

JIAN GHOMESHI CASE AND INDEPENDANT INVESTIGATION

- An independent investigation is underway. It is led by employment lawyer Janice Rubin.
- The investigation will look into any and all allegations of improprieties in our workplace that have arisen in the recent controversy, and covers anyone from unionized employee to manager to executive. It will also look at our processes.
- We will continue to inform employees and the Canadian public as the situation unfolds.
- Janice Rubin's final report is expected between the end of March and mid-April, 2015.

AFFAIRE JIAN GHOMESHI ET ENQUÊTE INDÉPENDANTE

- Une enquête indépendante est en cours. Elle est menée par Janice Rubin, une avocate spécialisée en droit du travail.
- L'enquête examine toutes les allégations de comportements inappropriés dans nos milieux de travail qui ont été soulevées dans cette récente controverse, que ce soit de la part d'employés syndiqués, de gestionnaires ou de membres de la direction. Cette enquête étudie aussi nos procédures dans de telles situations.
- Nous continuerons d'informer les employés et le public canadien au fur et à mesure que la situation évoluera.
- Le rapport final de Janice Rubin est attendu entre la fin mars et la mi-avril 2015.

A Public Statement by Hubert: The Jian Ghomeshi Situation // Une déclaration publique d'Hubert concernant l'affaire Jian Ghomeshi

1 message

CBC Radio-Canada <cbc.radio-canada@cbc.ca>
À : CBC Radio-Canada <cbc.radio-canada@cbc.ca>
Cci : allstaff@cbc.ca

31 octobre 2014 17:54

****La version française suit****

A public statement by Hubert T. Lacroix regarding the Jian Ghomeshi situation

Note to Canadians

I'm not sure where to begin. Like you, the unfolding allegations of the past week have left me in shock, sadness, and some anger.

As you have no doubt heard, since CBC fired radio host Jian Ghomeshi on Sunday, his lawyers have commenced legal proceedings against us. That limits what we have been able to say about the circumstances of his firing, but we will defend our action. In the meantime, there are a few things that are important for me to address.

I have always been proud of the way we at CBC/Radio-Canada represent Canadian values; the way our airwaves are a platform for the promotion of equal rights, multiculturalism, and respect. We have worked hard to cement those values in the way we operate as an organization, and the way we treat each other. As I told a parliamentary committee last year, we have a robust system of training and policy in place to try to create a safe work environment, and to investigate and respond appropriately if incidents occur. This case raises concerns that our systems have not been enough, and that upsets us deeply.

I empathize with those who have felt powerless to speak out, or who have tried to speak out and felt ignored. As the father of two young daughters, I share your frustration.

As you may have heard, we continue to look into allegations of improprieties in the workplace. We will also bring in an outside company with the specific expertise to conduct an independent investigation. We expect that the investigation will allow us to identify improvements that may be necessary to existing systems and assure a healthy work environment. The Executive Vice-President of CBC, Heather Conway, shares my commitment and determination on this. Once the investigation has concluded, we will share the recommendations regarding any improvements to our policies and procedures with our Board, our employees and with Canadians.

We are very concerned by the additional allegations that have emerged in the media since October 26, and about the impact of these events on our employees and on all Canadians. We are committed to ensuring a workplace that is free from all forms of violence and harassment.

CBC/Radio-Canada's values are those of Canadians. We will live up to those values.

Media Contact:
Chris Ball
Senior Manager, Public Affairs, CBC English Services
Tel. 416-205-7831
chris.ball@cbc.ca

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Une déclaration publique d'Hubert T. Lacroix, président-directeur général de CBC/Radio-Canada, concernant l'affaire Jian Ghomeshi.

Message aux Canadiens

Je ne sais pas trop par où commencer. Comme vous, j'ai pris connaissance des allégations qui se sont succédé la semaine dernière et qui m'ont choqué, attristé et même mis en colère.

Comme vous le savez sans doute, depuis que CBC a congédié l'animateur radio, Jian Ghomeshi, dimanche dernier, ses avocats ont intenté des poursuites contre nous. Cela limite donc ce que nous avons pu dire à propos des circonstances de son congédiement, mais nous défendrons notre décision. En attendant, je tiens à préciser certains points importants.

J'ai toujours été fier de la manière dont nous, à CBC/Radio-Canada, représentons les valeurs canadiennes et de la façon dont nos ondes servent de plateforme pour promouvoir l'égalité des droits, le multiculturalisme et le respect. Nous avons travaillé fort pour intégrer ces valeurs dans les façons de faire de notre organisation et dans nos relations les uns envers les autres. Comme je l'ai mentionné à un comité parlementaire l'an dernier, nous avons mis en place un solide système de formation et de politiques pour créer un environnement de travail sûr et pour nous permettre d'enquêter et de réagir de manière appropriée en cas d'incident. Nous sommes préoccupés par le fait que, dans ce cas-ci, nos systèmes n'ont pas été suffisants, et nous en sommes très mécontents.

Je compatis avec les personnes qui se sont senties impuissantes à dénoncer cette situation, ou qui ont essayé de le faire, mais qui se sont senties ignorées. En tant que père de deux jeunes filles, je partage votre frustration.

Comme vous l'avez peut-être appris, nous continuons d'examiner des allégations de comportements inappropriés qui seraient survenus au travail. Nous ferons aussi appel à une firme externe qui possède une expertise spécifique dans ces situations pour mener une enquête indépendante. Nous nous attendons à ce que cette enquête nous permette de cerner des améliorations dans nos systèmes actuels qui pourraient être nécessaires et nous assure un environnement de travail sain. Heather Conway, la vice-présidente principale de CBC, partage mon engagement et ma détermination sur ce point. Une fois que l'enquête sera terminée, nous partagerons les recommandations sur la façon d'améliorer nos politiques et nos procédures avec notre Conseil d'administration, nos employés et les Canadiens.

Nous sommes très préoccupés par les allégations additionnelles qui ont fait surface dans les médias depuis le 26 octobre et sur l'impact de ces événements sur tous nos employés et sur tous les Canadiens. Nous avons pris l'engagement d'assurer un milieu de travail exempt de toutes les formes de violence et de harcèlement.

CBC/Radio-Canada partage les mêmes valeurs que celles des Canadiens. Nous y ferons honneur.

Personne-ressource pour les médias :

Chris Ball

Premier chef, Affaires publiques, Services anglais CBC

Tél. : 416 205 7831

chris.ball@cbc.ca

ENGLISH Statement:

The CBC is saddened to announce its relationship with Jian Ghomeshi has come to an end. This decision was not made without serious deliberation and careful consideration. Jian has made an immense contribution to the CBC and we wish him well.

Questions and Answers:

Q What happened that caused CBC to make this decision?

A Information came to our attention recently that in CBC's judgement, precludes us from continuing our relationship with Jian Ghomeshi.

Q What information?

A We aren't going to disclose that...as I'm sure you can understand, whenever a decision is made to end employment with any employee, for privacy reasons, terms of the separation are never disclosed.

Q Will Jian still be hosting The Gillers?

A No, he won't.

Q In light of this news, who will be hosting Q in the future?

A It's not uncommon for CBC to use guest hosts on Q and that's what we'll be doing for the foreseeable future.

Q Have you told PRI (other distributors)...what do they think?

A Yes but that's a question best asked of PRI

CBC a le regret de vous annoncer qu'elle a mis un terme à sa relation avec Jian Ghomeshi. Cette décision a été prise après d'intenses délibérations et mûres considérations. Jian a eu une très belle carrière à CBC, et nous lui souhaitons tout le succès pour l'avenir.

Inévitablement, de nombreuses questions seront posées, mais la première sera la suivante :

Q Que s'est-il passé pour que CBC prenne cette décision?

A Des renseignements nous ont été transmis récemment, qui de l'avis de CBC, l'empêchent de poursuivre sa relation avec Jian Ghomeshi.

Q Quels renseignements?

A Nous ne pouvons divulguer ces renseignements...Vous comprendrez bien que, lorsqu'une décision est prise de mettre fin à l'emploi d'un employé, pour des raisons de confidentialité, les conditions de cette séparation ne sont jamais dévoilées.

Veillez noter que cette réponse sera celle que nous donnerons à la plupart des questions posées afin d'obtenir plus de détails sur ce qui a motivé notre décision.

Autres questions auxquelles nous pouvons donner des réponses différentes :

Q Jian animera-t-il le prix Giller?

A Non.

Q À la lumière de cette nouvelle, animera-t-il Q dorénavant?

A Il n'est pas inhabituel pour CBC d'avoir recours à des invités pour animer Q, et c'est ce que nous ferons pour l'instant.

Q En avez-vous parlé à PRI (à d'autres distributeurs)... Que pense-t-il de cette situation?

A Oui, nous en avons parlé à PRI, mais c'est à lui qu'il faudrait poser cette question.

Subject: Re: JG - Invitation to edit
From: Chuck Thompson
Date: 25/10/2014 5:14 PM
To: Maryse Bertrand

416-205-3747

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

On Sat, Oct 25, 2014 at 5:13 PM, Maryse Bertrand <maryse.bertrand@radio-canada.ca> wrote:
Chuck where can I call you to discuss my concerns?

Envoyé de mon smartphone BlackBerry 10 sur le réseau Rogers.

De: Chuck Thompson (via Google Docs)
Envoyé: samedi 25 octobre 2014 17:02
À: maryse.bertrand@radio-canada.ca
Répondre à : Chuck Thompson (via Google Docs)
Cc: todd.spencer@cbc.ca; helen.daniel@cbc.ca
Objet: JG - Invitation to edit

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

 JG



Please see the attached statement and some Q&A's that have been approved by the Comms team, Heather and Chris Boyce. Look forward to hearing back from you as soon as possible. If you have any trouble opening this document let me know.

Thanks,
Chuck

[Open in Docs](#)



Google Docs: Create and edit documents online.



JG Statement

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Inevitably, there will be many questions but undoubtedly the first question will be:

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A Information came to our attention recently, that in CBC's judgement, precludes us from continuing our relationship with Jian Ghomeshi.

Q What information?

A We aren't going to disclose that...as I'm sure you can understand, whenever a decision is made to end employment with any employee, for privacy reasons, terms of the separation are never disclosed.

That answer will stand as a response for most of the other questions we anticipate receiving.

Other Q's that we can answer with a different response:

Q Will Jian still be hosting The Gillers?

A No, he won't.

Q In light of this news, who will be hosting Q in the future?

A It's not uncommon for CBC to use guest hosts on Q and that's what we'll be doing for the foreseeable future.

Q Have you told PRI (other distributors)...what do they think?

A Yes but that's a question best asked of PRI

TIMING:

29/4/2015

CONFIDENTIAL / JG

Subject: CONFIDENTIAL / JG

From: Chuck Thompson

Date: 25/10/2014 7:27 PM

To: "Lacroix, Hubert T" <ht.lacroix@cbc.ca>

CC: "Bertrand, Maryse" <maryse.bertrand@radio-canada.ca>, ROULA ZAAROUR <roula.zaarour@radio-canada.ca>, Heather Conway <heather.conway@cbc.ca>, Chris Boyce <chris.boyce@cbc.ca>, "Spencer, Todd" <todd.spencer@cbc.ca>, Helen Daniel <helen.daniel@cbc.ca>, Bill Chambers <bill.chambers@cbc.ca>, BONNIE BROWNLEE <bonnie.brownlee@cbc.ca>

Hi Hubert,

Please see the recommended statement from the respective Comms and legal teams that we have mutually agreed upon after careful review. I've also included anticipated Q's and A's as well as a roll out for when things will happen tomorrow:

Statement

The CBC is saddened to announce its relationship with Jian Ghomeshi has come to an end. This decision was not made without serious deliberation and careful consideration. Jian has had a great run at the CBC and we wish him well.

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TIMING:

Chuck

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





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

29/4/2015

Re: Tonight

**Subject:** Re: Tonight  
**From:** Chuck Thompson  
**Date:** 25/10/2014 9:51 PM  
**To:** Jeff Keay

Nothing I can think of right now Jeff.

On Oct 25, 2014 9:37 PM, "Jeff Keay" <[jeff.keay@cbc.ca](mailto:jeff.keay@cbc.ca)> wrote:

Anything I can do to help on Sunday?

On Oct 25, 2014 8:00 PM, "Chuck Thompson" <[chuck.thompson@cbc.ca](mailto:chuck.thompson@cbc.ca)> wrote:

I'm going to come in for 11 and then be on standby to release our statement (sometime after noon) once we hear back from Todd the eagle has landed.

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

On Sat, Oct 25, 2014 at 7:55 PM, Jeff Keay <[jeff.keay@cbc.ca](mailto:jeff.keay@cbc.ca)> wrote:

Thanks. What's plan for us tomorrow?

On Oct 25, 2014 7:30 PM, "Chuck Thompson" <[chuck.thompson@cbc.ca](mailto:chuck.thompson@cbc.ca)> wrote:

Statement as agreed upon by Comms and Legal teams:

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TIMING:

29/4/2015

Re: Tonight

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

s.19(1)

On Sat, Oct 25, 2014 at 7:04 PM, Jeff Keay <jeff.keay@cbc.ca> wrote:

No word?

Reachable, more or less.

29/4/2015

Re: CONFIDENTIAL / JG

Subject: Re: CONFIDENTIAL / JG
From: Chuck Thompson
Date: 25/10/2014 11:14 PM
To: Maryse Bertrand

Thanks, I'll make the adjustment.

On Oct 25, 2014 11:10 PM, "Maryse Bertrand" <maryse.bertrand@radio-canada.ca> wrote:

Good. Small point, in answer to first question both terms and REASONS for separation are never etc...
That will address the "what information" question.
Maryse

Envoyé de mon smartphone BlackBerry 10 sur le réseau Rogers.

De: Chuck Thompson
Envoyé: samedi 25 octobre 2014 22:53
À: Lacroix, Hubert T
Répondre à: Chuck Thompson
Cc: Bertrand, Maryse; ROULA ZAAROUR; Heather Conway; Chris Boyce; Spencer, Todd; Helen Daniel; Bill Chambers; BONNIE BROWNLEE; Keay, Jeff
Objet: Re: CONFIDENTIAL / JG

Final version...JG Statement / Q&A's

The CBC is saddened to announce its relationship with Jian Ghomeshi has come to an end. This decision was not made without serious deliberation and careful consideration. Jian has had a great run at the CBC and we wish him well.

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TIMING:

Chuck Thompson
Head of Public Affairs

29/4/2015

Re: CONFIDENTIAL / JG

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

On Sat, Oct 25, 2014 at 7:27 PM, Chuck Thompson <chuck.thompson@cbc.ca> wrote:

Hi Hubert,

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TIMING:

Chuck

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

4/5/2015

Re: CONFIDENTIAL / JG

**Subject:** Re: CONFIDENTIAL / JG  
**From:** Hubert T Lacroix  
**Date:** 26/10/2014 5:12 AM  
**To:** chuck.thompson@cbc.ca

Chuck,

Thanks.

---

**From:** Chuck Thompson  
**Sent:** Saturday, October 25, 2014 22:53  
**To:** Lacroix, Hubert T  
**Reply To:** Chuck Thompson  
**Cc:** Bertrand, Maryse; ROULA ZAAROUR; Heather Conway; Chris Boyce; Spencer, Todd; Helen Daniel; Bill Chambers; BONNIE BROWNLEE; Keay, Jeff  
**Subject:** Re: CONFIDENTIAL / JG

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TIMING:

Chuck Thompson

4/5/2015

Re: CONFIDENTIAL / JG

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

On Sat, Oct 25, 2014 at 7:27 PM, Chuck Thompson <[chuck.thompson@cbc.ca](mailto:chuck.thompson@cbc.ca)> wrote:  
Hi Hubert,

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TIMING:

Chuck

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

2014/10/26

Re: Confidential

**Subject:** Re: Confidential  
**From:** Chuck Thompson  
**Date:** 26/10/2014 9:37 AM  
**To:** Marina Bost  
**CC:** CHRIS BALL <chris.ball@cbc.ca>, Martine Menard <martine.menard@cbc.ca>

Thank you Marina.

On Oct 26, 2014 9:29 AM, "Marina Bost" <marina.bost@radio-canada.ca> wrote:  
Hello Chuck

Here is the translation of the statement and Q & A.

Regards  
Marina

2014-10-26 7:48 GMT-04:00 Chuck Thompson <chuck.thompson@cbc.ca>:

Final version...JG Statement / Q&A's

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--  
Marina Bost, trad. a.  
RA@viseure/Editor  
Services linguistiques/Linguistic Services  
CBC/Radio-Canada  
514-597-5724

29/4/2015

Re: Confidential





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**Subject:** Re: CONFIDENTIAL / JG

**From:** Chuck Thompson

**Date:** 26/10/2014 11:14 AM

**To:** "Lacroix, Hubert T" <ht.lacroix@cbc.ca>

**CC:** "Bertrand, Maryse" <maryse.bertrand@radio-canada.ca>, ROULA ZAAROUR <roula.zaarour@radio-canada.ca>, Heather Conway <heather.conway@cbc.ca>, Chris Boyce <chris.boyce@cbc.ca>, "Spencer, Todd" <todd.spencer@cbc.ca>, Helen Daniel <helen.daniel@cbc.ca>, Bill Chambers <bill.chambers@cbc.ca>,

BONNIE BROWNLEE <bonnie.brownlee@cbc.ca>,"

Keay, Jeff"

<jeff.keay@cbc.ca>

Sorry for the timing on this but unless anyone has a strong objection, I'm flagging the last line of the statement will now read:

"Jian has made an immense contribution to the CBC and we wish him well."

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

On Sat, Oct 25, 2014 at 10:53 PM, Chuck Thompson <chuck.thompson@cbc.ca> wrote:  
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TIMING:

Chuck Thompson  
Head of Public Affairs



1/5/2015

Re: CONFIDENTIAL / JG

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

On Sat, Oct 25, 2014 at 7:27 PM, Chuck Thompson <chuck.thompson@cbc.ca> wrote:

Hi Hubert,

Please see the recommended statement from the respective Comms and legal teams that we have mutually agreed upon on after careful review. I've also included anticipated Q's and A's as well as a roll out for when things will happen tomorrow:

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Jian has had a great run at the CBC and we wish him well.

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TIMING:

Chuck

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

20/4/2015

Re: Confidential

Subject: Re: Confidential

From: Martine Menard

Date: 26/10/2014 11:15 AM

To: CHRIS BALL <chris.ball@cbc.ca>, PATRICK LEVESQUE <patrick.levesque@radio-canada.ca>, DAVID OILLE <david.oille@cbc.ca>

CC: Chuck Thompson <chuck.thompson@cbc.ca>, Marina Bost <marina.bost@radio-canada.ca>

PatriÅ¸k and David on standby. You have Patrick s cell. DAVID can be reached at647 292 3532

On Oct 26, 2014 10:44 AM, "Chris Ball" <chris.ball@cbc.ca> wrote:

That works for me.

On Oct 26, 2014 10:44 AM, "Martine Menard" <martine.menard@cbc.ca> wrote:

merci Marina.

Perhaps the best approach is to simply published the statement on IO! - as is in both languages. Send an all staff e-mail confirming that corporation has published a statement as it relates Jian`. All staff would have a link to statement. SMT`s would need copies of Q and A`s.

Chris - Chuck - thoughts on this.

Å
Martine MÃ©nard
Executive Director / Directrice gÃ©nÃ©rale
Corporate Communications / Communications institutionnelles
CBC/Radio-Canada
(613) 288-6184
martine.menard@cbc.ca



On Sun, Oct 26, 2014 at 10:39 AM, Marina Bost <marina.bost@radio-canada.ca> wrote:

Yes Martine. I received your email.

I will be available after 2 pm.

Marina

LeÅ¸ dimanche 26 octobre 2014, Martine Menard <martine.menard@cbc.ca> a Å¸critÅ¸ :

just want to confirm you received this - my e-mail system is doing weird stuff.

Å
Martine MÃ©nard
Executive Director / Directrice gÃ©nÃ©rale
Corporate Communications / Communications institutionnelles
CBC/Radio-Canada
(613) 288-6184
martine.menard@cbc.ca



On Sun, Oct 26, 2014 at 9:57 AM, Martine Menard <martine.menard@cbc.ca> wrote:

So just to be clear - assume Chris is drafting all staff - please confirm.

Marina - are you available to translate what Chris will prepare.

Chris - do you have the capacity to issue an all staff - CBC and Radio-Canada - or just CBC. Also - are we talking e-mail or publication on IO or both. David Oille should be able to help with all staff distribution if you don't have it.

I am in transit back to Ottawa all day - please keep me posted.

Å
Martine MÃ©nard
Executive Director / Directrice gÃ©nÃ©rale
Corporate Communications / Communications institutionnelles
CBC/Radio-Canada
(613) 288-6184
martine.menard@cbc.ca

20/4/2015

Re: Confidential



On Sun, Oct 26, 2014 at 7:48 AM, Chuck Thompson <chuck.thompson@cbc.ca> wrote:

Final version...JG Statement / Q&A's

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Marina Bost, trad. a.
R@viseure/Editor
Services linguistiques/Linguistic Services
CBC/Radio-Canada
514-597-5724



Subject: Q and A and Statements Eng and Fr

From: Chris Ball

Date: 26/10/2014 1:07 PM

To: "Poulter, Shaun" <shaun.poulter@cbc.ca>, BONNIE BROWNLEE <bonnie.brownlee@cbc.ca>

THE STATEMENT IS NOT YET OUT -- IT'S JUST WITH CNW TO PROCESS.Â

I WILL ADVISE WHEN IT'S OUT.Â

C

--

Chris Ball

Senior Manager, Public Affairs

CBCÂ English ServicesÂ

p: 416-205-7831

e:Â chris.ball@cbc.ca

Twitter: @chrisjballCBC

Visit: www.cbc.ca

Â

Â

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- [Attachments-14/Q AND A -ENG AND FR.docx](#)

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A Oui, nous en avons parlé à PRI, mais c'est à lui qu'il faudrait poser cette question.

Subject: Fwd: release and Q/a
From: ROULA ZAAROUR
Date: 26/10/2014 1:33 PM
To: Louis Lalande <louis.lalande@radio-canada.ca>, Steven Guiton <steven.guiton@cbc.ca>

Steven, I tried you on your mobile and left a VM.

Begin forwarded message:

From: Chris Ball <chris.ball@cbc.ca>
Date: October 26, 2014 at 13:30:48 GMT-4
To: ROULA ZAAROUR <roula.zaarour@radio-canada.ca>
Cc: Chuck Thompson <chuck.thompson@cbc.ca>, "Keay, Jeff" <jeff.keay@cbc.ca>
Subject: release and Q/a

attached

--

Chris Ball
Senior Manager, Public Affairs
CBC English Services
p: 416-205-7831
e: chris.ball@cbc.ca
Twitter: @chrisjballCBC
Visit: www.cbc.ca

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- [Attachments-1/Q AND A -ENG AND FR.docx](#)

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CINDY WITTEN <cindy.witten@cbc.ca>

Fwd: release and Q/a

1 message

Jeff Keay <jeff.keay@cbc.ca>
To: CINDY WITTEN <cindy.witten@cbc.ca>

Sun, Oct 26, 2014 at 1:44 PM

Fyi

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

From: "Chris Ball" <chris.ball@cbc.ca>
Date: Oct 26, 2014 1:30 PM
Subject: release and Q/a
To: "ROULA ZAAROUR" <roula.zaarour@radio-canada.ca>
Cc: "Chuck Thompson" <chuck.thompson@cbc.ca>, "Keay, Jeff" <jeff.keay@cbc.ca>

attached

—
Chris Ball
Senior Manager, Public Affairs
CBC English Services
p: 416-205-7831
e: chris.ball@cbc.ca
Twitter: @chrisjballCBC
Visit: www.cbc.ca

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 **Q AND A -ENG AND FR.docx**
16K

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20/4/2015

Re: Jian information: Q and A and Statements Eng and Fr

Subject: Re: Jian information: Q and A and Statements Eng and Fr

From: MUNRO CULLEN

Date: 26/10/2014 2:59 PM

To: John Wimbs

CC: BONNIE BROWNLEE <bonnie.brownlee@cbc.ca>, Michael Moser <michael.moser@cbc.ca>, David Jang <david.jang@cbc.ca>, Tim Knapp <tim.knapp@cbc.ca>, MAYA KANE <maya.kane@cbc.ca>

Globe just reported jg is suing for 50 mil

Sent from my iPhone

On Oct 26, 2014, at 2:34 PM, John Wimbs <john.wimbs@cbc.ca> wrote:

thanks. very well done.Â

On Sun, Oct 26, 2014 at 2:33 PM, BONNIE BROWNLEE <bonnie.brownlee@cbc.ca> wrote:

This happened at 1PM today.

Please see press statement and q&a for your information only.

Chuck is the only person who is making any comments. Chris Ball is managing audience relations, and as of now we are making no comments.

Will talk tomorrow.

Bonnie

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

From: "Chris Ball" <chris.ball@cbc.ca>

Date: Oct 26, 2014 1:07 PM

Subject: Q and A and Statements Eng and Fr

To: "Poulter, Shaun" <shaun.poulter@cbc.ca>, "BONNIE BROWNLEE" <bonnie.brownlee@cbc.ca>

Cc:

THE STATEMENT IS NOT YET OUT -- IT'S JUST WITH CNW TO PROCESS.Â

I WILL ADVISE WHEN IT'S OUT.Â

C

--

Chris Ball
Senior Manager, Public Affairs
CBCÂ English ServicesÂ
p: [416-205-7831](tel:416-205-7831)
e:Â chris.ball@cbc.ca

20/4/2015

Re: Jian information: Q and A and Statements Eng and Fr

Twitter: @chrisjballCBC

Visit: www.cbc.ca

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--

John Wimbs

Director of PublicityÂ

CBC

(416) 205-7902Â office

(416) 528-8258Â cell

29/4/2015

Re: CONFIDENTIAL / JG

Subject: Re: CONFIDENTIAL / JG
From: Chuck Thompson
Date: 26/10/2014 3:08 PM
To: Bill Chambers

Tuesday.

On Oct 26, 2014 3:05 PM, "Bill Chambers" <bill.chambers@cbc.ca> wrote:

Assuming the noon announcement you refer to below is Monday, could we have call this afternoon around 2 p.m. (second assumption: my plane is on time).

B

Sent from my BlackBerry 10 smartphone on the Rogers network.

From: Chuck Thompson
Sent: Sunday, October 26, 2014 3:53 AM
To: Lacroix, Hubert T
Reply To: Chuck Thompson
Cc: Bertrand, Maryse; ROULA ZAAROUR; Heather Conway; Chris Boyce; Spencer, Todd; Helen Daniel; Bill Chambers; BONNIE BROWNLEE; Keay, Jeff
Subject: Re: CONFIDENTIAL / JG

Final version...JG Statement / Q&A's

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TIMING:

Chuck Thompson

29/4/2015

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Head of Public Affairs
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416-509-3315 (cell)

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TIMING:

Chuck

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



20/4/2015

q/a

**Subject:** q/a  
**From:** Chris Ball  
**Date:** 27/10/2014 12:02 PM  
**To:** "Tonner, Cristina" <crisrina.tonner@cbc.ca>

--

Chris Ball  
Senior Manager, Public Affairs  
CBC English Services  
p: 416-205-7831  
e: [chris.ball@cbc.ca](mailto:chris.ball@cbc.ca)  
Twitter: @chrisjballCBC  
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- [Attachments/Q AND A -ENG AND FR.docx](#)

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29/4/2015

UPDATED Q/A

**Subject:** UPDATED Q/A**From:** Chris Ball**Date:** 05/11/2014 4:42 PM**To:**

Thompson &lt;chuck.thompson@cbc.ca&gt;, Bonnie Brownlee

Chuck

Hi!

Here's the Q/A (I've incorporated feedback from

YELLOW HIGHLIGHT = a suggested deletion from

RED TEXT = suggested addition from Paul

BLUE HIGHLIGHT = suggested addition from Chris (Ball), which you can 1000% change.

C



- [Attachments-124/Communications Roadmap For Review-NOV 5th 2014.docx](#)

CONFIDENTIAL

Working Draft V2: 4:00pm- November 4

## Communications Roadmap

CONFIDENTIAL

Working Draft V2: 4:00pm- November 4

**Tough Q and A**

1. When did CBC management first become aware that Ghomeshi was hitting women?
  - a. We have been stunned by the ugliness of what we have become aware of recently and we had never been aware of anything relating to sexual harassment or violence in our workplace or involving our employees. We first became aware of allegations of a similar but less graphic nature involving three women last May. The allegations were not made to CBC directly. They were made to Ghomeshi by two reporters – Jesse Brown and Kevin Donovan of the Toronto Star. Ghomeshi brought the allegations to CBC executives and told them it was all without foundation and false and involved a disgruntled ex-girlfriend.
  
2. What action was taken upon learning of it?
  - a. The executives to which Ghomeshi had spoken brought the matter to my attention. When it became apparent that the allegations were continuing and involved serious physical acts I asked them to have direct and full conversations with Ghomeshi about them and to conduct a full HR review. Both Ghomeshi and his lawyers at Dentons assured CBC that the allegations were without merit. Nothing was in Ghomeshi's HR file to raise any flags. In retrospect, obviously I wish we had pursued the matter more intensely.
  
3. Why didn't you? Why was just asking him considered sufficient?
  - a. If you transport yourself back to that time, before we had heard all that we have heard in the past ten days, it was impossible for us to imagine what we know or seem to know now. Ghomeshi seemed to show good faith by bringing the matter to our attention. No complaints that we were aware of had been made to CBC or police. Both Ghomeshi, whom we had worked with for almost 15 years, and a respected law firm told us that there was no truth to the allegations. And the Toronto Star, after an aggressive investigation, decided not to publish the allegations. We were concerned about privacy issues, not wanting to bring the corporation into an employee's sex life sex life. All of that combined to create a benefit of the doubt to which, we now know, Ghomeshi was not entitled.

4. Ghomeshi's proclivities seemed to be very broadly known. How did CBC not know?
  - a. I think a lot of very different concepts are becoming conflated. First of all, what does it mean to "know"? Are rumours knowing? Are employers to conduct investigations of employees on the basis of rumour? With no formal internal complaints and nothing in his HR file relating to this, CBC "knew" nothing.
5. But surely, CBC was aware of the rumours?
  - a. We were aware of just that, rumours. We were not aware of rumours that would lead you to conclude he inflicted physical injury to women. The rumours of Ghomeshi's behaviour that now seems very widespread all deals with sexual impropriety – overly aggressive in pursuing dates, overly familiar while on a date. None of that is what we are talking about now. When people say everybody knew, they are talking about sex, not violence.
6. Does the CBC have a problem in the workplace? Is it a safe place for women to work? Where does responsibility lie within the CBC for this mess?
  - a. One cannot have gone through this past two weeks without coming to the conclusion that, like all employers, more has to be done. The Ghomeshi situation is obviously unique to CBC and is in itself very grave. When we became aware of the gravity of the situation we moved quickly to take him off air and terminate his employment. More broadly, given the public discourse that has ensued and events covered in the media over recent months, it's fair to say that the CBC is not alone and faces problems similar to any other organization of this size and nature. But that is the purpose of the investigation, and frankly the national conversation about this that is now occurring, is to identify what more needs to be done. Responsibility for ensuring that rests with management and ultimately with myself and the President.
7. You said you had video graphic evidence Ghomeshi had hurt a woman. Was that the first indication you had that he had inflicted physical injury on a woman? Had the women consented to be in the videos? Have you provided the videos to the police?
  - a. First, to be clear, we have never said we had evidence or videos nor have we ever had evidence or videos. CBC executives, not including me, have **seen** evidence that was compiled by Ghomeshi's lawyers and housed at Ghomeshi's lawyer's office. We are cooperating fully with the police; we have no material to share with them. To your more important point, while we were aware back in the spring of allegations he had hit a women, until we reviewed the evidence at the law office we were totally unsuspecting did not conclude that the "sex" he was engaging in would resulted in physical injury. What we saw in the law office was completely at odds with what we had been told and assured. We were so appalled by what we saw that we moved to termination immediately, and made us wish we had known more, earlier.

8. Why didn't you do anything sooner?
  - a. That implies that we knew something specific, or there was a formal complaint launched and we didn't do anything about it – that is not the case. CBC moved very quickly when it saw for the first time, on Thursday October 23, 2014, graphic evidence that Jian Ghomeshi had caused physical injury to a woman. We saw the graphic evidence on Thursday and he was fired on Sunday.
9. At what point was Hubert Lacroix informed?
  - a. He was informed ...
10. Who will get fired for this?
  - a. Jian Ghomeshi was fired on Sunday October 26<sup>th</sup>. I'm not going to speculate about any real or theoretical next steps.
11. How many complaints do you get a year?
  - a. Todd to provide answer
12. Didn't you "create a monster"? Sending a signal to employees that he might be untouchable since he was such a "big star"?
  - a. I don't believe that the normal course of promoting a show, or an on-air personality is the issue here (it's something that every network does in order to get Canadians interested in consuming their content). The conversation is much broader than who is on the billboard, it's about culture, it's about,
13. Have you ever heard of any complaints/concerns with any other talent? If so, what have you done about it?
  - a. No specific complaints have been brought to my attention. If they had been, they would have been taken seriously.
14. What about rumours about other talent?
  - a.
15. You've accused the publisher of the Toronto Star of knowing something but not reporting it, care to elaborate?
16. Do you think this happened because you don't have enough women in senior roles at the CBC? What are you doing to close that gap?
17. Have you ever been subject to this kind of workplace harassment? What did you do about it?
18. Has the CBC ever paid a settlement to an employee resulting from a sexual harassment complaint?
  - a. Todd to confirm.



19. Why did you restrict the scope of the independent investigation?

- a. We want to have this investigation move along as quickly as we can, to get to the root of the specific allegations. In order to do that the investigation has to have a specific focus so that Ms. Rubin can report back to us quickly and we can take any appropriate steps immediately. I

20. What do you think she'll find?

- a. I'm not going to speculate on the outcome of the investigation. She will be delivering a report setting out her recommendations as to what steps CBC/Radio-Canada can take to prevent similar issues from arising in our organization in the future, including any recommended changes to CBC/Radio-Canada's policies and procedures related to harassment, discrimination, respect in the workplace and workplace violence and the investigation of these issues.

21. Who is the woman in the video? Can you identify her?

- a. I can't. I haven't seen the evidence myself, and nor would I comment on that if I had.

22. Are you sorry?

- a. I'm sorry if this incident has shaken the trust that Canadians place in their public broadcast – but, out of this has come a national conversation -- it's a story about "US", about how we as a Nation (and yes, I'm including CBC/Radio-Canada in this) can help to create a culture where something like this doesn't happen again ... anywhere... how we can ensure that women don't have the kinds of stories we are hearing now from the courageous few who are coming forward. It's about how we can talk to our young men about equality and, respect...

**Subject:** Package for prep  
**From:** Chris Ball  
**Date:** 06/11/2014 5:27 PM  
**To:** Heather Conway  
**CC:** "Tonner, Cristina" <cristina.tonner@cbc.ca>  
**BCC:** bonnie.brownlee@cbc.ca

Hi!

Cristina, can you also print this off for heather too so she has the hard copies.Â

But so you have it on hand in your email.Â

- 1) The note on Friday
- 2) Th Letter to The Star
- 3) The Q and A package (that was sent this morning).Â

C

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Chris Ball  
 Senior Manager, Public Affairs  
 CBCÂ English ServicesÂ  
 p: 416-205-7831  
 e:Â [chris.ball@cbc.ca](mailto:chris.ball@cbc.ca)  
 Twitter: @chrisjballCBC  
 Visit: [www.cbc.ca](http://www.cbc.ca)

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Â

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- [Attachments-38/An important update from Heather Conway-10-31-2014.docx](#)
- [Attachments-38/FINAL-LETTER TO THE EDITOR-TORONTO STAR-NOV 6 2014.docx](#)
- [Attachments-38/Revised Interview Prep Doc.docx](#)

## An important update from Heather Conway re: the Jian Ghomeshi situation

October 31, 2014 – The past week has been extraordinarily difficult for all of us. Before the weekend I wanted to provide you with the facts that CBC is allowed to share at this time and reiterate some important points about the culture we strive for in this company.

I want to start by reassuring you of our commitment to a safe and healthy workplace. Many of you are asking the questions of when we learned of these activities, what did we know and what did we do. While we remain limited in what we can say, those are entirely appropriate issues for you to be considering and let me explain what I am able at this point.

- In the spring of this year, Jian Ghomeshi advised us that the Toronto Star was looking into allegations by an ex-girlfriend that he had engaged in non-consensual 'rough sex'. He was in receipt of a letter from two journalists that made allegations about Jian's private life. We were not contacted at any time by the Toronto Star directly about these allegations and were not otherwise aware of these allegations. When directly confronted, Jian firmly denied there was any truth to those allegations.
- In early summer of this year, a Q employee received a letter from a reporter, asking about Jian's behaviour and suggesting that his behaviour may have 'crossed over' into the workplace. As a result of that information, and with the assistance of our human resources team, we conducted an investigation that included a number of direct interviews with CBC employees and management. That investigation determined that there were no complaints of this nature about Jian's behaviour in the workplace.
- We also spoke to Jian at that time and asked him directly if there was any truth to the allegations. We were again assured by Jian that the allegations were untrue. Jian was adamant that he and his lawyers would be able to prove that he had done nothing wrong should the Toronto Star pursue the allegations. At that time, the Toronto Star did not move ahead with the story and, based on Jian's denial, we continued to believe Jian.
- So what changed? On Thursday, October 23, CBC saw, for the first time, graphic evidence that Jian had caused physical injury to a woman. At no time prior to last week was CBC aware that Jian had engaged in any activities which resulted in the physical injury of another person.

After viewing this graphic evidence, we determined that Jian's conduct was a fundamental breach of CBC's standard of acceptable conduct for any employee. 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.

Jian's conduct in causing physical injury to a woman was inconsistent with the character of the public broadcaster, was fundamentally unacceptable for any employee, was likely to bring the reputation of his fellow employees and CBC into disrepute and could not be defended by CBC. As such, we took immediate steps to remove Jian from the workplace and terminated his employment on October 26.

We are very concerned by the additional allegations which have emerged in the media since October 26 and about the impact of these events on all of our employees. We want to reassure you that we are committed to ensuring a workplace that is free from all forms of violence and harassment. We will be engaging in an independent investigation of any complaints of workplace violence or harassment that are brought to our attention. More details to come.

As always, support from human resources and our confidential Employee Assistance Program support remains available to you.

Thank you for your ongoing commitment and focus.

Best regards,

Heather Conway  
Executive Vice-President  
CBC English Services

In its editorial about the CBC and Jian Ghomeshi on November 4, the Toronto Star made a number of false assertions and accusations about the conduct of the Canadian Broadcasting Corporation.

Let me correct the record.

The Star asserts, in a number of inflammatory ways, that CBC “knew” things for years, ignored them, and failed to act. In so doing, the Star editors ascribe knowledge very broadly and conflate two concepts – rumours about Ghomeshi’s sex life and evidence of violence toward women. The online dialogue about this issue appears to indicate that quite a number of people who travelled in his circles believed for some time that Mr. Ghomeshi might aggressively pursue sexual liaisons. It’s quite a stretch from that to say “everybody knew” something. I, for example, had never heard any such rumours about Ghomeshi. Nor is it alleged anywhere that there was widespread knowledge about the violent behaviour that prompted the termination of his employment. Indeed, the victims’ silence has itself prompted a national discussion and education. Prior to the revelations of acts of violence, all one is left with are rumours travelling in some circles about a guy best avoided in social circumstances. When CBC had evidence of behaviour that was unacceptable to us we moved immediately to terminate Mr. Ghomeshi’s employment.

The serious account from 2010 relating to an incident of harassment in our workplace came to CBC’s attention through an article in the Toronto Star and the CBC took immediate steps to learn as much as we could. That matter is now being investigated by Janice Rubin, a highly reputable and independent expert on workplace harassment.

Overall, the blanket allegation by the Star that CBC knew years ago the information we all are aware of now about Mr. Ghomeshi’s behaviour but chose to look away is wrong, offensive, and ironic.

It is wrong for the reasons I have outlined.

It is offensive because the CBC, as Canada’s public broadcaster, takes gender equality and a safe workplace extremely seriously. As the public broadcaster, the CBC knows it has an obligation to reflect the values of Canadians. Like most employers the CBC has policies and practices in place with the best of intention to ensure a safe and healthy workplace and one that is free from harassment. The investigation that we have put in place may suggest ways in which we can improve. And we will.

It is ironic because the Star had statements from victims, had conducted an investigation, had first-hand evidence of non-consensual violence– none of which the CBC had at that time - and they decided not to publish. The CBC has an obligation to Canadians – to inform them and reflect their values. We can always improve the way we do that. Our employees are hardworking, talented people, passionate about providing a public service. To assert bad faith at the CBC in this dreadful situation is completely unwarranted.

Heather Conway  
Executive Vice-President  
CBC English Services

## Q &amp; A

1. When did CBC management first become aware that Ghomeshi was hitting women?
  - a. We have been stunned by the ugliness of what we have become aware of recently. We first became aware of allegations of a similar but less graphic last May. The allegations were not made to CBC directly. They were made to Ghomeshi by two reporters – Jesse Brown and Kevin Donovan of the Toronto Star and brought to the CBC by Ghomeshi as a heads up about a potential “embarrassing story about his sex life.”
2. What action was taken upon learning of it?
  - a. The executives to which Ghomeshi had spoken brought the matter to my attention. Ghomeshi had denied the allegations to CBC executives and inaccurately characterized events as the kind of consensual sexual life that ought to remain private. Matters escalated as when the journalists suggested there might have been something inappropriate in our workplace I asked them to have direct and full conversations with Ghomeshi about them and to conduct a full HR review, including interviews with members of the Q team. Both Ghomeshi and his lawyers at Dentons assured CBC that the allegations were without merit. Nothing was in Ghomeshi’s HR file to raise any flags.
3. Why was Ghomeshi given the benefit of the doubt?
  - a. If you transport yourself back to that time, before we had heard all that we have heard in the past ten days, it was impossible for us to imagine what we know or seem to know now. Ghomeshi seemed to show good faith by bringing the matter to our attention. No complaints that we were aware of had been made to CBC or police. Both Ghomeshi, whom we had worked with for almost 15 years, and a respected law firm told us that there was no truth to the allegations. And the Toronto Star, after an aggressive investigation, decided not to publish the allegations. We were concerned about privacy issues, not wanting to bring the corporation into an employee’s sex life. All of that

combined to create a benefit of the doubt to which, we now know, Ghomeshi was not entitled.

4. Ghomeshi's proclivities seemed to be very broadly known. How did CBC not know?
  - a. I think people ought to be careful about what action they want employers to take on the basis of rumour. It now appears that many people who travelled in Ghomeshi's circles thought he was a guy best avoided in social circumstances. I wasn't part of that rumour mill and it isn't the appropriate place for an employer to investigate employees on that basis. I am unaware that anybody is claiming there was widespread knowledge that Mr. Ghomeshi was engaged in violence causing physical injury. Certainly we were not. As soon as we became aware, we removed him from the CBC.
  
5. Does the CBC have a problem in the workplace? Is it a safe place for women to work? Where does responsibility lie within the CBC for this mess?
  - a. One cannot have gone through this past two weeks without coming to the conclusion that, like all employers, more has to be done. The Ghomeshi situation is obviously unique to CBC and is in itself very grave. When we became aware of the gravity of the situation we moved quickly to take him off air and terminate his employment. More broadly, given the public discourse that has ensued and events covered in the media over recent months, it's fair to say that the CBC is not alone and faces problems similar to any other organization of this size and nature. But that is the purpose of the investigation, and frankly the national conversation about this that is now occurring, is to identify what more needs to be done. Responsibility for ensuring that rests with management and ultimately with myself and the President.
  
6. You said you had video graphic evidence Ghomeshi had hurt a woman. Was that the first indication you had that he had inflicted physical injury on a woman? Had the women consented to be in the videos? Have you provided the videos to the police?
  - a. First, to be clear, we have never said we had evidence or videos nor have we ever had evidence or videos. CBC executives, not including me, have **seen** evidence that was compiled by Ghomeshi's lawyers and housed at Ghomeshi's lawyer's office. We are cooperating fully with the police and have informed them that we saw the evidence in the office of Mr. Ghomeshi's legal team.
  - b. To your more important point, while we were aware back in the spring of allegations he had hit a woman, until we reviewed the evidence at the law office did not suspect that the "sex" he was engaging in resulted in physical injury. What we saw in the law office was completely at odds with what we had been told and assured.
  
7. At what point was Hubert Lacroix informed?
  - a. He was informed in June in a high level way, and then more fulsomely when CBC saw the hard evidence.

8. Who will get fired for this?
  - a. Jian Ghomeshi was fired on Sunday October 26<sup>th</sup>. We are taking a hard look at ourselves internally and have hired an expert third party to help us do that. I'm proud of the way the CBC has comported itself throughout this, and I believe we have lived up to the expectations Canadians have of the public broadcaster.
  
9. Didn't you "create a monster"? Sending a signal to employees that he might be untouchable since he was such a "big star"?
  - a. I don't believe so. Most of what we now know about Mr. Ghomeshi's horrific acts did not involve the CBC workplace. That doesn't make them more acceptable but it's true. There are reports that incidents occurred in the workplace and did not result in formal complaints. I'm concerned about that. In the future, we may need to send a stronger signal that those who come forward will be protected and respected. I hope the Jennifer Rubin investigation will be a start in that direction.
  
10. Do you think this happened because you don't have enough women in senior roles at the CBC? What are you doing to close that gap?
  
11. Why did you restrict the scope of the independent investigation?
  - a. We want to have this investigation move along as quickly as we can, to get to the root of the specific allegations. In order to do that the investigation has to have a specific focus so that Ms. Rubin can report back to us quickly and we can take any appropriate steps immediately. I
  
12. What do you think she'll find?
  - a. I'm not going to speculate on the outcome of the investigation. She will be delivering a report setting out her recommendations as to what steps CBC/Radio-Canada can take to prevent similar issues from arising in our organization in the future, including any recommended changes to CBC/Radio-Canada's policies and procedures related to harassment, discrimination, respect in the workplace and workplace violence and the investigation of these issues.
  
13. Who is the woman in the video? Can you identify her?
  - a. I can't. I haven't seen the evidence myself, and nor would I comment on that if I had.
  
14. Are you sorry?
  - a. I'm sad. This is such a terrible thing. I'm very sad for the victims, who have endured such trauma. I'm sad for the employees of CBC, who are feeling a wide range of negative emotions right now. I'm hopeful that the national discussion about violence



and harassment of women that this has created will result in a better society and a better CBC.

**Subject:** Re: Package for prep  
**From:** Cristina Tonner  
**Date:** 06/11/2014 6:02 PM  
**To:** Chris Ball

I left. Ok to print tomorrow morning?  
When does she need it by?

On Nov 6, 2014 5:27 PM, "Chris Ball" <[chris.ball@cbc.ca](mailto:chris.ball@cbc.ca)> wrote:

Hi!

Cristina, can you also print this off for heather too so she has the hard copies.

But so you have it on hand in your email.

- 1) The note on Friday
- 2) Th Letter to The Star
- 3) The Q and A package (that was sent this morning).

C

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Chris Ball  
Senior Manager, Public Affairs  
CBC English Services  
p: [416-205-7831](tel:416-205-7831)  
e: [chris.ball@cbc.ca](mailto:chris.ball@cbc.ca)  
Twitter: @chrisjballCBC  
Visit: [www.cbc.ca](http://www.cbc.ca)

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**Pages 59 to / à 65  
are withheld pursuant to section  
sont retenues en vertu de l'article**

**21(1)(b)**

**of the Access to Information Act  
de la Loi de l'accès à l'information**

**Pages 66 to / à 76  
are withheld pursuant to section  
sont retenues en vertu de l'article**

**21(1)(b)**

**of the Access to Information Act  
de la Loi de l'accès à l'information**

**Subject:** Re: Advanace copy will be appreciated...thanks Allison  
**From:** Chuck Thompson  
**Date:** 09/12/2014 12:07 PM  
**To:** ALLISON MACLACHLAN

Is there a Q&A that will accompany this note?

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

On Tue, Dec 9, 2014 at 11:12 AM, ALLISON MACLACHLAN <[allison.maclachlan@cbc.ca](mailto:allison.maclachlan@cbc.ca)> wrote:  
Perfect. That makes me feel better. I'll let you know if there are any changes.Â

On Tue, Dec 9, 2014 at 11:11 AM, Chuck Thompson <[chuck.thompson@cbc.ca](mailto:chuck.thompson@cbc.ca)> wrote:  
Thanks, looks fine from my perspective.

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

On Tue, Dec 9, 2014 at 10:57 AM, ALLISON MACLACHLAN <[allison.maclachlan@cbc.ca](mailto:allison.maclachlan@cbc.ca)> wrote:

Here you go. This is not for circulation, it has not been approved yet.Â Roula is on her way over to my desk right now. If there's anything you're concerned about please let me know.Â

On Tue, Dec 9, 2014 at 10:55 AM, Chuck Thompson <[chuck.thompson@cbc.ca](mailto:chuck.thompson@cbc.ca)> wrote:  
How about the whole note in its current form?

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

On Tue, Dec 9, 2014 at 10:54 AM, ALLISON MACLACHLAN <[allison.maclachlan@cbc.ca](mailto:allison.maclachlan@cbc.ca)> wrote:

No, I'm hoping early aft. I'm really sorry about this Chuck. Do you want me to send you the relevant paras for your information?Â

On Tue, Dec 9, 2014 at 10:51 AM, Chuck Thompson <[chuck.thompson@cbc.ca](mailto:chuck.thompson@cbc.ca)> wrote:  
But not end of day?

Chuck Thompson  
Head of Public Affairs

1/5/2015

Re: Advance copy will be appreciated...thanks Allison

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

On Tue, Dec 9, 2014 at 10:50 AM, ALLISON MACLACHLAN  
<[allison.maclachlan@cbc.ca](mailto:allison.maclachlan@cbc.ca)> wrote:

For sure. I'm trying to get this thing moving but Linda and Roula are very hesitant to send it anywhere before it's read again by Janice.Â

On Tue, Dec 9, 2014 at 10:48 AM, Chuck Thompson <[chuck.thompson@cbc.ca](mailto:chuck.thompson@cbc.ca)> wrote:

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

**Subject:** Re: Latest version from Roula  
**From:** Chuck Thompson  
**Date:** 09/12/2014 12:08 PM  
**To:** Heather Conway

Apologies, just realized you didn't get the whole note, here it is...

### **Roula Zaarour responds to CMG about Janice Rubin's investigation**

^

Yesterday, the CMG issued a communication to their members and to the media about the independent investigation that is currently being conducted by Janice Rubin B.A., LL.B. in relation to allegations regarding Mr. Ghomeshi's workplace behaviour. It's regrettable that some of the information included was incorrect, and I'd like to clarify the facts. ^

^

Ms. Rubin has been interviewing people for close to a month. Each person is informed in advance of her intention to create a digital recording of the interview to ensure there is an accurate record of what is said. Ms. Rubin has further informed each person, verbally and in writing, that these recordings are for her use only and they will not be provided to CBC/Radio-Canada.

^

Participants are not permitted to record their own interviews, as it is extremely important that Ms. Rubin keep full control over the evidence to ensure privacy is maintained.

^

In case there is a concern on the part of a participant that they could be put in a compromising position should they be recorded and then subsequently face discipline, the participant would be allowed to review the transcript and make sure it accurately reflects the interview and their own statements.

^

Also, should a participant be asked to attend a disciplinary meeting, equal access to the same relevant information would be given to CBC/Radio-Canada and the participant. Again, it would only be in this very particular instance that anyone at CBC/Radio-Canada be given access to a recording.

^

At the outset of this investigation, the CMG was informed of this process.

^

Janice Rubin is highly regarded in this type of investigation and we have every confidence she will conduct it in a fair and thorough manner, following her own processes. Her mandate allows for anyone, irrespective of their position at CBC/Radio-Canada, to be interviewed as she deems necessary. We have no intention of influencing or impeding Ms. Rubin's investigation, and have no interest in conducting it through the media.

^

We continue to encourage individuals with information to share to participate in this process. It's our hope that everyone has the same objective in mind: that is, to get to the truth.

^

Roula Zaarour

Vice-President, People and Culture

## Une mise à jour importante d'Heather Conway au sujet de l'affaire Jian Ghomeshi.

La semaine dernière a été extrêmement difficile pour nous tous. Avant le week-end, je tenais à vous communiquer les faits dont CBC/Radio-Canada a le droit de parler et réitérer quelques points importants sur la culture que nous nous efforçons de promouvoir dans notre entreprise.

Je souhaite commencer par vous rassurer de notre engagement à assurer un milieu de travail sécuritaire et sain. Vous êtes nombreux à vous demander quand nous avons été mis au courant de ces activités, ce que nous savions et ce que nous avons fait. Bien que ce que nous pouvons dire soit limité, ce sont des points qu'il est entièrement approprié de vous faire connaître, et permettez-moi donc de vous expliquer ce dont je suis capable pour le moment.

- Au printemps dernier, Jian Ghomeshi nous a avisés que le *Toronto Star* se penchait sur des allégations d'une ex-petite amie avec qui il aurait des relations sexuelles non consenties comprenant des pratiques brutales. Jian Ghomeshi était en possession d'une lettre de deux journalistes mentionnant des allégations sur sa vie privée. Le *Toronto Star* ne nous a jamais contactés au sujet de ces allégations et nous n'en avons autrement jamais entendu parler. Lorsque la question lui a été posée directement, Jian Ghomeshi a fermement nié la véracité de ces allégations.

- Au début de l'été, une employée de Q a reçu une lettre d'un journaliste posant des questions sur le comportement de Jian Ghomeshi et avançant que ce comportement pourrait avoir « débordé » dans le milieu de travail. À la suite de cette information, et avec l'aide de notre équipe des Ressources humaines, nous avons mené une enquête qui comprenait un certain nombre d'entrevues directes avec des employés et des membres de la direction de CBC. L'enquête en a conclu qu'il n'y avait pas eu de plainte de cet ordre à propos du comportement de Jian Ghomeshi dans le milieu de travail.

- Nous avons également parlé à Jian Ghomeshi à ce moment-là et lui avons demandé directement si ces allégations étaient vraies. Il nous a de nouveau assurés que ces allégations étaient fausses. Jian était catégorique et affirmait que lui et ses avocats seraient en mesure de prouver qu'il n'avait rien fait de mal au cas où le *Toronto Star* maintiendrait les allégations. À ce moment-là, le *Toronto Star* n'a pas donné de suite à l'affaire et, en nous basant sur les dénégations de Jian, nous avons continué à le croire.

- **Alors qu'est-ce qui a changé?** Le jeudi 23 octobre, CBC a vu, pour la première fois, une preuve explicite que Jian avait causé des blessures physiques à une femme. À aucun moment avant la dernière semaine, CBC n'a été au courant que Jian s'était engagé dans des activités qui avaient causé des blessures physiques à une autre personne.

Après avoir pris connaissance de cette preuve explicite, nous avons déterminé que la conduite de Jian constituait une violation fondamentale de la norme de conduite acceptable pour tout employé à CBC/Radio-Canada. Traiter toutes les personnes avec respect, dignité et équité constitue la base de nos relations avec le public canadien et contribue à un environnement sécuritaire et sain, qui fait la promotion de la mobilisation, de l'ouverture et de la transparence.

La conduite de Jian, qui a causé des blessures physiques à une femme, allait à l'encontre de ce qu'est le radiodiffuseur public, était fondamentalement inacceptable pour tout employé, allait probablement jeter le discrédit sur la réputation de ses collègues et de CBC/Radio-Canada, et ne pouvait être défendue



par la Société. Dans cette situation, nous avons pris des mesures immédiates pour que Jian quitte le lieu de travail et nous avons mis fin à son emploi le 26 octobre.

Nous sommes très préoccupés par les allégations additionnelles qui ont fait surface dans les médias depuis le 26 octobre et sur l'impact de ces événements sur tous nos employés. Nous voulons vous rassurer sur le fait que nous sommes engagés à assurer un milieu de travail exempt de toute forme de violence et de harcèlement. Nous allons procéder à une enquête indépendante sur toutes les plaintes de violence ou de harcèlement au travail qui sont portées à notre attention. Plus de détails sont à venir.

Comme toujours, le soutien des Ressources humaines et de notre Programme d'aide aux employés confidentiel reste disponible.

Merci de votre engagement continu et de tenir le cap.

Salutations,

Heather Conway  
Vice-présidente principale, Services anglais, CBC/Radio-Canada.