



**Statement from the Métis Nation–Saskatchewan Provincial Métis Council regarding conduct of Provincial Secretary Lisa McCallum, Minister Sherry McLennan, Minister Kathie Pruden Nansel and Associate Minister Wendy Gervais**

**April 2, 2025 – Treaty 6 Territory and Heartland of the Métis, Saskatoon, SK –**

During the January 21, 2025 Provincial Métis Council (the “**PMC**”) meeting, Chief Executive Officer Richard Quintal provided a verbal complaint of harassment regarding the conduct of Provincial Secretary Lisa McCallum, Minister Sherry McLennan, Minister Kathie Pruden Nansel and Associate Minister Wendy Gervais (collectively the “**Provincial Secretary and the Ministers**”). On January 31, 2025, the Provincial Secretary and the Ministers provided written complaints to the PMC alleging improper conduct on the part of Mr. Quintal due to the statements he made about them at the January 21, 2025 PMC.

The PMC retained an independent third party investigator to investigate the complaints raised by Mr. Quintal, the Provincial Secretary and the Ministers. Although the Provincial Secretary and the Ministers raised meritless objections to the appointment of the investigator, the investigator selected was qualified, available and confirmed to have no pre-involvement with any of the parties.

A timely investigation of the complaints was required to ensure a safe work environment, as one of the individuals involved is an employee of Métis Nation Saskatchewan (the “**MN–S**”) who was entitled to the protection of both Saskatchewan employment and human rights legislation. The legislation does not require the consent of the Provincial Secretary and the Ministers. The investigation process followed was procedurally fair and provided adequate time and flexibility to accommodate the participation of all individuals involved. The investigation was concluded on March 16, 2025, after Mr. Quintal and the Provincial Secretary and the Ministers were each given the opportunity to participate in the investigation, both in writing and through in-person interviews conducted over Zoom.

The investigation found that the Provincial Secretary and the Ministers inappropriately and in violation of the MN-S Respectful Workplace Policy and *The Saskatchewan Employment Act*, questioned Mr. Quintal’s Métis heritage in a public forum at the Métis Nation Legislative Assembly (“**MNLA**”) on November 2 and 3,



2024. Such actions were found to amount to harassment within the meaning of the policy and legislation.

The investigation determined that Mr. Quintal's comments during the January 21, 2025 PMC meeting did not amount to harassment, but were actions taken by Mr. Quintal to request that the Provincial Secretary and the Ministers stop the harassing conduct. Accordingly, the Provincial Secretary and Ministers' complaints against Mr. Quintal were determined to be unfounded.

Such conduct by the Provincial Secretary and the Ministers is entirely inappropriate.

Métis Nation–Saskatchewan is committed to providing a safe work environment for all employees of MN–S. The Provincial Secretary and Ministers have been requested to provide a written apology to Mr. Quintal and they will not be permitted to attend any PMC meetings until such apology is provided. The Provincial Secretary and the Ministers have also been directed to not make any disparaging comments regarding Mr. Quintal on social media or otherwise.

The direction to the Provincial Secretary and the Ministers to provide a written apology to Mr. Quintal prior to attending any PMC meetings was implemented pursuant to a valid resolution and accorded with the Metis Act, as well as the Handbook for Executives, Ministers and Members of the Provincial Metis Council.

The Provincial Secretary and Ministers are not permitted to contact Mr. Quintal verbally or in writing until further notice.

MN–S will be taking steps to amend its policy documentation to protect against similar circumstances occurring in the future. MN-S will amend the Handbook for Executives, Ministers and Members of the PMC to expressly state that harassment of MN–S employees by executives, ministers and members of the PMC will not be tolerated. MN–S will also amend the Respectful Workplace Policy to expressly state that harassment of employees by executives, ministers and members of the PMC will not be tolerated and to provide that if the Chief Executive Officer has a complaint of harassment to raise against any individuals holding these positions, such complaints will be raised and investigated by the Human Resources Committee of the PMC or such third party investigator appointed by same.