

# INTEGRITY BY MCCARTHY INC

KENNETH (KEN) MCCARTHY  
Prevention and Investigation Professional /  
Workplace Harassment, Violence, Wrongdoing, Misconduct and Fraud

March 7, 2025

## OUR MESSAGE TO THE PARTIES INVOLVED IN THE INVESTIGATION

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1. We know that workplace investigations can feel unpleasant.
2. We will bring the matter to conclusion as quickly as possible.
3. We will not traumatize (or re-traumatize) anyone involved in the investigation.
4. We are procedurally fair to everyone involved in the investigation.
5. We don't play games – we will kindly and compassionately tell you if something does not make sense and we will work with you to get to the truth of the matter.
6. We will share information with you and give you the opportunity to tell your story.
7. We will figure out what happened, why it happened, and how to make sure that the parties involved, and the employer never find themselves in a similar situation again.

## PROFESSIONAL PROFILE

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8. Kenneth McCarthy is a retired Federal Government Executive (EX-01) and a highly sought-after Workplace Investigator and Prevention Expert specializing in matters relating to Workplace Harassment, Violence, Wrongdoing and Fraud.
9. Kenneth has designed and delivered workplace fact-findings and investigations training sessions to over 500 Canada Border Services Agency (CBSA) managers. He has also designed and delivered professional integrity and insider threat (including fraud) awareness sessions to over 1000 CBSA Staff.
10. Kenneth possesses extensive knowledge and related experience of federal and provincial legislation and policies relevant to harassment and violence in the workplace such as the Canadian Human Rights Act, Canada Labour Code Part II including Bill C-65 amendments, Workplace Harassment and Violence Prevention Regulations, Policy on Harassment Prevention and Resolution, Ontario Human Rights Code, Employment Equity Standards Act, and the Occupational Health and Safety Act.

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11. Further, Kenneth is widely known as an expert in federal and provincial legislation and policies relevant to labour relations, and investigation matters including the Federal Public Sector Labour Relations Act, Public Servants Disclosure Protection Act, Values and Ethics Code for the Public Sector, the Policy on Government Security, and the Ontario Labour Relations Act.

## AREAS OF EXPERTISE

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12. Workplace Harassment and Violence Prevention Programs and Training.
13. Proactive Workplace Assessments.
14. Harassment and Violence Risk Assessments.
15. Insider Threat Risk Assessments.
16. Workplace Harassment and Violence Investigations.
17. Disclosures of Wrongdoing Investigations.
18. Misconduct Investigations.
19. Workplace Restoration and Wellness.
20. Integrity Interviews.
21. Security Interviews.
22. After-Action Reviews.

## LANGUAGE PROFILE

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23. Fluently Bilingual (Fully English and French Proficiency)

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## CERTIFICATIONS, TRAINING, INSTRUCTOR EXPERIENCE RELATED TO ADMINISTRATIVE INVESTIGATIVE TECHNIQUES, CANADIAN HUMAN RIGHTS LAW, CANADIAN LABOUR LAW, EMPLOYMENT LAW, CANADA LABOUR CODE (PART II) AND VIOLENCE

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24. "Protecting the Mental Wellbeing of Security Professionals" INSTRUCTOR, Integrity By McCarthy Inc. May 1, 2024 <https://store.asisonline.org/protecting-the-mental-wellbeing-of-security-professionals.html>
25. "Expert Insights: How to Accommodate Employees with Disabilities During investigations" INSTRUCTOR, Integrity By McCarthy Inc. November 21, 2023 <https://www.caseiq.com/resources/expert-insights-how-to-accommodate-employees-with-disabilities-during-investigations/>
26. "How to Accommodate People with Disabilities Throughout a Workplace Investigation" Association of Workplace Investigators Journal. AUTHOR, June 2023.
27. "Protecting the Mental Wellbeing of Corporate Investigators: Preventing, Mitigating, and Responding to Compassion Fatigue and Vicarious Trauma." INSTRUCTOR, Integrity By McCarthy Inc., January 11, 2023. <https://www.caseiq.com/resources/protecting-the-mental-wellbeing-of-corporate-investigators-preventing-mitigating-and-responding-to-compassion-fatigue-and-vicarious-trauma/>
28. "Vicarious Trauma and Compassion Fatigue in Workplace Investigators" Association of Workplace Investigators Journal. AUTHOR, September 2022.
29. "How to Spot a Toxic Workplace" HR in 15 Podcast, Prestige PEO, GUEST, September 2, 2022 <https://www.prestigepeo.com/hrin15-podcast/>
30. "Toxic Behaviour in Remote Work: Preventing Digital Harassment." HR in 15 Podcast, Prestige PEO. GUEST INTERVIEWEE, September 14, 2022 <https://www.prestigepeo.com/hrin15-podcast/>
31. "Hybrid Workplace Harassment: Are You Protecting Your Employees and Your Company from Hidden Threats?" INSTRUCTOR, Integrity By McCarthy Inc., May 10, 2022. <https://www.caseiq.com/resources/hybrid-workplace-harassment-are-you-protecting-your-employees-and-your-company-from-hidden-threats/>
32. "10 Critical Mistakes in Workplace Investigation Programs and How to Avoid Them". INSTRUCTOR, Integrity By McCarthy Inc., November 19, 2020. <https://www.caseiq.com/resources/10-critical-mistakes-in-workplace-investigation-programs-and-how-to-avoid-them/>
33. "New" Misconduct – Challenges and Solutions for Investigating as We Move to a New Normal, INSTRUCTOR, Integrity By McCarthy Inc., July 22, 2020 <https://www.caseiq.com/resources/new-misconduct-challenges-and-solutions-for-investigating-as-we-move-to-a-new-normal/>.

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34. "Virtual Wrongdoing: Investigating the Fall-Out from Remote Work Arrangements During COVID-19" INSTRUCTOR, Integrity By McCarthy Inc., May 21, 2020  
<https://learningcenter.awi.org/item/virtual-wrongdoing-investigating-fallout-remote-work-arrangements-covid19-431627>
35. "The Dark Side of Remote Work During COVID-19 AND Maintaining a Healthy Workplace Under Physical and Social Distancing" INSTRUCTOR, Integrity by McCarthy Inc, April 29 and 30, 2020 <https://www.caseiq.com/resources/new-misconduct-challenges-and-solutions-for-investigating-as-we-move-to-a-new-normal/>
36. Conducting Workplace Assessments, Ruben Thomlinson, 2020
37. Conducting Workplace Investigations, Aptus Solutions 2020
38. Canada Labour Code, Part II: An Overview Certification, Canadian Centre for Occupational Health and Safety.
39. Workplace Violence in the Canadian Federal Jurisdiction: Establish a Prevention Program Certification, Canadian Centre for Occupational Health and Safety, 2020.
40. Workplace Violence in the Canadian Federal Jurisdiction: Recognize the Risk and Take Action, Canadian Centre for Occupational Health and Safety, 2020.
41. Preventing Harassment and Violence in the Canadian Workplace, Canada School of Public Service, 2020.
42. Informal and Formal Disciplinary Meetings and Investigations Certificate, Udemy 2020.
43. Investigating Corporate Inappropriate Behaviour Complaints Certificate, Udemy 2020.
44. Investigating a Complaint of Inappropriate Behaviour in the Workplace, Diamond Associates 2020.
45. Getting Ready for Bill C-65 Certificate, Rubin Thomlinson Training 2020.
46. Mindful Mediation and Conflict Management Certificate, Udemy 2020.
47. Navigate Diversity Certificate, Udemy 2020.
48. Leading Diversity Certificate, Canada School of Public Service, 2020.
49. Developing Successful Coaching Relationships Certificate, Canada School of Public Service 2020.
50. Assessing Your Own Leadership Performance Certificate, Canada School of Public Service, 2020.

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51. Be Approachable & Coach as a Manager Certificate, Udemy, 2020.
52. Introduction to Sociology Certificate, Udemy, 2020.
53. Master of Industrial and Organizational Psychology Certificate, Udemy, 2020.
54. Developing your Business Ethics Certification, Canada School of Public Service, 2020.
55. Ethical Decision Making Framework Certification, Udemy, 2020.
56. Master Your Influence Certificate, Udemy, 2020.
57. A Practical Guide to Mindfulness and Self-Management Certificate, Udemy, 2020.
58. Leveraging Emotional Intelligence Certificate, Canada School of Public Service, 2020.
59. Self-Improvement for Lifelong Success Certificate, Canada School of Public Service, 2020.
60. Assessing Your Own Leadership Performance Certificate, Canada School of Public Service, 2020.
61. Mental Health Awareness Certificate, Canada School of Public Service, 2020.
62. Detect and Prevent Employee Fraud Certification, Udemy, 2020.
63. Internal Auditing Part I Certificate, Udemy, 2020.
64. Accounting I, Accounting II, Intermediate Accounting, Managerial Accounting I, Algonquin College, 1996 – 1997.
65. Business Administration Course, Ryerson University, 1987.
66. Interpersonal Communication, Ryerson University, 1987.