Nishnawbe-Aski Legal Services Corporation

August 11, 2011

Hand Delivered

Jocelyn Rae Legal Aid Assessment Officer Nishnawbe-Aski Legal Services 86 S. Cumberland Street Thunder Bay, ON Copy to File

Mailing Address:

6 S. Cumberland Street Thunder Bay, Ontario P7B 2V3

Tel: (807) 622-1413 Fax: (807) 622-3024

mail: info@nanlegal.on.ca Website: ttp://www.nanlegal.on.ca



Head Office:

684 City Road Unit 14 Thunder Bay, Ontario P7J 1K3 Dear Jocelyn

Re: Discipline of Employee

Breach of Confidentiality

As you are aware, a client filed a complaint stating that you breached confidentiality by stating that you were aware that she had applied for Legal Aid. This occurred in a public place and in the presence of others.

The Area Director and Executive Director reviewed the complaint and follow up confirmed that you had consumed a significant amount of alcohol at that time and this likely clouded your judgment. You acknowledge that the need to maintain confidentiality is an essential element of your position with Nishnawbe-Aski Legal Services. You were also advised that Employee-Assistance Programs are available to assist employees with personal issues.

You met yesterday with Celina Reitberger, Executive Director and Mary Jean Robinson, Area Director and were advised that a three day suspension without pay will occur commencing on August 29th and continuing to and including August 31, 2011.

A copy of this letter will be placed in your personnel file.

Sincerely

MARY JEAN ROBINSON

Area Director – Legal Aid Ontario AO48 c.c. Celina Reitberger, Executive Director