

From: Campbell, Ron (JUS)
Sent: Thursday, September 03, 2009 5:40 PM
To: Johnston, Mike P. (JUS)
Subject: Rob Flindall

Served Rob your 233-10 and discussed the brief issues. I advised him he would be getting one and I would draft up 233-10 for this as there are aggravating factors. He was not happy about this.

We then discussed his comments to Mike Jack and we have left that as a discussion and it has been covered off.

We also discussed the domestics he advises he is aware of all and will review the matter I brought to his attention and will get them done tonight.

He then proceeded to tell me info that he thinks Mike Jack was hanging out with organized crime at the Gym he went to as Jamie Brockely recognized people who are his friends that he knows from Drug unit dealings.

I told him to put it in a email and attempt to confirm some of these statements. To send it to you and he may need to do a briefing note on after you review. He did not have the full names and was going to spell it out in an email tonight. Ron

Take note of the timing:

- Sergeant Flindall was negatively documented for his lack of supervision of me.
- Sergeant Flindall immediately proceeded to tell Staff Sergeant Campbell that I was hanging out with organized crime.

What a blatant and malicious lie! What an abuse of supervisor's authority! What a deceit! What an insatiable and vengeful appetite to terminate me!

This revelation from the Respondent whereby Sergeant Flindall was issued the negative 233-10s for his neglect and discreditable conduct towards me serves to prove the lack of proper guidance I should have received during my probationary term. The 233-10s also serve to establish the Respondent's knowledge that I was the only one being subjected to this type of treatment. A question then rises from these observations: Why did the Respondent not apologize or have Sergeant Flindall apologize to me for his prejudices towards me? Why did the Respondent choose to keep quiet about it and simply pretend that everything was OK thereby allowing everyone in the detachment to believe that I simply did not have what it took to be a police officer? More important, Staff Sergeant Coleen Kohen who was one of the managers of OPP's Human Resources knew (by virtue of Staff Sergeant Campbell communication to her) that I was being discriminated against (Sergeant Flindall had everyone watching me and that there could possibly be a Human Rights complaint rising from his actions towards me) yet failed to take appropriate measures to stem it. In Staff Sergeant Coleen Kohen's subsequent communications with the OPP's Human Resources Unit Commander, Inspector David Lee regarding my Performance Evaluation Reports

she deliberately omitted advising him of the discrimination I was being subjected to. Even Staff Sergeant Campbell and Inspector Johnston did not advise him of the discrimination I was being subjected to. Hence, Inspector David Lee, Superintendent Hugh Stevenson, Chief Superintendent Mike Armstrong and everyone up to the Commissioner believed those fabricated and falsified Performance Evaluation Reports (Month 6 & 7 to Month 11) to force my termination.

Though it might seem that I am implying that managers in the upper echelon of the OPP never knew that I was being targeted and discriminated against, I must stress the reality that Superintendent Doug Borton was aware of it all through Detective Constable Karen German's investigation. He then decided to switch me to a new platoon. Hence, his rank and knowledge of what was happening to me at the time spoke for the OPP at large. In reflection I resolve to believe that the OPP was very well aware that I was discriminated against, but decided to leave me to my own devices based on the submitted Performance Evaluation Reports and the speculation that I was involved with organized crime. They firmly believed in preserving the so called image of the OPP and that it would only be a matter of time before the maggot would be exterminated and the image restored.

03Sep09 - S/Sgt Campbell

- 1650hrs - S/Sgt. Campbell met with Sgt. Flindall to discuss performance issues
- 1720hrs - Sgt. Flindall discloses that PC Jack is involved with [REDACTED] Organized Crime and is running OPP under cover cars involved in an ongoing investigation. Sgt. Flindall advises information came from a gym photo shown by Jack to other shift members in the spring. Sgt. Flindall advised to confirm his information and put it in writing. Sgt. Flindall advised to forward these to Inspector Johnston as S/Sgt. Campbell was away 04 Sep 09.
- Sgt. Flindall and S/Sgt. Campbell discussed earlier comments made by Sgt. Flindall WDHP and the vulnerability of probationary, immigrant and language difficulties.

Take note that Staff Sergeant Campbell served Sergeant Flindall with a negative 233-10 in reference to his performance issues, the bulk of which was in respect to his neglect of supervision of me. Could one just imagine how such an authoritarian person as Sergeant Flindall was maddened by receiving a negative 233-10 over me? Not that it addressed the problem or helped me in any way. In fact, it made my situation even worse.

Furthermore, as is evident from Staff Sergeant Campbell's notes, he yet again discussed with Sergeant Flindall WDHP and vulnerability of my status as a probationary and an immigrant employee. Alas, Sergeant Flindall pursued his targetting of me with all he had.

From: Johnston, Mike P. (JUS)
Sent: September 22, 2009 11:51 AM
To: Flindall, Robert (JUS)
Subject: RE: Com Centre

Rob

So I am clear then it appears P/C Jack did not run the plate associated to [REDACTED]

Mike

You DAMN right I did not! I was maliciously labeled and black-balled with the sole purpose to terminate me as due to my foreign background and race I was not accepted by the local mafia of racists!

From: Flindall, Robert (JUS)
Sent: September 22, 2009 6:02 PM
To: Johnston, Mike P. (JUS)
Subject: RE: Com Centre

That is correct. PC JACK provided a plate to run and the dispatcher hit the wrong letter when she was entering it. The officers did hear [REDACTED] but it was the wrong plate the dispatcher entered.

Robert Flindall
Sgt. 9740

It was too late to do damage control. The damage that had been done was beyond repair. The rush to judgment by the prejudiced and targetting minds of the participants towards me made me and the platoon I was switched to as the *'laughing stock'*. Regardless of the mistake being that of the dispatcher I was already viewed as an "Undesirable".

Ontario
Provincial
Police

Police
provinciale
de l'Ontario



Professional Standards Bureau
Bureau des normes professionnelles

777 Memorial Avenue 777, avenue Memorial
Orillia ON L3V 7V3 Orillia ON L3V 7V3

Tel: (705) 329-6051 Fax: (705) 329-6050

File reference: 2545009-0173

September 23, 2009

MEMORANDUM TO:

Provincial Constable Michael JACK #12690
1100 - PETERBOROUGH COUNTY (CENTRAL REGION)

Re: Notice of Internal Complaint

Date of Incident: Unknown

Date of Complaint: September 11, 2009

Summary of Complaint: It is alleged you have been associating with undesirables.

This is your notification pursuant to subsection 56(7) of the Police Services Act that an internal complaint has been commenced against you. You will be contacted in regard to this matter.

If you have any questions about this matter or the complaint process, please contact this Bureau.

A handwritten signature in black ink, appearing to read "Chris Newton".

Chris Newton
Staff Sergeant
Manager
Classification & Analysis Unit

/amc

c: Detachment Commander, 1100 - PETERBOROUGH COUNTY

From: Thompson, Tym (JUS)
Sent: November 19, 2009 5:13 PM
To: Jack, Michael (JUS)
Subject: RE: Internal Complaint 2545009-0173

Constable Jack,

I submitted my final report today on your investigation. The allegation of you associating with undesirables was not substantiated. I am not sure how long it will take to work through the chains of command, but thought you would like to know as soon as I was able to tell you.

If you have any questions, don't hesitate to contact me.

Tym

Tym Thompson
Detective Sergeant
Professional Standards Bureau
Ontario Provincial Police
desk-(705) 329-6473
cell-(705) 238-7107
fax-(705) 329-6050
vnet-518-6473

Ontario
Provincial
Police

Police
provinciale
de l'Ontario



Professional Standards Bureau
Bureau des normes professionnelles

777 Memorial Avenue 777, avenue Memori
Orillia ON L3V 7V3 Orillia ON L3V 7V3

Tel: (705) 329-6051 Fax: (705) 329-6051

File reference: 2545009-0173

November 25, 2009

MEMORANDUM TO:

Provincial Constable Michael JACK #12690
1100 - PETERBOROUGH COUNTY

Re: Internal Complaint 2545009-0173

The investigation into this matter has been completed.

I have reviewed the report and agree with its findings that the complaint is unsubstantiated on the basis of insufficient evidence.

Therefore, on behalf of Commissioner Julian Fantino, it is my decision to take no further action in this matter and our file is closed.

A handwritten signature in black ink, appearing to read "Ken C. Smith".

Ken C. Smith
Chief Superintendent
Bureau Commander
Professional Standards Bureau

/gp

c: Detachment Commander, 1100 - PETERBOROUGH COUNTY
Sergeant Major, Professional Standards Bureau, CENTRAL REGION
Regional Commander, CENTRAL REGION

Respondent's Response to the Application (HRTO 2010-07633-I), paragraph 52:

52. Paragraphs 49 to 52 – The Respondent's position is that a concern had been raised about whether the Applicant was associating with individuals who were involved in criminal activity. The concern having been raised needed to be investigated as such an association would be a significant concern. The investigation was conducted and the concern was found to be unsubstantiated.