

Good Evening Calgary Police Commission members, Calgary Police Executive, and members of the public.

My name is Jen Magnus and I am here today to speak about a decision I have made regarding the Calgary Police Service. I ask that you allow me to please read through this, as it will take less than 3 minutes, and I have a question at the end.

It is with a heavy heart that I resign from the Calgary Police Service. I have been a serving member of the Calgary Police since March 2003. I have worked in various areas where I had the opportunity to work the street with amazing partners and teams creating programs and policies that have been deemed critical and beneficial for the members of the CPS. I have an impeccable record in which I have never been involved in any internal or external investigations or received negative paper of any kind.

Why am I deciding to leave the service and, in doing so, publicly share my resignation with all of you? I have chosen to leave because it was made clear to me, through FOIPed emails I requested on several executive members and leaders within the service, and conversations I had with high-ranking members of the police, that I could no longer work for the CPS without facing retaliation or retribution from certain people because of what I stood and fought for.

I was one of two members who brought forward a complaint that resulted in Chief Hanson hiring Deb Prowse to conduct an audit on HR and the culture of the CPS back in 2013. When it was clear that the audit was not going to be discussed publically once completed, I was one of two members who FOIPed the document to share with the membership and the public. I felt the need to share the audit with everyone as I believed they had a right to know what was going on in the CPS, and to hear how CPS leaders planned to combat the issues surrounding bullying, sexual harassment, sexual assault, and nepotism.

In early 2016 I also wrote an email to several members who were being treated unfairly by HR and the areas in which they worked because the CPS was failing to recognize family status in a fair and equitable way. That email resulted in Diane Colley-Urquart getting involved. That was a defining moment for me when members of the Calgary Police, my brothers and sisters, attacked me and many others who were victims of bullying, sexual assault, and sexual harassment, through the media. Being called entitled and sensitive were not only hurtful words but the fact that no one in the CPS leadership stood up to counter the comments reaffirmed for me how entrenched the issues within the organization are. To say nothing is an informal way of ignoring the problem and the victims within.

I have been bullied, sexually harassed, degraded, and chastised. The stresses of all of this have had a tremendous impact on not only my mental and physical health but also my family's. In particular, my husband, a Sergeant with the Calgary Police, has been forced to hear the disgusting things people have said about his wife. All of these stresses have forced me to take long-term stress leave. As was explained to the Executive and me by Chief Hanson back in 2013, once someone puts their thumb on you, your career is pretty much done. In my case, it is clear

that life will be very difficult for me if I come back to the Calgary Police. I have been labeled a “chain jumper,” “challenging,” and “not to be trusted.” Therefore, reluctantly I have no choice but to hand in my resignation.

I must say, the most disappointing thing in all of this is the fact that some leaders spoke about their disapproval and dislike for me and my actions freely behind my back, without once reaching out to me to ask why I was doing what I was doing or how we could work together to resolve the issues within. I want it known that this was never about me. I made the decision to stand up with the dozens of sworn and civilian members who were seeking equality and justice for negative experiences they endured on the job. I believed and expected that the CPS would hear their concerns and complaints and act to remedy the problems. I did not expect to be blamed and disliked for taking a stand for what was right, nor did I expect that my career with the CPS would be sacrificed. Maybe I didn't always say the right things or maintain political correctness. But I stand by the 10-4 article I wrote and any other opinions I had. These issues needed to be shared to help bring attention to the pain and suffering felt by others.

My question to you is, how are you going to prevent the resignation of other members, both sworn and civilian, like me, who have given up hope that change will ever come? Because, in my case, I did not leave the Calgary Police Service, the Calgary Police Service left me.