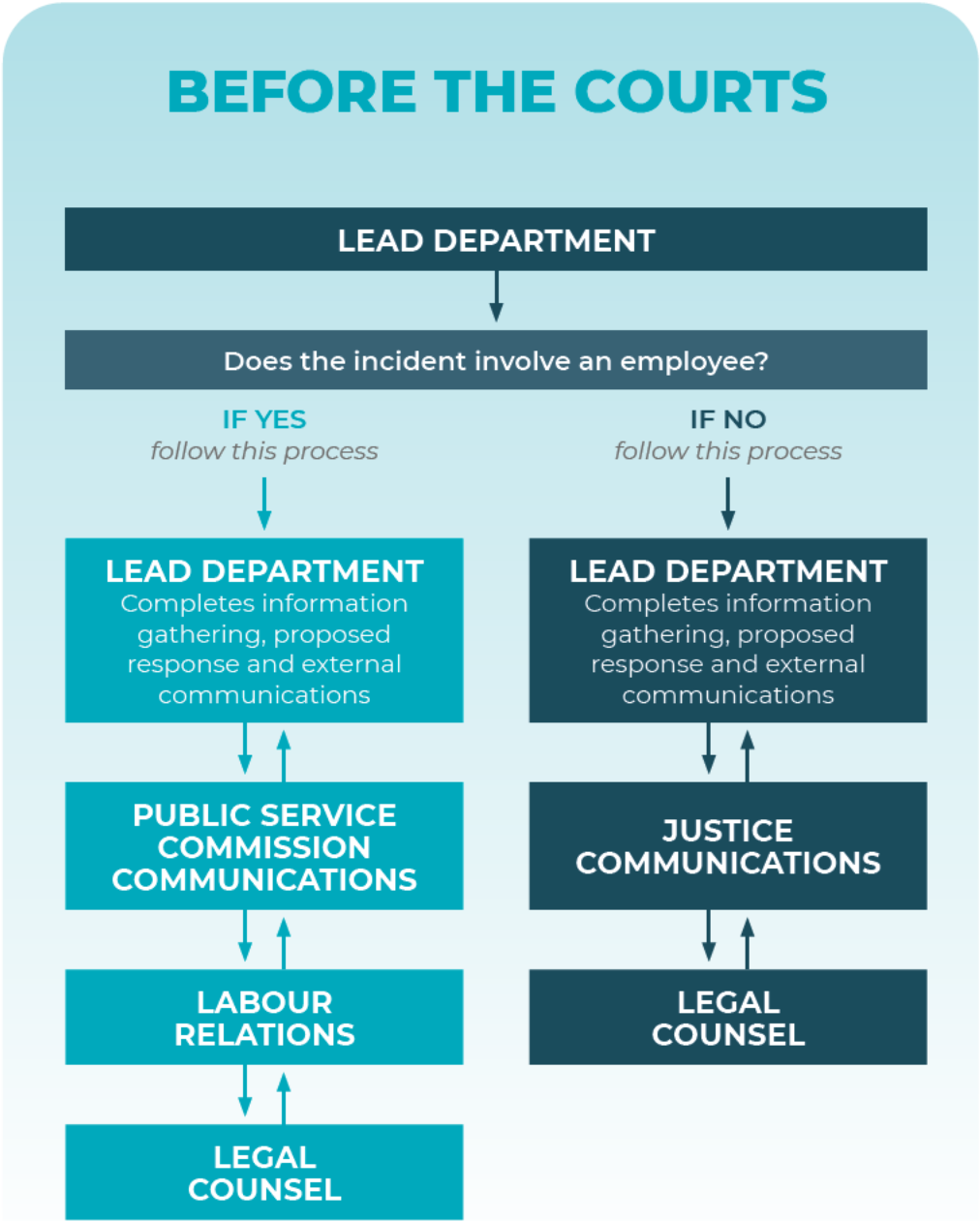
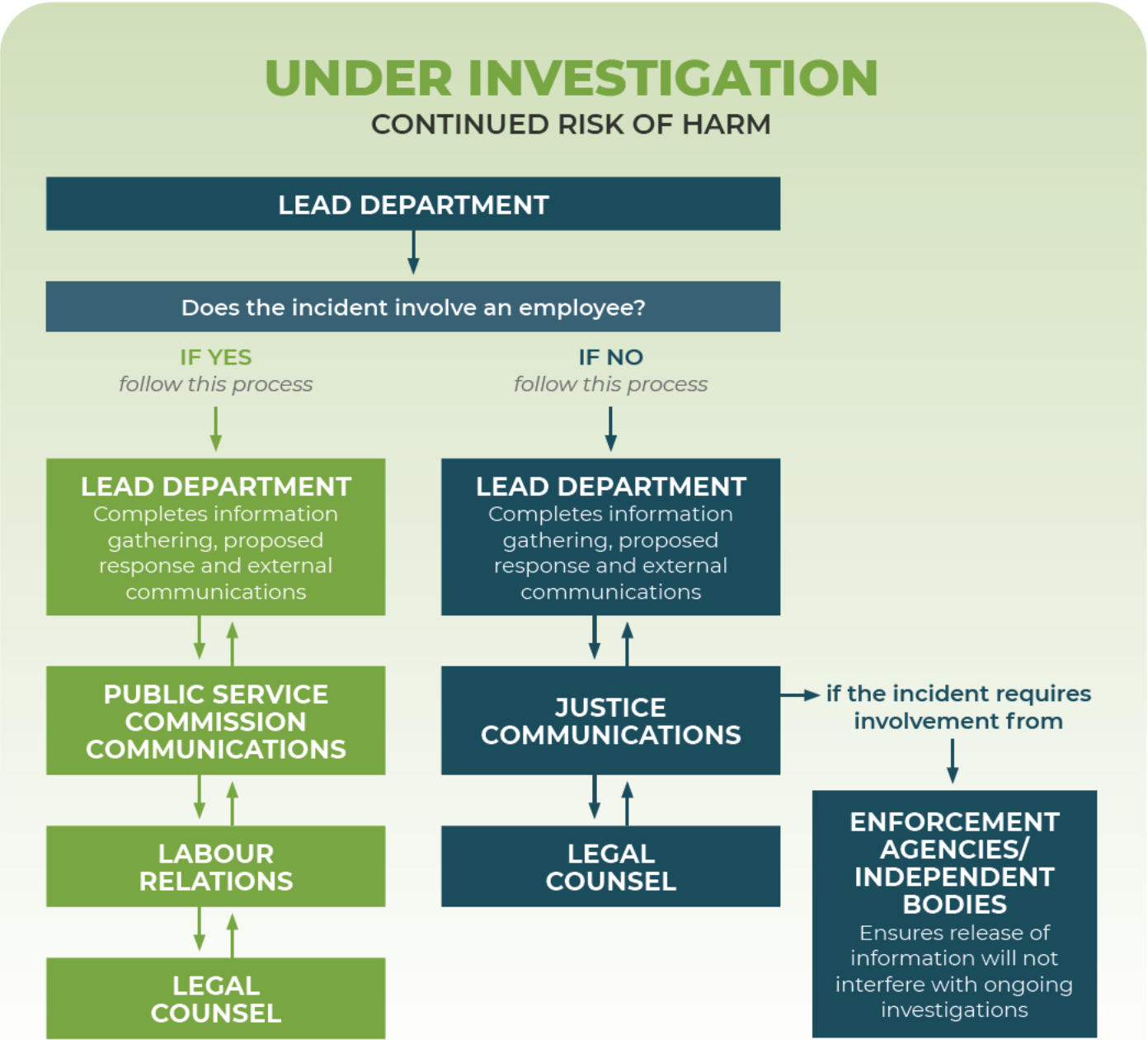


DEFINITIONS

What is a critical incident?
A “critical incident” is any actual or alleged event or situation that creates a significant risk of substantial or serious harm to the physical or mental health, safety or wellbeing of an individual or group of individuals.

What is criminal law?
Criminal cases are *always* started by the state (either a provincial or federal government). Criminal cases are prosecuted by the state in the name of the King, and can easily be recognized by the name of the case, because the state will always be named in the action as “Rex”, “R.” or “His Majesty the King”.

EXTERNAL COMMUNICATIONS FOR CRITICAL INCIDENTS



CONSIDERATIONS

- For employee incidents, ensure the lead department Human Resources is aware of the matter.
- Clearly identify the intended audience of the messaging.
- When obtaining advice from PSC or Justice, ensure they are aware of the context, privacy considerations and any other important information.
- Advice from counsel, PSC and other specialists should be provided to the decision maker.