

Competent Person Curriculum Vitae d'une personne dite compétente – Albert Bissonnette

<p>Mr. Albert Bissonnette has been recognized as a Competent Person under the Regulations, Part XX, which fall from Part II of the Canada Labour Code, as well as investigations under Bill C-65 in matters concerning complaints of alleged Harassment and Workplace Violence.</p> <p>The 101 Investigations listed below describe Mr. Bissonnette's activities in investigations dealing with Harassment & Workplace Violence (WPV) where he has been recognized as a Competent Person. He has also investigated multiple Wrongdoing and Harassment complaints as seen below.</p> <p>Mr. Bissonnette is an accomplished investigator and is reputed to be non-biased and impartial in whatever investigation he is involved in. Although this CV only lists 101 specific incidences, he has actually investigated over 150 Administrative Investigations when occupying senior positions at the Privy Council Office and the Prime Minister's Office and while at Public Services and Procurement Canada – Director of the Canadian International and Industrial Security Directorate.</p> <p>Mr. Bissonnette has been deemed <u>competent under the auspices of the Canada Labour Code</u> on every occasion, as seen below, and he has been found to be both impartial and fair in dealing with sensitive matters. He is neither pro-complainant, pro-management, nor pro-respondent. He is NEUTRAL and allows the facts to determine, on the balance of probability, if something did occur, could have occurred, may not have occurred, or did not occur.</p> <p>Mr. Bissonnette's services as a competent person and investigator are sought out by those who are looking for a nonjudgmental investigator who will provide complete and accurate work in determining the facts surrounding the events that led to, or may have led to, Workplace Harassment and Violence, Wrongdoing, or other administrative-type investigations.</p> <p>Mr. Bissonnette provides his investigative service in both official languages. He is currently cleared to Top Secret (expiry 2025-11-25). His incorporated company ProActive Security Inc. has a Facility Security Clearance at the Top-Secret Level and Document Safeguarding at the Secret level and Protected B level. Additionally, he holds authority to process digital documents to the Protected B level.</p>	<p>M. Albert Bissonnette a été reconnu comme une personne compétente en vertu du Règlement Partie XX, qui relève de la partie II du Code canadien du travail, ainsi que du projet de loi C-65, en matière de plaintes concernant le harcèlement et la violence présumée dans le lieu de travail.</p> <p>Les 101 enquêtes énumérées ci-dessous décrivent les activités de M. Bissonnette dans les enquêtes portant sur la violence et le harcèlement en lieu de travail (VLT) où il a été reconnu comme une personne compétente. De plus, il a enquêté plusieurs plaintes d'actes répréhensibles ainsi que des plaintes de harcèlement telles que décrites plus bas.</p> <p>M. Bissonnette est un enquêteur accompli et est réputé être non préjugé et impartial dans toute enquête dans laquelle il est impliqué. Bien que ce CV ne répertorie que 101 incidences distinctives, il a effectivement enquêté sur plus de 150 enquêtes administratives lors de l'occupation de postes supérieurs au Bureau du Conseil privé et au Cabinet du premier ministre et à Travaux publics et services gouvernementaux comme directeur.</p> <p>M. Bissonnette a été jugé <u>compétent sous les auspices du Code canadien du travail</u> dans tous les cas, comme on le verra plus loin, et il a été jugé à la fois impartial et équitable pour traiter des questions délicates. Il n'est ni pro-plaignant, ni pro-gestion, ni défendeur. Il est NEUTRE et permet aux faits de déterminer, sur la balance de la probabilité, si quelque chose a eu lieu, pourrait avoir eu lieu, peut ne pas avoir eu lieu ou n'a pas eu lieu.</p> <p>Les services de M. Bissonnette, en tant que personne compétente et enquêteur, sont recherchés par ceux qui recherchent un enquêteur sans jugement qui fournira un travail complet et précis pour déterminer les faits entourant les événements qui ont pu conduire ou ne pas avoir conduit à la violence et le harcèlement en lieu de travail, des actes répréhensibles ou autres types d'enquêtes.</p> <p>M. Bissonnette fournit son service d'enquête dans les deux langues officielles. Il détient une cote de sécurité de très secret valide jusqu'à 2025-11-25. Sa société incorporée, Sécurité ProActive Inc., dispose d'une cote de sécurité de l'installation au niveau Très Secret et la sauvegarde du document au niveau Secret et protégé B. De plus, il détient une certification afin de gérer les dossiers électroniques au niveau Protégé B.</p>
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Formal Training in Investigations
2025-03-04 Conducting Trauma-Informed Workplace Investigations Rubin Thomlinson WorkPlace Training
2024-03-04 – One-Day Online Interactive Course Conducting Trauma-Informed Workplace Investigations Rubin Thomlinson Workplace Training
2024-08-07 – One-Day Online Interactive Course WorkPlace Restauration Rubin Thomlinson WorkPlace Training
2024-05-02 – 7 module on-line training Trauma-Informed Care (TIC) Alberta Health Services
February 2024 – One-Day Online Interactive Course Investigating Race-Based Cases Rubin Thomlinson WorkPlace Training
June 2021 Advanced Certificate in Investigations (Completion of 6 courses in investigations) Rubin Thomlinson Workplace Training & Consulting Inc.
2021-05-27 - One-Day Online Interactive Course Interviewing and Dealing with difficult Witnesses Rubin Thomlinson Workplace Training & Consulting Inc.
April 20 th , 2021 - One-Day Online Interactive Course Assessing Credibility in Investigations Rubin Thomlinson Workplace Training & Consulting Inc.
March 9, 2021 - One-Day Online Interactive Course Investigating Complex Cases Rubin Thomlinson Workplace Training & Consulting Inc.
February 25, 2021 - One-Day Online Interactive Course Credibility Issues for Investigators: What recent cases are telling us Rubin Thomlinson Workplace Training & Consulting Inc.
February 23 and 24, 2021 - One-Day Online Interactive Course Conducting Sexual Harassment and Violence Investigations Rubin Thomlinson Workplace Training & Consulting Inc.
January 26 to 28, 2021 - On-Line 3-day Interactive Course Bill C-65 Harassment and Workplace Violence Investigations Rubin Thomlinson Workplace Training & Consulting Inc.
2019 - Queen’s University – Mastering Fact Finding and Investigations 4-day in-class Course Workplace Violence in the Canadian Federal Jurisdiction: Establish a Prevention Program Canadian Centre for Occupational Health and Safety On-line Course Workplace Violence in the Canadian Federal Jurisdiction: Recognize the Risk and Take Action Canadian Centre for Occupational Health and Safety On-line Course Bullying in the Workplace Canadian Centre for Occupational Health and Safety On-line Course Violence in the Workplace: Recognize the Risk and Take Action (different than the course above) Canadian Centre for Occupational Health and Safety On-line Course

Investigations

Every investigation, notwithstanding the type, namely, Workplace Harassment and Violence, Wrongdoing, or Fact-finding, follows a fundamental protocol that ensures no details are overlooked and follows the rules of the Act under which the investigation is conducted or internal policy related to the investigation.

The following investigative protocols/processes are followed:

- Declared a Competent Person in Part XX or Bill C-65 investigations of Harassment & Workplace Violence complaints.
- Develop a comprehensive investigation plan for Senior Management's approval.
- Conduct the administrative investigation.
- Interview the complainant, the respondent(s) and the witness(es).
- Prepare an investigation report, complete with recommendations, and provide it to Senior Management.

The following lists all 101 investigations prepared to this date, 82 of which are for Workplace Violence; 5 are for Harassment; 9 are for Wrongdoing; and 5 are Fact-finding. The experience gained in providing these investigations satisfies the requirements of Section 28 (1) of the Canada Labour Code. For the purposes of these regulations, as the investigator I:

- (a) am trained in investigative techniques;
- (b) have knowledge, training and experience that are relevant to harassment and violence in the workplace; and
- (c) have knowledge of the Act, the Canadian Human Rights Act and any other legislation that is relevant to harassment and violence in the workplace.

Investigations into complaints of Workplace Violence/Harassment

1. Public Health Agency - Scarborough, ON
2. Privacy Commissioner of Canada - Gatineau, QC
3. Office of the Superintendent of Bankruptcy Innovation, Science and Economic Development #2 - Calgary, AB
4. Department of National Defense – Rocky Point, BC
5. Correctional Services Canada – Mission #2, BC
6. Correctional Services Canada – Donnacona #2, QC
7. Correctional Services Canada – Archambault Institution, Ste. Anne, QC
8. Canadian Space Agency #2- Saint-Hubert, QC
9. Correctional Services Canada – Abbotsford, BC
10. Canadian Space Agency #1– Saint-Hubert, QC
11. Canadian Food Inspection Agency – Québec, QC
12. Canada Revenue Agency – Edmonton, AB #2
13. Canada Revenue Agency – Edmonton, AB #1
14. Timiskaming First Nation – Notre-Dame-du-Nord, QC
15. Canada Border Services Agency – Niagara Falls, ON
16. DND-Canadian Airforce Base – Bagotville, QC
17. Canada Border Services Agency – Windsor, ON
18. Correctional Services Canada – Millhaven Institute, Kingston, ON
19. Canadian Food Inspection Agency – Ottawa, ON
20. Veterans' Affairs Canada – Ottawa, ON
21. Department of Fisheries and Oceans Canada – Sorel and QC, QC
22. Canada Food Inspection Agency – Moncton, NB
23. DND-Canadian Airforce Base – Bagotville, QC #2
24. Department of Fisheries and Oceans – Mont-Joli, QC
25. Veterans' Affairs Canada – Ottawa, ON
26. Superintendent of Bankruptcy, Innovation, Science and Economic Development Canada #1 – Calgary, AB
27. Canada Revenue Agency - Peterborough, ON
28. Canada Revenue Agency - Saint John, NB
29. Department of Fisheries and Oceans - Moncton, NB
30. Canada Border Services Agency – Ambassador Bridge - Windsor, ON
31. Correctional Services Canada #1– Donnacona, QC

32. Canada Border Services Agency – Prince Edward Island and Halifax, NS
33. Canada Border Services Agency – Edmundston, NB
34. Correctional Services Canada #1– Mission, BC
35. Canadian Grain Commission - Winnipeg, MB
36. Transport Canada, St. John's, NL
37. Canada Border Services Agency - Niagara Falls, ON
38. Agence des services frontaliers du Canada – Montréal (Dorval), QC
39. Canada Border Services – Prairies
40. Canada Border Services Agency – Kelowna, BC
41. Transport Canada – Montréal (Dorval), QC
42. Correctional Services Canada - Ste-Anne-des-Plaines, QC
43. Public Health Agency of Canada – Ottawa, ON
44. DND-Canadian Airforce Base – Bagotville, QC
45. Correctional Services Canada (March 2018-May 2018) – Kingston, ON
46. Correctional Services Canada (January 2018-March 2018) - Kingston ON
47. International Development Research Centre – Calgary, AB
48. Shared Service Canada – Ottawa, ON
49. Public Service Commission - #4 – Ottawa, ON
50. Public Service Commission - #3– Ottawa, ON
51. Agriculture and Agri-Foods Canada – Ottawa, ON
52. Public Service Commission- #2 – Ottawa, ON
53. Agriculture and Agri-Foods Canada #1 – Ottawa, ON
54. Agriculture and Agri-Foods Canada #2 – Ottawa, ON
55. Public Service Commission - #1 – Ottawa, ON
56. Canadian Forces Moral and Welfare Service – Ottawa, ON
57. Agriculture and Agri-Foods Canada – QC
58. Office of the Commissioner of Official Languages, Gatineau, QC
59. Centre de recherche Val Cartier, Forces canadiennes, Québec, QC
60. Correctional Services Canada, Prairie Region, Saskatoon, SK
61. Canada Revenue Agency – Ottawa (Investigation #1)
62. Canada Revenue Agency – Ottawa (Investigation #2)
63. Public Works and Government Services Canada – Ottawa, ON
64. Canada Revenue Agency – Vancouver, BC
65. Canada Revenue Agency – Victoria, BC
66. Public Procurement and Services Canada – Ottawa
67. HRSDC – Québec, QC
68. Canadian Grain Commission – Vancouver, BC
69. Correctional Services Canada – Agassiz, BC
70. Correctional Services Canada – Mission, BC
71. DND Petawawa, ON
72. Correctional Services Canada – Dorchester, NB
73. Correctional Services Canada – Green Valley Institution, ON
74. Canada Revenue Agency – Sudbury, ON
75. Correctional Service Canada – Winnipeg, MB
76. Canada Revenue Agency – Québec Region, QC
77. Canada Revenue Agency – Victoria, BC
78. Global Affairs Canada – Africa
79. Shared Services Canada – Ottawa, ON
80. RCMP-ICHR – Prairie Region

81. Public Safety Canada – Ottawa, ON
82. Royal Canadian Navy – Canadian Armed Forces – Victoria BC

Investigations into complaints of Harassment (under the Treasury Board Secretariat Policy)

1. Shared Services Canada - Ottawa, ON
2. Canada Science and Technology Museum Corporation - Ottawa, ON
3. Parliamentary Protective Services - Ottawa, ON
4. Public Services and Procurement Canada #1 – Ottawa, ON (LG investigation)
5. Public Services and Procurement Canada #2 – Ottawa, ON (AW investigation)

Investigations into a Wrongdoing

1. Parole Board of Canada - Kingston, ON
2. Military Grievance External Review Committee – Ottawa, ON
3. Canadian Space Agency – Saint-Hubert, QC
4. Canadian Food Inspection Agency – Ottawa, ON
5. Canadian Space Agency #1 - Saint-Hubert, QC (2019)
6. Canadian Space Agency #2 – Saint-Hubert, QC (2021)
7. Canadian Space Agency #3 – Saint-Hubert, QC (2022)
8. Canadian Grain Commission – Prairie Region
9. Royal Canadian Navy – Canadian Armed Forces – Victoria BC

Fact-finding Investigations (into an alleged complaint of violence in the workplace)

1. Parole Board of Canada - Moncton, NB
2. Canada School of Public Service – Ottawa, ON
3. Justice Canada – Ottawa
4. Health Canada – Public Health Agency Canada – Ottawa/Winnipeg
5. Royal Canadian Navy – Canadian Armed Forces – Victoria BC

82 + 5 + 9 + 5 = 101 investigations.