

May 6, 2023

Dear Mr. Sébastien Payet,

I write further to the Senate Standing Committee for Canada on Human Rights Hearing Held Monday, 1 May, 2023. And, I humbly ask that you present the following to the Senate Chair and Members forthwith.

Find attached for your easy reference a copy of the recent email I staffed to Mr. Gabriel Gaudreault, Board Chair of the CHRC that was convened Wednesday, 11 May, 2022 and subsequently reconvened on Monday, 18 July, 2022 regarding the CHRC Tribunal (Hearing) to finalize Minutes of Settlement (MOS) from 11 May, 2022 re: Maurice Carvery v. RCMP.

All of the above was in my support and representation of RCMP Cst. Maurice Carvery.

More specifically, I had carriage of two files submitted to the CHRC (January 2019 - initial complaint, and May 2019 re: Retaliation). Both complaints were sustained by the Commission by September 4, 2022.

Accordingly, it is my position that subsequent to the Commission's approval of said MOS dated 7 October, 2022, contrary to their mandate, MOS, policy and procedures pursuant to Section 5 of MOS wherein they purport to "monitor" MOS to ensure "all" parties comply and adhere (for 30 days after their approval); they closed the file that same day 7 October, 2022.

It should be noted that the National Police Federation (NPF) had carriage of a third file for Retaliation (which was also sustained). I was solicited by NPF's external legal counsel to work in tandem in presenting Mr. Carvery cases - I agreed.

When I filed a complaint to the CHRC on 7 October, 2022 regarding and remonstrating against their failure to follow their own mandate (which was to monitor that all parties complied with the MOS), I received (we NPF and I) an email dated 8 October, 2022 from the CHRC directing "me" to take the matter up in Federal Court pursuant to Section 48.3 of the Act. Concurrently, while NPF remained mute on these failures by the CHRC, they indicated that if Mr. Carvery didn't drop "all" grievances filed, they would no longer represent him.

Accordingly, I instructed Mr. Carvery to comply. Since complying, NPF has been in bed with the Respondent and CHRC.

They've done absolutely nothing to ensure Mr. Carvery received the benefits defined in the MOS to date.

Madame Chair, members of the Senate Standing Committee for Canada on Human Rights, this is precisely what Anti-Black Racism, Systemic Racism, Institutional Discrimination and cronyism looks like in action even when we comply with the rules, regulations, policy and procedures identified.

I humbly submit that these institutions are masters of their domains; however, their domains are corrupt and Racist.

Mind you, NPF who had retained Nelligan Law to co-represent Mr. Carvery, never engaged the Commission. Wherein Mr. Chris Rootham on the 18th of July, 2022 had confided to Mr. Carvery and I that he and Mr. Denis Deneau (Counsel for the Respondent) are great friends.

This information in tandem with the non-compliance of MOS leads me to conclude that their collective "non-action" is an unsavory mixture of Systemic Racism, Anti-Black Racism, Discrimination and punitive action against Mr. Carvery emerging successful; and punitive against me for being Black with no law degree and emerging victorious after what I can only describe as a four years battle to climb Mount Everest absent Sherpas.

Mr. Gaudreault notwithstanding the fact that he told me in the presence of Mr. Carvey that if we experienced an problems, I could contact him directly, which as you can see I have, and absolutely no response.

Finally, I will be preparing a Supplemental report to the Committee for inclusion in your report. And, in my view, these are just a few points you could pose to Mr. Ian Fine, CEO and Director of the CHRC.

Kind Regards,

Rubin A. Coward, CD Community Advocate

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**From:** rocky coward <[rockycoward@hotmail.com](mailto:rockycoward@hotmail.com)>  
**Sent:** Tuesday, May 2, 2023, 2:15 a.m.  
**To:** [gaudreault.gabriel@chrc.gc.ca](mailto:gaudreault.gabriel@chrc.gc.ca) <[gaudreault.gabriel@chrc.gc.ca](mailto:gaudreault.gabriel@chrc.gc.ca)>  
**Subject:** MOS re: Minutes of Settlement for Maurice Carvery

Dear Mr. Gaudreault,

I write further to the MOS signed on 18th July, 2022 and approved by the Commission on 7 October, 2022.

Regrettably, the Commission approved the MOS on 7 October, 2022 and the same day closed the file which precluded the Commission from carrying out it stated mandate captured in Section 5.

This underscored that the Commission would monitor both parties for 30 days to ensure the MOS were honored. While Mr. Carvery removed all his grievances as per NPF Union Rep S/Sgt Jim Clifford instructed, the Respondent up to and including this date has failed to provide Mr. Carvery with a doctor (as per the MOS), and a year later Mr. Carvery is not in receipt of his Canada Life benefits. On the 12 of April, 2023 (a year after Mr. Carvery was supported to be in receipt of benefits) S/Sgt Clifford informed us that he has secured a doctor. However, the MOS had long since been breached, contrary to the MOS and contrary to the mandate of the Commission.

S/Sgt Clifford advised us in January of 2023 that NPF had retained new counsel via Raven Law, and as soon as they received an "original" copy of the MOS, Raven Law would proceed to Federal Court to enforced a penalty for the breach of MOS.

This never happened, instead, NPF now suggest that unless Mr. Carvery proceeds to this doctor by 12 May, 2023, NPF will be dropping him - absent of benefits he is entitled to under the law, and that are mandated by the MOS drawn up by the Commission.

Accordingly, I humbly request that you have the Tribunal draft up an Order that would have greater force and effect presenting to the Federal Court to enforce. Once drafted, you may forward them directly to me, and I will proceed to Federal Court to ensure it is honored and enforced.

I thank you in advance for your attention to this punitive stance the Respondent has adopted and through what I can only describe as an unsavory mixture of Systemic Racism and cronyism, NPF, the CHRC and the Respondent have all colluded to ensure the Carvery family would continue to suffer and be retriggered and retraumatized.

I trust the foregoing meets with your approval.

Kind Regards,

Rubin A. Coward, CD Community Advocate