

**THE CORNWALL  
PUBLIC INQUIRY**



**L'ENQUÊTE PUBLIQUE  
SUR CORNWALL**

**Public Hearing**

**Audience publique**

**Commissioner**

The Honourable Justice /  
L'honorable juge  
G. Normand Glaude

**Commissaire**

**VOLUME 278**

**Held at :**

Hearings Room  
709 Cotton Mill Street  
Cornwall, Ontario  
K6H 7K7

Tuesday, September 9, 2008

**Tenue à:**

Salle des audiences  
709, rue de la Fabrique  
Cornwall, Ontario  
K6H 7K7

Mardi, le 9 septembre 2008

**Appearances/Comparutions**

Mr. Peter Engelmann	Lead Commission Counsel
Ms. Brigitte Beaulne	Registrar
Ms. Suzanne Sinnamon	Commission Counsel
Mr. Mark Crane	Cornwall Community Police Service and Cornwall Police Service Board
Mr. Neil Kozloff Ms. Diane Lahaie	Ontario Provincial Police
Mr. Joe Neuberger	Ontario Ministry of Community and Correctional Services and Adult Community Corrections
Mr. Vito Scavetta	Attorney General for Ontario
Mr. Peter Chisholm Ms. Michele R.J. Allinotte	The Children's Aid Society of the United Counties
Ms. Helen Daley	Citizens for Community Renewal
Mr. Michael Neville	The Estate of Ken Seguin and Doug Seguin and Father Charles MacDonald
Mr. Mark Wallace	Ontario Provincial Police Association
Mr. Ian Paul	Coalition for Action
Mr. William Carriere	CAS

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1 --- Upon commencing at 9:35 a.m./

2 L'audience débute à 9h35

3 **THE REGISTRAR:** Order; all rise. À l'ordre;  
4 veuillez vous lever.

5 This hearing of the Cornwall Public Inquiry  
6 is now in session. The Honourable Mr. Justice Normand  
7 Glaude, Commissioner, presiding.

8 Please be seated. Veuillez vous asseoir.

9 **THE COMMISSIONER:** Thank you. Good morning,  
10 all.

11 **MR. ENGELMANN:** Good morning, Mr.  
12 Commissioner.

13 **THE COMMISSIONER:** Good morning, Mr.  
14 Engelmann.

15 **MR. ENGELMANN:** Good morning, Mr. Carriere.

16 **MR. CARRIERE:** Good morning, Mr. Engelmann.

17 **MR. ENGELMANN:** Madam Clerk, if the witness  
18 could be sworn?

19 William Carriere will be the next witness  
20 for the Inquiry, sir.

21 **THE COMMISSIONER:** Thank you, yes.

22 **WILLIAM CARRIERE, Sworn/Assermenté:**

23 **THE COMMISSIONER:** Thank you.

24 Good morning, Mr. Carriere.

25 **MR. CARRIERE:** Good morning, Commissioner.

1                   **THE COMMISSIONER:** So you've heard this  
2 before about the water and the screens and everything, and  
3 so I'll leave that by, but what is important is that if at  
4 any time you feel uncomfortable or you wish a break, please  
5 tell me.

6                   **MR. CARRIERE:** Okay.

7                   **THE COMMISSIONER:** With respect to the  
8 questioning, listen to the questions; give your best  
9 answer. And as you've seen in the past, if there's some  
10 discussion, we'll work out the details.

11                  **MR. CARRIERE:** Yes.

12                  **THE COMMISSIONER:** And what I want to do is  
13 make sure that you're comfortable and that you're at ease.  
14 All right?

15                  **MR. CARRIERE:** Thank you, sir.

16                  **THE COMMISSIONER:** As much as possible.

17                  **MR. CARRIERE:** Thank you, sir.

18                  **THE COMMISSIONER:** Thank you.

19                                 Mr. Engelmann.

20                  **MR. ENGELMANN:** Just before we start with  
21 Mr. Carriere, sir, I just want to inform you that I have  
22 spoken with Mr. Lee's colleagues.

23                  **THE COMMISSIONER:** Yes.

24                  **MR. ENGELMANN:** And his colleague Allison  
25 Thiele-Callan is here today.

1 THE COMMISSIONER: Yes. Good morning.

2 MR. ENGELMANN: We'll see if he's able to be  
3 here tomorrow.

4 THE COMMISSIONER: Right.

5 MR. ENGELMANN: Mr. Towndale is, I think,  
6 available on fairly short notice. I've had discussions  
7 with my friend's counsel for the CAS.

8 THE COMMISSIONER: M'hm.

9 MR. ENGELMANN: So we'll just do this on a  
10 day-by-day basis.

11 THE COMMISSIONER: Terrific.

12 MR. ENGELMANN: But for today, we will be  
13 doing the chief of Mr. Carriere.

14 THE COMMISSIONER: Thank you.

15 --- EXAMINATION IN-CHIEF BY/INTERROGATOIRE EN-CHEF PAR MR.  
16 ENGELMANN:

17 MR. ENGELMANN: Sir, you're no stranger to  
18 the witness box here at the Inquiry. I want you to know  
19 that although some people do a second bout, no one's done a  
20 third and we have no intention of doing that.

21 Sir, I know you went through a number of  
22 issues dealing with background, corporate policies, et  
23 cetera, when you first testified here. So I just want to  
24 run through some of your background fairly quickly, and  
25 I'll be leading you with some of these questions. If I get

1 something wrong though, please feel free to interrupt.

2 MR. CARRIERE: Okay.

3 MR. ENGELMANN: I understand, sir, this time  
4 around we have an actual CV for you instead of just a  
5 biographical sketch, and I'll just ask the Clerk if she can  
6 give you a copy and if you can confirm this is an accurate  
7 reflection of your work background?

8 THE COMMISSIONER: Yes, that will be Exhibit  
9 2276, CV of William George Carriere.

10 --- EXHIBIT NO./PIÈCE NO. P-2276:

11 CV of William George Carriere

12 MR. ENGELMANN: Sir, this is a document you  
13 would have recently prepared?

14 MR. CARRIERE: Yes, it is.

15 MR. ENGELMANN: And although it may not be  
16 fully complete, the information provided is accurate, to  
17 the best of your ability?

18 MR. CARRIERE: It is.

19 MR. ENGELMANN: There may be dates that are  
20 a year or two off perhaps, but otherwise it's fair?

21 MR. CARRIERE: Yes.

22 MR. ENGELMANN: All right.

23 And, sir, by way of background educationally  
24 you have a Bachelor of Arts degree from Queen's University  
25 in 1972, an Honour's degree; correct?

1 MR. CARRIERE: Yes, that's right.

2 MR. ENGELMANN: A Bachelor of Education from  
3 Queen's in 1973?

4 MR. CARRIERE: That's correct.

5 MR. ENGELMANN: And a Master's of Social  
6 Work degree from the University of Toronto in 1977?

7 MR. CARRIERE: Yes, m'hm.

8 MR. ENGELMANN: And, sir, I understand that  
9 by way of background you worked approximately 33 years for  
10 the Children's Aid Society of Stormont, Dundas and  
11 Glengarry?

12 MR. CARRIERE: Yes, that's correct.

13 MR. ENGELMANN: And when I refer to the CAS  
14 and your work background, I will always be referring to the  
15 CAS here in this area, all right?

16 MR. CARRIERE: Yes.

17 MR. ENGELMANN: And, sir, you started with  
18 your work as a child -- as a social worker in the  
19 Protection Department. Is that correct?

20 MR. CARRIERE: That's correct.

21 MR. ENGELMANN: And you held a number of  
22 non-supervisory positions between 1973 and 1985?

23 MR. CARRIERE: Yes, that's correct.

24 MR. ENGELMANN: And then in 1985, it's my  
25 understanding -- and I'm looking at page 2 of your CV --

1 that you became a supervisor in the Protection Department?

2 MR. CARRIERE: Yes, that's correct.

3 MR. ENGELMANN: And then in either '88 or  
4 1989 you served approximately one year as the Clinical  
5 Director for the agency?

6 MR. CARRIERE: Yes, the Acting Clinical  
7 Director, yes.

8 MR. ENGELMANN: Fair enough.

9 And after that, sir, you served in a number  
10 of other supervisory positions, including work as the  
11 Director of Protection Services or Director of Client  
12 Services and Protection Services from 1999 onwards?

13 MR. CARRIERE: Yes.

14 MR. ENGELMANN: And, sir, did you retire  
15 from the CAS in the year 2006?

16 MR. CARRIERE: I did.

17 MR. ENGELMANN: All right.

18 And you've been involved as the CAS  
19 representative at the Inquiry, instructing counsel from the  
20 beginning of the Inquiry, have you not?

21 MR. CARRIERE: That's correct.

22 MR. ENGELMANN: And you started in the role  
23 as an employee of the Children's Aid Society?

24 MR. CARRIERE: Yes.

25 MR. ENGELMANN: And you've continued in that

1 role as a consultant for the CAS?

2 MR. CARRIERE: Yes, that's correct.

3 MR. ENGELMANN: And consequently have been  
4 instructing counsel here and have been a liaison between  
5 the CAS and counsel?

6 MR. CARRIERE: Yes.

7 MR. ENGELMANN: Sir, you testified back in  
8 2006 and gave us some background on the CAS generally. I  
9 just wanted to put some names perhaps to some of the roles  
10 at the CAS.

11 MR. CARRIERE: M'hm.

12 MR. ENGELMANN: And I understand the head  
13 position here is the title of Executive Director?

14 MR. CARRIERE: That's correct.

15 MR. ENGELMANN: And when you started in '73,  
16 would that have been Thomas O'Brien?

17 MR. CARRIERE: Yes, he was.

18 MR. ENGELMANN: And was he in that position  
19 until approximately 1989 or 1990?

20 MR. CARRIERE: Yes.

21 MR. ENGELMANN: All right.

22 And, sir, after Mr. O'Brien was the  
23 Executive Director, was the Executive Director Richard  
24 Abell?

25 MR. CARRIERE: Yes.

1                   **MR. ENGELMANN:** And, sir, how long did he  
2                   serve in that position?

3                   **MR. CARRIERE:** From 1990 until he retired in  
4                   August of 2007.

5                   **MR. ENGELMANN:** And, sir, who has then  
6                   succeeded Mr. Abell as the Executive Director?

7                   **MR. CARRIERE:** Rachel Daigneault.

8                   **MR. ENGELMANN:** And she became the Executive  
9                   Director after you had already retired ---

10                  **MR. CARRIERE:** Yes.

11                  **MR. ENGELMANN:** --- from active service?

12                  **MR. CARRIERE:** Yes.

13                  **MR. ENGELMANN:** All right.

14                  And, sir, when you first became a supervisor  
15                  in 1985, were you already a member of a management team at  
16                  that point or was that only something you took on later?

17                  **MR. CARRIERE:** Becoming a supervisor, I  
18                  became a member of the management team.

19                  **MR. ENGELMANN:** All right.

20                  **MR. CARRIERE:** We were a very small  
21                  organization at the time and the management team likely  
22                  consisted of no more than four or five people.

23                  **MR. ENGELMANN:** All right.

24                  So you had the Executive Director and a few  
25                  supervisors?

1                   **MR. CARRIERE:** Angelo Towndale would have  
2                   been, I think, at that point the Assistant Director. Ian  
3                   MacLean was a supervisor.

4                   **MR. ENGELMANN:** Did he have a specific  
5                   responsibility as a supervisor, just as you did?

6                   **MR. CARRIERE:** You mean with Ian MacLean?

7                   **MR. ENGELMANN:** Yes.

8                   **MR. CARRIERE:** He was involved in the  
9                   resource side, the foster care side of the work. And I'm  
10                  trying to think if there was another individual who came  
11                  before me or after me, a fellow by the name of Ken Cowpland  
12                  ---

13                  **MR. ENGELMANN:** Okay.

14                  **MR. CARRIERE:** --- and frankly, I can't  
15                  recall whether ---

16                  **MR. ENGELMANN:** All right.

17                  And over time the agency grew here in this  
18                  area?

19                  **MR. CARRIERE:** It did.

20                  **MR. ENGELMANN:** Significantly?

21                  **MR. CARRIERE:** Tremendously. I think when I  
22                  started at the organization in '73, I think we had a staff  
23                  that was in the twenties, and presently I believe there are  
24                  125 people employed with quite a, you know, relatively  
25                  speaking, quite large management team.

1                   **MR. ENGELMANN:** All right.

2                   And so since the mid-'80s it would be fair  
3                   to say that you have been involved in a management team of  
4                   the CAS?

5                   **MR. CARRIERE:** Yes, that's correct.

6                   **MR. ENGELMANN:** Sir, I wanted to just ask  
7                   you a few questions about the development of the child  
8                   sexual abuse protocol.

9                   **MR. CARRIERE:** Yes.

10                  **MR. ENGELMANN:** Of course you touched upon  
11                  this when you were last here, so I'll do this briefly.

12                  I understand that in approximately 1986-'87,  
13                  you would have suggested the formation of a group to  
14                  establish a community response to this issue and that a  
15                  council known as the Child Abuse Prevention Council or CAPC  
16                  was created?

17                  **MR. CARRIERE:** Yes, that's correct. Well, I  
18                  think the idea actually began in '85 with some preliminary  
19                  work that was done with some funding that we received from  
20                  the Ministry at the time, and the idea was to explore the  
21                  idea of such an organization. I was the person who was  
22                  doing that work.

23                  **MR. ENGELMANN:** All right.

24                  And to establish the council of the CAPC,  
25                  did you bring together some groups here in the community?

1                   **MR. CARRIERE:** I did. I actually called a  
2 meeting, a luncheon meeting, sent out invitations to all of  
3 the -- a very large number of organizations in the  
4 community, proposed the idea of the formation of a Child  
5 Abuse Prevention Council and the reason for that. There  
6 was a lot of enthusiasm for that idea, and it went from  
7 there.

8                   **MR. ENGELMANN:** All right. So it would have  
9 started up pretty well right away?

10                   **MR. CARRIERE:** It did.

11                   **MR. ENGELMANN:** All right. And you were the  
12 first chair of the CAPC?

13                   **MR. CARRIERE:** Yes, it wasn't a situation  
14 where I was voted in. I think because I had the idea, I  
15 ended up with the responsibility.

16                   **MR. ENGELMANN:** All right. And can you give  
17 us a sense as to others who were participating on the  
18 committee, either individuals or their organizations?

19                   **MR. CARRIERE:** Yes. We had excellent  
20 representation in a number of areas. We had individuals  
21 from the hospitals in the area; the police forces  
22 participated, the OPP, the city police. I'm not sure at  
23 the time the Alexandria had a police force, I'm not sure if  
24 they were involved. Various social work organizations and  
25 health organizations were involved, the Eastern Ontario

1 Health Unit. The school board; probation; parole; various  
2 council agencies such as the Family Counselling Centre. So  
3 there was a pretty wide spectrum of agencies.

4 **MR. ENGELMANN:** And would these agencies and  
5 organizations each have a representative on the council?

6 **MR. CARRIERE:** Yes.

7 **MR. ENGELMANN:** All right. And did the  
8 council have committees or sub-committees as well?

9 **MR. CARRIERE:** Yes. I think we had -- we  
10 originally started off with five sub-committees. Now, I  
11 can remember them all, but we had a public awareness sub-  
12 committee; professional development; something that we  
13 called Clearing House which was meant to try to disseminate  
14 some of the information that could be gathered; a research  
15 sub-committee and a protocol committee to develop the  
16 protocol.

17 **MR. ENGELMANN:** And, sir, were you a member  
18 of some or all of these committees?

19 **MR. CARRIERE:** I actually couldn't resist  
20 being on most of them. I think the only one that I wasn't  
21 on was the research committee.

22 **MR. ENGELMANN:** And the public awareness  
23 committee, can you tell us what its purpose was, sir? Was  
24 that just promoting this issue in the community?

25 **MR. CARRIERE:** The idea was to provide

1 information about child protection and, in particular,  
2 about child abuse to the community both in terms of  
3 encouraging people to report.

4 But I think the other thing that we were  
5 attempting to do was to try to do something in the way of  
6 prevention. So a number of the workshops that we organized  
7 or the information that we put out was intended to provide  
8 information to parents who might be having difficulties as  
9 parents and learning how to manage their children in  
10 constructive and non-harmful ways.

11 So that was one of the things that we were  
12 trying to do.

13 **MR. ENGELMANN:** Were the members of these  
14 committees known to the public at the time?

15 **MR. CARRIERE:** Yeah. Well, I believe they  
16 would be because they would be active within their  
17 organizations who were, you know, active in the community.

18 **MR. ENGELMANN:** All right. And I understand  
19 sir that one of the members of the public awareness sub-  
20 committee, at least when it started, was a fellow by the  
21 name of Nelson Barque?

22 **MR. CARRIERE:** Yes, that's correct.

23 **MR. ENGELMANN:** All right. And I don't know  
24 if you knew this, sir, but he had been a probation officer  
25 here in the City of Cornwall until about 1981?

1                   **MR. CARRIERE:** I believe that I was aware of  
2                   that and that he had also worked for the city welfare I  
3                   believe prior to that. So I think I knew those two things.

4                   **MR. ENGELMANN:** And did you know how he  
5                   became involved in the committee in the mid-eighties? On  
6                   behalf of what agency, for example?

7                   **MR. CARRIERE:** Yes. He was involved on  
8                   behalf of l'équipe psycho-sociale and they were -- they are  
9                   children's -- a Francophone children's mental health  
10                  program in the community. They certainly would have been  
11                  invited to that large meeting that started this off.  
12                  Basically, at that meeting what I asked the people who came  
13                  -- and I'm not even sure if Nelson came to that original  
14                  meeting.

15                  But I put out to the various organizations,  
16                  you know, a wish that they would become part of this and if  
17                  they would identify people who would represent them.  
18                  Clearly Nelson's name came forward along with another  
19                  person as well. Oh, now her name is escaping me.

20                  **MR. ENGELMANN:** Well, let me just ask you  
21                  this and I think I know the answer. Did you -- were you or  
22                  any of the other committee members aware of the  
23                  circumstances surrounding his resignation from the Ministry  
24                  of Corrections back in the early eighties?

25                  **MR. CARRIERE:** Not at all.

1                   **MR. ENGELMANN:** All right. So you had no  
2                   knowledge at all of allegations of sexual abuse of  
3                   probationers?

4                   **MR. CARRIERE:** No.

5                   **MR. ENGELMANN:** And were there any members  
6                   of the Ministry of Corrections involved in committees as  
7                   far as you know at that time?

8                   **MR. CARRIERE:** A Ministry of Corrections ---

9                   **MR. ENGELMANN:** On the CAPC.

10                  **MR. CARRIERE:** Yes, Carole Cardinal was on  
11                  that committee.

12                  **MR. ENGELMANN:** All right.

13                  **MR. CARRIERE:** And I can't think of anyone  
14                  other than Carole.

15                  **MR. ENGELMANN:** All right. And can you tell  
16                  us, back at that time, was there any screening process in  
17                  place for members on these committees or was that the  
18                  responsibility of the individual agencies who were  
19                  participating?

20                  **MR. CARRIERE:** It would have been the  
21                  responsibility of the agencies.

22                  **MR. ENGELMANN:** All right.

23                  Now, sir, I also understand that aside from  
24                  all the other things that you were doing in the mid-  
25                  eighties, that you were the project leader for the

1 development of the child sexual abuse protocol?

2 **MR. CARRIERE:** Eventually I was. I was not  
3 the project leader at the beginning. An individual by the  
4 name of Bill Sanowar, who was the Director of the Social  
5 Work Department at the Cornwall General Hospital, was that  
6 project leader for a period of time, and then he left his  
7 employment at the Cornwall General and moved away. And I  
8 don't really remember the circumstances but eventually, I  
9 don't think anyone else wanted to take it on, and I took it  
10 on. And I don't remember when that happened, Mr.  
11 Engelmann.

12 **MR. ENGELMANN:** Was the development of  
13 protocol, was that a council project or was that a CAS  
14 project?

15 **MR. CARRIERE:** It was a council project.

16 **MR. ENGELMANN:** All right. And do you  
17 recall, sir, at the time what would have prompted the  
18 council to start the work on that project?

19 **MR. CARRIERE:** Certainly I think one of the  
20 things that the Ministry, at the time the Ministry of  
21 Community and Social Services, wanted to see was that there  
22 was a protocol in place, particularly a protocol involving  
23 the police and the Children's Aid Society. But I think  
24 they would obviously like to have a community-based  
25 protocol as well.

1                   This is a couple of years after the Badgley  
2                   report and I think there's the recommendations that come  
3                   out of the Badgley report that led to some funding that the  
4                   Ministry offered.

5                   **MR. ENGELMANN:** Well, in fact, we've heard  
6                   here that the Badgley report came out in August of '84.

7                   **MR. CARRIERE:** Yes.

8                   **MR. ENGELMANN:** And then we heard about  
9                   legislative reform in federal Parliament in '86, '87, '88.

10                  **MR. CARRIERE:** M'hm.

11                  **MR. ENGELMANN:** So this issue was certainly  
12                  being discussed, was it not?

13                  **MR. CARRIERE:** Yes.

14                  **MR. ENGELMANN:** Already by the mid- to late-  
15                  eighties?

16                  **MR. CARRIERE:** Certainly.

17                  **MR. ENGELMANN:** And I'm wondering, sir, the  
18                  protocol that eventually was signed off by the police  
19                  forces, hospitals, educational bodies and, of course, the  
20                  CAS, wasn't signed off until 1992. Is that correct?

21                  **MR. CARRIERE:** That's correct.

22                  **MR. ENGELMANN:** And it appears the process  
23                  took some five or so years and I'm just wondering why it  
24                  took so long?

25                  **MR. CARRIERE:** I don't really have a good

1 answer for that. I'm proud of the protocol. I'm not proud  
2 of my eventual role with that protocol. The Child Abuse  
3 Prevention Council was very active for about two-and-a-  
4 half, three years.

5 Eventually, I reached the point where I was  
6 frankly exhausted from being a supervisor, taking on --  
7 seeing my assignment of workers grow, doubling at the  
8 Children's Aid; developing a child abuse review team;  
9 developing a family sexually abuse treatment program.

10 What happened with the protocol is that we  
11 had really good meetings and we developed a map and we  
12 actually put that map into practice. And in some ways, the  
13 paperwork didn't seem as important. And I know it's  
14 important and I didn't deliver on that.

15 And there isn't -- I guess I'm trying to  
16 provide a context; I'm not trying to provide an excuse.  
17 I'm not proud of the fact that it sat there for a period of  
18 time and that I was the coordinator.

19 **MR. ENGELMANN:** Well, presumably if this was  
20 a priority for the agencies involved, it would have been a  
21 stated priority presumably?

22 **MR. CARRIERE:** Yes.

23 **MR. ENGELMANN:** It's also important for  
24 those agencies to provide staff time to make sure that gets  
25 done?

1                   **MR. CARRIERE:** Yes. And that didn't happen.  
2                   And I know all of the people on the other committee -- all  
3                   the people on the committee were likely as busy as I was.

4                   **MR. ENGELMANN:** Fair enough.

5                   **MR. CARRIERE:** The prudent thing for me to  
6                   do, and I didn't do it, was to say to both, I guess, both  
7                   of the directors, Tom O'Brien and Richard Abell, that I  
8                   needed time away from my responsibility to complete this.  
9                   The other thing we could have done as a committee is made a  
10                  decision to contract this out to somebody who would -- who  
11                  could write it. I was the coordinator and I should have  
12                  thought of those things and I didn't.

13                  **MR. ENGELMANN:** Mr. Carriere, did you have  
14                  some precedence from other areas in Ontario at that point  
15                  that you could work with?

16                  **MR. CARRIERE:** We did.

17                  **MR. ENGELMANN:** Okay.

18                  **MR. CARRIERE:** And we probably should have  
19                  relied upon those more than we did, or we should have done  
20                  something like the London Children's Aid Society did.  
21                  Their protocol is about three pages long and it's probably  
22                  as effective as ours.

23                  **MR. ENGELMANN:** Let's take a look at yours,  
24                  just for a couple of minutes if we can.

25                  **MR. CARRIERE:** Sure.

1                   **MR. ENGELMANN:** It's Exhibit 25, Tab 29, and  
2                   we're going to get used to using these books. In  
3                   hindsight, that table should have been a little larger but  
4                   we'll do the best we can.

5                   **MR. CARRIERE:** Okay.

6                   **THE COMMISSIONER:** We'll enlarge it for the  
7                   next Inquiry. Thank you. What tab?

8                   **MR. ENGELMANN:** I believe it's Tab 29.  
9                   Counsel, it's Document Number 600114.

10                   Mr. Carriere, if we could turn, once you've  
11                   got it, to Bates page 590.

12                   **THE COMMISSIONER:** We don't have Bates pages  
13                   on this.

14                   **MR. ENGELMANN:** Sorry. It's page 4. Right,  
15                   we started this before we got into Bates pages.

16                   I'm just going to ask you a very general  
17                   question about this.

18                   **MR. CARRIERE:** Sure.

19                   **MR. ENGELMANN:** But it appears from this  
20                   page on we have a number of things being reported, such as  
21                   reporting guidelines, some of the legislative obligations,  
22                   how to receive reports of suspected child abuse, how to  
23                   follow up, interview techniques with children et cetera.

24                   **MR. CARRIERE:** Yes.

25                   **MR. ENGELMANN:** So it's a fairly

1 comprehensive ---

2 MR. CARRIERE: Yes.

3 MR. ENGELMANN: --- approach to this issue.

4 And, sir, at this particular time there doesn't appear to  
5 be a reference to historical sexual abuse allegations?

6 MR. CARRIERE: No.

7 MR. ENGELMANN: Is that fair?

8 MR. CARRIERE: That's correct.

9 MR. ENGELMANN: And can you give us a sense  
10 as to why they would not have been discussed, at least in  
11 this first protocol?

12 MR. CARRIERE: I don't think that we  
13 considered it, frankly. Not that we were -- certainly we  
14 weren't attempting to exclude it but I don't think it was  
15 on anyone's radar when we developed this.

16 MR. ENGELMANN: Well, your mandate at least  
17 -- when I say "your", the CAS mandate at the time was  
18 dealing with children at risk?

19 MR. CARRIERE: Yes, yes.

20 MR. ENGELMANN: And I don't know whether at  
21 this point-in-time you'd had much in the way of experience  
22 with historical complaints. Can you give us a sense of  
23 that -- by the late eighties, early nineties?

24 MR. CARRIERE: I think that we would have  
25 had some experience with it but we likely wouldn't have

1           labelled it as historical abuse.

2                           At that point-in-time, I think you have sort  
3 of situations where you have allegations that a child is  
4 currently being harmed by someone, but you'd also get  
5 reports of -- and today we would call them historical abuse  
6 -- of individuals who were known to have harmed someone in  
7 the past, and information came forward that they were again  
8 in a caregiving role.

9                           We would have gone out on those things but,  
10 you know, the actual title of "historical abuse" is  
11 something that's evolved.

12                           **MR. ENGELMANN:** Yes.

13                           **MR. CARRIERE:** We would have likely called  
14 those situations "risk of abuse".

15                           **MR. ENGELMANN:** Yes, okay, and I'm sure  
16 there's still much debate about the length of time that's  
17 required for "historical".

18                           **MR. CARRIERE:** Yes.

19                           **MR. ENGELMANN:** But, in any event, I mean  
20 something that's not reported right at the time?

21                           **MR. CARRIERE:** Yes, right.

22                           **MR. ENGELMANN:** All right.

23                           And, sir, in a later rendition of the  
24 protocol -- and that's at the next tab in your exhibit.  
25 It's Exhibit 25, sir, at Tab 30.

1 THE COMMISSIONER: No, it's a new volume.

2 MR. CARRIERE: Okay.

3 MR. ENGELMANN: Oh, I'm sorry.

4 You have a later child abuse protocol known  
5 as the Child Protection Protocol for Coordinated Response  
6 in Eastern Ontario?

7 MR. CARRIERE: Yes.

8 MR. ENGELMANN: I believe that was  
9 promulgated in or about July of 2001?

10 MR. CARRIERE: Yes.

11 MR. ENGELMANN: And if I'm not mistaken, Mr.  
12 Carriere, I think this is the next sort of whole protocol -  
13 --

14 MR. CARRIERE: It is.

15 MR. ENGELMANN: --- that's developed.

16 MR. CARRIERE: M'hm.

17 MR. ENGELMANN: And, sir, again this is --  
18 this protocol was developed by work between a variety of  
19 agencies?

20 MR. CARRIERE: Yes.

21 MR. ENGELMANN: And this covers a larger  
22 geographical area than the predecessor?

23 MR. CARRIERE: Much larger.

24 MR. ENGELMANN: All right. And in this one  
25 there is a reference to historical abuse at -- it would be

1 page 7.

2 Counsel, that would be Bates page 693. And,  
3 by the way, I'm giving it Document Number 600115.

4 You see there is some definition.

5 **MR. CARRIERE:** Yes.

6 **MR. ENGELMANN:** At least attempted  
7 definition of "historical abuse" here?

8 **MR. CARRIERE:** Yes.

9 **MR. ENGELMANN:** And whether or not the CAS  
10 will be involved jointly with the police; correct?

11 **MR. CARRIERE:** Yes.

12 **MR. ENGELMANN:** All right.

13 And, sir, I also wanted to turn you to just  
14 one other issue and that is the Notice to Employer, which  
15 is an issue that comes up in several of these cases ---

16 **MR. CARRIERE:** Yes.

17 **MR. ENGELMANN:** --- both from a CAS  
18 perspective, a police perspective et cetera.

19 **MR. CARRIERE:** M'hm.

20 **MR. ENGELMANN:** And if you could turn to --  
21 it's page 47 of the document.

22 Counsel, Bates page 733.

23 You see about two-thirds of the way down the  
24 page there's a paragraph that reads:

25 "Where the allegations involve an

1 employee of a school or child care  
2 setting as the alleged abuser, the  
3 police/CAS team should first contact  
4 the director of education, child care  
5 program director or their designate."

6 -- et cetera.

7 So it appears in those particular settings  
8 there's a requirement, at least at the beginning, to first  
9 contact the employer, if I can use that term/

10 **MR. CARRIERE:** I believe so. Well, not "I  
11 believe so"; yes, that is correct, but I think prior to  
12 that happening there would be some decision as to whether  
13 or not an investigation should be launched.

14 The school board -- one of the reasons that  
15 this protocol covers such a large territory is that the  
16 school board, The Upper Canada District School Board,  
17 wanted the protocol to fit within their jurisdiction, and  
18 the school board was a very active partner in the  
19 development of this protocol, and so when you see this  
20 particular paragraph speaking to school employees, I think  
21 that reflects the involvement of the school board.

22 **MR. ENGELMANN:** What I should say, sir, is  
23 it would appear at least in these two settings, either a  
24 child care or school setting ---

25 **MR. CARRIERE:** Yes.

1                   **MR. ENGELMANN:** --- there's a mandatory  
2 requirement to actually notify the employer, otherwise that  
3 may be case-by-case.

4                   **MR. CARRIERE:** It does suggest that it's  
5 just restricted to those two.

6                   **THE COMMISSIONER:** I'm sorry, but the next  
7 paragraph ---

8                   **MR. ENGELMANN:** I'm coming to that.

9                   **THE COMMISSIONER:** Okay.

10                  **MR. ENGELMANN:** Sir, do you know if that was  
11 a codification of an existing practice and in fact they  
12 were being notified in any event; those two types of  
13 employment settings?

14                  **MR. CARRIERE:** I don't know, sorry.

15                  **MR. ENGELMANN:** All right.

16                               Then in the next paragraph -- the  
17 Commissioner wanted to take you there and I certainly do --  
18 there is also a third type of employment setting and that  
19 is where we have professional service providers, and it  
20 suggests in those circumstances as well that there's a  
21 requirement by the CAS or police to notify the employer in  
22 those employment settings?

23                  **MR. CARRIERE:** Yes.

24                  **MR. ENGELMANN:** All right?

25                  **MR. CARRIERE:** Yes, that appears to be ---

1                   **MR. ENGELMANN:** And, again, prior to this,  
2                   you're not sure whether that was a codification of an  
3                   existing practice or whether that was just something that  
4                   was determined on a case-by-case basis?

5                   **MR. CARRIERE:** I don't believe it was in  
6                   place before, Mr. Engelmann.

7                   **MR. ENGELMANN:** All right. We'll discuss  
8                   this notification of outside parties or employers in some  
9                   particular cases if we can.

10                  **MR. CARRIERE:** Mr. Engelmann, can I just add  
11                  a piece to this?

12                  **MR. ENGELMANN:** Yes.

13                  **MR. CARRIERE:** The difference with this  
14                  particular protocol and the one that we talked about  
15                  earlier is that the earlier one only involved the  
16                  Children's Aid Society of SD&G.

17                  **MR. ENGELMANN:** Yes.

18                  **MR. CARRIERE:** This protocol involves a  
19                  number of Children's Aid Societies. It's possible that  
20                  some of those Children's Aid Societies who are involved in  
21                  this current protocol did have something in their policies  
22                  and procedures about notifying employers, but I simply  
23                  don't know that.

24                  **MR. ENGELMANN:** All right.

25                  Now, do you recall any discussion about this

1 aspect of the protocol and how broadly to take that?

2 For example, you know, we've got a child  
3 care setting and obviously this would refer to daycares and  
4 places where children are cared for by professionals, but  
5 does it also cover recreational facilities such as hockey  
6 arenas, places where athletics are done?

7 **MR. CARRIERE:** I don't recall. In the  
8 meetings that I attended I don't recall this being  
9 discussed. I certainly -- no, I simply don't recall it  
10 being discussed.

11 **MR. ENGELMANN:** And do you know what the --  
12 if this protocol would be followed in this instance? For  
13 example, if you did receive a complaint from a school  
14 setting, whether there would have been a practice to  
15 actually contact the director and ---

16 **MR. CARRIERE:** Yes.

17 **MR. ENGELMANN:** All right.

18 Let's talk then briefly about training. And  
19 I note, sir, just by way of background on your CV, you've  
20 had extensive training over the course of your career?

21 **MR. CARRIERE:** Yes.

22 **MR. ENGELMANN:** And at least the training  
23 that you've listed, much of it was external to your agency?

24 **MR. CARRIERE:** Yes.

25 **MR. ENGELMANN:** And ---

1 MR. CARRIERE: Yes.

2 MR. ENGELMANN: And I note as well that  
3 you're listed as a trainer ---

4 MR. CARRIERE: Yes.

5 MR. ENGELMANN: --- and have given training?

6 MR. CARRIERE: Yes.

7 MR. ENGELMANN: Would you have given  
8 training in-house or in-service, so to speak, for people at  
9 the Society?

10 MR. CARRIERE: At this Society?

11 MR. ENGELMANN: Yes.

12 MR. CARRIERE: Yes, I have.

13 MR. ENGELMANN: Okay.

14 MR. CARRIERE: Yes.

15 MR. ENGELMANN: And would you have also done  
16 that in other societies?

17 MR. CARRIERE: Yes, I have.

18 MR. ENGELMANN: All right.

19 And when you joined the CAS yourself was  
20 there any kind of formal training program?

21 MR. CARRIERE: I don't recall what the  
22 training program was at the time. I don't have a  
23 recollection of a block of training with -- that I would  
24 have attended. I remember sessions, but they were not  
25 sessions that were offered by the Ministry.

1                   **MR. ENGELMANN:** All right.

2                   **MR. CARRIERE:** So I don't want to say that  
3 there wasn't, but I just simply don't recall.

4                   **MR. ENGELMANN:** Well, would it be fair to  
5 say that there was some on-the-job training similar to a  
6 practicum?

7                   **MR. CARRIERE:** Yes.

8                   **MR. ENGELMANN:** And that there would be some  
9 mentoring or shadowing by more senior colleagues?

10                  **MR. CARRIERE:** Yes.

11                  **MR. ENGELMANN:** All right.

12                               And do you know if there were any courses  
13 sponsored by the Ministry between sort of 1973 when you  
14 started and the time you became a supervisor in '85?

15                  **MR. CARRIERE:** It's hard to imagine that the  
16 Ministry didn't have some training, but I'm afraid, Mr.  
17 Engelmann, I just can't remember.

18                  **MR. ENGELMANN:** All right.

19                               Well, would it be fair to say that sometime  
20 in the 1980s there may have been a training standard that  
21 was put in place at the CAS?

22                  **MR. CARRIERE:** I think at that point in time  
23 the Institute for the Prevention of Child Abuse became  
24 involved in offering training, and I know that I definitely  
25 attended some of their training. And I ---

1                   **MR. ENGELMANN:** Sir, I -- sorry. I  
2 understand, sir, that that started in or about the mid-  
3 '80s?

4                   **MR. CARRIERE:** I believe so.

5                   **MR. ENGELMANN:** And that IPCA, as it was  
6 known, the Institute for the Prevention of Child Abuse,  
7 would have carried on with that training for about 10 years  
8 until it was dissolved in or around the mid-'90s?

9                   **MR. CARRIERE:** That's correct.

10                  **MR. ENGELMANN:** And that training would have  
11 been not just for child welfare workers but for police  
12 officers and others involved in the justice system?

13                  **MR. CARRIERE:** Yes. Yes, they did offer a -  
14 --

15                  **MR. ENGELMANN:** All right.

16                                 And, sir, was there some basic training for  
17 new workers at that time put on by IPCA?

18                  **MR. CARRIERE:** Yes.

19                  **MR. ENGELMANN:** And that would have covered  
20 a number of components and was many days in duration?

21                  **MR. CARRIERE:** Yes.

22                  **MR. ENGELMANN:** And was this training that a  
23 worker was to complete before working on active cases or  
24 was this something to do concurrently?

25                  **MR. CARRIERE:** Concurrently.

1                   **MR. ENGELMANN:** All right.

2                   And, sir, were there any additional or  
3 special trainings for workers who were going to be assigned  
4 to child sexual abuse cases, and this from the mid-'80s on  
5 either through IPCA or other agencies?

6                   **MR. CARRIERE:** The -- during that period of  
7 time, I believe that IPCA had a course on sexual abuse and  
8 then -- and I can't tell you when it was developed, but a  
9 course called Investigating Sexual Offences Against  
10 Children was developed, and that was the course that had  
11 half of the participants were from a Children's Aid Society  
12 and the other half were police officers.

13                   We certainly made every effort to have our  
14 staff attend that training. The difficulty was that it  
15 wasn't offered that frequently and you were -- because half  
16 of the course were police officers, half of the seats were  
17 gone already. So it was quite a period -- it took quite a  
18 period of time to get our staff through that training, but  
19 we certainly took advantage of it and felt that it was an  
20 excellent training.

21                   **MR. ENGELMANN:** Was that a priority for your  
22 agency from the mid-'80s to the mid-'90s?

23                   **MR. CARRIERE:** Yes.

24                   **MR. ENGELMANN:** And these joint forces, were  
25 they found to be beneficial or was it preferred to do the

1 courses just on your own with Children's Aid workers?

2 MR. CARRIERE: Oh no, they were found to be  
3 very beneficial to have the police involved. I can't think  
4 of anyone who came back from what is known as the ISOP  
5 training who didn't rave about it.

6 MR. ENGELMANN: Did this joint training  
7 continue after IPCA was dissolved in the mid-'90s?

8 MR. CARRIERE: I think -- I think it did. I  
9 think the Ontario Association of Children's Aid Societies  
10 took it on and then I think because the police had other  
11 priorities or felt that they needed to deliver that aspect  
12 of training in a different way, it dissolved.

13 MR. ENGELMANN: And that hasn't been  
14 available for some years now?

15 MR. CARRIERE: Yes. No, it hasn't been  
16 available for some years.

17 MR. ENGELMANN: All right.

18 Let's talk briefly about supervision, if we  
19 can. You became a supervisor in approximately February of  
20 1985?

21 MR. CARRIERE: Yes.

22 MR. ENGELMANN: And at that time,  
23 approximately how many people would you have been  
24 supervising?

25 MR. CARRIERE: My recollection is that I

1 started with about five people, but by 1988 I know that it  
2 had grown to 10.

3 MR. ENGELMANN: All right.

4 MR. CARRIERE: And in part because I had  
5 developed programs that required other workers.

6 MR. ENGELMANN: All right.

7 And can you just very briefly give us a  
8 sense as to what your duties and responsibilities were as a  
9 supervisor in child protection?

10 MR. CARRIERE: Well, I was responsible -- I  
11 think at that point in time we had developed an Intake  
12 Investigation Unit and I became the supervisor for that  
13 team. So our responsibility was to receive referrals and  
14 to go out and investigate those referrals, determine if  
15 children were in need of protection, take the action that  
16 was required if they were in need of protection, develop an  
17 assessment and a service plan and transfer them, or if we  
18 didn't determine that the allegations were valid or there  
19 were no protection concerns, we would terminate the files.

20 MR. ENGELMANN: And these would be any type  
21 of concern, whether it's sexual, physical ---

22 MR. CARRIERE: Yes.

23 MR. ENGELMANN: --- or other types of  
24 complaints?

25 MR. CARRIERE: Neglect, yes, the full

1 spectrum.

2 **MR. ENGELMANN:** All right.

3 And as a supervisor, would you have had some  
4 special training or any courses before taking on that role?

5 **MR. CARRIERE:** Very little. I went to -- I  
6 can only think of one course that was offered, and I didn't  
7 find it particularly helpful.

8 **MR. ENGELMANN:** All right.

9 And while a supervisor, did you actually  
10 conduct any investigations yourself or was it simply  
11 supervising others doing those investigations?

12 **MR. CARRIERE:** I'm not aware of conducting  
13 any investigations myself. I certainly would have met with  
14 some clients along with workers, but in terms of handling  
15 them independently, no, not that I'm aware of.

16 **MR. ENGELMANN:** I want to talk to you a  
17 little bit about quality assurance or some of the  
18 techniques you might have had in place.

19 Did you have regular meetings with the staff  
20 who were reporting to you?

21 **MR. CARRIERE:** Yes, I would have two types  
22 of meetings. Essentially, I had individual supervision  
23 with them and that -- the schedule is basically that we  
24 would have supervision every week. In some instances it  
25 might go to every two weeks, but certainly it wouldn't go

1 longer than that unless somebody was away on vacation. And  
2 I also had team meetings where the entire team would meet  
3 and we would discuss issues either pertaining to our team  
4 or talk about issues of training.

5 We would have annual retreats where the  
6 entire team would go away for two days, and part of that  
7 was meant to be a training experience and team building  
8 experience.

9 **MR. ENGELMANN:** All right.

10 So certainly workers who were reporting to  
11 you have opportunities to bring up issues of concern during  
12 their investigations?

13 **MR. CARRIERE:** Absolutely. And in addition  
14 to the formal supervision, I certainly let people know that  
15 they could see me at any time and, you know, have consults.  
16 And that happened all of the time.

17 **MR. ENGELMANN:** All right.

18 Now, the 10 or so people that you were  
19 supervising, was there also another group doing child  
20 protection work or was it really your group?

21 **MR. CARRIERE:** No, there would be another  
22 group that was doing the ongoing work. So if the cases  
23 were transferred, once the cases were transferred from my  
24 team, they would go to another team for the follow-up. I  
25 think as well, Mr. Engelmann -- and it's many years ago --

1 I think that other team also dealt with the referrals that  
2 came in from the counties. I think my team was restricted  
3 to ---

4 MR. ENGELMANN: The city?

5 MR. CARRIERE: --- city cases.

6 MR. ENGELMANN: All right.

7 MR. CARRIERE: But I'm not entirely sure of  
8 that because it evolved over time.

9 MR. ENGELMANN: What about any practice or  
10 policy of reviewing notes on a regular basis, file notes  
11 from your workers?

12 MR. CARRIERE: It depends on what you mean  
13 by file notes. Do you mean the case notes or do you mean  
14 their recording?

15 MR. ENGELMANN: Case notes.

16 MR. CARRIERE: I would -- particularly with  
17 new workers, I would read their case notes, but once I  
18 became comfortable that their case notes were satisfactory,  
19 I frankly didn't have the time to read their case notes. I  
20 would read their recordings.

21 And I believe, Mr. Engelmann, that that's  
22 probably true today for supervisors as well.

23 MR. ENGELMANN: How do you distinguish, sir,  
24 between a case note and a recording?

25 MR. CARRIERE: Well, a recording, there are

1 formal recording requirements and today those things would  
2 be typed or keyed in. The recording system today is very,  
3 very different and it has particular topics and themes that  
4 have to be addressed.

5 A case note is something that details the  
6 day-to-day activity that a worker carries out and it's not  
7 considered to be a formal recording.

8 **MR. ENGELMANN:** All right.

9 **MR. CARRIERE:** I don't know if that explains  
10 it well.

11 **MR. ENGELMANN:** All right. So the formal  
12 recording would be a summary of the case notes at a  
13 particular time or for a particular purpose?

14 **MR. CARRIERE:** Yes. Yes, I -- yeah,  
15 generally speaking what you're saying is correct, yes.

16 **MR. ENGELMANN:** So, for example, if you had  
17 a risk management conference or something like that that's  
18 a formal type of recording?

19 **MR. CARRIERE:** No, I wouldn't consider that  
20 a formal recording. I guess what I'm thinking of is like  
21 an investigation report ---

22 **MR. ENGELMANN:** Yes.

23 **MR. CARRIERE:** --- with the formal  
24 recording. A safety assessment would be a formal  
25 recording. A risk assessment would be a formal recording.

1 A transfer report, a service plan would be a formal  
2 recording.

3 MR. ENGELMANN: And those you would read  
4 from time-to-time ---

5 MR. CARRIERE: Those you have ---

6 MR. ENGELMANN: --- or on a regular basis?

7 MR. CARRIERE: Those you have to read, yes.

8 MR. ENGELMANN: All right.

9 MR. CARRIERE: Today -- and I know it's  
10 evolved since I retired, but a number of reports that would  
11 come to a supervisor, they have to be electronically  
12 approved by a supervisor. They can't move forward without  
13 that approval. So there are quality assurance mechanisms  
14 built in now that we didn't have.

15 MR. ENGELMANN: Well, in your time, as it  
16 evolved, there was some requirement for you to sign-off on  
17 some of these formal reports, was there not?

18 MR. CARRIERE: Definitely, yes.

19 MR. ENGELMANN: But when we're talking about  
20 the case notes then that's the day-to-day interaction that  
21 the worker might have with the child or the family  
22 involved?

23 MR. CARRIERE: That's right.

24 MR. ENGELMANN: And you'd agree that unless  
25 the worker brought something to your attention, there would

1 be things that you wouldn't be aware of?

2 **MR. CARRIERE:** That's absolutely true.

3 **MR. ENGELMANN:** And there was no random  
4 requirement or there was no requirement to randomly review  
5 case notes at any time?

6 **MR. CARRIERE:** No, there isn't. And one of  
7 the recommendations that -- well, one of the purposes of my  
8 being here at the Inquiry is to try to learn from the  
9 experience, and one of the recommendations that I have  
10 already given to the Society is that they should institute  
11 that practice of doing a random check of case notes to make  
12 sure in terms of their quality.

13 **MR. ENGELMANN:** That's one of the things  
14 we've heard that is done by some other institutions at  
15 least.

16 **MR. CARRIERE:** It's a good practice.

17 **MR. ENGELMANN:** All right.

18 Do you know, sir, throughout your tenure as  
19 a supervisor, whether there was any kind of a tickler  
20 system in place, and by tickler system I mean some kind of  
21 a system to ensure that deadlines were not missed or that  
22 files would not fall through the cracks?

23 **MR. CARRIERE:** We had caseload -- it's a  
24 completely different generation. We had caseload lists  
25 that could be generated by a secretary but nothing could be

1 done electronically. So I would have a caseload list that  
2 I could get, and I would have.

3 As a supervisor, I developed a schedule as  
4 well where I would handwrite the names of the cases and I  
5 would mark off dates when we last discussed them, and  
6 supervision. So I did as a supervisor -- this is something  
7 that evolved. I didn't have this practice when I first  
8 started but I eventually had it.

9 **MR. ENGELMANN:** When you started to become  
10 more electronic as an agency did you have anything like  
11 what we've heard about the police that they've had since  
12 sort of the late eighties, and that's part of this OMPPAC  
13 system that, if it's being used correctly, gives a reminder  
14 every 30 days and things of that nature?

15 **MR. CARRIERE:** I think, Mr. Engelmann, that  
16 that was built into the system but -- and I could be  
17 absolutely wrong with this, but I believe that it wasn't  
18 proven to be effective and I don't believe that's its being  
19 utilized presently. But, again, it's a couple of years  
20 since I've retired ---

21 **MR. ENGELMANN:** Fair enough.

22 **MR. CARRIERE:** --- and I know that the  
23 system has continued to evolve.

24 **MR. ENGELMANN:** All right.

25 **MR. CARRIERE:** Right now, a supervisor at

1 the Agency can go into every file that is active in the  
2 Agency. They are able to -- electronically they can go  
3 into a worker's caseload. They can read everything except  
4 the case notes which are still handwritten. You can do  
5 electronic case notes as well, and some workers do those.  
6 But they can go into a worker's caseload, into a worker's  
7 case, into an aspect of the case, so it's so much more  
8 sophisticated.

9 **MR. ENGELMANN:** All right.

10 Well, let's talk then about a specific case,  
11 quite awhile ago if we can, and it's a case that ends up  
12 being the subject matter of a review.

13 **MR. CARRIERE:** Yes.

14 **MR. ENGELMANN:** And I'm going to use the  
15 term "Dawson Review".

16 **MR. CARRIERE:** Yes.

17 **MR. ENGELMANN:** I understand that that name  
18 Dawson comes about -- is that one of the individuals who  
19 would have been involved in the writing of the review, sir?

20 **MR. CARRIERE:** Do you mean the Dawson Review  
21 or do you mean the case that was ---

22 **MR. ENGELMANN:** Let's start with the Dawson  
23 Review itself.

24 **MR. CARRIERE:** Dawson was one of the  
25 individuals who conducted the review. Another woman, Brit

1 Inger-James, was part of that review as well.

2 MR. ENGELMANN: All right. Well, if I'm not  
3 correct, sometimes it's referred to as the Dawson Review?

4 MR. CARRIERE: I believe he actually wrote  
5 it ---

6 MR. ENGELMANN: All right.

7 MR. CARRIERE: --- and obviously it must  
8 have been reviewed by Brit Inger-James.

9 MR. ENGELMANN: And that review, as I  
10 understand it, would have come out in or around the late  
11 eighties?

12 MR. CARRIERE: In 1988, yes.

13 MR. ENGELMANN: All right. And it had a  
14 number of recommendations, and you would have been involved  
15 in some of the implementation of those recommendations?

16 MR. CARRIERE: Yes. Ross asked the Agency  
17 to have me assigned to be the person that would work with  
18 him on the implementation and I agreed.

19 MR. ENGELMANN: All right.

20 And I understand that -- by way of  
21 background -- the reason for the Dawson Review started with  
22 the Ministry of Community and Social Services receiving  
23 some form of a concern in writing from an official at the  
24 Attorney General of Ontario?

25 MR. CARRIERE: That's correct.

1                   **MR. ENGELMANN:** And the concern was with  
2                   respect to the management of a child, a sexual abuse case,  
3                   by the CAS?

4                   **MR. CARRIERE:** Yes, that's right.

5                   **MR. ENGELMANN:** All right. And I'm going to  
6                   refer to the name of the offender, and I know the other  
7                   members of the family have a different name ---

8                   **MR. CARRIERE:** Yes.

9                   **MR. ENGELMANN:** --- and I don't want to use  
10                  their names.

11                  **MR. CARRIERE:** Yes.

12                  **MR. ENGELMANN:** And when we get to a couple  
13                  of documents, Mr. Commissioner, they should be marked for  
14                  publication ban.

15                  **THE COMMISSIONER:** M'hm.

16                  **MR. ENGELMANN:** And I'll explain it when we  
17                  get there.

18                  But this was a case involving a sex offender  
19                  by the name of Locey; correct?

20                  **MR. CARRIERE:** That's correct.

21                  **MR. ENGELMANN:** And I'm going to turn to the  
22                  document right now actually. It is Document Number 740977.

23                  Sir, the young woman involved would have  
24                  been covered by *Criminal Code* publication bans.

25                  **THE COMMISSIONER:** M'hm.

1                   **MR. ENGELMANN:** And obviously I'd be  
2                   concerned not just about publication of her name but the  
3                   family name that's mentioned throughout the file because  
4                   that would identify her.

5                   **THE COMMISSIONER:** But you just mentioned  
6                   the name now.

7                   **MR. ENGELMANN:** No, that's his name.

8                   **THE COMMISSIONER:** The offender's name is?

9                   **MR. ENGELMANN:** Locey.

10                  **THE COMMISSIONER:** Locey.

11                  **MR. ENGELMANN:** The remainder of the family  
12                  has a different name.

13                  **THE COMMISSIONER:** All right.

14                  **MR. ENGELMANN:** So if that could be stamped,  
15                  sir.

16                  **THE COMMISSIONER:** Yes, publication ban to  
17                  issue on Exhibit 2277.

18                  **--- EXHIBIT NO./PIÈCE NO. P-2277:**

19                                 (740977) - Summary of CAS Family File for  
20                                 Persons under Publication Ban

21                  **MR. ENGELMANN:** And, sir, just by way of  
22                  background, I understand this is the Children's Aid file on  
23                  the mother's family?

24                  **MR. CARRIERE:** Yes, it is.

25                  **MR. ENGELMANN:** And just by way of

1 background, this fellow, Mr. Locey, if you look at Bates  
2 page 488 we get some of his background. He has an  
3 extensive background involved with sexual assaults, gang  
4 rape, the whole works.

5 MR. CARRIERE: Yes.

6 MR. ENGELMANN: And some of that's set out  
7 on 485 and on 488.

8 But in December of 1980 he's actually -- he  
9 pleads guilty to a sexual assault or abuse of an eight  
10 year-old stepdaughter; correct?

11 MR. CARRIERE: I believe that's correct,  
12 yes.

13 MR. ENGELMANN: Well, you see that on Bates  
14 page 48 under Details of Inquiry. And, sir, I understand  
15 that he served a jail sentence and was released in or  
16 around 1982, and I'm just going to find the reference, sir.  
17 There was a concern at the time of his release that he'd  
18 want to come back and live with his former spouse, or his  
19 spouse.

20 MR. CARRIERE: Yes.

21 MR. ENGELMANN: And there were two children  
22 in the home.

23 MR. CARRIERE: Yes.

24 MR. ENGELMANN: And there was contact made  
25 by the Parole Office with the Children's Aid Society

1 concerning some of these issues. And, sir, if we look at -  
2 - there's a reference to contacts and dates from the Parole  
3 Office at the bottom of Bates page 488, and as we go  
4 forward, sir, there's an effort to put some kind of a plan  
5 in place, and we'll see that set out on page 490.

6 MR. CARRIERE: Yes.

7 MR. ENGELMANN: Okay?

8 MR. CARRIERE: Yes.

9 MR. ENGELMANN: And if I could just have a  
10 moment.

11 Yes, you'll see on Bates page 49 it says  
12 originally there was -- you'll see with respect to the  
13 order, "The conditions of Mr. Locey's parole are as  
14 follows," and they set out some of the conditions at the  
15 middle of the page.

16 MR. CARRIERE: M'hm.

17 MR. ENGELMANN: And one of them, at least  
18 then, was in respect to children there was no stipulation  
19 as to what type of contact he was to have with them,  
20 according to his parole officer at that time. Correct?

21 MR. CARRIERE: That's what's written there,  
22 yes.

23 MR. ENGELMANN: Yeah. And your worker is  
24 the worker from the agency saying at the bottom of the case  
25 (sic) under Worker Assessment Situation:

1 "The worker has not been able to  
2 uncover any information that would make  
3 him feel that Mr. Ronald Locey has  
4 overcome his dependency towards  
5 violence against women or children, and  
6 in fact the information that has been  
7 revealed thus far leads one to believe  
8 that a recurrence of a sexual encounter  
9 with a child is quite possible."

10 And then it goes on to say given the fact  
11 that he's had no treatment at the Kingston Penitentiary  
12 et cetera, and they're worried his spouse has become very  
13 involved in a religious institution and that, in the words  
14 of the worker, "She may have rose-coloured glasses with  
15 respect to his redemption," et cetera. So they're  
16 suggesting close observation of Mr. Locey and his  
17 relationship with the family.

18 So this is a parole officer having some  
19 communication with the Children's Aid Society here about  
20 taking some steps to watch this situation carefully.

21 **MR. CARRIERE:** Yes.

22 **MR. ENGELMANN:** And then, sir, as I said, at  
23 least there's an effort -- as we see the word "plan" about  
24 a third of the way down Bates page 490; some of the  
25 suggestions for putting in place to monitor the situation.

1                   **MR. CARRIERE:** Yes.

2                   **MR. ENGELMANN:** All right.

3                   Now, we then find out, despite these  
4                   efforts, that Mr. Locey does this again to the stepdaughter  
5                   and that he's convicted a second time for indecent assault  
6                   involving his stepdaughter in 1983. You're aware of that,  
7                   sir?

8                   **MR. CARRIERE:** Yes, I am.

9                   **MR. ENGELMANN:** And there's a reference to  
10                  that at Bates page 495. There's a description of what  
11                  happens on the page but at the bottom of the page they say  
12                  on January 26, '83 Locey was arrested, incarcerated, based  
13                  on the allegations of the stepdaughter, and he's charged  
14                  with indecent assault, and then it says he's sentenced to  
15                  four years imprisonment; right at the bottom of that page.

16                  **MR. CARRIERE:** Yes.

17                  **MR. ENGELMANN:** All right. And, sir, that  
18                  isn't the end of this story, unfortunately. He in fact  
19                  abuses this girl a third time, does he not?

20                  **MR. CARRIERE:** Yes, that's correct.

21                  **MR. ENGELMANN:** And this is when he gets out  
22                  of jail again, and if we look at -- this is the case  
23                  reopened. I'm at Bates page 502. The case has been  
24                  reopened by your office in May of 1986 and again we have a  
25                  worker assessment of the situation, and it appears from the

1 file that Mr. Locey is now getting out of jail again, that  
2 the stepdaughter was living outside of Cornwall, that the  
3 mother has moved back in with this fellow once again after  
4 he's spent a further three years in jail for abusing her  
5 daughter, and the concern is the stepdaughter moving back  
6 to the Cornwall area and what, if anything, can be done to  
7 ensure no further criminal acts. Fair enough?

8 **MR. CARRIERE:** That's correct.

9 **MR. ENGELMANN:** And it indicates at least at  
10 the -- on the following page, Bates page 503, you are the  
11 supervisor of a worker by the name of Carol Beamer. Is  
12 that correct?

13 **MR. CARRIERE:** That's correct.

14 **MR. ENGELMANN:** Because it talks about the  
15 case being assigned to you September 11<sup>th</sup>, '86 at the  
16 bottom. But would that mean that it's assigned to your  
17 team per se? Do you see the note "Contacts and dates"?

18 **MR. CARRIERE:** Reopening and Closing  
19 Summary, is that -- right at the bottom of the page?

20 **MR. ENGELMANN:** I'm at Bates page 503.

21 **MR. CARRIERE:** Yes.

22 **MR. ENGELMANN:** Yeah, it says, "September  
23 11, case assigned to Bill Carriere."

24 **MR. CARRIERE:** I think the reason for that -  
25 - and this probably contradicts something I said earlier --

1 is I think this is related to the serving of court  
2 documents, so it may -- I think it's a very discrete  
3 function that I performed. I didn't conduct investigations  
4 but something like this I may not have assigned to a worker  
5 because it was just a matter of serving court documents.

6 **MR. ENGELMANN:** All right, but the file is  
7 clearly reopened and there's some kind of a transfer  
8 summary, if we see at Bates page 504.

9 **MR. CARRIERE:** Yes, yes.

10 **MR. ENGELMANN:** All right, and so who then  
11 takes responsibility for this matter within the agency?

12 **MR. CARRIERE:** The worker who was assigned  
13 to the case was Carol Beamer and I was her supervisor.

14 **MR. ENGELMANN:** All right, and we get some  
15 description at Bates pages 507 and 508. For example, at  
16 the bottom of page 507 we have the stepdaughter returning  
17 to Cornwall over Christmas of 1986 with the intention of  
18 staying in the area.

19 **MR. CARRIERE:** M'hm.

20 **MR. ENGELMANN:** And then we have some  
21 discussion on the following page as to things that take  
22 place in early 1987 and there's a note, sir, and I'm just  
23 going to find it, just for a moment.

24 Well, back to Bates page 504, right in the  
25 middle of the page, there's a reference that the girl in

1 question is not allowed to live in the parents' home.

2 MR. CARRIERE: That's correct.

3 MR. ENGELMANN: All right, so that was in  
4 play and then we have her now returning to the Cornwall  
5 area.

6 MR. CARRIERE: Yes.

7 MR. ENGELMANN: And this obviously must have  
8 caused some concern for you and your colleagues at the CAS.

9 MR. CARRIERE: Yes. She was 16 at the time  
10 and I think if you look at the recording on Bates page 718  
11 -- sorry, 508.

12 MR. ENGELMANN: Yes.

13 MR. CARRIERE: You can see where -- I think  
14 it's the second paragraph, where the worker from Guelph is  
15 indicating that they're going to terminate their wardship  
16 with her.

17 MR. ENGELMANN: She's just turned 16?

18 MR. CARRIERE: She's just turned 16 and I  
19 think she's planning on -- she's clearly becoming more  
20 independent.

21 MR. ENGELMANN: Yes.

22 MR. CARRIERE: Yes.

23 MR. ENGELMANN: All right, but you've got  
24 her coming back. This fellow has been convicted of abusing  
25 her twice sexually.

1                   **MR. CARRIERE:** Yes.

2                   **MR. ENGELMANN:** And there's clearly some  
3 concern on your part and your colleagues' ---

4                   **MR. CARRIERE:** Oh, we are concerned.

5                   **MR. ENGELMANN:** Yeah. For example, at Bates  
6 page 509, "In supervision" -- and I'm assuming this is a  
7 meeting you're having with one of your workers, perhaps Ms.  
8 Beamer:

9                                 "Bill Carriere asked worker to  
10 determine if Ron Locey had ever  
11 received any 'treatment' for his  
12 abusive behaviour and to get a copy of  
13 Ron's parole..."

14                                 And should that be "stipulations" perhaps?

15                   **MR. CARRIERE:** Yes.

16                   **MR. ENGELMANN:** All right. So you wanted to  
17 know what his -- the conditions of his parole were?

18                   **MR. CARRIERE:** Yes.

19                   **MR. ENGELMANN:** And you wanted to know what,  
20 if any, treatment he'd received?

21                   **MR. CARRIERE:** Yes.

22                   **MR. ENGELMANN:** Because you would have been  
23 concerned that, given that he'd done this on occasions  
24 before, that he might reoffend?

25                   **MR. CARRIERE:** Definitely.

1                   **MR. ENGELMANN:** All right, and you're --  
2                   it's clear as well that she's back in Cornwall?

3                   **MR. CARRIERE:** Yes.

4                   **MR. ENGELMANN:** Okay.

5                   **MR. CARRIERE:** Well, yes, she is back in  
6                   Cornwall, but she -- if you read through the recording, she  
7                   keeps going back-and-forth to Guelph.

8                   **MR. ENGELMANN:** All right.

9                   **MR. CARRIERE:** She's got a boyfriend that  
10                  she is on-and-off with.

11                  **MR. ENGELMANN:** All right. And do you know,  
12                  sir, at this point if your agency has any contact with the  
13                  local police or the OPP about this matter?

14                  **MR. CARRIERE:** I don't know, sir.

15                  **MR. ENGELMANN:** Okay. Because I don't see  
16                  any reference.

17                  Do you know if they were ---

18                  **MR. CARRIERE:** I would have to read the  
19                  recording, actually, to tell you.

20                  **MR. ENGELMANN:** You don't recall asking your  
21                  worker to do that or that being suggested?

22                  **MR. CARRIERE:** I don't believe so, but I  
23                  could -- again, I'd have to read the recording. I mean, I  
24                  think it was pretty clear to us that he was a dangerous  
25                  person.

1                   **MR. ENGELMANN:** Yes. And at the bottom of  
2 page 509 there's a reference to the worker -- your worker  
3 speaking with Mr. Locey's parole officer who explained  
4 conditions of his parole?

5                   **MR. CARRIERE:** Yes.

6                   **MR. ENGELMANN:** And one of them, of course,  
7 was not to associate with females under 18 years of age?

8                   **MR. CARRIERE:** That's correct.

9                   **MR. ENGELMANN:** All right.

10                   Would this have been the first time that you  
11 and your colleagues would have become aware of the most  
12 recent parole conditions? Is that likely?

13                   **MR. CARRIERE:** I think it's likely, yes. I  
14 can't see why we -- why I would have -- I mean, I think I  
15 instructed Carol to contact the Parole to get those  
16 conditions.

17                   **MR. ENGELMANN:** And we know from the file,  
18 sir, that she turned 16 in January of '87. So in February  
19 she is 16 years of age?

20                   **MR. CARRIERE:** Yes.

21                   **MR. ENGELMANN:** And at Bates page 510  
22 there's a reference, second paragraph, that the worker is  
23 advised by Ron Locey -- this is on February 16<sup>th</sup> -- that the  
24 girl has phoned him to say that she and her boyfriend were  
25 returning to Cornwall with the intention of applying for

1 welfare, et cetera?

2 MR. CARRIERE: Yes.

3 MR. ENGELMANN: So you got some notification  
4 there. So it appears that there's some contact already  
5 between this girl and her stepfather, if I can call him  
6 that?

7 MR. CARRIERE: Yes, that's correct.

8 MR. ENGELMANN: Was that a concern already,  
9 the fact that they had clearly spoken?

10 MR. CARRIERE: Mr. Engelmann, the reality in  
11 this situation -- maybe the better word to describe it is  
12 the tragedy of this situation, is that I didn't know this.  
13 So the worker was aware of it but I was not aware of it.

14 MR. ENGELMANN: All right. All right.  
15 These would have been case notes at that  
16 point?

17 MR. CARRIERE: I'm assuming it was in the  
18 case notes.

19 MR. ENGELMANN: All right. And as well on  
20 this page there's a note that says:

21 "A phone call from Ron Locey on  
22 February 19<sup>th</sup>, '87 advised me that he  
23 had driven the boyfriend and the  
24 stepdaughter to the Welfare office to  
25 jointly apply for assistance."

1                   **MR. CARRIERE:** Yes.

2                   **MR. ENGELMANN:** So whether the first  
3 notification would have been a breach, certainly this  
4 second one would have been a breach of his parole?

5                   **MR. CARRIERE:** For sure.

6                   **MR. ENGELMANN:** All right. And I'm assuming  
7 from your first answer that you weren't apprised of that  
8 either?

9                   **MR. CARRIERE:** No.

10                  **MR. ENGELMANN:** All right. And do you know  
11 if your worker would have contacted the parole office or  
12 the police to advise that this was a breach of parole?

13                  **MR. CARRIERE:** I doubt that, Mr. Engelmann.  
14 If I can elaborate, I think what happened in this  
15 particular situation, and I don't really understand how it  
16 happened, Carol Beamer was a very conscientious,  
17 hardworking. If you look at the contacts and dates, she  
18 had many, many contacts. She offered many services to this  
19 girl, involved her in the Family Sexual Treatment -- Family  
20 Sexual Abuse Treatment Program soon after she arrived.

21                   Unfortunately, what happened was that -- and  
22 this I determined after -- was that Carol understood the  
23 conditions to mean that he couldn't be unsupervised. Have  
24 no contact, to her, meant no unsupervised contact and I was  
25 not aware that that had happened.

1                   **MR. ENGELMANN:** All right. So if the  
2                   boyfriend was there, she didn't view that as a breach of  
3                   the parole?

4                   **MR. CARRIERE:** I believe that was the case.

5                   **MR. ENGELMANN:** All right.

6                   You'd agree with me that a case of this  
7                   nature is one that you and your colleagues should have  
8                   followed very closely?

9                   **MR. CARRIERE:** I agree with that.

10                  **MR. ENGELMANN:** Okay. And that if you had  
11                  not contacted the parole office or the local police, that's  
12                  something that probably should have been done?

13                  **MR. CARRIERE:** Certainly the parole office.  
14                  Obviously in hindsight, contacting the police may have been  
15                  helpful as well, but certainly the parole office was  
16                  important, which is why I instructed Carol to do that when  
17                  I did.

18                  **MR. ENGELMANN:** And when was that, sir?

19                  **MR. CARRIERE:** Well, on February 13<sup>th</sup> she  
20                  contacted the -- his parole officer.

21                  **MR. ENGELMANN:** Oh, that's to get his  
22                  conditions of parole?

23                  **MR. CARRIERE:** Yes.

24                  **MR. ENGELMANN:** No, I'm talking about once  
25                  your agency is apprised, at least through the worker, of

1 certainly a possible parole violation ---

2 MR. CARRIERE: Oh.

3 MR. ENGELMANN: --- and then certainly an  
4 actual parole violation.

5 MR. CARRIERE: Immediately. We should have  
6 done it immediately.

7 MR. ENGELMANN: Okay. And it turns out,  
8 sir, that shortly after this there is in fact a further  
9 sexual assault?

10 MR. CARRIERE: Yes.

11 MR. ENGELMANN: And that takes place in the  
12 month of March, 1987?

13 MR. CARRIERE: Yes.

14 MR. ENGELMANN: And there's some description  
15 of this on Bates page 511.

16 MR. CARRIERE: Yes.

17 MR. ENGELMANN: And that's in the middle  
18 paragraph. And apparently this would have been reported to  
19 your worker shortly after it occurred?

20 MR. CARRIERE: That's right.

21 MR. ENGELMANN: All right.

22 MR. CARRIERE: And I think if you see  
23 further down -- and I don't have an independent  
24 recollection of this, but it appears that I actually met  
25 with the girl victim and convinced her to talk to the

1 police about it.

2 MR. ENGELMANN: Okay. So she would have  
3 reported it first to your worker ---

4 MR. CARRIERE: I believe ---

5 MR. ENGELMANN: --- before actually  
6 reporting to the police?

7 MR. CARRIERE: I believe that was the case.  
8 I have this recollection of the girl and the worker sitting  
9 in my office and my interviewing her, but ---

10 MR. ENGELMANN: All right.

11 MR. CARRIERE: --- it doesn't go beyond  
12 that.

13 MR. ENGELMANN: All right. And that would  
14 be consistent with the second-last paragraph on the page?

15 MR. CARRIERE: Yes. M'hm.

16 MR. ENGELMANN: All right. All right.

17 And at this point-in-time then it would  
18 suggest, at least from the last paragraph, that the worker  
19 would have remained with the girl in question and notified  
20 the police?

21 MR. CARRIERE: Yes.

22 MR. ENGELMANN: All right.

23 Now, sir, as a consequence of what took  
24 place, you became aware that the prosecutor or a prosecutor  
25 or an official of the Ministry of the Attorney General was

1           upset about what he or she thought might have been  
2           mismanagement on the part of the Children's Aid Society?

3                       **MR. CARRIERE:** Yes.

4                       **MR. ENGELMANN:** I'm not sure whether that  
5           was just the Children's Aid Society here in Stormont,  
6           Dundas, Glengarry or, as well, one in Guelph where there is  
7           some contact earlier by the stepdaughter.

8                               But certainly there was concern about  
9           actions here?

10                      **MR. CARRIERE:** Definitely, yes.

11                      **MR. ENGELMANN:** Yeah. And did you actually  
12           -- do you recall at the time receiving the submissions or  
13           letter expressing these concerns?

14                      **MR. CARRIERE:** I can remember seeing the  
15           letter, but I can't remember the -- I mean, I can't read it  
16           back to you, but I can remember definitely them expressing  
17           concerns about -- to the effect of "How could this happen  
18           again?"

19                      **MR. ENGELMANN:** Right. And would this have  
20           been the prosecutor who had been involved in the  
21           prosecution of the last sexual assault?

22                      **MR. CARRIERE:** I don't recall, Mr.  
23           Engelmann.

24                      **MR. ENGELMANN:** All right. But he was -- he  
25           or she was setting out some concerns and, as I understand

1           it, asking the Ministry of Community and Social Services to  
2           investigate?

3                       **MR. CARRIERE:** I don't think that they were  
4           -- I don't think it was that specific. I think it was,  
5           "How could this happen? We're concerned." It was, I  
6           think, sent to the Ministry of the Attorney General at a  
7           fairly high level and then I think it was passed on to the  
8           Ministry of Community and Social Services, who obviously  
9           felt that they needed to look into the matter given the  
10          circumstances.

11                      **MR. ENGELMANN:** And they in fact ordered an  
12          investigation ---

13                      **MR. CARRIERE:** Yes.

14                      **MR. ENGELMANN:** --- into the CAS handling of  
15          this matter?

16                      **MR. CARRIERE:** Yes.

17                      **MR. ENGELMANN:** And as I understand it, some  
18          kind of a report was generated?

19                      **MR. CARRIERE:** Yes.

20                      **MR. ENGELMANN:** And there were approximately  
21          10 findings -- or 10 recommendations made after a series of  
22          findings?

23                      **MR. CARRIERE:** Yes. I believe so, yes.

24                      **MR. ENGELMANN:** All right.

25                      And I understand that efforts have been made

1 to locate both the referral, the written concern by the  
2 prosecutor in question or the person in question and the  
3 internal report that was done by the Ministry?

4 **MR. CARRIERE:** Yes, I've tried all the way  
5 to the corporate level and I have not been successful.

6 **MR. ENGELMANN:** All right. Well, we're  
7 certainly making inquiries of the Ministry of the Attorney  
8 General to see if we can get something at their end.

9 **MR. CARRIERE:** M'hm.

10 **MR. ENGELMANN:** But with respect to the  
11 actual findings then, there were some findings of  
12 mismanagement here?

13 **MR. CARRIERE:** Yes.

14 **MR. ENGELMANN:** Is that fair?

15 **MR. CARRIERE:** That's correct.

16 **MR. ENGELMANN:** Do you recall, in a general  
17 sense, what the concern was?

18 **MR. CARRIERE:** I -- in general terms, I  
19 think they felt that given the previous circumstances,  
20 given the nature of the individual in question, Mr. Locey,  
21 that a tighter risk management plan should have been in  
22 effect, that there should have been -- I can remember some  
23 of this, a face-to-face meeting with the Guelph Children's  
24 Aid Society to discuss the circumstances, that we should  
25 have had a meeting with the Parole Services to map out an

1 effective plan, communication plan as well. I think they  
2 spoke to the level of supervision that I should have  
3 provided on the case. Frequency of contact with the client  
4 should have been spelled out more clearly than it was and a  
5 service plan that essentially dealt with any and all  
6 possibilities. In a nutshell I think that was it, Mr.  
7 Engelmann.

8 MR. ENGELMANN: All right.

9 MR. CARRIERE: I mean, I can't, you know ---

10 MR. ENGELMANN: And the report that was done  
11 for the Ministry of Community and Social Services, it  
12 listed a number of recommendations, I understand?

13 MR. CARRIERE: It did, but I don't really  
14 remember those, actually.

15 MR. ENGELMANN: All right.

16 Well, one of them was that some kind of a  
17 comprehensive review should be done?

18 MR. CARRIERE: Yes, that's correct.

19 MR. ENGELMANN: And that is in fact what the  
20 Dawson Review was?

21 MR. CARRIERE: Yes.

22 MR. ENGELMANN: All right.

23 And I understand ---

24 MR. CARRIERE: Can I ---

25 MR. ENGELMANN: Sorry.

1                   **MR. CARRIERE:** Sorry, can I just go back?  
2                   My belief is that those recommendations, the other  
3                   recommendations, likely related to case management things  
4                   like, you know, the Society in cases like this complete  
5                   recording in a timely fashion, have a written risk  
6                   management plan. I believe it was things like that.

7                   **MR. ENGELMANN:** All right.  
8                   Because I understand there were  
9                   approximately 10 recommendations. One of them was this  
10                  comprehensive review.

11                  **MR. CARRIERE:** Yes.

12                  **MR. ENGELMANN:** And I was wondering if you  
13                  could shed some light on the other nine?

14                  **MR. CARRIERE:** Well, that's what I'm saying  
15                  is I think they were related -- more case-related in terms  
16                  of developing systems within the agency. I could be wrong  
17                  with that, Mr. Engelmann, but I -- that was my  
18                  recollection.

19                  **MR. ENGELMANN:** All right.  
20                  So let's take a look then at what I believe  
21                  to be the Dawson Report. And it is found at Document  
22                  Number 740723. If that could be the next exhibit, sir?  
23                  It's a -- there's a cover letter dated December 12<sup>th</sup>, 1988  
24                  that accompanies this report.

25                  **THE COMMISSIONER:** Yes. Exhibit 2278 will

1 be a document which begins with a letter from Rose to Tom  
2 dated December 12<sup>th</sup>, 1988.

3 --- EXHIBIT NO./PIÈCE NO. P-2278:

4 (740723) Dawson Report with a cover letter  
5 from Rose to Tom dated December 12, 1988

6 MR. ENGELMANN: And, sir, Tom would be Tom  
7 O'Brien who was then the Executive Director of the agency?

8 MR. CARRIERE: That's right.

9 MR. ENGELMANN: All right.

10 Now, Mr. Commissioner, I do not believe that  
11 the victim is named at all in this report. I don't think  
12 the ---

13 THE COMMISSIONER: Okay.

14 MR. ENGELMANN: --- family name appears. So  
15 I'm pretty sure there's no requirement for any kind of  
16 publication ban.

17 THE COMMISSIONER: M'hm.

18 MR. ENGELMANN: Sir, this is the report that  
19 your agency would have received ---

20 MR. CARRIERE: Yes.

21 MR. ENGELMANN: --- in late 1988?

22 MR. CARRIERE: Yes.

23 MR. ENGELMANN: And this would have been  
24 after an extensive review by Mr. Dawson and his colleague?

25 MR. CARRIERE: Yes.

1                   **MR. ENGELMANN:** They would have had access  
2                   to your systems and your staff to do this report?

3                   **MR. CARRIERE:** They did, Mr. Engelmann. One  
4                   thing that I would want to add though, because I think it's  
5                   important to the findings, they randomly selected files to  
6                   review. I think it was really unfortunate that we didn't  
7                   better prepare for that review because -- and it's  
8                   reflected in Mr. Dawson's report, is that he was provided a  
9                   number of files that were essentially blank, and the reason  
10                  for that is that the workers didn't include their written  
11                  material. And so in a number of cases, well, certainly in  
12                  one instance Mr. Dawson talks about finding only a few  
13                  pages in the file.

14                  Had I been aware of that, had Mr. Dawson  
15                  come to me and said, you know, "I'm only finding a couple  
16                  of pages; is this it," I could have determined whether that  
17                  was in fact it or discovered if there were more.

18                  In a number of instances there was  
19                  considerably more information available and he didn't get  
20                  to read that, and I think it would have changed the review.

21                  **MR. ENGELMANN:** All right.

22                  On the first real page of the report, and  
23                  it's Bates page 915, we have some of the background.

24                  **MR. CARRIERE:** Yes.

25                  **MR. ENGELMANN:** I think we discussed the

1 fact that in October '87, the Ministry had received a  
2 written concern from the AG questioning the management of a  
3 child abuse case. And they say the matter had come to the  
4 attention of the Attorney General through evidence  
5 presented in a sexual assault trial.

6 **MR. CARRIERE:** Yes.

7 **MR. ENGELMANN:** And that was the matter we  
8 were just speaking of?

9 **MR. CARRIERE:** Yes, that's correct.

10 **MR. ENGELMANN:** And it said then that:

11 "The Ministry of Community and Social  
12 Services conducted a thorough review of  
13 the Society's handling of the case in  
14 question. This review was completed in  
15 March of 1988."

16 I'm just doing this for way of background.

17 "The review concluded the case was  
18 improperly managed and made 10  
19 recommendations to the Ministry."

20 Do you see that?

21 **MR. CARRIERE:** Yes, I do.

22 **MR. ENGELMANN:** And they wanted to ensure  
23 more effective case management of this particular case and  
24 all other child protection cases served by the Society.  
25 And he refers to the fact that the eighth recommendation

1 urged, "the Board to have a review conducted across the  
2 agency of existing methodology, protocols and handling of a  
3 cross-section of child sexual abuse cases." All right?

4 MR. CARRIERE: Yes.

5 MR. ENGELMANN: And that was done, but as  
6 you've told us, in some cases perhaps not all of the  
7 written material was provided as it should have been?

8 MR. CARRIERE: That's correct.

9 MR. ENGELMANN: But it would be fair to say  
10 that they would have looked at a good cross-section of  
11 these types of cases that were being done by your agency?

12 MR. CARRIERE: I'd say that's fair.

13 MR. ENGELMANN: And were these simply files  
14 open at the time or would this have been historical as  
15 well?

16 MR. CARRIERE: I think it was both.

17 MR. ENGELMANN: All right.

18 MR. CARRIERE: I think they looked at files  
19 in two periods of time fairly close together.

20 MR. ENGELMANN: And the authors make a great  
21 number of recommendations.

22 MR. CARRIERE: They do.

23 MR. ENGELMANN: In fact, there's some 50  
24 plus.

25 MR. CARRIERE: Yes.

1                   **MR. ENGELMANN:** Is that correct?

2                   **MR. CARRIERE:** I think there are 56 all  
3 together.

4                   **MR. ENGELMANN:** All right.

5                   And we have, for example -- and I don't want  
6 to spend too much time on it; the document does speak for  
7 itself -- but under "Findings" they make a number of  
8 findings with respect to both positive and negative  
9 developments at the agency.

10                   For example, at Bates page 928 there's a  
11 reference to the work on the sexual abuse protocol.

12                   **MR. CARRIERE:** Yes.

13                   **MR. ENGELMANN:** And they're saying that's a  
14 positive development.

15                   **MR. CARRIERE:** Yes.

16                   **MR. ENGELMANN:** And there were a number of  
17 recommendations that are set out in each section of the  
18 report.

19                   **MR. CARRIERE:** Yes. M'hm.

20                   **MR. ENGELMANN:** So, for example, if we look  
21 at Bates page 930, we see a list of five of these 50 plus  
22 recommendations.

23                   **MR. CARRIERE:** Yes.

24                   **MR. ENGELMANN:** Correct?

25                   **MR. CARRIERE:** M'hm.

1                   **MR. ENGELMANN:** Now, one of the  
2                   recommendations was that the Society create a Clinical  
3                   Director's position?

4                   **MR. CARRIERE:** Yes.

5                   **MR. ENGELMANN:** And that is in fact a  
6                   position that you first occupied?

7                   **MR. CARRIERE:** Yes.

8                   **MR. ENGELMANN:** At least in an acting way?

9                   **MR. CARRIERE:** That's correct.

10                  **MR. ENGELMANN:** And in that role was it your  
11                  responsibility to implement as many of these  
12                  recommendations as you could?

13                  **MR. CARRIERE:** Well, my recollection, Mr.  
14                  Engelmann, was that these recommendations were made, but  
15                  when -- and Mr. Dawson did the follow-up work with the  
16                  agency. My recollection is that we had a work plan that  
17                  wasn't actually linked to all of these recommendations.

18                  For instance, I have no awareness at all,  
19                  and certainly it wasn't on my work plan with respect to  
20                  what the Board should do, and I don't recall Mr. Dawson  
21                  meeting with Tom -- Tom O'Brien at the time. So there's a  
22                  bit of a -- sort of a conflict in my mind in terms of these  
23                  recommendations and what we actually worked on.

24                  **MR. ENGELMANN:** All right.

25                  So he wouldn't have looked at the

1 relationship between your Board of Directors and how they  
2 interact with the agency, perhaps some of the roles of the  
3 Executive Director?

4 **MR. CARRIERE:** I don't recall any  
5 discussions with Mr. Dawson about that whatsoever.

6 **MR. ENGELMANN:** Well ---

7 **MR. CARRIERE:** Now, he may have had with Mr.  
8 O'Brien, but I don't recall that.

9 **MR. ENGELMANN:** Okay. I understand, sir,  
10 after you served as the Clinical Director for just under a  
11 year, that Mr. Richard Abell was hired to fill that  
12 position?

13 **MR. CARRIERE:** That's correct.

14 **MR. ENGELMANN:** All right.

15 And was at least part of the purpose of the  
16 position to implement some of these recommendations?

17 **MR. CARRIERE:** You mean when I was in the  
18 position?

19 **MR. ENGELMANN:** Yes.

20 **MR. CARRIERE:** Oh, that's definitely  
21 correct, and a number of them were implemented.

22 **MR. ENGELMANN:** All right.

23 No, I understand most of them were, but --

24 -

25 **MR. CARRIERE:** Yes.

1                   **MR. ENGELMANN:** --- there were some that  
2                   just weren't done?

3                   **MR. CARRIERE:** That's right.

4                   **MR. ENGELMANN:** All right.

5                   And some of the concerns that were  
6                   expressed, and I just want to bring up a few, if I may,  
7                   Bates page 923. There seemed to be a concern about  
8                   caseloads and the number of cases that each social worker  
9                   was responsible for.

10                  **MR. CARRIERE:** Yes.

11                  **MR. ENGELMANN:** And you see that reference  
12                  about two-thirds of the way down the page?

13                  **MR. CARRIERE:** Yes.

14                  **MR. ENGELMANN:** And this is suggesting that  
15                  these caseloads have been increasing over time, and the  
16                  suggestion is that they're at too high a level?

17                  **MR. CARRIERE:** They were ---

18                  **MR. ENGELMANN:** All right.

19                  **MR. CARRIERE:** --- at too high a level and  
20                  it was creating all kinds of problems.

21                  **MR. ENGELMANN:** All right. So there's not  
22                  sufficient time for these workers to meet with the families  
23                  in question and the children if they have too many cases?

24                  **MR. CARRIERE:** That's well stated.

25                  **MR. ENGELMANN:** All right. And, sir, they

1 were clearly suggesting a lower caseload ratio?

2 **MR. CARRIERE:** Yes.

3 **MR. ENGELMANN:** Did that change?

4 **MR. CARRIERE:** Well, I think as Mr. Towndale  
5 has testified, we went from an agency that was, you know,  
6 in the twenties and thirties and I think when -- and I  
7 forget where it is in this particular report, but I think  
8 in the early part of the report Mr. Dawson talks about the  
9 number of workers that he met with as being a percentage of  
10 the overall staff, and my calculations is there must have  
11 been a staff in the thirties at that point.

12 The population of the United Counties has  
13 not changed over time. We now have a staff that's 125, so  
14 the demands have increased on workers and I would say  
15 rightfully so because we're doing things more carefully.  
16 The ratio went down, but I can still recall in the --  
17 certainly I can recall in the nineties struggling with  
18 caseloads that were in the high twenties and thirties.

19 **MR. ENGELMANN:** And, sir, when you left then  
20 in 2006 were the caseloads back up at these levels?

21 **MR. CARRIERE:** No. I believe that through a  
22 variety of -- again, through the increase in staff and, I  
23 would say, through some more effective management of  
24 caseloads, I would say the caseloads were probably in the  
25 low twenties. You know, I think the benchmark that the

1 Ministry set at that point was in around the 20 area in  
2 terms of funding.

3 MR. ENGELMANN: Okay.

4 MR. CARRIERE: Mr. Engelmann, there's a  
5 piece that I -- and you may want to touch on this but --  
6 that I -- we talked about -- we were talking about the  
7 contact that workers could have with families and with  
8 children.

9 The other thing, and I know that Mr. Dawson  
10 speaks to this in the report as well, is that the real  
11 problem of trying to complete the recording was a nightmare  
12 and, you know, Mr. Dawson talks about, you know, things not  
13 being done in a timely fashion.

14 That problem, to my mind, probably still  
15 exists today. I mean, I think if you took the average  
16 child protection worker and said, you know, "What's your  
17 biggest dilemma?" they would probably say, "Doing the face-  
18 to-face work and doing the documentation".

19 And certainly that was a struggle for us and  
20 it reflects in some of the recordings that you will  
21 undoubtedly want to visit with me, where recordings are not  
22 done in timely fashion.

23 The reality is that I'm constantly assigning  
24 and assigning and assigning cases to workers and they're  
25 being backlogged in terms of getting the documentation

1 done.

2 **MR. ENGELMANN:** Well, aside from meeting  
3 with you and meeting with the families and the children  
4 involved, there are all the other agencies and  
5 professionals out there to be meeting with as well?

6 **MR. CARRIERE:** There are tremendous demands  
7 on them.

8 **MR. ENGELMANN:** For example, the parole  
9 officer in the case we talked about or probation officer in  
10 similar cases?

11 **MR. CARRIERE:** Absolutely.

12 **MR. ENGELMANN:** All right.

13 Just a couple more points, sir, if I may,  
14 before the break.

15 **THE COMMISSIONER:** M'hm.

16 **MR. ENGELMANN:** There's a reference at Bates  
17 page 924 as well to the supervisory ratio ---

18 **MR. CARRIERE:** Yes.

19 **MR. ENGELMANN:** --- and a concern that, if I  
20 understand it correctly in the first paragraph, that your  
21 ratio is perhaps higher than it should be and there's a  
22 preferred ratio of about six workers to a supervisor?

23 **MR. CARRIERE:** Yes, and I think at one point  
24 he says that the maximum should be eight, and at that point  
25 in time I have ten.

1                   **MR. ENGELMANN:** All right.

2                   **MR. CARRIERE:** I think at one point, Mr.  
3                   Engelmann, and I'm not sure what page it is in this report,  
4                   but he describes the -- I think it's when he's talking  
5                   about the management team. He describes our workload as  
6                   being impossibly high.

7                   **MR. ENGELMANN:** All right.

8                   There's a few other points that I wanted to  
9                   go to, but perhaps we should take the morning break.

10                  **THE COMMISSIONER:** Let's take the morning  
11                  break. Thank you.

12                  **THE REGISTRAR:** Order; all rise. À l'ordre;  
13                  veuillez vous lever.

14                  The hearing will resume at 11:15 a.m.

15                  --- Upon recessing at 10:59 a.m./

16                  L'audience est suspendue à 10h59

17                  --- Upon resuming at 11:19 a.m./

18                  L'audience est reprise à 11h19

19                  **THE REGISTRAR:** Order; all rise. À l'ordre;  
20                  veuillez vous lever.

21                  The hearing is now resumed. Please be  
22                  seated. Veuillez vous asseoir.

23                  --- **WILLIAM CARRIERE:** Resumed/Sous le même serment

24                  --- **EXAMINATION IN-CHIEF BY/INTERROGATOIRE IN-CHEF PAR**

25                  **MR. ENGELMANN (cont'd./suite):**

1                   **THE COMMISSIONER:** All right, sir.

2                   **MR. ENGELMANN:** Thank you.

3                   Mr. Carriere, I'm just going to be running  
4 through parts of what is now Exhibit 2278. It's the Dawson  
5 Review and Recommendations.

6                   **MR. CARRIERE:** M'hm.

7                   **MR. ENGELMANN:** And I'm just trying to find  
8 a spot to start. Let's start on Bates page 927 if we can?

9                   **THE COMMISSIONER:** Sorry, what exhibit  
10 again?

11                   **MR. ENGELMANN:** Sorry, sir, it's the last  
12 one; 2278. This is the Dawson Review.

13                   And if you could turn to Bates page 927

14                   **MR. CARRIERE:** Nine-two-seven (927).

15                   **MR. ENGELMANN:** It's also page 12 of the  
16 report, Mr. Carriere.

17                   **MR. CARRIERE:** Yes.

18                   **MR. ENGELMANN:** So one of the notations on  
19 this page under the Agency Policy and Procedures Manual is  
20 the comments about two-thirds of the way down the page:

21                   "There are no detailed written policy  
22 or procedures regarding child abuse,  
23 child protection services, court or  
24 voluntary services."

25                   Do you see that note?

1                   **MR. CARRIERE:** Sorry, two-thirds of the way  
2                   down? I'm sorry.

3                   **MR. ENGELMANN:** Yeah.

4                   **MR. CARRIERE:** Yes, I do see it.

5                   **MR. ENGELMANN:** All right, and there's also  
6                   a reference that -- so there are a number of concerns with  
7                   respect to a lack of written policies and procedures at  
8                   this point-in-time?

9                   **MR. CARRIERE:** Sir, I think that there were  
10                  some policy and procedures. I think the key word in there  
11                  may have been "detailed".

12                  **MR. ENGELMANN:** Okay.

13                  **MR. CARRIERE:** I think that Mr. Dawson felt  
14                  that our policies and procedures lacked the detail that  
15                  they should have and, frankly, I wouldn't dispute that  
16                  point with him.

17                  **MR. ENGELMANN:** All right, and then if we  
18                  turn a couple of pages ahead to Bates page 930 which is  
19                  page 15.

20                  And one of those recommendations that we  
21                  looked at briefly of the series of five there was that  
22                  number 3 ---

23                  **MR. CARRIERE:** Yes.

24                  **MR. ENGELMANN:** "Comprehensive and revised  
25                  child protection/child abuse policies

1 and procedures be developed  
2 immediately."

3 MR. CARRIERE: Yes.

4 MR. ENGELMANN: Now, was that done, sir?

5 MR. CARRIERE: Yes, it was.

6 MR. ENGELMANN: All right.

7 And would one of them have been the child  
8 abuse protocol that we looked at, as an example?

9 MR. CARRIERE: Well, actually that -- it  
10 wasn't part of it, it didn't get finished at that time.

11 MR. ENGELMANN: Within what -- oh yes,  
12 that's true. This is 1988.

13 MR. CARRIERE: Yes. No, it didn't. It  
14 didn't form part of the policies and procedures.

15 MR. ENGELMANN: All right. What about  
16 number 4:

17 "That intensive training be given as  
18 soon as possible to all staff regarding  
19 child protection/child abuse policies  
20 and procedures."

21 MR. CARRIERE: Yes, that did happen.

22 MR. ENGELMANN: And, sir, was there a new  
23 documentation system introduced at or about this time for  
24 training on ---

25 MR. CARRIERE: Yes, there was. Yes, there

1 was.

2 MR. ENGELMANN: Oh, there was. All right.

3 MR. CARRIERE: If I could add,  
4 Mr. Engelmann, when I -- the documentation system that we  
5 were using before, we used an outline that the Ministry had  
6 previously provided for us, but obviously Mr. Dawson  
7 introduced something that was far more elaborate.

8 MR. ENGELMANN: All right.

9 And then starting on Bates page 931 there  
10 are a number of recommendations, sir, about how to improve  
11 the Child Abuse Review Team?

12 MR. CARRIERE: Yes.

13 MR. ENGELMANN: And those are set out at  
14 Bates page 933?

15 MR. CARRIERE: Right.

16 MR. ENGELMANN: And you see, for example,  
17 revisions to the Child Abuse Review Team should include,  
18 under paragraph 2:

19 "Revised composition to include  
20 representation from law enforcement and  
21 psychiatry."

22 Do you know if that done, sir?

23 MR. CARRIERE: I believe that I made an  
24 effort to -- we're a small community with few  
25 psychiatrists.

1                   **MR. ENGELMANN:** Yes.

2                   **MR. CARRIERE:** And I don't believe I was  
3 successful in getting a psychiatrist to join. I also don't  
4 think we ended up with a police officer on the team.

5                   I think what happened was that they were in  
6 agreement to join for specific cases where police had  
7 something to offer, but a number of the cases had no --  
8 there weren't criminal matters associated with them.

9                   **MR. ENGELMANN:** There appears to be also --  
10 wanting a clear definition of which type of cases are to be  
11 reviewed by this team, the Child Abuse Review Team?

12                   **MR. CARRIERE:** Yes.

13                   **MR. ENGELMANN:** Was anything ---

14                   **MR. CARRIERE:** That was actually spelled out  
15 in the policy and procedure manual.

16                   **MR. ENGELMANN:** And, lastly:

17                   "The establishment of procedures to  
18 ensure supervisory involvement,  
19 provision of written background  
20 information and effective case  
21 presentation."

22                   **MR. CARRIERE:** Yes, that happened.

23                   **MR. ENGELMANN:** There is also, and I'm  
24 looking at number 4, procedures respecting the Admissions  
25 and Placement Committee ---

1 MR. CARRIERE: Yes.

2 MR. ENGELMANN: --- were to be revised?

3 MR. CARRIERE: M'hm.

4 MR. ENGELMANN: And again there's reference  
5 to supervisory involvement before the referral, et cetera.

6 MR. CARRIERE: Yes.

7 MR. ENGELMANN: Do you know if those were  
8 acted upon?

9 MR. CARRIERE: I'm not as clear on this one  
10 because during the period of time when Mr. Dawson was at  
11 the agency, I largely focused on protection matters. This  
12 may have pertained more to Mr. McLean although -- actually,  
13 I'm not clear on this.

14 MR. ENGELMANN: All right. Sir, the ---

15 MR. CARRIERE: I do remember the four of us  
16 having a format, a series of questions that we would ask  
17 before -- when the consideration was being made as to  
18 whether or not a child should be admitted. Questions like  
19 what efforts had been made to prevent the admission? What  
20 is the plan to service the child when the child's in care?  
21 I do remember that.

22 MR. ENGELMANN: All right. There's  
23 reference to the management group and that's found at Bates  
24 pages 938 through 941; a number of positive comments; a few  
25 concerns set out.

1                   **MR. CARRIERE:** Yes.

2                   **MR. ENGELMANN:** For example, on the first  
3 page, 938, about halfway down:

4                               "The major management issues other than  
5 workload identified by this review are  
6 clinical direction and quality  
7 assurance."

8                   Would you agree with that finding, sir?

9                   **MR. CARRIERE:** I would have a need -- I can  
10 agree to the quality assurance more than I can the clinical  
11 direction. My feeling was that the managers had the  
12 clinical skills. Mr. Dawson did training with us after  
13 with respect to clinical supervision and my recollection of  
14 that event was that our managers performed quite well in  
15 that session.

16                   **MR. ENGELMANN:** All right.

17                   **MR. CARRIERE:** And I think the clinical  
18 piece is a little overstated.

19                   **MR. ENGELMANN:** All right.

20                   **MR. CARRIERE:** The quality assurance piece,  
21 I've not dispute with that.

22                   **MR. ENGELMANN:** All right. And certainly  
23 with respect to the clinical issue, one of the  
24 recommendations was the creation of this Clinical Director  
25 position.

1                   **MR. CARRIERE:** That's correct.

2                   **MR. ENGELMANN:** We see that at Bates page  
3                   941, the first recommendation.

4                   **MR. CARRIERE:** M'hm.

5                   **MR. ENGELMANN:** And that was implemented and  
6                   acted upon?

7                   **MR. CARRIERE:** It was.

8                   **MR. ENGELMANN:** And, sir, one of the  
9                   concerns again that was expressed, if we look at 940, in  
10                  the second full paragraph, was that:

11                                 "...existing procedures with respect to  
12                                 case documentation, case planning and  
13                                 case transfer are seldom adhered to."  
14                                 That's clearly a concern being  
15                                 expressed?

16                  **MR. CARRIERE:** Yes, I mean, it fits into the  
17                  larger issue that I was speaking to earlier Mr. Engelmann  
18                  in terms of just workers trying to do the face-to-face work  
19                  and the documentation and not working it out and the  
20                  documentation frankly suffering.

21                  **MR. ENGELMANN:** Right. And that could lead  
22                  to quality assurance problems?

23                  **MR. CARRIERE:** Oh, absolutely.

24                  **MR. ENGELMANN:** Okay. So aside from --  
25                  there's a number of recommendations under this section

1 including at three:

2 "The management group implemented  
3 immediately a uniform system of case  
4 management."

5 MR. CARRIERE: Yes.

6 MR. ENGELMANN: And they set out some  
7 minimum requirements or criteria.

8 MR. CARRIERE: Yes.

9 MR. ENGELMANN: Do you know how much of that  
10 was actually done?

11 MR. CARRIERE: It was so closely linked to  
12 the documentation system that it essentially came into  
13 effect.

14 MR. ENGELMANN: I'll just be a moment, sir.

15 THE COMMISSIONER: M'hm.

16 MR. ENGELMANN: Sir, one of them was --  
17 again Bates page 942, number 6:

18 "The clinical director should develop  
19 and supervise the implementation of an  
20 adequate and consistent orientation  
21 program for new social workers and  
22 supervisors."

23 We heard that obviously this position came  
24 into being; you acted in it for a while and then Mr. Abell  
25 -- do you know if that was acted upon, sir?

1                   **MR. CARRIERE:** It certainly wasn't acted  
2                   upon during my period and again as I mentioned earlier, Mr.  
3                   Engelmann, the work plan that Mr. Dawson and I developed  
4                   was narrower than this. And I didn't work on an  
5                   orientation program. I know that during Richard Abell's  
6                   tenure as the Executive Director a very extensive  
7                   orientation program was developed.

8                   **MR. ENGELMANN:** Now, the concern about the  
9                   quality assurance seems to be at least addressed in one of  
10                  these recommendations at paragraph 9 on Bates page 942.

11                  **MR. CARRIERE:** Yes.

12                  **MR. ENGELMANN:** That is that:

13                                 "The Executive Director, in  
14                                 consultation with the management group  
15                                 and Board of Directors should implement  
16                                 a system of quality assurance within  
17                                 the agency."

18                  And it sets out some of what that system  
19                  should include.

20                  **MR. CARRIERE:** Yes.

21                  **MR. ENGELMANN:** For example, semi-annual  
22                  reports, including personnel matters such as staff  
23                  workloads, qualification, evaluations, turn over, et  
24                  cetera. Did you support that recommendation, sir?

25                  **MR. CARRIERE:** Support it in terms of agree

1 with it? Yes.

2 MR. ENGELMANN: Well, in trying to have it  
3 implemented.

4 MR. CARRIERE: Well, I didn't work on a  
5 number of these things. But I think these are -- were good  
6 recommendations.

7 MR. ENGELMANN: And do you know if, in fact,  
8 some of these were implemented, sir, or most of them?

9 MR. CARRIERE: Well, I know that some of the  
10 quality assurance stuff did not continue on an ongoing  
11 basis but I know that some of the statistical information  
12 definitely was worked on.

13 I don't think we had initially a three-year  
14 cycle of policy and procedure review, but we did eventually  
15 have a four-year cycle that was tied in with accreditation.  
16 I think that four-year cycle of accreditation also requires  
17 you to look at your program so that would be tied in with  
18 program review.

19 I don't recall in terms of the quarterly  
20 reports with respect to the agency service plan. I don't  
21 know if you want me to go through each of these. Some of  
22 them were and some of them weren't.

23 MR. ENGELMANN: All right.

24 MR. CARRIERE: And some of them were beyond  
25 my period of time, Mr. Engelmann, so I don't know.

1                   **MR. ENGELMANN:** One of them that set up was  
2                   that quarterly sample of cases to determine compliance with  
3                   the legislation in agency policies and procedures.

4                   **MR. CARRIERE:** That did not continue on a  
5                   long-term basis. I know that during the period of time  
6                   that I was the Acting Director, I definitely was sampling  
7                   cases and looking at things. You will hear in one of my  
8                   recommendations when that time comes, something with  
9                   respect to this.

10                  **MR. ENGELMANN:** All right. And just a  
11                  couple of others; there's also a suggestion that the system  
12                  include a quarterly sample of cases to insure adequate  
13                  clinical work is being undertaken?

14                  **MR. CARRIERE:** I -- certainly during my  
15                  period of time, I was looking at that as well.

16                  **MR. ENGELMANN:** Now, sir, at Bates page 944,  
17                  and I think that was a concern that you shared but it's a  
18                  concern that you thought may have been somewhat overstated  
19                  because of what happened. Under "Case files" ---

20                  **MR. CARRIERE:** Yes.

21                  **MR. ENGELMANN:** --- page 944.

22                  **MR. CARRIERE:** Yes.

23                  **MR. ENGELMANN:** The reference towards the  
24                  bottom:

25    "Most child abuse files were woefully



1           you're saying case recordings, that's ---

2                       **MR. CARRIERE:** Case recordings were typed;  
3 case notes were handwritten.

4                       **MR. ENGELMANN:** Fair enough. And the  
5 signing of all clinical recordings by the case worker and  
6 supervisor, that was started and implemented?

7                       **MR. CARRIERE:** Yes. That was always in  
8 place.

9                       **MR. ENGELMANN:** All right. When you say  
10 there is a revised system for separating and organizing all  
11 material.

12                       **MR. CARRIERE:** Yes.

13                       **MR. ENGELMANN:** And requirement that case  
14 notes be transferred to the case file at the time of the  
15 transfer or case closing.

16                       **MR. CARRIERE:** I'm sorry, would you repeat  
17 that? Sorry.

18                       **MR. ENGELMANN:** It's about the fourth or  
19 fifth one down, requirement that case notes be transferred  
20 to the case file at the time of transfer or case closing.

21                       **MR. CARRIERE:** That was a very important  
22 recommendation and a helpful recommendation because that  
23 was clearly a problem before. And that was a storage  
24 issue. We had a very small space to keep files and when  
25 you added the case notes, it became impossible.

1                   **MR. ENGELMANN:** I note there's a specific  
2 requirement with respect to foster parents asking them to  
3 maintain case notes with respect to children in their care.

4                   **MR. CARRIERE:** Yes.

5                   **MR. ENGELMANN:** Do you know if that impact  
6 was implemented?

7                   **MR. CARRIERE:** Well, recently I was talking  
8 to the foster care people, and I believe that there is a  
9 requirement but I believe that they're looking at refining  
10 that.

11                   **MR. ENGELMANN:** And that was Mr. McLean's  
12 responsibility, that part of the shop?

13                   **MR. CARRIERE:** It would be, yes.

14                   **MR. ENGELMANN:** Okay. And do you know, sir,  
15 if there was some training for staff on new case  
16 documentation that was put into place as a result of this  
17 review?

18                   **MR. CARRIERE:** Yes, Mr. Dawson conducted  
19 that training.

20                   **MR. ENGELMANN:** And, sir, I realize that  
21 only some of these recommendations were implemented, but  
22 what did you think was the biggest change that resulted  
23 from this report?

24                   **MR. CARRIERE:** I think that the thing that  
25 had the biggest impact was the introduction of the

1 documentation system because it guided the work in a way  
2 that didn't exist before.

3 Mr. Dawson had a number of -- created a  
4 number of forms that were check-off lists and it brought  
5 you to questions that you had to answer and it just refined  
6 the work. I would say overall that was the biggest thing.

7 MR. ENGELMANN: All right.

8 MR. CARRIERE: We revised the documentation  
9 system over the years but some of the concepts -- you know,  
10 many of the concepts remained.

11 MR. ENGELMANN: So forms that required  
12 certain things to be checked off ---

13 MR. CARRIERE: Yes.

14 MR. ENGELMANN: --- at fairly regular  
15 intervals?

16 MR. CARRIERE: Well, at different stages.

17 MR. ENGELMANN: Different stages.

18 MR. CARRIERE: Like particularly in terms of  
19 investigation, there are certain things you had to do.

20 MR. ENGELMANN: Is that still in place  
21 today, sir?

22 MR. CARRIERE: Oh, more so.

23 MR. ENGELMANN: And were risk management  
24 conferences also introduced as one of these  
25 recommendations?

1                   **MR. CARRIERE:** That was another big change  
2                   that happened in the Agency.

3                   **MR. ENGELMANN:** What's the purpose of these  
4                   conferences, sir?

5                   **MR. CARRIERE:** To deal with difficult issues  
6                   and come up with putting more than one -- putting a number  
7                   of people's thoughts to those issues and to try to come up  
8                   with an intervention that was appropriate to the issue that  
9                   you were dealing with.

10                   I think the other thing was to try to  
11                   provide some degree of support to workers and supervisors  
12                   who were faced with making difficult decisions, and finally  
13                   I think to try to develop some commonality in terms of how  
14                   things would be handled.

15                   **MR. ENGELMANN:** Was there some kind of a  
16                   threshold after which a risk management conference had to  
17                   be held?

18                   **MR. CARRIERE:** We developed -- maybe if you  
19                   could -- I'm not sure I understand your question.

20                   **MR. ENGELMANN:** Well, I'm just wondering,  
21                   how was it decided when a risk management conference was  
22                   necessary?

23                   **MR. CARRIERE:** We created a list of  
24                   situations in which we indicated risk management should be  
25                   conducted. Beyond that when workers or supervisors felt

1 that they were just simply up against something that was  
2 very difficult and felt that they would like the input of  
3 other people, the opportunity for a risk management was  
4 there.

5 Certainly one situation for instance, we  
6 created it that you couldn't admit children to care unless  
7 it was an emergency without going to risk management.

8 Mr. Dawson talked about registrations on the  
9 Child Abuse Register. So we made a determination that  
10 before any name could go on the Child Abuse Register it had  
11 to be reviewed in risk management.

12 So we tried to build in some quality  
13 assurance through the risk management mechanism.

14 **MR. ENGELMANN:** Once you have one, was there  
15 a time period when they reoccurred?

16 **MR. CARRIERE:** No, it was as required.

17 **MR. ENGELMANN:** As required. All right.

18 **MR. CARRIERE:** If you didn't need another  
19 one you didn't have to have one.

20 **MR. ENGELMANN:** And, sir, the worker  
21 responsible for the particular case file would be involved?

22 **MR. CARRIERE:** Yes.

23 **MR. ENGELMANN:** The supervisor would be  
24 involved?

25 **MR. CARRIERE:** In most instances, yes.

1                   **MR. ENGELMANN:** And who else possibly?

2                   **MR. CARRIERE:** Well, it was set out that the  
3                   Clinical Director would share it and in the absence of the  
4                   Clinical Director it had to be someone at a management  
5                   level, maybe another supervisor or the Executive Director.

6                   **MR. ENGELMANN:** Okay.

7                   **MR. CARRIERE:** In certain instances the  
8                   lawyer had to be present. Anytime there was going to be a  
9                   registration on a Child Abuse Register the lawyer had to be  
10                  present.

11                  **MR. ENGELMANN:** When you say "the lawyer"  
12                  you had an in-house lawyer ---

13                  **MR. CARRIERE:** Yes.

14                  **MR. ENGELMANN:** --- for most of this period  
15                  of time?

16                  **MR. CARRIERE:** Yes, we did.

17                  **MR. ENGELMANN:** Ms. McLennan?

18                  **MR. CARRIERE:** Yes.

19                  **MR. ENGELMANN:** Okay. I want to just turn  
20                  then to a few procedural issues if I may.

21                  **MR. CARRIERE:** Yes.

22                  **MR. ENGELMANN:** And I know you would have  
23                  covered many of these in your corporate presentation.

24                  So I just -- what I want is just cover a few  
25                  of these issues and ask you about process, and the first

1           one I wanted to cover was file management.

2                       **MR. CARRIERE:** Yes.

3                       **MR. ENGELMANN:** And we've heard during the  
4           corporate -- well, not only the corporate presentation but  
5           also the evidence of the Cornwall Police Service, that one  
6           of their institutional responses to just tracking cases  
7           generally, not just cases of this nature, was adopting an  
8           electronic file system, known as OMPPAC, in the late '80s.

9                       **MR. CARRIERE:** Yes.

10                      **MR. ENGELMANN:** Can you tell us when the CAS  
11           would have adopted some kind of an electronic file  
12           management system?

13                      **MR. CARRIERE:** It would be in the late '90s  
14           when that happened.

15                      **MR. ENGELMANN:** All right.

16                      And what was the system in place before  
17           that?

18                      **MR. CARRIERE:** A card system, index cards.

19                      **MR. ENGELMANN:** And can you give us a sense  
20           as to what information might have been contained on the  
21           card?

22                      **MR. CARRIERE:** No details with respect to  
23           what was happening on the case. It would be name, address,  
24           phone number, age, maybe birth date, indication whether the  
25           person was a child or an adult. Very, very limited detail.

1                   **MR. ENGELMANN:** All right.

2                   And the detail that would have been there  
3 would have been the detail of the alleged victim of some  
4 form of abuse and ---

5                   **MR. CARRIERE:** Yes, it was ---

6                   **MR. ENGELMANN:** --- possibly their family?

7                   **MR. CARRIERE:** Yes. The cards were based on  
8 the victim, not the perpetrator.

9                   **MR. ENGELMANN:** Did you also have cards for  
10 perpetrators or alleged perpetrators?

11                   **MR. CARRIERE:** We didn't originally but what  
12 I remembered in the last couple of days is that we did have  
13 what we called an internal child abuse register and that  
14 had a list of people that we either identified -- verified  
15 as abusers or we suspected them to be abusers. So if a  
16 name came up part of the record check was to go to that  
17 record -- sorry -- that registry as well.

18                   **MR. ENGELMANN:** I was going to ask you if  
19 there was any way at all to cross-reference, because if you  
20 don't have a name on a card ---

21                   **MR. CARRIERE:** Yes.

22                   **MR. ENGELMANN:** --- of an alleged  
23 perpetrator or perpetrators you can't do that.

24                   **MR. CARRIERE:** No, and actually in my  
25 original discussions leading up to my evidence here I

1 forgot about the internal child abuse register that we had.

2 So we did have that and it was utilized.

3 **MR. ENGELMANN:** All right.

4 But that would still, I assume, be a form of  
5 limitation?

6 **MR. CARRIERE:** It's night and day compared  
7 to what we have now. And we frankly then should have had a  
8 separate card in the index card system for ---

9 **MR. ENGELMANN:** And does your electronic  
10 system ---

11 **THE COMMISSIONER:** Just ---

12 **MR. ENGELMANN:** Sorry.

13 **THE COMMISSIONER:** For internal sex abuse  
14 register. Is that what you were going to finish off?

15 **MR. CARRIERE:** We should have had a card  
16 that identified abusers ---

17 **THE COMMISSIONER:** Right. Okay.

18 **MR. CARRIERE:** --- or alleged abusers so  
19 that -- yes.

20 **MR. ENGELMANN:** Was there any way with your  
21 internal register that you could track information from  
22 other CAS agencies?

23 **MR. CARRIERE:** No. No.

24 **MR. ENGELMANN:** Does your electronic system  
25 allow you to do that or it simply internal within your own

1 agency?

2 **MR. CARRIERE:** No, the electronic system now  
3 is province-wide. We can do -- through the fast track  
4 check we can find out any child protection case in the  
5 province.

6 **MR. ENGELMANN:** I just wanted to ask about  
7 the fast track system because that's a term that came up in  
8 your corporate presentation.

9 This was the system created in the late '90s  
10 and that's still in use today?

11 **MR. CARRIERE:** It is.

12 **MR. ENGELMANN:** All right.

13 **MR. ENGELMANN:** And as I understand it,  
14 there are still certain things the fast track system cannot  
15 be used for.

16 **MR. CARRIERE:** That's correct. You can only  
17 use the fast track system for protection matters. You  
18 can't use the fast track system -- and I link this to the  
19 evidence that Dr. David Wolfe gave on the opening day --  
20 the expert -- where he talked about scarecrows. You can't  
21 use the fast track system to check on people who apply for  
22 jobs at Children's Aid Society, for foster parents. I  
23 don't think you can do it for Board members. I don't think  
24 you can do it for people who apply to adopt.

25 **MR. ENGELMANN:** So it can't be used as any

1 kind of a screening.

2 MR. CARRIERE: No, and I think if we could  
3 do that we'd have a good scarecrow frankly.

4 MR. ENGELMANN: All right.

5 So I take it from that, that's something  
6 that you would like to see?

7 MR. CARRIERE: I think it would be ---

8 MR. ENGELMANN: A system ---

9 MR. CARRIERE: Yes.

10 MR. ENGELMANN: All right.

11 A term that you would have spoken about in  
12 your corporate policy presentation was called "Eligibility  
13 Spectrum."

14 MR. CARRIERE: Yes.

15 THE COMMISSIONER: Well, can we just --  
16 before we go on. Do you still have an internal sex abuse  
17 system?

18 MR. CARRIERE: I think at some point in  
19 time, Mr. Commissioner, I think the Ministry said that we  
20 weren't allowed to keep that. Now we have -- you have the  
21 Child Abuse Register and you have a very advanced data  
22 information system called -- we call it CWIS. I don't know  
23 what it actually stands for but it's -- so basically that  
24 information is available.

25 THE COMMISSIONER: The reason I was asking

1 is because if you're going to use it as a screening system,  
2 which is fairly a good idea ---

3 **MR. CARRIERE:** Yes.

4 **THE COMMISSIONER:** --- I suppose off the  
5 top, is that if we're filtering through everybody's own  
6 little internal sex abuse register it really isn't fair to  
7 the people who are being checked because they don't have --  
8 -

9 **MR. CARRIERE:** Yes.

10 **THE COMMISSIONER:** --- an opportunity to say  
11 "Hey, wait a minute here. Let's talk about this. It was  
12 my twin brother, not me."

13 **MR. CARRIERE:** Yes.

14 **THE COMMISSIONER:** That kind of thing.

15 **MR. CARRIERE:** No, I totally agree. I think  
16 if you're going to use the fast-track system for  
17 volunteers, for foster parents, for staff, you have to get  
18 a consent from them. I think you have to say them, "You've  
19 applied here at the Agency for a job. Part of our process  
20 is, you know, a very comprehensive interview, references,  
21 and we also do record checks, including a check on the  
22 fast-track."

23 If the person says, "I don't want you to do  
24 the fast-track check on me", then I would say that that  
25 would be the end of the process for the person. You

1 wouldn't proceed with an interview with them.

2 **THE COMMISSIONER:** Right. Thank you.

3 Go ahead, Mr. Engelmann.

4 **MR. ENGELMANN:** All right.

5 With respect to the term "eligibility  
6 spectrum" ---

7 **MR. CARRIERE:** Yes.

8 **MR. ENGELMANN:** --- can you just refresh my  
9 memory as to what that means, sir?

10 **MR. CARRIERE:** Yes. It's a tool that was  
11 introduced in the late nineties. I would say a very  
12 effective tool that is used for the screening of referrals  
13 to the Agency. It covers a very broad spectrum of  
14 situations in which children can be harmed or at risk and  
15 in each of those sections it's broken down, describing  
16 possible situations that can happen.

17 At a certain point in that -- I'll continue  
18 to use the word spectrum -- but range of things that could  
19 happen, there's something called the intervention line, and  
20 situations that are described to be above that line,  
21 Children's Aid Societies are mandated to investigate.

22 Situations that are below that line,  
23 normally Children's Aid Societies are not expected to  
24 investigate but, under particular circumstances, may choose  
25 to do that.

1                   When referrals are made to a Children's Aid  
2                   Society now, staff who receive referrals are required to  
3                   use the eligibility spectrum to determine if it's accepted,  
4                   what level of risk it should be given and how quickly the  
5                   response should be.

6                   **MR. ENGELMANN:** Is one possibility of  
7                   determining whether something falls within this range or  
8                   spectrum, issues regarding whether or not people are  
9                   caregivers?

10                  **MR. CARRIERE:** Very much so.

11                  **MR. ENGELMANN:** And this may then determine  
12                  whether the CAS is involved in a reported allegation?

13                  **MR. CARRIERE:** Yes.

14                  **MR. ENGELMANN:** And I think you spoke about  
15                  this in your previous evidence, but there are different  
16                  categories of caregivers; correct?

17                  **MR. CARRIERE:** Yes. There's ---

18                  **MR. ENGELMANN:** You have a primary category  
19                  which includes a parent, caregiver adult with custody in a  
20                  control order?

21                  **MR. CARRIERE:** Yes.

22                  **MR. ENGELMANN:** You have an assigned  
23                  caregiver, which is someone assigned by the primary  
24                  caregiver with caring for the child, such as a daycare  
25                  worker or ---

1 MR. CARRIERE: Yes.

2 MR. ENGELMANN: --- babysitter?

3 MR. CARRIERE: Yes.

4 MR. ENGELMANN: And finally you have an  
5 assumed caregiver?

6 MR. CARRIERE: Yes.

7 MR. ENGELMANN: As I understand it, that  
8 could be a teacher or some form of recreational leader?

9 MR. CARRIERE: Yes.

10 MR. ENGELMANN: And this is an important  
11 classification, the classification of an individual,  
12 because the CAS only has a mandate with respect to  
13 allegations of abuse by family members or caregivers.

14 MR. CARRIERE: Yes.

15 MR. ENGELMANN: Correct?

16 MR. CARRIERE: Yes.

17 MR. ENGELMANN: All right.

18 MR. CARRIERE: If I could just speak to that  
19 a little bit further, Mr. Engelmann? I think I would like  
20 to see greater elaboration in the eligibility spectrum  
21 spelling out those different -- those three different ---

22 MR. ENGELMANN: I was just going to ask you  
23 about that.

24 MR. CARRIERE: Oh, sorry.

25 MR. ENGELMANN: No, no, that's fine.

1           Because we've heard from several witnesses here about some  
2           possible confusion at times, when it's a CAS mandate, when  
3           it's not.

4                       **MR. CARRIERE:**   Yes.

5                       **MR. ENGELMANN:**   Some of this has to do with  
6           historical issues; some of this has to do with caregiver  
7           issues ---

8                       **MR. CARRIERE:**   Yes.

9                       **MR. ENGELMANN:**   --- and some both.

10                      **MR. CARRIERE:**   M'hm.

11                      **MR. ENGELMANN:**   And I'm just wondering  
12           whether you believe there's sufficient clarity with respect  
13           to the CAS's mandate and who's classified as a caregiver?

14                      **MR. CARRIERE:**   Personally, I don't believe  
15           that there is sufficient clarity. I think it's something  
16           that I would like to see more work done on and the reason  
17           that I say that is that I think it fits within the realm of  
18           a sexual abuse. If you have a situation where the person  
19           is not a family member and they're not a caregiver, it  
20           falls below the intervention line, which would mean that a  
21           Children's Aid Society would possibly not become involved.

22                      So I think that clarification of, is this  
23           person a caregiver, is critical, and I don't think there's  
24           enough detail for it to help Children's Aid Societies with  
25           that.

1                   **MR. ENGELMANN:** Well, it -- sorry.

2                   **THE COMMISSIONER:** What you're saying is if  
3 a young girl, 15 years old, walks into your office and  
4 says, "I was raped by a stranger," that's below your level  
5 of eligibility?

6                   **MR. CARRIERE:** That's right.

7                   **THE COMMISSIONER:** Would there be any  
8 services offered to this young person though?

9                   **MR. CARRIERE:** There could be and there  
10 should be. We obviously should direct her to the services  
11 that she would need and I would say alert the police,  
12 advise her of treatment sources.

13                   **THE COMMISSIONER:** M'hm.

14                   **MR. CARRIERE:** But technically speaking,  
15 you're correct, it's below the intervention line.

16                   **THE COMMISSIONER:** M'hm.

17                   **MR. CARRIERE:** And that -- they use the  
18 example of stranger, and I guess if you put things on the  
19 spectrum of, you know, a father at one end and a stranger  
20 at the other, it's pretty clear to me that there's a huge  
21 difference. It's when you begin to get into the -- I would  
22 say into the middle or closer to the stranger part, that  
23 that's where the clarification is needed, and I think there  
24 should be some time spent on that area to be sure that  
25 nothing goes below the line that actually should be above

1 the line.

2 MR. ENGELMANN: I was just going to ask you  
3 that because one of the things that we've heard from --  
4 well, we heard that from Chief Repa and we've heard that  
5 from a couple of others, is that when they weren't certain,  
6 they thought over-reporting was perhaps the best approach  
7 to ---

8 MR. CARRIERE: Yes.

9 MR. ENGELMANN: --- if they're not certain  
10 whether it's CAS mandate, well, let's get it out there  
11 anyway.

12 MR. CARRIERE: Yes.

13 MR. ENGELMANN: It doesn't hurt.

14 MR. CARRIERE: Yes.

15 MR. ENGELMANN: And I'm wondering if you had  
16 that policy? If you weren't certain, you know, this grey  
17 area between whether someone actually fits caregiver or  
18 not, do you assume some initial responsibility and  
19 jurisdiction or not?

20 MR. CARRIERE: I think we would want to err  
21 on the side of caution for sure. I think if we're not  
22 certain about it, let's err on the side of caution.

23 I think the other thing, and I did this  
24 throughout my career, particularly as I became a manager, I  
25 did many, many, many community presentations on duty to

1 report and the role of the Children's Aid Society, and one  
2 of the things that I promoted very much to agencies and  
3 professionals is if you're not sure, phone us. You can  
4 have a consultation with us. You don't have to make this  
5 decision on your own.

6 And I noticed in the most recent -- that was  
7 a thing that was debated, actually, across the province,  
8 that Children's Aid shouldn't get into telling people to  
9 consult. People should make up their mind one way or the  
10 other.

11 I'm glad to see in the most current version  
12 of the Child Protection Standards that is being encouraged.

13 **THE COMMISSIONER:** So just help me out. A  
14 teacher would be above the line?

15 **MR. CARRIERE:** Yes, yes.

16 **THE COMMISSIONER:** A hockey coach, anybody,  
17 babysitter, priest?

18 **MR. CARRIERE:** Yes.

19 **THE COMMISSIONER:** Who else, a school bus  
20 driver?

21 **MR. CARRIERE:** Yes, I would say yes.

22 **THE COMMISSIONER:** Okay. So in the  
23 recommendations or the submissions that the Children's Aid  
24 Society will make, I'm hoping that they'll develop that to  
25 help me with that kind of recommendation.

1                   **MR. CARRIERE:** Okay.

2                   **THE COMMISSIONER:** Nothing like delegating a  
3 little bit of work, you know.

4                   **MR. CARRIERE:** I'll pass that on, sir.

5                   **THE COMMISSIONER:** All right. Well, I think  
6 Mr. Chisholm is there.

7                   But I'm getting back to the idea of a -- I'm  
8 trying to picture something where it would be a stranger,  
9 but an identified stranger.

10                  **MR. CARRIERE:** Sure.

11                  **THE COMMISSIONER:** And the idea would be  
12 that the Children's Aid Society should get involved because  
13 there may be danger to other children.

14                  **MR. CARRIERE:** Yes.

15                  **THE COMMISSIONER:** All right? And so -- I  
16 don't know -- a serial rapist or something. I don't know.

17                  **MR. CARRIERE:** Sure.

18                  **THE COMMISSIONER:** You know?

19                  **MR. CARRIERE:** Yeah.

20                  **THE COMMISSIONER:** And so at some point,  
21 even if the Children's Aid got involved to speak to the  
22 crisis, I suppose, do you see that as a role ---

23                  **MR. CARRIERE:** Yes.

24                  **THE COMMISSIONER:** --- or am I going too  
25 far?

1                   **MR. CARRIERE:** Well, I think that part of  
2                   the role of the Children's Aid Society, when a referral is  
3                   being made to them, is to explore whether or not this  
4                   person is in contact with children. So they may in fact be  
5                   a stranger to the person that they've harmed, but they have  
6                   children of their own ---

7                   **THE COMMISSIONER:** M'hm.

8                   **MR. CARRIERE:** --- they're a teacher.

9                   **THE COMMISSIONER:** Yes.

10                  **MR. CARRIERE:** Then there's a role for the  
11                  Children's Aid.

12                  **THE COMMISSIONER:** So in essence then,  
13                  whether they're strangers or not, and if they are strangers  
14                  to this child, they may not be strangers to other people?

15                  **MR. CARRIERE:** You're correct.

16                  **THE COMMISSIONER:** Okay.

17                  **MR. CARRIERE:** You're correct.

18                  **THE COMMISSIONER:** Okay.

19                  **MR. ENGELMANN:** And that then comes into  
20                  play with historical allegations where the individual in  
21                  question may be an adult, but the alleged abuser may be in  
22                  a caregiver situation with children at that time?

23                  **MR. CARRIERE:** That's correct.

24                  **THE COMMISSIONER:** Okay.

25                  **MR. ENGELMANN:** And that again is something

1           that the Children's Aid Society has to look at on a case-  
2           by-case basis?

3                   **MR. CARRIERE:** For sure.

4                   **MR. ENGELMANN:** Now let's talk briefly about  
5           notification of outside parties.

6                   **MR. CARRIERE:** Yes.

7                   **MR. ENGELMANN:** And one of those outside  
8           parties could be an employer of an alleged abuser ---

9                   **MR. CARRIERE:** Yes.

10                  **MR. ENGELMANN:** --- who, as a result of his  
11           or her employment, has access to children?

12                  **MR. CARRIERE:** Yes.

13                  **MR. ENGELMANN:** And do you know, sir, if the  
14           -- aside from the couple of instances we looked at in the  
15           more recent Child Protocol -- Child Protection Protocol --  
16           where you notify the director of education or perhaps you  
17           notify the Executive Director of the Children's Aid Society  
18           or you identify or notify the Executive Director of some  
19           kind of a professional agency that employs social workers,  
20           psychologists et cetera. Is there any policy regarding  
21           when employers of alleged abusers who have responsibility  
22           for children are to be notified?

23                  **MR. CARRIERE:** There isn't currently a  
24           policy. It's certainly something that's being discussed  
25           locally and I know that the local Children's Aid has

1 developed an initiative to include other Children's Aid  
2 Societies in the province to develop that further.

3 **THE COMMISSIONER:** One of the difficulties I  
4 find with that is that, especially if there's an ongoing  
5 criminal investigation -- I mean there's a conflict between  
6 wanting to keep the suspect in the dark as much as possible  
7 until -- to get him there.

8 **MR. CARRIERE:** Yes.

9 **THE COMMISSIONER:** And also -- I mean I use  
10 the sad case of what is alleged: When one probation  
11 officer is abusing someone and there's only two probation  
12 officers in the office, and someone goes and reports to  
13 that person who may well be ---

14 **MR. CARRIERE:** Yes.

15 **THE COMMISSIONER:** --- in the thing. So we  
16 might be spreading the fire fairly quickly here by going to  
17 advise an employer.

18 **MR. CARRIERE:** Yes, yes, but that -- that's  
19 one of the issues, sir.

20 **THE COMMISSIONER:** Oh yes.

21 **MR. CARRIERE:** The other thing is the  
22 reality of, you know, balancing the protection of children  
23 and destroying somebody's reputation.

24 The other thing I know that they're looking  
25 at is there are situations, for instance if the person, you

1 know, is a therapist and there's an allegation and they  
2 continue to see children as part of their therapy, and  
3 there's a report that they've harmed a child that they're  
4 providing therapy too, that can be a little clearer in  
5 terms of letting the employer know.

6 But you also have situations where things  
7 happen to people in their private lives and the question  
8 then comes up in terms of something has happened within  
9 their family; does that problem extend to their workplace?  
10 And in some instances -- I mean I use the example if they  
11 sexually abuse their child you'd want to let their employer  
12 know, but what if the problem was, say, one of domestic  
13 violence or some alcohol problems on the weekend? You have  
14 to start to look at does this -- should the employer know  
15 about this?

16 And I know that the group working on it  
17 wants to not only do the direct thing but they want to say,  
18 "What do we do with those situations that happen in the  
19 private lives of the person?"

20 **MR. ENGELMANN:** So you're looking at both  
21 on-the-job conduct and also off-duty conduct?

22 **MR. CARRIERE:** Yes, that's right.

23 **MR. ENGELMANN:** And that might depend on the  
24 level of public trust or authority ---

25 **MR. CARRIERE:** Yes.

1                   **MR. ENGELMANN:** --- of the position? Is  
2                   that fair?

3                   **MR. CARRIERE:** Yes, I think that's fair.

4                   **MR. ENGELMANN:** And would it be fair --  
5                   well, we've heard from some employers or supervisors here  
6                   of individuals who were in trust positions that they were  
7                   disappointed that they didn't hear from a police agency or  
8                   perhaps child protection agency about concerns of their  
9                   employees.

10                  **MR. CARRIERE:** Yes, I understand that.

11                  **MR. ENGELMANN:** Would it be fair to say that  
12                  this policy -- we'll look at a couple of cases, but really  
13                  was handled on a case-by-case basis by the CAS?

14                  **MR. CARRIERE:** I think that's accurate.

15                  **MR. ENGELMANN:** And there would be a  
16                  balancing act that would be looked at in a particular case  
17                  as to whether or not to report to a particular employer?

18                  **MR. CARRIERE:** That's right.

19                  **THE COMMISSIONER:** I take it that in those  
20                  discussions if there's a criminal -- if you're doing a  
21                  joint investigation ---

22                  **MR. CARRIERE:** Yes.

23                  **THE COMMISSIONER:** --- I take it that that  
24                  decision as to whether they tell the employer or not would  
25                  be a joint decision with the police and yourselves?

1 MR. CARRIERE: Yes.

2 THE COMMISSIONER: Okay.

3 MR. CARRIERE: Yes.

4 MR. ENGELMANN: And let's talk very briefly  
5 about the Child Abuse Register.

6 MR. CARRIERE: Yes.

7 MR. ENGELMANN: You spoke about this when  
8 you gave your earlier testimony.

9 MR. CARRIERE: Yes.

10 MR. ENGELMANN: I believe you told us that  
11 it was created in or around 1979 and it was created for the  
12 purpose of learning about abuse and for research and  
13 practical purposes, and to assist in tracking abused  
14 children, their families and suspected abusers so that  
15 protection efforts could continue.

16 MR. CARRIERE: Yes.

17 MR. ENGELMANN: That's a summary.

18 Is the use of such a register -- is that a  
19 mandatory tool or is it a discretionary tool?

20 MR. CARRIERE: In the guidelines for  
21 reporting to the Child Abuse Register they -- I'm going to  
22 say it's both and then I'll explain. I mean I think there  
23 is an expectation that in most instances you will register  
24 verified abuse. However, in the guidelines to the Register  
25 they want you to consider abuse as a condition as opposed

1 to an isolated incident.

2 So, for instance, they say if a child has  
3 suffered a minor injury such as a bruise on a one-time  
4 basis, they don't see that person as being someone who  
5 would go on the Child Abuse Register. If there's a pattern  
6 of that type of injury, then yes. It's less clear with  
7 respect to sexual abuse and our agency has taken the  
8 position that you only need one incident to -- you don't  
9 need a pattern of sexual abuse to make it ---

10 **MR. ENGELMANN:** No matter how serious?

11 **MR. CARRIERE:** No matter how serious.

12 **MR. ENGELMANN:** So in cases there's  
13 discretion; in others there isn't?

14 **MR. CARRIERE:** That's right.

15 **MR. ENGELMANN:** That's been how you've  
16 applied it in your ---

17 **MR. CARRIERE:** That's right, yeah.

18 **MR. ENGELMANN:** And is it utilised  
19 frequently, sir?

20 **MR. CARRIERE:** I don't think the Child Abuse  
21 Register is utilised frequently across the province. I  
22 think the numbers -- I could be wrong with this but I  
23 believe the numbers have dropped off.

24 **MR. ENGELMANN:** In your work in child  
25 protection here for the CAS has it been a useful tool for

1           you and your colleagues?

2                       **MR. CARRIERE:** I personally have not found  
3           it that useful in terms of the restrictions associated with  
4           the Child Abuse Register. You can really tell no-one about  
5           who's on the Register and I don't see it as a tool to  
6           protect people. I also have some difficulties in terms of  
7           the fact that the forms have so much information with  
8           respect to the victims, and I'm thinking mainly of  
9           extrafamilial situations.

10                      I don't see the purpose of why the victim's  
11           name needs to be on it, or their parent's name when other  
12           information -- for instance, you should be able to put on  
13           that it's a female who is 12.

14                      **MR. ENGELMANN:** Well, the description that  
15           appears to be required for victims and their families, has  
16           that discouraged victims from consenting to the use of this  
17           process?

18                      **MR. CARRIERE:** Oh very much so, and we've  
19           had instances where we've not registered because it's been  
20           our practice to ask -- to advise families that we would  
21           normally register, and do they have -- what are their  
22           feelings about that? And some people are -- actually they  
23           want that to happen and they want the verified offender to  
24           be held accountable on the Child Abuse Register. Other  
25           people are the other extreme. They are horrified at the

1 thought that their name -- their child's name is going to  
2 be on a register.

3 **MR. ENGELMANN:** Even as a victim?

4 **MR. CARRIERE:** Even as a victim, and we've  
5 taken the position that we won't register them because we  
6 feel like it's a bureaucratic victimisation of them.

7 **MR. ENGELMANN:** Well, given some of these  
8 concerns and perhaps not fulfilling some of those purposes  
9 that you talked about earlier, how could it be made more  
10 useful?

11 **MR. CARRIERE:** I think we've seen at this  
12 Inquiry -- first of all, I think Professor Nick Bala did a  
13 review of the Child Abuse Register back in the eighties and  
14 suggested that it wasn't serving a useful purpose. It may  
15 be time to revisit that as well, particularly in light of  
16 the amount of information that Children's Aid Societies can  
17 access across the province, you know, immediately.

18 If it were found to be -- continue to serve  
19 a useful purpose, then I think that the use of monikers --  
20 we've made effective use of monikers during this Inquiry.  
21 It seems to me that with respect to the victims and the  
22 family of the victims that that could be easily  
23 accomplished and the names of the offenders be there.

24 **MR. ENGELMANN:** Let's talk then about file  
25 access requests. This is an issue that has arisen in this

1 Inquiry.

2 MR. CARRIERE: Yes.

3 MR. ENGELMANN: You've been here for a good  
4 portion of the evidence.

5 MR. CARRIERE: Yes.

6 MR. ENGELMANN: You know that there have  
7 been a number of individuals who testified about some  
8 concerns they've had with respect to information that  
9 they'd been seeking from the CAS.

10 MR. CARRIERE: Yes.

11 MR. ENGELMANN: As I understand it, the CAS  
12 began receiving requests for information from adults who  
13 have been in their care as children for some time now?

14 MR. CARRIERE: Yes. I mean ---

15 MR. ENGELMANN: Can you give us a sense as  
16 to when that might have started, sir?

17 MR. CARRIERE: Oh I'm sure it predated -- I  
18 mean I think it's always been the case. People have always  
19 come back -- come to the agency and tried to find out about  
20 their past. Certainly when I started at the agency that  
21 was case.

22 MR. ENGELMANN: All right, and when you  
23 started at the agency and through the eighties do you know  
24 of any policies or protocols that were in place with  
25 respect to how to respond to these requests?

1                   **MR. CARRIERE:** I don't recall any, Mr.  
2                   Engelmann.

3                   **MR. ENGELMANN:** Are there any today, sir?

4                   **MR. CARRIERE:** There is one in effect.  
5                   There is one in place today.

6                   **MR. ENGELMANN:** All right, and when would  
7                   that have been set up, sir?

8                   **MR. CARRIERE:** I believe 2005 although it's  
9                   possible, sir, that it may have even been 2001. I just --  
10                  the current version of the policy and procedures is tied  
11                  into our accreditation, which was renewed in 2005. It may  
12                  have also been in place in 2000 or 2001. I simply don't  
13                  know.

14                  **MR. ENGELMANN:** Now, over time, have you had  
15                  an individual or group of individuals responsible for  
16                  handling these requests at the Agency?

17                  **MR. CARRIERE:** It's been handled in  
18                  different ways over my -- throughout my career. I know  
19                  that when I first came to the Agency and was a frontline  
20                  worker, periodically I would be asked -- I would be  
21                  assigned a task of doing a records disclosure for someone,  
22                  and one of my other colleagues might get one another day.

23                  During the time that I was a supervisor, we  
24                  tasked our phone intake people, the people who normally  
25                  receive the referrals, with that responsibility.

1                   And in 2006, the Agency hired someone to do  
2 records disclosure.

3                   **MR. ENGELMANN:** All right.

4                   So before 2006, would it be fair to say that  
5 it was rather ad hoc and it could have been any number of  
6 people who were dealing with these concerns?

7                   **MR. CARRIERE:** Not a large number before  
8 2006. Our phone intake people, they're only three people.  
9 So three people were doing it. But prior to that you'd  
10 have definitely a larger number of people.

11                  **MR. ENGELMANN:** All right. And what, if  
12 any, involvement would supervisors have in this issue?

13                  **MR. CARRIERE:** Supervisors would assign the  
14 responsibility to the worker and supervisors would have the  
15 responsibility to look at the report that was done.  
16 Supervisors would also be there for workers who wanted to  
17 discuss whether or not they could release information or  
18 provide guidance and direction on it.

19                  **MR. ENGELMANN:** All right. And at some  
20 point-in-time were you informally responsible for  
21 supervising workers who were responding to these requests?

22                  **MR. CARRIERE:** Yes, yes, I was.

23                  **MR. ENGELMANN:** All right.

24                  And at least in the cases that have arisen  
25 here at this Inquiry, there appeared to have been issues

1 with respect to the timeliness of some of these responses  
2 and also how complete the disclosure was.

3 MR. CARRIERE: Yes.

4 MR. ENGELMANN: You've heard both of those  
5 concerns addressed?

6 MR. CARRIERE: Yes.

7 MR. ENGELMANN: And do you agree with those  
8 concerns? I mean, perhaps it's a case-by-case, but with  
9 respect to the turnaround time?

10 MR. CARRIERE: There are definitely  
11 situations that people waited far too long to get their  
12 records disclosure. There's no doubt about that.

13 There are other situations where people  
14 received that information very promptly. If someone phoned  
15 in and said that they had a medical concern; they wondered  
16 if they had a particular condition, was there anything in  
17 their file, that would be done maybe the same day or within  
18 a couple of days.

19 MR. ENGELMANN: So if there was a specific  
20 request ---

21 MR. CARRIERE: A specific thing.

22 MR. ENGELMANN: --- that you could easily  
23 answer of an urgent nature ---

24 MR. CARRIERE: The turnaround ---

25 MR. ENGELMANN: --- that would be given some

1 kind of priority?

2 MR. CARRIERE: --- with that was really  
3 quite good. They -- I want all my information in my file.  
4 People waited, in my own opinion, far too long for that.

5 MR. ENGELMANN: So ---

6 THE COMMISSIONER: What would you suggest,  
7 or do you have an idea, like, would you say like in a  
8 normal business, you know, they say you're supposed to  
9 return a phone call within a day, a letter, whatever, but  
10 for these kinds of requests, have you got an idea like what  
11 would be an acceptable time, like 60 days? Would 60 days  
12 be so that when someone walks in or phones up and says,  
13 "Listen, I want my records," you send out a form letter  
14 saying, "Look, we have this. We'll be in contact with you  
15 within 60", whatever "days"?

16 MR. CARRIERE: That's a very good question.  
17 I'd actually like to put that question to the person who's  
18 doing it now.

19 THE COMMISSIONER: M'hm.

20 MR. CARRIERE: It obviously is tied into the  
21 volume of referrals but, you know, that seems reasonable.

22 THE COMMISSIONER: M'hm.

23 MR. CARRIERE: If you could structure your  
24 service around 60 days, I'd even like to think that it  
25 would be sooner than that, but ---

1                   **THE COMMISSIONER:** I think ---

2                   **MR. CARRIERE:** --- that doesn't sound  
3 unreasonable.

4                   **THE COMMISSIONER:** I think most people, if  
5 you write back to them and say, "Look, we'll get back to  
6 you by a certain day," ---

7                   **MR. CARRIERE:** Yes.

8                   **THE COMMISSIONER:** --- they put it on the  
9 calendar and they know it's there, and as long as you get  
10 back before then ---

11                   **MR. CARRIERE:** Yes, they're happy.

12                   **THE COMMISSIONER:** Really, they are happy.

13                   **MR. CARRIERE:** No, that's true.

14                   And that was one of the problems that we  
15 faced. The records disclosure was such a difficult thing,  
16 and I know that so many people, including the people who  
17 have testified here, were dissatisfied. You know, I can  
18 understand why they were dissatisfied.

19                   **THE COMMISSIONER:** Well ---

20                   **MR. CARRIERE:** The reality is that, you  
21 know, during the period of time that I was supervising, we  
22 had record -- we had like a backlog of 200 record  
23 disclosure requests and it was impossible to -- virtually  
24 impossible to say to people when they would get it, and if  
25 you did, they would be terribly unhappy. People usually

1 like to hear that they're in the top five. They don't want  
2 to hear that they're 178 on the list.

3 **THE COMMISSIONER:** Right, except that if we  
4 take the proposition that these were your children; ---

5 **MR. CARRIERE:** Yes.

6 **THE COMMISSIONER:** --- they were wards.

7 **MR. CARRIERE:** I understand that.

8 **THE COMMISSIONER:** And that as adults, you  
9 continue to have a responsibility to them.

10 **MR. CARRIERE:** Yes.

11 **THE COMMISSIONER:** Then it becomes an  
12 institutional problem.

13 **MR. CARRIERE:** Yes.

14 **THE COMMISSIONER:** And that you must  
15 respond.

16 **MR. CARRIERE:** Yes, I don't want to disagree  
17 with that, sir. It's one of my recommendations, actually,  
18 with respect to records disclosure.

19 **THE COMMISSIONER:** Okay.

20 **MR. ENGELMANN:** Well, see, you've talked  
21 about having a backlog of 200 at times. Since 2006, since  
22 you've put someone into this position on a full-time basis,  
23 has the backlog presumably dropped to some extent?

24 **MR. CARRIERE:** Yes, they -- statistics that  
25 I received not that long ago brought me up to the end of 19

1 -- sorry, 2007, and I think they were down to 73, and I  
2 probably should have checked with them because my guess is  
3 that it's down substantially. They've made excellent  
4 progress.

5 **MR. ENGELMANN:** All right. And is that a  
6 full-time position with your Agency?

7 **MR. CARRIERE:** It is a full-time position.

8 **MR. ENGELMANN:** And the position would  
9 report to whom?

10 **MR. CARRIERE:** Reports to the -- an intake  
11 supervisor, I believe.

12 **MR. ENGELMANN:** And are these requests  
13 handled on a first-come-first-served with respect to a  
14 typical request, with the exception possibly of a matter  
15 that may be earmarked as urgent?

16 **MR. CARRIERE:** No, actually, one of the  
17 recommendations that I made to them was that they look at  
18 categorizing the referrals that came in because people are  
19 looking for different things. Some people want very  
20 specific information. Other people want much more detailed  
21 information. And I suggested that they structure the week  
22 so that certain days they did the specific ones and certain  
23 days they did the more detailed ones, so that somebody who  
24 just needed a little bit of information wasn't going to be  
25 number 73. So that seemed -- they actually thought that

1 was a good idea and put it into practice.

2 The medical emergency things, the court-  
3 related things, they're still given the priority.

4 **MR. ENGELMANN:** All right. But you would  
5 agree with the proposition, sir, that it is important that  
6 individuals who have been wards of the Children's Aid be  
7 entitled to timely and full disclosure of their files?

8 **MR. CARRIERE:** Certainly timely. I think  
9 the issue of full disclosure, full to the extent that they  
10 are allowed, I totally agree with.

11 **MR. ENGELMANN:** Fair enough.

12 **MR. CARRIERE:** Totally agree with.

13 **MR. ENGELMANN:** All right.

14 **THE COMMISSIONER:** Well, some people might  
15 think that -- what we've heard in this Inquiry at least --  
16 that the word paternalistic comes up ---

17 **MR. CARRIERE:** M'hm.

18 **THE COMMISSIONER:** --- and that they're  
19 saying, you know, "We're adults now. Don't tell me what I  
20 can't know".

21 **MR. CARRIERE:** Yes, I understand.

22 **THE COMMISSIONER:** And I understand that  
23 there's some very good reasons why, even as a parent with a  
24 grown up child you would say, "We're going to work this  
25 out"?

1                   **MR. CARRIERE:** Yes.

2                   **THE COMMISSIONER:** Or "We're going to  
3 counselling. We'll get a counsellor in here because this  
4 might really shock you."

5                   **MR. CARRIERE:** Yes.

6                   **THE COMMISSIONER:** All right. So any  
7 thought about those kinds of things?

8                   **MR. CARRIERE:** This is something that's  
9 evolved for me for sure, and I think it's evolved over the  
10 course of this Inquiry. And hearing from people who have  
11 testified about their need for information about their  
12 past, I still worry about some of the things that are in  
13 the file and the impact on them, but I think organizations  
14 have to evolve in terms of giving people -- I think Kathryn  
15 Sutherland said it well, "The good, the bad and the ugly".  
16 And I think when it gets to the ugly stage, I think we have  
17 to think, how can we get that information to them, which  
18 they would be entitled to, in a way that doesn't harm them?

19                   And so when you talk about thinking about  
20 counselling or how they don't walk away worse off from this  
21 than they were before, you may have to think, how can we  
22 engage counselling so that we can tell them this and  
23 they'll somehow not be harmed by it?

24                   The tricky issues for me with the disclosure  
25 was -- were always the situations about information about

1 other people, and on those situations, I -- my practice was  
2 to direct the staff to our legal people to review it with  
3 them, whether or not they could be told. And some of those  
4 situations, frankly, they would just simply spin my head  
5 around in terms of whether we could or we couldn't tell  
6 them.

7 **MR. ENGELMANN:** We'll come to it later, but  
8 you'd agree that in several of these cases there were huge  
9 edits of information?

10 **MR. CARRIERE:** There's no question about  
11 that.

12 **MR. ENGELMANN:** All right.

13 Let's turn to a specific individual who  
14 would have had -- well, your Agency certainly had some  
15 involvement with for a number of years, perhaps  
16 intermittently.

17 His name is Earl Landry, Jr.

18 **MR. CARRIERE:** Yes.

19 **MR. ENGELMANN:** And I understand, sir --  
20 we'll go to a couple of documents on this, but there was  
21 some involvement with the CAS in his case as early as 1985.

22 **MR. CARRIERE:** Yes.

23 **MR. ENGELMANN:** And there was a CAS worker  
24 by the name of Jean Dupuis who was assigned to investigate  
25 certainly allegations of sexual assault involving an

1 individual by the name of Gary Seguin, and Mr. Landry,  
2 Jr.'s name came up in the course of that investigation.

3 **MR. CARRIERE:** That's correct.

4 **MR. ENGELMANN:** All right, and you were his  
5 supervisor at that time, I understand?

6 **MR. CARRIERE:** I was, yes.

7 **MR. ENGELMANN:** All right. And just by way  
8 of background, there's a note -- there are several notes  
9 but let's turn to -- it's Document Number 740295. Sir,  
10 the exhibit should be stamped. C-51 is mentioned in this.  
11 You'll recall there were ---

12 **THE COMMISSIONER:** Ban on publication.

13 **MR. ENGELMANN:** --- five victims, identified  
14 through the court system, of Earl Landry, Jr. and one of  
15 them is referenced here.

16 **THE COMMISSIONER:** That's right.

17 Thank you, Exhibit Number 2279, which will  
18 bear a publication ban, is Inspector Richard Trew's  
19 notebook, February 11<sup>th</sup>, '85 to the 10<sup>th</sup> of December, '85.

20 --- **EXHIBIT NO./PIÈCE NO. P-2279:**

21 (740295) Inspector Richard Trew's notebook  
22 dated 11 Feb 85 to 10 Dec 85

23 **MR. ENGELMANN:** Sir, that's just one part of  
24 it. I think this is a summary of two of the officers.

25 **THE COMMISSIONER:** Sure, but all I wanted --

1 no, actually there are three.

2 MR. ENGELMANN: The ones that you're  
3 identifying.

4 THE COMMISSIONER: Just that I want to  
5 identify the exhibit.

6 MR. ENGELMANN: Fair enough.

7 So what we have, sir, is a portion of police  
8 officer's notes that have been transcribed ---

9 MR. CARRIERE: Yes.

10 MR. ENGELMANN: --- involving allegations of  
11 sexual assault against C-51 by Earl Landry, Jr.

12 MR. CARRIERE: Yes.

13 MR. ENGELMANN: And I'm interested in  
14 something that's referred to in the reference to  
15 Sergeant Lefebvre's notebook and, in particular,  
16 it's on the second page, Bates page 979. There's  
17 a notation there that at 1:15 in the afternoon on  
18 July 8<sup>th</sup>:

19 "Lefebvre meets with CAS case workers  
20 Bill Carriere and Jean Dupuis for the  
21 purpose of discussing this  
22 investigation and another where C-51 is  
23 the victim of suspect Seguin."

24 So information is being provided to the CAS  
25 either by the victim directly and/or certainly by the CPS

1           that this particular victim is a victim of two  
2           perpetrators.

3                       **MR. CARRIERE:** That's correct.

4                       **THE COMMISSIONER:** Can we just make sure  
5           that the Seguin mentioned there is one -- is not the  
6           probation officer.

7                       **MR. ENGELMANN:** That's correct.

8                       **THE COMMISSIONER:** Okay.

9                       **MR. ENGELMANN:** That's correct. I believe  
10          the first name is Gary.

11                      **THE COMMISSIONER:** All right.

12                      **MR. ENGELMANN:** And that's a common name.

13                      **THE COMMISSIONER:** No, just in case someone  
14          gets ---

15                      **MR. ENGELMANN:** Yes.

16                      And, sir, do you recall attending a meeting  
17          with your worker, Jean Dupuis, with Sergeant Ron Lefebvre  
18          of the Cornwall Police Service?

19                      **MR. CARRIERE:** I don't.

20                      **MR. ENGELMANN:** You don't have any notes of  
21          a meeting?

22                      **MR. CARRIERE:** I don't.

23                      **MR. ENGELMANN:** Do you know if Mr. Dupuis  
24          had any notes of that meeting?

25                      **MR. CARRIERE:** The case notes were not part

1 of the file, so I'm assuming that Mr. Dupuis, as would be  
2 his normal practice, kept case notes but at that point in  
3 time we weren't including them in the file and I have no  
4 idea.

5 **MR. ENGELMANN:** All right.

6 Do you know, sir, if the CAS conducted an  
7 investigation of multiple allegations involving the one  
8 perpetrator, Gary Seguin?

9 **MR. CARRIERE:** We did.

10 **MR. ENGELMANN:** And, sir, are you aware if  
11 whether or not he was investigated and then prosecuted as a  
12 result?

13 **MR. CARRIERE:** He was.

14 **MR. ENGELMANN:** All right, and that was a  
15 joint investigation that was done with the Cornwall Police  
16 Service?

17 **MR. CARRIERE:** Yes.

18 **MR. ENGELMANN:** All right. And do you know  
19 what, if any, joint investigation was done with respect to  
20 the matters involving Earl Landry, Jr.?

21 **MR. CARRIERE:** I don't. He was not  
22 investigated. Again I -- the only thing I remember about  
23 this situation, Mr. Engelmann, comes from -- well, it comes  
24 from reading the file. The only thing I recall from this  
25 is the -- is our involvement with Mr. Seguin and the only -

1 - the reason that I remember that is that -- the large  
2 number of victims of Mr. Seguin.

3 But beyond that I don't have any independent  
4 recollection of this case. My thinking at the time is that  
5 Mr. Landry was not seen to be in charge of, and that  
6 therefore we didn't see him as a caregiver and we didn't  
7 proceed with the investigation, whereas Mr. Seguin was --  
8 he was in charge of.

9 **MR. ENGELMANN:** In what sense? What was Mr.  
10 Seguin's employment, sir, do you recall?

11 **MR. CARRIERE:** I don't know what his  
12 employment was but I know that he was bringing the children  
13 to his home and that he was employing them. They were  
14 performing jobs, I think it's assembling curtain rods or  
15 something, in his home.

16 **MR. ENGELMANN:** Well, let's go to a note of  
17 Mr. Dupuis for a minute, if we can. Document Number  
18 115797, and again for the reasons I mentioned earlier, sir,  
19 not only do we have C-51 but we have the names of all of --  
20 or a number of victims of Mr. Gary Seguin and we'll have to  
21 go in camera to list some of those names at some point.

22 **THE COMMISSIONER:** Okay.

23 **MR. ENGELMANN:** But I just wanted to make  
24 sure this was stamped in the meantime. Document Number  
25 115797.

1                   **THE COMMISSIONER:** Thank you. Exhibit 2280  
2                   are notes of Mr. Jean Dupuis and the first date is July  
3                   1985.

4                   **--- EXHIBIT NO./PIÈCE NO. P-2280:**

5                                   (115797) Notes of Jean Dupuis dated 09 Jul  
6                                   85

7                   **MR. ENGELMANN:** Sir, these were some notes  
8                   that we were able to obtain with respect to Mr. Dupuis.

9                   **MR. CARRIERE:** This would have been part of  
10                   the record of inquiry that -- basically the referral form  
11                   at that time.

12                   **MR. ENGELMANN:** All right, and this --  
13                   you'll note that these are alleged victims who become  
14                   confirmed victims of Mr. Gary Seguin.

15                   **MR. CARRIERE:** That's correct.

16                   **MR. ENGELMANN:** And C-51 and his brother are  
17                   listed.

18                   **MR. CARRIERE:** Yes.

19                   **MR. ENGELMANN:** You see that?

20                   **MR. CARRIERE:** M'hm.

21                   **MR. ENGELMANN:** As numbers 2 and 3, and  
22                   there's a reference here that C-51 has also apparently been  
23                   sexually assaulted by one Earl Landry, and it says,  
24                   "caretaker of King George Park."

25                   **MR. CARRIERE:** Yes.

1                   **MR. ENGELMANN:** All right? And this is a  
2 day after Mr. -- well, it's a day after the reference to  
3 the meeting with Ron Lefebvre, from the police officer's  
4 notes, and the note here does start -- it says:

5                               "On July 9<sup>th</sup>, 1985 Sergeant Ron Lefebvre  
6                               from the Cornwall Police Department  
7                               informed this worker that..."

8                   And he goes into the issues about Gary  
9 Seguin.

10                   **MR. CARRIERE:** M'hm.

11                   **MR. ENGELMANN:** And in it I'm presuming that  
12 Sergeant Lefebvre has also given this information about  
13 Earl Landry, and that's why it's noted here.

14                   **MR. CARRIERE:** Yes.

15                   **MR. ENGELMANN:** And again, sir, we have one  
16 of these cases. Would you agree with me that it might not  
17 be clear whether the individual in question was a caregiver  
18 or below or above that line? Because there is a reference  
19 to the fact that he's a caretaker of King George Park.

20                   **MR. CARRIERE:** Yes.

21                   **MR. ENGELMANN:** And King George Park is a  
22 park here in the City of Cornwall?

23                   **MR. CARRIERE:** Yes.

24                   **MR. ENGELMANN:** And it's a park that  
25 presumably children would use on a regular basis.

1 MR. CARRIERE: Yes.

2 MR. ENGELMANN: There's a pool there in the  
3 summer, correct?

4 MR. CARRIERE: Yes.

5 MR. ENGELMANN: There's a clubhouse there,  
6 as I understand it.

7 MR. CARRIERE: Yes.

8 MR. ENGELMANN: And in the winter there was  
9 an arena.

10 MR. CARRIERE: M'hm.

11 MR. ENGELMANN: So there would be children  
12 there on a regular basis, and the allegation was against a  
13 City employee who was working at that park.

14 MR. CARRIERE: Yes.

15 MR. ENGELMANN: All right. So despite that,  
16 at least at this particular point in time, Mr. Dupuis,  
17 presumably in consultation with you, decided not to open a  
18 file and investigate that aspect.

19 MR. CARRIERE: No, that's right.

20 MR. ENGELMANN: All right. Do you recall --  
21 and again you may not have any recollection as to what, if  
22 any, investigation the Cornwall Police Service were doing  
23 as at July 9<sup>th</sup> of 1985?

24 MR. CARRIERE: I don't, Mr. Engelmann. I  
25 don't.

1                   **MR. ENGELMANN:** All right.

2                   **MR. CARRIERE:** I think we -- I'm speculating  
3 at this point but I'm assuming.

4                   **MR. ENGELMANN:** Okay.

5                   **THE COMMISSIONER:** Speculation is confined  
6 to the stock market.

7                   **MR. CARRIERE:** I understand, yeah.

8                   **MR. ENGELMANN:** So this particular note  
9 would be an attachment to the referral form that Jean  
10 Dupuis would have prepared regarding his investigation?

11                   **MR. CARRIERE:** Yes.

12                   **MR. ENGELMANN:** At least his investigation  
13 involving Gary Seguin?

14                   **MR. CARRIERE:** Yes.

15                   **MR. ENGELMANN:** Now, you would have been  
16 shown this note at the time?

17                   **MR. CARRIERE:** I believe so.

18                   **MR. ENGELMANN:** So you would have been made  
19 aware at least of the fact that there was an allegation  
20 against Earl Landry, Jr?

21                   **MR. CARRIERE:** I would have been at the  
22 meeting. My understanding is -- from Sergeant Lefebvre --  
23 that I was at the meeting so I can't imagine that he didn't  
24 say Earl Landry, Jr. at that meeting.

25                   **MR. ENGELMANN:** All right.

1                   You don't dispute the ---

2                   **MR. CARRIERE:** No.

3                   **MR. ENGELMANN:** --- police note or this  
4                   note?

5                   **MR. CARRIERE:** No, I don't dispute that.

6                   **MR. ENGELMANN:** All right.

7                   **THE COMMISSIONER:** Were you -- at that time  
8                   in 1985, were you familiar with the name Earl Landry?

9                   **MR. CARRIERE:** No. No.

10                  **THE COMMISSIONER:** So you wouldn't have  
11                  known he was -- that there was a former police chief by  
12                  that name?

13                  **MR. CARRIERE:** Oh, I probably -- I mean,  
14                  it's hard to imagine that as part of that discussion that  
15                  didn't come up. But in terms of -- like, if somebody had  
16                  asked me does Earl Landry, Sr. have children I wouldn't  
17                  have been able to answer that.

18                  **THE COMMISSIONER:** No, no, no. But was  
19                  there a connection between Earl Landry -- I mean,  
20                  presumably somebody might say well that might be the ex-  
21                  police chief.

22                  **MR. CARRIERE:** I certainly -- well, I don't  
23                  remember the case, sir, but I ---

24                  **THE COMMISSIONER:** Okay.

25                  **MR. CARRIERE:** I don't think I would have

1 thought that, you know.

2 MR. ENGELMANN: All right.

3 MR. CARRIERE: I think I know if that would  
4 have been the case my antenna would have gone way up, but -  
5 --

6 THE COMMISSIONER: Because there's no junior  
7 on this note, it's just an Earl Landry.

8 MR. CARRIERE: It may not -- again, I don't  
9 even remember it so I'm just guessing at this point, sir.

10 THE COMMISSIONER: No, no, if you don't  
11 remember that's fine.

12 MR. CARRIERE: Yeah, I ---

13 MR. ENGELMANN: But we have a meeting which  
14 you were apparently at with Dupuis and Lefebvre ---

15 MR. CARRIERE: Right.

16 MR. ENGELMANN: --- on the 8<sup>th</sup>. Then we have  
17 a note that's attached to a referral form that you probably  
18 would have reviewed ---

19 MR. CARRIERE: Yes.

20 MR. ENGELMANN: --- which is dated the 9<sup>th</sup>.

21 MR. CARRIERE: Yes.

22 MR. ENGELMANN: So we have a couple of  
23 occasions where this name Earl Landry or Earl Landry, Jr.  
24 is being raised.

25 MR. CARRIERE: Yes.

1                   **MR. ENGELMANN:** All right.

2                   And your thinking back in time as to why you  
3                   wouldn't have investigated was because at the time you  
4                   wouldn't have formed the view that he was a caregiver?

5                   **MR. CARRIERE:** I think if we go back to that  
6                   point in time, Mr. Engelmann, I think that there was a more  
7                   rigid split between which cases Children's Aid Societies  
8                   became involved in and which cases they didn't.

9                   When you look at the standards and  
10                  guidelines that existed at the time it spoke much more to  
11                  abuse as something that happened in the family. I think if  
12                  somebody were to trace -- I think that I broke new ground  
13                  when I became a supervisor. I know that I broke new ground  
14                  when I became a supervisor, in terms of expanding that  
15                  definition.

16                  I think when you look at the number of  
17                  registrations on the Child Abuse Register, beginning the  
18                  year that I become the supervisor, they jump way up. I  
19                  think I moved from a more rigid definition of who was a  
20                  caregiver from being the family. My thinking was probably  
21                  at that point in time a caretaker in the park didn't fit  
22                  that. If you ask me in 2008 what I would think of that I  
23                  would have -- there's no doubt that it would fit.

24                  **MR. ENGELMANN:** All right.

25                  But again I'm -- clearly Gary Seguin was

1 extra-familial as well?

2 MR. CARRIERE: Yes.

3 MR. ENGELMANN: And you determined in that  
4 situation -- and we don't have any information about what  
5 he does here. All it says is he's alleged to have invited  
6 the children over to his home ---

7 MR. CARRIERE: Yes.

8 MR. ENGELMANN: --- offering to pay them if  
9 they helped to put curtain rod pieces together for him.

10 MR. CARRIERE: Yes.

11 Mr. Engelmann, when you look at the reports  
12 to the -- the guidelines for the report to the Register it  
13 talks about not only family members but it says if somebody  
14 invites someone into their home. I'm sure that was one of  
15 the reasons why we included Gary Seguin. Because when you  
16 take -- when you're an adult and you take children into  
17 your home you're responsible for them.

18 MR. ENGELMANN: But there's no question in  
19 both of these cases, Seguin and Landry, that you're  
20 involving children.

21 MR. CARRIERE: Yes, that's true.

22 MR. ENGELMANN: And it wasn't historical in  
23 any way ---

24 MR. CARRIERE: Yes.

25 MR. ENGELMANN: --- in the sense that they

1           were children at the time ---

2                   **MR. CARRIERE:** Yes, that's true.

3                   **MR. ENGELMANN:** --- and well under the age  
4           of 16 in most instances ---

5                   **MR. CARRIERE:** Yes.

6                   **MR. ENGELMANN:** --- nine or 10 or 11?

7                   **MR. CARRIERE:** Yes, that's true.

8                   **MR. ENGELMANN:** All right.

9                   And in once case you take it on, in the  
10          other you don't?

11                   **MR. CARRIERE:** Yes. And again I think it's  
12          because of the fact that Mr. Seguin was taking them into  
13          his home and he was employing them. And that's my thinking  
14          in 1985, you know, and it's definitely evolved from there  
15          but ---

16                   **MR. ENGELMANN:** All right.

17                   **MR. CARRIERE:** --- you know, that's where I  
18          was.

19                   At this point I'm a supervisor for four  
20          months and ---

21                   **MR. ENGELMANN:** Fair enough.

22                   **MR. CARRIERE:** --- I think I'm breaking new  
23          ground but I'm ---

24                   **MR. ENGELMANN:** In the one case you do a  
25          joint project.

1                   **MR. CARRIERE:** Yes.

2                   **MR. ENGELMANN:** A joint investigation. It's  
3 successfully prosecuted. In the other case you decide not  
4 to investigate and presumably -- and correct me if I'm  
5 wrong -- do nothing to ensure that the Cornwall Police  
6 Service continued to do their job and investigate?

7                   **MR. CARRIERE:** Well, sir, I have no memory  
8 of it so I can't say that -- I can't speak to that at all.

9                   **MR. ENGELMANN:** All right.

10                  **THE COMMISSIONER:** Almost lunch time there,  
11 Mr. Engelmann.

12                  **MR. ENGELMANN:** I'll just be a moment, sir.  
13 I just want to check my ---

14                  **THE COMMISSIONER:** Yes.

15                  **MR. ENGELMANN:** Sir, do you know at that  
16 time -- and I don't know whether there were risk management  
17 conferences.

18                  **MR. CARRIERE:** There weren't.

19                  **MR. ENGELMANN:** All right.

20                               Well, that answers my question. I just  
21 wanted to ask you whether there was one on either of these  
22 individuals.

23                  **MR. CARRIERE:** That was something that Mr.  
24 Dawson introduced.

25                  **MR. ENGELMANN:** All right.

1                   So perhaps it's an appropriate time then for  
2                   lunch.

3                   **THE COMMISSIONER:** Okay. Thank you.

4                   See you at 2:00.

5                   **THE REGISTRAR:** Order; all rise. À l'ordre;  
6                   veuillez vous lever.

7                   This hearing will resume at 2:00 p.m.

8                   ---Upon recessing at 12:31 p.m./

9                   L'audience est suspendue à 12h31

10                  ---Upon resuming at 2:03 p.m./

11                  L'audience est reprise à 14h03

12                  **THE REGISTRAR:** Order; all rise. À l'ordre;  
13                  veuillez vous lever.

14                  The hearing is now resumed. Please be  
15                  seated. Veuillez vous asseoir.

16                  **WILLIAM CARRIER, Resumed/Sous le même serment:**

17                  **THE COMMISSIONER:** Thank you.

18                  Good afternoon, all.

19                  Mr. Engelmann.

20                  ---EXAMINATION IN CHIEF BY/INTERROGATOIRE EN-CHEF PAR MR.

21                  **ENGELMANN (Cont'd/Suite):**

22                  **MR. ENGELMANN:** Good afternoon, Mr.

23                  Commissioner and Mr. Carriere.

24                  **MR. CARRIERE:** Good afternoon.

25                  **MR. ENGELMANN:** Sir, we left off -- just

1 before the lunch break we were talking a little bit about  
2 the first involvement the CAS had with Earl Landry, Jr.

3 MR. CARRIERE: Yes.

4 MR. ENGELMANN: And it was a brief  
5 involvement, you could agree?

6 MR. CARRIERE: Yes.

7 MR. ENGELMANN: I wanted to turn you to  
8 another document that came to the CAS about this matter in  
9 1985 and it's a letter from a doctor.

10 MR. CARRIERE: Yes.

11 MR. ENGELMANN: And it is Exhibit C-1353.  
12 It was marked confidentially because of the medical  
13 information, Mr. Carriere.

14 MR. CARRIERE: Yes.

15 MR. ENGELMANN: Counsel, it's Document  
16 740051.

17 THE COMMISSIONER: Oh, I'm sorry; what  
18 number again?

19 THE REGISTRAR: Thirteen fifty-three (1353).

20 THE COMMISSIONER: And it's the last  
21 document I think or before last.

22 (SHORT PAUSE/COURTE PAUSE)

23 THE COMMISSIONER: All right. So we all  
24 have it, yes.

25 MR. CARRIERE: Yes.

1                   **MR. ENGELMANN:** Sir, this is referring to C-  
2                   51 again ---

3                   **MR. CARRIERE:** Yes.

4                   **MR. ENGELMANN:** --- who was the individual  
5                   who alleged abuse from both Gary Seguin and Earl Landry,  
6                   Jr.

7                   **MR. CARRIERE:** M'hm.

8                   **MR. ENGELMANN:** The report is dated  
9                   September 11<sup>th</sup>, 1985 and I'm just -- I'm wondering if you  
10                  can help us here. Clearly the medical staff at CHEO had  
11                  some knowledge that the Children's Aid Society here in  
12                  Cornwall was working with this alleged victim.

13                  **MR. CARRIERE:** Yes.

14                  **MR. ENGELMANN:** And was there a family file  
15                  for that family?

16                  **MR. CARRIERE:** Yes.

17                  **MR. ENGELMANN:** Okay.

18                  **MR. CARRIERE:** Yes, there was.

19                  **MR. ENGELMANN:** All right. So in addition  
20                  to allegations that would have been made vis-à-vis these  
21                  two alleged perpetrators or later confirmed perpetrators,  
22                  there would have been a family file as well.

23                  **MR. CARRIERE:** Yes.

24                  **MR. ENGELMANN:** All right. And in the  
25                  letter, Earl Landry is mentioned?

1                   **MR. CARRIERE:** Yes.

2                   **MR. ENGELMANN:** And the fact that -- it  
3 actually talks about the fact that both boys alleged sexual  
4 molestation separately by both these men; correct?

5                   **MR. CARRIERE:** I believe so, yes.

6                   **MR. ENGELMANN:** Yeah. I'm looking at the  
7 first paragraph. All right? These two boys were brought  
8 to ---

9                   **MR. CARRIERE:** Yes.

10                  **MR. ENGELMANN:** --- the medical clinic July  
11 23<sup>rd</sup>, 1985 by their mother after they had disclosed to her  
12 "towards the end of June" that they had been sexually  
13 molested separately by two men, Earl Landry and Gary  
14 Seguin. And they talk a little bit about what Earl Landry  
15 did. They talk about the sexual act. And there's even a  
16 description that one of the boys gives where he says, at  
17 the bottom of the page:

18                                "It hurts like when Earl did it."

19                                When he's having a rectal exam.

20                  **MR. CARRIERE:** Yes.

21                  **MR. ENGELMANN:** Okay. So you'd agree with  
22 me that letters like this are important for CAS  
23 investigations?

24                  **MR. CARRIERE:** They are.

25                  **MR. ENGELMANN:** And that information like

1 this presumably also be important for the police to have?

2 MR. CARRIERE: Yes.

3 MR. ENGELMANN: All right. And do you  
4 recall, sir, whether your work for Mr. Dupuis would have  
5 shown this to you or brought this to your attention at/or  
6 about that time?

7 MR. CARRIERE: I have no recollection of the  
8 case, Mr. Engelmann, other than a recollection of Gary  
9 Seguin so I don't ---

10 MR. ENGELMANN: All right.

11 MR. CARRIERE: --- like, I can't recall what  
12 he did. I can tell you that his normal practice would be  
13 to bring a letter like this to my attention.

14 MR. ENGELMANN: Right. I was going to say a  
15 letter like this; I would expect something like this would  
16 normally be shown to a supervisor?

17 MR. CARRIERE: Yes. Yes.

18 MR. ENGELMANN: Because it's important.

19 MR. CARRIERE: Yes. And I would also say  
20 that it's been my experience that sometimes it's very  
21 difficult for doctors to determine and to put into writing  
22 what -- their opinion about whether or not children are  
23 abused and this letter, in my mind, and over my career  
24 would stand out as being one of the stronger letters that  
25 I've seen.

1                   **MR. ENGELMANN:** Right.

2                   **MR. CARRIERE:** He doesn't hesitate in this.  
3                   So I would say this is a letter that he would very like --  
4                   that Mr. Dupuis would very likely bring to my attention.

5                   **MR. ENGELMANN:** And is it also something  
6                   that he should turn over to the police?

7                   **MR. CARRIERE:** He certainly should bring it  
8                   to the attention of the police. I don't know in terms of  
9                   actually giving them a copy without the consent of the  
10                  family.

11                  **MR. ENGELMANN:** I understand.

12                  **MR. CARRIERE:** But certainly the police  
13                  should have been informed of this letter.

14                  **MR. ENGELMANN:** All right. And do you know  
15                  if they were?

16                  **MR. CARRIERE:** I don't know, Mr. Engelmann.

17                  **MR. ENGELMANN:** All right. Now ---

18                  **MR. CARRIERE:** If I could add to that, I  
19                  would believe, based on his practice, he worked very  
20                  frequently with the police and I think he had a good  
21                  reputation of working with the police. But based on his  
22                  normal practice, I would be surprised if he didn't bring  
23                  this to their attention.

24                  **MR. ENGELMANN:** All right.

25                  **MR. CARRIERE:** But I don't have any

1 recollection of it.

2 **MR. ENGELMANN:** All right. But you would  
3 have expected him to (a) have brought it to your attention  
4 and (b) to have brought it to the attention of Ron Lefebvre  
5 or someone else at the CPS.

6 **MR. CARRIERE:** That would have been clearly  
7 important.

8 **MR. ENGELMANN:** All right. And this letter  
9 didn't lead to any investigation on the part of the CAS?

10 **MR. CARRIERE:** No. Not -- well, it's part  
11 of the investigation with respect to Gary Seguin, it would  
12 be important but it didn't change the situation with  
13 respect to Mr. Landry.

14 **MR. ENGELMANN:** All right.

15 Then sir -- I'd like, Madam Clerk, the  
16 witness to be shown Document Number 129157. These are --  
17 well, it's entitled "Opening Summary" and it's prepared by  
18 the CAS coworker Jean Dupuis and I believe signed by Mr.  
19 Carriere. This again refers to C-51; it should be stamped  
20 with the publication ban.

21 **THE COMMISSIONER:** So ordered.

22 Thank you. That will be Exhibit 2281.

23 **---EXHIBIT NO./PIÈCE NO P-2281:**

24 PUBLICATION BAN

25 (129157) - Recording - Case Notes CAS of

1 Jean Dupuis from 83 to 85

2 MR. ENGELMANN: Sir, can you -- are these  
3 case notes or are they recordings?

4 MR. CARRIERE: This is a recording.

5 MR. ENGELMANN: This is a recording.

6 MR. CARRIERE: Yes.

7 MR. ENGELMANN: Okay. So the first two  
8 pages or the first two and a bit are an opening summary?

9 MR. CARRIERE: Of a previous opening, yes.

10 MR. ENGELMANN: All right. And that's from  
11 1983?

12 MR. CARRIERE: Yes.

13 MR. ENGELMANN: And then we have a closing  
14 summary from that indication or from that incident.

15 MR. CARRIERE: Yes.

16 MR. ENGELMANN: And then, sir, we have what  
17 we call a re-opening and closing summary on page 4.

18 MR. CARRIERE: Yes.

19 MR. ENGELMANN: Correct? And you will see a  
20 reference to that at the -- about two-thirds of the way  
21 down ---

22 MR. CARRIERE: M'hm.

23 MR. ENGELMANN: --- that Bates page which is  
24 806. And it says:

25 "Reason for agency contact: Initial

1 referral was received on July 9<sup>th</sup>. At  
2 that time, Sergeant Ron Lefebvre  
3 indicated that Gary Seguin was alleged  
4 to have sexually assaulted several  
5 children in the neighbourhood. They  
6 were the following..."

7 And the first two are the brothers that  
8 we've been talking about.

9 MR. CARRIERE: M'hm.

10 MR. ENGELMANN: And there's no reference in  
11 the details of the inquiry, at least in that first  
12 paragraph, to the other perpetrator.

13 MR. CARRIERE: There should have been.

14 MR. ENGELMANN: Yes. And there is as well  
15 is a reference to the letter from CHEO.

16 MR. CARRIERE: Yes.

17 MR. ENGELMANN: You see that at September  
18 18<sup>th</sup> ---

19 MR. CARRIERE: Yes.

20 MR. ENGELMANN: Eighty five ('85)?

21 MR. CARRIERE: M'hm.

22 MR. ENGELMANN: All right. And again when  
23 we look at some of the case comment on the following page  
24 we have, "situation is presented by client's and/or  
25 collaterals."

1                   **MR. CARRIERE:** Yes.

2                   **MR. ENGELMANN:** We have, at the time of the  
3 initial referral in July of 1985, concerns were that -- the  
4 two brothers are listed -- had been sexually molested by  
5 Gary Seguin who resides in the neighbourhood of these two  
6 victims. And then we have another paragraph that indicates  
7 reference to several things including the medical letter  
8 we've just looked at. And refers to the fact that Seguin's  
9 then convicted in January of '86; correct?

10                  **MR. CARRIERE:** Yes.

11                  **MR. ENGELMANN:** Again, there's no mention  
12 there about the allegations dealing with Earl Landry, Jr.

13                  **MR. CARRIERE:** There should have been.

14                  **MR. ENGELMANN:** And again, sir, this whole  
15 description and then worker's assessments of the situation,  
16 we do not see any reference at all to this allegation that  
17 both these boys may have been or allegedly were sexually  
18 molested by Earl Landry, Jr.

19                  **MR. CARRIERE:** And again, I would say there  
20 should have been some description of that. We may not have  
21 seen him as a caregiver at the time but that doesn't mean  
22 that there shouldn't have been some discussion about what  
23 happened.

24                  **MR. ENGELMANN:** And would you have expected  
25 not only some discussion but some reference that there were

1       some contacts made with the police either initially and  
2       also with respect to the medical letter ---

3                   **MR. CARRIERE:** Yes.

4                   **MR. ENGELMANN:** --- to be shared or other  
5       content?

6                   **MR. CARRIERE:** This recording could have and  
7       should have more detail. Mr. Engelmann, if I could add, in  
8       terms of the modern day recording, when I mentioned earlier  
9       even actually in the day after the Ross Dawson review and  
10      his recommendations, the recording system was developed in  
11      a way that it tweaked you to those kinds of things so that  
12      you had to answer, you know, "Were the police advised? Yes  
13      or no? Date?" And that kind of stuff. So the problem  
14      with this format of recording that existed in the day is  
15      that it left a lot of room for a narrative but didn't  
16      necessarily tweak certain information.

17                   **MR. ENGELMANN:** All right. And this was  
18      then closed -- I'm not sure of the date -- but I believe in  
19      late 1986?

20                   **MR. CARRIERE:** Yes.

21                   **MR. ENGELMANN:** All right. And, sir, just  
22      to summarize then, you would have reviewed this and signed  
23      off on it?

24                   **MR. CARRIERE:** I did. I suspect, again,  
25      that the significant gap in time between when this was

1 referred, which was in '85, to the time that he records it,  
2 I probably was not conscious at that point of Mr. Landry,  
3 and so when I saw the recording I wouldn't be alert to the  
4 fact that it was deficient.

5 And we also had the practice at the time  
6 that when workers sent recording they would send like a  
7 package of maybe two or three recordings for different  
8 cases in a file folder and leave them with the worker.  
9 They wouldn't send the entire file. So I would see  
10 sections of recording to review and to -- but not the file  
11 in its entirety.

12 Today everything is electronic and you -- if  
13 you've got a question about a section of the recording that  
14 you approve, you can go to the -- you can go to another  
15 section electronically to see whether or not it fits.

16 **MR. ENGELMANN:** So just so I understand  
17 then, when the summary is provided to you, you wouldn't  
18 have been provided with the medical letter again, for  
19 example?

20 **MR. CARRIERE:** Very likely not.

21 **MR. ENGELMANN:** All right. And would you  
22 have at least had a practice of discussing the summary with  
23 the worker?

24 **MR. CARRIERE:** Yes. We would have talked  
25 certainly about closing it. I may not have reviewed the

1 recording with him prior to signing it. I would have read  
2 it and then signed it, and that would be a present-day  
3 practice as well. I think when supervisors today read a  
4 recording they may send it back not approved to a worker  
5 with comments in terms of "this is missing." Or they may  
6 say, "I think you're missing a whole bunch of things. Come  
7 and see me," or, "We need to talk about this recording."

8 **MR. ENGELMANN:** All right, so given what we  
9 see here, which describes from the opening in the summer of  
10 1985 until the ending in late 1986, it's clear -- some  
11 things are clear to us, are they not? One is that the CAS  
12 did not investigate the allegations of these two brothers  
13 vis-à-vis Earl Landry, Jr.

14 **MR. CARRIERE:** That's correct.

15 **MR. ENGELMANN:** All right. And it's also  
16 clear that there's no reference to these allegations in  
17 this reopening and closing summary.

18 **MR. CARRIERE:** That's correct.

19 **MR. ENGELMANN:** And as well there is some  
20 doubt about whether or not the medical letter was shared  
21 with the Cornwall Police Service.

22 **MR. CARRIERE:** I ---

23 **MR. ENGELMANN:** You can't be ---

24 **MR. CARRIERE:** Oh, I have no idea.

25 **MR. ENGELMANN:** Right.

1                   **MR. CARRIERE:** I have no knowledge one way  
2                   or the other, Mr. Engelmann. Only based on the practice of  
3                   my worker but I have no knowledge with respect to this  
4                   particular case.

5                   **MR. ENGELMANN:** Would you agree that in this  
6                   circumstance both the worker and yourself, as the  
7                   supervisor, could and should have done better?

8                   **MR. CARRIERE:** Definitely the -- it's a  
9                   difficult question for me to answer in terms of trying to  
10                  put myself back in 1985. I can definitely say that this  
11                  recording is deficient. It definitely should have  
12                  information with respect to Earl Landry, Jr.

13                  There's no -- I can't put my mind back to  
14                  1985 in terms of the role of caregiver or not. It's very  
15                  simple for me in 2008.

16                  **MR. ENGELMANN:** Okay.

17                  **MR. CARRIERE:** Yeah, the adequacy of --  
18                  well, the recording is inadequate.

19                  **MR. ENGELMANN:** Did you have an internal  
20                  register at that time?

21                  **MR. CARRIERE:** I don't know the answer to  
22                  that actually.

23                  **MR. ENGELMANN:** All right. Well, I guess  
24                  what I'm asking then is there some way, other than what you  
25                  or Mr. Dupuis might remember, for any of your colleagues to

1 know that an allegation had been made of sexual abuse of  
2 children against Earl Landry, Jr.

3 **MR. CARRIERE:** Yes. I guess it would -- if  
4 the register, internal register, existed at that time, I  
5 guess in part it would hinge on whether or not we  
6 investigated him and then subsequently put his name on that  
7 register, and I don't know the answer to that, given that  
8 we didn't investigate him.

9 My guess is if it existed that Mr. Seguin's  
10 name would definitely have been on it.

11 **MR. ENGELMANN:** Fair enough.

12 **MR. CARRIERE:** Yeah, I can't speak to ---

13 **MR. ENGELMANN:** Given that he wasn't  
14 investigated and given that we don't see his name in this  
15 report ---

16 **MR. CARRIERE:** Yes.

17 **MR. ENGELMANN:** --- would you agree that  
18 it's probably unlikely that his name would have found its  
19 way onto an internal register?

20 **MR. CARRIERE:** I think I would agree with  
21 you.

22 **MR. ENGELMANN:** All right. And therefore  
23 that information wouldn't be available to CAS workers who  
24 might come into contact with Mr. Landry, Jr. later.

25 **MR. CARRIERE:** Yes. I think the answer to

1           what we're both probing right now, Mr. Engelmann, it's  
2           likely that his name was not on the register because when  
3           the matter is referred again in 1993 we don't immediately  
4           connect the dots on it.

5                       **MR. ENGELMANN:** Yes.

6                       **MR. CARRIERE:** So I'm guessing that his name  
7           was not on an internal register. Whether the register  
8           existed at the time or not, I don't know.

9                       **MR. ENGELMANN:** All right. So let's jump to  
10          1993.

11                      **MR. CARRIERE:** Okay.

12                      **MR. ENGELMANN:** Because that appears to be  
13          the next time there's some involvement ---

14                      **MR. CARRIERE:** Yes.

15                      **MR. ENGELMANN:** --- with Earl Landry, Jr.  
16          And the involvement comes up at or around the same time but  
17          for two different reasons. One is he and his wife are  
18          applying to be foster parents of his wife's brother.

19                      **MR. CARRIERE:** Yes.

20                      **MR. ENGELMANN:** And that's someone who's  
21          referred to in this Inquiry as C-54.

22                      **MR. CARRIERE:** Yes.

23                      **MR. ENGELMANN:** Do you need to look at the  
24          list to know who that would be?

25                      **MR. CARRIERE:** No, I know who that is.

1                   **MR. ENGELMANN:** All right. And at the same  
2 time or about the same time there's an anonymous complaint  
3 of alleged sexual assault that's been referred to you  
4 through a psychologist?

5                   **MR. CARRIERE:** Yes.

6                   **MR. ENGELMANN:** Right, so those two things  
7 are happening in the fall of 1993?

8                   **MR. CARRIERE:** Yes.

9                   **MR. ENGELMANN:** And do you have any  
10 involvement or knowledge of the foster home application  
11 process, or is that on the other side of your shop?

12                   **MR. CARRIERE:** Yeah, it's in the other side.  
13 I have no knowledge that that's happening.

14                   **MR. ENGELMANN:** All right, but you do get  
15 alerted because of the phone call from the psychologist,  
16 Dr. Nadler?

17                   **MR. CARRIERE:** Alerted to the child  
18 protection thing? Yes.

19                   **MR. ENGELMANN:** Yes.

20                   **MR. CARRIERE:** Yes, that's correct.

21                   **MR. ENGELMANN:** And concerns again about  
22 Earl Landry, Jr. ---

23                   **MR. CARRIERE:** Yes.

24                   **MR. ENGELMANN:** --- and child sexual abuse?

25                   **MR. CARRIERE:** Yes.

1                   **MR. ENGELMANN:** All right. Do you have a  
2 sense as to when you become aware, as well, that they're  
3 applying to be foster parents for C-54?

4                   **MR. CARRIERE:** I'm sorry, could you repeat  
5 the question?

6                   **MR. ENGELMANN:** I know you weren't initially  
7 aware of the foster parent application but you become aware  
8 of that as these two ---

9                   **MR. CARRIERE:** Yes, I eventually ---

10                   **MR. ENGELMANN:** --- things emerge.

11                   **MR. CARRIERE:** --- become aware of it but I  
12 think it's like within -- I think it's within ---

13                   **MR. ENGELMANN:** Well, we'll come to ---

14                   **MR. CARRIERE:** Yes, yes, I ---

15                   **MR. ENGELMANN:** All right.

16                   **MR. CARRIERE:** Okay.

17                   **THE COMMISSIONER:** So was it a foster parent  
18 application or an adoption application?

19                   **MR. CARRIERE:** No, it was a provisional  
20 foster home application.

21                   **MR. ENGELMANN:** Provisional foster home  
22 application?

23                   **MR. CARRIERE:** Yes.

24                   **MR. ENGELMANN:** I'm sorry.

25                   **MR. CARRIERE:** Yeah.

1                   **THE COMMISSIONER:** Thank you.

2                   **MR. ENGELMANN:** And were you aware, sir --  
3 as I understand it, C-54, who would have been involved in  
4 that provisional foster home application, he was known to  
5 your agency as a result of some contact a couple of years  
6 earlier in 1991?

7                   **MR. CARRIERE:** Yes.

8                   **MR. ENGELMANN:** Was he not?

9                   **MR. CARRIERE:** Yes. Well, I don't know the  
10 year but I know that we had previous involvement with him.

11                   **MR. ENGELMANN:** Right, and you knew his  
12 background in that he'd been a victim of abuse by male  
13 relatives?

14                   **MR. CARRIERE:** Yes.

15                   **MR. ENGELMANN:** And that he'd had  
16 difficulties in the past opening up about that abuse?

17                   **MR. CARRIERE:** Yes. I knew, as well, that  
18 he had participated in our family sexual abuse treatment  
19 program.

20                   **MR. ENGELMANN:** And his situation was not  
21 uncommon, correct, in that male victims -- or perhaps male  
22 and female victims of child sexual abuse have difficulty  
23 opening up and disclosing?

24                   **MR. CARRIERE:** That's true. I mean I think  
25 some -- I mean people are people, children are children.

1 Some find it more -- find it easier to talk about and some  
2 don't, but I think it's -- my experience is that, generally  
3 speaking, males struggle with it more than females.

4 MR. ENGELMANN: Right. And so you and  
5 several of your colleagues would have known about C-54's  
6 background?

7 MR. CARRIERE: Yes, we did.

8 MR. ENGELMANN: Before this provisional  
9 foster home application?

10 MR. CARRIERE: Yes, we did.

11 MR. ENGELMANN: All right. You didn't know  
12 at that time that one of those male relatives that actually  
13 had abused C-54 was Early Landry, Jr.

14 MR. CARRIERE: No, I didn't know that.

15 MR. ENGELMANN: That's something you became  
16 aware of later?

17 MR. CARRIERE: Much later, yes.

18 MR. ENGELMANN: All right.

19 MR. CARRIERE: Mr. Engelmann, I'm not sure  
20 how much I knew about his background. I don't want to  
21 suggest that I was like fully informed about his  
22 background. When you mentioned the thing about him being  
23 abused by another relative, I don't know how long I had  
24 that information with me.

25 MR. ENGELMANN: Well, it's my understanding

1 that -- well, it came to your attention in the year 1991 as  
2 that was being investigated by the CAS.

3 **MR. CARRIERE:** It could very well be true  
4 and I could very well be the supervisor. Just I -- what  
5 I'm saying now is I don't -- I can't say with certainty.

6 **MR. ENGELMANN:** Now, it's my understanding,  
7 sir, you were the supervisor.

8 **MR. CARRIERE:** Okay.

9 **MR. ENGELMANN:** You weren't actually  
10 investigating yourself. You were the supervisor.

11 **MR. CARRIERE:** Yeah, well, that could very  
12 well be true.

13 **MR. ENGELMANN:** All right.

14 **MR. CARRIERE:** And likely is. There's the  
15 documentation.

16 **MR. ENGELMANN:** Yeah. I don't want to have  
17 to go back to ---

18 **MR. CARRIERE:** No, no, I take your word for  
19 it, sir.

20 **MR. ENGELMANN:** All right.

21 And you would agree with me, sir, that  
22 there's no system in place where you can cross-reference  
23 both victims or alleged victims and perpetrators or alleged  
24 perpetrators. Sometimes these matters can fall through the  
25 cracks?

1                   **MR. CARRIERE:** Certainly.

2                   **MR. ENGELMANN:** And therefore someone who  
3                   has been accused of sexual abuse of children may actually  
4                   be able to successfully apply to be a foster parent or have  
5                   a provisional foster home?

6                   **MR. CARRIERE:** Yes.

7                   **MR. ENGELMANN:** All right.

8                   Now, I want to talk a little bit about the  
9                   aspect that came to the CAS attention in 1993 involving the  
10                  psychologist, and it's my understanding that on September  
11                  13<sup>th</sup>, 1993, I believe one of your workers under your  
12                  supervision, a woman by the name of Fran Lepage ---

13                  **MR. CARRIERE:** Yes.

14                  **MR. ENGELMANN:** --- would have received a  
15                  call from a Dr. Nadler advising that one of his male  
16                  patients alleged he had been sexually assaulted by Earl  
17                  Landry, Jr. as a child.

18                  **MR. CARRIERE:** M'hm.

19                  **MR. ENGELMANN:** And you may not know the  
20                  exact date, but does that sound about right?

21                  **MR. CARRIERE:** That sounds right.

22                  **MR. ENGELMANN:** All right.

23                  And if we could just take a look then at --  
24                  it's Document 115673. And this is an initial intake report  
25                  by Fran Lepage. And the individual in question is not

1 named in the report.

2 **THE COMMISSIONER:** Great. Thank you.

3 Exhibit 2282 is a document entitled "Case  
4 Documentation System - Initial Intake Report" and the  
5 intake date is the 13/09/1993.

6 **--- EXHIBIT NO./PIÈCE NO. P-2282:**

7 (115673) Case Documentation System -  
8 Initial Intake Report dated September 13,  
9 1993

10 **MR. ENGELMANN:** Now, sir, if we look at her  
11 notes, just by way of background, we've got an allegation  
12 being reported that a 22 year-old patient was describing  
13 having been sexually abused by Earl Landry ---

14 **MR. CARRIERE:** Yes.

15 **MR. ENGELMANN:** Who, it says, currently  
16 works at the Bob Turner Arena or Memorial Arena in  
17 Cornwall?

18 **MR. CARRIERE:** Yes.

19 **MR. ENGELMANN:** He drives the zamboni.  
20 Okay? So there's not only the historical complaint but the  
21 individual is saying this guy is working at this arena now?

22 **MR. CARRIERE:** Yes. M'hm.

23 **MR. ENGELMANN:** Okay? And there's a note  
24 later down on the page that although he's sharing this  
25 information with Dr. Nadler and Nadler can share it with

1 the CAS, the patient is not willing to talk to CAS, or at  
2 least not at that time. All right?

3 **MR. CARRIERE:** M'hm.

4 **MR. ENGELMANN:** And then there's an  
5 indication that the following day -- and I'm flipping over  
6 a couple of pages to Bates page 451, front, or page 1 of  
7 her notes -- that she discusses the case with you at nine  
8 o'clock in the morning on the 14<sup>th</sup> of September '93, so the  
9 following day. And you perhaps discuss a plan of action  
10 because she talks about what she's going to be doing.

11 Do you have any recollection of Ms. Lepage  
12 bringing this matter to your attention?

13 **MR. CARRIERE:** No.

14 **MR. ENGELMANN:** All right.

15 You don't dispute anything ---

16 **MR. CARRIERE:** Oh, I don't -- no, I don't  
17 dispute it at all.

18 **MR. ENGELMANN:** All right.

19 There's also a reference, sir, if I can just  
20 flip ahead a bit, on page 3 of her notes -- it's Bates page  
21 542 -- to the fact that, just near the bottom:

22 "29/09/93 Discussed case with Bill  
23 Carriere. Agrees to above plan."

24 Okay?

25 **MR. CARRIERE:** Yes.

1                   **MR. ENGELMANN:** So she appears to be  
2                   discussing the matter with someone by the name of Bob  
3                   Smith?

4                   **MR. CARRIERE:** Yes.

5                   **MR. ENGELMANN:** And also with you. Was he  
6                   another supervisor?

7                   **MR. CARRIERE:** He was.

8                   **MR. ENGELMANN:** All right. And he worked in  
9                   child protection as well?

10                  **MR. CARRIERE:** He would have been -- I think  
11                  at the time he may have been the supervisor in charge of  
12                  the Crown wards, the children permanently in the care of  
13                  the Society.

14                  **MR. ENGELMANN:** Now, sir, at the time of  
15                  these discussions -- I take it you no longer remember them  
16                  -- but at or around this time when you would have been  
17                  apprised of this, were you aware of the application for the  
18                  provisional foster home?

19                  **MR. CARRIERE:** Well, I don't recall the  
20                  case, but I can't imagine that I was.

21                  **MR. ENGELMANN:** Yeah. Presumably that would  
22                  have been noted right here in her notes?

23                  **MR. CARRIERE:** Yes.

24                  **MR. ENGELMANN:** And, sir, are you able to  
25                  tell us whether you remembered at or about this time,

1 September of '93, about the previous allegations from 1985  
2 involving Earl Landry, Jr. and C-51?

3 **MR. CARRIERE:** I don't think I do. I think  
4 what prompts that is later on when we phone the police, I  
5 think they say that they have something, and then I think  
6 the dots begin to connect for us.

7 **MR. ENGELMANN:** All right.

8 And, again, you'd agree with me you would be  
9 much more likely to remember this if you'd investigated it  
10 back in '85?

11 **MR. CARRIERE:** I certainly remember the name  
12 Gary Seguin and some of the details of that. So I think  
13 that's correct.

14 **MR. ENGELMANN:** Yes.

15 And if neither you nor Mr. Dupuis could  
16 remember it, even if you had some kind of an internal  
17 checks and balances, there would have to be some way to  
18 cross-reference it so your colleagues could know about it?

19 **MR. CARRIERE:** That's right.

20 **MR. ENGELMANN:** Because they couldn't rely  
21 on either your corporate memory or his?

22 **MR. CARRIERE:** He wasn't even at the agency  
23 in '93.

24 **MR. ENGELMANN:** Fair enough. Now, I'll just  
25 be a moment.

1                   Yes, there's a note here -- there wasn't a  
2                   note at the beginning, but there's a note here on this  
3                   third page that Ms. Lepage checks -- look at the top of the  
4                   page:

5                                 "Record search at the Society indicates  
6                                 that an Earl Landry is provisional home  
7                                 for one of our wards."

8                   **MR. CARRIERE:** I see that.

9                   **MR. ENGELMANN:** "We need more identifying  
10                                info to confirm if Earl Landry is on  
11                                this no-name intake is same person."

12                   Okay?

13                   **MR. CARRIERE:** Yes.

14                   **MR. ENGELMANN:** And presumably, as I said,  
15                   if you'd had records from before, there would have been  
16                   some mention of that as well?

17                   **MR. CARRIERE:** Yes.

18                   **MR. ENGELMANN:** Yeah. So we do have this  
19                   information. Now Fran Lepage is becoming aware that there  
20                   are two matters at the CAS?

21                   **MR. CARRIERE:** M'hm.

22                   **MR. ENGELMANN:** So she briefs you. She  
23                   briefs the other supervisor, and at this point, apparently  
24                   not positive whether or not they are one and the same  
25                   person?

1                   **MR. CARRIERE:** That's correct.

2                   **MR. ENGELMANN:** The person asking for the  
3 provisional foster home and the person whom this anonymous  
4 complaint is about?

5                   **MR. CARRIERE:** That appears to be the case  
6 from the recording.

7                   **MR. ENGELMANN:** Now, are we able to tell  
8 just by looking at these notes whether she has any contact  
9 with the other side of the CAS dealing with the provisional  
10 foster home?

11                   **MR. CARRIERE:** Well, she would have because  
12 Bob Smith would be the supervisor of the worker who was  
13 responsible for C-54 or whatever.

14                   **MR. ENGELMANN:** All right.

15                   **MR. CARRIERE:** Yes.

16                   **MR. ENGELMANN:** Okay. Who was the ward in  
17 the provisional foster home?

18                   **MR. CARRIERE:** Yes. M'hm. And I'm assuming  
19 that Bob Smith would know that that was being considered as  
20 a provisional foster home.

21                   **MR. ENGELMANN:** Right.

22                                 Now, just to eliminate any doubt, we have  
23 her notes on page 5. This is Bates page 543.

24                                 There's a follow-up call from Dr. Nadler  
25 referenced on that page, and this is now October 4<sup>th</sup>, '93?

1                   **MR. CARRIERE:** Yes.

2                   **MR. ENGELMANN:** And about two-thirds of the  
3 way down the page:

4                                "Alleged perpetrator is Earl Landry,  
5                                son of retired Cornwall Police Chief."

6                   All right?

7                   **MR. CARRIERE:** Yes.

8                   **MR. ENGELMANN:** And a little later down  
9 there's a reference to the arena again, watching hockey and  
10 a little about what happened. So we're putting information  
11 together and we're now able to identify who this is?

12                   **MR. CARRIERE:** Yes.

13                   **MR. ENGELMANN:** And connect the dots a bit.  
14 Not yet with 1985 perhaps, but at least between the  
15 provisional foster home application ---

16                   **MR. CARRIERE:** I think there's a connection  
17 there but not with the '85 at this point.

18                   **MR. ENGELMANN:** Right.

19                                And there's a note on the following page,  
20 which is 543 back:

21                                "Share Dr. Nadler report..."

22                   and this is October 5<sup>th</sup>:

23                                "...with Frances Axton, social worker,  
24                                case worker of our ward in Earl Landry  
25                                home, and with Kelly Raymond who's

1 responsible for provisional home, Earl  
2 Landry's home."

3 So both sides of the office are talking?

4 **MR. CARRIERE:** Yes.

5 **MR. ENGELMANN:** All right. Now, we then  
6 have a letter that is written by Ms. Lepage and signed by  
7 her and you, to Dr. Nadler, and that's on October 5<sup>th</sup>, 1993.  
8 It's Document Number 115798.

9 **THE COMMISSIONER:** Thank you.

10 Exhibit Number 2283 is a letter to Dr.  
11 Nadler from -- signed by Francoise Lepage and William  
12 Carriere dated October 5<sup>th</sup>, 1993.

13 **---EXHIBIT NO./PIECE NO. P-2283:**

14 (115798) Letter from Frances Lepage to  
15 Dr. Nadler - October 5, 1993

16 **MR. ENGELMANN:** All right.

17 So this is the day after he calls her and  
18 provides more information. And a letter's being sent to  
19 him asking for further information to:

20 "...confirm the identity of the alleged  
21 abuser and more details on the  
22 allegations of sexual abuse to enable  
23 us to evaluate the current risk to  
24 children."

25 Do you see that?

1                   **MR. CARRIERE:** Yes, I do.

2                   **MR. ENGELMANN:** All right. And would that  
3 have been reviewed -- presumably that was reviewed with you  
4 and then you signed it with her?

5                   **MR. CARRIERE:** I don't think it was  
6 reviewed. It's signed by Lorenzo.

7                   **MR. ENGELMANN:** Oh, okay for you?

8                   **MR. CARRIERE:** Yes. And ---

9                   **MR. ENGELMANN:** All right.

10                  **MR. CARRIERE:** --- again, I don't recall the  
11 letter. I'm not disputing that I saw it. I don't know if  
12 I saw it. I just know that I didn't sign it.

13                  **MR. ENGELMANN:** I just wondered why a letter  
14 was being sent asking for further information to confirm  
15 the identity when that had been given the day before on the  
16 telephone?

17                  **MR. CARRIERE:** I'm not really sure that I  
18 understand it as well because I think there's quite a bit  
19 of information that was -- part of me wonders whether or  
20 not -- at this point-in-time workers didn't do their own  
21 correspondence. We -- they didn't have -- they weren't --  
22 we weren't set up. This may have been in the secretary's  
23 pool and by the time they got to the letter it was actually  
24 after the fact.

25                  **MR. ENGELMANN:** All right.

1                   **MR. CARRIERE:** And I -- and then it got sent  
2 out because there's quite a bit of detail provided the day  
3 before. And you're right in terms of why are we asking  
4 about -- the question about the identity.

5                   **MR. ENGELMANN:** And at this point-in-time we  
6 don't know if you've put together the dots between this guy  
7 in 1985. That may not have been done yet?

8                   **MR. CARRIERE:** Again, I don't know, sir.

9                   **MR. ENGELMANN:** All right.

10                   Now, almost immediately after this, a couple  
11 of days later, there's a risk management conference. And  
12 that is Document Number 129146.

13                   Sir, this will need to be stamped. It has a  
14 reference to C-54 who's the individual in the provisional  
15 foster home.

16                   **THE COMMISSIONER:** Thank you.

17                   Exhibit Number 2284, which will have a  
18 publication stamp, is the risk management conference  
19 minutes and the date is October 7<sup>th</sup>, 1993.

20                   **---EXHIBIT NO./PIECE NO. P-2284:**

21                   (129146) Risk Management Conference Minutes  
22 dated October 7, 1993

23                   **MR. ENGELMANN:** Sir, the first thing I want  
24 to note is you're not listed as being in attendance,  
25 despite the fact that this is one of your workers?

1                   **MR. CARRIERE:** I wasn't there. I get the  
2 sense from looking at the dates connected with this that I  
3 might have been away for the week.

4                   **MR. ENGELMANN:** All right.

5                   **MR. CARRIERE:** Or at least certainly a  
6 number of days but ---

7                   **MR. ENGELMANN:** And the supervisor perhaps  
8 filling in, would that have been Robert Smith? Or he was a  
9 supervisor.

10                   **MR. CARRIERE:** My thinking is that it's more  
11 likely Lorenzo because Lorenzo was a protection supervisor.  
12 Robert Smith was in the childcare part.

13                   **MR. ENGELMANN:** All right. And you would  
14 have briefed about this conference upon your return?

15                   **MR. CARRIERE:** Yes. Well, I believe so. I  
16 have no recollection of it but ---

17                   **MR. ENGELMANN:** Yeah. And were the people  
18 who were present typically given a copy of the minutes or  
19 access to the minutes?

20                   **MR. CARRIERE:** Not typically, no. It would  
21 go to the -- a copy likely would have gone to Frances Axton  
22 who was the worker for C-54 and a copy likely would have  
23 gone to Francoise Lepage as the worker.

24                   **MR. ENGELMANN:** It's likely you would have  
25 discussed this with her, the outcome of this meeting?

1                   **MR. CARRIERE:** I -- yes -- well, I think  
2                   very likely because there's action taken subsequent to  
3                   this.

4                   **MR. ENGELMANN:** Right. And the issue that's  
5                   being addressed there is, do we have enough evidence to  
6                   consider beginning an abuse investigation?

7                   **MR. CARRIERE:** Yes.

8                   **MR. ENGELMANN:** And is this a serious  
9                   occurrence.

10                  **MR. CARRIERE:** Yes.

11                  **MR. ENGELMANN:** And, sir, I'm wondering why  
12                  there was any doubt about whether this is a serious  
13                  occurrence?

14                  **MR. CARRIERE:** A serious occurrence isn't --  
15                  and that probably should have been capitalized in terms of  
16                  the "S" and the "O". A serious occurrence is whether or  
17                  there's a report that's sent to the Ministry.

18                  It's not whether or not this is a serious  
19                  situation.

20                  **MR. ENGELMANN:** All right. So that's a  
21                  term?

22                  **MR. CARRIERE:** It's a term, yes.

23                  **MR. ENGELMANN:** All right. Because I was  
24                  just going to suggest to you that sexual assault of a nine  
25                  year-old child ---

1 MR. CARRIERE: Yes.

2 MR. ENGELMANN: --- would be a serious  
3 occurrence.

4 MR. CARRIERE: And I would agree with you.

5 MR. ENGELMANN: And we now have the facts  
6 clearly in this report that the same fellow who's allegedly  
7 abused a child of nine years of age in the past is also  
8 applying to be a provisional foster father ---

9 MR. CARRIERE: Yes.

10 MR. ENGELMANN: --- of C-54, whom your  
11 agency knows had also been abused ---

12 MR. CARRIERE: Yes.

13 MR. ENGELMANN: --- previously as a child?

14 MR. CARRIERE: Yes.

15 MR. ENGELMANN: Or as a younger child?

16 MR. CARRIERE: Yes. I believe in my reading  
17 of the documentation in preparation for this, I believe  
18 that obviously his sister was aware and his brother-in-law  
19 was aware as well of his previous history.

20 MR. ENGELMANN: Yes.

21 MR. CARRIERE: Yeah.

22 MR. ENGELMANN: Okay.

23 And, sir, on the following page under  
24 "Decisions Reached" the first one is "discuss allegation  
25 with police".

1                   So there's no doubt at this stage that the  
2                   officials at the meeting think it's important to discuss  
3                   this matter with the police?

4                   **MR. CARRIERE:** M'hm.

5                   **MR. ENGELMANN:** And there are three points.  
6                   Under that one is:

7                                 "Will they proceed with a criminal  
8                                 investigation? (b) Do they have a  
9                                 history on Earl Landry? And (c) ask  
10                                police if there's a link between Bernie  
11                                Campbell's offences and Earl Landry."

12                   **MR. CARRIERE:** Yes.

13                   **MR. ENGELMANN:** I just want to stop here for  
14                   a minute.

15                                We know about some linkage between Gary  
16                                Seguin and Earl Landry, Jr.; at least they have victims in  
17                                common. What about Bernie Campbell?

18                   **MR. CARRIERE:** Bernie Campbell was an  
19                   individual that we investigated in the mid-eighties. An  
20                   individual who worked -- sorry, I don't know that he worked  
21                   for Parks and Recreation.

22                   **THE COMMISSIONER:** Oh, yeah. Well -- oh,  
23                   I'm sorry.

24                   **MR. ENGELMANN:** He was a volunteer.

25                   **THE COMMISSIONER:** On top of the letter it

1 says the Earl Landry -- on the second page there just  
2 before "Decisions Reached".

3 **MR. CARRIERE:** Yeah.

4 **THE COMMISSIONER:** "Earl Landry and Bernie  
5 Campbell knew each other and coached  
6 together at the same time."

7 **MR. CARRIERE:** Yes, that's what I was going  
8 to say is I thought that he was a coach. I don't know that  
9 he was employed. I think he was also a volunteer there as  
10 well.

11 **MR. ENGELMANN:** Yeah.

12 **MR. CARRIERE:** But anyway, I think we were  
13 wondering in terms of they're being in the park whether or  
14 there was -- they knew each other and participated in any  
15 of this stuff.

16 **MR. ENGELMANN:** Well, they were coaching  
17 children at the arena and I understand Mr. Campbell, some  
18 of the allegations against him which were later confirmed,  
19 were from that very arena and that park.

20 **MR. CARRIERE:** Yes. Yes.

21 **MR. ENGELMANN:** And that he was investigated  
22 in late 1985.

23 **MR. CARRIERE:** Yes. And we verified that  
24 and ---

25 **MR. ENGELMANN:** So, again, we're looking at

1 some linkages here and we're going to ask the police about  
2 that. That's what the CAS has determined, right?

3 **MR. CARRIERE:** Yes.

4 **MR. ENGELMANN:** Now, at this time, the 1985  
5 allegations are not -- certainly not known to the  
6 individuals at this meeting?

7 **MR. CARRIERE:** It doesn't appear that they  
8 are. It doesn't appear that these people know about 1985.

9 **MR. ENGELMANN:** Because if they had, not  
10 only would it talk about Earl Landry and Bernie Campbell  
11 knew each other and coached together ---

12 **MR. CARRIERE:** Right.

13 **MR. ENGELMANN:** --- but there were  
14 allegations from the same year from the same place against  
15 both of them.

16 **MR. CARRIERE:** Yes, and I don't think the  
17 question of do they have a history on Earl Landry, so I  
18 don't think it would have been relevant.

19 **MR. ENGELMANN:** Because you would have  
20 known?

21 **MR. CARRIERE:** We would have known.

22 **MR. ENGELMANN:** Right.

23 Now, having said this, given the knowledge  
24 about C-54's past and some of those issues and given the  
25 knowledge now of the allegations against Earl Landry Junior

1 and the clarity that this is the same guy, there doesn't  
2 appear to be any discussion at this time about possible  
3 removal of C-54 from the home. Do you know why this would  
4 not have been considered at this risk management  
5 conference?

6 **MR. CARRIERE:** I don't know, other than I  
7 believe at this point in time C-54 is 16 years old and may  
8 or may not be willing to move.

9 **THE COMMISSIONER:** Well, wait a minute now.  
10 Aren't you maybe doing a study to see if he can stay there  
11 in a foster home with him?

12 **MR. CARRIERE:** Yes. What happened was that  
13 his -- I think the -- the foster situation that he was --  
14 at this point I think he's in the home, sir.

15 **THE COMMISSIONER:** Oh, I know.

16 **MR. CARRIERE:** Yes. And I don't think his -  
17 - it would have to be that his sister didn't have  
18 provisional foster home standing at the time and that they  
19 were applying to be provisional foster parents so that they  
20 could be funded.

21 **THE COMMISSIONER:** M'hm.

22 **MR. ENGELMANN:** It must have been ---

23 **MR. CARRIERE:** I don't know a lot about him  
24 so I'm ---

25 **MR. ENGELMANN:** Okay. I understand that

1           they had been approved as provisional foster parents.

2                   **MR. CARRIERE:** At that point?

3                   **MR. ENGELMANN:** A couple of weeks earlier --

4           -

5                   **MR. CARRIERE:** Okay. All right.

6                   **MR. ENGELMANN:** --- in September.

7                   **MR. CARRIERE:** Well, that answers it then.

8                   **MR. ENGELMANN:** Thank Ms. Daley for that.

9                   **MR. CARRIERE:** Okay. Yes.

10                   **MR. ENGELMANN:** I'm not going to turn you to

11           that document right now ---

12                   **MR. CARRIERE:** No, okay.

13                   **MR. ENGELMANN:** --- because I'm going to  
14           focus on this one.

15                   So they've been approved as foster parents.

16           So he must have been 15 perhaps; correct?

17                   **MR. CARRIERE:** No, he could be -- I think  
18           he's ---

19                   **MR. ENGELMANN:** That could happen at 16 as  
20           well?

21                   **MR. CARRIERE:** Yes.

22                   **MR. ENGELMANN:** All right.

23                   **MR. CARRIERE:** I believe he's a Crown ward  
24           at this point, Mr. Engelmann.

25                   **MR. ENGELMANN:** Fair enough.

1                   **THE COMMISSIONER:** So what you're telling me  
2                   is that you're paying these people to take care of him,  
3                   right?

4                   **MR. CARRIERE:** Yes.

5                   **THE COMMISSIONER:** He's still a ward?

6                   **MR. CARRIERE:** Yes.

7                   **THE COMMISSIONER:** And there's a danger in  
8                   the risk management that you have to assess ---

9                   **MR. CARRIERE:** Yes.

10                  **THE COMMISSIONER:** --- as to whether or not  
11                  you can pull this child out of there, whether you should  
12                  pull this child out of there, and you're saying you can't?

13                  **MR. CARRIERE:** Well, at 16 I don't know that  
14                  we can compel them to leave the home. Once they turn 16  
15                  they can stay there if they want.

16                  **MR. ENGELMANN:** I guess what I'm saying, Mr.  
17                  Carriere, there doesn't appear to have been a discussion  
18                  about that, at least from the notes?

19                  **MR. CARRIERE:** Well, I wasn't there, Mr.  
20                  Engelmann, ---

21                  **MR. ENGELMANN:** Fair enough.

22                  **MR. CARRIERE:** --- so I don't know.

23                  **MR. ENGELMANN:** All right.

24                  **MR. CARRIERE:** I find it hard to think that  
25                  they wouldn't have discussed that, but I wasn't there.

1                   **MR. ENGELMANN:** All right.

2                   One of the decisions reached, at least in  
3 point 3 is this is a serious occurrence report to the  
4 Ministry?

5                   **MR. CARRIERE:** Yes.

6                   **MR. ENGELMANN:** So it met some kind of  
7 threshold.

8                   **MR. CARRIERE:** Yes.

9                   **MR. ENGELMANN:** Is that fair?

10                  **MR. CARRIERE:** Yes.

11                  **MR. ENGELMANN:** And the other thing that I  
12 noted of interest was it says "Risk assessment, frequency  
13 of service, risk level low unless further information  
14 arises". And again, that surprised me given the type of  
15 allegation we have here and given the background of C-54,  
16 that one wouldn't have thought there might have been more  
17 than just a low risk.

18                  **MR. CARRIERE:** I can see your point. I  
19 think it's in part kind of a judgment call. I think at  
20 this point there's no allegation with respect to C-54, C-54  
21 being harmed, and it is ---

22                  **MR. ENGELMANN:** Not at that time.

23                  **MR. CARRIERE:** Yes, that's right.

24                  **MR. ENGELMANN:** There had been previously.

25                  **MR. CARRIERE:** Yeah.

1                   **THE COMMISSIONER:** What's the test to report  
2                   it to the Ministry? Is it because it was a foster home?

3                   **MR. CARRIERE:** No, it's not restricted to a  
4                   foster home. There's quite a large list of situations in  
5                   which you would send a serious occurrence report to the  
6                   Ministry. Certainly something that would happen in a  
7                   foster home, that would fit, but you could also have -- a  
8                   fire in the building could be reported as a serious  
9                   occurrence; a client, not even a child, that's an active  
10                  case dying under suspicious circumstances.

11                  Generally speaking, the Ministry likes to be  
12                  informed of situations that potentially could be -- they  
13                  could be asked questions about.

14                  **THE COMMISSIONER:** Okay. So any child  
15                  sexual assault from a -- would that ---

16                  **MR. CARRIERE:** Not any child sexual assault.  
17                  If the child was in a foster home, yes.

18                  **THE COMMISSIONER:** Yes.

19                  **MR. CARRIERE:** If it's just a regular -- I  
20                  don't mean it to sound like a regular case, but not a child  
21                  in care, no, that's not a serious occurrence.

22                  **THE COMMISSIONER:** So then getting back to  
23                  my point, the reason why you reported it is because of the  
24                  foster parent ---

25                  **MR. CARRIERE:** Yes. Yes, I'm sure that's

1 the situation.

2 THE COMMISSIONER: Okay.

3 MR. ENGELMANN: So, sir, just to move on  
4 then, after this meeting in October Pina DeBellis becomes  
5 the investigator to investigate the allegations of alleged  
6 child sexual abuse?

7 MR. CARRIERE: Yes, she does.

8 MR. ENGELMANN: And she's again someone that  
9 you supervised?

10 MR. CARRIERE: Yes.

11 MR. ENGELMANN: All right.

12 And we'll just take a look at some case  
13 notes, if we can, from her. It's exhibit 1658.

14 If this wasn't stamped it should have been.  
15 We have reference to C-51 and others.

16 THE COMMISSIONER: It's been stamped.

17 (SHORT PAUSE/COURTE PAUSE)

18 MR. ENGELMANN: Now, sir, the first thing we  
19 appear to see here is a reference to a telephone call with  
20 Staff Sergeant Brunet. She apparently ---

21 THE COMMISSIONER: What exhibit are you on?

22 MR. ENGELMANN: Sixteen fifty-eight (1658).

23 THE COMMISSIONER: Yeah.

24 MR. CARRIERE: I don't have that.

25 THE COMMISSIONER: That's not what I have.

1 I have a ---

2 MR. ENGELMANN: It's on the screen right  
3 now, sir.

4 THE COMMISSIONER: Sixteen fifty-eight  
5 (1658)?

6 MR. ENGELMANN: Yeah.

7 MR. CARRIERE: I have the same thing that  
8 you have.

9 THE COMMISSIONER: Yeah. That's official.  
10 Madam Clerk, it's Document Number 115742.

11 MR. ENGELMANN: That's right.

12 THE COMMISSIONER: Well, here, have a peek.

13 MR. ENGELMANN: Can I just take a look?

14 (SHORT PAUSE/COURTE PAUSE)

15 MR. ENGELMANN: I think I can explain. I  
16 think that may be an excerpt of the document I'm looking  
17 at. And if you can just give me a moment, I can confirm.

18 (SHORT PAUSE/COURTE PAUSE)

19 MR. CARRIERE: Yes.

20 MR. ENGELMANN: So, Mr. Commissioner, what  
21 we have is Document 115742 in its entirety includes this  
22 excerpt.

23 THE COMMISSIONER: Okay. So give me back  
24 the excerpt. We put it here and then we'll declare the  
25 other one a new exhibit. How is that?

1                   **MR. ENGELMANN:** So the Bates page on what is  
2 Exhibit 1658 is Bates page 1074781?

3                   **THE COMMISSIONER:** That's right.

4                   **MR. ENGELMANN:** Front.

5                   **THE COMMISSIONER:** M'hm.

6                   **MR. ENGELMANN:** We're now dealing with the  
7 whole set of notes, case notes. And, sir, the new exhibit  
8 number?

9                   **THE COMMISSIONER:** Well, hold on a second.  
10 Do we have it in hard copy, Madam Clerk? I  
11 take it we wouldn't. So what we'll do -- what's the next  
12 exhibit number, Madam Clerk?

13                   All right. So that document that you want  
14 us to refer to will be Exhibit 2285.

15                   **MR. ENGELMANN:** I have an extra copy, sir.

16                   **THE COMMISSIONER:** Give it to the witness.

17                   **MR. ENGELMANN:** There's nothing written on  
18 it. It has some highlighting only.

19                   **THE COMMISSIONER:** Okay. Now, what Bates  
20 page do you want to go to?

21                   **MR. ENGELMANN:** Right at the beginning, sir,  
22 if we can.

23                   **THE COMMISSIONER:** Okay. "Home visit"?

24                   **MR. ENGELMANN:** Seven-five nine (759) front.

25                   **THE COMMISSIONER:** No, no. Now we're back

1 to the same page as the exhibit, you've got to give me --  
2 I'm sorry.

3 **MR. ENGELMANN:** So what we need is Document  
4 Number 115742 and we need Bates page 1074759.

5 **THE COMMISSIONER:** Easy now, easy now.

6 **MR. ENGELMANN:** One-zero-seven-four-seven-  
7 five-nine (1074759).

8 **THE COMMISSIONER:** Well, maybe we'll take a  
9 break.

10 **MR. ENGELMANN:** Maybe it's a good time.

11 **THE COMMISSIONER:** Find out where it is and  
12 then we'll go.

13 All right. Let's take a short break.

14 **THE REGISTRAR:** Order; all rise. À l'ordre;  
15 veuillez vous lever.

16 The hearing will resume at 3:15 p.m.

17 --- Upon recessing at 2:59 p.m. /

18 L'audience est suspendue à 14h59

19 --- Upon resuming at 3:21 p.m. /

20 L'audience est reprise à 15h21

21 **THE REGISTRAR:** Order; all rise. À l'ordre;  
22 veuillez vous lever.

23 This hearing is now resumed. Please be  
24 seated. Veuillez vous asseoir.

25 **WILLIAM CARRIERE:** Resumed/Sous le même serment

1        --- EXAMINATION IN-CHIEF BY/INTERROGATOIRE EN-CHEF PAR MR.  
2        ENGELMANN (cont'd./suite):

3                    **THE COMMISSIONER:** Yes, sir?

4                    **MR. ENGELMANN:** I apologize for my  
5        tardiness.

6                    Sir, over the course of the break, I  
7        discovered that Exhibit 1658 should contain the full copy  
8        of the case notes, sir. So it should run from Bates page  
9        104759 to 10 -- sorry, 1074759 to 1074792.

10                   **THE COMMISSIONER:** M'hm.

11                   **MR. ENGELMANN:** So if that could just be the  
12        full Exhibit 1658.

13                   **THE COMMISSIONER:** We'll slip it in.

14                   **MR. ENGELMANN:** Thank you.

15                   Now, Mr. Carriere, just at the beginning of  
16        the document, there's a reference to notes of a telephone  
17        conversation with Staff Sergeant Brunet of the Cornwall  
18        Police Service?

19                   **MR. CARRIERE:** Yes.

20                   **MR. ENGELMANN:** And there's -- it's on both  
21        sides of ---

22                   **MR. CARRIERE:** Yes.

23                   **MR. ENGELMANN:** --- of a page, if I can call  
24        it that. It says:

25                   "I explained the reason for the call

1 and info received. Staff Sergeant  
2 Brunet will put information as police  
3 information given at this time. There  
4 is no identified complainants. Staff  
5 Sergeant Brunet will review/research  
6 info if any charges as there may have  
7 been contact years ago."

8 So it appears he knows or he thinks there  
9 may have been some contact before. He'll contact CPIC,  
10 which is their registration system, and review. And then  
11 there appears to be yet a second call that day, a telephone  
12 call from Staff Sergeant Brunet.

13 "There is no criminal records/warrants  
14 on CPIC. There is an incident of  
15 sexual assault re Earl Landry..."

16 **THE COMMISSIONER:** "Dated".

17 **MR. ENGELMANN:** "...dated 24 June 1985.

18 There were no charges."

19 He talks about destruction of files.

20 "Sergeant Brunet will review if can  
21 gather further info."

22 Okay? So it appears that Ms. DeBellis is  
23 receiving this information from Sergeant Brunet. Would  
24 this have been brought to your attention, sir?

25 **MR. CARRIERE:** I don't know that there would

1 have been a specific requirement for Ms. DeBellis to bring  
2 this to me in terms of -- she may have. I mean, I have no  
3 recollection of that. I would ---

4 **MR. ENGELMANN:** Okay. She's following up on  
5 that ---

6 **MR. CARRIERE:** Yes.

7 **MR. ENGELMANN:** --- this management  
8 conference.

9 **MR. CARRIERE:** There's been a plan where --  
10 yes, I think at this point, she's been assigned the case  
11 and there's investigation planned. So I don't expect  
12 workers to come back after they do each task to tell me  
13 something. This may have been something that she felt was  
14 relevant to speak with me about. Ms. DeBellis is a very  
15 conscientious worker, but I have no recollection of this.

16 **MR. ENGELMANN:** All right. But, sir, at  
17 some point, this information that you're getting from the  
18 Cornwall Police and it gets flushed out a little more ---

19 **MR. CARRIERE:** Yes. Oh, for sure.

20 **MR. ENGELMANN:** --- it's going to remind  
21 you.

22 **MR. CARRIERE:** Oh, absolutely. I mean, I  
23 think at this point it probably -- if she's spoken to me  
24 about this, some bells may be going off.

25 **MR. ENGELMANN:** All right. So if she

1 doesn't speak to you on that day, it's ---

2 MR. CARRIERE: Yes.

3 MR. ENGELMANN: --- shortly thereafter?

4 MR. CARRIERE: Yes, yes.

5 MR. ENGELMANN: All right.

6 Again then, sir, it appears then this is the  
7 first time that the 1985 allegations are being referenced  
8 in the context of the 1993 investigation?

9 MR. CARRIERE: It would appear that way,  
10 yes.

11 MR. ENGELMANN: All right.

12 And at Bates page 761, we now have your  
13 worker, Pina DeBellis, speaking with Sergeant Ron Lefebvre.  
14 Do you see that?

15 MR. CARRIERE: Yes. Yes, I see it.

16 MR. ENGELMANN: And there's a note:

17 "Lefebvre believes incident was in '83-  
18 '84, Earl, Jr. was working at King  
19 George Park as groundkeeper. There  
20 were several children frequenting the  
21 park. He believes it was 2 brothers  
22 aged between 10 and 13 old. Allegation  
23 was that Earl, Jr. would take them in  
24 the clubhouse..."

25 -- et cetera and then it gets in to some what he did. And

1 then it says:

2 "Sergeant Lefebvre explains that there  
3 was something that went wrong with  
4 identification process."

5 And I can't read the next word.

6 "...did not have name..."

7 **MR. CARRIERE:** "The child did not..."

8 **MR. ENGELMANN:** "The child did not have  
9 name of offender."

10 **MR. CARRIERE:** Yes, that's it. Yes.

11 **MR. ENGELMANN:** All right.

12 Now, sir, we've looked at the documents from  
13 before, we've looked at the police note of the meeting  
14 where he meets with -- the Sergeant apparently meets with  
15 you and Mr. Dupuis and tells you that there's an allegation  
16 against Earl Landry, Jr?

17 **MR. CARRIERE:** M'hm.

18 **MR. ENGELMANN:** Then we have Mr. Dupuis'  
19 notes where again the Sergeant appears to be giving that  
20 name.

21 Now, we have Sergeant Lefebvre reporting  
22 that there was something that went wrong with the  
23 identification process, "The child did not have name of the  
24 offender".

25 Did that concern you at the time, getting

1           that information? Do you recall?

2                       **MR. CARRIERE:** I don't recall, sir.

3                       **MR. ENGELMANN:** You understand what I mean?  
4           It appears to be inconsistent.

5                       You're given this name by the police twice.  
6           You also have the medical letter from 1985 and now your  
7           worker's being told in 1993 that the child did not have the  
8           name of the offender?

9                       **MR. CARRIERE:** What I understand from this  
10          is that when the police wish to proceed with the criminal  
11          matter that something happened in terms of the child  
12          couldn't identify the name of the offender, Earl Landry,  
13          and that's why the police investigation stopped. That's  
14          what I understood this line to mean, that Ron Lefebvre is  
15          explaining to Pina what happened with the -- sorry, when I  
16          say Pina I mean Ms. DeBellis -- he's explaining to her what  
17          happened with the police investigation, that it stopped  
18          when the child couldn't give the name.

19                      **THE COMMISSIONER:** That, I think, refers to  
20          his explanation to her of the '85 incident. That's the way  
21          I read it anyway.

22                      **MR. CARRIERE:** Yeah, and that's how I'm  
23          reading it.

24                      **THE COMMISSIONER:** See because you've got  
25          "Earl, Jr. denied it after a lengthy" whatever, "offered a

1 polygraph test", " and then they went ---

2 MR. ENGELMANN: Where are you, sir?

3 THE COMMISSIONER: I'm at 1074762.

4 MR. ENGELMANN: Yes.

5 THE COMMISSIONER: Okay? So the next page,  
6 yeah. So here ---

7 MR. ENGELMANN: My concern, sir, is we know  
8 that that happens in June.

9 THE COMMISSIONER: Of 1993?

10 MR. ENGELMANN: Of 1985.

11 THE COMMISSIONER: Right.

12 MR. ENGELMANN: And we know that from the  
13 records, from his own records, from the police records,  
14 Sergeant Lefebvre meets with Mr. Carriere and Mr. Dupuis on  
15 July 8<sup>th</sup> or 9<sup>th</sup>; gives them the name of the alleged offender.

16 THE COMMISSIONER: July 8<sup>th</sup> of what year?

17 MR. ENGELMANN: Ninety-five ('95).

18 THE COMMISSIONER: Eighty-five ('85)?

19 MR. ENGELMANN: Eighty-five ('85), sorry.

20 MR. CARRIERE: Yes.

21 THE COMMISSIONER: Right. Okay, so just  
22 help me out. It must be getting late.

23 These are notes we're looking at that were  
24 done in 1993?

25 MR. ENGELMANN: Right.

1                   **THE COMMISSIONER:** Okay.

2                   **MR. ENGELMANN:** So a telephone conversation  
3                   from ---

4                   **THE COMMISSIONER:** "Lefebvre explains that  
5                   there was something that went wrong  
6                   with the identification process. The  
7                   child didn't have the name of the  
8                   offender."

9                   Now, they're saying that's back in '85?

10                  **MR. ENGELMANN:** Right.

11                  **THE COMMISSIONER:** Then he says:

12                                "Then Willis and Lefebvre went and  
13                                picked up Earl Landry, Jr and  
14                                confronted him with the allegation."

15                  Still in '85.

16                  **MR. ENGELMANN:** In June of '85, right.

17                  **THE COMMISSIONER:** Then Earl Jr. denied it  
18                  after a lengthy -- so that whole paragraph that continues  
19                  on is Lefebvre telling her what happened in '85.

20                  **MR. ENGELMANN:** Right.

21                  **THE COMMISSIONER:** Right, okay.

22                  So then it goes on:

23                                "Sergeant Lefebvre will review if he  
24                                could obtain name of alleged victim."

25                  **MR. ENGELMANN:** Yes, and this is now the

1       alleged victim from '93.

2                   **THE COMMISSIONER:** Exactly. Okay.

3                   **MR. ENGELMANN:** I was just asking the  
4       witness if he knew the sequence. In other words, that the  
5       investigation that was done by the Cornwall Police over a  
6       couple of days in late June ---

7                   **THE COMMISSIONER:** Of?

8                   **MR. ENGELMANN:** Eighty-five ('85).

9                   **THE COMMISSIONER:** Yes.

10                  **MR. ENGELMANN:** Then the meeting with you  
11       and your colleague in July of '85, and then a case note  
12       again in July of '85 where this information is being  
13       provided by the Cornwall Police to you with a name. Then a  
14       letter in September of '85, again with a name, and I'm  
15       wondering if that caused you some concern now that they're  
16       saying the child didn't have the name of the offender?

17                  **MR. CARRIERE:** Well, I don't recall if Pina  
18       discussed this with me. I understand what you're saying  
19       and I know that down the road we're going to talk about us  
20       trying to get the name of the -- and I think in part it's  
21       because we believe that in the early investigation, in  
22       1985, that there was a problem that emerged with respect to  
23       the name, and I think that's one of the reasons why we're  
24       so persistent with this particular victim to try and get  
25       the name.

1                   And the one thing that I do recall about  
2                   this particular case is the reference to Bernie Campbell,  
3                   and I recall at one point-in-time wondering -- and there's  
4                   not particularly a logic to this, what I'm about to say --  
5                   is whether or not -- I don't know the moniker; C-54 I  
6                   think. I don't want to get the monikers mixed up, but the  
7                   victim.

8                   **MR. ENGELMANN:** C-54 ---

9                   **MR. CARRIERE:** The 1985 victim.

10                  **MR. ENGELMANN:** The 1985 victim is C-51.

11                  **MR. CARRIERE:** Excuse me, C-51.

12                   Part of me is wondering whether or not C-51  
13                   is confusing Early Landry, Jr. with Bernie Campbell. There  
14                   are physical similarities and there are -- they both work  
15                   in the Parks and Rec, and it's not necessarily logical but  
16                   one of the things I guess I've been trained to is not think  
17                   -- is to try to think outside of the box as well.

18                   So when you see Bernie Campbell's name come  
19                   up originally, I think there's some wondering about ---

20                  **THE COMMISSIONER:** Well, I guess in my  
21                   looking at it just like this, the next question to me would  
22                   have been, maybe they're both perpetrators?

23                  **MR. CARRIERE:** Well, no, I think that's fair  
24                   enough and I think we wondered whether or not they were --  
25                   actually wondering whether or not they were doing things

1 together.

2 **THE COMMISSIONER:** Yes.

3 **MR. CARRIERE:** Yes. I think that's fair.

4 But all of what I understand here is us, is  
5 Pina -- sorry, Ms. DeBellis, trying to get an understanding  
6 from the police in terms of what happened in '85.

7 **MR. ENGELMANN:** And I know that throughout  
8 the course of the proceeding weeks after this call, there  
9 seems to be this fixation about the name?

10 **MR. CARRIERE:** You are absolutely right.

11 **MR. ENGELMANN:** And this is asking this boy,  
12 who's now I think a young man, to try and remember the name  
13 of the abuser.

14 **MR. CARRIERE:** Yes, yes. Yes, I ---

15 **MR. ENGELMANN:** And there was clearly  
16 information provided by this boy at the time in '85 of the  
17 name of the alleged perpetrator.

18 **MR. CARRIERE:** Yes, I understand.

19 **MR. ENGELMANN:** Not just to the police but  
20 also to the doctors.

21 **MR. CARRIERE:** Yes, I understand that. We  
22 definitely were persistent in trying to get the name and  
23 felt at the time, Mr. Engelmann, that it was important.

24 **MR. ENGELMANN:** I'm just wondering if this  
25 might have kickstarted that fixation, as I called it, about

1 the child's (sic) name.

2 **MR. CARRIERE:** I don't know. Well, I'd  
3 probably have to go ahead in terms of whether or not -- at  
4 what point Ms. DeBellis talks to me about this. She may  
5 have said to me, you know, "Things didn't go anywhere with  
6 the police in '85 because there was an identification  
7 problem. He didn't know the offender's name." It seems to  
8 me that our fixation with getting the name was probably  
9 linked to something like that but, I'm speculating when I  
10 say that and I know I shouldn't.

11 **MR. ENGELMANN:** But I'm just wondering then,  
12 if your worker was concerned about that, did she not have  
13 access to that medical report and to Jean Dupuis' notes,  
14 which would have cleared that up for her?

15 **MR. CARRIERE:** I don't know at what point  
16 she would have accessed that file.

17 **MR. ENGELMANN:** All right.

18 **MR. CARRIERE:** But she would have been able  
19 to access that file.

20 **MR. ENGELMANN:** Now, at this point-in-time  
21 in 1993 -- and we'll see this -- the complainant, C-51, the  
22 complainant from 1985 ---

23 **MR. CARRIERE:** Yes.

24 **MR. ENGELMANN:** --- has trouble remembering  
25 the name of his abuser but he's able to describe him

1 physically?

2 MR. CARRIERE: Yes.

3 MR. ENGELMANN: He's also able to describe  
4 where he works and what he does?

5 MR. CARRIERE: Yes.

6 MR. ENGELMANN: Now, at this point, the CAS  
7 is clearly embarking on an investigation of Earl Landry,  
8 Jr.

9 MR. CARRIERE: Yes.

10 MR. ENGELMANN: Would you say it was a joint  
11 investigation or would you say it was an investigation  
12 where you're simply speaking to the Cornwall Police from  
13 time-to-time?

14 MR. CARRIERE: I don't think I could call it  
15 a joint investigation because they -- because of the fact  
16 that the individual that spoke to us from Dr. -- from the  
17 psychologist's office didn't want to identify himself. The  
18 police felt that they couldn't -- they didn't have a victim  
19 to proceed with.

20 MR. ENGELMANN: So because there was no  
21 named victim, the police didn't engage in the joint  
22 investigation with you?

23 MR. CARRIERE: That's my understanding.

24 MR. ENGELMANN: And, sir, there wasn't a  
25 joint investigation at any time with Earl Landry, Jr., was

1           there? Perhaps in the mid- to late-nineties when Greg Bell  
2           was involved and Brian Snyder, but certainly not before  
3           that?

4                       **MR. CARRIERE:** Yeah. I don't know that I  
5           would call that a joint investigation ---

6                       **MR. ENGELMANN:** All right.

7                       **MR. CARRIERE:** --- even then.

8                       **MR. ENGELMANN:** All right.

9                       Now, I'm just looking at the bottom of Bates  
10           page 762 and right after the phone call, the description of  
11           the phone call with Sergeant Lefebvre, there's a note  
12           number 1:

13                                "Sergeant Lefebvre will review if he  
14                                could obtain name of alleged victim."

15                       So, again, that's sort of what Sergeant  
16           Brunet -- or Staff Sergeant Brunet said, we'll look at this  
17           again if you give us a name?

18                       And 2:

19                                "I will call him back upon completing  
20                                interview re CAS plan as CAS may have  
21                                to proceed on information given."

22                       **MR. CARRIERE:** Excuse me a minute,  
23           Mr. Engelmann. I don't think we're -- I think what's  
24           happening here with respect to the name is C-51's name. I  
25           think at this stage, Sergeant Lefebvre -- I hope I haven't

1           misunderstood your question -- but I think Sergeant  
2           Lefebvre is speaking to Ms. DeBellis and then he's going to  
3           go and see if he can find the file.

4                        So when we're talking about, "We'll review  
5           if he could obtain name of alleged victim" ---

6                        **MR. ENGELMANN:** Okay.

7                        **MR. CARRIERE:** I don't think he knows C-51's  
8           name at that point.

9                        **MR. ENGELMANN:** Okay. So the alleged victim  
10          from back in 1985?

11                       **MR. CARRIERE:** Yes.

12                       **MR. ENGELMANN:** All right.

13                                "CAS may have to proceed on information  
14                                given, child protection mandate."

15                        **MR. CARRIERE:** Yes.

16                        **MR. ENGELMANN:** So she's essentially saying,  
17          if I'm correct, she may be proceeding in any event?

18                        **MR. CARRIERE:** That's right.

19                        **MR. ENGELMANN:** Right. Okay.

20                                And then there's a further call on 763 with  
21          Sergeant Lefebvre?

22                        **MR. CARRIERE:** Yes.

23                        **MR. ENGELMANN:** And again to update. Who's  
24          providing the name here? Who's providing C-51's name?

25                        **MR. CARRIERE:** See, I think that's the

1 follow-up from the previous note where it sounds like he  
2 doesn't know the name in the previous note.

3 **MR. ENGELMANN:** M'hm.

4 **MR. CARRIERE:** He's done some research and  
5 he's phoning Ms. DeBellis back and he's giving the name of  
6 C-51 and some of the details.

7 **MR. ENGELMANN:** All right.

8 Now, there appears to be some effort then  
9 for -- on Ms. DeBellis' part to follow up about the  
10 previous investigation and complaint with C-51?

11 **MR. CARRIERE:** Yes.

12 **MR. ENGELMANN:** And in fact, you see that  
13 starting on Bates page 767?

14 Well, just to set this up, if I can,  
15 quickly, Bates page 742, she's calling Staff Sergeant  
16 Brunet to get contact information ---

17 **MR. CARRIERE:** Yes.

18 **MR. ENGELMANN:** --- for C-51's family?

19 **MR. CARRIERE:** Yes.

20 **MR. ENGELMANN:** And he contacts them and  
21 then advises her that she can call?

22 **MR. CARRIERE:** Yes.

23 **MR. ENGELMANN:** And what we see then on  
24 Bates page 767 is her notes of a telephone call from C-51's  
25 mother.

1                   **MR. CARRIERE:** Yes.

2                   **MR. ENGELMANN:** And at this point -- we see  
3 at about the third paragraph down -- that the boy comes on  
4 the phone and gives some information and says -- and this  
5 is now in 1993, late October -- that he cannot remember the  
6 name.

7                                 " Heard him say he works at Bob Turner  
8                                 now. Big fat guy."

9                                 Okay?

10                   **MR. CARRIERE:** M'hm.

11                   **MR. ENGELMANN:** And there's a discussion  
12 that carries on and there's an agreement that they're going  
13 to meet shortly thereafter. Fair enough?

14                   **MR. CARRIERE:** Yes.

15                   **MR. ENGELMANN:** Now, you are briefed on this  
16 from time to time and we see that on Bates page 768. In  
17 fact, there's a note of two consultations with you. I  
18 don't know if you have any specific recollection, but you  
19 appear to be being briefed as she progresses ---

20                   **MR. CARRIERE:** Yes.

21                   **MR. ENGELMANN:** --- with her investigation  
22 of both C-51 and the new unidentified victim?

23                   **MR. CARRIERE:** Yes.

24                   **MR. ENGELMANN:** And she's telling you that -  
25 - well, at the bottom of the page:

1 "Case consult with William Carriere.  
2 If C-51 does not want to meet with  
3 worker, if he could ..."

4 And we're not sure what happens after that -  
5 --

6 **MR. CARRIERE:** I did look that up, by the  
7 way, and I think I provided an answer to -- I think I  
8 forwarded that to Peter Chisholm. What it says is "write  
9 out a statement".

10 **MR. ENGELMANN:** All right.

11 **MR. CARRIERE:** We're asking him to write it  
12 out if he isn't able to ---

13 **MR. ENGELMANN:** All right.

14 And then of course on the following page we  
15 see there is a home visit with that family, C-51's family.

16 **MR. CARRIERE:** M'hm. Right.

17 **MR. ENGELMANN:** And again, we have a  
18 description of what takes place at -- what he relates at  
19 770?

20 **MR. CARRIERE:** Yes.

21 **MR. ENGELMANN:** And the fact that he was  
22 about nine or ten at the time and where it took place. And  
23 he talks about, when he's asked who it was on 771:

24 "The guy who took care of the park;  
25 he'd be there every day."

1                   **MR. CARRIERE:** Yes. M'hm.

2                   **MR. ENGELMANN:** So he may not have had the  
3 name at this point, but he was certainly sure about where  
4 it happened and what this person did?

5                   **MR. CARRIERE:** He has quite a bit of  
6 information, actually.

7                   **MR. ENGELMANN:** Right.

8                   **MR. CARRIERE:** Yes.

9                   **MR. ENGELMANN:** And talks about some of the  
10 work he does, making the lines for the baseball fields, et  
11 cetera. So he sets out quite a bit of information. He  
12 also talks about the fact that he's a janitor. He works at  
13 Bob Turner.

14                                "C-51 has seen him driving around in a  
15 truck doing the ice."

16                   **MR. CARRIERE:** Yes.

17                   **MR. ENGELMANN:** So the information that Earl  
18 Landry, Jr. was now the zamboni driver; right?

19                   **MR. CARRIERE:** Yes.

20                   **MR. ENGELMANN:** So there seems to be a lot  
21 of information being provided about where this person works  
22 and it appears clear that this person is still working ---

23                   **MR. CARRIERE:** M'hm.

24                   **MR. ENGELMANN:** --- as a City employee. Is  
25 that fair?

1                   **MR. CARRIERE:** Yes, that's correct.

2                   **MR. ENGELMANN:** All right.

3                   Now, sir, there is another risk management  
4 conference. It's Document Number 115677.

5                   **THE COMMISSIONER:** Thank you.

6                   Exhibit 2285 is a Risk Management Conference  
7 Minutes and it should have a publication ban ---

8                   **MR. ENGELMANN:** Yes.

9                   **THE COMMISSIONER:** --- stamp on it.

10                  **MR. ENGELMANN:** Yes, C-54.

11                  --- **EXHIBIT NO./PIÈCE NO. P-2285:**

12                               (115677) (PUBLICATION BAN)

13                               Risk Management Conference Minutes dated  
14                               October 27, 1993

15                  **MR. ENGELMANN:** Now, Mr. Carriere,  
16 presumably this is one that you would normally have been  
17 at? You were perhaps absent from the office that day?

18                  **MR. CARRIERE:** Yes.

19                  **MR. ENGELMANN:** All right.

20                               And it appears that you've got this new  
21 information now about -- or you have some new information  
22 about C-51 and the questions are, "What are the  
23 investigation steps? How do we proceed to develop our risk  
24 management plan?" Fair enough?

25                  **MR. CARRIERE:** Yes.

1                   **MR. ENGELMANN:** And apparently Staff  
2                   Sergeant Brunet had been invited to attend but did not?

3                   **MR. CARRIERE:** From looking at the  
4                   documentation, I believe that's the case.

5                   **MR. ENGELMANN:** And it says he searched  
6                   Cornwall police records, although he recalls a possible  
7                   incident in a park involving Earl Landry, Jr., would like  
8                   to be kept up to date on any new information. Okay?

9                   **MR. CARRIERE:** Yes.

10                  **MR. ENGELMANN:** So he's again saying, "Go  
11                  ahead and investigate. If you have some information, give  
12                  it to me."

13                  **MR. CARRIERE:** Yes.

14                  **MR. ENGELMANN:** And then there's just some  
15                  record of the new information that Pina DeBellis has found  
16                  out; correct?

17                  **MR. CARRIERE:** Yes.

18                  **MR. ENGELMANN:** And it's a summary of some  
19                  of the information, and she's saying on the following page:

20                                 "The present alleged victim does not  
21                                 want to be identified. Pina will re-  
22                                 interview him, reaching him through his  
23                                 therapist, Dr. Nadler. The alleged  
24                                 victim has not identified other  
25                                 offenders or victims. Alleged victim

1 describes being manipulated to perform  
2 sexual acts."

3 And we've got:

4 "Victim appears credible, struggling  
5 with disclosure."

6 Okay?

7 **MR. CARRIERE:** M'hm.

8 **MR. ENGELMANN:** So this we're talking about  
9 is the new unnamed victim?

10 **MR. CARRIERE:** Yes.

11 **MR. ENGELMANN:** So there's some decisions  
12 reached about what to do; correct?

13 **MR. CARRIERE:** Yes.

14 **MR. ENGELMANN:** And one of them ---

15 **MR. CARRIERE:** Sorry, I believe that there's  
16 a typo, by the way, under the first one where it says:

17 "Clear our investigation plan with the  
18 policy."

19 I think that "y" should be an "e". I think  
20 it's "Clear the investigation plan with the police."

21 **MR. ENGELMANN:** With the police?

22 **MR. CARRIERE:** Yes.

23 **MR. ENGELMANN:** Yes. Okay.

24 Now, one of the things that's suggested here  
25 is to interview C-54, who is of course in the provisional

1 foster home ---

2 MR. CARRIERE: Yes.

3 MR. ENGELMANN: --- with the Landrys?

4 MR. CARRIERE: Yes.

5 MR. ENGELMANN: All right.

6 And also then to interview Landry, Jr.'s  
7 spouse ---

8 MR. CARRIERE: Yes.

9 MR. ENGELMANN: --- about that issue as  
10 well, or certainly about -- yeah, just to get her response  
11 to this information?

12 MR. CARRIERE: Yes.

13 MR. ENGELMANN: So there's a number of  
14 things set out there, and I note at the bottom there's no  
15 reference to at risk level. Is that something that is  
16 normally done or not?

17 MR. CARRIERE: Normally it's completed, but  
18 it isn't here.

19 MR. ENGELMANN: All right.

20 Now, just to follow up on this then,  
21 Document 115791.

22 THE COMMISSIONER: That's a new one, sir.

23 MR. ENGELMANN: Again, sir, this needs to be  
24 stamped; C-54 is referenced.

25 THE COMMISSIONER: Thank you. Exhibit

1 number 2286 -- and what's this?

2 **MR. ENGELMANN:** Sir, as I understand it,  
3 this is a statement that the worker, Ms. DeBellis, provides  
4 to both Mr. Landry's spouse and to C-54 as per the risk  
5 management conference plan that we just looked at.

6 **THE COMMISSIONER:** All right. So ---

7 **MR. ENGELMANN:** Does that seem correct, Mr.  
8 Carriere?

9 **MR. CARRIERE:** I believe it is.

10 **THE COMMISSIONER:** Okay. Exhibit 2286.

11 --- **EXHIBIT NO./PIÈCE NO. P-2286:**

12 (115791) - Statement provided to Lucy Landry  
13 and C-54 dated 27 Oct 93

14 **MR. ENGELMANN:** And in it they're referring  
15 to the recent complaint by the unnamed individual through  
16 his psychologist; correct?

17 **MR. CARRIERE:** Yes.

18 **MR. ENGELMANN:** In the first paragraph?

19 **MR. CARRIERE:** Yes.

20 **MR. ENGELMANN:** And they're saying that  
21 they've received enough details to partially assess the  
22 validity of the referral source.

23 "We believe that the allegations are  
24 credible and are serious".

25 And again they note there is no indication

1 that the allegation is malicious and explaining why they  
2 need to take some protective steps.

3 Fair enough?

4 **MR. CARRIERE:** Yes.

5 **MR. ENGELMANN:** There's no reference here to  
6 the information that you've received about '85. It's just  
7 the '93 information.

8 **MR. CARRIERE:** That's true.

9 **MR. ENGELMANN:** All right.

10 And this would have been prepared by Ms.  
11 DeBellis or someone at the CAS?

12 **MR. CARRIERE:** Certainly by someone at the  
13 CAS, but I'm not sure. I mean, it doesn't look like her  
14 handwriting, so I'm not sure.

15 **MR. ENGELMANN:** There was another fellow  
16 working on this from time to time. His name was Michael  
17 Whitlock.

18 **MR. CARRIERE:** Yes. He was actually, for a  
19 very short period of time, going to take over this case  
20 because of workload pressures on Ms. DeBellis.

21 **MR. ENGELMANN:** All right.

22 I'm just wondering; we've seen that she  
23 spent a fair bit of time now fleshing out details from the  
24 '85 allegations.

25 **MR. CARRIERE:** M'hm.

1                   **MR. ENGELMANN:** Do you have any sense as to  
2 why that wasn't brought to Ms. Landry's attention or to C-  
3 54's?

4                   **MR. CARRIERE:** I don't offhand, no.

5                   **MR. ENGELMANN:** Okay. But it was clearly  
6 thought to be pertinent to the ---

7                   **MR. CARRIERE:** Yes.

8                   **MR. ENGELMANN:** --- new investigation;  
9 correct?

10                  **MR. CARRIERE:** Yes.

11                  **MR. ENGELMANN:** All right.

12                               And, sir, do you know, through your dealings  
13 at the time, and I realize you don't have too much of a  
14 recollection of this, but is there any discussion here  
15 being given about moving him out of the home yet? I'm  
16 talking about C-54.

17                  **MR. CARRIERE:** I don't have the recollection  
18 of it.

19                  **MR. ENGELMANN:** All right.

20                  **MR. CARRIERE:** I think that discussion is  
21 more likely to take place with the worker and a supervisor  
22 from the childcare end of things.

23                  **MR. ENGELMANN:** All right.

24                               Because we've got this statement that ---

25                  **MR. CARRIERE:** Yes.

1                   **MR. ENGELMANN:** --- CAS takes these  
2                   allegations seriously, that they appear to be credible;  
3                   they're serious.

4                   **MR. CARRIERE:** Yes. Yes.

5                   **MR. ENGELMANN:** All right.

6                   Now, I understand -- and we'll get to this a  
7                   bit later -- that this investigation wasn't finalized until  
8                   approximately January of '94. I'll just get to it.

9                   There's another risk management conference  
10                  two days later, on October 29<sup>th</sup>, 1993, and I believe you're  
11                  in attendance. It is Document Number 115678.

12                  **THE COMMISSIONER:** Thank you.

13                  Exhibit 2287 is a risk management conference  
14                  -- well, the minutes of that -- and the date is the 29<sup>th</sup> of  
15                  October 1993.

16                  --- **EXHIBIT NO./PIÈCE NO. P-2287:**

17                                 (115678) - Risk Management Conference  
18                                 Minutes dated 29 Oct 93

19                  **MR. ENGELMANN:** You told us earlier, Mr.  
20                  Carriere, that there was no set timing for these and ---

21                  **MR. CARRIERE:** No.

22                  **MR. ENGELMANN:** --- if it was thought  
23                  important they could happen with some rapidity.

24                  **MR. CARRIERE:** Yes.

25                  **MR. ENGELMANN:** And this is what we see

1 here?

2 MR. CARRIERE: Yes.

3 MR. ENGELMANN: All right.

4 And this time you're there, as is your in-  
5 house lawyer, as is Mr. Abell, amongst others.

6 MR. CARRIERE: Yes.

7 MR. ENGELMANN: And it appears that under  
8 the summary of facts you are confirming -- and this is what  
9 we talked about earlier -- that Earl Landry continues with  
10 the Bob Turner Arena and has access to children. All  
11 right?

12 MR. CARRIERE: Yes.

13 MR. ENGELMANN: And this is something that  
14 you've known for some time, but it's being discussed here  
15 on the 29<sup>th</sup>, and there's a question that's posed:

16 "Can we approach his employer with a  
17 request for information? One alleged  
18 victim is saying he first met Earl  
19 through the Arena. Agreed we will  
20 speak to the head of Parks and  
21 Recreation with information, that we  
22 have a serious allegation that may put  
23 children at risk who are in contact  
24 with him. Also, do they have knowledge  
25 of any special relationships between

1 Mr. Landry and youths at the arena?"

2 Now, at this point in time, sir, aren't you  
3 aware -- "you" being the agency -- of two alleged victims  
4 where there's contact at the arena and/or a park? And I'm  
5 just wondering why there's only reference to one?

6 **MR. CARRIERE:** Well, I mean, it may be just  
7 specific to the arena, but I don't know, Mr. Engelmann,  
8 because the other place doesn't have an arena.

9 **MR. ENGELMANN:** All right.

10 And this is an internal document in any  
11 event.

12 **MR. CARRIERE:** Okay.

13 **MR. ENGELMANN:** All right.

14 And we know, sir, that throughout this time  
15 CAS had no fixed policy on whether -- on when you notify  
16 the employer of an alleged perpetrator?

17 **MR. CARRIERE:** Yes, that's correct.

18 **MR. ENGELMANN:** Even when that alleged  
19 perpetrator may have access to children through his or her  
20 employment?

21 **MR. CARRIERE:** There's no policy.

22 **MR. ENGELMANN:** Right.

23 And, sir, as we've said under "Decisions  
24 reached," there is a decision made at that time, and that  
25 is October 29<sup>th</sup>, 1993, that the person who's the head of

1 Parks and Recreation is going to be spoken with?

2 MR. CARRIERE: Yes.

3 MR. ENGELMANN: All right.

4 And do you know who was to do that?

5 MR. CARRIERE: My understanding was that  
6 Michael Whitlock and Pina DeBellis were tasked with doing  
7 that.

8 MR. ENGELMANN: All right.

9 Now, it's my understanding that it never  
10 actually happened.

11 MR. CARRIERE: You're correct.

12 MR. ENGELMANN: And do you know why that was  
13 at the time?

14 MR. CARRIERE: Well, let me say that an  
15 attempt was made within a couple -- I'm not -- I think the  
16 attempt was made the next day. Actually, it may have even  
17 -- I'd have to check with the notes, but an attempt was  
18 made, in terms of the timing on that, of the call to the  
19 Bob Turner, it was at the end of the day and Mr. Miller had  
20 left. An appointment had been arranged to meet with C-51,  
21 I believe, the next day. The two workers came back to me  
22 and advised me that they had been unsuccessful in reaching  
23 Mr. Miller. So a decision was made to contact Mr. Miller  
24 after they had met with C-51 again.

25 At that point I think what happened was --

1 not think what happened -- what did happen was we went from  
2 a situation where the glass was half full to the glass  
3 being half empty and we became fixated on having to have a  
4 name and developed tunnel vision on that and ultimately  
5 made the wrong decision in terms of not informing the  
6 employer. We just continued to persist in viewing that we  
7 needed to have the name.

8 Our concern at the time was not being able  
9 to back it up. We had one victim that we couldn't identify  
10 because we didn't have his name and we had another victim  
11 who couldn't -- who himself could not name the offender,  
12 and that took on greater importance than it should have.

13 **MR. ENGELMANN:** All right.

14 But you will acknowledge, sir, at the time  
15 your unnamed victim clearly was naming Earl Landry, Jr.?

16 **MR. CARRIERE:** There's no question about  
17 that.

18 **MR. ENGELMANN:** And that your named victim,  
19 although couldn't remember the name at the time, clearly  
20 said where he was working, described him and described the  
21 jobs that he did?

22 **MR. CARRIERE:** Yes.

23 **MR. ENGELMANN:** And eight years later --  
24 sorry, eight years previous had been able to provide a name  
25 to the doctors who saw him and also to the police?

1                   **MR. CARRIERE:** We had enough, Mr. Engelmann.

2                   **MR. ENGELMANN:** And, in fact, in 1985, when  
3 you were looking into the allegations against Bernie  
4 Campbell in that same park ---

5                   **MR. CARRIERE:** Yes.

6                   **MR. ENGELMANN:** --- you did approach -- you  
7 -- I'm sorry.

8                   **MR. CARRIERE:** Yes.

9                   **MR. ENGELMANN:** You know what ---

10                  **MR. CARRIERE:** I know what you're saying.

11                  **MR. ENGELMANN:** The CAS approached Parks and  
12 Rec officials provided that name and shortly after that  
13 many more victims were found out?

14                  **MR. CARRIERE:** Yes, we did the right thing  
15 with Bernie Campbell.

16                  **MR. ENGELMANN:** I was going to take you to  
17 that, but I don't think I need to.

18                                 There were several victims in that case and  
19 they -- you had one name but after ---

20                  **MR. CARRIERE:** Yes.

21                  **MR. ENGELMANN:** --- contacting the employer  
22 there were several more names ---

23                  **MR. CARRIERE:** Yes.

24                  **MR. ENGELMANN:** --- that were gleaned.

25                  **MR. CARRIERE:** Yes.

1                   **MR. ENGELMANN:** And I believe there were six  
2 confirmed victims in the case of Bernie Campbell.

3                   **MR. CARRIERE:** I don't know the exact number  
4 but I know it was multiple victims.

5                   **MR. ENGELMANN:** All right.

6                   Maybe I'll just go there briefly. I think  
7 it's important for one point, sir.

8                   It's Document 738450. It will require a  
9 publication ban, sir. I'll have to give you some names in  
10 camera. These are, as the notes indicate, victims of --  
11 I'm told this may already be an exhibit.

12                   **THE COMMISSIONER:** Could be.

13                   **MR. ENGELMANN:** Could we just check Exhibit  
14 2229?

15                   **THE COMMISSIONER:** Two, two, two, nine  
16 (2229). That's an easy one.

17                   **MR. ENGELMANN:** It may have come up during  
18 the evidence of Mr. Towndale.

19                   **THE COMMISSIONER:** M'hm.

20                   **MR. ENGELMANN:** You have that? All right.  
21 And I presume it's been stamped.

22                   **THE COMMISSIONER:** Yeah, publication ban.

23                   **MR. ENGELMANN:** No doubt even spoken to in  
24 camera if I know my colleague.

25                   **THE COMMISSIONER:** What page in this

1 document?

2 MR. ENGELMANN: Sir, let's go to Bates page  
3 447.

4 THE COMMISSIONER: Great.

5 MR. ENGELMANN: Perhaps you can just tell  
6 us, Mr. Carriere, who -- which one of your workers did  
7 these notes?

8 MR. CARRIERE: I believe Jean Dupuis is the  
9 worker.

10 MR. ENGELMANN: Okay. And if we turn to --  
11 sorry, Bates page 447 on November 21<sup>st</sup>, 1985 there's a  
12 discussion -- he has a case discussion with Bill Carriere,  
13 supervisor re disclosure of information received from the  
14 children to the people at the Bob Turner playing field.

15 MR. CARRIERE: Right.

16 MR. ENGELMANN: And then it says "i.e., Mr.  
17 S. Millar".

18 MR. CARRIERE: Yes.

19 MR. ENGELMANN: He was the supervisor there?

20 MR. CARRIERE: I think he was the director  
21 of Parks and Recreation. I'm not sure if director's the  
22 right title but he was the senior person with ---

23 MR. ENGELMANN: Right. He was the  
24 individual that you were going to contact in 1993?

25 MR. CARRIERE: He is the person that we did

1 contact and didn't reach.

2 **MR. ENGELMANN:** Okay. But just attempted  
3 to call him on the phone and ---

4 **MR. CARRIERE:** Called at the wrong time of  
5 the day. He had just left.

6 **MR. ENGELMANN:** All right.

7 So at this time, referencing -- and I'll  
8 just deal with this very briefly, there appeared to be --  
9 "have a discussion with lawyer, E. McLelland as to the  
10 responsibility disclosure of information to other Parks and  
11 Recreation..."

12 **THE COMMISSIONER:** To others, i.e. Parks and  
13 Rec.

14 **MR. ENGELMANN:** Yeah. "...in order that we  
15 may prevent access to other children by B. Campbell.  
16 Lawyer agreed. One, information is not disclosure of  
17 information on client." Okay?

18 **MR. CARRIERE:** M'hm.

19 **MR. ENGELMANN:** It's disclosure of  
20 information on an alleged perpetrator. Fair enough?

21 **MR. CARRIERE:** Yes.

22 **MR. ENGELMANN:** "And two, we believe that if  
23 info is not shared other children are in immediate danger."

24 And then there's a reference to a section of  
25 the *Child and Family Services Act*. Correct?

1                   **MR. CARRIERE:** Yes, that's correct.

2                   **MR. ENGELMANN:** All right.

3                                 "Case discussion with A. Towndale, Bill  
4                                 Carriere, agreement made to disclose  
5                                 info to Millar at Parks and Recreation  
6                                 in consultation with police."

7                   All right. So that explains what happened,  
8                   that there was a decision, case by case and because of one  
9                   that it wasn't information about one of your clients, and  
10                   two a belief that there might be some immediate danger ---

11                   **MR. CARRIERE:** Yes.

12                   **MR. ENGELMANN:** --- this was done?

13                   **MR. CARRIERE:** Yes.

14                   **MR. ENGELMANN:** And I think what you're  
15                   telling us is that this should have been done in the case  
16                   of Earl Landry Junior. as well?

17                   **MR. CARRIERE:** Yes. I like the way we  
18                   handled Bernie Campbell and I don't feel the same way about  
19                   Earl Landry Junior.

20                   **MR. ENGELMANN:** Fair enough.

21                                 And you certainly had a precedent for taking  
22                                 this kind of action in a similar case, in a similar place  
23                                 with the same person some eight years earlier?

24                   **MR. CARRIERE:** That's correct.

25                   **MR. ENGELMANN:** And sir, I could take you

1 through these notes but that happened on November 21<sup>st</sup>. The  
2 disclosure was made on the following Bates page, 448 on  
3 November 22<sup>nd</sup>.

4 Do you see that about the middle of the  
5 page?

6 **MR. CARRIERE:** Yes. M'hm.

7 **MR. ENGELMANN:** And then we see November  
8 27<sup>th</sup>, a victim listed and then there are a number of victims  
9 that come forward between then and the middle of December.

10 **MR. CARRIERE:** Yes.

11 **MR. ENGELMANN:** All right.

12 And you're aware that there was eventually  
13 several charges laid and there were guilty pleas to all or  
14 most of them?

15 **MR. CARRIERE:** Yes.

16 **MR. ENGELMANN:** All right.

17 **THE COMMISSIONER:** So of interest is that  
18 Mr. Millar said on 448 that he is going to remove the keys  
19 of clubs -- club house from Bernie, have the locks changed  
20 on the club house. And that he was going to meet with the  
21 representatives in minor hockey, minor baseball, minor  
22 football and recommend to them the removal of Bernie and  
23 any responsibilities as coach or whatever.

24 **MR. CARRIERE:** Yes.

25 **MR. ENGELMANN:** So he took some immediate

1 action?

2 **MR. CARRIERE:** Yes, he did. M'hm.

3 **MR. ENGELMANN:** All right.

4 And just turning back then to the -- to that  
5 risk management conference if I may at tab -- sorry, not at  
6 tab -- at Exhibit 2287, given all the information that you  
7 knew about at that time and this now is October 29<sup>th</sup>, 1993  
8 again I'm surprised that at the end of the document it's  
9 listed at risk level low.

10 And I'm wondering if you agree with that?

11 **MR. CARRIERE:** I think again, Mr. Engelmann,  
12 I think it's linked to the fact that we don't have a  
13 current victim at the time. But I can appreciate that it  
14 doesn't seem to match what the circumstances are. This man  
15 has molested a number of children over time and ---

16 **MR. ENGELMANN:** And he clearly has access to  
17 children through his job.

18 **MR. CARRIERE:** He has access to children.

19 **MR. ENGELMANN:** Now we -- you've talked to  
20 us about what happened and the decision made to meet with  
21 someone before you contact Parks and Rec.

22 We'll move on from there. I just want to go  
23 back for a minute to Exhibit 1658 if I can.

24 **THE COMMISSIONER:** One six five eight  
25 (1658). I think we're still there.

1                   **MR. ENGELMANN:** Oh, yes. Right. Okay.

2                   **MR. CARRIERE:** I've got too many binders  
3 here in front now.

4                   **THE COMMISSIONER:** No kidding. You want to  
5 change places?

6                   **MR. CARRIERE:** Maybe for the next little  
7 while I'll ---

8                   **MR. ENGELMANN:** I'm sure several people  
9 might take you up on that, sir.

10                   Okay, again this appears to be a home visit  
11 -- sorry, I'm on Bates page 781. And this appears to be  
12 yet another home visit ---

13                   **MR. CARRIERE:** Yes.

14                   **MR. ENGELMANN:** --- that Ms. DeBellis is  
15 having with C-51's family.

16                   **MR. CARRIERE:** Yes.

17                   **MR. ENGELMANN:** And there's a discussion  
18 about -- the bottom:

19                   "C-51 says he'd never seen him  
20 ejaculate but he would play behind him  
21 with himself. 'Whenever they didn't  
22 charge him, I went down to the  
23 clubhouse ...'"

24                   This is the mother speaking. And on to the  
25 next page:

1                                    "... and said if he ever came near one  
2                                    of my kids I said he'd be sorry or he'd  
3                                    regret.' Mother states she can't  
4                                    remember her exact words. She was  
5                                    frustrated because the police said  
6                                    there wasn't enough evidence. The  
7                                    police assured mother they would keep  
8                                    an eye on the clubhouse."

9                                    It appears that after no-one investigated  
10                                  these allegations, "no-one" being either the CPS or the CAS  
11                                  or after things were stopped, that she's indicating she  
12                                  went and confronted Earl Landry, Jr. Is that fair?

13                                  **MR. CARRIERE:** That's how it reads, yes.

14                                  **MR. ENGELMANN:** All right.

15                                  Now, there are a number of other contacts,  
16                                  and then if we move ahead -- for example, there's another  
17                                  home interview on November 24<sup>th</sup>, 1993, again with C-51.

18                                  Do you have some sense and are you getting  
19                                  some sense from Ms. DeBellis as to why she's interviewing  
20                                  C-51 and his mother so often?

21                                  **THE COMMISSIONER:** Well, it says on the --  
22                                  sorry, it says, "Purpose: review identification if  
23                                  possible."

24                                  **MR. CARRIERE:** As I was saying earlier,  
25                                  Mr. Engelmann, we just became fixated ---

1                   **MR. ENGELMANN:** On the name.

2                   **MR. CARRIERE:** --- with getting that name  
3 and developed tunnel vision around the need for it and ---

4                   **MR. ENGELMANN:** All right. And again  
5 there's some description of what he looks like and what he  
6 does, but he's not able to give you the name.

7                   **MR. CARRIERE:** I think we -- it, at the  
8 time, had such important to us that -- and we always felt  
9 like we were inches away from it, and I think you -- I  
10 don't know if you reached the point where we actually give  
11 him a -- like a book full of names and ask him to go  
12 through the whole book, and hoping that he will identify  
13 the name. I mean that's how persistent, and again I will  
14 say tunnel vision, we were with the whole thing.

15                   When I look back at it now I can -- it seems  
16 like we're obsessive about it but at the time, it seemed  
17 like what we should be doing. And I think we felt like if  
18 we could do it somehow we would be able to move this thing  
19 forward in a way that we weren't before.

20                   **MR. ENGELMANN:** All right.

21                   **MR. CARRIERE:** But, you know, it was just  
22 focused on that.

23                   **THE COMMISSIONER:** I guess the idea of just  
24 saying, "Here listen, get in the car. We're going to go  
25 and just show us where he is ---"

1                   **MR. CARRIERE:** I mean I have about 10  
2 different solutions, I mean including ones that I would do  
3 with the fellow that was seeing Dr. Nadler, you know. I  
4 mean all of these things are crystal-clear to me now.

5                   And at the time -- I hate to use the  
6 expression "dog with a bone" but we were a dog with a bone  
7 with this thing. We just wanted to get at -- we wanted  
8 that name and couldn't think of anything else.

9                   **MR. ENGELMANN:** And in fact he even suggests  
10 going down to the arena.

11                   **MR. CARRIERE:** Oh, and we tell him to do  
12 that. You know, I think the Commissioner is right. Why  
13 didn't we just put him in the car and say, "Let's go there  
14 now"? You know ---

15                   **MR. ENGELMANN:** Because he says in the  
16 interview on the 24<sup>th</sup> at his home -- I'm looking at Bates  
17 page 790:

18                   "C-51 states he can go down to arena  
19 and see. Other than that, he can think  
20 of nothing else at present."

21                   And on the following page another telephone  
22 call. She says:

23                   "I explained importance of a name. If  
24 he believes he can go and identify  
25 person at arena, then he can do so."

1                   **MR. CARRIERE:** I know. Yeah, we should  
2                   have. If I can -- I don't want to provide -- I don't want  
3                   to make excuses for this because I'm not excusing myself  
4                   for what happened in this, so I don't expect other people  
5                   to, you know, excuse me.

6                   This is all happening at the same time that  
7                   we're dealing with the David Silmsen matter. And I have  
8                   sort of -- not only trying to deal with that investigation  
9                   but I've basically given up two staff on two cases, and  
10                  sort of what's not in the picture is how I'm trying to  
11                  manage all of the other referrals with a diminished number  
12                  of staff.

13                  I don't know if that in any way explains why  
14                  I'm not thinking of the obvious in this particular case  
15                  but, you know, there were -- as the Commissioner said,  
16                  there were some solutions here that are crystal-clear to me  
17                  now that -- I'm not thinking about it at the time.

18                  **MR. ENGELMANN:** All right.

19                  **MR. CARRIERE:** I wish I had actually.

20                  **MR. ENGELMANN:** On the last page of these  
21                  notes she references a telephone call to Sergeant Ron  
22                  Lefebvre.

23                  **MR. CARRIERE:** M'hm.

24                  **MR. ENGELMANN:** At the top of the page:

25                                 "Purpose, re identification step,

1 clarification."

2 Is that what it says?

3 **MR. CARRIERE:** Yes. I think what that means  
4 is that at a certain point in time we asked Earl Landry,  
5 Jr. to provide his photograph of him. And I believe I  
6 asked Pina to contact the police to try to give us some  
7 sense of how they managed almost like a line-up thing where  
8 -- you know, looking at photographs.

9 I think that that's what it's about but I  
10 can't see why she's phoning Ron Lefebvre to try to address  
11 that identification issue in '85. That's over with at this  
12 point in time.

13 **MR. ENGELMANN:** Was he aware or was he  
14 advised that you were not only talking to this new unnamed  
15 victim but also going back and talking to C-51 and his  
16 family?

17 **MR. CARRIERE:** I don't know the answer to  
18 that actually. When I read the notes, it's not clear to  
19 me.

20 **MR. ENGELMANN:** Well, actually I think I've  
21 just found the answer -- just the next item:

22 "December 6<sup>th</sup>, '93. Telephone call from  
23 Sergeant Ron Lefebvre. He's saying C-  
24 51 was interviewed as well as mother."

25 So there must have been some exchange of

1 information about what you were doing.

2 **MR. CARRIERE:** Yeah, I would be pretty  
3 certain there was exchange of information.

4 **MR. ENGELMANN:** "Content of statements are  
5 not in notebook. Records over five  
6 years old."

7 A little later:

8 "It was unclear as to how the name of  
9 Earl Landry, Jr. was..."

10 I think it says "identified"

11 "... and it is believed that through  
12 identification process; unable to  
13 pursue further."

14 **MR. CARRIERE:** That almost appears to me  
15 that they're back at that starting point again. I don't  
16 know what information that Ms. DeBellis provided.

17 **MR. ENGELMANN:** All right. So nobody got in  
18 the car, whether that's her, Ron Lefebvre or anyone, and  
19 drove down to the arena?

20 **MR. CARRIERE:** No.

21 **MR. ENGELMANN:** All right. And in fact  
22 there's a call right at the end from Sergeant Ron Lefebvre  
23 and he's referring to the July 8<sup>th</sup>, '85 -- presumably the  
24 meeting with Bill Carriere and Jean Dupuis. He's got some  
25 reference numbers, incidents re --and C-51 "only other info

1 available". Okay.

2 All right, then there's a further Risk  
3 Management Conference Meeting minutes, November 16<sup>th</sup>, 1993  
4 and that's Document Number 129149.

5 C-54 is mentioned by his first name.

6 **MR. CARRIERE:** Thank you.

7 **THE COMMISSIONER:** Exhibit 2288 is a Risk  
8 Management Conference minutes, 16<sup>th</sup> of November '93.

9 **--- EXHIBIT NO./PIÈCE NO. P-2288:**

10 (129149) Risk Management Conference Minutes  
11 dated 16 Nov 93

12 **MR. ENGELMANN:** Perhaps we should have a  
13 stamp on the document as well, sir.

14 **THE COMMISSIONER:** Sure.

15 **MR. ENGELMANN:** Now, I asked you a few times  
16 about considerations or references to considerations to  
17 having C-54 moved. We haven't really seen that but we do  
18 seem to have that developing here, but there were other  
19 issues in play as well. Is that correct with respect to  
20 being able to care -- Mrs. Landry being able to care for  
21 the children.

22 **MR. CARRIERE:** Yes, yes, for sure.

23 **MR. ENGELMANN:** Can you give us a sense as  
24 to what's happening? You were at this meeting, sir.

25 **MR. CARRIERE:** It looks like the purpose of

1 the meeting is -- can I have a minute just to quickly read  
2 it?

3 MR. ENGELMANN: Absolutely, yes.

4 MR. CARRIERE: Thank you.

5 (SHORT PAUSE/COURTE PAUSE)

6 MR. CARRIERE: Okay. I've read it, yes.

7 MR. ENGELMANN: Right. It appears that Mr.  
8 Landry Junior had been removed from the home by this point.

9 MR. CARRIERE: He had voluntarily left the  
10 home.

11 MR. ENGELMANN: All right.

12 MR. CARRIERE: And the situation came up  
13 where their son had surgery at Children's Hospital of  
14 Eastern Ontario and at this point, was in like a cast,  
15 essentially covering the lower half of his body. Mrs.  
16 Landry was unable to manage with that -- with him for --  
17 she had some physical problems, she was unable to lift him  
18 and manage him.

19 And she called me and essentially said "My  
20 son is -- I'm unable to look after my son and I want my  
21 husband to come back in the home to assist me otherwise I'm  
22 fearful that I'm going to drop my son" because of her  
23 ailment and also the son being in a cast. And I remember  
24 that phone call and I remember saying to her that under the  
25 circumstances that I'd allow her husband back into the

1 home.

2 So at this particular risk management  
3 conference, I think we're reviewing -- actually more of the  
4 focus is I think on C-54 and the issues related to him in  
5 terms of what would happen if we insisted he not -- if we  
6 closed the home and we insisted that he -- or he --  
7 insisted that he move out of the home. I think we saw him  
8 as being an at-risk youth in terms of his behaviour. And  
9 he was pretty insistent that nothing had ever happened to  
10 him; that the Children's Aid intervening was ruining his  
11 life and ---

12 **MR. ENGELMANN:** All right. So you had a  
13 dilemma at the time.

14 **MR. CARRIERE:** Oh, a terrible dilemma.

15 **MR. ENGELMANN:** You had a young child in a  
16 body cast coming home. You had a call from the mother  
17 saying essentially she couldn't care for her -- their  
18 child.

19 **MR. CARRIERE:** Yes.

20 **MR. ENGELMANN:** This was their child.

21 **MR. CARRIERE:** Yes.

22 **MR. ENGELMANN:** And needed her husband back  
23 in the house. And you had a 16-year old youth, C-54, who  
24 you were concerned about. And with these two children in  
25 the home, Mr. Landry Junior had been removed on a voluntary

1 basis.

2 MR. CARRIERE: Yes. I think he was very  
3 fearful that his children would be apprehended. I think  
4 that was the reason that he left the home.

5 MR. ENGELMANN: All right.

6 And were there any other children in the  
7 home?

8 MR. CARRIERE: No.

9 MR. ENGELMANN: So you allow him to come  
10 back ---

11 MR. CARRIERE: Yes.

12 MR. ENGELMANN: --- on a temporary basis?

13 MR. CARRIERE: Yes. Well, I shouldn't say  
14 temporary basis, I allowed him to come back.

15 MR. ENGELMANN: And the conditions or  
16 decisions reached indicate that, do they not, sir, on the  
17 next page 791?

18 MR. CARRIERE: Yes. M'hm.

19 MR. ENGELMANN: And as part of the allowing  
20 him back, under point three:

21 "Layout minimum expectation, safety  
22 reporting, settle on frequency of  
23 contact for C-54 in the home likely  
24 more often, speak to sensible  
25 precautions, example no walking in on

1 people in the bathroom."

2 MR. CARRIERE: Yes.

3 MR. ENGELMANN: So you were taking a risk in  
4 this case?

5 MR. CARRIERE: Yes.

6 MR. ENGELMANN: Now, at the bottom, it  
7 notes, first of all "Investigation to continue". Can you  
8 give us a sense as to what was being done? What was being  
9 investigated?

10 MR. CARRIERE: I don't think the  
11 investigation had been finalized in terms of the  
12 verification review and reporting back to ---

13 THE COMMISSIONER: I'm sorry. This is  
14 November 16<sup>th</sup>, 1993?

15 MR. CARRIERE: Yes.

16 THE COMMISSIONER: The notes that we've  
17 reviewed -- the last notes go to the 25<sup>th</sup> of November.

18 MR. ENGELMANN: Sir, they were actually some  
19 ---

20 THE COMMISSIONER: Oh, into December.

21 MR. ENGELMANN: There had been contacts with  
22 the police in December.

23 THE COMMISSIONER: Yeah. So we're going  
24 back in time ---

25 MR. ENGELMANN: Yes.

1                   **THE COMMISSIONER:** --- when we go to this.  
2           So let's keep that in perspective.

3                   **MR. CARRIERE:** Yes.

4                   **MR. ENGELMANN:** All right.

5                   So then let's look ahead, sir. There's  
6           another risk management conference on January 11<sup>th</sup>.

7                   **MR. CARRIERE:** Mr. Engelmann, I just want to  
8           go back to that when you were talking about the decision to  
9           allow him back in. I'm -- I didn't have -- I remember  
10          feeling at the time that I just didn't have a solution for  
11          the mother and I wish that I had had a solution.

12                   I knew that her family was not a support. I  
13          knew that we -- I didn't feel that I had the grounds to  
14          apprehend her child because there was no indication that  
15          she had harmed her child.

16                   I'm not sure that I liked the decision in  
17          retrospect but I remember just feeling like I was, you  
18          know, between a rock and a hard place at the time.

19                   **MR. ENGELMANN:** All right.

20                   Sir, I just want to ask about a couple  
21          things and there's one thing before the session in January.  
22          There is a supervision session in December that I'd like to  
23          take the witness to. So if we could go there first. It's  
24          Document number 115682.

25                   **THE COMMISSIONER:** So in fairness to you,

1           sir, one boy's in a body cast; the other boy's denying ever  
2           being assaulted by this gentleman.

3                       **MR. CARRIERE:** Yes.

4                       **THE COMMISSIONER:** And he's very insistent  
5           on that at this point.

6                       **MR. CARRIERE:** And he is saying that we're  
7           ruining his life and he -- we view him as being really at  
8           risk of getting into a lot of trouble actually. If he is  
9           not on his own he would -- anyway we were concerned about  
10          him.

11                      **MR. ENGELMANN:** But you also knew that he'd  
12          reported being a victim of child sexual abuse by male  
13          relatives?

14                      **MR. CARRIERE:** Oh, yes, we knew that, yes.

15                      **MR. ENGELMANN:** And you didn't know until  
16          later, of course, that he was as well a victim of Earl  
17          Landry Junior.

18                      **MR. CARRIERE:** We didn't know that until a  
19          number of years later.

20                      **MR. ENGELMANN:** Okay.

21                      Sorry, this is a late notice. We're going  
22          to have to look at it on the screen.

23                      **THE COMMISSIONER:** All right.

24                      **MR. ENGELMANN:** So as we can work.

25                      **THE COMMISSIONER:** So Exhibit number 2289 is

1 a supervision session which will have a publication ban  
2 stamp. There you go. It's a supervision session. All  
3 right.

4 ---EXHIBIT NO./PIÈCE NO P-2289:

5 (115682) - Supervision Session dated 21 Dec  
6 93

7 MR. ENGELMANN: Sir, what is a supervision  
8 session?

9 MR. CARRIERE: It's just a meeting when we -  
10 - a formal supervision.

11 MR. ENGELMANN: So you're meeting ---

12 MR. CARRIERE: As opposed to somebody just  
13 coming to, you know, for an informal consult. This is a  
14 formal meeting. This is probably better described as a  
15 verification review. This is where we're going to go  
16 through all of the facts of the case and come to a  
17 decision.

18 MR. ENGELMANN: All right.

19 So you've got the reports from children.

20 MR. CARRIERE: Yes.

21 MR. ENGELMANN: You've got the young child  
22 who's not interviewed. You have C-54 who's interviewed and  
23 denies that he's ever been molested. That's the second  
24 paragraph.

25 MR. CARRIERE: M'hm.

1                   **THE COMMISSIONER:** No, no. No, no. No, no,  
2 no, no. What did you say there? That he ---

3                   **MR. ENGELMANN:** That C-54 ---

4                   **THE COMMISSIONER:** Yeah.

5                   **MR. ENGELMANN:** He says he's never been  
6 molested.

7                   **THE COMMISSIONER:** But ---

8                   **MR. ENGELMANN:** Second paragraph.

9                   **THE COMMISSIONER:** Yeah, but I thought --  
10 and maybe it's getting late -- did we not know at that time  
11 that he had been molested by someone else?

12                   **MR. ENGELMANN:** Yes.

13                   **THE COMMISSIONER:** Okay.

14                   **MR. ENGELMANN:** By someone else, but -- oh  
15 sorry, it says he's never been molested by ---

16                   **THE COMMISSIONER:** Right.

17                   **MR. ENGELMANN:** --- Earl Landry Junior.

18                   **THE COMMISSIONER:** Okay. Yeah. Just  
19 checking to see ---

20                   **MR. ENGELMANN:** You're right, yeah.

21                   And he's also saying doesn't believe the  
22 allegations ---

23                   **THE COMMISSIONER:** Right.

24                   **MR. ENGELMANN:** --- and of course, he knows  
25 as we learn later.

1                   Anyway, then you say:

2                   "Although there are no longer children,  
3                   we have information from two other  
4                   individuals who report that they were  
5                   sexually molested as children. One  
6                   individual clearly identifies Mr.  
7                   Landry as being a person who molested  
8                   him as a child."

9                   It goes on in the next paragraph to describe  
10                  the details from Doctor Nadler.

11                  In fact, he was interviewed on the phone as  
12                  well ---

13                  **MR. CARRIERE:** Yes.

14                  **MR. ENGELMANN:** --- by Ms. DeBellis?

15                  **MR. CARRIERE:** Yes.

16                  **MR. ENGELMANN:** Yeah. And then the second  
17                  individual, who is C-51, you have the fact that the  
18                  previous file recording indicates that C-51 identified Earl  
19                  Landry as the alleged offender:

20                         "At the present time, able to provide  
21                         some details both concerning the  
22                         victimization and the individual  
23                         responsible for it. Example: where  
24                         the person works; physical description  
25                         of offender, but no longer able to

1 identify the name."

2 Okay?

3 **MR. CARRIERE:** Yes.

4 **MR. ENGELMANN:** And again a reference to the  
5 mother. Then you report on collateral sources?

6 **THE COMMISSIONER:** Madam Clerk?

7 Sorry, since we're on the screen, we're  
8 going to have to follow. So, Madam Clerk, could you follow  
9 along and scroll down?

10 **MR. ENGELMANN:** Sorry, I'm on the next page  
11 now, sir.

12 **THE COMMISSIONER:** Yes, I know.

13 **MR. ENGELMANN:** That would have helped to  
14 say that. We have the reference to the mother reporting.  
15 We have the collateral sources report being the letter from  
16 CHEO; correct?

17 **MR. CARRIERE:** Yes.

18 **MR. ENGELMANN:** And there's the file notes  
19 from Jean Dupuis and the reference to the report from Ron  
20 Lefebvre to him?

21 **MR. CARRIERE:** Yes.

22 **MR. ENGELMANN:** And a little bit further  
23 down Mr. Landry reported that in '85, he was accused by a  
24 child and the child's mother of sexually molesting the  
25 child. He reported that the matter was investigated by CPS

1 but that charges were not laid due to lack of evidence. Do  
2 you see that?

3 **MR. CARRIERE:** Yes.

4 **MR. ENGELMANN:** And he indicated that it was  
5 his interpretation that the child was lying.

6 And, sir, on the following page -- oh, and  
7 he's also suggesting, just before we leave that page, that  
8 he believes that the two accusers know each other and that  
9 this is -- they must have talked to each other on the  
10 matter, et cetera. So he's sort of suggesting that they've  
11 made this up together?

12 **MR. CARRIERE:** That's right.

13 **MR. ENGELMANN:** And under the -- on the  
14 following page ---

15 **THE COMMISSIONER:** Wait a minute. I can't -  
16 - can you go back? We've got -- keep going down. We have  
17 that.

18 "A request was made of Mr. Landry to  
19 supply the Society with a photograph of  
20 himself, which he denies."

21 **MR. CARRIERE:** He initially says yes.

22 **THE COMMISSIONER:** Well ---

23 **MR. CARRIERE:** Oh, sorry, in the recording,  
24 you're right. He initially said he would and then he came  
25 back and said, no, he wouldn't do that. And that's when

1 his lawyer became involved.

2 MR. ENGELMANN: Yeah. He had initially  
3 agreed to a polygraph with the police way back when?

4 MR. CARRIERE: Yes, it was very similar.

5 MR. ENGELMANN: But then his father called  
6 and said he wasn't going to do that?

7 THE COMMISSIONER: M'hm.

8 MR. ENGELMANN: So at the end, under the  
9 summary -- well, first of all, just hang on. On the last  
10 page under "Physical circumstantial evidence," it says:

11 "No physical evidence. Mr. Landry is  
12 and has been affiliated with the Parks  
13 and Recreation Program."

14 MR. CARRIERE: Yes.

15 MR. ENGELMANN: All right?

16 MR. CARRIERE: M'hm.

17 MR. ENGELMANN: And of course he's been  
18 employed there throughout?

19 MR. CARRIERE: Yes.

20 MR. ENGELMANN: All right.

21 And under "Summary":

22 "It is the opinion of the investigating  
23 team that there is sufficient  
24 information to support a position that  
25 Earl Landry probably molested C-51 and

1 [this unnamed person] when they were  
2 children."

3 Correct?

4 **MR. CARRIERE:** Yes.

5 **MR. ENGELMANN:** And so is that what is  
6 called the verification review when you make that type of  
7 determination?

8 **MR. CARRIERE:** Yes.

9 **MR. ENGELMANN:** So, sir, this was in  
10 December and then we have a case conference or a risk  
11 management conference in January?

12 **MR. CARRIERE:** M'hm.

13 **MR. ENGELMANN:** If I could take you to that?  
14 It was also late, sir, so it will only be an electronic  
15 copy -- I apologize -- 115683.

16 **THE COMMISSIONER:** Two two nine zero (2290)  
17 and no doubt there should be a publication stamp on that as  
18 well. We'll see if there's any names. Can you scroll  
19 down, Madam Clerk?

20 **MR. ENGELMANN:** There's the first name of  
21 the ---

22 **THE COMMISSIONER:** Yeah. So ---

23 **MR. ENGELMANN:** --- C-54.

24 **THE COMMISSIONER:** We'll put a stamp on it.  
25 So now we're in the 11<sup>th</sup> of January. All right.

1 --- EXHIBIT NO./PIÈCE NO. P-2290:

2 (115683) (PUBLICATION BAN)

3 Risk Management Conference Minutes dated  
4 January 11, 1994

5 MR. ENGELMANN: All right.

6 So you're present at this meeting, sir?

7 MR. CARRIERE: Yes.

8 MR. ENGELMANN: And ---

9 MR. CARRIERE: Yes.

10 MR. ENGELMANN: And:

11 "Issues to be addressed: review  
12 investigation results; establish agency  
13 position."

14 And under "Decisions reached" they have what  
15 we noted from the supervision session:

16 "(a) It is the position of the  
17 investigators that verified abuse took  
18 place."

19 MR. CARRIERE: Yes.

20 MR. ENGELMANN: Correct?

21 MR. CARRIERE: Yes.

22 MR. ENGELMANN: There's a reference that:

23 "There are two victims and they provide  
24 credible independent information.

25 Reports are parallel in nature. One

1                   victim can identify his perpetrator.  
2                   The other victim provides sufficient  
3                   information to allow identification of  
4                   Earl Landry as the offender."

5                   Correct? Am I reading that correctly?

6                   **MR. CARRIERE:** Yes. It's difficult to read,  
7                   but yes.

8                   **MR. ENGELMANN:** All right.

9                   And it says:

10                   "(a) Given those findings, we will move  
11                   to terminate the provisional status of  
12                   the Landry provisional home."

13                   **MR. CARRIERE:** Yes.

14                   **MR. ENGELMANN:** All right.

15                   And is this -- is the younger boy out of the  
16                   cast at this stage?

17                   **MR. CARRIERE:** I don't know, Mr. Engelmann.

18                   **MR. ENGELMANN:** All right.

19                   And then the third decision:

20                   "We will give C-54 the message that we  
21                   want to continue to support him but  
22                   that we would prefer he be elsewhere."

23                   And then you say:

24                   "If he decides to stay ..."

25                   I can't read it.

1                    "... we will take as many safety measures  
2                    as possible ..."

3                    **MR. CARRIERE:** "... as possible. We will  
4                    Ensure ..."

5                    No, I don't know.

6                    **MR. ENGELMANN:** All right.

7                    **MR. CARRIERE:** "... as many as possible are  
8                    in place and [something] and continue  
9                    to monitor ..."

10                   I think is the ---

11                   **MR. ENGELMANN:** All right.

12                   So it appears what you're saying there is  
13                   that you can't force him to leave?

14                   **MR. CARRIERE:** No.

15                   **MR. ENGELMANN:** Is that because of his age  
16                   at the time?

17                   **MR. CARRIERE:** That's right. He's also  
18                   threatening at that point to terminate his Crown wardship.

19                   **MR. ENGELMANN:** Now, at this point in time,  
20                   sir, you've had the supervision session. You've now had  
21                   the confirmation at the risk management conference of the  
22                   position of several individuals in your agency?

23                   **MR. CARRIERE:** M'hm.

24                   **MR. ENGELMANN:** But is it fair to say, sir,  
25                   that you have not contacted and shared this information,

1 your verification decision, with either the police or  
2 Landry, Jr.'s employer?

3 **MR. CARRIERE:** Certainly we haven't shared  
4 it with the employer. I would have to see more material in  
5 terms of whether or not we shared it with the police, but I  
6 don't know, Mr. Engelmann.

7 **MR. ENGELMANN:** All right.

8 **MR. CARRIERE:** I know ---

9 **MR. ENGELMANN:** Well, it's not under  
10 "Decisions reached" ---

11 **MR. CARRIERE:** Right.

12 **MR. ENGELMANN:** --- to do that, but you're  
13 just not sure if it was done?

14 **MR. CARRIERE:** I don't think it was -- my  
15 sense is that it was not done, and I think it was not done  
16 because we -- they weren't continuing on in the  
17 investigation.

18 **MR. ENGELMANN:** These findings were shared  
19 with Earl Landry, Jr.?

20 **MR. CARRIERE:** They were.

21 **MR. ENGELMANN:** That's the normal practice?

22 **MR. CARRIERE:** Yes.

23 **MR. ENGELMANN:** And would they have also  
24 been shared with his spouse and with C-54?

25 **MR. CARRIERE:** Yes. I was the person that

1 actually did that. And, actually, there were three of them  
2 there, C-54, Mrs. Landry and Mr. Landry, and I shared the  
3 outcome of the investigation with them.

4 I should say that at that particular  
5 meeting, which actually I have some recollection of, Mr.  
6 Landry -- actually, sorry, it was not Mr. Landry; it was  
7 Mrs. Landry and Mr. Landry confirmed it -- is that he had -  
8 - he was on sick leave from work and he had no intention of  
9 going back to his employer. He said at the time that, you  
10 know, this was the second time allegations had been made  
11 against him and he didn't want any more of this trouble in  
12 his life.

13 **MR. ENGELMANN:** All right.

14 Well, we have some notes of that meeting and  
15 they're at Document Number 129151.

16 **MR. CARRIERE:** I'm not sure that that  
17 information is in that note.

18 **MR. ENGELMANN:** We'll take a look.

19 **MR. CARRIERE:** Okay. But I do recall that  
20 happening.

21 **THE COMMISSIONER:** Would he have -- that  
22 would have meant that he would be sent -- his name would  
23 have been sent to the Sex Registry?

24 **MR. CARRIERE:** We didn't because we didn't  
25 have a child under the age of 16 at the time. The victims

1 are all adults and our practice wasn't to register people  
2 if they were adults because the form basically says "child"  
3 on it.

4 So, yeah, and the guidelines to the register  
5 say "child" as well, so we didn't register him.

6 **THE COMMISSIONER:** But you had evidence that  
7 -- and you confirmed that he had assaulted people when they  
8 were children.

9 **MR. CARRIERE:** Yes, yes.

10 **THE COMMISSIONER:** Do you know if that form  
11 is in the same -- is that the same form they use now?

12 **MR. CARRIERE:** I believe it is, yes.

13 **MR. ENGELMANN:** Sir, we have case notes of a  
14 worker. Is it Kelly Raymond?

15 **MR. CARRIERE:** Yes.

16 **THE COMMISSIONER:** Two two nine one (2291).

17 --- **EXHIBIT NO./PIÈCE NO. P-2291:**

18 (129151) Case Documentation System Service  
19 Record re Landry foster home dated 94

20 **MR. ENGELMANN:** Sir, if you turn to Bates  
21 page 794 front, there's a reference to the meeting on  
22 January 20<sup>th</sup>.

23 **MR. CARRIERE:** Yes.

24 **MR. ENGELMANN:** By the way, sir, this  
25 requires a publication ban stamp.

1                   **THE COMMISSIONER:** Yes, I'm just checking  
2                   for that. Okay.

3                   **MR. ENGELMANN:** C-54.

4                   **THE COMMISSIONER:** Sure.

5                   **MR. ENGELMANN:** There's a reference there to  
6                   a meeting. It says who's present: the Landrys, C-54, and  
7                   the remainder of the individuals are CAS staff. Correct?  
8                   I'm looking at ---

9                   **MR. CARRIERE:** Yes, they're all CAS staff.

10                  **MR. ENGELMANN:** Yeah. It says you shared  
11                  the outcome of the investigation. So you essentially told  
12                  them that you believed ---

13                  **MR. CARRIERE:** Yes.

14                  **MR. ENGELMANN:** --- that this had occurred?

15                  **MR. CARRIERE:** Yes.

16                  **MR. ENGELMANN:** All right and you gave some  
17                  reasons for why?

18                  **MR. CARRIERE:** Yes.

19                  **MR. ENGELMANN:** All right. And it appears  
20                  that Mrs. Landry was puzzled by that, according to the  
21                  note.

22                  **MR. CARRIERE:** It was a very -- I don't know  
23                  if the word "volatile" is correct but there wasn't a -- it  
24                  was a very emotional meeting.

25                  **MR. ENGELMANN:** Okay.

1                   **MR. CARRIERE:** A fair amount of shouting at  
2 me from three people that ---

3                   **MR. ENGELMANN:** M'hm. And one of the things  
4 that you were doing by sharing this outcome was telling  
5 them that you could not approve of their status as a  
6 provisional foster home?

7                   **MR. CARRIERE:** That's right.

8                   **MR. ENGELMANN:** And they would not have been  
9 pleased about that?

10                  **MR. CARRIERE:** No, they weren't happy about  
11 that at all.

12                  **MR. ENGELMANN:** Right. And that would have  
13 had some consequence with respect to funding, for example?

14                  **MR. CARRIERE:** Absolutely, yes. Yes, it  
15 would have serious ---

16                  **MR. ENGELMANN:** They were being paid?

17                  **MR. CARRIERE:** They were being paid. It  
18 meant that the money was going to be cut off.

19                  **MR. ENGELMANN:** At Bates page -- I'll just  
20 be one minute.

21                  **THE COMMISSIONER:** Okay, wait a minute now.  
22 What's this mean? The last note on -- it starts before the  
23 last page. It says:

24                                   "Should the police decide to..."

25                                   Or:

1                    "...should the victims pursue the  
2                    matter with the police they, the  
3                    Landrys, could have access to the legal  
4                    fund for some money."

5                    **MR. CARRIERE:** Yes. The Foster Parent  
6                    Association -- the foster parents, I believe, contribute  
7                    money to a fund in the event that there are charges against  
8                    a foster parent and -- yes.

9                    **MR. ENGELMANN:** I was just going to ask  
10                    about that. Is that something that's funded through Legal  
11                    Aid or is that ---

12                    **MR. CARRIERE:** You know, I think Ian MacLean  
13                    would be better able to answer that.

14                    **MR. ENGELMANN:** All right. Fair enough.  
15                    Fair enough.

16                    If we can look at one more document -- I'm  
17                    not sure how late you want to go, sir. I'm in your hands.

18                    **THE COMMISSIONER:** I'm in your hands,  
19                    Mr. Engelmann.

20                    **MR. ENGELMANN:** Fair enough.  
21                    How are you doing?

22                    **MR. CARRIERE:** I'm fine.

23                    **MR. ENGELMANN:** All right, let's go a little  
24                    bit longer.

25                    **MR. CARRIERE:** That's fine.

1                   **MR. ENGELMANN:** Sir, if we could look at  
2 Document Number 129124.

3                   **THE COMMISSIONER:** Thank you. Exhibit 2292  
4 is a closing summary.

5                   **--- EXHIBIT NO./PIÈCE NO. P-2292:**

6                                   (129124) Closing Summary dated 7 Feb 94

7                   **MR. ENGELMANN:** Sir, I didn't take you to it  
8 but the last document had a reference to the file that was  
9 going to be closed.

10                   **MR. CARRIERE:** Yes.

11                   **MR. ENGELMANN:** Is this then the type of  
12 form that you need to close a file?

13                   **MR. CARRIERE:** Again I think you'd need to  
14 review that with Ian MacLean because this is a foster care  
15 issue.

16                   **MR. ENGELMANN:** All right, the provisional  
17 foster home issue.

18                   **MR. CARRIERE:** Yes. I'm not familiar with  
19 this -- their recording system.

20                   **MR. ENGELMANN:** All right. Now -- I'll just  
21 be a second. Yeah, this is dated February 7<sup>th</sup>, 1994 and  
22 it's suggesting that the file has been closed. As I  
23 understand on occasion, and I've seen this in these  
24 documents, now and then you say -- it will say, "Notes  
25 taken on closed file."

1                   **MR. CARRIERE:** Notes on a closed file?

2                   **MR. ENGELMANN:** Yes.

3                   **MR. CARRIERE:** Yes.

4                   **MR. ENGELMANN:** So it appears even though  
5 the file is closed it's actually still there and there's  
6 access to it for a certain amount of time?

7                   **MR. CARRIERE:** No, the file is actually  
8 closed but usually when you have a note on a closed file  
9 it's like a piece of information that can be added to the  
10 file but it's not necessarily enough to justify reopening  
11 the file.

12                   **MR. ENGELMANN:** And this indicates, sir,  
13 essentially what you would have reported to the Landrys at  
14 that meeting? Is that fair? It's a summary?

15                   **MR. CARRIERE:** Yes, it -- yes, that's  
16 correct.

17                   **MR. ENGELMANN:** All right. And the  
18 reference to the person -- it says "the two alleged  
19 victims". This is a reference to the unnamed victim  
20 referral through Dr. Nadler and C-51 from 1985. Am I  
21 correct?

22                   **MR. CARRIERE:** Yes, I think that would be  
23 correct.

24                   **MR. ENGELMANN:** All right.

25                   And, sir, you're not able to tell us, unless

1 we find a document that actually shows it, that this would  
2 have been reported to the police, this verification review?

3 **MR. CARRIERE:** You mean the earlier  
4 verification review?

5 **MR. ENGELMANN:** Yes.

6 **MR. CARRIERE:** I don't know, sir.

7 **MR. ENGELMANN:** All right.

8 **THE COMMISSIONER:** Well, does the Childrens'  
9 Aid Society have a policy that if they come to the  
10 conclusion that there's a verified sexual assault that they  
11 would report it to the police?

12 **MR. CARRIERE:** No. Again I think it depends  
13 on whether or not the police are involved in it. Like this  
14 was an investigation that the police didn't proceed with,  
15 so I don't know that we felt that we needed to -- I don't  
16 know that we felt that we were any further ahead. At the  
17 end of that investigation we still had the 1985 victim who  
18 couldn't name the person and we still ---

19 **THE COMMISSIONER:** Well, just a minute. The  
20 1985 person had named him ---

21 **MR. CARRIERE:** Yeah, earlier, but presently  
22 couldn't.

23 **THE COMMISSIONER:** Right, okay.

24 **MR. CARRIERE:** And we had the individual who  
25 Dr. Nadler had referred and he wasn't prepared to talk to

1 the police. At the end of the investigation he was  
2 probably further removed from that than he may have been at  
3 the beginning.

4 **THE COMMISSIONER:** Okay.

5 **MR. ENGELMANN:** Sir, I'd like to take you to  
6 another document and this is the issue about whether a file  
7 is actually ever closed. It's a late-notice document,  
8 Document Number 115687 and, sir, what it is is it's a  
9 preliminary report. It's prepared by Pina DeBellis, dated  
10 April 5<sup>th</sup>, 1995.

11 **THE COMMISSIONER:** So that will be Exhibit  
12 2293 and it's documentation, preliminary report, and I  
13 suspect there should be a publication ban stamp on it.

14 **MR. ENGELMANN:** Yes, C-54.

15 **--- EXHIBIT NO./PIÈCE NO. P-2293:**

16 (115687) Protection File Documentation  
17 system preliminary report dated 05 Apr 95

18 **THE COMMISSIONER:** So this is April 1995.

19 **MR. ENGELMANN:** This is quite a bit later,  
20 Mr. Carriere.

21 **MR. CARRIERE:** M'hm.

22 **MR. ENGELMANN:** And I'm -- if we look on the  
23 first page of the document, it's reporting a number of  
24 things that we've covered, including the Risk Management  
25 Conference on January 12<sup>th</sup>, '94. Message -- there's a

1 references to a message for Dr. Nadler, January 13<sup>th</sup>, '94.

2 There's a reference to:

3 "February 25<sup>th</sup>, 1994. Mr. William  
4 Carriere indicated he met with Mr. and  
5 Mrs. Landry as well as C-54."

6 So there's a bit of activity after the last  
7 document we looked at, the closing summary of February 7<sup>th</sup>,  
8 1994, but there's really -- there's just that one item at  
9 the bottom, February 25<sup>th</sup>, '94 and I'm wondering why it is  
10 that we're getting a report written some 14 or 15 months  
11 after that closing summary.

12 **MR. CARRIERE:** There's not a good reason.

13 **MR. ENGELMANN:** Maybe Mr. Chisholm ---

14 **THE COMMISSIONER:** No, I think he wants --  
15 go ahead.

16 **(SHORT PAUSE/COURTE PAUSE)**

17 **MR. ENGELMANN:** Mr. Chisholm has the answer.  
18 If we could scroll down Madam Clerk.

19 **THE COMMISSIONER:** Okay, so we're down  
20 there. Yeah.

21 **MR. ENGELMANN:** That's ---

22 **THE COMMISSIONER:** Another page.

23 **MR. ENGELMANN:** Sir, I need the top of the  
24 page.

25 **THE COMMISSIONER:** Okay.

1                   **MR. ENGELMANN:** Yes, the first page. You'll  
2 see there's a file number sir, 12164.

3                   **MR. CARRIERE:** Yes.

4                   **MR. ENGELMANN:** And the file number that we  
5 were looking at on the closing summary which was no doubt  
6 the provisional foster home one ---

7                   **MR. CARRIERE:** Yes. Yes.

8                   **MR. ENGELMANN:** --- is a different file  
9 number.

10                  **MR. CARRIERE:** Right. M'hm.

11                  **MR. ENGELMANN:** So this file number perhaps  
12 pertains to the allegations that were received?

13                  **MR. CARRIERE:** This is the protection file,  
14 yes.

15                  **MR. ENGELMANN:** The protection file?

16                  **MR. CARRIERE:** Yes.

17                  **MR. ENGELMANN:** Okay. So we have a  
18 protection file, though, where we really haven't had any  
19 activity?

20                  **MR. CARRIERE:** No. No.

21                  **MR. ENGELMANN:** And all of a sudden we have  
22 a report being generated 14 months later.

23                  **MR. CARRIERE:** Yeah. It's just not getting  
24 around to the documentation.

25                  **MR. ENGELMANN:** All right. But if we look

1 on the back, plans to address protection concerns and  
2 complete investigation ---

3 **THE COMMISSIONER:** Whoa, whoa, whoa. Oh  
4 yes.

5 **MR. ENGELMANN:** --- it says:

6 "Review with Mr. William Carriere re  
7 outcome re child abuse registry."

8 **MR. CARRIERE:** Yes. The -- yes.

9 **MR. ENGELMANN:** "b) notice to employer.

10 And c) necessary steps if any to be  
11 completed for termination file."

12 So it would appear, sir, that this has laid  
13 dormant since late '93 ---

14 **MR. CARRIERE:** Yes.

15 **MR. ENGELMANN:** --- as far as Ms. DeBellis's  
16 word. And perhaps she's getting around to paperwork. The  
17 provisional foster home file has been closed. You've made  
18 a decision on that. But it appears there's still decisions  
19 to be made with respect to the child abuse registry.

20 **MR. CARRIERE:** I think that's correct. I  
21 think there's been drift on this file.

22 **MR. ENGELMANN:** There's still the issue  
23 about notice to the employer.

24 **MR. CARRIERE:** yes.

25 **MR. ENGELMANN:** So whether he's on leave or

1 not I'm not sure if you know at that point. And there's  
2 still the issue about necessary steps if any to be  
3 completed for termination of file.

4 MR. CARRIERE: Yes.

5 MR. ENGELMANN: All right. So there's some  
6 outstanding issues.

7 MR. CARRIERE: Yes, there's some issues.

8 MR. ENGELMANN: And they haven't been  
9 addressed for a long time.

10 MR. CARRIERE: That's right.

11 MR. ENGELMANN: All right. Now, sir, as I  
12 understand it, later in 1995, the Children's Aid Society  
13 becomes aware of yet a further allegation against -- or  
14 involving Mr. Landry.

15 Sir, I don't know if you can recall that but  
16 right at the end of 1995, another alleged victim comes  
17 forward.

18 MR. CARRIERE: Is this the one to Carole  
19 Leblanc?

20 MR. ENGELMANN: Yes.

21 MR. CARRIERE: Yes, I'm aware -- I have a  
22 vague recollection of that one actually.

23 MR. ENGELMANN: This would be C-52. Perhaps  
24 the name could be shown to Mr. Carriere.

25 Is that the person you were thinking of?

1                   **MR. CARRIERE:** Yes, I actually knew who it  
2 was so yes, thank you.

3                   **MR. ENGELMANN:** Okay. All right.  
4 If we could look at Exhibit 1602.

5                   **THE COMMISSIONER:** One six zero two (1602).

6                   **(SHORT PAUSE/COURTE PAUSE)**

7                   **MR. CARRIERE:** Yes, thank you.

8                   **MR. ENGELMANN:** I'm assuming this has been  
9 stamped.

10                  **THE COMMISSIONER:** Yeah.

11                  **MR. ENGELMANN:** So this -- you have some  
12 recollection of this third allegation, sir?

13                  **MR. CARRIERE:** Yes. Yes, I do.

14                  **MR. ENGELMANN:** And it being reported. And  
15 it was reported through a health care professional to one  
16 of your colleagues accordingly if we look at paragraph one.

17                  **MR. CARRIERE:** Yes. M'hm. Yes, that's  
18 correct.

19                  **MR. ENGELMANN:** Someone from the Eastern  
20 Ontario Health Unit.

21                  **MR. CARRIERE:** M'hm.

22                  **MR. ENGELMANN:** All right. And again this  
23 report is that this person who's now an adult was molested  
24 by "big Earl Landry" when he was 10 or 12?

25                  **MR. CARRIERE:** Yes.

1                   **MR. ENGELMANN:** Oh, it's -- it's Document  
2                   Number 115746. And if it could be put on counsel's screen.

3                   Now it indicates that on January 3<sup>rd</sup>, 1996  
4                   Ms. Leblanc would have conducted an audio taped interview.

5                   **MR. CARRIERE:** Yes.

6                   **MR. ENGELMANN:** Was that by then the  
7                   practice or do you know, sir?

8                   **MR. CARRIERE:** We were audio taping more  
9                   interviews, probably beginning -- yes, by that time there  
10                  was a more frequent practice of audio taping.

11                  **MR. ENGELMANN:** And sir, was she one of your  
12                  workers? Were you her supervisor?

13                  **MR. CARRIERE:** She was a phone intake worker  
14                  at the time, yes.

15                  **MR. ENGELMANN:** Okay. So you had been  
16                  responsible for reviewing her work?

17                  **MR. CARRIERE:** Yes.

18                  **MR. ENGELMANN:** All right. And at Bates  
19                  page 805, after describing the incident to your worker, in  
20                  paragraph 4, the individual says to the worker:

21                                 "He told me that his allegations had no  
22                                 other purpose but to protect potential  
23                                 victims as he has -- he had seen Mr.  
24                                 Landry working at the Bob Turner  
25                                 Arena."

1 MR. CARRIERE: Right.

2 MR. ENGELMANN: All right. So you know here  
3 we've got a fellow coming forward in late '95 and he's  
4 saying no other purpose but I've seen this guy working ---

5 MR. CARRIERE: Yes.

6 MR. ENGELMANN: --- and he's concerned about  
7 other potential victims.

8 MR. CARRIERE: Yes.

9 MR. ENGELMANN: Is that fair?

10 MR. CARRIERE: Yes.

11 MR. ENGELMANN: All right. And this is now  
12 a good two years after the allegations come in through Dr.  
13 Nadler in September of '93.

14 MR. CARRIERE: Yes.

15 MR. ENGELMANN: All right. And almost two  
16 years after you've deemed those allegations to be credible  
17 and serious ---

18 MR. CARRIERE: Yes.

19 MR. ENGELMANN: --- in January of '94.

20 MR. CARRIERE: M'hm.

21 MR. ENGELMANN: And you told us in '93-'94  
22 that the CAS had not contacted Mr. Landry's employer.

23 MR. CARRIERE: M'hm.

24 MR. ENGELMANN: And that would have carried  
25 on presumably until this time. There'd been no contact.

1                   **MR. CARRIERE:** No, there hadn't been any  
2                   contact.

3                   **MR. ENGELMANN:** Right. And -- all right.

4                   **MR. CARRIERE:** Mr. Engelmann, I'm not sure  
5                   of the date that Carole Leblanc wrote this.

6                   **THE COMMISSIONER:** May 28<sup>th</sup>, 1997.

7                   **MR. CARRIERE:** Okay.

8                   **MR. ENGELMANN:** Yeah, May 28<sup>th</sup>, '97.

9                   **THE COMMISSIONER:** That's what I said.

10                  **MR. CARRIERE:** I'm not sure because I don't  
11                  recall the conversation with her after she would have  
12                  interviewed this individual. whatever his -- I'm sorry, I  
13                  forgotten --- 52, C-52.

14                                I'm not -- I don't recall the discussion  
15                  with her after. At that point in time, I was not the  
16                  supervisor for the Landry matter. Mr. Abell was.

17                                So I -- although I was Carole Leblanc's  
18                  supervisor, I don't know if she had some discussions with  
19                  him.

20                                **THE COMMISSIONER:** Well, it says, "I also  
21                  discussed the case with Executive Director Richard Abell.

22                                **MR. CARRIERE:** Yes, okay.

23                                **MR. ENGELMANN:** That's at paragraph 5.

24                                **MR. CARRIERE:** Yes. She may have said to me  
25                  something about Parks and Recreation. But I don't know.

1 And also I wasn't ---

2 **THE COMMISSIONER:** And to discuss -- and to  
3 discuss the case with supervisor, Bill Carriere ---

4 **MR. CARRIERE:** Okay.

5 **THE COMMISSIONER:** --- on his return on  
6 January 9<sup>th</sup>.

7 **MR. CARRIERE:** Right. Yes. I was  
8 definitely Carole Leblanc's supervisor.

9 **MR. ENGELMANN:** At some point between her  
10 telling you about these allegations then coming in in late  
11 '95 and when she writes it up, this note ---

12 **MR. CARRIERE:** Yes.

13 **MR. ENGELMANN:** --- as a will state in May  
14 of '97, you're saying that you would not have been her  
15 supervisor anymore?

16 **MR. CARRIERE:** I was not her supervisor, no.

17 **MR. ENGELMANN:** Okay. So we'll have a  
18 couple of other documents we'll look at that come into play  
19 during this timeframe.

20 **MR. CARRIERE:** Okay.

21 **MR. ENGELMANN:** All right. But she's  
22 apparently discussing this with you on January 8<sup>th</sup>, '96.

23 **MR. CARRIERE:** Yes. M'hm.

24 **MR. ENGELMANN:** You have no reason to  
25 dispute any of this?

1                   **MR. CARRIERE:** Oh, no I don't dispute  
2 anything that's in this note.

3                   **MR. ENGELMANN:** Yeah. And then apparently  
4 she's speaking with Sergeant Luc Brunet of the Cornwall  
5 Police Service ---

6                   **MR. CARRIERE:** M'hm.

7                   **MR. ENGELMANN:** --- the following day.

8                   **MR. CARRIERE:** Yes.

9                   **MR. ENGELMANN:** And he says ---

10                  **MR. CARRIERE:** Excuse me, Mr. Engelmann, I  
11 think I'm away or something. And I think she speaks to  
12 Richard Abell and he says speak to Bill when I come back  
13 and anyway yes, I'm sorry I interrupted.

14                  **MR. ENGELMANN:** Yeah. So -- okay so I'm  
15 just following this down and he's going to assign an  
16 officer to contact the complainant. And then she explains  
17 to the complainant in paragraph 8 what she's done. And  
18 that the police are going to be contacting him.

19                  **MR. CARRIERE:** Yes.

20                  **MR. ENGELMANN:** And she's spoken to his  
21 counsellor as well?

22                  **MR. CARRIERE:** Yes.

23                  **MR. ENGELMANN:** And then on January 10<sup>th</sup> she  
24 receives a call from a constable from the Cornwall Police  
25 Service? That's what she's written.

1                   **MR. CARRIERE:** That's what I read, yes.

2                   **MR. ENGELMANN:** Now, do you recall, sir, had  
3 you asked her to report the matter to the CPS?

4                   **MR. CARRIERE:** Yes. Yes, I did.

5                   **MR. ENGELMANN:** All right.

6                   **MR. CARRIERE:** I think that was -- I think  
7 when we look at her -- if you look at her case notes, when  
8 she actually sees me on the 8<sup>th</sup> I tell her right -- I think  
9 that's the thing that I tell her to do, is to contact the  
10 police.

11                   **MR. ENGELMANN:** And do you know, sir, in  
12 this case -- this is now an historical case. This is an  
13 individual who was coming to you as an adult through  
14 counselling about something that happened in his childhood.

15                   After it's reported to the CPS, do you know  
16 if the CAS -- your Agency -- had any further role in the  
17 investigation?

18                   **MR. CARRIERE:** I don't believe we did.

19                   **MR. ENGELMANN:** Okay. Because we'll just  
20 look at what else she's indicated here. Because after she  
21 gets the call from Constable Hanton on January 10<sup>th</sup>, '96,  
22 the next note she has at paragraph 10 is 13 months later  
23 and she says:

24                                   "February 12<sup>th</sup>, '97, I received a call  
25                                   from Sergeant Brian Snyder who advised

1 me that he'd been assigned to the  
2 investigation since the victim, C-52,  
3 had contacted him wondering about the  
4 outcome of his complaint."

5 **MR. CARRIERE:** Yes. I'm fairly certain, Mr.  
6 Engelmann, there wasn't -- they didn't follow up with that.  
7 I think this was the piece that they did with C-52.

8 **MR. ENGELMANN:** All right.

9 Would you have instructed her to provide  
10 information about earlier investigations, like the 1993  
11 matter from Dr. Nadler, the 1985 matter from C-51?

12 **MR. CARRIERE:** Again, I don't recall the  
13 conversations with her. I think it's -- well, I probably  
14 should leave it at that because I'm just speculating.

15 **MR. ENGELMANN:** All right.

16 **MR. CARRIERE:** There would be no reason why  
17 I would tell her not to do that, for sure.

18 **MR. ENGELMANN:** Yes.

19 **MR. CARRIERE:** But I probably would have  
20 assumed that the police would know about it.

21 **MR. ENGELMANN:** Yes.

22 It appears that your audio-taped interview  
23 would have been provided to the police on January 10<sup>th</sup>, '96,  
24 according to paragraph 9?

25 **MR. CARRIERE:** I have no reason to dispute

1 that.

2 **MR. ENGELMANN:** And we have no indication,  
3 at least from this report, of any investigation on the part  
4 of the CAS between that time and February of '97; correct?

5 **MR. CARRIERE:** To the best of my knowledge  
6 the matter with respect to C-52 ended with this.

7 **MR. ENGELMANN:** All right.

8 And it does indicate however that on  
9 February 27<sup>th</sup> -- sorry, February 26<sup>th</sup>, if we look at the next  
10 Bates page, Sergeant Snyder, who was then investigating,  
11 attends the CAS office to review some of the documentation  
12 you have with respect to Earl Landry, Jr.?

13 **MR. CARRIERE:** Again, I have no reason to  
14 dispute that.

15 **MR. ENGELMANN:** Presumably that wouldn't  
16 just be this new contact but the other two as well?

17 **MR. CARRIERE:** No, I believe that -- I have  
18 a vague recollection of Sergeant Snyder coming in and  
19 reviewing the entire file.

20 **MR. ENGELMANN:** All right.

21 And perhaps we should leave it there, sir.

22 **THE COMMISSIONER:** Very well.

23 **MR. ENGELMANN:** I was going to go to another  
24 risk management meeting but I can do that tomorrow.

25 **THE COMMISSIONER:** Tomorrow morning at 9:30,

1           sir.

2                           **MR. CARRIERE:** Yes. Thank you.

3                           **THE COMMISSIONER:** Have a good evening.

4                           **THE REGISTRAR:** Order; all rise. À l'ordre;  
5           veuillez vous lever.

6                           This hearing is adjourned until tomorrow  
7           morning at 9:30 a.m.

8           --- Upon adjourning at 5:02 p.m./

9                   L'audience est ajournée à 17h02

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C E R T I F I C A T I O N

I, Dale Waterman a certified court reporter in the Province of Ontario, hereby certify the foregoing pages to be an accurate transcription of my notes/records to the best of my skill and ability, and I so swear.

Je, Dale Waterman, un sténographe officiel dans la province de l'Ontario, certifie que les pages ci-hautes sont une transcription conforme de mes notes/enregistrements au meilleur de mes capacités, et je le jure.



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Dale Waterman, CVR-CM