



Did You Know

Did you know that in Canada, it is illegal to:

HARASS another person, causing them to fear for their safety or the safety of anyone they know?

Under the *Criminal Code* of Canada, **CRIMINAL HARASSMENT** includes things like:

- repeatedly following a person;
- repeatedly communicating with the person or someone they know;
- watching the person's home, workplace or any other place they happen to be; or
- threatening the person or any member of their family.

Example Situation:

- » A girl breaks up with her boyfriend. Following the break up, the boy repeatedly texts the girl. The messages from the boy have caused the girl to be afraid of him.

USE THREATS, ACCUSATIONS OR VIOLENCE to try and force a person to do something or INTIMIDATE another person to cause them to do something, or not do something?

Under the *Criminal Code* of Canada, **EXTORTION** includes the use of threats, accusations or violence to get any person to do something and **INTIMIDATION** includes things like:

- the use of violence or threats of violence or other injury (either to the person being intimidated, someone in his/her family, or his/her property) in an effort to get a person to stop doing something she/he has the right to do, or to do something she/he has a right to refuse to do.
- persistently following a person from place to place in an effort to get a person to stop doing something she/he has the right to do, or to do something she/he has a right to refuse to do.

Example Situations:

- » A boy tries to convince a girl to send him a sexual picture by threatening to tell everyone a secret about her.
- » One teen threatens to hurt a classmate's little brother if the classmate does not send the teen a sexual picture.

DEFAME another person?

Under the *Criminal Code* of Canada, **DEFAMATORY LIBEL** includes things like:

- “publishing” something about a person that is likely to harm their reputation by exposing them to hatred, contempt or ridicule; or
- trying to obtain money from the person in exchange for not publishing something.

Note: Publication includes displaying it to the public, causing it to be read or seen by others, or showing it or delivering it with the intent that it be read or seen by another person.

Example Situation:

- » A boy forwards pictures his ex-girlfriend sent him when they were dating to people the ex-girlfriend knows, leading to ridicule and embarrassment.

IMPERSONATE another person?

Under the *Criminal Code* of Canada, **IMPERSONATION (IDENTITY FRAUD)** includes things like:

- pretending to be someone else in order to benefit yourself; or
- pretending to be someone else in order to cause harm to the person being impersonated or to some other person.

Example Situation:

- » A boy sends a message from his best friend’s email account to the best friend’s girlfriend, pretending to be his best friend in order to harm the best friend or the best friend’s girlfriend (or both).

Use a computer in an UNAUTHORIZED WAY or INTERFERE WITH DATA?

Under the *Criminal Code* of Canada, **UNAUTHORIZED USE OF A COMPUTER** includes things like:

- using a computer password that is not yours to intercept any function of a computer system.

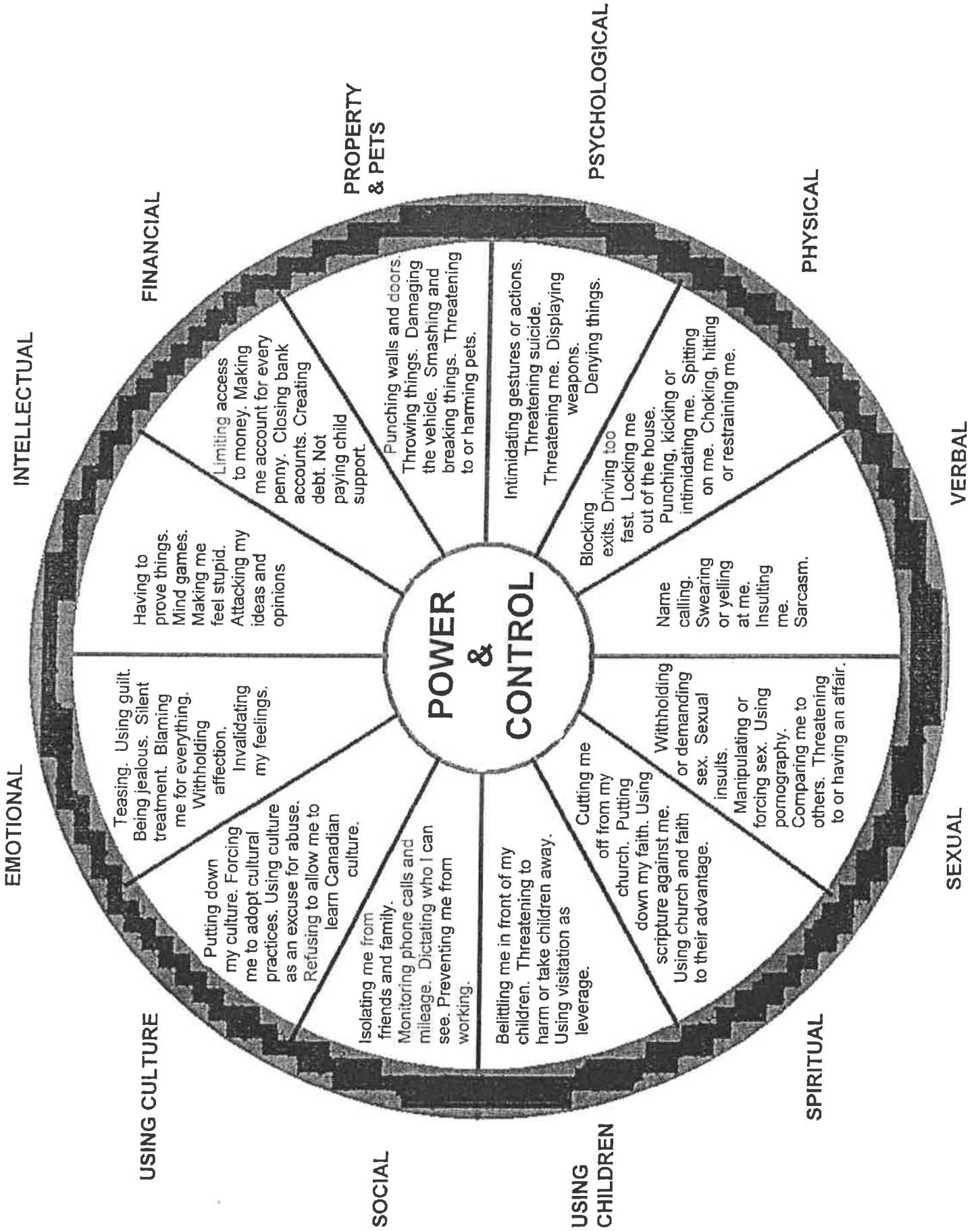
Under the *Criminal Code* of Canada, **MISCHIEF TO DATA** includes things like:

- destroying or altering data; rendering data meaningless; or causing someone else to be unable to use data.

Note: “Data” is any information suitable for use in a computer system, such as documents, pictures, videos, etc.

Example Situations:

- » A girl uses her ex-boyfriend’s password to gain access to his computer then changes the password so he can no longer access his computer.
- » The girl then uses the access she has gained to “photoshop” her ex-boyfriend’s picture such that his face is placed on a naked adult male’s body.



LORI DUPONT – A CASE STUDY*

Lori Dupont worked as a registered nurse in the PACU (Post Anesthesia Care Unit) at Hotel Dieu Hospital in Windsor, Ontario. Sometime in late 2002 or early 2003, she entered into an intimate relationship with Dr. Marc Daniels – an anesthetist whom she met at work.

Although married, Marc Daniels pursued Lori “relentlessly.” Within 6 months of getting together with Lori, he moved out of his marital home.

The relationship lasted 2 years. Friends said that Lori never smiled around Marc, never said she loved him, and never openly called him her boyfriend. Her friends and family also reported that, on a number of occasions through 2003 – 2004, Lori tried to end the relationship. Each time she tried, Marc threatened to kill himself.

Lori bought a house with Marc’s financial help, and Marc moved in with her. Around the same time, her friends describe Lori as withdrawn, observing that she refuses social engagements and stops taking care of herself.

In November 2004, at a 36th birthday party thrown by her parents, Marc proposed to Lori by giving her an engagement ring. After trying to ignore it, she unwrapped the gift in front of everyone, amidst growing tension.

Lori’s friends and co-workers indicate that she rarely wore the ring. She told next to no-one about it and when she did wear it, covered it with her other hand or turned the stone inward. A picture emerged of Marc broadcasting the news, even though he is still married.

In early 2005, the couple is still cohabitating. On the rare occasion that Lori socialized with friends, they noticed she wasn’t caring for her appearance and was drinking, which was unusual. It was later learned that the couple were arguing about Lori’s employment. Marc wanted Lori to apply for a part-time job, so that she could then also work part-time for him doing his paperwork. But Dupont, who loved

the job she had worked hard to get, wanted nothing to do with Daniel’s plans for her.

On February 27th, 2005 things came to a head. After a tense disagreement about the employment issue, Lori ended the relationship.

In her presence, Marc attempted suicide by injecting himself. Lori called 911, and she and her mother (also an RN) resuscitated him. Two farewell letters – addressed to his wife and children – found beside him, blamed Lori for his suicide attempt.

While Marc was hospitalized in the psychiatric unit at Hotel Dieu for 2 weeks for treatment, Lori began telling her friends and family more about what she had been experiencing. She had begun to fear for her safety.

Marc kept calling her from the hospital and she kept insisting the relationship was over. She switched to an unlisted number. When he left the hospital for outpatient treatment, he returned to his wife. Marc then began calling Lori’s close friends – some of them co-workers – to ask them to help plead his case with Lori.

Lori took a stress leave from work somewhere around this time. When she returned on March 21, 2005, Marc Daniel – still under treatment – was on administrative suspension. After her first day back, Lori returned to her car to find a note in Marc’s handwriting wedged in the door.

Lori discovered that Marc had used his security pass to access the PACU to get information about her work schedule, and had been questioning her co-workers.

On April 5th, Daniels confronted her in a doorway at the hospital and blocked her movement. On April 6th, returning to the hospital parkade at the end of her shift, Lori found a semi-nude picture of herself on her car. On April 7th, Daniel went to the hospital & followed her around during part of her shift.

By this time, Lori was driving her father’s car to work and being escorted in & out of her shifts

by friends. At the same time, Marc Daniel was applying to have his privileges reinstated so he could return to work.

Lori decided it was time to let her employer know about the harassment she was experiencing at work. Accompanied by her union representative, she met with hospital management and the head of security on April 8th where she asked for a copy of the hospital's harassment policy and advised them that Daniels was capable of violence.

Immediately, hospital security guards were issued notices with photos of Daniel advising them he was a doctor at Hotel-Dieu who "has been causing problems for a staff member of the hospital."

On Monday, April 11th, Lori, accompanied by her mother, a friend and the head of hospital security went to the courthouse to apply for a restraining order. A hearing date was eventually set for December 22, 2005.

In addition, the hospital began providing Dupont with escorts to and from her car. She was allowed to park next to the guard's office in the hospital parkade. Both security provisions were withdrawn by mid-June.

In response to her complaint about harassment, the head of HR sent Lori a letter – copied to her union rep – encouraging her to document her concerns.

In January 2005, Daniel was put on one year probation by the hospital.

On April 19th, a group of hospital leaders met to discuss the "Dr. Daniel" situation. They reviewed measures to ensure safety of staff, attempting to manage Daniel's return to work and his inevitable professional need to communicate with Lori about patients. May 31st, with restrictions, Marc got the clearance to return to work.

Meanwhile, at work, Marc Daniel's name appeared on the OR schedule without warning. Restrictions imposed by the hospital were

never communicated to Dupont or her union rep. Staff who, in Dupont's absence, tried to raise their concerns for Lori's safety, were told this was a personal matter and they should mind their own business. Whenever Marc brought a patient into PACU, staff took it upon themselves to intervene and take the patient report from him, so that Lori did not need to speak with him.

In late July 2005, Daniel's full privileges were reinstated. Within weeks, one of his co-workers reported that Daniel appeared "on edge" and that he was always staring at Dupont. A nurse in the OR made the same observation. On Aug. 19, a physician warned a manager that "some day Marc is going to come in here and go postal."

In October, Lori applied for a part-time position elsewhere in the hospital. She didn't get it.

November 3rd or 4th – during a hectic shift – Dupont & Daniel came face to face while wheeling a patient into recovery. A nursing colleague witnessed this, reporting that a Nursing manager was nearby but didn't say a word regarding the tense interaction.

On November 12, 2005, Marc and Lori were on the same weekend on-call schedule – a skeleton crew. Lori was one of 2 nurses in the PACU that morning when Marc Daniel, concealed behind a pillar in the workspace, stepped out, stabbed her multiple times and left the hospital to kill himself.

Domestic Violence and the Law: Quiz

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| 1. Domestic violence is a rare occurrence. | TRUE | FALSE |
| 2. When a woman is assaulted her children are not usually present. | TRUE | FALSE |
| 3. For something to be considered domestic violence, it must be part of a pattern of behavior. | TRUE | FALSE |
| 4. The purpose of dating violence or domestic violence is to gain power and control over another person. | TRUE | FALSE |
| 5. The use of electronic devices to harass and control is not a means by which dating violence can occur. | TRUE | FALSE |
| 6. It is hard to tell if someone is experiencing abuse or violence – they may act normal and try to hide any evidence due to embarrassment or fear. | TRUE | FALSE |
| 7. Means of gaining power and control include using property and pets, using culture, and using children. | TRUE | FALSE |
| 8. In a family law case, possible consequences of DV-related charges include divorce and the victim being awarded custody of children and possession of any property. | TRUE | FALSE |
| 9. It is the victim's decision whether or not to lay charges in a domestic violence case. | TRUE | FALSE |
| 10. It is important to keep records of violent or abusive events in DV cases, because it increases accuracy during a trial and helps provide enough evidence for a conviction. | TRUE | FALSE |



Halton Women's Place
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