

“Crazy Ivan”

December 13, 2010

Application to the Human Rights Tribunal of Ontario of Michael Jack (HRTO 2010-07633-I)

Schedule “A”

14. I later learned that prior to even arriving at the Detachment, some of the officers had already assigned me the nickname of “Crazy Ivan” as they had learned in advance of my arrival that I was from Russia.
19. During my probationary period I was subjected to unwanted comments, jokes and harassment that in turn poisoned my workplace environment.
 - (1) Before even meeting my colleagues at the Detachment I had been nicknamed “Crazy Ivan” due to my Russian heritage.

May 4, 2011

Respondent’s Response to the Application

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28. Paragraph 14 – The Respondent is not aware of any officers calling the Applicant “Crazy Ivan” and denies that allegation.
32. Paragraph 19(1) – As previously noted the Respondent denies that the Applicant was called “Crazy Ivan”.
55. Broadly speaking, the Respondent denies:
 - the Applicant’s claims that he was subjected to discrimination and harassment;
 - the Applicant was subjected to differential and derogatory treatment based on a protected ground;
 - it failed to take appropriate action to address any inappropriate conduct on the part of its employees in relation to the Applicant;

April 5, 2012

Respondent's Additional Disclosure

Re: Michael Jack v. HMQ
Tribunal File Number: 2010-07633-I

Please find enclosed the Respondent's Documents to be Relied Upon, Witness List and Witness Summaries delivered to you with respect to the above-noted file pursuant to the *Tribunal's Rules*.

Please note that the corporate Respondent, the Ontario Provincial Police, acknowledges that the term "Crazy Ivan" was used in the OPP Peterborough Detachment. The additional information relating to the use of this term was only provided after the filing of the Response (Form 2). At the time of the filing of the Response (Form 2), the Respondent's position accurately reflected the information available to it. Based on the Applicant's Application and will-say it appears that the Applicant only learned of the term "Crazy Ivan" after his resignation from the OPP.

However, it is **not the timing** of when a person became aware of the use of such a term rather, **it is the use** of such a term that makes it **prohibited**.