Questions?

Contact us:

Call (709) 729-7647

1-800-559-0079

Ask to speak with the OCR Intake Officer.

All calls are confidential.

Consult the Harassment-Free Workplace Policy Applicable to Complaints Against Members of the House of Assembly on our website:

www.citizensrep.nl.ca

Office of the Citizens' Representative

4th Floor, Beothuck Building
20 Crosbie Place
P.O. Box 8400
St. John's, NL A1B 3N7

Phone: (709) 729-7647
Toll Free: 1-800-559-0079
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www.citizensrep.nl.ca

Updated November 2026

Office of the Citizens' Representative

Harassment-Free Workplace Policy Applicable to Complaints Against Members of the House of Assembly

Effective
April 1, 2020

Seeking fairness...
finding solutions

COMMITTMENT TO A RESPECTFUL WORKPLACE

The House of Assembly of Newfoundland and Labrador is committed to a safe and respectful work environment for Members and employees that is free from harassment, bullying and violence.

WHAT IS EXPECTED OF YOU

It is everyone's responsibility to foster a healthy work environment to promote a culture of civility; to demonstrate respect, and to recognize every person's right to be protected and supported. This responsibility includes maintaining strict confidentiality in the complaint process outlined in this brochure.

HOW CAN I RECEIVE HELP?

INDEPENDENT SUPPORT ADVISOR

A position independent of and external to the Legislature and its statutory officers, including the Office of the Citizens' Representative, that is responsible for providing support, advice, and guidance to individuals involved in dealing with and resolving issues of harassment.

This service is confidential and available at any time prior to, or during the process.

Independent Support Advisor:

Haley Kirby, B.A., M.A.C.P., C.C.C.
(709) 567-0645
haley@mindfulmattersnl.com

INTAKE OFFICER

The position dedicated within the Office of the Citizens' Representative (OCR) that is the main point of contact for filing complaints of harassment under the Policy.

WHAT HAPPENS NEXT

A Member of the House of Assembly or employee may contact the Independent Support Advisor at any time before or during the process. They may also proceed to contact the OCR Intake Officer with respect to allegations of harassment for a confidential discussion. Contact with the OCR Intake Officer does not mean that a formal complaint must be filed at that point. Individuals may ask questions with respect to the process and options available, and seek advice on a particular situation before making a decision to proceed with a formal complaint under the Policy.

If a Member of the House of Assembly or employee wishes to proceed with a formal complaint:

1. The complaint should be filed as soon as possible, but must be filed no later than 6 months after the last incident of alleged harassment.

2. The complaint must be in writing, and include the following:

- signature of the complainant;
- a description of the nature of the alleged hararssment and the identity of the respondent; and
- detailed information including, but not limited to, time, date, and location of alleged harassment, and identification of any witnesses.