

Human Rights Complaint

I formally accuse Jillian Hynes of human rights violations. I heard them refer to autism traits in reference to me. They triggered me on purpose to prove I was lying and it caused me severe mental and emotional distress that I am still dealing with almost a year later.

I formally accuse Steve Verdi of illegally recording my conversations without prior consent and not making proper accommodations in accordance with my doctor's letter as per policy.

I formally accuse Sheila Wagner of breaking the law and not following up with investigations in relation to my multiple complaints that I was dealing with gaslighting, verbal and mental harassment in regards to my then direct supervisor Leanna who was the leadhand for the snow crew.

I filed my first formal complaint stating that I was dealing with anxiety on January 3rd in a through write-up and submitted to my manager Jillian Hynes. I followed up with several verbal complaints in regards to my manager who was constantly bad mouthing myself, Mitchell my then co-worker at the time as well as management.

Leanna stated several times that she would put a little face beside her timesheet so someone from payroll would contact her and tell her what to do next. I made it clear verbally to management that this was going on.

I was sent a harassing text message from my then lead hand Leanna on February 9th, 2025. I showed my lead of that shift - who's name is Chance - that I was sent that text. I explained it is a lie since I filed a human resources complaint back on January 3rd, 2025 stating the exact same thing. Myself and Mitchell both filed one one we were stating verbally as well that this harassment was going on.

I had a swollen knee and had to leave work early - I was working 21 days straight with 7 days off - 11 hours a day and only paid for 10 hours and left on day 18. I reported to the medic in the morning since my knee was swelling pretty bad. The medic gave me penicillin and sent me on my way. I attempted to work on my knee but could not and requested to be sent home early. I was clearly told that when Leanna came back the following rotation we would be separated - This was told to me by my manager Jillian Hynes.

Doctor Label in Smooth Rock Falls, Ontario diagnosed my knee infection as cellulitis. It was very painful. My buddy and co-worker drove me 3 hours home. She is diagnosed with severe ADHD as well as anxiety. This is a direct disregard to policy as it is stated in the Aramark handbook that only a manager or supervisor would drive an individual out of camp. This was sanctioned by my direct manager Jillian Hynes as it is her friend. I know that she has severe ADHD because it is stated on her facebook as we are facebook friends as well

When I got back to camp Leanna and I were not separated. We still had an hour overlap. I was stalked. I was laughed at. I was intimidated by security for talking to Mellisa Hudson. They would ask me questions in meetings like "Thumb in and thumb out" and I didn't understand what they were saying. They humiliated me. I was dealing with so much anxiety. I could not sleep. I was acting out of character. I told them every single day I was dealing with severe anxiety attacks and they didn't care.

Leanna was left still on the same floor as me. I had to see her every day in the hallway. She changed her schedule to try and corner me at all turns to the point I could not even sleep anymore. I still can't function today because of it. I still can't even think about it without crying. It's so hard. My life is so hard today. I am about to go bankrupt because of it.

I left camp mid march 2025 and went to my doctors and lost my mind. I was so stressed out. They triggered me on purpose. They lied. They covered up my documentation and deleted it. I have 100 pages plus in a binder to prove my claims. I have pictures. I have severe issues today - vagus nerve, cPTSD, chronic depression, GAD as well as other neurologically different issues. Namely severe Autism and ADHD as well.

I was mocked all winter for my literal thinking. I was shamed. I was laughed at behind my back. I was told I could not have GAD because I am a 44 year old white male - approximately 6'3" tall. I work seasonal jobs in my hometown since I left an abusive relationship with my former girlfriend. 5 years of blackout drunk - when I left I had been starved in a bed for a week after my appendix burst. I had lost 30 lbs - back in 2022.

I was laughed at and told that I live at my parents I must be worthless. I was put down at every turn when I tried to make friends by people talking behind my back. I was shamed. I was humiliated because somehow they wanted to know my past. I don't talk about my past for these reasons. It's horrible. I was just working a seasonal snow shovelling job - and was offered to stay on full time. My manager Jillian Hynes stated in a text message I have attached below - that I did a great job. That Leanna would never be back. That I would work on her shift. When I was ready to come back I can. Then she started to text really weird - and my GAD kicked in and I could not handle anymore. I literally lost my mind after that - it's all a blur.

I tried to work my former job at the town from the summer before. I was a supervisor for the town training two summer students and cutting the lawns for the town. I was told I did a great job and was even called out by the mayor and council. This year - the summer of 2025 - I could not control the cPTSD triggers that happened in camp the year before. I had to take time off. The town was great and supportive. They let me come back to finish off my last month of employment. Then they laid me off as I was having difficulties functioning.

I paid \$5000 for an assessment because my councillor for the family drug and alcohol services - Mercedes - was amazing and helped me by understanding what GAD is. I always had a persistent worry and social anxiety would pass after a few days. That is normal for me. My worry never left all last winter. It just grew and grew. To the point Jillian Hynes could not even care less

- I was just a headache for her. Today I have a hard time to get out of a chair since I deal with catatonia. I was put on Trinillix 5mg to control the depression but since I overheard Autism symptoms in me from camp - and did not understand I was even autistic or ADHD or even had anxiety - just a persistent worry - the dosage was bumped up to 10mg then 15mg which has now given me a neurological issue as well that at the present time is undiagnosed. If you meet me - I mask my neurological issue - I will show you a picture so you understand how bad it is now. It is slowly getting worse - nothing can be done since its neurological in nature and I have AuDHD - so anything that they give me for meds - will trigger the cPTSD, GAD, chronic depression or counteract the ADHD and its just a mess of meds that can likely never be balanced.

I need substantial support to live my life now. I hide this from my family. I mask it - autism people mask naturally. I mimic my past - I am not able to learn new things easily. I could be dying - I do not know. All because My manager Jillian Hynes, never bothered to call my doctor and tell him I showed this symptoms yet requested my doctor call them to discuss "low stress work environment"

September 2025 I emailed Sheila Wagner - the human resources manager and she emailed back saying that there was no record of complaints and also no record of anything. I was hired season and terminated as per my contract. This is a lie because Jillian Hynes is the person who hired and who I submitted my detailed write-up to.

I also got triggered by these lies and send multiple emails during uncontrollable cPTSD moments that have plagued my life for almost the last year. It is brutal. It is so hard to live every day knowing I did nothing wrong. The worse part is - I overheard one of the Janitors state there was a major issue at Detour Gold involving me. Even worse than that - a security guard on March 13th, 2025 even said, on his body camera tape - "Your fucked now buddy" while walking out the door.

I have to live my life now as a disabled person while Aramark gets to break every single labour law in the books. I requested the formal documentation for the truck report - they MAKE us drive broken down trucks that are falling apart and are extremely unsafe. They make us work in unsafe work environments and do not even supply winter clothing - I had to work in a rain coat shovelling snow because they had none ordered - Mid December 2025 for -40 weather. The ones they do order are so air tight - you sweat and freeze because they force the snow shovelling people to actually go and sweep at night in plus 30 degree heat then go and shovel snow in minus 30 degree weather.

The camp manager Sheila Wagner would come and sniff the guys in the hallway - and sniff me too - for smells - because when I'm eating breakfast in a lunchroom after a 12 hour shift - somehow I need to pass an Aramark sniff test. How gross is that. Stated openly at a Sunday Safety meeting.

I also had to put my life at risk on multiple occasions - simply because of the area we had to shovel snow was so down a ditch that you can easily fall and break a leg or twist a knee. We had 2 people in a truck to shovel the ENTIRE detour mine gold site North of Cochrane, Ontario. Then we would get in trouble and yelled at because it didn't stop snowing all night - so we didn't do our jobs - by not shovelling somehow a compound that is I don't know how many square km's. With hand shovels. No snow blower. Plus a lead that literally was harassing me and stalking me and sending me threatening text messages - all winter - and nothing was done. Provable - the whole thing. This is unimaginable how they gaslighted someone with a perceived disability that they seen of severe ADHD and Autism. I was reported my anxiety all winter - in writing and follow up's - not even an investigation as per legal standards was done. Nothing. This was confirmed by Sheila Wagner in an email back in mid September 2025.

Today I am dealing with severe depression - I am alone 24/7. They do not want to follow my doctors letter detailing a workplace devoid of toxic co-workers. Somehow this is grounds to not hire someone back. I was officially diagnosed mid October 2025 for GAD, Chronic Depression, cPTSD and 99th percentile ADHD and severe Autism in a 48 pgs. Report. The reason why I spent the \$5,000 to get the report done in the first place was because I overheard aspergers in relation to me from a conversation between Jillian Hynes and the lead of the janitor crew Jason Sutherland - who is also Mellisa Sutherland's brother. Melissa Sutherland herself even told me what was being said about me in camp during our 3 hrs drive home - to my parents house where I live - as a co-worker. A manager or supervisor is suppose to make that drive and I had no say in it whatsoever. Why is that? Jillian Hynes is the Manager that makes those decisions. I wonder.

Today I write prolifically - I have been writing at a professional level for some time now - as I write under the pen name ~AuDHDmindset on substacks and have been talking about my experiences. I formally request a mediation in this matter. I formally request to have my questions answered. As stated I have over 100 pgs in a binder detailing screenshots - written emailed statements - pictures - showing that I was fired at 2am on March 26th, 2025 and then phones on March 28th, 2025 saying I had a job then being texted I have a job on April 7th, 2025 when I was ready to come back then being denied said job.

I have been through a tremendous amount of trauma in my life and was perfectly fine to go back to work last April - I bounce back fast - thats because I deal with a severe amount of trauma in my life and was alone living across Canada from the age of 19 until 42. I moved back with my parents to help them out as they get older. I got this job as a snow shoveller and also was hired as a janitor - there is no doubts with the picture - because my town of Smooth Rock Falls, Ontario has 1000 people and I work simple jobs all my life. I never knew it was because I had severe Autism and severe ADHD until mid October 2025. Turns out I have an extremely literal mind. I want Ashley - the janitor lead who asked me in a safety meeting - open - with 50 people in there - what she meant by "Thumb in - Thumb out" My answer - "of what, my glove?"

I can go on - and on - and on - I formally request an investigation into my claims - like I said I have a book with over 100 pictures proving everything. I want to file charges if they are breaking

labour laws as I find that Jillian Hynes and Sheila Wagner - show clear indications of Managerial negligence in this case. My life is forever changed. I subscribe to a buddhist philosophy now - to help control my depression and anxiety and cPTSD. I write and advocate for real world change in the workplace and use my website to show my mind. I learned how to write professionally because I have a hard time to function - and hope in this way - I can help save others from the same fate I had to deal with. It is more terrible than you can imagine.

I have basic human rights. I have the right to freedom of speech and I have the right to religious beliefs. I have the right to speak my mind. I have the right to a hearing and a lawyer and a trial and a meeting between Aramark - Agnico Eagle and myself. I have the right to self represent with the assistance of a legal council. I have a right to live my life, like I always have, and not be treated as a disabled person. Until October 2025, I didn't even know I was and I lived all over Canada for 25 years or so by myself with 1 ex-wife who used to slap me upside the head for "drifting gazes", 1 ex-girlfriend who was a blackout drunk and starved me in a bed for week at the end of the relationship - I don't think about the hell I went through for the 5 years before that or the step-kids involved.

I didn't find out that I am disabled until this happened. Why is that? I paid \$5,000 because I overheard this in a remote camp from Jillian Hynes and Jason Sutherland because of a conversation I overheard about asperger's traits in relation to me. To find out to my surprise I am disabled? Cross-Referenced to the SR2 and SR5 99th percentile ADHD and severe Autism that I use music to regulate as well now as well as mediation techniques from Ancient Vedic and Native American Traditions. My mother in law and ex girlfriend are status Cree - I lived with them while I worked out west in Saskatchewan on the Wapetan Indian Reserve on and off for 2 years and we visited often for when we got our own place.

I formerly request mediation in this matter. My website is www.audhdawareness.com I use pictures to communicate effectively since I am now dealing with neurological issues. I have a video to show how I really am - I mask to appear normal. I have all my life. I will unmask in private - but not in public - so people do not mock me anymore. I look forward to my day in front of a judge and I will unmask there - if I am still alive. I request my wishes be respected as per my spiritual beliefs which are now Buddhist in Nature - and I have accepted this will be the rest of my life.

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