

Excerpts from PC Nie's point form chronology (Volume 3, BB) between September 9, 2009, and September 24, 2009:

09Sep09 - PC Nie

came back and got all three - at 0542hrs still hadn't called comp. - tried to get me to leave call as not our zone

would not at first - he was unable to resolve to gather the information - I stepped in and tried to calm situation

10Sep09 - PC Nie

that one of his issues was answer shopping and I would not tolerate it - told him this was his warning and not to do it again, I will not accept lying and blaming other officers for mistakes - he apologized and said he must

the job I didn't believe him that he wouldn't know this, I said it was a day one teaching thing - explained in all the times that he had done

Advised PC Jack that he needs to be more aggressive/confident with his driving - he drives under the speed limit regularly, slows down and often

taught - told him I didn't believe him because he would have been taught that on his first day - said that PC Filmer never showed him

learned from PC Rusaw - again told him not to blame others, told him that I would look at how he does it and confirm it was okay, but I was not showing him my way so that he could later on use it against me - talked to him again about how he commits people to answers so that he can blame them if someone else tells him differently - told him I was not playing his games and he smiled and said he was sorry - it was clear to me that he knew what he was doing and that I had figured it out

Appeared very stressed today with deciding what tasks to do and when - explained the need to prioritize and not just sit around the office all day doing paperwork - need to have a balance

15Sep09 - PC Nie

the call but didn't think he needed to go - blamed it on past calls he heard on his shift where officers went alone to 014 calls

now why it could be an issue – again tried to excuse his decision based on a previous call and what he had seen – we discussed how the situation was driving, again told him to stop blaming others for his mistakes – told him mistakes are understandable but to stop blaming everyone else

18Sep09 - PC Nie

arrangements for other officers to cover the original call we had, PC Jack had no idea what everyone else was doing because he wasn't listening to the calls – I explained that an officer was doing a street check for the

take that call – I explained to him how if he was listening he would have known that there was no one else available – also that since we were

at the sudden death, he was unable to gather basic information right at beginning from the park owner to relay to the Sgt who was on his way

when attending hospital he was having difficulty deciding where to park in an empty lot – very nervous/indecisive, couldn't use common sense to park near emergency – said it was because he had never been there

hours and that he needs to be able to multitask – just because we're talking doesn't mean we can't stop to deal with an offence – confirmed that this now did not mean to stop

not what I had instructed him – said he was not able to get her off the phone and I told him that he is the officer and can dictate how the call goes – be more assertive

solely on his GPS unit to get him to calls – I force him to read the map but he still inputs the address and watches the screen after

prior to writing sudden death report he said it won't be good because he is tired and exhausted – told him not to make excuses again because we have all been in the same situation and no one else says anything – especially new recruits

19Sep09 - PC Nie

were no longer required and he didn't listen and just took a full report – he spent 45 minutes on a call that could have been 5 minutes – time

going to but we were talking – told him that wasn't true as we were 15 minutes down the road – he said that PC Crowder had told him that

sternly told him to stop playing games and to answer the question – When you stop someone for speeding – do you know how to fill out the ticket – he said he didn't want to lie to me and I told him once again he was trying to set things up to blame someone else and he nodded in the township or where to sign the ticket – I told him to stop playing games with me, that after 8 months on the job he knew the answers – told two different ways – I told him that I knew he wanted me to tell him how he should do it just so he could blame someone else if it was different than what I taught – he chuckled at me when I said this – it was very clear that he knows the games he is playing and I assured him I would point this out every time it happens

20Sep09 - PC Nie

I told him to do what he was taught by PC Filman – again we discussed how it is completely inappropriate for him to set me up for a new answer to something he already knows and then blame another officer when it is different and he agreed – we discussed how there are

23Sep09 - PC Nie

or Caution – when I brought it up 3.5 hours later he attempted to blame me saying that he was going to but I rushed him saying we needed to get back to the office quickly before the male department

explained that all he had to do was admit that he forgot but he kept trying to excuse it by blaming it on being rushed – I said if that was true he could have done it in the car on the way in or at any other time

everyone do – again told him to just admit he forgot as that was better than to blame me for it – he just nodded his head but appeared angry He left to purchase gas and came back with

24Sep09 - PC Nie

to go to washroom paramedic made symbol of a square and stated that "that guy can't think outside the box eh?" something he picked up on within a short time frame – also kept rolling his eyes at me listening to PC Jack attempt to clear a call with someone on the phone and get details

things in general and I said no, he was talking directly to you – again he denied knowing any history and had no explanation – told him if I ever found out he was recording me without my knowledge we were finished and he could find a new coach – told him the Sgt. was aware that I was talking to him about this – he became upset and said it was just another thing he was being threatened with – confirmed that I was not threatening him, just giving him facts as I saw them – he said he couldn't understand why I was asking things, told him I was just connecting the dots that were in front of me and I wanted an explanation

An examination of PC Nie's entries in the point form chronology (Volume 3, BB) indicates that between September 9, 2009, and September 24, 2009, during our first 9 shifts together PC Nie accused me of the following "sins":

	Wrongdoing	Blaming	Offering excuses	Lying	Playing mind games	Recording conversations
# of times	13	11	3	4	3	1

A total of 35 "sins" on my part during the first 9 shifts with Big Brother on the road!

It would appear that I just could not get anything done right. Furthermore, whenever I offered an explanation of my rationale for doing what I did, PC Nie accused me of not accepting personal responsibility and blaming it on either other people or other factors, offering excuses, lying to him and playing mind games with him.

Rebuttal to PCS-066P (Month 9) (Exhibit 59):

Self-Confidence

Rating: Does Not Meet Requirements

I did not have much confidence left when I reported to Platoon 'D' shift. The rest of the confidence was quickly eroded by Cst. Nie's accusations of me lying to him, playing mind games with him, not doing anything properly, not accepting personal responsibility for my mistakes, etc. I was literally being made to feel like I was a puppet on Cst. Nie's string and hence the string of the Ontario Provincial Police and the Ontario Public Service.

For example, in the morning on September 9, 2009, while in the Constables' office, I asked Cst. Nie if I could go to the washroom. Cst. Nie looked at me and said, "Michael, do not ever ask me that question again." At that time, it felt normal and logical to me to ask for a permission to take a washroom break. Later I pondered why I asked such a childish question. The only rationale answer appears to be that I felt like a slave. My self-confidence was severely eroded and I feared to even go to the washroom without asking for permission first. I felt like I was a puppet. How does one adjust from being made to feel like a slave at the detachment to being an authority figure on the road?

I accept this rating wholeheartedly since it is a proof of how my level of self-confidence was completely eroded by those who were supposed to develop me.

Please consider the following paragraph from my anticipated evidence:

It did not really matter what I did or how I did it. What mattered is it either did not meet his standards or his pattern of thinking was different than mine. He was always "right" like in the old adage that "might is right". It was therefore easier for me to admit "making a mistake", apologize, and move on rather risk making him angry by voicing my objections. My spirit, morale and enthusiasm were at a low point. I felt like a slave and became servile. I feared voicing my points of view or letting anyone know that I did not appreciate the way I was being treated as first, my self-esteem was eroded and second, I did not see any merits to doing that. I was brought down to my knees. It was very humiliating.

I hope the Tribunal will see the pattern in PC Nie's documentation of my "inadequate" performance and also understand why PC Nie stopped his abundant usage of the word '**blame**' after September 24, 2009. It took two weeks for PC Nie's sadistic "coaching" methods to oppress me to such a degree that I no longer offered my explanations for my rationale and accepted his psychological harassment and torturing of me quietly in a docile manner.

Rebuttal to PCS-066P (Month 10) (Exhibit 60):

Personal Accountability

Rating: Does Not Meet Requirements

No matter what I did or how I did it, Cst. Nie almost always found a problem with me. Whenever I tried to justify my actions or explain my rationale for doing or not doing something or tell him where I learned what and who told me what he accused me of not taking personal responsibility. I hoped that he would understand my perspective, see that I am not an evil person, and realize that my judgment and my performance were severely undermined by the poisoned work environment and by his authoritarian and belittling attitude towards me. I hoped he would change his dictatorial and intolerant approach to "coaching" and ease up on me. Alas, my efforts were in vain. Reasoning with Cst. Nie did not work. He was as cold as a chunk of ice and constantly prided himself on being objective. It would appear that Cst. Nie's primary objective was to drill into my mind that I was a failure and I have to admit that he succeeded. It took me approximately 3 months after my resignation from the OPP to regain my confidence and belief in myself.

02Oct09 - PC Nie

instructions on what to do – I told him this was another example of him setting me up to tell him something different than what he already knew to do

no because I was more senior and had better knowledge – he tried to justify it by saying that I knew more about banking and mortgages which

gun and he said he knew – I told him he didn't or he would have taken it off – also pointed out that he didn't know what he was talking about

compliant – told him never to defer from his training – said he didn't search because the male suspect was not armed

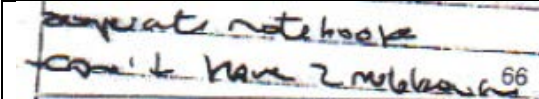
idea what to do and that everything he did was wrong - what he had heard with the traffic stop was that the suspect was armed

floor – appeared he placed it down upon stop – PC Jack missed hearing a radio call to his unit during the stop – appeared stressed by what to do

Considering the fact that PC Nie disclosed (approximately) ONLY 10 pages of his hand written notes in reference to his interaction with me (Volume 2, M), let us examine the following:

PC Payne's documentation of her interactions with me in the point form chronology closely matches the documentation of her interactions with me in her special separate book (Re PC Jack). The fact that PC Payne fabricated some evidence and falsely and maliciously accused me of various sins and the fact that she kept a separate notebook in dire contravention of the Ontario Provincial Police Orders is not what matters here. What matters here is that the entries by PC Payne in the point form chronology closely match those in her special notebook (Re PC Jack).

One has to complement S/Sgt. Campbell for his thoroughness because his entries in the point form chronology nearly perfectly match those in his notes. One apparent exception is the omission in the point form chronology (Volume 3, BB) of the fact that he advised Sgt. Flindall on July 22, 2009, that PC Payne could not have 2 notebooks. I doubt it was going to look good on him if he had included this tiny-tiny piece of evidence in the point form chronology since it could have been detrimental to the process of my termination. Hence, S/Sgt. Campbell must have deliberately omitted it. Otherwise how could one explain that everything else matches, yet this crucial piece of evidence which attests to Sgt. Flindall and PC Payne contravening the Ontario Provincial Police Orders is missing?

(July 22, 2009) (Volume 3, X) S/Sgt. Campbell handwritten notes:	(July 22, 2009) S/Sgt. Campbell's transcribed notes (March 13, 2012):
	separate notebook -can't have 2 notebooks

PC Filman's documentation of his interactions with me in the point form chronology is poor, one-sided and consistently wrong with respect to the dates. But that is perfectly explainable as PC Filman's entries in his notebook regarding his interactions with me are minimal, which is also perfectly understandable since PC Filman treated me like a leper and he could not care less about me. Hence, PC Filman fabricated numerous entries in the point form chronology retrospectively and did it very carelessly I must say. What a Detective!

Now here is that catch. PC Nie's documentation in the point form chronology is as detailed as it gets. It is not easy for one to exceed PC Nie's verbosity. However, PC Nie's notebook entries with respect to his interaction with me are minimal. One has to wonder if PC Nie also kept a separate notebook in contravention of the Ontario Provincial Police Orders to document his interactions with me in order to keep track of fabricated deficiencies in my performance, but was "smart" enough not to disclose it. One thing is certain, however, PC Nie's disclosed notes fail to corroborate his meticulous documentation in the point form chronology. I hope the Tribunal will naturally wonder why.

(August 24, 2009) (Volume 2, L-12):

From: Postma, Jason (JUS)
Sent: Monday, August 24, 2009 5:08 AM
To: Campbell, Ron (JUS)
Subject: Probationary Constable Michael Jack
Staff,

I believe in giving guys a second chance - and I mean that. Some concerns however.

Documentation: If Mike is not going to work out, do we have a structure of incidents laid out from Filman and Flindal so we are not starting fresh?

Supervision: I believe Pete will be back shortly on shift in September (unless there are developments I'm not aware of). Will Pete be ready for this task? If I'm to remain, who will be the next 2ic if Rich is coaching?

Coaching: Rich is a good officer, but he has been in this coaching roll way to long. He needs a few years of no recruits to get that front line grove back (my opinion). I don't want him to burn out if Mike requires extra documentation and process. He will do the job and will do it right, but I'm sensing the negative side of him of late.

Moral: D platoon is the laughing stock of this office because of these developments. People are not viewing this as second chance or re-focus, they look at this as "its not our problem anymore." Our shift is not happy, but will give Mike every chance to succeed. Its surprising how many people knew about this before I did, and before Rich made any comment on this.

Another note, from experience - problem officers or the rising stars define which coaches are successful in terminating probationarys or making positive recommendations. Everyone wants the good one, but very few are equipped to document and terminate employment if they don't meet the standards. We need to examine potential coaches more thoroughly in the future.

Just some thoughts Ron. Thanks for letting me "vent."
Jason.

Please note the following excerpts:

- *'do we have a structure of incidents laid out from Filman and Flindall so we are not starting fresh?'*
- *'Rich is a good officer, but he has been in this coaching roll way too long. He needs a few years of no recruits to get that front line grove back (my opinion).'*
- *'I do not want him to burn out if Mike requires extra documentation and process'.*
- *'I am sensing the negative side of him of late'.*
- *'D platoon is the laughing stock of this office because of these developments.'*
- *'Our shift is not happy,...'*
- *'Another note, from experience – problem officers or the rising stars define which coaches are successful in terminating probationarys or making positive recommendations. Everyone wants the good one, but very few are equipped to document and terminate employment if they don't meet the standards. We need to examine potential coaches more thoroughly in the future'.*

In light of the above information, it is clear that PC Richard Nie was handpicked to finish me off. This assertion is based on the following:

- PC Nie had a proven track record of being a coach officer the OPP could rely on to document in detail to justify a termination of employment,
- PC Nie had exercised this malign skill of his to justify the termination of minority probationer Mr. Harry Allen Chase (Exhibit 48 and Exhibit 63),
- I was deliberately placed on PC Nie's shift since Sgt. Flindall had 'lost the focus' and they, being the next-door neighbors could easily confer together in order to get information from the opposite shift (while Platoon 'B' and Platoon 'C' worked days and nights, Platoon 'A' and Platoon 'D' were off) and in this way the OPP had coverage on all platoons (though this may sound far-fetched, consider my often repeated belief – a surreptitiously orchestrated plan was put in place to scrutinize my every move/action and document them in order to justify a forced termination),
- PC Nie's biasness towards me,
- PC Nie's lack of objectivity with me,
- PC Nie's belittling treatment of me,
- PC Nie's focus on the negative aspects of my performance – both real and fabricated,
- PC Nie's meticulousness in documenting my real and fabricated shortcomings over the following three months until my forced resignation.

Aside from what I have mentioned I was being placed in the midst of a platoon that felt they were the laughing stock of the detachment because of me (**'these developments'** refer explicitly to me) and they had the hypocrisy to say that I was getting a clean and fresh start in the midst of this already poisoned work environment. Hogwash!

(August 27, 2009) (Volume 2, N-4):

From: Nie, Richard (JUS)
Sent: August 27, 2009 4:43 AM
To: Postma, Jason (JUS)
Subject: PC Jack

Jason - I was just thinking over a few things in regards to the transfer of PC Jack to our shift and have a few request/suggestions that I feel are needed to do this right.

1. Meeting between us, Sgt. Flindall, PC Filman, Inspector Johnston, Staff Campbell, and HR rep (Staff Kohen) to go over all documentation/evaluations done to date and what improvement plans are already in place. We need a starting point to go from so that PC Jack knows what our expectations are of what he already knows and what he needs to work on. I think it is best to have everyone mentioned present so that we all can see and hear what has been done so far - perhaps next Monday or Tuesday dayshift would be a good chance?

2. Once we have a starting point, then we, Insp, and both Staff Sgt.s sit down with PC Jack to discuss the plan with him and where he stands. Rumours that I have heard are that he has refused to sign some evaluations and has called the OPPA for advice. If this is true, then I want it documented with him and HR and our detachment command staff present so that we all are in agreement.

3. I assume that the 2% coach officer pay gets transferred to me starting Aug. 30 when he comes to shift?

I am not trying to be difficult here, just prudent. All of the rumours going around are that PC Jack calls the OPPA, human resources, or whoever else the minute he doesn't like what is happening. I want it made clear to him (which I will do) that I am not about to waste my time on someone that doesn't want to learn or accept constructive criticism. I want to give him a fair chance, but he needs to do the same for us.

Let me know,

Rich.

Please note the following excerpts:

- *'Rumours that I have heard are that he has refused to sign some evaluations and has called the OPPA for advice'.*
- *'All of the rumors going around are that PC Jack calls the OPPA, human resources, or whoever else the minute he does not like what is happening.'*
- *'I want it made clear to him (which I will do) that I am not about to waste my time on someone that does not want to learn or accept constructive criticism.'*

31Aug09 - S/Sgt Campbell

- 1400hrs - Teleconference with Human Resources Inspector Lee, S/Sgt. Kohen, A/Sgt Postma, Sgt. Flindall, PC NIE, and S/Sgt. Campbell to review PC Jack's file and work on solution to correct issues.

(August 31, 2009) (Volume 4, 24) (Original & Transcribed) S/Sgt. Coleen Kohen's notes:

Mon - 31 Aug 2009
0715 On Duty
2 minutes to 0715
0715 10-1

Conf call re Prob Jack on conf call was Dave Lee, Ron Campbell, Cst Filman, Sgt Fidle, Sgt Postman, Cst Nieal

Re: Campbell, Cst Filman, Sgt Fidle, Sgt Postman, Cst Nieal

Summary

Month 1, 2, 3, 4, 5
no concerns

Month 6 & 7 which are a combined PCS66P issues start to be raised

The same Prob who called me when Sgt told him he could be losing his job and also have a PSB investigation against him.

Sgt Fidle seems to take lead on the perf issues and has a strong dislike for Prob Jack as he does not own up to his errors.

SS also appears months 6 & 7 PCS66P has been given to him but not any WIP.

PCS66P 6 & 7 given to

Mon 31
Aug 2009

0715

On Duty

1400 | Conf call re Prob Jack on conf call was Dave Lee, Ron Campbell, Cst Filman, Sgt Fidle, Sgt Postman, Cst Nieal

Correction of the misspelled officers' name: S/Sgt. Ron Campbell, Cst. Filman, Sgt. Flindall, Sgt. Postma, Cst. Nie.

Summary

Month 1, 2, 3, 4, 5 no concerns.

Month 6 & 7 which are a combined PCS66P issues start to be raised.

The same Prob who called me when Sgt told him he could be losing his job and also have a PSB investigation against him. Sgt Fidle seems to take lead on the perf issues and has a strong dislike for Prob Jack as he does not own up to his errors. SS also appears months 6 & 7 PCS66P has been given to him but not any WIP.

PCS66P 6 & 7 given to

Please note the excerpts:

- 'The same Prob who called me when Sgt. told him he could be losing his job and also have a PSB investigation against him'

- First, I wonder what S/Sgt. Kohen meant in the second part of the sentence. It could either be that I had a PSB investigation against me or that Sgt. Flindall had a PSB investigation against me. I think it is the latter since how could S/Sgt. Kohen know about the PSB investigation otherwise?
- Second, is the following question: How could S/Sgt. Kohen know about the PSB investigation on the date of the conference call (August 31, 2009) when according to S/Sgt. Campbell's entry in the point form chronology the PSB matter was brought to his attention by Sgt. Flindall on September 3, 2009? This is also evident from an e-mail sent by Insp. Johnston to S/Sgt. Campbell and Sgt. Flindall on September 11, 2009, (Volume 2, L-9) that they were to stand down and that the PSB was going to investigate the allegations. Hence, how could they know on August 31, 2009, that PSB was going to investigate the matter?
- Third, I wonder if Sgt. Kohen knew or at least cared to inquire as to who initiated the PSB investigation and what it was about.
- Fourth, please note the names of the officers who were made aware of the PSB investigation against me: Insp. Dave Lee, S/Sgt. Kohen of the OPP's Human Resources, S/Sgt. Ron Campbell, Sgt. Robert Flindall, Sgt. Jason Postma, PC Shaun Filman, and PC Richard Nie. This action by Sgt. Flindall poisoned the minds of the participants. While one could say, 'So much for the confidentiality of an internal investigation', that would be a false assertion to make since the PSB investigation was fabricated with the sole purpose to terminate me. Hence, Sgt. Flindall deliberately brought the PSB investigation matter up during the conference call to alienate Regional Command Staff against me. It was Sgt. Flindall's racial disdain towards me and his neglect of duty with respect to looking after me. Hence, the only way he could walk on water was to have me terminated. No man, no problem.

- **'Sgt. Fidle seems to take lead on the perf issues and has a strong dislike for Prob Jack as he does not own up to his errors'**

Apart from being Sgt. Flindall's next-door neighbor (and shortly after the conference call even a subordinate of Sgt. Flindall) PC Richard Nie was privy to Sgt. Flindall's strong dislike of me during the conference call. So much for the **'fresh start with a clean slate'**.

(August 31, 2009) (Volume 1, B) Sgt. Flindall's notes:

<p>MON 31 AUG 09 1350 - DET. JPL teleconference w/ S/SGT. C. CAMPBELL - Insp. LEE also on line present is P.C. FILMAN, P.C. NIE P.C. POSTMA 94</p>	<p>1400 S/SGT. CAMPBELL call in progress - call complete - discussion over w/ Insp. LEE - P.C. JACK being coached by P.C. NIE.</p>	<p>- P.C. JACK going to be absent every day reporting to the board - rest is up to him. - off duty - No O.T. for him</p>
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Please note the excerpts:

- **'PC Jack being coached by PC Nie'**

- ***'PC Jack going to be afforded every opportunity to succeed'***
- ***'rest is up to him'.***

Some facts for consideration:

- Sgt. Flindall never held mandatory regular performance evaluation meetings with me,
- Sgt. Flindall denied me developmental opportunities,
- Sgt. Flindall discriminated against me by disallowing me to work overtime and to cover for officers on other shifts while the other probationers were allowed to do so,
- Sgt. Flindall had a strong dislike of me,
- Sgt. Flindall condoned and possibly encouraged PC Payne's practice of keeping two notebooks in current use – a regular one and a special one (**Re PC Jack**),
- Sgt. Flindall falsely charged me under the HTA,
- Sgt. Flindall had members on three different shifts to report to him everything about my performance that could be construed and twisted into being negative,
- Sgt. Flindall fraudulently prepared my Month 6 & 7 (Exhibit 24) and my Month 8 (Exhibit 27) PERs,
- Sgt. Flindall falsified my refusal to sign the fraudulent Month 6 & 7 and Month 8 PERs,
- Sgt. Flindall promptly initiated an unsubstantiated, frivolous and false complaint to the Professional Standards Bureau that I was friends with criminals,
- Sgt. Flindall and PC Richard Nie were next-door neighbors,
- Sgt. Flindall and PC Nie were both born and raised in Peterborough,
- Sgt. Flindall and PC Nie are both in the same age bracket,
- Sgt. Flindall and PC Nie are most likely of the same creeds – Roman Catholics,
- PC Nie aspired to be a Sergeant in Peterborough OPP Detachment,
- Sgt. Flindall aspired to be Peterborough OPP Operations' Manager and possibly Peterborough Detachment commander, like his father was,
- Sgt. Flindall was promoted to the rank of Acting Staff Sergeant in early fall of 2009,
- PC Nie had a proven track record of being a coach officer the OPP could rely on to document in detail to justify a termination of employment. PC Nie was the coach officer of an ex-OPP officer Mr. Harry Allen Chase, an Afro-Canadian with native heritage, who was terminated on the last day of his probationary period (Exhibit 48 and Exhibit 62).

I hope that in light of those facts the Tribunal will marvel about the "truthfulness" of Sgt. Flindall's statement:

- ***'PC Jack going to be afforded every opportunity to succeed'***
- ***'rest is up to him'***

They were such convenient comments to actually disguise the truth. It was never up to me.

Some of the current definitions of the word **mafia** are:

- Any tightly knit group of trusted associates.

- A closed group of people in a particular field, having a controlling influence.
- Any small powerful or influential group in an organization or field; clique.

An actual **mafia**, so to speak, was in control and was surreptitiously orchestrating a plan to terminate me. They had already:

- Branded me as a psychopathic or crazy Russian prior to commencing my employment at the Peterborough County OPP Detachment,
- Had an OPP's psychiatrist do an examination of me based on their superstitious and extremely prejudiced beliefs (because I was Russian, from the middle east and served in the Israeli Defense Forces and supposedly killed many people – though I have never even aimed my service firearm at anyone),
- Humiliated me with a derogatory nick name "Crazy Ivan" about my heritage,
- Humiliated me by being referred to as an incompetent recruit,
- Poisoned my work environment,
- Deprived me of regular performance evaluation meetings in dire contravention of the Ontario Provincial Police Orders,
- Deprived me of developmental opportunities,
- Turned many members against me,
- Managed to have many members keep an eye on me and report back to one person,
- Engaged in, encouraged and condoned numerous contraventions of Ontario Provincial Police Orders,
- Deliberately omitted to document me positively when incidents warranted positive documentation,
- Falsely charged me under the Highway Traffic Act,
- Fabricated two fraudulent PERs,
- Falsified my refusal to sign them,
- Falsely accused me of being involved with criminals (the OPP's use of the term '*Undesirable*' is in itself extremely derogatory because no human being is undesirable for it goes against the dignity of an individual to be referred to as such and it also contravenes the Human Rights Code not to mention the Canadian Charter of Rights and Freedoms that talks about valuing the dignity of all Canadians),
- Criticized my accent (PC Moran's question to me, '*Can you speak with a Canadian accent?*' and PC Filman's comment in my Month 4 PER (Exhibit 18), '*PC Jack is aware that he has a thick accent*':
Specific example:
PC JACK is now patrolling on his own. His communication skills are improving greatly. PC JACK is aware that he has a thick accent and makes an effort to speak clearly and consisely.
- Accused me of not asking enough questions and when I did ask accused me of answer shopping.

Once again the Promise of the OPP stands out in stark contrast to the aforementioned:

Maintain an open mind, try to be impartial and non-judgmental; be aware of and manage my personal biases or attitudes, e.g. stereotypes

Support colleagues, especially those who may feel vulnerable or at a disadvantage because of their employment status, e.g. new recruits, volunteer, civilian, contract; or background, e.g. race, gender, ethnicity

Be thoughtful about both what I say and "how" I communicate, i.e. sensitive to inadvertent or subtle messages, terms or labels; avoid potentially hurtful rumours and gossip; maintain confidentiality

On the contrary I, an educated individual (a University Professor), was brought down to my knees and executed by the local mafia.

The Ontario Public Service should be proud of the OPP for being its effigy in demonstrating the OPS' values and respect for the dignity of a Canadian citizen – one seeking employment in a supposedly respectable profession.