

SCHEDULE E

CHANGE INITIATIVES

Accountability and Enforcement of Anti-Harassment Policies

1. Treasury Board Directives and the RCMP Commissioner's Standing Orders include provisions that prohibit harassment, require supervisors and managers to enforce those directives and orders, and provide for sanctions and other consequences for breaches of the expected standard of behavior, failure to enforce, or for any retaliatory conduct against any person working within the RCMP who has reported harassment.
2. The RCMP will establish support resources to assist supervisors in resolving harassment problems within their units.
3. The RCMP will continue to review its harassment policy in line with Treasury Board Policy and Directives, and applicable legislation and jurisprudence.
4. The RCMP has set a goal to make the proportion of women in Regular Member positions equal to at least 30% by 2025. In addition, the RCMP will set a goal to make the proportion of women in officer and executive positions at all levels equal to at least 30% by 2025. If these goals are met, the RCMP will continue to set reasonably attainable goals to reach gender parity (including parity of meaningful workplace opportunities). If goals are not met, the RCMP will continue to strive to meet these goals, and will receive advice from the Gender and Harassment Advisory Committees, to be established in accordance with this Agreement as set out below, on recommended changes, including further appropriate goals and parity of meaningful workplace opportunities.
5. The RCMP will take steps to improve the design and content of its recruitment materials to include more women, as well as more broadly inclusive language. The RCMP will solicit from all persons working within the RCMP input on all of its recruitment resources on a regular basis.

Communication of Harassment and other Policies

6. The RCMP will continue to communicate and publicize a) a clear, written harassment policy to all persons working within the RCMP, and make this policy readily available and accessible at all times; and b) that input from persons working within the RCMP on the effectiveness of the harassment policy is encouraged.
7. The RCMP will regularly communicate updates, news, and decisions affecting the organization and its membership to all persons currently working within the RCMP.
8. The RCMP will post its policies, including those concerning recruitment, hiring, transfers, promotions, qualifications, evaluations, leaves of absence, mentoring, collegiality, and harassment on its internal website, Infoweb.

9. Subject to Government of Canada and Treasury Board requirements, the RCMP will make ongoing efforts to improve the design of its website. The RCMP will continue to receive feedback and suggestions in writing directly from persons working within the RCMP.

Promotion Policies and Materials

10. The RCMP will continue to update promotion policies and materials, and will consider, among other things, whether they:

- (a) make clear the RCMP and its leadership believe people of all genders and sexual orientation are equally capable of working in the RCMP and having leadership positions and should therefore expect to be promoted at proportional rates;
- (b) use language that reflects the belief that women are equally capable and meritorious of promotion as men;
- (c) make clear that promotions will be based on objective and relevant measures of merit, taking into account the operational needs and requirements of the RCMP;
- (d) communicate that persons working within the RCMP will also be evaluated, in part, based on how respectfully and fairly they treat others in their workplace; and
- (e) continue to provide that the RCMP will evaluate and nominate individuals for awards and recognition using its established committee process.

Anti-Harassment Training

11. The RCMP will take steps to strengthen and support anti-harassment training during Cadet Training Program.

12. The RCMP will provide mandatory training on harassment for all persons working within the RCMP in accordance with the current views on best practices. The RCMP is committed to enforcing the mandatory completion of the course. Completion of the course will be a consideration for any potential promotion or advancement in the RCMP.

13. The RCMP commits to further developing the respectful workplace component in the supervisor and management development program, including training on inclusive leadership, accountability, and bias awareness training.

14. The RCMP will regularly review its harassment training in accordance with Treasury Board Policy and Directives, and applicable legislation and jurisprudence.

Gender and Harassment Advisory Committees

15. The RCMP will establish and maintain, subject to the *Public Service Labour Relations Act*, SC 2003, c 22, s 2, including but not limited to the unfair labour practice provisions, and any applicable collective agreements:

- (a) a National Gender and Harassment Advisory Committee that will serve as an advice giving forum to the Commissioner or his or her delegate on matters involving issues of gender, sexual orientation, harassment, equity, and inclusivity;
- (b) in each Division, a local Gender and Harassment Advisory Committee that will serve as an advice giving forum to the Commanding Officer of the Division or his or her delegate on matters described in (a); the relevant content of the advice received will be reported annually to the National Gender and Harassment Advisory Committee.

16. The National Gender and Harassment Advisory Committee will be named by the Commissioner and will be composed of 8 to 12 individuals who will be 75% persons currently working within the RCMP who are reflective of the diverse composition of the RCMP and 25% RCMP managers. There will be a process established whereby persons currently working within the RCMP can put their name forward and be selected by the Commissioner to serve on the committee. The National Gender and Harassment Advisory Committee will meet at least annually, and whenever deemed necessary by the Committee, with the consent of the Commissioner or his or her delegate, and together with all other items for discussion, will receive and consider the reports of the Divisional Committees. The National Gender and Harassment Advisory Committee will issue a written Annual Report which will be publicly available. Minutes of meetings will not be made public subject to applicable laws which may require disclosure. The RCMP will provide a written Response to the Annual Report, which Response will be publicly available.

17. The Divisional Gender and Harassment Advisory Committees will be named by the Commanding Officer for the Divisions and will be composed of 8 individuals who will be 75% persons currently working within the RCMP who are reflective of the diverse composition of the Division, and 25% RCMP managers. There will be a process established whereby persons currently working within the RCMP can put their name forward and be selected by the Commissioner to serve on the committee. Meetings will be chaired by the Commanding Officer for the Division and will take place bi-annually. Division Gender and Harassment Advisory Committees will prepare a written Annual Report which will be publicly available and which will be provided, prior to its annual meeting, to the National Gender and Harassment Advisory Committee for its consideration. Minutes of meetings will not be made public subject to applicable laws which may require disclosure.

18. For further clarity, the National and Divisional Gender and Harassment Advisory Committees do not have authority to issue directives to the RCMP, but may give advice in the development of policy and practices on matters involving harassment,

gender, sexual orientation, equity, and inclusivity. The Commissioner or his or her delegate will consider this advice; final decisions with respect to policy development and content lie with the RCMP. The Gender and Harassment Advisory Committees will not take on a public advocacy role. The RCMP will give written reasons for not adopting advice given by the Gender and Harassment Advisory Committees.

19. The role of the Gender and Harassment Advisory Committees is to act as vehicles through which the Commissioner and Commanding Officers are advised of developments with respect to workplace harassment.

20. The National Gender and Harassment Advisory Committee will have access to and obtain advice from one or more external experts on human resources and inclusive workplaces on an as needed basis within an annual budget set by the RCMP.