

**VANCOUVER POLICE BOARD  
HUMAN RESOURCES COMMITTEE**

**Meeting minutes  
February 22, 2021 – 1:06pm to 3:11pm**

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**Present:**

Patricia Barnes (Chair) (via conference call)  
Faye Wightman (via conference call)  
Allan E. Black (via conference call)  
Absent: Wendy John

Stephanie Johanssen, Executive Director  
Minutes by Executive Assistant, Ali Huculak

**VPD Staff:** DCC Rai & Drazen Manojlovic (1:06-1:39pm)

The Chair called the meeting to order at 1:01pm

**1. Agenda**

The Committee approved the agenda for February 22, 2021.

**2. Minutes**

The Committee approved the minutes of December 12, 2020.

**3. Workplace Policy Review**

The Committee provided the VPD with an update with respect to the review of the VPD's personal relationships policy. \*\*\*

**4. VPD HR File Updates**

DCC Rai briefed the committee on departmental HR matters\*\*\*

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Mr. Manojlovic spoke to this noting the respectful workplace policy covers everything from situations where personality conflicts arise, to workplace conflicts that could border on bullying, also covering any kind of harassment based on human rights groups or sexual harassment. DCC Rai added this is a specific policy to a specific allegation of harassment, bullying or lack of respectfulness in the workplace.

DCC Rai said he will update the Board on the current bargaining situation after their meeting with the Union. \*\*\*

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*VPD Staff exited the meeting at 1:39  
Committee moved to In Camera*

5. **Workplace Policy Review – closed in camera discussion**

The committee discussed the workplace policy review without the VPD present.

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6. **HR Matter**

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7. **Other Business**

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The meeting adjourned at 2:30pm