



Nathalie Des Rosiers, MPP / Députée

Ottawa-Vanier

December 17th, 2018

The Honorable Doug Ford
Premier of Ontario

(via email)

Dear Premier,

I am writing to you to ask you to provide leadership on the issue of sexual harassment and sexual violence in Ontario.

I have been contacted by Ms. Kathleen Finlay who indicated to me that some years ago she was sexually assaulted while in the employ of the Ontario Securities Commission (OSC), and that when she reported the incident to the OSC's Executive Director, her immediate supervisor at the time, he refused to take any action and bullied her into remaining silent about it. Threats were made to her about her job and career if she pursued it. These actions have resulted in life-altering consequences to Ms. Finlay that remain to this day.

Since finding the courage to come forward in 2018 in an effort to seek closure and healing, she has encountered further malicious misconduct by senior management of the OSC, up to and including a warning to her to "refrain from sending communications to the Premier's Office asserting wrongdoing on the OSC's part, as well as making public disclosure of such assertions on your website..." These actions have amounted to a re-traumatization, have inflicted further emotional harm on her, and have required additional medical attention.

I understand that she has communicated with your office as well earlier this year about the matter.

I have Ms. Finlay's permission (attached) to ask you to do the following:

1. Revise the Protocol of your office dealing with sexual assault or sexual harassment allegations and ensure that it is transparent and victim friendly. Ms. Finlay tells me that instead of acknowledging or responding to her correspondence, your office unfortunately sent her complaint directly to the OSC, who then responded with a threatening letter. This caused significant further emotional and physical harm to Ms. Finlay. It is certainly most inappropriate for any organization to attempt to gag a victim who is seeking to have sexual misconduct addressed. It is crucial for your office to have a victim centered protocol and adequate training for people in your office.

2. Apologize to Ms. Finlay for the way in which she was treated.
3. Ensure that the OSC has up-to-date, transparent and victim centered protocols for dealing with allegations from both current and former employees regarding sexual harassment or sexual violence.
4. Conduct an enquiry, in a form and manner that is respectful of and acceptable to, Ms. Finlay, into the way in which the OSC handled the allegations brought forward by her and in due course provide adequate remedy to Ms. Finlay.

Premier, you have made it clear earlier this fall that you would always respond appropriately to allegations of sexual violence and take them seriously. Please do not let women down and respond proactively in this matter.

Best regards,



Nathalie Des Rosiers,

MPP – Députée, Ottawa – Vanier

C.c. : Kathleen Findlay
Encl.

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