

Fwd: Ghomeshi Trial...speaking notes for SMT to use with their employees as required

11 messages

Martine Menard <martine.menard@cbc.ca>
To: ALLISON MACLACHLAN <allison.maclachlan@cbc.ca>

Wed, Jan 20, 2016 at 9:51 AM

Hey - please review - is anything planned from P&C soon as it relates to a follow-up communications.

Martine Ménard
 Executive Director, Corporate Communications
 Directrice générale, Communications institutionnelles
 CBC/Radio-Canada
 (613) 288-6184
 martine.menard@cbc.ca

 Forwarded message

From: **Marco Dube** <marco.dube@radio-canada.ca>
 Date: Wed, Jan 20, 2016 at 7:49 AM
 Subject: Fwd: Ghomeshi Trial...speaking notes for SMT to use with their employees as required
 To: **Martine Menard** <martine.menard@cbc.ca>, **Shaun Poulter** <shaun.poulter@cbc.ca>

FYI

Martine, je ne sais pas si un update sur le rapport Rubin est prévu, mais ce ne serait pas mauvais si P&C avait une mise à jour à publier prochainement en guise de suivi...

 Forwarded message

From: **Chuck Thompson** <chuck.thompson@cbc.ca>
 Date: Tue, Jan 19, 2016 at 3:00 PM
 Subject: Ghomeshi Trial...speaking notes for SMT to use with their employees as required
 To: "Gadoury, Sylvie" <sylvie.gadoury@radio-canada.ca>, **Josee Girard** <josee.girard@radio-canada.ca>
 Cc: **Heather Conway** <heather.conway@cbc.ca>, "Dube, Marco" <marco.dube@radio-canada.ca>

February Trial – Internal Messaging for SMT

Key messages

- Recognizing that the trial will garner considerable media attention and may resurface difficult issues that could adversely affect the emotional and psychological well being of some employees, we wish to remind you that the EAP offers counselling over the phone or online, 24/7.

Phone: 1-866- 838-2025

Online: <https://io.cbrc.ca/#!/resources/how-to-access-e-counselling-comment-obtenir-du-counselling-en-ligne-1.3149350>

Additional on-site resources for Radio/Q staff – TBC

Update on the Rubin report

24/02/2016

CBC Radio-Canada Mail - Fwd: Ghomeshi Trial...speaking notes for SMT to use with their employees as required

- On April 16, 2015, CBC published the findings of an independent workplace investigation into the circumstances and facts related to Jian Ghomeshi and the shows with which he had been associated at the CBC.
- We've since made progress in addressing each of the recommendations put forward by Ms. Rubin.
- Actions taken to date include:
 - New, completely confidential and independently managed helpline for staff about bullying and harassment (1-844-202-2722).
 - Mandatory online training for managers that teaches basic fluency in concepts such as harassment, discrimination and respect at work – completed by 97% of all English Services managers to date.
 - Revised HR processes and training for HR staff in capturing the details of bullying and harassment complaints.
- Actions currently underway include:
 - New training for all CBC staff (implemented in the next year)
 - Revising all existing policies that relate to bullying and harassment (new proposed format in place, will start drafting changes in the new year)

Regarding the trial

- It's not appropriate for us to comment on matters before the courts.

Chuck Thompson
 Head of Public Affairs
 CBC English Services
 416-205-3747
 416-509-3315 (cell)



Marco Dubé
Vice-président par intérim, Stratégie et Affaires publiques // Interim Vice-President, Strategy and Public Affairs
 marco.dube@radio-canada.ca
 613.288.6646 bureau/office
 613.327.5858 cell

ALLISON MACLACHLAN <allison.maclachlan@cbc.ca>

Wed, Jan 20, 2016 at 9:53 AM

To: Martine Menard <martine.menard@cbc.ca>

Thanks, Emma shared these with me a couple of days ago. The Rubin committee is meeting next week to discuss next steps. The employee training will be the next thing to roll out and we're putting together more of an engagement plan as well. There will also be some changes to the helpline.

I'll keep you posted.

Allison

[Quoted text hidden]

Martine Menard <martine.menard@cbc.ca>

Wed, Jan 20, 2016 at 9:53 AM

To: ALEXANDRA FORTIER <alexandra.fortier@radio-canada.ca>, MARIE-EVE DESAULNIERS <marie-eve.desaulniers@radio-canada.ca>, ALLISON MACLACHLAN <allison.maclachlan@cbc.ca>

Alexandra - svp coordonner la mise à jour de nos messages dans notre document de messages corpos - merci

[Quoted text hidden]

Martine Menard <martine.menard@cbc.ca>

Wed, Jan 20, 2016 at 10:00 AM

To: ALLISON MACLACHLAN <allison.maclachlan@cbc.ca>

Might be good to do a reminder - high level - of what we have put in place since the trial will start again - assume you will discuss with Committee.

Martine Ménard
Executive Director, Corporate Communications
Directrice générale, Communications institutionnelles
CBC/Radio-Canada
(613) 288-6184
martine.menard@cbc.ca

[Quoted text hidden]

ALLISON MACLACHLAN <allison.maclachlan@cbc.ca>

Wed, Jan 20, 2016 at 10:02 AM

To: Martine Menard <martine.menard@cbc.ca>

It's already on the agenda.

[Quoted text hidden]

Alexandra Fortier <alexandra.fortier@radio-canada.ca>

Wed, Jan 20, 2016 at 10:03 AM

To: Martine Menard <martine.menard@cbc.ca>

Cc: Allison MacLachlan <allison.maclachlan@cbc.ca>, MARIE-EVE Desaulniers <marie-eve.desaulniers@radio-canada.ca>

Will do.

[Quoted text hidden]

Martine Menard <martine.menard@cbc.ca>

Wed, Jan 20, 2016 at 11:14 AM

To: ALLISON MACLACHLAN <allison.maclachlan@cbc.ca>, ALEXANDRA FORTIER <alexandra.fortier@radio-canada.ca>

Alexandra - -peut-être trop tot encore pour envoyer à la traduction.

Allison - can you confirm process for who is leading the drafting of messaging on this file - seems that CBC is responsible for some - we are for others - a bit complicated.

Thanks

Martine Ménard
Executive Director, Corporate Communications
Directrice générale, Communications institutionnelles
CBC/Radio-Canada
(613) 288-6184
martine.menard@cbc.ca

----- Forwarded message -----

From: **Chuck Thompson** <chuck.thompson@cbc.ca>
Date: Wed, Jan 20, 2016 at 10:49 AM
Subject: Re: Fwd: Ghomeshi Trial...speaking notes for SMT to use with their employees as required
To: Martine Menard <martine.menard@cbc.ca>
Cc: "Dube, Marco" <marco.dube@radio-canada.ca>

Hi Martine,

I will send it to you and Shaun once I hear back from Sylvie (who replied to me last night) and after I present to Heather, Susan Marjetti and SMT which is happening this morning.

You'll get it today for sure. There will also be another note summarizing where we are currently at with the recommendations coming out of the Rubin report for SMT to reference.

On Jan 20, 2016 09:52, "Martine Menard" <martine.menard@cbc.ca> wrote:

Can you cc me next time - we are very involved in the communications post Rubin Report - have to ensure our messaging is all aligned - thanks

[Quoted text hidden]

ALLISON MACLACHLAN <allison.maclachlan@cbc.ca>
To: Martine Menard <martine.menard@cbc.ca>
Cc: ALEXANDRA FORTIER <alexandra.fortier@radio-canada.ca>

Wed, Jan 20, 2016 at 11:39 AM

We've been developing messaging and comms related to the action plan and it's outcomes, which I often share with Emma or provide her with info she needs. Like for the helpline and the managers' training. Typically if it's Toronto related, something specific to Susan M or has something to do with the trial it's Chuck and Emma who have drafted, but as I said Emma has always shared with me in advance.

[Quoted text hidden]

Emma Bédard <emma.bedard@radio-canada.ca>
To: ALLISON MACLACHLAN <allison.maclachlan@cbc.ca>

Wed, Jan 20, 2016 at 1:24 PM

Want to make sure you're up to speed.

Since we spoke, this has been shared with English Services SMT and MM. Josée has approved as well.

Emma Bédard
Public Affairs / Affaires publiques

24/02/2016

CBC Radio-Canada Mail - Fwd: Ghomeshi Trial...speaking notes for SMT to use with their employees as required

416-205-7831 (office/bureau)
416-464-3906 (cell)

----- Forwarded message -----

From: **Chuck Thompson** <chuck.thompson@cbc.ca>
Date: 20 January 2016 at 11:19
Subject: Fwd: Re: Fwd: Ghomeshi Trial...speaking notes for SMT to use with their employees as required
To: Emma Bédard <emma.bedard@radio-canada.ca>

----- Forwarded message -----

From: "Martine Menard" <martine.menard@cbc.ca>
Date: Jan 20, 2016 11:12
Subject: Re: Fwd: Ghomeshi Trial...speaking notes for SMT to use with their employees as required
To: "Chuck Thompson" <chuck.thompson@cbc.ca>
Cc: "Dube, Marco" <marco.dube@radio-canada.ca>

Thanks - Allison also confirmed that the The Rubin committee is meeting next week to discuss next steps. The employee training will be the next thing to roll out and we're developing an engagement plan as well. There will also be some changes to the helpline. More communications to come.

Emma had shared your messages with Allison - which is great.

Martine Ménard
Executive Director, Corporate Communications
Directrice générale, Communications institutionnelles
CBC/Radio-Canada
(613) 288-6184
martine.menard@cbc.ca

[Quoted text hidden]

Alexandra Fortier <alexandra.fortier@radio-canada.ca>
To: ALLISON MACLACHLAN <allison.maclachlan@cbc.ca>
Cc: Martine Menard <martine.menard@cbc.ca>

Wed, Jan 20, 2016 at 3:03 PM

Messaging in both languages is now in the Corporate Messaging Google Document.

EN: https://docs.google.com/document/d/1u7Fnz6gLZ_X_k_af8JfTcCktTHiaz6aPtRg7nKsDE7A/edit#bookmark=id.jt29siex0n5n

FR: https://docs.google.com/document/d/1BUS37NeyFRuIBQvquO1yGqRCGPxxcT9n4G_irqkdLLQ/edit#bookmark=id.ko20hwnstp8w

[Quoted text hidden]



Alexandra Fortier
Chef, Relations avec les médias et gestion des enjeux
Manager, Media Relations and Issues Management
CBC/Radio-Canada
Communications institutionnelles - Corporate Corporations

24/02/2016

CBC Radio-Canada Mail - Fwd: Ghomeshi Trial...speaking notes for SMT to use with their employees as required

Alexandra Fortier <alexandra.fortier@radio-canada.ca>
To: ALLISON MACLACHLAN <allison.maclachlan@cbc.ca>

Fri, Jan 22, 2016 at 1:12 PM

With the links below, thank you!

----- Forwarded message -----

From: **Alexandra Fortier** <alexandra.fortier@radio-canada.ca>

Date: Wed, Jan 20, 2016 at 3:03 PM

Subject: Re: Fwd: Ghomeshi Trial...speaking notes for SMT to use with their employees as required

[Quoted text hidden]

[Quoted text hidden]



ALLISON MACLACHLAN <allison.maclachlan@cbc.ca>

For approval - Messaging re: Rubin

7 messages

Emma Bédard <emma.bedard@radio-canada.ca> Sat, Jan 30, 2016 at 8:21 AM
To: ALLISON MACLACHLAN <allison.maclachlan@cbc.ca>, Alexandra Fortier <alexandra.fortier@radio-canada.ca>
Cc: Chuck Thompson <chuck.thompson@cbc.ca>, Jeff Keay <jeff.keay@cbc.ca>

Hi Allison, Alexandra, Martine,

I'd like to share some additional information with the reporter

As my proposed response references the Rubin actions, could you let me know whether I need to seek any approvals from your corporate clients.

RESPONSE:

In recognition of the fact that the trial may resurface difficult issues for some of our staff, we've enhanced the support already available to them through our Employee Assistance Program.

We've also made progress in addressing each of the recommendations put forward by Ms. Rubin last April, with yet more work underway. To date, we've introduced a new bullying and harassment helpline for staff, all managers have completed training that teaches basic fluency in concepts such as harassment, discrimination and respect at work, and our HR teams have revised their processes and received training on handling complaints.

Thanks,
Emma

Emma Bédard
Public Affairs / Affaires publiques
416-205-7831 (office/bureau)
416-464-3906 (cell)

Alexandra Fortier <alexandra.fortier@radio-canada.ca> Sat, Jan 30, 2016 at 8:28 AM
To: Martine Menard <martine.menard@cbc.ca>, Allison MacLachlan <allison.maclachlan@cbc.ca>

I don't think she needs to seek approval - I suggest only sharing with People and Culture (Monique ?) as an FYI. Let me know if you agree....

[Quoted text hidden]

ALLISON MACLACHLAN <allison.maclachlan@cbc.ca> Sat, Jan 30, 2016 at 8:42 AM
To: ALEXANDRA FORTIER <alexandra.fortier@radio-canada.ca>
Cc: Martine Menard <martine.menard@cbc.ca>

Works for me.

[Quoted text hidden]

ALLISON MACLACHLAN <allison.maclachlan@cbc.ca>
To: ALEXANDRA FORTIER <alexandra.fortier@radio-canada.ca>
Cc: Martine Menard <martine.menard@cbc.ca>

Sat, Jan 30, 2016 at 8:48 AM

BTW the messaging is directly from the io piece we just put put which was approved by Josee Girard and company.

[Quoted text hidden]

Alexandra Fortier <alexandra.fortier@radio-canada.ca>
To: Allison MacLachlan <allison.maclachlan@cbc.ca>
Cc: Martine Menard <martine.menard@cbc.ca>

Sat, Jan 30, 2016 at 8:49 AM

OK great – in that case I'll let her know we're good but to share with Monique M as an FYI only.

[Quoted text hidden]

Alexandra Fortier <alexandra.fortier@radio-canada.ca>
To: Emma Bédard <emma.bedard@radio-canada.ca>
Cc: Jeff Keay <jeff.keay@cbc.ca>, Allison MacLachlan <allison.maclachlan@cbc.ca>, Chuck Thompson <chuck.thompson@cbc.ca>

Sat, Jan 30, 2016 at 8:50 AM

Hey Emma, this works for us, perhaps only share with Monique M as an FYI only.

Thanks!

[Quoted text hidden]

Martine Menard <martine.menard@cbc.ca>
To: Alexandra Fortier <alexandra.fortier@radio-canada.ca>
Cc: Allison MacLachlan <allison.maclachlan@cbc.ca>

Sat, Jan 30, 2016 at 9:12 AM

merci

Martine Ménard
Executive Director, Corporate Communications
Directrice générale, Communications institutionnelles
CBC/Radio-Canada
(613) 288-6184
martine.menard@cbc.ca

[Quoted text hidden]

FYI - Response to Ghomeshi trial may re-open old wounds at CBC

1 message

Emma Bédard <emma.bedard@radio-canada.ca>

Sat, Jan 30, 2016 at 9:07 AM

To: Monique Marcotte <monique.marcotte@cbc.ca>

Cc: Alexandra Fortier <alexandra.fortier@radio-canada.ca>, ALLISON MACLACHLAN <allison.maclachlan@cbc.ca>

Hi Monique,

I will be sharing additional information with the reporter

Below is the messaging, pulled from previously approved communications.

Thanks.
Emma**RESPONSE:**

In recognition of the fact that the trial may resurface difficult issues for some of our staff, and in addition to the individual support our managers offer every day, we've also enhanced the support already available through our Employee Assistance Program.

We've also made progress in addressing each of the recommendations put forward by Ms. Rubin last April, with yet more work underway. To date, we've introduced a new bullying and harassment helpline for staff, all managers have completed training that teaches basic fluency in concepts such as harassment, discrimination and respect at work, and our HR teams have revised their processes and received training on handling complaints.

Emma Bédard
Public Affairs / Affaires publiques
416-205-7831 (office/bureau)
416-464-3906 (cell)

Fwd: For approval - Messaging re: Rubin

1 message

Alexandra Fortier <alexandra.fortier@radio-canada.ca>
To: Helene Breau-Cluney <helene.breau@cbc.ca>

Tue, Mar 1, 2016 at 9:19 AM

----- Forwarded message -----

From: **Emma Bédard** <emma.bedard@radio-canada.ca>
Date: Sat, Jan 30, 2016 at 8:21 AM
Subject: For approval - Messaging re: Rubin
To: ALLISON MACLACHLAN <allison.maclachlan@cbc.ca>, Alexandra Fortier <alexandra.fortier@radio-canada.ca>
Cc: Chuck Thompson <chuck.thompson@cbc.ca>, Jeff Keay <jeff.keay@cbc.ca>

Hi Allison, Alexandra, Martine,

I'd like to share some additional information with the reporter:

As my proposed response references the Rubin actions, could you let me know whether I need to seek any approvals from your corporate clients.

RESPONSE:

In recognition of the fact that the trial may resurface difficult issues for some of our staff, we've enhanced the support already available to them through our Employee Assistance Program.

We've also made progress in addressing each of the recommendations put forward by Ms. Rubin last April, with yet more work underway. To date, we've introduced a new bullying and harassment helpline for staff, all managers have completed training that teaches basic fluency in concepts such as harassment, discrimination and respect at work, and our HR teams have revised their processes and received training on handling complaints.

Thanks,
Emma

Emma Bédard
Public Affairs / Affaires publiques
416-205-7831 (office/bureau)
416-464-3906 (cell)

Alexandra Fortier
Chef, Relations avec les médias et gestion des enjeux
Manager, Media Relations and Issues Management
CBC/Radio-Canada

Fwd: Fwd: For approval - Messaging re: Rubin

1 message

Alexandra Fortier <alexandra.fortier@radio-canada.ca>
To: Helene Breau-Cluney <helene.breau@cbc.ca>

Tue, Mar 1, 2016 at 9:19 AM

----- Forwarded message -----

From: **Alexandra Fortier** <alexandra.fortier@radio-canada.ca>
Date: Sat, Jan 30, 2016 at 8:49 AM
Subject: Re: Fwd: For approval - Messaging re: Rubin
To: Allison MacLachlan <allison.maclachlan@cbc.ca>
Cc: Martine Menard <martine.menard@cbc.ca>

s.19(1)

OK great -- in that case I'll let her know we're good but to share with Monique M as an FYI only.

On Jan 30, 2016 8:48 AM, "ALLISON MACLACHLAN" <allison.maclachlan@cbc.ca> wrote:

BTW the messaging is directly from the io piece we just put put which was approved by Josee Girard and company.

On Jan 30, 2016 8:42 AM, "ALLISON MACLACHLAN" <allison.maclachlan@cbc.ca> wrote:

Works for me.

On Jan 30, 2016 8:28 AM, "Alexandra Fortier" <alexandra.fortier@radio-canada.ca> wrote:

I don't think she needs to seek approval - I suggest only sharing with People and Culture (Monique ?) as an FYI. Let me know if you agree....

----- Forwarded message -----

From: "Emma Bédard" <emma.bedard@radio-canada.ca>
Date: Jan 30, 2016 8:22 AM
Subject: For approval - Messaging re: Rubin
To: "ALLISON MACLACHLAN" <allison.maclachlan@cbc.ca>, "Alexandra Fortier" <alexandra.fortier@radio-canada.ca>
Cc: "Chuck Thompson" <chuck.thompson@cbc.ca>, "Jeff Keay" <jeff.keay@cbc.ca>

Hi Allison, Alexandra, Martine,

I'd like to share some additional information with the reporter

As my proposed response references the Rubin actions, could you let me know whether I need to seek any approvals from your corporate clients.

RESPONSE:

In recognition of the fact that the trial may resurface difficult issues for some of our staff, we've enhanced the support already available to them through our Employee Assistance Program.

We've also made progress in addressing each of the recommendations put forward by Ms. Rubin last April, with yet more work underway. To date, we've introduced a new bullying and harassment helpline for

staff, all managers have completed training that teaches basic fluency in concepts such as harassment, discrimination and respect at work, and our HR teams have revised their processes and received training on handling complaints.

Thanks,
Emma

Emma Bédard
Public Affairs / Affaires publiques
416-205-7831 (office/bureau)
416-464-3906 (cell)

—
Alexandra Fortier
Chef, Relations avec les médias et gestion des enjeux
Manager, Media Relations and Issues Management
CBC/Radio-Canada
Communications institutionnelles - Corporate Corporations

Fwd: Re: - Jian Ghomeshi coverage

1 message

Alexandra Fortier <alexandra.fortier@radio-canada.ca>
To: Helene Breau-Cluney <helene.breau@cbc.ca>

Tue, Mar 1, 2016 at 9:20 AM

----- Forwarded message -----

From: **Alexandra Fortier** <alexandra.fortier@radio-canada.ca>
Date: Thu, Jan 28, 2016 at 12:14 PM
Subject: Fwd: Re: Jian Ghomeshi coverage
To: Marco Dube <Marco.Dube@radio-canada.ca>, Martine Menard <martine.menard@cbc.ca>, Shaun Poulter <shaun.poulter@cbc.ca>, Marc Pichette <marc.pichette@radio-canada.ca>

FYI, response to the re: Ghomeshi trial next week.

----- Forwarded message -----

From: "Emma Bédard" <emma.bedard@radio-canada.ca>
Date: Jan 28, 2016 11:51 AM
Subject: Fwd: Re: Jian Ghomeshi coverage
To: "ALEXANDRA FORTIER" <alexandra.fortier@radio-canada.ca>
Cc:

FYI

----- Forwarded message -----

From: "Emma Bédard" <emma.bedard@radio-canada.ca>
Date: Jan 28, 2016 11:48 AM
Subject: Re: Jian Ghomeshi coverage
To:
Cc:

Hi

In response to your question, CBC News will cover this story as they would any other matter of public interest – with complete fairness, balance and in accordance with our journalistic standards and practices.

Emma

Emma Bédard
Public Affairs / Affaires publiques
416-205-7831 (office/bureau)

s.19(1)

On 28 January 2016 at 10:00,

wrote:

Hi Emma,

I'm doing a story looking at how the CBC will cover the Jian Ghomeshi trial, given the fact that he's a former CBC employee.

Would someone from CBC, such as Jennifer McGuire, be available for an interview today to discuss plans for coverage?

Thanks,

—
Alexandra Fortier
Chef, Relations avec les médias et gestion des enjeux
Manager, Media Relations and Issues Management
CBC/Radio-Canada
Communications institutionnelles - Corporate Corporations

Fwd: February Trial - Reactive Messaging - Invitation to edit

1 message

Alexandra Fortier <alexandra.fortier@radio-canada.ca>
To: Helene Breau-Cluney <helene.breau@cbc.ca>

Tue, Mar 1, 2016 at 9:21 AM

----- Forwarded message -----

From: **Martine Menard** <martine.menard@cbc.ca>
Date: Wed, Jan 20, 2016 at 12:48 PM
Subject: Fwd: February Trial - Reactive Messaging - Invitation to edit
To: ALEXANDRA FORTIER <alexandra.fortier@radio-canada.ca>

version finale - merci

Martine Ménard
Executive Director, Corporate Communications
Directrice générale, Communications institutionnelles
CBC/Radio-Canada
(613) 288-6184
martine.menard@cbc.ca

----- Forwarded message -----

From: **Chuck Thompson (via Google Docs)** <drive-shares-noreply@google.com>
Date: Wed, Jan 20, 2016 at 12:17 PM
Subject: February Trial - Reactive Messaging - Invitation to edit
To: martine.menard@cbc.ca
Cc: es-smt-members-grp@cbc.ca, shaun.poulter@cbc.ca

Chuck Thompson has invited you to **edit** the following document:

 February Trial - Reactive Messaging



Further to today's SMT meeting, here are the bullet points I referenced for the upcoming Ghomeshi trial that you may want to use with your staff. Please let me know if anything is unclear or you would like to discuss this further.

Chuck

[Open in Docs](#)

Google Docs: Create and edit documents online.

Google™

Alexandra Fortier
Chef, Relations avec les médias et gestion des enjeux
Manager, Media Relations and Issues Management
CBC/Radio-Canada
Communications institutionnelles - Corporate Corporations

Dans les deux langues - mise à jour sur Rubin

1 message

Alexandra Fortier <alexandra.fortier@radio-canada.ca>
To: Helene Breau-Cluney <helene.breau@cbc.ca>

Tue, Mar 1, 2016 at 9:51 AM

UPDATE ON THE RUBIN REPORT

KEY MESSAGES

- On April 16, 2015, CBC published the findings of an independent workplace investigation into the circumstances and facts related to Jian Ghomeshi and the shows with which he had been associated at the CBC.
- We've since made progress in addressing each of the recommendations put forward by Ms. Rubin.
- Actions taken to date include:
 - New, completely confidential and independently managed bullying & harassment helpline for staff to seek informational and psychological support in response to instances of bullying and harassment (1-844-202-2722).
 - Mandatory online training for managers that teaches basic fluency in concepts such as harassment, discrimination and respect at work – completed by 97% of all English Services managers to date.
 - Revised HR processes and training for HR staff in capturing the details of bullying and harassment complaints.
- Actions currently underway include:
 - New training for all CBC staff (rolling out next month)
 - Revising all existing policies that relate to bullying and harassment (new proposed format in place, will start drafting changes in the new year)

LE POINT SUR LE RAPPORT RUBIN

MESSAGES CLÉS

- Le 16 avril 2015, CBC/Radio-Canada a publié les observations résultant d'une enquête indépendante en milieu de travail sur les circonstances et les faits relatifs à Jian Ghomeshi et aux émissions auxquelles il était associé à CBC.
- Depuis, nous avons fait des progrès dans la suite à donner à chacune des recommandations de M^{me} Rubin.

- Les mesures prises jusqu'à maintenant incluent :
 - Nouvelle ligne d'assistance totalement confidentielle et gérée de manière indépendante pour que le personnel puisse exprimer ses préoccupations à propos d'intimidation et de harcèlement (1 844 202-2722).
 - Formation en ligne obligatoire pour que tous les gestionnaires aient une connaissance de base de concepts comme le harcèlement, la discrimination et le respect au travail – suivie par 97 % de tous les gestionnaires des Services anglais jusqu'à maintenant.
 - Révision des procédures des RH et de la formation du personnel des RH chargé de recevoir les plaintes pour intimidation et harcèlement.

- Mesures en cours :
 - Nouvelle formation pour tout le personnel de CBC (mise en œuvre dans la prochaine année)
 - Révision de toutes les politiques actuelles concernant l'intimidation et le harcèlement (nouveau format proposé en vigueur, rédaction des changements dans la prochaine année)

--
Alexandra Fortier
Chef, Relations avec les médias et gestion des enjeux
Manager, Media Relations and Issues Management
CBC/Radio-Canada
Communications institutionnelles - Corporate Corporations

January 27, 2016

2015-2016 Key Risks

Risk Definition	Strategies Identified	Components Responsible to Manage Risk	Risk Quantification	Status Update as at Jan. 27, 2016	Risk Trend
<p>▪ The Jian Ghomeshi affair and publication of the Rubin Report;</p>					
				<p>Jian Ghomeshi returns to court on February 1; these proceedings are expected to generate significant media coverage. Internal and external environments will be monitored on an ongoing basis and communication will be developed as required.</p>	

LEGEND: 1. Risk Trend: ▼ Decreasing Stable ▲ Increasing • No change to status
2. Modifications made to the first four columns of the report since November 24, 2015 are in blue font.

Re: Ghomeshi Trial...speaking notes for SMT to use with their employees as required

1 message

Chuck Thompson <chuck.thompson@cbc.ca>
To: Emma Bédard <emma.bedard@radio-canada.ca>

Wed, Jan 20, 2016 at 1:17 PM

merci

Chuck Thompson
Head of Public Affairs
CBC English Services
416-205-3747
416-509-3315 (cell)

On Wed, Jan 20, 2016 at 1:06 PM, Emma Bédard <emma.bedard@radio-canada.ca> wrote:
It's tweaked.

Emma Bédard
Public Affairs / Affaires publiques
416-205-7831 (office/bureau)
416-464-3906 (cell)

On 20 January 2016 at 13:04, Chuck Thompson <chuck.thompson@cbc.ca> wrote:

Thanks, I'll tweak the document.

On Jan 20, 2016 12:58, "Josée Girard" <josee.girard@radio-canada.ca> wrote:
thanks Kevin

Josée Girard
Vice-présidente, Personnes et Culture
Vice-President, People and Culture
CBC/Radio-Canada

Tél./Tel: 514-597-5580
Télécopieur / Facsimile: 514-597-5560
@: josee.girard@radio-canada.ca



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2016-01-20 9:56 GMT-05:00 Kevin Payan <kevin.payan@cbc.ca>:

Morning, Chuck:

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Cheers.

Kev

Kevin Payan

Director, Organizational Performance | Directeur, Performance organisationnelle
Learning & development | Apprentissage & développement

CBC  **Radio-Canada**

Tel: [613-288-6244](tel:613-288-6244)

kevin.payan@cbc.ca | cbc.ca



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From: **Josee Girard** <josee.girard@radio-canada.ca>

Date: Wed, Jan 20, 2016 at 8:37 AM

Subject: Fwd: Ghomeshi Trial...speaking notes for SMT to use with their employees as required

To: Kevin Payan <kevin.payan@cbc.ca>

Cc: Christine Pietschmann <christine.pietschmann@cbc.ca>, Monique Marcotte <monique.marcotte@cbc.ca>

s.21(1)(b)

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Subject: Ghomeshi Trial...speaking notes for SMT to use with their employees as required

To: "Gadoury, Sylvie" <sylvie.gadoury@radio-canada.ca>, Josee Girard <josee.girard@radio-canada.ca>

Cc: Heather Conway <heather.conway@cbc.ca>, "Dube, Marco" <marco.dube@radio-canada.ca>

February Trial – Internal Messaging for SMT

Key messages

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Chuck Thompson
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CBC English Services
416-205-3747
416-509-3315 (cell)

Re: Ghomeshi Trial...speaking notes for SMT to use with their employees as required

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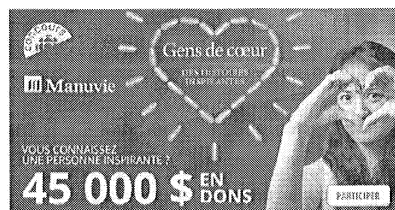
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CBC  Radio-Canada

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Cheers.

Kev

Kevin Payan

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CBC  **Radio-Canada**



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@: josee.girard@radio-canada.ca

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CBC  Radio-Canada

Fwd: Re: Fwd: Ghomeshi Trial...speaking notes for SMT to use with their employees as required

1 message

Chuck Thompson <chuck.thompson@cbc.ca>
To: Emma Bédard <emma.bedard@radio-canada.ca>

Wed, Jan 20, 2016 at 11:19 AM

----- Forwarded message -----

From: "Martine Ménard" <martine.menard@cbc.ca>

Date: Jan 20, 2016 11:12

Subject: Re: Fwd: Ghomeshi Trial...speaking notes for SMT to use with their employees as required

To: "Chuck Thompson" <chuck.thompson@cbc.ca>

Cc: "Dube, Marco" <marco.dube@radio-canada.ca>

Thanks - Allison also confirmed that the The Rubin committee is meeting next week to discuss next steps. The employee training will be the next thing to roll out :

Emma had shared your messages with Allison - which is great.

Martine Ménard
Executive Director, Corporate Communications
Directrice générale, Communications institutionnelles
CBC/Radio-Canada
(613) 288-6184
martine.menard@cbc.ca

On Wed, Jan 20, 2016 at 10:49 AM, Chuck Thompson <chuck.thompson@cbc.ca> wrote:

Hi Martine,

I will send it to you and Shaun once I hear back from Sylvie (who replied to me last night) and after I present to Heather, Susan Marjetti and SMT which is happening this morning.

You'll get it today for sure. There will also be another note summarizing where we are currently at with the recommendations coming out of the Rubin report for SMT to reference.

On Jan 20, 2016 09:52, "Martine Ménard" <martine.menard@cbc.ca> wrote:

Can you cc me next time - we are very involved in the communications post Rubin Report - have to ensure our messaging is all aligned - thanks

Martine Ménard
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26/02/2016

CBC Radio-Canada Mail - Fwd: Re: Fwd: Ghomeshi Trial...speaking notes for SMT to use with their employees as required

From: **Marco Dube** <marco.dube@radio-canada.ca>
 Date: Wed, Jan 20, 2016 at 7:49 AM
 Subject: Fwd: Ghomeshi Trial...speaking notes for SMT to use with their employees as required
 To: Martine Menard <martine.menard@cbc.ca>, Shaun Poulter <shaun.poulter@cbc.ca>

FYI

Martine, je ne sais pas si un update sur le rapport Rubin est prévu, mais ce ne serait pas mauvais si P&C avait une mise à jour à publier prochainement en guise de suivi...

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From: **Chuck Thompson** <chuck.thompson@cbc.ca>
 Date: Tue, Jan 19, 2016 at 3:00 PM
 Subject: Ghomeshi Trial...speaking notes for SMT to use with their employees as required
 To: "Gadoury, Sylvie" <sylvie.gadoury@radio-canada.ca>, Josee Girard <josee.girard@radio-canada.ca>
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Marco Dubé
Vice-président par intérim, Stratégie et Affaires publiques // Interim Vice-President, Strategy and Public Affairs
marco.dube@radio-canada.ca
613.288.6646 bureau/office
613.327.5858 cell

Re: Fwd: Ghomeshi Trial...speaking notes for SMT to use with their employees as required

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 To: Martine Menard <martine.menard@cbc.ca>
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26/02/2016

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 CBC English Services
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--



Chuck Thompson <chuck.thompson@cbc.ca>

/ Q&A - Invitation to edit

1 message

chuck.thompson@cbc.ca <chuck.thompson@cbc.ca>
To: alexandra.fortier@radio-canada.ca

Tue, Feb 9, 2016 at 5:50 PM

Chuck Thompson has invited you to **edit** the following document:



/ Q&A

Open in Docs

This is a courtesy copy of an email, for your records only. It's not the same email that your collaborators received. [Click here to learn more.](#)



26/02/2016

CBC Radio-Canada Mail - Re:

/ Q&A

CBC  Radio-Canada

Chuck Thompson <chuck.thompson@cbc.ca>

Re: / Q&A

1 message

Chuck Thompson <chuck.thompson@cbc.ca>
To: ALEXANDRA FORTIER <alexandra.fortier@radio-canada.ca>

Tue, Feb 9, 2016 at 2:43 PM

All good...:)

On Feb 9, 2016 2:42 PM, "Alexandra Fortier" <alexandra.fortier@radio-canada.ca> wrote:
I meant to say *Thank you* for wishing me a good trip, not bye! Sorry!

On Tue, Feb 9, 2016 at 2:39 PM, Chuck Thompson <chuck.thompson@cbc.ca> wrote:

Chuck Thompson
Head of Public Affairs
CBC English Services
416-205-3747
416-509-3315 (cell)

----- Forwarded message -----

From: **Sylvie Gadoury** <sylvie.gadoury@radio-canada.ca>

Date: Tue, Feb 9, 2016 at 2:36 PM

Subject: Re: / Q&A

To: Chuck Thompson <chuck.thompson@cbc.ca>

Cc: Heather Conway <heather.conway@cbc.ca>, "Dube, Marco" <marco.dube@radio-canada.ca>, Josee Girard <josee.girard@radio-canada.ca>, Monica Parenti <monica.parenti@cbc.ca>, Linda Facchin <linda.facchin@radio-canada.ca>, Emma Bédard <emma.bedard@radio-canada.ca>, Shaun Poulter <shaun.poulter@cbc.ca>, Martine Menard <martine.menard@cbc.ca>

Bonjour Chuck

This looks fine to me.

Sylvie

Sylvie GadouryVice-présidente
Services juridiques, avocat-conseil et secrétaire généraleVice-President
Legal Services, General Counsel and Corporate SecretaryCBC  Radio-CanadaTel.: (514) 597-4069
Fax: (514) 597-4087

NOTE: Ce courriel est destiné exclusivement au(x) destinataire(s) mentionné(s) ci-dessus et peut contenir de l'information privilégiée, confidentielle et/ou dispensée de divulgation aux termes des lois applicables. Si vous avez reçu ce message par erreur, ou s'il ne vous est pas destiné, veuillez le mentionner immédiatement à l'expéditeur et effacer ce courriel.

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CBC Radio-Canada Mail - Re:

'Q&A

s.23

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2016-02-09 13:17 GMT-05:00 Chuck Thompson <chuck.thompson@cbc.ca>:

If asked for comment on this potential outcome, suggested response would be to say:

Chuck Thompson
Head of Public Affairs
CBC English Services
416-205-3747
416-509-3315 (cell)

—
Alexandra Fortier
Chef, Relations avec les médias et gestion des enjeux
Manager, Media Relations and Issues Management
CBC/Radio-Canada
Communications institutionnelles - Corporate Corporations

26/02/2016

CBC Radio-Canada Mail - Fwd:

/ Q&A

CBC  Radio-Canada

Chuck Thompson <chuck.thompson@cbc.ca>

Fwd:

1 message

Chuck Thompson <chuck.thompson@cbc.ca>
To: Alexandra Fortier <alexandra.fortier@radio-canada.ca>

Tue, Feb 9, 2016 at 2:39 PM

Chuck Thompson
Head of Public Affairs
CBC English Services
416-205-3747
416-509-3315 (cell)

----- Forwarded message -----

From: **Sylvie Gadoury** <sylvie.gadoury@radio-canada.ca>

Date: Tue, Feb 9, 2016 at 2:36 PM

Subject: Re: / Q&A

To: Chuck Thompson <chuck.thompson@cbc.ca>

Cc: Heather Conway <heather.conway@cbc.ca>, "Dube, Marco" <marco.dube@radio-canada.ca>, Josee Girard <josee.girard@radio-canada.ca>, Monica Parenti <monica.parenti@cbc.ca>, Linda Facchin <linda.facchin@radio-canada.ca>, Emma Bédard <emma.bedard@radio-canada.ca>, Shaun Poulter <shaun.poulter@cbc.ca>, Martine Menard <martine.menard@cbc.ca>

Bonjour Chuck

This looks fine to me.

Sylvie

Sylvie Gadoury
Vice-présidente
Services juridiques, avocat-conseil et secrétaire générale

Vice-President
Legal Services, General Counsel and Corporate Secretary

CBC  Radio-Canada

Tel.: (514) 597-4069
Fax: (514) 597-4087

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26/02/2016

CBC Radio-Canada Mail - Fwd: t

/ Q&A

Chuck Thompson
Head of Public Affairs
CBC English Services
416-205-3747
416-509-3315 (cell)

Fwd:

1 message

Chuck Thompson <chuck.thompson@cbc.ca>
To: "Keay, Jeff" <jeff.keay@cbc.ca>

Tue, Feb 9, 2016 at 2:39 PM

Sorry Jeff...thought I had copied you on this.

Chuck Thompson
Head of Public Affairs
CBC English Services
416-205-3747
416-509-3315 (cell)

----- Forwarded message -----

From: **Sylvie Gadoury** <sylvie.gadoury@radio-canada.ca>
Date: Tue, Feb 9, 2016 at 2:36 PM
Subject: Re: / Q&A

To: Chuck Thompson <chuck.thompson@cbc.ca>

Cc: Heather Conway <heather.conway@cbc.ca>, "Dube, Marco" <marco.dube@radio-canada.ca>, Josee Girard <josee.girard@radio-canada.ca>, Monica Parenti <monica.parenti@cbc.ca>, Linda Facchin <linda.facchin@radio-canada.ca>, Emma Bédard <emma.bedard@radio-canada.ca>, Shaun Poulter <shaun.poulter@cbc.ca>, Martine Menard <martine.menard@cbc.ca>

Bonjour Chuck

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Sylvie

Sylvie Gadoury
Vice-présidente
Services juridiques, avocat-conseil et secrétaire généraleVice-President
Legal Services, General Counsel and Corporate Secretary

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/ Q&A