**BRIEFING NOTE**

**Independent complaints and oversight body required for RCMP**

**Issue**

Despite task forces, commissions, whistleblowers, four class action lawsuits, and creation of an RCMP Management Advisory Board, the RCMP still does not have an effective and independent form of accountability built into the institution to address endemic workplace misconduct and abuse.

**Background**

* RCMP Management Advisory Board established in January 2019 to investigate persistent allegations of chronic workplace harassment and related civilian claims.
* Information about who sits on the Board was not made public.
* Board was mandated to lead a transformation of the RCMP’s culture and ensure it is free from bullying, harassment, intimidation, and sexual violence.
* Board has not provided public progress reports on its *Peoples’ First Strategy* to modernize employee health and well-being policies.
* Over 15 reviews were conducted of the RCMP and its culture in the past decade, resulting in 200 plus recommendations for reform — few have been implemented.
* Dysfunctional organizational culture is increasingly eroding Canadian public trust.

**Current Situation**

To date, there is still no reform to RCMP accountability procedures, and a culture of harassment remains entrenched in the force. There are three impediments to reform:

1. Unwillingness of senior RCMP leaders to implement systemic change
2. Failure of RCMP leadership to institute a culture of leadership to challenge internal abuse in the force
3. Absence of a civilian body of subject matter experts to ensure independent investigation of internal RCMP abuses in a timely and accountable manner

Oversight of the RCMP Management Advisory Board is done by the RCMP, leading to undue influence and control by same. A truly independent board would not report through the same chain of command where power currently flows.

**Recommendation**

Introduction of civilian oversight and subject matter expertise in investigation of RCMP member and employee complaints and allegations, through one of the following:

1. Status quo of RCMP Management Advisory Board
2. Establishment of independent investigation body for RCMP members and employees
3. Combination of (a) and (b)