

Sujet : Investigation of Allegations of Sexual Misconduct
De : Shambhala <kalapacouncil@shambhala.org>
Date : 20/07/2018 23:49
Pour : <pascal.gaillard@dechenholing.org>

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Dear Community -

We are writing to provide you with further information about the third-party investigation of claims of sexual misconduct within the Shambhala community. Shambhala has contracted with Wickwire Holm, a full-service business law firm located in Halifax, Nova Scotia, to serve as the investigator.

Selina Bath will be the primary contact and lead investigator. Selina is a Certified Workplace Investigator. She has extensive training in conducting investigations and is experienced in conducting fair, neutral and independent investigations. She has conducted numerous investigations within organizations of various sizes on matters relating to sexual harassment, bullying and disrespect in the workplace. She will be assisted by Will Russell, a member of Wickwire Holm's Labour and Employment group.

There are two avenues to bring forward a claim to Selina:

1. Claims of sexual assault or misconduct by any teacher or leader in the Shambhala community can be raised directly to the investigator. She can be reached at (902) 482-7030 and sbath@wickwireholm.com. Selina will be out of the office in the coming days, and during this time, her associate Will Russell can also be reached at wrussell@wickwireholm.com.
2. Anyone who receives support through An Olive Branch may also authorize An Olive Branch to share information with Selina. More

information about An Olive Branch's scope of work will be sent to the community via e-mail later today.

About the Process

Selina's approach is to meet with claimants, respondents, and witnesses individually to gain a better understanding of their evidence and their perspective. Claimants may be asked to submit a written statement to Selina before the interview. If either a claimant or respondent identifies a third-party witness who Selina believes to have useful or relevant information, Selina will interview that individual as well. Selina's approach is to peel back the layers of the claim to identify any underlying or systemic issues.

Selina will interview people who would like their claim investigated. Interviews are private and confidential between the individual and the investigator. Information developed in the investigation will be kept confidential to the extent possible, but may have to be shared with third-party witnesses and respondents to ensure that the investigation is thorough and effective. If necessary, an interview may be conducted by videoconference or telephone. As previously stated, claimants can also authorize An Olive Branch to share information which they have provided to that organization.

The investigation will be open to receive claims for a period of three months, ending October 31. Selina welcomes information from anyone who may have knowledge that can assist with the investigation. She can be reached at (902) 482-7030 and sbath@wickwireholm.com. Selina will be out of the office in the coming days, and during this time, her associate Will Russell can also be reached at wrussell@wickwireholm.com.

By addressing both the specifics of the claim as well as any underlying issues, Selina is able to provide a fulsome report that will allow Shambhala to fully understand the issues being brought forward so that all involved can begin a path toward resolution. Shambhala will publish a report at the conclusion of the investigation.

We appreciate your continued patience as we work to ensure an objective, credible investigative process that will better allow us to understand the scope of the allegations being raised against leaders within the Shambhala community.

With appreciation,

The Kalapa Council

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You are receiving this email because you are a member or friend of Shambhala. We send updates and announcements from Kalapa Central Services to keep you up to date about what is happening in the community.

Our mailing address is:

Shambhala
5121 Sackville Street
Suite 601
Halifax, NS B3J1K1
Canada

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