

**De:** Petrie, Rebecca  
**Envoyé:** 20 février 2022 08:38  
**À:** Riehle, Margaret May; Rose, Michelle; Roush, Melanie; Donaghy, Allison; Dumoulin, Stéphanie; Rusk, Melissa; Monette, Mitch; Efford, James; Bouchard, Annie; Poiré, Jean-Philippe; Radu, Dave; Martell, Sean; Tan, Taro; Tomlinson, Jamie; Brookson, Larry; Bruce, Meghan; Macleod, Rod; Rajman, John; Bergeron, Michelle; O'Beirne, Mike; Maisonneuve, Elaine; Ferguson, Bonnie; Lue, Phil; Basso, Daina; Léonard, Valerie  
**Cc:** Gouin, Serge; NCRCC\_RTPOC/CCRCN\_COPTR, NCRCC\_RTPOC/CCRCN\_COPTR; Paquette, Sonia; Goodings, Jennifer; Napoléon, Vladimir; Poirier, Jonathan; CIG\_Freedom Convoy 2022\_GIR Convoi de camionneurs; Bradley, Jolene; Falls, David; Brien, Dan; Coburn, Laura; Hehle, Christine  
**Objet:** Media update: Freedom Convoy 2022 (2022-02-20 - #1 - 8:30 am)

Good morning,

Here are the Communications and media highlights as of 8:30 a.m.

- OPS posted [a message](#) on social media reminding the public that police will be actively looking to identify protesters and follow up with financial sanctions and criminal charges.
- Protesters remain primarily on [Bank Street](#), where fences have been put up to prevent protesters from going to Parliament.
- The [Associated Press](#) points out that hundreds of police in riot gear swept through Canada's capital Saturday, retaking control of the streets around the Parliament buildings and appearing to end the siege of Ottawa after three weeks of protests.
- Lawyer [Paul Champ](#) says that he's "very impressed by the professionalism of the police. Coordinated and disciplined, almost no injuries."

The next update will be sent around 11 a.m.

## News articles

### Ottawa police brace for another day of confronting convoy protesters

Police are poised for a third day of actively confronting protesters in downtown Ottawa in hopes of finally ending the weeks-long occupation of the national capital. On Saturday, hundreds of officers, some in full riot gear and deploying pepper spray, moved more aggressively to clear the area in front of Parliament Hill of people and vehicles illegally protesting COVID-19 public health measures.

[https://globalnews.ca/news/8634088/ottawa-police-blockade-freedom-convoy/?utm\\_medium=Twitter&utm\\_source=%40globalnews](https://globalnews.ca/news/8634088/ottawa-police-blockade-freedom-convoy/?utm_medium=Twitter&utm_source=%40globalnews)

### Convoy protests: Ottawa police enter day three of enforcement to end weeks-long protest

Police are poised for a third day of actively confronting protesters in downtown Ottawa in hopes of finally ending the weeks-long occupation of the national capital.

<https://www.mississauga.com/news-story/10575959-convoy-protests-ottawa-police-enter-day-three-of-enforcement-to-end-weeks-long-protest/>

### Police making good progress in ending occupation, interim police chief says

Police have made good progress in ending the occupation of Ottawa, interim Ottawa Police Service Chief Steve Bell said during a media conference Saturday afternoon. Bell said he could not specify how long it would take to reclaim the streets that had been taken over by protesters, saying officers were moving deliberately and methodically and would stay as long as needed.

<https://ottawacitizen.com/news/local-news/police-making-good-progress-in-ending-occupation-interim-police-chief-says>

## Social media

### Trending on Twitter

- 1 #BlackfaceHitler
- 4 #ArrestRandyHillier
- 5 #Ottawa
- 6 #FluTruckKlan
- 7 #TrudeauTyranny

**A lot of chatter regarding the leaked *Social Musical Ride 2022* RCMP Group chat**

Workers are erecting tall #ottawa metal fencing around the east block at parliament.

[@ConsumerSOS](#)

Good morning from Ottawa Sunday: this part of the city is cordoned off. No protesters, no pedestrians, no one allowed. #ottawa

[@ConsumerSOS](#)

**Ottawa Police**  
@OttawaPolice

If you are involved in this protest, we will actively look to identify you and follow up with financial sanctions and criminal charges. #ottawa #ottnews



**Ottawa Police**  
@OttawaPolice

If your vehicle was towed, it will be impounded for seven days.

For instructions what to do when the impoundment is over:

[ottawapolice.ca/tow](http://ottawapolice.ca/tow)







Josh Pringle  
@PringleJosh

Day 24

Police say the following streets are clear of trucks/protesters: Wellington Street, Sir John A. Macdonald Parkway, Kent Street.

Secured area remains up in the Queensway-Wellington Bronson-Canal area. #ottnews



ottawacitynews.ca

Ottawa's police chief says operations will continue until residents "get their str...  
Ottawa's interim police chief says officers will continue to work through the days ahead to remove protesters from downtown streets and end the "Freedom ...

10:11 AM · Fri Oct 10, 2020 · Facebook · Ottawa News

During the last few weeks you have worked tirelessly alongside our municipal and provincial partners to end illegal blockade and unlawful protest in Ottawa safely and peacefully. You have worked long and difficult hours and I want to thank each and every one of you for your continued support, commitment and professionalism.

At the end of a long day, we all deserve downtime with colleagues, family and friends. That said, we live in an era of 24-hour news cycles, social media and instant messaging, and the interactions we have with one another - and the public we serve - shape the public's perception of our organization and its members. I am asking that you be aware of your presence both in person and online and always consider the potential harm of social media on the reputation of you and of the RCMP.

The taking and sharing of photographs, especially while on duty, could undermine operations and risk officer safety. Social media and text messaging applications are vulnerable, so private text messages and light-hearted photos shared between friends may get leaked and become the story of the event. Moreover, there is growing concern about the spread of disinformation, as photos and videos of our members are being circulated, out of context, to misrepresent the RCMP as bad actors who seek to harm members of the public or who are aligned to a particular ideology.

Please remember that the eyes of the world (literally) are on us. Maintain self-awareness both professionally and personally, and continue to represent us in the extraordinary manner that has come to symbolize the police response to these events.

XXXXXXXXXXXX XXXXXXXXXXXX

The last few weeks the RCMP has taken part in operations to end illegal blockades and unlawful protests safely and peacefully. You have worked long and difficult hours and I want to thank each and everyone of you for your continued support, commitment and professionalism.

At the end of a long day, we all deserve downtime with colleagues, family and friends. That said, we live in an era of 24-hour news cycles, social media and instant messaging, and the interactions we have with one another - and the public we serve - shape the public's perception of our organization and its members. I am asking that you be aware of your presence both in person and online and always consider the potential harm of social media on the reputation of you and of the RCMP.

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Please remember that the eyes of the world (literally) are on us and on our country. Maintain self-awareness both professionally and personally, and continue to represent us in the extraordinary manner that has come to symbolize the police response to these events.

XXXXXXXXXX XXXXXXXXX



**From:** [Hibbard, Charlotte](#)  
**To:** [Gosselin, Dominic](#)  
**Subject:** FW: Conduct message DG.docx  
**Date:** February 20, 2022 6:42:00 PM  
**Attachments:** [Conduct message DG.docx](#)  
[Conduct message NCR \(002\).docx](#)

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Hi Dominic,

Here is where I am at with this right now. I am waiting on clarity/direction, but I have not heard back from Mike or from Michele (mind you I only emailed them a short while ago). Two versions of the message are attached — one national and one NCR. I've asked Michele for clarity as to who approves and who is signing off so that we can move this. I will send you the severed translation shortly.

Char

**From:** Hibbard, Charlotte  
**Sent:** February 20, 2022 6:22 PM  
**To:** Paradis, Michele <[Michele.D.Paradis@rcmp-grc.gc.ca](mailto:Michele.D.Paradis@rcmp-grc.gc.ca)>  
**Subject:** RE: Conduct message DG.docx

Hi Michele,

Looking for some guidance. I have shared the message with Mike Duheme and Stephanie Sachsse. Stephanie Sachsee was comfortable with it, Mike thought that if it was a national message it should come from the CHRO. I proposed some adjustments to make it specific to the NCR, so that Mike could send it out. Do you know what was originally proposed and what was the original intent? — I understood that it was a national message to go out under Mike' signature, but was there further discussion as to who should send it? I'm just trying to figure out who needs to approve it for dissemination and who is signing off.

Thanks Michele!

Char

**From:** Paradis, Michele <[Michele.D.Paradis@rcmp-grc.gc.ca](mailto:Michele.D.Paradis@rcmp-grc.gc.ca)>  
**Sent:** February 20, 2022 3:05 PM  
**To:** Hibbard, Charlotte <[Charlotte.Hibbard@rcmp-grc.gc.ca](mailto:Charlotte.Hibbard@rcmp-grc.gc.ca)>  
**Subject:** Conduct message DG.docx

Couple of tweets.....wanted to stay away from direct mention of the ride stuff as that will be the story for members ie "whoa I wonder who that was?" "they will have to be transferred" etc

**From:** [Hibbard, Charlotte](#)  
**To:** [Harb, Zeina](#); [Gosselin, Dominic](#)  
**Subject:** FW: FOR REVIEW and APPROVAL -Conduct Message  
**Date:** February 20, 2022 4:40:00 PM  
**Attachments:** [Conduct message DG.docx](#)  
**Importance:** High

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Hi Zeina, Dominic,

Sent for approval. Zeina you can brief at 5:00 that it is with Stephanie and Mike.

Char

**From:** Hibbard, Charlotte  
**Sent:** February 20, 2022 4:38 PM  
**To:** Sachsse, Stephanie <[stephanie.sachsse@rcmp-grc.gc.ca](mailto:stephanie.sachsse@rcmp-grc.gc.ca)>; Duheme, Michael <[Michael.Duheme@rcmp-grc.gc.ca](mailto:Michael.Duheme@rcmp-grc.gc.ca)>  
**Cc:** PRS Tasking / Délégation de Tâche SRP (RCMP/GRC) <[RCMP.PRSTasking-DelegationTacheSRP.GRC@rcmp-grc.gc.ca](mailto:RCMP.PRSTasking-DelegationTacheSRP.GRC@rcmp-grc.gc.ca)>; Hanniman, Krista <[Krista.Hanniman@rcmp-grc.gc.ca](mailto:Krista.Hanniman@rcmp-grc.gc.ca)>; Chauvin, Melanie <[Melanie.C Chauvin@rcmp-grc.gc.ca](mailto:Melanie.C Chauvin@rcmp-grc.gc.ca)>  
**Subject:** FW: FOR REVIEW and APPROVAL -Conduct Message  
**Importance:** High

Hi Stephanie, Mike,

Please find attached for review and approval a proposed message (suggestion that it be signed by Mike) addressing the use of social media and messaging apps. The message was proposed by Protective and has been approved up to Jamie Tomlinson, Executive Director, National Communications. The aim is to have the message out today or tomorrow morning. Zeina Harb will brief on the message at GSB today.

Please let me know if you have any feedback or comments on the message or wish to discuss.

Thank you,  
Charlotte

**From:** Hibbard, Charlotte  
**Sent:** February 20, 2022 3:47 PM  
**To:** Tomlinson, Jamie <[Jamie.Tomlinson@rcmb-grc.gc.ca](mailto:Jamie.Tomlinson@rcmb-grc.gc.ca)>  
**Cc:** Gosselin, Dominic <[Dominic.Gosselin@rcmp-grc.gc.ca](mailto:Dominic.Gosselin@rcmp-grc.gc.ca)>; Harb, Zeina <[Zeina.Harb@rcmp-grc.gc.ca](mailto:Zeina.Harb@rcmp-grc.gc.ca)>  
**Subject:** FOR REVIEW and APPROVAL -Conduct Message

Hi Jamie,

Please find attached a proposed broadcast concerning use of social media and messaging apps. I worked off a draft proposed proposed by Michele Paradis in Protective. Dominic, Zeina and Michele have reviewed the revisions and are comfortable with moving it forward. It is proposed that the message be signed off by DCFP.

I am seeking your approval before the message is shared with DCFP and PRO offices.

Thanks,  
Charlotte

**From:** Hibbard, Charlotte

**Sent:** February 20, 2022 3:15 PM

**To:** Gosselin, Dominic <[Dominic.Gosselin@rcmp-grc.gc.ca](mailto:Dominic.Gosselin@rcmp-grc.gc.ca)>; Harb, Zeina <[Zeina.Harb@rcmp-grc.gc.ca](mailto:Zeina.Harb@rcmp-grc.gc.ca)>

**Subject:** Conduct Message

Hi Dominic, Zeina,

Please find attached the revised message. Comments from Michele have been incorporated. Michele has asked us to share up our chain and then with DCFP. I think we should share with PRO simultaneously, given the conduct reference.

Char

**From:** Paradis, Michele <[Michele.D.Paradis@rcmp-grc.gc.ca](mailto:Michele.D.Paradis@rcmp-grc.gc.ca)>

**Sent:** February 20, 2022 3:05 PM

**To:** Hibbard, Charlotte <[Charlotte.Hibbard@rcmp-grc.gc.ca](mailto:Charlotte.Hibbard@rcmp-grc.gc.ca)>

**Subject:** Conduct message DG.docx

Couple of tweets.....wanted to stay away from direct mention of the ride stuff as that will be the story for members ie "whoa I wonder who that was?" "they will have to be transferred" etc



**From:** [Hibbard, Charlotte](#)  
**To:** [Paradis, Michele](#); [Finn, Keith](#); [Baylin, Richard](#)  
**Subject:** RE: Communique  
**Date:** February 21, 2022 9:36:00 AM

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Yes, it just came out now.

**From:** Paradis, Michele <[Michele.D.Paradis@rcmp-grc.gc.ca](mailto:Michele.D.Paradis@rcmp-grc.gc.ca)>  
**Sent:** February 21, 2022 9:36 AM  
**To:** Hibbard, Charlotte <[Charlotte.Hibbard@rcmp-grc.gc.ca](mailto:Charlotte.Hibbard@rcmp-grc.gc.ca)>; Finn, Keith <[keith.finn@rcmp-grc.gc.ca](mailto:keith.finn@rcmp-grc.gc.ca)>; Baylin, Richard <[Richard.Baylin@rcmp-grc.gc.ca](mailto:Richard.Baylin@rcmp-grc.gc.ca)>  
**Subject:** RE: Communique

Did this communique go out nationally?

**From:** Hibbard, Charlotte <[Charlotte.Hibbard@rcmp-grc.gc.ca](mailto:Charlotte.Hibbard@rcmp-grc.gc.ca)>  
**Sent:** February 21, 2022 9:21 AM  
**To:** Paradis, Michele <[Michele.D.Paradis@rcmp-grc.gc.ca](mailto:Michele.D.Paradis@rcmp-grc.gc.ca)>; Finn, Keith <[keith.finn@rcmp-grc.gc.ca](mailto:keith.finn@rcmp-grc.gc.ca)>; Baylin, Richard <[Richard.Baylin@rcmp-grc.gc.ca](mailto:Richard.Baylin@rcmp-grc.gc.ca)>  
**Subject:** RE: Communique

Hi Michele,

I am sending the message out now.

Thanks!  
Char

**From:** Paradis, Michele <[Michele.D.Paradis@rcmp-grc.gc.ca](mailto:Michele.D.Paradis@rcmp-grc.gc.ca)>  
**Sent:** February 21, 2022 6:40 AM  
**To:** Hibbard, Charlotte <[Charlotte.Hibbard@rcmp-grc.gc.ca](mailto:Charlotte.Hibbard@rcmp-grc.gc.ca)>; Finn, Keith <[keith.finn@rcmp-grc.gc.ca](mailto:keith.finn@rcmp-grc.gc.ca)>; Baylin, Richard <[Richard.Baylin@rcmp-grc.gc.ca](mailto:Richard.Baylin@rcmp-grc.gc.ca)>  
**Subject:** Communique

Chalotte  
Do we have an eta on the release of the communique?  
Thanks  
Michele

**From:** [Hibbard, Charlotte](#)  
**To:** [Paradis, Michele](#); [Finn, Keith](#); [Baylin, Richard](#)  
**Subject:** RE: Communique  
**Date:** February 21, 2022 7:52:00 AM

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Hi Michele

I haven't heard anything back yet from Jamie. Alison is looking at it. Gail approved it yesterday and everything is ready to go.

Char

**From:** Paradis, Michele <Michele.D.Paradis@rcmp-grc.gc.ca>  
**Sent:** February 21, 2022 6:40 AM  
**To:** Hibbard, Charlotte <Charlotte.Hibbard@rcmp-grc.gc.ca>; Finn, Keith <keith.finn@rcmp-grc.gc.ca>; Baylin, Richard <Richard.Baylin@rcmp-grc.gc.ca>  
**Subject:** Communique

Charlotte  
Do we have an eta on the release of the communique?  
Thanks  
Michele

**From:** [Hibbard, Charlotte](#)  
**To:** [Gosselin, Dominic](#)  
**Subject:** RE: Conduct Message  
**Date:** February 20, 2022 3:59:00 PM

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Will do.

**From:** Gosselin, Dominic <[Dominic.Gosselin@rcmp-grc.gc.ca](mailto:Dominic.Gosselin@rcmp-grc.gc.ca)>  
**Sent:** February 20, 2022 3:34 PM  
**To:** Hibbard, Charlotte <[Charlotte.Hibbard@rcmp-grc.gc.ca](mailto:Charlotte.Hibbard@rcmp-grc.gc.ca)>  
**Subject:** RE: Conduct Message

Charlotte,

Can you update me at 430 on status?

Thx

**De :** Harb, Zeina  
**Envoyé :** 20 février 2022 15:31  
**À :** Gosselin, Dominic <[Dominic.Gosselin@rcmp-grc.gc.ca](mailto:Dominic.Gosselin@rcmp-grc.gc.ca)>; Hibbard, Charlotte <[Charlotte.Hibbard@rcmp-grc.gc.ca](mailto:Charlotte.Hibbard@rcmp-grc.gc.ca)>  
**Objet :** RE: Conduct Message

Thanks for the update Charlotte.

Dominic, I will step aside and just request that you provide me with an update on the status and only so that I can provide an update at the GSB call this afternoon (so by 4:45pm please).

Thank you both!  
Z

**From:** Gosselin, Dominic <[Dominic.Gosselin@rcmp-grc.gc.ca](mailto:Dominic.Gosselin@rcmp-grc.gc.ca)>  
**Sent:** February 20, 2022 3:23 PM  
**To:** Hibbard, Charlotte <[Charlotte.Hibbard@rcmp-grc.gc.ca](mailto:Charlotte.Hibbard@rcmp-grc.gc.ca)>; Harb, Zeina <[Zeina.Harb@rcmp-grc.gc.ca](mailto:Zeina.Harb@rcmp-grc.gc.ca)>  
**Subject:** RE: Conduct Message

thx

**De :** Hibbard, Charlotte  
**Envoyé :** 20 février 2022 15:15  
**À :** Gosselin, Dominic <[Dominic.Gosselin@rcmp-grc.gc.ca](mailto:Dominic.Gosselin@rcmp-grc.gc.ca)>; Harb, Zeina <[Zeina.Harb@rcmp-grc.gc.ca](mailto:Zeina.Harb@rcmp-grc.gc.ca)>  
**Objet :** Conduct Message



Hi Dominic, Zeina,

Please find attached the revised message. Comments from Michele have been incorporated. Michele has asked us to share up our chain and then with DCFP. I think we should share with PRO simultaneously, given the conduct reference.

Char

**From:** Paradis, Michele <[Michele.D.Paradis@rcmp-grc.gc.ca](mailto:Michele.D.Paradis@rcmp-grc.gc.ca)>

**Sent:** February 20, 2022 3:05 PM

**To:** Hibbard, Charlotte <[Charlotte.Hibbard@rcmp-grc.gc.ca](mailto:Charlotte.Hibbard@rcmp-grc.gc.ca)>

**Subject:** Conduct message DG.docx

Couple of tweets.....wanted to stay away from direct mention of the ride stuff as that will be the story for members ie "whoa I wonder who that was?" "they will have to be transferred" etc

**From:** [Hibbard, Charlotte](#)  
**To:** [Paradis, Michele](#)  
**Subject:** RE: Conduct message DG v2.docx  
**Date:** February 20, 2022 3:13:00 PM

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Sure am and will do! And also PRO for the conduct references,

Thanks again Michele!

**From:** Paradis, Michele <[Michele.D.Paradis@rcmp-grc.gc.ca](mailto:Michele.D.Paradis@rcmp-grc.gc.ca)>  
**Sent:** February 20, 2022 3:12 PM  
**To:** Hibbard, Charlotte <[Charlotte.Hibbard@rcmp-grc.gc.ca](mailto:Charlotte.Hibbard@rcmp-grc.gc.ca)>  
**Subject:** RE: Conduct message DG v2.docx

If you are good with it – can you fly it up your chain and then into the dcfp's office?

**From:** Hibbard, Charlotte <[Charlotte.Hibbard@rcmp-grc.gc.ca](mailto:Charlotte.Hibbard@rcmp-grc.gc.ca)>  
**Sent:** February 20, 2022 3:10 PM  
**To:** Paradis, Michele <[Michele.D.Paradis@rcmp-grc.gc.ca](mailto:Michele.D.Paradis@rcmp-grc.gc.ca)>  
**Subject:** RE: Conduct message DG v2.docx

Thank you. I just saw it. Appreciate it.

**From:** Paradis, Michele <[Michele.D.Paradis@rcmp-grc.gc.ca](mailto:Michele.D.Paradis@rcmp-grc.gc.ca)>  
**Sent:** February 20, 2022 3:09 PM  
**To:** Hibbard, Charlotte <[Charlotte.Hibbard@rcmp-grc.gc.ca](mailto:Charlotte.Hibbard@rcmp-grc.gc.ca)>  
**Subject:** Conduct message DG v2.docx

I put red xxx

**From:** [Hibbard, Charlotte](#)  
**To:** [Paradis, Michele](#)  
**Subject:** RE: Conduct message DG.docx  
**Date:** February 20, 2022 6:53:00 PM

---

Thank you for the quick reply, I will make the adjustments,

Char

**From:** Paradis, Michele <[Michele.D.Paradis@rcmp-grc.gc.ca](mailto:Michele.D.Paradis@rcmp-grc.gc.ca)>  
**Sent:** February 20, 2022 6:42 PM  
**To:** Hibbard, Charlotte <[Charlotte.Hibbard@rcmp-grc.gc.ca](mailto:Charlotte.Hibbard@rcmp-grc.gc.ca)>  
**Subject:** RE: Conduct message DG.docx

Charlotte,

The message is meant to go nationally. I am OK if it goes under Gail's signature.  
Michele

----- Original message -----

**From:** "Hibbard, Charlotte" <[Charlotte.Hibbard@rcmp-grc.gc.ca](mailto:Charlotte.Hibbard@rcmp-grc.gc.ca)>  
**Date:** 2022-02-20 18:22 (GMT-05:00)  
**To:** "Paradis, Michele" <[Michele.D.Paradis@rcmp-grc.gc.ca](mailto:Michele.D.Paradis@rcmp-grc.gc.ca)>  
**Subject:** RE: Conduct message DG.docx

Hi Michele,

Looking for some guidance. I have shared the message with Mike Duheme and Stephanie Sachsse. Stephanie Sachsee was comfortable with it, Mike thought that if it was a national message it should come from the CHRO. I proposed some adjustments to make it specific to the NCR, so that Mike could send it out. Do you know what was originally proposed and what was the original intent? – I understood that it was a national message to go out under Mike' signature, but was there further discussion as to who should send it? I'm just trying to figure out who needs to approve it for dissemination and who is signing off.

Thanks Michele!

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**From:** Paradis, Michele <[Michele.D.Paradis@rcmp-grc.gc.ca](mailto:Michele.D.Paradis@rcmp-grc.gc.ca)>  
**Sent:** February 20, 2022 3:05 PM  
**To:** Hibbard, Charlotte <[Charlotte.Hibbard@rcmp-grc.gc.ca](mailto:Charlotte.Hibbard@rcmp-grc.gc.ca)>  
**Subject:** Conduct message DG.docx

Couple of tweets.....wanted to stay away from direct mention of the ride stuff as that will be the story for members ie "whoa I wonder who that was?" "they will have to be transferred" etc



**From:** [Hibbard, Charlotte](#)  
**To:** [Tomlinson, Jamie](#); [Harb, Zeina](#); [Leonidis, Nelly](#); [Brien, Dan](#)  
**Cc:** [Gosselin, Dominic](#)  
**Subject:** RE: Lines  
**Date:** February 20, 2022 11:59:00 AM

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Dom and I are in agreement with Zeina's suggestions.

Char

**From:** Tomlinson, Jamie <[Jamie.Tomlinson@rcmp-grc.gc.ca](mailto:Jamie.Tomlinson@rcmp-grc.gc.ca)>  
**Sent:** February 20, 2022 11:59 AM  
**To:** Harb, Zeina <[Zeina.Harb@rcmp-grc.gc.ca](mailto:Zeina.Harb@rcmp-grc.gc.ca)>; Hibbard, Charlotte <[Charlotte.Hibbard@rcmp-grc.gc.ca](mailto:Charlotte.Hibbard@rcmp-grc.gc.ca)>; Leonidis, Nelly <[Nelly.Leonidis@rcmp-grc.gc.ca](mailto:Nelly.Leonidis@rcmp-grc.gc.ca)>; Brien, Dan <[Daniel.Brien@rcmp-grc.gc.ca](mailto:Daniel.Brien@rcmp-grc.gc.ca)>  
**Cc:** Gosselin, Dominic <[Dominic.Gosselin@rcmp-grc.gc.ca](mailto:Dominic.Gosselin@rcmp-grc.gc.ca)>  
**Subject:** RE: Lines

Thanks very much Charlotte. If there are no there major concerns, I am going to run these past the PRO and Alison.

**From:** Harb, Zeina <[Zeina.Harb@rcmp-grc.gc.ca](mailto:Zeina.Harb@rcmp-grc.gc.ca)>  
**Sent:** February 20, 2022 11:56 AM  
**To:** Hibbard, Charlotte <[Charlotte.Hibbard@rcmp-grc.gc.ca](mailto:Charlotte.Hibbard@rcmp-grc.gc.ca)>; Leonidis, Nelly <[Nelly.Leonidis@rcmp-grc.gc.ca](mailto:Nelly.Leonidis@rcmp-grc.gc.ca)>; Tomlinson, Jamie <[Jamie.Tomlinson@rcmp-grc.gc.ca](mailto:Jamie.Tomlinson@rcmp-grc.gc.ca)>; Brien, Dan <[Daniel.Brien@rcmp-grc.gc.ca](mailto:Daniel.Brien@rcmp-grc.gc.ca)>  
**Cc:** Gosselin, Dominic <[Dominic.Gosselin@rcmp-grc.gc.ca](mailto:Dominic.Gosselin@rcmp-grc.gc.ca)>  
**Subject:** RE: Lines  
**Importance:** High

Looping Jamie and Dan for second pair of eyes and feedback – mindful of time passing:

***The RCMP is aware of the material circulating on social media, and we can confirm that we are looking into the matter.*** This material is not representative of those who have committed themselves to serving Canadians with integrity and professionalism.

Since the beginning, our members have worked tirelessly alongside our municipal and provincial policing partners in Ottawa and across the country to end illegal blockades and unlawful protests safely and peacefully.

***All members of the RCMP know that, whether on or off duty, they have a responsibility to hold themselves to the highest professional standards and are subject to the Code of Conduct of the RCMP at all times.*** This includes acting with integrity, fairness, and impartiality, and avoiding any potential conflicts between their professional responsibilities and private interests.

RCMP is committed to handling conduct issues in a timely, efficient and fair manner, Contraventions of the Code of Conduct of the Royal Canadian Mounted Police are taken seriously and are subjected to the appropriate measures.

*The RCMP has put in place measures to ensure the continued integrity of police operations as well as the safety of our members.*

*[only if asked specifically about potential impact on operations]*

*Measures have been put in place to ensure the continued integrity of police operations, however we are not in a position to comment on the specifics.*

**From:** Hibbard, Charlotte <[Charlotte.Hibbard@rcmp-grc.gc.ca](mailto:Charlotte.Hibbard@rcmp-grc.gc.ca)>

**Sent:** February 20, 2022 11:33 AM

**To:** Harb, Zeina <[Zeina.Harb@rcmp-grc.gc.ca](mailto:Zeina.Harb@rcmp-grc.gc.ca)>; Leonidis, Nelly <[Nelly.Leonidis@rcmp-grc.gc.ca](mailto:Nelly.Leonidis@rcmp-grc.gc.ca)>

**Cc:** Gosselin, Dominic <[Dominic.Gosselin@rcmp-grc.gc.ca](mailto:Dominic.Gosselin@rcmp-grc.gc.ca)>

**Subject:** RE: Lines

Hey everyone,

I think with the quick removal of a few words, these can be turned into SM. Will wait for your feedback, Zeina, before adjusting.

Char

**From:** Hibbard, Charlotte

**Sent:** February 20, 2022 11:29 AM

**To:** Harb, Zeina <[Zeina.Harb@rcmp-grc.gc.ca](mailto:Zeina.Harb@rcmp-grc.gc.ca)>; Leonidis, Nelly <[Nelly.Leonidis@rcmp-grc.gc.ca](mailto:Nelly.Leonidis@rcmp-grc.gc.ca)>

**Cc:** Gosselin, Dominic <[Dominic.Gosselin@rcmp-grc.gc.ca](mailto:Dominic.Gosselin@rcmp-grc.gc.ca)>

**Subject:** Lines

**Importance:** High

Here are the lines. We will work on suggested tweets that we will send ASAP to use as needed.

Our members worked tirelessly alongside our municipal and provincial partners in Ottawa and across the country to end unlawful protests safely and peacefully. These images do a disservice to all of those who have committed themselves to serving Canadians with integrity and professionalism.

The wide circulation of images out of context unfortunately reinforces disinformation and are used to falsely suggest that the RCMP is aligned to a cause or ideology.

The RCMP is aware of the material circulating on social media, and we can confirm that we are looking into the matter.

All members of the RCMP are aware that, whether on or off duty, they have a responsibility to hold themselves to the highest professional standards and are subject to the RCMP Code of Conduct at all times.

Measures have been put in place to ensure the continued integrity of police operations as well as the safety of our members, including those implicated in these posts. Members are expected to uphold the RCMP Code of Conduct and if they are found to have been in contravention, they will be subject to the appropriate measures.



**From:** [Hibbard, Charlotte](#)  
**To:** [Johnson, Gail](#); [Dowdall, Lauren](#); [Giard, Grace](#)  
**Cc:** [Duheme, Michael](#); [Sachsse, Stephanie](#); [Gosselin, Dominic](#); [Harb, Zeina](#)  
**Subject:** RE: Proposed Message for Approval/Signature  
**Date:** February 20, 2022 8:42:00 PM

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Thanks Gail. Jamie will pass along to Alison and then we can circulate.

Charlotte

**From:** Johnson, Gail <[Gail.Johnson@rcmp-grc.gc.ca](mailto:Gail.Johnson@rcmp-grc.gc.ca)>  
**Sent:** February 20, 2022 7:48 PM  
**To:** Hibbard, Charlotte <[Charlotte.Hibbard@rcmp-grc.gc.ca](mailto:Charlotte.Hibbard@rcmp-grc.gc.ca)>; Dowdall, Lauren <[Lauren.Dowdall@rcmp-grc.gc.ca](mailto:Lauren.Dowdall@rcmp-grc.gc.ca)>; Giard, Grace <[Grace.Giard@rcmp-grc.gc.ca](mailto:Grace.Giard@rcmp-grc.gc.ca)>  
**Cc:** Duheme, Michael <[Michael.Duheme@rcmp-grc.gc.ca](mailto:Michael.Duheme@rcmp-grc.gc.ca)>; Sachsse, Stephanie <[stephanie.sachsse@rcmp-grc.gc.ca](mailto:stephanie.sachsse@rcmp-grc.gc.ca)>; Gosselin, Dominic <[Dominic.Gosselin@rcmp-grc.gc.ca](mailto:Dominic.Gosselin@rcmp-grc.gc.ca)>; Harb, Zeina <[Zeina.Harb@rcmp-grc.gc.ca](mailto:Zeina.Harb@rcmp-grc.gc.ca)>  
**Subject:** RE: Proposed Message for Approval/Signature

Thanks Jolene, I am good with this.

Gail J

**From:** Hibbard, Charlotte <[Charlotte.Hibbard@rcmp-grc.gc.ca](mailto:Charlotte.Hibbard@rcmp-grc.gc.ca)>  
**Sent:** February 20, 2022 7:09 PM  
**To:** Johnson, Gail <[Gail.Johnson@rcmp-grc.gc.ca](mailto:Gail.Johnson@rcmp-grc.gc.ca)>; Dowdall, Lauren <[Lauren.Dowdall@rcmp-grc.gc.ca](mailto:Lauren.Dowdall@rcmp-grc.gc.ca)>; Giard, Grace <[Grace.Giard@rcmp-grc.gc.ca](mailto:Grace.Giard@rcmp-grc.gc.ca)>  
**Cc:** Duheme, Michael <[Michael.Duheme@rcmp-grc.gc.ca](mailto:Michael.Duheme@rcmp-grc.gc.ca)>; Sachsse, Stephanie <[stephanie.sachsse@rcmp-grc.gc.ca](mailto:stephanie.sachsse@rcmp-grc.gc.ca)>; Gosselin, Dominic <[Dominic.Gosselin@rcmp-grc.gc.ca](mailto:Dominic.Gosselin@rcmp-grc.gc.ca)>; Harb, Zeina <[Zeina.Harb@rcmp-grc.gc.ca](mailto:Zeina.Harb@rcmp-grc.gc.ca)>  
**Subject:** Proposed Message for Approval/Signature  
**Importance:** High

Hi Gail,

I hope you are doing well. Please find attached a message proposed for dissemination under your signature, reminding members about the possible risks associated with the use of social media and messaging apps. We do link back to last week's message about potential harm of social media on the reputation of the RCMP.

My understanding is that you are aware of the request for this message, however, if you need more information or wish to discuss, please don't hesitate to let me know. The aim is to have the message released as soon as possible, given yesterday's social media posts using leaked member texts/instant messages.

Thanks,

Char

RECEIVED  
JAN 25 2025

**From:** [Hibbard, Charlotte](#)  
**To:** [Paradis, Michele](#)  
**Cc:** [Harb, Zeina](#); [Gosselin, Dominic](#)  
**Subject:** Social Media/Conduct Message  
**Date:** February 20, 2022 2:34:00 PM

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Hi Michele,

I am working with Zeina on the draft message you provided this morning concerning the social media and instant messaging. I have made some suggestions and will fire it over for you review as soon as possible, at which point I am also happy to discuss as needed.

Char