



Resolution Duly Approved by the  
Métis Nation-Saskatchewan  
Provincial Métis Council on March 18, 2025  
**#IC-250318-03**

### **Human Resources**

**WHEREAS** at the January 21, 2025, Provincial Métis Council (PMC) Meeting, the Métis Nation-Saskatchewan (MN-S) Chief Executive Officer (CEO) verbally raised a harassment complaint against the MN-S Provincial Secretary, two Ministers and an Associate Minister of the MN-S, and a written complaint of harassment regarding the same individuals was received by the MN S from the CEO on February 14, 2025;

**WHEREAS** on January 31, 2025, the Provincial Secretary and the same two Ministers and Associate Minister each filed complaints with the PMC alleging harassment by the CEO regarding his comments at the January 21, 2025, PMC Meeting;

**WHEREAS** an investigation into the complaints was conducted by an independent third party investigator from March 4, 2025 to March 16, 2025, regarding all five complaints;

**WHEREAS** the investigation concluded that the complaints raised by the CEO against the Provincial Secretary, two Ministers and Associate Minister were founded;

**WHEREAS** the investigation concluded that the complaints raised by the Provincial Secretary, two Ministers and Associate Minister against the CEO were unfounded; and

**WHEREAS** the Human Resources Committee has presented its recommendations for corrective measures to the PMC at this In-Camera meeting of March 18, 2025;

**THEREFORE BE IT RESOLVED** that the PMC hereby approves the following recommended actions as a result of the findings of the investigation report:

1. That the PMC issue a statement of regret for the comments made about the CEO, and an apology for not addressing the concerns raised by the CEO sooner;
2. That the Provincial Secretary, two Ministers and Associate Minister provide a written apology to the CEO for their actions to the satisfaction of the PMC;
3. That the Provincial Secretary, two Ministers and Associate Minister not be permitted to attend any PMC meetings until the written apology as referenced is provided to the CEO;
4. That the Provincial Secretary, two Ministers and Associate Minister not be permitted to contact the CEO verbally or in writing until further notice, and that the Chief Operating Officer (COO) will continue to fulfill any job duties normally performed by the CEO in relation to the Provincial Secretary, two Ministers and Associate Minister during this time;
5. That the MN-S amend the Handbook for the Executive, Ministers and Members of the PMC to expressly state that harassment of MN-S employees by the Executive, Ministers or members of the PMC will not be tolerated

7. That the Provincial Secretary, two Ministers and Associate Minister not be permitted to make any disparaging comments regarding the CEO on social media or otherwise;
8. That the MN-S issue a statement to be posted on the MN-S website advising of the harassment complaints made against each the Provincial Secretary, two Ministers and Associate Minister, the outcomes of the investigation into that complaint, and corresponding actions taken by the MN-S in response;
9. That the Human Resources Committee provide correspondence to the CEO, Provincial Secretary, two Ministers and Associate Minister advising of the outcome of the investigation and communicating the aforementioned actions that will be implemented by the MN-S as a result of the findings of the investigation;
10. That the Provincial Secretary, two Ministers and Associate Minister maintain the details and outcome of the investigation as confidential, except for the public censure and apology made by the Provincial Secretary, two Ministers and Associate Minister, and not discuss same, except with respect to their own legal counsel; and
11. That the Minister of Finance be directed to consult with the COO regarding the use of interest income as the source of funds for a monetary settlement with the CEO, and be authorized to allocate such funds toward any negotiated settlement.

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**Dated this 18<sup>th</sup> day of March, 2025**

**Moved by:** Marg Friesen, ER3

**Seconded by:** Autumn Laing-LaRose, Provincial Métis Youth Council President

