From: [redacted]
To: Dana B
Cc: Unifor Local 2182 Western; [redacted]; [redacted]
Subject: RE: Letter to O.I.C. Prince Rupert from MCTS Employee Dana [redacted]
Date: December 8, 2020 3:06:16 PM
Attachments: VAJ Zero Tolerance Policy (annex III).doc

Hello Dana,

Thank you for taking the time to inform me of your concerns in the workplace. I have read over your letter and want you to know that I take the matter of inappropriate behaviour in my centre very seriously. Every issue that is brought to my attention is and has been addressed. As referenced by the Prince Rupert MCTS Zero tolerance policy (attached), Compliance with the ***Values and Ethics Code for the Public Service*** and the ***Treasury Board Policy on the Prevention and Resolution of Harassment in the Workplace*** is expected from every employee. This is why it is important that you bring your concerns to me when they happen, so that I am made aware and can take steps to address the situation.

Regarding your letter, I would like for us to speak further. There are issues and incidents raised that I would need to get more detail from you in order to further understand and be in a better position to determine next steps. I know you are currently on sick leave and I want you to be able to take care of yourself while you are off, so I leave it to you as to the best time for us to move forward with this. If you would like to discuss while you are off, let me know and I can arrange something or we can wait for your return. As well, this can be a discussion between you and I, or if you prefer you can also include a support person, including your union rep in the discussion.

As your letter mentions being unaware of any conflict resolution services for employees, I want to inform you of our department's Informal management conflict resolution group (ICMS) which provides employees and managers with a confidential, neutral forum in which to discuss and resolve workplace conflicts. This may be another option for us to participate in and if you're interested, I encourage you to reach out to this branch of the wellness group at dfo.ncricms-sgic.mpo@dfo-mpo.gc.ca for more information, or you can contact our regional ICMS representative, [redacted], directly at [redacted] or [redacted].

I'm also attaching a link to our extranet site which has information on the workplace wellness group, as well as information on tools such as the employee assistance program and LifeSpeak which are currently available to you: https://inter-l01-uat.dfo-mpo.gc.ca/dfo-mpo-empl/en/mental-health

If you have any questions on the above and would like to discuss further, let me know.

Take care and I look forward to hearing from you further.

Thanks,
[redacted]
Officer in Charge
MCTS Prince Rupert
[redacted]

From: [redacted]
Sent: Friday, December 4, 2020 1:59 PM
To: 'Dana B' [redacted]
Cc: Unifor Local 2182 Western [redacted]; [redacted]
Subject: RE: Letter to O.I.C. Prince Rupert from MCTS Employee Dana [redacted]

Hello Dana,

I have received your letter and will be investigating into these allegations. I will likely have more questions for you next week.

In the interim, if you would like support you may reach out the Employee Assistance Program 24/7 at 1-800-268-7708

Thanks,
[redacted]
Officer in Charge
MCTS Prince Rupert
[redacted]

From: Dana B [redacted]
Sent: Thursday, December 3, 2020 6:43 PM
To: [redacted]
Cc: Unifor Local 2182 Western [redacted]; [redacted]
Subject: Letter to O.I.C. Prince Rupert from MCTS Employee Dana [redacted]
Importance: High

Hi [redacted],

Please find enclosed a letter that details my experience since starting with Prince Rupert MCTS and some of the problems that I have been experiencing.

I apologize for taking so long to articulate this but it has been difficult to write and I haven't been feeling well for months.

I hope you take the time to review it and will fight for a respectful workplace. In

turn it will only attract new people to positions with MCTS Prince Rupert.

Please feel free to call or write if you have questions.

Sincerely,

Dana [redacted]