

## Differential Treatment and Targeting:

**From:** Flindall, Robert (JUS)  
**Sent:** August 15, 2009 9:18 AM  
**To:** Rathbun, Brad (JUS); Postma, Jason (JUS); Rathbun, Brad (JUS); Banbury, Trevor (JUS)  
**Cc:** Johnston, Mike P. (JUS); Campbell, Ron (JUS)  
**Subject:** PC Jack

Gentlemen,

Just a heads up to let you know that PC JACK is no longer allowed to work overtime for your shift shortages. I'll make the necessary changes to our duty schedule to reflect this.

Regards,

**Robert Flindall**  
**Sgt. 9740**

**From:** Flindall, Robert (JUS)  
**Sent:** August 15, 2009 9:20 AM  
**To:** Rathbun, Brad (JUS); Postma, Jason (JUS); Rathbun, Brad (JUS); Banbury, Trevor (JUS)  
**Cc:** Johnston, Mike P. (JUS); Campbell, Ron (JUS)  
**Subject:** RE: PC Jack

This also applies to him covering shifts for other officers as well.

**Robert Flindall**  
**Sgt. 9740**

### Respondent's Response to the Application (HRTO 2010-07633-I), paragraph 46:

The Applicant was not subjected to greater scrutiny than other probationary constables. The Applicant was struggling to perform the duties which were

### Respondent's Response to the Application (HRTO 2010-07633-I), paragraph 47:

keep the Applicant under surveillance and report back to him. The coaching of a new recruit does not occur in isolation from other police officers. The Applicant was treated in the same manner as all other recruits.

### Respondent's Response to the Application (HRTO 2010-07633-I), paragraph 53:

or association. The Applicant was afforded the same opportunity to develop skills and improve over the course of his probationary year as any other recruit. Unfortunately the Applicant was unable to apply his knowledge to