

NOTICE OF SETTLEMENT APPROVAL

RCMP Gender and Sexual Orientation Based Harassment and Discrimination Class Action

Did you experience gender or sexual orientation-based harassment or discrimination while working or volunteering with the RCMP? You may be eligible for compensation.

If you are a female or identified as a female and work or volunteer with the RCMP, or did so in the past, you may be eligible for compensation.

On March 10, 2020, the Federal Court approved a settlement of the class action *Tiller v. Her Majesty the Queen*. The class action concerns allegations of gender and sexual orientation-based harassment and discrimination within the Royal Canadian Mounted Police (“RCMP”).

Who is Eligible for the Settlement?

You are eligible to participate in the settlement if you are a Primary Class Member as defined below and have experienced gender or sexual orientation-based harassment or discrimination while working or volunteering with the RCMP. The Class is defined as:

Primary Class Members: current and former living Municipal Employees, Regional District Employees, employees of non-profit organizations, volunteers, Commissionaires, Supernumerary Special Constables, consultants, contractors, public service employees, students, members of integrated policing units and persons from outside agencies and police forces who are female or publicly identify as female and who were supervised or managed by the RCMP or who worked in an RCMP controlled workplace during the Class Period (defined as September 16, 1974 to July 5, 2019).

*Excluded from the class are individuals who are primary class members in *Merlo and Davidson v. Her Majesty the Queen*, Federal Court Action Number T-1685-16 and class members in *Ross, Roy, and Satalic v. Her Majesty the Queen*, Federal Court Action Number T-370-17 or *Association des membres de la police montée du Québec inc., Gaétan Delisle, Dupuis, Paul, Lachance, Marc v. HMTQ*, Quebec Superior Court Number 500-06-000820-163.

Secondary Class Members: any Child or Spouse of a Primary Class Member who has a derivative Claim in accordance with applicable family law legislation.

What are the Terms of the Settlement?

The settlement provides six levels of compensation ranging from \$10,000 to \$220,000 for Primary Class Members who experienced gender or sexual orientation based harassment or discrimination while working or volunteering with 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.

The settlement claims process is independent and confidential; the RCMP will not be told if you file a claim to the settlement.

The settlement claims process is also non-adversarial. Lower level claims are assessed through a paper process. Claimants with higher level claims will be interviewed by a female assessor. There is no hearing, and claimants will not be cross examined.

How Do I Make a Claim?

Primary Class Members must submit a confidential claim form together with all supporting documentation to the settlement administrator on or before January 12, 2021. Primary Class Members whose claims are approved at either of the two highest levels will be provided with a Secondary Class Member claim form.

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

For More Information and to Obtain a Claim Form

To obtain or file a claim form online, go to rcmpsettlement.ca. You may also contact the office of the settlement administrator at:

RCMP Class Action - Office of the Administrator
c/o Deloitte
8 Adelaide Street West, Suite 200
Toronto, ON, Canada, M5H 0A9
1-844-965-0088
rcmpsettlement@deloitte.ca

For more information about the terms of the settlement, or if you have questions about your claim, contact Class Counsel:

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