

Curriculum Vitae – Albert Bissonnette

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.

The 69 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.

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 81 specific incidences, he has actually investigated over 100 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 Industrial and International Security Directorate.

Mr. Bissonnette has been deemed competent under the auspices of the Canada Labour Code 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.

Mr. Bissonnette's services as a competent person and investigator are sought out by those who are looking for a non-judgmental investigator who will provide complete and accurate work in determining the facts surrounding the events that lead to, or may have led to, or may not have led to, Workplace Harassment and Violence, or Wrongdoing.

Mr. Bissonnette provides his investigative service in both official languages. He is currently cleared to **Top Secret** (expiry 2026-12-16). His incorporated company ProActive Security Inc. has a Facility Security Clearance at the Top-Secret Level and Document Safeguarding at the Secret level. Additionally, he holds authority to process digital documents to the Protected B level.

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.

Les 69 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.

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 81 incidences distinctives, il a effectivement enquêté sur plus de 100 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.

M. Bissonnette a été jugé compétent sous les auspices du Code canadien du travail 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.

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 mené ou ont pu conduire ou ne pas avoir conduit à la violence et le harcèlement en lieu de travail, ou des actes répréhensibles.

M. Bissonnette fournit son service d'enquête dans les deux langues officielles. Il détient une cote de sécurité de **très secret** valide jusqu'à 2026-12-16. 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. De plus, il détient une certification afin de gérer les dossiers électroniques au niveau Protégé B.

Formal Training in Investigations
<p>June 2021</p> <p>Advanced Certificate in Investigations (Completion of 6 courses in investigations) Rubin Thomlinson Workplace Training & Consulting Inc.</p>
<p>2021-05-27</p> <p>Interviewing and Dealing with difficult Witnesses Rubin Thomlinson Workplace Training & Consulting Inc.</p>
<p>April 20th, 2021 On-Line 1-day course</p> <p>Assessing Credibility in Investigations Rubin Thomlinson Workplace Training & Consulting Inc.</p>
<p>March 9, 2021 On-Line 1-day course</p> <p>Investigating Complex Cases Rubin Thomlinson Workplace Training & Consulting Inc.</p>
<p>February 25, 2021 On-Line 1-day course</p> <p>Credibility Issues for Investigators: What recent cases are telling us Rubin Thomlinson Workplace Training & Consulting Inc.</p>
<p>February 23 and 24, 2021 On-Line 1-day course</p> <p>Conducting Sexual Harassment and Violence Investigations Rubin Thomlinson Workplace Training & Consulting Inc.</p>
<p>January 26 to 28, 2021 - On-Line 3-day course</p> <p>Bill C-65 Harassment and Workplace Violence Investigations Rubin Thomlinson Workplace Training & Consulting Inc.</p>
<p>2019 - Queen's University – Mastering Fact Finding and Investigations 4-day Course</p> <p>Workplace Violence in the Canadian Federal Jurisdiction: Establish a Prevention Program Canadian Centre for Occupational Health and Safety On-line Course</p> <p>Workplace Violence in the Canadian Federal Jurisdiction: Recognize the Risk and Take Action Canadian Centre for Occupational Health and Safety On-line Course</p> <p>Bullying in the Workplace Canadian Centre for Occupational Health and Safety On-line Course</p> <p>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</p>

Investigations

Every investigation, notwithstanding the type, namely, Workplace Harassment and Violence, Wrongdoing or Fact-finding, follows a fundamental protocol which 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 81 investigations prepared to this date, 69 of which are for Workplace Violence; 5 are for Harassment; 5 are for Wrongdoing; and 2 are Fact-finding.

Investigations into complaints of Workplace Violence

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 – Ottawa, ON
54. Agriculture and Agri-Foods Canada – 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
64. Canada Revenue Agency – Vancouver
65. Canada Revenue Agency – Victoria
66. Public Procurement and Services Canada – Ottawa
67. HRSDC – Québec
68. Canadian Grain Commission – Vancouver
69. Correctional Services Canada – Agassiz, BC

Investigations into complaints of Harassment

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 – Ottawa, ON (LG investigation)
5. Public Services and Procurement Canada – 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 - Saint-Hubert, QC

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

$69 + 5 + 5 + 2 = 81$

81 represents investigations to date.