

Dear Erin,

I have received and considered your letter from August 27th asking to be reinstated to the caucus of the Federal NDP.

It was you who requested the meeting in June. I agreed to meet, as I agree to meet with many people who want to make a case to me. You started the meeting by stating that you wanted to be reinstated in the Federal NDP caucus. I reiterated in that meeting that your behaviour had caused harm. I reminded why you had been removed from caucus:

1. For not accepting all of the findings of the independent investigator who found that your actions constituted separate incidents of harassment and sexual harassment ;
2. For attacking in national media a survivor whose allegations of harassment were sustained by the investigator and dismissing the findings of the investigation by referring to one of the incidents as "trumped up" charges ;
3. For effectively exposing the identity of a survivor when we had all committed to a confidential process ;
4. For diminishing the finding of harassment by claiming that this was in fact about a policy disagreement and collusion by the former leader and a caucus colleague ;
5. For publicly attacking your caucus colleagues and the party.

I asked you at that meeting how you proposed to repair all of those damages and how you would demonstrate that your behaviour had genuinely changed. You had no answer.

You said in this meeting and in your letter that you completed two sessions with a coach and found it helpful. That was important. However, in your letter you quote from the coach's report, but omit a key lesson from it about next steps.

In the June meeting I outlined how your behaviour needed to change, how you needed to build the confidence in your former colleagues, staff, the party and the public that harassing and sexually harassing behaviour would never be repeated, and how you had to make amends and repair trust with your former caucus colleagues. We spoke about several crucial ways to do that. This was not a check list that once completed meant you would automatically be reinstated. Rather, these were actions that needed to be taken in a meaningful way before reinstatement would even be considered. We also spoke about how change takes time and how trust and confidence are not repaired overnight.

The decision to remove you from caucus was not made lightly. I am not satisfied that you have taken the actions necessary to rectify the harm you caused and the damage you have done to our work of building a safer workplace and party. I have not seen evidence of a genuine understanding of how your behaviour needs to change or an expression of regret and remorse for describing sustained findings of harassment as 'trumped up.' I have not seen you take responsibility publicly for very publicly harming the reputations of your former caucus colleagues nor work sincerely at repairing the trust and confidence that was broken. I am not confident that the harassing behaviour will not be repeated.

I will not be reinstating you to the Federal NDP caucus and will not approve your candidacy to run for the NDP in 2019.

I have a responsibility to the NDP caucus members and to the people who work for the caucus and the party to ensure that our workplace is safe and free from harassment. That is a responsibility I take very seriously. As a party we have committed to working to changing the culture of work. That starts in our own offices.

Just this week, the President of the union representing the staff working for Federal NDP caucus members made it clear in a email sent to my Chief of Staff that the union has serious concerns about ensuring a safe workplace if you are reinstated. To quote her email: "The Union is of the opinion that any consideration of reintegrating Mr. Weir into Caucus would put staff at risk, and would violate their rights under the Collective Agreement to a safe, healthy and harassment-free work environment."

My decision is final.

Jagmeet Singh