

**HUMAN RIGHTS TRIBUNAL OF ONTARIO**

**BETWEEN:**

**MICHAEL JACK**

**Applicant**

- and -

**HER MAJESTY THE QUEEN IN RIGHT OF ONTARIO, AS REPRESENTED BY THE  
MINISTER OF COMMUNITY SAFETY AND CORRECTIONAL SERVICES AND  
OPERATING AS THE ONTARIO PROVINCIAL POLICE**

**Respondent**

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**VOLUME 1 OF 7**

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January 12, 2012

Ministry of Community Safety and  
Correctional Services  
Legal Services Branch  
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Suite 501  
Toronto, Ontario M7A 0A8

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Tel: (416) 326-1237  
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Counsel for the Respondent

**TO:** Michael Jack  
c/o Lloyd Tapp  
252 Angeline Street North  
Lindsay, Ontario K9V 4R1

Applicant

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- G Email from R. Flindall to M. Johnston, Re: Clarification re PC Jack, dated September 15, 2009

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|   | 5. August 15, 2009 - General Information Form, Re: Police Vehicle Operation, PC Jack  |
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|   | 7. OPP Briefing Note, Issue: Dangerous police vehicle operation by PC Michael Jack (Probationary)   |
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|   | 14. November 20, 2009 - email correspondence between R. Campbell and S. Gozzard-Gilbert, Re: Michael Jack WIN#393080                        |
|   | 15. November 10, 2009 - email from R. Campbell to numerous parties Re: Prob Jack (with teleconference codes)                                |
|   | 16. November 10, 2009 - email from R. Campbell to C. Kohen, R. Nie, etc., Re: Prob Jack   |
|   | 17. November 10, 2009 - email from R. Campbell to C. Kohen and R. Nie, Re: Prob Jack – Follow up  |
|   | 18. October 27, 2009 - email from R. Campbell to G. Smith and R. Flindall, Re: FW: Remedial driver training for PC Michael Jack             |
|   | 19. September 28, 2009 - email from R. Campbell to R. Flindall and M. Johnston, Re: Additional Remarks by Cst Jack regarding his Evaluation |

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20. September 14, 2009 - email from R. Campbell to C. Kohen and R. Flindall, Re: Jack WIP masterc.doc
21. September 14, 2009 - email from R. Campbell to M. Johnston, Re: Jack WIB Masterc.doc
22. September 11, 2009 - email from R. Campbell to R. Flindall, Re: Jack
23. September 10, 2009 - email from R. Campbell to J. Payne, Re: Notes Tracking Cst Jack's duties on A Platoon
24. September 9, 2009 - email from R. Campbell to C. Koehn and R. Flindall, re: PCS66\_JACK8.doc
25. September 3, 2009 - email from R. Campbell to S. Gizzards-Gilbert and R. Flindall; Re: Michael Jack's PCS4
26. August 27, 2009 - email from R. Campbell to R. Flindall, S. Filman, J. Postma and R. Nie, Re: PCS066 for Mike Jack
27. August 24, 2009 - email from R. Campbell to R. Flindall, Re: Stnadaert-Anderson Complaint
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30. August 20, 2009 - email from R. Campbell to M. Jack, R. Flindall, J. Postma, R. Nie, Re: Michael Jack Platoon D
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34. August 15, 2009 - email from R. Campbell to M. Johnston, R. Flindall, Re: HTA Charge against Mike Jack while operating force vehicle today
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36. July 17, 2009 - email from R. Campbell to S. Filman, M. Jack, R. Flindall, Re: Overdue Month 5 27 Jun 09
37. July 7, 2009 - email from R. Campbell to M. Jack, M. Gravelle, Re: Doug Anderson and Jeff Standaert
38. June 24, 2009 - email from R. Campbell to R. Flindall, Re: er1303845 – Michael Jack
39. May 11, 2009 - email from R. Campbell to R. Flindall, D. Lee, Re: Jack's next evaluation

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40. March 23, 2009 - email from R. Campbell to R. Flindall, Re: Jack Evaluation
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42. October 29, 2009 - email from R. Flindall to J. Payne, Re: Block Training Joining Instructions January 11-14, 2010
43. October 6, 2009 - email from R. Flindall to P. Butorac Re: R. v. Vollick sp09178964
44. September 27, 2009 - email from R. Flindall to R. Nie, RE: PC Jack
45. September 23, 2009 - email correspondence from R. Flindall to M. Johnston, Re: P/C Jack **\*\*Urgent\*\***
46. September 22, 2009 - email from R. Flindall to M. Johnston, Re: Old occurrence involving PC Jack; General Occurrence Report SP05112642
47. September 13, 2009 - follow up email from R. Flindall to S. Filman, Re: Jack WIP masterc.doc
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49. September 13, 2009 - email from R. Flindall to S. Filman, Re: Jack WIP
50. September 11, 2009 - email from R. Flindall to R. Campbell, Re: Jack
51. September 11, 2009 - email from R. Flindall to R. Powers, Re: Tape request from PC Jack; Tape Request form, Background Unit History, Playlist
52. September 11, 2009 - reply email from R. Flindall to C. Kohen, Re: PCS66\_Jack8
53. September 11, 2009 - reply email from R. Flindall to C. Kohen, Re: PCS66\_Jack8
54. September 11, 2009 - email from R. Flindall to C. Kohen, Re: PCS66\_Jack8
55. September 11, 2009 - email from R. Flindall to C. Kohen and R. Campbell, Re: PCS66\_Jack8
56. August 28, 2009 - email from R. Flindall to R. Campbell, Re: PCS066 for Mike Jack
57. August 26, 2009 - email from R. Flindall to s. Filman, Re: Constable Michael Jack
58. August 26, 2009 - email from R. Flindall to R. Campbell and J. Conway, Re: Jeff Staedert
59. August 24, 2009 - email from R. Flindall to S. Filman, Re: Constable Michael Jack
60. August 20, 2009 - reply email from R. Flindall to B. Lafreniere, Re: Thank you.
61. August 20, 2009 - email from R. Flindall to B. Lafreniere, Re: Thank you.

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| 62. | August 20, 2009 - email from R. Flindall to B. Lafreniere, Re: Constable Michael Jack  |
| 63. | August 16, 2009 - email from R. Flindall to R. Campbell, Re: Mike Jack Driving   |
| 64. | August 16, 2009 - email from R. Flindall to R. Campbell, Re: Ride Havelock Area  |
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| 66. | August 15, 2009 – email (#3) from R. Flindall to M. Johnston, Re: HTA Charge against Mike Jack while operating force vehicle today                                     |
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| 68. | August 15, 2009 - email from R. Flindall to M. Johnston, Re: HTA Charge against Mike Jack while operating force vehicle today  |
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| 70. | August 15, 2009 - email from R. Flindall to M. Moran, Re: Untitled   |
| 71. | August 15, 2009 - email from R. Flindall to S. Filman, Re: Stephen Tait  |
| 72. | August 14, 2009 - email from R. Flindall to M. Johnston, Re: PC Jack   |
| 73. | August 11, 2009 - email from R. Flindall to R. Campbell, Re: At Scenes Collision Investigation Course - PPA - October 19 <sup>th</sup> through 23 <sup>rd</sup> , 2009 |
| 74. | August 10, 2009 - email from R. Flindall to R. Campbell, Re: Provincial Communication Centre Notification  |
| 75. | August 6, 2009 - email from R. Flindall to M. Johnston, Re: P/C Michael Jack   |
| 76. | August 2, 2009 - email from R. Flindall to M. Johnston, Re: Jeff Standaert   |
| 77. | July 22, 2009 - email from R. Flindall to S. Schroter, Re: Can you look into something for me?   |
| 78. | June 24, 2009 - email from R. Flindall to R. Campbell, Re: Driving Presentation Class List   |
| 79. | June 7, 2009 - email from R. Flindall to M. Jack, Re: Occurrence addresses in Niche  |
| 80. | June 1, 2009 - email from R. Flindall to M. Jack, Re: DAR's – Paid Duty  |
| 81. | May 14, 2009 - reply email from R. Flindall to R. Campbell, Re: Jack's next evaluation   |
| 82. | May 11, 2009 - email from R. Flindall to R. Campbell, Re: Jack's next evaluation   |
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84. March 23, 2009 - email from R. Flindall to M. Johnston, Re: Jack evaluation
85. March 23, 2009 - original email from R. Flindall to R. Campbell, Re: Jack evaluation
86. March 19, 2009 - email from R. Flindall to R. Campbell, Re: Unit 01-152
87. March 9, 2009 - email from R. Flindall to M. Jack, Re: Sumilas, Shawn
88. February 13, 2009 - email from R. Flindall to M. Jack, Re: Talk Lock
89. February 10, 2009 – follow up email from R. Flindall to R. Campbell, Re: Domestic we spoke about earlier
90. February 10, 2009 - email from R. Flindall to S. Filman, Re: INC00000216708 Priority 4 – Minimal has been assigned to JUS MSG OPP RMS ADMIN
91. February 10, 2009 - email from R. Flindall to R. Campbell, Re: Domestic we spoke about earlier
92. January 30, 2009 - email from R. Flindall to R. Campbell, Re: Enr to a cruise MVC
93. September 23, 2009 - email from P. Butorac to M. Johnston, A. Crawford, Re: 254009-0173 Internal Complaint – PC Jack
94. December 24, 2008 - email from K. Chapman to S. Filman, R. Flindall, Re: Gun locker for Michael Jack
95. December 24, 2008 - email from K. Chapman to M. Jack, Re: Welcome to Peterborough w/ attached Welcome Jack document
96. July 31, 2009 - email from M. D'Amico to M. Johnston, Re: Jeff Standaert
97. May 11, 2009 - email from S. Filman to M. Jack and R. Flindall, Re: Jack 4 document
98. April 21, 2009 – email from S. Filman to R. Flindall, Re: Jack 1 document
99. March 13, 2009 - email from S. Filman to R. Flindall, Re: Ken Rusaw reviews
100. September 3, 2009 – email from S. Gozzard-Gilbert to R. Flindall, Re: Michael Jack's PCS4
101. July 6, 2009 - email from S. Gozzard-Gilbert to J. Pollock, M. Jack, Re: Michael Jack working for John Pollock
102. January 16, 2009 - email from R. Flindall to M. Jack, R. Campbell, Re: Attendance for block training date RE: emergency dental appointment
103. January 14, 2009 - email from S. Gozzard-Gilbert to K. Raymond, R. Flindall, T. Banbury, B. Rathbun, P. Butorac, Re: Stats for New Recruits 2008
104. September 24, 2008 - email from S. Gozzard-Gilbert to R. Flindall, R. Campbell, M. Johnston, G. Smith, Re: New recruits
105. September 9, 2009 - email from M. Gravelle to R. Flindall, B. Rathbun, Re: Jack

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106. August 10, 2009 - email from M. Jack to M. Moran, C. Laperle, S. Filman, M. D'Amico, Re: SP09178964 B&E 06-Aug-09
107. August 3, 2009 - email from M. Jack to OPP DL Peterborough County Detachment, Re: Found fishing boat on Stoke Lake at Young's point
108. July 31, 2009 - email from M. Jack to R. Flindall, Re: Overtime SP09164458
109. July 31, 2009 - email from M. Jack to M. Johnston, Re: Jeff Standaert
110. July 29, 2009 - email from M. Jack to jsmith@kpf.ca, Cc'd R. Flindall, Re: Statement from Raoul Rochard Sahip Mohammed
111. July 24, 2009 - email from M. Jack to OPP DL Peterborough County Detachment, Re: RPG for arrest of John Derek Williamson
112. March 9, 2009 - email from M. Jack to C. Laperle, Cc'd R. Flindall, Re: Sumilas, Shawn
113. February 10, 2009 - email from M. Jack to R. Flindall, Re: INC000002167808 Priority 8 – Minimal has been assigned to JUS MSG OPP RMS ADMIN
114. August 15, 2009 - email from J. Payne to R. Flindall, Re: Jack's last evaluation
115. September 22, 2009 - email from J. Payne to R. Flindall, Re: Read this occurrence tonite
116. September 25, 2009 - Cover Memo w/ M. Jack's evaluation response

J OPP General Information Form Re: Michael Jack, Date: August 2-15, 2009

K OPP General Information Form Re: Michael Jack, Date: August 15, 2009

**DETACHMENT DOCUMENTS****VOLUME 2:****Peter Butorac**

- L 1. September 20, 2009 - email from R. Nie to P. Butorac, Re: PC Jack's 8mth evaluation
2. September 25, 2009 - email from R. Nie to R. Flindall and P. Butorac, Re: Jack
3. October 25, 2009 - email from R. Nie to R. Campbell, C. Kohen, P. Salter, P. Butorac, J. Postma and D. Lee, Re: Jack evaluation draft with attached Evaluation Report and Work Improvement Plans
4. September 14, 2009 - email from M. Johnston to R. Campbell, R. Flindall, R. Nie, C. Kohen, J. Postma, P. Butorac Re: Jack WIP masterc with attached Work Improvement Plan
5. September 18, 2009 - email from M. Johnston to R. Nie, Ccd P. Butorac, J. Postma, K. Chapman, Re: P/C Jack



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6. September 20, 2009 - email from M. Johnston to P. Butorac, R. Nie, R. Campbell, Re: P/C Jack \*\*URGENT\*\*
7. September 14, 2009 - email from R. Campbell to M. Johnston, Cc C. Kohen, R. Flindall, R. Nie, J. Postma, P. Butorac, Re: Jack WIP (with attached Work Improvement Plan)
8. September 15, 2011 - email from R. Flindall to M. Johnston (forwarded to R. Campbell), Re: Clarification re PC Jack
9. September 1, 2009 email from M. Johnston to R. Flindall, R. Campbell, Re: PC Michael Jack
10. Undated - email from Ron (R. Campbell) to M. Johnston, D. Borton, Re: Moving of Cst. Mike Jack
11. Undated - OPP Briefing Note, Re: Cst. Jack
12. August 24, 2009 - email from J. Postma to R. Campbell, Re: Probationary Constable Michael Jack
13. General Information Form, R. Flindall Re. Cst. Jack
14. Undated – Confidential Duty Report, Submitted by J. Brockley

#### Richard Nie

- |   |  |
|---|--|
| M | Cst. Richard Nie Notes, September 2009   |
| N | <ol style="list-style-type: none"><li>1. August 18, 2009 - email from R. Campbell to R. Nie, Re: Moving of Cst. Mike Jack</li><li>2. August 20, 2009 - email from R. Campbell to B. Lafrenier, R. Flindall, Cc: R. Nie, J. Postma, Re: Constable Mike Jack</li><li>3. August 26, 2009 - email from J. Postma to R. Nie, Re: Probationary Constable Michael Jack</li><li>4. August 27, 2009 - email from J. Postma to R. Campbell, Cc: R. Nie, Re: PC Jack</li><li>5. August 27, 2009 - email from R. Campbell to R. Flindall, S. Filman, J. Postma, R. Nie, C. Kohen, M. Johnston, Re: PCS066 for Mike Jack</li><li>6. August 28, 2009 - email from R. Campbell to J. Postma, Cc: R. Nie; Re: PC Jack</li><li>7. September 8, 2009 - email from R. Campbell to D. McNeely, Cc: M. Jack, J. Postma, R. Nie, P. Butorac, D. Lee, C. Kohen, Re: Driving Assessment, Thursday 10 Sept 2009 – Kingston</li><li>8. September 9, 2009 - email from R. Campbell to R. Flindall, R. Nie, Re: PCS66_Jack (with attached Performance Evaluation Report)</li><li>9. September 9, 2009 - email from R. Campbell to C. Kohen, R. Flindall, Cc: M. Johnston, D. Lee, R. Nie, Re: PCS66_Jack</li></ol> |

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10. September 11, 2009 - email from R. Campbell to R. Flindall, Cc: J. Postma, R. Nie, P. Butorac, M. Johnston, Re: Jack
11. September 11, 2009 - email from R. Campbell to M. Johnston, C. Kohen, R. Flindall, R. Nie, J. Postma, P. Butorac, Re: PCS66\_Jack8 (with attached Performance Evaluation Report-Report Month 7, Work Improvement Plan)
12. September 14, 2009 - email from R. Campbell to M. Johnston, Cc: C. Kohen, R. Flindall, R. Nie, J. Postma, P. Butorac, Re: Jack WIB masterc.doc
13. September 16, 2009 - email from R. Campbell to D. McNeely, Cc: J. Postma, P. Butorac, R. Nie, M. Johnston, Re: Ron-can you advise if everything is a go for Friday Driving assessment with Michael
14. September 18, 2009 - email from M. Johnston to R. Nie, Cc: P. Butorac, J. Postma, K. Chapman, Re: P/C Jack
15. September 20, 2009 - email from P. Butorac to M. Johnston, R. Nie, Re: P/C Jack \*\*URGENT\*\*
16. September 20, 2009- email from M. Johnston to P. Butorac, R. Nie, R. Campbell, Re: P/C Jack \*\*URGENT\*\*
17. September 24, 2009 - email from R. Flindall's personal email to R. Nie, Re: PC Jack WIP
18. September 29, 2009 - email from R. Campbell to P. Butorac, R. Nie, J. Postma, Re: FW: Driving assessment – Michael Jack – requires remedial driving
19. September 29, 2009 - email from R. Campbell to J. Postma, P. Butorac, R. Nie Re: FW: Driving assessment – Michael Jack – requires remedial driving
20. October 5, 2009 - email from K. Taylor to C. Kohen, Cc: R. Campbell, D. McNeely, R. Nie, Re: PC Michael Jack – Driving Remediation
21. October 5, 2009 - email from R. Campbell to K. Taylor, C. Kohen, D. Lee, R. Nie, P. Butorac, J. Postma, Re: Driving Memo – Michael Jack (with attached Memo dated October 2, 2009 and Driver Competency Assessment)
22. October 5, 2009 - email from C. Kohen to R. Campbell, D. Lee, R. Nie, P. Butorac, J. Postma, Re: Driving Memo – Michael Jack
23. October 5, 2009 - email from D. Lee to C. Kohen, R. Campbell, R. Nie, P. Butorac, J. Postma, P. Salter, Re: Driving Memo – Michael Jack
24. October 5, 2009 - email from R. Campbell to D. Lee, C. Kohen, R. Nie, P. Butorac, J. Postma, P. Salter, Re: Driving Memo – Michael Jack
25. October 5, 2009- email from R. Campbell to C. Kohen, R. Nie, P. Butorac, Re: Driving Memo – Michael Jack
26. October 8, 2009 - email from R. Campbell to C. Kohen, P. Butorac, R. Nie, J. Postma, D. Lee, P. Salter, RE: PC Jack evaluation draft (with attached Performance Evaluation Report-Month 9 and Work Improvement Plan)

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27. October 14, 2009 - email from K. Taylor to M. Jack, Cc: P. Butorac, R. Nie, C. Kohen, Re: Driver Training
28. October 27, 2009 - email from K. Taylor to R. Nie, Cc: R. Campbell, P. Butorac, C. Kohen, M. Jack, Re: Remedial driver training for PC Michael Jack
29. November 10, 2009 - email from R. Campbell to C. Kohen, R. Nie; Cc: D. Lee, D. Borton, P. Butorac, R. Flindall, Re: Prob Jack (with attached Performance Evaluation Report-Month 10 and Work Improvement Plan)
30. November 10, 2009 - email from C. Kohen to R. Campbell, R. Nie, Cc: D. Lee, D. Borton, P. Butorac, R. Flindall, K. Taylor, Re: Prob Jack
31. November 10, 2009 - email from K. Taylor to R. Nie, Cc: R. Campbell, C. Kohen, P. Butorac, M. Vanlanduyt, RE: PC Jack – PCS66P – Police Vehicle Operation
32. November 10, 2009 - email from R. Campbell to R. Nie, P. Butorac, Re: Updated comments. FW: Prob Jack
33. November 15, 2009 - email from P. Butorac to R. Nie, Re: Michael Jack remedial driver training
34. November 18, 2009 - email from J. Postma to R. Campbell, C. Kohen, Cc: P. Butorac, R. Nie, Re: Prob Jack
35. December 1, 2009 email from K. Taylor to D. Beckett, R. Nie, C. Kohen, P. Butorac, M. Jack, Re: Probationary Constable Michael Jack – Remedial driver training completion
36. December 14, 2009 email from C. Kohen to M. Reynolds, D. Lee, Cc: R. Nie, Re: PC Jack (with attached Release from Employment letter dated December 15, 2009)
37. December 16, 2009 email from R. Campbell to R. Nie, Re: Chronology

**Shaun Filman**

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- P Probationary Constable Work Improvement Plans, Re: M. Jack

**DETACHMENT DOCUMENTS**

**VOLUME 3:**

**Staff Sergeant Michael Reynolds**

- Q S/Sgt. Reynolds Notes, December 2009
- R Memo to Cst. Jack, Re: Notice of Proposed Release from Employment, dated December 9, 2009

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S	Memo to Michael Jack, Re: Performance and Conduct Requirements of a Recruit Constable, dated August 28, 2008
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T	Undated - email from M. Reynolds to C. Kohen, D. Lee, Cc: H. Stevenson, Re: Prob Jack Notice Release
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**Jamie Brockley**

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| U | <ol style="list-style-type: none"><li>1. Confidential Duty Report, Submitted on October 24, 2009</li><li>2. Will Say, Detective Constable Jamie Brockley</li></ol> |
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**Deputy Chief Firearms Officers, M.P. (Mike) Johnston**

- |   |  |
|---|--|
| V | <ol style="list-style-type: none"><li>1. September 15, 2009 - email from R. Flindall to M. Johnston, Re: Clarification re PC Jack</li><li>2. October 2, 2009 - D. McNeely M. Jack Driving Memo to R. Campbell, text format</li><li>3. September 23, 2009 - email from M. Johnston to H. Stevenson Re: Com Centre</li><li>4. September 29, 2009 - email from R. Campbell to M. Johnston, D. Lee, Re: Driving assessment – Michael Jack – requires remedial driving</li><li>5. October 5, 2009 - email from R. Campbell to K. Taylor, C. Kohen, D. Lee, R. Nie, P. Butorac, J. Postma, Re: Driving Memo – Michael Jack (with attached D. McNeely M. Jack Driving Memo, dated October 2, 2009 and Driver Competency Assessment)</li><li>6. September 10, 2009 - email from C. Cox to R. Campbell, M. Johnston, Re: I have a question about one of our officers intercepting communications</li><li>7. September 23, 2009 - email from H. Stevenson to M. Graham, Cc: K. Smith, M. Armstrong, M. Johnston, RE: Old occurrence involving PC Jack</li><li>8. August 27, 2009 - email from R. Campbell to C. Kohen, M. Johnston, Re: PC Jack</li><li>9. September 11, 2009 - email from M. Johnston to H. Stevenson, Re: PC Michael Jack</li><li>10. September 9, 2009 - email from R. Campbell to R. Flindall, R. Nie, Re: PCS66_Jack8</li><li>11. September 11, 2009 - email from M. Graham to K. Smith, P. Beesley, P. Powers, M. Armstrong, H. Stevenson, C. Cox, M. Johnston, Re: PC Michael Jack</li><li>12. September 22, 2009 email from R. Flindall to T. Thompson, Cc: M. Johnston, Re: Com Centre</li><li>13. September 17, 2009 email from R. Flindall to T. Thompson, Cc: M. Johnston, Re: Com Centre</li><li>14. September 10, 2009 email from C. Cox to R. Campbell, M. Johnston, Re: Confidential Inquiry</li></ol> |
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15. August 20, 2009 email from R. Campbell to B. Lafrenier, R. Flindall, Re: Constable Michael Jack
16. August 18, 2009 email from R. Campbell to K. Taylor, Re: HTA Charge against Mike Jack while operating force vehicle today
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18. September 11, 2009 email from R. Campbell to Vi Grimmatt, Re: Mussington
19. August 6, 2009 email from R. Flindall to M. Johnston Re: P/C Michael Jack
20. August 21, 2009 email from R. Campbell to M. Johnston, Re: Michael Jack Platoon D

**Ron Campbell**

W

1. August 19, 2009 email from R. Campbell to J. Conway, M. Johnston, R. Flindall, S. Filman, Re: Possible charges against Douglas Anderson
2. September 10, 2009 email from R. Campbell to M. Johnston Re Rob Flindall
3. August 18, 2009 email from R. Campbell to M. Johnston, Re Moving of Cst. Mike Jack
4. January 29, 2009 email from H. Stevenson to M. Johnston, R. Campbell, Re: New Recruits – Special Attention to Prob Period – Jack and Kovacs
5. OPP Briefing Note Re: PC Jack
6. September 14, 2009 - email from R. Campbell to M. Johnston, Cc: C. Kohen, R. Flindall, R. Nie, J. Postma, P. Butorac, Re: Jack WIP masterpc (with attached Work Improvement Plant (Jack))
7. September 20, 2009 - email from M. Johnston to P. Butorac, R. Nie, R. Campbell, K. Chapman, R. Flindall, Re: P/C Jack \*\*URGENT\*\*
8. September 20, 2009 - reply email from M. Johnston to P. Butorac, R. Nie, R. Campbell, K. Chapman, R. Flindall, Re: P/C Jack \*\*URGENT\*\*
9. September 18, 2009 - email from M. Johnston to R. Nie, Cc: P. Butorac, J. Postma, K. Chapman, Re: P/C Jack
10. September 14, 2009 - email from M. Johnston to R. Campbell, R. Flindall, R. Nie, C. Kohen, J. Postma, P. Butorac, Re: Jack WIP masterdc (with attached Work Improvement Plant (Jack))
11. November 19, 2009 - email from R. Nie to C. Kohen, R. Flindall, Cc: P. Butorac, Re: Jack Chronology 09
12. October 7, 2009 - email from R. Nie to R. Campbell, C. Kohen, P. Salter, P. Butorac, J. Postma, D. Lee, Re: PC Jack evaluation (with attached Jack Evaluation Report and WIP)
13. September 25, 2009 - email from R. Nie to R. Flindall, Cc: P. Butorac, Re: Jack

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14. September 20, 2009 - email from R. Nie to P. Butorac, Re: PC Jack's 8mth evaluation

X S/Sgt. Campbell Notes, August - November 2009

**PC Jennifer Payne**

Y 1. September 10, 2009 - email from R. Campbell to J. Payne, Cc: R. Flindall, M. Johnston, Re: Notes Tracking Cst Jack's duties on A Platoon

2. September 22, 2009 - email from J. Payne to R. Flindall, Re: Read this occurrence tonite (with attached Occurrence Summary (SP05112642))

Z PC Payne Notes, June - August 2009

**Chronology Re: PC Michael Jack's performance**

AA Chronology #1

BB Chronology #2

**ONTARIO PROVINCIAL POLICE ACADEMY (OPPA) DOCUMENTS**

**VOLUME 4:**

1. Ten Code Test, dated December 9, 2008
2. Post Recruit Orientation - Class #411, undated
3. Recruit Orientation Course, Cruiser Familiarization Check List, dated November 31, 2008
4. Provincial Statutes Assignment #1, Answer Sheet, dated December 8, 2008
5. Crime Scene Scenario Handout - Death Scene - Adult
6. Performance Behavior Simulation, dated December 1, 2008
7. Recruit Scenario Evaluation, dated December 18, 2008
8. Ten Code Test, dated January 5, 2009
9. Ten code Test, dated December 29, 2008

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10. Recruit Scenario Evaluation, dated December 11, 2008
11. Basic Constable Training Program Student Evaluation, September 3 – November 27, 2008 (Diploma Awarded)
12. Basic Constable Training Program Student Evaluation, September 3 – November 27, 2008 (Diploma Not Awarded)
13. Ontario Police College Diploma, Basic Constable Training Program
14. Recruit Leadership Assessment Tool
15. December 15, 2008 - Jack Memo to Sgt. Tozser, Re: Failing to sign the 23:00 sign-in sheet on Sunday 14-Dec-08
16. Use of Force Instructor Evaluation Report, dated December 12, 2008 (with attached Gun Safety Rules, signed by PC Jack)
17. C8 Conversion Test
18. Absence Reports:
  - A) Absence Report, August 2008
  - B) Absence Report, September 2008
  - C) Absence Report, October 2008
  - D) Absence Report, November 2008
19. Recruit Progress/Interview Reports:
  - A) Recruit Progress/Interview Report – Week 1, dated September 12, 2008
  - B) Recruit Progress/Interview Report – Week 2, dated September 12, 2008
  - C) Recruit Progress/Interview Report – Week 3, dated September 20, 2008
  - D) Recruit Progress/Interview Report – Week 4, dated September 26, 2008
  - E) Recruit Progress/Interview Report – Week 5, undated
  - F) Recruit Progress/Interview Report – Week 6, dated October 11, 2008
  - G) Recruit Progress/Interview Report – Week 7, dated October 18, 2008
  - H) Recruit Progress/Interview Report – Week 8, dated October 26, 2008
  - I) Recruit Progress/Interview Report – Week 9, dated October 30, 2008
  - J) Recruit Progress/Interview Report – Week 10, dated November 7, 2008
  - K) Recruit Progress/Interview Report – Week 11, dated November 16, 2008 (2 copies – 1 dated, 1 undated)
  - L) Recruit Progress/Interview Report – Week 12, dated November 19, 2008
  - M) Recruit Progress/Interview Report – Week 13, undated

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20. Defensive Tactics Workshop Notification Form, dated November 11, 2008
21. Defensive Tactics Workshop Notification Form, dated October 8, 2008
22. Physical Feedback Profile
23. Documentation, Re: Swipe Card, dated received, September 30, 2008
24. S/Sgt. Colleen Kohen Notebook Notes and Description of Responsibilities

**COURT TRANSCRIPTS**

**VOLUME 5:**

1. *Provincial Offences Act* Court Transcript, R. v. Jack, April 1, 2010 and May 27, 2010

**CAREER DEVELOPMENT BUREAU DOCUMENTS**

**VOLUME 6:**

1. OPP letter to M. Jack, dated July 18, 2008 (date stamped July 30, 2008)
2. OPP, CDB Memo to Michael Jack, Re: Performance and Conduct Requirements of a Recruit Constable, dated August 25, 2008
3. OPP letter to M. Jack, dated July 18, 2008
4. Uniform Recruitment Applicant Processing Disposition, M. Jack, dated July 4, 2008
5. OPC, Basic Constable Training Program, Student Evaluation, Re: M. Jack, September 3 to November 27, 2008
6. Basic Constable Training Program completion certificate, M. Jack, dated November 27, 2008
7. OPPA Recruit Leadership Assessment Tool, Re: M. Jack
8. MCSCS Absence Reports: September, October and November, 2008
9. M. Jack Memo to Sgt. Tozser, Re: Failing to sign the 23:00 sign-in sheet on Sunday 14-Dec-08, dated December 15, 2008
10. OSMH Memo to Class 411, dated Christmas 2008



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11. Probationary Constable Performance Evaluation Report – 2<sup>nd</sup> month, Re: M. Jack, dated May 11, 2009
12. Probationary Constable Performance Evaluation Report – 3<sup>rd</sup> month, Re: M. Jack, dated April 27, 2009
13. Probationary Constable Work Improvement Plans, Re: M. Jack, dated May 11, 2009
  - Radio Communications
  - Flexibility
  - Police Vehicle Operation
14. Probationary Constable Performance Evaluation Report, dated June 11, 2009
15. J. Fantino, OPP letter to C. Condon, University of Liverpool, dated May 26, 2009
16. C. Condon, University of Liverpool to J. Fantino, Re: Research Participation, undated
17. Probationary Constable Performance Evaluation Report, Re: M. Jack – 5<sup>th</sup> month evaluation, dated August 31, 2009
18. Probationary Constable Performance Evaluation Report, Re: M. Jack – 7<sup>th</sup> month evaluation, dated August 31, 2009
19. Probationary Constable Performance Evaluation Report, Re: M. Jack – 8<sup>th</sup> month evaluation, dated October 5, 2009
20. Memo to S/Sgt Campbell, Re: P/C Jack 6 month evaluation (with attached Probationary Constable Performance Evaluation Report)
21. Probationary Constable Performance Work Improvement Plan, Re: P/C Jack, dated October 5, 2009
22. Sgt. D. McNeely Memo to R. Campbell, Re: M. Jack Driver Competency Assessment, dated October 2, 2009 (with attached Driver Competency Assessment)
23. Probationary Constable Performance Evaluation Report, Re: M. Jack – 9<sup>th</sup> month evaluation, dated October 23, 2009
24. Probationary Constable Work Improvement Plan, Re: M. Jack, dated October 8, 2009
25. Probationary Constable Performance Evaluation Report, Re: M. Jack – 10<sup>th</sup> month evaluation, dated November 18, 2009
26. Probationary Constable Work Improvement Plan, Re: M. Jack, dated December 14, 2009
27. M. Jack Memo Re: Federal Statutes, Rating: Does Not Meet Requirements, dated November 19, 2009
28. Probationary Constable Performance Evaluation Report, Re: M. Jack – 11<sup>th</sup> month evaluation, dated December 14, 2009

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| 29. | Probationary Constable Work Improvement Plan, Re: M. Jack, dated December 31, 2009   |
| 30. | OPP, Career Development Bureau Memorandum to P/C Jack and Peterborough County Detachment, Re: Notice of Proposed Release from Employment, dated December 9, 2009   |
| 31. | M. Jack Memorandum to Chief Superintendent M. Armstrong, Re: Resignation from the Ontario Provincial Police, dated December 15, 2009   |
| 32. | August 19, 2008 - email from B. Rathbun to S. Haennel, Re: Mike JACK   |
| 33. | August 8, 2008 - email from J. Whitney to B. Rathbun, Cc: S. Haennel, Re: JACK, Michael  |
| 34. | August 15, 2008 - email from S. Haennel to B. Rathbun, Re: Mike JACK   |
| 35. | September 4, 2008 – email from S. Haenne to B. Rathbun, Re: Michael Jack   |
| 36. | J. Whitney Memorandum Re: JACK, Michael 080558, dated August 6, 2008   |
| 37. | August 13, 2008 – email from S. Haennel to D. Traviss, D. Lapalme, Re: Candidate Michael Jack  |
| 38. | August 5, 2008 – email correspondence between M. Johnston and B. Rathbun, R. Campbell, Cc: S. Thomas, Re: Upcoming recruit   |
| 39. | August 6, 2008 – email from S. Thomas to S. Haennel, Cc: A. McCollum   |
| 40. | August 5, 2008 email from S. Thomas to G. Trivett, Cc: S. Haennel, Re: Upcoming Recruit  |
| 41. | Michael Jack Application, Position of Constable/Cadet, dated April 2, 2008   |
| 42. | Michael Jack, Police Constable Selection, Confidential Candidate Personal History Form, dated April 28, 2008   |
| 43. | Jack, Ontario Constable Selection System, Consent and Release of Liability Form, dated March 30, 2008  |
| 44. | Jack, Checklist of Mandatory Information   |
| 45. | OPP, Recruitment, Driving Questionnaire, dated May 29, 2008  |
| 46. | Constable Assessment, Pre-Background Questionnaire, Re: M. Jack, dated May 29, 2008  |
| 47. | OPP, Career Development Bureau - letter to M. Jack Re: Ontario Association of Chiefs of Police (OACP), Constable Selection System (CSS) Testing Results, dated May 23, 2008 (with attached OACP Certificated of Results) |

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48. Police Constable Selection, Applicant Survey Form – M. Jack
49. Michael Jack – Application for Constable/Cadet position, Cover Letter, Resume and References, dated March 31, 2008
50. June 2, 2008 email from M. Jack to S. Haennel, Re: Hello from Michael Jack
51. OPP, Career Development Bureau letter to M. Jack Re: Progression of the Recruitment Process, dated May 30, 2008
52. OPP, Career Development Bureau letter to M. Jack Re: Acknowledgement of Employment Application Receipt and Recruitment Process, dated April 11, 2008
53. OACP, Constable Selection System, Performance Declaration, Re: M. jack, dated may 29, 2008
54. OACP, Constable Selection System, Authorization From, Re: Research Use of Psychological Tests/Interviews/Evaluations – M. Jack, dated May 30, 2008
55. OPP, Corporate Services Confidential Internal Briefing Report, Re: Jack's gun collection, undated
56. Internal Complaint, Re: Jack association with known criminals – Received dated: November 9, 2009
57. Complaint Intake Form, dated September 11, 2009
58. September 23, 2009 - email from P. Butorac to M. Johnston, A. Crawford, Cc: R. Flindall, R. Campbell, Re: 254009-0173 Internal Complaint-PC Jack
59. Memorandum to PC Jack, Re: Notice of Internal Complaint, dated September 23, 2009
60. Professional Standards Bureau Investigation Report 2545009-0173
61. Memorandum to PC Jack, Re: Internal Complaint 2545009-0173, dated November 25, 2009

**ONTARIO PROVINCIAL POLICE ORDERS**

**VOLUME 7:**

1. Chapter 2: Law Enforcement, 2.51: Supervision – Member
  - January - December 2008 Policy
  - September 2008
2. Chapter 6: Administration & Infrastructure, 6.4: Human Resources
  - January - December 2008 Policy
  - September 2008 - December 2009 Police Orders Excerpt

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| 3.  | Introduction, 0.1: Introduction to Police Orders <ul style="list-style-type: none"><li>▪ December 2009</li><li>▪ September 2008</li></ul>           |
| 4.  | Chapter 2: Law Enforcement, 2.51: Supervision – Member <ul style="list-style-type: none"><li>▪ September 2008</li><li>▪ December 2009</li></ul>     |
| 5.  | Probationary Constable Evaluation Report Guidelines, dated November 2008  |
| 6.  | Chapter 6: Administration & Infrastructure, 6.16: OPP Vehicles, September 2008  |
| 7.  | Chapter 2: Law Enforcement, 2.2: Communications/Dispatch, September 2008  |
| 8.  | Chapter 6: Administration & Infrastructure, 6.4: Human Resources  |
| 9.  | Chapter 6: Administration & Infrastructure, 6.10: Professionalism in the OPP, September 2008  |
| 10. | Introduction, 0.1: Introduction to Police Orders, September 2008  |
| 11. | Chapter 2: Law Enforcement, 2.51: Supervision – Member, September 2008  |
| 12. | Chapter 6: Administration & Infrastructure, 6.4: Human Resources, 6.4.8: Probationary Constable, September 2008-December 2009 Police Orders Excerpt |
| 13. | Chapter 2: Law Enforcement, 2.51: Supervision – Member, December 2009   |
| 14. | Introduction, 0.1 Introduction to Police Orders, December 2009  |

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