

City of Yellowknife

Official Inquiry into 2014 Allegations of Workplace Misconduct in the MED

A review of a 2014 investigation into allegations of bullying and harassment within the City's Municipal Enforcement Division (the "MED") has been concluded as part of this Official Inquiry. In the course of the review, it was determined that proper procedure was followed to investigate these allegations and to address the findings of the investigation. It was determined that while the process for communication as to the outcome of the investigation could have been improved upon, all interested parties were advised of the outcome.

In addition, an investigation into other allegations of workplace misconduct within the MED in and around 2014 that came to light in the fall of 2017 has revealed that it is more likely than not workplace misconduct related to the use of security cameras occurred within the MED at that time. The investigation indicates that this misconduct was not reported to City staff outside of those involved with the Department of Public Safety and that there was no indication City staff outside the Department of Public Safety ought to have been aware of this misconduct prior to these allegations becoming public in the fall of 2017.

The Official Inquiry has confirmed the City took appropriate action immediately upon becoming aware of these allegations, and has taken measures to prevent similar misconduct in the future. The City has also instituted programs and procedures to educate its staff as to how to deal with workplace misconduct and to encourage employees to come forward if they become aware of misconduct or are the subject of harassment. Through the Official Inquiry, the City has also received recommendations as to how its policies and processes may be further improved upon to prevent and respond to harassment and other workplace misconduct.