

**From:** [LLOYD TAPP](#)

[View Source](#)

**To:** hrto.registrar@ontario.ca

**Date:** 03/02/11 06:49 am

**Subject:** HRTO File No. 2010-07633-1 - Michael Jack

**Attachments:** [=?iso-8859-1?Q?Kimberley Wolfe=e8s correspondence to HRTO removing hersel?=?iso-8859-1?Q?f 001.jpg?=\(770KB\)](#)

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Attn: Richard Hennessy, Registrar

Dear Mr. Hennessy:

With respect to the attached correspondence and direction from Kimberley Wolfe, previous counsel for Michael Jack dated January the 18th, 2011, please be advised that I have received all of his case files from her office.

Michael Jack is now representing himself and has authorized me to act as his contact. Kindly forward any correspondence to Michael Jack care of Lloyd Tapp.

Yours very truly,

Lloyd Tapp  
252 Angeline Street North  
Lindsay, ON K9V-4R1  
Ph: 705-878-4240

**From:** [Corbold, Marnie \(JUS\)](#)  
**To:** hrto.registrar@ontario.ca  
**Date:** 05/03/11 08:55 am  
**Subject:** RE: Jack v HMQ (OPP) - HRTO File No. 2010-07633-I

[View Source](#)

Dear Mr. Hennessy, I am resending my email from yesterday with a copy to the Applicant.

**Marnie Corbold**  
**Counsel**  
**Legal Services Branch**  
**Ministry of Community Safety and Correctional Services**  
**NEW ADDRESS: 655 Bay Street, Suite 501**  
**Toronto, ON M7A 0A8**  
**Tel: (416) 314-3517 Fax: (416) 314-3518**

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---

**From:** Corbold, Marnie (JUS)  
**Sent:** May 2, 2011 3:32 PM  
**To:** HRTO-Registrar (JUS)  
**Subject:** Jack v HMQ (OPP) - HRTO File No. 2010-07633-I

Dear Mr. Hennessy:

I am writing to advise the Tribunal that the draft Response to the above-referenced Application is currently with one of the involved OPP officers for his review and approval. Unfortunately he is out of the office until tomorrow. All other internal approvals have been obtained. I therefore anticipate being able to file the Response tomorrow upon receipt of this final officer's comments and/or approval. I apologize for any inconvenience this short delay in receiving the Response may cause.

**Marnie Corbold**  
**Counsel**

**Legal Services Branch****Ministry of Community Safety and Correctional Services****NEW ADDRESS:** 655 Bay Street, Suite 501

Toronto, ON M7A 0A8

Tel: (416) 314-3517 Fax: (416) 314-3518

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Michael Jack &lt;mikhailjacques@gmail.com&gt;

---

## Michael Jack vs HMQ/OPPA

2 messages

---

**LLOYD TAPP <dmclaugh@bell.net>**

Fri, May 13, 2011 at 2:58 AM

To: marnie.corbold@ontario.ca, blawson@oppa.ca

Dear Marnie Corbold and Brian Lawson:

I am acting as liaison for Michael Jack with respect to HRTO file 2010-07633-I.

Kindly find attached copies of Form 3 and Form 23 along with five e-mails from Michael Jack which contain a total of 86 attachments. Total e-mails including this one is six.

Please acknowledge receipt of these e-mails so I can indicate the same on the form 23 for submission to HRTO.

Sincerely,

Lloyd TAPP

E-Mail: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)



---

Date: Fri, 13 May 2011 02:55:20 +0300

Subject: From Michael - 6

From: [mikhailjacques@gmail.com](mailto:mikhailjacques@gmail.com)To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

---

**2 attachments** **Form3 (b&w).pdf**  
156K **Form23.doc**  
200K

---

**LLOYD TAPP <dmclaugh@bell.net>**

Fri, May 13, 2011 at 3:01 AM

To: marnie corbold &lt;marnie.corbold@ontario.ca&gt;, brian lawson &lt;blawson@oppa.ca&gt;

E-mail # 2.

Lloyd TAPP

---

Date: Fri, 13 May 2011 02:30:12 +0300

Subject: From Michael - 2

From: [mikhailjacques@gmail.com](mailto:mikhailjacques@gmail.com)To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

---

**8 attachments**

**Exhibit 04 - Assessment Certificate for soldier demobilized from regular Israeli military service.pdf**  
234K



**Exhibit 05 - Electrical Officer Second Grade Certificate.pdf**  
50K



**Exhibit 15 - PCS-066P (Month 1 & 2).pdf**  
833K



**Exhibit 16 - Probationary Constable Work Improvement Plan (Month 1 & 2).pdf**  
742K



**Exhibit 17 - PCS-066P (Month 3).pdf**  
690K



**Exhibit 20a - HTA Charge - Disclosure.pdf**  
2716K



**Exhibit 20b - HTA Charge - Court Endorsement.pdf**  
372K



**Exhibit 20b - HTA Charge - Transcript of Proceedings (01-Apr-10).pdf**  
3676K

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Michael Jack <mikhailjacques@gmail.com>

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## Emails

1 message

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**Michael Jack <mikhailjacques@gmail.com>**

**Fri, May 13, 2011 at 3:19 AM**

To: dmclaugh@bell.net

[mikhailjacques@gmail.com](mailto:mikhailjacques@gmail.com)

[marnie.corbold@ontario.ca](mailto:marnie.corbold@ontario.ca)

[blawson@oppa.ca](mailto:blawson@oppa.ca)

---



Michael Jack <mikhailjacques@gmail.com>

---

## Michael Jack vs HMQ (HRTO file 2010-07633-I) --- From 3

1 message

---

Michael Jack <mikhailjacques@gmail.com>

Fri, May 13, 2011 at 4:12 AM

To: dmclaugh@bell.net

---

 **Form3.pdf**  
1511K



Michael Jack &lt;mikhailjacques@gmail.com&gt;

---

## FW: Michael Jack vs HMQ (HRTO file 2010-07633-I) --- From 3/Form 23

1 message

---

**LLOYD TAPP** <dmclaugh@bell.net>

Fri, May 13, 2011 at 8:52 AM

To: marnie corbold &lt;marnie.corbold@ontario.ca&gt;, brian lawson &lt;blawson@oppa.ca&gt;

Dear Marnie Corbold and Brian Lawson:

I am acting as liaison for Michael Jack with respect to HRTO file 2010-07633-I.

Kindly find attached copies of Form 3 and Form 23 along with ten e-mails from Michael Jack which contain a total of 85 attachments. Total e-mails including this one are eleven.

Please acknowledge receipt of these e-mails so I can indicate the same on the form 23 for submission to HRTO.

Sincerely,

Lloyd TAPP

E-Mail: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

P.S.: Please disregard any previous transmissions since my first attempt revealed that the attachments were too large.

---

Date: Fri, 13 May 2011 05:12:46 +0300

Subject: Michael Jack vs HMQ (HRTO file 2010-07633-I) --- From 3

From: [mikhailjacques@gmail.com](mailto:mikhailjacques@gmail.com)To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

---

**2 attachments****Form3.pdf**

1511K

**Form23.doc**

200K





Michael Jack &lt;mikhailjacques@gmail.com&gt;

---

**Michael Jack vs HMQ (HRTO file 2010-07633-I) --- Email #1**

2 messages

---

Michael Jack <mikhailjacques@gmail.com>

Fri, May 13, 2011 at 3:29 AM

To: dmclaugh@bell.net

---

**10 attachments****A List of Exhibits.pdf**

26K

**Appendix A - Anticipated Evidence of Mr. Michael Jack.pdf**

336K

**Exhibit 02 - Marine Technological School Certificate.pdf**

124K

**Exhibit 03 - Marine College Diploma.pdf**

79K

**Exhibit 04 - Assessment Certificate for soldier demobilized from regular Israeli military service.pdf**

234K

**Exhibit 05 - Electrical Officer Second Grade Certificate.pdf**

50K

**Exhibit 06 - Intel Electronics Ltd. Letter .pdf**

22K

**Exhibit 06 - Letter of Reference from Johnatan Coret.pdf**

59K

**Exhibit 07 - Trent University Degrees.pdf**

1863K

**Exhibit 07 - Trent University Transcripts.pdf**

2134K

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LLOYD TAPP <dmclaugh@bell.net>

Fri, May 13, 2011 at 8:59 AM

To: marnie corbold &lt;marnie.corbold@ontario.ca&gt;, brian lawson &lt;blawson@oppa.ca&gt;

---

Date: Fri, 13 May 2011 04:29:31 +0300

Subject: Michael Jack vs HMQ (HRTO file 2010-07633-I) --- Email #1

From: [mikhailjacques@gmail.com](mailto:mikhailjacques@gmail.com)To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

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**10 attachments****A List of Exhibits.pdf**

26K

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336K

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124K

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79K

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**Exhibit 05 - Electrical Officer Second Grade Certificate.pdf**

50K

**Exhibit 06 - Intel Electronics Ltd. Letter .pdf**

22K

**Exhibit 06 - Letter of Reference from Johnatan Coret.pdf**

59K

**Exhibit 07 - Trent University Degrees.pdf**

1863K

**Exhibit 07 - Trent University Transcripts.pdf**

2134K



Michael Jack &lt;mikhailjacques@gmail.com&gt;

---

**Michael Jack vs HMQ (HRTO file 2010-07633-I) --- Email #2**

2 messages

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Michael Jack <mikhailjacques@gmail.com>

Fri, May 13, 2011 at 3:31 AM

To: dmclaugh@bell.net

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**10 attachments****Exhibit 08 - Academic Awards and Scholarships.pdf**

213K

**Exhibit 09 - O.A.C.P. Certificate of Results.pdf**

388K

**Exhibit 10 - Letter of Reference from Andre Melaney.pdf**

50K

**Exhibit 10 - Letter of Reference from Bill Byrick.pdf**

77K

**Exhibit 10 - Letter of Reference from Brian Hircock.pdf**

54K

**Exhibit 10 - Letter of Reference from Brian Patrick.pdf**

77K

**Exhibit 10 - Letter of Reference from Christine McKinnon.pdf**

18K

**Exhibit 10 - Letter of Reference from Cody Harding-Calder.pdf**

43K

**Exhibit 10 - Letter of Reference from Richard Hurley.pdf**

66K

**Exhibit 10 - Letter of Reference from Sofie Andreou.pdf**

71K

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LLOYD TAPP <dmclaugh@bell.net>

Fri, May 13, 2011 at 9:00 AM

To: marnie corbold &lt;marnie.corbold@ontario.ca&gt;, brian lawson &lt;blawson@oppa.ca&gt;

---

Date: Fri, 13 May 2011 04:31:40 +0300

Subject: Michael Jack vs HMQ (HRTO file 2010-07633-I) --- Email #2

From: [mikhailjacques@gmail.com](mailto:mikhailjacques@gmail.com)To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

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**10 attachments****Exhibit 08 - Academic Awards and Scholarships.pdf**

213K

**Exhibit 09 - O.A.C.P. Certificate of Results.pdf**

388K

**Exhibit 10 - Letter of Reference from Andre Melaney.pdf**

50K

**Exhibit 10 - Letter of Reference from Bill Byrick.pdf**

77K

**Exhibit 10 - Letter of Reference from Brian Hircock.pdf**

54K

**Exhibit 10 - Letter of Reference from Brian Patrick.pdf**

77K

**Exhibit 10 - Letter of Reference from Christine McKinnon.pdf**

18K

**Exhibit 10 - Letter of Reference from Cody Harding-Calder.pdf**

43K

**Exhibit 10 - Letter of Reference from Richard Hurley.pdf**

66K

**Exhibit 10 - Letter of Reference from Sofie Andreou.pdf**

71K





Michael Jack <mikhailjacques@gmail.com>

# Michael Jack vs HMQ (HRTO file 2010-07633-I) --- Email #3

2 messages

Michael Jack <mikhailjacques@gmail.com>

Fri, May 13, 2011 at 3:35 AM

To: dmclaugh@bell.net

## 9 attachments

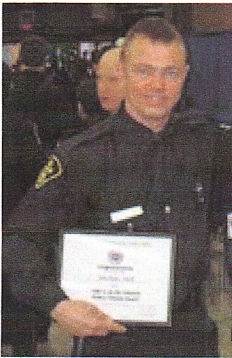


Exhibit 12 - Ontario Police College - Police Fitness Award Picture.jpg  
60K

Exhibit 10 - Letter of Reference from William Hunter.pdf  
53K

Exhibit 10 - Trent University Computing and Information Systems Pamphlet.pdf  
501K

Exhibit 11 - Correspondence with Armand La Barge.pdf  
33K

Exhibit 12 - Ontario Police College Diploma, Transcripts, Award Certificate.pdf  
1030K

Exhibit 13 - Ontario Provincial Police Academy Certificate.pdf  
100K

Exhibit 14 - File 233-10 (SP09020239).pdf  
140K

Exhibit 15 - PCS-066P (Month 1 & 2).pdf  
833K

Exhibit 17 - PCS-066P (Month 3).pdf  
690K

LLOYD TAPP <dmclaugh@bell.net>

Fri, May 13, 2011 at 9:01 AM

To: marnie corbold <marnie.corbold@ontario.ca>, brian lawson <blawson@oppa.ca>

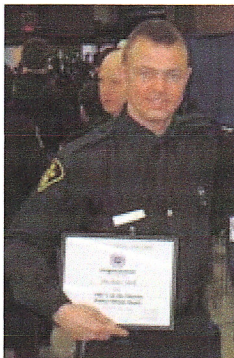
Subject: Michael Jack vs HMQ (HRTO file 2010-07633-I) --- Email #3

From: [mikhailjacques@gmail.com](mailto:mikhailjacques@gmail.com)

To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

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## 9 attachments



**Exhibit 12 - Ontario Police College - Police Fitness Award Picture.jpg**  
60K



**Exhibit 10 - Letter of Reference from William Hunter.pdf**

53K



**Exhibit 10 - Trent University Computing and Information Systems Pamphlet.pdf**

501K



**Exhibit 11 - Correspondence with Armand La Barge.pdf**

33K



**Exhibit 12 - Ontario Police College Diploma, Transcripts, Award Certificate.pdf**

1030K



**Exhibit 13 - Ontario Provincial Police Academy Certificate.pdf**

100K



**Exhibit 14 - File 233-10 (SP09020239).pdf**

140K



**Exhibit 15 - PCS-066P (Month 1 & 2).pdf**

833K



**Exhibit 17 - PCS-066P (Month 3).pdf**

690K

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Michael Jack <mikhailjacques@gmail.com>






# Michael Jack vs HMQ (HRT0 file 2010-07633-I) --- Email #4

2 messages

Michael Jack <mikhailjacques@gmail.com>  
To: dmclaugh@bell.net

Fri, May 13, 2011 at 3:41 AM

**5 attachments**

-  **Exhibit 18 - PCS-066P (Month 4).pdf**  
727K
-  **Exhibit 19 - File 233-10 (RM09096931).pdf**  
81K
-  **Exhibit 20a - HTA Charge - Disclosure.pdf**  
2716K
-  **Exhibit 20b - HTA Charge - Court Endorsement.pdf**  
372K
-  **Exhibit 20b - HTA Charge - Transcript of Proceedings (01-Apr-10).pdf**  
3676K





LLOYD TAPP <dmclaugh@bell.net>

Fri, May 13, 2011 at 9:02 AM

To: marnie.corbold <marnie.corbold@ontario.ca>, brian lawson <blawson@oppa.ca>

Date: Fri, 13 May 2011 04:41:32 +0300  
Subject: Michael Jack vs HMQ (HRT0 file 2010-07633-I) --- Email #4  
From: [mikhailjacques@gmail.com](mailto:mikhailjacques@gmail.com)  
To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

**5 attachments**

-  **Exhibit 18 - PCS-066P (Month 4).pdf**  
727K
-  **Exhibit 19 - File 233-10 (RM09096931).pdf**  
81K
-  **Exhibit 20a - HTA Charge - Disclosure.pdf**  
2716K
-  **Exhibit 20b - HTA Charge - Court Endorsement.pdf**  
372K



**Exhibit 20b - HTA Charge - Transcript of Proceedings (01-Apr-10).pdf**

3676K

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Michael Jack &lt;mikhailjacques@gmail.com&gt;

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**Michael Jack vs HMQ (HRTO file 2010-07633-I) --- Email #5**

2 messages






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**Michael Jack <mikhailjacques@gmail.com>**  
To: dmclaugh@bell.net

Fri, May 13, 2011 at 3:46 AM

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**5 attachments**

-  **Exhibit 20b - HTA Charge - Transcript of Proceedings (12-Aug-10).pdf**  
1366K
-  **Exhibit 20b - HTA Charge - Transcript of Proceedings (27-May-10).pdf**  
3448K
-  **Exhibit 21 - PCS-066P (Month 5).pdf**  
497K
-  **Exhibit 22 - File 233-10 (SP09164458).pdf**  
145K
-  **Exhibit 23 - File 233-10 (SP09178964).pdf**  
122K

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**LLOYD TAPP <dmclaugh@bell.net>**

Fri, May 13, 2011 at 9:03 AM

To: marnie corbold &lt;marnie.corbold@ontario.ca&gt;, brian lawson &lt;blawson@oppa.ca&gt;





Date: Fri, 13 May 2011 04:46:35 +0300

Subject: Michael Jack vs HMQ (HRTO file 2010-07633-I) --- Email #5

From: [mikhailjacques@gmail.com](mailto:mikhailjacques@gmail.com)To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

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**5 attachments**

-  **Exhibit 20b - HTA Charge - Transcript of Proceedings (12-Aug-10).pdf**  
1366K
-  **Exhibit 20b - HTA Charge - Transcript of Proceedings (27-May-10).pdf**  
3448K
-  **Exhibit 21 - PCS-066P (Month 5).pdf**  
497K
-  **Exhibit 22 - File 233-10 (SP09164458).pdf**  
145K



**Exhibit 23 - File 233-10 (SP09178964).pdf**

122K

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Michael Jack &lt;mikhailjacques@gmail.com&gt;

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## Michael Jack vs HMQ (HRT0 file 2010-07633-I) --- Email #6

2 messages











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Michael Jack <mikhailjacques@gmail.com>  
To: dmclaugh@bell.net

Fri, May 13, 2011 at 3:51 AM

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### 10 attachments

-  **Exhibit 24 - PCS-066P (Month 6 & 7).pdf**  
939K
-  **Exhibit 25 - OPPA approval to cover the cost of legal assistance re HTA PON.pdf**  
184K
-  **Exhibit 26 - Correspondence with D. Cst. Karen German and Staff Sergeant Colleen Kohen.pdf**  
47K
-  **Exhibit 27 - PCS-066P (Month 8).pdf**  
1092K
-  **Exhibit 28 - Driver Competency Assessment.pdf**  
880K
-  **Exhibit 29, 36, 39, 40 - Internal Complaint to PSB.pdf**  
158K
-  **Exhibit 31 - Peterborough Clinic Medial Letter.pdf**  
15K
-  **Exhibit 32 - PCS-066P (Month 9).pdf**  
1017K
-  **Exhibit 33 - Probationary Constable Work Improvement Plan (Month 9).pdf**  
333K
-  **Exhibit 34 - Correspondence with Crown Attorney Kelly Eberhard Re Break and Enter investigation at Young's Point Public School.pdf**  
58K

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LLOYD TAPP <dmclaugh@bell.net>

Fri, May 13, 2011 at 9:04 AM

To: marnie.corbold &lt;marnie.corbold@ontario.ca&gt;, brian lawson &lt;blawson@oppa.ca&gt;

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Date: Fri, 13 May 2011 04:51:32 +0300

Subject: Michael Jack vs HMQ (HRT0 file 2010-07633-I) --- Email #6

From: [mikhailjacques@gmail.com](mailto:mikhailjacques@gmail.com)To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

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**10 attachments****Exhibit 24 - PCS-066P (Month 6 & 7).pdf**

939K

**Exhibit 25 - OPPA approval to cover the cost of legal assistance re HTA PON.pdf**

184K

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**Exhibit 31 - Peterborough Clinic Medial Letter.pdf**

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**Exhibit 32 - PCS-066P (Month 9).pdf**

1017K

**Exhibit 33 - Probationary Constable Work Improvement Plan (Month 9).pdf**

333K

**Exhibit 34 - Correspondence with Crown Attorney Kelly Eberhard Re Break and Enter investigation at Young's Point Public School.pdf**58K

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Michael Jack &lt;mikhailjacques@gmail.com&gt;

---

**Michael Jack vs HMQ (HRTO file 2010-07633-I) --- Email #7**

2 messages

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Michael Jack <mikhailjacques@gmail.com>

Fri, May 13, 2011 at 3:55 AM

To: dmclaugh@bell.net

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**10 attachments**

-  **Exhibit 35 - Michael Jack's memorandum to Michael Jack.pdf**  
15K
-  **Exhibit 37 - PCS-066P (Month 10).pdf**  
976K
-  **Exhibit 38 - Probationary Constable Work Improvement Plan (Month 10).pdf**  
304K
-  **Exhibit 41, 42 - Notice of Proposed Release from Employment.pdf**  
1611K
-  **Exhibit 44 - PCS-066P (Month 11).pdf**  
799K
-  **Exhibit 45 - Probationary Constable Work Improvement Plan (Month 11).pdf**  
248K
-  **Exhibit 46 - Resignation Letter prepared by Chief Superintendent Mike Armstrong.pdf**  
37K
-  **Exhibit 48 - Anticipated Evidence of Dr. Derek Dotzko.pdf**  
71K
-  **Exhibit 49 - Anticipated Evidence of Mr. Harry Allen Chase .pdf**  
34K
-  **Exhibit 50 - Anticipated Evidence of Mr. Steve Ryan.pdf**  
8K

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LLOYD TAPP <dmclaugh@bell.net>

Fri, May 13, 2011 at 9:04 AM

To: marnie corbold &lt;marnie.corbold@ontario.ca&gt;, brian lawson &lt;blawson@oppa.ca&gt;

---











Date: Fri, 13 May 2011 04:55:18 +0300

Subject: Michael Jack vs HMQ (HRTO file 2010-07633-I) --- Email #7

From: [mikhailjacques@gmail.com](mailto:mikhailjacques@gmail.com)To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

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**10 attachments**

-  **Exhibit 35 - Michael Jack's memorandum to Michael Jack.pdf**  
15K
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976K
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  -  **Exhibit 48 - Anticipated Evidence of Dr. Derek Dotzko.pdf**  
71K
  -  **Exhibit 49 - Anticipated Evidence of Mr. Harry Allen Chase .pdf**  
34K
  -  **Exhibit 50 - Anticipated Evidence of Mr. Steve Ryan.pdf**  
8K
-



Michael Jack &lt;mikhailjacques@gmail.com&gt;

---

**Michael Jack vs HMQ (HRT0 file 2010-07633-I) --- Email #8**

2 messages








---

Michael Jack <mikhailjacques@gmail.com>

Fri, May 13, 2011 at 3:58 AM

To: dmclaugh@bell.net

---

**10 attachments** **Exhibit 51 - Anticipated Evidence of Cst. Lloyd Tapp.pdf**  
48K **Exhibit 51 - Anticipated evidence of Mrs. Diane Tapp.pdf**  
18K **Exhibit 53 - Rebuttal to PCS-066P (Month 1 & 2).pdf**  
22K **Exhibit 54 - Rebuttal to PCS-066P (Month 3).pdf**  
11K **Exhibit 55 - Rebuttal to PCS-066P (Month 4).pdf**  
13K **Exhibit 56 - Rebuttal to PCS-066P (Month 5).pdf**  
20K **Exhibit 57 - Rebuttal to PCS-066P (Month 6 & 7).pdf**  
81K **Exhibit 58 - Rebuttal to PCS-066P (Month 8).pdf**  
51K **Exhibit 59 - Rebuttal to PCS-066P (Month 9).pdf**  
49K **Exhibit 60 - Rebuttal to PCS-066P (Month 10).pdf**  
38K

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LLOYD TAPP <dmclaugh@bell.net>

Fri, May 13, 2011 at 9:05 AM

To: marnie corbold &lt;marnie.corbold@ontario.ca&gt;, brian lawson &lt;blawson@oppa.ca&gt;

---











Date: Fri, 13 May 2011 04:58:26 +0300

Subject: Michael Jack vs HMQ (HRT0 file 2010-07633-I) --- Email #8

From: [mikhailjacques@gmail.com](mailto:mikhailjacques@gmail.com)To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

---

**10 attachments**

-  **Exhibit 51 - Anticipated Evidence of Cst. Lloyd Tapp.pdf**  
48K
  -  **Exhibit 51 - Anticipated evidence of Mrs. Diane Tapp.pdf**  
18K
  -  **Exhibit 53 - Rebuttal to PCS-066P (Month 1 & 2).pdf**  
22K
  -  **Exhibit 54 - Rebuttal to PCS-066P (Month 3).pdf**  
11K
  -  **Exhibit 55 - Rebuttal to PCS-066P (Month 4).pdf**  
13K
  -  **Exhibit 56 - Rebuttal to PCS-066P (Month 5).pdf**  
20K
  -  **Exhibit 57 - Rebuttal to PCS-066P (Month 6 & 7).pdf**  
81K
  -  **Exhibit 58 - Rebuttal to PCS-066P (Month 8).pdf**  
51K
  -  **Exhibit 59 - Rebuttal to PCS-066P (Month 9).pdf**  
49K
  -  **Exhibit 60 - Rebuttal to PCS-066P (Month 10).pdf**  
38K
-





Michael Jack &lt;mikhailjacques@gmail.com&gt;

---

**Michael Jack vs HMQ (HRT0 file 2010-07633-I) --- Email #9**

2 messages

---

Michael Jack <mikhailjacques@gmail.com>

Fri, May 13, 2011 at 4:02 AM

To: dmclaugh@bell.net

---

**10 attachments****Exhibit 61 - Rebuttal to PCS-066P (Month 11).pdf**

32K

**Exhibit 62 - Memorandum by the OPP Commissioner Julian Fantino re OPP Vehicle Collisions.pdf**

126K

**Exhibit 63 - Response to the OPP Commissioner's Memo on Vehicle Collisions by the President of the OPP Association Karl Walsh.pdf**

110K

**Exhibit 64 - Police Services Act R.S.O. 1990, c. P.15 Ontario Regulation 123-98.pdf**

258K

**Exhibit 65 - Maclean's article about intimidation of employees.pdf**

1658K

**Exhibit 66 - Toronto Sun article about CHRT decision.pdf**

144K

**Exhibit 67 - Mr. Harry Allen Chase's complaint to OHRC.pdf**

457K

**Exhibit 68 - Correspondence with Halton Regional Police.pdf**

35K

**Exhibit 68 - Correspondence with Peel Regional Police.pdf**

35K

**Exhibit 68 - Correspondence with Toronto Police Service.pdf**

12K

---

LLOYD TAPP <dmclaugh@bell.net>

Fri, May 13, 2011 at 9:06 AM

To: marnie.corbold &lt;marnie.corbold@ontario.ca&gt;, brian lawson &lt;blawson@oppa.ca&gt;

---

Date: Fri, 13 May 2011 05:02:25 +0300

Subject: Michael Jack vs HMQ (HRT0 file 2010-07633-I) --- Email #9

From: [mikhailjacques@gmail.com](mailto:mikhailjacques@gmail.com)To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

---

**10 attachments****Exhibit 61 - Rebuttal to PCS-066P (Month 11).pdf**

32K

**Exhibit 62 - Memorandum by the OPP Commissioner Julian Fantino re OPP Vehicle Collisions.pdf**

126K

**Exhibit 63 - Response to the OPP Commissioner's Memo on Vehicle Collisions by the President of the OPP Association Karl Walsh.pdf**

110K

**Exhibit 64 - Police Services Act R.S.O. 1990, c. P.15 Ontario Regulation 123-98.pdf**

258K

**Exhibit 65 - Maclean's article about intimidation of employees.pdf**

1658K

**Exhibit 66 - Toronto Sun article about CHRT decision.pdf**

144K

**Exhibit 67 - Mr. Harry Allen Chase's complaint to OHRC.pdf**

457K

**Exhibit 68 - Correspondence with Halton Regional Police.pdf**

35K

**Exhibit 68 - Correspondence with Peel Regional Police.pdf**

35K

**Exhibit 68 - Correspondence with Toronto Police Service.pdf**

12K



Michael Jack &lt;mikhailjacques@gmail.com&gt;

---

**Michael Jack vs HMQ (HRTO file 2010-07633-I) --- Email #10**

2 messages

---

**Michael Jack <mikhailjacques@gmail.com>**  
To: dmclaugh@bell.net

Fri, May 13, 2011 at 4:09 AM

---

**6 attachments****Exhibit 69 - Peterborough OPP Duty Schedule 2009.xls**  
1698K**Exhibit 70 - Insights from OHRLSC.pdf**  
54K**Exhibit 71 - Analysis of the R vs Stillman case.pdf**  
13K**Exhibit 72 - Photographs with Undesirables in GoodLife GYM (Summer 2003).pdf**  
410K**Exhibit 73 - Provincial Police Academy - Shooting Range.pdf**  
231K**Exhibit 74 - General Occurrence Report (GOR) written by Cst. Lloyd Tapp for Cst. Harry Allen Chase.pdf**  
114K

---

**LLOYD TAPP <dmclaugh@bell.net>**

Fri, May 13, 2011 at 9:06 AM

To: marnie corbold &lt;marnie.corbold@ontario.ca&gt;, brian lawson &lt;blawson@oppa.ca&gt;

---

Date: Fri, 13 May 2011 05:09:14 +0300

Subject: Michael Jack vs HMQ (HRTO file 2010-07633-I) --- Email #10

From: [mikhailjacques@gmail.com](mailto:mikhailjacques@gmail.com)To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

---

**6 attachments****Exhibit 69 - Peterborough OPP Duty Schedule 2009.xls**  
1698K**Exhibit 70 - Insights from OHRLSC.pdf**  
54K**Exhibit 71 - Analysis of the R vs Stillman case.pdf**  
13K



**Exhibit 72 - Photographs with Undesirables in GoodLife GYM (Summer 2003).pdf**

410K



**Exhibit 73 - Provincial Police Academy - Shooting Range.pdf**

231K



**Exhibit 74 - General Occurrence Report (GOR) written by Cst. Lloyd Tapp for Cst. Harry Allen Chase.pdf**

114K

---



Michael Jack &lt;mikhailjacques@gmail.com&gt;

---

**Michael Jack vs HMQ (HRTO file 2010-07633-I) --- Email #11**

4 messages

---

Michael Jack <mikhailjacques@gmail.com>

Fri, May 13, 2011 at 1:59 PM

To: dmclaugh@bell.net

**Exhibit 16 - Probationary Constable Work Improvement Plan (Month 1 & 2).pdf**

742K

---

LLOYD TAPP <dmclaugh@bell.net>

Fri, May 13, 2011 at 2:07 PM

To: marnie corbold &lt;marnie.corbold@ontario.ca&gt;, brian lawson &lt;blawson@oppa.ca&gt;

Dear Marnie Corbold and Brian Lawson:

One of the document attachments was overlooked and and I am sending it to your'll now.

Your'll should now have all the relevant material forming the substance of the Form 3.

LT

---

Date: Fri, 13 May 2011 14:59:01 +0300

Subject: Michael Jack vs HMQ (HRTO file 2010-07633-I) --- Email #11

From: [mikhailjacques@gmail.com](mailto:mikhailjacques@gmail.com)To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)**Exhibit 16 - Probationary Constable Work Improvement Plan (Month 1 & 2).pdf**

742K

---

LLOYD TAPP <dmclaugh@bell.net>

Sat, May 14, 2011 at 8:12 PM

To: brian lawson &lt;blawson@oppa.ca&gt;

Cc: hrto registrar &lt;hrto.registrar@ontario.ca&gt;

Mr. Lawson:

I thank you for confirming reception of the e-mails. I spoke to Marty MacMarrow (and pardon me if I am spelling his name incorrectly for it is same as the spelling on the letter from the Human Rights Tribunal) over the telephone on Thursday the 12th of May and he indicated to me that you were handling the matter as representative for the association. Hence I only felt it appropriate to send it to counsel for the respondent. I am acting in good faith and I hope the Registrar for the Human Rights Tribunal will be understanding if there is any argument that arises in the future with respect to service of the Form 3 and Form 23. You are a counsel for the OPPA and hence the association has been served.

I have attached a copy of the letter that Michael Jack received from the HRTO.

Sincerely,  
Lloyd TAPP

cc: Richard Hennesy, Registrar

---

From: [blawson@oppa.ca](mailto:blawson@oppa.ca)  
To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)  
Date: Fri, 13 May 2011 13:54:01 -0400  
Subject: RE: Michael Jack vs HMQ (HRTO file 2010-07633-I) --- Email #11

[Mr. Tapp](#)

[Emails received though I note we are not a party to this proceeding.](#)

---

**From:** LLOYD TAPP [mailto:[dmclaugh@bell.net](mailto:dmclaugh@bell.net)]  
**Sent:** Friday, May 13, 2011 8:08 AM  
**To:** marnie corbold; Brian Lawson  
**Subject:** FW: Michael Jack vs HMQ (HRTO file 2010-07633-I) --- Email #11

[Quoted text hidden]

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**LLOYD TAPP** <[dmclaugh@bell.net](mailto:dmclaugh@bell.net)>  
To: brian lawson <[blawson@oppa.ca](mailto:blawson@oppa.ca)>  
Cc: hrto registrar <[hrto.registrar@ontario.ca](mailto:hrto.registrar@ontario.ca)>

Sat, May 14, 2011 at 8:17 PM

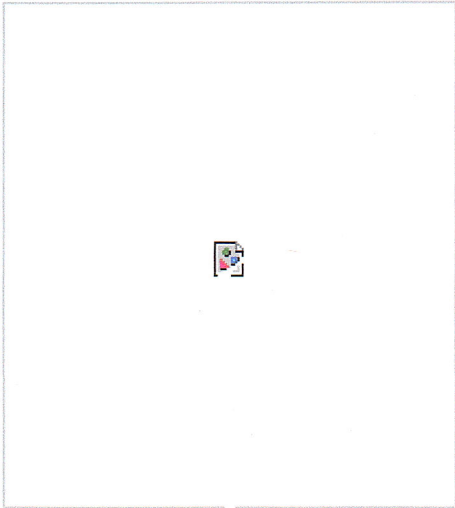
Pardon me I forgot to add the attachments that I mentioned.

Lloyd Tapp

cc: Richard Hennesy, Registrar

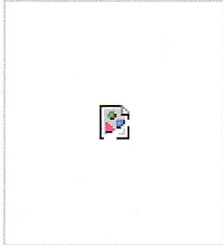
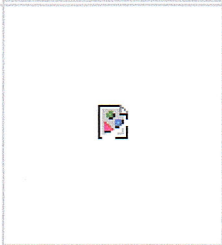
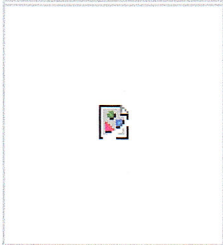
Michael Jack vs  
HMQ (HRTO file

# 2010-07633-I) --- Email #11



[VIEW SLIDE SHOW](#)    [DOWNLOAD ALL](#)  
[ADD MORE PHOTOS](#)

This online album has 4 photos and will be available on SkyDrive until 08/12/2011.



---

From: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

To: [blawson@oppa.ca](mailto:blawson@oppa.ca)

CC: [hrto.registrar@ontario.ca](mailto:hrto.registrar@ontario.ca)

Subject: RE: Michael Jack vs HMQ (HRTO file 2010-07633-I) --- Email #11

Date: Sat, 14 May 2011 18:12:21 +0000

[Quoted text hidden]

Share your own slide shows with Hotmail





Michael Jack &lt;mikhailjacques@gmail.com&gt;

---

**FW: Michael Jack vs HMQ/OPPA File no: 2010-07633-I**

1 message

---

**LLOYD TAPP** <dmclaugh@bell.net>

Sat, May 14, 2011 at 8:20 PM

To: hrto registrar &lt;hrto.registrar@ontario.ca&gt;

Dear Mr. Hennessy:

This is further confirmation that the respondents have received complete disclosure.

Sincerely,  
Lloyd TAPP

---

Subject: RE: Michael Jack vs HMQ/OPPA

Date: Fri, 13 May 2011 13:45:33 -0400

From: [Marnie.Corbold@ontario.ca](mailto:Marnie.Corbold@ontario.ca)To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)CC: [blawson@oppa.ca](mailto:blawson@oppa.ca)

Dear Mr. Tapp. I have received your 14 emails and their attachments.

**Marnie Corbold**  
**Counsel**  
**Legal Services Branch**  
**Ministry of Community Safety and Correctional Services**  
**NEW ADDRESS:** 655 Bay Street, Suite 501  
Toronto, ON M7A 0A8  
Tel: (416) 314-3517 Fax: (416) 314-3518

This electronic transmission, including any accompanying attachments, contains confidential information that may be privileged and/or exempt from disclosure under applicable law, and is intended only for the use of the recipient(s) named above. Any distribution, review, dissemination or copying of the contents of this communication by anyone other than the intended recipient(s) is strictly prohibited. If you have received this communication in error, please notify the sender immediately by return e-mail and permanently delete the copy you have received. Thank-you.

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**From:** LLOYD TAPP [mailto:[dmclaugh@bell.net](mailto:dmclaugh@bell.net)]**Sent:** May 12, 2011 8:58 PM**To:** Corbold, Marnie (JUS); [blawson@oppa.ca](mailto:blawson@oppa.ca)**Subject:** Michael Jack vs HMQ/OPPA

Dear Marnie Corbold and Brian Lawson:



I am acting as liaison for Michael Jack with respect to HRT0 file 2010-07633-I.

Kindly find attached copies of Form 3 and Form 23 along with five e-mails from Michael Jack which contain a total of 86 attachments. Total e-mails including this one is six.

Please acknowledge receipt of these e-mails so I can indicate the same on the form 23 for submission to HRT0.

Sincerely,

Lloyd TAPP

E-Mail: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

---

Date: Fri, 13 May 2011 02:55:20 +0300

Subject: From Michael - 6

From: [mikhailjacques@gmail.com](mailto:mikhailjacques@gmail.com)

To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

---

**From:** [Doyle, Maureen \(JUS\)](#)  
**To:** michaeljack2@trentu.ca  
**Date:** 05/24/11 12:26 pm  
**Subject:** Human Rights Tribunal Application # 2010-07633-I

---

[View Source](#)

Dear Mr. Jack,

I am a Vice-chair at the Human Rights Tribunal of Ontario and would like to have the opportunity to discuss the possibility of mediation of the above-noted Application with your representative, Mr. Tapp. If you could kindly provide me with a telephone number and email address for Mr. Tapp, it would be greatly appreciated.

Thank you very much.

Maureen Doyle



Michael Jack &lt;mikhailjacques@gmail.com&gt;

## Michael JACK vs MCSCS and OPPA (1 of 5 e-mails with 5 attachments)

1 message

Lloyd tapp &lt;dianedmclaugh@gmail.com&gt;

Wed, Jun 1, 2011 at 5:41 PM

To: info@ombudsman.on.ca

Bcc: mikhailjacques@gmail.com

Sir:

I understand that your office is currently conducting an investigation into alleged violations of the Human Rights Code and the Ontario Labour Laws by the Ontario Provincial Police (OPP).

Kindly accept this correspondence to further substantiate allegations of abuse by the OPP.

My case (Lloyd TAPP vs MCSCS) was adjudicated by the HRTO and concluded on the 26th of March 2010. This was day three of a scheduled five day trial. The OPP negotiated a settlement with my counsel on this date. Ironically within three weeks of the negotiated settlement I was charged with Insubordination and Discreditable Conduct under the Police Services Act by the OPP regarding certain comments that I made during day two of the five day trial held in Toronto. I thought the HRTO is a process that protects a Canadian Citizen for airing their complaints and subsequently any comments made under section 2(b) of the Charter during the days of the trial. However the OPP views the Police Services Act (a provincial statute) as an act that supercedes the Charter of Rights and Freedoms, a Federal Act.

The attachments (23 in total are being sent in 5 separate e-mails since they all cannot be sent in one transmission) I have sent you are dealing with a case currently before the HRTO - File #: 2010-07633-I (Michael Jack vs MCSCS and OPPA). I am acting as Michael Jack's liaison since he has moved back to Isreal but is awaiting his opportunity to return to provide testimony.

Please note that with respect to the Statutory Declaration attachment, Kimberley Wolfe of Feltmate Delibato Heagle LLP is no longer retained and Michael Jack is representing himself.

We will let the HRTO's judicial process take it's course but at the same time if Michael Jack and I can be of any assistance please feel free to contact me. Furthermore, I am also currently assisting another minority who is a sergeant with the OPP in his complaint filed before the HRTO.

Sincerely,  
Lloyd TAPP

252 Angeline St North

Lindsay, ON K9V-4R1

Ph: [705-878-4240](tel:705-878-4240)

---

**5 attachments**



**Form 1-A.pdf**

1393K



**Form 1, Page 11 Signed.pdf**

1897K



**Schedule A.pdf**

1550K



**Schedule B.pdf**

625K



**Statutory Declaration.pdf**

425K

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Michael Jack &lt;mikhailjacques@gmail.com&gt;

---

## Michael JACK vs MCSCS and OPPA (2 of 5 e-mails with 5 attachments)

1 message

---

**Lloyd tapp** <dianedmclaugh@gmail.com>

Wed, Jun 1, 2011 at 5:41 PM

To: info@ombudsman.on.ca

Bcc: mikhailjacques@gmail.com

Sir:

This is the second of five e-mails containing five attachments. Total thus far should be ten attachments.

Thank you for your patience,

Lloyd Tapp

---

### 5 attachments



**Transcripts - Ontario Police College.pdf**

256K



**Transcripts - Trent University.pdf**

2134K



**Trent University Degrees.pdf**

1863K



**Anticipated Evidence of Mr. Michael Jack.doc**

339K



**Anticipated Evidence of Dr. Derek Dotzko.pdf**

697K

---



Michael Jack &lt;mikhailjacques@gmail.com&gt;

---

## Michael JACK vs MCSCS and OPPA (3 of 5 e-mails with 5 attachments)

1 message

---

Lloyd tapp <dianedmclaugh@gmail.com>

Wed, Jun 1, 2011 at 5:42 PM

To: info@ombudsman.on.ca

Bcc: mikhailjacques@gmail.com

Sir:

This is three of five e-mails containing another five attachments. Total thus far should be fifteen.


Thank you for your patience,


Lloyd Tapp


---


### 5 attachments

 **Anticipated Evidence of Mr. Harry Allen Chase.doc**  
44K

 **Anticipated Evidence of Cst. Lloyd Tapp.doc**  
51K

 **Anticipated evidence of Mrs. Diane Tapp.doc**  
35K

 **Letter of Reference from Andre Melaney.pdf**  
50K

 **Letter of Reference from Brian Hircock.pdf**  
54K

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Michael Jack &lt;mikhailjacques@gmail.com&gt;

---

## Michael JACK vs MCSCS ande OPPA (4 of 5 e-mails with 5 attachments)

1 message

---

**Lloyd tapp** <dianedmclaugh@gmail.com>

Wed, Jun 1, 2011 at 5:42 PM

To: info@ombudsman.on.ca

Bcc: mikhailjacques@gmail.com

Sir:

This is the 4th e-mail with 5 attachments. Total thus far should be 20.

Thank you for your patience,

Lloyd Tapp

---

### 5 attachments

**Letter of Reference from Brian Patrick.pdf**

77K

**Letter of Reference from Christine McKinnon.pdf**

18K

**Letter of Reference from Cody Harding-Calder.pdf**

43K

**Letter of Reference from Johnatan Coret.pdf**

59K

**Letter of Reference from Richard Hurley.pdf**

66K



Michael Jack <mikhailjacques@gmail.com>

---

## Michael JACK vs MCSCS and OPPA (5 of 5 e-mails with 3 attachments)

1 message

---

**Lloyd tapp** <dianedmclaugh@gmail.com>

Wed, Jun 1, 2011 at 5:43 PM

To: info@ombudsman.on.ca

Bcc: mikhailjacques@gmail.com

Sir:

This the last of five e-mails with three attachments. Total attachments should be 23.

Thank you for your patience,

Lloyd Tapp

---

### 3 attachments



**Letter of Reference from Sofie Andreou.pdf**

71K



**OPP - WDHP Policy.pdf**

3089K



**OPP Orders 6.10 - Professionalism in the OPP.pdf**

4186K

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Michael Jack &lt;mikhailjacques@gmail.com&gt;

---

## Fwd: Michael JACK vs MCSCS and OPPA (5 of 5 e-mails with 2 attachments)

1 message

---

**Lloyd tapp** <dianedmclaugh@gmail.com>

Wed, Jun 1, 2011 at 5:54 PM

To: [info@ombudsman.on.ca](mailto:info@ombudsman.on.ca)Bcc: [mikhailjacques@gmail.com](mailto:mikhailjacques@gmail.com)

Apparently the 5th e-mail didn't get through so I am sending it again with two attachments.

Lloyd Tapp

----- Forwarded message -----

From: **Lloyd tapp** <[dianedmclaugh@gmail.com](mailto:dianedmclaugh@gmail.com)>

Date: Wed, Jun 1, 2011 at 11:43 AM

Subject: Michael JACK vs MCSCS and OPPA (5 of 5 e-mails with 3 attachments)

To: [info@ombudsman.on.ca](mailto:info@ombudsman.on.ca)

Sir:

This the last of five e-mails with three attachments. Total attachments should be 23.

Thank you for your patience,

Lloyd Tapp

---

### 2 attachments

**Letter of Reference from Sofie Andreou.pdf**

71K

**OPP - WDHP Policy.pdf**

3089K



Michael Jack <mikhailjacques@gmail.com>

---

## Michale JACK vs MCSCS and OPPA (last e-mail with one attachment)

1 message

---

Lloyd tapp <dianedmclaugh@gmail.com>

Wed, Jun 1, 2011 at 5:57 PM

To: info@ombudsman.on.ca

Bcc: mikhailjacques@gmail.com

Sir:

This should be the last with one attachment..

Thank you for your patience,

Lloyd Tapp



**OPP Orders 6.10 - Professionalism in the OPP.pdf**

4186K

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**From:** [Doyle, Maureen \(JUS\)](#)  
**To:** michaeljack2@trentu.ca  
**Date:** 06/15/11 03:47 pm  
**Subject:** FW: Human Rights Tribunal Application # 2010-07633-I

[View Source](#)

Dear Mr. Jack,

I am forwarding the May 24, 2011 email to you once again, as I have not heard from you regarding my request. Your early attention to this matter would be appreciated.

Thank you very much,

Maureen Doyle

Vice-Chair

Human Rights Tribunal of Ontario

---

**From:** Doyle, Maureen (JUS)  
**Sent:** May 24, 2011 1:25 PM  
**To:** 'michaeljack2@trentu.ca'  
**Subject:** Human Rights Tribunal Application # 2010-07633-I

Dear Mr. Jack,

I am a Vice-chair at the Human Rights Tribunal of Ontario and would like to have the opportunity to discuss the possibility of mediation of the above-noted Application with your representative, Mr. Tapp. If you could kindly provide me with a telephone number and email address for Mr. Tapp, it would be greatly appreciated.

Thank you very much.

Maureen Doyle



Michael Jack <mikhailjacques@gmail.com>

---

## RE: Lloyd TAPP's LTIP

2 messages

---

LLOYD TAPP <dmclaugh@bell.net>

Fri, Jun 24, 2011 at 3:28 PM

To: d mckenna <dmckenna@oppa.ca>, jim stiles <jstiles@oppa.ca>

Debbie/Jim:

With respect to the OPPA's response in item #4: Hogwash.

I have three or four convictions on my PSA record. The penalties were 18 hrs, 24 hrs and 40 hrs or 44 hrs (something like that) respectively . Nevertheless all of the convictions involved hours. At no time I have been demoted as a result of any conviction. How can the OPPA take a position that this is not a set up. As the OPPA puts it ... 'as a result of reliance on your prior history', is clearly indicative of the OPPA not wanting to provide representation to a member that is being discriminated against. Just because a member has three convictions (all of which are indirectly related to his Human Rights Complaints since the charges started coming after the application of the first two complaints) and is now pending trial for answering an officer's question during a Human Rights trial day and telling him that he is a racist and to go and join the rest of the goons , that member deserves to be fired? Without there being an escalation in the penalties how can one be fired? I don't think so. Does the OPPA fail to realize that I had almost fifteen years with the Toronto Police Service with an impeccable record and no instances of discrimination. But then again TPS is such a culturally divers organization that white is almost a minority in some stations.

The Ombudsman's office will be getting a copy of these messages. Furthermore, officer Pacheco who has currently filed Human Rights Complaints and whose complaints I am a witness in has already checked with the Labour Board and was advised that the OPPA is supposed to provide representation for Human Rights cases. Yet further I am a witness in Michael Jack's Human rights cases that are currently before the commission. Furthermore, a female minority officer contacted me after being transferred from one detachment to another and yet to another and was still being discriminated against. She finally couldn't take the discrimination anymore and ended up resigning. I am assisting her in processing her complaints as well. What do all of these cases have in common - me as a witness and the fact that all of the applicants are minorities.

So once again I say HOGWASH.

The OPP is a **red neck organization** and I will show that with civilian witness should I have a chance to return to work and have my trial.

LT

---

From: [dmckenna@oppa.ca](mailto:dmckenna@oppa.ca)

To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

CC: [jstiles@oppa.ca](mailto:jstiles@oppa.ca)

Date: Thu, 23 Jun 2011 09:01:05 -0400

Subject: RE: Lloyd TAPP's LTIP

Hi Lloyd – In response to your June 9<sup>th</sup> email I would advise the following:

- 1) Does the employer have a right at law to request additional medical evidence? The answer is yes. However, each situation is fact specific. If medical evidence provided to date is ambivalent or confusing, then the employer has a right to seek clarification and/or even an IME. If the medical evidence provided to date is clear and with sufficient detail, then it might be sufficient. Many members assume their medical evidence from treating family doctors is sufficient. Often it is not. In situations where there are mental health issues, a family doctor's opinion is likely insufficient. A specialist would be required.
- 2) I believe when you mention court you are referring to PSA hearing, in the event that you mean criminal or POA court etc. we are not in a position to confirm these court dates. You would be required to find that out from your detachment. On the assumption that you are referring to your PSA date for which you would have received a Notice of Hearing, we have asked PSB to respond as to whether or not they will be adjourning your matter on July 13<sup>th</sup>. We anticipate a response from PSB later this week. We will notify you when we receive PSB response. Need you attend if you are sick? It depends. OPPA generally takes the position a sick member or a member off on STSP or LTIP should not be required to attend. OPP usually agrees. But again, it depends on the illness and medical evidence.
- 3) See 2) above
- 4) Your assertion that you are being "set up" to be dismissed is not accurate. However, an employee with a history of PSA charges and convictions may face at some point the employer seeking dismissal. We don't see that as a "set up", but as a result of reliance on prior history.
- 5) Would the OPPA provide a lawyer for a wrongful dismissal action? No. PSB has the power to dismiss an officer if the charges warrant it. The OPP can only dismiss for cause through the PSB. The courts have no jurisdiction. You have chosen to represent yourself at your PSA hearings, where the adjudicator does have the power to dismiss.
- 6) GWL may or may not grant entitlement to LTIP benefits. We don't know, nor does the member. If they do deny, we send such files to outside resources and they prepare an opinion on the merits of an appeal. We use our outside resources to do this, not private counsel.
- 7) At this point I understand from your reference to the June 3<sup>rd</sup> letter from the OPP that LTIP is your only option. If you do not want or need a source of income then that is your choice. However, if your STSP is running out and you cannot return to work because the medical evidence does not support a return to work, then you should be applying for LTIP. There is also the option of EI sick benefits at a significantly reduced rate of payment.

I hope this provides further clarification for you. As EO Jim Stiles has returned from vacation I will be returning your file to Jim for any further communication.

Sincerely,

*Debbie McKenna*

Labour Relations Specialist  
ONTARIO PROVINCIAL POLICE ASSOCIATION  
1-800-461-4282 705-728-6161  
Fax 705-721-4867

---

**From:** LLOYD TAPP [mailto:[dmclaugh@bell.net](mailto:dmclaugh@bell.net)]  
**Sent:** June-19-11 7:38 AM  
**To:** Debbie McKenna; Jim Stiles; Marty McNamara  
**Subject:** FW: Lloyd TAPP's LTIP

Folks:

My scanner is fixed. However I am unable to forward your'll or GWL my forms as of yet since my family doctor hasn't completed the General Practioner's form yet. I last checked with him on Friday the 17th of June and so I am hoping he will have the forms completed soon. In the meantime I need answers to the questions I sent the OPPA on the 9th of June. I am particularly interested in the OPPA's response to question number seven.

Furthermore, on June the 7th I asked how can I get around the hurdle of completing the Psychiatrist's Form since I don't have a pshychiatrist. The OPP's psychiatrist completed the report of which I have a copy. I do have the OPPA's response via Debbie that I can file a copy of the IME report with my application but the OPPA still needs to tell me whether or not to concern myself with the completion of the Psychiatrist's form.

Sincerely,  
LT

---

From: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)  
To: [dmckenna@oppa.ca](mailto:dmckenna@oppa.ca)  
Subject: FW: Lloyd TAPP's LTIP  
Date: Thu, 9 Jun 2011 10:29:36 +0000

Debbie:

Thank you for getting back to me. You have answered some of the questions.

- 1) With respect to your response to number four: The OPP might very well feel they have a right as an employer to request additional detailed medical evidence but do they have a right by law? Furthermore , do they have a right when the individual employee hasn't asked for any special accomodation?
- 2) With respect to number six and sevenI am being requested to attend couert on June the 13 or therebaouts? I am sure OPPA legal counsel can confirm that date. How can PSB proceed when I am being deemed unfit/sick to work by a psychiatrist? How can PSB hope to compel me to attend a work related matter when the OPP doesn't want me to retun to work? I am confused.
- 3) With respect to number eight: I am still representing myself. However regardless of that fact the association still has an obligation to look into how a person can be compelled to attend PSB matters when that person is deemed unfit/sick.

I do have additional conserns that I would like addressed:

- 4) I feel that I am being set up to be dismissed from service by the OPP. Am I right?
- 5) If so is the association going to help me with counsel retainment to fight a wrongful dismissal action?
- 6) I cannot see how Great West Life (GWL) is going to approve an LTIP claim when it is solely based on a psychiatrist's opinion that my condition as mentioned on Axis 2 is associated with personality differences. Axis 1 reveals no diagnosis and hence there is no medical diagnosis. Consequently what is the association going to do for me (as a member of the association) when GWL turns my application down?
- 7) What is the association's legal opinion about me being indirectly forced to apply for LTIP? I say indirectly being forced because of the memo that I received on Friday the 3rd of June from Inspector Rob Shaw which stipulated that he strongly urges me to apply for LTIP and that my pay will be running out and that the OPP has no position available for me. That sounds like a polite way of saying that you are being fired so you might as well apply for LTIP.

Sincerely,  
LT

---

From: [dmckenna@oppa.ca](mailto:dmckenna@oppa.ca)  
To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)  
Date: Wed, 8 Jun 2011 17:05:06 -0400  
Subject: RE: Lloyd TAPP's LTIP

Hi Lloyd – In response to your emails June 6<sup>th</sup> and June 7<sup>th</sup> I would advise the following:

1. LTIP benefit is 66 2/3% of your salary last day worked
2. If approved the benefit is for the first 30 months (6-month qualifying plus 24-months on LTIP benefits.) from performing the essential duties of your normal occupation.
3. When I inquired with Human Resources about a second IME I was told that they would not be proceeding at this time.
4. The OPP has a right as an Employer to request additional detailed medical evidence. Quite often this medical information is requested from Specialists as in your case.
5. The IME practitioner is qualified to render his expert medical opinion as requested.
6. We can inquire if PSB will be proceeding with your PSA matters – in most cases they are adjourned.
7. Could you provide the details on the court appearance and we inquire on your behalf regarding payment as per the collective agreement.
8. I understand that you elected to be self-represented on your PSA matters are you now requesting representation for your PSA matters?

In regards to your inquiry about the completion of the LTIP forms I would advise that we recommend members submit as much information as possible when submitting the forms to assist in the approval process. Since you are in possession of the IME report I recommend that you file it with your forms to GWL. If GWL requires clarification from the IME Dr. they can request it from him directly.

If you require further information please contact me.

Sincerely,

*Debbie McKenna*

Labour Relations Specialist  
ONTARIO PROVINCIAL POLICE ASSOCIATION  
[1-800-461-4282](tel:1-800-461-4282) [705-728-6161](tel:705-728-6161)  
Fax [705-721-4867](tel:705-721-4867)

---

**From:** LLOYD TAPP [mailto:[dmclaugh@bell.net](mailto:dmclaugh@bell.net)]  
**Sent:** June-08-11 6:46 AM  
**To:** Debbie McKenna  
**Subject:** FW: Lloyd TAPP's LTIP

Mrs. McKenna:

Mr. Stiles advised me on Friday June 3rd to get in touch with Mr. McNamara regarding my LTIP = since he will be on vacation till June the 20th. I did and now Mr. McNamara is advising me that he is on vacation and to get in touch with you. Time is running out. Can I get some answers to the questions in the e-mails below. This is extremely stressfull for me and my family and one may be able to see why based on some of the questions below.

Thank you in advance,  
LT

---

From: [mmcnamara@oppa.ca](mailto:mmcnamara@oppa.ca)  
To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)  
Date: Tue, 7 Jun 2011 11:41:21 -0400  
Subject: Re: Lloyd TAPP's LTIP

Mr Tapp

Please send all your emails this week to [dmckenna@oppa.ca](mailto:dmckenna@oppa.ca) as I am on vacation



---

**From:** LLOYD TAPP [mailto:[dmclaugh@bell.net](mailto:dmclaugh@bell.net)]  
**Sent:** Tuesday, June 07, 2011 10:06 AM  
**To:** Marty McNamara  
**Subject:** FW: Lloyd TAPP's LTIP

Mr. McNamara:

I am in the process of filling out the LTIP forms. The Great West Life physician's form will be completed by my family physician when I get an appointment. I am hoping to get one in the next two to three days. However, the Great West Life Psychiatric Form cannot be filled out by me or my family physician. I have never seen a pshychiatrist. The OPP ordered me to see their psychiartist via the Independent Medical Examination. This was a one time visit in March 2011. The OPP received the psychiatrist's report and forwarded a copy to my family physician through whom I received a copy. I am unable to meet with this psychiatrist since he is on contract with MSCSC. Kindly tell me how I can get around this hurdle in order to have all of the applicable forms filled out.

I am having problems with my scanner but when I get it fixed I will fax you what I have filled out thus far. Hopefully this should be done by tomorrow afternoon.

Thank you,  
LT

---

**From:** [dmclaugh@bell.net](mailto:dmclaugh@bell.net)  
**To:** [mmcnamara@oppa.ca](mailto:mmcnamara@oppa.ca)  
**Subject:** Lloyd TAPP's LTIP  
**Date:** Mon, 6 Jun 2011 18:11:11 +0000

Mr. McNamara:

Mr. Stiles has informaed me via e-mail to contact you since he is absent for the next two weeks.

Kindly refer to the e-mails that I sent to Mr. Stiles, all of which I have copied to you as attachments.

I will be printing the LTIP forms and filling them out. What I would like is some answers to my questions:

- 1) What is the percentage of pay when one is on LTIP?
- 2) How long is LTIP good for?
- 3) Why haven't I received any information for the second IME as dated in the memo (from Insp Rob Shaw) that was served on me on the 21st of April, 2011?
- 4) How can the OPP direct a subject not to return to work based on one IME when the subject's own medical practioner (who has been seeing the subject since the age of 13 years) has given the subject a clean bill of health to return to work?
- 5) How can such an IME practiotioner meet with the subject on just one occasion for seventy-five minutes and make an assessment that the subject is not fit to be a police officer (basically) - a subject that has had an impeccable record with the TPS for almost fifteen years. Interestingly the subject, upon joining the OPP saw what a red-neck organization it is and filed complaints with the OHRC with a successful outcome.
- 6) Why is the OPP setting dates for my PSA matters when I am supposedly 'SICK' according to their IME?
- 7) PSB has ordered me in a memo to attend court in June regarding the Insubordination and Discreditable Conduct charges. Are they going to pay me time and a half or double time?
- 8) What is the association doing about this regardless of the fact that I am self represented? If they wouldn't do this to person who is represented why do it to a person who is self represented? What an ALFA MALE ORGANIZATION.

LT

\*\*\*\*\*

Subject: Constable Tapp - Discreditable Conduct and Insubordination: Police Services Act Tribunal - April 13, 2011

Date: Wed, 9 Feb 2011 15:08:00 -0500

From: [Charles.Young@ontario.ca](mailto:Charles.Young@ontario.ca)

To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

CC: [Lynn.Taylor@ontario.ca](mailto:Lynn.Taylor@ontario.ca); [Mike.Shard@ontario.ca](mailto:Mike.Shard@ontario.ca); [Kelly.Rae@ontario.ca](mailto:Kelly.Rae@ontario.ca); [George.Borbely@ontario.ca](mailto:George.Borbely@ontario.ca); [Mike.Reynolds@ontario.ca](mailto:Mike.Reynolds@ontario.ca)

Constable Tapp,

This communication is forwarded to you in acknowledgement that you are self represented on these matters.

Please be advised that your Discreditable Conduct and Insubordination matters were brought before adjudicator McElary-Downer this date and set over to April 13, 2011 at 10:00am in the GHQ hearing room.

The hearing previously scheduled for February 22-24 has been cancelled due to your current medical absence.

You are required to be present on April 13, 2011.

Please come prepared to set dates for a hearing on the above matters unless you have presented sufficient medical information to the OPP Human Resources in support of your absence.

Thank you,

Charles Young

Inspector

# Lloyd TAPP's LTIP

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<u>Error!</u> <u>Filename not specified.</u>				

- [E-mail to Mik Reynolds notifying OPP of my return to work on April 21, 2011.docx](#)

[Share your own slide shows with Hotmail](#) Error! Filename not specified.

LLOYD TAPP <dmclaugh@bell.net>

Thu, Jun 30, 2011 at 4:27 PM

To: jim stiles <jstiles@oppa.ca>

Cc: info@ombudsman.on.ca

Mr. Stiles:

What's happening to me is so wrong. I have never asked for accommodation. I just want the discrimination to stop. There is such widespread discrimination in the OPP that it is extremely stressful. People like Al Chase, Rui Pacheco, Rebecca Waysabee (or something like that), Michael Jack and I have one thing in common - we are all minorities. We all have similar complaints against the OPP. The OPPA is doing nothing about it and even tells Rui and I that they don't investigate Human Rights Complaints. If my five complaints outlining numerous violations under the Human Rights Code didn't have any merits why did the OPP negotiate a settlement with me on day three of the five day trial?

Getting back to the LTIP it is my doctor's opinion and mine that the OPP is trying to terminate my employment.

It is my doctor's strong recommendation that I seek a labour lawyer. I cannot afford one. The association is doing nothing for me. I say they are doing nothing for me since I have never asked for accommodation. Staff Sergeant Mike Reynolds noted that on the ASP level one interview sheet in January 2011 - "accommodation not requested or required."

## HISTORY

My doctor put me off for three months stress from January 21 to April 20/2011. He gave me a clean bill of health and authorized me to go back to work on April 21st, 2011. While off for the three months the OPP wanted me to go to an IME (Independent Medical Examination). I viewed it as an opportunity to tell their psychiatrist all the discrimination that I was experiencing. If I had have know that he was going to recommend that I be dismissed by stating that I am not fit to be a police officer I never would have agreed to attend the IME. Why didn't the OPPA give me the proper advise when I was requested to attend for an IME? Constable Mike Brasier who is the OPPA representative for City of Kawartha Lakes didn't provide any advise that one has to be cautious about complying with such a request (hence the OPPA didn't provide any such advise).

How can an interview with the OPP psychiatrist that lasted only 75 minutes be considered an expert opinion to prevent me from ever returning to work. My own family doctor who has been seeing me since the age of thirteen and knows all about me gave me a clean bill of health. My own family doctor who got a copy of the IME said that there is no medical reason for Great West Life to grant LTIP since Axis one on the report reveals 'No medical reason'.

It is his opinion that I am dealing with Post Traumatic Stress Disorder brought on by being exposed to repeated acts of Discrimination. So when LTIP is denied by GWL what happens next? The memorandum dated May the 31st that I received in June from Inspector Robert SHAW (attached) indicates that the Ontario Public Service no longer has a position available for me (***... as such the employer is not able to return you to work in any OPS position***). How can I be terminated based on the opinion of one IME? Where is the second IME that I was supposed to go to as indicated in the memorandum dated the 21st of April that I received from Inspector Robert SHAW (attached)? He states in the opening paragraph that "***... based on concerns identified in your IME you are directed not to return to work on April 21st ...***". The memo goes on the state that based on the letter provided from your doctor dated April 11th "***... it is evident that further medical information is necessary so that an informed assessment can be made ... the employer is making arrangements for a further assessment ...***".

To add insult to everything that I am experiencing I am ordered not to return to work after my doctor gives me a clean bill of health. I am forced to live on 75% income from my employer and forced to top it up by 25% from my personal bank credits. I can understand supplementing my income with 25% during the period of January 21st to April 21st , 2011 but not after that since my employer wants me to stay at home. This is so wrong. The association is doing nothing about it.

I am being targeted by a RED NECK ORGANIZATION - the OPP. I have been repeatedly told this by my supervisor Sergeant Mark Wolfe and a previous supervisor Sergeant Peter Butorac. OPP Inspector Charles Young of the Professional Standards Bureau told the adjudicator in the Police Service Act Proceedings for Discreditable Conduct, the judgement of which took place on or about the 26th of June 2010 that the OPP will continue to monitor Constable TAPP. That is on record. That means that the OPP has been monitoring me prior to that for him to state 'continue to monitor.' Why? Is it because I filed complaints with the Human Rights Commission? All of the charges under the PSA started two years after I started voicing my opinion and filing complaints with the OHRC. I have three or four conviction on my PSA record all of which have involved a penalty of hours to be worked off. I have never been demoted for any conviction. What is it that I have so grievously done to warrant such a memorandum from the OPS that there is no longer any position for me?

I had been a police officer with the Toronto Police Service for about fifteen years and had an impeccable record with no complaints of discrimination. I come to the OPP, voice my concern, exercise my rights as a Canadian citizen by filing complaints with the OHRC and everything starts to go downhill from there. Yet and I say ironically every yearly evaluation revealed me to be a very good officer with no identifying issues ( I have copies of all of

these evaluations).

During my HRTO trial in Toronto one of the personal respondents approaches me and asks me 'how are you doing Lloyd?' Why is he even trying to talk to me when there is an order of exclusion of witnesses. I have no desire to talk to him let alone let him know how I feel. Does he really care about me to ask me how am I doing. People ask how are you doing and get the common response of FINE. Not him. I told him the truth. I told him to not to even talk to me because as far as I am concerned he is nothing but a racist and to go and join the rest of the goons over there (meaning the rest of the respondents). Does the OPP fail to realize that a person who has been experiencing discrimination for so long from his employer (since 2003) is expected to guard their tongue when confronted by such a respondent especially during such a setting - day two of a five day HRTO trial. Basically I exercise my constitutional rights as a Canadian citizen (freedom of thought, belief and expression under the section 2(b) of the Charter), file complaints before the commission and later get charged for opinions that I aired on day two of the trial. On day three of the trial which took place on the 26th of March 2010 the OPP negotiates a settlement with my counsel and on March 31st of 2010 I get served a memorandum by the detachment commander that I am being charged for certain comments that I made to an officer on day two of my trial. What a farce? Is it any wonder why I feel that the Ontario Provincial Police is a racist organization?

I draw a secondary conclusion from all my experiences thus far with the OPP: It is an organization that will not hesitate in exerting and abusing the Police Services Act just to retaliate against a member or show who is boss. Aside from the previous paragraph I draw this conclusion from the fact that I have been convicted for Discreditable Conduct in 2009 for comments made on the 10th of November 2008. That charge was for airing my comments to the public via the media when I exited the Ontario Provincial Courtroom in Peterborough on November 10th, 2008 where after being found not guilty for the offenses of Stunt Driving and Careless Driving I told the media : *The evidence you have heard in court today is a clear indication of the shoddy investigations of the OPP. The public should pay heed to these type of investigations that lack integrity and professionalism. One might wonder why charges were laid when there was such a strong prima-facie case to not even substantiate charges but then again I am a visible minority that has five complaints filed before the Ontario Human Rights Commission.*

The OPP abused their power and charged me. What citizen doesn't voice their opinion and belief after being wrongfully charged. I had been maintaining my innocence all along the ordeal. I was facing possible penal sanctions under the Highway Traffic Act. Hence the Charter of Rights and Freedoms was every bit applicable. But I get convicted in kangaroo court.

I hope the Ombudsman's office can do something about all this discrimination and blatant abuse of power.

Sincerely,  
LT

P.S.: Should anyone from the Ombudsman office wish to contact me you can call me at home although I would prefer an e-mail so I can have a record.

H: [705-878-4240](tel:705-878-4240)

From: [jstiles@oppa.ca](mailto:jstiles@oppa.ca)  
To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)  
Date: Wed, 29 Jun 2011 11:19:40 -0400  
Subject: Re: Lloyd TAPP's LTIP

Hi Lloyd,

Debbie McKenna answered it on June 8th when she told you to submit the IME report. Attach it to the Psychiatrist's form. It is my understanding that the Dr is obligated to

be impartial when performing an IME and therefore it does not matter who is paying. If GWL needs further clarification after reading the IME report then is up to them to write the Dr. If you want to get approved for LTIP as stated before you should provide as much medical info as possible with your LTIP application.

Cheers.

Jim

--

Jim Stiles  
Executive Officer  
OPP Association  
Email – [JStiles@oppa.ca](mailto:JStiles@oppa.ca)  
Toll Free [1-800-461-4282](tel:1-800-461-4282)  
Phone [1-705-728-6161](tel:1-705-728-6161)  
Fax [1-705-721-4867](tel:1-705-721-4867)

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**From:** LLOYD TAPP <[dmclaugh@bell.net](mailto:dmclaugh@bell.net)>  
**Date:** Sat, 25 Jun 2011 07:23:26 -0400  
**To:** Jim Stiles <[jstiles@oppa.ca](mailto:jstiles@oppa.ca)>, Debbie McKENNA <[dmckenna@oppa.ca](mailto:dmckenna@oppa.ca)>  
**Subject:** FW: Lloyd TAPP's LTIP

Folks:

I still need an answer to my June 7th e-mail. Kindly respond.

LT

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From: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)  
To: [dmckenna@oppa.ca](mailto:dmckenna@oppa.ca); [jstiles@oppa.ca](mailto:jstiles@oppa.ca)  
Subject: RE: Lloyd TAPP's LTIP  
Date: Fri, 24 Jun 2011 13:28:54 +0000

[Quoted text hidden]

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**3 attachments**



**Dr. Ledgers note to return to work April 21, 2008 PDF.PDF**  
402K



**Mdemo from OPP dated April 21, 2011 stipulating need for another IME.PDF**  
507K



**Memo from OPP dated May 31, 2011 stipulating no position withing OPS.PDF**  
437K

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**From:** [Doyle, Maureen \(JUS\)](#)  
**To:** michaeljack2@trentu.ca  
**Date:** 07/04/11 12:52 pm  
**Subject:** FW: Human Rights Tribunal Application # 2010-07633-I

[View Source](#)

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Dear Mr. Jack,

I am once again forwarding the May 24, 2011 email to you and am requesting your attention to this matter.

Thank you very much,

Maureen Doyle

Vice-Chair

Human Rights Tribunal of Ontario

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**From:** Doyle, Maureen (JUS)  
**Sent:** June 15, 2011 4:47 PM  
**To:** 'michaeljack2@trentu.ca'  
**Subject:** FW: Human Rights Tribunal Application # 2010-07633-I

Dear Mr. Jack,

I am forwarding the May 24, 2011 email to you once again, as I have not heard from you regarding my request. Your early attention to this matter would be appreciated.

Thank you very much,

Maureen Doyle

Vice-Chair

Human Rights Tribunal of Ontario

---

**From:** Doyle, Maureen (JUS)  
**Sent:** May 24, 2011 1:25 PM

**To:** 'michaeljack2@trentu.ca'

**Subject:** Human Rights Tribunal Application # 2010-07633-I

Dear Mr. Jack,

I am a Vice-chair at the Human Rights Tribunal of Ontario and would like to have the opportunity to discuss the possibility of mediation of the above-noted Application with your representative, Mr. Tapp. If you could kindly provide me with a telephone number and email address for Mr. Tapp, it would be greatly appreciated.

Thank you very much.

Maureen Doyle





Michael Jack <mikhailjacques@gmail.com>

---

## (no subject)

1 message

---

LLOYD TAPP <dmclaugh@bell.net>

Sun, Jul 10, 2011 at 12:41 AM

To: mikhailjacques@gmail.com

Dear Maureen:

Michael has apologized for the delay due to the original message being sent to an old e-mail account.

I would like to point out the following that is acutely particular to Mickael Jack's case:

Due to the circumstances involved in Michael jack`s case - that being that he is no longer employed with the Ontario Provincial Police and has had to return to Isreal, mediation is not an option. He is not interested since such a process with only have meaning if the applicant was still employed with the respondent.

The applicant is eager to proceed with trial in order to compel the respondent to provide an explanation for the treatment he waqs subjected. The treatment he was subjected to is completely outlined in his statement which has been disclosed. His application also serves a main purpose of bringing the actions of the respondent before an appropriate adjudication body in order to effect change to the respondent's operative policies aside from the injustice he has suffered. It is the hopes of the applicant that the injustice that has been applied to him will be compensated in an appropriate amount set by the Tribunal.

Hence mediation is not an option.

Yours truly,  
Lloyd TAPP for  
Michael Jack

---



Michael Jack &lt;mikhailjacques@gmail.com&gt;

---

**FW: Human Rights Tribunal Application # 2010-07633-I**

2 messages

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**LLOYD TAPP** <dmclaugh@bell.net>

Sun, Jul 10, 2011 at 1:00 AM

To: mikhailjacques@gmail.com

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From: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)  
To: [maureen.doyle@ontario.ca](mailto:maureen.doyle@ontario.ca); [hrtto.registrar@ontario.ca](mailto:hrtto.registrar@ontario.ca)  
Subject: FW: Human Rights Tribunal Application # 2010-07633-I  
Date: Sat, 9 Jul 2011 22:53:53 +0000

Dear Maureen:

Due to the circumstances involved in Michael Jack's case - that being that he is no longer employed with the Ontario Provincial Police and has had to return to Israel, mediation is not an option. He is not interested since such a process with only have meaning if the applicant was still employed with the respondent.

The applicant is eager to proceed with trial in order to compel the respondent to provide an explanation for the treatment he was subjected to. The treatment he was subjected to is completely outlined in his statement which has been disclosed. His application also serves a main purpose of bringing the actions of the respondent before an appropriate adjudication body in order to effect change to the respondent's operative policies aside from the injustice he has suffered. It is the hopes of the applicant that the injustice that has been applied to him will be compensated in an appropriate amount set by the Tribunal.

Furthermore, the liaison and other officers/ex-officers are eagerly awaiting the opportunity to provide testimony for the applicant.

Yours truly,  
Lloyd TAPP

252 Angeline St N,  
Lindsay, Ontario K9V-4R1  
Ph: [705-878-4240](tel:705-878-4240)  
E: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

> Subject: Re: FW: Human Rights Tribunal Application # 2010-07633-I  
> From: [michaeljack2@trentu.ca](mailto:michaeljack2@trentu.ca)  
> To: [Maureen.Doyle@ontario.ca](mailto:Maureen.Doyle@ontario.ca)  
> CC: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)  
> Date: Sat, 9 Jul 2011 18:26:00 -0400  
>  
> Dear Maureen,  
>  
> I apologize for not responding to you promptly. I just got you last message while I never  
> received the two previous ones for some reason unknown to me. I suspect they were not forwarded to my other  
email account which I do check regularly. Could you pleas direct all

> further correspondence to my gmail account: [jacques.mikhail@gmail.com](mailto:jacques.mikhail@gmail.com).

>

> I apologize for inconvenience again. It has never been my intention to delay the process.

>

> My liaison contact info is as follows:

>

> Constable Lloyd Tapp

> 252 Angeline Street North

> Lindsay ON K9V 4R1

> Ph: [705-878-4240](tel:705-878-4240)

>

> Michael Jack

>

>

> -----Original Message-----

> From: "Doyle, Maureen (JUS)" <[Maureen.Doyle@ontario.ca](mailto:Maureen.Doyle@ontario.ca)>

> To: <[michaeljack2@trentu.ca](mailto:michaeljack2@trentu.ca)>

> Date: Mon, 4 Jul 2011 13:52:42 -0400

> Subject: FW: Human Rights Tribunal Application # 2010-07633-I

>

> Dear Mr. Jack,

>

>

> I am once again forwarding the May 24, 2011 email to you and am

> requesting your attention to this matter.

>

>

> Thank you very much,

>

>

> Maureen Doyle

>

> Vice-Chair

>

> Human Rights Tribunal of Ontario

>

>

>

>

>

> From: Doyle, Maureen (JUS)

> Sent: June 15, 2011 4:47 PM

> To: '[michaeljack2@trentu.ca](mailto:michaeljack2@trentu.ca)'

> Subject: FW: Human Rights Tribunal Application # 2010-07633-I

>

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> Dear Mr. Jack,

>

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>

> I am forwarding the May 24, 2011 email to you once again, as I have not

> heard from you regarding my request. Your early attention to this

> matter would be appreciated.  
 >  
 > Thank you very much,  
 >  
 >  
 > Maureen Doyle  
 >  
 > Vice-Chair  
 >  
 > Human Rights Tribunal of Ontario  
 >  
 > \_\_\_\_\_  
 >  
 > From: Doyle, Maureen (JUS)  
 > Sent: May 24, 2011 1:25 PM  
 > To: 'michaeljack2@trentu.ca'  
 > Subject: Human Rights Tribunal Application # 2010-07633-I

> Dear Mr. Jack,

>  
 > I am a Vice-chair at the Human Rights Tribunal of Ontario and would like  
 > to have the opportunity to discuss the possibility of mediation of the  
 > above-noted Application with your representative, Mr. Tapp. If you  
 > could kindly provide me with a telephone number and email address for  
 > Mr. Tapp, it would be greatly appreciated.

> Thank you very much.

> Maureen Doyle

---

**LLOYD TAPP <dmclaugh@bell.net>**  
 To: maureen doyle <maureen.doyle@ontario.ca>  
 Cc: hrto registrar <hrto.registrar@ontario.ca>

**Mon, Jul 11, 2011 at 12:16 AM**

Dear Maureen:

Further to my previous message Michael Jack would like to personally stress the following:

Mediation is not a fault finding process. It is a process through which the concerned parties attempt to find mutual or common ground so that an understanding can be achieved. No possible explanation from the respondent can justify the treatment the applicant was subjected to.

The applicant is a highly qualified individual. He is highly educated - holding a M.Sc. degree, broadly read, fluent in three languages - English, Russian, Hebrew - worldly travelled and extremely physically fit. Not to mention that due to his military background with the Israeli Defense Forces he is also highly trained in the usage of numerous small firearms. He dedicated his life to schooling, working and training. Until he decided to pursue career in

policing he was a member of the faculty at Trent University where he was developing and teaching Computer Science courses. He had aspirations of becoming a police officer with the goal of putting his knowledge, skills and broad life experience to higher service and then sponsoring his immediate family to Canada. These aspirations were maliciously crushed and trampled upon. He was rejected by members of the Ontario Public Service, harassed and belittled by those members who were in position of authority over him, cast aside and made to feel useless to the point that after his forceful resignation his subsequent applications to other police services were rejected based on the negativity portrayed by the respondent.

The applicant had no alternative but to leave Canada, the country that he came to for a better life and return to Israel in order to survive both physically and mentally. He is very much looking forward to shedding light on the true practices of the respondent through this judiciary process. Monetary compensation is insignificant. Airing of those discriminatory practices of the corporate respondent is the primary focus of the applicant. The applicant wants justice. He wants to get his good name back. Through his case he hopes to help other minorities who are being subjected to differential treatment within the OPP. To accomplish this task the applicant has the support and personal testimony of other minorities who have undergone similar treatment some of whom are still experiencing such treatment. Some of these individuals are Harry Allen Chase, Rui Pacheco whose case is currently before the commission and me.

I hope this communicate helps put things in a clearer perspective and answers your question about mediation.

Sincerely,

Lloyd Tapp for  
Michael Jack

Ph: [705-878-4240](tel:705-878-4240)

E-mail: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

[Quoted text hidden]

---



Michael Jack &lt;mikhailjacques@gmail.com&gt;

---

## HRT0 and Michael Jack vs OPP 2010-07633-I

3 messages

---

**LLOYD TAPP** <dmclaugh@bell.net>

Sun, Jul 10, 2011 at 2:58 PM

To: mikhailjacques@gmail.com

Dear Maureen:

Further to my previous message Michael Jack would like to personally stress the following:

Mediation is not a fault finding process. It is a process through which the concerned parties attempt to find mutual or common ground so that an understanding can be achieved. No possible explanation from the respondent can justify the treatment the applicant was subjected to.

The applicant was a hard working, highly qualified individual. He was even a member of the faculty of staff at Trent University. He had aspirations of becoming a police officer with the goal of sponsoring his family to Canada. These aspirations were literally crushed and trampled upon. He was cast aside and made to feel useless to the point that his subsequent applications to other police services were rejected based on the negativity portrayed by the respondent.

The applicant had no alternative but to leave this country that he came to for a better life and return to his home country. He is very much looking forward to shedding light on the true practices of the respondent through this judiciary process. Monetary compensation is a side issue. Airing of these discriminatory practices of the corporate respondent is the primary focus of the applicant. To accomplish this task the applicant has the support and personal testimony of other minorities who have undergone similar treatment some of whom are still experiencing such treatment. One such person's case is currently before the commission: Rui Pacheco.

I hope this communication helps put things in a clearer perspective.

Sincerely,

Lloyd Tapp for  
Michael Jack

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**Michael Jack** <mikhailjacques@gmail.com>

Sun, Jul 10, 2011 at 11:53 PM

To: LLOYD TAPP &lt;dmclaugh@bell.net&gt;

Dear Maureen:

Further to my previous message Michael Jack would like to personally stress the following:

Mediation is not a fault finding process. It is a process through which the concerned parties attempt to find mutual or common ground so that an understanding can be achieved. No possible explanation from the respondent can justify the treatment the applicant was subjected to.

The applicant is a highly qualified individual. He is highly educated - holding a M.Sc. degree, broadly read, fluent in three languages - English, Russian, Hebrew - worldly travelled and extremely physically fit. Not to mention that due to his military background with the Israeli Defense Forces he is also highly trained in the usage of numerous small firearms. He dedicated his life to schooling, working and training. Until he decided to pursue career in

policing he was a member of the faculty at Trent University where he was developing and teaching Computer Science courses. He had aspirations of becoming a police officer with the goal of putting his knowledge, skills and broad life experience to higher service and then sponsoring his immediate family to Canada. These aspirations were maliciously crushed and trampled upon. He was rejected by members of the Ontario Public Service, harassed and belittled by those members who were in position of authority over him, cast aside and made to feel useless to the point that after his forceful resignation his subsequent applications to other police services were rejected based on the negativity portrayed by the respondent.

The applicant had no alternative but to leave Canada that he came to for a better life and return to Israel in order to survive both physically and mentally. He is very much looking forward to shedding light on the true practices of the respondent through this judiciary process. Monetary compensation is insignificant. Airing of those discriminatory practices of the corporate respondent is the primary focus of the applicant. The applicant wants justice. He wants to get his good name back. Through his case he hopes to help other minorities who are being subjected to differential treatment within the OPP. To accomplish this task the applicant has the support and personal testimony of other minorities who have undergone similar treatment some of whom are still experiencing such treatment. One such person is Harry Allen Chase, another in Me, Lloyd Tapp, yet another, whose case is currently before the commission is Rui Pacheco.

I hope this communicate helps put things in a clearer perspective.

Sincerely,

Lloyd Tapp for

[Quoted text hidden]

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**Michael Jack <mikhailjacques@gmail.com>**

**Mon, Jul 11, 2011 at 12:00 AM**

To: LLOYD TAPP <dmclaugh@bell.net>

Dear Maureen:

Further to my previous message Michael Jack would like to personally stress the following:

Mediation is not a fault finding process. It is a process through which the concerned parties attempt to find mutual or common ground so that an understanding can be achieved. No possible explanation from the respondent can justify the treatment the applicant was subjected to.

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I hope this communicate helps put things in a clearer perspective.

Sincerely,

Lloyd Tapp for  
Michael Jack

On Mon, Jul 11, 2011 at 12:53 AM, Michael Jack <[mikhailjacques@gmail.com](mailto:mikhailjacques@gmail.com)> wrote:

Dear Maureen:

Further to my previous message Michael Jack would like to personally stress the following:

Mediation is not a fault finding process. It is a process through which the concerned parties attempt to find mutual or common ground so that an understanding can be achieved. No possible explanation from the respondent can justify the treatment the applicant was subjected to.

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I hope this communicate helps put things in a clearer perspective.

Sincerely,

Lloyd Tapp for

On Sun, Jul 10, 2011 at 3:58 PM, LLOYD TAPP <[dmclaugh@bell.net](mailto:dmclaugh@bell.net)> wrote:

Dear Maureen:

Further to my previous message Michael Jack would like to personally stress the following:

Mediation is not a fault finding process. It is a process through which the concerned parties attempt to find mutual or common ground so that an understanding can be achieved. No possible explanation from the respondent can justify the treatment the applicant was subjected to.

The applicant was a hard working, highly qualified individual. He was even a member of the faculty of staff at Trent University. He had aspirations of becoming a police officer with the goal of sponsoring his family to Canada. These aspirations were literally crushed and trampled upon. He was cast aside and made to feel useless to the point that his subsequent applications to other police services were rejected based on the negativity portrayed by the respondent.



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I hope this communicate helps put things in a clearer perspective.

Sincerely,

Lloyd Tapp for  
Michael Jack

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Michael Jack <mikhailjacques@gmail.com>

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## HRTO application file #: 2010-07633-I

4 messages

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**LLOYD TAPP <dmclaugh@bell.net>**

**Wed, Aug 17, 2011 at 2:26 PM**

To: maureen doyle <maureen.doyle@ontario.ca>

Dear Mrs. Doyle:

Due to continued discrimination from my employer I have been advised in a memo from the OPP that I am no longer fit to be a police officer for the OPP and in fact that I am (quote) 'no longer fit for any position in the Ontario Public Service.' Hence I have more time to devote to Michael Jack's case. He has now asked me to represent him and I have accepted.

Kindly update me to the status of this case and I look forward to answering any questions the Commission or counsel for the respondents may have.

Please be advised that my client has adequate funds kept aside for the contemplated hearing and we respectfully request that consideration be given for back to back dates for any hearing.

Sincerely,  
Lloyd TAPP for  
Michael Jack

---

**Michael Jack <mikhailjacques@gmail.com>**

**Wed, Aug 17, 2011 at 2:34 PM**

To: LLOYD TAPP <dmclaugh@bell.net>

Lloyd,

Thank you brother!

Michael

[Quoted text hidden]

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**LLOYD TAPP <dmclaugh@bell.net>**

**Wed, Aug 17, 2011 at 7:58 PM**

To: mikhailjacques@gmail.com

Michael:

This is the response I got from HRTO. I don't have time to review their rules right now but I will do so in the next day or so. In the meantime you can review the rules and let me know if you foresee any difficulties. In the next couple of days I will send out a new e-mail to the the Registrar of HRTO with carbon copies to Marnie Corbold (counsel for OPP) and Brian Lawson (counsel for OPPA).

Talk to you later,  
LT

---

Subject: RE: HRTO application file #: 2010-07633-I

Date: Wed, 17 Aug 2011 12:53:53 -0400

From: [hrto.registrar@ontario.ca](mailto:hrto.registrar@ontario.ca)

To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

Dear Mr. Tapp:

Your email has been forwarded to the Registrar for a response. Please be advised that all correspondence with the HRTO, including by email, is to be directed to the Registrar and copied to all other parties to the application, as required by the HRTO's Rules of Procedure. Adjudicators of the HRTO should not be contacted directly.

In your email below you indicate that you are now Mr. Jack's representative. If you have not already done so, please ensure all parties to the application are made aware of this and that they and the HRTO are provided with your contact information as his representative. You may wish to refer to the HRTO Policy on Representation before the HRTO to ensure that you are in compliance with the policy. This policy is available on the HRTO website [www.hrto.ca](http://www.hrto.ca) under RESOURCES then click on Policies.

In regards to the status of the file, as all parties did not agree to mediation, it is currently in the HRTO's queue to be scheduled for a hearing. Based on our currently work load it will likely be a number of months before a hearing is scheduled. All parties to the application will be notified once the hearing is scheduled.

Regards,

***Richard Hennessy***

Registrar

Human Rights Tribunal of Ontario (HRTO)

[hrto.registrar@ontario.ca](mailto:hrto.registrar@ontario.ca)

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**From:** LLOYD TAPP [mailto:[dmclaugh@bell.net](mailto:dmclaugh@bell.net)]

**Sent:** August 17, 2011 8:27 AM

**To:**

**Subject:** HRTO application file #: 2010-07633-I

Dear Mrs. Doyle:

Due to continued discrimination from my employer I have been advised in a memo from the OPP that I am no longer fit to be a police officer for the OPP and in fact that I am (quote) 'no longer fit for any position in the Ontario Public Service.' Hence I have more time to devote to Michael Jack's case. He has now asked me to represent him and I have accepted.

Kindly update me to the status of this case and I look forward to answering any questions the Commission or counsel for the respondents may have.

Please be advised that my client has adequate funds kept aside for the contemplated hearing and we respectfully request that consideration be given for back to back dates for any hearing.

Sincerely,  
Lloyd TAPP for  
Michael Jack

---

**LLOYD TAPP <dmclaugh@bell.net>**

**Thu, Aug 18, 2011 at 2:08 AM**

To: mikhailjacques@gmail.com

Michael:

I have read the policy with respect to representation and I have sent you an attachment containing the policy.

Paragraph two seems to fit my position. It is imperative that I be referred to , if needed, as an unpaid friend. When I draft the communication to counsels for the respondents I will send you a copy.

LT

---

From: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

To: [mikhailjacques@gmail.com](mailto:mikhailjacques@gmail.com)

Subject: FW: HRTO application file #: 2010-07633-I

Date: Wed, 17 Aug 2011 17:58:10 +0000

[Quoted text hidden]



**RepresentationBeforeTheHRTO[1].doc**

177K

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Michael Jack <mikhailjacques@gmail.com>

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## Michael Jack vs OPP/OPPA (HRTO file #: 2010-07633-I)

1 message

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LLOYD TAPP <dmclaugh@bell.net>

Thu, Aug 18, 2011 at 10:59 AM

To: hrto registrar <hrto.registrar@ontario.ca>

Cc: marnie corbold <marnie.corbold@ontario.ca>, brian lawson <blawson@oppa.ca>

Dear Mrs. Corbold / Mr. Lawson and Mr. Hennessey:

Due to continued discrimination from my employer I have been advised in a memo from the OPP that I am no longer fit to be a police officer for the OPP and in fact that I am (quote) 'no longer fit for any position in the Ontario Public Service.' Hence I have more time to devote to Michael Jack's case. He has now asked me to represent him and I have accepted.

My services to Michael Jack is being conducted voluntarily being that we are close friends. I am cognizant of the policy of the Human Rights Tribunal of Ontario with respect to representation and we feel I qualify under paragraph two of the policy.

I look forward to answering any questions the Commission or counsel for the respondents may have.

Please be advised that my client has adequate funds kept aside for the contemplated hearing and we respectfully request that consideration be given for back to back dates for any hearing.

Sincerely,

Lloyd TAPP for Michael Jack

252 Angeline St. North

Lindsay, ON K9V-4R1

H: [705-878-4240](tel:705-878-4240)

E-M: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

---



Michael Jack <mikhailjacques@gmail.com>

---

## RE: Michael Jack vs OPP/OPPA (HRTO file #: 2010-07633-I)

3 messages

---

LLOYD TAPP <dmclaugh@bell.net>

Tue, Oct 25, 2011 at 2:51 PM

To: hrto.registrar@ontario.ca

Cc: marnie.corbold@ontario.ca, blawson@oppa.ca

Dear Mr. Hennessey:

Mr. Jack already has an open ticket for Toronto that will expire at the end of this year. In consideration could you let me know if there is a possibility that his hearing might be scheduled this year. If dates are already being set in 2012 for HRTO cases we would appreciate knowing that for Mr. Jack can then try to get an extension on the ticket from the airlines or try to sell it in the next two months.

Sincerely,

Lloyd Tapp (for)  
Michael Jack

---

LLOYD TAPP <dmclaugh@bell.net>

Wed, Oct 26, 2011 at 3:40 PM

To: hrto.registrar@ontario.ca

Thank you very much for the information.

Lloyd Tapp for  
Michael Jack

---

Subject: FW: Michael Jack vs OPP/OPPA (HRTO file #: 2010-07633-I)

Date: Tue, 25 Oct 2011 10:07:52 -0400

From: [hrto.registrar@ontario.ca](mailto:hrto.registrar@ontario.ca)

To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

CC: [hrto.registrar@ontario.ca](mailto:hrto.registrar@ontario.ca)

Dear Mr. Tapp,

I have been advised that it will not be scheduled for a hearing this year and probably will be scheduled for the later half of 2012.

Thanks,  
Sandy  
Case Processing Officer

*Human Rights Tribunal of Ontario*

Telephone: [\(416\) 326-1312](tel:(416)326-1312)

Toll-free: [1-866-598-0322](tel:1-866-598-0322)

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AVIS: Message confidentiel dont le contenu peut être privilégié. Si reçu par erreur, veuillez supprimer ce message et aviser l'expéditeur par retour de courriel. Merci.

---

**From:** LLOYD TAPP [mailto:[dmclaugh@bell.net](mailto:dmclaugh@bell.net)]  
**Sent:** October 25, 2011 8:51 AM  
**To:** HRTO-Registrar (JUS)  
**Cc:** Corbold, Marnie (JUS); [blawson@oppa.ca](mailto:blawson@oppa.ca)  
**Subject:** RE: Michael Jack vs OPP/OPPA (HRTO file #: 2010-07633-I)

[Quoted text hidden]

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**Michael Jack** <[mikhailjacques@gmail.com](mailto:mikhailjacques@gmail.com)>

**Sat, Oct 29, 2011 at 11:20 AM**

To: LLOYD TAPP <[dmclaugh@bell.net](mailto:dmclaugh@bell.net)>

Lloyd,

I got it. Thank you. I have an idea I would like to discuss with you over Skype. Please call me on Skype when you have time and when it works on your end.

Mivchael

[Quoted text hidden]

---



Michael Jack <mikhailjacques@gmail.com>

---

## RE: Jack v. HMQ - HRT0 File No. 2010-07633-I

1 message

---

LLOYD TAPP <dmclaugh@bell.net>

Mon, Nov 28, 2011 at 7:45 PM

To: marnie.corbold@ontario.ca

Dear Mrs Corbold:

Moving the deadline to January 16th, 2012 is fine with me.

LT

---

Subject: Jack v. HMQ - HRT0 File No. 2010-07633-I

Date: Mon, 28 Nov 2011 10:19:20 -0500

From: [Marnie.Corbold@ontario.ca](mailto:Marnie.Corbold@ontario.ca)

To: [dmclaugh@bell.net](mailto:dmclaugh@bell.net)

Dear Mr. Tapp,

As you are aware, the Tribunal has recently scheduled the hearing in the Michael Jack matter for May 22, 23 and 24, 2012 and the deadline for the parties to file their list of arguably relevant documents is December 13, 2011. In light of the fact that the hearing is not until the end of May, I was wondering if you would be agreeable to moving that deadline to January 16, 2012. If so, I will write to the Tribunal and advise them of that agreement.

**Marnie Corbold**

**Counsel**

**Legal Services Branch**

**Ministry of Community Safety and Correctional Services**

**NEW ADDRESS: 655 Bay Street, Suite 501**

**Toronto, ON M7A 0A8**

**Tel: (416) 314-3517 Fax: (416) 314-3518**

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**From:** [LLOYD TAPP](#)

[View Source](#)

**To:** oppa@oppa.ca

**Date:** 04/09/11 07:29 am

**Subject:** RE: OPP Association Comments Regarding Ombudsman'a Investigation

Suppress images in this message

It finally took the Omubsman investigation which is currently still on going to get your'll to make it appear that your'll support PTSD. I am one that is suffering from PTSD as a result of the Racial Discrimination I am experiencing from the OPP. On Wednesday last week, PC Mike Brasier attended my house where he advised me that he has been **told that " you done enough for Tapp and we don't want you getting involved any further." What a racist organization.** This will certainly be followed up with the appropriate action via the Ontario Human Rights Commission. One of your board members whom I recorded during a telephone conversation told me that the association doesn't get involved in Human Rights complaints but refers everything to the PSB. The Ombudsman's office has this documentation as well.

I have two sergeants that have contacted me at home to assist them in their complaints. I also have other officers that have contacted me to assist them as well. I have forwarded supportive information from other minority officers to the Ombudsman to assist his office in this investigation against the OPP. All of these individuals have one thing in common - they are minorities who have lost confidence in the association.

Remember that what the OPP and the Association cites as Professional Code of Conduct is nothing but a convenient disguise for blasphemy and treachery. By the way I didn't coin this phrase, another minority did.

An officer dedicated to eradicating Red Neck mentality within the O'dots,  
Lloyd Tapp

PS: It would be good for a so called professional or top association as your'll seems to consider yourself to spell check your commuicares (by the way it is a word in Websters dictionary),

---

Date: Fri, 8 Apr 2011 16:56:45 -0400

From: oppa@oppa.ca

To: dmclaugh@bell.net

Subject: OPP Association Comments Regarding Ombudsman'a Investigation

Having trouble viewing this email? [Click here](#)



# BLASTOUT

Friday, April 08, 2011

## OPP ASSOCIATION COMMENTS REGARDING OMBUDSMAN'S INVESTIGATION

### Message from Interim President Jim Christie

The Association has long held the view that Post Traumatic Stress Disorder (PTSD) is a legitimate workplace injury, not unlike a broken leg or wrenched back sustained in the line of duty. It is a serious and disabling condition that too often is left undiagnosed until it presents unique and challenging characteristics.

As you all know, police work by its very nature is prone to the onset of PTSD. Dealing with violent crime scenes, tragic suicides, motor vehicle fatalities, serial murderers and a host of other traumatic incidents, accompanied by long work hours, shift work, stress, exhaustion and "burn out" all contribute to police officers unique susceptibility to the onset of PTSD. Unfortunately, the police "culture" prides itself on "sucking it up" and getting the job done. Too often, police officers suffering from the early signs of PTSD are not identified as such. Officers only come forth reluctantly. They are often hesitant to disclose their circumstance, often dismissing their situation as trouble in their personal life and are insistent that everything is under control.

Too often, it is only after the officer has "hit rock bottom" or had to seek medical attention for another reason (depression, alcoholism, anger, etc.) that a diagnosis of PTSD is forthcoming and is treatment obtained. Early identification of symptoms and provision of treatment is rare.

Considerable work needs to be done to ensure symptoms are identified as early and as quickly as possible and that effective medical treatment and work accommodation plans are implemented.

PTSD has an enormous impact on any officer who suffers from the condition. The disorder can often include depression, loss of confidence, anger, frustration or extreme sadness and has enormous impact on relationships with their spouses, families, friends and colleagues.

Your Association believes that employers need to do much more to ensure that PTSD symptoms are identified and treated as soon as possible. This would include the provision of meaningful work accommodation for employees who suffer from early PTSD symptoms. The police culture

that militates against early identification or disclosure of PTSD symptoms must be changed. Too often, our employers respond to PTSD sufferers in a compartmentalized fashion that actually exacerbates matters.

When an officer suffering from PTSD approaches the Workers Insurance and Compensation Board for assistance, the employer too often takes an adversarial position and works to deny the officer insurance coverage which further exacerbating the officer's symptoms, sense of betrayal, feelings of isolation and hopelessness. Finally, if and when an officer with PTSD is cleared to return to work, there are the additional challenges in obtaining appropriate workplace accommodation. The Association is acting in partnership with the PAO in the lobbying the Government to seek presumptive legislation for PTSD. This will result in changes to the Workplace Safety and Insurance Act and will allow members who have been identified with PTSD to move through their system in an expedient manner from diagnosis, treatment and a timely recovery to return to their duties.

Police forces must develop a comprehensive approach to PTSD. Appropriate compensation should be supported not denied. Misdeeds related to the disability resulting in Police Services Act charges should be dealt with from a rehabilitative perspective rather than the current punitive approach.

Our Association is committed to work with the OPP, the Ombudsman and anyone else committed to ending the nightmare that police officers suffering from PTSD are forced to endure.

Jim Christie  
Interim President  
Ontario Provincial Police Association

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OPP Association | 119 Ferris Lane | Barrie | Ontario | L4M 2Y1 | Canada