

Question from Breanne Wheaton:

*What makes council think doing another investigation will bring about any change?*

Response from Mayor Black:

I'll answer the first question and I guess I'll just clarify the Investigation you're speaking of was not an investigation. It was a workplace assessment.

So, I want to make it very clear that there's a difference between what a workplace assessment is and what an investigation is. A workplace assessment is someone coming in and getting a feel for an operation or organization. Based on a workplace assessment, there would be recommendations which you've referenced that would be around procedure and policy, bylaws, things like that. Standard SOGs, SOPs, so standard operating guidelines or procedures. Wouldn't fix underlying issues. That's not what a workplace assessment is for. So that initial report was a workplace assessment.

Investigation is something altogether different. It is an acknowledgement that there are clear indications of violation and those need to be investigated and at the end of that, there would be a concrete and firm course of action.

So, whereas a workplace assessment does have some deliverables, it's not attempting to find the issue. I just want to make that clear.

So, the [Montana] workplace assessment was something different. Former town of Sackville now we're in municipality of Tantramar. So I just want to clarify that it wasn't an investigation, it was a workplace assessment and that is somewhat confusing, but the two are very, very different and the severity of what an investigation is as opposed to what a workplace assessment is, is ramped. So I just want to make that clear.