

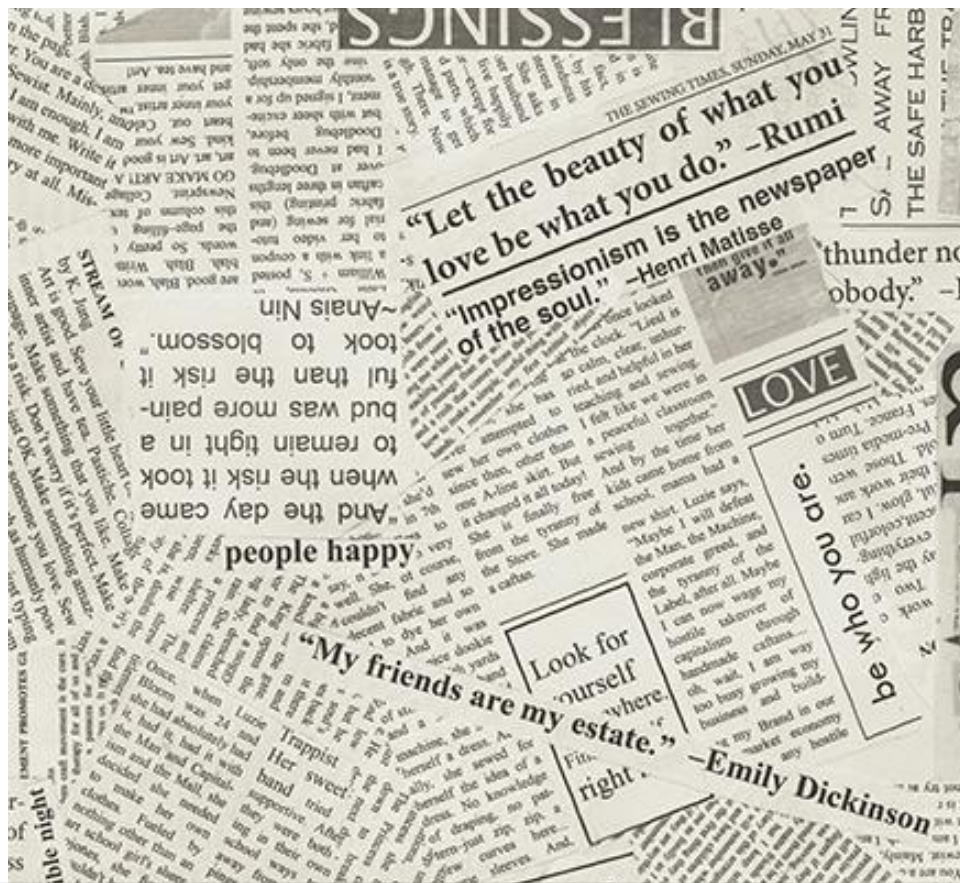
*May 2023*

# Environmental Scan



## In the news

- Uptick in violence in schools
- Saskatchewan to require all employers to develop violence prevention policies
- Whitby Mayor to address Queen's Park on anti-harassment legislation for councillors



# BMO's investigation into worker's misconduct fair, dismissal upheld

The Canadian Industrial Relations Board has upheld the dismissal of a Bank of Montreal (BMO) worker who manipulated referrals for her own gain – the worker's second breach of the bank's code of conduct in less than two years.

The worker was hired by BMO in 2012 and she eventually became a financial planner (FP) within the specialized sales group at a branch in Montreal. In that role, she reported to the vice-president, financial planning.

In 2017, the worker received a disciplinary warning for breaching the banks' code of conduct and policies. The warning was for processing a withdrawal from a GIC investment for a colleague's aunt at the request of the colleague, without validating the proper, legal documents and carrying out due diligence. The warning stated that "under no circumstance will conduct as outlined above or anything similar be tolerated."

In May 2019, BMO's regional vice-president, financial planning, for Eastern Canada found irregularities at the worker's branch. The data showed an abnormally high number of referrals to a single product, BMO InvestorLine. He suspected that the worker was profiting from a scheme involving financial services managers (FSMs) to manipulate sales statistics of client referrals for BMO InvestorLine accounts.

# Violence at hospital emergency ward decreases with 24/7 security

Though the unpleasant possibility of violence toward staff in healthcare facilities — or in any workplace, schools or on the streets — can never be completely eliminated, Sault Area Hospital is reporting a decrease in violent incidents in its emergency department.

Specific numbers were not provided, but SAH's board of directors was informed of the decrease in a written report provided for the board's most recent meeting.

The decrease comes after SAH formed an ED Safety Improvement Project team in 2021 due to escalating incidents of violence toward healthcare workers in the hospital's emergency department.

24-hour security is on hand, the board was told.

"Some of the action plan measures included increased security presence in the ED as of late 2022, policy and procedure enhancements, the addition of personal support workers, violence flagging in our computer system, development of safety plans, safety drills and mock exercises, and regular consultation with staff and communication with Police/EMS," wrote Brandy Sharp Young, SAH spokesperson, in an email to SooToday.

In one incident, a patient threw an oxygen tank and uttered threats at SAH staff in July 2022. Charges were laid.

# City of Winnipeg now the largest organization in Manitoba to be SAFE Work Certified

Our dedication to the health and safety of our employees has led to us becoming the largest workplace to achieve SAFE Work Certification in Manitoba. With a workforce of over 10,000 and a wide-range of departments with a variety of potential safety risks, this certification is especially meaningful for us.

“Our journey to SAFE Work Certification has been beneficial from both a program and culture perspective, and continues to showcase the efforts our leaders, employees, and safety and health committees make every day to keep our workplace safe,” said Kent Blackmon, Organizational Safety Services Manager.

This is a very important milestone on our journey towards a safer workplace.

Final areas of our organization to be certified included Winnipeg Fire Paramedic Service as well as the Water Treatment Facilities, Pollution Control Centers, and Regional Collections areas of the Water & Waste Department. We received official City-wide certification on April 15, 2023.

# Cornwall fire workplace harassment case seen as teachable moment

The president of the Cornwall Professional Fire Fighters Association and the city's fire chief both say it's time to move forward and implement changes in practice after a recent arbitrator's ruling on workplace harassment within the fire service.

The arbitrator's decision was in regards to a grievance by the firefighters' union over workplace harassment penalties, and was posted on Jan. 24.

Arbitrator Elaine Newman said it was appropriate to suspend Acting Capt. Richard Gagne for nine months, rather than dismiss him. Platoon Chief Jeff Lauzon received a 16-day suspension.

The firefighters' union had grieved Gagne's dismissal for harassment and uttering a threat to another firefighter, and it grieved a 30-day suspension issued against Lauzon for failing to take appropriate steps when he learned of the harassment. The parties agreed before hearing that Gagne would be rehired and receive the suspension and that the 30-day suspension issued against Lauzon would be replaced with the suspension set by Newman.

# Cop who tweeted about alleged workplace sexual harassment to be fired

A Toronto police officer who made allegations of sexual harassment within the service will either have to resign within seven days or be fired after being found guilty of misconduct and insubordination.

The eight charges against Const. Firouzeh Zarabi-Majd relate to numerous tweets that she made over an 18-month period, as well as her refusal to participate in an investigation led by the Professional Standards Unit and a separate incident in which she allegedly refused to leave the home of another officer.

Robin D. McElary-Downer, a retired deputy chief with the South Simcoe Police service, issued her ruling on Tuesday, calling the “nature and seriousness” of Constable Zarabi-Majd’s misconduct “weighty and extremely aggravating.”

Zarabi-Majd did not attend the hearing, indicating through her lawyer that she was unable to participate due to post-traumatic stress disorder.

“Over an extended period of time, she (Zarabi-Majd) levelled libelous, slanderous vulgar tweets against the TPS and parties therein. Her tweets were untrue. She accused the TPS and others of silencing women, and yet she refused to participate in interviews with the PRS investigators,” McElary-Downer wrote. “She literally stomped all over her Oath of Office and Oath of Secrecy. When a police officer demonstrates they lack the fortitude to live by their oaths, they have annulled their usefulness to society and their police service.”

# BC worker's firing after reporting workplace assault not discriminatory

The worker was a banquet server at the Vancouver Airport Marriott/Hilton Vancouver Airport, operated by Vancouver Airport Centre Ltd., since 2014.

The worker had an acrimonious relationship with his supervisor which worsened when the worker observed the supervisor eating food that had been charged to a customer. Rather than reporting the food theft to the hotel, the worker emailed the supervisor about it.

On Feb. 4, 2018, things came to a head between them and the supervisor assaulted the worker. The worker didn't report the incident, but the next day the supervisor admitted to the assault to an assistant manager in the hotel's food and beverage department.

The assistant manager, supervisor, and the worker, all met that day and the supervisor apologized to the worker, saying it would not happen again. The worker thought that he would receive written confirmation of the incident and the apology, but he didn't. As a result, he started sending several emails to the supervisor about the incident.

The assistant manager reported the incident to the hotel's HR department on Feb. 9, which scheduled a meeting with the worker and the supervisor. However, the meeting didn't happen.



# Toronto police constable dismissed for misconduct after tweeting about sexual harassment

A Toronto Police Service constable will be fired or must resign in seven days after being found guilty of eight counts of misconduct, according to a police tribunal decision Tuesday.

The ruling by Robin D. McElary-Downer, a retired deputy chief with the South Simcoe Police Service, in the Toronto Police Service disciplinary hearing was related to Const. Firouzeh Zarabi-Majd's tweets alleging racism and sexual harassment inside the service, her refusal to leave the property of another officer and her refusal to take part in an internal investigation.

Zarabi-Majd did not attend the hearing, saying she was unable due to post-traumatic stress disorder. The tribunal is a quasi-judicial forum where the police investigate allegations of serious breaches of its code of conduct and Police Services Act.

"Taking into consideration the nature and seriousness of the misconduct, a demonstrated inability to reform and the likely damage to the [Toronto Police Service], coupled with all the other factors I contemplated, I find Constable Zarabi-Majd's usefulness as a police officer spent," wrote McElary-Downer in a decision published Tuesday.

# More money for Canada's public service workers won't cure an unhappy workplace

The culture and conditions of the federal government workplace are regularly shared via the Public Service Employee Survey that canvasses the opinions of more than 180,000 Canadian federal government employees in 87 federal departments.

Although striking Public Service Alliance of Canada (PSAC) workers have reached a tentative deal with Canada's federal government, the systemic workplace issues that create emotional stress, burnout and unhappy employees are still bubbling hot under the surface.

These issues have nothing to do with money. The culture and conditions of the federal government workplace are regularly shared via the Public Service Employee Survey that canvasses the opinions of more than 180,000 Canadian federal government employees in 87 federal departments.

Every two years, it asks almost 100 questions on topics ranging from leadership and management, workplace wellness factors and harassment.

## Negative rankings

What do these in-depth surveys show? They routinely reveal that federal government employees rate the following workplace conditions as more negative than positive when it comes to workplace stress and the quality of their work: including too many approval stages, constantly changing priorities, unreasonable deadlines, high staff turnover, lack of stability in my department, overly complicated or unnecessary business processes, unreliable technology.

# Canada's first accessibility commissioner facing investigation of claims that he mistreated staff

A year after the federal government praised its "historic appointment" of Canada's first accessibility commissioner, the government has ordered an external investigation into claims that he mistreated staff, CBC News has learned.

Justice Minister David Lametti said he became aware of "the situation" in January and asked his department to look into it.

The Department of Justice has retained the Ottawa firm Quintet Consulting to investigate the allegations against Commissioner Michael Gottheil. According to emails viewed by CBC News, the firm starts interviews next week.

The investigation comes months after the Canadian Human Rights Commission (CHRC) sent emails outlining for staff what it called "protective measures" dictating that meetings with Gottheil were to be conducted virtually, rather than in person.

A group of employees at the CHRC wrote a letter in March to the Department of Justice saying they first raised concerns about Gottheil with the commission in November 2022.

The letter does not offer specific examples of Gottheil's alleged behaviour, beyond claims that he had a "toxic impact" on the workplace and allegations of a "psychologically unsafe and difficult work environment."

# How to handle conflict of interest concerns in the workplace

BBC chairman Richard Sharp recently resigned from his post after a report found he'd "failed to disclose potential perceived conflicts of interest" over supposed dealings with then Prime Minister Boris Johnson.

In his resignation statement, Sharp clarified that failing to inform a panel about his involvement was inadvertent – adding that he acted with "the best of intentions".

The issue of conflict of interest is a complex one for employers – but one that's seemingly on the rise in larger corporations.

A survey from CIPD found that 38% of employees have witnessed a conflict of interest at work – with a report from EY adding that 56% of employees say conflicts of interest are either not well-managed or not managed at all in their organization.

What is considered a conflict of interest?

According to Lorenzo Lisi, partner at Aird & Berlis, conflict of interest is a broad term.

"Conflict of interest is a fairly broad term that could, and should, deal with any number of possible conflicts as they relate to employment," he tells HRD. "It could be nepotism, hiring or promoting someone you know; self-dealing in a financial role; using insider knowledge to an employees' advantage. Or it can be something as simple as accepting gifts from vendors".

# NFL facing new investigation into workplace discrimination from AGs of California, New York

The NFL is now being investigated by the Attorneys General of two of the largest U.S. states.

Attorneys General Letitia James of New York and Rob Bonta of California announced Thursday that they are starting a joint investigation into allegations of workplace discrimination at the NFL. They've already issued a subpoena to the NFL, asking them to turn over all relevant information.

“No person should ever have to endure harassment, discrimination, or abuse in the workplace,” James said in a press release. “No matter how powerful or influential, no institution is above the law, and we will ensure the NFL is held accountable.”

“California will not tolerate any form of discrimination,” Bonta added. “We have serious concerns about the NFL’s role in creating an extremely hostile and detrimental work environment. No company is too big or popular to avoid being held responsible for their actions.”

The NFL intends to fully cooperate with the investigation, the league said in a statement via the New York Times, adding “these allegations are entirely inconsistent with the N.F.L.’s values and practices.”

“Our policies are intended not only to comply with all applicable laws but to foster a workplace free from harassment, intimidation and discrimination,” the statement said.

# Fostering psychological safety in the workplace: 4 practical, real-life tips based on science

Occupational health and safety is no longer simply about hardhats and steel-toed work boots — it's also about psychological safety. Safety and Health Week is May 1 to 6. It offers us a chance to highlight and discuss safety, health and harm prevention in the workplace.

Workplaces have come a long way from a time when safety was equated with physical safety. Occupational health and safety is no longer simply about hardhats and steel-toed work boots — it's also about psychological safety. The emotional well-being of workers is critical to the success of any organization. Psychological safety is everyone's responsibility, but hinges on leadership valuing and facilitating it.

A psychologically safe workplace is one where it's OK to make mistakes, it's OK to not be OK, and it's OK to speak up and disagree with superiors or other members of your team. A psychologically safe workplace is where employees feel comfortable taking risks and being themselves without fear of judgment, lateral violence (for example exclusion, bullying) or negative consequences.

A research initiative undertaken by Google called Project Aristotle identified psychological safety as the single most important factor for effective teams. The project was named after the ancient Greek philosopher Aristotle, who once said “the whole is greater than the sum of its parts.” Aristotle suggested that people who worked together could achieve better results than working alone.

# Whitby Mayor to address Queen's Park on anti-harassment legislation for councillors

Whitby Mayor Elizabeth Roy will be at Queen's Park Monday morning in support of Bill 5, pending legislation that aims to hold municipal councillors accountable for harassment and other breaches of conduct.

In recent years, many municipalities in Ontario – including Whitby – have seen members of council accused of inappropriate behaviour. During the last term of council, members of Whitby Council were publicly accused of sexual innuendo, body shaming and harassment and Roy wants to see Bill 5 – Stopping Harassment and Abuse by Local Leaders Act, 2022 – passed to ensure there is accountability for elected officials.

“Currently, there is no process to remove municipal politicians from office, even if serious acts of harassment and abuse are committed and substantiated,” Roy told the Ontario Big Cities Mayors conference last month. “The existing penalties – a three-month suspension of pay or the loss of a committee or board seat — are not enough to maintain public trust in local government.”

Whitby voted to support the legislation April 25 and more than 50 other municipal councils have done the same, including Ontario Big Cities Mayors.

Bill 5 establishes a judicial process to remove councillors who commit acts of abuse or harassment from office, holding them to the same standard as any other workplace in Ontario, where these actions would result in employment being terminated.

# Inappropriate sexual behavior is common in Quebec workplaces, study finds

Inappropriate sexual behaviour in Quebec workplaces is commonplace, according to a Friday report commissioned by Labour Minister Jean Boulet.

About half of the people surveyed said they observed or experienced inappropriate behaviour in the previous year. The report says the existing methods of complaint and redress are inadequate.

A committee of three professors and specialists in labour law pored over nearly 500 employment injury claims, 125 complaints of psychological harassment of a sexual nature, nearly 80 complaints to the workplace health and safety board and dozens more to the Human Rights Commission.

In 2020, 49 per cent of the people in those cases observed or experienced inappropriate sexual behaviour in their workplaces in the previous year.

Twenty-six per cent of women and 13 per cent of men were personally targeted, according to the report. Women were more likely to be exposed to inappropriate sexual communications, unwanted physical contact, suggested sexual relations and sexual assault, while men were more likely to be exposed to sexually explicit materials.



# Private members' bill to oust misbehaving councillors to see 2nd reading again

A private members' bill that aims to oust city councillors who don't comply with workplace violence and harassment policies will see a second reading in the Ontario legislature at the end of May, for the second time.

The Stopping Harassment and Abuse by Local Leaders Act, or Bill 5, was introduced by Orléans MPP Stephen Blais, and passed second reading at Queen's Park in March of last year. But the Ford government did not push it through to third reading before the last provincial election.

At a news conference Monday morning Blais said he had hoped the bill would pass before the provincial and municipal elections in 2022 so "everyone running ... knew what the rules of the game would be."

"Instead, the government chose to play politics after second reading — did not give it a committee hearing and did not bring it forward for final debate," said the Liberal MP.

The bill is scheduled for second reading on May 30. Blais said he also wants a committee hearing for the bill to allow survivors to tell their stories.

Under the rules of the bill, the integrity commissioner would investigate any councillor facing allegations. If the commissioner ruled the infringement was serious enough to warrant a removal from office, a judicial review would take place. The bill would also apply to members of local boards.

# Behind the blue wall: The toxic culture that left a Vancouver police officer dead

CANADA NEWSBehind the blue wall: The toxic culture that left a Vancouver police officer deadPublished 6 days ago on May 8, 2023

The jury also noted that members of the Vancouver Police Department's human resources department weren't qualified for their positions, and lacked training, certification and proper oversight. (File photo: Albert Stoykov/Unsplash)

In January 2019, Const. Nicole Chan — a 30-year-old, nine-year member of the Vancouver Police Department — took her own life hours after being discharged from Vancouver General Hospital amid a mental health crisis.

Chan said she had been subjected to a pattern of abuse by senior members of the Vancouver police force starting when she was being recruited to the department. Her story exposes how cop culture and the impenetrable “blue wall” turned their back on her during her time of need.

Chan's history of mental health issues, a direct result of her treatment by the Vancouver Police Department, made her particularly vulnerable to the predatory behaviour of those in positions of power.

As is often the case, the perpetrators were the very people responsible for keeping all members of the public safe.

# New bill before the Senate would crack down on non-disclosure agreements

A new bill tabled in the Senate Tuesday would curb the use of non-disclosure agreements that force employees to remain silent about harassment, violence or discrimination in the workplace.

The "Can't Buy Silence Act," introduced by Sen. Marilou McPhedran, would apply to Canada's public service and any organization that receives federal funding, including Crown corporations like CBC News and non-governmental national sport organizations like Hockey Canada.

McPhedran said the bill would change federal law to bar the federal public service and organizations receiving federal funding from employing NDAs in a range of cases.

The bill also would prevent those organizations from using public money to sue complainants who break their NDAs.

McPhedran said the goal is to ensure that public money isn't used to "protect perpetrators" or "cover up abuses."

"This bill follows the money, making it impossible to use federal monies for such NDAs on a go-forward basis," McPhedran told CBC News. NDAs often contain clauses preventing victims from speaking publicly about their allegations in return for a settlement payment. Such agreements can also contain clauses that prevent victims from revealing how much money they were paid — or even that they were paid at all.

The new bill comes after Hockey Canada came under fire for using NDAs to settle allegations of sexual abuse.

# CHRC reassigns staffers linked to anti-Black racism

The Canadian Human Rights Commission (CHRC) has made changes in response to the Treasury Board Secretariat's (TBS) findings that racism is rampant within the commission.

The CHRC has reassigned staffers behind anti-Black racism at the commission from their previous posts – although they still have their jobs, the commission's acting head told senators on Monday during the public hearing.

"They are no longer in the same positions that they were before," Interim commissioner Charlotte-Anne Malischewski told senators on the Red Chamber's standing committee on human rights, according to a CBC report.

Malischewski could not go into details because of confidentiality requirements, but said that the commission took "prompt and appropriate corrective action".

Recently, a former senior human resources director filed a case against international conglomerate Honeywell International, claiming age discrimination during his term of employment at the company. Step down  
The move, however, falls short of what is appropriate, according to a CHRC employee who has experienced racism in the workplace.

"It's the last place where I thought I would discover racism," Betchi told senators, adding that her experience left her "speechless".

# Ontario worker fired for racial comments reinstated with one-day suspension

“While there are definitely circumstances in which dismissal is the right move, I just think it’s not always the correct answer [for racial harassment] – which is often to own it as an employer and use it as an opportunity to face this issue head-on.”

So says Sharaf Sultan, principal of Sultan Lawyers in Toronto, after an Ontario arbitrator ordered an employer to reinstate a worker who was fired for making discriminatory comments to a racialized colleague.

Sultan thinks sometimes employers need to do more to directly address racial discrimination in the workplace rather than just fire someone and sweep it under the rug.

“Look at alternatives to dismissal, because it may do nothing to the workplace,” he says. “It’s probably more effective to look for opportunities to invite important discussions, make people realize there are deeper reasons why these things are not appropriate, and use it as an opportunity for the workplace to be meaningfully rid of this.”

The 63-year-old worker was employed as a procedure writer for Ontario Power Generation (OPG) at its Western Waste Management facility near Tiverton, Ont. OPG first hired her in 2004. In early January 2022, the worker was temporarily elevated into a frontline supervisor role and was supervising a new colleague.

During the colleague’s first week, the worker had a conversation with her in the workplace cafeteria. The colleague shared that she was a citizen of the Métis Nation of Ontario and that her spouse was First Nations. According to the colleague, the worker said that she should “play the Indian card” to obtain a permanent position with OPG.

# Two-thirds of young women have experienced abuse at work – TUC survey

Two out of three young women have experienced sexual harassment, bullying or verbal abuse at work, new research suggests.

The TUC said its survey of 1,000 women found that most victims don't report incidents because they fear they won't be believed or it could damage their career.

Three in five of those polled, rising to almost two-thirds of women aged between 25 and 34, said they have experienced sexual harassment, bullying or verbal abuse at work.

Most of these cases were not isolated incidents with more than three in five women saying they've experienced three or more incidents of bullying at work, said the union organisation.

The poll was published as the TUC warned that some Conservative MPs and Lords were trying to "sabotage" new laws aimed at protecting workers from sexual harassment and assault at work.

Most often, incidents of sexual harassment, bullying or verbal abuse happen at work in work premises, but they also happen over phone or text messages and online, by email, on social media or on a virtual meeting, said the TUC.

The survey found that fewer than one in three women who say they experienced sexual harassment at work told their employer about what was happening.

# Kelly Clarkson rapidly addresses allegations of a ‘toxic workplace’ on her talk show

Kelly Clarkson has addressed allegations of a “toxic work environment” on her self-titled talk show.

The musician, who rose to fame after winning the first series of American Idol in 2002, has fronted The Kelly Clarkson Show for four seasons since 2019.

The uplifting daytime show has welcomed guests including Sandra Bullock, Courteney Cox, Ben Affleck and Zendaya.

In a recent Rolling Stone report, published on Friday (12 May), staff members – one current and 10 former employees – claimed that behind the scenes is a “toxic work environment”.

The report alleges that the show’s producers have “overworked” and “underpaid” employees, who claim that working on The Kelly Clarkson Show has damaged their mental health.

The singer and TV host has since responded to the allegations on social media.

On Friday night (12 May), Clarkson wrote: “In my 20 years in the entertainment industry, I’ve always led with my heart and what I believed to be right. I love my team at The Kelly Clarkson Show, and to find out that anyone is feeling unheard and or disrespected on this show is unacceptable.”

Employees who came forward in the report did say that Clarkson was “fantastic”, adding that they would be “shocked if she knew” what was happening.

# Former grand chief of Nishnawbe Aski Nation harassed, discriminated against two women staff members, report says

The former grand chief of Northern Ontario's largest Indigenous political group harassed and discriminated against two women staff members, violating code of conduct policies, an internal investigative report for the Nishnawbe Aski Nation has concluded.

After receiving the report by Investigation Solutions Network Inc. (ISN), a quorum of NAN chiefs on Thursday elected to fire Derek Fox, who had been suspended since February. A copy of the confidential report was obtained by The Globe and Mail.

NAN chiefs represent 49 First Nations. Mr. Fox was elected grand chief in 2021.

The report says the former grand chief contravened sections of NAN's executive code of conduct related to improper use of influence, improper influence of staff, harassment and discrimination, and failure to adhere to policies and procedures in his decisions, direction and behaviours toward Ashley Atatise, a department manager, and Melinda Meekis, the chief administrative officer.

The report says that on Dec. 7, public comments were made about Mr. Fox, then-grand chief, by Chief Jeffrey Copenace of Onigaming First Nation – not affiliated with NAN – at the Assembly of First Nations chiefs meeting in Ottawa, which was broadcast and posted online. The comments by Chief Copenace accused Mr. Fox of abusing and harassing Indigenous women.



# Most Ontario elementary teachers experienced or witnessed school violence, survey finds

The Elementary Teachers' Federation of Ontario says three-quarters of its members have reported experiencing or witnessing violence against staff members.

The union commissioned a survey of its members earlier this year and president Karen Brown says learning is being disrupted due to violence in schools because the system is underfunded and under-resourced.

The survey was conducted by Stratcom among a representative sample of members on ETFO's behalf. It found that overall, 77 per cent of members have personally been subjected to violence or seen it against another member.

"The Ford government must take immediate action to address the unacceptable and troubling level of violence in schools," Brown said.

Asked what his government is doing to prevent violence in schools, Premier Doug Ford did not provide specific policy examples but said some of the issue starts at home.

"God forbid I ever went up and hit a teacher, I'd get twice the hit when I got home," Ford said at an unrelated media availability Monday.

# How anti-Asian racism manifested at work in the pandemic

The COVID-19 pandemic challenged any notion that Asian Americans are a privileged, white-adjacent group skirting above racism. To more fully understand how COVID-19 affected the racial dynamics experienced by Asian professionals in the workplace, McGill University medical student Zhida Shang teamed up with Jennifer Kim, an assistant professor at Tufts University School of Medicine, to interview and gather stories from 35 Asian Americans or Asian Canadian professionals working in a range of different industries. These included finance, health care, technology, and higher education over the span of three months.

They uncovered several important findings about how racism against Asians can manifest at work and how Asians are responding to these forms of discrimination. They found that racial discrimination against Asians surfaced both in blatant and subtle comments and in behaviours in four different ways: portrayal of Asians as a yellow peril; microaggressions that amplified group differences, portrayal of all Asians as a monolithic group, and denial of their experience dealing with racism. The researchers say these findings highlight the imperative for leaders to help repair cross-racial relationships and create an organizational culture that is inclusive for all.

No, I Do Belong: How Asian American and Asian Canadian Professionals Defy and Counter Workplace Racial Violence during COVID-19 by Zhida Shang and Jennifer Y. Kim was published in the Journal of Management Studies.

# Parents at west London public school 'desperate' amid escalating violence in classes

Parents at a west London elementary school have written to the top boss at the Thames Valley District School Board pleading for help after dozens of violent incidents have left some students scared to go to class.

In a rare move, the school council at W. Sherwood Fox, located in Westmount, wrote a letter to director of education Mark Fisher imploring him to act as students are "regularly experiencing violent and traumatic incidents that impact the entire school population."

A package with 30 additional letters written by students and parents, and detailing how daily violence affects their psychological well-being, was hand delivered to the school board office on May 1, addressed to Fisher and two school board trustees.

Fisher has not acknowledged getting the package and has not responded to the concerns outlined within, said Cindy Burfoot, the chair of the school council.

"We're seeing aggressive and violent incidents growing in intensity and in frequency," Burfoot said. "It's escalating to the point where we're desperate to get help. It's very bad and very scary. We're seeing a lot of parents, myself included, scared to drop their kids off at school."

In their letters, kids from Grades 1 to 8 detailed feeling anxiety and fear about school and frequent "Code Yellows". Also called "hold and secure," the protocols force students to remain in class until the threat of violence passes.