



Breaking Barriers Together Association

www.breakingbarrierstogetherassociation.com

(insert email)

to :

Date:

Dear

As members of the Breaking Barriers Together Association, we would like to thank you for taking the time to read our letter and we would like to introduce ourselves.

We are a group of former employees of Canada's Royal Canadian Mounted Police who have formed a not-for-profit association to lobby Canadians to push for large-scale change in the operation and structure of our national police force and military.

As you are aware, both the RCMP and Canadian Military have been plagued for decades with serious, often criminal, allegations of internal misconduct and abuse. These problems are always said to be "cultural" issues that the government claims to be working on.

This type of behaviour, however, was sponsored by the Government of the Day, in the 1950's - 1990s, with internal purging of employees of the Canadian Government, National Defence and the Royal Canadian Mounted Police, known as the "Purge" hundreds of employees, from many departments were fired, interrogated, for being LGBTQ. A class action also followed in recent years as many as over 750 persons were involved.

As victims of this systemic abuse, we have joined together with the goal of letting Canadians know just how little has been done to address this issue which is pushing some officers and staff to suicide. By showing the seriousness of this issue, we believe it can become a voting issue for Canadians and that will push those in power to make the changes that have been recommended for years but have consistently been ignored.



In 2012, a group of women who had been sexually harassed, raped and abused within the RCMP came together and filed a class action law suit against the RCMP and federal government. More and more came forward with very disturbing and serious allegations. After 4 years in court, arguing for certification of our case, the federal government offered a settlement to the victims. Over 3200 women came forward which was triple the predictions of our lawyers, who suspected it may grow to 1000.

That shows how serious the problems within the force were and continue to be. Our case ended in 2016 with a national public apology, a financial settlement of more than \$125 million and commitments to change the force. To date, absolutely nothing has been done. We hear from current victims quite often and we know that neither the 3200 victims, the national apology, the settlement paid nor the promise to do better mattered enough to the government to warrant the political will to change. Promises and recommendations have been ignored, and the abuse continues.

The vast majority of the RCMP consists of honest, hard working, ethical humans who have sworn an oath to uphold the law and serve their communities. In the Communities where the RCMP are contracted to serve, municipal employees in that detachment deserve a harassment free workplace in all aspects. If there is no recourse available to those Municipal Employees, the RCMP has failed them as well as their own employees. The municipal employees deserve as much protection as do RCMP/PSEs and Civilian Members. If anything, there is no record of voices from these employees, and how they have been affected by the lack of responsibility by the RCMP. It is time that these employees be recognized as part of the change. This involves many of us, from Current Members, Civilian Employees, Public Service Employees, Municipal Employees and other support staff. From non union to union members who have been excluded from many of the lawsuits. It affects us all, families, neighbours and friends.

From our 2012 lawsuit, 2 other large class actions were launched. One for those who suffered systemic internal racism and another for generalized harassment and bullying which is expected to be in excess of 1.2 billion in costs. Many officers and staff have filed their own lawsuits and had them settled in their favour, adding to the vast amount of Canadian taxpayer dollars being spent to pay out for RCMP misconduct.

It is interesting to note, that when these cases are filed, we (the plaintiffs/ victims) pay our legal expenses out of a portion of our settlement. The RCMP and government have every dollar of their side of the litigation paid for by the Department of Justice. They can keep cases in the courts for years at the expense of taxpayers. We need your help to change that.

In recent days, we have seen the story of sexual misconduct in Canada's hockey association. The response has been rapid with funding cuts, sponsorships halted and immediate questions from the Minister of Sport demanding answers and requesting that if those who have the power to address and change this continue to do nothing, then get out and let people who can change the situation take over.



We wonder why the Minister of Public safety has never taken a similar stance in support of RCMP abuse victims. We ask questions but get no answers. That is where you can help.

The Canadian government has known of the problems in the RCMP for decades and have paid millions of dollars on numerous studies to be completed by experts and scholars. There have been at least 17 of these studies done on misconduct. EVERY SINGLE STUDY EVER COMPLETED BY THESE EXPERTS HAVE RECOMMENDED ONE THING CONSISTENTLY. THAT IS THE CREATION OF AN INDEPENDENT BODY OF INVESTIGATION AND OVERSIGHT TO DEAL WITH MISCONDUCT BECAUSE THE RCMP HAS FAILED MISERABLY TO ADDRESS THIS ISSUE ON THEIR OWN.

Breaking Barriers Together are reaching out to all of the groups and individuals that may be unaware of just how bad things are in our national police force and military and we want to see how our problem is indirectly yours also. You can make change with your help. We have a simple thing to ask of you .

Earlier this year, we saw the introduction of Bill C-20 which will begin the creation of independent oversight, but it's not done yet. The Bill will be revisited this fall and we want to ensure Canadians are on board to pressure the government for them to see the importance of this Bill passing.

<https://www.parl.ca/legisinfo/en/bill/44-1/c-20>

Read about the troubles in the RCMP and tell others to do the same. Get your small community or family involved in getting to know the issue.

https://www.callkleinlawyers.com/wp-content/uploads/2020/12/RCMP_Final-Report_Broken-Dreams.pdf

Sign our petition to get new legislation creating the independent body passed through parliament.

<https://petitions.ourcommons.ca/en/Petition/Details?Petition=e-4030>

Write your MP. We will be uploading a program shortly where you will be able to go to our web site and have a letter forwarded to your MP simply by entering a postal code.

On September 14, at 12:30 Eastern time, we will be hosting a Breaking Barriers Together meeting via zoom with our group all across Canada to plan our next steps and invite those who want to help us to



unite. This meeting will be done in collaboration with Olivia Chow and the Institute for Change Leaders at Toronto Metropolitan University.

Please let us know if you would like an invite to the meeting and we will have the link sent to you .

We have reached out to you because