

From: [Leonidis, Nelly](#)
To: [Paré, Caroline](#)
Subject: FW: For urgent translation
Date: February 20, 2022 3:41:00 PM
Attachments: [Statement on material circulating on social media regarding some RCMP members_fra.docx](#)
[Proposed SM Posts.docx](#)
[Statement on material circulating on social media regarding some RCMP members.docx](#)
Importance: Low

Caro, here is the translation.

Can you make sure the translation makes sense for the statement, and then use the language to copy/paste and adapt the SM?

Please let me know if that's not possible within 25 mins.

I attached original English text, and final approved text for social.

Nelly

From: Leonidis, Nelly
To: Tomlinson, Jamie
Subject: FW: Leak
Date: February 20, 2022 11:57:00 AM
Attachments: image001.png

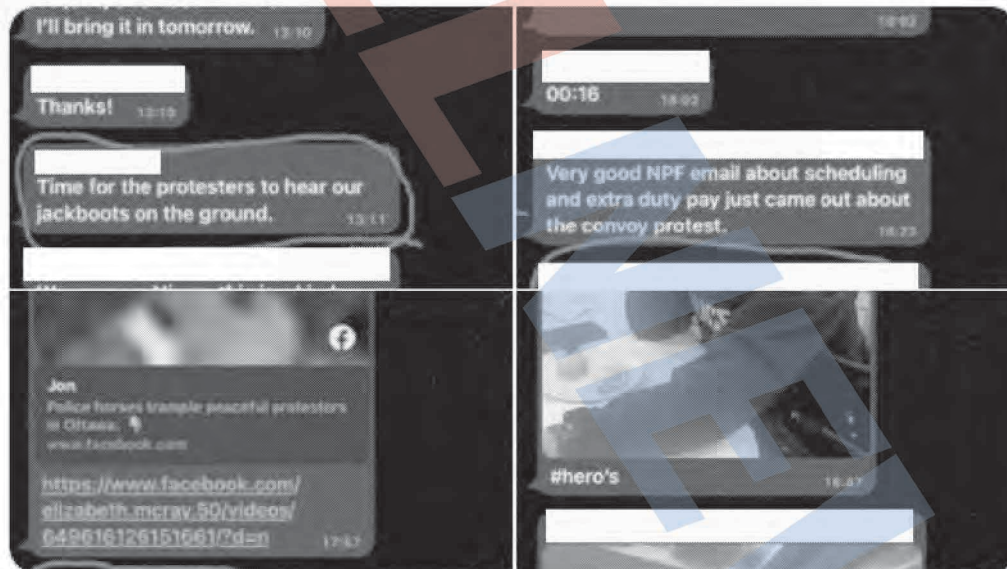
You're likely aware, but the actual private numbers of the members are now in circulation online.
Nelly



HaggisInWonderland
@HaggisIn



Leaked @OttawaPolice texts (Thread) #Freedom
#FreedomConvoy2022 #TruckersForFreedom2020
#Canada #TrudeauTyranny #Tyranny
#freedomconvoy22



6:55 AM · Feb 20, 2022 · Twitter for Android

8 Retweets 8 Likes

From: [Leonidis, Nelly](#)
To: [Tomlinson, Jamie](#)
Cc: [Harb, Zeina](#); [Brien, Dan](#)
Subject: FW: Possible member involved featured in Gazette article + IG Post
Date: February 20, 2022 10:07:00 AM
Importance: High

Jamie, we're pulling these posts down at present.

Nelly

From: Paré, Caroline <Caroline.Pare@rcmp-grc.gc.ca>
Sent: February 20, 2022 9:38 AM
To: Leonidis, Nelly <Nelly.Leonidis@rcmp-grc.gc.ca>; Brien, Dan <Daniel.Brien@rcmp-grc.gc.ca>
Subject: Possible member involved featured in Gazette article + IG Post
Importance: High

Can you have a look at this and let me know if we should take our IG photo down? There is also a Gazette article. Info below.

<https://twitter.com/DaveAtherton20/status/1495343205381980160>



David Atherton
@DaveAtherton20

This is the @OttawaPolice's who thought it was "awesome" that some people got trampled by mounted RCMP.

#blackfacechitler



8:22 AM · Feb 20, 2022 · Twitter Web App

690 Retweets · 58 Quote Tweets · 1,040 Likes

This is on our Web site and IG as well.

<https://www.rcmp-grc.gc.ca/en/gazette/officers-team-community-organize-sports-kids?re>

<https://www.instagram.com/p/CJoGByBj8Zg/>

s.17



Caroline Paré

Social Media Team Lead, National Communication Services
Royal Canadian Mounted Police / Government of Canada
Caroline.Pare@rcmp-grc.gc.ca / Tel: 613-843-6977 / TTY: 613-993-2232

Chef d'équipe des médias sociaux, Services nationaux de communication
Gendarmerie royale du Canada / Gouvernement du Canada
Caroline.Pare@rcmp-grc.gc.ca / Tél. : 613-843-6977 / ATS : 613-993-2232

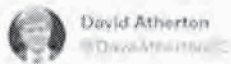
From: Leonidis, Nelly
To: Coburn, Laura; Koutras, Anastasia
Subject: FW: Possible member involved featured in Gazette article + IG Post
Date: February 20, 2022 10:08:00 AM
Importance: High

Please remove the gazette article for now .

From: Paré, Caroline <Caroline.Pare@rcmp-grc.gc.ca>
Sent: February 20, 2022 9:38 AM
To: Leonidis, Nelly <Nelly.Leonidis@rcmp-grc.gc.ca>; Brien, Dan <Daniel.Brien@rcmp-grc.gc.ca>
Subject: Possible member involved featured in Gazette article + IG Post
Importance: High

Can you have a look at this and let me know if we should take our IG photo down? There is also a Gazette article. Info below.

<https://twitter.com/DaveAtherton20/status/1495343205381980160>



David Atherton
 @DaveAtherton20

This is the @OttawaPolice's who thought it was "awesome" that some people got trampled by mounted RCMP.

#blacklivesmatter



8:22 AM · Feb 20, 2022 · Twitter Web App

590 Retweets · 58 Quote Tweets · 1,040 Likes

This is on our Web site and IG as well.

<https://www.rcmp-grc.gc.ca/en/gazette/officers-team-community-organize-sports-kids?re>

<https://www.instagram.com/p/CJoGByBj8Zg/>

ZH ●

Harb, Zeina 2022-02-20 3:28 p.m.
what is the SM world looking like right now?

what's the big story right now

any major pick ups on Leaks?

2022-02-20 3:30 p.m.
lots of pick up

we had to shut down and automate some comment filtration

2022-02-20 4:57 p.m.

MPP Hilier shared content with personal information encouraging people to contact personnel, but the post was removed.

on isntagram

https://twitter.com/_llebrun/status/1495392399371157506

ZH ●

Harb, Zeina 2022-02-20 4:58 p.m.
what about twitter?

2022-02-20 4:58 p.m.
and twitter removed too

From: [Leonidis, Nelly](#)
To: [Brien, Dan](#); [Tomlinson, Jamie](#); [Gosselin, Dominic](#)
Subject: RE: Follow up: Whatsapp leaks
Date: February 20, 2022 8:25:00 AM

Sent to whom?

From: Brien, Dan <Daniel.Brien@rcmp-grc.gc.ca>
Sent: February 20, 2022 8:24 AM
To: Leonidis, Nelly <Nelly.Leonidis@rcmp-grc.gc.ca>; Tomlinson, Jamie <Jamie.Tomlinson@rcmp-grc.gc.ca>; Gosselin, Dominic <Dominic.Gosselin@rcmp-grc.gc.ca>
Subject: RE: Follow up: Whatsapp leaks

I sent a proposed line at exactly the same time. It should be approved here and then shared

From: Leonidis, Nelly <Nelly.Leonidis@rcmp-grc.gc.ca>
Sent: February 20, 2022 8:18 AM
To: Tomlinson, Jamie <Jamie.Tomlinson@rcmp-grc.gc.ca>; Harb, Zeina <Zeina.Harb@rcmp-grc.gc.ca>; Brien, Dan <Daniel.Brien@rcmp-grc.gc.ca>; Gosselin, Dominic <Dominic.Gosselin@rcmp-grc.gc.ca>
Subject: Follow up: Whatsapp leaks

Good morning all,

A few notes this morning following the leak yesterday:

- RCMP accounts have been receiving a significant influx of comments regarding the leak. The content regarding the EA update last night was inundated with replies about this leak.
- There are series of screen shots and identification photos for individuals allegedly on the chat.
- There are concerns that more screenshots with identifiers have been circulating by the "Diagolon" members in an effort to threaten officers

Jamie: Pending how things are discussed at various levels, the option of posting a holding line is available. This is to help manage the massive influx of tags on our channels. A holding line is generally to acknowledge awareness, without validating content. In this case could be, "We are aware of the screenshots circulating, and are looking into the matter."

It doesn't need details or concrete actions for what follows, especially as this is just unfolding.

In the meantime, the team will continue to clean inappropriate content and spam, and report threatening posts.

Nelly



Ezra Levant · 10h

1. This is the most scandalous story of the trucker rebellion.

A WhatsApp chat group of Mounties boasting about the cruelty & violence they plan to use against peaceful protesters, and laughing at injuries done to civilians.

This was leaked by the one honest cop still in there.
twitter.com/RebelNewsOnline

This Tweet is unavailable.

550

6,808

10.6K



Ezra Levant · 10h

2. The first thing is the WhatsApp group itself, titled "Social Musical Ride 2022". Those are the Mounties who specialize in ceremonial parades. But this time they were brought to Ottawa to drive riot horses into the crowds. Looks like about 25 to 50 people in this chat.

enjoying the
day @calgarystampede with a
great cow from @LonePineJ
#rcmp



95

789

1,807

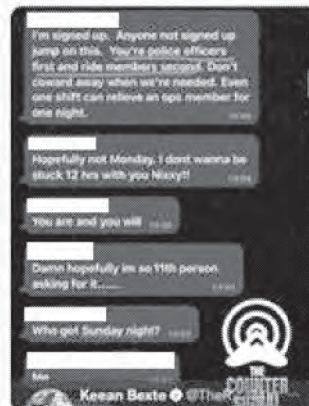


Central All Aerial · 10h

Replying to @RebelNews

Seems like some of the musical ride RCMP officers are not willing to be a part of using riot horses against the peaceful protestors.

But you had no problems with it!



9

21

42



Kika · 2h

Replying to @RebelNews

Sad to say the RCMP musical ride has destroyed over 100 years of tradition in a single weekend. These people are nothing more than worthless, arrogant thugs. What twisted right gives them the right to trample the civil rights of those they are enlisted to protect.

9

17

39

s.17



Kurt Phillips
@ARCCollective

75. Might as well just get to the point. Diagon members have released a leaked list of police officers involved in the efforts in Ottawa right now. I've edited the Telegram posts to conceal identities of those in the chat.

I deleted the original tweet to ensure more anonymity.



9:23 PM · Feb 16, 2022 · Twitter Web App

54 Retweets · 25 Quote Tweets · 124 Likes



Stephanie Carvin
@stphcarvin

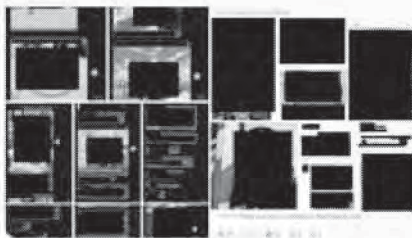
Yep. Considering alleged Diagon members have been charged with plotting to murder RCMP officers, this is very, very bad. Not to mention the questions over how this info was leaked in the first place.



Kurt Phillips
@ARCCollective

75. Might as well just get to the point. Diagon members have released a leaked list of police officers involved in the efforts in Ottawa right now. I've edited the Telegram posts to conceal identities of those in the chat.

I deleted the original tweet to ensure more anonymity.



9:23 PM · Feb 16, 2022 · Twitter Web App

54 Retweets · 25 Quote Tweets · 124 Likes

From: Leonidis, Nelly
To: Leslie, Kyle; Paré, Caroline
Cc: Harb, Zeina; Davis, Mike
Subject: RE: For urgent translation
Date: February 20, 2022 4:14:00 PM

Kyle, go ahead and publish. Please share links with the group once live.

Caro, once links are shared, please publish SM.

Thanks everyone!

From: Leslie, Kyle <Kyle.Leslie@rcmp-grc.gc.ca>
Sent: February 20, 2022 3:54 PM
To: Davis, Mike <Mike.Davis@rcmp-grc.gc.ca>; Leonidis, Nelly <Nelly.Leonidis@rcmp-grc.gc.ca>
Cc: Harb, Zeina <Zeina.Harb@rcmp-grc.gc.ca>
Subject: RE: For urgent translation

Both English and French drafts are up in development environment:

<https://mpdcblockstoredev.z9.web.core.windows.net/news-nouvelles/ncr-rcn201500-s-d-en.html>

<https://mpdcblockstoredev.z9.web.core.windows.net/news-nouvelles/ncr-rcn201500-s-d-fr.html>

Will wait for confirmation to post to prod

Kind Regards,
Kyle Leslie

Web Developer / Développeur Web
Web Communications / Communications Web
National Communication Services / Services nationaux de communication
Royal Canadian Mounted Police / Gendarmerie royale du Canada
kyle.leslie@rcmp-grc.gc.ca / Tel: 343-547-2291

From: Davis, Mike <Mike.Davis@rcmp-grc.gc.ca>
Sent: February 20, 2022 3:40 PM
To: Leonidis, Nelly <Nelly.Leonidis@rcmp-grc.gc.ca>
Cc: Harb, Zeina <Zeina.Harb@rcmp-grc.gc.ca>; Leslie, Kyle <Kyle.Leslie@rcmp-grc.gc.ca>
Subject: RE: For urgent translation

Here's the translation.

I had to explain to the translator what the issue was at a high-level so she could get the context correct. I suggest you or someone on the team take a read to make sure it hits the right mark.

Mike Davis (he/him/his/il)
RCMP150 National Coordinator - Coordonnateur national de la GRC 150

Public Affairs - Affaires publiques
Royal Canadian Mounted Police (RCMP) - Gendarmerie royale du Canada (GRC)
C: 343.574.5209
E: mike.davis@rcmp-grc.gc.ca

Sent from the traditional unceded territory of the Algonquin Anishnaabeg nation
Envoyé du territoire traditionnel non cédé de la nation Algonquine Anishnaabeg

Our respective working hours may be different. Please do not feel obliged to reply outside your working hours.

Nos horaires de travail respectifs peuvent être différents. Veuillez ne pas vous sentir obligé de répondre en dehors de vos heures de travail.

From: Leonidis, Nelly
Sent: February 20, 2022 2:53 PM
To: Davis, Mike <Mike.Davis@rcmp-grc.gc.ca>
Cc: Harb, Zeina <Zeina.Harb@rcmp-grc.gc.ca>; Leslie, Kyle <Kyle.Leslie@rcmp-grc.gc.ca>
Subject: For urgent translation
Importance: High

Hi Mike,

Can you please arrange for this to be translated ASAP for immediate posting?
Thank you,

Nelly

From: Leonidis, Nelly
To: Tomlinson, Jamie
Cc: Harb, Zeina; Brien, Dan; Gosselin, Dominic
Subject: RE: Propose social media posts for leak
Date: February 20, 2022 4:32:00 PM

Hi Jamie,

Confirming that this is published and is posted to social shortly.

<https://blockade.rcmp.ca/news-nouvelles/ncr-rcn201500-s-d-en.html>

<https://blockade.rcmp.ca/news-nouvelles/ncr-rcn201500-s-d-fr.html>

Nelly

From: Tomlinson, Jamie <Jamie.Tomlinson@rcmp-grc.gc.ca>
Sent: February 20, 2022 4:12 PM
To: Leonidis, Nelly <Nelly.Leonidis@rcmp-grc.gc.ca>
Cc: Harb, Zeina <Zeina.Harb@rcmp-grc.gc.ca>; Brien, Dan <Daniel.Brien@rcmp-grc.gc.ca>; Gosselin, Dominic <Dominic.Gosselin@rcmp-grc.gc.ca>
Subject: RE: Propose social media posts for leak

Please proceed.

Thanks everyone!

From: Leonidis, Nelly <Nelly.Leonidis@rcmp-grc.gc.ca>
Sent: February 20, 2022 4:10 PM
To: Tomlinson, Jamie <Jamie.Tomlinson@rcmp-grc.gc.ca>
Cc: Harb, Zeina <Zeina.Harb@rcmp-grc.gc.ca>; Brien, Dan <Daniel.Brien@rcmp-grc.gc.ca>; Gosselin, Dominic <Dominic.Gosselin@rcmp-grc.gc.ca>
Subject: RE: Propose social media posts for leak

Hi Jamie,

English and French statement, as well as social media content are ready for posting, pending your go-ahead.

<https://mpdcblockstoredev.z9.web.core.windows.net/news-nouvelles/ncr-rcn201500-s-d-en.html>

<https://mpdcblockstoredev.z9.web.core.windows.net/news-nouvelles/ncr-rcn201500-s-d-fr.html>

Nelly

From: Leonidis, Nelly
Sent: February 20, 2022 3:22 PM
To: Tomlinson, Jamie <Jamie.Tomlinson@rcmp-grc.gc.ca>

Cc: Harb, Zeina <Zeina.Harb@rcmp-grc.gc.ca>; Brien, Dan <Daniel.Brien@rcmp-grc.gc.ca>; Gosselin, Dominic <Dominic.Gosselin@rcmp-grc.gc.ca>

Subject: RE: Propose social media posts for leak

Thanks Jamie.

Awaiting translation for both the content and the posts. Once I have them, I'll check in with you on publishing.

Nelly

From: Tomlinson, Jamie <Jamie.Tomlinson@rcmp-grc.gc.ca>

Sent: February 20, 2022 3:21 PM

To: Leonidis, Nelly <Nelly.Leonidis@rcmp-grc.gc.ca>

Cc: Harb, Zeina <Zeina.Harb@rcmp-grc.gc.ca>; Brien, Dan <Daniel.Brien@rcmp-grc.gc.ca>; Gosselin, Dominic <Dominic.Gosselin@rcmp-grc.gc.ca>

Subject: RE: Propose social media posts for leak

Looks good.

Thanks so much.

From: Leonidis, Nelly <Nelly.Leonidis@rcmp-grc.gc.ca>

Sent: February 20, 2022 3:19 PM

To: Tomlinson, Jamie <Jamie.Tomlinson@rcmp-grc.gc.ca>

Cc: Harb, Zeina <Zeina.Harb@rcmp-grc.gc.ca>; Brien, Dan <Daniel.Brien@rcmp-grc.gc.ca>; Gosselin, Dominic <Dominic.Gosselin@rcmp-grc.gc.ca>

Subject: Propose social media posts for leak

Hi Jamie

Please find attached and copied below social media posts focusing on addressing the news of the leak.

Note that we've almost identically used the language from the statement, with the exception of shifting the Instagram post from "The RCMP" to "we" to fit the channel.

Grateful for your feedback when you have a moment.

Nelly

Proposed SM Posts

Twitter thread

The #RCMP is aware of the material circulating on social media pertaining to a chat group that includes some of its members. We can confirm that we are looking into the matter. 1/3

This material is not representative of those who have committed themselves to serving Canadians with integrity and professionalism. 2/3

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. 3/3

Facebook post

The RCMP is aware of the material circulating on social media pertaining to a chat group that includes some of its members. 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.

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.

Instagram post

We are aware of the material circulating on social media pertaining to a chat group that includes some of our members. 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.

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.

From: [Leonidis, Nelly](#)
To: [Tomlinson, Jamie](#)
Subject: RE: Proposed lines - SM material
Date: February 20, 2022 2:42:00 PM

Jamie, are we interested in posting these as a standalone statement?

From: Harb, Zeina <Zeina.Harb@rcmp-grc.gc.ca>
Sent: February 20, 2022 2:40 PM
To: Gosselin, Dominic <Dominic.Gosselin@rcmp-grc.gc.ca>; Hibbard, Charlotte <Charlotte.Hibbard@rcmp-grc.gc.ca>; Brien, Dan <Daniel.Brien@rcmp-grc.gc.ca>; Leonidis, Nelly <Nelly.Leonidis@rcmp-grc.gc.ca>
Cc: Tomlinson, Jamie <Jamie.Tomlinson@rcmp-grc.gc.ca>
Subject: FW: Proposed lines - SM material

Here are the final/approved line.

Thank you.

Z

From: Finn, Keith <keith.finn@rcmp-grc.gc.ca>
Sent: February 20, 2022 2:34 PM
To: Harb, Zeina <Zeina.Harb@rcmp-grc.gc.ca>; Mirsky, Tanya <Tanya.Mirsky@rcmp-grc.gc.ca>; Ferguson, Bonnie <Bonnie.Ferguson@rcmp-grc.gc.ca>; Panizzon, Mario <Mario.Panizzon@rcmp-grc.gc.ca>; Paradis, Michele <Michele.D.Paradis@rcmp-grc.gc.ca>; Flynn, Mark <mark.flynn@rcmp-grc.gc.ca>; Baylin, Richard <Richard.Baylin@rcmp-grc.gc.ca>; Bruyere, Stephanie <Stephanie.Bruyere@rcmp-grc.gc.ca>; Haidar, Ahmad <Ahmad.Haidar@rcmp-grc.gc.ca>
Cc: Sachsse, Stephanie <stephanie.sachsse@rcmp-grc.gc.ca>; Breton, Jasmin <jasmin.breton@rcmp-grc.gc.ca>; Ahara, Lesley <Lesley.Ahara@rcmp-grc.gc.ca>; Whelan, Alison <Alison.Whelehan@rcmp-grc.gc.ca>; Tomlinson, Jamie <Jamie.Tomlinson@rcmp-grc.gc.ca>; Dumoulin, Stéphanie <Stephanie.Dumoulin@rcmp-grc.gc.ca>; Cyr, Philippe <philippe.cyr@rcmp-grc.gc.ca>; Fahey, Kevin <Kevin.Fahey@rcmp-grc.gc.ca>
Subject: RE: Proposed lines - SM material

I am good with revision.

Thanks

Keith

KD.S. (Keith) Finn, A/Commr

Gold Commander ROCC-GSB

From: Harb, Zeina <Zeina.Harb@rcmp-grc.gc.ca>
Sent: February 20, 2022 2:33 PM

To: Mirsky, Tanya <Tanya.Mirsky@rcmp-grc.gc.ca>; Ferguson, Bonnie <Bonnie.Ferguson@rcmp-grc.gc.ca>; Panizzon, Mario <Mario.Panizzon@rcmp-grc.gc.ca>; Finn, Keith <keith.finn@rcmp-grc.gc.ca>; Paradis, Michele <Michele.D.Paradis@rcmp-grc.gc.ca>; Flynn, Mark <mark.flynn@rcmp-grc.gc.ca>; Baylin, Richard <Richard.Baylin@rcmp-grc.gc.ca>; Bruyere, Stephanie <Stephanie.Bruyere@rcmp-grc.gc.ca>; Haidar, Ahmad <Ahmad.Haidar@rcmp-grc.gc.ca>

Cc: Sachsse, Stephanie <stephanie.sachsse@rcmp-grc.gc.ca>; Breton, Jasmin <jasmin.breton@rcmp-grc.gc.ca>; Ahara, Lesley <Lesley.Ahara@rcmp-grc.gc.ca>; Whelan, Alison <Alison.Whelehan@rcmp-grc.gc.ca>; Tomlinson, Jamie <jamie.Tomlinson@rcmp-grc.gc.ca>; Dumoulin, Stéphanie <Stephanie.Dumoulin@rcmp-grc.gc.ca>; Cyr, Philippe <philippe.cyr@rcmp-grc.gc.ca>; Fahey, Kevin <Kevin.Fahey@rcmp-grc.gc.ca>

Subject: RE: Proposed lines - SM material

Noted and adjusted – Thank you, Tanya.

Jamie also just reach out again to Kevin.

Final lines for awareness:

The RCMP is aware of the material circulating on social media pertaining to a chat group that includes some of its members, 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.

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: Mirsky, Tanya <Tanya.Mirsky@rcmp-grc.gc.ca>

Sent: February 20, 2022 2:17 PM

To: Harb, Zeina <Zeina.Harb@rcmp-grc.gc.ca>; Ferguson, Bonnie <Bonnie.Ferguson@rcmp-

grc.gc.ca; Panizzon, Mario <Mario.Panizzon@rcmp-grc.gc.ca>; Finn, Keith <keith.finn@rcmp-grc.gc.ca>; Paradis, Michele <Michele.D.Paradis@rcmp-grc.gc.ca>; Flynn, Mark <mark.flynn@rcmp-grc.gc.ca>; Baylin, Richard <Richard.Baylin@rcmp-grc.gc.ca>; Bruyere, Stephanie <Stephanie.Bruyere@rcmp-grc.gc.ca>; Haidar, Ahmad <Ahmad.Haidar@rcmp-grc.gc.ca>
Cc: Sachsse, Stephanie <stephanie.sachsse@rcmp-grc.gc.ca>; Breton, Jasmin <jasmin.breton@rcmp-grc.gc.ca>; Ahara, Lesley <Lesley.Ahara@rcmp-grc.gc.ca>; Whelan, Alison <Alison.Whelehan@rcmp-grc.gc.ca>; Tomlinson, Jamie <jamie.Tomlinson@rcmp-grc.gc.ca>; Dumoulin, Stéphanie <Stephanie.Dumoulin@rcmp-grc.gc.ca>; Cyr, Philippe <philippe.cyr@rcmp-grc.gc.ca>; Fahey, Kevin <Kevin.Fahey@rcmp-grc.gc.ca>

Subject: RE: Proposed lines - SM material

Hello,

Please see below recommendations from Insp. Cyr and Supt. Kevin Fahey for your consideration.

Many thanks and available to chat if needed.

Tanya

Tanya Mirsky

Director, NHQ Employee Management Relations Office
Directrice responsable du Bureau des Relations employes-employeur, DG
73 Leikin Drive, M8-2-801
Ottawa, Ontario K1A 0R2
tanya.mirsky@rcmp-grc.gc.ca
CELL - 343-549-4075

From: Cyr, Philippe <philippe.cyr@rcmp-grc.gc.ca>

Sent: February 20, 2022 2:05 PM

To: Mirsky, Tanya <Tanya.Mirsky@rcmp-grc.gc.ca>

Subject: RE: Proposed lines - SM material

Allo Tanya,

Having reviewed the current draft, I will recommend that the paragraph "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 subject to the appropriate measures." be removed from the media.

Having spoken to Kevin Fahey, at least 12 members (he's under evaluating the number) have come forward with feeling threatened, paranoid and demonstrating anxiety like symptomology as a result of this. One member has actually contacted Police of Jurisdiction with a threat to his life. Police have entered his address in the system as a Priority #1 if 911 call is received.

The code of conduct process is a private and confidential process. The members are NOT aware they are under investigation, although they likely suspect it. Supt. Fahey is prioritizing their safety as #1. A fact finding is currently under way, and those that are in violation of the code, will be coded but

they should not learn of this via a news release. The news release speaks to the responsibilities of members in the previous paragraphs which is totally acceptable and appropriate.

Those are my thoughts, but agreed upon in consultation with Supt. Fahey and Sgt. Meinzinger.

Phil Cyr, Insp
OIC Respectful Workplace

From: Harb, Zeina <Zeina.Harb@rcmp-grc.gc.ca>

Sent: February 20, 2022 1:53 PM

To: Ferguson, Bonnie <Bonnie.Ferguson@rcmp-grc.gc.ca>; Panizzon, Mario <Mario.Panizzon@rcmp-grc.gc.ca>; Finn, Keith <keith.finn@rcmp-grc.gc.ca>; Paradis, Michele <Michele.D.Paradis@rcmp-grc.gc.ca>; Flynn, Mark <mark.flynn@rcmp-grc.gc.ca>; Baylin, Richard <Richard.Baylin@rcmp-grc.gc.ca>; Bruyere, Stephanie <Stephanie.Bruyere@rcmp-grc.gc.ca>; Haidar, Ahmad <Ahmad.Haidar@rcmp-grc.gc.ca>

Cc: Sachsse, Stephanie <stephanie.sachsse@rcmp-grc.gc.ca>; Mirsky, Tanya <Tanya.Mirsky@rcmp-grc.gc.ca>; Breton, Jasmin <jasmin.breton@rcmp-grc.gc.ca>; Ahara, Lesley <Leslev.Ahara@rcmp-grc.gc.ca>; Whelan, Alison <Allison.Whehan@rcmp-grc.gc.ca>; Tomlinson, Jamie <Jamie.Tomlinson@rcmp-grc.gc.ca>; Dumoulin, St  phanie <Stephanie.Dumoulin@rcmp-grc.gc.ca>

Subject: RE: Proposed lines - SM material

Thank you, Bonnie.

In the interest of time, we will proceed unless otherwise advised.

Z

From: Ferguson, Bonnie <Bonnie.Ferguson@rcmp-grc.gc.ca>

Sent: February 20, 2022 1:28 PM

To: Harb, Zeina <Zeina.Harb@rcmp-grc.gc.ca>; Panizzon, Mario <Mario.Panizzon@rcmp-grc.gc.ca>; Finn, Keith <keith.finn@rcmp-grc.gc.ca>; Paradis, Michele <Michele.D.Paradis@rcmp-grc.gc.ca>; Flynn, Mark <mark.flynn@rcmp-grc.gc.ca>; Baylin, Richard <Richard.Baylin@rcmp-grc.gc.ca>; Bruyere, Stephanie <Stephanie.Bruyere@rcmp-grc.gc.ca>; Haidar, Ahmad <Ahmad.Haidar@rcmp-grc.gc.ca>

Cc: Sachsse, Stephanie <stephanie.sachsse@rcmp-grc.gc.ca>; Mirsky, Tanya <Tanya.Mirsky@rcmp-grc.gc.ca>; Breton, Jasmin <jasmin.breton@rcmp-grc.gc.ca>; Ahara, Lesley <Leslev.Ahara@rcmp-grc.gc.ca>; Whelan, Alison <Allison.Whehan@rcmp-grc.gc.ca>; Tomlinson, Jamie <Jamie.Tomlinson@rcmp-grc.gc.ca>; Dumoulin, St  phanie <Stephanie.Dumoulin@rcmp-grc.gc.ca>

Subject: RE: Proposed lines - SM material

Hi Zeina,

As per our discussion, noted lines supported by National Division