les allégations faites par Ezra Levant et la chaîne Sun Media à propos de la conférence du Dr Suzuki au collège John Abbott en octobre dernier sont fausses. Durant sa visite sur le campus, David Suzuki a été accompagné à la fois par des étudiants et des étudiantes tout au long de la journée. Il n'y avait pas de clause dans le contrat de David Suzuki précisant le genre ni le code vestimentaire des étudiants accompagnateurs. Quant aux honoraires, ils correspondent à la participation du Dr Suzuki à une journée entière d'activités dans le cadre d'un événement d'envergure du collège. » Tout est là. Mes allégations étaient fausses, Suzuki n'a pas demandé à être accompagné de filles seulement et n'a pas imposé de code vestimentaire, et ses honoraires étaient tout à fait raisonnables. Hier, le collège John Abbott a fait une déclaration étonnamment similaire. Quand on compare les deux textes, on constate que les formulations sont très semblables. Le texte du collège est plus long, alors je ne vais vous lire que les parties importantes. Ils ont dit que mes allégations étaient fausses en raison, et je cite : « d'un différend de longue date entre les parties qui n'a rien à voir avec notre établissement, nos étudiants ni notre mission d'éducation », fin de la citation. Le collège a dit que Suzuki : « a été accompagné à la fois par des étudiants et des étudiantes tout au long de la journée et de la soirée », ce qui correspond exactement à la formulation du représentant de Suzuki, et que les jeunes avaient été « choisis pour leur professionnalisme ». « Il n'y avait pas de clause dans le contrat de David Suzuki précisant le genre ni le code vestimentaire des étudiants accompagnateurs », ont-ils déclaré dans les mêmes mots que le porte-parole de la Fondation. Je ne fais que citer des courriels mal interprétés. Et puis, ils parlent du travail extraordinaire de Suzuki. N'oublions pas que ces gens célèbrent maintenant la journée David Suzuki annuellement sur le campus et que ce sont des suzukiens

dans l'âme. Ils terminent en disant que je me livre à de la « désinformation ». J'imagine que l'affaire est réglée. Ce que j'ai dit cette semaine était faux; c'était de la désinformation, j'ai mal interprété les choses. Et le Parti des médias est évidemment d'accord avec ça. Prenons l'exemple du plus grand journaliste d'enquête du Canada, Glen McGregor. Ancien DJ dans un bar de danseuses et chroniqueur au magazine *Frank*, aujourd'hui journaliste vedette du *Ottawa Citizen* où il a publié une centaine de reportages palpitants sur... les appels robotisés. En tout cas, McGregor a semblé intéressé par l'affaire de Suzuki pendant un certain temps, mais aussitôt qu'il a lu la déclaration du collège John Abbott, ça l'a satisfait. Ses rares moments de curiosité se sont évaporés. Voici le commentaire de McGregor sur Twitter : « Je viens de recevoir le courriel. Nous du Parti des médias avons décidé de ne pas publier d'articles dans ce sens. » Sa blague subtile veut dire que les journalistes de gauche comme lui ne donneront pas suite à la version de Sun parce que tout ça est évidemment faux. Et il ajoute un lien vers un communiqué de presse et un reportage réalisé par une grosse institution gouvernementale pour justifier sa décision de ne pas investiguer davantage. Même chose pour Paul McLeod, correspondant en chef à Ottawa pour le *Chronicle Herald* d'Halifax. Il a toutefois montré plus d'initiative que McGregor. Il a rédigé un article de 830 mots pour réfuter mon scoop, non pas dans son journal, mais sur son blogue. Non mais, il a consacré une demi-journée à décortiquer mon argumentation et à la revirer en faveur de Suzuki. Il n'en a surtout pas glissé un mot dans le journal d'Halifax qui lui verse sa paie, parce que ça l'aurait obligé de parler du scandale à ses lecteurs. Il refuse de signer un papier là-dessus, mais il a mis une sacrée énergie sur le Web pour convaincre les gens qu'il n'y a rien à tirer de cette histoire. Voici les deux premières lignes de sa proclamation. Je le cite : « À combien chiffreriez-vous un règlement à venir entre Sun News et l'environnementaliste David Suzuki? Un million? Peut-être deux? Je pose la question parce que je suppose que Suzuki s'apprête à lancer sa meute d'avocats aux trousses de Sun après que Levant

l'eut traité de "vieux vicieux" qui fait des "demandes bizarres et sexistes. » C'est donc dire que l'aile Glen McGregor du Parti des médias se satisfait lâchement d'une entreprise de relation publique qui nous enjoint de ne pas porter attention aux documents obtenus grâce à l'accès à l'information, que ce ne sont que des mensonges. Et l'aile Paul McLeod du Parti des médias dit essentiellement qu'elle a peur de s'en prendre à un homme si riche et puissant que David Suzuki parce que ce dernier pourrait la poursuivre. C'est un peu plus honnête. Au fait, Paul, on n'a pas encore été poursuivi, la vérité étant évidemment une défense absolue. Récapitulons pour voir. Suzuki et le collège disent tous les deux que je fabule, que j'ai déformé les faits et mal interprété les choses. De leur côté, les mauvaises langues du Parti des médias disent que ces dénégations leur suffisent et que je devrais craindre d'être poursuivi jusqu'à sombrer; c'est leur cas en tout cas. Donc, l'affaire est réglée, n'est-ce pas? Sauf qu'il y un petit détail : il existe des centaines de pages de courriels internes, de notes de service, de contrats, de photos à propos de la visite de Suzuki, qui m'ont été fournies par le collège John Abbott lui-même en vertu de la loi sur l'accès à l'information. Je vous ai montré quelques-unes de ces pages dans l'émission cette semaine, mais il y en a des centaines comme ça. Par exemple, voici la facture pour la conférence de Suzuki. Elle a été émise par New Data, l'entreprise personnelle de Suzuki depuis plus de 30 ans. Sa femme, Tara Cullis, siège aussi au conseil. C'est de là que j'ai tiré l'information sur les honoraires de 30 000 $ et de la note de frais. Voici le mini tableur que le collège a lui-même produit qui montre qu'en plus des honoraires de 30 000 $, diverses dépenses totalisant plus de 10 000 $ ont été facturées, par exemple la chambre d'hôtel et les billets d'avion. Vous remarquerez que ni Suzuki ni le collège ne remettent en question ces chiffres, mais ils se braquent contre l'affaire des escortes étudiantes, par exemple. Eh bien, à ce propos, il y a une énorme quantité de communications entre les employés du collège John Abbott. Ils ne discutent pas d'environnementalisme, ni de science, ni de l'organisation, mais

bien des filles qui entoureront Suzuki. Tout a commencé par un appel d'une adjointe de Suzuki, dont le nom n'est pas divulgué, pour informer le collège de prévoir des accompagnatrices. Je cite : « Nous avons appris par l'entremise de l'adjointe du Dr Suzuki que bien que celui-ci n'aime pas être accompagné de gardes du corps en tant que tels, il ne verrait aucun inconvénient à être accompagné de deux jeunes filles (femmes) qui lui serviraient de gardes du corps de manière à ce qu'il ne se fasse pas trop abordé durant ses déplacements d'un endroit à l'autre. Pourquoi des filles, vous demandez-vous? Eh bien, parce que c'est un homme. » Attendez, attendez. Le collège et Suzuki nient tous les deux cette information, n'est-ce pas? Ils ont dit que la présence de filles n'avait pas été exigée. C'est pourtant écrit noir sur blanc. L'adjointe de Suzuki en a fait la demande et le courriel de Mary Milburn confirme que le collège a fait le nécessaire. Est-ce que le collège John Abbott et la Fondation Suzuki insinuent que Mary Milburn, qui a rédigé cette note, a inventé ça ou faisait des blagues? Si c'est le cas, pourquoi tout le monde s'est donné autant de mal pour se conformer à la demande. Restez avec nous parce que j'ai d'autres questions à poser à la fondation et au collège, ainsi que d'autres révélations à vous faire sur d'anciennes déclarations de David Suzuki qui vous donneront envie de garder vos filles à la maison. Vous écoutez *The Source*. Vous voyez ça, c'est ma demande d'accès à l'information au collège John Abbott. Est-ce qu'ils se sont trompés de numéro de télécopieur? Est-ce que j'ai mal interprété la demande de David Suzuki et la réaction du collège John Abbott? Examinons certains documents produits par des représentants du collège, comme Jim Anderson, directeur de département à John Abbott. Il était responsable des étudiants, donc le candidat idéal pour recruter les filles pour accompagner David Suzuki. Voici ce qu'il a écrit : « Veuillez vous assurer que les filles seront bien vêtues. Elles ne doivent pas être en robe de soirée, mais elles ne doivent certainement pas porter leur uniforme de policière. » Pourquoi Jim Anderson aurait-il écrit cela si la demande ne venait pas de Suzuki? Jim Anderson

mentirait-il lui aussi? Aurait-il lui aussi dénaturé les faits? Mary Milburn a pris la demande d'escorte féminine tellement au sérieux qu'elle a décidé de gérer ça juste avec Anderson. Voyez ce message de suivi : « Jim, as-tu choisi les étudiantes qui accompagneront le Dr Suzuki? Crois-tu que je pourrais organiser une très courte rencontre avec elles ou que je pourrais les voir dans un de leurs cours? » Arrêtez-vous quelques secondes pour y penser. Une adjointe d'un directeur des études demande à un directeur de département s'il a « choisi les étudiantes qui accompagneront le Dr Suzuki ». C'est qu'elle se conformait méticuleusement à la demande de l'adjointe de Suzuki. Elle a même insisté pour voir la marchandise elle-même. On dirait qu'elle craignait qu'Anderson ne fasse pas les bons choix, n'est-ce pas? Mais en matière de pure grossièreté, la palme revient au directeur des études Erich Schmedt, qui a écrit ceci : « Pour les remercier de leur contribution une fois la tournée terminée, nous les regrouperons à la fin de la journée et pourrons soit leur offrir de passer un peu de temps en compagnie de Suzuki (je m'arrangerai pour le faire sortir de sa chambre d'hôtel ou pour que les filles puissent joindre le groupe dans son air sanctifié)... » Envoyer ces jeunes filles de 17, 18, 19 ans dans la chambre d'hôtel de Suzuki en soirée? Quel directeur enverrait des jeunes filles dans la chambre d'hôtel d'un homme en soirée? Mais soyons clairs : on ne sait pas si cette rencontre a bien eu lieu et, le cas échéant, où elle a eu lieu. On attend toujours des réponses. Mais c'est quand même plutôt amusant que la Fondation David Suzuki et le collège aient tous les deux nié ça, non? Ils n'ont fait aucun commentaire sur la visite en soirée à la chambre d'hôtel. Ils se sont contentés de dire que j'avais mal interprété les choses. Vraiment? Quelle autre interprétation peut-on en faire? L'adjointe de Suzuki a insisté pour que ce soit uniquement des filles qui l'accompagnent. Mary Milburn, la représentante du collège qui a reçu l'appel, a été on ne peut plus claire : elle a indiqué « jeunes filles (femmes) ». Et plus tard, elle insiste pour voir les étudiantes, pas les étudiants. On parle aussi de robe de soirée; à ce que je sache, les

garçons n'en portent pas. Alors, qu'est-ce que j'ai mal interprété? Et qu'en est-il de la visite à l'hôtel en soirée? Quelle explication inoffensive peuvent-ils nous donner pour ça? Nous avons tenté d'obtenir des réponses. Nous avons communiqué par téléphone et par courriel avec plusieurs personnes différentes. Nous avons commencé par Karen Stacey, l'agente de publicité des livres de David Suzuki, qui a contribué à l'organisation de la visite. Je le sais parce que j'ai des copies des courriels qu'elle a envoyés au collège. Elle a pourtant démenti s'en être occupée et a relayé notre demande à la Fondation David Suzuki. D'accord, c'est probablement vrai qu'elle s'est uniquement occupée du volet qui touchait les livres, mais qu'en est-il du collège? De tous ces gens qui se sont mobilisés pour livrer la marchandise. On a tenté de joindre Debbie Cribb, l'agente d'information du collège, David Campeau, le technicien en communications, Wendy Cloutier, une autre technicienne en communications, Mary Milburn, celle qui a reçu l'appel de l'adjointe de Suzuki. On a aussi tenté de joindre Suzanne Beaudin et Ian Hanington, le directeur des communications de la Fondation David Suzuki qui a répondu mardi à un lecteur du *Toronto Sun* en niant tout. Aucune de ces personnes ne daigne nous parler. Je comprends donc! Comment pourraient-elles justifier tous ces courriels clairs comme de l'eau de roche? Et la proposition d'envoyer les jeunes filles à la chambre d'hôtel de Suzuki en soirée? Et que dire de ceci? Voici une photo de David Suzuki accompagné d'un groupe d'étudiants de John Abbott qui a été prise par le collège et qui nous a été remise dans le cadre de notre demande d'accès à l'information. On y voit 21 jeunes, plus 2 professeurs, rassemblés autour du saint. Il y a beaucoup de décolletés plongeants. Nous avons brouillé le visage des jeunes filles, car certaines d'entre elles n'ont probablement que 17 ans. Est-ce que ce sont les accompagnatrices? Le collège ne nous l'a pas dit. Il s'est contenté de nous envoyer cette photo lorsque nous avons demandé le dossier de la journée de Suzuki. Elles affichent toutes des porte-noms officiels. S'il s'agit des accompagnatrices, Mary

Milburn a bien fait son travail parce qu'elles sont absolument magnifiques. Il y a aussi une poignée de garçons sur la photo. Je les ai comptés; ils sont cinq. Ils se tiennent en arrière, loin du grand homme, sans contact physique avec lui. Il n'y a que les filles qui bénéficient de cette proximité. Je suis déçu de ne pas pouvoir vous montrer l'expression sur leurs visages, car vous auriez pu voir toute l'admiration dans leurs yeux. Elles sont en présence de leur idole. Peut-être s'agit-il de celles qui ont été choisies par l'adjointe du directeur pour former, comme elle le dit, « l'escorte féminine ». Elles ont reçu des consignes pour s'habiller. Le moins qu'on puisse dire, c'est qu'elles ont obtempéré. Et le directeur les a invitées à monter à la chambre d'hôtel. C'est ce que l'on sait. Par ailleurs, David Suzuki dit qu'il n'est pas à l'argent, mais il a tout de même facturé quelque 41 000 $, ce que le collège ne dément pas. Les affaires sont les affaires. Tout le monde sait que Suzuki est millionnaire; ce n'est pas gênant, ce n'est pas scandaleux. Mais ils ne lâchent pas le morceau quant à la demande de Suzuki d'être escorté par des filles. L'avidité est un péché auquel Suzuki peut succomber, mais pas le désir sexuel. Voyez par vous-même ce qu'il a dit à ce sujet.

David Suzuki

À mesure que je vieillis, mon niveau de testostérone diminue, alors je deviens de plus en plus intelligent parce que je ne pense pas tout le temps au sexe.

Ezra Levant

Vraiment? Après avoir lu cette histoire de sélection sexuelle à John Abbott, j'ai fait quelques recherches pour voir ce que Suzuki avait déjà dit à propos du sexe auparavant, le sexe durant ses visites, le sexe dans sa vie, le sexe, le sexe, le sexe. Il est obsédé par le sexe! Et ce n'est pas moi qui le dis. Voici un passage tiré de son autobiographie : « Le sexe a été un moteur dans ma vie. Ce n'est que l'âge qui m'a

donné un répit des pulsions associées aux hormones sexuelles. Je n'y pense plus toutes les minutes; maintenant, c'est seulement aux cinq minutes. » C'est plutôt amusant, n'est-ce pas? Je ne sais pas s'il blague, mais il parle tout le temps de sexe. À la page 66 de son autobiographie : « On peut avoir les pratiques sexuelles les plus singulières. » À la page 29 : « J'étais dévoré par les pensées sexuelles. » À la page 28 : « Le sexe habitait mon esprit. » À la page 50 : « nous avons parlé principalement de génétique, mais aussi de sexe ». À la page 97 : « des expérimentations de toutes sortes avec les drogues et le sexe ». Il fait des commentaires plutôt déplacés sur sa femme et même ses filles. Par exemple, à la page 378 : « Je suis heureux de voir le rôle que joue le sexe dans la vie de Tara... », sa femme, « et de mes filles. » Quel homme s'amuse à parler de la joie que lui procure la vie sexuelle de ses filles? Et ce n'est pas tout. À la page 6, en parlant de ses défunts parents, il dit : « À l'occasion, on les surprenait en pleins ébats sexuels. » Il aime parler de sexe, de ses pulsions sexuelles, de la vie sexuelle de sa femme, de ses filles et de ses parents, de ses discussions à propos du sexe, du sexe et de drogue. Il y a du sexe partout. Il raconte comment il a rencontré sa deuxième femme, Tara, à l'occasion d'une conférence qu'il donnait dans une université. Je vous lis le passage : « Je donnais une communication à l'Université Carleton, à Ottawa... Quand j'ai commencé ma présentation, j'ai remarqué qu'une ravissante jeune femme était assise dans les premières rangées. Elle avait une longue chevelure blonde, une bouche charnue et des pommettes saillantes. Elle ressemblait à l'actrice américaine Rita Hayworth... Cette femme éblouissante était Tara Cullis, étudiante de maîtrise en littérature comparée à Carleton. Elle avait 22 ans; j'en avais 35. » Ah! Il avait presque deux fois son âge. Il était presque assez vieux pour être son père; mais c'était une admiratrice, et il adorait ça. Le tour était joué. Est-ce que ce serait un comportement que reproduit systématiquement Suzuki? Voici ce qu'écrivait *The Globe and Mail* à son sujet en 2007. « Les jeunes filles ont l'habitude de lancer des strings quand il monte sur scène

pour parler. » Ou en 2004, toujours dans *The Globe and Mail.* Une femme nommée Jessica était assise sur ses genoux et lui a demandé : « Dites-moi, David, aimez-vous voyager? ». Il a répondu : « Pas tellement. » Et elle de dire : « Vos mains aiment ça, elles. » C'était une humoriste. Et dans *The National Post* en 2004, on parlait de Suzuki qui allait à une conférence de presse « entouré d'un petit groupe de jeunes femmes séduisantes ». On peut penser que tout ça est un perpétuel sujet de plaisanterie, n'est-ce pas? Jusqu'à ce qu'on prenne connaissance des courriels internes et des efforts qui ont été déployés par le personnel du collège pour organiser un groupe de jeunes femmes bien vêtues pour l'accompagner. Là, ça commence à être moins drôle. Croyez-vous que j'ai mal interprété ces échanges de courriels à propos de la gestion de l'escorte féminine qui devait être vêtue d'une certaine manière et qui l'a rencontré dans sa chambre d'hôtel? L'information provient des documents du collège, mais ni le collège ni Suzuki ne répondent à nos questions. Nous avons envoyé un autre mot au façonneur d'image de Suzuki aujourd'hui. Nous l'avons questionné sur la demande que l'adjointe de Suzuki a formulée au collège. Nous lui avons demandé si Suzuki avait déjà fait de telles demandes d'escouades exclusivement féminines auparavant. Silence radio. Pourquoi? Pourquoi ne pas simplement nous répondre oui ou non? Hier, mon collègue Brian Lilley a fait une révélation-choc à son émission *Byline*. Regardez ça.

Brian Lilley

Il y a quelque temps, j'ai reçu ce document. C'est du costaud : 798 pages en lien avec des plaintes de harcèlement ou de comportement inapproprié à CBC du 1er janvier 2010 jusqu'au milieu de l'an dernier.

Ezra Levant

Près de 800 pages de plaintes de harcèlement, passées sous silence. C'est une énorme quantité de plaintes pour une seule compagnie. Je ne détiens toutefois aucune information indiquant que David Suzuki figurerait dans ces 800 pages de plaintes de harcèlement. D'après ce que je sais, son dossier personnel est tout à fait vierge. Je n'avance pas que l'escorte féminine organisée à John Abbott est illégale ou donne matière à poursuite. Je dis juste que c'est sexiste. Et de mauvais goût. Et que ça s'inscrit peut-être dans une tradition de longue date. Je poserais bien la question à David Suzuki s'il daignait nous parler. Avez-vous déjà travaillé avec David Suzuki? Vous, mes téléspectateurs, avez-vous déjà été choisis sur votre campus pour escorter Suzuki? Vous a-t-on déjà invités dans sa chambre d'hôtel pour vous remercier? Avez-vous vécu des situations sexistes à ses côtés? Si c'est le cas, faites-le-moi savoir. Envoyez-moi un courriel, qui sera traité dans la plus stricte confidentialité, à thesource@sunmedia.ca. On ne parle pas ici de la vie privée de David Suzuki, mais bien de sa vie publique. Il s'agit d'une personnalité publique de CBC, une société d'État. Ça fait des décennies qu'il y travaille, qu'il fait la tournée des campus étudiants et qu'il s'adresse à des dizaines de milliers de jeunes hommes et de jeunes femmes. La façon dont il les traite est un sujet d'ordre public. Peu importe qu'il se réclame de ne plus s'intéresser au sexe, ça, c'est de l'hypocrisie. Ce qui compte, ce sont ses gestes. Et si ces documents du collège John Abbott sont véridiques, on peut affirmer qu'il aime visiblement être entouré de jeunes demoiselles au regard admiratif. Il en a même marié une. On attend des explications de David Suzuki à propos de ses demandes. On attend des explications du collège John Abbott du fait qu'il ait obtempéré à cette demande. On attend des explications du Parti des médias qui traite l'obsession sexuelle de Suzuki avec plaisanterie et qui ferme les yeux sur des documents qui prouvent que ce ne sont pas juste des fantasmes, mais bien des demandes insistantes qui sont formulées dans le cadre de ses conférences, qui sont financées par les deniers publics, je vous le rappelle. On a encore bien des choses

intéressantes pour vous demain, alors qu'on continuera à vous dresser le portrait de l'icône de l'environnementalisme au Canada.

Radio-Canada
Télévision

Sun News

February 1st, 2013

97 180 05

Centre de traitement de textes
Service Grille et diffusion
Bureau 908 – Poste 4101

Émission: Sun News

Sujet: February 1st, 2013

Projet: 97 180 05

Topo avec Brian Lilley

Brian Lilley

CBC and harassment in the workplace. That is the topic of tonight's Byline. The CBC loves to ask questions, but the state broadcaster's Hubert Lacroix, well he's shown once again that he hates taking them. Lacroix was asked about the release of these documents, some 1454 pages related to harassment, inappropriate behavior in just two offices, Ottawa, and Toronto.

Journalist

I'm just wondering if you have a comment?

Hubert Lacroix

Uh, are you sure that you want me to answer this question? Be...

Brian Lilley

Well, the answer of course Hubbey is yes, that's why you were asked. Lacroix then went on to try and explain away the story by answering a completely different question. The story started Wednesday night here on Byline where I showed this massive pile of papers in response to an Access to Information Request to CBC asking for quote "emails", memos and reports of harassment in inappropriate behavior met CBC's Ottawa and Toronto offices. The file, which covers from January 1st 2010 until July last July came back with these 1400 pages. And that is a staggering amount of

paperwork for just 2 offices of the state broadcaster. Now, unfortunately, as I told you, most of the information was blacked out. But one revealing email showed this was not about 1 or 2 cases. Quote: "too many cases, and I'm getting them mixed up in my mind." That was from an undisclosed employee who is CBC Hr manager. Now, given the recent allegations of sexual harassment in the RCMP and the stunning revelations of BBC's star and and ... decades long prowl through Britain's state broadcaster asking question is about CBC is not out of order. But Lacroix doesn't like being questioned and so he attacked the messenger.

Hubert Lacroix

I read this morning in your newspapers.

Journalist

Hum hum.

Hubert Lacroix

That the indication was that we were involved in 1450 of these cases. The real answer is.

Journalist

No I believe it's just

Hubert Lacroix

We gave you 1450 pages.

Brian Lilley

Alright Hubbey, here's the truth: both on air and in print, we only ever reported that we're 1454 pages regarding complaints of harassment and inappropriate behavior. We also specifically said there was no way to tell how many cases there were because you and your people removed all the pertinent information, including the number of cases, how they were dealt with and so on. Removing personal information is understandable, but CBC goes beyond that. They don't want you to know about any untoward behavior inside the state broadcaster. Yet, when news broke of trouble inside the RCMP, CBC devoted more air time to this subject than any other broadcast outlet in the country. They reported on it more times than any broadcast outlet. Aggressive questions were asked of the police force and the government regarding policies and the work environment. Now questions about his own organization are, they're met with Lacroix's famous disdain. To his credit, he did admit that one case is one case too many.

Hubert Lacroix

We have less than 10, it's documented. Well actually, more, one more than 0 is not something that we're very proud of that we work very hard on.

Brian Lilley

Right. Now I appreciate that part of the answer, and good for them. Yes, one case is one case too many, and every organization, every large organization especially needs to stamp this out, but there's still answered questions. What were the nature of these complaints at CBC? Are we talking about inappropriate jokes, or sexual harassment? How much are taxpayers on the hook for when CBC reaches a settlement? I mean, that would tell us how serious these issues are. Are there current CBC employees who are responsible for several claims? Especially claims that've been found and then settled? Now, from April 1st, 2009 until March 31st 2010, we know that CBC paid

out some 30 invoices to investigators and lawyers regarding harassment claims. But what? And what's being paid out now? And currently the Commons Standing Committee on the Status of Women is studying the issue of sexual harassment in the federal workplace. I'd say that CBC is a good candidate for their work. Conservative MP Joan Crockatt agrees that they should be looking into this.

Honorable Joan Crockatt

You know, sexual harassment is always something that we want to make sure that we're looking at ... Canada Post has dealt with it and got it down to one complaint actually with 68 000 employees. I'm not at all aware of what the CBC position is, but I imagine that's something that we might look at.

Brian Lilley

And I hope it is. Now the NDP, they have the MP that chairs this committee and they have several members on it. I asked them for a response on whether they would support this. Now initially when our cameras were at the committee they said they didn't know about the story, they'd get back to us. So far, they haven't. But these are serious questions that need serious answers. The worse things that could happen is for this to become partisan. And usually, Conservatives will ask some questions about CBC, but even they're timid about it. The NDP, the Liberals, the Bloc and the Greens, well they all rally to CBC's defense regardless of the issue. And we can't have that. Lacroix has shown that he doesn't take these questions seriously, not our questions, MP's need to take up this task. And that's the Byline.

Radio-Canada
Télévision

Sun News

1er février 2013

97 180 05

Centre de traitement de textes
Service Grille et diffusion
Bureau 908 - Poste 4101

Émission: **Sun News**

Sujet: **1er février 2013**

Projet: **97 180 05**

Topo avec Brian Lilley

Brian Lilley

Le harcèlement en milieu de travail à CBC. C'est le sujet de notre émission ce soir. La société d'État adore poser des questions, mais son PDG Hubert Lacroix nous a montré encore une fois qu'il déteste y répondre. Lacroix a été questionné sur la publication de ces documents, une brique de 1 454 pages qui traitent de harcèlement et de comportement inapproprié dans deux bureaux seulement, Ottawa et Toronto.

Journaliste

Avez-vous un commentaire à formuler?

Hubert Lacroix

Voulez-vous vraiment que je réponde à cette question?

Brian Lilley

Mon cher Hubert, la réponse est évidemment oui, c'est précisément pour ça qu'on vous pose la question. Lacroix a ensuite tenté de justifier l'affaire en répondant à une question complètement différente. L'histoire a commencé mercredi soir, ici même à notre émission, quand j'ai montré cette pile impressionnante de documents que j'ai reçus après avoir fait une demande d'accès à l'information à CBC pour obtenir, et je cite, « les courriels, notes de service et rapports sur le harcèlement et les comportements inappropriés » dans les bureaux d'Ottawa et de Toronto du

diffuseur. Le dossier qu'on m'a envoyé, qui couvre la période du 1er janvier 2010 à juillet 2012, contient 1 400 pages. C'est une énorme quantité de paperasserie pour seulement deux bureaux. Malheureusement, comme je l'ai dit, l'essentiel de l'information a été censuré. Mais un courriel révélateur montre qu'il ne s'agit pas de un ou deux cas isolés. « Il y a trop de cas, je suis un peu mélangé », dixit un employé anonyme de CBC qui s'adresse à un chef des Ressources humaines. Étant donné les récentes allégations de harcèlement sexuel à la GRC et les révélations-chocs au sujet de la vedette de la BBC qui a sévi pendant des décennies dans les murs du radiodiffuseur britannique, ça semble tout à fait légitime de se questionner à propos de CBC. Mais Lacroix n'aime pas se faire poser des questions et s'en est pris au messager.

Hubert Lacroix
J'ai lu dans votre journal ce matin que nous étions impliqués dans 1 450 cas, mais la réalité est plutôt que nous vous avons remis 1 450 pages.

Brian Lilley
Cher Hubert, la réalité, c'est qu'en ondes et dans la presse écrite, on a toujours indiqué qu'il y avait 1 454 pages traitant de plaintes de harcèlement et de comportement inapproprié. On a aussi précisé qu'il était impossible de dire le nombre de cas en cause, puisque vous et vos commettants avez effacé l'information pertinente, y compris le nombre de cas, la façon dont ils ont été traités, etc. Protéger les renseignements personnels, c'est totalement compréhensible, mais CBC va bien plus loin que ça. La société d'État ne veut pas qu'on soit au courant des comportements répréhensibles qui surviennent dans ses murs. Pourtant, quand la nouvelle des problèmes au sein de la GRC a éclaté, le radiodiffuseur public a consacré plus de temps d'antenne à l'affaire que les autres diffuseurs du pays. On y a

présenté plus de reportages qu'aux autres chaînes. On a posé des questions agressives au corps policier et au gouvernement à propos des politiques et de l'environnement de travail. Maintenant que des questions sont posées sur sa propre organisation, Lacroix nous sert son mépris habituel. À sa décharge, soulignons qu'il a admis qu'un seul cas était un cas de trop.

Hubert Lacroix

Nous en avons moins de 10, c'est documenté. Il est évident que n'importe quel chiffre au-delà de zéro n'est pas une source de fierté pour nous et on y travaille sans relâche.

Brian Lilley

J'apprécie cette portion de la réponse; tant mieux pour eux. Oui, un cas est un cas de trop, et toutes les organisations, particulièrement les grandes organisations, doivent veiller à les éradiquer complètement, mais des questions restent quand même sans réponses. Quelle est la nature des plaintes à CBC? S'agit-il de blagues déplacées ou de harcèlement sexuel? Combien en coûte-t-il aux contribuables quand CBC négocie un règlement? Ça nous donnerait une indication de la gravité des problèmes. Est-ce que des employés actuels de la société d'État sont à l'origine de plusieurs réclamations? Particulièrement celles qui ont été reçues et réglées? Nous savons que du 1er avril 2009 au 31 mars 2010, CBC a payé quelque 30 factures à des investigateurs et des avocats pour le traitement de réclamations de harcèlement. Pourquoi? Combien en paie-t-elle en ce moment? En ce moment, le Comité permanent de la condition féminine de la Chambre des communes étudie la question du harcèlement sexuel dans les milieux de travail fédéraux. Je pense que CBC est un bon candidat pour leur étude. La députée conservatrice Joan Crockatt abonde dans le même sens.

Honorable Joan Crockatt

Le harcèlement sexuel est un sujet qu'on doit toujours surveiller de près. Postes Canada s'est penchée sur la question et n'a plus qu'une seule plainte à son actif, alors qu'elle compte 68 000 employés. Je ne connais pas la situation à CBC, mais j'imagine que c'est un dossier qu'on devrait examiner.

Brian Lilley

J'espère que ce sera le cas. C'est une députée du NPD qui préside le comité permanent et plusieurs autres membres de cette formation politique y siègent. Je leur ai demandé s'ils soutiendraient une telle initiative. Devant nos caméras, ils ont dit qu'ils n'étaient pas au courant du dossier et qu'ils allaient nous revenir. Toujours pas de nouvelles. Il s'agit pourtant de questions sérieuses qui méritent des réponses sérieuses. Le pire qu'il pourrait arriver, c'est que ce dossier prenne une orientation partisane. Normalement, les Conservateurs devraient poser quelques questions à propos de la société d'État, mais même eux sont timides. Quant aux Néodémocrates, aux Libéraux, aux Bloquistes et aux Verts, ils se rangent systématiquement derrière la société d'État, peu importe l'enjeu. Et ce n'est pas acceptable. Lacroix nous a montré qu'il ne prend pas ces questions au sérieux, pas nos questions du moins. Les députés doivent s'attaquer à ce dossier. C'était *Byline*.

Radio-Canada
Télévision

Sun News

February 1st, 2013

97 180 05

Centre de traitement de textes
Service Grille et diffusion
Bureau 908 - Poste 4101

Émission: Sun News

Sujet: February 1st, 2013

Projet: 97 180 05

Topo avec Ezra Levant

Ezra Levant

For a week, we've been telling you the truth about David Suzuki as opposed to the carefully crafted myth propagated by his lobby foreman the CBC. Suzuki says he's better than the rest of us, because he's not about power, or money.

David Suzuki

Yeah at my age, no one can accuse me of wanting more fame or power or money, I.

Ezra Levant

Yeah, but then he bills John Abbott College in Montreal 41 000 dollars in fees and expenses to give a speech there. No wonder the guy's a multimillionaire. Now I respect capitalism. The thing is Suzuki doesn't. He trashes it publicly. But then in private, he backs up the Brink's truck often to the taxpayer's trough. He also says he's not about girls anymore either.

David Suzuki

As I get older, my testosterone levels drop, and you know, I'm getting smarter. Because. I'm not talking, thinking about sex all the time.

Ezra Levant

Right, but then his assistant calls up John Abbott College and asks for an all-female group of escorts to accompany him around campus. These are teenage girls by the way, it's just a junior college. That's just creepy. What's creepier is the College staff actually comply, recruiting girls, telling them how to dress and visually inspecting them before sending them to Suzuki. And the Academic Dean himself, Erich Schmedt, tells the girls to go visit Suzuki at night, in his penthouse for a special thank you. Super gross! Fine. Suzuki can't stop talking about sex, his autobiography talks about sex constantly not just about him having sex, his wife too, his parents, and even his daughters quote: "Sex has been a driving force in my life." Unquote. He wrote. Yeah, we get that, you like sex, and that's pretty much a universal instinct, but the rest of us don't demand that a College recruit teenage girls as our personal escorts. We've asked a half-dozen people from the David Suzuki foundation and John Abbott College to explain why Suzuki requested an all-girls escort and why the College went toward procuring that for him. They refused to talk to us. They say it's all a big misunderstanding. Yeah, not really. The College's internal emails which I've shown you last week couldn't be clearer. This is a story about sexism. It's a story about how the normal rules don't apply to the people that the media party deems to be too important to follow, the norms that they apply to the rest of us. But with David Suzuki politics and PR and ideology aren't the whole story. With him, you've gotta follow the money. Here's what I mean. Some people think that when David Suzuki gives a speech for 41 grand, that the money goes to his charitable foundation. But it doesn't. it goes to his private company, called New Data Enterprises Limited. It's a company that Suzuki set up back in the 1970s. He runs it with his wife, Tara. Here's a copy of the company's corporate filings. And here's a copy of the invoice from New Data to John Abbott College for 30 000 dollars plus HST for the speech he gave. His other expenses are not listed here. But when we broke this girl escort scandal this week, it wasn't David Suzuki or his wife Tara or anyone at New Data who responded,

the person who put out the comment defending Suzuki was named Ian Hanington who works for the David Suzuki Foundation, a registered charity. Now hang on. Why is a registered charity using its charitable resources to do political spin for David Suzuki's private business scandal at John Abbott College? Why is that charitable work? Well that's the thing about David Suzuki's life: he considers himself to be a charitable work, unless you as the taxpayer have to subsidize it. Here is proof. Look at this page from the David Suzuki Foundation's financial statement. This is from the Registered Charity. And I quote: "New Data, a corporation controlled by two board members of the Foundation charges for the use of New Data's administrative staff resources for scheduling, liaison, and other administrative support services. During the year, the Foundation paid 58 242 dollars to New Data for these services." Unquote. So in other words, 58 grand of charity money goes from the David Suzuki Foundation Charity, straight to David Suzuki's personal corporation, New Data to pay for some sort of staff services. That's a neat trick. I mean New Data isn't a charity, it's a money-making machine. David Suzuki himself isn't the charity, he's a tycoon. But Suzuki needs help from a charity to pay for his corporate staff services? But Suzuki won't even pay for his own private corporation's office help. He'll he'll make you help pay for it through our charity laws. I mean, except it is not charity work. You help pay for Suzuki's office help, his scheduler, his liaison, his administrative support. Of course you did. Just like you pay for his career at the CBC and at the National Film Board, and Quebec taxpayers pay for John Abbott College. But is David Suzuki's office really worthy of receiving funds from his charitable foundation? Can the rest of us get charitable status, for our business assistants our secretaries our schedulers? Or is it only holy saints like Suzuki who magically transform their money-making companies like New Data into charitable projects? We know a bit about one of Suzuki's assistants, because she's actually the star in this whole story about the teenage girls at John Abbott College. It was was Suzuki's assistant who

called up Mary Milburn, the assistant to the Dean there, to ask for certain favors. Let me remind you, here is Milburn's email about that call. And I quote: "We have learned via Dr Suzuki's assistant that although the Dr does not like to have bodyguards per se, he does not mind having a couple of ladies, females that would act as bodyguards. Ha. David Suzuki's iron girl, the one who makes the delicate phone calls requesting the all-girl entourages works for Suzuki's private company, New Data. But you paid New Data 58 grand for office help, you paid for it, because 58 grand for new Data office administration flowed through the David Suzuki Foundation, a charity. You can't do that. If you tried that, you'd be audited and have to pay back the taxman, because you can't pass off your office help as a charitable expense. But you're not one of the special people, you're not a holy saint Like David Suzuki. If normal rules about how to treat women don't apply to Suzuki, why should something as trivial as a tax law apply to him too?

Radio-Canada
Télévision

Sun News

1er février 2013

97 180 05

Centre de traitement de textes
Service Grille et diffusion
Bureau 908 - Poste 4101

Émission: Sun News

Sujet: 1er février 2013

Projet: 97 180 05

Topo avec Ezra Levant

Ezra Levant

Depuis une semaine, nous vous faisons découvrir la réalité à propos de David Suzuki, qui contraste avec le mythe soigneusement forgé qu'entretient son principal lobbyiste, CBC. Suzuki prétend être une meilleure personne que nous, puisqu'il n'est pas un homme de pouvoir et qu'il n'est pas à l'argent.

David Suzuki

À l'âge que j'ai, personne ne peut m'accuser de rechercher plus de célébrité ou de pouvoir ou d'argent.

Ezra Levant

Et pourtant il a facturé 41 000 beaux dollars au collège John Abbott de Montréal en honoraires et autres dépenses pour y donner une conférence. On ne se demande pas pourquoi ce gars-là est multimillionnaire. J'ai du respect pour le capitalisme, mais Suzuki n'en a pas. Il le critique publiquement, tandis qu'en privé, il n'hésite pas à piger dans les poches des contribuables. Il dit aussi qu'il ne pense plus aux filles désormais.

David Suzuki

À mesure que je vieillis, mon niveau de testostérone diminue, alors je deviens de plus en plus intelligent parce que je ne pense pas tout le temps au sexe.

Ezra Levant

Je veux bien, mais son adjointe a appelé le collège John Abbott pour demander qu'une escorte féminine soit formée pour accompagner Suzuki dans ses déplacements sur le campus. Je vous rappelle qu'on parle ici de jeunes filles; cela se passe dans un cégep. C'est totalement déplacé. Et le pire, c'est que le personnel du collège a obtempéré, a recruté des filles, leur a dit comment s'habiller et les a inspectées visuellement avant de les envoyer à Suzuki. Et c'est le directeur des études lui-même, Erich Schmedt, qui a dit aux jeunes filles qu'en guise de remerciement, on leur offrait d'aller visiter Suzuki en soirée dans sa luxueuse chambre d'hôtel. Répugnant! Suzuki ne peut s'empêcher de parler de sexe. Dans son autobiographie, il parle constamment de sexe, et non seulement de sa vie sexuelle à lui, mais aussi de celle de sa femme, de ses parents et même de ses filles! Je cite : « Le sexe a été un moteur dans ma vie. » Ok, on comprend, vous aimez le sexe, c'est un instinct plutôt universel, mais nous, on ne demande pas à un collège de recruter des étudiantes pour nous escorter personnellement. On a demandé à plusieurs personnes différentes de la Fondation David Suzuki et du collège John Abbott de nous expliquer pourquoi Suzuki avait demandé une escorte exclusivement féminine pour l'accompagner et pourquoi le collège s'était plié à cette demande. Ils ont tous refusé de nous parler. Ils prétendent que c'est un énorme malentendu. Je ne pense pas. Les courriels internes du collège que je vous ai montrés la semaine dernière sont limpides. C'est une affaire de sexisme. C'est une affaire de règles qui ne s'appliquent pas aux gens que le Parti des médias juge trop importants pour qu'ils aient à se conformer aux normes qui s'appliquent au reste d'entre nous. Mais avec David Suzuki, il n'y a pas que la question de la politique, des relations publiques et de l'idéologie, il faut suivre la trace de l'argent. Je vous explique. Certains pensent que les 41 000 $ que facture David Suzuki pour donner une conférence vont à sa

fondation caritative, mais ce n'est pas le cas. L'argent est versé à son entreprise privée, New Data Enterprises Limited. Suzuki a fondé cette compagnie quelque part dans les années 1970. Il la dirige avec sa femme Tara. Voici une copie des papiers officiels de sa compagnie, ainsi qu'une copie de la facture de 30 000 $ plus TVH que New Data a envoyée au collège John Abbott pour la conférence. Les autres dépenses ne sont pas précisées ici. Quand on a diffusé cette histoire d'escorte féminine cette semaine, ce n'est pas David Suzuki, ni sa femme Tara, ni un autre représentant de New Data qui a répliqué, c'est plutôt Ian Hanington, employé de la Fondation David Suzuki, organisme de bienfaisance enregistré, qui a pris la défense du grand maître. Attendez un peu. Pourquoi un organisme de bienfaisance met-il ses ressources caritatives au service de la cause politique de David Suzuki dans une affaire de scandale privé au collège John Abbott? En quoi est-ce une cause caritative? Voilà précisément ce qui se passe avec David Suzuki : il se considère lui-même comme une œuvre caritative, et vous, chers contribuables, vous devez le subventionner. En voici la preuve. Jetez un coup d'œil à cette page tirée de l'état financier de la Fondation David Suzuki, organisme de bienfaisance enregistré, je le rappelle. Je cite : « New Data, une société contrôlée par deux membres du conseil d'administration de la Fondation, facture l'utilisation de son personnel administratif pour des services de planification et de liaison et tout autre type de soutien administratif. Au cours de l'année, la Fondation a payé 58 242 $ à New Data pour de tels services. » Autrement dit, 58 000 $ des montants amassés par la Fondation David Suzuki sont versés à l'entreprise personnelle de David Suzuki, New Data, pour l'utilisation de services administratifs. Beau stratagème. New Data n'est pas une œuvre de bienfaisance, c'est une machine à faire de l'argent. David Suzuki lui-même n'est pas la charité incarnée, c'est un richissime magnat. Mais Suzuki a besoin de l'aide d'un organisme de bienfaisance pour payer les services administratifs de son entreprise? David Suzuki ne paie pas pour le personnel administratif de son entreprise privée; il vous le fait

payer par l'entremise des lois qui régissent les œuvres de bienfaisance. Le hic, c'est que ce n'est pas pour une cause caritative. Vous contribuez à payer ses gestionnaires, son planificateur, son agent de liaison et ses adjointes administratives. Bien sûr que vous l'avez fait. Tout comme vous payez pour sa carrière à CBC et à l'Office national du film. Et les contribuables québécois paient pour sa présence au collège John Abbott. Le bureau de David Suzuki est-il si noble qu'il mérite de recevoir des fonds de la fondation? Est-ce qu'on pourrait nous aussi obtenir ce statut caritatif pour payer nos adjoints, nos secrétaires et nos planificateurs? Ou s'il n'y a que les saints comme Suzuki qui peuvent transformer, par magie, leurs lucratives entreprises comme New Data en projets caritatifs? Nous en savons un peu sur l'une des adjointes de Suzuki, car elle est au cœur de toute cette histoire d'étudiantes accompagnatrices au collège John Abbott. C'est elle qui a appelé Mary Milburn, adjointe du directeur des études, pour lui demander quelques faveurs. Laissez-moi vous rafraîchir la mémoire. Voici le courriel de Milburn suivant l'appel téléphonique. Je cite : « Nous avons appris par l'entremise de l'adjointe du Dr Suzuki que bien que celui-ci n'aime pas être accompagné de gardes du corps en tant que tels, il ne verrait aucun inconvénient à être accompagné de deux jeunes filles (femmes) qui lui serviraient de gardes du corps... » La dame de fer de David Suzuki, celle qui a fait l'appel délicat pour demander qu'on mette en place ce dispositif féminin autour de Suzuki, travaille pour son entreprise privée New Data. Mais vous avez payé New Data 58 000 $ pour ses services administratifs. Vous avez payé pour ça parce que 58 000 $ lui ont été versés par la fondation. Ça ne se fait pas. Si vous tentiez la manœuvre, on vous contrôlerait et vous auriez à rembourser le percepteur parce que vous ne pouvez pas faire passer vos services administratifs pour une dépense de nature caritative. C'est que vous n'êtes pas une personne spéciale; vous n'êtes pas un saint homme comme David Suzuki. Si les règles entourant la façon dont on traite les femmes ne

s'appliquent pas à Suzuki, pourquoi quelque chose d'aussi banal qu'une loi fiscale s'appliquerait dans son cas?

POSSIBLE QUESTIONS & ANSWERS

Standing Committee on the Status of Women
March 5, 2013

KEY MESSAGES

- When it comes to discrimination and any form of harassment, we have a zero tolerance policy.
- Our main focus at CBC/Radio-Canada is to foster a culture of respect as it is the foundation of a harassment free workplace.
- All cases brought to the attention of management, union or HR are treated as a top priority.

A. ORGANIZATIONAL CULTURE & HARASSMENT(BASED ON PREVIOUS COMMITTEE HEARINGS)

Q1 In 2011, Treasury Board of Canada Secretariat published results from a survey administered across 40 large government departments in 2011. The numbers indicated that 39% of the 201K + employees surveyed felt that they believed to have experience some form of harassment (men and women), including sexual harassment.

a. Did your employees participate in that survey and if not, do you measure employee satisfaction on a regular basis? What it the participation rate of your surveys with employees?

- We were not asked did not participate in the Public Service Employee Survey as we are not considered part of the public service.
- We administer our own employee surveys; the latest one, *Dialogue*, was administered in 2010 and again in 2012.
- Participation rates for both surveys were: 67% (2010) and 60(%) (2012)
- Although we do not have a specific question related to harassment or sexual harassment in the workplace, we do have questions aimed at *Respect in the Workplace*.
- Results from the recent surveys indicate that in 2010 54% of employees responded favourably to the question regarding being treated with respect, regardless of their title. In 2012, 86% responded favourably to the statement that CBC/Radio-Canada supports diversity in the workplace, recognizing and respecting the value of human differences, up 12 points from 2010.

b. Do you collect data pertaining to harassment on a general level or do you keep track of the various type of harassment separately?

- We keep a record of all formal complaints and track all types of complaints separately, including sexual harassment.

- The majority of the complaints since January 2010 were related to inappropriate behaviour of or discipline (60%) such as e.g. misused of corporate credit cards ~~or fraud~~~~lack~~or lack of respect.

Q2 In order for the culture within an institution to change, we heard from many witnesses that leadership is key. Is it because there are more women in decision-making positions today that there are less harassment cases?

- We don't feel that there is a correlation between the two.
- At CBC/Radio-Canada we strive to achieve a balance that reflects society as a whole.
- On m~~m~~y senior management team, 5 out of 8 executives are women ~~and that doesn't determine the level of discriminatory or harassment complaints filed.~~.
- In 2012, the gender breakdown we provided to Canadian Human Rights Commission was the following: 52.4% of executives are women; 46.7% of women are in managerial roles; 46.4% of our on-air talent are women and 48.1% of our producers are women.
- In 2010, a study conducted by ERIN Research: "*The News Balance*" revealed that the proportion of female anchors and hosts on CBC radio is 49%, on CBC Television is 63% whereas on competing networks, the overall proportion of women in similar positions is 35%.
- As for Radio-Canada, on all platforms, morning, afternoon and evening anchors/hosts you will hear or see the Genevieve Asselin, Celine Galipeau and Pascale Nadeau.
- Leadership is key, and we have a zero tolerance with respect to discrimination and harassment, including sexual harassment, in the workplace.

Q3 In the context of your recent budget cuts, do you think that there are fewer complaints related to harassment being filed because people fear their jobs might be at risk?

- It is difficult to speculate as to the reason behind why people bring forward a complaint or not.
- As in every working environment, there will always be individuals who do not wish to bring forward a complaint.
- That is why we want to ensure that employees know their right to work in a respectful workplace; as respect is the basis of preventing discrimination or harassment in the workplace.

B. CBC/Radio-Canada's HR Governance

Q4 In the OAG's Special Examination Report released last week, one of the three recommendations made for improving CBC's HR practices was aimed at the fact that your People and Culture Department has a high turnaround within its management team.

a. Are you concerned that you could be missing cases of sexual harassment?

- As you heard from other witnesses, we, like them, are more concerned with the idea of people not coming forward with their complaints because of a lack of trust or respect in the workplace.

- With respect to the OAG's recommendation~~'~~s, we believe that we have the proper mechanism and culture in place that will allow employees to bring forward their complaints regardless of ~~turnaround~~ the changes in the HR~~'s~~ management team.
- Employees are aware that there are several options at their disposal should they wish to bring forward a complaint; all parties – employees, managers, union representatives, human resources – play a part in ensuring a workplace free from harassment.

b. Do you have the necessary resources to handle harassment complaints?

- All harassment complaints are dealt with as a top priority. If necessary, additional resources are accessed to deal with formal complaints.
- Senior HR management reviews the nature of the formal complaints and will assign resources to the investigation.
- Typically, HR will not investigate an employee within its own client group (e.g. a corporate resource can be allocated to a case in one of the media lines or vice-versa)
- External investigators can, and have, been used as deemed appropriate whether due to the nature or complexity of the complaint, the location or the individuals involved.

Q5 Which act(s) regulate(s) your HR related matters?

- As a separate employer, we have developed our own HR policies to reflect the nature of the work done by our employees who are in part unionized and non-unionized.
- The policies have been developed and reviewed over the years reflect current legislations and best practices used by other organizations.
- Like any other federal organizations, we are subject to the: Canada Labour Code, Canadian Human Rights Act and the Employment Equity.
- We also have collective agreements with 6 unions representing employees across the country.

Q6 How long have you had a policy on harassment? If the current policy is an updated version, what are the main changes?

- ~~[waiting for more background]~~We have had an anti-harassment policy since at least 1990.
- The most recent policy was put into place February 10, 2010 and it was revised to include the updated grounds of discrimination under the Canadian Human Rights Act, including family status.

Q7 a. What kind of process do you have in place that deals with harassment complaints?

- When HR, management or unions becomes aware of a potential situation of harassment, we all have an obligation to meet with the employee who may have been subject to harassment immediately.
- Employees are informed of the options that are available to them (informal or formal processes – information is also available on our internal website as well as on the various unions' websites).

- With informal processes, we try to find a resolution between employees with the help of their immediate managers, senior manager, unions or HR consultant.
- In the case of a formal process, as soon as there is a written complaint outlining the nature of the allegations, the ~~VP of People and Culture~~Seniorsenior leadership in Human ~~Resroucess~~Resources will ~~review whether an~~assign appropriate resources to conduct ~~an investigation~~an investigation ~~is warranted~~.
- Should an investigation be warranted, internal or external legal services, a third party investigator, or HR ~~and unions can all be used to provide support~~ might act as investigators depending on the severity and complexity of the case.
- Pending the outcome of the investigation, possible restrictions from a non-disciplinary perspective may be taken.
- Upon a receiving a final report from the investigator, ~~VP of~~ Senior leadership of People and Culture, along with the managers ~~and/or unions~~ , must determine what type of disciplinary measure must be taken is if the case was founded.
- If the investigative report alludes to future preventive measures that could be taken, the Corporation can also implement longer term recommendations in order to minimize the risk of recurrence.

Q8 What kind of harassment training do you offer your employees? How often do you offer these training? Are there awareness campaigns on the subject matter as well?

- All new employees are given copies of the HR policies (a copies are in your information kits).
- Given the low number of cases, we have not done any recent awareness campaign on the subject of discrimination and harassment but we do promote on a regular basis the Employee Assistance Program.
- Since October 2012, all employees must take a new mandatory e-learning course that will help them understand what workplace violence is and know what to do if it occurs.
- ~~Other training is available on demand such as:~~ All Human Resources business partners are trained in how to conduct an investigation.
- Currently checking if HR Media Lines/Unions are offering their own training on harassment

Q9 Do you favour informal resolutions mechanisms or formal ones?

- Our main priority when resolving harassment case is to deal with issue as quickly as possible.
- When we become aware of a potential situation, we typically meet with the employee who may have been the subject of discrimination or harassment and explain to them their options including informal and formal processes.
- Informal resolutions may include the involvement of management and the union to mediate a resolution between the employees.
- Formal investigations begin once a formal complaint has been filed and senior HR management determines the appropriate investigator.

Q10 When harassment cases are not treated quickly or taken seriously by management, employees might feel that it isn't worthwhile to file a complaint and risk their job.

a. How long does it take to process each case before a resolution can be made?

- As you can imagine, faced before a serious allegation/complaint such as sexual harassment, we want to resolve the issue as quickly as possible.
- Depending on the severity and complexity of each cases, or whether or not an investigation is warranted, the time to process each cases may vary.
- The goal is to find a balance between being diligent with the facts and ensure fairness to the harasser and not wanting to potentially victimize again the complainer.
- In the three complaints that were filed since January 1, 2010, two of the three were resolved within two months.~~[confirm~~ s.19(1)
- In the third case, resolution took five months; this lengthier process was due to the number of witnesses that were interviewed as part of the formal investigation.
~~- [waiting for reasons as to why a longer investigation then previous two cases]~~

b. What measures do you take to ensure that while there is an on-going investigation that all parties are protected from further harassment?

- Depending on the nature and complexity of the complaint, the HR manager and the employee's manager may deem it necessary to take temporary measures to ensure the safety of the complainant.
- In some cases, it may be appropriate to reassign the ~~complaintant~~complainant to similar work in another department.
- As per our guidelines, while pending Investigation it may be appropriate for respondent to be:
  - On authorized leave with pay
  - Restricted from workplace
  - Or otherwise restricted from communication.

c. Do you have exit interviews? For the employees that felt that they were harassed and that is the main reason for their departure, is that information collected in the exit interviews?

- Yes, exit interviews are conducted by our Shared Services Centre or by Human Resources Business Partners.
- Of the 260 exit interviews conducted since July 2011, 150 were women and their ~~.The~~ main reasons for their departure, in order of significance were:
  - Insufficient compensation
  - Lack of career progression
  - Too few opportunities to develop new skills
  - Concern for job security
- ~~The main reasons for leaving isX - waiting to see if we have data on reasons related specifically to harassment.~~

- However, when asked if a new job opportunity would come up in the future, 81% of former employees said they would "gladly come back to the Corporation".

Q11 Aside from the policies and training you have in place, are there specific clauses in the collective agreements that deal with harassment, including sexual harassment?

- Most collective agreements have anti-discrimination clauses, but not harassment clauses.
- The Canadian Media Guild has a formal article regarding harassment (which ultimately refers to CBC/Radio-Canada's HR policy) as well as a *Respect in the Workplace article* (articles 7 & 8).
- The APS CA does not have a specific clause on Harassment but art. 5 refers to CBC/Radio-Canada's HR Policies as being applicable to their members.
- The CUPE/SCFP agreement refers to a workplace free of harassment and refers to the policy to deal with complaints.
- The AR, STARF and SCRC have non--discrimination articles but do not specifically speak to harassment.
- ~~The ASFP (TBC) and other collective agreements do not have language regarding harassment.~~

Q12 We have heard that over the years, many of your senior management start personal relationships with their employees; do you allow senior management and employees to date?

- Like in any other workplace, colleagues can become involved with another colleague or a manager, and it is difficult to prevent such relationships from developing.
- There have been a few occasions where senior managers and employees have become involved.
- When such occasions arise, managers or senior managers (depending on the nature of the working relationship) will ensure that proper reporting mechanism is put in place in order to maintain fairness for both employees and their teams.

Q13 Out of the harassment cases (including sexual harassment) that you have received in recent years:

a. How many cases were founded and what type of disciplinary measure was taken, if any?

- As mentioned, we have 8,895 employees across 82 stations in 27 different locations.
- Since January 1, 2010, out of 8 harassment cases, three cases were sexual harassments (in 3 different cities); the remainder fell under personal harassment (respect in the workplace, unprofessional conduct).
- One of the cases was filed under CGM's art. 7 of Harassment and the others were filed under the Anti-discrimination and Harassment Policy 2.2.15
- Disciplinary measure were imposed in all three sexual harassment cases (suspension and training; written reprimand, written reprimand and training).

b. With respect to the sexual harassment cases mentioned, can you give me more information?

- In all cases, the complaints regarded inappropriate comments made by male employees.
- There were no cases of sexual touching or more serious breaches of behaviour.
- All cases occurred between the summer and winter of 2010.
- Additional information cannot be provided to protect the privacy of the employees involved.

c. If an employee was found guilty of harassment, is there a mention that goes into their employment file? How long does the mention or written reprimand stay in their files? We have heard that most federal organization purge the harasser's file within 2 years.

- ~~Whether or not an employee is unionized, a~~Any employee (unionized or not unionized) with a founded harassment case in their file ~~and was disciplined accordingly~~ will have their file purged if no breached has reoccurred within the first two years.

d. ~~With respect to the sexual harassment cases mentioned, can you give me more information?~~

- ~~In all cases, the complaints regarded inappropriate comments made by male employees.~~
- ~~There were no cases of sexual touching or more serious breaches of behaviour.~~
- ~~All cases occurred between the summer and winter of 2010.~~
- ~~Additional information cannot be provided to protect the privacy of the employees involved.~~

CBC Radio-Canada

Comparution devant le comité parlementaire le la condition féminine
Stratégie de relation avec les médias

Date : le 1er mars 2013 (15h45)

Enjeux

Comment seront perçus les propos d'Hubert T. Lacroix devant le comité parlementaire de la condition féminine à l'égard notamment de la couverture « journalistique » de Sun News.

Stratégie

En fin de journée lundi, appeler quelques journalistes (*voir liste plus bas) qui traitent régulièrement de CBC/Radio-Canada pour leur dire qu'Hubert sera devant le comité et leur mettre la puce à l'oreille sans entrer dans le contenu de l'allocution.

Pourquoi faire ça? Pour faire contrepoids au traitement que Sun News va faire de cette déclaration et, nous l'espérons, parler du contenu que présentera Monique Marcotte devant le comité.

Nous enverrons la déclaration d'Hubert à l'ensemble de notre liste médias à la minute ou le comité va commencer. L'heure prévue : 11 heures mardi.

Médias sociaux/ ma recommandation : Nous allons aussi signifier sa comparution sur TWITTER, la meilleure plateforme pour ce genre d'événement. Nous allons dire qu'il s'apprête à comparaître. Nous pourrons ensuite transmettre quelques phrases clés de l'allocution et une phrase générique sur Sun News en renvoyant les gens au lien du web institutionnel. Moins vorace que de focuser sur Sun News et de cette façon, les gens ont le contexte. **Qu'en dites-vous?**

Une note sera envoyée dans iO! pour aviser les employés, la veille de la comparution avec le lien web. L'allocution d'Hubert sera aussi disponible sur nos plateformes internes à 11 heures mardi.

Messages clés

- Pour nous, le harcèlement et la discrimination c'est tolérance zéro. C'est une question fondamentale de respect.
- Depuis trois ans, il y a eu trois cas de harcèlement sexuel sur près de 9-mille employés à travers le pays.
- Chaque cas est un cas de trop.
- Les quelques cas rapportés sont traités sérieusement, rapidement, et avec rigueur.
- Nous déplorons la façon dont Sun News effectue son travail journalistique.

CBC Radio-Canada

Questions et réponses – sur SUN NEWS

Q : POURQUOI AVOIR PROFITÉ DE CETTE TRIBUNE POUR ÉCORCHÉ SUN NEWS?

RÉPONSE: Sexual harassment is a serious issue. It deserves to be treated as a serious issue. It is important to call out Sun News when it deliberately and irresponsibly misleads Canadians; when it takes a serious issue like sexual harassment and turns it into a weapon for its own interest

s.21(1)(b)

s.23

*N.B. : About Sun News : *NE PAS UTILISER LE « YOU ». TOUJOURS PARLER DE SUN NEWS.*

Q : ÊTES-VOUS EN TRAIN DE DIRE QUE CE N'EST PAS DU JOURNALISME?

RÉPONSE : Je dis que si un journaliste veut faire une nouvelle sur le diffuseur public il est totalement libre de le faire mais que le public mérite qu'on lui présente des faits vérifiés et vérifiables.

Journalistes ciblés (TBC)

Dean Beeby, Presse Canadienne (Ottawa bureau chief)
Simon Doyle, The Wire report
Steve Ladurantaye, Globe and Mail
Greg O'Brien, CARTT
Olesia Plokhii, iPolitics
Althia Raj, HuffPost

CBC Radio-Canada

Re: plan relation médias- condition féminine

ANGUS MCKINNON <angus.mckinnon@cbc.ca> 3 March 2013 09:07
To: Stephanie Duquette <stephanie.duquette@radio-canada.ca>

Hey Stéphanie. I should have expressed myself a little differently: I meant that I took that line from the speaking notes, not that the line had been taken out of the speech. Hope your weekend is going well.
A

On 2013-03-02 5:19 PM, "Stephanie Duquette" <stephanie.duquette@radio-canada.ca> wrote:
is still in the remarks that I saw this afternoon.

Le 2 mars 2013 16:24, Bill Chambers <bill.chambers@cbc.ca> a écrit :
Good question. Shaun??

s.21(1)(b)

s.23

2013/3/2 ANGUS MCKINNON <angus.mckinnon@cbc.ca>

No, we haven't sent it to the lawyers. But it was pulled that from the oral remarks. Is legal looking at those?

A

On 2013-03-02 12:52 PM, "Bill Chambers" <bill.chambers@cbc.ca> wrote:
Looks good.
Have the lawyers vetted in our Q&A?
Suit up. Ça va brasser!
B

2013/3/1 France Belisle <France.Belisle@radio-canada.ca>
Bonjour,

Vous trouverez ci-joint un plan de relation médias pour la comparution de Hubert, mardi, qu'Angus et moi avons préparé.
Je vous invite a le consulter et a formuler vos commentaires et suggestions. Nous y mettrons la touche finale lundi.
*svp porter une attention particulière aux médias sociaux.

Have a good week-end!
France

France Bélisle
Chef, Relations avec les médias et Gestion des enjeux/ Manager, Media Relations and Issues Management
france.belisle@radio-canada.ca
cell: 613-301-0552
bur: 613-288-6039

--
W. B. Chambers
Vice président/Vice-President,
Brand, Communications, Corporate Affairs/ Image de marque, Communication, Affaires institutionnelles
CBC/Radio-Canada
tel. 613 288-6181
cell. 416 427-8485
e: bill.chambers@cbc.ca
visit: www.cbc.radio-canada.ca

--
W. B. Chambers
Vice président/Vice-President,
Brand, Communications, Corporate Affairs/ Image de marque, Communication, Affaires institutionnelles
CBC/Radio-Canada
tel. 613 288-6181
cell. 416 427-8485
e: bill.chambers@cbc.ca
visit: www.cbc.radio-canada.ca

--
Stéphanie Duquette
Chef de cabinet du Président-directeur général
Chief of Staff of the President and CEO
CBC/Radio-Canada

T : 514-597-7909
stephanie.duquette@radio-canada.ca

CBC Radio-Canada

Re: plan relation médias- condition féminine

Shaun Poulter <shaun.poulter@cbc.ca> 3 March 2013 12:16
To: Bill Chambers <bill.chambers@cbc.ca>
Cc: ANGUS MCKINNON <angus.mckinnon@cbc.ca>, Martine Menard <Martine.Menard@cbc.ca>, Stephanie Duquette <Stephanie.Duquette@radio-canada.ca>, France Belisle <France.Belisle@radio-canada.ca>, "Le, Liliane" <liliane.le@cbc.ca>

I don't believe so. We will check with them Monday.

2013/3/2 Bill Chambers <bill.chambers@cbc.ca>
> Good question. Shaun??
>
> 2013/3/2 ANGUS MCKINNON <angus.mckinnon@cbc.ca>
>> No, we haven't sent it to the lawyers. But it was pulled that from the oral remarks. Is legal looking at those?
>>
>> A
>>
>> On 2013-03-02 12:52 PM, "Bill Chambers" <bill.chambers@cbc.ca> wrote:
>>> Looks good.
>>> Have the lawyers vetted in our Q&A?
>>> Suit up. Ça va brasser! s.21(1)(b)
>>> B s.23

2013/3/1 France Belisle <France.Belisle@radio-canada.ca>
> Bonjour,
>
> Vous trouverez ci-joint un plan de relation médias pour la comparution de Hubert, mardi, qu'Angus et moi avons préparé.
> Je vous invite a le consulter et a formuler vos commentaires et suggestions. Nous y mettrons la touche finale lundi.
> *svp porter une attention particulière aux médias sociaux.
>
> Have a good week-end!
> France
>
> France Bélisle
> Chef, Relations avec les médias et Gestion des enjeux/ Manager, Media Relations and Issues Management
> france.belisle@radio-canada.ca
> cell: 613-301-0552
> bur: 613-288-6039

--
W. B. Chambers
Vice président/Vice-President,
Brand, Communications, Corporate Affairs/ Image de marque, Communication, Affaires institutionnelles
CBC/Radio-Canada
tel. 613 288-6181
cell. 416 427-8485
e: bill.chambers@cbc.ca
visit: www.cbc.radio-canada.ca

--
W. B. Chambers
Vice président/Vice-President,
Brand, Communications, Corporate Affairs/ Image de marque, Communication, Affaires institutionnelles
CBC/Radio-Canada
tel. 613 288-6181
cell. 416 427-8485
e: bill.chambers@cbc.ca
visit: www.cbc.radio-canada.ca

--
Shaun Poulter
Senior Director, Premier directeur
Government Relations/ Relations gouvernementales
CBC/ Radio-Canada
Tel: (613) 288-6233
Cell: (613) 791-8054
shaun.poulter@cbc.ca

CBC Radio-Canada

Re: Committee Appearance. Status of Women

ANGUS MCKINNON angus.mckinnon<angus.mckinnon@cbc.ca> 20 February 2013
<ANGUS.MCKINNON@cbc.ca> 07:59
To: ANGUS MCKINNON <ANGUS.MCKINNON@cbc.ca>, Martine Menard <Martine.Menard@cbc.ca>

Thanks for keeping me posted.
A

------- Original message ------
From: Martine Menard <Martine.Menard@CBC.CA>
Date:
To: ANGUS MCKINNON <ANGUS.MCKINNON@CBC.CA>
Subject: Committee Appearance. Status of Women

Shaun mentioned that we don t have a date yet for this appearance. March 7th was proposed but not yet confirmed. Thanks.

CBC Radio-Canada

Re: Committee Appearances

Imprimer

LILIANE LE <liliane.le@cbc.ca> 11 February 2013 17:56
To: Martine Menard <Martine.Menard@cbc.ca>
Cc: ANGUS MCKINNON <ANGUS.MCKINNON@cbc.ca>, Pascale Montminy <Pascale.Montminy@radio-canada.ca>

Here they are (dates are tentative):

House of Commons Committees:

- Status of Women - Feb 28 / March 7 (Harassment in the federal workplace)
- LANG Committee 23 May/28 or 30 May (CBC / RC & the importance of OLMC)
- Heritage : after fed budget – Aprilish (CBC post DRAP)

Senate committees

- Off Lang / end April early may (our obligations re: OL and Broadcasting acts)
- Transport and Communications (early March) - RCI

Once we firm up the dates, will let you know.

L

On 11 February 2013 17:32, Martine Menard <Martine.Menard@cbc.ca> wrote:

> Hey - can you provide a list of above-mentioned. We are aware of a few but not all those you listed today - thanks
>
> ---
>
> Martine Ménard
> Senior Director / Première directrice
> Corporate Communications / Communications institutionnelles
> (613) 288-6184
> martine.menard@cbc.ca
>
> CBC Radio-Canada

CBC Radio-Canada

FYI - www.ottawasun.com - Brian Lilley - Doing the CBC shuffle: Queries about inappropriate behaviour rankles state broadcaster boss

Roger Belanger <Roger.Belanger@cbc.ca> 1 February 2013 06:00
To: France Belisle <France.Belisle@radio-canada.ca>
Cc: ANGUS MCKINNON <ANGUS.MCKINNON@cbc.ca>

www.ottawasun.com, Thursday January 31, 2013
08:31 PM EST

Doing the CBC shuffle: Queries about inappropriate behaviour rankles state broadcaster boss

Brian Lilley, Parliamentary Bureau

CBC loves to ask questions but the state broadcaster's president Hubert Lacroix has shown once again that he hates taking them.

Lacroix was asked about a release of documents - some 1,454 pages - related to harassment and inappropriate behaviour in just two CBC offices in Ottawa and Toronto.

"Are you sure that you want me to answer this question?" Lacroix sighed at our reporter.

Well, the answer of course is yes, that's why he was asked. Lacroix then went on to try to explain away the story by answering a completely different question.

The story started Wednesday night on my TV program Byline on Sun News, where I showed a massive pile of papers, the response to an access to information request to CBC asking for "e-mails, memos and reports of harassment and inappropriate behaviour" at their Ottawa and Toronto offices.

The file, which covered from Jan. 1, 2010 until last July, came back with 1,454 pages.

That is a staggering amount of paperwork for just two offices of the state broadcaster. Unfortunately, most of the information was blacked out. One revealing e-mail, though, showed this was not all about one or two cases.

"Too many cases and I'm getting them mixed up in my mind," wrote an undisclosed employee to a CBC HR manager.

Given the recent allegations of sexual harassment at the RCMP and the stunning revelations of a BBC star's decades-long predatory prowl through Britain's state broadcaster, asking questions about what happens at CBC is not out of order. But Lacroix doesn't like being questioned and so he attacked the messenger.

"I read this morning in your newspapers that the indication was that we were involved in 1,450 of these cases. The real answer is, we gave you 1,450 pages," Lacroix said.

Actually, in our on-air and in-print stories we only ever reported that there were 1,454 PAGES regarding complaints of harassment and inappropriate behaviour. We also specifically said there was no way to tell how many cases there were because CBC removed all pertinent information, including the number of cases, how they were dealt with and so on.

Removing personal information is understandable, but CBC goes beyond that: They don't want you to know about any untoward behaviour at the state broadcaster.

Yet when news of trouble inside the RCMP broke, CBC devoted more air time to the subject than any other broadcast outlet in the country. Aggressive questions were asked of the police force and the government regarding policies and the work environment inside the Mounties.

Now questions about his own organization are met with Lacroix's famous disdain. To his credit, he did admit that one case is too many.

"We have less than 10, it's documented, well actually one more than zero is not something that we are very proud of, that we work very hard on," Lacroix said.

Good. But there are still unanswered questions. What is the nature of the complaints at CBC? Are we talking about inappropriate jokes or sexual harassment?

How much are taxpayers on the hook for when CBC reaches a settlement? That would tell us how serious these issues are.

From April 1, 2009 to March 31, 2010, CBC paid out some 30 invoices to investigators and lawyers regarding harassment claims. Why? And what is being paid out now?

Currently, the Commons Standing Committee on the Status of Women is studying the issue of sexual harassment in the federal workplace. I'd say CBC is a good candidate for their work.

www.ottawasun.com/2013/01/31/doing-the-cbc-shuffle-queries-about-inappropriate-behaviour-rankles-state-broadcaster-boss

CBC Radio-Canada

Re: Possible Q&A's for Status of Women Committee

Monique Marcotte <monique.marcotte@cbc.ca> 24 February 2013 15:43
To: LILIANE LE <liliane.le@cbc.ca>
Cc: Martine Menard <martine.menard@cbc.ca>, ANGUS MCKINNON <angus.mckinnon@cbc.ca>, France Belisle <france.belisle@radio-canada.ca>, Shaun Poulter <shaun.poulter@cbc.ca>, Suzanne Pariseau <suzanne.pariseau@radio-canada.ca>

Hi Liliane,
I am in Ottawa tomorrow and suggest we meet at noon as that is the only hour long block I have tomorrow before 4:00 p.m. I'll begin to work on draft responses this afternoon.
Monique

On Fri, Feb 22, 2013 at 3:48 PM, LILIANE LE <liliane.le@cbc.ca> wrote:

> Hi everyone,
>
> As discussed, attached is a draft for possible Q&As.
>
> **France and Angus**: let me know if there are missing questions and please insert some of the messages you might already have for some of the questions.
>
> **Monique**:given your busy schedule; is there someone in your team that could help me with answering some of the more specific questions related to HR practices on Monday? If not, can we meet on Monday and go over this document as I would like to include it with all of the other briefing material.
>
> Since our prep meeting with Hubert is on February 27, I will be sending briefing material to all by Monday, Feb 25th end of day.
>
> Thanks everyone and have a great wend!
> Liliane
>
> --
> Liliane Lê
> Chef, Relations gouvernementales
> Manager, Government Relations
> CBC/Radio-Canada
> T: +1.613.288.6272
> C: +1.613.299.5254
> Liliane.Le@cbc.ca

--
NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Interim Executive Director, English Services Human Resources / Directrice générale par intérim, Ressources humaines, services anglais
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: Toronto 416.205.3334; Ottawa 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

CBC Radio-Canada

France Belisle <france.belisle@radio-canada.ca>

Re: Rép. : Possible Q&A's for Status of Women Committee

1 message

LILIANE LE <liliane.le@cbc.ca> 25 février 2013 07:57
À : france.belisle@radio-canada.ca

Merci france!

Liliane Lê
Chef, Relations gouvernementales
Manager, Government Relations
CBC/Radio-Canada
(T) +1.613.288.6272
(C) +1.613.299.5254
liliane.le@cbc.ca

From: France Belisle [mailto:France.Belisle@RADIO-CANADA.CA]
Sent: Sunday, February 24, 2013 09:15 PM
To: ANGUS MCKINNON <ANGUS.MCKINNON@CBC.CA>; LILIANE LE <LILIANE.LE@cbc.ca>; Martine Menard <Martine.Menard@CBC.CA>; Monique Marcotte <Monique.Marcotte@cbc.ca>
Cc: Shaun Poulter <Shaun.Poulter@CBC.CA>
Subject: Rép. : Possible Q&A's for Status of Women Committee

Salut Liliane!
suggestion, qui pourrait s'ajouter ou compléter la réponse de la question 7 :
Faites-vous des campagnes de sensibilisation a l'interne? A quel endroit (internet, #téléphone, syndicat) les employés peuvent-ils prendre connaissance du processus pour déposer une plainte?
F

France Bélisle
Chef, Relations avec les médias et Gestion des enjeux/ Manager, Media Relations and Issues Management
france.belisle@radio-canada.ca
cell: 613-301-0552
bur: 613-288-6039

>>> LILIANE LE 22/02/13 16:00 >>>
Hi everyone,

As discussed, attached is a draft for possible Q&As./div>

France and Angus: let me know if there are missing questions and please insert some of the messages you might already have for some of the questions.

Monique:given your busy schedule; is there someone in your team that could help me withnsweringome of the more specific questions related to HR practices on Monday? If not, can we meet on Monday and gover this document as I would like to include it with all of the other briefing material.

Since our prep meeting with Hubert is on February 27, I will be sending briefing material to all by Monday, Feb 25th end of day.

Thanks everyone and have a great wend!
Liliane

--

Liliane L/font>
Chef, Relations gouvernementales
Manager, Government Relations
CBC/Radio-Canada
T:1.613.288.6272
C: +1.613.299.5254
Liliane.Le@cbc.ca
/font>

CBC Radio-Canada

France Belisle <france.belisle@radio-canada.ca>

Re: Fwd: Draft 4 Status of Women remarks

1 message

Bill Chambers <Bill.Chambers@cbc.ca> 27 février 2013 15:47
À : Monique Marcotte <MARCOTMO.Montreal13.QUEBEC@cbc.ca>, Shaun Poulter <Shaun.Poulter@cbc.ca>, Hubert T Lacroix <ht.lacroix@cbc.ca>
Cc : LILIANE LE <LILIANELE.EarlyAdopters.Foreign>, ANGUS MCKINNON <ANGUS.MCKINNON@cbc.ca>, France Belisle <France.Belisle@radio-canada.ca>

See sequence of events for background in preparation for Status of Woman appearance. Our quote is correct, he didn't call before launching his attack. But we can't say he never asked us for comment.
Thanks,
B

>>> ANGUS MCKINNON 2/27/2013 3:36 PM >>>
It is correct. But please read this sequence of events to make sure you're comfortable with the wording in the speech:

Lilley ran his article in the paper. We responded that afternoon with our Get the Facts. Sun showed up that same day at committee and got HTL on tape. Lilely then contacted me to say that he'd seen the get the facts and wanted to exactly how many cases there were, and the nature of those cases (remember at first we couldn't get more precise the "less than 10"). I told him I'd have to get back to him. I couldn't get him the info that night. He emailed me again in the morning with a reminder that he was still looking for the details. He taped his second segment for air. I responded between the time of taping and the time of broadcast with the details (which we also added to our get the facts). He responded to me saying thanks, that his segment was already in the can, but that he would share the details we provided via his blog. Segment airs: Hubert's scrum was the main feature. Following day he shared my email via his blog. Don't know that he ever shared the details on air. He may have. Unconfirmed.

A

>>> Bill Chambers 2/27/2013 2:47 PM >>>
Angus France,

Attached are notes prepared by GR for HUbert's appearance before the Status of Women Committee next week. It refers to Liley's coverage. Can you please confirm that the following quote from page 3 is correct?

HE INSISTS THAT HE'S JUST DOING HIS JOB, HOLDING CBC TO ACCOUNT.

IF THAT WAS TRUE, YOU WOULD THINK HE MIGHT HAVE ASKED US A SINGLE QUESTION ABOUT THIS *BEFORE* HE LAUNCHED HIS ATTACK.

IF HE HAD, WE COULD HAVE TOLD HIM THE FACTS; OF THE TWO LOCATIONS HE REQUESTED, WE HAD ONE COMPLAINT OF SEXUAL HARASSMENT, WHICH WE ADDRESSED.

Thanks,

Bill

>>> Shaun Poulter 2/22/2013 12:19 PM >>>
Hubert,

Latest revised draft for your remarks. This includes updated and confirmed stats from Monique Marcotte.

Also, as you'll see, we've dropped the very last example. As Alfred pointed out, the speech finished stronger without it. (You can always speak to it in Q and A's)

Status of Women Committee has confirmed your appearance with Monique for **Tuesday, March 5, 2013 from 11:00 a.m. to 12:00 p.m., in Ottawa.** The exact location of the meeting will be confirmed in the next week.

Liliane will be sending you **briefing docs** by end of day Monday February 25th.

Prep is Wednesday February 27th at noon. (I'm away at the business school at Queen's next week but will join in the prep by phone)

Shaun

CBC Radio-Canada

France Belisle <france.belisle@radio-canada.ca>

Fwd: traduction urgente.

1 message

France Belisle <france.belisle@radio-canada.ca> 5 mars 2013 10:27
À : Martine Menard <Martine.Menard@cbc.ca>, Chuck Thompson <Chuck.Thompson@cbc.ca>, Angus Mckinnon <ANGUS.MCKINNON@cbc.ca>

plan médias- traduit- Hubert appearance

France Belisle
Chef, Relations avec les médias et Gestion des enjeux/ Manager, Media Relations and Issues Management
france.belisle@radio-canada.ca
cell: 613.301.0552
bur: 613.288.6039

--------- Message transféré ---------
De : **Jonathan Kotcheff** <jonathan.kotcheff@radio-canada.ca>
Date : 5 mars 2013 10:24
Objet : Re: traduction urgente.
À : France Belisle <france.belisle@radio-canada.ca>

Voici le premier texte. Je commence le texte ci-haut tout de suite.

Jonathan

Jonathan Kotcheff
Traducteur/RÃ°)Ã°viseur
Services linguistiques
1â€ž141â€ž4270
514â€ž597â€ž4270

2013/3/5 France Belisle <france.belisle@radio-canada.ca>

> svp me l'envoyer avant 10h30 svp. merci.
>
> Bonjour,
>
> Hubert T. Lacroix, président-directeur général de CBC/Radio-Canada vient de commencer son allocution devant le comité de la condition féminine. Sa présence devant ce comité parlementaire est liée a une étude menée par le comité sur le harcèlement au sein de la fonction publique fédérale. Vous trouverez ci-joint l'allocution de monsieur Lacroix.
>
> France Belisle
> Chef, Relations avec les médias et Gestion des enjeux/ Manager, Media Relations and Issues Management
> france.belisle@radio-canada.ca

cell: 613.301.0552
bur: 613.288.6039

conditionfémine_plan_medias-r-te.doc
61K

CBC Radio-Canada

France Belisle <france.belisle@radio-canada.ca>

Re: traduction urgente.

1 message

Jonathan Kotcheff <jonathan.kotcheff@radio-canada.ca> 6 mars 2013 10:00
À : France Belisle <france.belisle@radio-canada.ca>

Bonjour France,

Voici la citation. À noter que j'ai ajouté "and **how** they want"

Jonathan

Jonathan Kotcheff
Traducteur/RÃ°)Ã°viseur
Services linguistiques
1â€ž141â€ž4270
514â€ž597â€ž4270

2013/3/5 Jonathan Kotcheff <jonathan.kotcheff@radio-canada.ca>

> Et voilà le 2e texte.
>
> Bonne journée!
>
> Jonathan
>
> Jonathan Kotcheff
> Traducteur/RÃ°)Ã°viseur
> Services linguistiques
> 1â€ž141â€ž4270
> 514â€ž597â€ž4270

2013/3/5 France Belisle <france.belisle@radio-canada.ca>

> svp me l'envoyer avant 10h30 svp. merci.
>
> Bonjour,
>
> Hubert T. Lacroix, président-directeur général de CBC/Radio-Canada vient de commencer son allocution devant le comité de la condition féminine. Sa présence devant ce comité parlementaire est liée a une étude menée par le comité sur le harcèlement au sein de la fonction publique fédérale. Vous trouverez ci-joint l'allocution de monsieur Lacroix.
>
> France Belisle
> Chef, Relations avec les médias et Gestion des enjeux/ Manager, Media Relations and Issues Management
> france.belisle@radio-canada.ca
> cell: 613.301.0552

bur: 613.288.6039

partenariat-r-te.doc
22K

CBC Radio-Canada

France Belisle <france.belisle@radio-canada.ca>

Fwd: FINAL REMARKS in French, English and bilingual versions (Status of Women)

1 message

Martine Menard <martine.menard@cbc.ca> 5 mars 2013 10:00
À : France Belisle <france.belisle@cbc.ca>, ANGUS MCKINNON <angus.mckinnon@cbc.ca>

Just to make sure - the link you provided to me this morning with his remarks - does it have the final version.

------- Forwarded message -------
From: **LILIANE LE** <liliane.le@cbc.ca>
Date: Mon, Mar 4, 2013 at 5:26 PM
Subject: FINAL REMARKS in French, English and bilingual versions (Status of Women)
To: Hubert T Lacroix <ht.lacroix@cbc.ca>, "Chambers, Bill" <bill.chambers@cbc.ca>, Shaun Poulter <shaun.poulter@cbc.ca>, ANGUS MCKINNON <angus.mckinnon@cbc.ca>, France Belisle <france.belisle@radio-canada.ca>, Martine Menard <martine.menard@cbc.ca>, Monique Marcotte <monique.marcotte@cbc.ca>
Cc: Stephanie Duquette <stephanie.duquette@radio-canada.ca>

Bonjour,
Ci-joints sont les versions finales des notes d'allocution pour demain.
Liliane

--

Liliane Lê
Chef, Relations gouvernementales
Manager, Government Relations
CBC/Radio-Canada
T: +1.613.288.6272
C: +1.613.299.5254
Liliane.Le@cbc.ca

CBC Radio-Canada

--

Martine Ménard
Senior Director / Première directrice
Corporate Communications / Communications institutionnelles
(613) 288-6184
martine.menard@cbc.ca

3 pièces jointes

Status of Women Remarks BILINGUAL.docx
28K

Status of Women Remarks FINAL ENG.docx
53K

Status of Women Remarks FINAL FRE.doc
67K

CBC Radio-Canada

France Belisle <france.belisle@radio-canada.ca>

Fwd: FINAL REMARKS in French, English and bilingual versions (Status of Women)

1 message

France Belisle <france.belisle@radio-canada.ca> 5 mars 2013 09:53
À : "Thomas, Nadine" <nadine.thomas@cbc.ca>, ALLISON MACLACHLAN <allison.maclachlan@cbc.ca>, France Belisle <france.belisle@cbc.ca>, Steeve Gagnon <STEEVE.GAGNON@radio-canada.ca>

Bonjour
voici les notes d'allocution de Hubert a publier sur le site institutionnel + mettre un lien sur iO!
CETTE INFORMATION DOIT ÊTRE PUBLIÉE À 11H. pas avant.
merci!
France

France Belisle
Chef, Relations avec les médias et Gestion des enjeux/ Manager, Media Relations and Issues Management
france.belisle@radio-canada.ca
cell: 613.301.0552
bur: 613.288.6039

---------- Forwarded message ----------
From: **LILIANE LE** <liliane.le@cbc.ca>
Date: 2013/3/4
Subject: FINAL REMARKS in French, English and bilingual versions (Status of Women)
To: Hubert T Lacroix <ht.lacroix@cbc.ca>, "Chambers, Bill" <bill.chambers@cbc.ca>, Shaun Poulter <shaun.poulter@cbc.ca>, ANGUS MCKINNON <angus.mckinnon@cbc.ca>, France Belisle <france.belisle@radio-canada.ca>, Martine Menard <martine.menard@cbc.ca>, Monique Marcotte <monique.marcotte@cbc.ca>
Cc: Stephanie Duquette <stephanie.duquette@radio-canada.ca>

Bonjour,
Ci-joints sont les versions finales des notes d'allocution pour demain.
Liliane

--

Liliane Lê
Chef, Relations gouvernementales
Manager, Government Relations
CBC/Radio-Canada
T: +1.613.288.6272
C: +1.613.299.5254
Liliane.Le@cbc.ca

CBC Radio-Canada

3 pièces jointes

Status of Women Remarks BILINGUAL.docx
28K

Status of Women Remarks FINAL ENG.docx
53K

Status of Women Remarks FINAL FRE.doc
67K

CBC Radio-Canada

Re: Invitation to appear before the House of Commons Standing Committee on the Status of Women / Invitation à comparaître devant le Comité permanent de la condition féminine de la Ch

Shaun Poulter <Shaun.Poulter@cbc.ca> Thu, Feb 21, 2013 at 11:11 AM
To: FEWO@parl.gc.ca

Thanks Marlene.

March 5th is really the only date that will work for us.

1100 to 1200 is perfect. Thank you.

I appreciate your understanding.

-----Original Message-----
From: <FEWO@parl.gc.ca>
To: Shaun Poulter <Shaun.Poulter@CBC.CA>

Sent: 2013-02-21 10:26:25
Subject: RE: Invitation to appear before the House of Commons Standing Committee on the Status of Women / Invitation à comparaître devant le Comité permanent de la condition féminine de la Chambre des

Good morning Shaun,

I apologize for the all the back and forth about the scheduling of the appearance. March 5 is still available if that is the only date on which Mr. Lacroix is able to appear.

Please note that the appearance will be for one hour, from 11:00 a.m. to 12:00 noon.

Marlene

-----Original Message-----
From: Shaun Poulter [mailto:Shaun.Poulter@CBC.CA]
Sent: February 20, 2013 5:23 PM
To: ~Status of Women/Condition Féminine
Subject: Re: Invitation to appear before the House of Commons Standing Committee on the Status of Women / Invitation à comparaître devant le Comité permanent de la condition féminine de la Chambre des

Is the 5th no longer available?

-----Original Message-----
From: <FEWO@parl.gc.ca>
To: Shaun Poulter <Shaun.Poulter@CBC.CA>

Sent: 2013-02-20 13:15:57
Subject: RE: Invitation to appear before the House of Commons Standing Committee on the Status of Women / Invitation à comparaître devant le Comité permanent de la condition féminine de la Chambre des communes

Good afternoon Mr. Poulter,

Further to our telephone conversation of earlier today, could you please let me know if Mr. Lacroix would be able to appear on either of the following dates:

Tuesday, April 16, 2013
Thursday, April 18, 2013
Tuesday, April 23, 2013
Thursday, April 25, 2013

The appearance would be for one hour, from 11:00 a.m. to 12:00 p.m. or from 12:00 p.m. to 1:00 p.m.

Thank you.

Marlene Sandoval
Committee Clerk | Greffière de comité
Standing Committee on the Status of Women<http://www.parl.gc.ca/CommitteeBusiness/CommitteeHome.aspx?Cmte=FEWO&Language=E> | Comité permanent de la condition féminine<http://www.parl.gc.ca/CommitteeBusiness/CommitteeHome.aspx?Cmte=FEWO&Language=F>
House of Commons | Chambre des communes
Tel. | Tél. : 613-995-6119
FEWO@parl.gc.ca

From: Shaun Poulter [mailto:Shaun.Poulter@CBC.CA]
Sent: February 19, 2013 4:56 PM
To: ~Status of Women/Condition Féminine
Subject: Re: Invitation to appear before the House of Commons Standing Committee on the Status of Women / Invitation à comparaître devant le Comité permanent de la condition féminine de la Chambre des communes

Thank you Marlene,

Our President and CEO Hubert T. Lacroix can appear Tuesday, March 5, 2013 between 11:00 a.m. and 1:00 p.m. He will have a Human Resources person with him. I'll send you the name shortly.

One thing though, we would prefer that CBC/Radio-Canada appear alone and NOT as part of a panel. Our situation is rather unique.

Thanks

Shaun

Shaun Poulter
Senior Director, Premier directeur
Government Relations/ Relations gouvernementales CBC/ Radio-Canada
Tel: (613) 288-6233
Cell: (613) 791-8054
shaun.poulter@cbc.ca<mailto:shaun.poulter@cbc.ca>

>>> <FEWO@parl.gc.ca<mailto:FEWO@parl.gc.ca>> 2/19/2013 1:03 PM >>>

[cid:image001.jpg@01CE0F6C.6B685F90]

STANDING COMMITTEE ON THE STATUS OF WOMEN / COMITÉ PERMANENT DE LA CONDITION FÉMININE

Shaun Poulter
Senior Director, Government Relations / Directeur principal, Relations gouvernementales Canadian Broadcasting Corporation / Société Radio-Canada

Invitation to appear before the House of Commons Standing Committee on the Status of Women

Good afternoon,

I am writing on behalf of the House of Commons Standing Committee on the Status of Women.

At its meeting of Wednesday May 16, 2012 the Committee adopted the following motion to undertake a study of sexual harassment in the federal workplace*:

It was agreed, - That the Committee conduct a study of sexual harassment in workplaces in the federal jurisdiction; the impact and cost of sexual harassment; whether the current complaint/reporting channels of federal organizations are effective in addressing sexual harassment; whether current policies - Treasury Board and organization specific policies - should be amended or improved; and that the Subcommittee on Agenda and Procedure convene to develop a witness list for this study and set a date for its commencement.

The Committee wishes to hear from a representative of CBC/Radio-Canada in relation to the study, during a televised one-hour hearing in Ottawa. At this time, we are scheduling appearances on the following dates:

- Tuesday, March 5, 2013 between 11:00 a.m. and 1:00 p.m.;
- Tuesday, March 26, 2013 between 11:00 a.m. and 1:00 p.m.; and
- Thursday, March 28, 2013 from 12:00 noon to 1:00 p.m.

The participation of your representative would consist in giving a ten-minute opening statement and then answering members' questions. Please note that there may be a representative from another organization appearing on the same panel as the representative from CBC/Radio-Canada.

In an effort to keep costs at a minimum, appearances of witnesses based outside of the National Capital Region will be conducted via videoconference whenever possible. Please indicate if you are able to secure access to a facility to this end at the time and date of your appearance. If you are unable to do so, our logistics officer will locate and secure an available venue in your proximity.

I would be glad to answer any questions about the appearance, and will supply more detailed information following receipt of your confirmation.

Please note that questions related to the content and direction of the study can be addressed to the Committee's lead analyst, Ms. Havi Echenberg, at 613-854-8141 or havi.echenberg@parl.gc.ca< mailto:havi.echenberg@parl.gc.ca>.

General information about the Committee can be found on the Committee's website<https://console.mxlogic.com/redir/?mjhOqekNPNEVKrpd78WX1EVvodw0BJyvN6TmT7vcldTWWoWWoWWoWVKVJTP5gkJlj-8SWSCS4kkQjqbbXPNEVKyC-rjK-r1oQAq83h06McODlVlwq89Rd46HbvIjh0gZSlvd44OvCy0bRrFVEwGWq81aGGJokd40Nfo8iwhd40BIlmkV_VEwH0Qgj9-q81yuPrEq8aKCy01qG_0Qgoq80S1CkZDal3h0qMPI0q85RJzFH3dlQU-q84fcX2pEwfYQg2llpjdopGFd42TNIS7MCq84fd41-Cy2Ro8iDal3h0WqMPliHa4Euq84fd41-Cy0i9WGgzVEwg-

xEwnlrxZ3s_3VU3zr9JMSOqehRS3hOyUrxTfk>.

Thank you in advance for your timely response to this invitation.

*For the purposes of this study, the federal workplace means the federal public administration, including both civilian and non-civilian components of the RCMP and Canadian Forces; federally-regulated industries; and Parliamentary workplaces, including the House of Commons and the Library of Parliament.
****

Invitation à comparaître devant le Comité permanent de la condition féminine de la Chambre des communes

Bonjour,

Je vous écris au nom du Comité permanent de la condition féminine de la Chambre des communes.

Le Comité a adopté, à sa réunion du mercredi 16 mai 2012, la motion qui suit pour entreprendre une étude sur le harcèlement sexuel dans les milieux de travail fédéraux* :

Il est convenu, - Que le Comité mène une étude sur le harcèlement sexuel dans les milieux de travail relevant du fédéral et sur l'impact et le coût du harcèlement sexuel; qu'il examine si la filière actuelle pour la présentation des plaintes ou des rapports dans les organisations fédérales est efficace pour lutter contre le harcèlement sexuel et si les politiques en vigueur au Conseil du Trésor et dans les organisations devraient être modifiées ou améliorées; et que le Sous-comité du programme et de la procédure se réunisse afin de dresser une liste de témoins pour cette étude et de fixer la date du début de celle-ci.

Le Comité désire entendre un(e) représentant(e) de CBC/Radio-Canada dans le cadre de cette étude, durant une audience télévisée d'une heure, à Ottawa. Actuellement, nous sommes en train d'organiser des comparutions pour les dates suivantes :

- Mardi 5 mars 2013, entre 11 h et 13 h
- Mardi 26 mars 2013, entre 11 h et 13 h, et
- Jeudi 28 mars 2013, de 12 h à 13 h.

Votre représentant(e) y participera en faisant une déclaration préliminaire de 10 minutes, puis en répondant aux questions des membres du Comité. Veuillez noter qu'il est possible qu'un(e) autre témoin comparaisse en même temps que votre représentant(e).

Afin de réduire les coûts au minimum, le Comité entendra, dans la mesure du possible, les témoins de l'extérieur de la région de la capitale nationale par vidéoconférence. Veuillez indiquer si vous êtes en mesure de réserver un local et le matériel nécessaires pour cette comparution. Sinon, notre agent de logistique s'occupera d'en trouver près de chez vous.

N'hésitez pas à me contacter si vous avez des questions au sujet de cette comparution. Je vous enverrai de plus amples renseignements lorsque vous aurez confirmé votre présence à la réunion.

Veuillez noter que les questions portant sur le contenu et l'orientation de l'étude peuvent être adressées à l'analyste en chef du Comité, Mme Havi Echenberg, au 613-854-8141 ou à havi.echenberg@parl.gc.ca< mailto:havi.echenberg@parl.gc.ca>.

Vous trouverez de l'information générale sur le Comité sur le site Web<https://console.mxlogic.com/redir/?2OqejhOCeud7dPr9EV7nod7bX1l04Jlj-8SWSU9lIlBev-cJQB3WkMiGGHas_YbRl_

wu7Ax9mvD2UQ0Eoq2086WEusyQ40g5JyusMyQ40gcvgV5E80waX0yTF7PxsT
vHFzHFzHFzHCXCTvcI1iSNfUzrHqrohhjhdEILLI6zCWarVJeXVI5zihEwd40r0PauPBm1EwDkQgqlJ-
Nd413TqNYQgj9-q80LIKDCy2HFEw4GGGRxgQg34Zwxa14Qg2IIIpjD_Cy2I3h1cDVEw69XdKxEwGWq805GHY3
h1xEw3o6pjSsGMd41H3dk1EwnmSeClcRnjzVEwgYPI9Cy0_Ph09IIBcRxCGAQgbv5nov2pEwgYQg7
Wq8blwxasGMd43FH3dlaIEixVEwgYQg7Wq818DGF2ICy13W6y1tIK7QdPYIDwedI6T3r9EV7nod7abxKEMnIFcd>
de celui-ci.

Merci d'avance de répondre à cette invitation dans les plus brefs délais.

*Pour les besoins de cette étude, les milieux de travail fédéraux comprennent l'administration publique fédérale, y compris l'effectif civil et non civil de la GRC et des Forces canadiennes; les industries sous réglementation fédérale et les milieux de travail parlementaires, y inclus la Chambre des communes et la Bibliothèque du Parlement.

Marlene Sandoval
Committee Clerk | Greffière de comité
Standing Committee on the Status of Women<https://console.mxlogic.com/redir/?
ICzAQsFzDzhPsSOqehRS3hO-Mr01br4_ydKJK2IIIpjD_zbt9g-Bc4GGGODI_2ZlvU7xV8iIDVMKd0a66ww20HI2buA
ve6zt-KCeKCeKCeKrKrtYNk5br4_ydKJFJx55d4SyO-YYqerEFLCQXLCMmd96y0Qg1I3cFXeI
o6y2tjh1GOTX4Qg4ItH7Ph1cDVEw2ZmWuq8aKCy0iGGHm53h0cjS24E4jh09IIIBev-
q8aMd44OvCy0oDISW6y2HFEw0mGLMd466y0dwpBIpOH0Qg6IcRg6y1troWqMPIteICy13PeMCq83_
d40BImkPm6qGjh0JYItxY9Cy13Ph0vFEwJm24FOH0QgeCIcRkGOxa7Cy13Ph0vFEw4yuGA8-
q84fEq85RmUvgTfM-u0US-rsdICzAtfwQsEK6SC2T5HIO> | Comité permanent de la condition
féminine<https://console.mxlogic.com/redir/?mjhOqekNPNEVKrpd78WX1EVvodw0BJyvN6TmT1aGGIFP_
NBKAEviC2IIIpjD_xuGLY3MYA9aPYUn6w533gg10IS15LifD2VK_nj7nj7nj7ndTdK-
oG2BJyvN6TmQSMyyCyrhpvuud7dQkTPqtTPob6Azh0q80S1CkZDaI3h1eFEw
RprZyq827KRzVEwCjYQg1uHtfd45njh09IIIH2xEw69X12k29Ew4GGGODI_d45o6y2pfPh0cjSrt3h1IQQg0bInU6
y33h06McODIVIwq83m6qE3h0KJltdopGKD7Ph0xVDojd41_Cy0iGHapH3dI9Ewm-aKM-
4Ph0xVEwIQQgmH12kVIwq87jm6qGIpgB3Ph0xVEwIQQg2hfIi4vd427Qd42WHs1ErDUvI0srsdK6SjhOeKMqekn3ob
oa>
House of Commons | Chambre des communes
Tel. | Tél. : 613-995-6119
FEWO@parl.gc.ca<mailto:FEWO@parl.gc.ca>

CBC Radio-Canada

Confirmation of Appear CBC/Radio Canada - March 5, 2013

FEWO@parl.gc.ca <FEWO@parl.gc.ca>
To: shaun.poulter@cbc.ca

Thu, Feb 21, 2013 at 12:04 PM

Dear Mr. Poulter,

We are very pleased that the Chair and CEO of CBC/Radio Canada has accepted to appear before the Standing Committee on the Status of Women **on Tuesday, March 5, 2013 from 11:00 a.m. to 12:00 p.m., in Ottawa**. The exact location of the meeting will be confirmed to you in the next week.

The meeting, which will be televised and open to the public, will consist of 10 minutes for Mr. Lacroix's initial remarks followed by questions from the Committee Members.

Attached you will find a document which contains additional information for witnesses appearing before House of Commons Committees, including a witness confirmation form. **Please complete and return the witness confirmation form (the last page of the document) at your earliest convenience.** You may also want to refer to the Guide for Witnesses Appearing Before Committees of the House of Commons.

If Mr. Lacroix plans to refer to notes during the presentation (even handwritten notes), please provide us with an electronic copy before 4:00 p.m. the day prior to the appearance in order to assist in the interpretation and printing of the testimony. These notes will not be more widely distributed without your approval. These notes do not have to be submitted in both official languages if they are not to be distributed to Members.

Should CBC/Radio Canada wish to submit a brief to the Committee, please send it as soon as possible so that it can be distributed to the Committee Members. Usually, briefs do not exceed 10 pages but if they do, they must be accompanied with an executive summary. Every document provided to the Committee must be available in both official languages. If you cannot arrange for translation, please provide the brief **as soon as possible** to allow sufficient time for translation (on average 5 days is required).

Thank you,

Nathalie Gilbert

Committee Assistant / Adjointe de comité

Standing Committee on the Status of Women /

Comité permanent de la condition féminine

Committees Directorate/Direction des comités

House of Commons / Chambre des communes

6-05-05, 131 Queen, Ottawa, Ontario, K1A 0A6

tel: (613) 947-6728

fax: (613) 992-9069

nathalie.gilbert@parl.gc.ca

CBC Radio-Canada - Confirmation of Appearance Form - March 5, 2013.docx
68K

CBC Radio-Canada

Re: harassment

Shaun Poulter <Shaun.Poulter@cbc.ca>
To: Monique Marcotte <MoniqueMarcotte.EarlyAdopters.Foreign>

Fri, Feb 22, 2013 at 11:18 AM

Thanks Monique.

Do you have more info? I need to revise the president's remarks.

>>> Monique Marcotte <monique.marcotte@cbc.ca> 2/20/2013 7:03 PM >>>
Hi Shaun and Liliane,

I have now reviewed all the data ~~for the organization~~ since January 1, 2010. I have a couple of outstanding questions which I will follow up on first thing in the morning.

To be confirmed:
- Three cases of sexual harassment

- Discipline imposed in all cases
1) suspension and training
2) written reprimand
3) tbc

I'll have more complete information tomorrow morning.
thanks for your patience.
Monique

On Tue, Feb 19, 2013 at 8:11 PM, Monique Marcotte <monique.marcotte@cbc.ca> wrote:
Hi Shaun,
I am still waiting for one region in the West, but otherwise have the information. I'll have Suzanne follow up again tomorrow and hope to have it to you by end of day. Apologies for the delay - I thought we would have everything by now.
Monique

On Tue, Feb 19, 2013 at 5:28 PM, Shaun Poulter <Shaun.Poulter@cbc.ca> wrote:
Monique
Were you able to get that total for the number of sexual harassment complaints received in the last two years across the ENTIRE Corporation?
I need it for HTL's remarks.
Thanks
shaun

--
NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your frequent contacts before sending an email or it may not receive it.

Monique Marcotte
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

--

NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

CBC Radio-Canada

Fwd: Analysis of Complaints contained in ATIP request on harassment orinappropriate behaviour

Shaun Poulter <Shaun.Poulter@cbc.ca> Fri, Feb 22, 2013 at 11:44 AM
To: LILIANE LE <LILIANELE.EarlyAdopters.Foreign>

---------- Forwarded message ----------
From: "Monique Marcotte"
Date: Tue, 05 Feb 2013 22:07:51 GMT
Subject: Analysis of Complaints contained in ATIP request on harassment or inappropriate behaviour
To: Shaun Poulter , ROULA ZAAROUR , ANGUS MCKINNON

Hello all,

We have reviewed the 1400+ pages of the response to that ATIP request from QMI regarding documents on harassment or inappropriate behaviour in Toronto and Ottawa from January 1, 2010 to mid-2012.

The attached provides a breakdown of the complaints - you will see that there are only 31 formal complaints from a total of 62 contained in the documents that were submitted.

I've included a breakdown by type, location, nature of complaint, and the results of the investigations while ensure that we maintain the privacy of the individuals involved.

You will note that although the request was limited to Toronto and Ottawa, there are two cases in Montreal that are included as the complaints originated in Ottawa and concern employees in Montreal.

I hope this provides sufficient information as to the ATIP request. We are also gathering data on all complaints in the organization since January 1, 2010 in order to provide Roula and Hubert with a more comprehensive picture for the whole organization.

Don't hesistate to contact me if you have any additional quesitons.

Regards,
Monique

--
NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Executive Director, Strategic Planning & HR Corporate Groups / Directrice

générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

--------- Forwarded message ---------
From: "Monique Marcotte"
Date: Tue, 05 Feb 2013 22:07:51 GMT
Subject: Analysis of Complaints contained in ATIP request on harassment or inappropriate behaviour
To: Shaun Poulter , ROULA ZAAROUR , ANGUS MCKINNON

Hello all,

We have reviewed the 1400+ pages of the response to that ATIP request from QMI regarding documents on harassment or inappropriate behaviour in Toronto and Ottawa from January 1, 2010 to mid-2012.

The attached provides a breakdown of the complaints - you will see that there are only 31 formal complaints from a total of 62 contained in the documents that were submitted.

I've included a breakdown by type, location, nature of complaint, and the results of the investigations while ensure that we maintain the privacy of the individuals involved.

You will note that although the request was limited to Toronto and Ottawa, there are two cases in Montreal that are included as the complaints originated in Ottawa and concern employees in Montreal.

I hope this provides sufficient information as to the ATIP request. We are also gathering data on all complaints in the organization since January 1, 2010 in order to provide Roula and Hubert with a more comprehensive picture for the whole organization.

Don't hesistate to contact me if you have any additional quesitons.

Regards,
Monique

--
NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

Analysis of complaints ATIP A-2012-00029.xlsx
12K

CBC Radio-Canada

Fwd: Re: Re: ATIP requests on harassment

PETER HULL <PETER.HULL@cbc.ca>
To: Monique Marcotte <MoniqueMarcotte.EarlyAdopters.Foreign>
Cc: LILIANE LE <LILIANELE.EarlyAdopters.Foreign>, CHANTAL AMAND <CHANTAL.AMAND@cbc.ca>, Shaun Poulter <Shaun.Poulter@cbc.ca>, Patricia Vincent <Patricia.Vincent@cbc.ca>
Fri, Mar 1, 2013 at 8:31 AM

Monique,

We have prepared a report to provide you with the answers you need concerning the number of pages released in answer to harassment etc files. That report is at the pdf attached below and combines the three lists I sent you earlier. As you review it you will see that it shows where we went for records; the number of pages provided to us; and the number of pages released.

In addition to the 29 requests that relate directly to the subject, you will see three additional files are identified at the bottom of the report that are indirectly related to the subject.

Here is a quick overview of the report:

Total of requests received since 2007 (including three indirectly related files as noted above) : 32

Requests All disclosed: 7

Requests Disclosed in part: 7

Requests where no records were provided: 16
(includes dispositions of "does not exist" and "unable to process" and "abandoned after fee estimate")

Requests in process: 2
(not tasked for retrieval of documents yet, revised HR search estimate received yesterday)

If you need to see the actual records that we treated, let me know and I can send them to you within an hour of you asking.

>>> PETER HULL 2/28/2013 7:50 AM >>>
Monique, Will do.

Nathalie, See me pls. Am in office now if you are too. Thanks

>>> Monique Marcotte <monique.marcotte@cbc.ca> 2/27/2013 5:54 PM >>>
Hello Peter,
Thank you for the information.

As I read it, we have received 29 requests since 2007 and have disclosed full documents for six requests and partial documents for 7 requests.

As we continue to prepare Hubert for his appearance, can you provide the number of pages provided for each of the following requests:
Fully disclosed:
A-2007-00344

A-2007-00391
A-2007-00392
A-2007-00394
A-2007-00530
A-2009-00078

Partially disclosed:
A-2007-00457
A-2007-00527
A-2009-00079
A-2010-00179
A-2010-00180
A-2012-00029 (1454 pages)
A-2012-00030

I would need this information as quickly as possible - by noon Friday at the latest.

Thanks in advance for your usual cooperation.

Take care,
Monique

On Wed, Feb 20, 2013 at 12:10 PM, PETER HULL <PETER.HULL@cbc.ca> wrote:

> Monique,
>
> As requested. Lists in PDF's below: one PDF for harassment, one PDF for
> harcelement, and one PDF for inappropriate behaviour.
>
> If we can help further, let me know
>
> >>> PETER HULL 2/20/2013 8:37 AM >>>
> Monique, Will do.
>
> Sylvie, Info
>
> >>> Monique Marcotte <monique.marcotte@cbc.ca> 2/20/2013 8:00 AM >>>
> Good morning Peter,
> I understand we continue to receive requests on harassment cases, with two
> new requests within the past week.
>
> We are preparing Hubert for an appearance before the parliamentary
> committee on the Status of Women, and will be addressing the recent stories
> in Sun Media, but I also want to ensure that we include all our responses
> to Atip requests.
>
> Could you please provide with a list of all the requests related to
> harassment., discrimination or inappropriate behaviour in the past two
> years; whether we responded or not. I would need this information as soon
> as possible.
>
> Thanks. Monique
>
>

--
NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Interim Executive Director, English Services Human Resources / Directrice générale par intérim, Ressources humaines, services anglais
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture
Tel. / Tél.: Toronto 416.205.3334; Ottawa 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

--------- Forwarded message ---------
From: "PETER HULL" <PETER.HULL@CBC.CA>
Date: Wed, 20 Feb 2013 17:10:21 GMT
Subject: Fwd: Re: ATIP requests on harassment
To: "Monique Marcotte" <MoniqueMarcotte.EarlyAdopters.Foreign>
Cc: "CHANTAL AMAND" <CHANTAL.AMAND@CBC.CA>, "Shaun Poulter" <Shaun.Poulter@CBC.CA>, "Patricia Vincent" <Patricia.Vincent@CBC.CA>, "Sylvie Gadoury" <Sylvie.Gadoury@RADIO-CANADA.CA>

Monique,

As requested. Lists in PDF's below: one PDF for harassment, one PDF for harcelement, and one PDF for inappropriate behaviour.

If we can help further, let me know

>>> PETER HULL 2/20/2013 8:37 AM >>>
Monique, Will do.

Sylvie, Info

>>> Monique Marcotte <monique.marcotte@cbc.ca> 2/20/2013 8:00 AM >>>
Good morning Peter,
I understand we continue to receive requests on harassment cases, with two new requests within the past week.

We are preparing Hubert for an appearance before the parliamentary

committee on the Status of Women, and will be addressing the recent stories in Sun Media, but I also want to ensure that we include all our responses to Atip requests.

Could you please provide with a list of all the requests related to harassment., discrimination or inappropriate behaviour in the past two years; whether we responded or not. I would need this information as soon as possible.

Thanks. Monique

---

4 attachments

Harassment.pdf
15K

Harcèlement.pdf
8K

inapproriate behavior.pdf
11K

Harassment Report Info_V2.pdf
8K

CBC Radio-Canada

The recent appearance of Hubert Lacroix and Monique Marcotte before the Standing Committee on the Status of Women

FEWO@parl.gc.ca <FEWO@parl.gc.ca>
To: shaun.poulter@cbc.ca

Thu, Mar 7, 2013 at 9:06 AM

Good morning Mr. Poulter,

On behalf of the House of Commons Standing Committee on the Status of Women, I would like to thank Mr. Lacroix and Ms. Marcotte for taking the time to appear before the Committee on Tuesday March 5, 2013 in the context of its study of *sexual harassment in the federal workplace*. Their statements added a different perspective and were very much appreciated by members of the Committee.

Attached you will find the draft blues of the meeting, which are an unofficial and unedited transcript of the meeting, and as such may contain transcription errors. Should you wish to suggest any corrections to the content, please contact the Chief of Reporting Services, Bruce Young, via email at bruce.young@parl.gc.ca at the earliest opportunity, identifying the requested changes and where the specific intervention takes place (preferably in relation to one of the timestamps in the text).

I would like to note that it will be the editors' decision as to whether or not any suggested changes are accepted. The edited, translated transcript will be available on the Committee's website (www.parl.gc.ca/FEWO-e) within the next two weeks.

As you may recall, a member of the Committee commented on her concerns in regards to the veracity of the media and that there would be false accusations and a deliberate or an apparent skewing of information and data, and requested Mr. Lacroix's response in writing. The Committee would appreciate receiving this information at the earliest opportunity.

Please do not hesitate to contact me should you have any questions.

Kind regards,

Marlene Sandoval

Committee Clerk | Greffière de comité

Standing Committee on the Status of Women | Comité permanent de la condition féminine

House of Commons | Chambre des communes

Tel. | Tél. : 613-995-6119

FEWO@parl.gc.ca

62 Sexual Harassment in the Federal Workplace.doc
98K

House of Commons
Chambre des communes
Canada

Standing Committee on the Status of Women

Comité permanent de la condition féminine

TÉMOIGNAGES NUMBER 62,
TÉMOIGNAGES DU COMITÉ NUMÉRO 62

UNEDITED COPY - COPIE NON ÉDITÉE

PUBLIC PART ONLY - PARTIE PUBLIQUE SEULEMENT

Le mardi 5 mars 2013 - Tuesday, March 5, 2013

* * *

(1100)

[*Français*]

La présidente (Mme Marie-Claude Morin (Saint-Hyacinthe—Bagot, NPD)): Nous sommes prêts à commencer. J'invite les gens à s'asseoir. Bienvenue à la séance n° 62 du Comité permanent de la condition féminine. Conformément à l'article 108(2) du Règlement, nous poursuivons notre étude sur le harcèlement sexuel dans les milieux de travail fédéraux.

Aujourd'hui, nous avons un panel avec la Société Radio-Canada. Je souhaite la bienvenue à M. Hubert T. Lacroix, le président-directeur général, et Mme Monique Marcotte, la directrice

générale par intérim aux ressources humaines. Je ne lirai pas votre titre au complet, il est long, mais je pense que cela en dit assez.

Voilà la façon dont nous fonctionnerons. Vous aurez 10 minutes pour faire votre allocution. Lorsqu'il restera une minute, je vais vous l'indiquer. Ensuite, nous passerons à une ronde de questions.

Vous pouvez commencer sans plus tarder. Nous vous écoutons.

[*English*]

Mr. Hubert T. Lacroix (President and Chief Executive Officer, Canadian Broadcasting Corporation): Madam Chairman, bonjour. Members of the committee, good morning.

Thank you for allowing Monique and me to appear before you today and to participate in your study on sexual harassment in the federal workplace.

Let me start with a quote if I can.

> CBC/Radio-Canada considers all forms of discrimination, including discriminatory and sexual harassment, to be unacceptable. It will not tolerate its occurrence and will make every reasonable effort to ensure that no employee is subject to it.

That commitment actually comes from our corporation's policy on anti-discrimination and harassment which is posted on our website. You have a copy before you.

[*Français*]

Cette politique définit la discrimination et le harcèlement discriminatoire, en donne des exemples, explique des mécanismes de recours, y compris les mesures disciplinaires et les représailles, établit les dispositions concernant la confidentialité et explique aux employés comment ils, ou elles, peuvent agir en cas de plaintes ou de préoccupations.

Avec notre politique sur la prévention de la violence en milieu de travail et notre politique sur les mesures disciplinaires que vous avez également devant vous, notre société s'efforce de faire en sorte que tous les employés de CBC/Radio-Canada soient traités avec dignité et respect. Lorsque ce n'est pas le cas, nous agissons le plus rapidement possible.

CBC/Radio-Canada compte actuellement 8 599 employés partout au Canada, dont 4 597 hommes et 4 002 femmes. Au cours des trois dernières années, pour l'ensemble des 48 villes canadiennes et des territoires où nous sommes présents, la société a reçu un total de trois plaintes pour harcèlement sexuel. Dans un cas, l'employé a reçu une réprimande écrite. Dans le deuxième, l'employé a reçu une réprimande écrite et a reçu l'ordre de suivre une formation de sensibilisation. Dans le troisième cas, l'employé a été suspendu pour deux jours et a également reçu l'ordre de suivre une formation de sensibilisation.

En ce qui me concerne, évidemment, une seule plainte en est une de trop, et nous essayons constamment d'améliorer notre dossier. Depuis 2007, tous les employés de l'organisation ainsi que leurs gestionnaires ont dû suivre une formation sur le respect en milieu de travail, incluant le PDG. Cette formation était un programme conjoint, développé et offert tant par les syndicats que par la société. À l'heure actuelle, nous offrons en ligne une séance de formation sur la violence en milieu de travail, qui doit être suivie par tous nos employés, incluant, encore une fois, le PDG.

[*English*]

Today, across the entire corporation, we do not have a single outstanding complaint of sexual harassment. I am proud of our continuing efforts to ensure that people who work at CBC/Radio-Canada can thrive in an environment that is free from harassment of any kind.

Given our record, you might wonder why you have been seeing stories in Quebecor newspapers, the *Sun* and *Le Journal de Montréal*, and also on the television network Sun TV suggesting that CBC/Radio-Canada is a hotbed of sexual harassment. Québecor Média based its story on an access to information request which it made and which asked for, and I quote, "copies of all documents including e-mails, complaints, memos, internal reports, etc. regarding reports of harassment or inappropriate behaviour involving CBC employees since January 1, 2010, limited to Toronto and Ottawa".

We provided this information. There's a copy right here in front of me of the 1,454 pages, mostly e-mails between human resources staff, working to resolve human resources issues. Most of those details are blacked out because they contain personal information. That's the law. Québecor's Brian Lilley used that as an excuse for speculation and innuendo. Here I quote from a QMI story that ran in *Le Journal de Montréal* on January 31.

(1105)

[*Français*]

« CBC/Radio-Canada a remis une pile de documents faisant état de 1 454 dossiers traités entre le 1er janvier 2010 jusqu'à la moitié de 2012 et ce, uniquement au bureau de Toronto et d'Ottawa ».

[*English*]

Lilley further linked the CBC to sexual harassment at the RCMP, and linked us also to the recent revelations of sexual abuse at the BBC, the now famous Jimmy Savile story. He insists that he's just doing his job, holding us to account. Well, if that were true, you would think he might have asked us a single question before he launched his attack. If he had, we could have told him the facts: of the two locations he requested, Toronto and Ottawa, over the time period he requested, since January 1, 2010, we have had one complaint of sexual harassment, which we addressed.

Sexual harassment in the federal workplace is a serious issue and deserves to be treated as a serious issue.

Last fall David Suzuki, CBC host of *The Nature of Things*, was invited by Montreal's John Abbott College to speak to students. Another access for information request for all the documents about this visit followed, and then a few weeks ago Quebecor was at it again. Sun TV's Ezra Levant used the documents to make this outrageous claim: that David Suzuki was, and I'm quoting, "procuring girls to be his escorts". You have copies of his stories and transcripts of his program in front of you. Once again, untrue. Once again, the Quebecor employee didn't check with the college, with David Suzuki, or anyone else who would actually tell him that his allegations were false.

After his first story, John Abbott College responded, a copy of which you also have in front of you. I'd like to read one section:

> There was no rider in Dr. Suzuki's contract specifying the gender or dress code of those assisting him throughout the day. The negative comments and innuendoes made are demeaning to those students and to the college.

The statement concludes:

> The college is committed to providing our students with an expansive view of society to assist them on their path to becoming critical thinkers. It is a shame that along the way, they are also witnesses to the falsification of information considered to be acceptable practice by news professionals.

[*Français*]

Je ne m'attends pas à ce que Sun Media change de stratégie, mais je crois qu'il est important de corriger les faits, surtout lorsque, de façon délibérée, ils induisent les Canadiens en erreur lorsqu'ils utilisent comme arme pour servir leurs propres intérêts un enjeu aussi sérieux que le harcèlement sexuel. Je suis certain, cependant, de ne pas être le premier à se sentir traité de façon injuste ou incorrecte par un journaliste. Il y a même probablement certaines personnes qui n'ont pas apprécié le traitement que leur a réservé CBC/Radio-Canada et peut-être dans cette salle aujourd'hui. Ils doivent se dire: « Lacroix, bienvenue à bord ». C'est de bonne guerre.

Cependant, il y a tout de mêmes certaines différences importantes en CBC/Radio-Canada et Quebecor Médias. Chez CBC/Radio-Canada, nous avons des normes journalistiques qui nous servent de guide. Nos normes et pratiques journalistiques expliquent comment nos journalistes doivent faire leur travail. En fait, ce guide sert de modèle pour d'autres organes de presse dans le monde. Nous avons également deux ombudsmen qui enquêtent sur les plaintes concernant la couverture injuste d'un sujet et qui produisent un rapport accessible au public.

Devrait-il y avoir un débat sur la radiodiffusion publique? Certainement. Il devrait y avoir un débat sur CBC/Radio-Canada, sur les services que nous offrons, sur la façons dont nous réagissons aux incidents liés au harcèlement ou à la violence en milieu de travail. Mais pour être utile, le débat doit s'appuyer sur autre chose que des attaques non fondées, lancées par un concurrent médiatique.

Je vous remercie de m'avoir écouté. L'étude que vous faites est importante. Monique et moi nous ferons un plaisir de répondre à vos questions.

La présidente: Merci. C'était très intéressant. Nous allons, dès maintenant, passer à la période de questions. Nous commençons avec Mme Truppe. Vous disposez de sept minutes.

(1110)

[English]

Mrs. Susan Truppe (London North Centre, CPC): Thank you, Madam Chair. Thank you for being here today. I'm glad to hear that sexual harassment in the federal workplace is a serious issue. I appreciate that.

Just so I'm understanding, in your report—I know the people who are attacking you—you indicated they asked for copies of everything, and then you gave them copies of everything. I guess I wasn't clear on this: where are they getting the data, that they're accusing you of having so much more than what you're saying you have? Where is this data coming from that they're getting? What made them ask you to provide those 1,500 pages, for example?

Mr. Hubert T. Lacroix: As you know CBC Radio-Canada is subject to access to information. Any kind of request made by a requester is sent to us. We analysis the request, and as you now the mechanism of the act says that we have to respond when it's a question of general administration which this was. We were very proud to provide them with the 1,000 whatever pages and they decided to write it up in that way. We provided to them those pages.

Mrs. Susan Truppe: So you provided the pages, but are they saying that they found information in those pages that would be relevant to sexual harassment?

Mr. Hubert T. Lacroix: I'll ask Monique to tell you exactly what was in those pages.

Mrs. Susan Truppe: I'm just wondering where they found this information from.

Mr. Hubert T. Lacroix: Your guess is as good as mine.

Mrs. Susan Truppe: The stats are so different. I mean they're way off compared to what you're saying.

Mrs. Monique Marcotte (Interim Executive Director, English Services Human Resources; Executive Director, Strategic Planning and Human Resources Corporate Groups, People and Culture, Canadian Broadcasting Corporation): I've gone through the 1,454 pages in detail and in there found that first of all the request was for incidents of sexual harassment, or inappropriate behaviour. We interpreted inappropriate behaviour to be any disciplinable offence. So within those 1,400 plus pages there are 62 complaints of which 23 are informal complaints, 8 were withdrawn, and the remaining 31 were formal complaints. Within those 31 there was one incident of sexual harassment.

Mrs. Susan Truppe: Thank you.

How do you collect your data? How do you get your data?

Mrs. Monique Marcotte: Each of our human resources bureaus is responsible for ensuring that we keep records regardless of whether it's a formal complaint related to sexual harassment, or another matter. All formal complaints we keep on file. In terms of tracking we just started to track in terms of the trends as to what the incidences, or what the nature of the complaints are. We also keep informal records for informal complaints because we do obviously have informal complaints that an employee might be bring forward. Those generally we destroy after if the complaint is either withdrawn, or the employee settled the matter between themselves.

Mrs. Susan Truppe: I guess I'm just trying to understand. How is the training provided to the women for example at CBC. Is there an area, is there a harassment coordinator? What's the series of events that happen if someone has a complaint?

Mrs. Monique Marcotte: Once we become aware of a complaint, whether it's anecdotal or third party, or even directly there are a number of ways an employee can access, or can advise either through human resource, and we have bureaus in all of the major centres in Canada. They can also advise through their union whether a union rep or union member of their executive, or their national union office, or they can also advise their manager. If their manager is the subject of the complaint obviously it wouldn't be appropriate to advise their manager in which case they would either advise the manger of the manager, or they would come through one of the other venues. Once we become aware we meet immediately with the employee and we discuss the nature of the behaviour, and we discuss with them what their options are in terms of either an informal complaint, which is generally a type of mediated complaint, or a formal complaint which begins a formal investigation process.

Mrs. Susan Truppe: Thank you.

Now you said there was one case of sexual harassment. Is that right?

Mrs. Monique Marcotte: Within the documents provided under the ATIP request there was one. Since January 1, 2010 within the organization we have had three formal complaints of sexual harassment.

(1115)

Mrs. Susan Truppe: What's the difference between formal and not formal? Would informal be someone who doesn't want to take it to the next level?

Mrs. Monique Marcotte: We will always discuss with them what their options are. An informal complaint is generally we mediate with the employee. It's not a formal process. A formal complaint kicks in when a written complaint is filed with human resources. Then what happens is that we do a triage with senior management in the human resources department as to whether who will conduct the investigation. Human resources will not conduct investigations for

our own client groups. So as an example I support corporate clients. I would not conduct an investigation with my clients because I'm familiar with a lot of the managers and the employees. We try and ensure that we have an objective party who can conduct the investigation. At times if required we will bring in third party investigators. Sometimes it's because of the complexity, the location.

The Chair: One minute.

Mrs. Monique Marcotte: In terms of the types of complaints that we manage, they can be from sexual harassment to misuse of a corporate card to lack of respect in the work place. That's something that we're very focused on, is lack of respect. It runs really the gamut of human behaviour.

Mrs. Susan Truppe: But you differentiate between harassment and sexual harassment, right?

Mrs. Monique Marcotte: Yes, we do.

Mrs. Susan Truppe: We've had witnesses in the last few months and not everybody differentiates between it. They might have x number of harassment complaints but there may be none or a high level of sexual harassment.

Mrs. Monique Marcotte: So we have had eight complaints of harassment within those three years that I spoke of earlier, three of which were sexual harassment. The remainder were more in the area of personal harassment which actually falls under our prevention of work place violence policy.

Mrs. Susan Truppe: Then just very quickly, is there any type of survey that you take within your employees so that you know if it's harassment or sexual harassment? Is that separated as well?

Mrs. Monique Marcotte: We've recently conducted two surveys, one in 2010 and we did what we'd call a mini survey or pulse survey in 2012. We didn't have per se specific questions on harassment but we did have questions on respect in the work place. In 2010, 54% of the employees responded that they felt that they had experienced respect in the work place regardless of their title. In 2012, we did a check-in on that and the results were much better.

Mrs. Susan Truppe: Thank you.

[*Français*]

La présidente: Merci. Je suis désolée. Je suis obligée de couper.

Alors, maintenant, on va passer du côté de l'opposition officielle, avec Mme Day.

Vous avez sept minutes.

Mme Anne-Marie Day (Charlesbourg—Haute-Saint-Charles, NPD): Merci, madame la présidente. Je vais séparer mon temps avec Mme Irene Mathyssen.

Alors, j'aurais une question qui porte sur le vif du sujet. Votre compétiteur principal a fait une demande à ses propres journaux et autres médias, avançant que, dans le cadre d'une demande d'accès à l'information, 1 454 documents avaient été transmis concernant les comportements déplacés parmi les employés de Radio-Canada. Il apparaît toutefois que, malgré l'information véhiculée par votre principal compétiteur, votre organisation ne compte pas ces cas en question et qu'on a réitéré pour une dizaine de cas au total.

Pourriez-vous confirmer à nouveau cette affirmation? Considérez-vous la diffusion d'information biaisée une attaque en règle de votre principal compétiteur pour tenter de miner la crédibilité de votre organisation?

M. Hubert T. Lacroix: Vous avez entendu, de Monique et de moi, que la réponse à la demande d'accès à l'information de Québecor était un cas à travers l'organisation et que, depuis 2010, partout dans d'autres locations — on en a un total de trois —, les gens de Québecor Média choisissent d'interpréter ça comme ils le veulent.

Je vous ai cité, tout à l'heure, les mots qui sortent du *Journal de Montréal*, où l'on dit que 1 454 dossiers ont été traités, entre le 1er janvier 2010 jusqu'à la moitié de 2012. On exagère ce genre d'étape et c'est pour ça qu'on est devant vous, madame, aujourd'hui. C'est pour rétablir les faits, parce que, pour nous, pour n'importe quelle forme de harcèlement, c'est super important qu'on y accorde beaucoup d'attention.

Tout à l'heure, Monique vous a raconté que, en fait, en réponse à la question « quel genre d'initiatives nous avons », ça parle du pdg qui, lui aussi, s'assoit dans les ateliers de respect, autant que n'importe quel autre employé de CBC/Radio-Canada. Alors, c'est super important. Au sujet des intentions de Québecor, c'est difficile pour moi d'en parler.

Mme Anne-Marie Day: Donc, ça représente un infime pourcentage, comme vous venez de le confirmer à nouveau, ce qui est très positif.

Pouvez-vous me dire quels sont les mécanismes qui sont mis de l'avant par votre organisation? Vous avez parlé de formation, tout à l'heure, mais à l'intérieur de ces formations, au niveau des ressources humaines, comment ça se passe?

(1120)

Mme Monique Marcotte: Premièrement, tous les employés, en 2007, ont pris de la formation sur le respect dans le milieu de travail, incluant les ressources humaines. Actuellement, comme l'a dit tout à l'heure Hubert, tous les employés doivent prendre une formation en ligne sur la prévention de la violence dans le milieu de travail. En plus, les ressources humaines offrent une formation, à chaque nouvel employé. Toutefois, aussi, en 2010, tous les employés, à ce moment-là, et les nouveaux arrivés depuis prennent une formation sur les enquêtes formelles. Donc, cela

porte sur la séquence d'événements qui doivent avoir lieu, une fois qu'une plainte formelle est reçue.

Mme Anne-Marie Day: Alors, votre organisation est active depuis de nombreuses années. On sait que, historiquement, la structure est connue pour avoir dénombré des cas importants entre les employés de différents conflits. Comment décrivez-vous le climat de travail actuel, en matière de respect et de sécurité des employés au travail?

Mme Monique Marcotte: Je vais vous citer quelque chose. On vient tout juste de faire un sondage auprès des employés, en novembre 2012. À ce moment-là, 86 % des employés ont répondu d'une façon favorable au commentaire que la Société Radio-Canada appuie la diversité dans le milieu de travail et reconnaît la valeur des différences humaines. Donc, c'est, quand même, un résultat très positif. Et, c'est aussi un résultat dont le pourcentage est monté de 12 points, par rapport au sondage de 2010. C'était bien, en 2010, mais on a encore fait, je crois, du chemin positif, depuis.

M. Hubert T. Lacroix: Je vais juste compléter la réponse de Mme Marcotte. Dans les priorités que la direction de CBC-Radio-Canada a clairement instituées depuis 2008, les personnes sont la première priorité. Il y a ensuite les programmes et, en troisième lieu ce qu'on appelle « la planification stratégique ».

On a travaillé très fort pour essayer d'améliorer nos relations, de les rendre plus transparentes et travailler avec nos syndicats, et ensemble, comme vous l'avez entendu tout à l'heure, les démarches et les séminaires de *Respect in the workplace*, c'est-à-dire le respect dans le milieu de travail. Il s'agit d'une initiative conjointe entre les syndicats et les équipes de direction pour s'assurer que cette valeur soit bien expliquée, une valeur sur laquelle on bâtit surtout dans un environnement compliqué qu'est celui des médias aujourd'hui.

Mme Anne-Marie Day: Pourriez-vous dire que le fait que cette nouvelle soit sortie chez votre compétiteur a augmenté le niveau de stress et est-ce que cela aurait causé une certaine frustration à une partie du personnel?

M. Hubert T. Lacroix: Lorsqu'on lit des nouvelles de ce genre, qui ne donnent pas l'heure juste aux Canadiens, cela fait en sorte qu'on se présente devant vous, aujourd'hui, et qu'on veuille rétablir ces faits. C'est très important pour vous de comprendre à quel point, pour nous, chez CBC-Radio-Canada, ce genre de valeurs humaines sont des valeurs dans lesquelles on investit et qu'on protège.

Quand les gens attaquent CBC-Radio-Canada de cette façon, il est très certain que le PDG va se lever et dire que c'est inacceptable, voici les faits, et c'est ce qu'on vous présente aujourd'hui.

Mme Anne-Marie Day: Je vais laisser le reste de mon temps à ma collègue.

Mme Irene Mathyssen (London—Fanshawe, NPD): Merci, madame Day.

[*English*]

Thank you very much, Monsieur Lacroix and Madame Marcotte, for bringing this information to us, for your quick response to complaints, and your very obvious concerns to address sexual harassment.

The Chair: You have one minute.

Ms. Irene Mathyssen: It is a form of violence and to that end I would like to bring a motion to this committee:

> That the committee conduct a study of the recommendations of the Panel on Violence Against Women in Canada and that it report to the House on the progress made towards each specific recommendation, including an action plan to complete those recommendations not yet implemented; and that the committee set aside adequate time and resources to hear from witnesses who could assist in the study; and that each caucus submit names to the clerk to ensure the thoroughness of the study.

I have a copy of that motion for the clerk and I'm providing notice of that motion.

Thank you.

If there's any time left at all, I'd like to say that it concerns me very much that in a situation where we're depending on the veracity of the media that there would be false accusations and a deliberate or an apparent skewing of information and data. I'm wondering what your response would be, *peut-être* in writing.

Merci.

(1125)

[*Français*]

La présidente: Je dois vous interrompre, madame Mathyssen.

Merci.

Nous poursuivons avec Mme O'Neill Gordon pour sept minutes.

[*English*]

Mrs. Tilly O'Neill Gordon (Miramichi, CPC): Thank you, Madam Chair, and thank you both for taking time to be with us here today. This has certainly been a thorough study for our committee and the more we go through it we learn that every department works towards having a sexual harassment-free workplace, or just a free harassment place. It is very important to see that civil servants and all workers go their day's work facing the regular challenges and not have to worry about all the sexual harassment or any other harassment, because as they do their day's work they face enough challenges as it is.

When you talk about training, one question I had, is this training mandatory? Is it something they get every year? Is it just something they take when they come in the first time? How does that work?

Mrs. Monique Marcotte: There are a number of things again, mandatory training for respect in the workplace, which occurred in 2007; and mandatory training for prevention of violence in the workplace, which includes the concept of bullying and ostracizing. So that is mandatory training. We have an obligation under legislation to review our policy every three years. To the best of my knowledge, I believe we have to renew our training on that same cycle.

New employees who come in must review all management policies, including the anti-harassment and discrimination policy, including the violence in the workplace policy. Human resources has mandatory training when it comes to the formal investigation or process as I mentioned earlier.

Mrs. Tilly O'Neill Gordon: Now is this training paid for by any .... Is there any training paid for by the individual or is it all paid by the CBC?

Mrs. Monique Marcotte: It's all provided by the CBC. The prevention of work place violence is an online training. So basically the employee logs in and we tag who's had it and who hasn't had it. But all mandatory training .... When it's mandatory by the employer, our practice is that we pay for it.

Mrs. Tilly O'Neill Gordon: We talked about sensitivity training and is this general training different from the sensitivity training and is it just sensitivity training just taken when they're reprimanded?

Mrs. Monique Marcotte: The sensitivity training was very targeted training. The case that I'm familiar with, the individual in question was suspended for two days and given the events that brought the complaint, we were very targeted in the type of training that we provided the respondent in that case. So we try to make sure that whatever training that we provide, it's very specific to the events of the file.

Mrs. Tilly O'Neill Gordon: What is your policy's definition of sexual harassment? Do you have a definition of that?

Mrs. Monique Marcotte: I'll refer to the policy if you ....

Mr. Hubert T. Lacroix: Of which also you have I think a copy.

Mrs. Monique Marcotte: There's a copy. It's very specific.

Sexual harassment on page 4 of the policy, at least on my copy, on the bilingual copy, is defined as:

> As defined in the Canada Labour Code as any conduct, comment, gesture or contact of a sexual nature that is likely to cause offence or humiliation to any employee or that might on reasonable grounds be perceived

by that employee as placing a condition of a sexual nature on employment or in any opportunity for training or promotion.

Then there are more specific and we provide examples within the policy that:

It can include unwelcome advances, flirtations, jokes or propositions of a sexual nature, unwanted requests for sexual favours, sexually degrading words, images or other material and conduct of a sexual nature including leering, pinching, touching or patting.

Mrs. Tilly O'Neill Gordon: Now I know you've created this policy. How often do you review the policy on sexual harassment?

Mrs. Monique Marcotte: We've had a policy that I can track at least back to 1990. We review regularly our policies on generally a five-year cycle. This policy was just revised in February of 2010 mostly to reflect the changes to the Canadian Human Rights Act. There were a couple of discriminatory areas that were added such as family status as an example. So we made sure that our policy reflects the current legislation.

Mrs. Tilly O'Neill Gordon: How do your employees in your work place report the harassment? Is there a certain process that they go through?

(1130)

Mrs. Monique Marcotte: Our focus is always on making sure that the employee is aware that there are a number of venues that they can access in terms of bringing a complaint forward. They can come directly to human resources. They can speak to their manager. They can speak to their union representative. They can speak to another employee.

As soon as we become aware in human resources that there is a possibility or a potential complaint of this nature, we deal with it immediately. We bring in the employee. We have a confidential conversation. We discuss the nature of the events and we discuss with them their options what the steps are for an informal process versus a formal process.

Mrs. Tilly O'Neill Gordon: Do you have something to add?

Mr. Hubert T. Lacroix: No.

Mrs. Tilly O'Neill Gordon: What's the average time that it takes for resolution of an alleged incident of sexual harassment?

Mrs. Monique Marcotte: In the cases where we did have the three complaints that Havi mentioned earlier, in two cases the files were treated within two months and in the third case, five months. The reason that case was a bit longer was that there were a lot of witnesses that were interviewed.

The Chair: You have one minute.

Mrs. Tilly O'Neill Gordon: As we know, as you said earlier, even one case of harassment, sexual or just general harassment is too many. But we know that being proactive is an important factor in preventing harassment. What are some of the important proactive measures that are being provided to make it happen that you're proactive and prevent them from taking place.

Mr. Hubert T. Lacroix: I'm just going to summarize quickly because I heard the one-minute bell.

Online training, surveys, making sure that we have a conversation going about these issues on a constant basis and being aware that this and everybody else in the corporation being aware that this is something that we are interested by and want to focus on. You can't do anything but do this in an environment where .... Fifty percent of our work force are women and in my little team at the most senior executive team level at CBC Radio Canada, there are eight people in it, five are women, three men. This is a constant conversation.

[*Français*]

La présidente: Je vais devoir vous arrêter ici, monsieur Lacroix.

Merci.

On passe maintenant à M. Regan. Vous avez sept minutes.

L'hon. Geoff Regan (Halifax-Ouest, Lib.): Merci beaucoup, madame la présidente. Bienvenue aux témoins.

Madame la présidente, comme vous le savez, je ne suis pas un membre régulier de ce comité et je suis ici aujourd'hui en remplacement de l'honorable Judy Crow. Je ne suis pas complètement au courant de ce que vous avez décidé dans le passé.

Pouvez-vous m'indiquer si le comité a décidé d'inviter un représentant de Québecor pour venir témoigner pour répondre aux accusations qu'on a entendu aujourd'hui. Celles-ci sont très sérieuses et les actions telles que décrites le sont aussi.

La présidente: Je comprends votre interrogation, monsieur Regan. C'est très gentil, en passant, de me parler en français.

Québecor n'a pas été invité, mais on en discutera probablement lors des travaux du comité prévu plus tard durant la séance. Merci d'avoir soulever cette question. C'est apprécié.

L'hon. Geoff Regan: L'enjeu de harcèlement sexuel est très sérieux et la façon dont Québecor a apparemment a traité ces enjeux est très troublant et inacceptable à mon avis. J'espère que vous allez faire un suivi à ce sujet.

Monsieur Lacroix, avez-vous fait une plainte à ce sujet au Conseil canadien des normes de la radiotélévision?

[*English*]

Mr. Hubert T. Lacroix: It wouldn't be very helpful, because they are not a member of that.

Hon. Geoff Regan: Ah, okay. Thank you. That was the obvious question, I thought, but I wasn't aware of that, because it seems to me that this really does diminish the issue when they treat it this way. I mean, obviously, the fact that you've had—you talked about it—one sexual harassment case, obviously that's serious. From what you've indicated you've treated it very seriously, you have policies in place. I'm obviously pleased to hear that. Like anyone else would be, I'm concerned to hear there was one case. Whatever numbers, as you've indicated, is a serious matter.

You have obviously a variety of collective agreements within the CBC, many different employee groups. What can you tell me about what proportion of the collective agreements have any specific reference to sexual harassment?

(1135)

Mrs. Monique Marcotte: We have six collective agreements that deal with our employee group. We have other agreements that deal with artists and talent, and so on, but we have six that deal with our employees. Of those, the Canadian Media Guild is the collective agreement—our collective agreements are distinguished by geography— that is the production, journalistic and editorial union that governs the working conditions for employees outside of the province of Quebec and the city of Moncton. They have two very interesting articles, one that deals specifically with harassment, and they're focused on preventing harassment in the workplace. They, however, refer back to the CBC's HR policy on anti-harassment. They also have an article on respect in the workplace, and that was the genesis for the training that spoke of earlier in 2007. That very much speaks about the climate of work and how CBC's focus is on ensuring that we have a respectful workplace. That article is the genesis of that. APS is our Association of Professionals and Supervisors. They have also an article that refers back to our management policies, and the SAFP, or the CUPE agreement, also has an anti-harassment, anti-discrimination article that again...they always refer back to our policy. So we have three that refer specifically to our policy, and then the other three are silent on the question of harassment per se, but have anti-discrimination articles.

[*Français*]

L'hon. Geoff Regan: J'ai une question encore au sujet de Québecor concernant ce qu'ils ont rapporté. Vous avez indiqué qu'en réponse à leur demande d'accès à l'information pour des documents, courriels, etc. concernant les cas de harcèlement, vous leur avez fourni 1 454 pages. Ensuite, dans l'article de QMI de M. Brian Lilley, ils ont indiqué qu'il y avait 1 454 cas. C'est difficile à croire que c'est une erreur ou qu'il était confus. Pensez-vous que cela est possible?

M. Hubert T. Lacroix: Je ne veux pas prêter des intentions à Québecor et je ne voudrais pas que ça devienne, ici, une chasse contre Québecor. Toutefois, je veux, également, monsieur Regan, mettre en perspective l'importance que nous, chez CBC/Radio-Canada, donnons à ces

questions de harcèlement. Et, c'est pourquoi on réagit de façon aussi claire et aussi vitriolique, aujourd'hui. Nous avons trouvé ce sujet, qui est un sujet important, diminué par ces interventions. Surtout, l'environnement de travail de CBC/Radio-Canada n'est pas reflété par nombreux cas de harcèlement sur la première page du *Journal de Montréal*. Ce n'est pas exact.

[*English*]

Hon. Geoff Regan: Can you advise whether grievances that have come forward under the collective agreements have been included in—

The Chair: You have one minute.

Hon. Geoff Regan: Have been included in your data on harassment?

Mrs. Monique Marcotte: Yes they have.

The Chair: How many grievances have been filed in the last five years in relation to sexual harassment?

Mrs. Monique Marcotte: I can't speak to the last five. We've only studied since January. We had three cases, as Hubert mentioned earlier. One of those was filed under a collective agreement, the CMG agreement that I referred to, the Canadian Media Guild agreement earlier. The other two were filed under the policy.

Hon. Geoff Regan: Thank you very much.

[*Français*]

La présidente: Il vous reste 30 secondes. Voulez-vous les utiliser? C'est bon. On va les attribuer au reste du comité.

Donc, madame James, c'est à vous. On passe, maintenant, à la deuxième ronde de questions. Vous avez cinq minutes.

[*English*]

Ms. Roxanne James (Scarborough Centre, CPC): Thank you, Madam Chair, and welcome to both of our guests from the CBC.

I'm just going to go back to the definition of sexual harassment. You've indicated that it has been defined by the Canada Labour Code. I ask this question in many of the committee meetings because it has to do a lot of times with interpretation or what one person feels is objectionable, an offence, or humiliation, etc. The actual clause here states that, "is likely to cause offence or humiliation to any employee; and that might, on reasonable grounds, be perceived by that employee...."

What's offensive or objectionable by one person may not be necessarily by another person. I know as politicians we are pretty thick skinned. We have to be, otherwise we wouldn't be here. I'm just wondering who, at the end of the day, makes that determination. It states here, "on reasonable grounds". Who is it within the CBC that actually makes that judgment call? Again, is there any leeway by what may be offensive to one person but vastly the majority of others would not think so?

(1140)

Mrs. Monique Marcotte: When we think of harassment, our perspective in human resources is the receptor of the message or the receptor of the action and how are they perceiving that action or that comment. That, for me, is the test. The other test is the test of the reasonable person, which we refer to in the language here. Ultimately, when an investigation is conducted, if there are witnesses, we will test whether they feel that the comment or behaviour.... In all these three cases that we've spoken about today, they're all related to inappropriate comments. The breaches of behaviour are not more serious. They don't go into the gamut of touching or more serious breaches of behaviour. In all three cases, we're talking about inappropriate comments.

When we do the investigation, if there are witnesses, we will test whether they felt that on reasonable grounds, those inappropriate comments crossed a line. Ultimately, the investigator, who we hope is an objective investigator, will make a recommendation or a finding as to whether a line was crossed. In all three cases, there was a determination that a line was crossed, and discipline was taken in all three cases.

Ms. Roxanne James: You had mentioned that it was the person that was receiving the comment. You've stated in your three complaints that you've logged that one was a written reprimand and one was a written reprimand plus sensitivity training. The other was suspension of two days plus sensitivity training as well.

Would one warrant one over the other, for example? You've said that they were all comments that were made. I just want to try and understand what the difference was between those comments where one only received something written on paper that you've stepped over the line, that you've crossed the line. One required training, and one was actually suspended. What was the difference between those comments?

Mrs. Monique Marcotte: Let's start with the most serious case, which is the case where we had suspension. In that particular case, there had been an incident earlier. How our documentation works is that we keep all files for a period of two years. If the file is clean for two years, then we expunge the documents from the file. That's our policy. That's in our collective agreements. In that case, there had been a situation where there was another incident that had occurred within that two year window. So this was a recurrence that had occurred, so more serious measures were taken.

I don't have the final investigation report, but in the other two cases, my belief is that the comments were more serious in the situation where sensitivity training was imposed than in the other case.

Ms. Roxanne James: Thank you. I was reviewing the policies that you handed out, and I appreciate that you did give them to us. It limits our questions to things we don't find there.

One of the things I did not find anything related to has to do with relations or fraternization within the CBC within departments, between employees, and so forth. Is there anything that I've missed in here? Did I miss it when I was reading it? Do you have any internal policy, whether it's written down or just a verbal policy, on that particular type of—

Mrs. Monique Marcotte: —We do not have a formal written policy on fraternization between employees. What we do have is that when we become aware of a situation, particularly if it involves a manager and an employee within a same unit, we have conversations with each of those employees and we ensure that the reporting lines are distinct. So, as an example, if we have a manager who has a relationship with a journalist, we would ensure that the reporting lines would be changed. If they have a reporting line we would change the reporting line to ensure that there's no—

The Chair: —Very quickly, sorry,

[*Français*]

J'ai dépassé mon temps alors que j'avais en tête qu'on était encore dans la ronde de sept minutes. Je suis désolée, mais je vais vous laisser terminer.

[*English*]

Ms. Roxanne James: Very quickly, thank you. I had more questions. I'll ask the last one.

With regards to Ms. O'Neill Gordon, she was asking about employees and how they're aware of the situation. You said there are online surveys and that you make them aware that you're interested in this issue.

But how do you make them aware? Is there a campaign? Is there advertising? What is it that you do on a regular basis so your employees know and can identify sexual harassment, and so they're aware of the procedures to follow to report sexual harassment?

(1145)

Mrs. Monique Marcotte: We don't have a formal anti-harassment campaign per se. Our focus in the last few years has really been on respect in the workplace, of which sexual harassment is a key piece. So in terms of any complaint, whether it's sexual harassment or harassment or bullying or ostracizing, or any of that gamut of behaviour, we ensure that all our employees are trained in respect in the workplace and all our employees have access to information online as to what the process is to file a complaint.

[*Français*]

La présidente: Merci.

Étant donné que c'est mon erreur, je vais assumer. Je vais accorder une minute de plus à Mme James. Je vais accorder une minute de plus également à l'opposition officielle. On y va donc maintenant avec Isabelle Morin. Vous avez six minutes.

Mme Isabelle Morin (Notre-Dame-de-Grâce—Lachine, NPD): Merci beaucoup, madame la présidente.

Je suis nouvelle moi aussi dans ce comité-ci, je remplacerai pour les prochaines séances ma collègue qui est enceinte, donc qui retourne chez-elle pour le prochain mois peut-être.

Je me suis beaucoup familiarisée avec l'étude qu'on est en train de faire ici. Je trouve en tout cas très intéressant, vous faites beaucoup de choses pour vous assurer qu'il n'y ait pas d'harcèlement sexuel en milieu de travail.

Ceci étant dit, lors de votre allocution au début, vous avez insisté beaucoup sur le fait qu'il y avait des plaintes officielles, donc il y aurait à ce jour seulement une plainte et dans les deux dernières années il y aurait eu environ trois plaintes. Avez-vous eu des plaintes non officielles? Vous avez mentionné que parmi les plaintes reçues, il y en a sept qui avaient été abandonnées, pour quelles raisons avaient-elles été abandonnées? Pourriez-vous commenter un petit peut là-dessus s'il vous plaît.

Mme Monique Marcotte: Lorsqu'il s'agit d'harcèlement sexuel, on voit cela d'un oeil très sérieux. Alors même si un employé a décidé de ne pas faire une plainte formelle, on a quand même l'option aux ressources humaines de faire une enquête officielle ou une enquête formelle. Dans tous les cas où il y a eu une plainte d'harcèlement sexuel, nous avons fait une enquête formelle. Donc, tous les cas où il y a eu des discussions informelles, ça exclu des cas d'harcèlement sexuel. Alors ce serait un manque de respect peut-être quelque chose se rapportant au ton. Souvent les cas informels sont rattachés à des conflits interpersonnels. On essaie donc quand même autant que possible d'essayer de faire une médiation avec les employés ou les parties en question.

M. Hubert T. Lacroix: Dans les séminaires de

[*English*]

Respect in the Workplace,

[*Français*]

Respect en milieu de travail, il y a beaucoup d'attention qui a été portée aux mots utilisés dans les interactions même s'il y a un

[*English*]

deadline,

[*Français*]

Même si la pression est forte, même s'il y a une nouvelle qui va en ondes, la façon dont on se parle souvent fait en sorte qu'on se retrouve, quand on est pas très bon avec les mots, dans une situation informelle si vous voulez de conversation qui se ramène aux ressources humaines.

Mme Isabelle Morin: D'accord. Je vous remercie pour la précision.

Maintenant, vous parlez que vous aviez une bonne formation en ligne, j'étais enseignante donc je connais beaucoup les principes d'apprentissage. La formation en ligne pour moi c'est vraiment une formation qui ne convient pas à tout le monde. On l'a vu pendant que j'étais à l'université, ça va toucher une petite partie de la population qui peut avoir assez de tendance autodidacte puis de concentration pour bien comprendre une formation en ligne. Envisagez-vous d'utiliser d'autre forme de formation pour ça?

Je me demandais aussi si vous aviez eu des formulaires d'auto-évaluation sur votre formation? Si oui, qu'est-ce que ça disait, y a-t-il assez de personnes qui considèrent que c'est une bonne formation? Et la formation en ligne, est-ce seulement un volet ou est-ce une formation continue? Est-ce une fois vas-y on donne la formation en ligne, et après on pense que tout est beau ou y a-t-il un processus d'accompagnement?

Il y a beaucoup de choses dans votre question. Je vais donner une chance à Monique d'organiser sa réponse.

Il faut également réaliser qu'on est 8 590 quelques employés, qu'on travaille dans 48 villes différentes, alors pour pouvoir avoir accès et livrer une formation qui fait du sens, la formation en ligne est de plus en plus utilisée.

[*English*]

web seminars

[*Français*]

Ou des questions, des sondages, alors c'est un outil très utile pour nous et qu'on va continuer à utiliser beaucoup pour pouvoir rendre cette formation-là immédiatement accessible. Et comme vous le disait un peu plus tôt Monique, on peut suivre qui a suivi la formation et qui ne l'a pas suivi. On peut faire des rappels à ces gens-là s'ils ne l'ont pas fait à l'intérieur de délais qui nous sont satisfaisants. Ce concept de formation en ligne-là, pour nous est donc super intéressant.

(1150)

Mme Isabelle Morin: Là-dessus avant de poursuivre, qu'arrive-t-il avec une plainte qui ne suit pas la formation, vous faites un rappel, mais...

Mme Monique Marcotte: Oui il y a une suite avec leurs gestionnaires. On a une façon de faire une inscription en ligne, donc une fois que l'employé a participé, a conclu, il faut qu'il se rende jusqu'à la fin de la formation, à ce moment-là l'employé est inscrit en tant qu'avoir complété la formation. Il a l'option de faire une évaluation sur la formation, donc ce qui fait que nous avons un

[*English*]

feedback

[*Français*]

continu sur les modules. Ensuite le gestionnaire, d'une façon trimestrielle environ, on fait un

[*English*]

check-in

[*Français*]

pour relever les gens qui n'ont pas suivi la formation, pouvez-vous s'il vous plaît faire une suite avec vos gens.

Mme Isabelle Morin: Puis dans les commentaires que vous avez reçus sur l'évaluation, qu'est-ce que ça disait?

Mme Monique Marcotte: On vient tout juste de relancer la formation en ligne sur la prévention de la violence en milieu de travail, donc on est pas encore rendu à la fin du premier trimestre.

Mme Isabelle Morin: Une formation?

Mme Monique Marcotte: On n'a pas de formation en tant que telle spécifique à la prévention du harcèlement en milieu de travail. Quand il s'agit de prévention de la violence, cela est en ligne, on fait aussi des formations en personne sur le respect en milieu de travail et on est en train de discuter avec nos syndicats actuellement de relancer ces formations-là.

Mme Isabelle Morin: Le partenatiat avec le syndicat, ça se fait très bien?

M. Hubert T. Lacroix: Absolument. C'est une initiative conjointe, c'est une suggestion qui nous est venue des syndicats. On a non seulement trouvé que c'est une bonne idée, on a participé à la formation, à l'organisation des séminaires et c'est vraiment quelque chose qui fonctionne très bien. On est très fier de ces séminaires-là qui ont été organisés, et comme le dit Monique, on est en train de faire la phase 2. Il faut qu'il y ait une phase 2, alors on veut absolument réinvestir dans un concept semblable.

Mme Isabelle Morin: Je vous remercie beaucoup.

La présidente: Je vais devoir vous arrêter ici. Merci beaucoup. On retourne donc maintenant du côté du gouvernement avec Mme Ambler, vous avez cinq minutes.

[*English*]

Mrs. Stella Ambler (Mississauga South, CPC): Thank you, Madam Chair. Thank you to the CBC for appearing today.

My question is about your policy. We've heard that it dates back to 1990. Do you have five-year reviews? Is that correct?

Mrs. Monique Marcotte: Our current policy was revised in February of 2010.

Mrs. Stella Ambler: —2010.

Mrs. Monique Marcotte: We have had policies since that we can trace back to 1990. It may be before, but they are reviewed regularly.

Mrs. Stella Ambler: Okay. I wanted to clarify that in terms of keeping records about the cases themselves, that that's only been happening since 2010.

Mrs. Monique Marcotte: No, we have records since prior to then. We decided to do a study based on the last three years given the interest on the files. If an employee has had a clean slate, so to speak, for two years we will destroy the files.

Mrs. Stella Ambler: Okay, I understand. Thank you.

In terms of the CBC specifically, and the culture at the CBC, I understand that the nature of your business, media, is somewhat like ours. We, as parliamentarians, the situation in which we work, we've got long hours, we work closely together, we tend to feel like family sometimes. We're close as family, but we also argue like family. The media, I would imagine, is somewhat similar: lots of late nights, lots of intensity in the work that's done. I'm wondering if that means sometimes that there's a little more leeway in relationships. I use that word "relationship" loosely.

What I'm asking is sometimes is there a fine line between interpersonal conflict and harassment? It's a bit of a follow-up from the questions that my colleague, Ms. James was asking earlier. So you think that might somehow contribute to the culture of potential harassment, the culture that might lead to more potential harassment?

(1155)

Mr. Hubert T. Lacroix: I think that we are working in stressful environments. To yours, let's say, because you compare our lives to the lives of MPs, we also have deadlines, you have

deadlines, we have on-air, we don't want to go black, that would be a bad thing, we'd like *The National* to start on time, we'd like Peter Mansbridge, when he smiles to the camera and introduces a piece to actually have that piece ready and to be the piece that he's referring to. So all of these things make it it has to happen on time.

That was one of the concerns we had when the Guild came up with the idea of the "Respect in the Workplace" conversations because we found that sometimes that words that were being used, we argued more than family than anything else. We had conversations and maybe some words in a newsroom or between different people that were not appropriate. That's what we really targeted. We think that by having this aired out in a seminar kind of context, with mediators that are mediators from CBC/Radio-Canada, they're not third parties, we have conversations about ourselves, and we deal with them.

Mrs. Stella Ambler: Thank you for mentioning that, the fact that your mediators come from within the CBC.

I think what you're trying to tell us today overall is that you're dealing with the problem of sexual harassment or harassment or—

The Chair: One minute.

Mrs. Stella Ambler: —or harassment of any kind, you're dealing with that in-house. You've got the expertise to do it. You can do it. You're doing it well. You're training. You've got a certain number of cases that you've dealt with. You've dealt with them in an expedient way. We've heard from another of other witnesses in the study, the RCMP is a federal organization that we're studying, and they're doing the same thing.

Would you say that it's possible for organizations like the CBC and the RCMP to deal with these problems in-house in an effective way, one that's fair to all of the employees?

Mrs. Monique Marcotte: I just want to clarify what Hubert just said. He was speaking about the facilitation of the sessions. So the "Respect in the Workplace" sessions are jointly facilitated by management and the unions. When it comes to an investigation—

Mrs. Stella Ambler: I am extrapolating, yes.

Mrs. Monique Marcotte: Okay. So an investigation may or may not be conducted in-house. We always make sure that whoever's doing the investigation has the appropriate skill set required.

When it comes to mediation of informal complaints, that can happen either within a group, with employees, we can bring in facilitators from HR to help with the conversation or the union.

Mrs. Stella Ambler: If you have to bring someone in from outside, where would you get them from?

[*Français*]

La présidente: Madame Ambler, vous avez écoulé votre temps. Je suis désolée.

Comme je le disais à la dernière rencontre, c'est la raison pour laquelle je vous avertis, quand il reste une minute.

Donc, voilà, c'est ce qui met fin à notre panel sur Radio-Canada. Ça a passé extrêmement vite. C'était très intéressant. Je vous remercie beaucoup d'avoir accepté notre invitation et d'être venus partager vos politiques, au niveau du harcèlement, avec nous.

Pour ce qui est de la demande de M. Regan, on a trouvé l'article en question. Donc, on va l'envoyer aux membres du comité et on va regarder ce qu'on peut faire.

M. Hubert T. Lacroix: Merci.

La présidente: Sans justement partir à la chasse aux sorcières. Je vous remercie beaucoup et maintenant on va passer aux travaux du comité qu'on a à l'ordre du jour.

Rectification, les articles sont déjà dans notre trousse. On les a tous ici.

[*English*]

The newspaper, the article for the *Sun* is inside here.

[*Français*]

Je vais suspendre la séance pour une minute afin de permettre à tout le monde de prendre une pause et aller se chercher à manger.

(1205)

La présidente: Désire-t-on passer au vote?

Je crois que oui.

Que ceux qui désirent aller à huis clos veuillent bien lever la main, s'il vous plaît.

Que ceux qui s'y opposent veuillent bien lever la main.

Merci. Je vais donc être obligée de suspendre la séance pendant qu'on passe à huis clos.

[Proceedings continue in camera]

CBC Radio-Canada

RE: The recent appearance of Hubert Lacroix and Monique Marcotte before the Standing Committee on the Status of Women

FEWO@parl.gc.ca <FEWO@parl.gc.ca>
To: shaun.poulter@cbc.ca

Fri, Mar 15, 2013 at 1:02 PM

Good afternoon Shaun,

And thank you for the update. I will forward your suggested corrections to the editors for their consideration.

Have a nice weekend.

Marlene Sandoval

Clerk of the Committee | Greffière du Comité

Standing Committee on the Status of Women | Comité permanent de la condition féminine

Chambre des communes | House of Commons

131, rue Queen, 6e étage | 131 Queen Street, 6th Floor

Ottawa, Ontario K1A 0A6

Tél. 613-995-6119

Fax | Télécopieur 613-992-9069

FEWO@parl.gc.ca

From: Shaun Poulter [mailto:shaun.poulter@cbc.ca]
Sent: March 15, 2013 12:27 PM
To: ~Status of Women/Condition Féminine
Subject: Re: The recent appearance of Hubert Lacroix and Monique Marcotte before the Standing Committee on the Status of Women

Marlene,

Attached are some suggested corrections (changes tracked).

We will have a response to the Committee's request for information in writing next week.

Thanks

Shaun

On 7 March 2013 09:06, <FEWO@parl.gc.ca> wrote:

Good morning Mr. Poulter,

On behalf of the House of Commons Standing Committee on the Status of Women, I would like to thank Mr. Lacroix and Ms. Marcotte for taking the time to appear before the Committee on Tuesday March 5, 2013 in the context of its study of *sexual harassment in the federal workplace*. Their statements added a different perspective and were very much appreciated by members of the Committee.

Attached you will find the draft blues of the meeting, which are an unofficial and unedited transcript of the meeting, and as such may contain transcription errors. Should you wish to suggest any corrections to the content, please contact the Chief of Reporting Services, Bruce Young, via email at bruce.young@parl.gc.ca at the earliest opportunity, identifying the requested changes and where the specific intervention takes place (preferably in relation to one of the timestamps in the text).

I would like to note that it will be the editors' decision as to whether or not any suggested changes are accepted. The edited, translated transcript will be available on the Committee's website (www.parl.gc.ca/FEWO-e) within the next two weeks.

As you may recall, a member of the Committee commented on her concerns in regards to the veracity of the media and that there would be false accusations and a deliberate or an apparent skewing of information and data, and requested Mr. Lacroix's response in writing. The Committee would appreciate receiving this information at the earliest opportunity.

Please do not hesitate to contact me should you have any questions.

Kind regards,

Marlene Sandoval

Committee Clerk | Greffière de comité

Standing Committee on the Status of Women | Comité permanent de la condition féminine

House of Commons | Chambre des communes

Tel. | Tél. : 613-995-6119

FEWO@parl.gc.ca

--

Shaun Poulter
Senior Director, Premier directeur

Government Relations/ Relations gouvernementales
CBC/ Radio-Canada
Tel: (613) 288-6233
Cell: (613) 791-8054
shaun.poulter@cbc.ca

House of Commons
Chambre des communes
Canada

Standing Committee on the Status of Women

Comité permanent de la condition féminine

TÉMOIGNAGES NUMBER 62,
TÉMOIGNAGES DU COMITÉ NUMÉRO 62

UNEDITED COPY - COPIE NON ÉDITÉE

PUBLIC PART ONLY - PARTIE PUBLIQUE SEULEMENT

Le mardi 5 mars 2013 - Tuesday, March 5, 2013

* * *

(1100)

[*Français*]

La présidente (Mme Marie-Claude Morin (Saint-Hyacinthe—Bagot, NPD)): Nous sommes prêts à commencer. J'invite les gens à s'asseoir. Bienvenue à la séance n° 62 du Comité permanent de la condition féminine. Conformément à l'article 108(2) du Règlement, nous poursuivons notre étude sur le harcèlement sexuel dans les milieux de travail fédéraux.

Aujourd'hui, nous avons un panel avec la Société Radio-Canada. Je souhaite la bienvenue à M. Hubert T. Lacroix, le président-directeur général, et Mme Monique Marcotte, la directrice

générale par intérim aux ressources humaines. Je ne lirai pas votre titre au complet, il est long, mais je pense que cela en dit assez.

Voilà la façon dont nous fonctionnerons. Vous aurez 10 minutes pour faire votre allocution. Lorsqu'il restera une minute, je vais vous l'indiquer. Ensuite, nous passerons à une ronde de questions.

Vous pouvez commencer sans plus tarder. Nous vous écoutons.

[*English*]

Mr. Hubert T. Lacroix (President and Chief Executive Officer, Canadian Broadcasting Corporation): Madam Chairman, bonjour. Members of the committee, good morning.

Thank you for allowing Monique and me to appear before you today and to participate in your study on sexual harassment in the federal workplace.

Let me start with a quote if I can.

> CBC/Radio-Canada considers all forms of discrimination, including discriminatory and sexual harassment, to be unacceptable. It will not tolerate its occurrence and will make every reasonable effort to ensure that no employee is subject to it.

That commitment actually comes from our corporation's policy on anti-discrimination and harassment which is posted on our website. You have a copy before you.

[*Français*]

Cette politique définit la discrimination et le harcèlement discriminatoire, en donne des exemples, explique des mécanismes de recours, y compris les mesures disciplinaires et les représailles, établit les dispositions concernant la confidentialité et explique aux employés comment ils, ou elles, peuvent agir en cas de plaintes ou de préoccupations.

Avec notre politique sur la prévention de la violence en milieu de travail et notre politique sur les mesures disciplinaires que vous avez également devant vous, notre société s'efforce de faire en sorte que tous les employés de CBC/Radio-Canada soient traités avec dignité et respect. Lorsque ce n'est pas le cas, nous agissons le plus rapidement possible.

CBC/Radio-Canada compte actuellement 8 599 employés partout au Canada, dont 4 597 hommes et 4 002 femmes. Au cours des trois dernières années, pour l'ensemble des 48 villes canadiennes et des territoires où nous sommes présents, la société a reçu un total de trois plaintes pour harcèlement sexuel. Dans un cas, l'employé a reçu une réprimande écrite. Dans le deuxième, l'employé a reçu une réprimande écrite et a reçu l'ordre de suivre une formation de sensibilisation. Dans le troisième cas, l'employé a été suspendu pour deux jours et a également reçu l'ordre de suivre une formation de sensibilisation.

En ce qui me concerne, évidemment, une seule plainte en est une de trop, et nous essayons constamment d'améliorer notre dossier. Depuis 2007, tous les employés de l'organisation ainsi que leurs gestionnaires ont dû suivre une formation sur le respect en milieu de travail, incluant le PDG. Cette formation était un programme conjoint, développé et offert tant par les syndicats que par la société. À l'heure actuelle, nous offrons en ligne une séance de formation sur la violence en milieu de travail, qui doit être suivie par tous nos employés, incluant, encore une fois, le PDG.

[*English*]

Today, across the entire corporation, we do not have a single outstanding complaint of sexual harassment. I am proud of our continuing efforts to ensure that people who work at CBC/Radio-Canada can thrive in an environment that is free from harassment of any kind.

Given our record, you might wonder why you have been seeing stories in Quebecor newspapers, the *Sun* and *Le Journal de Montréal*, and also on the television network Sun TV suggesting that CBC/Radio-Canada is a hotbed of sexual harassment. Québecor Média based its story on an access to information request which it made and which asked for, and I quote, "copies of all documents including e-mails, complaints, memos, internal reports, etc. regarding reports of harassment or inappropriate behaviour involving CBC employees since January 1, 2010, limited to Toronto and Ottawa".

We provided this information. There's a copy right here in front of me of the 1,454 pages, mostly e-mails between human resources staff, working to resolve human resources issues. Most of those details are blacked out because they contain personal information. That's the law. Québecor's Brian Lilley used that as an excuse for speculation and innuendo. Here I quote from a QMI story that ran in *Le Journal de Montréal* on January 31.

(1105)

[*Français*]

« CBC/Radio-Canada a remis une pile de documents faisant état de 1 454 dossiers traités entre le 1er janvier 2010 jusqu'à la moitié de 2012 et ce, uniquement au bureau de Toronto et d'Ottawa ».

[*English*]

Lilley further linked the CBC to sexual harassment at the RCMP, and linked us also to the recent revelations of sexual abuse at the BBC, the now famous Jimmy Savile story. He insists that he's just doing his job, holding us to account. Well, if that were true, you would think he might have asked us a single question before he launched his attack. If he had, we could have told him the facts: of the two locations he requested, Toronto and Ottawa, over the time period he requested, since January 1, 2010, we have had one complaint of sexual harassment, which we addressed.

Sexual harassment in the federal workplace is a serious issue and deserves to be treated as a serious issue.

Last fall David Suzuki, CBC host of *The Nature of Things*, was invited by Montreal's John Abbott College to speak to students. Another access for information request for all the documents about this visit followed, and then a few weeks ago Quebecor was at it again. Sun TV's Ezra Levant used the documents to make this outrageous claim: that David Suzuki was, and I'm quoting, "procuring girls to be his escorts". You have copies of his stories and transcripts of his program in front of you. Once again, untrue. Once again, the Quebecor employee didn't check with the college, with David Suzuki, or anyone else who would actually tell him that his allegations were false.

After his first story, John Abbott College responded, a copy of which you also have in front of you. I'd like to read one section:

> There was no rider in Dr. Suzuki's contract specifying the gender or dress code of those assisting him throughout the day. The negative comments and innuendoes made are demeaning to those students and to the college.

The statement concludes:

> The college is committed to providing our students with an expansive view of society to assist them on their path to becoming critical thinkers. It is a shame that along the way, they are also witnesses to the falsification of information considered to be acceptable practice by news professionals.

[*Français*]

Je ne m'attends pas à ce que Sun Media change de stratégie, mais je crois qu'il est important de corriger les faits, surtout lorsque, de façon délibérée, ils induisent les Canadiens en erreur lorsqu'ils utilisent comme arme pour servir leurs propres intérêts un enjeu aussi sérieux que le harcèlement sexuel. Je suis certain, cependant, de ne pas être le premier à se sentir traité de façon injuste ou incorrecte par un journaliste. Il y a même probablement certaines personnes qui n'ont pas apprécié le traitement que leur a réservé CBC/Radio-Canada et peut-être dans cette salle aujourd'hui. Ils doivent se dire: « Lacroix, bienvenue à bord ». C'est de bonne guerre.

Cependant, il y a tout de mêmes certaines différences importantes en CBC/Radio-Canada et Quebecor Médias. Chez CBC/Radio-Canada, nous avons des normes journalistiques qui nous servent de guide. Nos normes et pratiques journalistiques expliquent comment nos journalistes doivent faire leur travail. En fait, ce guide sert de modèle pour d'autres organes de presse dans le monde. Nous avons également deux ombudsmen qui enquêtent sur les plaintes concernant la couverture injuste d'un sujet et qui produisent un rapport accessible au public.

Devrait-il y avoir un débat sur la radiodiffusion publique? Certainement. Il devrait y avoir un débat sur CBC/Radio-Canada, sur les services que nous offrons, sur la façons dont nous réagissons aux incidents liés au harcèlement ou à la violence en milieu de travail. Mais pour être utile, le débat doit s'appuyer sur autre chose que des attaques non fondées, lancées par un concurrent médiatique.

Je vous remercie de m'avoir écouté. L'étude que vous faites est importante. Monique et moi nous ferons un plaisir de répondre à vos questions.

La présidente: Merci. C'était très intéressant. Nous allons, dès maintenant, passer à la période de questions. Nous commençons avec Mme Truppe. Vous disposez de sept minutes.

(1110)

[English]

Mrs. Susan Truppe (London North Centre, CPC): Thank you, Madam Chair. Thank you for being here today. I'm glad to hear that sexual harassment in the federal workplace is a serious issue. I appreciate that.

Just so I'm understanding, in your report—I know the people who are attacking you—you indicated they asked for copies of everything, and then you gave them copies of everything. I guess I wasn't clear on this: where are they getting the data, that they're accusing you of having so much more than what you're saying you have? Where is this data coming from that they're getting? What made them ask you to provide those 1,500 pages, for example?

Mr. Hubert T. Lacroix: As you know CBC Radio-Canada is subject to access to information. Any kind of request made by a requester is sent to us. We analysisze the request, and as you know the mechanism of the act says that we have to respond when it's a question of general administration which this was. We were very proud to provide them with the 1,000 whatever pages and they decided to write it up in that way. We provided to them those pages.

Mrs. Susan Truppe: So you provided the pages, but are they saying that they found information in those pages that would be relevant to sexual harassment?

Mr. Hubert T. Lacroix: I'll ask Monique to tell you exactly what was in those pages.

Mrs. Susan Truppe: I'm just wondering where they found this information from.

Mr. Hubert T. Lacroix: Your guess is as good as mine.

Mrs. Susan Truppe: The stats are so different. I mean they're way off compared to what you're saying.

Mrs. Monique Marcotte (Interim Executive Director, English Services Human Resources; Executive Director, Strategic Planning and Human Resources Corporate Groups, People and Culture, Canadian Broadcasting Corporation): I've gone through the 1,454 pages in detail and in there found that first of all the request was for incidents of sexual harassment, or inappropriate behaviour. We interpreted inappropriate behaviour to be any disciplinable offence. So within those 1,400 plus pages there are 62 complaints of which 23 are informal complaints, 8 were withdrawn, and the remaining 31 were formal complaints. Within those 31 there was one incident of sexual harassment.

Mrs. Susan Truppe: Thank you.

How do you collect your data? How do you get your data?

Mrs. Monique Marcotte: Each of our human resources bureaus is responsible for ensuring that we keep records regardless of whether it's a formal complaint related to sexual harassment, or another matter. All formal complaints we keep on file. In terms of tracking we just started to track in terms of the trends as to what the incidences, or what the nature of the complaints are. We also keep informal records for informal complaints because we do obviously have informal complaints that an employee might be bring forward. Those generally we destroy after if the complaint is either withdrawn, or the employees settled the matter between themselves.

Mrs. Susan Truppe: I guess I'm just trying to understand. How is the training provided to the women for example at CBC. Is there an area, is there a harassment coordinator? What's the series of events that happen if someone has a complaint?

Mrs. Monique Marcotte: Once we become aware of a complaint, whether it's anecdotal or third party, or even directly there are a number of ways an employee can access, or can advise either through human resource, and we have bureaus in all of the major centres in Canada. They can also advise through their union whether a union rep or ~~union~~ member of their executive, or their national union office, or they can also advise their manager. If their manager is the subject of the complaint obviously it wouldn't be appropriate to advise their manager in which case they would either advise the manger of the manager, or they would come through one of the other venues. Once we become aware we meet immediately with the employee and we discuss the nature of the behaviour, and we discuss with them what their options are in terms of either an informal complaint, which is generally a type of mediated complaint, or a formal complaint which begins a formal investigation process.

Mrs. Susan Truppe: Thank you.

Now you said there was one case of sexual harassment. Is that right?

Mrs. Monique Marcotte: Within the documents provided under the ATIP request there was one. Since January 1, 2010 within the organization we have had three formal complaints of sexual harassment.

(1115)

Mrs. Susan Truppe: What's the difference between formal and not formal? Would informal be someone who doesn't want to take it to the next level?

Mrs. Monique Marcotte: We will always discuss with them what their options are. An informal complaint is generally we mediate with the employee. It's not a formal process. A formal complaint kicks in when a written complaint is filed with human resources. Then what happens is that we do a triage with senior management in the human resources department as to ~~whether~~ who will conduct the investigation. Human resources will not conduct investigations for

our own client groups. So as an example I support corporate clients. I would not conduct an investigation with my clients because I'm familiar with a lot of the managers and the employees. We try and ensure that we have an objective party who can conduct the investigation. At times if required we will bring in third party investigators. Sometimes it's because of the complexity, the location.

The Chair: One minute.

Mrs. Monique Marcotte: In terms of the types of complaints that we manage, they can be from sexual harassment to misuse of a corporate card to lack of respect in the work place. That's something that we're very focused on, is lack of respect. It runs really the gamut of human behaviour.

Mrs. Susan Truppe: But you differentiate between harassment and sexual harassment, right?

Mrs. Monique Marcotte: Yes, we do.

Mrs. Susan Truppe: We've had witnesses in the last few months and not everybody differentiates between it. They might have x number of harassment complaints but there may be none or a high level of sexual harassment.

Mrs. Monique Marcotte: So we have had eight complaints of harassment within those three years that I spoke of earlier, three of which were sexual harassment. The remainder were more in the area of personal harassment which actually falls under our prevention of work place violence policy.

Mrs. Susan Truppe: Then just very quickly, is there any type of survey that you take within your employees so that you know if it's harassment or sexual harassment? Is that separated as well?

Mrs. Monique Marcotte: We've recently conducted two surveys, one in 2010 and we did what we'd call a mini survey or pulse survey in 2012. We didn't have per se specific questions on harassment but we did have questions on respect in the work place. In 2010, 54% of the employees responded that they felt that they had experienced respect in the work place regardless of their title. In 2012, we did a check-in on that and the results were much better.

Mrs. Susan Truppe: Thank you.

[Français]

La présidente: Merci. Je suis désolée. Je suis obligée de couper.

Alors, maintenant, on va passer du côté de l'opposition officielle, avec Mme Day.

Vous avez sept minutes.

Mme Anne-Marie Day (Charlesbourg—Haute-Saint-Charles, NPD): Merci, madame la présidente. Je vais séparer mon temps avec Mme Irene Mathyssen.

Alors, j'aurais une question qui porte sur le vif du sujet. Votre compétiteur principal a fait une demande à ses propres journaux et autres médias, avançant que, dans le cadre d'une demande d'accès à l'information, 1 454 documents avaient été transmis concernant les comportements déplacés parmi les employés de Radio-Canada. Il apparaît toutefois que, malgré l'information véhiculée par votre principal compétiteur, votre organisation ne compte pas ces cas en question et qu'on a réitéré pour une dizaine de cas au total.

Pourriez-vous confirmer à nouveau cette affirmation? Considérez-vous la diffusion d'information biaisée une attaque en règle de votre principal compétiteur pour tenter de miner la crédibilité de votre organisation?

M. Hubert T. Lacroix: Vous avez entendu, de Monique et de moi, que la réponse à la demande d'accès à l'information de Québecor était un cas à travers l'organisation et que, depuis 2010, partout dans d'autres locations — on en a un total de trois —, les gens de Québecor Média choisissent d'interpréter ça comme ils le veulent.

Je vous ai cité, tout à l'heure, les mots qui sortent du *Journal de Montréal*, où l'on dit que 1 454 dossiers ont été traités, entre le 1er janvier 2010 jusqu'à la moitié de 2012. On exagère ce genre d'étape et c'est pour ça qu'on est devant vous, madame, aujourd'hui. C'est pour rétablir les faits, parce que, pour nous, pour n'importe quelle forme de harcèlement, c'est super important qu'on y accorde beaucoup d'attention.

Tout à l'heure, Monique vous a raconté que, en fait, en réponse à la question « quel genre d'initiatives nous avons », ça parle du pdg qui, lui aussi, s'assoit dans les ateliers de respect, autant que n'importe quel autre employé de CBC/Radio-Canada. Alors, c'est super important. Au sujet des intentions de Québecor, c'est difficile pour moi d'en parler.

Mme Anne-Marie Day: Donc, ça représente un infime pourcentage, comme vous venez de le confirmer à nouveau, ce qui est très positif.

Pouvez-vous me dire quels sont les mécanismes qui sont mis de l'avant par votre organisation? Vous avez parlé de formation, tout à l'heure, mais à l'intérieur de ces formations, au niveau des ressources humaines, comment ça se passe?

(1120)

Mme Monique Marcotte: Premièrement, tous les employés, en 2007, ont pris de la formation sur le respect dans le milieu de travail, incluant les ressources humaines. Actuellement, comme l'a dit tout à l'heure Hubert, tous les employés doivent prendre une formation en ligne sur la prévention de la violence dans le milieu de travail. En plus, les ressources humaines offrent une formation~~, à chaque nouvel employé. Toutefois, aussi~~, en 2010, tous les employés, à ce moment-là, et les nouveaux arrivés depuis prennent une formation sur les enquêtes formelles. Donc, cela

porte sur la séquence d'événements qui doivent avoir lieu, une fois qu'une plainte formelle est reçue.

Mme Anne-Marie Day: Alors, votre organisation est active depuis de nombreuses années. On sait que, historiquement, la structure est connue pour avoir dénombré des cas importants entre les employés de différents conflits. Comment décrivez-vous le climat de travail actuel, en matière de respect et de sécurité des employés au travail?

Mme Monique Marcotte: Je vais vous citer quelque chose. On vient tout juste de faire un sondage auprès des employés, en novembre 2012. À ce moment-là, 86 % des employés ont répondu d'une façon favorable au commentaire que la Société Radio-Canada appuie la diversité dans le milieu de travail et reconnaît la valeur des différences humaines. Donc, c'est, quand même, un résultat très positif. Et, c'est aussi un résultat dont le pourcentage est monté de 12 points, par rapport au sondage de 2010. C'était bien, en 2010, mais on a encore fait, je crois, du chemin positif, depuis.

M. Hubert T. Lacroix: Je vais juste compléter la réponse de Mme Marcotte. Dans les priorités que la direction de CBC-Radio-Canada a clairement instituées depuis 2008, les personnes sont la première priorité. Il y a ensuite les programmes et, en troisième lieu ce qu'on appelle « la planification stratégique ».

On a travaillé très fort pour essayer d'améliorer nos relations, de les rendre plus transparentes et travailler avec nos syndicats, et ensemble, comme vous l'avez entendu tout à l'heure, les démarches et les séminaires de *Respect in the workplace*, c'est-à-dire le respect dans le milieu de travail. Il s'agit d'une initiative conjointe entre les syndicats et les équipes de direction pour s'assurer que cette valeur soit bien expliquée, une valeur sur laquelle on bâtit surtout dans un environnement compliqué qu'est celui des médias aujourd'hui.

Mme Anne-Marie Day: Pourriez-vous dire que le fait que cette nouvelle soit sortie chez votre compétiteur a augmenté le niveau de stress et est-ce que cela aurait causé une certaine frustration à une partie du personnel?

M. Hubert T. Lacroix: Lorsqu'on lit des nouvelles de ce genre, qui ne donnent pas l'heure juste aux Canadiens, cela fait en sorte qu'on se présente devant vous, aujourd'hui, et qu'on veuille rétablir ces faits. C'est très important pour vous de comprendre à quel point, pour nous, chez CBC-Radio-Canada, ce genre de valeurs humaines sont des valeurs dans lesquelles on investit et qu'on protège.

Quand les gens attaquent CBC-Radio-Canada de cette façon, il est très certain que le PDG va se lever et dire que c'est inacceptable, voici les faits, et c'est ce qu'on vous présente aujourd'hui.

Mme Anne-Marie Day: Je vais laisser le reste de mon temps à ma collègue.

Mme Irene Mathyssen (London—Fanshawe, NPD): Merci, madame Day.

[*English*]

Thank you very much, Monsieur Lacroix and Madame Marcotte, for bringing this information to us, for your quick response to complaints, and your very obvious concerns to address sexual harassment.

The Chair: You have one minute.

Ms. Irene Mathyssen: It is a form of violence and to that end I would like to bring a motion to this committee:

> That the committee conduct a study of the recommendations of the Panel on Violence Against Women in Canada and that it report to the House on the progress made towards each specific recommendation, including an action plan to complete those recommendations not yet implemented; and that the committee set aside adequate time and resources to hear from witnesses who could assist in the study; and that each caucus submit names to the clerk to ensure the thoroughness of the study.

I have a copy of that motion for the clerk and I'm providing notice of that motion.

Thank you.

If there's any time left at all, I'd like to say that it concerns me very much that in a situation where we're depending on the veracity of the media that there would be false accusations and a deliberate or an apparent skewing of information and data. I'm wondering what your response would be, *peut-être* in writing.

Merci.

(1125)

[*Français*]

La présidente: Je dois vous interrompre, madame Mathyssen.

Merci.

Nous poursuivons avec Mme O'Neill Gordon pour sept minutes.

[*English*]

Mrs. Tilly O'Neill Gordon (Miramichi, CPC): Thank you, Madam Chair, and thank you both for taking time to be with us here today. This has certainly been a thorough study for our committee and the more we go through it we learn that every department works towards having a sexual harassment-free workplace, or just a free harassment place. It is very important to see that civil servants and all workers go to their day's work facing the regular challenges and not have to worry about all the sexual harassment or any other harassment, because as they do their day's work they face enough challenges as it is.

When you talk about training, one question I had, is this training mandatory? Is it something they get every year? Is it just something they take when they come in the first time? How does that work?

Mrs. Monique Marcotte: There are a number of things again, mandatory training for respect in the workplace, which occurred in 2007; and mandatory training for prevention of violence in the workplace, which includes the concept of bullying and ostracizing. So that is mandatory training. We have an obligation under legislation to review our policy every three years. To the best of my knowledge, I believe we have to renew our training on that same cycle.

New employees who come in must review all management policies, including the anti-harassment and discrimination policy, including the violence in the workplace policy. Human resources has mandatory training when it comes to the formal investigation or process as I mentioned earlier.

Mrs. Tilly O'Neill Gordon: Now is this training paid for by any .... Is there any training paid for by the individual or is it all paid by the CBC?

Mrs. Monique Marcotte: It's all provided by the CBC. The prevention of work place violence is an online training. So basically the employee logs in and we tag who's had it and who hasn't had it. But all mandatory training .... When it's mandatory by the employer, our practice is that we pay for it.

Mrs. Tilly O'Neill Gordon: We talked about sensitivity training and is this general training different from the sensitivity training and is it just sensitivity training just taken when they're reprimanded?

Mrs. Monique Marcotte: The sensitivity training was very targeted training. The case that I'm familiar with, the individual in question was suspended for two days and given the events that brought the complaint, we were very targeted in the type of training that we provided the respondent in that case. So we try to make sure that whatever training that we provide, it's very specific to the events of the file.

Mrs. Tilly O'Neill Gordon: What is your policy's definition of sexual harassment? Do you have a definition of that?

Mrs. Monique Marcotte: I'll refer to the policy if you ....

Mr. Hubert T. Lacroix: Of which also you have I think a copy.

Mrs. Monique Marcotte: There's a copy. It's very specific.

Sexual harassment on page 4 of the policy, at least on my copy, on the bilingual copy, is defined as:

> As defined in the Canada Labour Code as any conduct, comment, gesture or contact of a sexual nature that is likely to cause offence or humiliation to any employee or that might on reasonable grounds be perceived

by that employee as placing a condition of a sexual nature on employment or in any opportunity for training or promotion.

Then there are more specific and we provide examples within the policy that:

It can include unwelcome advances, flirtations, jokes or propositions of a sexual nature, unwanted requests for sexual favours, sexually degrading words, images or other material and conduct of a sexual nature including leering, pinching, touching or patting.

Mrs. Tilly O'Neill Gordon: Now I know you've created this policy. How often do you review the policy on sexual harassment?

Mrs. Monique Marcotte: We've had a policy that I can track at least back to 1990. We review regularly our policies on generally a five-year cycle. This policy was just revised in February of 2010 mostly to reflect the changes to the Canadian Human Rights Act. There were a couple of discriminatory areas that were added such as family status as an example. So we made sure that our policy reflects the current legislation.

Mrs. Tilly O'Neill Gordon: How do your employees in your work place report the harassment? Is there a certain process that they go through?

(1130)

Mrs. Monique Marcotte: Our focus is always on making sure that the employee is aware that there are a number of venues that they can access in terms of bringing a complaint forward. They can come directly to human resources. They can speak to their manager. They can speak to their union representative. They can speak to another employee.

As soon as we become aware in human resources that there is a possibility or a potential complaint of this nature, we deal with it immediately. We bring in the employee. We have a confidential conversation. We discuss the nature of the events and we discuss with them their options what the steps are for an informal process versus a formal process.

Mrs. Tilly O'Neill Gordon: Do you have something to add?

Mr. Hubert T. Lacroix: No.

Mrs. Tilly O'Neill Gordon: What's the average time that it takes for resolution of an alleged incident of sexual harassment?

Mrs. Monique Marcotte: In the cases where we did have the three complaints that I have mentioned earlier, in two cases the files were treated within two months and in the third case, five months. The reason that case was a bit longer was that there were a lot of witnesses that were interviewed.

The Chair: You have one minute.

Mrs. Tilly O'Neill Gordon: As we know, as you said earlier, even one case of harassment, sexual or just general harassment is too many. But we know that being proactive is an important factor in preventing harassment. What are some of the important proactive measures that are being provided to make it happen that you're proactive and prevent them from taking place.

Mr. Hubert T. Lacroix: I'm just going to summarize quickly because I heard the one-minute bell.

Online training, surveys, making sure that we have a conversation going about these issues on a constant basis and being aware that this and everybody else in the corporation being aware that this is something that we are interested by and want to focus on. You can't do anything but do this in an environment where .... Fifty percent of our work force are women and in my little team at the most senior executive team level at CBC Radio Canada, there are eight people in it, five are women, three men. This is a constant conversation.

[*Français*]

La présidente: Je vais devoir vous arrêter ici, monsieur Lacroix.

Merci.

On passe maintenant à M. Regan. Vous avez sept minutes.

L'hon. Geoff Regan (Halifax-Ouest, Lib.): Merci beaucoup, madame la présidente. Bienvenue aux témoins.

Madame la présidente, comme vous le savez, je ne suis pas un membre régulier de ce comité et je suis ici aujourd'hui en remplacement de l'honorable Judy ~~Crow~~Sgro. Je ne suis pas complètement au courant de ce que vous avez décidé dans le passé.

Pouvez-vous m'indiquer si le comité a décidé d'inviter un représentant de Québecor pour venir témoigner pour répondre aux accusations qu'on a entendu aujourd'hui. Celles-ci sont très sérieuses et les actions telles que décrites le sont aussi.

La présidente: Je comprends votre interrogation, monsieur Regan. C'est très gentil, en passant, de me parler en français.

Québecor n'a pas été invité, mais on en discutera probablement lors des travaux du comité prévu plus tard durant la séance. Merci d'avoir soulever cette question. C'est apprécié.

L'hon. Geoff Regan: L'enjeu de harcèlement sexuel est très sérieux et la façon dont Québecor a apparemment a traité ces enjeux est très troublant et inacceptable à mon avis. J'espère que vous allez faire un suivi à ce sujet.

Monsieur Lacroix, avez-vous fait une plainte à ce sujet au Conseil canadien des normes de la radiotélévision?

[*English*]

Mr. Hubert T. Lacroix: It wouldn't be very helpful, because they are not a member of that.

Hon. Geoff Regan: Ah, okay. Thank you. That was the obvious question, I thought, but I wasn't aware of that, because it seems to me that this really does diminish the issue when they treat it this way. I mean, obviously, the fact that you've had—you talked about it—one sexual harassment case, obviously that's serious. From what you've indicated you've treated it very seriously, you have policies in place. I'm obviously pleased to hear that. Like anyone else would be, I'm concerned to hear there was one case. Whatever numbers, as you've indicated, is a serious matter.

You have obviously a variety of collective agreements within the CBC, many different employee groups. What can you tell me about what proportion of the collective agreements have any specific reference to sexual harassment?

(1135)

Mrs. Monique Marcotte: We have six collective agreements that deal with our employee group. We have other agreements that deal with artists and talent, and so on, but we have six that deal with our employees. Of those, the Canadian Media Guild is the collective agreement—our collective agreements are distinguished by geography— that is the production, journalistic and editorial union that governs the working conditions for employees outside of the province of Quebec and the city of Moncton. They have two very interesting articles, one that deals specifically with harassment, and they're focused on preventing harassment in the workplace. They, however, refer back to the CBC's HR policy on anti-harassment. They also have an article on respect in the workplace, and that was the genesis for the training that we spoke of earlier in 2007. That very much speaks about the climate of work and how CBC's focus is on ensuring that we have a respectful workplace. That article is the genesis of that. APS is our Association of Professionals and Supervisors. They have also an article that refers back to our management policies, and the SAFP, or the CUPE agreement, also has an anti-harassment, anti-discrimination article that again...they always refer back to our policy. So we have three that refer specifically to our policy, and then the other three are silent on the question of harassment per se, but have anti-discrimination articles.

[*Français*]

L'hon. Geoff Regan: J'ai une question encore au sujet de Québecor concernant ce qu'ils ont rapporté. Vous avez indiqué qu'en réponse à leur demande d'accès à l'information pour des documents, courriels, etc. concernant les cas de harcèlement, vous leur avez fourni 1 454 pages. Ensuite, dans l'article de QMI de M. Brian Lilley, ils ont indiqué qu'il y avait 1 454 cas. C'est difficile à croire que c'est une erreur ou qu'il était confus. Pensez-vous que cela est possible?

M. Hubert T. Lacroix: Je ne veux pas prêter des intentions à Québecor et je ne voudrais pas que ça devienne, ici, une chasse contre Québecor. Toutefois, je veux, également, monsieur Regan, mettre en perspective l'importance que nous, chez CBC/Radio-Canada, donnons à ces

questions de harcèlement. Et, c'est pourquoi on réagit de façon aussi claire et aussi vitriolique, aujourd'hui. Nous avons trouvé ce sujet, qui est un sujet important, diminué par ces interventions. Surtout, l'environnement de travail de CBC/Radio-Canada n'est pas reflété par nombreux cas de harcèlement sur la première page du *Journal de Montréal*. Ce n'est pas exact.

[*English*]

Hon. Geoff Regan: Can you advise whether grievances that have come forward under the collective agreements have been included in—

The Chair: You have one minute.

Hon. Geoff Regan: Have been included in your data on harassment?

Mrs. Monique Marcotte: Yes they have.

The Chair: How many grievances have been filed in the last five years in relation to sexual harassment?

Mrs. Monique Marcotte: I can't speak to the last five. We've only studied since January. We had three cases, as Hubert mentioned earlier. One of those was filed under a collective agreement, the CMG agreement that I referred to, the Canadian Media Guild agreement earlier. The other two were filed under the policy.

Hon. Geoff Regan: Thank you very much.

[*Français*]

La présidente: Il vous reste 30 secondes. Voulez-vous les utiliser? C'est bon. On va les attribuer au reste du comité.

Donc, madame James, c'est à vous. On passe, maintenant, à la deuxième ronde de questions. Vous avez cinq minutes.

[*English*]

Ms. Roxanne James (Scarborough Centre, CPC): Thank you, Madam Chair, and welcome to both of our guests from the CBC.

I'm just going to go back to the definition of sexual harassment. You've indicated that it has been defined by the Canada Labour Code. I ask this question in many of the committee meetings because it has to do a lot of times with interpretation or what one person feels is objectionable, an offence, or humiliation, etc. The actual clause here states that, "is likely to cause offence or humiliation to any employee; and that might, on reasonable grounds, be perceived by that employee...."

What's offensive or objectionable by one person may not be necessarily by another person. I know as politicians we are pretty thick skinned. We have to be, otherwise we wouldn't be here. I'm just wondering who, at the end of the day, makes that determination. It states here, "on reasonable grounds". Who is it within the CBC that actually makes that judgment call? Again, is there any leeway by what may be offensive to one person but vastly the majority of others would not think so?

(1140)

Mrs. Monique Marcotte: When we think of harassment, our perspective in human resources is the receptor of the message or the receptor of the action and how are they perceiving that action or that comment. That, for me, is the test. The other test is the test of the reasonable person, which we refer to in the language here. Ultimately, when an investigation is conducted, if there are witnesses, we will test whether they feel that the comment or behaviour was unreasonable.... In all these three cases that we've spoken about today, they're all related to inappropriate comments. The breaches of behaviour are not more serious. They don't go into the gamut of touching or more serious breaches of behaviour. In all three cases, we're talking about inappropriate comments.

When we do the investigation, if there are witnesses, we will test whether they felt that on reasonable grounds, those inappropriate comments crossed a line. Ultimately, the investigator, who we hope is an objective investigator, will make a recommendation or a finding as to whether a line was crossed. In all three cases, there was a determination that a line was crossed, and discipline was taken in all three cases.

Ms. Roxanne James: You had mentioned that it was the person that was receiving the comment. You've stated in your three complaints that you've logged that one was a written reprimand and one was a written reprimand plus sensitivity training. The other was suspension of two days plus sensitivity training as well.

Would one warrant one over the other, for example? You've said that they were all comments that were made. I just want to try and understand what the difference was between those comments where one only received something written on paper that you've stepped over the line, that you've crossed the line. One required training, and one was actually suspended. What was the difference between those comments?

Mrs. Monique Marcotte: Let's start with the most serious case, which is the case where we had suspension. In that particular case, there had been an incident earlier. How our documentation works is that we keep all files for a period of two years. If the file is clean for two years, then we expunge the documents from the file. That's our policy. That's in our collective agreements. In that case, there had been a situation where there was another incident that had occurred within that two year window. So this was a recurrence that had occurred, so more serious measures were taken.

I don't have the final investigation reports, but in the other two cases, my belief is that the comments were more serious in the situation where sensitivity training was imposed than in the other case.

Ms. Roxanne James: Thank you. I was reviewing the policies that you handed out, and I appreciate that you did give them to us. It limits our questions to things we don't find there.

One of the things I did not find anything related to has to do with relations or fraternization within the CBC within departments, between employees, and so forth. Is there anything that I've missed in here? Did I miss it when I was reading it? Do you have any internal policy, whether it's written down or just a verbal policy, on that particular type of—

Mrs. Monique Marcotte: —We do not have a formal written policy on fraternization between employees. What we do have is that when we become aware of a situation, particularly if it involves a manager and an employee within a same unit, we have conversations with each of those employees and we ensure that the reporting lines are distinct. So, as an example, if we have a manager who has a relationship with a journalist, we would ensure that the reporting lines would be changed. If they have a reporting line we would change the reporting line to ensure that there's no—

The Chair: —Very quickly, sorry,

[*Français*]

J'ai dépassé mon temps alors que j'avais en tête qu'on était encore dans la ronde de sept minutes. Je suis désolée, mais je vais vous laisser terminer.

[*English*]

Ms. Roxanne James: Very quickly, thank you. I had more questions. I'll ask the last one.

With regards to Ms. O'Neill Gordon, she was asking about employees and how they're aware of the situation. You said there are online surveys and that you make them aware that you're interested in this issue.

But how do you make them aware? Is there a campaign? Is there advertising? What is it that you do on a regular basis so your employees know and can identify sexual harassment, and so they're aware of the procedures to follow to report sexual harassment?

(1145)

Mrs. Monique Marcotte: We don't have a formal anti-harassment campaign per se. Our focus in the last few years has really been on respect in the workplace, of which sexual harassment is a key piece. So in terms of any complaint, whether it's sexual harassment or harassment or bullying or ostracizing, or any of that gamut of behaviour, we ensure that all our

employees are trained in respect in the workplace and all our employees have access to information online as to what the process is to file a complaint.

[*Français*]

La présidente: Merci.

Étant donné que c'est mon erreur, je vais assumer. Je vais accorder une minute de plus à Mme James. Je vais accorder une minute de plus également à l'opposition officielle. On y va donc maintenant avec Isabelle Morin. Vous avez six minutes.

Mme Isabelle Morin (Notre-Dame-de-Grâce—Lachine, NPD): Merci beaucoup, madame la présidente.

Je suis nouvelle moi aussi dans ce comité-ci, je remplacerai pour les prochaines séances ma collègue qui est enceinte, donc qui retourne chez-elle pour le prochain mois peut-être.

Je me suis beaucoup familiarisée avec l'étude qu'on est en train de faire ici. Je trouve en tout cas très intéressant, vous faites beaucoup de choses pour vous assurer qu'il n'y ait pas d'harcèlement sexuel en milieu de travail.

Ceci étant dit, lors de votre allocution au début, vous avez insisté beaucoup sur le fait qu'il y avait des plaintes officielles, donc il y aurait à ce jour seulement une plainte et dans les deux dernières années il y aurait eu environ trois plaintes. Avez-vous eu des plaintes non officielles? Vous avez mentionné que parmi les plaintes reçues, il y en a sept qui avaient été abandonnées, pour quelles raisons avaient-elles été abandonnées? Pourriez-vous commenter un petit peut là-dessus s'il vous plaît.

Mme Monique Marcotte: Lorsqu'il s'agit d'harcèlement sexuel, on voit cela d'un oeil très sérieux. Alors même si un employé a décidé de ne pas faire une plainte formelle, on a quand même l'option aux ressources humaines de faire une enquête officielle ou une enquête formelle. Dans tous les cas où il y a eu une plainte d'harcèlement sexuel, nous avons fait une enquête formelle. Donc, tous les cas où il y a eu des discussions informelles, ça exclu des cas d'harcèlement sexuel. Alors ce serait un manque de respect peut-être quelque chose se rapportant au ton. Souvent les cas informels sont rattachés à des conflits interpersonnels. On essaie donc quand même autant que possible d'essayer de faire une médiation avec les employés ou les parties en question.

M. Hubert T. Lacroix: Dans les séminaires de

[*English*]

Respect in the Workplace,

[*Français*]

Respect en milieu de travail, il y a beaucoup d'attention qui a été portée aux mots utilisés dans les interactions même s'il y a un

[*English*]

deadline,

[*Français*]

Même si la pression est forte, même s'il y a une nouvelle qui va en ondes, la façon dont on se parle souvent fait en sorte qu'on se retrouve, quand on est pas très bon avec les mots, dans une situation informelle si vous voulez de conversation qui se ramène aux ressources humaines.

Mme Isabelle Morin: D'accord. Je vous remercie pour la précision.

Maintenant, vous parlez que vous aviez une bonne formation en ligne, j'étais enseignante donc je connais beaucoup les principes d'apprentissage. La formation en ligne pour moi c'est vraiment une formation qui ne convient pas à tout le monde. On l'a vu pendant que j'étais à l'université, ça va toucher une petite partie de la population qui peut avoir assez de tendance autodidacte puis de concentration pour bien comprendre une formation en ligne. Envisagez-vous d'utiliser d'autre forme de formation pour ça?

Je me demandais aussi si vous aviez eu des formulaires d'auto-évaluation sur votre formation? Si oui, qu'est-ce que ça disait, y a-t-il assez de personnes qui considèrent que c'est une bonne formation? Et la formation en ligne, est-ce seulement un volet ou est-ce une formation continue? Est-ce une fois vas-y on donne la formation en ligne, et après on pense que tout est beau ou y a-t-il un processus d'accompagnement?

Il y a beaucoup de choses dans votre question. Je vais donner une chance à Monique d'organiser sa réponse.

Il faut également réaliser qu'on est 8 590 quelques employés, qu'on travaille dans 48 villes différentes, alors pour pouvoir avoir accès et livrer une formation qui fait du sens, la formation en ligne est de plus en plus utilisée.

[*English*]

web seminars

[*Français*]

Ou des questions, des sondages, alors c'est un outil très utile pour nous et qu'on va continuer à utiliser beaucoup pour pouvoir rendre cette formation-là immédiatement accessible. Et comme vous le disait un peu plus tôt Monique, on peut suivre qui a suivi la formation et qui ne l'a pas suivi. On peut faire des rappels à ces gens-là s'ils ne l'ont pas fait à l'intérieur de délais qui nous sont satisfaisants. Ce concept de formation en ligne-là, pour nous est donc super intéressant.

(1150)

Mme Isabelle Morin: Là-dessus avant de poursuivre, qu'arrive-t-il avec une plainte qui ne suit pas la formation, vous faites un rappel, mais...

Mme Monique Marcotte: Oui il y a une suite avec leurs gestionnaires. On a une façon de faire une inscription en ligne, donc une fois que l'employé a participé, a conclu, il faut qu'il se rende jusqu'à la fin de la formation, à ce moment-là l'employé est inscrit en tant qu'avoir complété la formation. Il a l'option de faire une évaluation sur la formation, donc ce qui fait que nous avons un

[*English*]

feedback

[*Français*]

continu sur les modules. Ensuite le gestionnaire, d'une façon trimestrielle environ, on fait un

[*English*]

check-in

[*Français*]

pour relever les gens qui n'ont pas suivi la formation, pouvez-vous s'il vous plaît faire une suite avec vos gens.

Mme Isabelle Morin: Puis dans les commentaires que vous avez reçus sur l'évaluation, qu'est-ce que ça disait?

Mme Monique Marcotte: On vient tout juste de relancer la formation en ligne sur la prévention de la violence en milieu de travail, donc on est pas encore rendu à la fin du premier trimestre.

Mme Isabelle Morin: Une formation?

Mme Monique Marcotte: On n'a pas de formation en tant que telle spécifique à la prévention du harcèlement en milieu de travail. Quand il s'agit de prévention de la violence, cela est en ligne, on fait aussi des formations en personne sur le respect en milieu de travail et on est en train de discuter avec nos syndicats actuellement de relancer ces formations-là.

Mme Isabelle Morin: Le partenatiat avec le syndicat, ça se fait très bien?

M. Hubert T. Lacroix: Absolument. C'est une initiative conjointe, c'est une suggestion qui nous est venue des syndicats. On a non seulement trouvé que c'est une bonne idée, on a participé

à la formation, à l'organisation des séminaires et c'est vraiment quelque chose qui fonctionne très bien. On est très fier de ces séminaires-là qui ont été organisés, et comme le dit Monique, on est en train de faire la phase 2. Il faut qu'il y ait une phase 2, alors on veut absolument réinvestir dans un concept semblable.

Mme Isabelle Morin: Je vous remercie beaucoup.

La présidente: Je vais devoir vous arrêter ici. Merci beaucoup. On retourne donc maintenant du côté du gouvernement avec Mme Ambler, vous avez cinq minutes.

[*English*]

Mrs. Stella Ambler (Mississauga South, CPC): Thank you, Madam Chair. Thank you to the CBC for appearing today.

My question is about your policy. We've heard that it dates back to 1990. Do you have five-year reviews? Is that correct?

Mrs. Monique Marcotte: Our current policy was revised in February of 2010.

Mrs. Stella Ambler: —2010.

Mrs. Monique Marcotte: We have had policies since that we can trace back to 1990. It may be before, but they are reviewed regularly.

Mrs. Stella Ambler: Okay. I wanted to clarify that in terms of keeping records about the cases themselves, that that's only been happening since 2010.

Mrs. Monique Marcotte: No, we have records since prior to then. We decided to do a study based on the last three years given the interest on the files. If an employee has had a clean slate, so to speak, for two years we will destroy the files.

Mrs. Stella Ambler: Okay, I understand. Thank you.

In terms of the CBC specifically, and the culture at the CBC, I understand that the nature of your business, media, is somewhat like ours. We, as parliamentarians, the situation in which we work, we've got long hours, we work closely together, we tend to feel like family sometimes. We're close as family, but we also argue like family. The media, I would imagine, is somewhat similar: lots of late nights, lots of intensity in the work that's done. I'm wondering if that means sometimes that there's a little more leeway in relationships. I use that word "relationship" loosely.

What I'm asking is sometimes is there a fine line between interpersonal conflict and harassment? It's a bit of a follow-up from the questions that my colleague, Ms. James was asking earlier. So you think that might somehow contribute to the culture of potential harassment, the culture that might lead to more potential harassment?

(1155)

Mr. Hubert T. Lacroix: I think that we are working in stressful environments. To yours, let's say, because you compare our lives to the lives of MPs, we also have deadlines, you have deadlines, we have on-air, we don't want to go black, that would be a bad thing, we'd like *The National* to start on time, we'd like Peter Mansbridge, when he smiles to the camera and introduces a piece to actually have that piece ready and to be the piece that he's referring to. So all of these things make it that it has to happen on time.

That was one of the concerns we had when the Guild came up with the idea of the "Respect in the Workplace" conversations because we found that sometimes that words that were being used, we argued more than family than anything else. We had conversations and maybe some words in a newsroom or between different people that were not appropriate. That's what we really targeted. We think that by having this aired out in a seminar kind of context, with mediators that are mediators from CBC/Radio-Canada, they're not third parties, we have conversations about ourselves, and we deal with them.

Mrs. Stella Ambler: Thank you for mentioning that, the fact that your mediators come from within the CBC.

I think what you're trying to tell us today overall is that you're dealing with the problem of sexual harassment or harassment or—

The Chair: One minute.

Mrs. Stella Ambler: —or harassment of any kind, you're dealing with that in-house. You've got the expertise to do it. You can do it. You're doing it well. You're training. You've got a certain number of cases that you've dealt with. You've dealt with them in an expedient way. We've heard from another of other witnesses in the study, the RCMP is a federal organization that we're studying, and they're doing the same thing.

Would you say that it's possible for organizations like the CBC and the RCMP to deal with these problems in-house in an effective way, one that's fair to all of the employees?

Mrs. Monique Marcotte: I just want to clarify what Hubert just said. He was speaking about the facilitation of the sessions. So the "Respect in the Workplace" sessions are jointly facilitated by management and the unions. When it comes to an investigation—

Mrs. Stella Ambler: I am extrapolating, yes.

Mrs. Monique Marcotte: Okay. So an investigation may or may not be conducted in-house. We always make sure that whoever's doing the investigation has the appropriate skill set required.

When it comes to mediation of informal complaints, that can happen either within a group, with employees, we can bring in facilitators from HR to help with the conversation or the union.

Mrs. Stella Ambler: If you have to bring someone in from outside, where would you get them from?

[*Français*]

La présidente: Madame Ambler, vous avez écoulé votre temps. Je suis désolée.

Comme je le disais à la dernière rencontre, c'est la raison pour laquelle je vous avertis, quand il reste une minute.

Donc, voilà, c'est ce qui met fin à notre panel sur Radio-Canada. Ça a passé extrêmement vite. C'était très intéressant. Je vous remercie beaucoup d'avoir accepté notre invitation et d'être venus partager vos politiques, au niveau du harcèlement, avec nous.

Pour ce qui est de la demande de M. Regan, on a trouvé l'article en question. Donc, on va l'envoyer aux membres du comité et on va regarder ce qu'on peut faire.

M. Hubert T. Lacroix: Merci.

La présidente: Sans justement partir à la chasse aux sorcières. Je vous remercie beaucoup et maintenant on va passer aux travaux du comité qu'on a à l'ordre du jour.

Rectification, les articles sont déjà dans notre trousse. On les a tous ici.

[*English*]

The newspaper, the article for the *Sun* is inside here.

[*Français*]

Je vais suspendre la séance pour une minute afin de permettre à tout le monde de prendre une pause et aller se chercher à manger.

(1205)

La présidente: Désire-t-on passer au vote?

Je crois que oui.

Que ceux qui désirent aller à huis clos veuillent bien lever la main, s'il vous plaît.

Que ceux qui s'y opposent veuillent bien lever la main.

Merci. Je vais donc être obligée de suspendre la séance pendant qu'on passe à huis clos.

[Proceedings continue in camera]

CBC Radio-Canada

Re: The recent appearance of Hubert Lacroix and Monique Marcotte before the Standing Committee on the Status of Women

Monique Marcotte <monique.marcotte@cbc.ca>
To: Shaun Poulter <shaun.poulter@cbc.ca>, Liliane Le <LILIANE.LE@cbc.ca> Wed, Mar 13, 2013 at 6:38 PM

Here are a few slight revisions, in track change. Am in Toronto again tomorrow, back in Ottawa on Friday, if you have any questions.
Monique

On Mon, Mar 11, 2013 at 1:39 PM, Shaun Poulter <shaun.poulter@cbc.ca> wrote:
I should get back to the Committee by the end of the week.

On 11 March 2013 12:07, Monique Marcotte <monique.marcotte@cbc.ca> wrote:
Hello Shaun,

How much time does Monique have to review please?

Suzanne Pariseau
for Monique

On Mon, Mar 11, 2013 at 9:35 AM, Shaun Poulter <shaun.poulter@cbc.ca> wrote:

Monique,

Attached are the unedited "blues" from our appearance. I'm going through them now. If you see anything that you feel is inaccurate, let me know and I will correct the record with them before the official transcripts are published.

Shaun
--------- Forwarded message ---------
From: <FEWO@parl.gc.ca>
Date: 7 March 2013 09:06
Subject: The recent appearance of Hubert Lacroix and Monique Marcotte before the Standing Committee on the Status of Women
To: shaun.poulter@cbc.ca

Good morning Mr. Poulter,

On behalf of the House of Commons Standing Committee on the Status of Women, I would like to thank Mr. Lacroix and Ms. Marcotte for taking the time to appear before the Committee on Tuesday March 5, 2013 in the context of its study of *sexual harassment in the federal workplace.* Their statements added a different perspective and were very much appreciated by members of the Committee.

Attached you will find the draft blues of the meeting, which are an unofficial and unedited transcript of the meeting, and as such may contain transcription errors. Should you wish to suggest any corrections to the content, please contact the Chief of Reporting Services, Bruce Young, via email at bruce.young@parl.gc.ca at the earliest opportunity, identifying the requested changes and where the specific intervention takes place (preferably in relation to one of the timestamps in the text).

I would like to note that it will be the editors' decision as to whether or not any suggested changes are accepted. The edited, translated transcript will be available on the Committee's website (www.parl.gc.ca/FEWO-e) within the next two weeks.

As you may recall, a member of the Committee commented on her concerns in regards to the veracity of the media and that there would be false accusations and a deliberate or an apparent skewing of information and data, and requested Mr. Lacroix's response in writing. The Committee would appreciate receiving this information at the earliest opportunity.

Please do not hesitate to contact me should you have any questions.

Kind regards,

Marlene Sandoval

Committee Clerk | Greffière de comité

Standing Committee on the Status of Women | Comité permanent de la condition féminine

House of Commons | Chambre des communes

Tel. | Tél. : 613-995-6119

FEWO@parl.gc.ca

--

Shaun Poulter
Senior Director, Premier directeur
Government Relations/ Relations gouvernementales
CBC/ Radio-Canada
Tel: (613) 288-6233
Cell: (613) 791-8054
shaun.poulter@cbc.ca

Monique Marcotte
Interim Executive Director, English Services Human Resources / Directrice générale par intérim, Ressources humaines, services anglais
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: Toronto 416.205.3334; Ottawa 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

--

Shaun Poulter
Senior Director, Premier directeur
Government Relations/ Relations gouvernementales
CBC/ Radio-Canada
Tel: (613) 288-6233
Cell: (613) 791-8054
shaun.poulter@cbc.ca

--

Monique Marcotte
Interim Executive Director, English Services Human Resources / Directrice générale par intérim, Ressources humaines, services anglais
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: Toronto 416.205.3334; Ottawa 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

---

62 Sexual Harassment in the Federal Workplace revisions mm.doc
100K

CBC Radio-Canada

Letter to Marie-Claude Morin

CAROLE BORDELEAU <carole.bordeleau@cbc.ca>
To: Shaun Poulter <shaun.poulter@cbc.ca>

Thu, Mar 21, 2013 at 11:43 AM

As requested ....please see the attached letters in French and English respectively.

--

Carole Bordeleau
Administrative Assistant/Adjointe Administrative
Government Relations & Corporate Affairs/ Relations gouvernementales et Affaires institutionnelles

Tel: (613) 288-6182
Fax: (613) 288-6236

Marie-Claude Morin lettre.pdf
159K

Office of the
President & CEO
1400 René-Lévesque Blvd. E
Montreal QC H2L 2M2

Cabinet du
président-directeur général
1400, boul. René-Lévesque E
Montréal QC H2L 2M2

Canadian Broadcasting Corporation
Société Radio-Canada

CBC Radio-Canada

Le 18 mars 2013

Mme Marie-Claude Morin
Présidente
Comité permanent de la condition féminine
Chambre des communes
Ottawa (Ontario)
K1A 0A6

Madame la Présidente,

Au nom de CBC/Radio-Canada, je vous remercie ainsi que le Comité de nous avoir donné l'occasion de vous rencontrer dans le cadre de votre étude sur le harcèlement sexuel dans les milieux de travail fédéraux.

Le greffier du Comité nous a demandé de répondre par écrit à l'un des membres qui veut savoir ce que nous pensons des « *accusations fausses, ainsi que de l'information et des données biaisées de façon délibérée ou apparente* » par Québecor Média sur le harcèlement sexuel à CBC/Radio-Canada.

Nous l'avons dit au Comité, nous croyons que le harcèlement sexuel en milieu de travail est un enjeu sérieux. Comme le Comité a pu le constater durant notre témoignage et dans les politiques que nous vous avons remises, nous le traitons comme tel à CBC/Radio-Canada.

Je suis incapable de vous dire pourquoi Brian Lilley et Ezra Levant de Québecor choisissent cette façon de faire des reportages sur CBC/Radio-Canada. Je ne sais pas pourquoi ils ont décidé de ne pas consulter la Société concernant leurs accusations avant de publier leurs reportages. En fait, dans les jours qui ont suivi notre rencontre avec le Comité, ils ont poursuivi leurs attaques dans ce qu'ils appellent « les centaines et centaines et centaines de pages de harcèlement sexuel et d'autres comportements inappropriés ».[1]

Comme le Comité le sait, CBC/Radio-Canada a reçu, au cours des trois dernières années, un total de trois plaintes de harcèlement sexuel pour 8 500 employés de partout au pays. Je l'ai dit, nous croyons qu'une plainte est une plainte de trop et nous continuons de travailler pour améliorer notre dossier tout en agissant immédiatement lorsqu'une préoccupation est soulevée en milieu de travail.

[1] http://www.sunnewsnetwork.ca/video/2205457385001

Québecor Média s'est retirée du Conseil de presse du Québec en 2010 et du Conseil de presse de l'Ontario en 2011. Elle n'a pas d'Ombudsman ni de normes journalistiques. Il est donc difficile pour la Société ou le public d'avoir des recours face à ce comportement. Nous croyons par ailleurs avoir la responsabilité de continuer à redresser les faits lorsqu'ils induisent délibérément les Canadiens en erreur, surtout à propos d'un enjeu aussi important que le harcèlement sexuel en milieu de travail.

Je félicite le Comité pour la poursuite de son étude et c'est avec plaisir que je prendrai connaissance de votre rapport.

Sincères salutations,

Le président-directeur général

Hubert T. Lacroix

CBC Radio-Canada

Office of the President & CEO
1400 René-Lévesque Blvd. E
Montreal QC H2L 2M2

Cabinet du président-directeur général
1400, boul. René-Lévesque E
Montréal QC H2L 2M2

Canadian Broadcasting Corporation
Société Radio-Canada

March 18, 2013

Ms. Marie-Claude Morin
Chair
Standing Committee on the Status of Women
House of Commons
Ottawa, Ontario
K1A 0A6

Dear Chair,

On behalf of CBC/Radio-Canada, I would like to thank you and the Committee for the opportunity to meet with you for your study on sexual harassment in the federal workplace.

The Committee clerk has asked us to respond in writing to the request of one of the Members for our view on the *"false accusations and a deliberate or an apparent skewing of information and data"* by Quebecor media with respect to CBC/Radio-Canada's record on sexual harassment.

As we told the Committee, we believe that sexual harassment in the workplace is a serious issue. As the Committee heard through our testimony, and saw in the policies we shared with you, at CBC/Radio-Canada, we treat it as serious issue.

I cannot tell you why Quebecor's Brian Lilley and Ezra Levant choose to report on CBC/Radio-Canada the way they do. I do not know why they chose not to ask the Corporation about their accusations before they published their stories. In fact, in the days following our meeting with the Committee both have continued their attacks on what they call; "the hundreds and hundreds of pages of sexual harassment and other inappropriate conduct."[1]

As the Committee knows, over the past three years, CBC/Radio-Canada has received a total of three complaints of sexual harassment; that's from among 8500 employees across the entire country. As I said, we believe that one complaint is too many and we continue to work to improve our record, while acting immediately when a concern is raised in the workplace.

Quebecor media withdrew from the Quebec Press Council in 2010 and the Ontario Press Council in 2011. They have no ombudsman, no journalistic standards guide. It is therefore difficult for the Corporation, or the public, to seek redress for this behavior.

---

[1] http://www.sunnewsnetwork.ca/video/2205457385001

However, we believe we have a responsibility to continue set the record straight when they are deliberately misleading Canadians; particularly about an issue as important as sexual harassment in the workplace.

I congratulate the Committee on your ongoing study and look forward to reading your report.

Sincerely,

Hubert T. Lacroix
President and CEO

CBC Radio-Canada

RE: The recent appearance of Hubert Lacroix and Monique Marcotte before the Standing Committee on the Status of Women

FEWO@parl.gc.ca <FEWO@parl.gc.ca>
To: shaun.poulter@cbc.ca

Thu, Mar 21, 2013 at 1:59 PM

Good afternoon Shaun,

And thank you for the submission. It has been forwarded to members of the Committee.

Have a great afternoon.

Marlene Sandoval

Clerk of the Committee | Greffière du Comité

Standing Committee on the Status of Women | Comité permanent de la condition féminine

Chambre des communes | House of Commons

131, rue Queen, 6e étage | 131 Queen Street, 6th Floor

Ottawa, Ontario K1A 0A6

Tél. 613-995-6119

Fax | Télécopieur 613-992-9069

FEWO@parl.gc.ca

From: Shaun Poulter [mailto:shaun.poulter@cbc.ca]
Sent: March 21, 2013 12:24 PM
To: ~Status of Women/Condition Féminine
Subject: Re: The recent appearance of Hubert Lacroix and Monique Marcotte before the Standing Committee on the Status of Women

Marlene,

Attached is our letter responding to your request.

Shaun

On 7 March 2013 09:06, <FEWO@parl.gc.ca> wrote:

Good morning Mr. Poulter,

On behalf of the House of Commons Standing Committee on the Status of Women, I would like to thank Mr. Lacroix and Ms. Marcotte for taking the time to appear before the Committee on Tuesday March 5, 2013 in the context of its study of *sexual harassment in the federal workplace*. Their statements added a different perspective and were very much appreciated by members of the Committee.

Attached you will find the draft blues of the meeting, which are an unofficial and unedited transcript of the meeting, and as such may contain transcription errors. Should you wish to suggest any corrections to the content, please contact the Chief of Reporting Services, Bruce Young, via email at bruce.young@parl.gc.ca at the earliest opportunity, identifying the requested changes and where the specific intervention takes place (preferably in relation to one of the timestamps in the text).

I would like to note that it will be the editors' decision as to whether or not any suggested changes are accepted. The edited, translated transcript will be available on the Committee's website (www.parl.gc.ca/FEWO-e) within the next two weeks.

As you may recall, a member of the Committee commented on her concerns in regards to the veracity of the media and that there would be false accusations and a deliberate or an apparent skewing of information and data, and requested Mr. Lacroix's response in writing. The Committee would appreciate receiving this information at the earliest opportunity.

Please do not hesitate to contact me should you have any questions.

Kind regards,

Marlene Sandoval

Committee Clerk / Greffière de comité

Standing Committee on the Status of Women | Comité permanent de la condition féminine

House of Commons | Chambre des communes

Tel. | Tél. : 613-995-6119

FEWO@parl.gc.ca

--

Shaun Poulter
Senior Director, Premier directeur

Government Relations/ Relations gouvernementales
CBC/ Radio-Canada
Tel: (613) 288-6233
Cell: (613) 791-8054
shaun.poulter@cbc.ca

CBC Radio-Canada

fyi for our status of women meeting

Shaun Poulter <Shaun.Poulter@cbc.ca> Fri, Feb 22, 2013 at 9:12 AM
To: LILIANE LE <LILIANELE.EarlyAdopters.Foreign>, ANGUS MCKINNON <ANGUS.MCKINNON@cbc.ca>, Martine Menard <Martine.Menard@cbc.ca>

current draft.

Awaiting comments from htl

Status of Women Remarks DR3 Feb20 1200hrs.docx
26K

CBC Radio-Canada

Fwd: Confirmation of Appear CBC/Radio Canada - March 5, 2013

Shaun Poulter <Shaun.Poulter@cbc.ca> Fri, Feb 22, 2013 at 9:46 AM
To: LILIANE LE <LILIANELE.EarlyAdopters.Foreign>

Can you pick up any needed contact with her?

Thanks

--------- Forwarded message ---------
From: FEWO@parl.gc.ca
Date: Thu, 21 Feb 2013 17:04:02 GMT
Subject: Confirmation of Appear CBC/Radio Canada - March 5, 2013
To:

Dear Mr. Poulter,

We are very pleased that the Chair and CEO of CBC/Radio Canada has accepted to appear before the Standing Committee on the Status of Women **on Tuesday, March 5, 2013 from 11:00 a.m. to 12:00 p.m., in Ottawa**. The exact location of the meeting will be confirmed to you in the next week.

The meeting, which will be televised and open to the public, will consist of 10 minutes for Mr. Lacroix's initial remarks followed by questions from the Committee Members.

Attached you will find a document which contains additional information for witnesses appearing before House of Commons Committees, including a witness confirmation form. **Please complete and return the witness confirmation form (the last page of the document) at your earliest convenience.** You may also want to refer to the Guide for Witnesses Appearing Before Committees of the House of Commons.

If Mr. Lacroix plans to refer to notes during the presentation (even handwritten notes), please provide us with an electronic copy before 4:00 p.m. the day prior to the appearance in order to assist in the interpretation and printing of the testimony. These notes will not be more widely distributed without your approval. These notes do not have to be submitted in both official languages if they are not to be distributed to Members.

Should CBC/Radio Canada wish to submit a brief to the Committee, please send it as soon as possible so that it can be distributed to the Committee Members. Usually, briefs do not exceed 10 pages but if they do, they must be accompanied with an executive summary. Every document provided to the Committee must be available in both official languages. If you cannot arrange for translation, please provide the brief **as soon as possible** to allow sufficient time for translation (on average 5 days is required).

Thank you,

Nathalie Gilbert

Committee Assistant / Adjointe de comité

Standing Committee on the Status of Women /

Comité permanent de la condition féminine

Committees Directorate/Direction des comités

House of Commons / Chambre des communes

6-05-05, 131 Queen, Ottawa, Ontario, K1A 0A6

tel: (613) 947-6728

fax: (613) 992-9069

nathalie.gilbert@parl.gc.ca

CBC Radio-Canada - Confirmation of Appearance Form - March 5, 2013.docx
68K

CBC Radio-Canada

Re: Videoconf

Shaun Poulter <Shaun.Poulter@cbc.ca>
To: LILIANE LE <LILIANELE.EarlyAdopters.Foreign>

Wed, Feb 27, 2013 at 9:41 AM

K.

Have you seen any comments from htl on the remarks?
-----Original Message-----
From: LILIANE LE <liliane.le@cbc.ca>
To: Shaun Poulter <Shaun.Poulter@CBC.CA>

Sent: 2013-02-27 09:16:29
Subject: Re: Videoconf

Sure. Also spoke to francine briefly and it might be just a conf call.
She will confirm

Liliane Lê
Chef, Relations gouvernementales
Manager, Government Relations
CBC/Radio-Canada
(T) +1.613.288.6272
(C) +1.613.299.5254
liliane.le@cbc.ca

----- Original Message -----
From: Shaun Poulter [mailto:Shaun.Poulter@CBC.CA]
Sent: Wednesday, February 27, 2013 08:33 AM
To: LILIANE LE <LILIANE.LE@cbc.ca>
Subject: Videoconf

Hey,

For our call today, are you comfortable giving HTK the overview of the committee - players, focus, style etc?

CBC Radio-Canada

Status of Women response-tf.doc (revised) (shaun.poulter@cbc.ca)

Stephanie Duquette (Google Drive) <stephanie.duquette@radio-canada.ca>
To: shaun.poulter@cbc.ca

Tue, Mar 19, 2013 at 7:11 AM

Pièces jointes : Status of Women response-tf.doc

As promised. Will be in Ottawa around 9am.

Status of Women response-tf.doc

Google Drive : créer, partager et conserver tous vos fichiers au même endroit.

Google

Status of Women response-tf.doc.html
12K

Mme Marie-Claude Morin
Présidente
Comité permanent de la condition féminine
Chambre des communes
Ottawa

Le 18 mars 2013

Madame la présidente,

Au nom de CBC/Radio-Canada, je vous remercie ainsi que le Comité de nous avoir donné l'occasion de vous rencontrer dans le cadre de votre étude sur le harcèlement sexuel dans les milieux de travail fédéraux.

Le greffier du Comité nous a demandé de répondre par écrit à l'un des membres qui veut savoir ce que nous pensons des « *accusations fausses, ainsi que de l'information et des données biaisées de façon délibérée ou apparente* » par Québecor Média sur le harcèlement sexuel à CBC/Radio-Canada.

Nous l'avons dit au Comité, nous croyons que le harcèlement sexuel en milieu de travail est ~~un enjeu~~ [a] sérieux. Comme le Comité a pu le constater durant notre témoignage et dans les politiques que nous vous avons remises, nous le traitons comme tel à CBC/Radio-Canada.

Je suis incapable de vous dire pourquoi Brian Lilley et Ezra Levant de Québecor ~~ont~~ choisi~~ssent~~ cette façon de faire des reportages sur CBC/Radio-Canada. Je ne sais pas pourquoi ils ont décidé de ne pas consulter la Société concernant leurs accusations avant de publier leurs reportages. En fait, dans les jours qui ont suivi notre rencontre avec le Comité, ils ont poursuivi leurs attaques dans ce qu'ils appellent « les centaines et milliers de pages de harcèlement sexuel et d'autres comportements inappropriés ». [1][b]

Comme le Comité le sait, CBC/Radio-Canada a reçu, au cours des trois dernières années, un total de trois plaintes de harcèlement sexuel pour 8 500 employés ~~disséminés de~~ partout au pays. Je l'ai dit, nous croyons qu'une plainte est une plainte de trop et nous continuons de travailler pour améliorer notre dossier tout en agissant immédiatement lorsqu'une préoccupation est ~~portée à notre connaissance soulevée~~ [c] en milieu de travail.

~~Étant donné que~~ Québecor Média s'est retirée du Conseil de presse du Québec en 2010 et du Conseil de presse de l'Ontario en 2011. ~~Elle n'a pas d'Ombudsman ni de normes journalistiques.~~ Il est donc difficile pour la Société ou le public d'avoir des recours face à ce comportement. Nous croyons par ~~contre~~ ~~ailleurs~~ avoir la responsabilité de continuer à redresser les faits lorsqu'ils induisent délibérément les Canadiens en erreur, surtout à propos d'un enjeu aussi important que le harcèlement sexuel en milieu de travail.

Je félicite le Comité pour la poursuite de son étude et c'est avec plaisir que je prendrai connaissance de votre rapport.

Sincères salutations,

Le président-directeur général

Hubert T. Lacroix

[1] http://www.sunnewsnetwork.ca/video/2205457385001

[a]stephanie.duquette:
Is this the word used in the remarks?

[b]stephanie.duquette:
Translated quote is not identical to the English.

[c]stephanie.duquette:
si anglicisme, laissé tel que proposé

CBC Radio-Canada

I remember

Shaun Poulter <Shaun.Poulter@cbc.ca>
To: Stephanie Duquette <Stephanie.Duquette@radio-canada.ca> Fri, Feb 8, 2013 at 6:12 PM

We should get confirmation of next week of our status of women invitation to talk about sexual harassment.

We should try to go as soon as possible. (End of Feb at the latest)

Committee meets Tues and Thurs.

I'm in kingston on executive training next week but reachable on bb during breaks. Bill and liliane are on it.

CBC Radio-Canada

Re: harassment

Shaun Poulter <Shaun.Poulter@cbc.ca>
To: Monique Marcotte <MoniqueMarcotte.EarlyAdopters.Foreign> Tue, Feb 19, 2013 at 8:17 PM

Thanks Monique. (I understand you're a little busy these days)
-----Original Message-----
From: Monique Marcotte <monique.marcotte@cbc.ca>
Cc: LILIANE LE <LILIANE LE.EarlyAdopters.Foreign>
Cc: Suzanne Pariseau <Suzanne.Pariseau@RADIO-CANADA.CA>
To: Shaun Poulter <Shaun.Poulter@CBC.CA>

Sent: 2013-02-19 20:11:48
Subject: Re: harassment

Hi Shaun,
I am still waiting for one region in the West, but otherwise have the information. I'll have Suzanne follow up again tomorrow and hope to have it to you by end of day. Apologies for the delay - I thought we would have everything by now.
Monique

On Tue, Feb 19, 2013 at 5:28 PM, Shaun Poulter <Shaun.Poulter@cbc.ca> wrote:

> Monique
>
> Were you able to get that total for the number of sexual harassment
> complaints received in the last two years across the ENTIRE Corporation?
>
> I need it for HTL's remarks.
>
> Thanks
>
> shaun
>

--

NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: 613.288.6044

Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

CBC Radio-Canada

RE: Invitation to appear before the House of Commons Standing Committee on the Status of Women / Invitation à comparaître devant le Comité permanent de la condition féminine de la Chambre des communes

FEWO@parl.gc.ca <FEWO@parl.gc.ca>
To: Shaun.Poulter@cbc.ca

Wed, Feb 20, 2013 at 1:15 PM

Good afternoon Mr. Poulter,

Further to our telephone conversation of earlier today, could you please let me know if Mr. Lacroix would be able to appear on either of the following dates:

Tuesday, April 16, 2013

Thursday, April 18, 2013

Tuesday, April 23, 2013

Thursday, April 25, 2013

The appearance would be for one hour, from 11:00 a.m. to 12:00 p.m. or from 12:00 p.m. to 1:00 p.m.

Thank you.

Marlene Sandoval

Committee Clerk | Greffière de comité

Standing Committee on the Status of Women | Comité permanent de la condition féminine

House of Commons | Chambre des communes

Tel. | Tél. : 613-995-6119

FEWO@parl.gc.ca

From: Shaun Poulter [mailto:Shaun.Poulter@CBC.CA]
Sent: February 19, 2013 4:56 PM
To: ~Status of Women/Condition Féminine
Subject: Re: Invitation to appear before the House of Commons Standing Committee on the Status of Women / Invitation à comparaître devant le Comité permanent de la condition féminine de la Chambre des communes

Thank you Marlene,

Our President and CEO Hubert T. Lacroix can appear Tuesday, March 5, 2013 between 11:00 a.m. and 1:00 p.m. He will have a Human Resources person with him. I'll send you the name shortly.

One thing though, we would prefer that CBC/Radio-Canada appear alone and NOT as part of a panel. Our situation is rather unique.

Thanks

Shaun

Shaun Poulter
Senior Director, Premier directeur

Government Relations/ Relations gouvernementales
CBC/ Radio-Canada
Tel: (613) 288-6233
Cell: (613) 791-8054
shaun.poulter@cbc.ca

>>> <FEWO@parl.gc.ca> 2/19/2013 1:03 PM >>>

STANDING COMMITTEE ON THE STATUS OF WOMEN / COMITÉ PERMANENT DE LA CONDITION FÉMININE

Shaun Poulter

Senior Director, Government Relations / Directeur principal, Relations gouvernementales

Canadian Broadcasting Corporation / Société Radio-Canada

Invitation to appear before the House of Commons Standing Committee on the Status of Women

Good afternoon,

I am writing on behalf of the House of Commons Standing Committee on the Status of Women.

At its meeting of Wednesday May 16, 2012 the Committee adopted the following motion to undertake a study of *sexual harassment in the federal workplace**:

> It was agreed, — That the Committee conduct a study of sexual harassment in workplaces in the federal jurisdiction; the impact and cost of sexual harassment; whether the current complaint/reporting channels of federal organizations are effective in addressing sexual harassment; whether current policies - Treasury Board and organization specific policies - should be amended or improved; and that the Subcommittee on Agenda and Procedure convene to develop a witness list for this study and set a date for its commencement.

The Committee wishes to hear from a representative of CBC/Radio-Canada in relation to the study, during a televised one-hour hearing in Ottawa. At this time, we are scheduling appearances on the following dates:

- Tuesday, March 5, 2013 between 11:00 a.m. and 1:00 p.m.;

- Tuesday, March 26, 2013 between 11:00 a.m. and 1:00 p.m.; and

- Thursday, March 28, 2013 from 12:00 noon to 1:00 p.m.

The participation of your representative would consist in giving a ten-minute opening statement and then answering members' questions. Please note that there may be a representative from another organization appearing on the same panel as the representative from CBC/Radio-Canada.

In an effort to keep costs at a minimum, **appearances of witnesses based outside of the National Capital Region will be conducted via videoconference whenever possible**. Please indicate if you are able to secure access to a facility to this end at the time and date of your appearance. If you are unable to do so, our logistics officer will locate and secure an available venue in your proximity.

I would be glad to answer any questions about the appearance, and will supply more detailed information following receipt of your confirmation.

Please note that questions related to the content and direction of the study can be addressed to the Committee's lead analyst, Ms. Havi Echenberg, at 613-854-8141 or havi.echenberg@parl.gc.ca.

General information about the Committee can be found on the Committee's website.

Thank you in advance for your timely response to this invitation.

*For the purposes of this study, the federal workplace means the federal public administration, including both civilian and non-civilian components of the RCMP and Canadian Forces; federally-regulated industries; and Parliamentary workplaces, including the House of Commons and the Library of Parliament.

****

Invitation à comparaître devant le Comité permanent de la condition féminine de la Chambre des communes

Bonjour,

Je vous écris au nom du Comité permanent de la condition féminine de la Chambre des communes.

Le Comité a adopté, à sa réunion du mercredi 16 mai 2012, la motion qui suit pour entreprendre une étude sur *le harcèlement sexuel dans les milieux de travail fédéraux** :

Il est convenu, — Que le Comité mène une étude sur le harcèlement sexuel dans les milieux de travail relevant du fédéral et sur l'impact et le coût du harcèlement sexuel; qu'il examine si la filière actuelle pour la présentation des plaintes ou des rapports dans les organisations fédérales est efficace pour lutter contre le harcèlement sexuel et si les politiques en vigueur au Conseil du Trésor et dans les organisations devraient être modifiées ou améliorées; et que le Sous-comité du programme et de la procédure se réunisse afin de dresser une liste de témoins pour cette étude et de fixer la date du début de celle-ci.

Le Comité désire entendre un(e) représentant(e) de CBC/Radio-Canada dans le cadre de cette étude, durant une audience télévisée d'une heure, à Ottawa. Actuellement, nous sommes en train d'organiser des comparutions pour les dates suivantes :

- Mardi 5 mars 2013, entre 11 h et 13 h

- Mardi 26 mars 2013, entre 11 h et 13 h, et

- Jeudi 28 mars 2013, de 12 h à 13 h.

Votre représentant(e) y participera en faisant une déclaration préliminaire de 10 minutes, puis en répondant aux questions des membres du Comité. Veuillez noter qu'il est possible qu'un(e) autre témoin comparaisse en même temps que votre représentant(e).

Afin de réduire les coûts au minimum, **le Comité entendra, dans la mesure du possible, les témoins de l'extérieur de la région de la capitale nationale par vidéoconférence**. Veuillez indiquer si vous êtes en mesure de réserver un local et le matériel nécessaires pour cette comparution. Sinon, notre agent de logistique s'occupera d'en trouver près de chez vous.

N'hésitez pas à me contacter si vous avez des questions au sujet de cette comparution. Je vous enverrai de plus amples renseignements lorsque vous aurez confirmé votre présence à la réunion.

Veuillez noter que les questions portant sur le contenu et l'orientation de l'étude peuvent être adressées à l'analyste en chef du Comité, Mme Havi Echenberg, au 613-854-8141 ou à havi.echenberg@parl.gc.ca.

Vous trouverez de l'information générale sur le Comité sur le site Web de celui-ci.

Merci d'avance de répondre à cette invitation dans les plus brefs délais.

CBC Radio-Canada

Re: Fw: Documents suggest <CBC> a harassing kind of place STATE BROADCASTER

Shaun Poulter <Shaun.Poulter@cbc.ca>
To: tanya.peatt@pch.gc.ca

Thu, Jan 31, 2013 at 8:44 AM

Frankly, looks like a QMI torque to try and get us before another Parl Committee.

1454 "documents" not "cases"

The rest is just made up.

>>> <tanya.peatt@pch.gc.ca> 1/31/2013 6:46 AM >>>

Can you tell me anything about this?

T

Tanya Peatt
Director of Policy, Minister Moore
819-997-7788

From: Mediascope
Sent: 31/01/2013 06:11 AM EST
Subject: Documents suggest <CBC> a harassing kind of place STATE BROADCASTER

First hit - premier mot clé SOURCETAG 130131278171780
PUBLICATION: The Kingston Whig-Standard
DATE: 2013.01.31
EDITION: Final
SECTION: News
PAGE: B3
BYLINE: QMI AGENCY
WORD COUNT: 232

Documents suggest <CBC> a harassing kind of place STATE BROADCASTER

OT TAWA -- Documents regarding "reports of harassment or inappropriate behaviour" at <CBC> are leading to more questions than answers.

In response to a QMI Agency access to information request about conduct unbecoming at the state broadcaster, <CBC> released a file indicating some 1,454 documents existed. The documents, which all relate to complaints involving <CBC> employees, date from Jan. 1, 2010, until mid-2012 and cover just two offices -

Toronto headquarters and Ottawa. The files have had most information, including the types of complaints, the severity and how they were dealt with, blacked out but it's clear there are plenty of problems.

"Too many cases and I'm getting them mixed up in my mind," wrote an undisclosed employee to a <CBC> HR manager.

The release of the documents comes as the RCMP deal with a string of harassment allegations in its own agency, and as a Commons committee examines sexual harassment in the federal workplace. The committee has already heard from the Mounties and several other departments but not <CBC>.

The documents don't explain the status of the cases or how much money might have been paid out in settlements.

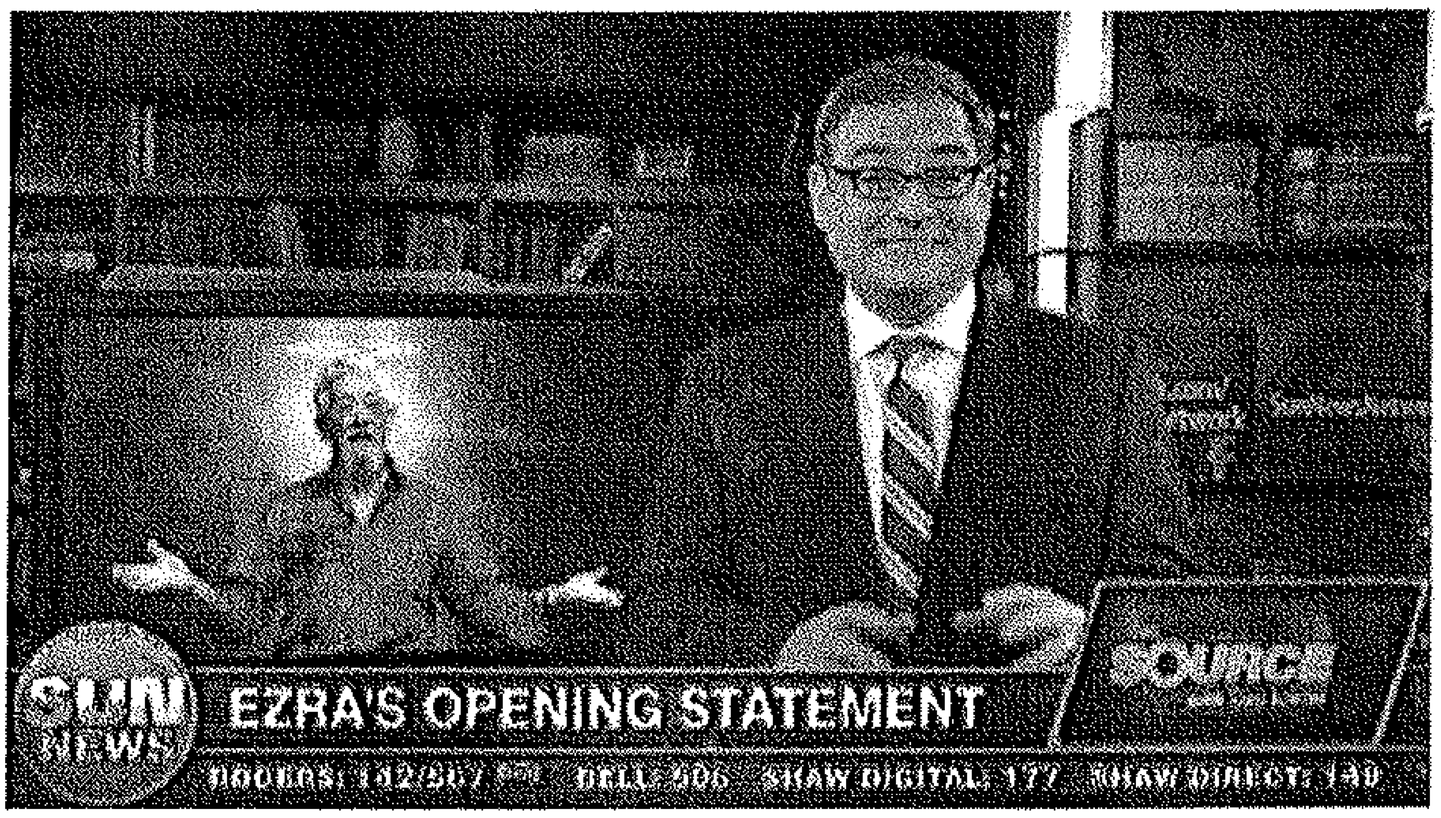
A previous document release showed taxpayers may be on the hook for regular settlement payouts, investigations and legal fees. A request for records indicating amounts paid to investigate complaints in the 2009-2010 fiscal year returned plenty of invoices but no dollar figure.

MédiaScope | MediaScope
mediascope@pch.gc.ca
Téléphone | Telephone 819-997-0844 ou|or 819-956-9735 / Télécopieur | Facsimile 819-934-8364
Gatineau, Canada K1A 0M5
Patrimoine canadien | Canadian Heritage
Gouvernement du Canada | Government of Canada

FULLCOMMENT.NATIONALPOST.COM, TUESDAY JANUARY 29, 2013
4:37 PM ET

David Suzuki is poster boy for why Canada needs Sun's brand of journalism

Jonathan Kay
jkay@nationalpost.com
@jonkay



Unlike Andrew Coyne and Pierre Karl Péladeau, I am no expert on CRTC television policy. I couldn't tell you the difference between a "must-carry" Class A license, a Class B carry-at-will, and a class X concealed-carry. But I do know a little about what makes for good journalism. And on that basis, I'd hate to see Sun News get taken off the air for want of revenue.

Sun's enemies accuse the network's hosts of being a bunch of haters. And it's hard to deny the charge. Among the people they hate: Occupy protesters, fake hunger strikers and sanctimonious left-wing activists.

And Omar Khadr. Wow, do they hate Omar Khadr.

We know this because Sun News TV segments tend to go light on actual news, and heavy on middle-aged white guys shouting about people they don't like. Sometimes, they sit around their Toronto studio interviewing each other. It's a sort of performance art that might well be dubbed — by the surprisingly large number of left-wing Toronto hipsters who watch the channel ironically — as Confirmation-Bias Theatre Of The Absurd.

So, yes, they're haters. But here's the weird thing about hate: It often is the genesis of good journalism.

The folks at the Toronto Star who hate Harper, and hate the police state (as they see it), are the ones who broke numerous aspects of the G20 Summit story. Someone who hated Theresa Spence leaked the Attawapiskat audit. Julian Assange hates the U.S. government. When you don't like someone, and you think they're hiding something evil or creepy, it tends to motivate one's truth-finding enterprises.

Which brings us to David Suzuki, another left-wing icon whom Sun News loves to hate. Few in this country would dare say a negative word about Suzuki, who has repeatedly been voted the most-trusted Canadian in Readers Digest magazine-sponsored polls. But Sun, and Ezra Levant in particular, have been going after Suzuki for years, and Suzuki himself admitted that Sun's focus on his politicized activities was one of the reasons he felt obliged to step down from the board of the David Suzuki Foundation.

This week, Sun scored another win: Through access-to-information requests, the network discovered emails that reveal the odd demands Suzuki made in regard to a 2012 visit to John Abbott College in Montreal — which apparently cost the college more than $40,000, including

Suzuki's own $30,000 fee. In the correspondence, one of the university officials reports to her colleagues as follows:

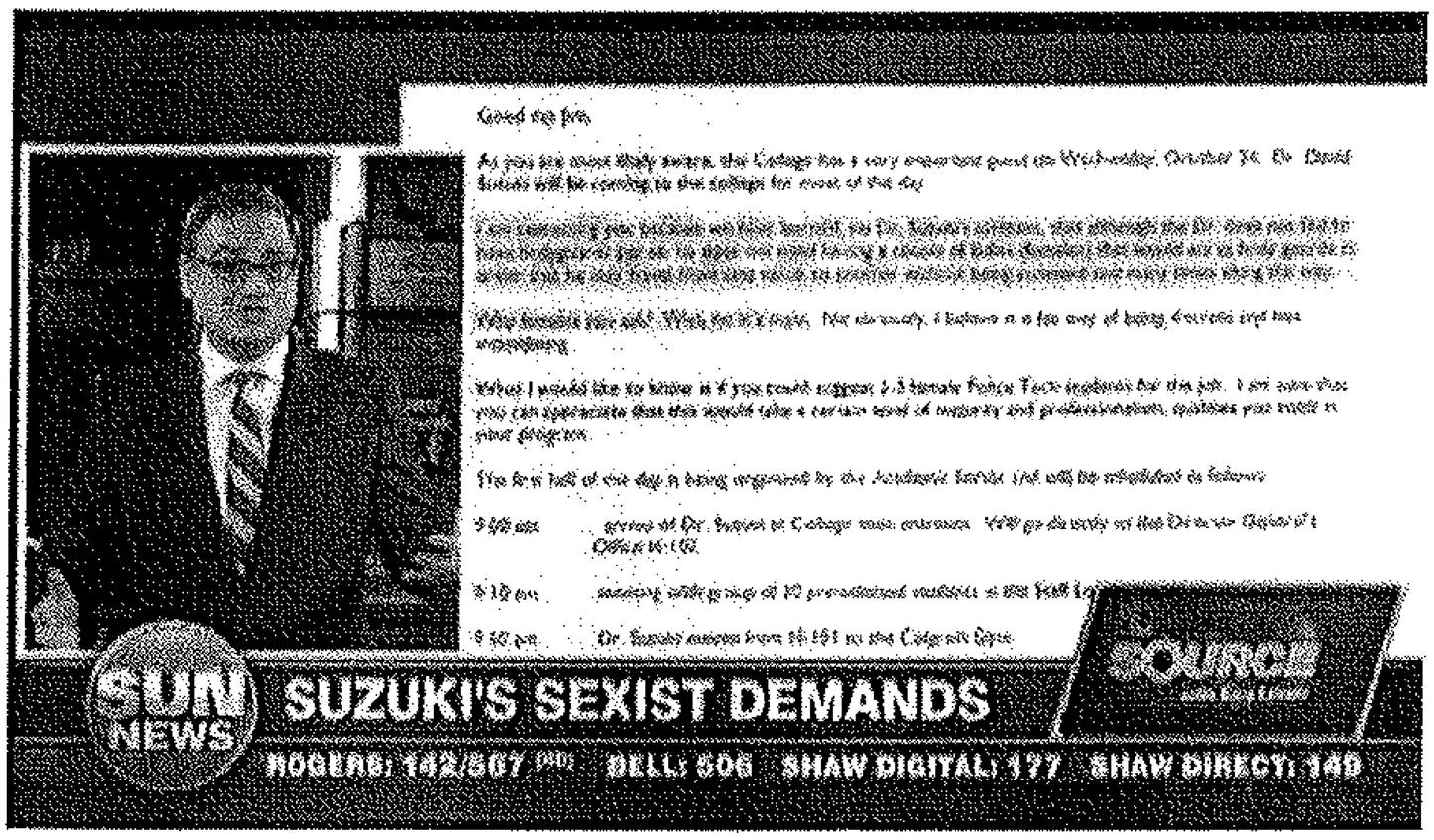
> We have learned, via Dr. Suzuki's assistant, that although the Dr. does not like to have bodyguards per se, he does not mind having a couple of ladies (females) that would act as body guards in order that he may travel from one venue to another without being accosted too many times along the way. Why females you ask? Well, he is a male. No seriously, I believe it is his way of being discrete and less intimidating.

There is also chatter about how these "ladies" should be dressed, and then this:

> In terms of acknowledging their contribution after the tours are completed, we will need to gather [the ladies] together at the end to either give them some brief time with Suzuki (which I will try to make happen, either by having him step out of the penthouse or enabling them to join the group in the sanctified air).

To be clear, this is not Bill-Clinton-in-Arkansas stuff. But it certainly is very much at variance with the usual image of Suzuki as a sort of eternally selfless Elder Spirit and a real-life Lorax.

The story doesn't surprise me that much. I have had some dealings with the people who surround David Suzuki, and have found their treatment of him somewhat cultish, with each of his pronouncements being treated like pearls of wisdom from a Chinese emperor. When you have so many people drinking your Kool-Aid, it's only a matter of time before you develop a sense of entitlement to match.



Nevertheless, I'm not sure I would have pursued this story — even if I'd been the one who got the initial tip from John Abbott. Partially, it's because I just don't dislike Suzuki enough, let alone hate him. In fact, I probably have drunk a little of the Kool-Aid myself over the years; and so I am handicapped by the vague sense that it would somehow be wrong or impolite to make this great Canadian icon look bad.

Why, some day, if I become famous enough, I might even aspire to share a table with him at some awards banquet or other. Wouldn't want to say anything that renders such a meeting awkward.

The great virtue of Sun — and yes, it's a virtue — is that the people who work there don't seem to be hobbled by such constraints. They're the ones who tell us that Theresa Spence is still fat, and that modern dance is for ninnies — and they don't apologize for it, because they know that most people think these things, even if they don't say them.

Moreover, there's no tuxedo in the host's trunk, lest he be invited at the last minute to one of Toronto's many Distinguished Evenings in Commemoration of Excellence. And so there's nothing to impede the hate instinct that provides lots and lots of empty blather and nonsense on Sun News broadcasts, but also, every once in awhile, a real story that few other journalists in this country will touch.

http://oldcomment.nationalpost.com/2013/01/27/jonathan-kay-david-suzukis-poster-boy-for-why-canada-needs-suns-hater-brand-of-journalism/

Même article que Jdem 1er février 2013

WWW.JOURNALDEMONTREAL.COM, JEUDI JANVIER 2013
21H47

Radio-Canada
Peu de cas de harcèlement, dit Hubert Lacroix

Agence QMI

Photo Agence QMI / Archives

OTTAWA - Le président-directeur général de Radio-Canada, Hubert Lacroix, a affirmé jeudi que CBC/Radio-Canada n'est pas submergée par des cas de harcèlement à l'intérieur de ses murs.

M. Lacroix a indiqué que les 1454 pages que la société d'État a remis à Sun News à la suite d'une demande d'accès à l'information sur le sujet ne portaient que sur moins de dix cas.

«Nous vous avons donné 1454 pages, des copies de courriels entre personnes. C'était des questions, des gens qui tentaient de se rejoindre. Il y a moins de dix cas liés à la demande d'accès à l'information», a insisté Hubert Lacroix.

«C'est bien documenté», a ajouté M. Lacroix, qui a néanmoins tenu à signaler qu'un dossier de harcèlement est en un de trop.

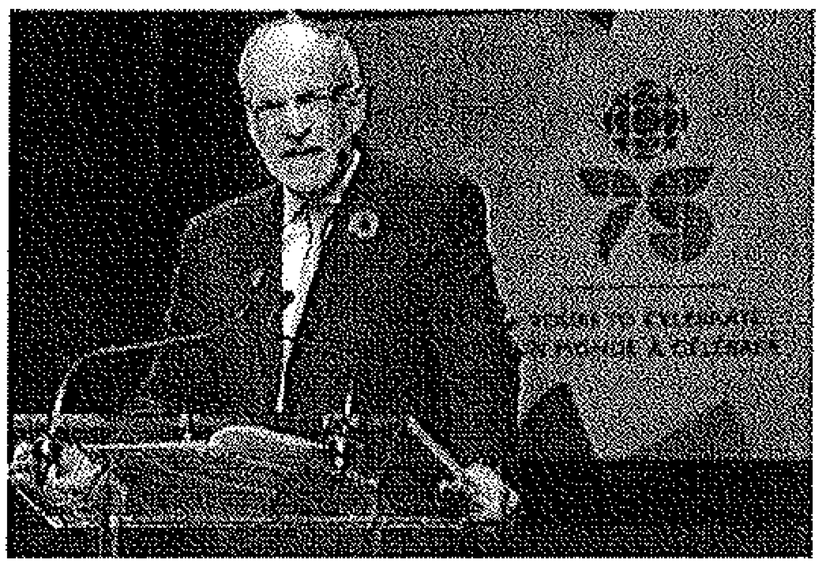
«Nous considérons toutes les formes de discrimination, notamment le harcèlement discriminatoire ou sexuel, comme un acte inacceptable que nous ne tolérons pas, a précisé CBC/Radio-Canada dans un communiqué, jeudi. Nous déployons tous les efforts possibles pour protéger les employés à cet égard. Tous les employés ont droit à la dignité et au respect. Ces valeurs sont clairement énoncées dans nos politiques».

Les documents obtenus par Sun News portaient sur des dossiers qui ont été traités aux bureaux de Toronto et d'Ottawa de la société d'État, entre le 1er janvier 2010 jusqu'à la moitié de 2012.

www.journaldemontreal.com/2013/01/31/peu-de-cas-de-harcelement-dit-hubert-lacroix

Update on CBC harassment

Brian Lilley



I've written about CBC's issues with harassment here and spoken about them on air here.

Well I have a response to some of my questions. Conservative MP Joan Crockatt has already expressed interest in calling CBC before the Status of Women committee that is studying sexual harassment in the federal workplace. They have already heard from the RCMP, Canada Post, Corrections Canada and several unions.

Now the NDP says they are interested in hearing from CBC as well.

In addition I've heard back from CBC regarding questions I put to them last week. This came in after Friday's broadcast but I did promise them I would post it here.

> Currently at CBC/Radio-Canada – across the entire Corporation, all services and all locations included – we have the following number of active cases:
> - 0 cases of harassment (sexual or otherwise)
> See policy: http://cbc.radio-canada.ca/en/reporting-to-canadians/acts-and-policies/management/human-resources/2-2-15/
> - 1 case of violence in the workplace (which includes bullying)
> See policy http://cbc.radio-canada.ca/en/reporting-to-canadians/acts-and-policies/management/human-resources/2-2-22/
> - 1 case related to respect in the workplace (covered under our collective bargaining agreements)
> - 6 cases related to disciplinary issues (which can range anywhere from unauthorized absence, to breach of journalistic policy, to unauthorized use of trademark.)
> See policy: http://cbc.radio-canada.ca/en/reporting-to-canadians/acts-and-policies/management/human-resources/2-2-10/
> It's worth noting that the pages released through access to which you referred in your article included all of the categories listed above, given that the information requested covered both harassment and "inappropriate behavior."

This doesn't answer all my questions and does not answer what kind of cases were dealt with during the time frame of the documents I received. CBC also provided some information on legal payments but that information needs clarification. I will post that when I have clarity.

WWW.JOURNALDEMONTREAL.COM, Thursday, [sic] JANUARY 20l3
9:47 P.M.

CBC/Radio-Canada:
Few harassment cases, says Hubert Lacroix

QMI Agency

OTTAWA – CBC/Radio-Canada president and CEO Hubert Lacroix stated Thursday that CBC/Radio-Canada is not bogged down in harassment cases within its walls.

Mr. Lacroix indicated that the 1,454 pages the Crown corporation released to Sun News further to an access to information request on the subject documented fewer than ten cases only.

"We gave you 1,454 pages, copies of e-mails between individuals. They were questions, people trying to get in touch with each other. There are fewer than ten cases relating to the access to information request," insists Lacroix.

"It's documented," says Lacroix, while also stressing that even one harassment case is one too many.

"We consider all forms of discrimination, including discriminatory and sexual harassment, to be unacceptable and do not tolerate its occurrence. We make every effort to ensure that no employee is subjected to it. All employees are entitled to dignity and respect. These values are clearly stated in our policies," declared CBC/Radio-Canada in a news release on Thursday.

Documents obtained by Sun News dealt with matters handled in the Crown corporation's Toronto and Ottawa offices from January 1, 2010, to mid-2012.

CBC Radio-Canada

Martine Menard <martine.menard@cbc.ca>

Status of Women Remarks DR5.docx

7 messages

Stephanie Duquette <Stephanie.Duquette@radio-canada.ca> 28 February 2013 16:24
To: LILIANE LE <LILIANELE.EarlyAdopters.Foreign>, Bill Chambers <Bill.Chambers@cbc.ca>, Shaun Poulter <Shaun.Poulter@cbc.ca>, Martine Menard <Martine.Menard@cbc.ca>

Hello everyone,

Here is the latest version of the remarks.

Liliane : Did we "analyse" the 1400 pages as we had discussed? Do we know when the last complaint was closed?

Shaun : I assume you'll get the french version adjusted.

Thanks,

Stephanie

Status of Women Remarks DR5.docx
28K

LILIANE LE <liliane.le@cbc.ca> 28 February 2013 16:34
To: stephanie.duquette@radio-canada.ca, bill.chambers@cbc.ca, martine.menard@cbc.ca, shaun.poulter@cbc.ca

Thanks Stephanie,

Monique was double checking on the 1400 pages and when all files were closed.

Will also get the FR version adjusted. Hopefully we can get everything by end of day tomorrow incl an update version of Q&A.

L.

Liliane Lê
Chef, Relations gouvernementales
Manager, Government Relations
CBC/Radio-Canada
(T) +1.613.288.6272
(C) +1.613.299.5254
liliane.le@cbc.ca

From: Stephanie Duquette [mailto:Stephanie.Duquette@RADIO-CANADA.CA]
Sent: Thursday, February 28, 2013 04:24 PM
To: Bill Chambers <Bill.Chambers@CBC.CA>; LILIANE LE <LILIANE.LE@cbc.ca>; Martine Menard <Martine.Menard@CBC.CA>; Shaun Poulter <Shaun.Poulter@CBC.CA>

Subject: Status of Women Remarks DR5.docx

[Quoted text hidden]

Martine Menard <Martine.Menard@cbc.ca> 28 February 2013 17:15
To: LILIANE LE <LILIANELE.EarlyAdopters.Foreign>

Alain est absent demain - est-ce qu'il est au courant des changements à venir....merci

---

Martine Ménard
Senior Director / Première directrice
Corporate Communications / Communications institutionnelles
(613) 288-6184
martine.menard@cbc.ca

[Quoted text hidden]
[Quoted text hidden]

CBC Radio-Canada **IMAGE.BMP**
15K

Shaun Poulter <Shaun.Poulter@cbc.ca> 1 March 2013 08:58
To: Bill Chambers <Bill.Chambers@cbc.ca>, LILIANE LE <LILIANELE.EarlyAdopters.Foreign>, Martine Menard <Martine.Menard@cbc.ca>, Stephanie Duquette <Stephanie.Duquette@radio-canada.ca>

Hubert, **s.21(1)(b)**

Liliane is talking with Monique and will send you the answers before you go.

You could always take it out and wait for a question about it, but it might not come.
-----Original Message-----
From: Stephanie Duquette
To: LILIANE LE <LILIANE LE.EarlyAdopters.Foreign>
To: Bill Chambers <Bill.Chambers@CBC.CA>
To: Shaun Poulter <Shaun.Poulter@CBC.CA>
To: Martine Menard <Martine.Menard@CBC.CA>

Sent: 2013-02-28 16:24:55
[Quoted text hidden]

LILIANE LE <liliane.le@cbc.ca> 1 March 2013 13:27
To: Hubert T Lacroix <ht.lacroix@cbc.ca>
Cc: "Chambers, Bill" <bill.chambers@cbc.ca>, Martine Menard <martine.menard@cbc.ca>, Shaun Poulter <shaun.poulter@cbc.ca>, Monique Marcotte <monique.marcotte@cbc.ca>, Stephanie Duquette <stephanie.duquette@radio-canada.ca>

Allo Hubert,

Attached is the latest remarks with answers to your questions (also see shaun's email below - which explains the paragraphs that seem awkward.

The rest of the background information (ATI analysis) and updated Q&As will be send out of the end of day.

We should have a FR version by Monday and we do the Bilingual version.

Bon wend,
Liliane

[Quoted text hidden]

--

Liliane Lê
Chef, Relations gouvernementales
Manager, Government Relations
CBC/Radio-Canada
T: +1.613.288.6272
C: +1.613.299.5254
Liliane.Le@cbc.ca

CBC Radio-Canada

Status of Women Remarks DR6 LL.docx
33K

Hubert T Lacroix <ht.lacroix@cbc.ca> 1 March 2013 14:08
To: LILIANE LE <LILIANELE.EarlyAdopters.Foreign>
Cc: Monique Marcotte <MoniqueMarcotte.EarlyAdopters.Foreign>, Bill Chambers <Bill.Chambers@cbc.ca>, FRANCINE LEFEBVRE <FRANCINE.LEFEBVRE@cbc.ca>, Shaun Poulter <Shaun.Poulter@cbc.ca>, Martine Menard <Martine.Menard@cbc.ca>, Stephanie Duquette <Stephanie.Duquette@radio-canada.ca>

Thanks for this.

I'll read again over the week-end and send you my comments on Monday am, first thing.

I would appreciate getting the bilingual version by the end of the day on Monday.

OK?

>>> LILIANE LE <liliane.le@cbc.ca> 3/1/2013 1:27 pm >>>
[Quoted text hidden]

CBC Radio-Canada **IMAGE.BMP**
15K

LILIANE LE <liliane.le@cbc.ca> 1 March 2013 14:20
To: Hubert T Lacroix <ht.lacroix@cbc.ca>
Cc: Bill Chambers <Bill.Chambers@cbc.ca>, FRANCINE LEFEBVRE <FRANCINE.LEFEBVRE@cbc.ca>, Martine Menard <Martine.Menard@cbc.ca>, Monique Marcotte <Monique.Marcotte@cbc.ca>, Shaun Poulter <Shaun.Poulter@cbc.ca>, Stephanie Duquette <Stephanie.Duquette@radio-canada.ca>

Ok re: timeline.

Also, FYI, we received final numbers for the workforce and we will need to adjust the numbers in your remarks (they will be adjusted in all documents). As of Dec 31, 2012 - 8,599 employees (4002 women [46.5%] & 4597 men).

L

On 1 March 2013 14:08, Hubert T Lacroix <ht.lacroix@cbc.ca> wrote:

> Thanks for this.
>
> I'll read again over the week-end and send you my comments on Monday am, first thing.
>
> I would appreciate getting the bilingual version by the end of the day on Monday.
>
> OK?
>
> >>> LILIANE LE <liliane.le@cbc.ca> 3/1/2013 1:27 pm >>>
>
> [Quoted text hidden]

[Quoted text hidden]

CBC Radio-Canada

Martine Menard <martine.menard@cbc.ca>

Revised Q&A and additional background information (Status of Women)

message

LILIANE LE <liliane.le@cbc.ca> 1 March 2013 17:14
To: Hubert T Lacroix <ht.lacroix@cbc.ca>, "Chambers, Bill" <bill.chambers@cbc.ca>, Martine Menard <martine.menard@cbc.ca>, Shaun Poulter <shaun.poulter@cbc.ca>
Cc: Stephanie Duquette <stephanie.duquette@radio-canada.ca>, ANGUS MCKINNON <angus.mckinnon@cbc.ca>, France Belisle <france.belisle@radio-canada.ca>, Monique Marcotte <monique.marcotte@cbc.ca>

As discussed, attached are:

1) Revised Q&A
2) Additional analysis of ATI requests related to harassment
3) Numbers of Employees (data as of Dec 31, 2013)

Bon wend.

--

Liliane Lê
Chef, Relations gouvernementales
Manager, Government Relations
CBC/Radio-Canada
T: +1.613.288.6272
C: +1.613.299.5254
Liliane.Le@cbc.ca

CBC Radio-Canada

3 attachments

4 Q&A Draft 3 LL.docx
47K

3.a Analysis of ATI requests related.pdf
147K

WOMEN-2010-2012.pptx
226K

POSSIBLE QUESTIONS & ANSWERS

Standing Committee on the Status of Women
March 5, 2013

KEY MESSAGES

- When it comes to discrimination and any form of harassment, we have a zero tolerance policy.
- Our main focus at CBC/Radio-Canada is to foster a culture of respect as it is the foundation of a harassment free workplace.
- All cases brought to the attention of management, union or HR are treated as a top priority.

A. ORGANIZATIONAL CULTURE & HARASSMENT (BASED ON PREVIOUS COMMITTEE HEARINGS)

Q1 In 2011, Treasury Board of Canada Secretariat published results from a survey administered across 40 large government departments in 2011. The numbers indicated that 39% of the 201K + employees surveyed felt that they believed to have experience some form of harassment (men and women), including sexual harassment.

a. Did your employees participate in that survey and if not, do you measure employee satisfaction on a regular basis? What it the participation rate of your surveys with employees?

- We were not asked not participate in the Public Service Employee Survey as we are not considered part of the public service
- We administer our own employee surveys; the latest one, *Dialogue*, was administered in 2010 and again in 2012.
- Participation rates for both surveys were: 67% (2010) and 60(%) (2012)
- Although we do not have a specific question related to harassment or sexual harassment in the workplace, we do have questions aimed at *Respect in the Workplace*.
- Results from the recent surveys indicate that in 2010 54% of employees responded favourably to the question regarding being treated with respect, regardless of their title. In 2012, 86% responded favourably to the statement that CBC/Radio-Canada supports diversity in the workplace, recognizing and respecting the value of human differences, up 12 points from 2010.

b. Do you collect data pertaining to harassment on a general level or do you keep track of the various type of harassment separately?

- We keep a record of all formal complaints and track all types of complaints separately, including sexual harassment.

- The majority of the complaints since January 2010 were related to inappropriate behaviour of or discipline (60%) such as e.g. misused of corporate credit cards or lack of respect.

Q2 **In order for the culture within an institution to change, we heard from many witnesses that leadership is key. Is it because there are more women in decision-making positions today that there are less harassment cases?**

- We don't feel that there is a correlation between the two.
- At CBC/Radio-Canada we strive to achieve a balance that reflects society as a whole.
- On my senior management team, 5 out of 8 executives are women.
- As provided to the Canadian Human Rights Commission, as of December 31, 2012; 46.5 % of our employees were women (4002 women /4597 men):
    - 52.4% of executives are women,
    - 46.7% of women are in managerial roles,
    - 46.4% of our on-air talent are women, and
    - 48.1% of our producers are women.
- Leadership is key, and we have a zero tolerance with respect to discrimination and harassment, including sexual harassment, in the workplace.

Others stats/facts if required:

- In 2010, a study conducted by ERIN Research: "The News Balance" revealed that the proportion of female anchors and hosts on CBC radio is 49%, on CBC Television is 63% whereas on competing networks, the overall proportion of women in similar positions is 35%.
- As for Radio-Canada, on all platforms, mornings, afternoons and evenings anchors/hosts are mostly women as well; such as Genevieve Asselin, Céline Galipeau and Pascale Nadeau just to name a few

Q3 **In the context of your recent budget cuts, do you think that there are fewer complaints related to harassment being filed because people fear their jobs might be at risk?**

- It is difficult to speculate as to the reason behind why people bring forward a complaint or not.
- As in every working environment, there will always be individuals who do not wish to bring forward a complaint.
- That is why we want to ensure that employees know their right to work in a respectful workplace; as respect is the basis of preventing discrimination or harassment in the workplace.

B. CBC/Radio-Canada's HR Governance

Q4 In the OAG's Special Examination Report released last week, one of the three recommendations made for improving CBC's HR practices was aimed at the fact that your People and Culture Department has a high turnaround within its management team.

a. **Are you concerned that you could be missing cases of sexual harassment?**

- As you heard from other witnesses, we, like them, are more concerned with the idea of people not coming forward with their complaints because of a lack of trust or respect in the workplace.
- With respect to the OAG's recommendations, we believe that we have the proper mechanism and culture in place that will allow employees to bring forward their complaints regardless of the changes in the HR management team.
- Employees are aware that there are several options at their disposal should they wish to bring forward a complaint; all parties – employees, managers, union representatives, human resources – play a part in ensuring a workplace free from harassment.

b. Do you have the necessary resources to handle harassment complaints?

- All harassment complaints are dealt with as a top priority. If necessary, additional resources are accessed to deal with formal complaints.
- Senior HR management reviews the nature of the formal complaints and will assign resources to the investigation.
- Typically, HR will not investigate an employee within its own client group (e.g. a corporate resource can be allocated to a case in one of the media lines or vice-versa)
- External investigators can, and have, been used as deemed appropriate whether due to the nature or complexity of the complaint, the location or the individuals involved.

Q5 Which act(s) regulate(s) your HR related matters?

- As a separate employer, we have developed our own HR policies to reflect the nature of the work done by our employees who are in part unionized and non-unionized.
- The policies have been developed and reviewed over the years reflect current legislations and best practices used by other organizations.
- Like any other federal organizations, we are subject to the: Canada Labour Code, Canadian Human Rights Act and the Employment Equity.
- We also have collective agreements with 6 unions representing employees across the country.

Q6 How long have you had a policy on harassment? If the current policy is an updated version, what are the main changes?

- We have tracked our anti-harassment policy back to 1990.
- The most recent policy was put into place February 10, 2010 and it was revised to include the updated grounds of discrimination under the Canadian Human Rights Act, including family status.

Q7 a. What kind of process do you have in place that deals with harassment complaints?

- When HR, management or unions becomes aware of a potential situation of harassment, we all have an obligation to meet with the employee who may have been subject to harassment immediately.

- Employees are informed of the options that are available to them (informal or formal processes – information is also available on our internal website as well as on the various unions' websites).
- With informal processes, we try to find a resolution between employees with the help of their immediate managers, senior manager, unions or HR consultant.
- In the case of a formal process, as soon as there is a written complaint outlining the nature of the allegations, the senior leadership in Human Resources will assign appropriate resources to conduct an investigation.
- Should an investigation be warranted, internal or external legal services, a third party investigator, or HR might act as investigators depending on the severity and complexity of the case.
- Pending the outcome of the investigation, possible restrictions from a non-disciplinary perspective may be taken.
- Upon a receiving a final report from the investigator, Senior leadership of People and Culture, along with the managers ,must determine what type of disciplinary measure must be taken is if the case was founded.
- If the investigative report alludes to future preventive measures that could be taken, the Corporation can also implement longer term recommendations in order to minimize the risk of recurrence.

Q8 **What kind of harassment training do you offer your employees? How often do you offer these training? Are there awareness campaigns on the subject matter as well?**

- All new employees are given copies of the HR policies (a copies are in your information kits).
- Given the low number of cases, we have not done any recent awareness campaign on the subject of discrimination and harassment but we do promote on a regular basis the Employee Assistance Program.
- In 2007, all employees and their managers were required to complete "Respect in the Workplace" training.
- In 2011-12 a training on "Recognition" was offered and since October 2012, all employees must take a new mandatory e-learning course that will help them understand what workplace violence is and know what to do if it occurs.
- All Human Resources business partners are trained in how to conduct an investigation.

Q9 **Do you favour informal resolutions mechanisms or formal ones?**

- Our main priority when resolving harassment case is to deal with issue as quickly as possible.
- When we become aware of a potential situation, we typically meet with the employee who may have been the subject of discrimination or harassment and explain to them their options including informal and formal processes.
- Informal resolutions may include the involvement of management and the union to mediate a resolution between the employees.

- Formal investigations begin once a formal complaint has been filed and senior HR management determines the appropriate investigator.

Q10 When harassment cases are not treated quickly or taken seriously by management, employees might feel that it isn't worthwhile to file a complaint and risk their job.

a. How long does it take to process each case before a resolution can be made?

- As you can imagine, faced before a serious allegation/complaint such as sexual harassment, we want to resolve the issue as quickly as possible.
- Depending on the severity and complexity of each cases, or whether or not an investigation is warranted, the time to process each cases may vary.
- The goal is to find a balance between being diligent with the facts and ensure fairness to the harasser and not wanting to potentially victimize again the complainer.
- In the three complaints that were filed since January 1, 2010, two of the three were resolved within two months.
- In the third case, resolution took five months; this lengthier process was due to the number of witnesses that were interviewed as part of the formal investigation.

b. What measures do you take to ensure that while there is an on-going investigation that all parties are protected from further harassment?

- Depending on the nature and complexity of the complaint, the HR manager and the employee's manager may deem it necessary to take temporary measures to ensure the safety of the complainant.
- In some cases, it may be appropriate to reassign the complainant to similar work in another department.
- As per our guidelines, while pending Investigation it may be appropriate for respondent to be:
    - On authorized leave with pay
    - Restricted from workplace
    - Or otherwise restricted from communication.

c. Do you have exit interviews? For the employees that felt that they were harassed and that is the main reason for their departure, is that information collected in the exit interviews?

- Yes, exit interviews are conducted by our Shared Services Centre or by Human Resources Business Partners.
- Of the 260 exit interviews conducted since July 2011, 150 were women and their main reasons for their departure, in order of significance were:
    - Insufficient compensation
    - Lack of career progression
    - Too few opportunities to develop new skills
    - Concern for job security

- However, when asked if a new job opportunity would come up in the future, 81% of former employees said they would "gladly come back to the Corporation".

Q11 Aside from the policies and training you have in place, are there specific clauses in the collective agreements that deal with harassment, including sexual harassment?

- Most collective agreements have anti-discrimination clauses, but not harassment clauses.
- The Canadian Media Guild has a formal article regarding harassment (which ultimately refers to CBC/Radio-Canada's HR policy) as well as a *Respect in the Workplace article* (articles 7 & 8).
- The APS CA does not have a specific clause on Harassment but art. 5 refers to CBC/Radio-Canada's HR Policies as being applicable to their members.
- The CUPE/SCFP agreement refers to a workplace free of harassment and refers to the policy to deal with complaints.
- The AR, STARF and SCRC have non-discrimination articles but do not specifically speak to harassment.

Q12 We have heard that over the years, many of your senior management start personal relationships with their employees; do you allow senior management and employees to date?

- Like in any other workplace, colleagues can become involved with another colleague or a manager, and it is difficult to prevent such relationships from developing.
- There have been a few occasions where senior managers and employees have become involved.
- When such occasions arise, managers or senior managers (depending on the nature of the working relationship) will ensure that proper reporting mechanism is put in place in order to maintain fairness for both employees and their teams.

Q13 Out of the harassment cases (including sexual harassment) that you have received in recent years:

a. How many cases were founded and what type of disciplinary measure was taken, if any?

- As mentioned, we have 8,599 employees across 48 different locations/cities (27 TV station and 82 Radio stations) across the country.
- Since January 1, 2010, out of 8 harassment cases, three cases were sexual harassments [in 3 different cities – one from English Services (Region) and two from French Services (Region and Network)]; the remainder fell under personal harassment (respect in the workplace, unprofessional conduct).
- One of the cases was filed under CGM's art. 7 of Harassment and the others were filed under the Anti-discrimination and Harassment Policy 2.2.15
- Disciplinary measure were imposed in all three sexual harassment cases (2 days suspension and training; written reprimand, written reprimand and training).

b. With respect to the sexual harassment cases mentioned, can you give me more information?

- In all cases, the complaints regarded inappropriate comments made by male employees.
- There were no cases of sexual touching or more serious breaches of behaviour.
- All cases occurred between the summer and winter of 2010 in three different cities.
    - One was from English Services (Region)
    - Two were from French Services (Region and Network)
- Additional information cannot be provided to protect the privacy of the employees involved.

c. If an employee was found guilty of harassment, is there a mention that goes into their employment file? How long does the mention or written reprimand stay in their files? We have heard that most federal organization purge the harasser's file within 2 years.

- Any employee (unionized or not unionized) with a founded harassment case in their file will have their file purged if no breached has reoccurred within the first two years.

ANALYSIS OF ATI REQUESTS RELATED TO HARASSMENT FILES

1. Overview

Total of requests received since 2007 directly related to harassment files: 29

- Requests All disclosed: 6 (22 pages released in total)
- Requests Disclosed in part: 7 (1,617 pages released in total)
- Requests where no records were provided: 16
  (Includes dispositions of "does not exist" and "unable to process" and "abandoned after fee estimate")
- Requests in process: 2
  (not tasked for retrieval of documents yet, revised HR search estimate received yesterday)

In addition to the 29 requests, there were three additional files that are indirectly related to the subject.

(Attached are the reports provided by the Access to Information and Privacy Group)

2. File A-2012-00029

Request Summary: "Copies of all documents, including e-mails, complaints, memos, internal reports etc., regarding reports **of harassment or inappropriate behaviour** involving CBC employees since January 1, 2010. Please limit the search to the Toronto and Ottawa".

The 1,454 pages released on Sept 28, 2012 were related to 62 cases of which:

- 23 were informal complaints,
- 8 were withdrawn, and
- 31 were formal investigation which included;
  - one was sexual harassment complaint, and
  - the other cases were mostly related to discipline cases (11).

No complaint was filed with the Commissioner (requesters have 60 days to file a complaint).

Report on Harassment

Information for files as requested by HR

Files on orignal list

Criteria: Request Information: [Request Type = Access to Information, Full Text = harass; harcèl; inapp AND behav, Date Received btwn 01/01/2000 and 20/02/2013]

Request Number	Pages Reviewed	Pages Released	Request Disposition	Comment
A-2007-00155	0	0	Does not exist	
A-2007-00344	7	7	All disclosed	
A-2007-00391	1	1	All disclosed	(same document for 391, 392 and 394)
A-2007-00392	1	1	All disclosed	(same document for 391, 392 and 394)
A-2007-00393	0	0	Does not exist	
A-2007-00394	1	1	All disclosed	(same document for 391, 392 and 394)
A-2007-00395	0	0	Unable to process	
A-2007-00396	0	0	Unable to process	
A-2007-00397	0	0	Does not exist	
A-2007-00457	79	79	Disclosed in part	***
A-2007-00525	0	0	Abandoned after fee estimate	
A-2007-00526	0	0	Abandoned after fee estimate	
A-2007-00527	11	11	Disclosed in part	
A-2007-00528	0	0	Abandoned after fee estimate	
A-2007-00529	0	0	Abandoned after fee estimate	
A-2007-00530	7	7	All disclosed	
A-2009-00078	5	5	All disclosed	
A-2009-00079	14	14	Disclosed in part	
A-2010-00179	3	3	Disclosed in part	(HR was tasked and responded No Records, 3 pages proivded by LAW)
A-2010-00180	52	52	Disclosed in part	(HR provided 2 pages, rest proivded by LAW)
A-2010-00305	0	0	Does not exist	
A-2012-00026	0	0	Does not exist	
A-2012-00027	0	0	Abandoned after fee estimate	
A-2012-00028	0	0	Abandoned after fee estimate	
A-2012-00029	1454	~~885~~	Disclosed in part	
A-2012-00030	4	4	Disclosed in part	(HR not tasked, LAW proivded list of legal fees)
A-2012-00031	0	0	Abandoned after fee estimate	
A-2012-00125	0	0	In process	(file in process, no retreival has been sent to Sector yet)
A-2012-00126	0	0	In process	(file in process, no retreival has been sent to Sector yet)

NOTA - System Glitch → #IS 1,454 pages released (confirmed by Peter H)

Total:

29 files **(7 Disclosed in Part, 6 All disclosed)**

*** HR provided 39 pages, TSB provided 55 pages, SSO provided 2 pages, LawMTL provided 3 pages, Finance provided 35 pages for a total of 134 provided of which 79 were deemed relevant and were reviewed

Files supplementary to orignal list

Request Number	Pages Reviewed	Pages Released	Request Disposition	Text of the request
A-2007-00456	27	27	All disclosed	Provide copy of all records generated by CBC/Radio Canada to process the following ATIA Requests: A2007-00283 PL 07-5029-183 Absenteeism FY 2006-2007 A2007-00328 PL 07-5056-187 Overtime, Foreign Bureaus A2007-00344 PL 07-5058-229 Grieevances 2005-2006-2007 A2007-00392 PL 07-5061-239 2007 Harassmennt Investigation
A-2011-00041	5	0	Does not exist	We wish to have access to and/or a copy of all and/or any records indicating the amount of money paid to settle any complaints of harassment at CBC in 2010.
A-2011-00042	25	0	Does not exist	We wish to have access to and/or a copy of all and/or any records indicating the amount of money paid to settle any complaints of harassment at CBC in 2009.

Total:

3 files **(1 All disclosed)**

Criteria: Request Information: [Full Text = harassment]

Request Number	Request Category	Request Perfected	Due Date	Request Completed	Request Disposition
A-2007-00155 / deh	ROUTINE	2007-09-13	2007-10-20	2008-09-18	Does not exist
Request Summary:	SRC Settlements - Sexual Harassment Complaints: Records providing the quantum paid by SRC during each year 2006 and 2007 in settlement of harassment complaints against any SRC executives. Also for each payment, provide coy of the Minutes of Settlement				
A-2007-00344 / VES	ROUTINE	2007-10-01	2007-11-14	2008-10-28	All disclosed
Request Summary:	Grievances 2005-2006-2007. Provide records indicating the aggregate of grievances received during the past 2 1/2 calendar years. Records indicating the number of grievances by locations, between CBC (English) and SRC (French)				
A-2007-00391 / MJB	ROUTINE	2007-10-05	2007-11-04	2008-07-21	All disclosed
Request Summary:	For 2006, indicate the number of investigations (sexual harassment) conducted in each of the following locations; Vancouver, Edmonton, Toronto, Montreal, Quebec				
A-2007-00392 / MJB	ROUTINE	2007-10-05	2007-11-04	2008-07-21	All disclosed
Request Summary:	For 2007 indicate the number of investigations (sexual harassment) conducted in each of the following locations: Vancouver, Edmonton, Toronto, Montreal, Quebec.				
A-2007-00393 / MJB	ROUTINE	2007-10-05	2007-11-04	2008-07-21	Does not exist
Request Summary:	2006 - Investigations. harrassment. Costs. Provide records indicating the amounts paid by CBC/SRC to investigate complaint of harassment (all types)				
A-2007-00394 / MJB	ROUTINE	2007-10-05	2007-11-04	2008-07-21	All disclosed
Request Summary:	2007 - Investigations. Harassment. Costs. Provide records indicating the amounts paid by CBC/SRC to investigate complaint of harassment (All types)				
A-2007-00395 / MJB	ROUTINE	2007-10-05	2007-11-04	2007-11-16	Unable to process
Request Summary:	2005. Settlements. provide records indicating for each complaint of harassment (sexual) settled in 2005 by CBC, the amount paid for such a settlement.				
A-2007-00396 / MJB	ROUTINE	2007-10-05	2007-11-04	2007-11-16	Unable to process
Request Summary:	2006 Settlements. Provide records indicating for each complaint of harassment (sexual) settled in 2006 by CBC, the amount paid for such a settlement.				
A-2007-00397 / MJB	ROUTINE	2007-10-05	2007-11-04	2008-07-21	Does not exist
Request Summary:	2007. Settlements. Provide records indicating for each complaint of harassment (sexual) settled in 2007 by CBC, the amount paid for such a settlement.				
A-2007-00457 / nlr	ROUTINE	2008-01-16	2008-02-15	2008-10-09	Disclosed in part
Request Summary:	Provide copy of all records generated by CBC/Radio Canada to process the follwing ATIA Requests: A20078-00394, A2007-00396, A2007-00397, A2007-00034				
A-2007-00525 / SMC	ROUTINE	2008-03-24	2008-05-26	2008-05-13	Abandoned after fee estimate
Request Summary:	Provide records indicating the aggregate of grievances during the year 2005 by locations, at CBC (English), the type of grievances (pay and benefits, classification, working conditions, abuse of power, harassment, re-assignment.)				
A-2007-00526 / SMC	ROUTINE	2008-03-24	2008-05-27	2008-05-13	Abandoned after fee estimate
Request Summary:	Provide records indicating the aggregate of grievances during the year 2006 by locations, at CBC (English), the type of grievances (pay and benefits, classification, working conditions, abuse of power, harassment, re-assignment.)				
A-2007-00527 / SMC	ROUTINE	2008-03-24	2008-04-30	2008-07-08	Disclosed in part
Request Summary:	Provide records indicating the aggregate of grievances during the year 2007 by locations, at CBC (English), the type of grievances (pay and benefits, classification, working conditions, abuse of power, harassment, re-assignment.)				
A-2007-00528 / SMC	ROUTINE	2008-03-24	2008-05-28	2008-05-13	Abandoned after fee estimate
Request Summary:	Provide records indicating the aggregate of grievances during the year 2005 by locations, at CBC SRC (French), the type of grievances (pay and benefits, classification, working conditions, abuse of power, harassment, re-assignment.)				

Criteria: Request Information: [Full Text = harassment]

Request Number	Request Category	Request Perfected	Due Date	Request Completed	Request Disposition
A-2007-00529 / SMC	ROUTINE	2008-03-24	2008-05-28	2008-05-13	Abandoned after fee estimate
Request Summary:	Provide records indicating the aggregate of grievances during the year 2006 by locations, at CBC SRC (French), the type of grievances (pay and benefits, classification, working conditions, abuse of power, harassment, re-assignment.)				
A-2007-00530 / SMC	ROUTINE	2008-03-24	2008-04-30	2008-04-30	All disclosed
Request Summary:	Provide records indicating the aggregate of grievances during the year 2007 by locations, at CBC SRC (French), the type of grievances (pay and benefits, classification, working conditions, abuse of power, harassment, re-assignment.)				
A-2009-00078 / ymn	ROUTINE	2009-07-08	2009-08-07	2009-12-08	All disclosed
Request Summary:	Grievances 2006. Provide records indicating the aggregate of grievances during the year 2006.				
A-2009-00079 / ymn	ROUTINE	2009-07-08	2009-08-07	2009-12-10	Disclosed in part
Request Summary:	Grievances 2006. Provide records indicating the aggregate of grievances during the year 2006.				
A-2010-00179 / cac	ROUTINE	2010-09-07	2010-11-13	2010-11-03	Disclosed in part
Request Summary:	FY 2008-2009. Harassment Investigations. Costs. Provide records indicating the amounts paid by CBC/SRC to investigate and settle complaints of harassment (all types) during FY 2008-2009.				
A-2010-00180 / cac	ROUTINE	2010-09-07	2010-11-13	2010-11-03	Disclosed in part
Request Summary:	FY 2009-2010. Harassment Investigations. Costs. Provide records indicating the amounts paid by CBC/SRC to investigate and settle complaints of harassment (all types) during FY 2009-2010.				

Total: 20

Criteria: Request Information: [Full Text = harcèlement, State = All]

Request Number	Request Category	Request Perfected	Due Date	Request Completed	Request Disposition
A-2010-00305 / ymn	ROUTINE	2011-01-31	2011-03-04	2011-02-11	Does not exist
Request Summary:	nombre d' employés syndiqués de Radio-Canada qui ont fait l'objet d'une ou des santions disciplinaire pour des écarts de conduites sur leur lieu de travail tels que du Harcèlement envers les autres employés, des cas de consommation d'alcool, ou drogues				
A-2012-00125 / JDB	ROUTINE	2013-02-13	2013-03-15		
Request Summary:	Document de statistiques ou données permettant de voir les plaintes ou signalements d'harcèlement physique, sexuel, verbale impliquant des fonctionnaires et ou tout employé de votre ministère ou organisme et ce pour les années de 2005 au 9 février 2013.				
A-2012-00126 / nlr	ROUTINE	2013-02-13	2013-03-15		
Request Summary:	Document avec coûts totaux d'argent dépensés par année et le nombre de fonctionnaires et employé de votre ministère et ou organisme qui ont suivi des formations portant sur l' harcèlement physique, sexuels, verbal pour les années 2005 au 9 février 2013				

Total: 3

Criteria: Request Information: [Requester = Multiple Requesters Selected, Full Text = inappropriate, State = All]

Request Number	Request Category	Request Perfected	Due Date	Request Completed	Request Disposition
A-2012-00026 / nlr	ROUTINE	2012-05-25	2012-06-25	2012-05-31	Does not exist
Request Summary:	Provide correspondence received by legal representatives regarding reports of harassments or inappropriate behaviour by CBC employees since January 1, 2008. Please limit the search to the Toronto and Ottawa operations of CBC.				
A-2012-00027 / nlr	ROUTINE	2012-05-25	2012-08-07	2012-07-26	Abandoned after fee estimate
Request Summary:	Provide copies of all documents, including memos, reports, e-mails, letters etc. regarding any reprimands, suspensions or other sanction of CBC employees following reports of harassment or inappropriate behaviour since January 1, 2010.				
A-2012-00028 / nlr	ROUTINE	2012-05-25	2012-08-07	2012-07-26	Abandoned after fee estimate
Request Summary:	Provide copies of all documents, including memos, reports, e-mails, letters etc. regarding any reassignment of CBC employees following reports of harassment or inappropriate behaviour by themselves or others since January 1, 2010.				
A-2012-00029 / nlr	ROUTINE	2012-05-25	2012-10-01	2012-09-28	Disclosed in part
Request Summary:	copies of all documents, including e-mails, complaints, memos, internal reports etc., regarding reports of harassment or inappropriate behaviour involving CBC employees since January 1, 2010. Please limit the search to the Toronto and Ottawa.				
A-2012-00030 / nlr	ROUTINE	2012-05-25	2012-06-25	2012-06-13	Disclosed in part
Request Summary:	Provide an itemized list of all legal fees paid by the CBC to deal with reports of harassment or inappropriate behaviour by CBC employees since January 1, 2008.				
A-2012-00031 / nlr	ROUTINE	2012-05-25	2012-08-07	2012-07-26	Abandoned after fee estimate
Request Summary:	Provide a list of all reports of harassment or inappropriate behaviour submitted to human resources since January 1, 2008. Please limit the search to the Toronto and Ottawa operations of CBC.				

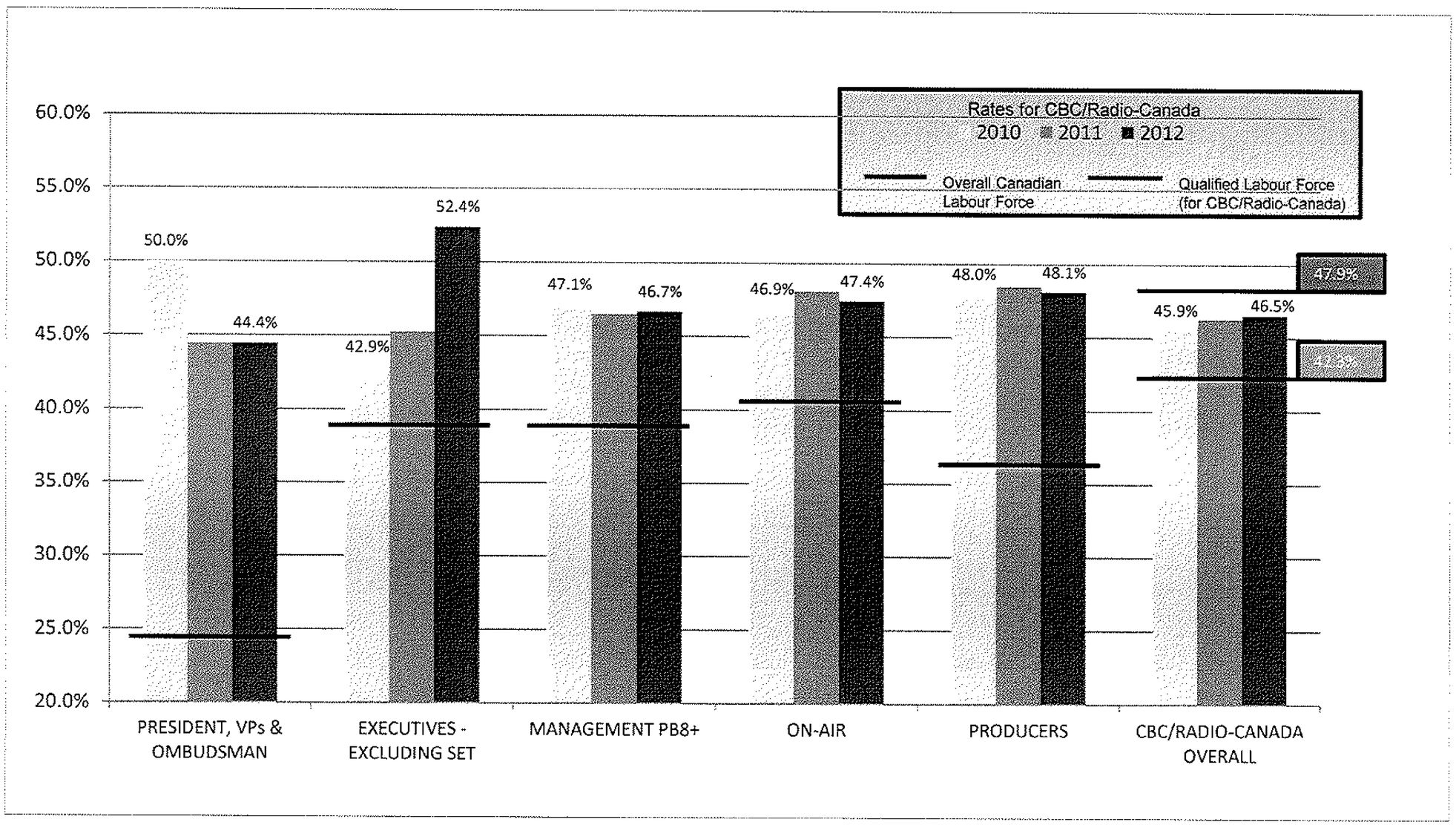
Total: 6

PEOPLE & CULTURE

FEBRUARY 28, 2013

people & culture

REPRESENTATION RATES FOR WOMEN
CBC/RADIO-CANADA 2010 - 2012



Source: VIP, HR/Payroll System
Excludes employees on absence and short-term employees.

people & culture

… cont'd.
REPRESENTATION RATES FOR WOMEN
CBC/RADIO-CANADA 2010 - 2012

	2010		% Women		2011		% Women		2012		% Women	
	Women	Men	2010	TOTAL	Women	Men	2011	TOTAL	Women	Men	2012	TOTAL
PRESIDENT, VPs & OMBUDSMAN	5	5	50.0%	10	4	5	44.4%	9	4	5	44.4%	9
EXECUTIVES - EXCLUDING SET	18	24	42.9%	42	19	23	45.2%	42	22	20	52.4%	42
MANAGEMENT PB8+	254	285	47.1%	539	259	298	46.5%	557	259	296	46.7%	555
ON-AIR	549	622	46.9%	1171	563	608	48.1%	1171	534	592	47.4%	1126
PRODUCERS	775	841	48.0%	1616	812	863	48.5%	1675	770	831	48.1%	1601
CBC/RADIO-CANADA OVERALL	**4015**	**4740**	**45.9%**	**8755**	**4120**	**4785**	**46.3%**	**8905**	**4002**	**4597**	**46.5%**	**8599**

Source: VIP, HR/Payroll System
Excludes employees on absence and short-term employees.

people & culture

CBC Radio-Canada

Martine Menard <martine.menard@cbc.ca>

FINAL REMARKS in French, English and bilingual versions (Status of Women)

LILIANE LE <liliane.le@cbc.ca> 4 March 2013 17:26
To: Hubert T Lacroix <ht.lacroix@cbc.ca>, "Chambers, Bill" <bill.chambers@cbc.ca>, Shaun Poulter <shaun.poulter@cbc.ca>, ANGUS MCKINNON <angus.mckinnon@cbc.ca>, France Belisle <france.belisle@radio-canada.ca>, Martine Menard <martine.menard@cbc.ca>, Monique Marcotte <monique.marcotte@cbc.ca>
Cc: Stephanie Duquette <stephanie.duquette@radio-canada.ca>

Bonjour,
Ci-joints sont les versions finales des notes d'allocution pour demain.
Liliane

--

Liliane Lê
Chef, Relations gouvernementales
Manager, Government Relations
CBC/Radio-Canada
T: +1.613.288.6272
C: +1.613.299.5254
Liliane.Le@cbc.ca

CBC Radio-Canada

3 attachments

Status of Women Remarks BILINGUAL.docx
28K

Status of Women Remarks FINAL ENG.docx
53K

Status of Women Remarks FINAL FRE.doc
67K

Martine Menard <martine.menard@cbc.ca> 5 March 2013 10:00
To: France Belisle <france.belisle@cbc.ca>, ANGUS MCKINNON <angus.mckinnon@cbc.ca>

Just to make sure - the link you provided to me this morning with his remarks - does it have the final version.
[Quoted text hidden]

--

Martine Ménard
Senior Director / Première directrice
Corporate Communications / Communications institutionnelles
(613) 288-6184
martine.menard@cbc.ca

3 attachments

Status of Women Remarks BILINGUAL.docx
28K

Status of Women Remarks FINAL ENG.docx
53K

Status of Women Remarks FINAL FRE.doc
67K

France Belisle <france.belisle@radio-canada.ca> 5 March 2013 10:06
To: Martine Menard <martine.menard@cbc.ca>
Cc: France Belisle <france.belisle@cbc.ca>, ANGUS MCKINNON <angus.mckinnon@cbc.ca>

le lien de ce matin c'était pour la webdiffusion.
oui, l'équipe est au courant, je leur ai envoyé la dernière version des Remarks il y a une dizaine de minutes.
F

France Belisle
Chef, Relations avec les médias et Gestion des enjeux/ Manager, Media Relations and Issues Management
france.belisle@radio-canada.ca
cell: 613.301.0552
bur: 613.288.6039
[Quoted text hidden]

Martine Menard <martine.menard@cbc.ca> 5 March 2013 10:15
To: France Belisle <france.belisle@radio-canada.ca>
Cc: France Belisle <france.belisle@cbc.ca>, ANGUS MCKINNON <angus.mckinnon@cbc.ca>

mon erreur - merci
[Quoted text hidden]

BILINGUAL VERSION OF STATUS OF WOMEN REMARKS (FOR DELIVERY)
MARCH 5, 2013

MADAME CHAIR, MEMBERS OF THE COMMITTEE, THANK YOU FOR ALLOWING US TO APPEAR BEFORE YOU TODAY AND PARTICIPATE IN YOUR STUDY ON SEXUAL HARASSMENT IN THE FEDERAL WORKPLACE.

I WOULD LIKE TO START WITH A QUOTE:

> ***"CBC/RADIO-CANADA CONSIDERS ALL FORMS OF DISCRIMINATION, INCLUDING DISCRIMINATORY AND SEXUAL HARASSMENT, TO BE UNACCEPTABLE; IT WILL NOT TOLERATE ITS OCCURRENCE, AND WILL MAKE EVERY REASONABLE EFFORT TO ENSURE THAT NO EMPLOYEE IS SUBJECTED TO IT."***

THAT COMMITMENT COMES FROM OUR CORPORATE POLICY ON ANTI-DISCRIMINATION AND HARASSMENT, WHICH IS POSTED ON OUR WEBSITE. YOU HAVE A COPY BEFORE YOU.

CETTE POLITIQUE DÉFINIT LA DISCRIMINATION ET LE HARCÈLEMENT DISCRIMINATOIRE ET EN DONNE DES EXEMPLES. ELLE EXPLIQUE LES MÉCANISMES DE RECOURS, Y COMPRIS LES MESURES DISCIPLINAIRES. ELLE ÉTABLIT DES DISPOSITIONS CONCERNANT LA CONFIDENTIALITÉ ET EXPLIQUE AUX EMPLOYÉS COMMENT ILS PEUVENT AGIR EN CAS DE PLAINTES OU DE PRÉOCCUPATIONS.

AVEC NOTRE POLITIQUE SUR LA PRÉVENTION DE LA VIOLENCE EN MILIEU DE TRAVAIL ET NOTRE POLITIQUE SUR LES MESURES DISCIPLINAIRES, QUE VOUS AVEZ ÉGALEMENT DEVANT VOUS, NOTRE SOCIÉTÉ S'EFFORCE DE FAIRE EN SORTE QUE

TOUS LES EMPLOYÉS SONT TRAITÉS AVEC DIGNITÉ ET RESPECT. LORSQUE CE N'EST PAS LE CAS, NOUS AGISSONS LE PLUS RAPIDEMENT POSSIBLE.

CBC/RADIO-CANADA COMPTE ACTUELLEMENT 8 599 EMPLOYÉS PARTOUT AU CANADA; 4 597 HOMMES ET 4 002 FEMMES.

AU COURS DES TROIS DERNIÈRES ANNÉES, POUR L'ENSEMBLE DES 48 VILLES CANADIENNES ET DES TERRITOIRES OÙ NOUS SOMMES PRÉSENTS, LA SOCIÉTÉ A REÇU AU TOTAL TROIS PLAINTES POUR HARCÈLEMENT SEXUEL. DANS UN CAS, UN EMPLOYÉ A REÇU UNE RÉPRIMANDE ÉCRITE, DANS LE DEUXIÈME CAS, UN EMPLOYÉ A REÇU UNE RÉPRIMANDE ÉCRITE ET A REÇU L'ORDRE DE SUIVRE UNE FORMATION DE SENSIBILISATION, ET DANS LE TROISIÈME CAS, L'EMPLOYÉ A ÉTÉ SUSPENDU POUR DEUX JOURS ET A REÇU L'ORDRE DE SUIVRE UNE FORMATION DE SENSIBILISATION.

EN CE QUI ME CONCERNE, UNE SEULE PLAINTE EST UNE PLAINTE DE TROP, ET NOUS ESSAYONS CONSTAMMENT D'AMÉLIORER NOTRE DOSSIER.

EN 2007, TOUS LES EMPLOYÉS DE L'ORGANISATION AINSI QUE LEURS GESTIONNAIRES DEVAIENT SUIVRE UNE FORMATION SUR LE RESPECT EN MILIEU DE TRAVAIL. CETTE FORMATION ÉTAIT UN PROGRAMME CONJOINT DÉVELOPPÉ ET OFFERT TANT PAR LES SYNDICATS QUE LA SOCIÉTÉ. À L'HEURE ACTUELLE, NOUS OFFRONS EN LIGNE UNE SÉANCE DE FORMATION SUR LA VIOLENCE EN MILIEU DE TRAVAIL QUI DOIT ÊTRE SUIVIE PAR TOUS LES EMPLOYÉS.

TODAY, ACROSS THE ENTIRE CORPORATION, WE DO NOT HAVE A SINGLE OUTSTANDING COMPLAINT OF SEXUAL HARASSMENT. I AM PROUD OF OUR CONTINUING EFFORTS TO ENSURE THAT PEOPLE WHO WORK AT CBC/RADIO-

CANADA CAN THRIVE IN AN ENVIRONMENT THAT IS FREE FROM HARASSMENT OF ANY KIND.

GIVEN OUR RECORD, YOU MIGHT WONDER WHY YOU HAVE BEEN SEEING STORIES IN QUEBECOR NEWSPAPERS, *THE SUN* AND THE *JOURNAL DE MONTREAL,* AND ALSO ON THEIR TELEVISION NETWORK *SUNTV*, SUGGESTING THAT CBC/RADIO-CANADA IS A HOTBED OF SEXUAL HARASSMENT.

QUEBECOR MEDIA BASED ITS STORY ON AN ACCESS FOR INFORMATION REQUEST WHICH ASKED FOR, ***"COPIES OF ALL DOCUMENTS, INCLUDING E-MAILS, COMPLAINTS, MEMOS, INTERNAL REPORTS ETC., REGARDING REPORTS OF HARASSMENT OR INAPPROPRIATE BEHAVIOR INVOLVING CBC EMPLOYEES SINCE JANUARY 1, 2010....LIMITED TO TORONTO AND OTTAWA"***.

WE PROVIDED THAT INFORMATION. THIS IS A COPY OF IT HERE. 1,454 PAGES – MOSTLY EMAILS BETWEEN HUMAN RESOURCES STAFF WORKING TO RESOLVE HUMAN RESOURCES ISSUES. MOST OF THE DETAILS ARE BLACKED OUT BECAUSE THEY ARE PERSONAL INFORMATION. THAT IS THE LAW. QUEBECOR'S BRIAN LILLEY USED THAT AS AN EXCUSE FOR SPECULATION AND INNUENDO; HE LINKED CBC TO SEXUAL HARASSMENT AT THE RCMP AND LINKED US ALSO TO THE RECENT REVELATIONS OF SEXUAL ABUSE AT THE BBC, THE NOW FAMOUS JIMMY SAVILLE STORY. HE INSISTS THAT HE'S JUST DOING HIS JOB, HOLDING CBC TO ACCOUNT.

IF THAT WAS TRUE, YOU WOULD THINK HE MIGHT HAVE ASKED US A SINGLE QUESTION ABOUT THIS *BEFORE* HE LAUNCHED HIS ATTACK.

IF HE HAD, WE COULD HAVE TOLD HIM THE FACTS; OF THE TWO LOCATIONS HE REQUESTED (TORONTO AND OTTAWA), OVER THE TIME PERIOD HE REQUESTED

(SINCE JANUARY 1, 2010), WE HAD ONE COMPLAINT OF SEXUAL HARASSMENT, WHICH WE ADDRESSED.

SEXUAL HARASSMENT IN THE FEDERAL WORKPLACE IS A SERIOUS ISSUE. IT DESERVES TO BE TREATED AS A SERIOUS ISSUE.

LAST FALL, DAVID SUZUKI, CBC HOST OF *THE NATURE OF THINGS*, WAS INVITED BY MONTREAL'S JOHN ABBOTT COLLEGE TO SPEAK TO STUDENTS. ANOTHER ACCESS FOR INFORMATION REQUEST, FOR ALL DOCUMENTS ABOUT THE VISIT, FOLLOWED AND THEN, A FEW WEEKS AGO QUEBECOR WAS AT IT AGAIN. SUNTV'S EZRA LEVANT USED THE DOCUMENTS TO MAKE THE OUTRAGEOUS CLAIM THAT DAVID SUZUKI WAS – AND I'M QUOTING: ***"PROCURING GIRLS TO BE HIS ESCORTS"***. YOU HAVE COPIES OF HIS STORIES AND TRANSCRIPTS OF HIS PROGRAM IN FRONT OF YOU.

ONCE AGAIN UNTRUE. ONCE AGAIN, THE QUEBECOR EMPLOYEE DIDN'T CHECK WITH THE COLLEGE, WITH DAVID SUZUKI, OR ANYONE ELSE WHO WOULD ACTUALLY *TELL* HIM HIS ALLEGATIONS WERE FALSE. AFTER HIS FIRST STORY, JOHN ABBOTT COLLEGE RESPONDED – A COPY OF WHICH YOU HAVE BEFORE YOU. I'D LIKE TO READ ONE SECTION:

> ***THERE WAS NO RIDER IN DR. SUZUKI'S CONTRACT SPECIFYING THE GENDER OR DRESS CODE OF THOSE ASSISTING HIM THROUGHOUT THE DAY. THE NEGATIVE COMMENTS AND INNUENDOS MADE ARE DEMEANING TO THOSE STUDENTS AND TO THE COLLEGE.***

THE STATEMENT CONCLUDES:

> ***THE COLLEGE IS COMMITTED TO PROVIDING OUR STUDENTS WITH AN EXPANSIVE VIEW OF SOCIETY TO ASSIST THEM ON THEIR PATH TO BECOMING***

CRITICAL THINKERS. IT IS A SHAME THAT ALONG THE WAY, THEY ARE ALSO WITNESSES TO THE FALSIFICATION OF INFORMATION CONSIDERED TO BE ACCEPTABLE PRACTICE BY NEWS PROFESSIONALS.

JE NE M'ATTENDS PAS À CE QUE *THE SUN* CHANGE DE STRATÉGIE. MAIS JE CROIS QUE C'EST IMPORTANT DE CORRIGER LES FAITS LORSQUE, DE FAÇON DÉLIBÉRÉE, ILS INDUISENT LES CANADIENS EN ERREUR; LORSQU'ILS UTILISENT COMME ARME POUR SERVIR LEURS PROPRES INTÉRÊTS UN ENJEU SÉRIEUX COMME LE HARCÈLEMENT SEXUEL.

JE SUIS CERTAIN DE NE PAS ÊTRE LE PREMIER À SE SENTIR TRAITÉ DE FAÇON INJUSTE PAR UN JOURNALISTE. IL Y A PROBABLEMENT CERTAINES PERSONNES QUI N'ONT PAS APPRÉCIÉ LE TRAITEMENT QUE LEUR A RÉSERVÉ CBC/RADIO-CANADA. PEUT-ÊTRE MÊME DANS CETTE SALLE. ILS DOIVENT SE DIRE : « BIENVENUE À BORD ». C'EST DE BONNE GUERRE. MAIS IL Y A TOUT DE MÊME CERTAINES DIFFÉRENCES.

À CBC/RADIO-CANADA, NOUS AVONS DES NORMES JOURNALISTIQUES QUI NOUS SERVENT DE GUIDE. NOS *NORMES ET PRATIQUES JOURNALISTIQUES* EXPLIQUENT COMMENT NOS JOURNALISTES DOIVENT FAIRE LEUR TRAVAIL. EN FAIT, CE GUIDE SERT DE MODÈLE POUR D'AUTRES ORGANES DE PRESSE DANS LE MONDE. NOUS AVONS ÉGALEMENT DEUX OMBUDSMEN QUI ENQUÊTENT SUR LES PLAINTES CONCERNANT LA COUVERTURE INJUSTE D'UN SUJET ET QUI PRODUISENT UN RAPPORT ACCESSIBLE AU PUBLIC.

DEVRAIT-IL Y AVOIR UN DÉBAT SUR LA RADIODIFFUSION PUBLIQUE? CERTAINEMENT. IL DEVRAIT Y AVOIR UN DÉBAT SUR CBC/RADIO-CANADA; SUR LES SERVICES QUE NOUS OFFRONS, SUR LA FAÇON DONT NOUS RÉAGISSONS AUX INCIDENTS LIÉS AU

HARCÈLEMENT OU À LA VIOLENCE EN MILIEU DE TRAVAIL. MAIS POUR ÊTRE UTILE, LE DÉBAT DOIT S'APPUYER SUR AUTRE CHOSE QUE DES ATTAQUES LANCÉES PAR UN CONCURRENT MÉDIATIQUE.

JE VOUS REMERCIE DE M'AVOIR ÉCOUTÉ. L'ÉTUDE QUE VOUS FAITES EST IMPORTANTE. MONIQUE ET MOI NOUS FERONS UN PLAISIR DE RÉPONDRE À VOS QUESTIONS

CBC Radio-Canada

Speaking Notes

Hubert T. Lacroix
President and Chief Executive Officer
CBC/Radio-Canada

Standing Committee on the Status of Women

March 5, 2013

(Please check against delivery)

000293

MADAME CHAIR, MEMBERS OF THE COMMITTEE, THANK YOU FOR ALLOWING US TO APPEAR BEFORE YOU TODAY AND PARTICIPATE IN YOUR STUDY ON SEXUAL HARASSMENT IN THE FEDERAL WORKPLACE.

I WOULD LIKE TO START WITH A QUOTE:

> ***"CBC/RADIO-CANADA CONSIDERS ALL FORMS OF DISCRIMINATION, INCLUDING DISCRIMINATORY AND SEXUAL HARASSMENT, TO BE UNACCEPTABLE; IT WILL NOT TOLERATE ITS OCCURRENCE, AND WILL MAKE EVERY REASONABLE EFFORT TO ENSURE THAT NO EMPLOYEE IS SUBJECTED TO IT."***

THAT COMMITMENT COMES FROM OUR CORPORATE POLICY ON ANTI-DISCRIMINATION AND HARASSMENT, WHICH IS POSTED ON OUR WEBSITE. YOU HAVE A COPY BEFORE YOU.

THE POLICY DEFINES DISCRIMINATION AND DISCRIMINATORY HARASSMENT AND GIVES EXAMPLES. IT SETS OUT MECHANISMS FOR REDRESS INCLUDING DISCIPLINARY ACTION. IT ESTABLISHES CONFIDENTIALITY PROVISIONS AND TELLS EMPLOYEES HOW TO GET ACTION ON COMPLAINTS OR CONCERNS.

TOGETHER WITH OUR POLICIES ON THE PREVENTION OF WORKPLACE VIOLENCE AND OUR POLICY ON DISCIPLINE, WHICH YOU ALSO HAVE BEFORE YOU, OUR CORPORATION STRIVES TO ENSURE THAT ALL EMPLOYEES ARE TREATED WITH DIGNITY AND RESPECT. SHOULD THIS NOT HAPPEN, WE DEAL WITH IT AS QUICKLY AS POSSIBLE.

CBC/RADIO-CANADA CURRENTLY HAS 8,599 EMPLOYEES ACROSS CANADA; 4,597 MEN, AND 4,002 WOMEN.

OVER THE PAST THREE YEARS, THE CORPORATION HAS RECEIVED, IN ALL OF THE 48 CITIES ACROSS CANADA AND THE TERRITORIES WHERE WE HAVE A PRESENCE, A TOTAL OF THREE COMPLAINTS OF SEXUAL HARASSMENT. IN ONE CASE, AN EMPLOYEE RECEIVED A WRITTEN REPRIMAND; IN THE SECOND, AN EMPLOYEE RECEIVED A WRITTEN REPRIMAND AND WAS ORDERED TO TAKE SENSITIVITY TRAINING; AND, IN THE THIRD CASE, THE EMPLOYEE WAS SUSPENDED FOR TWO DAYS AND ALSO ORDERED TO TAKE SENSITIVITY TRAINING.

AS FAR AS I'M CONCERNED, ONE COMPLAINT IS ONE TOO MANY, AND WE CONTINUE TO STRIVE TO IMPROVE OUR RECORD.

IN 2007, ALL EMPLOYEES, AS WELL AS THEIR MANAGERS ACROSS THE ORGANIZATION, WERE REQUIRED TO COMPLETE "RESPECT IN THE WORKPLACE" TRAINING. THIS TRAINING WAS A JOINT PROGRAM DEVELOPED AND OFFERED BY THE UNIONS AND MANAGEMENT. AND RIGHT NOW, WE ARE RUNNING AN ONLINE TRAINING SESSION AGAINST "VIOLENCE IN THE WORKPLACE", WHICH EVERY EMPLOYEE IS REQUIRED TO COMPLETE.

TODAY, ACROSS THE ENTIRE CORPORATION, WE DO NOT HAVE A SINGLE OUTSTANDING COMPLAINT OF SEXUAL HARASSMENT. I AM PROUD OF OUR CONTINUING EFFORTS TO ENSURE THAT PEOPLE WHO WORK AT CBC/RADIO-CANADA CAN THRIVE IN AN ENVIRONMENT THAT IS FREE FROM HARASSMENT OF ANY KIND.

GIVEN OUR RECORD, YOU MIGHT WONDER WHY YOU HAVE BEEN SEEING STORIES IN QUEBECOR NEWSPAPERS, *THE SUN* AND THE *JOURNAL DE MONTREAL,* AND ALSO ON THEIR TELEVISION NETWORK *SUNTV*, SUGGESTING THAT CBC/RADIO-CANADA IS A HOTBED OF SEXUAL HARASSMENT.

QUEBECOR MEDIA BASED ITS STORY ON AN ACCESS FOR INFORMATION REQUEST WHICH ASKED FOR, ***"COPIES OF ALL DOCUMENTS, INCLUDING E-MAILS, COMPLAINTS, MEMOS, INTERNAL REPORTS ETC., REGARDING REPORTS OF HARASSMENT OR INAPPROPRIATE BEHAVIOR INVOLVING CBC EMPLOYEES SINCE JANUARY 1, 2010....LIMITED TO TORONTO AND OTTAWA"***.

WE PROVIDED THAT INFORMATION. THIS IS A COPY OF IT HERE. 1,454 PAGES – MOSTLY EMAILS BETWEEN HUMAN RESOURCES STAFF WORKING TO RESOLVE HUMAN RESOURCES ISSUES. MOST OF THE DETAILS ARE BLACKED OUT BECAUSE THEY ARE PERSONAL INFORMATION. THAT IS THE LAW. QUEBECOR'S BRIAN LILLEY USED THAT AS AN EXCUSE FOR SPECULATION AND INNUENDO; HE LINKED CBC TO SEXUAL HARASSMENT AT THE RCMP AND LINKED US ALSO TO THE RECENT REVELATIONS OF SEXUAL ABUSE AT THE BBC, THE NOW FAMOUS JIMMY SAVILLE STORY. HE INSISTS THAT HE'S JUST DOING HIS JOB, HOLDING CBC TO ACCOUNT.

IF THAT WAS TRUE, YOU WOULD THINK HE MIGHT HAVE ASKED US A SINGLE QUESTION ABOUT THIS *BEFORE* HE LAUNCHED HIS ATTACK.

IF HE HAD, WE COULD HAVE TOLD HIM THE FACTS; OF THE TWO LOCATIONS HE REQUESTED (TORONTO AND OTTAWA), OVER THE TIME PERIOD HE REQUESTED (SINCE JANUARY 1, 2010), WE HAD ONE COMPLAINT OF SEXUAL HARASSMENT, WHICH WE ADDRESSED.

SEXUAL HARASSMENT IN THE FEDERAL WORKPLACE IS A SERIOUS ISSUE. IT DESERVES TO BE TREATED AS A SERIOUS ISSUE.

LAST FALL, DAVID SUZUKI, CBC HOST OF *THE NATURE OF THINGS*, WAS INVITED BY MONTREAL'S JOHN ABBOTT COLLEGE TO SPEAK TO STUDENTS. ANOTHER ACCESS FOR INFORMATION REQUEST, FOR ALL DOCUMENTS ABOUT THE VISIT, FOLLOWED

AND THEN, A FEW WEEKS AGO QUEBECOR WAS AT IT AGAIN. SUNTV'S EZRA LEVANT USED THE DOCUMENTS TO MAKE THE OUTRAGEOUS CLAIM THAT DAVID SUZUKI WAS – AND I'M QUOTING: ***"PROCURING GIRLS TO BE HIS ESCORTS"***. YOU HAVE COPIES OF HIS STORIES AND TRANSCRIPTS OF HIS PROGRAM IN FRONT OF YOU.

ONCE AGAIN UNTRUE. ONCE AGAIN, THE QUEBECOR EMPLOYEE DIDN'T CHECK WITH THE COLLEGE, WITH DAVID SUZUKI, OR ANYONE ELSE WHO WOULD ACTUALLY *TELL* HIM HIS ALLEGATIONS WERE FALSE. AFTER HIS FIRST STORY, JOHN ABBOTT COLLEGE RESPONDED – A COPY OF WHICH YOU HAVE BEFORE YOU. I'D LIKE TO READ ONE SECTION:

> ***THERE WAS NO RIDER IN DR. SUZUKI'S CONTRACT SPECIFYING THE GENDER OR DRESS CODE OF THOSE ASSISTING HIM THROUGHOUT THE DAY. THE NEGATIVE COMMENTS AND INNUENDOS MADE ARE DEMEANING TO THOSE STUDENTS AND TO THE COLLEGE.***

THE STATEMENT CONCLUDES:

> ***THE COLLEGE IS COMMITTED TO PROVIDING OUR STUDENTS WITH AN EXPANSIVE VIEW OF SOCIETY TO ASSIST THEM ON THEIR PATH TO BECOMING CRITICAL THINKERS. IT IS A SHAME THAT ALONG THE WAY, THEY ARE ALSO WITNESSES TO THE FALSIFICATION OF INFORMATION CONSIDERED TO BE ACCEPTABLE PRACTICE BY NEWS PROFESSIONALS.***

NOW, I DON'T EXPECT THE SUN'S AGENDA TO CHANGE. BUT I BELIEVE IT IS IMPORTANT TO CALL THEM OUT WHEN THEY ARE DELIBERATELY MISLEADING CANADIANS; WHEN THEY'RE TAKING A SERIOUS ISSUE LIKE SEXUAL HARASSMENT AND TURNING IT INTO A WEAPON FOR THEIR OWN INTERESTS.

I'M SURE I'M NOT THE FIRST PERSON TO FEEL UNFAIRLY TREATED BY A REPORTER. THERE ARE PROBABLY SOME PEOPLE WHO HAVE BEEN UNHAPPY WITH THEIR TREATMENT BY CBC/RADIO-CANADA. MAYBE EVEN IN THIS ROOM. THEY'RE THINKING; "WELCOME TO MY WORLD." FAIR ENOUGH. BUT LET ME POINT OUT A FEW DIFFERENCES.

CBC-RADIO-CANADA HAS JOURNALISTIC STANDARDS – OUR GUIDE, *JOURNALISTIC STANDARDS AND PRACTICES* SETS OUT HOW OUR JOURNALISTS ARE TO DO THEIR JOBS. IN FACT, THE GUIDE IS USED AS A MODEL FOR JOURNALISTIC ORGANIZATIONS AROUND THE WORLD. WE ALSO HAVE TWO OMBUDSMEN WHO INVESTIGATE COMPLAINTS OF UNFAIR COVERAGE AND ISSUE A PUBLIC REPORT.

SHOULD THERE BE A DEBATE ABOUT PUBLIC BROADCASTING? ABSOLUTELY. THERE SHOULD BE A DEBATE ABOUT CBC/RADIO-CANADA; ABOUT WHAT SERVICES WE PROVIDE; ABOUT HOW WE RESPOND TO INCIDENTS OF HARASSMENT OR VIOLENCE IN THE WORKPLACE. BUT TO BE USEFUL THE DEBATE MUST BE BASED ON SOMETHING OTHER THAN ATTACKS BY A MEDIA COMPETITOR.

I THANK YOU FOR TIME. YOURS IS AN IMPORTANT STUDY. MONIQUE AND I WOULD BE PLEASED TO TAKE YOUR QUESTIONS.

CBC Radio-Canada

Notes d'allocution

Hubert T. Lacroix
Président-directeur général
CBC/Radio-Canada

Comité permanent de la Condition féminine

Le 5 mars 2013

(La version prononcée fait foi)

000299

MADAME LA PRÉSIDENTE, MESDAMES LES MEMBRES DU COMITÉ, MERCI DE NOUS AVOIR PERMIS DE NOUS PRÉSENTER AUJOURD'HUI DEVANT VOUS ET PARTICIPER À VOTRE ÉTUDE SUR LE HARCÈLEMENT SEXUEL DANS LES MILIEUX DE TRAVAIL FÉDÉRAUX.

J'AIMERAIS DÉBUTER PAR UNE CITATION :

> ***« CBC/RADIO-CANADA CONSIDÈRE TOUTES LES FORMES DE DISCRIMINATION, NOTAMMENT LE HARCÈLEMENT DISCRIMINATOIRE OU SEXUEL, COMME UN ACTE INACCEPTABLE, QU'ELLE NE SAURAIT TOLÉRER, ET ELLE DÉPLOIE TOUS SES EFFORTS RAISONNABLES POUR PROTÉGER SES EMPLOYÉS À CET ÉGARD. »***

CET ENGAGEMENT EST INSCRIT DANS NOTRE POLITIQUE INSTITUTIONNELLE INTITULÉE *NON-DISCRIMINATION ET HARCÈLEMENT* QUI EST AFFICHÉE SUR NOTRE SITE WEB. VOUS EN AVEZ UNE COPIE DEVANT VOUS.

CETTE POLITIQUE DÉFINIT LA DISCRIMINATION ET LE HARCÈLEMENT DISCRIMINATOIRE ET EN DONNE DES EXEMPLES. ELLE EXPLIQUE LES MÉCANISMES DE RECOURS, Y COMPRIS LES MESURES DISCIPLINAIRES. ELLE ÉTABLIT DES DISPOSITIONS CONCERNANT LA CONFIDENTIALITÉ ET EXPLIQUE AUX EMPLOYÉS COMMENT ILS PEUVENT AGIR EN CAS DE PLAINTES OU DE PRÉOCCUPATIONS.

AVEC NOTRE POLITIQUE SUR LA PRÉVENTION DE LA VIOLENCE EN MILIEU DE TRAVAIL ET NOTRE POLITIQUE SUR LES MESURES DISCIPLINAIRES, QUE VOUS AVEZ ÉGALEMENT DEVANT VOUS, NOTRE SOCIÉTÉ S'EFFORCE DE FAIRE EN SORTE QUE TOUS LES EMPLOYÉS SONT TRAITÉS AVEC DIGNITÉ ET RESPECT. LORSQUE CE N'EST PAS LE CAS, NOUS AGISSONS LE PLUS RAPIDEMENT POSSIBLE.

CBC/RADIO-CANADA COMPTE ACTUELLEMENT 8 599 EMPLOYÉS PARTOUT AU CANADA; 4 597 HOMMES ET 4 002 FEMMES.

AU COURS DES TROIS DERNIÈRES ANNÉES, POUR L'ENSEMBLE DES 48 VILLES CANADIENNES ET DES TERRITOIRES OÙ NOUS SOMMES PRÉSENTS, LA SOCIÉTÉ A REÇU AU TOTAL TROIS PLAINTES POUR HARCÈLEMENT SEXUEL. DANS UN CAS, UN EMPLOYÉ A REÇU UNE RÉPRIMANDE ÉCRITE, DANS LE DEUXIÈME CAS, UN EMPLOYÉ A REÇU UNE RÉPRIMANDE ÉCRITE ET A REÇU L'ORDRE DE SUIVRE UNE FORMATION DE SENSIBILISATION, ET DANS LE TROISIÈME CAS, L'EMPLOYÉ A ÉTÉ SUSPENDU POUR DEUX JOURS ET A REÇU L'ORDRE DE SUIVRE UNE FORMATION DE SENSIBILISATION.

EN CE QUI ME CONCERNE, UNE SEULE PLAINTE EST UNE PLAINTE DE TROP, ET NOUS ESSAYONS CONSTAMMENT D'AMÉLIORER NOTRE DOSSIER.

EN 2007, TOUS LES EMPLOYÉS DE L'ORGANISATION AINSI QUE LEURS GESTIONNAIRES DEVAIENT SUIVRE UNE FORMATION SUR LE RESPECT EN MILIEU DE TRAVAIL. CETTE FORMATION ÉTAIT UN PROGRAMME CONJOINT DÉVELOPPÉ ET OFFERT TANT PAR LES SYNDICATS QUE LA SOCIÉTÉ. À L'HEURE ACTUELLE, NOUS OFFRONS EN LIGNE UNE SÉANCE DE FORMATION SUR LA VIOLENCE EN MILIEU DE TRAVAIL QUI DOIT ÊTRE SUIVIE PAR TOUS LES EMPLOYÉS.

AUJOURD'HUI, AU SEIN DE TOUTE LA SOCIÉTÉ, NOUS N'AVONS AUCUNE PLAINTE ACTIVE DE HARCÈLEMENT SEXUEL. JE SUIS FIER DES EFFORTS QUE NOUS FAISONS CONSTAMMENT POUR NOUS ASSURER QUE LES PERSONNES QUI TRAVAILLENT À CBC/RADIO-CANADA PEUVENT SE DÉVELOPPER DANS UN ENVIRONNEMENT LIBRE DE TOUTE FORME DE HARCÈLEMENT.

ÉTANT DONNÉ NOTRE DOSSIER, VOUS VOUS DEMANDEZ PEUT-ÊTRE POURQUOI VOUS AVEZ VU DANS LES JOURNAUX DE QUÉBECOR, *THE SUN* ET *LE JOURNAL DE MONTRÉAL*, AINSI QUE SUR SON RÉSEAU DE TÉLÉVISION *SUNTV*, DES REPORTAGES QUI SUGGÈRENT QUE CBC/RADIO-CANADA EST UN FOYER DE HARCÈLEMENT SEXUEL.

LE REPORTAGE DE QUÉBECOR MÉDIA TIRE SA SOURCE D'UNE DEMANDE D'ACCÈS À L'INFORMATION POUR OBTENIR ***« DES COPIES DE TOUS LES DOCUMENTS, Y COMPRIS LES COURRIELS. PLAINTES, NOTES DE SERVICE, RAPPORTS INTERNES, ETC., RELATIFS AUX CAS DE HARCÈLEMENT OU DE COMPORTEMENT INAPPROPRIÉ IMPLIQUANT LES EMPLOYÉS DE CBC À TORONTO ET À OTTAWA DEPUIS LE 1ER JANVIER 2010. »***

NOUS AVONS TRANSMIS CETTE INFORMATION. EN VOICI UNE COPIE ICI. 1 454 PAGES – SURTOUT DES COURRIELS ÉCHANGÉS ENTRE DES EMPLOYÉS DES RESSOURCES HUMAINES OCCUPÉS À RÉGLER DES ENJEUX DE RESSOURCES HUMAINES. LA PLUPART DES DÉTAILS À PROPOS DES CAS ONT ÉTÉ MASQUÉS PARCE QU'IL S'AGIT DE RENSEIGNEMENTS PERSONNELS. C'EST LA LOI. BRIAN LILLEY DE QUÉBECOR S'EN EST SERVI COMME EXCUSE POUR SPÉCULER ET FAIRE DES INSINUATIONS; IL A FAIT UN LIEN ENTRE LE HARCÈLEMENT SEXUEL À CBC ET À LA GRC ET ENTRE LA SOCIÉTÉ ET LES RÉCENTES RÉVÉLATIONS SUR LES ABUS SEXUELS À LA BBC, L'HISTOIRE MAINTENANT CÉLÈBRE DE JIMMY SAVILLE. IL INSISTE POUR DIRE QU'IL NE FAIT QUE SON TRAVAIL EN DEMANDANT DES COMPTES À CBC. SI C'ÉTAIT VRAI, VOUS AURIEZ PENSÉ QU'IL NOUS AURAIT PEUT-ÊTRE POSÉ AU MOINS UNE QUESTION À CE SUJET *AVANT* DE SE LANCER DANS CETTE ATTAQUE.

S'IL L'AVAIT FAIT, NOUS AURIONS PU LUI COMMUNIQUER LES FAITS; POUR LES DEUX ÉTABLISSEMENTS QUI FAISAIENT L'OBJET DE SA DEMANDE (TORONTO ET OTTAWA) POUR LA PÉRIODE DEMANDÉE (DEPUIS LE 1ER JANVIER 2010), NOUS AVIONS EU UNE PLAINTE DE HARCÈLEMENT SEXUEL ET NOUS NOUS EN ÉTIONS OCCUPÉS.

LE HARCÈLEMENT SEXUEL DANS LES MILIEUX DE TRAVAIL FÉDÉRAUX EST UN ENJEU SÉRIEUX ET IL MÉRITE D'ÊTRE TRAITÉ COMME TEL.

L'AUTOMNE DERNIER, DAVID SUZUKI, L'ANIMATEUR DE L'ÉMISSION *THE NATURE OF THINGS* À CBC, A ÉTÉ INVITÉ PAR LE COLLÈGE JOHN ABBOTT À MONTRÉAL À PRENDRE LA PAROLE DEVANT LES ÉTUDIANTS. PAR LA SUITE, NOUS AVONS REÇU UNE DEMANDE D'ACCÈS À L'INFORMATION POUR TOUS LES DOCUMENTS CONCERNANT CETTE VISITE. PUIS, IL Y A QUELQUES SEMAINES, EZRA LEVANT DE SUNTV A UTILISÉ CES DOCUMENTS POUR ALLÉGUER DE FAÇON SCANDALEUSE QUE DAVID SUZUKI – ET JE CITE : ***« S'ASSURAIT LES SERVICES DE FILLES QUI LUI SERVAIENT D'ESCORTES »***. VOUS AVEZ DES COPIES DE SES REPORTAGES ET DES TRANSCRIPTIONS DE SON ÉMISSION DEVANT VOUS.

TOUT À FAIT FAUX ENCORE UNE FOIS. ENCORE UNE FOIS, L'EMPLOYÉ DE QUÉBECOR N'A PAS VÉRIFIÉ AUPRÈS DU COLLÈGE, AUPRÈS DE DAVID SUZUKI OU DE PERSONNE D'AUTRE QUI LUI AURAIT *DIT* QUE SES ALLÉGATIONS ÉTAIENT FAUSSES. APRÈS SON PREMIER REPORTAGE, LE COLLÈGE JOHN ABBOTT A RÉPONDU – VOUS EN AVEZ UNE COPIE DEVANT VOUS. J'AIMERAIS EN LIRE UN EXTRAIT.

« IL N'Y AVAIT PAS D'ANNEXE AU CONTRAT DE M. SUZUKI STIPULANT LE SEXE OU LE CODE VESTIMENTAIRE DES PERSONNES QUI DEVAIENT L'ASSISTER TOUT AU LONG DE LA JOURNÉE. LES COMMENTAIRES

NÉGATIFS ET LES INSINUATIONS ENTENDUS SONT DÉVALORISANTS POUR CES ÉTUDIANTS ET POUR LE COLLÈGE . »

LA DÉCLARATION CONCLUT :

« LE COLLÈGE EST DÉTERMINÉ À OFFRIR À SES ÉTUDIANTS UNE VISION LARGE DE LA SOCIÉTÉ, POUR LES AIDER À PROGRESSER DANS LE DÉVELOPPEMENT DE LEUR ESPRIT CRITIQUE. IL EST MALHEUREUX QU'AU LONG DU PARCOURS, NOS ÉTUDIANTS SOIENT AUSSI TÉMOINS D'UNE FALSIFICATION D'INFORMATION CONSIDÉRÉE COMME UNE PRATIQUE ACCEPTABLE PAR DES PROFESSIONNELS DE L'INFORMATION. »

JE NE M'ATTENDS PAS À CE QUE *THE SUN* CHANGE DE STRATÉGIE. MAIS JE CROIS QUE C'EST IMPORTANT DE CORRIGER LES FAITS LORSQUE, DE FAÇON DÉLIBÉRÉE, ILS INDUISENT LES CANADIENS EN ERREUR; LORSQU'ILS UTILISENT COMME ARME POUR SERVIR LEURS PROPRES INTÉRÊTS UN ENJEU SÉRIEUX COMME LE HARCÈLEMENT SEXUEL.

JE SUIS CERTAIN DE NE PAS ÊTRE LE PREMIER À SE SENTIR TRAITÉ DE FAÇON INJUSTE PAR UN JOURNALISTE. IL Y A PROBABLEMENT CERTAINES PERSONNES QUI N'ONT PAS APPRÉCIÉ LE TRAITEMENT QUE LEUR A RÉSERVÉ CBC/RADIO-CANADA. PEUT-ÊTRE MÊME DANS CETTE SALLE. ILS DOIVENT SE DIRE : « BIENVENUE À BORD ». C'EST DE BONNE GUERRE. MAIS IL Y A TOUT DE MÊME CERTAINES DIFFÉRENCES.

À CBC/RADIO-CANADA, NOUS AVONS DES NORMES JOURNALISTIQUES QUI NOUS SERVENT DE GUIDE. NOS *NORMES ET PRATIQUES JOURNALISTIQUES* EXPLIQUENT COMMENT NOS JOURNALISTES DOIVENT FAIRE LEUR TRAVAIL. EN FAIT, CE GUIDE

SERT DE MODÈLE POUR D'AUTRES ORGANES DE PRESSE DANS LE MONDE. NOUS AVONS ÉGALEMENT DEUX OMBUDSMEN QUI ENQUÊTENT SUR LES PLAINTES CONCERNANT LA COUVERTURE INJUSTE D'UN SUJET ET QUI PRODUISENT UN RAPPORT ACCESSIBLE AU PUBLIC.

DEVRAIT-IL Y AVOIR UN DÉBAT SUR LA RADIODIFFUSION PUBLIQUE? CERTAINEMENT. IL DEVRAIT Y AVOIR UN DÉBAT SUR CBC/RADIO-CANADA; SUR LES SERVICES QUE NOUS OFFRONS, SUR LA FAÇON DONT NOUS RÉAGISSONS AUX INCIDENTS LIÉS AU HARCÈLEMENT OU À LA VIOLENCE EN MILIEU DE TRAVAIL. MAIS POUR ÊTRE UTILE, LE DÉBAT DOIT S'APPUYER SUR AUTRE CHOSE QUE DES ATTAQUES LANCÉES PAR UN CONCURRENT MÉDIATIQUE.

JE VOUS REMERCIE DE M'AVOIR ÉCOUTÉ. L'ÉTUDE QUE VOUS FAITES EST IMPORTANTE. MONIQUE ET MOI NOUS FERONS UN PLAISIR DE RÉPONDRE À VOS QUESTIONS

CBC Radio-Canada

Comparution/Appearance - Comité de la condition féminine / Status of Women

Martine Menard <martine.menard@cbc.ca> 5 March 2013 10:43
To: ALLISON MCALEER <allison.mcaleer@cbc.ca>

Hello - Bonjour,

Voici le lien pour visionner la comparution d'Hubert devant le comité de la condition féminine prévue à 11 hrs ce matin.

http://parlvu.parl.gc.ca/parlvu/ContentEntityDetailView.aspx?

Also, please find attached the media relations plan in support of this appearance.

Media calls should be directed to France Belisle from Corporate Communications.

Thanks. Merci

Martine Ménard
Senior Director / Première directrice
Corporate Communications / Communications institutionnelles
(613) 288-6184
martine.menard@cbc.ca

3 attachments

conditionfémine_plan_medias_4mars (3).docx
50K

conditionfémine_plan_medias-r-te.doc
61K

Status of Women Remarks BILINGUAL (1).docx
28K

CBC Radio-Canada

Comparution devant le comité parlementaire le la condition féminine
Stratégie de relation avec les médias

Date : le 4 mars 2013 (16h20)

Enjeux

Comment seront perçus les propos d'Hubert T. Lacroix devant le comité parlementaire de la condition féminine à l'égard notamment de la couverture « journalistique » de Sun News.

Stratégie

Nous enverrons la déclaration d'Hubert à l'ensemble de notre liste médias à la minute où le comité va commencer. L'heure prévue : 11 heures mardi.

Une note sera envoyée dans iO! pour aviser les employés, la veille de la comparution avec le lien web. L'allocution d'Hubert sera aussi disponible sur nos plateformes internes à 11 heures mardi en plus d'être publiée sur notre site institutionnel.

Médias sociaux: Nous allons aussi signifier sa comparution sur TWITTER, la meilleure plateforme pour ce genre d'événement. Nous allons dire qu'il s'apprête à comparaître. Nous pourrons ensuite transmettre quelques phrases clés de l'allocution (rien de spécifique sur Sun News) puisque nous voulons que les gens aillent lire l'ensemble de l'allocution sur le site institutionnel pour avoir le contexte.

Voici quelques phrases que nous pourrions twitter durant le comité :

- CBC/Radio-Canada considers all forms of discrimination including discriminatory and sexual harassment unacceptable- Hubert T. Lacroix, CEO

- CBC/Radio-Canada will make every reasonable effort to ensure that no employee is subjected to harassment - Hubert T. Lacroix, CEO

- As far as I'm concerned, one complaint of harassment is one too many. – Hubert T. Lacroix, CEO

CBC Radio-Canada

Messages clés

- Pour nous, le harcèlement et la discrimination c'est tolérance zéro. C'est une question fondamentale de respect.

- Depuis trois ans, il y a eu trois cas de harcèlement sexuel sur près de 9-mille employés à travers le pays.

- Chaque cas est un cas de trop.

- Les quelques cas rapportés sont traités sérieusement, rapidement, et avec rigueur.

Questions et réponses – sur SUN NEWS

Q : POURQUOI AVOIR PROFITÉ DE CETTE TRIBUNE POUR ÉCORCHÉ SUN NEWS?

RÉPONSE: Le harcèlement sexuel est un sujet sérieux qui mérite d'être traité sérieusement. Et c'est exactement pour parler sérieusement de cet enjeu que nous étions ici.

*N.B. : About Sun News : *NE PAS UTILISER LE « YOU ». TOUJOURS PARLER DE SUN NEWS.*

Q : ÊTES-VOUS EN TRAIN DE DIRE QUE CE N'EST PAS DU JOURNALISME?

RÉPONSE : Je dis que si un journaliste veut faire une nouvelle sur le diffuseur public il est totalement libre de le faire mais que le public mérite qu'on lui présente des faits vérifiés et vérifiables.

CBC Radio-Canada

Appearance Before Standing Committee on the Status of Women
Media Relations Strategy

Date: March 4, 2013 (4:20 p.m.)

Issues

How Hubert T. Lacroix's remarks before the Standing Committee on the Status of Women will be perceived, particularly those regarding Sun News' "journalistic" coverage.

Strategy

We'll send Hubert's statement to our entire media list right before the hearings begin, at approximately 11 a.m. Tuesday.

A note (along with a link to the hearing site) will be posted on iO! the day before to inform employees of Hubert's appearance. Hubert's speaking notes will also be available on our internal platforms by 11 a.m. Tuesday, in addition to being posted on the corporate site.

Social media: We'll also announce his appearance on Twitter, the best platform for this type of event. The tweet will say that Hubert's is getting ready to appear. We'll then tweet a few key passages from his remarks (nothing specific about Sun News), since we want people to go read the full text of his speech on our corporate site for context.

Here are a few of the sentences we could tweet during the hearing:

- CBC/Radio-Canada considers all forms of discrimination including discriminatory and sexual harassment unacceptable – Hubert T. Lacroix, CEO

- CBC/Radio-Canada will make every reasonable effort to ensure that no employee is subjected to harassment – Hubert T. Lacroix, CEO

- As far as I'm concerned, one complaint of harassment is one too many. – Hubert T. Lacroix, CEO

CBC Radio-Canada

Key Messages

- Our policy toward harassment and discrimination is clear – zero tolerance. It's a fundamental question of respect.

- Over the past three years, there have only been three cases of sexual harassment in an organization with over nine thousand employees across the country.

- Each case is one too many.

- The handful of reported cases are handled seriously, quickly and thoroughly.

Q&As on SUN NEWS

Q: WHAT DID YOU USE THIS FORUM TO ATTACK SUN NEWS?

A: Sexual harassment is a serious issue and deserves to be treated as such. And talking seriously about this issue was the reason we were here today.

Note: When referring to Sun News, never use "you"; always say "Sun News."

Q: ARE YOU TRYING TO SAY IT'S NOT REAL JOURNALISM?

A: I'm saying that if journalists want to produce news stories about the public broadcaster, they're entirely free to do so. But the public is entitled to receive verified and verifiable facts.

CBC Radio-Canada

Martine Menard <martine.menard@cbc.ca>

Comparution/Appearance - Comité de la condition féminine / Status of Women Committee

2 messages

Martine Menard <martine.menard@cbc.ca> 5 March 2013 11:08
To: Bill Chambers <bill.chambers@cbc.ca>, Christine Cayer <christine.cayer@cbc.ca>, FRANCINE LEFEBVRE <francine.lefebvre@cbc.ca>, Ginette DeGuise <ginette.deguise@radio-canada.ca>, "Guiton, Steven" <steven.guiton@cbc.ca>, Guylaine Mayrand <guylaine.mayrand@radio-canada.ca>, "Lacroix, Hubert T." <ht.lacroix@cbc.ca>, "Lalande, Louis" <louis.lalande@radio-canada.ca>, Maryse Bertrand <maryse.bertrand@radio-canada.ca>, "McColgan, Wendy" <wendy.mccolgan@cbc.ca>, ROULA ZAAROUR <roula.zaarour@radio-canada.ca>, Stephanie Duquette <stephanie.duquette@radio-canada.ca>, SUZANNE MORRIS <suzanne.morris@cbc.ca>, Tanya Chamberot <tanya.chamberot@cbc.ca>, Kirstine Stewart <kirstine.stewart@cbc.ca>, NADIA THADHANI <nadia.thadhani@cbc.ca>, Chantale Gionet <chantale.gionet@radio-canada.ca>, Jocelyne_J Brule <jocelyne_j.brule@radio-canada.ca>, Michael Mooney <michael_mooney@cbc.ca>
Cc: "Boyce, Chris" <chris.boyce@cbc.ca>, "Bristow, Julie" <julie.bristow@cbc.ca>, "Catto, Sally" <sally.catto@cbc.ca>, "Dark, Alan" <alan.dark@cbc.ca>, "GABOURY, JACQUES" <jacques.gaboury@cbc.ca>, "Hoffer, Bridget" <bridget.hoffer@cbc.ca>, "Lang, Jennifer" <jennifer.lang@cbc.ca>, "Mattocks, Fred" <fred.mattocks@cbc.ca>, "McEneaney, Neil" <neil.mceneaney@cbc.ca>, "McGuire, Jennifer" <jennifer.mcguire@cbc.ca>, "Pleszczynska, Patricia" <patricia.pleszczynska@radio-canada.ca>, "Starowicz, Mark" <mark.starowicz@cbc.ca>, "Thompson, Chuck" <chuck.thompson@cbc.ca>, "Wilson, Christine" <christine.wilson@cbc.ca>, "Beauduin, Patrick" <patrick.beauduin@radio-canada.ca>, "Beauregard-RH, France" <france.beauregard-rh@radio-canada.ca>, "Bergeron, Guylaine" <guylaine.bergeron@radio-canada.ca>, "Bouchard, Marie-Philippe" <marie-philippe.bouchard@radio-canada.ca>, "Cormier, Michel" <michel.cormier@cbc.ca>, "Cote, Marie" <marie.cote@radio-canada.ca>, "Lantagne, Louise" <louise.lantagne@radio-canada.ca>, "MONGEAU, JEAN" <jean.mongeau@radio-canada.ca>, "Schreiber, Sylvain" <sylvain.schreiber@radio-canada.ca>, "VILLENEUVE, BENOIT" <benoit.villeneuve@radio-canada.ca>, ANGUS MCKINNON <angus.mckinnon@cbc.ca>, France Belisle <france.belisle@cbc.ca>, Marc Pichette <marc.pichette@radio-canada.ca>, "LAMARRE-CLICHE, EMMANUELLE" <elcliche@radio-canada.ca>

Hello - Bonjour,

Voici le lien pour visionner la comparution d'Hubert devant le comité de la condition féminine prévue à 11 hrs ce matin.

http://parlvu.parl.gc.ca/parlvu/ContentEntityDetailView.aspx?contententityid=10172&date=20130305&lang=en

Also, please find attached the media relations plan in support of this appearance.

Media calls should be directed to France Belisle from Corporate Communications.

Thanks. Merci

Martine Ménard
Senior Director / Première directrice
Corporate Communications / Communications institutionnelles
(613) 288-6184
martine.menard@cbc.ca

3 attachments

conditionfémine_plan_medias_4mars (3).docx
49K

conditionfémine_plan_medias-r-te.doc
61K

Status of Women Remarks BILINGUAL (1).docx
27K

Mail Delivery Subsystem <mailer-daemon@googlemail.com> 5 March 2013 11:08
To: martine.menard@cbc.ca

Delivery to the following recipient failed permanently:

michael_mooney@cbc.ca

Technical details of permanent failure:
Google tried to deliver your message, but it was rejected by the server for the recipient domain cbc.ca by aspmx.l.google.com. [2607:f8b0:4003:c01::1a].

The error that the other server returned was:
550-5.1.1 The email account that you tried to reach does not exist. Please try
550-5.1.1 double-checking the recipient's email address for typos or
550-5.1.1 unnecessary spaces. Learn more at
550 5.1.1 http://support.google.com/mail/bin/answer.py?answer=6596 oi4si27198886obb.136 - gsmtp

--- Original message ---

X-Google-DKIM-Signature: v=1; a=rsa-sha256; c=relaxed/relaxed;
d=google.com; s=20120113;
h=mime-version:x-received:date:message-id:subject:from:to:cc
:content-type:x-gm-message-state;
bh=VE8LWUT1wbWygHAhb3ta8kh/IbTn93JfwxRXeik2Rl=;
b=YUDgMgcqKhpyl6JOzN3ApO+EkLDXMuvi58qxVbwNVahBREvB/UCNS35VITJCdquy0H
fMplUl0XOUHRiUwk74/ezdhGB+eYjPC2uQb2WLUGGYu20Bp9JVu39Tl/XNCXlD3oWrw
x6eOE+AvbzZfgRtAsplEm2fLc+WYG1tWyRWSviD3LcCfDt6zkkSLnorbtFrVDqUj+Bzg
bnC4ie+FowxozPNs/nos+XB55bT3UrkaCAK+cS8ZfVJMbCDWYWDwmczkSihEmKbX4ht1
gS/fAmtsIW4wmFo/k1nAYdwmn8frdiwbsw2JPgIPZRXjsMn+cdbVEj7HBQeOfGxwxRXy
iFMg==
MIME-Version: 1.0
X-Received: by 10.60.171.144 with SMTP id au16mr19925342oec.56.1362499703019;
Tue, 05 Mar 2013 08:08:23 -0800 (PST)
Received: by 10.182.31.81 with HTTP; Tue, 5 Mar 2013 08:08:22 -0800 (PST)
Date: Tue, 5 Mar 2013 11:08:22 -0500
Message-ID: <CAFVCdUWNfXLz2Ek-+DT-8aAQgHoobjKj=gz5-Sbu4EwjNzOCvA@mail.gmail.com>
Subject: =?ISO-8859-1?Q?Comparution=2FAppearance_=2D_Comit=E9_de_la_condition_f=E9?=
=?ISO-8859-1?Q?minine_=2F_Status_of_Women_Committee?=
From: Martine Menard <martine.menard@cbc.ca>
To: Bill Chambers <bill.chambers@cbc.ca>, Christine Cayer <christine.cayer@cbc.ca>,
FRANCINE LEFEBVRE <francine.lefebvre@cbc.ca>,
Ginette DeGuise <ginette.deguise@radio-canada.ca>, "Guiton, Steven" <steven.guiton@cbc.ca>,
Guylaine Mayrand <guylaine.mayrand@radio-canada.ca>, "Lacroix, Hubert T." <ht.lacroix@cbc.ca>,
"Lalande, Louis" <louis.lalande@radio-canada.ca>,

Maryse Bertrand <maryse.bertrand@radio-canada.ca>, "McColgan, Wendy" <wendy.mccolgan@cbc.ca>,
ROULA ZAAROUR <roula.zaarour@radio-canada.ca>,
Stephanie Duquette <stephanie.duquette@radio-canada.ca>, SUZANNE MORRIS
<suzanne.morris@cbc.ca>,
Tanya Chamberot <tanya.chamberot@cbc.ca>, Kirstine Stewart <kirstine.stewart@cbc.ca>,
NADIA THADHANI <nadia.thadhani@cbc.ca>, Chantale Gionet <chantale.gionet@radio-canada.ca>,
Jocelyne_J Brule <jocelyne_j.brule@radio-canada.ca>, Michael Mooney <michael_mooney@cbc.ca>
Cc: "Boyce, Chris" <chris.boyce@cbc.ca>, "Bristow, Julie" <julie.bristow@cbc.ca>,
"Catto, Sally" <sally.catto@cbc.ca>, "Dark, Alan" <alan.dark@cbc.ca>,
"GABOURY, JACQUES" <jacques.gaboury@cbc.ca>, "Hoffer, Bridget" <bridget.hoffer@cbc.ca>,
"Lang, Jennifer" <jennifer.lang@cbc.ca>, "Mattocks, Fred" <fred.mattocks@cbc.ca>,
"McEneaney, Neil" <neil.mceneaney@cbc.ca>, "McGuire, Jennifer" <jennifer.mcguire@cbc.ca>,
"Pleszczynska, Patricia" <patricia.pleszczynska@radio-canada.ca>,
"Starowicz, Mark" <mark.starowicz@cbc.ca>, "Thompson, Chuck" <chuck.thompson@cbc.ca>,
"Wilson, Christine" <christine.wilson@cbc.ca>,
"Beauduin, Patrick" <patrick.beauduin@radio-canada.ca>,
"Beauregard-RH, France" <france.beauregard-rh@radio-canada.ca>,
"Bergeron, Guylaine" <guylaine.bergeron@radio-canada.ca>,
"Bouchard, Marie-Philippe" <marie-philippe.bouchard@radio-canada.ca>,
"Cormier, Michel" <michel.cormier@cbc.ca>, "Cote, Marie" <marie.cote@radio-canada.ca>,
"Lantagne, Louise" <louise.lantagne@radio-canada.ca>,
"MONGEAU, JEAN" <jean.mongeau@radio-canada.ca>,
"Schreiber, Sylvain" <sylvain.schreiber@radio-canada.ca>,
"VILLENEUVE, BENOIT" <benoit.villeneuve@radio-canada.ca>, ANGUS MCKINNON
<angus.mckinnon@cbc.ca>,
France Belisle <france.belisle@cbc.ca>, Marc Pichette <marc.pichette@radio-canada.ca>,
"LAMARRE-CLICHE, EMMANUELLE" <elcliche@radio-canada.ca>
Content-Type: multipart/mixed; boundary=bcaec5523faace2ac504d72fae72
X-Gm-Message-State: ALoCoQmhrDiJ1WfYPTc2gA8Zs8QI2FFHsnUtxgo7zMEfKu9NDB5bvTiYPa3
f5dTeWntgT8gDaQx

Hello - Bonjour,

Voici le lien pour visionner la comparution d'Hubert devant le comité de la
condition féminine prévue à 11 hrs ce matin.

*

http://parlvu.parl.gc.ca/parlvu/ContentEntityDetailView.aspx?contententityid=10172&date=20130305&lang=en
[Quoted text hidden]

CBC Radio-Canada

Martine Menard <martine.menard@cbc.ca>

Committee Appearance. Status of Women

2 messages

Martine Menard <Martine.Menard@cbc.ca>
To: ANGUS MCKINNON <ANGUS.MCKINNON@cbc.ca>
20 February 2013 07:44

Shaun mentioned that we don t have a date yet for this appearance. March 7th was proposed but not yet confirmed. Thanks.

ANGUS MCKINNON angus.mckinnon<angus.mckinnon@cbc.ca>
<ANGUS.MCKINNON@cbc.ca>
To: ANGUS MCKINNON <ANGUS.MCKINNON@cbc.ca>, Martine Menard <Martine.Menard@cbc.ca>
20 February 2013 07:59

Thanks for keeping me posted.
A

[Quoted text hidden]

TO: Carolyn.

ATI - 2012 - 00152.

Martine

CBC Radio-Canada

Status of women

3 messages

Shaun Poulter <Shaun.Poulter@cbc.ca> 20 February 2013 15:56
To: ANGUS MCKINNON <ANGUS.MCKINNON@cbc.ca>, Martine Menard <Martine.Menard@cbc.ca>
Cc: LILIANE LE <LILIANELE.EarlyAdopters.Foreign>

Would you be able to sit down with us Friday to discuss possible approaches for HTL's March 5th appearance?

ANGUS MCKINNON angus.mckinnon<angus.mckinnon@cbc.ca> 20 February 2013
<ANGUS.MCKINNON@cbc.ca> 16:19
To: ANGUS MCKINNON <ANGUS.MCKINNON@cbc.ca>, Shaun Poulter <Shaun.Poulter@cbc.ca>, Martine Menard <Martine.Menard@cbc.ca>

I'm pretty well open all day.
A
[Quoted text hidden]

Martine Menard <Martine.Menard@cbc.ca> 22 February 2013 07:26
To: ANGUS MCKINNON <ANGUS.MCKINNON@cbc.ca>, Shaun Poulter <Shaun.Poulter@cbc.ca>
Cc: LILIANE LE <LILIANELE.EarlyAdopters.Foreign>

Hey. Do you have a time booked for this meeting. I am only in until 10 45 today. Thanks.
---Original Message-----
From: Shaun Poulter
Cc: LILIANE LE <LILIANE LE.EarlyAdopters.Foreign>
To: ANGUS MCKINNON <ANGUS.MCKINNON@CBC.CA>
To: Martine Menard <Martine.Menard@CBC.CA>

Sent: 2/20/2013 3:56:06 PM
[Quoted text hidden]

CBC Radio-Canada

Rép. : Possible Q&A's for Status of Women Committee

France Belisle <France.Belisle@radio-canada.ca> 24 February 2013 21:15
To: LILIANE LE <LILIANELE.EarlyAdopters.Foreign>, Monique Marcotte <MoniqueMarcotte.EarlyAdopters.Foreign>, ANGUS MCKINNON <ANGUS.MCKINNON@cbc.ca>, Martine Menard <Martine.Menard@cbc.ca>
Cc: Shaun Poulter <Shaun.Poulter@cbc.ca>

Salut Liliane!
suggestion, qui pourrait s'ajouter ou compléter la réponse de la question 7 :
Faites-vous des campagnes de sensibilisation a l'interne? A quel endroit (internet, #téléphone, syndicat) les employés peuvent-ils prendre connaissance du processus pour déposer une plainte?
F

France Bélisle
Chef, Relations avec les médias et Gestion des enjeux/ Manager, Media Relations and Issues Management
france.belisle@radio-canada.ca
cell: 613-301-0552
bur: 613-288-6039

>>> LILIANE LE 22/02/13 16:00 >>>
Hi everyone,

As discussed, attached is a draft for possible Q&As./div>

France and Angus: let me know if there are missing questions and please insert some of the messages you might already have for some of the questions.

Monique:given your busy schedule; is there someone in your team that could help me withnsweringome of the more specific questions related to HR practices on Monday? If not, can we meet on Monday and gover this document as I would like to include it with all of the other briefing material.

Since our prep meeting with Hubert is on February 27, I will be sending briefing material to all by Monday, Feb 25th end of day.

Thanks everyone and have a great wend!
Liliane

--
Liliane L/font>
Chef, Relations gouvernementales
Manager, Government Relations
CBC/Radio-Canada
T:1.613.288.6272
C: +1.613.299.5254
Liliane.Le@cbc.ca
/font>

To: ANGUS MCKINNON <ANGUS.MCKINNON@CBC.CA>
To: France Belisle <France.Belisle@RADIO-CANADA.CA>
To: Shaun Poulter <Shaun.Poulter@CBC.CA>
Cc: Martine Menard <Martine.Menard@CBC.CA>
To: Stephanie Duquette <Stephanie.Duquette@RADIO-CANADA.CA>
To: Hubert T Lacroix <ht.lacroix@CBC.CA>
Cc: ROULA ZAAROUR <ROULA.ZAAROUR@RADIO-CANADA.CA>

Sent: 2013-02-25 20:35:07
Subject: Re: Briefing book for Status of Women Committee

Désolée, il manquait une dernière p.j. lorsque j'ai envoyé mon courriel plus tôt.

On 25 February 2013 20:29, LILIANE LE <liliane.le@cbc.ca> wrote:

> Bonsoir à tous,
>
> Attached is the briefing book (still in progress) for HTL & MM's
> appearance before the Standing Committee on March 5 at 11 am. You will find
> attached:
>
> - Profile of Committee Members
> - CBC/Radio-Canada HR facts & statistics
> - Summary of testimonials
> - Possible Questions & Answers
> - CBC/Radio-Canada's (Policy on Harassment, Policy on Discipline, Policy on Prevention on Work Place Violence)
> - Get the Facts & John Abbott College Statement
> - Transcripts and articles from Sun TV/QMI

[Quoted text hidden]

Martine Menard <Martine.Menard@cbc.ca> 26 February 2013 10:21
To: Bill Chambers <Bill.Chambers@cbc.ca>, LILIANE LE <LILIANELE.EarlyAdopters.Foreign>, Monique Marcotte <MoniqueMarcotte.EarlyAdopters.Foreign>, ANGUS MCKINNON <ANGUS.MCKINNON@cbc.ca>, France Belisle <France.Belisle@radio-canada.ca>, Shaun Poulter <Shaun.Poulter@cbc.ca>, Stephanie Duquette <Stephanie.Duquette@radio-canada.ca>, Hubert T Lacroix <ht.lacroix@cbc.ca>
Cc: ROULA ZAAROUR <ROULA.ZAAROUR@radio-canada.ca>

We will prepare a one pager to propose a coms approach in support of this appearance. Depending on the profile we want to give this appearance - there are a few things to consider from a communications perspective. More to come.

Martine Ménard
Senior Director / Première directrice
Corporate Communications / Communications institutionnelles
(613) 288-6184
martine.menard@cbc.ca

>>> On 25/02/2013 at 8:35 PM, in message <CAD_r=L2827MtwHf7iUTs4M++_DT=

K=k1AwngTfG0DDhDn03KmA@mail.gmail.com>, LILIANE LE <liliane.le@cbc.ca> wrote:

> Désolée, il manquait une dernière p.j. lorsque j'ai envoyé mon courriel plus tôt.
>
> On 25 February 2013 20:29, LILIANE LE <liliane.le@cbc.ca> wrote:
>> Bonsoir à tous,
>>
>> Attached is the briefing book (still in progress) for HTL & MM's appearance before the Standing Committee on March 5 at 11 am. You will find attached:
>>
>> - Profile of Committee Members
>> - CBC/Radio-Canada HR facts & statistics
>> - Summary of testimonials
>> - Possible Questions & Answers
>> - CBC/Radio-Canada's (Policy on Harassment, Policy on Discipline, Policy on Prevention on Work Place Violence)
>> - Get the Facts & John Abbott College Statement
>> - Transcripts and articles from Sun TV/QMI
>>
>> A mercredi.
>> Liliane
>>
>> --
>> Liliane Lê
>> Chef, Relations gouvernementales
>> Manager, Government Relations
>> CBC/Radio-Canada
>> T: +1.613.288.6272
>> C: +1.613.299.5254
>> Liliane.Le@cbc.ca
>
> --
> Liliane Lê
> Chef, Relations gouvernementales
> Manager, Government Relations
> CBC/Radio-Canada
> T: +1.613.288.6272
> C: +1.613.299.5254
> Liliane.Le@cbc.ca

CBC Radio-Canada IMAGE.BMP
15K

STANDING COMMITTEE ON THE STATUS OF WOMEN
41st Parliament - Profiles of Committee Members

Marie-Claude Morin (NDP), Chair

- MP Saint-Hyacinthe-Bagot (QC) since 2011
- In Feb 2012, she tabled Bill C-400 an act to establish a national housing strategy
- Before her election she was: director general of the Corporation de développement communautaire des Maskoutains; coordinator, volunteer and actor for Production Les Trois Coups (Saint-Hyacinthe); manager of Saint-Dominique's youth centre and a counsellor at the Christ-Roi day camp.
- She has a certificate in cultural activities from UQAM and is completing a graduate program in socio-community work at the Université du Québec à Trois-Rivières.

Tilly O'Neill Gordon (CON), Vice-Chair

- MP Miramichi (NB) since 2008
- She is also a member of several Inter-Parliamentary Associations and Groups including Canada-US Inter-Parliamentary Group, the Canada-Europe Parliamentary Association; and the Canada-Libya Inter-Parliamentary Group.
- Prior to entering politics, she spent her career teaching in various schools in NB
- A native of the Miramichi area (Escuminac), she also held many positions in her local and provincial conservative party associations.

Hon. Judy Sgro (LIB), Vice-Chair

- MP York West (ON) since 1999
- Also Is the Critic for Seniors, Pensions, and Status of Women
- Was Minister of Citizenship and Immigration; Chair Committee on the Status of Women; Parliamentary Secretary to the Minister of Public Works and Chairperson of the Prime Minister's Task Force on Urban Issues
- Before entering federal politics, was on North York City Council (1987-1994) and then on the Toronto City Counci (1995-1998).
- She lives in Toronto with her husband and spends time with their children and grandchildren.

Susan Truppe (ON)

- MP London North Centre (ON) since 2011
- Also Parliamentary Secretary to the Minister of Status of Women
- Was a former constituency Assistant to Terry Clifford
- Is a business executive and a small business owner
- also a fundraiser for several organizations such as the Hutton House, the Special Olympics and breast cancer research (Think Pink Business campaign)
- She resides in London with her husband Walter and their son

Stella Ambler (CON)

- MP Mississauga South (ON) since2011
- Also a member of the Environment and Sustainable Development Committee
- Prior to her election, was Director of Regional Affairs for Jim Flaherty in the GTA
- Was Mississauga Board of Trade's Green Committee , as a member of the Catholic Women's League of her parish, was a member of the College of Physiotherapists of Ontario gave and co-owner of Vision Insurance Brokers, with husband Richard
- Has a degree in psychology (U of Toronto) and was a stay-at-home mother for nine years while being involved in politic on part-time basis.

Joyce Bateman (CON)

- MP Winnipeg South Centre (MB) since 2011
- Also member of several committees: Co-operatives, OL, Public Accounts and
- Official Languages
- Formerly worked in both private and public sectors as a C.A.
- Has over 10 yrs experience as an elected school trustee and was involved in several initiatives for Aboriginal community based projects.
- Married to Darell they have two teenage children.

Joan Crockatt (CON)

- MP Calgary Centre (AB) since 2012 - *by-elections*
- She was consultant and an independent media commentator including on the CBC. She was a senior newspaper executive with the Calgary Herald, Southam newspapers and Canwest Global.
- She also worked with organizations that support the arts, women, parents and international aid.
- Born and raised in Lloydminster, AB, she holds a BA from U of Saskatchewan and received a Southam Fellowship at the U of Toronto. She also studied at the LSE.
- With her husband Peter, she lives in Calgary Centre and has two grown children.

Wai Young (CON)

- MP Vancouver South (BC) since 2011
- Also Vice-Chair of the Canada-China Legislative Assoc, Member of the Library of Parliament Committee & served on Public Safety and National Security Committee
- Before her election, she work for both prov and fed gvts, as well as an entrepreneur and social activist
- She was also a volunteer at Big Sister, President of the Strathcona Community Centre Assoc, Director of YWCA VCR and the Mennonite Central Committee (BC).
- She obtained a degree in Sociology in U of British Columbia
- Born in Hong Kong and raised in Vancouver, she is a mother of twins and has been a foster mother for seven foster children.

Roxanne James (CON)

- MP Scarborough Centre (ON) since 2011
- Also sits on the Citizenship and Immigration Committee
  Before her election, she was as a Real Estate Professional serving the GTA and has 20 years of experience in the IT sector.
- Past member of the Wexford Heights BIA (Business Improvement Area.
- Born in Scarborough, she graduated from Agincourt Collegiate and attended Centennial College and the Ontario Real Estate Association's Real Estate College.
- Her husband Robert is a firefighter with the City of Toronto and they have three children.

Niki Ashton (NDP)

- MP Churchill (MB) since 2008
- She currently serves as Status of Women Critic.
- She wants to maintain value-added jobs from resources across the North (incl. Vale nickel operation in Thompson) and improve Northern healthcare, housing, infrastructure and transportation, education, economic development and support for residential school survivors.
- A former instructor with University College of the North, she has an MA in International Affairs (Carleton University) and a BA in Global Political Economy (University of Manitoba). She is fluent in four languages, including Greek, her mother-tongue. She was born and raised: the city of Thompson.

Anne-Marie Day (NDP)

- MP Charlesbourg--Haute-Saint-Charles (QC) since 2011
- Also is the Critic for Employment Insurance, Associate Critic for Human Resources and Skills Development and member of the Natural Resources Committee
- Before her election, she was actively engaged in promoting women's issues. As President of the *Regroupement des groupes de femmes de la Capitale-Nationale* and was a Director of *Centre étape*, an employment agency in Quebec City devoted to finding jobs for women.
- Has a B Educ. and a MA in local and regional development (U of Laval)

Sana Hassainia

- MP Verchère – Les Patriotes (QC) since 2011
- Prior to joining the NDP, she worked in printing for many years and was also a French teacher, a radio host, and a freelance editor.
- She is a dedicated environmental activist, fighting to protect Quebec's natural resources.
- Sana has a BA in Literature, a MA's in French Literature and Language and a certificate in Journalism from the UdM
- She speaks French, English, Italian and Arabic.

ANALYSIS OF COMPLAINTS - ATIP REQUEST A2012-0029 *

4 February 2013

TYPE OF COMPLAINTS	
Informal Complaints	23
Withdrawn	8
Formal Complaints (investigations conducted)	31

Total Number of complaints	**62**

BREAKDOWN BY LOCATION OF COMPLAINTS **formal complaints by location of subject of complaint*	
Montreal	2
Ottawa	7
Toronto	22

TOTAL	**31**

NATURE OF COMPLAINTS **formal complaints*	
Policy 2.2.10 - Discipline	2
Policy 2.2.15 - Harassment & Discrimination	3
Policy 2.2.21 - Code of conduct	1
Policy 2.2.22 - Violence in the workplace	2
APS Article 18 - Discipline	3
CMG Article 8 - Respect in the workplace	9
CMG Article 11 - Discipline	11

TOTAL	**31**

RESULTS OF INVESTIGATIONS **formal complaints*	
Results pending return of employee	1
Allegations unfounded - complaint dismissed	8
Reprimands (verbal reprimand, written reprimand, suspensions, terminations)	22

TOTAL	**31**

** "...documents...regarding reports of harassment or inappropriate behaviour involving CBC employees since January 1, 2010. Please limit the search to the Toronto and Ottawa operations of CBC."*

FORMAL COMPLAINTS SINCE APRIL 1, 2010	

TYPE OF COMPLAINTS	
Withdrawn	9
Formal Complaints	168

Total Number of complaints	**177**

BREAKDOWN BY LOCATION OF COMPLAINTS **formal complaints by location of subject of complaint*	
Charlottetown	1
Edmonton	1
Fredericton	3
Halifax	4
Matane	10
Moncton	11
Montreal	2
Montréal	34
Ottawa	7
Québec	8
Rimouski	5
Rouyn-Noranda	1
Sherbrooke	6
Toronto	40
Trois-Rivières	2
Vancouver	23
Yellowknife	2

s.19(1)

TOTAL	**168**

POLICY / COLLECTIVE AGREEMENT **formal complaints*	
APS art. 18 - Discipline	5
AR art. 18 - Plainte ou accusation	1
CMG art. 11 - Discipline	40
CMG art. 16 - Dispute resolution	1
CMG art. 37 - Hiring and selection	1
CMG art. 38 - Temporary Upgrades	1
CMG art. 7 - Harassment	1
CMG art. 8 - Respect in workplace	21
CMG art. 9 - Employment equity	1
Job Abandonment	1
Journaslitic Policy	3
Pol. 2.2.03 - Conflict of Interest	4
Pol. 2.2.10 - Discipline	2
Pol. 2.2.15 - Discrimination	4
Pol. 2.2.15 - Harassment	7
Pol. 2.2.21 - Code of conduct	18
Pol. 2.2.22 - Violence in workplace	4
SCFP art. 21 - Discipline	2
SCRC art. 28 - Discpline	27
STARF art. 28 - Discipline	23
Pol. 2.3.11- Fraud and Theft	1

TOTAL	**168**

DRAFT #2 Feb 25, 2013 (16h30)

POSSIBLE QUESTIONS & ANSWERS

Standing Committee on the Status of Women
March 5, 2013

KEY MESSAGES

- When it comes to discrimination and any form of harassment, we have a zero tolerance policy.
- Our main focus at CBC/Radio-Canada is to foster a culture of respect as it is the foundation of a harassment free workplace.
- All cases brought to the attention of management, union or HR are treated as a top priority.

A. ORGANIZATIONAL CULTURE & HARASSMENT (BASED ON PREVIOUS COMMITTEE HEARINGS)

Q1 In 2011, Treasury Board of Canada Secretariat published results from a survey administered across 40 large government departments in 2011. The numbers indicated that 39% of the 201K + employees surveyed felt that they believed to have experience some form of harassment (men and women), including sexual harassment.

a. **Did your employees participate in that survey and if not, do you measure employee satisfaction on a regular basis? What it the participation rate of your surveys with employees?**

- We did not participate in the Public Service Employee Survey.
- We administer our own employee surveys; the latest one, *Dialogue*, was administered in 2010 and again in 2012.
- Participation rates for both surveys were: % (2010) and (%) (2012)
- Although we do not have a specific question related to harassment or sexual harassment in the workplace, we do have questions aimed at *Respect in the Workplace*.
- Results from the recent surveys indicate that XXXX

b. **Do you collect data pertaining to harassment on a general level or do you keep track of the various type of harassment separately?**

- We keep a record of all formal complaints and track all types of complaints separately, including sexual harassment.
- The majority of the complaints since January 2010 were related to inappropriate behaviour of or discipline (60%) such as e.g. misused of corporate credit cards or fraud.

Q2 **In order for the culture within an institution to change, we heard from many witnesses that leadership is key. Is it because there are more women in decision-making positions today that there are less harassment cases?**

- We don't feel that there is a correlation between the two.
- 50% of my senior management team are women and that doesn't determine the level of discriminatory or harassment complaints filed.
- Leadership is key, and we have a zero tolerance with respect to discrimination and harassment, including sexual harassment, in the workplace.

Q3 **In the context of your recent budget cuts, do you think that there are fewer complaints related to harassment being filed because people fear their jobs might be at risk?**

- It is difficult to speculate as to the reason behind why people bring forward a complaint or not.
- As in every working environment, there will always be individuals who do not wish to bring forward a complaint.
- That is why we want to ensure that employees know their right to work in a respectful workplace; as respect is the basis of preventing discrimination or harassment in the workplace.

B. CBC/RADIO-CANADA'S HR GOVERNANCE

Q4 In the OAG's Special Examination Report released last week, one of the three recommendations made for improving CBC's HR practices was aimed at the fact that your People and Culture Department has a high turnaround within its management team.

a. **Are you concerned that you could be missing cases of sexual harassment?**

- As you heard from other witnesses, we, like them, are more concern with the idea of people not coming forward with their complaints because of a lack of trust or respect in the workplace.
- With respect to the OAG's recommendation's, we believe that we have the proper mechanism and culture in place that will allow employees to bring forward their complaints regardless of turnaround in the HR's management team.
- Employees are aware that there are several options at their disposal should they wish to bring forward a complaint; all parties – employees, managers, union representatives, human resources – play a part in ensuring a workplace free from harassment.

b. **Do you have the necessary resources to handle harassment complaints?**

- All harassment complaints are dealt with as a top priority. If necessary, additional resources are accessed to deal with formal complaints.
- Senior HR management reviews the nature of the formal complaints and will assign resources to the investigation.
- Typically, HR will not investigate an employee within its own client group (e.g. a corporate resource can be allocated to a case in one of the media lines or vice-versa)

- External investigators can, and have, been used as deemed appropriate whether due to the nature or complexity of the complaint, the location or the individuals involved.

Q5 Which act(s) regulate(s) your HR related matters?

- As a separate employer, we have developed our own HR policies to reflect the nature of the work done by our employees who are in part unionized and non-unionized.
- The policies have been developed and reviewed over the years reflect current legislations and best practices used by other organizations.
- Like any other federal organizations, we are subject to the: Canada Labour Code, Canadian Human Rights Act and the Employment Equity.
- We also have collective agreements with 6 unions representing employees across the country.

Q6 How long have you had a policy on harassment? If the current policy is an updated version, what are the main changes?

- [waiting for more background]
- The most recent policy was put into place February 10, 2010 and it was revised to include the updated grounds of discrimination under the Canadian Human Rights Act, including family status.

Q7 a. What kind of process do you have in place that deals with harassment complaints?

- When HR, management or unions becomes aware of a potential situation of harassment, we all have an obligation to meet with the employee who may have subject harassment immediately.
- Employees are informed of the options that are available to them (informal or formal processes – information is also available on our internal website as well as on the various unions' websites).
- With informal processes, we try to find a resolution between employees with the help of their immediate managers, senior manager, unions or HR consultant.
- In the case of a formal process, as soon as there is a written complaint outlining the nature of the allegations, the VP of People and Culture will review whether an investigation is warranted.
- Should an investigation be warranted, internal or external legal services, a third party investigator, HR and unions can all be used to provide support depending on the severity and complexity of the case.
- Pending the outcome of the investigation, possible restrictions from a non-disciplinary perspective may be taken.
- Upon a receiving a final report from the investigator, VP of People and Culture, along with the managers and/or unions must determine what type of disciplinary measure must be taken is if the case was founded.

- If the investigative report alludes to future preventive measures that could be taken, the Corporation can also implement longer term recommendations in order to minimize the risk of recurrence.

Q8 What kind of harassment training do you offer your employees? How often do you offer these training? Are there awareness campaigns on the subject matter as well?

- All new employees are given copies of the HR policies (a copies are in your information kits).
- Given the low number of cases, we have not done any recent awareness campaign on the subject of discrimination and harassment but we do promote on a regular basis the Employee Assistance Program.
- Since October 2012, all employees must take a new mandatory e-learning course that will help them understand what workplace violence is and know what to do if it occurs.
- Other training is available on demand such as: how to conduct an investigation.
- Currently checking if HR Media Lines/Unions are offering their own training on harassment

Q9 Do you favour informal resolutions mechanisms or formal ones?

- Our main priority when resolving harassment case is to deal with issue as quickly as possible.
- When we become aware of a potential situation, we typically meet with the employee who may have been the subject of discrimination or harassment and explain to them their options including informal and formal processes.
- Informal resolutions may include the involvement of management and the union to mediate a resolution between the employees.
- Formal investigations begin once a formal complaint has been filed and senior HR management determines the appropriate investigator.

Q10 When harassment cases are not treated quickly or taken seriously by management, employees might feel that it isn't worthwhile to file a complaint and risk their job.

a. How long does it take to process each case before a resolution can be made?

- As you can imagine, faced before a serious allegation/complaint such as sexual harassment, we want to resolve the issue as quickly as possible.
- Depending on the severity and complexity of each cases, or whether or not an investigation is warranted, the time to process each cases may vary.
- The goal is to find a balance between being diligent with the facts and ensure fairness to the harasser and not wanting to potentially victimize again the complainer.
- In the three complaints that were filed since January 1, 2010, two of the three were resolved within two months **s.19(1)**
- In the third case, resolution took five months. [waiting for reasons as to why a longer investigation then previous two cases]

b. What measures do you take to ensure that while there is an on-going investigation that all parties are protected from further harassment?

- Depending on the nature and complexity of the complaint, the HR manager and the employee's manager may deem it necessary to take temporary measures to ensure the safety of the complainant.
- As per our guidelines, while pending Investigation it may be appropriate for respondent to be:
  - On authorized leave with pay
  - Restricted from workplace
  - Or otherwise restricted from communication.

c. Do you have exit interviews? For the employees that felt that they were harassed and that is the main reason for their departure, is that information collected in the exit interviews?

- Yes, exit interviews are conducted by our Shared Services Centre.
- The main reasons for leaving is X - waiting to see if we have data on reasons related specifically to harassment.
- However, when asked if a new job opportunity would come up in the future, 81% of former employees said they would "gladly come back to the Corporation".

Q11 Aside from the policies and training you have in place, are there specific clauses in the collective agreements that deal with harassment, including sexual harassment?

- Most collective agreements have anti-discrimination clauses, but not harassment clauses.
- The Canadian Media Guild has a formal article regarding harassment (which ultimately refers to CBC/Radio-Canada's HR policy) as well as a *Respect in the Workplace* (articles 7 & 8).
- The APS CA does not have a specific clause on Harassment but art. 5 refers to CBC/Radio-Canada's HR Policies as being applicable to their members.
- The ASFP (TBC) and other collective agreements do not have language regarding harassment.

Q12 We have heard that over the years, many of your senior management start personal relationships with their employees; do you allow senior management and employees to date?

- Like in any other workplace, colleagues can become involved with another colleague or a manager, and it is difficult to prevent such relationships from developing.
- There have been a few occasions where senior managers and employees have become involved.
- When such occasions arise, managers or senior managers (depending on the nature of the working relationship) will ensure that proper reporting mechanism is put in place in order to maintain fairness for both employees and their teams.

Q13 Out of the harassment cases (including sexual harassment) that you have received in recent years:

a. How many cases were founded and what type of disciplinary measure was taken, if any?

- Since January 1, 2010, out of 8 harassment cases, three cases were sexual harassments; the remainder fell under personal harassment (respect in the workplace, unprofessional conduct).
- One of the cases was filed under CGM's art. 7 of Harassment and the others were filed under the Anti-discrimination and Harassment Policy 2.2.15
- Disciplinary measure were imposed in all three sexual harassment cases (suspension and training; written reprimand, written reprimand and training).

b. If an employee was found guilty of harassment, is there a mention that goes into their employment file? How long does the mention or written reprimand stay in their files? We have heard that most federal organization purge the harasser's file within 2 years.

- Whether or not an employee is unionized, any employee with a founded harassment case in their file and was disciplined accordingly will have their file purged if no breached has reoccurred within the first two years.

c. With respect to the sexual harassment cases mentioned, can you give me more information?

- In all cases, the complaints regarded inappropriate comments made by male employees.
- There were no cases of sexual touching or more serious breaches of behaviour.
- All cases occurred between the summer and winter of 2010.
- Additional information cannot be provided to protect the privacy of the employees involved.

CBC Radio-Canada

Bill Chambers <bill.chambers@cbc.ca>

Response to Status of Women Committee

1 message

Shaun Poulter <shaun.poulter@cbc.ca> Mon, Mar 18, 2013 at 3:26 PM
To: Hubert T Lacroix <ht.lacroix@cbc.ca>, Stephanie Duquette <stephanie.duquette@radio-canada.ca>
Cc: Bill Chambers <bill.chambers@cbc.ca>

Hubert,

As I mentioned, the Clerk has come back to us for a written response to one of the Member's questions during your appearance:

"As you may recall, a member of the Committee commented on her concerns in regards to the veracity of the media and that there would be false accusations and a deliberate or an apparent skewing of information and data, and requested Mr. Lacroix's response in writing. The Committee would appreciate receiving this information at the earliest opportunity."

s.21(1)(b)

Shaun

Status of Women response Draft2.docx
19K

CBC Radio-Canada

fyi final version - follow-up letter to Status of Women Committee

Shaun Poulter <shaun.poulter@cbc.ca> Thu, Mar 21, 2013 at 12:23 PM
To: Hubert T Lacroix <ht.lacroix@cbc.ca>, Stephanie Duquette <stephanie.duquette@radio-canada.ca>, Bill Chambers <bill.chambers@cbc.ca>
Cc: FRANCINE LEFEBVRE <francine.lefebvre@cbc.ca>

Sending by email today.

Marie-Claude Morin lettre (1).pdf
159K

CBC Radio-Canada

Bill Chambers <bill.chambers@cbc.ca>

Revised Q&A and additional background information (Status of Women)

1 message

LILIANE LE <liliane.le@cbc.ca> Fri, Mar 1, 2013 at 5:14 PM
To: Hubert T Lacroix <ht.lacroix@cbc.ca>, "Chambers, Bill" <bill.chambers@cbc.ca>, Martine Menard <martine.menard@cbc.ca>, Shaun Poulter <shaun.poulter@cbc.ca>
Cc: Stephanie Duquette <stephanie.duquette@radio-canada.ca>, ANGUS MCKINNON <angus.mckinnon@cbc.ca>, France Belisle <france.belisle@radio-canada.ca>, Monique Marcotte <monique.marcotte@cbc.ca>

As discussed, attached are:

1) Revised Q&A
2) Additional analysis of ATI requests related to harassment
3) Numbers of Employees (data as of Dec 31, 2013)

Bon wend.

—

Liliane Lê
Chef, Relations gouvernementales
Manager, Government Relations
CBC/Radio-Canada
T: +1.613.288.6272
C: +1.613.299.5254
Liliane.Le@cbc.ca

CBC Radio-Canada

3 attachments

4 Q&A Draft 3 LL.docx
47K

3.a Analysis of ATI requests related.pdf
147K

WOMEN-2010-2012.pptx
226K

POSSIBLE QUESTIONS & ANSWERS
Standing Committee on the Status of Women
March 5, 2013

KEY MESSAGES

- When it comes to discrimination and any form of harassment, we have a zero tolerance policy.
- Our main focus at CBC/Radio-Canada is to foster a culture of respect as it is the foundation of a harassment free workplace.
- All cases brought to the attention of management, union or HR are treated as a top priority.

A. ORGANIZATIONAL CULTURE & HARASSMENT(BASED ON PREVIOUS COMMITTEE HEARINGS)

Q1 In 2011, Treasury Board of Canada Secretariat published results from a survey administered across 40 large government departments in 2011. The numbers indicated that 39% of the 201K + employees surveyed felt that they believed to have experience some form of harassment (men and women), including sexual harassment.

a. **Did your employees participate in that survey and if not, do you measure employee satisfaction on a regular basis? What it the participation rate of your surveys with employees?**

- We were not asked ~~did~~ not participate in the Public Service Employee Survey as we are not considered part of the public service.
- We administer our own employee surveys; the latest one, *Dialogue*, was administered in 2010 and again in 2012.
- Participation rates for both surveys were: 67% (2010) and 60(%) (2012)
- Although we do not have a specific question related to harassment or sexual harassment in the workplace, we do have questions aimed at *Respect in the Workplace*.
- Results from the recent surveys indicate that in 2010 54% of employees responded favourably to the question regarding beingtreated with respect, regardless of their title. In 2012, 86% responded favourably to the statement that CBC/Radio-Canada supports diversity in the workplace, recognizing and respecting the value of human differences, up 12 points from 2010.

b. **Do you collect data pertaining to harassment on a general level or do you keep track of the various type of harassment separately?**

- We keep a record of all formal complaints and track all types of complaints separately, including sexual harassment.

- The majority of the complaints since January 2010were related to inappropriate behaviour of or discipline (60%) such as e.g. misused of corporate credit cards or fraudlackor lack of respect.

Q2 In order for the culture within an institution to change, we heard from many witnesses that leadership is key. Is it because there are more women in decision-making positions today that there are less harassment cases?

- We don't feel that there is a correlation between the two.
- At CBC/Radio-Canada we strive toachievea balance that reflects society as a whole.
- On mmy senior management team, 5 out of 8 executives are women and that doesn't determine the level of discriminatory or harassment complaints filed..
- As provided to the Canadian Human Rights Commission, as of December 31, 2012; 46.5 % of our employees were women (4002 women /4597 men):
    - 52.4% of executives are women,
    - 46.7% of women are in managerial roles,
    - 46.4% of our on-air talent are women, and
    - 48.1% of our producers are women.
- Leadership is key, and we have a zero tolerance with respect to discrimination and harassment, including sexual harassment, in the workplace.

Others stats/facts if required:

- In 2010, a study conducted by ERIN Research: "The News Balance" revealed that the proportion of female anchors and hosts on CBC radio is 49%, on CBC Television is 63% whereas on competing networks, the overall proportion of women in similar positions is 35%.
- As for Radio-Canada, on all platforms, mornings, afternoons and evenings anchors/hosts are mostly women as well; such as Genevieve Asselin, Céline Galipeau and Pascale Nadeau just to name a few

Q3 In the context of your recent budget cuts, do you think that there are fewer complaints related to harassment being filed because people fear their jobs might be at risk?

- It is difficult to speculate as to the reason behind why people bring forward a complaint or not.
- As in every working environment, there will always be individuals who do not wish to bring forward a complaint.
- That is why we want to ensure that employees know their right to work in a respectful workplace; as respect is the basis of preventing discrimination or harassment in the workplace.

B. CBC/Radio-Canada's HR Governance

Q4 In the OAG's Special Examination Report released last week, one of the three recommendations made for improving CBC's HR practices was aimed at the fact that your People and Culture Department has a high turnaround within its management team.

a. Are you concerned that you could be missing cases of sexual harassment?

- As you heard from other witnesses, we, like them, are more concerned with the idea of people not coming forward with their complaints because of a lack of trust or respect in the workplace.
- With respect to the OAG's recommendation~~'s~~, we believe that we have the proper mechanism and culture in place that will allow employees to bring forward their complaints regardless of ~~turnaround~~ the changes in the HR~~'s~~ management team.
- Employees are aware that there are several options at their disposal should they wish to bring forward a complaint; all parties – employees, managers, union representatives, human resources – play a part in ensuring a workplace free from harassment.

b. Do you have the necessary resources to handle harassment complaints?

- All harassment complaints are dealt with as a top priority. If necessary, additional resources are accessed to deal with formal complaints.
- Senior HR management reviews the nature of the formal complaints and will assign resources to the investigation.
- Typically, HR will not investigate an employee within its own client group (e.g. a corporate resource can be allocated to a case in one of the media lines or vice-versa)
- External investigators can, and have, been used as deemed appropriate whether due to the nature or complexity of the complaint, the location or the individuals involved.

Q5 Which act(s) regulate(s) your HR related matters?

- As a separate employer, we have developed our own HR policies to reflect the nature of the work done by our employees who are in partunionized and non-unionized.
- The policies have been developed and reviewed over the years reflect current legislations and best practices used by other organizations.
- Like any other federal organizations, we are subject to the: Canada Labour Code, Canadian Human Rights Act and the Employment Equity.
- We also have collective agreements with 6 unions representing employees across the country.

Q6 How long have you had a policy on harassment? If the current policy is an updated version, what are the main changes?

- ~~[waiting for more background]~~We have tracked our ~~had an~~ anti-harassment policy back to ~~since at least~~ 1990.
- The most recent policy was put into place February 10, 2010 and it was revised to include the updated grounds of discrimination under the Canadian Human Rights Act, including family status.

Q7 a. What kind of process do you have in place that deals with harassment complaints?

- When HR, management or unions becomes aware of a potential situation of harassment, we all have an obligation to meet with the employee who may have been subject to harassment immediately.
- Employees are informed of the options that are available to them(informal or formal processes – information is also available on our internal website as well as on the various unions' websites).
- With informal processes, we try to find a resolution between employees with the help of their immediate managers, senior manager,unions or HR consultant.
- In the case of a formal process, as soon as there is a written complaint outlining the nature of the allegations, the ~~VP of People and Culture~~Seniorsenior leadership in Human ~~Resroucs~~Resources will ~~review whether an~~assign appropriate resources to conduct~~an investigation~~an investigation ~~is warranted~~.
- Should an investigation be warranted, internal or external legal services, a third party investigator, or HR ~~and unions can all be used to provide support~~might act as investigators depending on the severity and complexity of the case.
- Pending the outcome of the investigation, possible restrictions from a non-disciplinary perspective may be taken.
- Upon a receiving a final report from the investigator, ~~VP of~~ Senior leadership of People and Culture, along with the managers ~~and/or unions~~ ,must determine what type of disciplinary measure must be taken is if the case was founded.
- If the investigative report alludes to future preventive measures that could be taken, the Corporation can also implement longer term recommendations in order to minimize the risk of recurrence.

Q8 What kind of harassment training do you offer your employees? How often do you offer these training? Are there awarenesscampaigns on the subject matter as well?

- All new employees are given copies of the HR policies (a copies are in your information kits).
- Given the low number of cases, we have not done any recent awareness campaign on the subject of discrimination and harassment but we do promote on a regular basis the Employee Assistance Program.
- In 2007, all employees and their managers were required to complete "Respect in the Workplace" training.
- In 2011-12 a training on "Recognition" was offered and sSince October 2012, all employees must take a new mandatory e-learning course that will help them understand what workplace violence is and know what to do if it occurs.
- ~~Other training is available on demand such as:~~ All Human Resources business partners are trained in how to conduct an investigation.
- ~~Currently checking if HR Media Lines/Unions are offering their own training on harassment~~

Q9 Do you favour informal resolutions mechanisms or formal ones?

- Our main priority when resolving harassment case is to deal with issue as quickly as possible.

- When we become aware of apotential situation, we typically meet with the employee who may have been the subject ofdiscrimination or harassment and explain to them their options including informal and formal processes.
- Informal resolutions may include the involvement of management and the union to mediate a resolution between the employees.
- Formal investigations begin once a formal complaint has been filed and senior HR management determines the appropriate investigator.

Q10 When harassment cases are not treated quickly ortaken seriously by management, employees might feel that it isn't worthwhile to file a complaint and risk their job.

a. How long does it take to process each case before a resolution can be made?

- As you can imagine, faced before a serious allegation/complaint such as sexual harassment, we want to resolve the issue as quickly as possible.
- Depending on the severity and complexity of each cases, or whether or not an investigation is warranted, the time to process each cases may vary.
- The goal is to find a balance between being diligent with the facts and ensure fairness to the harasser and not wanting to potentially victimize again the complainer.
- In the three complaints that were filed since January 1, 2010, two of the three were resolved within two months.~~[confirm~~ s.19(1)
- In the third case, resolution took five months; this lengthier process was due to the number of witnesses that were interviewed as part of the formal investigation.
~~. [waiting for reasons as to why a longer investigation then previous two cases]~~

b. What measures do you take to ensure that while there is an on-going investigation that all parties are protected from further harassment?

- Depending on the nature and complexity of the complaint, the HR manager and the employee's manager may deem it necessary to take temporary measures to ensure the safety of the complainant.
- In some cases, it may be appropriate to reassign the ~~complaintant~~complainant to similar work in another department.
- As per our guidelines, while pending Investigation it may be appropriate for respondent to be:
  - On authorized leave with pay
  - Restricted from workplace
  - Or otherwise restricted from communication.

Formatted: Font:

Formatted: Bulleted + Level: 2 + Aligned at: 2.27 cm + Indent at: 2.9 cm

c. Do you have exit interviews? For the employees that felt that they were harassed and that is the main reason for their departure, is that information collected in the exit interviews?

- Yes, exit interviews are conducted by our Shared Services Centre or by Human Resources Business Partners.

- Of the 260 exit interviews conducted since July 2011, 150 were women and their. ~~The~~ main reasons for their departure, in order of significance were:
    - Insufficient compensation
    - Lack of career progression
    - Too few opportunities to develop new skills
    - Concern for job security
- ~~The main reasons for leaving is~~X - ~~waiting to see if we have data on reasons related specifically to harassment.~~
- However, when asked if a new job opportunity would come up in the future, 81% of former employees said they would "gladly come back to the Corporation".

Q11 Aside from the policies and training you have in place, are there specific clauses in the collective agreements that deal with harassment, including sexual harassment?

- Most collective agreements have anti-discrimination clauses, but not harassment clauses.
- The Canadian Media Guild has a formal article regarding harassment (which ultimately refers to CBC/Radio-Canada's HR policy) as well as a *Respect in the Workplace article* (articles 7 & 8).
- The APS CA does not have a specific clause on Harassment but art. 5 refers to CBC/Radio-Canada's HR Policies as being applicable to their members.
- The CUPE/SCFP agreement refers to a workplace free of harassment and refers to the policy to deal with complaints.
- The AR, STARF and SCRC have non-discrimination articles but do not specifically speak to harassment.
- ~~The ASFP (TBC) and other collective agreements do not have language regarding harassment.~~

Q12 We have heard that over the years, many of your senior management start personal relationships with their employees; do you allow senior management and employees to date?

- Like in any other workplace, colleagues can become involved with another colleague or a manager, and it is difficult to prevent such relationships from developing.
- There have been a few occasions where senior managers and employees have become involved.
- When such occasions arise, managers or senior managers (depending on the nature of the working relationship) will ensure that proper reporting mechanism isput in place in order to maintain fairness for both employees and their teams.

Q13 Out of the harassment cases (including sexual harassment) that you have received in recent years:

a. How many cases were founded and what type of disciplinary measure was taken, if any?

- As mentioned, we have 8,599 employees across 48 different locations/cities (27 TV station and 82 Radio stations) across the country.

- Since January 1, 2010, out of 8 harassment cases, three cases were sexual harassments [in 3 different cities – one from English Services (Region) and two from French Services (Region and Network)]; the remainder fell under personal harassment (respect in the workplace, unprofessional conduct).
- One of the cases was filed under CGM's art. 7 of Harassment and the others were filed under the Anti-discrimination and Harassment Policy 2.2.15
- Disciplinary measure were imposed in all three sexual harassmentcases (2 days suspension and training; written reprimand, written reprimand and training).

b. With respect to the sexual harassment cases mentioned, can you give me more information?

- In all cases, the complaints regarded inappropriate comments made by male employees.
- There were no cases of sexual touching or more serious breaches of behaviour.
- All cases occurred between the summer and winter of 2010 in three different cities.
    - One was from English Services (Region)
    - Two were from French Services (Region and Network)
- Additional information cannot be provided to protect the privacy of the employees involved.

c. If an employee was found guilty of harassment, is there a mention that goes into their employment file? How long does the mention or written reprimand stay in their files? We have heard that most federal organization purge the harasser's file within 2 years.

- ~~Whether or not an employee is unionized, a~~Any employee (unionized or not unionized) with a founded harassment case in their file ~~and was disciplined accordingly~~ will have their file purged if no breached has reoccurred within the first two years.

~~**d. With respect to the sexual harassment cases mentioned, can you give me more information?**~~

- ~~In all cases, the complaints regarded inappropriate comments made by male employees.~~
- ~~There were no cases of sexual touching or more serious breaches of behaviour.~~
- ~~All cases occurred between the summer and winter of 2010.~~
- ~~Additional information cannot be provided to protect the privacy of the employees involved.~~

- ~~3 cases~~
    - ~~One was from English Services (Region)~~
    - ~~Two were from French Services (Region and Network)~~

Formatted: Font color: Auto

Formatted: Font color: Auto

CBC Radio-Canada

Breakdown of formal complaints since January 1, 2010

Monique Marcotte <monique.marcotte@cbc.ca> Fri, Mar 1, 2013 at 5:01 PM
To: LILIANE LE <LILIANE.LE@cbc.ca>, Shaun Poulter <shaun.poulter@cbc.ca>

Apologies for getting this to you so late, but here is the breakdown by type of complaint for the past three years.

Monique

--
NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Interim Executive Director, English Services Human Resources / Directrice générale par intérim, Ressources humaines, services anglais
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: Toronto 416.205.3334; Ottawa 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

Formal Investigations CBC-Radio-Canada since 2010-Jan-01 Summary 2013-02-27.xlsx
99K

LILIANE LE <liliane.le@cbc.ca> Fri, Mar 1, 2013 at 5:34 PM
To: monique.marcotte@cbc.ca, shaun.poulter@cbc.ca

Thanks monique.
Shaun fyi, we decided not to incl this in the briefing book as there is too much info for htl but monique will have these tables with her should she need to refer to them.

Liliane Lê
Chef, Relations gouvernementales
Manager, Government Relations
CBC/Radio-Canada
(T) +1.613.288.6272

(C) +1.613.299.5254
liliane.le@cbc.ca

From: Monique Marcotte [mailto:monique.marcotte@cbc.ca]
Sent: Friday, March 01, 2013 05:01 PM
To: LILIANE LE <LILIANE.LE@cbc.ca>; Shaun Poulter <shaun.poulter@cbc.ca>
Subject: Breakdown of formal complaints since January 1, 2010

[Quoted text hidden]

Shaun Poulter <Shaun.Poulter@cbc.ca> Fri, Mar 1, 2013 at 10:13 PM
To: LILIANE LE <LILIANE.LE@cbc.ca>, Monique Marcotte <Monique.Marcotte@cbc.ca>

Good idea.
----Original Message-----
From: LILIANE LE <liliane.le@cbc.ca>
To: Monique Marcotte <Monique Marcotte.EarlyAdopters.Foreign>
To: Shaun Poulter <Shaun.Poulter@CBC.CA>

Sent: 2013-03-01 17:34:07
Subject: Re: Breakdown of formal complaints since January 1, 2010

Thanks monique.
Shaun fyi, we decided not to incl this in the briefing book as there is too much info for htl but monique will have these tables with her should she need to refer to them.

Liliane Lê
Chef, Relations gouvernementales
Manager, Government Relations
CBC/Radio-Canada
(T) +1.613.288.6272
(C) +1.613.299.5254
liliane.le@cbc.ca

From: Monique Marcotte [mailto:monique.marcotte@cbc.ca]
Sent: Friday, March 01, 2013 05:01 PM
To: LILIANE LE <LILIANE.LE@cbc.ca>; Shaun Poulter <shaun.poulter@cbc.ca>
Subject: Breakdown of formal complaints since January 1, 2010

Apologies for getting this to you so late, but here is the breakdown by type of complaint for the past three years.

Monique

--
NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.
[Quoted text hidden]

CBC Radio-Canada

Summary of Formal Investigations since January 1, 2010

3 messages

Monique Marcotte <monique.marcotte@cbc.ca> Sun, Feb 24, 2013 at 2:39 PM
To: Shaun Poulter <shaun.poulter@cbc.ca>, LILIANE LE <LILIANE.LE@cbc.ca>, ROULA ZAAROUR <roula.zaarour@radio-canada.ca>

Hello All,

Attached you will find the summary of all formal investigations (168 in all) conducted within CBC-Radio-Canada since January 1, 2010 to now. The vast majority of these (100 cases = 60%) were discipline cases.

In total, there were 8 harassment cases - these cases break down as follows:

Nature of complaint
1 - CMG article 7 - Harassment
7 - Policy 2.2.15 - Anti-Discrimination and Harassment

Reason of complaint
3 - Sexual harassment
5 - Personal harassment (respect in workplace, unprofessional conduct)

Of the 3 Sexual harassment complaints:
All - allegations were founded
2 - written reprimand
1 - two day suspension
2 - sensitivity training

Shaun - your most recent version indicates that an employee was dismissed with cause - this is not the case. All three employees were disciplined but did not lose their positions. In all three cases, the harassment was based on inappropriate comments made to female employees. None of the cases indicated inappropriate touching or more serious breaches of conduct.

I'm in Ottawa on Monday and back in Toronto for the following days, should you need to reach me.

Take care,
Monique

--
NB - `ve moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Interim Executive Director, English Services Human Resources / Directrice générale par intérim, Ressources humaines, services anglais
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels

People & Culture / Personnes & Culture

Tel. / Tél.: Toronto 416.205.3334; Ottawa 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

Formal Investigations CBC-Radio-Canada since 2010-Jan-01 Summary.xlsx
12K

Shaun Poulter <Shaun.Poulter@cbc.ca> Sun, Feb 24, 2013 at 3:22 PM
To: LILIANE LE <LILIANE.LE@cbc.ca>, Monique Marcotte <Monique.Marcotte@cbc.ca>, ROULA ZAAROUR <ROULA.ZAAROUR@radio-canada.ca>

Thanks Monique. This is helpful.

(I misunderstood your earlier note on the dismissal - we'll adjust the text).

Have you been invited yet to the Prep session with Hubert on Wednesday at 1230?

It would be good if you could be there. It's a videoconference. Francine Lefebvre could get you the technical details.

-----Original Message-----
From: Monique Marcotte <monique.marcotte@cbc.ca>
To: LILIANE LE <LILIANE LE.EarlyAdopters.Foreign>
To: Shaun Poulter <Shaun.Poulter@CBC.CA>
To: ROULA ZAAROUR <ROULA.ZAAROUR@RADIO-CANADA.CA>

Sent: 2013-02-24 14:39:25
Subject: Summary of Formal Investigations since January 1, 2010
[Quoted text hidden]
*NB - `ve moved to Google Mail effective Feb. 2, 2013. If you are still
using Groupwise, please remove my name from your Frequent contacts before
sending an email or I may not receive it.*
[Quoted text hidden]

Monique Marcotte <monique.marcotte@cbc.ca> Sun, Feb 24, 2013 at 3:40 PM
To: Shaun Poulter <Shaun.Poulter@cbc.ca>

You're welcome. Yes, the prep is in my calendar for noon on Wednesday. I'll be working from Toronto but can join a videoconference. I'm just going over the Q&A in prep to meet with Liliane tomorrow.
M.
[Quoted text hidden]
--

NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Interim Executive Director, English Services Human Resources / Directrice générale par intérim, Ressources humaines, services anglais
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: Toronto 416.205.3334; Ottawa 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

CBC Radio-Canada

Monique Marcotte <monique.marcotte@cbc.ca>

VERY URGENT: HARASSMENT LANGUAGE IN THE COLLECTIVE AGREEMENTS

1 message

Monique Marcotte <monique.marcotte@cbc.ca> Sun, Feb 24, 2013 at 4:41 PM
To: Colette Francoeur <colette.francoeur@radio-canada.ca>, Jean-Yan Gagnon <jean-yan.gagnon@radio-canada.ca>, RON OUELLETTE <ouellron@toronto.cbc.ca>, DEZI SINGH <dezi.singh@cbc.ca>
Cc: LILIANE LE <LILIANE.LE@cbc.ca>

Bonjour à tous,

Hubert paraîtra devant un comité parlementaie sur les status des femmes le 5 mars 2013. Nous prévoyons qu'il fera face à des questions sur les cas d'harcèlement à CBC-Radio-Canada. Nous avons établi qu'il y a eu trois cas d'harcèlement sexuel depuis le 1 janvier 2010 (voir sommaire ci-joint).

Pouvez-vous svp me confirmer que les conventions collectives de SCFP, AR, STARF et SCFC n'ont pas de langage spécifique sur l'harcèlement. J'ai revu les conventions sur iO! et je n'ai trouvé que des clauses sur la non-discrimination. **Prière de me revenir avant la fin de journée demain, lundi.**

***

Hubert will appear before a parliamentary committee on the Status of Women on March 5, 2013. We expect that he will have to respond to questions regarding harassment cases at CBC-Radio-Canada. We have established that there have been 3 sexual harassment complaints since January 1, 2010 (see attached summary).

Can you please confirm that the APS agreement does not have language pertaining to harassment. I have already found the CMG language (article 7 and I will also refer to article 8). I reviewed the APS agreement on iO! but didn't find anything in particular. Can you please **get back to me before end of day Monday,**

Thanks, Merci.
Monique

—

NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Interim Executive Director, English Services Human Resources / Directrice générale par intérim, Ressources humaines, services anglais
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: Toronto 416.205.3334; Ottawa 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser

immédiatement par téléphone et en effacer toutes les copies. Merci

Formal Investigations CBC-Radio-Canada since 2010-Jan-01 Summary.xlsx
12K

Jean-Yan Gagnon <Jean-Yan.Gagnon@radio-canada.ca> Mon, Feb 25, 2013 at 7:53 AM
To: MATHIEU LEQUIN <MATHIEU.LEQUIN@radio-canada.ca>
Cc: Monique Marcotte <Monique.Marcotte@cbc.ca>

Salut,

Peux tu prendre en charge cette requete svp.

Merci.

JY

-------- Forwarded message --------
From: Monique Marcotte <monique.marcotte@cbc.ca>
To: Colette Francoeur <colette.francoeur@radio-canada.ca>, Jean-Yan Gagnon <jean-yan.gagnon@radio-canada.ca>, RON OUELLETTE <ouellron@toronto.cbc.ca>, DEZI SINGH <dezi.singh@cbc.ca>
Cc: LILIANE LE <LILIANE.LE@cbc.ca>
Date: Sun, 24 Feb 2013 16:41:21 -0500
Subject: VERY URGENT: HARASSMENT LANGUAGE IN THE COLLECTIVE AGREEMENTS
Bonjour à tous,

Hubert paraîtra devant un comité parlementaie sur les status des femmes le 5 mars 2013. Nous prévoyons qu'il fera face à des questions sur les cas d'harcèlement à CBC-Radio-Canada. Nous avons établi qu'il y a eu trois cas d'harcèlement sexuel depuis le 1 janvier 2010 (voir sommaire ci-joint).

Pouvez-vous svp me confirmer que les conventions collectives de SCFP, AR, STARF et SCFC n'ont pas de langage spécifique sur l'harcèlement. J'ai revu les conventions sur iO! et je n'ai trouvé que des clauses sur la non-discrimination. **Prière de me revenir avant la fin de journée demain, lundi.**

***
Hubert will appear before a parliamentary committee on the Status of Women on March 5, 2013. We expect that he will have to respond to questions regarding harassment cases at CBC-Radio-Canada. We have established that there have been 3 sexual harassment complaints since January 1, 2010 (see attached summary).

Can you please confirm that the APS agreement does not have language pertaining to harassment. I have already found the CMG language (article 7 and I will also refer to article 8). I reviewed the APS agreement on iO! but didn't find anything in particular. Can you please **get back to me before end of day Monday,**

Thanks, Merci.
Monique
–
NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Interim Executive Director, English Services Human Resources / Directrice générale par intérim, Ressources humaines, services anglais
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: Toronto 416.205.3334; Ottawa 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

Formal Investigations CBC-Radio-Canada since 2010-Jan-01 Summary.xlsx
12K

RON OUELLETTE <RON.OUELLETTE@cbc.ca> Mon, Feb 25, 2013 at 9:20 AM
To: DEZI SINGH <DEZI.SINGH@cbc.ca>, Monique Marcotte <Monique.Marcotte@cbc.ca>, Colette Francoeur <Colette.Francoeur@radio-canada.ca>, Jean-Yan Gagnon <Jean-Yan.Gagnon@radio-canada.ca>
Cc: LILIANE LE <LILIANE.LE@cbc.ca>

Hi,

You are correct that the APS CA does not have a specific clause on Harassment. However, Article 5 refers to our HR Policies as being applicable so that would be the way to reference our own Harassment Policy.

Hope this helps,

Ron

----Original Message----
From: Monique Marcotte <monique.marcotte@cbc.ca>
Cc: LILIANE LE <LILIANE LE.EarlyAdopters.Foreign>
To: RON OUELLETTE <RON.OUELLETTE@CBC.CA>
To: DEZI SINGH <DEZI.SINGH@CBC.CA>
To: Jean-Yan Gagnon <Jean-Yan.Gagnon@RADIO-CANADA.CA>
To: Colette Francoeur <Colette.Francoeur@RADIO-CANADA.CA>

Sent: 2/24/2013 4:41:21 PM
Subject: VERY URGENT: HARASSMENT LANGUAGE IN THE COLLECTIVE AGREEMENTS

Bonjour à tous,

Hubert paraîtra devant un comité parlementaie sur les status des femmes le 5 mars 2013. Nous prévoyons qu'il fera face à des questions sur les cas d'harcèlement à CBC-Radio-Canada. Nous avons établi qu'il y a eu trois cas d'harcèlement sexuel depuis le 1 janvier 2010 (voir sommaire ci-joint).

Pouvez-vous svp me confirmer que les conventions collectives de SCFP, AR, STARF et SCFC n'ont pas de langage spécifique sur l'harcèlement. J'ai revu les conventions sur iO! et je n'ai trouvé que des clauses sur la non-discrimination. *Prière de me revenir avant la fin de journée demain, lundi.*

*****

Hubert will appear before a parliamentary committee on the Status of Women on March 5, 2013. We expect that he will have to respond to questions regarding harassment cases at CBC-Radio-Canada. We have established that there have been 3 sexual harassment complaints since January 1, 2010 (see attached summary).

Can you please confirm that the APS agreement does not have language pertaining to harassment. I have already found the CMG language (article 7 and I will also refer to article 8). I reviewed the APS agreement on iO! but didn't find anything in particular. Can you please *get back to me before end of day Monday, *
*
*

Thanks, Merci.
Monique
--
NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.
[Quoted text hidden]

Mathieu Lequin <mathieu.lequin@radio-canada.ca> Mon, Feb 25, 2013 at 10:53 AM
To: Jean-Yan Gagnon <Jean-Yan.Gagnon@radio-canada.ca>, Monique Marcotte <Monique.Marcotte@cbc.ca>, Colette Francoeur <colette.francoeur@radio-canada.ca>

Bonjour,

Voici le résultat de notre vérification des conventions collectives:

SCFP: articles 20.2 - 20.4 et ANNEXE R
AR: Pas de texte spécifique*
SCRC: Pas de texte spécifique*
STARF: Pas de texte spécifique*

**Pas de texte spécifique dans ces ententes mais la Loi (article 247 du Code Canadien du travail) est réputée faire partie intégrante des ententes.*

De plus, la politique interne Politique 2.2.15 : Non-discrimination et harcèlement, s'applique à tous les employés.

Espérant avoir adéquatement répondu à votre question.

Merci,

2013/2/25 Jean-Yan Gagnon <Jean-Yan.Gagnon@radio-canada.ca>
[Quoted text hidden]
---------- Forwarded message ----------
From: Monique Marcotte <monique.marcotte@cbc.ca>
To: Colette Francoeur <colette.francoeur@radio-canada.ca>, Jean-Yan Gagnon <jean-yan.gagnon@radio-canada.ca>, RON OUELLETTE <ouellron@toronto.cbc.ca>, DEZI SINGH <dezi.singh@cbc.ca>
Cc: LILIANE LE <LILIANE.LE@cbc.ca>
Date: Sun, 24 Feb 2013 16:41:21 -0500
Subject: VERY URGENT: HARASSMENT LANGUAGE IN THE COLLECTIVE AGREEMENTS

Bonjour à tous,

Hubert paraîtra devant un comité parlementaie sur les status des femmes le 5 mars 2013. Nous prévoyons qu'il fera face à des questions sur les cas d'harcèlement à CBC-Radio-Canada. Nous avons établi qu'il y a eu trois cas d'harcèlement sexuel depuis le 1 janvier 2010 (voir sommaire ci-joint).

Pouvez-vous svp me confirmer que les conventions collectives de SCFP, AR, STARF et SCFC n'ont pas de langage spécifique sur l'harcèlement. J'ai revu les conventions sur iO! et je n'ai trouvé que des clauses sur la non-discrimination. **Prière de me revenir avant la fin de journée demain, lundi.**

***

Hubert will appear before a parliamentary committee on the Status of Women on March 5, 2013. We expect that he will have to respond to questions regarding harassment cases at CBC-Radio-Canada. We have established that there have been 3 sexual harassment complaints since January 1, 2010 (see attached summary).

Can you please confirm that the APS agreement does not have language pertaining to harassment. I have already found the CMG language (article 7 and I will also refer to article 8). I reviewed the APS agreement on iO! but didn't find anything in particular. Can you please **get back to me before end of day Monday,**

Thanks, Merci.
Monique
--
NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Interim Executive Director, English Services Human Resources / Directrice générale par intérim, Ressources humaines, services anglais
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: Toronto 416.205.3334; Ottawa 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

--

Mathieu Lequin, CRIA

Premier conseiller aux relations industrielles
Services français, Personnes et Culture
Téléphone: 514 597 4725 (1-141-4725)
Télécopieur : 514 597 4562 (1-141-4562)

@: mathieu.lequin@radio-canada.ca

CBC Radio-Canada

Monique Marcotte <monique.marcotte@cbc.ca>

Revised Q&A and additional background information (Status of Women)

1 message

LILIANE LE <liliane.le@cbc.ca> Fri, Mar 1, 2013 at 5:14 PM
To: Hubert T Lacroix <ht.lacroix@cbc.ca>, "Chambers, Bill" <bill.chambers@cbc.ca>, Martine Menard <martine.menard@cbc.ca>, Shaun Poulter <shaun.poulter@cbc.ca>
Cc: Stephanie Duquette <stephanie.duquette@radio-canada.ca>, ANGUS MCKINNON <angus.mckinnon@cbc.ca>, France Belisle <france.belisle@radio-canada.ca>, Monique Marcotte <monique.marcotte@cbc.ca>

As discussed, attached are:

1) Revised Q&A
2) Additional analysis of ATI requests related to harassment
3) Numbers of Employees (data as of Dec 31, 2013)

Bon wend.

--

Liliane Lê
Chef, Relations gouvernementales
Manager, Government Relations
CBC/Radio-Canada
T: +1.613.288.6272
C: +1.613.299.5254
Liliane.Le@cbc.ca
CBC Radio-Canada

3 attachments

4 Q&A Draft 3 LL.docx
47K

3.a Analysis of ATI requests related.pdf
147K

WOMEN-2010-2012.pptx
226K

CBC Radio-Canada Monique Marcotte <monique.marcotte@cbc.ca>

Fwd: Status of Women Remarks DR5.docx

7 messages

LILIANE LE <liliane.le@cbc.ca> Thu, Feb 28, 2013 at 6:57 PM
To: Monique Marcotte <monique.marcotte@cbc.ca>

Hi Monique,

Can we meet tomorrow to go over some of these comments from HTL as well as checking on all the misc info we were looking at? not sure if you have time in the morning - but ideally, we can finalize this so I can send it to translation so the FRE version can be adjusted.

The only time I am not free tomorrow is at noon. got a lunch, but if its the only time you have I will take the slot.

Thanks!
Liliane

-------- Forwarded message --------
From: **Stephanie Duquette** <Stephanie.Duquette@radio-canada.ca>
Date: 28 February 2013 16:24
Subject: Status of Women Remarks DR5.docx
To: Bill Chambers <Bill.Chambers@cbc.ca>, LILIANE LE <LILIANE.LE@cbc.ca>, Martine Menard <Martine.Menard@cbc.ca>, Shaun Poulter <Shaun.Poulter@cbc.ca>

Hello everyone,

Here is the latest version of the remarks.

Liliane : Did we "analyse" the 1400 pages as we had discussed? Do we know when the last complaint was closed?

Shaun : I assume you'll get the french version adjusted.

Thanks,

Stephanie

--
Liliane Lê
Chef, Relations gouvernementales
Manager, Government Relations
CBC/Radio-Canada
T: +1.613.288.6272
C: +1.613.299.5254
Liliane.Le@cbc.ca

CBC Radio-Canada

Monique Marcotte <monique.marcotte@cbc.ca>

Briefing book for Status of Women Committee

6 messages

LILIANE LE <liliane.le@cbc.ca> Mon, Feb 25, 2013 at 8:29 PM
To: Hubert T Lacroix <ht.lacroix@cbc.ca>, "Chambers, Bill" <bill.chambers@cbc.ca>, Monique Marcotte <monique.marcotte@cbc.ca>, Shaun Poulter <shaun.poulter@cbc.ca>, Stephanie Duquette <stephanie.duquette@radio-canada.ca>, ANGUS MCKINNON <angus.mckinnon@cbc.ca>, France Belisle <france.belisle@radio-canada.ca>
Cc: Martine Menard <martine.menard@cbc.ca>, ROULA ZAAROUR <roula.zaarour@radio-canada.ca>

Bonsoir à tous,

Attached is the briefing book (still in progress) for HTL & MM's appearance before the Standing Committee on March 5 at 11 am. You will find attached:

- Profile of Committee Members
- CBC/Radio-Canada HR facts & statistics
- Summary of testimonials
- Possible Questions & Answers
- CBC/Radio-Canada's (Policy on Harassment, Policy on Discipline, Policy on Prevention on Work Place Violence)
- Get the Facts & John Abbott College Statement
- Transcripts and articles from Sun TV/QMI

A mercredi.
Liliane

--

Liliane Lê
Chef, Relations gouvernementales
Manager, Government Relations
CBC/Radio-Canada
T: +1.613.288.6272
C: +1.613.299.5254
Liliane.Le@cbc.ca

15 attachments

0 Table of contents.docx
16K

2 Committee Members Profile.docx
521K

3 a. Analysis of complaints ATIP A-2012-00029.xlsx
12K

3 b Summary of complaints since 2010 by location.xlsx
12K

4 Q&A Draft 2 1530.docx

39K

Appendix A 2.2.10 Discipline policy .docx
29K

Appendix A 2.2.15 Harassment policy.docx
36K

Appendix A 2.2.22 Prevention of work place violence.docx
44K

Appendix B Get the facts.pdf
188K

Appendix B John Abott Statement Jan 30 2013.pdf
59K

Appendix C February 1 2013 - Brian Lilley - Questionnable conduct at CBC - Sun News .doc
39K

Appendix C February 1 2013 - Ezra Levant - Uncharitable Suzuki's - Sun News.doc
40K

Appendix C January 30 2013 - Brian Lilley - Questionnable conduct at CBC - Sun News.doc
41K

Appendix C January 31 2013 - Ezra Levant - Suzuki's campus visit - Sun News.doc
53K

Appendix C Sun QMI.pdf
1533K

LILIANE LE <liliane.le@cbc.ca> Mon, Feb 25, 2013 at 8:35 PM
To: Hubert T Lacroix <ht.lacroix@cbc.ca>, "Chambers, Bill" <bill.chambers@cbc.ca>, Monique Marcotte <monique.marcotte@cbc.ca>, Shaun Poulter <shaun.poulter@cbc.ca>, Stephanie Duquette <stephanie.duquette@radio-canada.ca>, ANGUS MCKINNON <angus.mckinnon@cbc.ca>, France Belisle <france.belisle@radio-canada.ca>
Cc: Martine Menard <martine.menard@cbc.ca>, ROULA ZAAROUR <roula.zaarour@radio-canada.ca>

Désolée, il manquait une dernière p.j. lorsque j'ai envoyé mon courriel plus tôt.

[Quoted text hidden]

3. b Summary of testemonials.docx
22K

Shaun Poulter <Shaun.Poulter@cbc.ca> Mon, Feb 25, 2013 at 9:00 PM
To: ANGUS MCKINNON <ANGUS.MCKINNON@cbc.ca>, Bill Chambers <Bill.Chambers@cbc.ca>, Hubert T Lacroix <ht.lacroix@cbc.ca>, LILIANE LE <LILIANE.LE@cbc.ca>, Monique Marcotte <Monique.Marcotte@cbc.ca>, France Belisle <France.Belisle@radio-canada.ca>, Stephanie Duquette <Stephanie.Duquette@radio-canada.ca>
Cc: Martine Menard <Martine.Menard@cbc.ca>, ROULA ZAAROUR <ROULA.ZAAROUR@radio-canada.ca>

Good work Liliane. Thanks for this.
-----Original Message-----
From: LILIANE LE <liliane.le@cbc.ca>
To: Bill Chambers <Bill.Chambers@CBC.CA>
To: Monique Marcotte <Monique Marcotte.EarlyAdopters.Foreign>
To: ANGUS MCKINNON <ANGUS.MCKINNON@CBC.CA>

CBC Radio-Canada

Monique Marcotte <monique.marcotte@cbc.ca>

Salutations!

5 messages

Hubert T Lacroix <ht.lacroix@cbc.ca> Fri, Mar 1, 2013 at 5:25 PM
To: Monique Marcotte <Monique.Marcotte@cbc.ca>

Monique,

Will you be able to speak to the contents of the 1594 pages? For example, if a Ctte member asks, "Mme marcotte, did you look at the content of these pages"?

Monique Marcotte <monique.marcotte@cbc.ca> Fri, Mar 1, 2013 at 6:53 PM
To: Hubert T Lacroix <ht.lacroix@cbc.ca>

Hello Hubert. Yes, I went through the pages myself to create the data and ensure I could speak to them. I am quite comfortable speaking to the cases therein.
Bon weekend,
Monique
On 2013-03-01 5:25 PM, "Hubert T Lacroix" <ht.lacroix@cbc.ca> wrote:
>
>
> Monique,
>
> Will you be able to speak to the contents of the 1594 pages? For example, if a Ctte member asks, "Mme marcotte, did you look at the content of these pages"?

Hubert T Lacroix <ht.lacroix@cbc.ca> Fri, Mar 1, 2013 at 6:55 PM
To: Monique Marcotte <Monique.Marcotte@cbc.ca>

Thanks a whole bunch.

-----Original Message-----
From: Monique Marcotte <monique.marcotte@cbc.ca>
To: Lacroix, Hubert T <ht.lacroix@CBC.CA>
Sent: 01/03/2013 6:53:38 PM
Subject: Re: Salutations!

Hello Hubert. Yes, I went through the pages myself to create the data and ensure I could speak to them. I am quite comfortable speaking to the cases therein.
Bon weekend,
Monique
On 2013-03-01 5:25 PM, "Hubert T Lacroix" <ht.lacroix@cbc.ca> wrote:
>
>
> Monique,

>
> Will you be able to speak to the contents of the 1594 pages? For example, if a Ctte member asks, "Mme marcotte, did you look at the content of these pages"?

Monique Marcotte <monique.marcotte@cbc.ca> Fri, Mar 1, 2013 at 7:14 PM
To: ROULA ZAAROUR <roula.zaarour@radio-canada.ca>

Fyi.

---------- Forwarded message --------
From: "Hubert T Lacroix" <ht.lacroix@cbc.ca>
Date: 2013-03-01 6:55 PM
Subject: Re: Salutations!
To: "Monique Marcotte" <Monique.Marcotte@cbc.ca>

Thanks a whole bunch.

-----Original Message-----
From: Monique Marcotte <monique.marcotte@cbc.ca>
To: Lacroix, Hubert T <ht.lacroix@CBC.CA>

Sent: 01/03/2013 6:53:38 PM
Subject: Re: Salutations!

Hello Hubert. Yes, I went through the pages myself to create the data and ensure I could speak to them. I am quite comfortable speaking to the cases therein.
Bon weekend,
Monique
On 2013-03-01 5:25 PM, "Hubert T Lacroix" <ht.lacroix@cbc.ca> wrote:
>
>
> Monique,
>
> Will you be able to speak to the contents of the 1594 pages? For example, if a Ctte member asks, "Mme marcotte, did you look at the content of these pages"?

ROULA ZAAROUR <ROULA.ZAAROUR@radio-canada.ca> Fri, Mar 1, 2013 at 8:12 PM
To: Monique Marcotte <Monique.Marcotte@cbc.ca>

:-)

>>> Monique Marcotte <monique.marcotte@cbc.ca> 1 March, 2013 19:14 >>>

Fyi.

---------- Forwarded message ----------
From: "Hubert T Lacroix" <ht.lacroix@cbc.ca>
Date: 2013-03-01 6:55 PM

name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

—

NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

Mémoire

EDIS

Sent to Shaun + Lilliane 13-Mar-2013

HOUSE OF COMMONS
CHAMBRE DES COMMUNES
CANADA

Standing Committee on the Status of Women

Comité permanent de la condition féminine

TÉMOIGNAGES NUMBER 62,
TÉMOIGNAGES DU COMITÉ NUMÉRO 62

UNEDITED COPY - COPIE NON ÉDITÉE

PUBLIC PART ONLY - PARTIE PUBLIQUE SEULEMENT

Le mardi 5 mars 2013 - Tuesday, March 5, 2013

* * *

(1100)

[*Français*]

La présidente (Mme Marie-Claude Morin (Saint-Hyacinthe—Bagot, NPD)): Nous sommes prêts à commencer. J'invite les gens à s'asseoir. Bienvenue à la séance n° 62 du Comité permanent de la condition féminine. Conformément à l'article 108(2) du Règlement, nous poursuivons notre étude sur le harcèlement sexuel dans les milieux de travail fédéraux.

Aujourd'hui, nous avons un panel avec la Société Radio-Canada. Je souhaite la bienvenue à M. Hubert T. Lacroix, le président-directeur général, et Mme Monique Marcotte, la directrice

générale ~~par intérim~~ aux ressources humaines. Je ne lirai pas votre titre au complet, il est long, mais je pense que cela en dit assez.

Voilà la façon dont nous fonctionnerons. Vous aurez 10 minutes pour faire votre allocution. Lorsqu'il restera une minute, je vais vous l'indiquer. Ensuite, nous passerons à une ronde de questions.

Vous pouvez commencer sans plus tarder. Nous vous écoutons.

[*English*]

Mr. Hubert T. Lacroix (President and Chief Executive Officer, Canadian Broadcasting Corporation): Madam Chairman, bonjour. Members of the committee, good morning.

Thank you for allowing Monique and me to appear before you today and to participate in your study on sexual harassment in the federal workplace.

Let me start with a quote if I can.

> CBC/Radio-Canada considers all forms of discrimination, including discriminatory and sexual harassment, to be unacceptable. It will not tolerate its occurrence and will make every reasonable effort to ensure that no employee is subject to it.

That commitment actually comes from our corporation's policy on anti-discrimination and harassment which is posted on our website. You have a copy before you.

[*Français*]

Cette politique définit la discrimination et le harcèlement discriminatoire, en donne des exemples, explique des mécanismes de recours, y compris les mesures disciplinaires et les représailles, établit les dispositions concernant la confidentialité et explique aux employés comment ils, ou elles, peuvent agir en cas de plaintes ou de préoccupations.

Avec notre politique sur la prévention de la violence en milieu de travail et notre politique sur les mesures disciplinaires que vous avez également devant vous, notre société s'efforce de faire en sorte que tous les employés de CBC/Radio-Canada soient traités avec dignité et respect. Lorsque ce n'est pas le cas, nous agissons le plus rapidement possible.

CBC/Radio-Canada compte actuellement 8 599 employés partout au Canada, dont 4 597 hommes et 4 002 femmes. Au cours des trois dernières années, pour l'ensemble des 48 villes canadiennes et des territoires où nous sommes présents, la société a reçu un total de trois plaintes pour harcèlement sexuel. Dans un cas, l'employé a reçu une réprimande écrite. Dans le deuxième, l'employé a reçu une réprimande écrite et a reçu l'ordre de suivre une formation de sensibilisation. Dans le troisième cas, l'employé a été suspendu pour deux jours et a également reçu l'ordre de suivre une formation de sensibilisation.

En ce qui me concerne, évidemment, une seule plainte en est une de trop, et nous essayons constamment d'améliorer notre dossier. Depuis 2007, tous les employés de l'organisation ainsi que leurs gestionnaires ont dû suivre une formation sur le respect en milieu de travail, incluant le PDG. Cette formation était un programme conjoint, développé et offert tant par les syndicats que par la société. À l'heure actuelle, nous offrons en ligne une séance de formation sur la violence en milieu de travail, qui doit être suivie par tous nos employés, incluant, encore une fois, le PDG.

[*English*]

Today, across the entire corporation, we do not have a single outstanding complaint of sexual harassment. I am proud of our continuing efforts to ensure that people who work at CBC/Radio-Canada can thrive in an environment that is free from harassment of any kind.

Given our record, you might wonder why you have been seeing stories in Quebecor newspapers, the *Sun* and *Le Journal de Montréal*, and also on the television network Sun TV suggesting that CBC/Radio-Canada is a hotbed of sexual harassment. Québecor Média based its story on an access to information request which it made and which asked for, and I quote, "copies of all documents including e-mails, complaints, memos, internal reports, etc. regarding reports of harassment or inappropriate behaviour involving CBC employees since January 1, 2010, limited to Toronto and Ottawa".

We provided this information. There's a copy right here in front of me of the 1,454 pages, mostly e-mails between human resources staff, working to resolve human resources issues. Most of those details are blacked out because they contain personal information. That's the law. Québecor's Brian Lilley used that as an excuse for speculation and innuendo. Here I quote from a QMI story that ran in *Le Journal de Montréal* on January 31.

(1105)

[*Français*]

« CBC/Radio-Canada a remis une pile de documents faisant état de 1 454 dossiers traités entre le 1er janvier 2010 jusqu'à la moitié de 2012 et ce, uniquement au bureau de Toronto et d'Ottawa ».

[*English*]

Lilley further linked the CBC to sexual harassment at the RCMP, and linked us also to the recent revelations of sexual abuse at the BBC, the now famous Jimmy Savile story. He insists that he's just doing his job, holding us to account. Well, if that were true, you would think he might have asked us a single question before he launched his attack. If he had, we could have told him the facts: of the two locations he requested, Toronto and Ottawa, over the time period he requested, since January 1, 2010, we have had one complaint of sexual harassment, which we addressed.

Sexual harassment in the federal workplace is a serious issue and deserves to be treated as a serious issue.

Last fall David Suzuki, CBC host of *The Nature of Things*, was invited by Montreal's John Abbott College to speak to students. Another access for information request for all the documents about this visit followed, and then a few weeks ago Quebecor was at it again. Sun TV's Ezra Levant used the documents to make this outrageous claim: that David Suzuki was, and I'm quoting, "procuring girls to be his escorts". You have copies of his stories and transcripts of his program in front of you. Once again, untrue. Once again, the Quebecor employee didn't check with the college, with David Suzuki, or anyone else who would actually tell him that his allegations were false.

After his first story, John Abbott College responded, a copy of which you also have in front of you. I'd like to read one section:

> There was no rider in Dr. Suzuki's contract specifying the gender or dress code of those assisting him throughout the day. The negative comments and innuendoes made are demeaning to those students and to the college.

The statement concludes:

> The college is committed to providing our students with an expansive view of society to assist them on their path to becoming critical thinkers. It is a shame that along the way, they are also witnesses to the falsification of information considered to be acceptable practice by news professionals.

[*Français*]

Je ne m'attends pas à ce que Sun Media change de stratégie, mais je crois qu'il est important de corriger les faits, surtout lorsque, de façon délibérée, ils induisent les Canadiens en erreur lorsqu'ils utilisent comme arme pour servir leurs propres intérêts un enjeu aussi sérieux que le harcèlement sexuel. Je suis certain, cependant, de ne pas être le premier à se sentir traité de façon injuste ou incorrecte par un journaliste. Il y a même probablement certaines personnes qui n'ont pas apprécié le traitement que leur a réservé CBC/Radio-Canada et peut-être dans cette salle aujourd'hui. Ils doivent se dire: « Lacroix, bienvenue à bord ». C'est de bonne guerre.

Cependant, il y a tout de mêmes certaines différences importantes en CBC/Radio-Canada et Quebecor Médias. Chez CBC/Radio-Canada, nous avons des normes journalistiques qui nous servent de guide. Nos normes et pratiques journalistiques expliquent comment nos journalistes doivent faire leur travail. En fait, ce guide sert de modèle pour d'autres organes de presse dans le monde. Nous avons également deux ombudsmen qui enquêtent sur les plaintes concernant la couverture injuste d'un sujet et qui produisent un rapport accessible au public.

Devrait-il y avoir un débat sur la radiodiffusion publique? Certainement. Il devrait y avoir un débat sur CBC/Radio-Canada, sur les services que nous offrons, sur la façons dont nous réagissons aux incidents liés au harcèlement ou à la violence en milieu de travail. Mais pour être utile, le débat doit s'appuyer sur autre chose que des attaques non fondées, lancées par un concurrent médiatique.

Je vous remercie de m'avoir écouté. L'étude que vous faites est importante. Monique et moi nous ferons un plaisir de répondre à vos questions.

La présidente: Merci. C'était très intéressant. Nous allons, dès maintenant, passer à la période de questions. Nous commençons avec Mme Truppe. Vous disposez de sept minutes.

(1110)

[*English*]

Mrs. Susan Truppe (London North Centre, CPC): Thank you, Madam Chair. Thank you for being here today. I'm glad to hear that sexual harassment in the federal workplace is a serious issue. I appreciate that.

Just so I'm understanding, in your report—I know the people who are attacking you—you indicated they asked for copies of everything, and then you gave them copies of everything. I guess I wasn't clear on this: where are they getting the data, that they're accusing you of having so much more than what you're saying you have? Where is this data coming from that they're getting? What made them ask you to provide those 1,500 pages, for example?

Mr. Hubert T. Lacroix: As you know CBC Radio-Canada is subject to access to information. Any kind of request made by a requester is sent to us. We analyze the request, and as you know the mechanism of the act says that we have to respond when it's a question of general administration which this was. We were very proud to provide them with the 1,000 whatever pages and they decided to write it up in that way. We provided to them those pages.

Mrs. Susan Truppe: So you provided the pages, but are they saying that they found information in those pages that would be relevant to sexual harassment?

Mr. Hubert T. Lacroix: I'll ask Monique to tell you exactly what was in those pages.

Mrs. Susan Truppe: I'm just wondering where they found this information from.

Mr. Hubert T. Lacroix: Your guess is as good as mine.

Mrs. Susan Truppe: The stats are so different. I mean they're way off compared to what you're saying.

Mrs. Monique Marcotte (Interim Executive Director, English Services Human Resources; Executive Director, Strategic Planning and Human Resources Corporate Groups, People and Culture, Canadian Broadcasting Corporation): I've gone through the 1,454 pages in detail and in there found that first of all the request was for incidents of sexual harassment, or inappropriate behaviour. We interpreted inappropriate behaviour to be any disciplinable offence. So within those 1,400 plus pages there are 62 complaints of which 23 are informal complaints, 8 were withdrawn, and the remaining 31 were formal complaints. Within those 31 there was one incident of sexual harassment.

Mrs. Susan Truppe: Thank you.

How do you collect your data? How do you get your data?

Mrs. Monique Marcotte: Each of our human resources bureaus is responsible for ensuring that we keep records regardless of whether it's a formal complaint related to sexual harassment, or another matter. All formal complaints we keep on file. In terms of tracking we just started to track in terms of the trends as to what the incidences, or what the nature of the complaints are. We also keep informal records for informal complaints because we do obviously have informal complaints that an employee might be bring forward. Those generally we destroy after if the complaint is either withdrawn, or the employee settled the matter between themselves.

Mrs. Susan Truppe: I guess I'm just trying to understand. How is the training provided to the women for example at CBC. Is there an area, is there a harassment coordinator? What's the series of events that happen if someone has a complaint?

Mrs. Monique Marcotte: Once we become aware of a complaint, whether it's anecdotal or third party, or even directly there are a number of ways an employee can access, or can advise either through human resource, and we have bureaus in all of the major centres in Canada. They can also advise through their union whether a union rep or ~~union~~ member of their executive, or their national union office, or they can also advise their manager. If their manager is the subject of the complaint obviously it wouldn't be appropriate to advise their manager in which case they would either advise the manger of the manager, or they would come through one of the other venues. Once we become aware we meet immediately with the employee and we discuss the nature of the behaviour, and we discuss with them what their options are in terms of either an informal complaint, which is generally a type of mediated complaint, or a formal complaint which begins a formal investigation process.

Mrs. Susan Truppe: Thank you.

Now you said there was one case of sexual harassment. Is that right?

Mrs. Monique Marcotte: Within the documents provided under the ATIP request there was one. Since January 1, 2010 within the organization we have had three formal complaints of sexual harassment.

(1115)

Mrs. Susan Truppe: What's the difference between formal and not formal? Would informal be someone who doesn't want to take it to the next level?

Mrs. Monique Marcotte: We will always discuss with them what their options are. An informal complaint is generally we mediate with the employee. It's not a formal process. A formal complaint kicks in when a written complaint is filed with human resources. Then what happens is that we do a triage with senior management in the human resources department as to ~~whether~~ who will conduct the investigation. Human resources will not conduct investigations for

our own client groups. So as an example I support corporate clients. I would not conduct an investigation with my clients because I'm familiar with a lot of the managers and the employees. We try and ensure that we have an objective party who can conduct the investigation. At times if required we will bring in third party investigators. Sometimes it's because of the complexity, the location.

The Chair: One minute.

Mrs. Monique Marcotte: In terms of the types of complaints that we manage, they can be from sexual harassment to misuse of a corporate card to lack of respect in the work place. That's something that we're very focused on, is lack of respect. It runs really the gamut of human behaviour.

Mrs. Susan Truppe: But you differentiate between harassment and sexual harassment, right?

Mrs. Monique Marcotte: Yes, we do.

Mrs. Susan Truppe: We've had witnesses in the last few months and not everybody differentiates between it. They might have x number of harassment complaints but there may be none or a high level of sexual harassment.

Mrs. Monique Marcotte: So we have had eight complaints of harassment within those three years that I spoke of earlier, three of which were sexual harassment. The remainder were more in the area of personal harassment which actually falls under our prevention of work place violence policy.

Mrs. Susan Truppe: Then just very quickly, is there any type of survey that you take within your employees so that you know if it's harassment or sexual harassment? Is that separated as well?

Mrs. Monique Marcotte: We've recently conducted two surveys, one in 2010 and we did what we'd call a mini survey or pulse survey in 2012. We didn't have per se specific questions on harassment but we did have questions on respect in the work place. In 2010, 54% of the employees responded that they felt that they had experienced respect in the work place regardless of their title. In 2012, we did a check-in on that and the results were much better.

Mrs. Susan Truppe: Thank you.

[*Français*]

La présidente: Merci. Je suis désolée. Je suis obligée de couper.

Alors, maintenant, on va passer du côté de l'opposition officielle, avec Mme Day.

Vous avez sept minutes.

Mme Anne-Marie Day (Charlesbourg—Haute-Saint-Charles, NPD): Merci, madame la présidente. Je vais séparer mon temps avec Mme Irene Mathyssen.

Alors, j'aurais une question qui porte sur le vif du sujet. Votre compétiteur principal a fait une demande à ses propres journaux et autres médias, avançant que, dans le cadre d'une demande d'accès à l'information, 1 454 documents avaient été transmis concernant les comportements déplacés parmi les employés de Radio-Canada. Il apparaît toutefois que, malgré l'information véhiculée par votre principal compétiteur, votre organisation ne compte pas ces cas en question et qu'on a réitéré pour une dizaine de cas au total.

Pourriez-vous confirmer à nouveau cette affirmation? Considérez-vous la diffusion d'information biaisée une attaque en règle de votre principal compétiteur pour tenter de miner la crédibilité de votre organisation?

M. Hubert T. Lacroix: Vous avez entendu, de Monique et de moi, que la réponse à la demande d'accès à l'information de Québecor était un cas à travers l'organisation et que, depuis 2010, partout dans d'autres locations — on en a un total de trois —, les gens de Québecor Média choisissent d'interpréter ça comme ils le veulent.

Je vous ai cité, tout à l'heure, les mots qui sortent du *Journal de Montréal*, où l'on dit que 1 454 dossiers ont été traités, entre le 1er janvier 2010 jusqu'à la moitié de 2012. On exagère ce genre d'étape et c'est pour ça qu'on est devant vous, madame, aujourd'hui. C'est pour rétablir les faits, parce que, pour nous, pour n'importe quelle forme de harcèlement, c'est super important qu'on y accorde beaucoup d'attention.

Tout à l'heure, Monique vous a raconté que, en fait, en réponse à la question « quel genre d'initiatives nous avons », ça parle du pdg qui, lui aussi, s'assoit dans les ateliers de respect, autant que n'importe quel autre employé de CBC/Radio-Canada. Alors, c'est super important. Au sujet des intentions de Québecor, c'est difficile pour moi d'en parler.

Mme Anne-Marie Day: Donc, ça représente un infime pourcentage, comme vous venez de le confirmer à nouveau, ce qui est très positif.

Pouvez-vous me dire quels sont les mécanismes qui sont mis de l'avant par votre organisation? Vous avez parlé de formation, tout à l'heure, mais à l'intérieur de ces formations, au niveau des ressources humaines, comment ça se passe?

(1120)

Mme Monique Marcotte: Premièrement, tous les employés, en 2007, ont pris de la formation sur le respect dans le milieu de travail, incluant les ressources humaines. Actuellement, comme l'a dit tout à l'heure Hubert, tous les employés doivent prendre une formation en ligne sur la prévention de la violence dans le milieu de travail. En plus, les ressources humaines offrent une formation, ~~à chaque nouvel employé. Toutefois, aussi~~, en 2010, tous les employés, à ce moment-là, et les nouveaux arrivés depuis prennent une formation sur les enquêtes formelles. Donc, cela

porte sur la séquence d'événements qui doivent avoir lieu, une fois qu'une plainte formelle est reçue.

Mme Anne-Marie Day: Alors, votre organisation est active depuis de nombreuses années. On sait que, historiquement, la structure est connue pour avoir dénombré des cas importants entre les employés de différents conflits. Comment décrivez-vous le climat de travail actuel, en matière de respect et de sécurité des employés au travail?

Mme Monique Marcotte: Je vais vous citer quelque chose. On vient tout juste de faire un sondage auprès des employés, en novembre 2012. À ce moment-là, 86 % des employés ont répondu d'une façon favorable au commentaire que la Société Radio-Canada appuie la diversité dans le milieu de travail et reconnaît la valeur des différences humaines. Donc, c'est, quand même, un résultat très positif. Et, c'est aussi un résultat dont le pourcentage est monté de 12 points, par rapport au sondage de 2010. C'était bien, en 2010, mais on a encore fait, je crois, du chemin positif, depuis.

M. Hubert T. Lacroix: Je vais juste compléter la réponse de Mme Marcotte. Dans les priorités que la direction de CBC-Radio-Canada a clairement instituées depuis 2008, les personnes sont la première priorité. Il y a ensuite les programmes et, en troisième lieu ce qu'on appelle « la planification stratégique ».

On a travaillé très fort pour essayer d'améliorer nos relations, de les rendre plus transparentes et travailler avec nos syndicats, et ensemble, comme vous l'avez entendu tout à l'heure, les démarches et les séminaires de *Respect in the workplace*, c'est-à-dire le respect dans le milieu de travail. Il s'agit d'une initiative conjointe entre les syndicats et les équipes de direction pour s'assurer que cette valeur soit bien expliquée, une valeur sur laquelle on bâtit surtout dans un environnement compliqué qu'est celui des médias aujourd'hui.

Mme Anne-Marie Day: Pourriez-vous dire que le fait que cette nouvelle soit sortie chez votre compétiteur a augmenté le niveau de stress et est-ce que cela aurait causé une certaine frustration à une partie du personnel?

M. Hubert T. Lacroix: Lorsqu'on lit des nouvelles de ce genre, qui ne donnent pas l'heure juste aux Canadiens, cela fait en sorte qu'on se présente devant vous, aujourd'hui, et qu'on veuille rétablir ces faits. C'est très important pour vous de comprendre à quel point, pour nous, chez CBC-Radio-Canada, ce genre de valeurs humaines sont des valeurs dans lesquelles on investit et qu'on protège.

Quand les gens attaquent CBC-Radio-Canada de cette façon, il est très certain que le PDG va se lever et dire que c'est inacceptable, voici les faits, et c'est ce qu'on vous présente aujourd'hui.

Mme Anne-Marie Day: Je vais laisser le reste de mon temps à ma collègue.

Mme Irene Mathyssen (London—Fanshawe, NPD): Merci, madame Day.

[*English*]

Thank you very much, Monsieur Lacroix and Madame Marcotte, for bringing this information to us, for your quick response to complaints, and your very obvious concern to address sexual harassment.

The Chair: You have one minute.

Ms. Irene Mathyssen: It is a form of violence and to that end I would like to bring a motion to this committee:

> That the committee conduct a study of the recommendations of the Panel on Violence Against Women in Canada and that it report to the House on the progress made towards each specific recommendation, including an action plan to complete those recommendations not yet implemented; and that the committee set aside adequate time and resources to hear from witnesses who could assist in the study; and that each caucus submit names to the clerk to ensure the thoroughness of the study.

I have a copy of that motion for the clerk and I'm providing notice of that motion.

Thank you.

If there's any time left at all, I'd like to say that it concerns me very much that in a situation where we're depending on the veracity of the media that there would be false accusations and a deliberate or an apparent skewing of information and data. I'm wondering what your response would be, *peut-être* in writing.

Merci.

(1125)

[*Français*]

La présidente: Je dois vous interrompre, madame Mathyssen.

Merci.

Nous poursuivons avec Mme O'Neill Gordon pour sept minutes.

[*English*]

Mrs. Tilly O'Neill Gordon (Miramichi, CPC): Thank you, Madam Chair, and thank you both for taking time to be with us here today. This has certainly been a thorough study for our committee and the more we go through it we learn that every department works towards having a sexual harassment-free workplace, or just a free harassment place. It is very important to see that civil servants and all workers go to their day's work facing the regular challenges and not have to worry about all the sexual harassment or any other harassment, because as they do their day's work they face enough challenges as it is.

When you talk about training, one question I had, is this training mandatory? Is it something they get every year? Is it just something they take when they come in the first time? How does that work?

Mrs. Monique Marcotte: There are a number of things again, mandatory training for respect in the workplace, which occurred in 2007; and mandatory training for prevention of violence in the workplace, which includes the concept of bullying and ostracizing. So that is mandatory training. We have an obligation under legislation to review our policy every three years. To the best of my knowledge, I believe we have to renew our training on that same cycle.

New employees who come in must review all management policies, including the anti-harassment and discrimination policy, including the violence in the workplace policy. Human resources has mandatory training when it comes to the formal investigation or process as I mentioned earlier.

Mrs. Tilly O'Neill Gordon: Now is this training paid for by any .... Is there any training paid for by the individual or is it all paid by the CBC?

Mrs. Monique Marcotte: It's all provided by the CBC. The prevention of work place violence is an online training. So basically the employee logs in and we tag who's had it and who hasn't had it. But all mandatory training .... When it's mandatory by the employer, our practice is that we pay for it.

Mrs. Tilly O'Neill Gordon: We talked about sensitivity training and is this general training different from the sensitivity training and is it just sensitivity training just taken when they're reprimanded?

Mrs. Monique Marcotte: The sensitivity training was very targeted training. The case that I'm familiar with, the individual in question was suspended for two days and given the events that brought the complaint, we were very targeted in the type of training that we provided the respondent in that case. So we try to make sure that whatever training that we provide, it's very specific to the events of the file.

Mrs. Tilly O'Neill Gordon: What is your policy's definition of sexual harassment? Do you have a definition of that?

Mrs. Monique Marcotte: I'll refer to the policy if you ....

Mr. Hubert T. Lacroix: Of which also you have I think a copy.

Mrs. Monique Marcotte: There's a copy. It's very specific.

Sexual harassment on page 4 of the policy, at least on my copy, on the bilingual copy, is defined as:

> As defined in the Canada Labour Code as any conduct, comment, gesture or contact of a sexual nature that is likely to cause offence or humiliation to any employee or that might on reasonable grounds be perceived

by that employee as placing a condition of a sexual nature on employment or in any opportunity for training or promotion.

Then there are more specific and we provide examples within the policy that:

It can include unwelcome advances, flirtations, jokes or propositions of a sexual nature, unwanted requests for sexual favours, sexually degrading words, images or other material and conduct of a sexual nature including leering, pinching, touching or patting.

Mrs. Tilly O'Neill Gordon: Now I know you've created this policy. How often do you review the policy on sexual harassment?

Mrs. Monique Marcotte: We've had a policy that I can track at least back to 1990. We review regularly our policies on generally a five-year cycle. This policy was just revised in February of 2010 mostly to reflect the changes to the Canadian Human Rights Act. There were a couple of discriminatory areas that were added such as family status as an example. So we made sure that our policy reflects the current legislation.

Mrs. Tilly O'Neill Gordon: How do your employees in your work place report the harassment? Is there a certain process that they go through?

(1130)

Mrs. Monique Marcotte: Our focus is always on making sure that the employee is aware that there are a number of venues that they can access in terms of bringing a complaint forward. They can come directly to human resources. They can speak to their manager. They can speak to their union representative. They can speak to another employee.

As soon as we become aware in human resources that there is a possibility or a potential complaint of this nature, we deal with it immediately. We bring in the employee. We have a confidential conversation. We discuss the nature of the events and we discuss with them their options what the steps are for an informal process versus a formal process.

Mrs. Tilly O'Neill Gordon: Do you have something to add?

Mr. Hubert T. Lacroix: No.

Mrs. Tilly O'Neill Gordon: What's the average time that it takes for resolution of an alleged incident of sexual harassment?

Mrs. Monique Marcotte: In the cases where we did have the three complaints that I [redacted] mentioned earlier, in two cases the files were treated within two months and in the third case, five months. The reason that case was a bit longer was that there were a lot of witnesses that were interviewed.

The Chair: You have one minute.

Mrs. Tilly O'Neill Gordon: As we know, as you said earlier, even one case of harassment, sexual or just general harassment is too many. But we know that being proactive is an important factor in preventing harassment. What are some of the important proactive measures that are being provided to make it happen that you're proactive and prevent them from taking place.

Mr. Hubert T. Lacroix: I'm just going to summarize quickly because I heard the one-minute bell.

Online training, surveys, making sure that we have a conversation going about these issues on a constant basis and being aware that this and everybody else in the corporation being aware that this is something that we are interested by and want to focus on. You can't do anything but do this in an environment where .... Fifty percent of our work force are women and in my little team at the most senior executive team level at CBC Radio Canada, there are eight people in it, five are women, three men. This is a constant conversation.

[*Français*]

La présidente: Je vais devoir vous arrêter ici, monsieur Lacroix.

Merci.

On passe maintenant à M. Regan. Vous avez sept minutes.

L'hon. Geoff Regan (Halifax-Ouest, Lib.): Merci beaucoup, madame la présidente. Bienvenue aux témoins.

Madame la présidente, comme vous le savez, je ne suis pas un membre régulier de ce comité et je suis ici aujourd'hui en remplacement de l'honorable Judy Sgro. Je ne suis pas complètement au courant de ce que vous avez décidé dans le passé.

Pouvez-vous m'indiquer si le comité a décidé d'inviter un représentant de Québecor pour venir témoigner pour répondre aux accusations qu'on a entendu aujourd'hui. Celles-ci sont très sérieuses et les actions telles que décrites le sont aussi.

La présidente: Je comprends votre interrogation, monsieur Regan. C'est très gentil, en passant, de me parler en français.

Québecor n'a pas été invité, mais on en discutera probablement lors des travaux du comité prévu plus tard durant la séance. Merci d'avoir soulever cette question. C'est apprécié.

L'hon. Geoff Regan: L'enjeu de harcèlement sexuel est très sérieux et la façon dont Québecor a apparemment a traité ces enjeux est très troublant et inacceptable à mon avis. J'espère que vous allez faire un suivi à ce sujet.

Monsieur Lacroix, avez-vous fait une plainte à ce sujet au Conseil canadien des normes de la radiotélévision?

[*English*]

Mr. Hubert T. Lacroix: It wouldn't be very helpful, because they are not a member of that.

Hon. Geoff Regan: Ah, okay. Thank you. That was the obvious question, I thought, but I wasn't aware of that, because it seems to me that this really does diminish the issue when they treat it this way. I mean, obviously, the fact that you've had—you talked about it—one sexual harassment case, obviously that's serious. From what you've indicated you've treated it very seriously, you have policies in place. I'm obviously pleased to hear that. Like anyone else would be, I'm concerned to hear there was one case. Whatever numbers, as you've indicated, is a serious matter.

You have obviously a variety of collective agreements within the CBC, many different employee groups. What can you tell me about what proportion of the collective agreements have any specific reference to sexual harassment?

(1135)

Mrs. Monique Marcotte: We have six collective agreements that deal with our employee group. We have other agreements that deal with artists and talent, and so on, but we have six that deal with our employees. Of those, the Canadian Media Guild is the collective agreement—our collective agreements are distinguished by geography— that is the production, journalistic and editorial union that governs the working conditions for employees outside of the province of Quebec and the city of Moncton. They have two very interesting articles, one that deals specifically with harassment, and they're focused on preventing harassment in the workplace. They, however, refer back to the CBC's HR policy on anti-harassment. They also have an article on respect in the workplace, and that was the genesis for the training that spoke of earlier, in 2007. That very much speaks about the climate of work and how CBC's focus is on ensuring that we have a respectful workplace. That article is the genesis of that. APS is our Association of Professionals and Supervisors. They have also an article that refers back to our management policies, and the SAFP, or the CUPE agreement, also has an anti-harassment, anti-discrimination article that again...they always refer back to our policy. So we have three that refer specifically to our policy, and then the other three are silent on the question of harassment per se, but have anti-discrimination articles.

[*Français*]

L'hon. Geoff Regan: J'ai une question encore au sujet de Québecor concernant ce qu'ils ont rapporté. Vous avez indiqué qu'en réponse à leur demande d'accès à l'information pour des documents, courriels, etc. concernant les cas de harcèlement, vous leur avez fourni 1 454 pages. Ensuite, dans l'article de QMI de M. Brian Lilley, ils ont indiqué qu'il y avait 1 454 cas. C'est difficile à croire que c'est une erreur ou qu'il était confus. Pensez-vous que cela est possible?

M. Hubert T. Lacroix: Je ne veux pas prêter des intentions à Québecor et je ne voudrais pas que ça devienne, ici, une chasse contre Québecor. Toutefois, je veux, également, monsieur Regan, mettre en perspective l'importance que nous, chez CBC/Radio-Canada, donnons à ces

questions de harcèlement. Et, c'est pourquoi on réagit de façon aussi claire et aussi vitriolique, aujourd'hui. Nous avons trouvé ce sujet, qui est un sujet important, diminué par ces interventions. Surtout, l'environnement de travail de CBC/Radio-Canada n'est pas reflété par nombreux cas de harcèlement sur la première page du *Journal de Montréal*. Ce n'est pas exact.

[*English*]

Hon. Geoff Regan: Can you advise whether grievances that have come forward under the collective agreements have been included in—

The Chair: You have one minute.

Hon. Geoff Regan: Have been included in your data on harassment?

Mrs. Monique Marcotte: Yes they have.

The Chair: How many grievances have been filed in the last five years in relation to sexual harassment?

Mrs. Monique Marcotte: I can't speak to the last five. We've only studied since January. We had three cases, as Hubert mentioned earlier. One of those was filed under a collective agreement, the CMG agreement that I referred to, the Canadian Media Guild agreement earlier. The other two were filed under the policy.

Hon. Geoff Regan: Thank you very much.

[*Français*]

La présidente: Il vous reste 30 secondes. Voulez-vous les utiliser? C'est bon. On va les attribuer au reste du comité.

Donc, madame James, c'est à vous. On passe, maintenant, à la deuxième ronde de questions. Vous avez cinq minutes.

[*English*]

Ms. Roxanne James (Scarborough Centre, CPC): Thank you, Madam Chair, and welcome to both of our guests from the CBC.

I'm just going to go back to the definition of sexual harassment. You've indicated that it has been defined by the Canada Labour Code. I ask this question in many of the committee meetings because it has to do a lot of times with interpretation or what one person feels is objectionable, an offence, or humiliation, etc. The actual clause here states that, "is likely to cause offence or humiliation to any employee; and that might, on reasonable grounds, be perceived by that employee...."

What's offensive or objectionable by one person may not be necessarily by another person. I know as politicians we are pretty thick skinned. We have to be, otherwise we wouldn't be here. I'm just wondering who, at the end of the day, makes that determination. It states here, "on reasonable grounds". Who is it within the CBC that actually makes that judgment call? Again, is there any leeway by what may be offensive to one person but vastly the majority of others would not think so?

(1140)

Mrs. Monique Marcotte: When we think of harassment, our perspective in human resources is the receptor of the message or the receptor of the action and how are they perceiving that action or that comment. That, for me, is the test. The other test is the test of the reasonable person, which we refer to in the language here. Ultimately, when an investigation is conducted, if there are witnesses, we will test whether they feel that the comment or behaviour... In all these three cases that we've spoken about today, they're all related to inappropriate comments. The breaches of behaviour are not more serious. They don't go into the gamut of touching or more serious breaches of behaviour. In all three cases, we're talking about inappropriate comments.

When we do the investigation, if there are witnesses, we will test whether they felt that on reasonable grounds, those inappropriate comments crossed a line. Ultimately, the investigator, who we hope is an objective investigator, will make a recommendation or a finding as to whether a line was crossed. In all three cases, there was a determination that a line was crossed, and discipline was taken in all three cases.

Ms. Roxanne James: You had mentioned that it was the person that was receiving the comment. You've stated in your three complaints that you've logged that one was a written reprimand and one was a written reprimand plus sensitivity training. The other was suspension of two days plus sensitivity training as well.

Would one warrant one over the other, for example? You've said that they were all comments that were made. I just want to try and understand what the difference was between those comments where one only received something written on paper that you've stepped over the line, that you've crossed the line. One required training, and one was actually suspended. What was the difference between those comments?

Mrs. Monique Marcotte: Let's start with the most serious case, which is the case where we had suspension. In that particular case, there had been an incident earlier. How our documentation works is that we keep all files for a period of two years. If the file is clean for two years, then we expunge the documents from the file. That's our policy. That's in our collective agreements. In that case, there had been a situation where there was another incident that had occurred within that two year window. So this was a recurrence that had occurred, so more serious measures were taken.

I don't have the final investigation reports, but in the other two cases, my belief is that the comments were more serious in the situation where sensitivity training was imposed than in the other case.

Ms. Roxanne James: Thank you. I was reviewing the policies that you handed out, and I appreciate that you did give them to us. It limits our questions to things we don't find there.

One of the things I did not find anything related to has to do with relations or fraternization within the CBC within departments, between employees, and so forth. Is there anything that I've missed in here? Did I miss it when I was reading it? Do you have any internal policy, whether it's written down or just a verbal policy, on that particular type of—

Mrs. Monique Marcotte: —We do not have a formal written policy on fraternization between employees. What we do have is that when we become aware of a situation, particularly if it involves a manager and an employee within a same unit, we have conversations with each of those employees and we ensure that the reporting lines are distinct. So, as an example, if we have a manager who has a relationship with a journalist, we would ensure that the reporting lines would be changed. If they have a reporting line we would change the reporting line to ensure that there's no—

The Chair: —Very quickly, sorry,

[*Français*]

J'ai dépassé mon temps alors que j'avais en tête qu'on était encore dans la ronde de sept minutes. Je suis désolée, mais je vais vous laisser terminer.

[*English*]

Ms. Roxanne James: Very quickly, thank you. I had more questions. I'll ask the last one.

With regards to Ms. O'Neill Gordon, she was asking about employees and how they're aware of the situation. You said there are online surveys and that you make them aware that you're interested in this issue.

But how do you make them aware? Is there a campaign? Is there advertising? What is it that you do on a regular basis so your employees know and can identify sexual harassment, and so they're aware of the procedures to follow to report sexual harassment?

(1145)

Mrs. Monique Marcotte: We don't have a formal anti-harassment campaign per se. Our focus in the last few years has really been on respect in the workplace, of which sexual harassment is a key piece. So in terms of any complaint, whether it's sexual harassment or harassment or bullying or ostracizing, or any of that gamut of behaviour, we ensure that all our employees are trained in respect in the workplace and all our employees have access to information online as to what the process is to file a complaint.

[*Français*]

La présidente: Merci.

Étant donné que c'est mon erreur, je vais assumer. Je vais accorder une minute de plus à Mme James. Je vais accorder une minute de plus également à l'opposition officielle. On y va donc maintenant avec Isabelle Morin. Vous avez six minutes.

Mme Isabelle Morin (Notre-Dame-de-Grâce—Lachine, NPD): Merci beaucoup, madame la présidente.

Je suis nouvelle moi aussi dans ce comité-ci, je remplacerai pour les prochaines séances ma collègue qui est enceinte, donc qui retourne chez-elle pour le prochain mois peut-être.

Je me suis beaucoup familiarisée avec l'étude qu'on est en train de faire ici. Je trouve en tout cas très intéressant, vous faites beaucoup de choses pour vous assurer qu'il n'y ait pas d'harcèlement sexuel en milieu de travail.

Ceci étant dit, lors de votre allocution au début, vous avez insisté beaucoup sur le fait qu'il y avait des plaintes officielles, donc il y aurait à ce jour seulement une plainte et dans les deux dernières années il y aurait eu environ trois plaintes. Avez-vous eu des plaintes non officielles? Vous avez mentionné que parmi les plaintes reçues, il y en a sept qui avaient été abandonnées, pour quelles raisons avaient-elles été abandonnées? Pourriez-vous commenter un petit peut là-dessus s'il vous plaît.

Mme Monique Marcotte: Lorsqu'il s'agit d'harcèlement sexuel, on voit cela d'un oeil très sérieux. Alors même si un employé a décidé de ne pas faire une plainte formelle, on a quand même l'option aux ressources humaines de faire une enquête officielle ou une enquête formelle. Dans tous les cas où il y a eu une plainte d'harcèlement sexuel, nous avons fait une enquête formelle. Donc, tous les cas où il y a eu des discussions informelles, ça exclu des cas d'harcèlement sexuel. Alors ce serait un manque de respect peut-être quelque chose se rapportant au ton. Souvent les cas informels sont rattachés à des conflits interpersonnels. On essaie donc quand même autant que possible d'essayer de faire une médiation avec les employés ou les parties en question.

M. Hubert T. Lacroix: Dans les séminaires de

[*English*]

Respect in the Workplace,

[*Français*]

Respect en milieu de travail, il y a beaucoup d'attention qui a été portée aux mots utilisés dans les interactions même s'il y a un

[*English*]

deadline,

[*Français*]

Même si la pression est forte, même s'il y a une nouvelle qui va en ondes, la façon dont on se parle souvent fait en sorte qu'on se retrouve, quand on est pas très bon avec les mots, dans une situation informelle si vous voulez de conversation qui se ramène aux ressources humaines.

Mme Isabelle Morin: D'accord. Je vous remercie pour la précision.

Maintenant, vous parlez que vous aviez une bonne formation en ligne, j'étais enseignante donc je connais beaucoup les principes d'apprentissage. La formation en ligne pour moi c'est vraiment une formation qui ne convient pas à tout le monde. On l'a vu pendant que j'étais à l'université, ça va toucher une petite partie de la population qui peut avoir assez de tendance autodidacte puis de concentration pour bien comprendre une formation en ligne. Envisagez-vous d'utiliser d'autre forme de formation pour ça?

Je me demandais aussi si vous aviez eu des formulaires d'auto-évaluation sur votre formation? Si oui, qu'est-ce que ça disait, y a-t-il assez de personnes qui considèrent que c'est une bonne formation? Et la formation en ligne, est-ce seulement un volet ou est-ce une formation continue? Est-ce une fois vas-y on donne la formation en ligne, et après on pense que tout est beau ou y a-t-il un processus d'accompagnement?

Il y a beaucoup de choses dans votre question. Je vais donner une chance à Monique d'organiser sa réponse.

Il faut également réaliser qu'on est 8 590 quelques employés, qu'on travaille dans 48 villes différentes, alors pour pouvoir avoir accès et livrer une formation qui fait du sens, la formation en ligne est de plus en plus utilisée.

[*English*]

web seminars

[*Français*]

Ou des questions, des sondages, alors c'est un outil très utile pour nous et qu'on va continuer à utiliser beaucoup pour pouvoir rendre cette formation-là immédiatement accessible. Et comme vous le disait un peu plus tôt Monique, on peut suivre qui a suivi la formation et qui ne l'a pas suivi. On peut faire des rappels à ces gens-là s'ils ne l'ont pas fait à l'intérieur de délais qui nous sont satisfaisants. Ce concept de formation en ligne-là, pour nous est donc super intéressant.

(1150)

Mme Isabelle Morin: Là-dessus avant de poursuivre, qu'arrive-t-il avec une plainte qui ne suit pas la formation, vous faites un rappel, mais...

Mme Monique Marcotte: Oui il y a une suite avec leurs gestionnaires. On a une façon de faire une inscription en ligne, donc une fois que l'employé a participé, a conclu, il faut qu'il se rende jusqu'à la fin de la formation, à ce moment-là l'employé est inscrit en tant qu'avoir complété la formation. Il a l'option de faire une évaluation sur la formation, donc ce qui fait que nous avons un

[*English*]

feedback

[*Français*]

continu sur les modules. Ensuite le gestionnaire, d'une façon trimestrielle environ, on fait un

[*English*]

check-in

[*Français*]

pour relever les gens qui n'ont pas suivi la formation, pouvez-vous s'il vous plaît faire une suite avec vos gens.

Mme Isabelle Morin: Puis dans les commentaires que vous avez reçus sur l'évaluation, qu'est-ce que ça disait?

Mme Monique Marcotte: On vient tout juste de relancer la formation en ligne sur la prévention de la violence en milieu de travail, donc on est pas encore rendu à la fin du premier trimestre.

Mme Isabelle Morin: Une formation?

Mme Monique Marcotte: On n'a pas de formation en tant que telle spécifique à la prévention du harcèlement en milieu de travail. Quand il s'agit de prévention de la violence, cela est en ligne, on fait aussi des formations en personne sur le respect en milieu de travail et on est en train de discuter avec nos syndicats actuellement de relancer ces formations-là.

Mme Isabelle Morin: Le partenatiat avec le syndicat, ça se fait très bien?

M. Hubert T. Lacroix: Absolument. C'est une initiative conjointe, c'est une suggestion qui nous est venue des syndicats. On a non seulement trouvé que c'est une bonne idée, on a participé à la formation, à l'organisation des séminaires et c'est vraiment quelque chose qui fonctionne très bien. On est très fier de ces séminaires-là qui ont été organisés, et comme le dit Monique, on est en train de faire la phase 2. Il faut qu'il y ait une phase 2, alors on veut absolument réinvestir dans un concept semblable.

Mme Isabelle Morin: Je vous remercie beaucoup.

La présidente: Je vais devoir vous arrêter ici. Merci beaucoup. On retourne donc maintenant du côté du gouvernement avec Mme Ambler, vous avez cinq minutes.

[*English*]

Mrs. Stella Ambler (Mississauga South, CPC): Thank you, Madam Chair. Thank you to the CBC for appearing today.

My question is about your policy. We've heard that it dates back to 1990. Do you have five-year reviews? Is that correct?

Mrs. Monique Marcotte: Our current policy was revised in February of 2010.

Mrs. Stella Ambler: —2010.

Mrs. Monique Marcotte: We have had policies since that we can trace back to 1990. It may be before, but they are reviewed regularly.

Mrs. Stella Ambler: Okay. I wanted to clarify that in terms of keeping records about the cases themselves, that that's only been happening since 2010.

Mrs. Monique Marcotte: No, we have records since prior to then. We decided to do a study based on the last three years given the interest on the files. If an employee has had a clean slate, so to speak, for two years we will destroy the files.

Mrs. Stella Ambler: Okay, I understand. Thank you.

In terms of the CBC specifically, and the culture at the CBC, I understand that the nature of your business, media, is somewhat like ours. We, as parliamentarians, the situation in which we work, we've got long hours, we work closely together, we tend to feel like family sometimes. We're close as family, but we also argue like family. The media, I would imagine, is somewhat similar: lots of late nights, lots of intensity in the work that's done. I'm wondering if that means sometimes that there's a little more leeway in relationships. I use that word "relationship" loosely.

What I'm asking is sometimes is there a fine line between interpersonal conflict and harassment? It's a bit of a follow-up from the questions that my colleague, Ms. James was asking earlier. So you think that might somehow contribute to the culture of potential harassment, the culture that might lead to more potential harassment?

(1155)

Mr. Hubert T. Lacroix: I think that we are working in stressful environments. To yours, let's say, because you compare our lives to the lives of MPs, we also have deadlines, you have

deadlines, we have on-air, we don't want to go black, that would be a bad thing, we'd like *The National* to start on time, we'd like Peter Mansbridge, when he smiles to the camera and introduces a piece to actually have that piece ready and to be the piece that he's referring to. So all of these things make it, it has to happen on time.

That was one of the concerns we had when the Guild came up with the idea of the "Respect in the Workplace" conversations because we found that sometimes that words that were being used, we argued more than family than anything else. We had conversations and maybe some words in a newsroom or between different people that were not appropriate. That's what we really targeted. We think that by having this aired out in a seminar kind of context, with mediators that are mediators from CBC/Radio-Canada, they're not third parties, we have conversations about ourselves, and we deal with them.

Mrs. Stella Ambler: Thank you for mentioning that, the fact that your mediators come from within the CBC.

I think what you're trying to tell us today overall is that you're dealing with the problem of sexual harassment or harassment or—

The Chair: One minute.

Mrs. Stella Ambler: —or harassment of any kind, you're dealing with that in-house. You've got the expertise to do it. You can do it. You're doing it well. You're training. You've got a certain number of cases that you've dealt with. You've dealt with them in an expedient way. We've heard from another of other witnesses in the study, the RCMP is a federal organization that we're studying, and they're doing the same thing.

Would you say that it's possible for organizations like the CBC and the RCMP to deal with these problems in-house in an effective way, one that's fair to all of the employees?

Mrs. Monique Marcotte: I just want to clarify what Hubert just said. He was speaking about the facilitation of the sessions. So the "Respect in the Workplace" sessions are jointly facilitated by management and the unions. When it comes to an investigation—

Mrs. Stella Ambler: I am extrapolating, yes.

Mrs. Monique Marcotte: Okay. So an investigation may or may not be conducted in-house. We always make sure that whoever's doing the investigation has the appropriate skill set required.

When it comes to mediation of informal complaints, that can happen either within a group, with employees, we can bring in facilitators from HR to help with the conversation or the union.

Mrs. Stella Ambler: If you have to bring someone in from outside, where would you get them from?

[*Français*]

La présidente: Madame Ambler, vous avez écoulé votre temps. Je suis désolée.

Comme je le disais à la dernière rencontre, c'est la raison pour laquelle je vous avertis, quand il reste une minute.

Donc, voilà, c'est ce qui met fin à notre panel sur Radio-Canada. Ça a passé extrêmement vite. C'était très intéressant. Je vous remercie beaucoup d'avoir accepté notre invitation et d'être venus partager vos politiques, au niveau du harcèlement, avec nous.

Pour ce qui est de la demande de M. Regan, on a trouvé l'article en question. Donc, on va l'envoyer aux membres du comité et on va regarder ce qu'on peut faire.

M. Hubert T. Lacroix: Merci.

La présidente: Sans justement partir à la chasse aux sorcières. Je vous remercie beaucoup et maintenant on va passer aux travaux du comité qu'on a à l'ordre du jour.

Rectification, les articles sont déjà dans notre trousse. On les a tous ici.

[*English*]

The newspaper, the article for the *Sun* is inside here.

[*Français*]

Je vais suspendre la séance pour une minute afin de permettre à tout le monde de prendre une pause et aller se chercher à manger.

(1205)

La présidente: Désire-t-on passer au vote?

Je crois que oui.

Que ceux qui désirent aller à huis clos veuillent bien lever la main, s'il vous plaît.

Que ceux qui s'y opposent veuillent bien lever la main.

Merci. Je vais donc être obligée de suspendre la séance pendant qu'on passe à huis clos.

[Proceedings continue in camera]

CBC/Radio-Canada

Standing Committee on the Status of Women

Study on Sexual Harassment in the Federal Workplace

March 5, 2013

Monique Marcotte

CBC/RADIO-CANADA

STANDING COMMITTEE ON THE STATUS OF WOMEN

STUDY ON SEXUAL HARASSMENT IN THE FEDERAL WORKPLACE

5 MARCH 2013

TABLE OF CONTENTS

1. Opening Remarks (Draft #4 sent on Friday, 22 Feb)

2. Profile of Committee Members

3. a. CBC/Radio-Canada HR facts & statistics
   b. Summary of testimonials

4. Possible Questions & Answers

APPENDIX: Information to be included in handouts for Committee Members (*all the documents will be given in both official languages; some are currently in translation*)

A. CBC/Radio-Canada's
   a. Policy on Harassment
   b. Policy on Discipline
   c. Policy on Prevention on Work Place Violence
B. Get the Facts & John Abbott College Statement
C. Transcripts and articles from Sun TV/QMI

CBC Radio-Canada **Monique Marcotte <monique.marcotte@cbc.ca>**

Clippings from this past satureday

1 message

LILIANE LE <liliane.le@cbc.ca> Mon, Feb 25, 2013 at 2:18 PM
To: Monique Marcotte <monique.marcotte@cbc.ca>

As discussed- see attached on page 3 and the last page.

---------- Forwarded message ----------
From: **Roger Belanger** <Roger.Belanger@cbc.ca>
Date: 23 February 2013 13:48
Subject: Highlights Saturday February 23, 2013 / Samedi 23 février 2013
To: Roger Belanger <Roger.Belanger@cbc.ca>

Highlights Saturday February 23, 2013 / Samedi 23 février 2013

Le Droit
Ici Radio-Canad'hommes
La télévision est un média influent. Radio-Canada est un symbole national largement financé par le public. Une société d'État qui devrait donner l'exemple en matière d'équité. Pourtant, en 2013, dans la région de la capitale nationale, ses têtes d'affiche sont des hommes. Les lecteurs sont des hommes, les journalistes sportifs sont des hommes, même le culturel est présenté par un homme. C'est un peu triste, mais les deux femmes font la météo...
On se croirait en 1983.
Lettre Denise Gagnon, Ottawa

Le Journal de Montréal
Contrat de travail
Négociations difficiles à Radio-Canada
Le Syndicat des communications de Radio-Canada (SCRC) a dénoncé l'attitude de la direction dans la négociation du contrat de travail touchant 1600 membres au Québec, la qualifiant «d'intimidation intempestive».
...«Il nous a littéralement sauté dessus, a subtilement menacé un collègue de congédiement et nous a arraché la pile de journaux», a raconté Alex Levasseur, président du SCRC.
...«Ils ont procédé à une large distribution de tracts à l'entrée de la tour de Radio-Canada, et ce sans préavis. Ils étaient à l'encontre des règles puisque ça doit se faire à l'extérieur», a commenté Marc Pichette, directeur des relations publiques pour Radio-Canada.
Même si le président du syndicat a souligné que la présente négociation «est ma quatrième négo et ma plus difficile», M. Pichette a affirmé qu'il ne s'agissait que d'un «rappel à l'ordre».
Étienne Laberge / Agence QMI

Le Journal de Montréal
Droits d'auteur de CBC
Un député n'est pas en conflit d'intérêts
Un député néo-démocrate qui a reçu des dizaines de milliers de dollars de CBC n'a commis aucune faute en votant sur le budget du radiodiffuseur public, a décrété la commissaire aux conflits d'intérêts et à l'éthique à la Chambre des communes.

Le député Andrew Cash, qui représente la circonscription de Davenport à Toronto, reçoit 2 400 $ chaque fois qu'un nouvel épisode de la populaire série Dragon's Den est diffusé sur CBC. M. Cash a écrit la musique de l'émission. Il peut ainsi recueillir jusqu'à 40 000 $ par année.
David Akin, Agence QMI

The Ottawa Sun
Ethics czar clears NDP MP
The House of Commons ethics commissioner says an NDP MP who gets tens of thousands a year from the CBC did nothing wrong voting on funding for the state broadcaster.
Andrew Cash, who represents the Toronto riding of Davenport, gets more than $2,400 every time a new episode of the popular TV program Dragon's Den airs on the CBC. Cash wrote the music for the show.
...On Thursday, Cash asked Dawson to confirm his position that he had nothing wrong and on Friday, she did just that.
"I can confirm that, to date, the matters in question in the debates and votes in which you have participated affect you as one of a broad class and, therefore, that you met your obligations under the [MP's Conflict of Interest] Code in doing so," Dawson wrote to Cash. Cash released Dawson's letter Friday afternoon.
..."If current conflict of interest rules allow an MP making $40,000 from the CBC to be a member of a committee that oversees the CBC, then I think it's high time to tighten up those rules," McCallum said.
David Akin, Parliamentary Bureau

www.cbc.ca, Friday February 22, 2013
4:08 PM
UPDATED: Ethics commissioner clears Cash over alleged CBC cheque conflict
...FRIDAY AFTERNOON UPDATE -- Minutes ago, Cash posted to his website a letter sent to him earlier today by Ethics Commissioner Mary Dawson, in which she confirms what her office told us yesterday -- namely, that as far as she's concerned, he's done nothing wrong.
The gist:
Yesterday, in response to a request from my Office and further to recent media attention, you provided a list of the debates and votes in which you participated, both at the Standing Committee on Canadian Heritage and in the House of Commons, that involved the CBC. These included five votes in Committee on main estimates, which included general CBC funding, one debate in Committee in which you questioned the President of the CBC about its five-year strategic plan and four instances in which you asked broad questions touching on the CBC in the House of Commons.
In light of my previous advice as well as my review of the information that you have provided, I can confirm that, to date, the matters in question in the debates and votes in which you have participated affect you as one of a broad class and, therefore, that you met your obligations under the Code in doing so.
Kady O'Malley

The Ottawa Sun
CBC host plays politics
Endorsement of grit leadership candidate may break broadcaster's rules
Despite CBC ethics rules that appear to be to the contrary, environmental activist and CBC host David Suzuki is lending his star power to a political race.
On the CBC this week, he offered his support to Liberal leadership candidate Joyce Murray.

...The CBC has a rule that on-air personalities, both freelance and full-time, remain politically neutral and never endorse political candidates.
"(Employees) are restricted from engaging in political activity defined as running for public office or publicly supporting a candidate," the rule reads.
But the CBC said it doesn't apply to Suzuki, though offered little explanation how his work is different from that identified in the policy.
"As David Suzuki is a freelancer who does not work exclusively for CBC, this policy does not apply to him," Angus McKinnon, spokesman for CBC, wrote in an e-mail. "(His endorsement) is an expression of his personal opinion. It is not being expressed in his capacity as host of CBC's The Nature of Things and does not represent the views of the corporation."
Conservative MP Rob Anders is crying foul.
Kris Sims, QMI Agency

The Hill Times, Monday February 25, 2013
Duncan did the right thing, so should Cash
John Duncan's case lands in the middle of a number of recent ethical messes involving Parliamentarians, in both Chambers.
John Duncan did the right thing. He wrote a letter he shouldn't have, and he resigned. That's what ministerial responsibility is all about. It's what political responsibility means - or used to mean.
...Take, for example, a star in Karl's party, Andrew Cash. Cash is currently covered in scandal, because he is in an egregious conflict of interest. There can be no doubt or debate about that.
...It doesn't matter how Cash voted. He voted. That is not just a perceived conflict of interest, it is a real conflict of interest because he has earned $40,000 a year in royalties for providing music to CBC's Dragon's Den while voting on the CBC's funding and debating its future, as Akin reported. Cash says the ethics commissioner cleared him to debate CBC funding.
Warren Kinsella

National Post
RISE & FALL
CBC's new Jack Layton biopic isn't about politics as much as it's about telling a true story stronger than fiction
When the CBC announced its plans several months back for a biopic on Jack Layton, it all but handed its critics a club with which to bash it. A touchy-feely ode to the fallen NDP leader is just the thing to bring renewed charges that the public broadcaster is frittering away taxpayer money on pet liberal causes. The working title, Smiling Jack, didn't leave much doubt that this wasn't about to be a gritty exposé.
...the film is less about Mr. Layton's politics than it is about the stranger-than-fiction story of a guy who was struck down at almost the exact moment of his greatest career triumph. That's a non-partisan tale and, in truth, a viewer's opinion of Jack-the-film will be largely coloured by their opinion of Jack-the-man.
Scott Stinson

La Presse
Nous, les téléspectateurs pointillieux
Les séries dramatiques et les téléromans n'ont jamais été d'aussi bonne qualité. Alors, pourquoi passons-nous notre temps à leur chercher le moindre petit pou?
...Tenez, lundi soir, j'étais bien installé devant 19-2, une série que j'apprécie beaucoup, armé de mon téléphone intelligent et d'un Coke diète.

...Qu'est-ce que j'ai fait? Comme tout bon téléspectateur minutieux, j'ai reculé jusqu'à l'image incriminante, je l'ai prise en photo et mise en ligne sur Twitter. Pow, comme dirait Marie-Mai à La voix.
...Comme les grands réseaux tels que TVA et Radio-Canada épluchent tout ce qui défile sur les réseaux sociaux, nous, les téléspectateurs pointilleux, avons l'impression d'être entendus et compris. Avec ces moyens de communication instantanés, plus moyen de nous en passer une petite vite, en cachette.
Hugo Dumas

Le Devoir
Le monde, en gros
La coproduction internationale à la rescousse de la télé québécoise
À guerres mondiales, séries mondialisées. La fascinante production Apocalypse (2009), diffusée ici par TV5, comptait six épisodes de 52 minutes pour raconter le conflit de 1939-1945 « par ceux qui l'ont vécu », à partir d'archives souvent inédites et colorisées. Son succès planétaire donne le vertige, avec un milliard de téléspectateurs (xiè xiè, les Chinois) et 500 000 coffrets de DVD vendus.
...« Tout le monde le sait, tout le monde le dit : l'industrie de la production télé québécoise arrive à maturité, mais est un peu saturée : pour croître, elle doit donc se tourner vers l'international », commente Sylvain Lafrance, professeur associé et directeur du Pôle Médias de HEC, ex-vice-président de Radio-Canada. « La Société de développement des entreprises culturelles le dit. Le Fonds des médias le dit. Même Pierre Karl Péladeau l'a répété. Il faut se tourner vers l'international. Il n'y aura pas beaucoup plus de chaînes ici ni plus de fonds. La croissance passe par l'étranger. »
Stéphane Baillargeon

The Wire Report, Friday February 22, 2013
4:11 pm EST
CBC, Bell, top recipients of local TV funding in 2012
CBC/Radio-Canada continued to be the largest recipient of assistance from the CRTC's local TV fund in 2012, receiving $47 million, followed by BCE Inc. stations with $23.7 million, according to a financial statement for the fund released Friday.
Twenty CBC/Radio-Canada TV stations, broadcasting in French or English, received a total of $47,158,790 from the fund, called the Local Programming Improvement Fund (LPIF), the commission said. Thirteen Bell Media stations, owned by BCE, received a total of $23,703,089, according to the data.
The Wire Report

www.cartt.ca, Friday February 22, 2013
LPIF totals $112.1 million in 2012
The Local Programming Improvement Fund, which is to be phased out by September 2014, collected $112.1 million in funding from BDUs in 2012 compared to $106.7 million the previous year. The CBC`s TV stations accounted for more than $47 million paid out from the fund in 2012. The figures come from the latest financial statements released by the CRTC, which includes a listing of all stations that received LPIF support.
www.cartt.ca

National Post
Opening up the must-carry spectrum
Conrad Black makes the case for Vision TV, Starlight and other independent CRTC applicants
The competition to place new channels on Canada's basic cable and satellite services is opening up a larger debate about Canadian

television programming.
The controversy began when my friend and associate Moses Znaimer, founder of CITY TV and Much Music, and now of Zoomer Television and Radio, applied to have his Vision network renewed as a must-carry channel on the basic service.
...The Péladeau bid is based on the Sun News Network, in which Mr. Peladeau claims that his company has invested (i.e. lost) a considerable amount of money
...To opponents of this bid, it is a paltry attempt to be compensated for programming that has not been competitively successful (despite the splendid efforts, on Sun News, of such estimable personalities as Ezra Levant, Michael Coren and Faith Goldy); to sneak in behind a simple renewal application by Vision, a long-established, fully complying, and self-improving channel; and to cause the BDUs to transform a loss for Mr. Peladeau into a profit.
...When Moses Znaimer founded and led it, CITY TV pioneered in telecasting Canadian films. ...It ill behoves Rogers now to cavil at a channel that wishes to provide that entire rich lode of content to the whole country, and not just the minority who slug it out to the cinema or wait patiently and vigilantly to see when these often excellent films will be on regular television, spliced between mind-numbing commercial octets.
The official line of the BDUs, that they don't want to force their subscribers to pay for a service they haven't requested, is such desperate piffle that their spokespeople should be embarrassed to utter it. In fact, of course, they would ideally fill the package with their own indifferent offerings, certainly not competitive with the best of Moses Znaimer and the country's leading film directors and producers.
Conrad Black

www.catholicregister.org
14:02?
Vision viewers fight to keep channel on basic cable
Cardinal Thomas Collins is joining thousands who want Vision TV to remain on basic cable so that its religious programming continues to be available to the widest possible audience.
The Toronto archbishop has met with Vision TV and Zoomer Media owner Moses Znaimer and plans to submit a petition to the Canadian Radio-Television Telecommunications Commission to keep Vision on basic cable, enabling the 46,000 people who tune in to the Daily Mass broadcast on the independent television service to continue to do so.
Until Feb. 27 the CRTC is accepting public submissions on 22 applications to force cable companies to distribute various channels. CRTC hearings were to begin Feb. 23.
Michael Swan, The Catholic Register

The Toronto Star
Tales from Ottawa - Mike Duffy and me
Former editor of satirical Frank Magazine dishes on the 'good old days,' including one infamous run-in
My heart goes out to Mike Duffy
The Senate expense scandal has taxpayers in an uproar and the honourable senator for P.E.I. has been forced to repay his $40,000 in living allowance. There's been talk he could lose his Senate seat, since the Constitution requires senators to reside in the province they represent.
But don't blame Mike. He's just following the rules. The fault lies with those weasels from Frank Magazine.
Michael Bate Special to the Star

The Toronto Star

Reporting in real time
(Too simplistic to blame Twitter for journalistic lapses: Public Editor)
(How can journalists use Twitter in a manner that is aligned with journalistic values of verification, accuracy and transparency?)
By now, I would expect that all journalists invested in their future in journalism have let go of any silly notions that Twitter is merely a medium for sharing the trivial and the titillating.
That attitude is so 2010.
...These questions will be explored in Toronto next week in a "J-Talks" session, sponsored by the Canadian Journalism Foundation.
...The J-Talks session also features two other veteran journalists: digital pioneer Mathew Ingram, senior media writer for GigaOM, and Esther Enkin, the recently appointed ombudsman for CBC English services.
I am moderating the session.
Entitled "The Twitter Effect: Is Journalism Still Able to Get it Right?"
Kathy English

www.latimes.com, Thursday February 21, 2013
2:13 p.m.
Nielsen changing the way it measures television consumption
Nielsen is rethinking how it measures television viewing.
Responding to pressure from the television industry, the ratings company is making a bigger push to measure viewing in a way that reflects the different means by which television content is distributed and consumed in the digital age.
The first step for Nielsen is to redefine what it considers a "television home." Starting this fall, homes that receive content on their television through video-game consoles or through broadband connections will be included in its sample. In the past, Nielsen only counted viewing that was done either through an over-the-air antenna or via a pay-TV provider such as a satellite broadcaster or cable company.
Joe Flint

The Ottawa Citizen
BBC is dull, bloated and poorly led, internal paper reports
(Dull, bloated, and poorly-led: BBC leadership has harsh words for its own corporation)
The BBC is a bloated, top-heavy, and poorly led corporation staffed by dull executives and backbiting journalists — and that's just what the company's leadership says.
In 3,000 pages of emails and interviews published Friday, the BBC's top officials have harsh words for the institutional culture of their respected media group, whose image has been damaged by a scandal over a top entertainer who police say sexually assaulted hundreds of women and children during his decades-long career at the broadcaster.
Raphael Satter, The Associated Press

www.newswire.ca, vendredi 22 février 2013
16:00
Négociation avec la Société Radio-Canada (SRC) - Le SCRC-CSN dénonce l'intimidation et les menaces de l'employeur
Le Syndicat des communications de Radio-Canada-CSN (SCRC FNC-CSN) a rencontré les médias cet après-midi pour faire le point sur l'attitude de la partie patronale qui, aujourd'hui même, a limité la liberté d'expression et a fait usage d'intimidation et de menaces de congédiement envers des travailleuses et des travailleurs de la SRC.
« Ce matin, lors de la distribution de La Voix du SCRC, un journal syndical visant à informer tous les artisans de Radio-Canada, nous avons

fait face à des menaces et à de l'intimidation. En agissant de la sorte, la direction de la SRC a bafoué la liberté d'expression et le droit d'une organisation syndicale d'informer ses membres. Ces agissements inacceptables pour toute institution censée informer la population arrivent le jour même où la CSN interpelle le gouvernement fédéral pour un financement public adéquat de Radio-Canada », de souligner Alex Levasseur, président du SCRC (FNC-CSN).

Roger Bélanger
Corporate Communications
Communications institutionnelles
613-288-6240
roger.belanger@cbc.ca

--

Liliane Lê
Chef, Relations gouvernementales
Manager, Government Relations
CBC/Radio-Canada
T: +1.613.288.6272
C: +1.613.299.5254
Liliane.Le@cbc.ca

23-02-2013.pdf
2041K

VICKI GIANNACE - Fwd: URGENT REQUEST - HUBERT BEFORE PARLIAMENTARY COMMITTEE - Workforce analysis by gender

From: Monique Marcotte <monique.marcotte@cbc.ca>
To: VICKI GIANNACE <vicki.giannace@cbc.ca>
Date: 2/28/2013 4:49 PM
Subject: Fwd: URGENT REQUEST - HUBERT BEFORE PARLIAMENTARY COMMITTEE - Workforce analysis by gender
Attachments: WOMEN-2010-2012.pptx

please print for Monique

--------- Forwarded message ---------
From: **Craig Alain** <Craig.Alain@cbc.ca>
Date: Thu, Feb 28, 2013 at 4:40 PM
Subject: Re: URGENT REQUEST - HUBERT BEFORE PARLIAMENTARY COMMITTEE - Workforce analysis by gender
To: Monique Marcotte <Monique.Marcotte@cbc.ca>
Cc: LILIANE LE <LILIANE.LE@cbc.ca>, Shaun Poulter <Shaun.Poulter@cbc.ca>

Please find attached.
Let me know if you have any questions. I have indicated with a red-line, the National (Canada) rates of representation for Women for various occupational groups. For our overall rate, I have also supplied the Qualified Labour Force (in green). This is the more accurate measure on which we base ourselves for comparison, as this rate reflects the locations where we are based, and the occupations we employ. The main difference, is that we compare on average against a higher skilled workforce than the broad total Canadian Labour Force.
Craig

>>> Monique Marcotte <monique.marcotte@cbc.ca> 2/27/2013 6:01 PM >>>
Hi Craig,

Hope this finds you well.

Hubert will be appearing before the parliamentary committee on the Status of Women next Tuesday. As part of our presentation, we want to ensure that we can speak to the number of women in the organization on a number of levels.

Can you provide statistics by gender as per what we normally provide to the CHRC at the end of the calendar year for 2010, 2011 and 2012 as follows. In each case, I need the total population, the number of women and the percentage they represent:

- Total Workforce (let's use the same numbers we use for the board documents - permanent, +13 weeks and contracts and exclude short term employees)
- PB8 and above (management employees eligible for the Short term incentive plan)
- Executives (those paid on private pay; let me know if this includes or excludes VPs)
- Vice-presidents (SET)

I am not sure if you have also provided similar data for our on air folks - if so, we could really use that as well. (hope you know how this is defined)

Call my cellular if you have any questions; I am working in Toronto on Thursday and back in Ottawa on Friday. I

need the data as soon as possible, but no later than noon on Friday.

Thanks,
Monique

--
NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Interim Executive Director, English Services Human Resources / Directrice générale par intérim, Ressources humaines, services anglais
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: Toronto 416.205.3334; Ottawa 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

--
NB - I've moved to Google Mail effective Feb. 2, 2013. If you are still using Groupwise, please remove my name from your Frequent contacts before sending an email or I may not receive it.

Monique Marcotte
Interim Executive Director, English Services Human Resources / Directrice générale par intérim, Ressources humaines, services anglais
Executive Director, Strategic Planning & HR Corporate Groups / Directrice générale, Planification stratégique et RH Groupes institutionnels
People & Culture / Personnes & Culture

Tel. / Tél.: Toronto 416.205.3334; Ottawa 613.288.6044
Cell.: 613.858.6045
Facsimile / Télécopieur: 613.288.6183
monique.marcotte@cbc.ca | www.cbc.ca

NOTICE: The content of this e-mail is confidential, may be privileged and is intended for the exclusive use of the addressee. Any other person is strictly prohibited from disclosing, distributing or reproducing it. If you have received this e-mail by error, please notify us immediately by telephone and delete all copies. Thank you. / AVIS : Le contenu de ce courriel est confidentiel, peut être protégé par le secret professionnel et est à l'usage exclusif du destinataire mentionné ci-dessus. Toute autre personne est par les présentes avisée qu'il lui est strictement interdit de diffuser, distribuer ou reproduire ce message. Si vous avez reçu ce message par erreur, veuillez nous en aviser immédiatement par téléphone et en effacer toutes les copies. Merci

Assigned number	Formal complaint	Name of Complainant	Location	Affiliation	Subject of complaint	Defendant location	Affiliation	Policy/Collective Agreement	Nature of complaint	Investigator	Date(s) investigation meetings	Status of investigation	Date - conclusion of investigation	Allegations founded	Discipline imposed
HAL-004	YES		Halifax	Mgmt		Halifax	Mgmt	CMG art. 7 - Harassment	Sexual Harassment	Lisa Dymond	8/19/2010	completed	9/8/2010	YES	Written reprimand
MTL-001	Yes		Montreal	STARF	Gestes inappropriés auraient été portés à l'égard de plusieurs dames	Montréal	STARF	Pol. 2.2.15 - Harassment		CRH	8/10/2010	Complété	18-Mar-11	YES	Avis écrit Comportement malvenu du mis en cause. Démarche de sensibilisation du comportement en milieu de travail prise en charge par les RH locaux.
MTL-001	Yes		Montreal	STARF	Conduites hostiles, graves et répétés	Montréal	STARF	Pol. 2.2.15 - Harassment	Conduites hostiles, graves et répétés	Enquêteur externe	9/10/2010	Complété	28-Apr-11	YES	Avis écrit Les conduites alléguées n'étaient pas prouvées par une preuve prépondérante.
MTL-001	Yes		Montreal	STARF	Manque de respect	Montréal	STARF	Pol. 2.2.15 - Harassment	Code de conduite Politique 2.2.21	CRH	25/08/2011	Complété	20-Feb-12	YES	Avis écrit Prise en charge du secteur par les RH locaux afin de régler la situation relationnel entre les deux employés.
QUE-006	Yes		Québec	STARF	Harcèlement	Québec	STARF	Pol. 2.2.15 - Harassment	Envers le gestionnaire immédiat	Enquêteur externe	30/10/2011	Complété		Non	Non
QUE-007	Yes		Québec	STARF	Harcèlement	Québec	STARF	Pol. 2.2.15 - Harassment	Envers le gestionnaire immédiat	CRH	12/01/2011	Complété		Non	Processus de médiation
QUE-008	Yes		Québec	APS/SCRC	Harcèlement	Québec	APS/SCRC	Pol. 2.2.15 - Harassment	Envers le gestionnaire immédiat	CRH	04/07/2011	Complété		Non	Processus de médiation
OTT-001	YES		Ottawa	CMG		Ottawa	CMG	Pol. 2.2.15 - Harassment	Sexual harassment	Cassandre Lafontant	28-Sep-09	Completed	10/16/2009 - see comments	YES	Suspension and sensitivity training

s.19(1)

Assigned number	Formal complaint	Name of complainant	Location	Affiliation	Subject of complaint	Defendant Location	Affiliation	Policy/Collective Agreement	Nature of complaint	Investigator	Date(s) investigation meetings	Status of investigation	Date - conclusion of investigation	Allegations founded	Discipline imposed	HR comments	Validated by
YEL-001	Yes		Yellowknife	CMG		Yellowknife	CMG	CMG art. 8 - Respect in workplace	Lack of Respect	Paulette McCarthy	25-Mar-10	Completed	04-Jun-10	No	Respect in the workplace re-training		
	YES							art. 8 - Respect in workplace		Jamie Hubbs	1/28/10-2/15/10	completed	26/02/2010	NO	NO		
HAL-001	YES		Halifax	Mgmt		Fredericton	CMG	CMG art. 11 - Discipline	first offence/AMEX card/Alcohol	Jamie Hubbs	06/06/2011	completed	15/06/2011	YES	YES		
HAL-002	YES		Halifax	Mgmt		Fredericton	CMG	CMG art. 11 - Discipline	second offence/AMEX card/Alcohol	Jamie Hubbs	27/06/2012	completed	05/07/2012	YES	YES		
FRE-001	YES		Fredericton	Mgmt		Fredericton	CMG	Journalistic Policy	provided Gov't agency with CBC footage	Mary-Pat Schutta	01/05/2012	completed	11/05/2012	YES	YES		
HAL-003	YES		Halifax	Mgmt		Halifax	CMG	CMG art. 8 - Respect in workplace	tampering of co-workers equipment affect	Carolyn Lounsbury	24/04/2012	completed	15/05/2012	YES	YES		
HAL-004	YES		Halifax	Mgmt		Halifax	Mgmt	CMG art. 7 - Harassment	Sexual Harassment	Lisa Dymond	19/08/2010	completed	08/09/2010	YES	Written reprimand		
EDM-001	Yes		Edmonton	CMG	TBD	Edmonton	CMG	CMG art. 8 - Respect in workplace	improper comments/conduct	HR (Manji)	Not began yet	On-going	N/A	N/A	N/A		
YEL-002	Yes		Yellowknife	CMG	RIW	Yellowknife	CMG	CMG art. 8 - Respect in workplace	improper comments/conduct	HR (Tobin)	Mar-12	No basis for con	Mar-12	No	No		
VAN-001	Yes	CBC	Vancouver	CMG	CBC as employer	Vancouver	CMG	CMG art. 11 - Discipline	Comments and language towards the man	Manager, HR	24-Sep-10	Closed	14-Oct-10	Yes	letter of expectation		
VAN-002	Yes	CBC	Vancouver	CMG	Employee	Vancouver	CMG	CMG art. 11 - Discipline	inappropriate language and behaviour dur	Manager, HR	21-Apr-10	Closed	28-Apr-10	Yes	Verbal reprimand		
VAN-003	Yes	CBC	Vancouver	CMG	Employee	Vancouver	CMG	CMG art. 11 - Discipline	Performance of duties as a control room p	Manager, HR	21-Jul-10	Closed	23-Jul-10	Yes	Verbal reprimand		
VAN-004	Yes	CBC	Vancouver	CMG	Employee	Vancouver	CMG	CMG art. 11 - Discipline	Potential conflict of interest	Manager, HR	02-Dec-10	Closed	None	None	Employee left the corporation		
VAN-005	withdrawn		Vancouver	APS	Employee	Vancouver	APS	APS art. 10 - Performance appraisal	Performance review slotting	-		Closed	-	-	Grievance withdrawn	(Sigma #)1235644	
	Yes				Employee			art. 38 - Temporary Upgrades		Local grievance commi	18-Jul-12	Closed	18-Jul-12	No	Closed without prejudice	1236014	
VAN-007	Yes		Vancouver	CMG	Employee	Vancouver	CMG	CMG art. 16 - Dispute resolution	Union grieving the employee termination	Arbitrator (Vince Ready	19-Nov-12	Closed	04-Dec-12	-	Reinstatement of the employee	1235833	
VAN-008	Yes		Vancouver	CMG	Employee	Vancouver	CMG	CMG art. 9 - Employment equity	Selection board process variance, inappro	Local grievance commi	12-Apr-12	Pending	Pending	-	(employee on LTD)	1235931	
VAN-010	Yes	CBC	Vancouver	CMG	CBC as employer	Vancouver	CMG	CMG art. 11 - Discipline	Potential conflict of interest	Manager, HR	11-Oct-12	Closed	18-Oct-12	Yes	letter of expectation		
VAN-011	Yes	CBC	Vancouver	CMG	CBC as employer	Vancouver	CMG	CMG art. 11 - Discipline	Threat of use of CBC resources against a m	Manager, HR	21-Sep-11	Closed	29-Sep-11	Yes	Verbal reprimand		
VAN-012	Yes	CBC	Vancouver	CMG	CBC as employer	Vancouver	CMG	CMG art. 11 - Discipline	Non preparation of elements for his story	Manager, HR	09-Dec-11	Closed	09-Jan-12	Yes	letter of expectation		
VAN-013	YES		Vancouver	CMG	Employee	Vancouver	CMG	CMG art. 37 - Hiring and selection	Discrimination in the selection process & r	Manager, HR	-	Closed		No	Settled	1235395	
VAN-015	Yes	CBC	Vancouver	CMG	Employee	Vancouver	CMG	CMG art. 11 - Discipline	Animated conversation and employee beh	Manager, HR	19-Mar-12	Closed	04-Apr-12	Yes	Verbal reprimand		
VAN-016	Yes	CBC	Vancouver	CMG	Employee	Vancouver	CMG	CMG art. 11 - Discipline	Serious graphic error with the incorrect gr	Manager, HR	26-Apr	Closed	11-May-12	Yes	Letter of expectation		
VAN-018	Yes	CBC	Vancouver	CMG	Employee	Vancouver	CMG	CMG art. 11 - Discipline	Failure to report to work	Manager, HR	06-Apr-11	Closed		yes	Verbal reprimand		
VAN-019	Yes	CBC	Vancouver	CMG	Employee	Vancouver	CMG	CMG art. 11 - Discipline	Inappropriate language, use of CBC intelle	Manager, HR	17-May-11	Closed		yes	Written warning		
VAN-020	Yes	CBC	Vancouver	CMG	Employee	Vancouver	CMG	CMG art. 11 - Discipline	Insertion of inappropriate shot on "Seekin	Manager, HR	26-May-11	Closed		Yes	Written warning		
VAN-021	Yes	CBC	Vancouver	CMG	Employee	Vancouver	CMG	CMG art. 11 - Discipline	Personal video made during working hour	Manager, HR	23-May-11	Closed		Yes	suspension without pay		
VAN-022	Yes	CBC	Vancouver	CMG	Employee	Vancouver	CMG	CMG art. 11 - Discipline	Did not report to work, found asleep at wo	Manager, HR	20-Oct-11	Closed		Yes	suspension		
VAN-023	Yes	CBC	Vancouver	CMG	Employee	Vancouver	CMG	CMG art. 11 - Discipline	Reporting late to work, falsifying timecard	Manager, HR	07-Dec-11	Closed	06-Jan-12	Yes	Termination with cause		
	Yes	CBC			Employee			art. 11 - Discipline		Manager, HR	31-Oct-12	Closed		Yes	letter of expectation		
	Yes	CBC			Employee			art. 11 - Discipline		Manager, HR	18-Jan-13	Closed	04-Feb-13	Yes	Written warning		
	Yes	CBC			Employee			Pol. 2.2.03 - Conflict of Interest		Manager, HR	18-Jan-13	Closed	04-Feb-13	Yes	suspension		
VAN-027	Yes	CBC	Vancouver	CMG	Employee	Vancouver	CMG	CMG art. 11 - Discipline	Use of coarse language; disruption of prod	Manager, HR	14-Sep-12	Closed	29-Oct-12	Yes	Verbal reprimand		
VAN-028	Yes	CBC	Vancouver	CMG	Employee	Vancouver	CMG	CMG art. 11 - Discipline	inappropriate emails	Manager, HR		Closed	-	Yes	Letter of expectation		
VAN-029	Yes	CBC	Vancouver	CMG	Employee	Vancouver	CMG	CMG art. 11 - Discipline	Employee performance at work, hours of w	Manager, HR	04-Dec-12	Closed	03-Jan-13	Yes	Written warning (hours of work), letter of expectation (performance at work)		
VAN-030	Yes	CBC	Vancouver	CMG	Employee	Vancouver	CMG	Pol. 2.2.22 - Violence in workplace	Potential threatening email against manag	Leila Johnston (HR)	22-Jan-13	Pending	Pending	No	Pending		
VAN-031	Yes	CBC	Vancouver	CMG	Employee	Vancouver	CMG	CMG art. 11 - Discipline	Non vetted script to go online	Manager	-	Closed	17-Oct-12	Yes	letter of expectation		
MTL-001	Yes		Montreal	SCRC	Déficience	Montréal	SCRC	Pol. 2.2.15 - Discrimination	Discrimination - Abilities - Déficience	DRH	31/03/2010	En cours	En cours	Non	Plainte rejetée par la CCDP. Dossier porté en appel par		
MTL-001	Yes		Montreal	STARF	Refus d'accorder un congé parental	Montréal	STARF	Pol. 2.2.15 - Discrimination	Discrimination - Family Status Refus d'accorder un congé parental	DRH	16/04/2012	En cours	En cours	Non	En attente du rapport de l'enquêteur de la CCDP		
MTL-001	Yes		Montreal	SCRC	Menace verbale	Montréal	SCRC	Pol. 2.2.21 - Code of conduct	Menace verbale de représaille si l'employé n'acceptait pas de faire du temps supplémentaire	DRH	3/11/2010	Complété	10-Nov-11	Non	Avis écrit Pris en charge par les RH locaux.		
MTL-001	Yes		Montreal	STARF	Gestes innapropriés auraient été portés à l'égard de plusieurs dames	Montréal	STARF	Pol. 2.2.15 - Harassment	Sexual harassment - Gestes innapropriés auraient été portés à l'égard de plusieurs dames	CRH	8/10/2010	Complété	18-Mar-11	YES	Avis écrit Comportement maladroit du mise en cause. Démarche de sensibilisation du comportement en milieu de travail pris en charge par les RH locaux.		
MTL-001	Yes		Montreal	STARF	Conduites hostiles, graves et répétés	Montréal	STARF	Pol. 2.2.15 - Harassment	Conduites hostiles, graves et répétés	Enquêteur externe	9/10/2010	Complété	28-Apr-11	YES	Avis écrit Les conduites alléguées n'étaient pas prouvées par une preuve prépondérante.		
MTL-001	Yes		Montreal	AR	Manque de respect	Montréal	AR	Pol. 2.2.21 - Code of conduct	Abus de pouvoir	CRH	24/08/2011	Complété	21-Dec-11	Non	Avis écrit Démarche de sensibilisation du comportement en milieu de travail pris en charge par les RH locaux.		
MTL-001	Yes		Montreal	STARF	Manque de respect	Montréal	STARF	Pol. 2.2.15 - Harassment	Code de conduite Politique 2.2.21	CRH	25/08/2011	Complété	20-Feb-12	YES	Avis écrit Prise en charge du secteur par les RH locaux afin de régler la situation relationnel entre les deux employés.		
MTL-001	Yes		Montreal	STARF	Comportement innaproprié	Montréal	STARF	STARF art. 28 - Discipline	Comportement innaproprié auprès d'un client	CRH	19/11/2012	Complété	12-Dec-06	Mesures disciplinai	Lettre de réprimande		
MTL-001	Yes		Montreal	STARF	Comportement innaproprié	Montréal	STARF	STARF art. 28 - Discipline	Utilisation d'un véhicule de la Société à des fins personnelles	CRH	13/11/2012	Complété	20-Dec-12	Mesures disciplinai	Suspension sans salaire		
MTL-001	Yes		Montreal	STARF	Comportement innaproprié	Montréal	STARF	STARF art. 28 - Discipline	Travailler chez un autre employeur et employé en retour progressif	CRH	18/10/2012	Complété	18-Oct-12	Mesures disciplinai	Suspension sans salaire		
MTL-001	Yes		Montreal	STARF	Comportement innaproprié	Montréal	STARF	STARF art. 28 - Discipline	Insubordination	CRH	25/09/2012	Complété	17-Oct-12	Mesures disciplinai	Lettre de réprimande		
MTL-001	Yes		Montreal	STARF	Comportement innaproprié	Montréal	STARF	STARF art. 28 - Discipline	Refus de travailler	CRH	03/07/2012	Complété	26-Jul-12	Mesures disciplinai	Suspension de sans salaire		
MTL-001	Yes		Montreal	SCFP	Comportement innaproprié	Montréal	SCFP	SCFP art. 23 - Discipline	Propos diffamatoires à l'égard de gestionnaires	CRH	10/07/2012	Complété	23-Jul-12	Mesures disciplinai	Lettre de réprimande		

s.19(1)

MTL-001	Yes	Montreal	SCRC	Comportement inapproprié	Montreal	SCRC	SCRC art. 28 - Discipline	Propos sur le site	CRH	16/01/2012	Complété	05-Jun-12	Mesures disciplinaires	Lettre de réprimande		
MTL-001	Yes	Montreal	SCRC	Comportement inapproprié	Montreal	SCRC	SCRC art. 28 - Discipline	Commentaires publié	CRH	16/01/2012	Complété	20-Apr-12	Mesures disciplinaires	Lettre de réprimande		
MTL-001	Yes	Montreal	STARF	Comportement inapproprié	Montreal	STARF	STARF art. 28 - Discipline	Commentaires inappropriés	CRH	15/02/2012	Complété	29-Mar-12	Mesures disciplinaires	Je suspendons sans salaire		
MTL-001	Yes	Montreal	STARF	Comportement inapproprié	Montreal	STARF	STARF art. 28 - Discipline	Comportement inapproprié	CRH	10/02/2012	Complété	02-Mar-12	Mesures disciplinaires	Lettre de réprimande		
MTL-001	Yes	Montreal	SCFP	Comportement inapproprié	Montreal	SCFP	SCFP art. 21 - Discipline	Comportement inapproprié auprès d'un collègue	CRH	09/02/2012	Complété	06-Mar-12	Mesures disciplinaires	Lettre de réprimande		
MTL-001	Yes	Montreal	AR	Comportement inapproprié	Montreal	AR	AR art. 28 - Plainte ou accusation	Comportement inapproprié avec	CRH	07/02/2012	Complété	27-Feb-12	Mesures disciplinaires	Suspension sans salaire.		
MTL-001	Yes	Montreal	STARF	Comportement inapproprié	Montreal	STARF	STARF art. 28 - Discipline	Commentaires inappropriés	CRH	27/01/2012	Complété	26-Mar-12	Mesures disciplinaires	Je suspension		
MTL-001	Yes	Montreal	STARF	Comportement inapproprié	Montreal	STARF	STARF art. 28 - Discipline	Commentaires inadéquates	CRH	30/12/2011	Complété	Complété	Mesures disciplinaires	Lettre de réprimande		
MTL-001	Yes	Montreal	STARF	Comportement inapproprié	Montreal	STARF	STARF art. 28 - Discipline	Comportement inapproprié envers un collègue	CRH	24/11/2011	Complété	30-Jan-12	Mesures disciplinaires	Je suspension sans salaire		
MTL-001	Yes	Montreal	STARF	Comportement inapproprié	Montreal	STARF	STARF art. 28 - Discipline	Comportement inapproprié	CRH	21/09/2011	Complété	03-Nov-11	Mesures disciplinaires	Lettre de réprimande		
MTL-001	Yes	Montreal	SCRC	Comportement inapproprié	Montreal	SCRC	SCRC art. 28 - Discipline	Comportement inapproprié envers ses citoyens	CRH	03/08/2011	Complété	23-Aug-11	Mesures disciplinaires	Suspension		
MTL-001	Yes	Montreal	STARF	Comportement inapproprié	Montreal	STARF	STARF art. 28 - Discipline	Comportement inapproprié	CRH	02/08/2011	Complété	Complété	Mesures disciplinaires	Suspension		
MTL-001	Yes	Montreal	STARF	Comportement inapproprié	Montreal	STARF	STARF art. 28 - Discipline	Comportement irrespectueux & insubordination	CRH	10/06/2011	Complété	22-Jun-11	Mesures disciplinaires	Suspension		
MTL-001	Yes	Montreal	SCRC	Comportement inapproprié	Montreal	SCRC	SCRC art. 28 - Discipline	Avoir eu un comportement de nature agressive envers une collègue à	CRH	01/04/2011	Complété	11-Apr-11	Mesures disciplinaires	Lettre de réprimande		
MTL-001	Yes	Montreal	SCRC	Comportement inapproprié	Montreal	SCRC	SCRC art. 28 - Discipline	Avoir adressé un courriel dont le contenu et le ton se voulant agressif et menaçant avoir, aussi, adressé ce courriel;	CRH	28-Mar-11	Complété	07-Apr-11	Mesures disciplinaires	Congédiement		
MTL-001	Yes	Montreal	STARF	Comportement inapproprié	Montreal	STARF	STARF art. 28 - Discipline	Approche négative au travail + insubordination (refuser d'exécuter les tâches demandées par son supérieur).	CRH	23/12/2010	Complété	19-Jan-11	Mesures disciplinaires	Lettre de réprimande		
MTL-001	Yes	Montreal	STARF	Comportement inapproprié	Montreal	STARF	STARF art. 28 - Discipline	A adressé un courrier électronique à son gestionnaire en usant d'un langage et un ton irrespectueux et inadéquats.	CRH	31/08/2010	Complété	18-Oct-10	Mesures disciplinaires	Lettre de réprimande		
MTL-001	Yes	Montreal	STARF	Comportement inapproprié	Montreal	STARF	STARF art. 28 - Discipline	Avoir tenu des propos agressifs (avec menaces) à l'endroit du personnel.	CRH	20/08/2010	Complété	Complété	Mesures disciplinaires	Suspension sans solde de:		
MTL-001	Yes	Montreal	SCRC	Comportement inapproprié	Montreal	SCRC	SCRC art. 28 - Discipline	Comportement inacceptable envers une collègue de travail	CRH	09/06/2010	Complété	06-Jul-10	Mesures disciplinaires	Je suspension sans salaire		
MTL-001	Yes	Montreal	SCRC	Comportement inapproprié	Montreal	SCRC	SCRC art. 28 - Discipline	A manqué de respect envers un collègue de travail en passant des commentaires inadéquats.	CRH	06/08/2010	Complété	08-Jun-10	Mesures disciplinaires	Avis verbal		
MTL-001	Yes	Montreal	STARF	Comportement inapproprié	Montreal	STARF	STARF art. 28 - Discipline	Ton de voix élevé pour poser une question, demande qu'on le remplace	CRH	26/04/2010	Complété	03-May-10	Mesures disciplinaires	Avis verbal		
MCT-001	Yes	Moncton	SCRC	Comportement inapproprié	Moncton	SCRC	Pol. 2.2.21 - Code of conduct	Absences, retards, problème de performances liées à la consommation d'alcool.	CRH	14-Sep-10	Complété	10-Nov-11	Mesure disciplinaire	Entente de dernière chance		
MCT-002	Yes	Moncton	SCRC	Comportement inapproprié	Moncton	SCRC	Pol. 2.2.21 - Code of conduct	Contacter directement un partenaire afin de savoir pourquoi ses services n'avaient pas été retenus.	CRH	02-Nov-10	Complété	10-Nov-10	Mesure disciplinaire	Lettre de réprimande		
MCT-003	Yes	Moncton	STARF	Comportement inapproprié	Moncton	STARF	Pol. 2.2.21 - Code of conduct	Comportement et propos inappropriés à	CRH	01-Sep-11	Complété	17-Sep-11	Mesure disciplinaire	Suspension sans salaire		
MCT-004	Yes	Moncton	SCRC	Comportement inapproprié	Moncton	SCRC	Pol. 2.2.21 - Code of conduct	Echanges verbales irrespectueuses envers un collègue.	CRH	13-Sep-11	Complété	29-Sep-11	Non	Rencontre formelle avec les RH locales, l'employée gestionnaire afin de clarifier les modalités de travail et moyens de communication.		
MCT-005	Yes	Moncton	SCRC	Comportement inapproprié	Moncton	SCRC	Pol. 2.2.21 - Code of conduct		CRH	13-Sep-11	Complété	21-Sep-11	Mesure disciplinaire	Congédiement		
MCT-006	Yes	Moncton	SCRC	Comportement inapproprié	Moncton	SCRC	Pol. 2.2.21 - Code of conduct	Demande d'accréditation sans l'approbation du gestionnaire et sans être affecté à la couverture de l'événement.	CRH	28-Oct-11	Complété	02-Nov-11	Mesure disciplinaire	Lettre de réprimande		

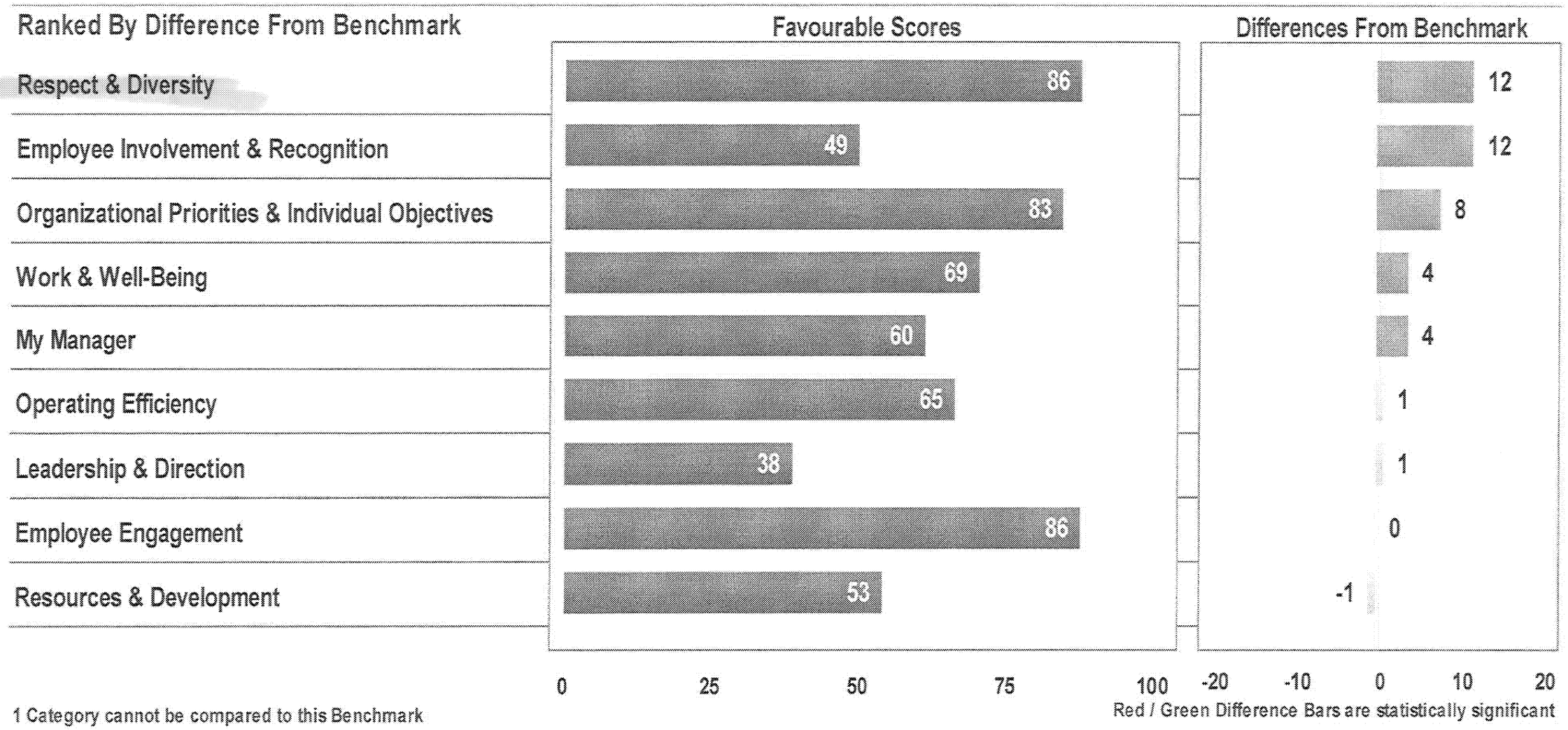
MCT-007	Yes	Moncton	STARF	Comportement inapproprié	Moncton	STARF	Pol. 2.2.21 - Code of conduct	Absence sans autorisation des lieux de travail	CRH	24-Oct-11	Complété	14-Nov-11	Mesure disciplinaire	Plan d'accompagnement basé sur des critères établis conjointement avec les RH locales, le syndicat et le gestionnaire de l'employé.		
MCT-008	Yes	Moncton	APS	Comportement inapproprié	Moncton	APS	Pol. 2.8.11- Fraud and Theft	Utilisation personnelle des biens de Radio-Canada Insubordination	CRH et SRH	9 décembre 2011, 21 décembre 2011	Complété	05-Jan-12	Mesure disciplinaire	Congédiement		
MCT-009	Yes	Moncton	SCRC	Comportement inapproprié	Moncton	SCRC	Pol. 2.2.03 - Conflict of Interest	Propos inacceptables	CRH	16-May-12	Complété	06-Jun-12	Mesure disciplinaire	Lettre de réprimande		
MCT-010	Yes	Moncton	SCRC	Comportement inapproprié	Moncton	SCRC	Journalistic Policy	Propos inacceptables sur l'employé d'une collègue	CRH	20-Jun-12	Complété	28-Jun-12	Mesure disciplinaire	Lettre de réprimande		
MCT-011	Yes	Moncton	STARF	Comportement inapproprié	Moncton	STARF	Pol. 2.2.21 - Code of conduct	Comportement et propos inappropriés à	CRH	02-Aug-12	Complété	23-Aug-12	Mesure disciplinaire	Retrait de la liste de rappel comme		
MCT-012	Yes	Halifax	GEM	Comportement inapproprié	Halifax	CMG	Pol. 2.2.21 - Code of conduct	Comportement explosif envers collègues de travail.	CRH	18-Dec-12	Complété	29-Dec-12	Mesure disciplinaire	Suspension sans salaire et plan d'accompagnement.		
MCT-013	Yes	Halifax	GEM	Comportement inapproprié	Halifax	CMG	Journalistic Policy	Divulgation en ondes	CRH	26-Feb-13	à venir	à venir	à venir	à venir		
	Yes			Comportement inapproprié			Pol. 2.2.03 - Conflict of Interest		CRH	11-Dec-11	Complété	09-Jan-12	Mesures disciplinaires	Lettre de réprimande		
	Yes			Comportement inapproprié			art. 28 - Discipline	Attitude inappropriée	CRH	02-Mar-12	Complété	12-Apr-12	Mesures disciplinaires	Lettre de réprimande		
	Yes			Comportement inapproprié			art. 28 - Discipline	Attitude inappropriée	CRH	02-Mar-12	Complété	22-Mar-12	Mesures disciplinaires	Lettre de réprimande		
	Yes			Comportement inapproprié			art. 28 - Discipline	Non-respect des consignes	CRH	17-Nov-10	Complété	06-Dec-10	Mesures disciplinaires	Lettre de réprimande		
	Yes			Comportement inapproprié			Pol. 2.2.03 - Conflict of Interest	Demande d'accréditation	CRH	30-Aug-11	Complété	20-Sep-11	Mesures disciplinaires	Lettre de réprimande		
	Yes			Comportement inapproprié			art. 28 - Discipline	Conduite irrespectueuse	CRH	30-Aug-11	Complété	20-Sep-11	Mesures disciplinaires	Suspension de ees salaire		
	Yes			Comportement inapproprié			art. 28 - Discipline	Propos inappropriés envers gestionnaire	CRH	09-Aug-12	Complété	06-Sep-12	Mesures disciplinaires	Suspension de ees salaire		
	Yes			Comportement inapproprié			art. 28 - Discipline	Propos inappropriés envers un tuteur	CRH	09-Aug-12	Complété	06-Sep-12	Mesures disciplinaires			
RIM-001	Yes	Rimouski	SCRC	Comportement inapproprié	Rimouski	SCRC	SCRC art. 28 - Discipline	Propos sur Jesus	CRH	1er mars 2012	Complété	30-Mar-12	Mesures disciplinaires	Lettre de réprimande		
RIM-002	Yes	Rimouski	SCRC	Comportement inapproprié	Rimouski	SCRC	SCRC art. 28 - Discipline	Propos inappropriés	CRH	1er mars 2012	Complété	03-Apr-12	Mesures disciplinaires	Lettre de réprimande		
RIM-003	Yes	Rimouski	SCRC	Comportement inapproprié	Rimouski	SCRC	SCRC art. 28 - Discipline	Attitude et comportement irrespectueux	CRH	22-May-12	Complété	11-Jun-12	Mesures disciplinaires	de suspension sans salaire		
RIM-004	Yes	Rimouski	SCRC	Comportement inapproprié	Rimouski	SCRC	SCRC art. 28 - Discipline	Altercation physique	CRH	1er mars 2012	Complété	22-Mar-12	Mesures disciplinaires	Lettre de réprimande		
	Yes			Agression et comportement verbal agressif			Pol. 2.2.22 - Violence in workplace		CRH	15 et 16 juillet 20	Complété	19-Jul-10	Nom	Rencontre des par leur gestionnaire et rappel sur le respect au travail		
ROU-001	Yes	Rouyn-Noranda	SCRC	Comportement inapproprié	Rouyn-Noranda	SCRC	SCRC art. 28 - Discipline	S'être absenter du travail	CRH	22-Apr-09	Complété	07-May-09	Mesures disciplinaires	Lettre de réprimande		
	Yes			Comportement inapproprié			art. 28 - Discipline	Retard au travail	CRH	25-May-10	Complété	31-May-10	Mesures disciplinaires	Lettre de réprimande		
	Yes			Comportement inapproprié			art. 28 - Discipline	Retard au travail	CRH	27-Oct-11	Complété	16-Nov-11	Mesures disciplinaires	de suspension sans salaire		
	Yes			Comportement inapproprié			art. 28 - Discipline		CRH	08-Mar-10	Complété	16-Mar-10	Mesures disciplinaires	de suspension sans salaire		
	Yes			Comportement inapproprié			art. 28 - Discipline		CRH	12-Dec-12	Complété	08-Jan-13	Mesures disciplinaires	Lettre de réprimande		
SHE-001	Yes	Sherbrooke	STARF	Comportement inapproprié	Sherbrooke	STARF	STARF art. 28 - Discipline	Avoir été méprisant, arrogant et irrespectueux envers	CRH	30-Apr-12	Complété	22-May-12	Mesures disciplinaires	Lettre de réprimande		
SHE-002	Yes	Sherbrooke	SCRC	Comportement inapproprié	Sherbrooke	SCRC	Pol. 2.2.21 - Code of conduct	Utilisation du cellulaire pour son usage personnel ayant généré des frais substantiels	CRH	03-Aug-11	Complété	24-Aug-11	Mesures disciplinaires	Remboursement des frais engendrés		
SHE-003	Yes	Sherbrooke	SCRC	Comportement inapproprié	Sherbrooke	SCRC	SCRC art. 28 - Discipline	Irrespect	CRH	03-Aug-11	Complété	24-Aug-11	Mesures disciplinaires	Lettre de réprimande		
SHE-004	Yes	Sherbrooke	SCRC	Comportement inapproprié	Sherbrooke	SCRC	SCRC art. 28 - Discipline	Travail extérieur	CRH	18-Jan-12	Complété	15-Feb-12	Mesures disciplinaires	Suspension de ans salaire		
SHE-005	Yes	Sherbrooke	SCRC	Comportement inapproprié	Sherbrooke	SCRC	SCRC art. 28 - Discipline	Propos inappropriés envers son gestionnaire	CRH	25-Jan-12	Complété	15-Feb-12	Mesures disciplinaires	Suspension sans salaire		
SHE-006	Yes	Sherbrooke	SCRC	Comportement inapproprié	Sherbrooke	SCRC	SCRC art. 28 - Discipline	Comportement agressif et inapproprié envers	PCRH	10-Apr-12	Complété	23-Apr-12	Mesures disciplinaires	Congédiement		
TRS-001	Yes	Trois-Rivières	STARF	Comportement inapproprié	Trois-Rivières	STARF	STARF art. 28 - Discipline	Retard au travail	CRH	06-Apr-11	Complété	20-Apr-11	Mesures disciplinaires	Lettre de réprimande		
TRS-002	Yes	Trois-Rivières	STARF	Comportement inapproprié	Trois-Rivières	STARF	STARF art. 28 - Discipline	Retard au travail	CRH	30-Jun-11	Complété	12-Jul-11	Mesures disciplinaires	Suspension d'une journée sans salaire		
QBE-001	Yes	Québec	STARF	Comportement inapproprié	Québec	STARF	Pol. 2.2.21 - Code of conduct	Utilisation d'un véhicule de la Société sans autorisation	CRH	14/12/2011	Complété		Mesures disciplinaires	Lettre de réprimande		
QBE-002	Yes	Québec	STARF	Comportement inapproprié	Québec	STARF	Pol. 2.2.21 - Code of conduct	Utilisation d'un véhicule de la Société sans autorisation	CRH	14/12/2011	Complété		Mesures disciplinaires	Lettre de réprimande		
QBE-003	Yes	Québec	STARF	Comportement inapproprié	Québec	STARF	STARF art. 28 - Discipline	Utilisation d'un véhicule de la Société à des fins personnelles	CRH	15/03/2012	Complété		Mesures disciplinaires	de suspension sans salaire		

QUE-004	Yes		Québec	SCRC	Comportement innapproprié	Québec	SCRC	SCRC art. 28 - Discipline	A quitté le lieu de travail sans autorisation	CRH	23/02/2010, 11/03/2010, 29/03/2010, 1/04/2010, 6/04/2010	Complété		Mesures disciplinai	Lettre de réprimande, suspension sans salaire		
	Yes				Comportement innapproprié			Pol. 2.2.21 - Code of conduct		CRH	29/10/2010	Complété		Mesures disciplinai	Lettre de réprimande		
	Yes				Comportement innapproprié			STARF art. 28 - Discipline		CRH	23/03/2011	Complété		Mesures disciplinai	de suspension sans salaire		
QUE-005	Yes		Québec	STARF	Comportement innapproprié	Québec	STARF	STARF art. 28 - Discipline	Quitter lieux de travail sans autorisation	CRH	17/12/2010	Complété		Mesures disciplinai	Lettre de réprimande		
QUE-006	Yes		Québec	STARF	Harcèlement	Québec	STARF	Pol. 2.2.15 - Harassment	Envers le gestionnaire immédiat	Enquêteur externe	30/10/2011	Complété		Non	Non		
QUE-007	Yes		Québec	STARF	Harcèlement	Québec	STARF	Pol. 2.2.15 - Harassment	Envers le gestionnaire immédiat	CRH	121/01/2011	Complété		Non	Processus de médiation		
	Yes							Pol. 2.2.15 - Harassment		CRH	04/07/2011	Complété		Non	Processus de médiation		
TOR-001	YES		Toronto	APS		Toronto	CMG	CMG art. 8 - Respect in workplace	Lack of respect	Peter Van Oordt	15-Apr-11	Completed	16-May-11	YES	suspension		Selena
TOR-002	YES		Toronto	CMG		Toronto	CMG	CMG art. 8 - Respect in workplace	Lack of respect	Saira Gangi	June 2012 - Decem	Completed	17-Dec-12	YES	suspension		Saira
TOR-003	YES		Toronto	CMG		Toronto	APS	CMG art. 8 - Respect in workplace	Lack of respect	Kate Reid		Completed	01-Oct-12	NO		mediation recommended	Saira
TOR-004	YES		Toronto	CMG		Toronto	CMG	Pol. 2.2.22 - Violence in workplace	Threatening confrontation, lack of respect	Julia Crane	Oct 14-25, 2011	Completed	12-Dec-11	YES	statement of respect		Selena
TOR-005	YES		Toronto	APS		Toronto	CMG	CMG art. 11 - Discipline	Insubordination	Peter Van Oordt	16-Jun-10	Completed	08-Jul-10	YES	verbal warning		Selena
TOR-006	YES		Toronto	CMG		Toronto	CMG	CMG art. 8 - Respect in workplace	Lack of respect	Peter Van Oordt	09-Dec-10	Completed	25-Jan-11	YES	verbal warning		Selena
TOR-007	YES		Toronto	CMG		Toronto	CMG	CMG art. 8 - Respect in workplace	Lack of respect	Lisa Dymond	14-Oct-10	Completed	24-Nov-10	YES	Written Reprimand		Lisa
TOR-008	YES		Toronto	CMG		Toronto	Mgmt	CMG art. 8 - Respect in workplace	Lack of respect	Lisa Dymond	13-Apr-10	Completed	22-Apr-10	NO			Lisa
OTT-001	YES		Ottawa	CMG		Ottawa	CMG	Pol. 2.2.15 - Harassment	Sexual harassment	Cassandre Lafontant	28-Sep-09	Completed	16-Oct-09	YES	suspension and sensitivity training		
OTT-002	WITHDRAWN		Ottawa	CMG		Ottawa	CMG	CMG art. 8 - Respect in workplace	Lack of Respect	Cassandre Lafontant							
OTT-003	YES		Ottawa	Mgmt		Ottawa	CMG	CMG art. 11 - Discipline		Cassandre Lafontant	14-Dec-10	Completed	10-Jan-11	NO			
TOR-009	YES		Ottawa	CMG		Ottawa	CMG	CMG art. 8 - Respect in workplace	Lack of respect	Cassandre Lafontant	29-Mar-11	Completed	04-Jan-11	NO			
TOR-010	YES		Toronto	CMG		Toronto	CMG	CMG art. 11 - Discipline		Susan Gagliardi	01-Oct-10	Completed		YES	verbal warning		Judy
OTT-004	WITHDRAWN		Ottawa	Mgmt		Ottawa	CMG	CMG art. 11 - Discipline									
TOR-011	WITHDRAWN		Toronto	CMG		Toronto	Mgmt	Pol. 2.2.15 - Discrimination	Discrimination - Disability	CHRC				NO	Settlement reached with employee		Lisa
TOR-012	YES		Toronto	APS		Toronto	CMG	CMG art. 11 - Discipline	Insubordination	Amy Shnier	22-Mar-12	Completed		YES	written reprimand		Saira
TOR-013	YES		Toronto	Mgmt		Toronto	Mgmt	Pol. 2.2.21 - Code of conduct		Owen Mason	22-Nov-11	Completed	21-Dec-11	YES	end of employment		Saira
TOR-013	YES		Toronto	Mgmt		Toronto	Mgmt	Pol. 2.2.21 - Code of conduct		Owen Mason	22-Nov-11	Completed	21-Dec-11	YES	end of employment		Saira
TOR-015	WITHDRAWN		Toronto	CMG		Toronto	Mgmt	CMG art. 8 - Respect in workplace	Discrimination-disability & age	Selena Singh	28-Jan-11	Completed	28-Jan-11	NO	Employee withdrew complaint		Selena
TOR-016	YES		Toronto	Mgmt		Toronto	CMG	CMG art. 11 - Discipline	Inappropriate comments to external party	Susan Gagliardi	02-Mar-12	Completed	02-Mar-12	YES	verbal warning		Lisa
TOR-017	YES		Toronto	CMG		Toronto	APS	Pol. 2.2.22 - Violence in workplace	Physical confrontation	Julia Crane	07-Dec-11	Completed	20-Jan-12	YES	written reprimand		Selena
TOR-018	YES		Toronto	CMG		Toronto	CMG	CMG art. 8 - Respect in workplace	Lack of respect	Trevor Grant	Sept 2-20, 2010	Completed	30-Sep-10	NO			Selena
OTT-005	YES		Ottawa	Mgmt		Montreal	Mgmt	Pol. 2.2.10 - Discipline	Access to confidential documents	Sylvie Gregoire	21-Dec-11	Completed	18-Jan-12	YES	written reprimand		
TOR-019	WITHDRAWN		Toronto	Mgmt		Toronto	Mgmt	Pol. 2.2.15 - Discrimination	Discrimination - Age	Owen Mason							
OTT-006	YES		Ottawa	mgmt		Ottawa	CMG	CMG art. 11 - Discipline		Michele Martel	20-Sep-10	Completed	07-Oct-10	YES	written reprimand		
TOR-020	YES		Toronto	CMG		Toronto	Mgmt	CMG art. 8 - Respect in workplace	Lack of respect, workplace climate	Manuelita Cherizard	04-Jun-10	Completed	12-Jul-10	YES	written reprimand		
OTT-007	YES		Ottawa	APS		Ottawa	CMG	CMG art. 11 - Discipline	Unauthorized claim of overtime	Monique Marcotte		Completed		NO			
OTT-008	YES		Ottawa	CMG		Montreal	Mgmt	CMG art. 8 - Respect in workplace	Lack of respect, PIP	Monique Marcotte		Pending		PENDING			
TOR-021	YES		Toronto	Mgmt		Toronto	CMG	CMG art. 11 - Discipline	Inappropriate use of AmEx	Amy Shnier	22-Mar-12	Completed	29-Mar-12	YES	no discipline		Saira
TOR-022	YES		Montreal	Mgmt		Toronto	APS	APS art. 18 - Discipline	Inappropriate use of AmEx	Judy Dankevy	21-Dec-11	Completed	24-Jan-12	YES			
OTT-009	WITHDRAWN		Ottawa	Mgmt		Ottawa	CMG	CMG art. 11 - Discipline		Cassandre Lafontant							
OTT-010	WITHDRAWN		Ottawa	Mgmt		Ottawa	CMG	CMG art. 11 - Discipline		Marie van Berkel							
OTT-011	YES		Ottawa	Mgmt		Ottawa	Conf	Pol. 2.2.10 - Discipline	Fraud	External counsel		Completed		YES	termination		
OTT-012	WITHDRAWN		Ottawa	Mgmt		Ottawa	CMG	CMG art. 11 - Discipline		Marie van Berkel	08-Sep-11	Completed					
OTT-013	YES		Ottawa	Mgmt		Ottawa	CMG	CMG art. 11 - Discipline	Inappropriate behaviour with security	Marie van Berkel	29-Mar-12	Completed		YES	Verbal warning		
TOR-023	YES		Toronto	CMG		Toronto	mgmt	Pol. 2.2.15 - Discrimination	Discrimination - Age	CHRC				NO			
TOR-024	YES		Toronto	Mgmt		Toronto	APS	APS art. 18 - Discipline		Saira Gangi	20-Dec-10	Completed	24-Dec-10	YES	written confirmation of verbal reprimand		Saira
TOR-025	YES		Toronto	Mgmt		Toronto	APS	APS art. 18 - Discipline	Insubordination	Saira Gangi	21-Mar-12	Completed	3/26/2012/June 25, 2	YES	written confirmation of verbal reprimand/written reprimand		Saira
TOR-026	YES		Toronto	Mgmt		Toronto	Mgmt	Pol. 2.2.21 - Code of conduct	Performance issues	Saira Gangi	22-Jul-10	Completed	22-Jul-10	YES	written reprimand		Saira
TOR-027	YES		Toronto	CMG		Toronto	CMG	CMG art. 8 - Respect in workplace	Lack of respect	Lisa Dymond	28-Sep-12	Completed	26-Oct-12	NO			Lisa
TOR-028	Yes		Toronto	Mgmt		Toronto	CMG	CMG art. 11 - Discipline	Inappropriate use of	Lisa Dymond	28-Sep-10	Completed	29-Sep-10	YES	written reprimand		Lisa
TOR-029	yes		Toronto	CMG		Toronto	Mgmt	CMG art. 8 - Respect in workplace	Lack of respect	Alexis McDonald	16-Jul-12	Completed	16-Aug-12	NO			Lisa
TOR-030	Yes		Toronto	Mgmt		Toronto	CMG	CMG art. 11 - Discipline	Outside work while on STD, inappropriate	Kate Reid	13-Feb-13	In progress		TBD			Lisa
TOR-031	yes		Toronto	Mgmt		Toronto	CMG	CMG art. 11 - Discipline	Fraud	Lisa Dymond	10-Mar-10	Completed	12-Mar-10	NO	Employee resigned		Lisa
TOR-032	YES		Toronto	CMG		Toronto	CMG	CMG art. 8 - Respect in workplace	Lack of respect	Selena Singh	24-Aug-12	Completed	28-Sep-12	YES	written reprimand		Selena
TOR-033	YES		Toronto	CMG		Toronto	CMG	CMG art. 8 - Respect in workplace	Lack of respect	Julia Crane		Completed	25-Sep-12	NO	limited contact/re-set expectations		Selena
TOR-034	YES		Toronto	CMG		Toronto	CMG	CMG art. 8 - Respect in workplace	Lack of respect	Julia Crane	Oct 12-26, 2012	Completed	09-Nov-12	NO	Re-set expectations/dept workflow issues to be addresses		Selena
TOR-035	YES		Toronto	CMG		Toronto	CMG	CMG art. 11 - Discipline	Inappropriate behaviour at work	Julia Crane	30-Nov-02	Completed	07-Dec-12	YES	verbal warning		Selena
TOR-036	YES		Toronto	Mgmt		Toronto	APS	APS art. 18 - Discipline	Inappropriate behaviour at work	Selena Singh	23-Feb-13	Completed	02-Mar-13	YES	written reprimand		Selena
TOR-037	YES		Toronto	Mgmt		Toronto	CMG	CMG art. 11 - Discipline		Selena Singh	14-Mar-12	Completed	21-Mar-12	YES	suspension w/out pay		Selena
TOR-038	YES		Toronto	Mgmt		Toronto	CMG	CMG art. 11 - Discipline	Sleeping on shift	Marcie MacPherson	26-Sep-12	Completed	03-Oct-12	YES	written reprimand		Selena
TOR-039	YES		Toronto	APS		Toronto	APS	Job Abandonment	Did not return to work following AWP	Judy Dankevy		Completed		Yes	Terminated		Judy
TOR-040	YES		Toronto	APS		Toronto	CMG	APS art. 18 - Discipline	Found seemingly inebriated lying on the	Judy Dankevy	10-Jan-13	Completed	30-Jan-13	YES	written reprimand		Judy
TOR-041	YES		Toronto	CMG		Toronto	CMG	CMG art. 8 - Respect in workplace	had inappropriate pictures on	Judy Dankevy	01-Oct-10	Completed	01-Oct-10	No	no discipline		Judy
TOR-042	YES		Toronto	CMG		Toronto	CMG	CMG art. 11 - Discipline	Report of someone smoking in the	Judy Dankevy	28-Nov-11	Completed	02-Dec-11	inconclusive	no discipline		Judy
TOR-043	YES		Toronto	CMG		Toronto	CMG	CMG art. 11 - Discipline	Failure to report to work and advise	Judy Dankevy	11-May-10	Completed	14-Jun-10	Yes	suspension without pay		Judy
TOR-044	YES		Toronto	APS	Departmental management	Toronto	APS	Pol. 2.2.15 - Discrimination	Discrimination - Age	Ron Ouellette/Judy	Feb. 14-12	Completed	08-Aug-12	No	Negotiated		Judy

Assigned number	Formal complaint	Name of complainant	Location	Affiliation	Subject of complaint	Respondent Locatn	Affiliation	Policy/Collective Agreement	Nature of complaint	Investigator	Date(s) investigation meetings	Status of investigation	Date - conclusion of investigation	Allegations founded	Discipline imposed
TOR-001	YES		Toronto	APS		Toronto	CMG	CMG art. 8 - Respect in workplace	Lack of respect	Peter Van Oordt	19-Apr-11	Completed	18-May-11	Yes	suspension
TOR-009	YES		Toronto	CMG		Toronto	APS	CMG art. 8 - Respect in workplace	Lack of respect	Kate Reid				NO	
TOR-010	YES		Toronto	CMG		Toronto	CMG	Pol. 2.2.22 - Violence in workplace		Julia Crane		Completed	12-Dec-11	YES	statement of respect
TOR-011	YES		Toronto	APS		Toronto	CMG	CMG art. 11 - Discipline		Peter Van Oordt	16-Jun-10	Completed	08-Jul-10	YES	verbal warning
TOR-012	YES		Toronto	CMG		Toronto	CMG	CMG art. 8 - Respect in workplace	Lack of respect	Peter Van Oordt	09-Dec-10	Completed	25-Jan-11	YES	verbal warning
TOR-013	YES		Toronto	CMG		Toronto	CMG	CMG art. 8 - Respect in workplace	Lack of respect	Lisa Dymond		Completed	24-Nov-10	YES	respect training
TOR-014	YES		Toronto	CMG		Toronto	Mgmt	CMG art. 8 - Respect in workplace	Lack of respect	Lisa Dymond		Completed	22-Apr-10	NO	
OTT-003	YES		Ottawa	CMG		Ottawa	CMG	Pol. 2.2.15 - Harassment	Sexual harassment	Cassandre Lafontant	03-Dec-10	Completed		YES	training
OTT-005	YES		Ottawa	Mgmt		Ottawa	CMG	CMG art. 11 - Discipline		Cassandre Lafontant	14-Dec-10	Completed	10-Jan-11	NO	
TOR-015	YES		Ottawa	CMG		Ottawa	CMG	CMG art. 8 - Respect in workplace	Lack of respect	Cassandre Lafontant	28-Mar-11	Completed	04-Jan-11	NO	
TOR-016	YES		Toronto	CMG		Toronto	CMG	CMG art. 11 - Discipline		Susan Gagliardi	01-Oct-10	Completed		YES	verbal warning
TOR-022	YES		Toronto	CMG		Toronto	Mgmt	Pol. 2.2.15 - Discrimination		CHRC				NO	
TOR-024	YES		Toronto	APS		Toronto	CMG	CMG art. 11 - Discipline		Amy Schnier	22-Mar-12			YES	written reprimand
TOR-026	YES		Toronto	Mgmt		Toronto	Mgmt	Pol. 2.2.21 - Code of conduct		Owen Mason	22-Nov-11	Completed		YES	
TOR-027	YES		Toronto	Mgmt		Toronto	CMG	CMG art. 11 - Discipline		Owen Mason	03-May-10	Completed	07-May-10	YES	written reprimand
TOR-029	YES		Toronto	Mgmt		Toronto	CMG	CMG art. 11 - Discipline		Susan Gagliardi	02-Mar-12	Completed		YES	verbal warning
TOR-030	YES		Toronto	CMG		Toronto	APS	Pol. 2.2.22 - Violence in workplace		Julia Crane	02-Dec-11	Completed	20-Jan-12	YES	limited contact
TOR-032	YES		Toronto	CMG		Toronto	CMG	CMG art. 8 - Respect in workplace	Lack of respect	Trevor Grant		Completed	30-Sep-10	NO	
OTT-007	YES		Ottawa	Mgmt		Montreal	Mgmt	Pol. 2.2.10 - Discipline	Access to confidential documents	Sylvie Gregoire	21-Dec-11	Completed	18-Jan-12	YES	written reprimand
OTT-008	YES		Ottawa	mgmt		Ottawa	CMG	CMG art. 11 - Discipline		Michele Martel	20-Sep-10	Completed	07-Oct-10	YES	written reprimand
TOR-034	YES		Toronto	CMG		Toronto	Mgmt	CMG art. 8 - Respect in workplace	Lack of respect, workplace climate	Manuella Cherizard	04-Jun-10	Completed	12-Jul-10	YES	written reprimand
OTT-010	YES		Ottawa	APS		Ottawa	CMG	CMG art. 11 - Discipline	Unauthorized claim of overtime	Monique Marcotte		Completed		NO	
OTT-011	YES		Ottawa	CMG		Montreal	Mgmt	CMG art. 8 - Respect in workplace	Lack of respect, P#	Monique Marcotte		Pending		PENDING	
TOR-035	YES		Toronto	Mgmt		Toronto	CMG	CMG art. 11 - Discipline		Amy Schnier	02-Mar-12	Completed	06-Mar-12	YES	written reprimand
TOR-036	YES		Montreal	Mgmt		Toronto	APS	APS art. 18 - Discipline	Inappropriate use of AmEx	Judy Dankevy	21-Dec-11	Completed	24-Jan-13	YES	suspension
OTT-015	YES		Ottawa	Mgmt		Ottawa	Conf	Pol. 2.2.10 - Discipline	Fraud	External counsel		Completed		YES	termination
OTT-08	YES		Ottawa	Mgmt		Ottawa	CMG	CMG art. 11 - Discipline	Inappropriate behaviour with security	Marie van Berkel	29-Mar-12	Completed		YES	
TOR-037	YES		Toronto	CMG		Toronto	mgmt	Pol. 2.2.15 - Discrimination	Discrimination - Age	CHRC				NO	
TOR-038	YES		Toronto	Mgmt		Toronto	APS	APS art. 18 - Discipline		Saira Gangi	20-Dec-10	Completed	24-Dec-10	YES	verbal warning
TOR-038	YES		Toronto	Mgmt		Toronto	APS	APS art. 18 - Discipline		Saira Gangi	23-Mar-12	Completed	26-Mar-12	YES	verbal warning
TOR-043	YES					Toronto	CMG	CMG art. 11 - Discipline		Saira Gangi	40381	Completed		YES	written reprimand

Category Scores vs. CBC/Radio-Canada Overall 2010

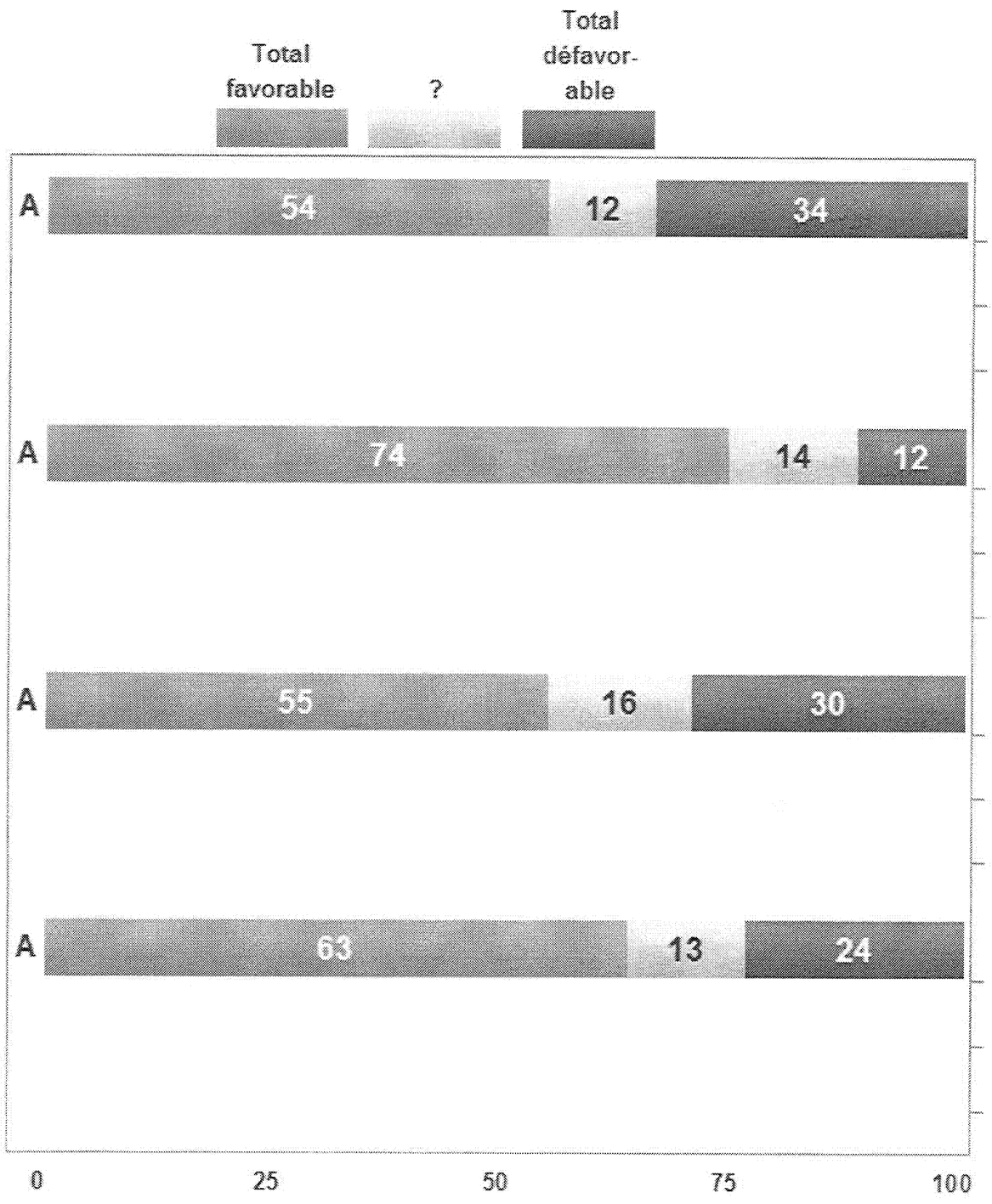
- The most significant increases from the previous survey are in Respect & Diversity and Employee Involvement & Recognition.



1 Category cannot be compared to this Benchmark

© 2013 Towers Watson. All rights reserved. Proprietary and Confidential. For Towers Watson and Towers Watson client use only.

Catégorie 8: Respect et diversité



15. Les employés sont traités avec respect sans égard à leur poste.

24. CBC/Radio-Canada soutient la diversité dans le milieu de travail en reconnaissant et en respectant la valeur des différences humaines

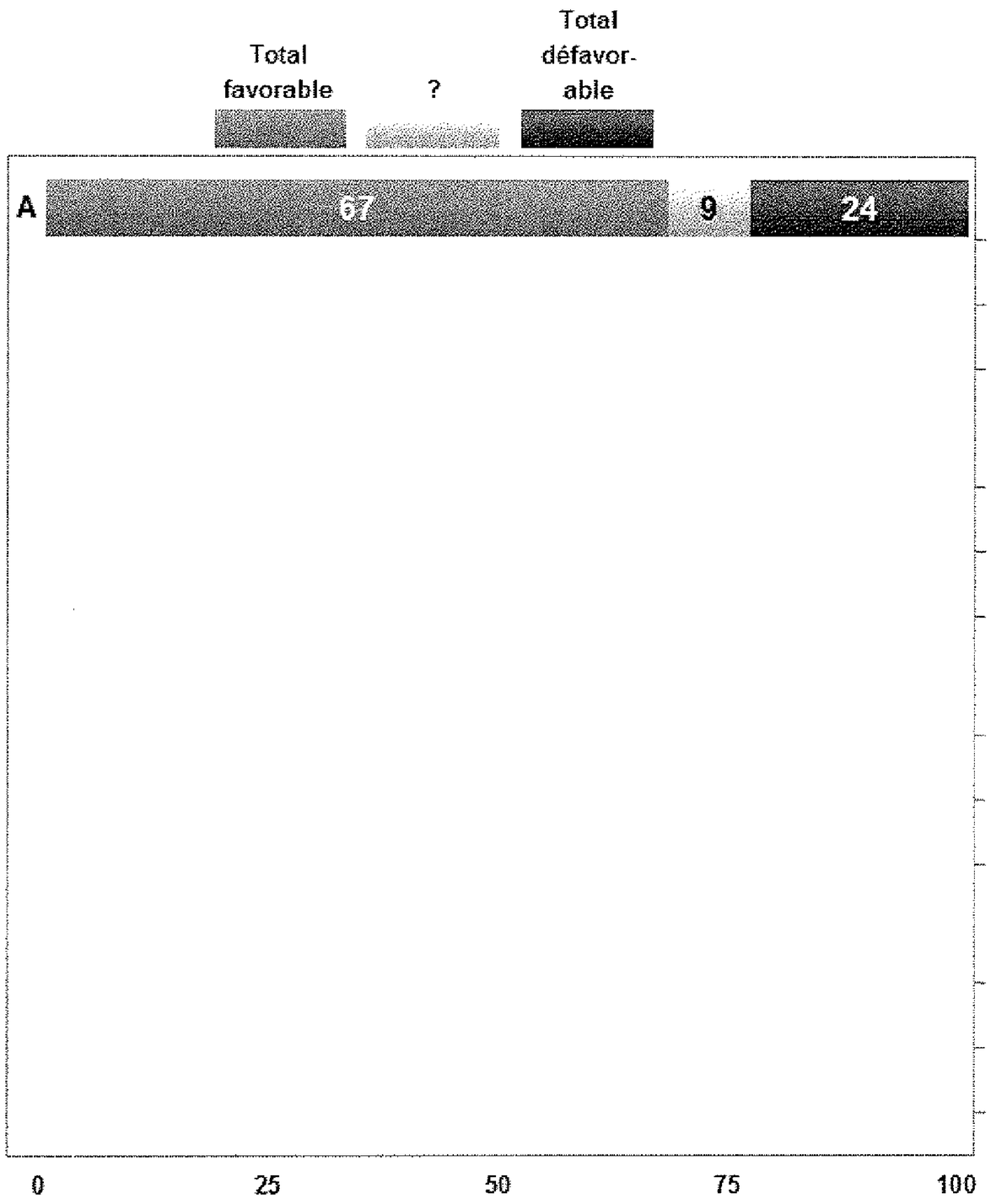
42a. En règle générale, les employés respectent : la haute direction de CBC/Radio-Canada

42b. En règle générale, les employés respectent : la direction de ma composante

Facteurs d'engagement clés

Catégorie 8: Respect et diversité

42c. En règle générale, les employés respectent : la direction de mon service

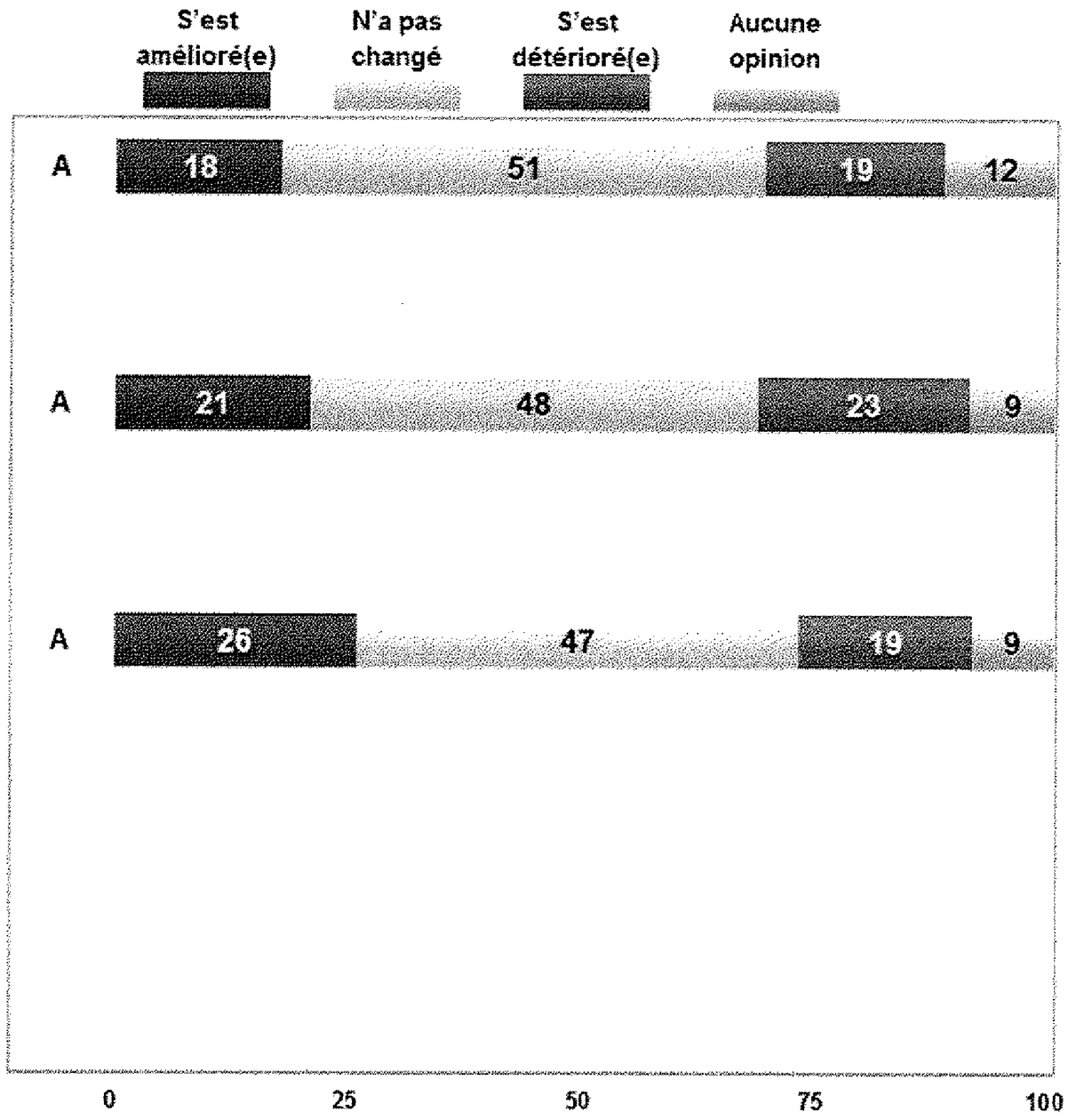


Catégorie 8: Respect et diversité

48a. Au cours des 24 derniers mois, le climat de respect au sein de : ma composante :

48b. Au cours des 24 derniers mois, le climat de respect au sein de : de mon service :

48c. Au cours des 24 derniers mois, le climat de respect au sein de : de mon émission/groupe de travail :



STANDING COMMITTEE ON THE STATUS OF WOMEN

Study on Sexual Harassment in the Federal Workplace

Background information

- This study initially began on the heels of the sexual harassment complaints made publically by several female members of the RCMP.
- The scope of the study has since been changed and the Committee is now looking into understanding how sexual harassment is handled (or not) across the federal government.
- Since October 16, the Committee has met with several organizations ranging from central agencies, administrative tribunals and industrial relations boards, unions, ombudsmen, large federal departments, separate employers, members and civilians working at National Defence and RCMP, and lawyers specialized in employment law.

Summary of Testimonials

Overall, all members of the Committee are asking similar questions (from one witness to another) and members rarely stray off the subject of their study. The overarching theme of their questions is based on how leadership is key to changing the culture in any organization that might potentially harbour a high number of sexual harassment cases which have gone unreported or untreated. When dealing with sexual harassment issue in the workplace, Committee Members also include men in being the potential victims.

CON tend to focus their questions on:

- how organizations are governed; what type of training on harassment is offered
- comparing processes and timelines on handling sexual harassments between organizations;
- how harassment and sexual harassment are defined;
- how data and statistics are kept and for how long; and can whether trends (such as repeat offenders) are available; and
- where can the complainers go if they are not satisfied with the decision that has been rendered by their employers.

In addition to some of the above questions, **NDP** will also focus their questions on:

- whether or not the level of harassment is caused by the lack of women in decision-making positions;
- whether or not separate statistics are kept for sexual harassment cases;
- in the context of the recent budget cuts; are there less cases that are brought forward because people fear for their jobs?

As for the **LIB**, they will go back and forth from the same questions asked by both the CON and NDP but tend to ask questions that have longer term policy changes implications and the questions are very direct:

- "What does it take to fire a public servant when they have been found guilty of harassment?"
- "Why does it take so long for your organization to process a file?"
- "Sexual harassment is underreported; can you recommend how to empower women to come forward with their complaints?"
- "Isn't it time to review your mandate?"
- "Would you actually recommend your daughters to work at DND or the RCMP?"

POSSIBLE QUESTIONS & ANSWERS

Standing Committee on the Status of Women
March 5, 2013

KEY MESSAGES

- When it comes to discrimination and any form of harassment, we have a zero tolerance policy.
- Our main focus at CBC/Radio-Canada is to foster a culture of respect as it is the foundation of a harassment free workplace.
- All cases brought to the attention of management, union or HR are treated as a top priority.

A. ORGANIZATIONAL CULTURE & HARASSMENT (BASED ON PREVIOUS COMMITTEE HEARINGS)

Q1 In 2011, Treasury Board of Canada Secretariat published results from a survey administered across 40 large government departments in 2011. The numbers indicated that 39% of the 201K + employees surveyed felt that they believed to have experience some form of harassment (men and women), including sexual harassment.

a. Did your employees participate in that survey and if not, do you measure employee satisfaction on a regular basis? What it the participation rate of your surveys with employees?

- We did not participate in the Public Service Employee Survey.
- We administer our own employee surveys; the latest one, *Dialogue*, was administered in 2010 and again in 2012.
- Participation rates for both surveys were: 67% (2010) and 60(%) (2012)
- Although we do not have a specific question related to harassment or sexual harassment in the workplace, we do have questions aimed at *Respect in the Workplace*.
- Results from the recent surveys indicate that in 2010 54% of employees responded favourably to the question regarding being treated with respect, regardless of their title. In 2012, 86% responded favourably to the statement that CBC/Radio-Canada supports diversity in the workplace, recognizing and respecting the value of human differences, up 12 points from 2010.XXXX

b. Do you collect data pertaining to harassment on a general level or do you keep track of the various type of harassment separately?

- We keep a record of all formal complaints and track all types of complaints separately, including sexual harassment.
- The majority of the complaints since January 2010 were related to inappropriate behaviour of or discipline (60%) such as e.g. misused of corporate credit cards or ~~fraud~~lack of respect
- .

Q2 **In order for the culture within an institution to change, we heard from many witnesses that leadership is key. Is it because there are more women in decision-making positions today that there are less harassment cases?**

- We don't feel that there is a correlation between the two.
- 50% of my senior management team are women and that doesn't determine the level of discriminatory or harassment complaints filed.
- Leadership is key, and we have a zero tolerance with respect to discrimination and harassment, including sexual harassment, in the workplace.

WORKFORCE #5. DATA

VALUES OF THE CORPORATION

Q3 **In the context of your recent budget cuts, do you think that there are fewer complaints related to harassment being filed because people fear their jobs might be at risk?**

- It is difficult to speculate as to the reason behind why people bring forward a complaint or not.
- As in every working environment, there will always be individuals who do not wish to bring forward a complaint.
- That is why we want to ensure that employees know their right to work in a respectful workplace; as respect is the basis of preventing discrimination or harassment in the workplace.

B. CBC/Radio-Canada's HR Governance

Q4 In the OAG's Special Examination Report released last week, one of the three recommendations made for improving CBC's HR practices was aimed at the fact that your People and Culture Department has a high turnaround within its management team.

a. Are you concerned that you could be missing cases of sexual harassment?

- As you heard from other witnesses, we, like them, are more concerned with the idea of people not coming forward with their complaints because of a lack of trust or respect in the workplace.
- With respect to the OAG's recommendation's, we believe that we have the proper mechanism and culture in place that will allow employees to bring forward their complaints regardless of ~~turnaround~~ the changes in the HR's management team.
- Employees are aware that there are several options at their disposal should they wish to bring forward a complaint; all parties – employees, managers, union representatives, human resources – play a part in ensuring a workplace free from harassment.

maintain integrity

b. Do you have the necessary resources to handle harassment complaints?

- All harassment complaints are dealt with as a top priority. If necessary, additional resources are accessed to deal with formal complaints.
- Senior HR management reviews the nature of the formal complaints and will assign resources to the investigation.
- Typically, HR will not investigate an employee within its own client group (e.g. a corporate resource can be allocated to a case in one of the media lines or vice-versa)
- External investigators can, and have, been used as deemed appropriate whether due to the nature or complexity of the complaint, the location or the individuals involved.

Q5 Which act(s) regulate(s) your HR related matters?

- As a separate employer, we have developed our own HR policies to reflect the nature of the work done by our employees who are in partunionized and non-unionized.
- The policies have been developed and reviewed over the years reflect current legislations and best practices used by other organizations.
- Like any other federal organizations, we are subject to the: Canada Labour Code, Canadian Human Rights Act and the Employment Equity.
- We also have collective agreements with 6 unions representing employees across the country.

NOT ALL THINGS SUBJECT TO some ACTS as a federal employer.

Q6 How long have you had a policy on harassment? If the current policy is an updated version, what are the main changes?

- ~~[waiting for more background]~~We have had an anti-harassment policy since at least 1990.
- The most recent policy was put into place February 10, 2010 and it was revised to include the updated grounds of discrimination under the Canadian Human Rights Act, including family status.

IN TO BE TRACKED BACK TO RE BEFORE 1990s

Q7 a. What kind of process do you have in place that deals with harassment complaints?

- When HR, management or unions becomes aware of a potential situation of harassment, we all have an obligation to meet with the employee who may have been subject to harassment immediately.
- Employees are informed of the options that are available to them(informal or formal processes – information is also available on our internal website as well as on the various unions' websites).
- With informal processes, we try to find a resolution between employees with the help of their immediate managers, senior manager,unions or HR consultant.
- In the case of a formal process, as soon as there is a written complaint outlining the nature of the allegations, the ~~VP of People and Culture~~Senior leadership in Human Resources will ~~review whether an~~assign appropriate resources to conduct an investigation ~~is warranted~~.
- Should an investigation be warranted, internal or external legal services, a third party investigator, or HR ~~and unions can all be used to provide support~~ might act as investigators depending on the severity and complexity of the case.

ADDRESS EMOTIONAL HEALTH

- Pending the outcome of the investigation, possible restrictions from a non-disciplinary perspective may be taken.
- Upon a receiving a final report from the investigator, ~~VP of~~ Senior leadership of People and Culture, along with the managers ~~and/or unions~~, must determine what type of disciplinary measure must be taken is if the case was founded.
- If the investigative report alludes to future preventive measures that could be taken, the Corporation can also implement longer term recommendations in order to minimize the risk of recurrence.

Q8 What kind of harassment training do you offer your employees? How often do you offer these training? Are there awarenesscampaigns on the subject matter as well?

- All new employees are given copies of the HR policies (a copies are in your information kits).
- Given the low number of cases, we have not done any recent awareness campaign on the subject of discrimination and harassment but we do promote on a regular basis the Employee Assistance Program.
- Since October 2012, all employees must take a new mandatory e-learning course that will help them understand what workplace violence is and know what to do if it occurs.
- ~~Other training is available on demand such as:~~ All Human Resources business partners are trained in how to conduct an investigation.
- Currently checking if HR Media Lines/Unions are offering their own training on harassment

Q9 Do you favour informal resolutions mechanisms or formal ones?

- Our main priority when resolving harassment case is to deal with issue as quickly as possible.
- When we become aware of a potential situation, we typically meet with the employee who may have been the subject ofdiscrimination or harassment and explain to them their options including informal and formal processes.
- Informal resolutions may include the involvement of management and the union to mediate a resolution between the employees.
- Formal investigations begin once a formal complaint has been filed and senior HR management determines the appropriate investigator.

Q10 When harassment cases are not treated quickly or taken seriously by management, employees might feel that it isn't worthwhile to file a complaint and risk their job.

a. **How long does it take to process each case before a resolution can be made**?

- As you can imagine, faced before a serious allegation/complaint such as sexual harassment, we want to resolve the issue as quickly as possible.
- Depending on the severity and complexity of each cases, or whether or not an investigation is warranted, the time to process each cases may vary.
- The goal is to find a balance between being diligent with the facts and ensure fairness to the harasser and not wanting to potentially victimize again the complainer.

CBC Radio-Canada **Monique Marcotte <monique.marcotte@cbc.ca>**

more questions (sorry!)

1 message

LILIANE LE <liliane.le@cbc.ca> Mon, Feb 25, 2013 at 2:46 PM
To: Monique Marcotte <monique.marcotte@cbc.ca>

Just got off the phone with Stephanie Duquette; she is anticipating that Hubert will want to know the following info

1) The 3 cases we have on file, were they from corporate, CBC or RC?
2) Why was there 1,400 + pages for the one case? – THERE WERE MANY CASES included in the 1454 pages
3) Do the unions offer training to their members on code of conduct or harassment? NO NOT AT THIS TIME - RESPECT IN THE WORKPLACE

If we can have the info for our prep call on wed with him, it would be great

Thanks

--

Liliane Lê
Chef, Relations gouvernementales
Manager, Government Relations
CBC/Radio-Canada
T: +1.613.288.6272
C: +1.613.299.5254
Liliane.Le@cbc.ca

Policy 2.2.15: Anti-Discrimination and Harassment

Available In: EN FR

EFFECTIVE DATE: February 1, 2010

Statement
Application
Description
- Definitions
- Mechanisms for Redress
- Discipline and Reprisals
- Confidentiality
- Chain of Communication for Addressing Concerns or Complaints

Responsibility
References
History

STATEMENT

CBC/Radio-Canada's Commitment:
CBC/Radio-Canada is committed to:

- provide an inclusive workplace environment free of discrimination and harassment, including sexual harassment,
- support the productivity, personal goals, dignity and self respect of all its employees and potential employees, and
- promote sensitivity to individual differences.

CBC/Radio-Canada will make every reasonable effort to ensure that no employee is subjected to discrimination and harassment in the workplace. In particular, CBC/Radio-Canada accepts responsibility to ensure that its policies, practices, work arrangements and facilities do not have unlawful discriminatory effects on those individuals protected under the *Canadian Human Rights Act*.

Further, CBC/Radio-Canada will not tolerate any behaviour, including from independent contractors and other individuals with whom CBC/Radio-Canada does business, that conflicts with the spirit or intent of the *Canadian Human Rights Act*, or any other human rights laws that are applicable to CBC/Radio-Canada's operations within or outside Canada.

APPLICATION

This policy applies to all CBC/Radio-Canada employees.

DESCRIPTION

The CBC/Radio-Canada considers all forms of discrimination, including discriminatory and sexual harassment, to be

unacceptable; will not tolerate its occurrence; and will make every reasonable effort to ensure that no employee is subjected to it.

As per the definitions below, discriminatory and sexual harassment are specific forms of discrimination.

Further, for any violence or threats of violence in the workplace, please refer to CBC/Radio-Canada's Policy 2.2.22: Prevention of Work Place Violence.

Definitions:

1) *Discrimination* means:

denying an individual employment, or goods and services, based on a prohibited ground as described below; or
differentiating adversely between individuals in the course of employment, or in the provision of goods and services, based on a prohibited ground as described below.

Prohibited grounds are described as:

Age	Family status
Race	Marital status
Colour	Sexual Orientation
Religion	Pardoned conviction
National or Ethnic Origin	Mental or physical disability
Sex (including pregnancy and childbirth)	

2) *Discriminatory Harassment* means:
Any conduct, comment, gesture or contact based on any of the prohibited grounds, listed above:

that is likely to cause offence or humiliation to any employee or customer, or
might reasonably be perceived as placing a condition on employment, employment opportunities (e.g. training, promotion) or the provision of goods and services.

Discriminatory harassment will have taken place if it is known or ought to have reasonably been known that the behaviour in question was unwelcome or inappropriate in the workplace.

Examples include:

unwelcome remarks, jokes or taunts about an individual's racial background, colour, place of birth, citizenship or ancestry (or other prohibited ground);
display of derogatory, racist or offensive pictures or material
the refusal to work with an individual on the basis of his or her racial background (or other prohibited ground)

For other forms of harassment that do not involve one of the prohibited grounds listed above, please refer to CBC/Radio-Canada's Policy 2.2.21: Code of Conduct and/or where applicable, the *Respect in the Workplace* provisions contained in one's collective agreement.

3) *Sexual Harassment* means:

As defined in the *Canada Labour Code*:

" any conduct, comment, gesture or contact of a sexual nature that is likely to cause offence or humiliation to any employee; or that might, on reasonable grounds, be perceived by that employee as placing a condition of a sexual nature on employment or on any opportunity for training or promotion."

Sexual harassment, which is a specific form of discriminatory harassment, is generally comprised of objectionable and offensive behaviour that may occur once or repeatedly.

Examples include:

unwelcome advances, flirtations, jokes or propositions of a sexual nature;
unwanted requests for sexual favours by a person in a position to confer, grant or deny a benefit or advancement;
sexually degrading words, images or other material;
conduct of a sexual nature, including leering, pinching, touching and patting.

Mechanisms for Redress:

Where remedial action is recommended, it will be implemented as soon as reasonably possible after the conclusion of a thorough internal investigation. Depending on the circumstances, there may also be longer-term initiatives, such as the development and implementation of Corporate or Departmental wide education and training activities.

The *Canadian Human Rights Act* also gives an employee the right to legal redress. A complaint for any form of discriminatory practice, including harassment, may be made before the Canadian Human Rights Commission.

Further, a unionized employee may instead opt to file a grievance according to the relevant collective agreement.

Discipline and Reprisals:

Any employee whose actions are found to be in breach of this policy will be subject to a full range of disciplinary action, which may include: education and training for the various parties involved, adjustments to the work environment, various forms of apology, undertakings, warnings, suspensions, job transfers of either party or, when the circumstances warrant it, immediate termination.

If an employee raises a concern relating to discrimination, including harassment, in good faith, s/he will not be subject to retaliation nor reprisals for bringing forward his or her concern. Therefore, any person who threatens or takes actions against an employee for invoking this policy and/or for participating in the related investigation process is strictly prohibited and will be disciplined up to and including termination.

Confidentiality:

All concerns relating to discrimination, including discriminatory and sexual harassment, will be dealt with confidentially as reasonably possible.

An employee's identity, or the circumstances regarding any concern or complaint, will not be disclosed unless disclosure is necessary for the purposes of conducting an investigation or for taking disciplinary action.

Chain of Communication for Addressing Concerns or Complaints:

Employees can address concerns or complaints relating to discrimination based on a prohibited ground, including harassment, by using the following chain of communication:

1. If it is appropriate, the employee should tell the person who is acting in a discriminatory/harassing manner that it is offensive and request that s/he immediately stop. In some cases, this informal discussion may resolve the problem.
2. If this is inappropriate or if the informal discussion is not resolved, then the employee should advise his or her immediate supervisor (or, if unionized, his or her union representative and/or supervisor, depending on terms of the applicable collective agreement), who shall, in turn, notify the Human Resources Manager.
3. If advising the immediate supervisor is difficult, inappropriate or otherwise unsuccessful, then the employee should contact his or her CBC/Radio-Canada HR Manager directly.
4. The employee will then be asked to prepare a written complaint, outlining the nature of the allegations and any important details or facts (including the name(s) of the alleged harasser(s), witnesses, dates and location of the incidents) that may assist the subsequent investigation.
5. Upon receipt of this written complaint, the Human Resource Manager will immediately acknowledge its receipt to the employee and will meet with the employee as soon as reasonably possible.
6. The Human Resources Manager will exercise its discretion as to whether an internal investigation is warranted and to determine its scope. Where appropriate, the Human Resources Manager may conduct an investigation even if the employee refuses to submit a written complaint.
7. For specific information regarding the investigation process, please refer to CBC/Radio-Canada's Guidelines to Investigation.

RESPONSIBILITY

Human Resources Managers.

REFERENCES

Canadian Human Rights Act
Canada Labour Code
Policy 2.2.21 : Code of Conduct
Policy 2.2.22 : Prevention of Work Place Violence
Guidelines to Investigation

HISTORY

Replaces previous HR Policy:

Policy 2.2.15 : *Harassment*
Personal Harassment no. 1.1

GUIDELINES TO INVESTIGATIONS

SCOPE AND APPLICATION

The VP People and Culture, or his or her delegate, is responsible for authorizing and supervising the conduct of thorough, impartial and prompt investigations into allegations in relation to any suspected breach of certain CBC/Radio-Canada policies, including:

- Policy 2.2.3: Conflict of Interest And Ethics
- Policy 2.2.15: Anti-discrimination and Harassment
- Policy 2.2.20: Non-discrimination and the Duty to Accommodate
- Policy 2.2.22: Prevention of Work Place Violence
- Policy 2.2.21: Code of Conduct
- Policy 2.3.11: Fraud and Theft
- Policy 2.5.01: Corporate Information Technology (IT) Security and Employee Use of IT Assets
- Policy 2.9.02: Personal Information and Privacy Protection
- Any other applicable laws or policies that are deemed appropriate.

In the event that potential legal risks arise to the Corporation, the VP People and Culture shall consult theVP Real Estate, Legal Services and General Counsel or his or her delegate ("General Counsel").

In the event that these Guidelines are inconsistent with any applicable CBC/Radio-Canada collective agreement, the provisions of the applicable collective agreement shall supersede these Guidelines.

CONFIDENTIALITY

The entire investigation process, including the very fact that an investigation is being conducted or that an employee is being interviewed, shall remain confidential to the extent necessary to conduct the investigation or as required by law.

STEP 1 - NOTIFICATION

1. **Complainant**

Any employee who believes that one of the policies listed above is possibly being breached should immediately notify his/her immediate manager ("Manager") or their HR Consultant, if the breach involves his/her Manager or where it is otherwise inappropriate to directly notify their Manager.

Any employee who has come forward to their Manager ("Complainant") shall be immediately asked to prepare a written complaint outlining the nature of the allegations and any important details that may assist the potential subsequent investigation ("Written Complaint"), which shall be provided to their local Human Resources ("HR") Consultant.

2. **HR Consultant**

A Manager who becomes aware of any these allegations shall notify, within 24 hours, their HR Consultant, irrespective of whether the Complainant has provided a Written Complaint or not.

Depending on the nature and séverity of the allegations, an investigation process may be required even if the Complainant refuses to lodge a Written Complaint.

The Manager shall provide the HR Consultant with a written "Notice of Complaint", which shall contain the following information:

- the nature and description of the complaint;
- a list of proposed witnesses;
- the relevant CBC/Radio-Canada policy affected;
- the potential impact or risk to the CBC/Radio-Canada
- a copy of the Written Complaint; and
- any other relevant information that may be missing from the Written Complaint or otherwise assist the potential investigation.

3. **CBC Security and 911**

If the complaint involves potential criminal activity (including theft or fraud) or raises a security issue regarding CBC/Radio-Canada property or employees, then the HR Consultant shall promptly notify CBC Security and General Counsel, who may contact the police, if it is deemed appropriate.

If the complaint involves an emergency, the Manager will need to immediately call 911.

4. **Finance and Administration**

Finance and Administration shall be consulted if the complaint involves the intentional misappropriation or misrepresentation of CBC/Radio-Canada assets or property for personal gain. Examples include:

- The creation of false or misleading records, including creating a false financial statement, forging a signature or submitting a false expense claim;
- The unauthorized use of CBC/Radio-Canada facilities, equipment and property; and
- The misuse of CBC/Radio-Canada credit cards for non-authorized purchases.

Please refer to *Policy 2.3.11: Fraud and Theft.*

5. **Records Management and IT Departments**

The Manager will immediately be required to take steps to ensure the proper retention of all relevant documents pertaining to the allegations and possible subsequent legal proceedings.

As soon as the Manager is advised of the complaint, the Manager shall immediately:

a. Secure all records relevant to the complaint, including the employee's personnel file; and
b. Notify the Records Management and IT Departments for the retention of all relevant electronic records.

6. **Communications Department**
If the allegations are of a serious nature that may damage the reputation of the CBC/Radio-Canada, the Communications Department shall be notified to prepare a communications strategy in the event the allegations become public.

7. **Industrial Relations**
In the event that the complaint involves a unionized employee(s), Industrial Relations must be notified.

STEP 2- SCREENING BY VP PEOPLE AND CULTURE

Generally managed delegated to Executive Directors, Human Resources

1. It is the VP People and Culture's responsibility to determine, on a case-by-case basis, whether an investigation is warranted. To make this determination, the VP People and Culture shall exercise his or her discretion to conduct the preliminary screening, by:
    a. Reviewing the Notice of Complaint, and
    b. Consulting the Manager or the HR consultant involved.

2. Minor breaches of CBC/Radio-Canada policies that have minimal impact on its operations shall fall outside the scope of these Guidelines and no investigation shall be warranted. The VP People and Culture may attempt to resolve the complaint or dispute through an informal mediation, if deemed appropriate.

3. If an investigation is warranted, the VP People and Culture shall select an impartial investigator to conduct the investigation. Depending on the nature and seriousness of the allegations, the VP People and Culture shall determine whether the investigation shall be conducted by:
    a. A CBC/Radio-Canada HR Manager or Consultant (other than the HR Consultant who assisted in the Notice of Complaint),
    b. Legal Counsel within the CBC Legal Department, or
    c. A third-party Investigator, external to the CBC/Radio-Canada.

    ("Investigator")

4. If an investigation is required pursuant to *Policy 2.2.22: Prevention of Work Place Violence* and it is determined that option (a) above should be selected, then the Investigator shall be an HR Manager.

STEP 3: POSSIBLE RESTRICTIONS PENDING INVESTIGATION

1. Depending on the issues involved (safety or otherwise), pending the outcome of the investigation, the Manager and local HR Consultant shall jointly determine, from a solely non-disciplinary perspective, whether it is appropriate for the individual accused (the "Respondent ") to be:
    - On authorized leave with pay,

- Restricted from returning to the CBC/Radio-Canada workplace (ie working from home), and/or
- Otherwise restricted from communicating with CBC/Radio-Canada employees.

2. This determination may be done in consultation with Legal Counsel and, if the employee is unionized, with Industrial Relations.

3. If removal from the work place is warranted, then the HR Consultant shall ensure that this employee's CBC/Radio-Canada access card and e-mail and computer account access are disabled.

4. For the purposes of ensuring the neutrality of the investigation process, the Manager (or other employee in the business line), who may have influence over the terms and conditions of employment of the person being interviewed, shall not be present at any of the interviews or otherwise have contact with the Investigator during the investigation process.

STEP 4: ROLE OF THE INVESTIGATOR

The Investigator shall:

1. Commence a thorough, impartial and prompt investigation as soon as possible after being appointed by VP People and Culture.

2. Review and respect the scope, manner and duration of the investigation as determined by the VP People and Culture.

3. Obtain all relevant documents retained by all the parties, including the Manager, VP People and Culture and the IT Department.

4. Notify the Complainant and other relevant parties/witnesses of the investigation ("Notice of Investigation") with the following information in writing:
   a. They will need to be interviewed as part of an investigation process,
   b. The time and location of the interview,
   c. The nature of the investigation,
   d. Who shall be present at the interview,
   e. They may be accompanied by a third party for support, and
   f. The confidential nature of this investigation process, as mentioned above.

5. Provide to the Respondent a copy of the Written Complaint, prior to his or her actual interview in order to allow for an adequate response to the allegations.

STEP 5: ROLE OF EMPLOYEES

1. Employees who have been contacted to be interviewed are required to fully cooperate with this investigation process which includes:
   a. Retaining and providing all relevant documents, including drafts, in all formats (physical and electronic);

b. Making themselves readily available for interviews by the Investigator(s);
c. Answering all questions in a candid, forthcoming and honest manner; and
d. Maintaining the confidentiality of this process, as mentioned above.

2. The failure of an employee to fully cooperate in this investigation process may result in disciplinary action.

STEP 6: CONDUCTING THE INTERVIEWS

The Investigator shall:

1. Conduct separate interviews in a neutral and private location, in the presence of the HR Consultant who shall take notes of the interviews, in the following order:
    i. The Complainant
    ii. The witnesses suggested by or in support of the Complainant, if appropriate
    iii. The Respondent
    iv. The witnesses suggested by or in support of the Respondent, if appropriate
    v. Follow up interviews for clarification purposes, if necessary, and
    vi. The Respondent shall be re-interviewed last, in the event there are outstanding allegations for which he has not had the opportunity to respond.

2. At the beginning of each interview, the Investigator should:
    a. Explain the investigation process and the Investigator's role and reiterate the nature of the allegations;
    b. Secure any additional information or documents from the employee;
    c. Remind the employee that they have an ongoing duty to disclose any new information that comes into their possession after the interview;
    d. Explain that s/he may be contacted periodically throughout the process in order to respond to any further information received;
    e. Immediately notify the HR Consultant and Manager if new information reveals that the Respondent should **not** have access to CBC/Radio-Canada premises pending the outcome of the investigation; and
    f. Keep detailed written notes of the interviews.

3. Request that the employee being interviewed review and sign his or her interview notes, where appropriate.

STEP 7: DRAFTING THE INVESTIGATION REPORT

The Investigator shall promptly:

1. Prepare an Investigation Report which shall be divided into two parts and appendices:

    Part 1: A chronological summary of the objective facts and evidence, including the identification of any inconsistencies in these facts and evidence.

Part 2: Conclusions or findings regarding the possible breach of policy and/or law, in consultation with General Counsel, where necessary, without making any determination regarding disciplinary measures, which shall include:

- An assessment of the credibility of the witnesses, based on the evidence received and the demeanor in which it was provided, and
- Potential short and long-term preventative measures, to deter these incidents from recurring (such as training, counseling or adjustments to the work environment).

Appendices: Attach interview notes from each interview.

2. Submit the Investigation Report as soon as reasonably possible to VP People and Culture.

STEP 8: DECISION and FOLLOW UP

At the conclusion of any investigation, the VP People and Culture shall review the Investigation Report, and shall:

1. Where reasonably possible, ensure the confidentiality of the Investigation Report, except where disclosure is either required by law, for disciplinary purposes or for the purposes of implementing the recommendations contained in the Investigation Report.

2. If the Investigation Report reveals that a breach of policy has been found, consult with the local HR Consultant (other than the Investigator) and Industrial Relations (where applicable) to make recommendations regarding possible disciplinary or other remedial actions to management.

3. As soon as a finding has been rendered, notify, in writing, both the Complainant(s) and the Respondent(s) of the conclusions of the investigation.

4. Where it is determined that the Complainant made these allegations in bad faith, appropriate action (disciplinary or otherwise) shall be taken against the Complainant. However, the mere fact that there is insufficient evidence to prove the allegations is insufficient for such action.

5. Demand full restitution from those employees found responsible for theft or fraud for all direct and related losses and damages. This restitution may include deductions from the responsible employee's wages in accordance with the *Canada Labour Code*.

6. Thoroughly consider and, where practical, implement the longer term recommendations or preventative measures contained in the Investigation Report in a timely manner, taking into account, amongst other factors:
   - the operational and budgetary needs of the relevant business line(s),
   - steps required to minimize the risk of recurrence, and
   - other CBC Management priorities.

Article 7 - Harassment

7.1
The parties recognize the right of employees to work in an environment free of harassment.

7.2
Harassment will have the same meaning as defined in the *Canadian Human Rights Act* and the *Canada Labour Code.* Harassment includes engaging in a course of vexatious comment or conduct that is known or ought to be known to be unwelcome.

For clarification, sexual harassment means any conduct, comment, gesture or contact of a sexual nature:

a. that is likely to cause offence or humiliation to any individual,
b. that might, on reasonable grounds, be perceived by that individual as placing a condition of a sexual nature on employment or on any opportunity for training or promotion.

Sexual harassment is generally comprised of objectionable and offensive behaviour which may occur once or repeatedly. Unwelcome sexual advances, requests for sexual favours, and other verbal, pictorial or physical conduct of a sexual nature constitute sexual harassment.

It is a discriminatory practice, in matters related to employment, to harass an individual on any of the following prohibited grounds of discrimination: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability, or conviction for an offence for which a pardon has been granted. It includes any comment or conduct based on the grounds listed above, that offends or humiliates. Discriminatory harassment will have taken place if it is known or ought to have reasonably been known that the behaviour in question was unwelcome or inappropriate in the workplace. Discrimination on the basis of childbirth and pregnancy is covered under the category - sex.

7.3
The normal exercise of management rights, in particular the right to assign tasks and the right to reprimand or impose discipline under the terms of this agreement, are not defined as harassment.

7.4
When a complaint is filed alleging harassment, the Corporation will immediately investigate to resolve the issue and to protect the rights and well being of all the parties involved. The complaint will be dealt with in accordance with the Corporation's policy on Harassment. It is agreed that the procedures set out in the policy will not be changed during the life of this Collective Agreement.

Further, the Corporation will take corrective or disciplinary measures as required. Such disciplinary action when taken against an employee in this bargaining unit shall be covered by the provisions of this Collective Agreement. Such action must be taken in a timely manner.

7.5
An employee alleging harassment in the workplace, as described above, has the right, after informing his/her supervisor or manager, to be assigned other suitable work, if available, until an investigation has been undertaken.

7.6
Nothing in this Article shall replace an individual's right to file a complaint in accordance with the *Canadian Human Rights Act.*

7.7
No employee risks reprisals as a result of filing a complaint in good faith, or being a party to the investigation of a complaint.

Article 8 – Respect in the workplace

8.1
The Corporation and the Union recognize the dignity and worth of every individual and are committed to a climate of understanding and mutual respect in the workplace.

8.2
The parties agree that they will not tolerate, ignore or condone bullying, improper comments, conduct, actions or gestures directed towards a specific individual that would be reasonably considered to create an intimidating, humiliating, hostile or offensive work environment.

Improper comments, conduct, actions or gestures:

a. include profanity and abusive language; verbal and physical threats or assault; intimidation; taunting or ostracizing; rude or inappropriate jokes or innuendo; overly aggressive, embarrassing, humiliating or demeaning behaviour; and malicious gestures or actions;
b. must not be a trivial occurrence that could reasonably be expected to take place in a work environment; and
c. do not include the good faith exercise of supervisory or management duties or responsibilities and/or do not serve any other legitimate workplace purpose.

8.3
This Article does not apply to allegations of sexual or discriminatory harassment, which will continue to be dealt with in accordance with the Corporation's Harassment Policy. No complaint can be filed under both the Harassment Policy and this Respect in the Workplace Article.

8.4
Complaints regarding respect in the workplace shall be treated seriously and in strict confidence. An employee has the right to have a Union representative present throughout this process.

8.5
Where possible, an employee who believes this Article is being violated should attempt to resolve the matter by discussing objectionable behaviour with the alleged offender and making it clear that the behaviour is unwelcome.

8.6
If the problem is not resolved as a result of this discussion, an employee who believes that this Article is being violated should discuss the matter with his/her immediate manager as soon as possible after the alleged violation(s). If the issue relates to behaviour of the immediate manager, the employee should discuss the matter with the next higher level of management. The manager, together with the employee and a representative of Human Resources, will develop a plan of action to review the alleged violation and resolve the issue in as timely a manner as possible if a problem is found to exist.

8.7 Formal Complaints
If the matter is not resolved within the next twenty (20) business days, the employee may file a formal complaint with the local Human Resources Manager and/or Union representative. The complaint must include details of any incident(s), name(s) of the alleged offender, witnesses if any and any other relevant information.

If the complaint is filed with a Union representative, the Union will immediately forward a copy to the appropriate local Human Resources Manager.

8.8 Investigation

Upon receipt of a written formal complaint, which includes all the details of the complaint, including the name(s) of the alleged offender(s), witnesses, and any other relevant information, the Human Resources Manager will immediately acknowledge receipt of the complaint to the complainant and will meet with the person(s) complained of as soon as possible but no later than ten (10) days after receiving the complaint

8.8.1

The Human Resources Manager will begin the investigation by having discreet and confidential discussions with the complainant, the person complained of, and the appropriate management personnel in line of authority over both parties. The Human Resources Manager may identify and interview other persons who might have relevant information. The Human Resources Manager may access any relevant documents and records, which may provide information helpful to the investigation.

8.8.2

If at any time in the investigatory process, the Human Resources Manager is of the view that this matter should be dealt with in accordance with the CBC's Harassment Policy, the complainant will be given the option of continuing with the Respect in the Workplace complaint or having the matter continue as a harassment complaint. In either case, the Human Resources Manager shall continue with the investigation based on the information he/she has compiled at that stage.

8.8.3

The Human Resources Manager is empowered to make one of three possible determinations, namely:

- Whether improper conduct, as defined in 8.2 of this Article, occurred;
- Whether improper conduct did not occur; or
- That improper conduct did not occur and an unfounded or malicious complaint was filed.

8.8.4

It is expected that the Human Resources Manager will complete the assignment, including the preparation of the report and recommendations within twenty (20) business days.

8.9 Mediated Resolution

The Human Resources Manager is empowered to work with the parties to the complaint to effect a mediated resolution, if the complainant and
person(s) complained of are agreeable to mediation. If the Human Resources Manager resolves the complaint through mediation, they will file a report with the most senior officer at the location and the file will be closed.

8.10 Remedial Action

In cases where improper conduct is found to have occurred, Human Resources Managers will make recommendations for remedial action. Recommendations will be directed to a senior manager who is in a position to implement them. Remedial action could include training or counselling for either or both of the parties, adjustments to the work environment, various forms of apology, transfer of the person complained of if improper conduct has been found to have occurred, or the full range of disciplinary action under the terms of this Collective Agreement. At the request of the complainant, he/she may also be transferred to a different department or location.

Management will abide by the determination of fact by the Human Resources Manager as to what did or did not occur. Where remedial action is recommended, it will be implemented within fifteen (15) business days of the receipt of the Human Resources Manager's report. Longer-term initiatives, such as the development and implementation of training activities, may not be completed within this time frame, but the work must have been initiated. Management, in exercising its responsibilities, may choose to vary the recommended remedial action for legitimate reasons. This is acceptable provided the desired result can be achieved.

In cases where an unfounded or malicious complaint was filed, Human Resources Managers will make recommendations for remedial action. Remedial action could include various forms of apology or the full range of disciplinary action.

Article 7 - Harcèlement

7.1
Les parties reconnaissent le droit des employés de travailler dans un milieu libre de toute forme de harcèlement.

7.2
Le terme harcèlement a le sens que lui donne la *Loi canadienne sur les droits de la personne* et le *Code canadien du travail*. Le harcèlement comprend tout propos ou comportement vexatoire dont son auteur sait ou devrait savoir qu'il est importun.

Pour plus de clarté, le harcèlement sexuel désigne tout comportement, commentaire, geste ou contact de nature sexuelle :

a. susceptible d'offenser ou d'humilier une personne;
b. raisonnablement susceptible d'être perçu par une personne comme imposant une condition de nature sexuelle à son emploi ou à toute possibilité de formation ou de promotion.

Le harcèlement sexuel est généralement caractérisé par un comportement contestable et offensif, qui peut être ponctuel ou récurrent. Les avances sexuelles importunes, les demandes de faveurs sexuelles et tout comportement verbal, suggestif ou physique de nature sexuelle constituent un cas de harcèlement sexuel.

En matière d'emploi, est une pratique discriminatoire le harcèlement d'une personne pour un des motifs de discrimination interdite suivants : la race, l'origine nationale ou ethnique, la couleur, la religion, l'âge, le sexe, l'orientation sexuelle, l'état matrimonial ou la qualité parentale, l'invalidité ou une condamnation pour laquelle une réhabilitation a été obtenue. Cela comprend tout commentaire ou comportement fondé sur les motifs susénumérés ayant pour effet d'offenser ou d'humilier. Il y a harcèlement discriminatoire si la personne responsable savait ou aurait dû savoir que son comportement était importun ou inapproprié en milieu de travail. La discrimination fondée sur l'accouchement ou la grossesse fait partie de la discrimination fondée sur le sexe.
7.3
L'exercice normal des droits de gestion de l'employeur, notamment le droit de répartition des tâches, de réprimander ou d'imposer des mesures disciplinaires en vertu de la présente convention ne constitue pas du harcèlement.

7.4
Dès qu'une plainte de harcèlement est déposée, la Société entreprend une enquête en vue de résoudre l'affaire et de protéger les droits et le bien-être de toutes les parties en cause. La plainte de harcèlement est examinée suivant la politique sur le harcèlement de la Société. Il est convenu que les procédures énoncées dans la politique ne seront pas modifiées pendant la durée de la présente convention collective.

De plus, la Société prendra les mesures disciplinaires qu'elle juge indiquées. Si l'employé visé par ces mesures est membre de l'unité de négociation, les dispositions de la présente convention collective s'appliquent. Ces mesures doivent être prises en temps voulu.

7.5
L'employé qui se plaint de harcèlement au travail tel qu'il est décrit plus haut a le droit, après en avoir informé son superviseur ou son gestionnaire, d'être affecté à d'autres tâches convenables, dans la mesure du possible, jusqu'à ce que l'enquête soit terminée.

7.6
Rien dans le présent article ne remplace le droit d'un individu de déposer une plainte conformément à la *Loi canadienne sur les droits de la personne*.

7.7
Aucun employé ne risque de faire l'objet de représailles pour avoir déposé une plainte de bonne foi, ou pour avoir été partie à une enquête concernant une plainte.

Article 8- Respect au travail

8.1
La Société et le Syndicat reconnaissent la dignité et la valeur de chaque employé, et s'engagent à créer un climat de confiance et de respect mutuel au travail.

8.2
Les parties conviennent de ne pas tolérer les actes d'intimidation, de même que les commentaires, comportements, actions ou gestes déplacés à l'endroit d'une personne, qui semblent raisonnablement être propres à créer un climat de travail intimidant, humiliant, hostile ou offensant, de ne pas fermer les yeux sur eux ou de ne pas les passer sous silence.

Les commentaires, comportements, actions ou gestes déplacés :

a. englobent le langage blasphématoire ou offensant, les menaces verbales ou physiques, l'agression, l'intimidation, les sarcasmes ou l'ostracisme, les plaisanteries ou les insinuations grossières ou douteuses, les comportements ouvertement agressifs, embarrassants, humiliants ou dégradants, ainsi que les actions ou les gestes malveillants;
b. ne doivent pas être perçus comme des événements insignifiants susceptibles de se produire dans le cours normal de la vie au travail;
c. n'englobent pas l'exercice de bonne foi des fonctions ou des responsabilités de supervision ou de gestion, ni ne répondent à aucun impératif légitime du milieu de travail.

8.3
Le présent article ne s'applique pas au harcèlement sexuel et à la discrimination, qui sont couverts par la politique institutionnelle sur le harcèlement. Aucune plainte ne peut être déposée au double titre de cette politique et du présent article.

8.4
Les plaintes portant sur le respect au travail sont traitées avec sérieux et en toute confidentialité. Un employé a le droit d'être accompagné par un représentant syndical pendant toute la procédure de traitement de sa plainte.

8.5
Dans la mesure du possible, un employé qui se croit victime d'une violation du présent article doit s'efforcer de régler la situation à l'amiable en discutant du comportement répréhensible avec le présumé contrevenant et en lui signifiant clairement que son comportement lui déplaît.

8.6
Si la discussion est infructueuse, l'employé doit porter la présumée violation à l'attention de son supérieur immédiat le plus vite possible après l'événement. Si le comportement du supérieur immédiat est en cause, il doit s'adresser au gestionnaire ayant autorité sur son supérieur. Ce gestionnaire, l'employé et un représentant des ressources humaines élaborent alors un plan d'action pour examiner la prétendue violation dans le but de régler la situation dans les plus brefs délais, s'il s'avère qu'il y a réellement eu violation.

8.7 Plaintes officielles
Si l'affaire n'est pas réglée dans les vingt (20) jours ouvrables suivants, l'employé peut déposer une plainte officielle auprès du chef des Ressources humaines local ou de son représentant syndical. Il doit donner les

détails des incidents survenus, le nom du présumé contrevenant, les témoins, s'il y en a, et tout autre renseignement utile.

Le Syndicat transmet immédiatement une copie d'une plainte adressée à un représentant syndical au chef des Ressources humaines local.

8.8 Enquêtes

Sur réception d'une plainte officielle écrite renfermant tous les détails des incidents survenus, y compris les noms du présumé contrevenant et des témoins de même que tout autre renseignement d'intérêt, le chef des Ressources humaines envoie sur-le-champ un accusé de réception au plaignant et doit rencontrer le présumé contrevenant le plus tôt possible dans les dix (10) jours suivant la réception de la plainte.

8.8.1

Au début de l'enquête, le chef des Ressources humaines a discrètement des entretiens confidentiels avec le plaignant, le présumé contrevenant et les gestionnaires concernés ayant autorité sur les deux parties. Le chef peut s'entretenir avec toute autre personne qu'il pense être en mesure de lui fournir des renseignements pertinents. Il est habilité à consulter tous les documents et les dossiers susceptibles de contenir des renseignements utiles à l'enquête.

8.8.2

Si, à quelque étape de l'enquête, le chef des Ressources humaines est d'avis que l'affaire concerne plutôt la politique institutionnelle sur le harcèlement que le présent article, il donne au plaignant le choix de poursuivre la procédure entamée ou de modifier sa plainte en plainte pour harcèlement. Quelle que soit la décision du plaignant, le chef des Ressources humaines poursuit l'enquête en se fondant sur les renseignements recueillis jusqu'alors.

8.8.3

Le chef des Ressources humaines est habilité à rendre trois décisions possibles, savoir :

- confirmer l'allégation de comportement déplacé au sens du paragraphe 8.2 du présent article;
- rejeter l'allégation de comportement déplacé; ou
- rejeter l'allégation de comportement déplacé, et conclure qu'une plainte non fondée ou malveillante a été déposée.

8.8.4

On s'attend à ce que le chef des Ressources humaines mène l'affaire à terme, notamment qu'il rédige son rapport et formule des recommandations, dans un délai de vingt (20) jours ouvrables.

8.9 Médiation

Le chef des Ressources humaines est autorisé à faire office de médiateur entre les deux parties afin de trouver un terrain d'entente, si les deux parties sont ouvertes à la médiation. Si le chef dénoue la situation grâce à la médiation, il présente un rapport au plus haut dirigeant de l'établissement, et le dossier est clos.

8.10 Mesures correctives

Si l'allégation de comportement déplacé s'avère exacte, le chef des Ressources humaines recommande des mesures correctrices au cadre supérieur qui est capable de les mettre en œuvre. Ces mesures peuvent être diverses : formation ou counseling pour l'une des parties ou pour les deux, adaptation du milieu de travail, excuses variées, mutation de l'employé qui a été jugé avoir contrevenu au présent article, ensemble des mesures disciplinaires prévues par la présente convention. À sa demande, le plaignant peut aussi être muté dans un autre service ou dans un autre établissement.

La direction respecte les conclusions sur les incidents auxquelles est arrivé le chef des Ressources humaines après avoir déterminé les faits. Les mesures correctives recommandées, le cas échéant, par ce dernier sont appliquées dans les quinze (15) jours ouvrables suivant la réception de son rapport. Il peut être impossible de mettre en place dans ce court délai des initiatives à plus long terme, comme l'élaboration et la présentation d'activités de formation, mais les démarches doivent avoir été entreprises. Dans l'exercice de ses responsabilités, la direction peut décider de modifier, pour des motifs légitimes, les mesures correctives recommandées. Une telle décision est acceptable dans la mesure où elle permet d'atteindre le résultat souhaité.

Le chef des Ressources humaines recommande également des mesures correctives dans le cas des plaintes non fondées ou des plaintes malveillantes. Les mesures peuvent comprendre des excuses variées ou l'ensemble des mesures disciplinaires prévues par la convention collective.

.

ARTICLE 20 - NO DISCRIMINATION

20.1
The Corporation shall not discriminate against an employee for anything said, written or done legally in the furtherance of the aims or policies of the Union, or in exercising the rights accorded him or her by law and/or the provisions of this Collective Agreement.

20.2
Employees shall enjoy a favourable working environment free of any discrimination and any form of harassment, as well as equal rights under this Agreement regardless of sex, colour, racial, ethnic or national origin, religious affiliation or political activities provided that such political activities are not contrary to the By-laws of the Corporation.

20.3
The Corporation shall offer all employees equal rights to employment, irrespective of considerations based on race, ethnic or national origin, colour, religion, age, sex or sexual orientation, family situation, conviction for which pardon has been granted, or physical handicap.

20.4
For the purposes of Articles 20.2 and 20.3, an employee who believes that he or she has valid grounds for complaint shall first submit the complaint in accordance with the current Human Resources Policy: Anti-Discrimination and Harassment.

If this process fails to resolve the complaint to the employee's satisfaction, the employee may then have recourse to the grievance procedure provided for in the Collective Agreement.

The above procedure shall not limit or preclude employees' right to file a complaint with the Canadian Human Rights Commission.

APPENDIX R – Anti-discrimination and hararassment

Copy of Policy 2.2.15 – Anti-discrimination and harassment.

N.B.: It should be noted that this Appendix does not form an integral part of the Collective Agreement

CONVENTION COLLECTIVE
ENTRE CBC/RADIO-CANADA ET
LE SYNDICAT CANADIEN DE LA FONCTION PUBLIQUE (SCFP)
(Groupe des employés-es de bureau et professionnels-les; Section locale 675)

ARTICLE 20 - PARITÉ DES DROITS

20.1
Aucun-e employé-e ne fait l'objet d'une distinction injuste de la part de la Société pour avoir parlé, écrit ou agit légalement en vue de servir les intérêts du Syndicat ou pour avoir exercé les droits que lui accordent la loi ou les dispositions de la convention collective.

20.2
Les employés-es jouissent d'un milieu de travail propice et libre de toute discrimination et de toute forme de harcèlement ainsi que de la parité des droits conventionnels, sans distinction de sexe, de couleur, de race, d'origine nationale ou ethnique, d'affiliation religieuse ou d'activité politique à condition que ces activités politiques soient conformes aux statuts de la Société.

20.3
La Société offre à tous ou toutes les employés-es des droits égaux à l'emploi indépendamment des considérations fondées sur la race, l'origine ethnique ou nationale, la couleur, la religion, l'âge, le sexe ou l'orientation sexuelle, la situation de famille ou l'état de personne graciée et les handicaps physiques.

20.4
Aux fins des paragraphes 20.2 et 20.3 l'employé-e qui estime avoir une raison valable de se plaindre doit, dans un premier temps, déposer une plainte en vertu de la politique courante des Ressources humaines intitulée « Protection contre le harcèlement personnel ».

Si le processus n'a pas permis de régler la plainte à la satisfaction de l'employé-e, celui-ci ou celle-ci pourra alors se prévaloir de la procédure de redressement des griefs prévue à la convention collective.

La procédure ci-haut mentionnée ne limite ni n'annule le droit des employés-es d'en référer à laCommission canadienne des droits de la personne.

ANNEXE R - Non-discrimination et harcèlement

Copie de la politique 2.2.15 - Non-discrimination et harcèlement

N.B.: Il est à noter que cette annexe ne fait pas partie intégrante de la convention collective.

CONVENTION COLLECTIVE
CBC/RADIO-CANADA ET
ASSOCIATION DES PROFESSIONNELS E SUPERVISEURS

ARTICLE 5
GESTION DES RELATIONS

5.3.1.
Sous réserve de l'article 5.3.2., l'Association peut formuler un grief portant sur l'application par la Société de ses politiques en matière de ressources humaines, et avoir recours à l'arbitrage.

5.3.2.
Dans l'arbitrage de tout grief lié à une des politiques en matière de ressources humaines ne faisant pas partie intégrante de la présente convention, l'arbitre a uniquement compétence pour vérifier si la Société, dans l'application de sa politique, a agi de mauvaise foi ou de manière discriminatoire ou arbitraire.

COLLECTIVE AGREEMENT
CBC/RADIO-CANADA ET
ASSOCIATION OF PROFESSIONALS AND SUPERVISORS

ARTICLE 5
MANAGING THE RELATIONSHIP

5.3.1.
Subject to Article 5.3.2., the Association may grieve and refer to arbitration the Corporation's application of its Human Resources policies.

5.3.2.
In the adjudication of any grievance brought in connection with a Human Resources policy which does not form part of this Agreement, the arbitrator's jurisdiction will be limited to determining whether the Corporation, it its application of the policy, has acted in bad faith, or in a discriminatory or arbitrary manner.

Policy 2.2.10: Discipline

Available In: EN FR

EFFECTIVE DATE: January 1, 2003

Statement
Application
Description
Responsibility
References
History
Procedures

Content:

Informal Stage
Formal Stage
The Investigation
Documentation
Implementation of Discipline
Formal Discussion
After Formal Discussion
Disciplinary Report
Communicating the Disciplinary Decision
Dismissal and the Return of CBC/Radio-Canada Property

STATEMENT

The purpose of discipline is improvement. Its primary purpose is to ensure that employees will perform their duties in compliance with CBC/Radio-Canada rules, directives, regulations, instructions and procedures to meet operational and programming requirements. It is important to realize that discipline is not punishment for its own sake, but rather an attempt to correct breaches of conduct which interfere with either the CBC/Radio-Canada's operations or rights of other employees.

APPLICATION

Applies to all CBC/Radio-Canada employees. The governing policies and procedures for unionized employees are found in the applicable collective agreements.

DESCRIPTION

To provide guidance in, and ensure the competent handling of discipline. In spite of positive strategies,

000430

coaching, training and communications, disciplinary situations will arise and supervisors will need to take immediate corrective steps in a firm, fair and consistent manner which is designed to return the employee to an effective conduct. These measures include verbal reprimand to dismissal.

RESPONSIBILITY

Supervisor with guidance from senior and lateral staff when warranted and in consultation with Human Resources.

REFERENCES

Relevant Legislation
Relevant Collective Agreements
Human Resources Policy 2.2.15 - *Harassment*
Human Resources Policy 2.2.16 – *Occupational Health, Safety and Environment*
Legal Policy 2.4.2 - *Legal Proceedings*
Accountability for the Management of Human Resources (528kb Acrobat .pdf)
Disciplinary Report

HISTORY

Replaces previous Human Resources Policy : Discipline no. 1.7

PROCEDURES ON DISCIPLINE POLICY 2.2.10

INFORMAL STAGE

1. If the employee's conduct does not meet the requirements of the job, an informal discussion should be held. At the employee's request and/or where applicable, a bargaining agent representative may be invited to attend.

2. The discussion should ensure that the employee is fully aware of the level of conduct that is expected, that the current level of conduct is unacceptable and that there are no impediments to achieving the expected level of conduct.

3. The supervisor defines the period of time within which the conduct is expected to improve. Supervisors must ensure that expectations are clearly communicated to the employee and regular follow-up occurs.

FORMAL STAGE

If no improvement is shown during a specified period, formal processes are undertaken.

THE INVESTIGATION

An investigation should occur before proceeding with formal disciplinary action. An employee may wish to be accompanied by a union representative, as per their collective agreement.

000431

DOCUMENTATION

The immediate supervisor must document all relevant facts.

IMPLEMENTATION OF DISCIPLINE

The supervisor, in consultation with the Head of the department and Human Resources/Industrial Relations, will determine whether or not immediate action must be taken, i.e. supervision or removal from assignment.

FORMAL DISCUSSION

1. The supervisor must hold a formal discussion with the employee and, if required the union representative. The Human Resource Manager should also attend.

2. The supervisor should discuss with the employee: the unsatisfactory work record, expectations, and the schedule for improvement. A detailed letter should be sent to the employee confirming the discussion. Regular feedback should be given to the employee and if the schedule for improvement is met, an acknowledging letter should be issued.

AFTER FORMAL DISCUSSION

If the schedule for improvement has not been met, the supervisor will consult with his superior and the Human Resources Manager. Together they will determine if a second formal meeting will occur, or if the employee will be disciplined.

DISCIPLINARY REPORT

The supervisor completes a disciplinary report for disciplinary action in excess of a verbal reprimand.

COMMUNICATING THE DISCIPLINARY DECISION

The supervisor should deliver the written decision to the employee and, where possible, speak to him privately, allowing for a representative of the union to accompany the employee, if required. Otherwise, the written decision should be delivered to the employee's home, ensuring that a delivery receipt is obtained.

DISMISSAL AND THE RETURN OF CBC/RADIO-CANADA PROPERTY

1. The employee should be asked immediately to hand over to the supervisor all CBC/Radio-Canada property at hand and then the supervisor and the H.R. representative should escort the employee from the premises. It is also the responsibility of the supervisor to ensure that access to CBC/Radio-Canada electronic mail, or any other communication or information systems is immediately discontinued and that the appropriate departments are notified.

2. Only the component vice-president/executive director and the Vice-President of People and Culture jointly have the power to dismiss an employee, and the requisite line of authority must review each recommendation.

RECORD KEEPING/TENUE DES DOSSIERS

In addition to keeping the Investigation Reports, the CBC/Radio-Canada shall also keep and make readily available for examination by a Health & Safety Officer (as designated by the Minister of Labour), written or electronic records of findings following the review of WPV prevention measures for a period of three (3) years.

The CBC/Radio-Canada shall create signed records (written or electronic) of all the education and training provided to each employee.

These signed records shall be retained for a period of two (2) years after the date the employee ceases to perform an activity with a risk of WPV.

En plus de conserver les rapports d'enquêtes, CBC/Radio-Canada doit également conserver pendant trois (3) ans et mettre à la disposition de l'agent de santé et de sécurité (désigné par le ministère du Travail) les conclusions de l'évaluation des mesures de prévention de la violence dans le lieu de travail, sur support papier ou électronique.

CBC/Radio-Canada est tenue de créer des registres signés (sur support papier ou électronique) en vue de consigner tous les renseignements et la formation offerts aux employés.

Ces registres signés doivent être conservés pendant une période de deux (2) ans après la date à laquelle l'employé cesse d'effectuer une tâche qui comporte une possibilité de violence dans le lieu de travail.

CONFIDENTIALITY AND PROTECTION OF PRIVACY/ CONFIDENTIALITÉ ET PROTECTION DES RENSEIGNEMENTS PERSONNELS

Confidentiality is needed to properly investigate a WPV incident and to offer proper support to those adversely affected. Failure to respect privacy and confidentiality could compromise an investigation making it less effective.

The CBC/Radio-Canada, when consulting with the local Work Place Committee shall not disclose information whose disclosure is prohibited by law or could reasonably be expected to threaten the safety of individuals.

Les enquêtes portant sur les incidents de violence dans le lieu de travail et le soutien offert aux victimes exigent le respect de la confidentialité. L'absence de confidentialité et le manque de protection des renseignements personnels risquent de compromettre l'efficacité de l'enquête.

Dans ses relations avec le comité local de santé et sécurité, CBC/Radio-Canada ne doit pas communiquer des renseignements qui font l'objet d'une interdiction légale de communication ou dont la communication pourrait vraisemblablement nuire à la sécurité des personnes.

Further, the CBC/Radio-Canada and the Investigator shall not disclose the circumstances surrounding the incident nor identity of the individual who raised the incident, unless disclosure is necessary for the purposes of conducting the investigation, resolving the WPV, obtaining legal advice or otherwise required by law.

En outre, CBC/Radio-Canada et l'enquêteur ne doivent pas divulguer les circonstances de l'incident ni identifier la personne qui a signalé l'incident, à moins que ces renseignements ne soient nécessaires pour mener l'enquête, résoudre le problème de violence dans le lieu de travail, obtenir des conseils juridiques ou satisfaire à une exigence de la loi.

Policy 2.2.22: Prevention of Work Place Violence

Available In: EN FR

EFFECTIVE DATE: February 1, 2010

Statement
Application
Description
Responsibility
References
History

Content:

Prohibited Conduct
The Scope of this Policy
CBC/Radio-Canada's Obligations
Responsibilities of Employees
Responsibilities of Management
Non-Retaliation
The Internal Complaint Procedure
Investigation Process
Record Keeping
Confidentiality and Protection of Privacy

Appendices:

Appendix A – Hazards or Complaint Form

STATEMENT

This Policy seeks to prevent Work Place Violence ("WPV"), as prescribed by the requirements under Part XX of the Regulations entitled *Violence Prevention in the Work Place*, Canada Labour Code, Part II ("Regulations").

These Regulations have defined WPV to include:

"*any action, conduct, threat or gesture of a person towards an employee in their work place that can reasonably be expected to cause harm, injury or illness to that employee*".

APPLICATION

All CBC/Radio-Canada employees.

For unionized employees, any additional requirements contained in the applicable collective agreements shall be respected.

Note: The "Investigation Process" section of this Policy does not apply in the event that the WPV:

was caused by a non-employee,
was reasonably considered to be a normal condition of employment, and
could be addressed by effective procedures and controls put in place by the CBC/Radio-Canada, such as the Hostile Environment Guidelines.

DESCRIPTION

The CBC/Radio-Canada is committed to:

Provide a safe, healthy and violence-free work place;
Dedicate sufficient attention, resources and time to address factors that contribute to WPV as well as to prevent and protect against WPV;
Communicate to its employees information in its possession about factors contributing to WPV; and
Assist employees who have been exposed to WPV.

RESPONSIBILITY

All CBC/Radio-Canada employees, including managers with supervisory responsibilities, local/regional Human Resources ("HR") Representative, the national Policy (Health & Safety) Committee and the local Work Place (Health & Safety) Committee.

REFERENCES

Canada Labour Code, Part II
Part XX-Violence Prevention in the Work Place, Regulation 86-304- Canada Occupational Health and Safety Regulations
Policy (Health & Safety) Committee Terms of Reference and Rules of Procedure
Policy 2.2.18. Crisis Management
Policy 2.2.15. Anti-Discrimination and Harassment
Hostile Environment Guidelines
Guidelines to Investigations

HISTORY

New. Does not replace any prior CBC/Radio-Canada policy.

PROHIBITED CONDUCT

1. No employee shall subject any other person to WPV or any conduct known to contribute to WPV. Engaging in WPV or in conduct known to contribute to WPV is strictly prohibited and shall not be tolerated under any circumstances.

2. Examples of this prohibited conduct include, but are not limited to:

a.**Physical Attacks:** hitting, pushing, kicking, punching or otherwise physically assaulting someone.
b.**Threatening behaviour:** physical intimidation (shaking fists), throwing objects, property destruction, possessing a prohibited dangerous weapon or other anger-related acts.
c.**Conduct Contributing to WPV:** bullying, harmful teasing, abusive and other aggressive behaviour.
If it is determined that an employee has engaged in this prohibited conduct listed above, this employee will be subject to disciplinary action appropriate to the severity of the incident, up to and including the immediate termination of employment.

3. If it is determined that an employee has engaged in this prohibited conduct listed above, this employee will be subject to disciplinary action appropriate to the severity of the incident, up to and including the immediate termination of employment.

THE SCOPE OF THIS POLICY

1. The scope of this Policy is limited to the prohibited conduct listed above occurring in the course of employment over which the CBC/Radio-Canada has control.
2. This Policy applies irrespective of whether the WPV:
    a. is caused by an employee or non-employee, and
    b. originates in the work place and carries over to an employee's personal life or vice versa.
3. "Work place" is defined in the Regulations to mean "*any place where an employee is engaged in work for the employee's employer*" and includes:
    a. Any location where an employee is providing a service under the CBC/Radio-Canada's direction; and
    b. Any mode of transportation (i.e. train or plane) where the employee is required to travel in the course of business.
4. Specific circumstances must be carefully considered in determining work-relatedness (i.e: an employee working on his/her blackberry on the weekend and receives a threatening email from another employee).
5. Conduct involving criminal harassment (stalking) as well as discriminatory or sexual harassment should also be reported in accordance with the CBC/Radio-Canada's Policy 2.2.15: Anti-Discrimination and Harassment.
6. For employees who are assigned to an area where there may be a known or suspected hostile environment, please refer to the CBC/Radio-Canada's Hostile Environment Guidelines for additional guidance.

CBC/RADIO-CANADA'S OBLIGATIONS

1.The CBC/Radio-Canada will carry out its obligations as required by the Regulations. These obligations shall be carried out in consultation with and the participation of the national Policy (Health & Safety) Committee, a joint union and management committee, whose duties include addressing health and safety matters that apply to the CBC/Radio-Canada.

2. These obligations require the CBC/Radio-Canada to:

a. Review and update this Policy at least every three (3) years (with date of last review indicated on the Policy).
b. Identify all factors that contribute to WPV within the CBC/Radio-Canada.
c. Assess the potential for WPV using the factors identified as contributing to WPV.
d. Develop and implement systematic controls to eliminate or minimize WPV or a risk of WPV, to the extent reasonably practicable and no later than 90 days after the risk of WPV has been assessed.
e. Establish procedures for appropriate follow-up maintenance and corrective measures, including measures to

Policy 2.2.21: Code of Conduct

Available In: EN FR

Statement
Application
Responsibility
References
Code of Conduct Agreement for Managers and Supervisors

STATEMENT

CBC/Radio-Canada is Canada's national public broadcaster and one of its largest cultural institutions. In the fulfillment of this critical role, this Code of Conduct outlines the values and expected behaviours that guide CBC/Radio-Canada employees in all activities related to their professional duties. By committing to these values and adhering to the expected behaviours, CBC/Radio-Canada employees strengthen the ethical culture of the public sector and contribute to public confidence in the integrity of all public institutions.

This Code of Conduct fulfills the requirements under the *Public Servants Disclosure Protection Act*. Effective April 2, 2012, all federal public sector employees as well as employees of certain Crown Corporations such as CBC/Radio-Canada, are required to adhere to the Code of Conduct as a term and condition of employment.

In addition to this Code of Conduct, employees are expected to be familiar with and comply with CBC/Radio-Canada's various policies and guidelines that guide and govern their behaviour in the performance of their day-to-day activities. Employees are expected to conduct themselves in a manner consistent with those policies and this Code of Conduct. Failure by an employee to comply with the provisions of the Code of Conduct and any of CBC/Radio-Canada policies may result in disciplinary action against the employee, up to and including, immediate dismissal.

This Code is subject to the *Broadcasting Act*, which protects the CBC/Radio-Canada's "journalistic, creative and programming independence in the pursuit of its objects and the exercise of its powers." This Code respects CBC/Radio-Canada's arm's-length relationship to the government and the independence enjoyed by its employees in the exercise of their duties, which are also governed by CBC/Radio-Canada's Journalistic Standards and Practices.

APPLICATION

Acceptance of these values and adherence to the expected behaviours is a condition of employment for every CBC/Radio-Canada employee, regardless of their level, position or union affiliation. Employees shall confirm annually to their immediate supervisor that they have read and understood this Code of the Conduct.

RESPONSIBILITY

All questions pertaining to the interpretation or application of this policy should be referred to the Vice-President, People & Culture or the Vice-President, Real Estate Services, Legal Services and General Counsel.

EXPECTED BEHAVIOURS

This Code of Conduct is intended to offer a broad range of guidance about the standards of integrity and business conduct, but no code can address every situation that individuals may encounter. For this reason, the Code of Conduct does not relieve employees of the responsibility and accountability to exercise good judgment and, in circumstances where they are unsure as to the proper course of action, to seek guidance from others.

Employees who are also managers are in a position of influence and authority that gives them a particular responsibility to exemplify the values contained in this Code of Conduct.

RESPECT FOR DEMOCRACY

The system of Canadian parliamentary democracy and its institutions are fundamental to serving the public interest. CBC/Radio-Canada employees recognize that:

> elected officials are accountable to Parliament, and ultimately to the Canadian people, and
> it is essential to our democratic system to have a non-partisan public sector and a free and independent news media.

RESPECT FOR PEOPLE

Treating all people with respect, dignity and fairness is fundamental to our relationship with the Canadian public and contributes to a safe and healthy work environment that promotes engagement, openness and transparency. The diversity of our people and the ideas they generate are the source of our innovation.

INTEGRITY

Integrity is the cornerstone of good governance and democracy. By upholding the highest ethical standards, CBC/Radio-Canada employees conserve and enhance public confidence in the honesty, fairness and impartiality of the Corporation.

STEWARDSHIP

CBC/Radio-Canada employees are entrusted to use and care for public resources responsibly, for both the short term and long term.

EXCELLENCE

Excellence in the design and delivery of CBC/Radio-Canada policies, programs and services is beneficial to every aspect of Canadian public life. Engagement, collaboration, effective teamwork and professional development are all essential to a high-performing organization.

CBC/Radio-Canada employees are expected to conduct themselves in accordance with these expected behaviours, as listed below.

1. **Respect for Democracy**

Subject to the Broadcasting Act, CBC/Radio-Canada employees shall uphold the Canadian parliamentary democracy and its institutions by:

1.1 Respecting the rule of law and carrying out their duties in accordance with legislation, policies and directives in a manner that is and appears to be non-partisan and impartial.

1.2 Loyally carrying out the mandate of CBC/Radio-Canada as set out in the Broadcasting Act, for which it is accountable to Parliament and Canadians.

1.3 Providing decision makers of CBC/Radio-Canada with the information, analysis and advice they need, always striving to be open, candid and impartial.

2. Respect for People

CBC/Radio-Canada employees shall respect human dignity and the value of every person by:

2.1 Treating every person with respect and fairness.

2.2 Valuing diversity and the benefit of combining the unique qualities and strengths inherent in a diverse workforce.

2.3 Helping to create and maintain safe and healthy workplaces that are free from harassment and discrimination.

2.4 Working together in a spirit of openness, honesty and transparency that encourages engagement, collaboration and respectful communication.

3. Integrity

CBC/Radio-Canada employees shall serve the public interest by:

3.1 Acting at all times with integrity and in a manner that will bear the closest public scrutiny, an obligation that may not be fully satisfied by simply acting within the law.

3.2 Never using their official roles to inappropriately obtain an advantage for themselves or to advantage or disadvantage others.

3.3 Taking all possible steps to prevent and resolve any real, apparent or potential conflicts of interest between their official responsibilities and their private affairs in favour of the public interest.

3.4 Acting in such a way as to maintain the Corporation's trust.

4. Stewardship

CBC/Radio-Canada employees shall use resources responsibly by:

4.1 Effectively and efficiently using the public money, property and resources managed by them.

4.2 Considering the present and long-term effects that their actions have on people and the environment.

4.3 Acquiring, preserving and sharing knowledge and information as appropriate.

5. Excellence

CBC/Radio-Canada employees shall demonstrate professional excellence by:

5.1 Providing, subject to the *Broadcasting Act*, fair, timely, efficient and effective services that respect Canada's official languages

5.2 Continually improving the quality of policies, programs and services they provide.

5.3 Fostering a work environment that promotes teamwork, learning and innovation.

AVENUES FOR RESOLUTION

The Expected Behaviours are not intended to respond to every possible ethical issue that might arise in the course of an employee's daily work. When issues arise or there might be a possible breach of this Code of Conduct, employees are obliged to immediately notify their immediate manager. The immediate manager is responsible for immediately notifying the local Human Resources Business Partner. If the breach involves their manager or where it is otherwise inappropriate to directly notify their manager, employees can notify their local Human Resources Business Partner instead. The Vice-President, People & Culture, shall determine, jointly with the Vice President, Real Estate, Legal Services and General Counsel, whether a formal investigation is warranted.

However, if employees have information that could indicate a serious breach of this Code of Conduct, they can bring the matter to the Senior Officer Disclosure pursuant to the provisions found in *Policy 2.9.04: Disclosure of Wrongdoings ("Whistleblower Policy")*. A serious breach of the Code of Conduct falls within the definition of "Wrongdoing" under the Disclosure of Wrongdoings Policy.

CBC/Radio-Canada will protect any employee from retaliation who, in good faith, raises a concern in accordance with this Code of Conduct. In other words, employees will not be penalized or disciplined for making a complaint in good faith.

Members of the public who have reason to believe that a CBC/Radio-Canada employee has not acted in accordance with this Code of Conduct can bring the matter to the Ombudsman (if it involves news or information programming) or Audience Relations (for all other matters).

REFERENCES

Values and Ethics Code for the Public Sector (*Public Servants Disclosure Protection Act*).
CBC/Radio-Canada's Journalistic Standards and Practices.

Policy 2.2.03: Conflict of Interest and Ethics

Available In: EN FR

EFFECTIVE DATE: January 1, 2003
RESPONSIBILITY: Vice-President of People and Culture

Statement
Application
History
References
Person Responsible for the Interpretation and Application
Procedures and Guidelines

- Communication
- Disclosure
- Authorization of Exception
- Nepotism
- Use of Position
- Gifts
- Public Controversies
- Outside Work
- Duty Entertainment, Receptions and Gifts

STATEMENT

All employees of CBC/Radio-Canada have an obligation to carry out the functions and activities of their position with the highest level of integrity, consistency and transparency, in a professional and ethical manner, ensuring adherence to the principles and ethics, which are enshrined in the Corporate *Code of Conduct Policy* 2.2.21.

APPLICATION

The policy applies to all CBC/Radio-Canada employees regardless of employment status unless excluded by contract or otherwise indicated in a collective agreement.

HISTORY

Revised November 2006 to recognize creation of new *Code of Conduct Policy*
Revised June 16, 2004
Replaces previous Human Resources Policies:

- Conflict of Interest no. 1.6
- Outside Work 1.10
- Outside Work by Announcers 1.11

REFERENCES

By-Law on Conflict of Interest
By-Law on Officers and Employees
By-Law on Contracts with the Corporation
CBC/Radio-Canada Solemn Declaration
Program Policies:

- 1.1.12 - *Free Travel*

Corporate Policies:

- 2.2.17 – *Political Activity*
- 2.2.21 – *Code of Conduct*
- 2.3.2 – *Assets*
- 2.3.6 - *Procurement*
- 2.3.8 – *Delegation of Financial Authorities*
- 2.3.9 – *Duty Entertainment, Receptions and Staff Functions*
- 2.3.13 – *Gifts, Donations and Other Contributions*
- 2.3.23 – *Travel Management*
- CBC/Radio-Canada Form 810
- Relevant Collective Agreements

PERSON RESPONSIBLE FOR INTERPRETATION AND APPLICATION

Line management is responsible for the implementation of this policy, in consultation with Human Resources. All questions pertaining to the interpretation or application of this policy should be referred to the Vice-President of People and Culture or appointed delegate.

DEPARTMENT RESPONSIBLE TO UPDATE THIS WEBPAGE

Corporate Secretariat

PROCEDURES AND GUIDELINES

Guiding principles and ethics in the daily conduct of CBC/Radio-Canada employees.

1. No conflict should exist or appear to exist between the private interests of CBC/Radio-Canada employees and their official duties.

2. All employees shall place and appear to place the interests of their employer above their own interests.

3. Public funds must be spent with prudence and probity.

4. Employees may not use CBC/Radio-Canada premises, equipment, supplies or the corporate services of other CBC/Radio-Canada employees in furthering their personal interest.

5. Employees must not use their positions to further their personal interests.

6. Confidential information must not be used for employees' personal advantage either during or after their employment with the CBC/Radio-Canada.

7. Employees should not invest in a company that might have an interest, direct or indirect, in any CBC/Radio-Canada contract, except in the case of a widely held public company whose dealings with the CBC/Radio-Canada do not represent a substantial portion of its total business.

8. Employees should not serve nor have direct or indirect interest in a company engaged with the CBC/Radio-Canada.

9. Employees must not place themselves in a position where they could derive any direct or indirect benefit or interest from any CBC/Radio-Canada contracts.

10. Gifts, benefits, money or other special considerations offered to CBC/Radio-Canada employees to influence, obligate or appear to influence a CBC/Radio-Canada decision must be refused.

11. Employees must ensure that costs associated with duty entertainment, receptions and gifts are authorized by the designated senior officers and kept to a minimum.

12. Employees should accept only gifts or benefits of modest value distributed as advertising or goodwill gestures, or CBC/Radio-Canada employees may accept modest hospitality offered as a general courtesy during the conduct of normal business.

13. Suppliers of goods and services to CBC/Radio-Canada may not be solicited to provide gifts or other financial assistance for employee activities.

14. Employees must not accord preferential treatment to any person.

15. Employees may not engage in activities likely to bring CBC/Radio-Canada into disrepute.

16. Employees may not take a stand on public controversies if CBC/Radio-Canada's integrity would be compromised.

17. All employees share the responsibility to safeguard, protect and report the loss of, damage, misuse, or misappropriation of CBC/Radio-Canada property, equipment and assets, including those assets and/or paid services off CBC/Radio-Canada premises (refer to Corporate Policy 2.3.2 - *Assets*).

18. Employees shall not engage without permission in outside work which involves services in competition with the CBC/Radio-Canada, exploits their connection with the CBC/Radio-Canada or restricts their availability, efficiency or causes a conflict of interest with their CBC/Radio-Canada duties.

19. The duty to disclose and remove conflicts of interest rests with the employee.

2. When a relative, as defined by this policy, is in a position of authority over another relative, one of the two may be transferred.

3. For the purposes of this policy, family members and relatives are defined as spouses, brothers and sisters, parents, children, grandparents, aunts, uncles, nephews, nieces, grandchildren, parent(s)-in-law, brothers and sisters-in-law, children-in-law and live-in partner(s).

USE OF POSITION

Employees may not trade on their positions or their connections with CBC/Radio-Canada for personal gain except in situations for which they have obtained prior written approval as provided for in the exception procedure above.

GIFTS

Offers of questionable acceptability should be refused or referred for guidance to the employee's supervisor.

PUBLIC CONTROVERSIES

In exceptional cases, persons engaged expressly for their reputation in a particular subject may be exempted from the prohibition against the taking of a stand on public controversies, by inclusion of a clause to that effect in their individual contracts.

OUTSIDE WORK

1. Where the nature of the outside work is not specifically covered by a collective agreement, permission must be obtained.
2. At least two weeks before accepting or commencing outside work, the employee must submit a Request for Authorization of Outside Work (CBC/Radio-Canada Form 810).
3. Applications, if approved, must not disrupt regular assignments or posted schedules.
4. On-Air personnel, who are not seconded to news, who do not have regular newscast assignments or who do not participate as on-air personalities in Information Programming (radio and television) should continue to apply for permission to do outside work and each application will be judged on its merits. However, there must be no personal endorsement of a product or service in the work applied for.

DUTY ENTERTAINMENT, RECEPTIONS AND GIFTS

Duty entertainment, receptions and gifts require the approval of senior officers authorized under the *Delegation of Financial Authorities* Policy 2.3.8, and must meet all the following conditions:

They are not in cash;
They cannot reasonably be interpreted as a bribe or other improper payment and are of nominal value;
They are made as a matter of general and accepted business practice;
They do not contravene any law and are made in accordance with generally accepted ethical practices; and
if subsequently disclosed to the public, their provision would not in any way jeopardize the integrity of the CBC/Radio-Canada or their recipients.

HOUSE OF COMMONS
1st Session, 41st Parliament

CHAMBRE DES COMMUNES
1re Session, 41e législature

NOTICE OF MEETING

AVIS DE CONVOCATION

Standing Committee on the Status of Women

Comité permanent de la condition féminine

Meeting No. 62

Tuesday, March 5, 2013

11:00 a.m. to 1:00 p.m.

Room C-110, 1 Wellington Street
(613-947-7776)

Séance nº 62
Le mardi 5 mars 2013
11 heures à 13 heures

Pièce C-110, 1, rue Wellington
(613-947-7776)

Orders of the Day

Ordre du jour

TELEVISED

TÉLÉVISÉE

11:00 a.m. to 12:00 p.m.

11 heures à 12 heures

1. Sexual Harassment in the Federal Workplace

1. Le harcèlement sexuel dans les milieux de travail fédéraux

Witnesses

Témoins

Canadian Broadcasting Corporation

Société Radio-Canada

Hubert T. Lacroix, President and Chief Executive Officer

Hubert T. Lacroix, président-directeur

	général
Monique Marcotte, Interim Executive Director, English Services Human Resources and Executive Director, Strategic Planning and Human Resources Corporate Groups People and Culture	Monique Marcotte, directrice générale par intérim, Ressources humaines, services anglais et Directrice générale, Planification stratégique et Ressources humaines groupes institutionnels Personnes et culture
12:00 p.m. to 1:00 p.m.	12 heures à 13 heures
2. Committee Business	2. Travaux du Comité
Notice of motion from Niki Ashton	Avis de motion de Niki Ashton

La greffière du Comité
Marlene Sandoval (613-995-6119)
Clerk of the Committee

2013/03/01
11:49 a.m.

2013/03/01 11 h 49

CBC Radio-Canada

Monique Marcotte <monique.marcotte@cbc.ca>

Confirming location to appear (CBC/Radio Canada - March 5, 2013)

1 message

FEWO@parl.gc.ca <FEWO@parl.gc.ca> Fri, Mar 1, 2013 at 9:36 AM
To: shaun.poulter@cbc.ca
Cc: ht.lacroix@cbc.ca, monique.marcotte@cbc.ca

Good morning Mr. Poulter,

Please be informed that the televised appearance of Mr. Hubert T. Lacroix and Ms. Monique Marcotte, on March 5, 2013 will take place in **Room C-110, 1 Wellington Street**, Ottawa.

A copy of the Notice of Meeting will be forwarded to you and the witnesses once published.

Also, could you please let us know if the witnesses are planning to refer to speaking notes during their presentation (even handwritten notes). If so, could you please provide us with electronic copies, the day prior to their appearance in order to assist in the interpretation and printing of the testimony. If you cannot do so, please bring seven (7) hard copies with you to the meeting if they are not to be distributed to the members of the Committee, and twenty (20) English copies and twelve (12) French should you wish they be distributed to the members.

Please accept our best regards.

Nathalie

Nathalie Gilbert

Committee Assistant / Adjointe de comité

Standing Committee on the Status of Women /

Comité permanent de la condition féminine

Committees Directorate/Direction des comités

House of Commons / Chambre des communes

6-05-05, 131 Queen, Ottawa, Ontario, K1A 0A6

tel: (613) 947-6728

fax: (613) 992-9069

nathalie.gilbert@parl.gc.ca

From: ~Status of Women/Condition Féminine
Sent: February 21, 2013 12:04 PM
To: 'shaun.poulter@cbc.ca'
Subject: Confirmation of Appear CBC/Radio Canada - March 5, 2013

Dear Mr. Poulter,

We are very pleased that the Chair and CEO of CBC/Radio Canada has accepted to appear before the Standing Committee on the Status of Women **on Tuesday, March 5, 2013 from 11:00 a.m. to 12:00 p.m., in Ottawa**. The exact location of the meeting will be confirmed to you in the next week.

The meeting, which will be televised and open to the public, will consist of 10 minutes for Mr. Lacroix's initial remarks followed by questions from the Committee Members.

Attached you will find a document which contains additional information for witnesses appearing before House of Commons Committees, including a witness confirmation form. **Please complete and return the witness confirmation form (the last page of the document) at your earliest convenience.** You may also want to refer to the Guide for Witnesses Appearing Before Committees of the House of Commons.

If Mr. Lacroix plans to refer to notes during the presentation (even handwritten notes), please provide us with an electronic copy before 4:00 p.m. the day prior to the appearance in order to assist in the interpretation and printing of the testimony. These notes will not be more widely distributed without your approval. These notes do not have to be submitted in both official languages if they are not to be distributed to Members.

Should CBC/Radio Canada wish to submit a brief to the Committee, please send it as soon as possible so that it can be distributed to the Committee Members. Usually, briefs do not exceed 10 pages but if they do, they must be accompanied with an executive summary. Every document provided to the Committee must be available in both official languages. If you cannot arrange for translation, please provide the brief **as soon as possible** to allow sufficient time for translation (on average 5 days is required).

Thank you,

Nathalie Gilbert

Committee Assistant / Adjointe de comité

20. All employees who collect, keep and use personal information as part of their function must ensure that such information is protected as per the policies and procedures. Please refer to *Personal Information and Privacy Protection Policy*.

21. The President (or delegate) may permit exceptions to the application of the provisions of this policy if the interests of CBC/Radio-Canada are clearly better served.

COMMUNICATION

On an annual basis, employees will be made aware of this policy and Human Resources Departments will assist line management in the distribution of the Code of Conduct for managers and supervisors (Corporate Policy 2.2.21 – *Code of Conduct*).

DISCLOSURE

1. If an employee, acting reasonably and in good faith, concludes at any time that there is a conflict of interest or that there are reasonable grounds for a perception of conflict of interest, then the employee has a duty to disclose the matter in writing to their immediate supervisor and to remove the conflict.

2. A written record of the disclosure and disposition of the potential conflict of interest must be maintained by both the employee and the supervisor.

AUTHORIZATION OF EXCEPTION

1. The President (or delegate) may permit/authorize exceptions to the application of the provisions of this policy if the interests of the Corporation are clearly better served.

2. All requests for exceptions must be accompanied by reasons and be submitted in writing to the President (or delegate).

3. Reasons for granting, or refusing exceptions, will be made known to the affected parties, in writing, including the period of time for which the exception is authorized.

4. Documents concerning exceptions shall be kept in the President's office.

NEPOTISM

1. If an employee is faced with making a decision that involves, directly or indirectly, the hiring, engagement on contract, evaluation, discipline, promotion, reward or any other form of discretionary control over family members or relatives (as defined below), then the employee must refer the decision to their immediate supervisor and may not make a recommendation with regard to such a decision. In order to ensure objectivity and to maintain a professional character of the processes and to respect the interests of the persons involved an employee who has or had such relationship with another employee should abstain from participating in the decision process without having to justify their withdrawal.

Standing Committee on the Status of Women /

Comité permanent de la condition féminine

Committees Directorate/Direction des comités

House of Commons / Chambre des communes

6-05-05, 131 Queen, Ottawa, Ontario, K1A 0A6

tel: (613) 947-6728

fax: (613) 992-9069

nathalie.gilbert@parl.gc.ca

CBC Radio-Canada

Re: j. moore invite

Shaun Poulter <Shaun.Poulter@cbc.ca> Fri, Feb 22, 2013 at 4:21 PM
To: FRANCINE LEFEBVRE <FRANCINE.LEFEBVRE@cbc.ca>, Hubert T Lacroix <ht.lacroix@cbc.ca>

(no committee's scheduled yet for those dates). Here's what we (you) have:

1. Status of Women - Sexual harassment March 5th
2. Senate Transport and Communications Committee - Senator Segal and RCI - no date yet. Segal believes it will be likely mid-March
3. House Heritage Committee - Your mandate and vision (no date yet. Likely April or not at all)
4. Senate Official Languages Committee (de bane) - Role and responsibilities of CBC/Radio-Canada to Minority Language Communities (no date yet - likely April or May)
5. House Official Languages Committee - Importance of CBC/Radio-Canada to minority language Communities (no date yet - sometime in May)
6. House Heritage Committee - Study into the Canada Media Fund mandate and vision - no date yet. Spring 2013.

s.21(1)(b)

>>> Hubert T Lacroix 2/22/2013 3:59 PM >>>

Am I in ottawa on those dates?

-----Original Message-----
From: FRANCINE LEFEBVRE
Cc: Poulter, Shaun <Shaun.Poulter@CBC.CA>
To: Lacroix, Hubert T <ht.lacroix@CBC.CA>

Sent: 22/02/2013 3:58:58 PM
Subject: j. moore invite

either March 19 at noon for 1/2 hour in Ott.

or March 25 at noon for 1/2 hour in Ott.

Preference?

F

CBC Radio-Canada

Shaun Poulter <shaun.poulter@cbc.ca>

Confirmation of Appear CBC/Radio Canada - March 5, 2013

FEWO@parl.gc.ca <FEWO@parl.gc.ca> Thu, Feb 21, 2013 at 12:04 PM
To: shaun.poulter@cbc.ca

Dear Mr. Poulter,

We are very pleased that the Chair and CEO of CBC/Radio Canada has accepted to appear before the Standing Committee on the Status of Women **on Tuesday, March 5, 2013 from 11:00 a.m. to 12:00 p.m., in Ottawa**. The exact location of the meeting will be confirmed to you in the next week.

The meeting, which will be televised and open to the public, will consist of 10 minutes for Mr. Lacroix's initial remarks followed by questions from the Committee Members.

Attached you will find a document which contains additional information for witnesses appearing before House of Commons Committees, including a witness confirmation form. **Please complete and return the witness confirmation form (the last page of the document) at your earliest convenience.** You may also want to refer to the Guide for Witnesses Appearing Before Committees of the House of Commons.

If Mr. Lacroix plans to refer to notes during the presentation (even handwritten notes), please provide us with an electronic copy before 4:00 p.m. the day prior to the appearance in order to assist in the interpretation and printing of the testimony. These notes will not be more widely distributed without your approval. These notes do not have to be submitted in both official languages if they are not to be distributed to Members.

Should CBC/Radio Canada wish to submit a brief to the Committee, please send it as soon as possible so that it can be distributed to the Committee Members. Usually, briefs do not exceed 10 pages but if they do, they must be accompanied with an executive summary. Every document provided to the Committee must be available in both official languages. If you cannot arrange for translation, please provide the brief **as soon as possible** to allow sufficient time for translation (on average 5 days is required).

Thank you,

Nathalie Gilbert

Committee Assistant / Adjointe de comité

Standing Committee on the Status of Women /

Comité permanent de la condition féminine

Committees Directorate/Direction des comités

House of Commons / Chambre des communes

6-05-05, 131 Queen, Ottawa, Ontario, K1A 0A6

tel: (613) 947-6728

fax: (613) 992-9069

nathalie.gilbert@parl.gc.ca

CBC Radio-Canada - Confirmation of Appearance Form - March 5, 2013.docx
68K

STANDING COMMITTEE ON THE STATUS OF WOMEN

HOUSE OF COMMONS
CHAMBRE DES COMMUNES
CANADA

COMITÉ PERMANENT DE LA CONDITION FÉMININE

To / À : Mr. Shaun Poulter Senior Director, Directeur principal Government Relations/Relations gouvernementales CBC/ Radio-Canada Fax/télécopieur : E-mail / Courriel : shaun.poulter@cbc.ca	**From / De : Marlene Sandoval** Clerk / Greffière Tel./ Tél. : (613) 995-6119 Fax / Téléc. : (613) 992-9069 E-mail / Courriel : FEWO@parl.gc.ca

This document has four (4) pages.

Ce document comprend quatre (4) pages.

CONFIRMATION OF APPEARANCE

CONFIRMATION DE COMPARUTION

STUDY: *Sexual Harassment in the Federal Workplace*

ÉTUDE : *Le harcèlement sexuel dans les milieux de travail fédéraux*

Date of appearance: **Tuesday, March 5, 2013**	**Date de comparution :** **Le mardi 5 mars 2013**
Time: **11:00 a.m. to 12:00 p.m.**	**Heure :** **11 h à 12 h**
Location: **To be confirmed**	**Endroit :** **À confirmer**

Please arrive at least 15 minutes before your scheduled appearance.

Veuillez vous présenter au moins 15 minutes avant votre comparution.

PRESENTATION

Please limit your presentation to the Committee to ten **(10) minutes** per organization so that substantial time may be given to questions from the members of the Committee.

PRÉSENTATION

Veuillez limiter votre présentation au Comité à dix **(10) minutes** par organisme afin que l'essentiel de la durée de la séance puisse être réservé aux questions qui vous seront posées par les membres du comité.

SPEAKING NOTES

If you plan to refer to notes during your presentation, (even handwritten notes), please bring **seven (7) copies** with you to the meeting in order to assist in the interpretation and printing of your testimony. These will not be more widely distributed without your approval.

NOTES D'ALLOCUTION

Si vous prévoyez vous référer à des notes, mêmes manuscrites, pendant votre exposé, veuillez en apporter **sept (7) copies** à la réunion pour faciliter l'interprétation de vos propos et la publication de votre témoignage. Celles-ci ne seront pas distribuées à plus grande échelle sans votre approbation.

BRIEFS

Should you wish to submit a brief to the Committee, please be advised that **briefs must be translated** prior to distribution to Committee members.

The Committee can provide assistance in the translation of your brief provided it is received at least **five (5)** working days prior to the date of your appearance and that the text not exceed **ten (10)** pages. We would encourage you to submit your brief electronically in order to facilitate this process.

If you cannot submit your brief in advance, please provide **twenty (20) English and ten (10) French copies** for the meeting.

MÉMOIRES

Si vous désirez soumettre un mémoire au Comité, soyez avisés que les **mémoires doivent être traduits** avant qu'ils ne puissent être distribués aux membres du Comité.

Le Comité peut vous fournir de l'aide pour la traduction de votre mémoire pourvu que le texte soit restreint à un maximum de **dix (10) pages** et que vous nous le fassiez parvenir au moins **cinq (5)** jours ouvrables avant la date de comparution. Nous vous encourageons à soumettre votre texte électroniquement afin de faciliter le processus.

Si vous ne pouvez pas nous soumettre votre mémoire à l'avance, veuillez apporter **vingt (20) copies en anglais et dix (10) copies en français** à la réunion.

AUDIO-VISUAL EQUIPMENT

The use of audio-visual equipment is usually not suitable during a committee meeting and is therefore strongly discouraged, except in extraordinary circumstances. In these cases, please advise the Clerk of the Committee at least two working days prior to the meeting.

ÉQUIPEMENT AUDIOVISUEL

L'utilisation d'équipement audiovisuel n'est normalement pas de mise lors d'une réunion de comité et est donc fortement déconseillée, à moins de circonstances exceptionnelles. Dans ces cas, veuillez aviser le greffier du Comité au moins deux jours ouvrables avant la réunion.

PERSONS WITH DISABILITIES

Please indicate whether the persons who will be appearing as representatives on behalf of your organization have special needs in terms of equipment.

Please note that all the Committee meeting locations are accessible to persons with disabilities.

PERSONNES HANDICAPÉES

Veuillez nous indiquer si les personnes qui comparaîtront au nom de votre organisme ont des besoins particuliers en termes d'équipement.

Prière de noter que tous les lieux de rencontre du Comité sont accessibles aux personnes handicapées.

WITNESS INFORMATION

RESOURCES

Additional information about the Committee's work can be found on the parliamentary web site at: http://www.parl.gc.ca/

A transcript of the meeting will be available on this web site two to three weeks after the meeting.

Witnesses scheduled to appear before the Committee who wish to familiarize themselves with the committee process may consult the guide for witnesses at: http://www.parl.gc.ca/information/about/process/house/WitnessesGuides/witness-e.htm

Persons and groups preparing written submissions may consult the guide for preparing briefs at : http://www.parl.gc.ca/information/about/process/house/WitnessesGuides/guide-brief-e.htm

To discuss the substance of your presentation, you may contact the Committee's lead analyst, **Havi Echenberg at 613-854-8141.**

IDENTIFICATION

Witnesses and observers who wish to attend hearings must bring **picture identification** in order to clear security.

If you have not already done so, **please confirm by e-mail, the names, titles and coordinates** of those who will be appearing before the Committee. Please use the table on the next page (copy if necessary). Where a title or a name does not exist in each particular language, leave the corresponding box blank.

REIMBURSEMENT

Please note that the Standing Committee on the Status of Women may reimburse up to **one (1) witness per organization**. Witnesses wishing to be reimbursed for travel and living expenses must submit claims within **sixty (60)** days following the date of appearance. Claims received beyond this limit will be denied.

Guidelines for witness reimbursement are available on request.

RENSEIGNEMENTS SUR LE(S) TÉMOIN(S)

RESSOURCES

Pour plus de détails sur le fonctionnement des comités, veuillez consulter le site Web du Parlement au : http://www.parl.gc.ca/

Une transcription de la réunion sera disponible sur ce site Web deux à trois semaines après la tenue de la réunion.

Les témoins invités qui veulent se familiariser avec le processus des comités peuvent consulter le guide établi à leur intention au lien suivant : http://www.parl.gc.ca/information/about/process/house/WitnessesGuides/Witness-f.htm

Les personnes et les groupes qui préparent des mémoires écrits trouveront un guide à ce sujet au : http://www.parl.gc.ca/information/about/process/house/WitnessesGuides/guide-brief-f.htm

Afin de discuter de la teneur de votre présentation, vous pouvez communiquer avec l'analyste en chef du Comité, **Havi Echenberg au 613-854-8141**

IDENTIFICATION

Les témoins ainsi que les observateurs aux réunions doivent apporter **une pièce d'identité avec photo** pour des fins de sécurité.

Si vous ne l'avez pas déjà fait, **veuillez confirmer par courriel les noms, titres et coordonnées** de ceux qui vont comparaître devant le Comité. Veuillez vous référer au tableau à la page suivante (copier au besoin). Si un titre ou un nom n'existe pas dans une des langues, laissez cette boîte vide.

REMBOURSEMENT

Veuillez noter que le Comité permanent de la condition féminine peut rembourser **un (1) témoin par organisme**. Les témoins qui désirent un remboursement de frais de déplacement et de séjour doivent soumettre une réclamation dans les **soixante (60)** jours suivant la date de leur comparution. Toute demande reçue après cette période sera rejetée.

Des lignes directrices concernant le remboursement des témoins sont disponibles sur demande.

Salutation	Mr. M.	Ms. Mme	Mrs. Mme	Miss Mlle	Other: Autre :
First Name Prénom					
Last Name Nom de famille					
Appear as: Comparaît à titre :	Representative of Organization Représentant de l'organisme ☐		**or** **ou**	Individual Individuel ☐	
Title (English) Titre (anglais)					
Title (French) Titre (français)					
Branch (English) Section (anglais)					
Branch (French) Section (français)					
Organization (English) Organisme (anglais)					
Organization (French) Organisme (français)					
Mailing Address Adresse postale					
Telephone (work) Téléphone (bureau)			Telephone (other) Téléphone (autre)		
Fax Télécopieur			E-mail Address Courriel		
Correspondence Correspondance	English/anglais		French/français		

Salutation	Mr. M.	Ms. Mme	Mrs. Mme	Miss Mlle	Other: Autre :
First Name Prénom					
Last Name Nom de famille					
Title (English)					
Titre (français)					
Branch (English)					
Section (français)					
Organization (anglais)					
Organisme (français)					
Mailing Address Adresse postale					
Telephone (work) Téléphone (bureau)			Telephone (other) Téléphone (autre)		
Fax Télécopieur			E-mail Address Courriel		
Correspondence Correspondance	English/anglais		French/français		

RETURN TO: / RETOURNER À : Nathalie Gilbert, Committee Assistant / Adjointe de comité
Tel. / Tél. : 613-947-6728 Fax / Téléc. : 613-992-9069
E-mail/courriel : FEWO@parl.gc.ca