



FEB 22 2016

Commissioner Robert W. Paulson
Royal Canadian Mounted Police
73 Leikin Drive, M5 Building
3rd floor, Suite 101, Mailstop 47
Ottawa, Ontario K1A 0R2

Dear Commissioner Paulson:

On February 4, 2016, I received a letter from the Honourable Ralph Goodale, Minister of Public Safety, requesting that the Commission undertake a comprehensive review of the RCMP's policies and procedures on workplace harassment, and to specifically examine and evaluate the implementation of recommendations made in the Commission's *2013 Public Interest Investigations Report into RCMP Workplace Harassment*, pursuant to the Minister's authorities under subsection 45.34(1) of the RCMP Act.

In your letter of July 5, 2013, you agreed with the conclusions in the Commission's report and indicated a thorough analysis of the 11 recommendations was being undertaken. At that time you also undertook to update the Commission on the RCMP's strategies and new procedures as they are implemented. On November 2, 2015, I wrote to you seeking an update on the implementation of the Commission's recommendations. I await your reply in that regard.

Further to the Minister's request, could you please identify a point of contact with whom the Commission can liaise as we develop the Terms of Reference and identify relevant material.

I appreciate your attention to this matter.

Yours truly,

A handwritten signature in blue ink, appearing to read "Ian McPhail".

Ian McPhail, Q.C.
Chairperson