

Before OPP**At the OPP**

Trent University Computing & Information Systems' pamphlet (Exhibit 07d, page 1):  Michael Jack Computing & Information Systems Professor	Exhibit 69 and Exhibit 70: <i>Nick Name - "CRAZY IVAN"</i> Mr. Jack had a nickname of Crazy Ivan. He was called this by members.
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Trent University Computing & Information Systems' pamphlet (Exhibit 07d, page 3): "Trent University was more than a solid formal education; it was an experience. The faculty and staff of Computing & Information Systems provided unfailing support and encouragement throughout my undergraduate and graduate studies ... and I enjoyed every moment. For an international student like me, it really was a dream come true." Michael Jack, B.Sc. (Honours), M.Sc.	Schedule 'A', page 56: The discriminatory and the differential treatment that I endured during my probationary period at the Peterborough Detachment surpassed everything negative that I had experienced in my lifetime. I was discriminated against, harassed, bullied, humiliated, belittled, subjected to unreasonable demands and unsubstantiated criticism, oppressed and retaliated against for standing up for my rights or otherwise mistreated at work. All of the above negatively affected my mental and physical health, feelings and self-respect and further resulted in the loss of dignity. I experienced anxiety, loss of concentration, stress, sleeping disorders and muscle pain in a variety of areas all of which were provoked by the poisoned work environment. The amount of stress I experienced also brought on chronic fatigue syndrome towards the end of my employment with the OPP. It took me over a month after the resignation to merely regain my physical health.
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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

Somehow my case reminds me of two Hollywood movies:

- Philadelphia (1993) www.imdb.com/title/tt0107818
 - When a man with AIDS is fired by a conservative law firm because of his condition, he hires a homophobic small time lawyer as the only willing advocate for a wrongful dismissal suit.
- Flash of Genius (2008) www.imdb.com/title/tt1054588
 - Robert Kearns takes on the Detroit automakers who he claims stole his idea for the intermittent windshield wiper.

I associate myself with Tom Hanks' character in the movie Philadelphia because since I was not like everybody else at the Peterborough County OPP Detachment I was terminated.

I associate myself with Greg Kinnear's character in the movie Flash of Genius because a few officers from the Peterborough County OPP Detachment stole my life and just like Robert Kearns pursued his lawsuit against people who stole his idea and ruined his life, I will be pursuing my case against people who ruined my life.