

# **CASE CHRONOLOGY**

## ***Winston Wood v. Les Ailes de la Mode et al***

- 06-02-2003 Mr. Wood met Investigator #1 and gave an oral statement for his complaint. Despite this meeting in person, the investigator described him in her note as being of Haitian origin.
- 06-16-2003 Mr. Wood sent Ailes de la Mode's information to Investigator #1
- 07-10-2003 Investigator #2 sent the complaint form and summary of facts to Mr. Wood
- 07-17-2003 Mr. Wood sent additional information to Investigator #2
- 07-18-2003 Investigator #2 sent another complaint form and summary of facts to Mr. Wood.
- 07-31-2003 Investigator #2 sent Mr. Wood's complaint to the 3 respondents
- 09-05-2003 Les Ailes sent their version of the facts to Investigator #2
- 09-23-2003 Mr. Wood sent his response to Les Ailes' version of the facts and a report of his most recent meeting with Les Ailes administration to Investigator #2

### **SIX MONTHS PASS**

- 04-06-2004 Mr. Wood sent an emotional impact statement to Investigator #3
- 08-17-2004 Mr. Wood sent a financial-emotional impact summary to Investigator #3
- 09-20-2004 Investigator #4 sent a letter introducing himself as the new investigator and suggesting mediation proceedings to Mr. Wood
- 10-04-2004 Investigator #4 sent a letter outlining mediation proceedings (to be concluded by 10-31) to Les Ailes
- 10-18-2004 Investigator #4 sent a letter scheduling a mediation session for 10-29 to Mr. Wood.
- 10-29-2004 Mediation took place, failed and ended on the same day

### **SIX MONTHS PASS**

- April 2005 Mr. Wood met with Investigator #1 who threatened to drop the case because she claimed that he had not provided her with the names of witnesses. He had to remind her that these names were given to her in a letter on June 16, 2003. Investigator#1 promised an investigation report by the end of October 2005.

## TEN MONTHS PASS

- 02-07-2006 Investigator #1 sent a letter explaining she had been transferred to Longueuil and was now once again responsible for the file to Mr. Wood
- 04-24-2006 Investigator #1 sent a letter with a list of persons to be interviewed and documents to be consulted to Les Ailes
- 07-28-2006 Investigator #5 sent a letter introducing himself as the new investigator and mentioning that all the persons to be interviewed had left the company and requesting one respondent manager's last known address to Les Ailes
- 08-24-2006 Investigator #5 forwarded the above letter to Les Ailes in Toronto
- 08-31-2006 Mr. Wood enlisted CRARR's assistance
- 09-01-2006 CRARR wrote to Investigator #5 to ask for update on the file and the citation of the two managers as respondents
- 10-11-2006 Due to lack of response from Investigator #5, CRARR wrote to the Commission's President to express concerns about the delay, the lack of investigative activity during a prolonged period and the fact that to date, the investigation had omitted all racial dimensions from the investigation
- 11-20-2006 The Commission's President responded to CRARR's letter stating that the respondent managers could not be found and an outside investigation agency was retained to find them
- 01-25-2007 Investigator #5 produced the first investigation report for parties to comment. The report described Mr. Wood as being of Haitian origin; among the numerous factual errors and omissions in the report was the total absence of data on the number of Blacks who applied and who were hired by Les Ailes between 2002 and 2004.
- 02-08-2007 CRARR provided comments, in which it stated that Mr. Wood remained open to mediation or arbitration of the complaint
- 07-28-2007 Mr. Wood received the Commission's decision dated July 19, 2007 (subsequent to the Commission's meeting on May 11, 2007) to close his file due to lack of evidence
- 08-02-2007 As advised by CRARR, Mr. Wood requested access to his file
- 08-23-2007 The Commission provided CRARR and Mr. Wood his file
- 10-12-2007 At its Complaints Committee meeting, the Commission rescinded its May 11, 2007 decision as it located one respondent manager
- 01-30-2008 The Commission wrote to inform Mr. Wood of its re-opening his file due to new information

- 02-11-2008 Investigator #5 sent to Mr. Wood the statement of one respondent manager
- 02-28-2008 CRARR submitted comments on the respondent manager's statement
- 04-09-2008 Investigator #5 sent to Mr. Wood the statement of the second respondent manager
- 04-24-2008 CRARR submitted comments on the second respondent manager's statement and asked for speedy resolution of the case

### **ONE YEAR PASSES**

- 05-21-2009 Investigator #5 left a message on Mr. Wood's phone asking him about his damage claim against Les Ailes and informed him of the Commission's decision to invite both parties to mediation
- 05-22-2009 CRARR asked Investigator #5 to go through its office and not to contact Mr. Wood directly since the latter has mandated CRARR to assist him
- 05-28-2009 CRARR informed Investigator #5 of Mr. Wood's claim for \$32,200 in material damages, \$25,000 in moral damages and \$10,000 in punitive damages, plus a letter of reference
- 06-10-2009 CRARR sent a letter to Investigator #5 to ask to be informed of the status of the file and requested that all Commission communications be done through CRARR
- 06-17-2009 CRARR received by fax the Commission's decision in Mr. Wood, dated May 14, 2009, in which CRARR and Mr. Wood were finally informed of the Commission's conclusion in Mr. Wood's favor and its suggestion to the parties to mediate to resolve the case. Contrary to conventional practices, the Commission is silent on the damages to be claimed against the respondents and the deadline for the latter's compliance before the Commission brings the case to the Quebec Human Rights Tribunal
- 06-23-2009 CRARR informed the Director of investigations of Mr. Wood going public with the Commission's decision and wished to meet the Commission before. No response has been received as of July 6, 2009