

Michael Jack v. 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.

Tribunal File Number: 2010-07633-I

Consolidated list of documents that the Applicant intends to rely upon

All of the Respondent's Disclosure to the Applicant

All of the e-mail correspondence between the Human Rights Tribunal of Ontario, the Applicant's friend, Mr. Lloyd Tapp, and Counsels for the Respondent.

Exhibits:

Index	Document name
Schedule 'A'	Anticipated evidence of Mr. Michael Jack
Exhibit 02	Marine technological high school certificate
Exhibit 03	Marine college diploma
Exhibit 04	Assessment certificate for soldier demobilized from regularly Israeli military service
Exhibit 05	Electrical Officer Second Grade certificate
Exhibit 06	Intel Electronics Ltd. Letter and a reference letter
Exhibit 07a	Trent University degrees
Exhibit 07b	Trent University transcripts
Exhibit 07c	Academic awards and scholarships
Exhibit 07d	Trent University Computing & Information Systems' pamphlet
Exhibit 8	Anticipated evidence of witnesses
Exhibit 09	O.A.C.P. Certificate of Results
Exhibit 10a	Recommendation/reference letters
Exhibit 10b	Curriculum Vitae of witnesses and references
Exhibit 11a	Application to York Regional Police

Exhibit 11b	Correspondence with Chief of York Regional Police Armand La Barge
Exhibit 12	OPP's offer of employment
Exhibit 13a	Ontario Police College diploma, transcripts, award certificate
Exhibit 13b	Photograph with the Ontario Police Fitness Award
Exhibit 13c	Provincial Police Academy diary
Exhibit 13d	Provincial Police Academy certificate
Exhibit 13e	Provincial Constable badge and business card
Exhibit 14	File 233-10 (SP09020239)
Exhibit 15	PCS-066P (Month 1 & 2)
Exhibit 16	Probationary Constable work improvement plan (Month 1 & 2)
Exhibit 17	PCS-066P (Month 3)
Exhibit 18	PCS-066P (Month 4)
Exhibit 19	File 233-10 (RM09096931)
Exhibit 20a	Highway Traffic Act Provincial Offence Notice, disclosure for defense (crown brief synopsis, officer notes and driver's record)
Exhibit 20b	Her Majesty The Queen v. Michael Jack, proceedings at trial and court endorsement
Exhibit 20c	OTT Legal Services re: Court date
Exhibit 21	PCS-066P (Month 5)
Exhibit 22	Crown Brief Synopsis re: Arrest for an impaired operation of a motor vehicle
Exhibit 23a	File 233-10 (SP09164458)
Exhibit 23b	File 233-10 (SP09178964)
Exhibit 24	PCS-066P (Month 6 & 7)
Exhibit 25	Ontario Provincial Police Association approval to cover the cost of legal assistance re: Highway Traffic Act Provincial Offence Notice
Exhibit 26a	Correspondence with the President of the 8 th Branch of the OPPA D/Cst. Karen German
Exhibit 26b	Correspondence to the Ontario Provincial Police Association

Exhibit 26c	Officer notes of PC Michael Jack (Badge #12690)
Exhibit 27	PCS-066P (Month 8)
Exhibit 28	General Occurrence Report re: threats call
Exhibit 29	Driver competency assessment
Exhibit 30	Analysis of Probationary Performance Evaluation reports
Exhibit 31	Peterborough clinic medial letter
Exhibit 32	PCS-066P (Month 9)
Exhibit 33	Probationary Constable work improvement plan (Month 9)
Exhibit 34a	Re: Break and Enter investigation at Young's Point Public School (Crown Brief Synopsis)
Exhibit 34b	Re: Break and Enter investigation at Young's Point Public School (correspondence with Crown Attorney Kelly Eberhard)
Exhibit 35	Re: Large illegal drug grow op (letter of commendation from Cst. Ernie Garbutt)
Exhibit 36	Memorandum to Michael Jack by Michael Jack
Exhibit 37	PCS-066P (Month 10)
Exhibit 38	Probationary Constable work improvement plan (Month 10)
Exhibit 39	Internal complaint to Professional Standards Bureau (2545009 – 0173)
Exhibit 40	Investigation re: Credit card fraud
Exhibit 41	Notice of Proposed Release from Employment
Exhibit 42	Performance and conduct requirements of a recruit Constable
Exhibit 43	Analysis of my performance evaluations
Exhibit 44	PCS-066P (Month 11)
Exhibit 45	Probationary Constable work improvement plan (Month 11)
Exhibit 46	Resignation letter
Exhibit 47	Calls for service (reportable and non-reportable)
Exhibit 47a	Calls for service (non-reportable)
Exhibit 47b	Calls for service (reportable)

Exhibit 47c	Reports re: calls for service
Exhibit 47d	Traffic reports re: Motor Vehicle Collisions
Exhibit 48	Anticipated evidence of Mr. Harry Allen Chase
Exhibit 49	Anticipated evidence of Mr. Steve Ryan
Exhibit 50	Anticipated evidence of chiropractor Dr. Derek Dotzko
Exhibit 51	Anticipated evidence of family physician Dr. Vanita Lokanathan
Exhibit 52	Diary
Exhibit 53	Rebuttal to PCS-066P (Month 1 & 2)
Exhibit 54	Rebuttal to PCS-066P (Month 3)
Exhibit 55	Rebuttal to PCS-066P (Month 4)
Exhibit 56	Rebuttal to PCS-066P (Month 5)
Exhibit 57	Rebuttal to PCS-066P (Month 6 & 7)
Exhibit 58	Rebuttal to PCS-066P (Month 8)
Exhibit 59	Rebuttal to PCS-066P (Month 9)
Exhibit 60	Rebuttal to PCS-066P (Month 10)
Exhibit 61	Rebuttal to PCS-066P (Month 11)
Exhibit 62	Mr. Harry Allen Chase's complaint to the Ontario Human Right Commission
Exhibit 63	General Occurrence Report written by Cst. Lloyd Tapp for Cst. Harry Allen Chase re Domestic occurrence
Exhibit 64	R. vs. [REDACTED] Crown Brief Synopsis and Cst. Lloyd Tapp's examination of the R. vs. [REDACTED]'s case
Exhibit 65	Peterborough County OPP Detachment telephone directory
Exhibit 66	Peterborough County OPP Detachment duty schedule 2009
Exhibit 67	Police Services Act R.S.O. 1990, c. P.15 Ontario Regulation 123/98
Exhibit 68	Peterborough Fish and Game Association membership
Exhibit 69	Cst. Kevin Duignan's contact information handwritten by Cst. Kevin Duignan and Tim

	Hortons napkin with nickname CRAZY IVAN handwritten by Cst. Kevin Duignan
Exhibit 70	Anticipated evidence of Sgt. Jason Postma
Exhibit 71a	Anticipated evidence of Mark Greco (except for paragraphs 5, 6, 7, 10 on page 2)
Exhibit 71b	Anticipated evidence of Sgt. Rui Pacheco
Exhibit 72	Photographs of being in charge of cadets in the Nautical School in Israel
Exhibit 73	Photographs during the years of regular military service in Israel
Exhibit 74	Photograph with the “Undesirables” (the top one) taken in the GoodLife fitness club in August of 2003
Exhibit 75	Photographs at the Ontario Police College (graduation)
Exhibit 76	Photograph at the Provincial Police Academy's shooting range
Exhibit 77	Photographs at the Provincial Police Academy (graduation)
Exhibit 78a	Certificate of Results issued by Applicant Testing Services
Exhibit 78b	Standard First Aid issued by St. John Ambulance
Exhibit 79	Re: Application for position of Constable with York Regional Police service
Exhibit 80	Re: Application for position of Constable with Toronto Police service
Exhibit 81	Israeli criminal record check re: Application to Toronto Police service
Exhibit 82	Correspondence with Ontario Power Generation
Exhibit 83	Correspondence with Toronto Police service
Exhibit 84	Correspondence with Peel Regional Police service
Exhibit 85	Correspondence with Halton Regional Police service
Exhibit 86	The Peterborough Examiner re: Post-Traumatic Stress Disorder
Exhibit 87	The Promise of the OPP
Exhibit 88	Professionalism in the OPP
Exhibit 89	Workplace Discrimination and Harassment Policy of the OPP
Exhibit 90a	Framework for action, Ontario Public Service, Volume 10
Exhibit 90b	Ontario's Human Rights Code - Racism & Racial Discrimination Brochure

Exhibit 90c	Ontario's Human Rights Code - Racial Harassment Brochure
Exhibit 90d	Insights from the Ontario Human Rights Legal Support Centre guidelines
Exhibit 90e	Ontario Public Service WDHP Policy
Exhibit 91a	Access or Correction Request under Freedom of Information and Protection of Privacy Act
Exhibit 91b	Response to Access or Correction Request under Freedom of Information and Protection of Privacy Act (Request number CSCS-P-2011-00058)
Exhibit 92	Toronto Sun article about Canadian Human Rights Tribunal decision
Exhibit 93	Maclean's magazine article about intimidation of employees
Exhibit 94	Ontario Use of Force Model
Exhibit 95	HRTO Cst. Tapp vs. OPP – Terms of Settlement
Exhibit 96a	The Peterborough Examiner re: Officer charged with racing
Exhibit 96b	The Peterborough Examiner re: OOP officer cleared of stunt-driving charge
Exhibit 97	Gym memberships
Exhibit 98	OPP Association Comments re Ombudsman's Investigation
Exhibit 99a	Probationary Performance Evaluation Guidelines
Exhibit 99b	Ontario Provincial Police Orders
Exhibit 100	Boiling Frog Syndrome
Exhibit 101	Israel and firearms
Exhibit 102	Oath of Canadian citizenship
Exhibit 103	Statement of earnings & deductions
Exhibit 104	Dental records and receipts
Exhibit 105	Traffic incident driver's report form
Exhibit 106	Break and Enter at Selwyn Outreach Centre
Exhibit 107	Guidelines prepared by PC Jack
Exhibit 108	Domestic dispute

Exhibit 109	PC Payne's occurrences
Exhibit 110	PTA OIC Undertaking - Williamson
Exhibit 111	Retired firefighter sues OPP
Exhibit 112	Occurrences re: Richard Kaulback
Exhibit 113	Cheaper by the Dozen 2
Exhibit 114	General Occurrence Report re Jessup and Couch
Exhibit 115	Logon sheet Platoon D Night Shift
Exhibit 116	Workplace Discrimination and Harassment Prevention Policy (WDHP)
Exhibit 117	OPP Orders on Member Note Taking
Exhibit 118	OPP Orders on Performance Management, Probationary Evaluations, Human Resources and Responsibilities, Professionalism in the OPP, Commissioner Message on PEDLAR
Exhibit 119	OPP Orders on Code of Conduct
Exhibit 120	Proof of OPP violating officer's rights to confidentiality
Exhibit 121	Threatening e-mail by Sgt. Dennis
Exhibit 122	Copies of inculpatory statements by the respondents with excerpts of denials from Counsel's response to the Application
Exhibit 123	REFUSED

Applicant's Analysis of the Respondent's Disclosure:

Index	Document name
1	1 – June 2008
2	2 – July 2008
3	3 – August 2008
4	4 – September 2008
5	5 – October 2008
6	6 – November 2008
7	7 – December 2008 UPDATED
8	8 – January 2009 UPDATED
9	9 – February 2009 UPDATED
10	10 – March 2009 UPDATED
11	11 – April 2009 UPDATED
12	12 – May 2009
13	13 – June 2009 UPDATED
14	14 – July 2009 UPDATED
15	15 – August 2009 UPDATED
16	16 – September 2009 UPDATED
17	17 – October 2009 UPDATED
18	18 – November 2009 UPDATED
19	19 – December 2009 UPDATED
20	20 – Missing calls for service
21	21 – Sgt. Flindall and PC Payne special relationship
22	22 – Coaching by PC Nie

23	23 – Conclusion
24	24 – January 2011 NEW
25	25 – List of Witnesses
26	26 – Curriculum Vitae of witnesses and references
27	27 – Anticipated evidence of witnesses

Applicable Case Law:

Index	Document name
1	CHRC – ALI TAHMOURPOUR vs. RCMP (April 2008) – Discriminated in ethnic origin, falsified PERs, nick names – Upheld – Reinstatement & Compensation awarded
2	FCA – ALI TAHMOURPOUR vs. CANADA (Jul 19, 2010) – Appeal Upheld
3	BCSC – NANCY SULZ vs. RCMP (January 2006) – Bullying, Harassment, Poisoned Work Environment leading to Mental Disability – Compensation awarded
4	BCCA – NANCY SULZ vs. RCMP (December 2006) – Human Rights Violations
5	CHRC – DONNA MOWAT vs. CANADIAN ARMED FORCES (2008) – Harassment free workplace – Upheld – Compensation ordered
6	CHRC – FIONA ANN JOHNSTONE vs. CANADA BORDER SERVICES (2010) – Failure to Accommodate – Upheld – Compensation ordered
7	OHRT – YOUSOUFI vs. TPS (2009) – Poisoned work environment - Upheld – Compensation awarded
8	CHRC – BARBARA TANZOS vs. AZ BUS TOURS INC. (2007) – Admissibility of surreptitious recordings allowed.
9	CHRC – Speaking to the Media
10	OCCPS – Constable Brandon Wilson vs. OPP (2006)
11	OCCPS – Sergeant Shawn Hewlett vs. OPP (2007)