

October 4, 2013

Chief Jocelyn (Josh) Ouellette

**Re: Arbitration in the matter BNPP 2012-3121**

In reference to your letter of September 12, 2013 and to that of the New Brunswick Police Commission dated September 11, 2013, I have read the investigation report of Sgt. Suzanne Themens of the Grand Falls Police Force concerning the above-mentioned matter as well as the letter from Cpl. Claude Fournier dated September 6, 2013, in which he accepted the disciplinary action you imposed on him. This disciplinary action consisted of a two-day suspension without pay. Under the circumstances and in accordance with the authority vested in me under the *Police Act*, I believe this corrective measure to be fair and proportionate given the facts of the matter.

That said, allow me to make a comment based on my analysis of the investigation report. The investigator's findings are troubling to say the least and describe the existence of a poisoned work environment within the detachment. In fact, the detachment seems to be divided into two groups who have little or no contact with one another. This kind of environment could impact the credibility of the regional police force in the public's view and tarnish its reputation. It therefore seems imperative that measures be taken to clear the air. For example, it might be appropriate to require all of the employees to take training on the harassment policy and the negative effects of a poisoned work environment. I am certain that under your direction, it is possible to improve the work environment at the detachment – if you have not already done so.

Thank you for entrusting me with this matter.

Michel Doucet, Q.C., LL.B., LL.M.