

August 20, 2019

Email: [REDACTED]

Dear [REDACTED]

Re: Request for Access to Information under Part II of the Access to Information and Protection Privacy Act (the ATIPP Act, 2015)

On July 26, 2019, the City of St. John's received your request for access to the following information:

I am seeking copies of records related to sexual harassment complaints, pay equity complaints, and gender discrimination complaints made between January 1, 2018 and December 31, 2018. These records could be a copy of an email outlining a concern of allegation, a final report on an alleged incident/issue as well as any documents that more broadly address the issue (for example, if HR produces an end-of-year round-up of complaints) and/or documents generated as a result of a third-party investigation.

As per Section 33(2) of the ATIPP Act, all records pertaining to workplace investigations have been withheld.

Information from a workplace investigation

33. (2) The head of a public body shall refuse to disclose to an applicant all relevant information created or gathered for the purpose of a workplace investigation.

Regarding pay equity, I can provide the following information:

The City of St. John's is an equal opportunity employer. Our recruitment process is designed to be fair and transparent, ensuring jobs are offered to the most qualified applicants. All our job postings state:

The City of St. John's is an equal opportunity employer and is committed to the employment of a qualified workforce which reflects the community's diversity.

As well, our Senior Executive team currently consists of six individuals: three are male and three are female. Appointments were made based on who was deemed most qualified for the roles.

Positions with the City are rated through a job evaluation system and assigned to a specific pay grade/hourly rate. Salaries are not negotiated on an individual basis. This ensures equal pay for all individuals working in the same classification.

Please be advised that you may ask the Information and Privacy Commissioner to review the processing of your access request, as set out in Section 42 of the ATIPP Act. A request to the

ST. JOHN'S

Commissioner must be made in writing within 15 business days of the date of this letter or within a longer period that may be allowed by the Commissioner:

Office of the Information and Privacy Commissioner
2 Canada Drive; P. O. Box 13004, Stn. A, St. John's, NL. A1B 3V8
Telephone: (709) 729-6309; Facsimile: (709) 729-6500

You may also appeal directly to the Supreme Court Trial Division within 15 business days after you receive the decision of the public body, pursuant to Section 52 of the Act.

If you have any further questions, please feel free to contact me by telephone at 576-8429 or by e-mail at kcutler@stjohns.ca.

Yours truly,



Kenessa Cutler
ATIPP Coordinator

ST. JOHN'S