

## SCHEDULE A – APPENDIX 2

### NOTICE OF SETTLEMENT

#### RCMP Gender Harassment and Discrimination Class Action

*If you are a female or identify as a female and were an RCMP Regular Member (for purposes of this Settlement includes Regular Members, Special Constables, Cadets, Auxiliary Constables, Special Constable Members, and Reserve Members), Civilian Member or Public Service Employee (for purposes of this Settlement includes Temporary Civilian Employees) working within the RCMP, this notice may affect your legal rights. Please read it carefully.*

On \*\*\*, the Federal Court (Canada) approved a settlement of the class action *Merlo and Davidson v. Canada*. The class action concerns allegations of gender and sexual orientation based harassment and discrimination within the RCMP.

#### Who is Eligible for the Settlement?

To be eligible to participate in the settlement, you must be a member of the class. The class is defined as:

**Primary Class Members:** female current and former living Regular Members, Civilian Members and Public Service Employees (who are appointed by the Commissioner of the RCMP under the delegated authority of the Public Service Commission pursuant to the *Public Service Employment Act*, R.S.C., 1985, c. P-32; amended S.C. 2003, c. 22, ss.12, 13) who worked within the RCMP during the Class Period who experienced and/or continue to experience gender and sexual orientation based harassment and discrimination while working in the RCMP during the Class Period, and who have not opted out or are not deemed to have opted out of the Class Action on or before the expiry of the Opt Out Period.

For the purposes of this Settlement “**Regular Members**” includes Regular Members, Special Constables, Cadets, Auxiliary Constables, Special Constable Members, and Reserve Members

For the purposes of this Settlement “**Public Service Employees**” includes Temporary Civilian Employees who, prior to 2014 were appointed under the now-repealed subsection 10(2) of the *RCMP Act*, R.S.C., 1985, c. R-10

**Secondary Class Members:** all persons who have a derivative Claim in accordance with applicable family law legislation arising from a family relationship with a member of the Primary Class.

Anyone who has who has opted out of the class action is not eligible for compensation under the settlement.

### What are the Terms of the Settlement?

The settlement contains numerous change initiatives directed at eliminating workplace harassment and discrimination in the RCMP. The settlement also provides compensation for Primary Class Members who experienced gender or sexual orientation based harassment or discrimination while working in the RCMP during the Class Period. Compensation is available for Secondary Class Members where the Primary Class Member's claim is assessed at either of the two highest severity levels.

You can obtain a copy of the settlement agreement and the applicable forms and protocols by contacting Class Counsel at the address below. These documents are also available on Class Counsel's websites.

### How Do I Make a Claim?

Primary Class Members must submit a claim form together with all supporting documentation to the Assessor on or before \*\*\*\*. Primary Class Members whose claims are approved at either of the two highest levels will be provided with a Secondary Class Member Claim Form.

### For More Information and to Obtain a Claim Form

For more information about the settlement or to obtain a Claim Form, contact Class Counsel:

Or contact the Office of the Assessor: