

[national@mppac.ca](mailto:national@mppac.ca)

**DEAR COLLEAGUES**

Shortly after members of the RCMP began an uncoordinated public disclosure of their individual experiences with workplace harassment in interviews with the national media, the Commission for Public Complaints (CPC) **launched a subsequent investigation into the force's handling of internal harassment complaints on 16 November 2011.**

The CPC's "Public Interest Investigation into Issues of RCMP Workplace Harassment," recently announced that it would accept submissions between 30 January and 30 March 2012.

While MPPAC is not involved in this investigation, or a party to any of the pending litigation filed by individuals seeking redress for their personal exposure to workplace harassment, we feel it is important to make all members of the force aware of the investigation's call for public submissions.

We also wish to remind everyone that any member of the force is free to participate.

You may contact the investigation directly, at [org@cpc-cpp.gc.ca](mailto:org@cpc-cpp.gc.ca) or by mail at:

**Commission for Public Complaints Against the RCMP  
c/o Public Submissions, File 2011-3791  
P.O. Box 1722, Station B  
Ottawa, Ontario  
Canada  
K1P 0B3**

**Additional information about the investigation can be found online at the CPC's website.**

**THESE ARE NOT ISOLATED INCIDENTS**

We are very concerned about the reports of workplace harassment made public by our coworkers. These reports are not limited to a single form of harassment and they are not necessarily connected to one another. Nor do they represent isolated incidents: we

all know those who come forward are only a fraction of those who have experienced — or are currently experiencing — workplace harassment first hand.

We believe the CPC investigation is an important step forward but we all know that the current system is responsible for failing to both prevent workplace harassment and properly address it, where and when it occurs. The current system is simply unable to address systemic workplace harassment. What's more, it is responsible for enabling a wide range of abuses, despite managerial “no tolerance” gestures and policies, because there is no accountability.

## **TOWARD ACCOUNTABILITY AND EFFICIENT RESOLUTION**

Our colleagues across Canada have access to a much more efficient grievance process to resolve workplace issues, such as harassment, in a timely and effective manner. What's more, this process also establishes mutual respect between employer and employees through a binding legal agreement on workplace expectations.

This process is only available through the collective agreements that are negotiated through collective bargaining — a right enjoyed by every major police force in Canada except our own.

We are fighting to change that.

We believe that the right to engage in collective bargaining is the only way to finally force our employer to address workplace harassment and other significant workplace concerns. With collective bargaining we can finally establish clear and binding workplace expectations through the collective agreement, gain access to neutral, third-party resolution for grievances, and use our collective voice to draw attention to broader issues that directly affect all of us.

## **LET US BE YOUR ADVOCATE**

We are fighting for the right to engage in collective bargaining through an independent association. Become a member today and let's put forward a collective voice on work-related issues that concern us all.

## **The Interim Directors of the National Executive —**

**MPPAC | Mounted Police Professional Association of Canada**  
**ACPMP | Association Canadienne de la Police Montée Professionnelle**

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