

**From:** Flindall, Robert (JUS)  
**Sent:** August 15, 2009 8:39 AM  
**To:** Moran, Melynda (JUS)  
**Subject:**

Hey Legs, Do you want to switch up cruisers still? Let's go do it now.

**Robert Flindall**

**From:** Moran, Melynda (JUS)  
**Sent:** August 15, 2009 8:50 AM  
**To:** Flindall, Robert (JUS)  
**Subject:** RE:

I was told to go find "other things" to write when I was a rookie... especially because they're not even TRAINED on dual radar....

I am not comfortable. In fact, still grumpy. Since your last e-mail, I now have a theft of MV ... therefore 10 reports .  
OMG. Oh wait, now the mag thing ... I guess that's 11 reports. Again ... OMG.

Sooooo, I don't think I'll be able to leave the office yet again ... unless duty calls of course!!!

I'll fill the thing out.

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**From:** Flindall, Robert (JUS)  
**Sent:** August 15, 2009 8:52 AM  
**To:** Moran, Melynda (JUS)  
**Subject:** RE:

You get oh so warm and fuzzy when you're grumpy.

**Robert Flindall**

Take note of the manner in which Sergeant Flindall communicated with Constable Melynda Moran, ***'You get so warm and fuzzy when you're grumpy'***. This manner of communication attests to them being two good friends. Not just a supervisor and a subordinate at an arms-distance.

**From:** Flindall, Robert (JUS)  
**Sent:** August 15, 2009 2:24 PM  
**To:** Campbell, Ron (JUS)  
**Cc:** Johnston, Mike P. (JUS)  
**Subject:** RE: HTA Charge against Mike Jack while operating force vehicle today

I've been made aware by PC MORAN that when she was on the coach course, a Sgt from the Police Vehicle Operations at Aylmer was there. He advised her that there were two issues with PC JACK while at the college - his driving and his apparent dislike of women. It's quite apparent that his driving has not improved since then.

This is just for your information should we need it later.

**Robert Flindall**

I wonder where my *'apparent dislike of women'* came from. The date of the e-mail is interesting since it was beyond the halfway mark of my probationary period. The comment *'this is just for your information should we need it later'* means that I was being targeted not only by my accountable supervisor, but by the upper management as well (Staff Sergeant and up). The maliciousness and vindictiveness of the OPP to malign me extended beyond the confines of the Peterborough County OPP Detachment. This e-mail is nothing, but proof of me being the subject of pure vexatious comments and it casts weight towards showing how biased the OPP was against me.

#### **The Promise of the OPP:**

Support colleagues, especially those who may feel vulnerable or at a disadvantage because of their employment status, e.g. new recruits, volunteer, civilian, contract; or background, e.g. race, gender, ethnicity

Be thoughtful about both what I say and "how" I communicate, i.e. sensitive to inadvertent or subtle messages, terms or labels; avoid potentially hurtful rumours and gossip; maintain confidentiality

#### **Respondent's Response to the Application (HRTO 2010-07633-I), paragraph 31:**

Paragraph 19 – The Respondent denies that that Applicant was subjected to unwanted comments, jokes and harassment or that his workplace was poisoned.

I will leave it to the reader to wonder how the vexations comments behind my back about my **'apparent dislike of women'** fit in with the reality. In the following picture I am with my ex-girlfriend, who I was in love with, in Ottawa just 6 days after the date of the above e-mail.

