

## Curriculum Vitae of Taras Hryb, Professional Investigator

I am a professional investigator and a physical security consultant. I am very qualified to conduct thorough workplace investigations, make recommendations to help prevent future occurrences of misconduct, and identify security enhancements that mitigate the risk of harassment and violence.

### Professional Investigation Services

My workplace investigation services include:

- managing and conducting investigations into allegations of workplace misconduct such as bullying, harassment, violence, retaliation, human rights discrimination, and theft or damage of assets;
- conducting root-cause analyses and formulating recommendations to help prevent future misconduct; and
- developing recommendations to address workplace violence vulnerabilities to mitigate the risk of harm while considering the organization's unique environment and the affected individuals.

Additional services can include reviewing corporate policies, procedures, and harassment training programs. I can also audit investigations conducted by others and provide investigator training for clients who wish to develop their own internal investigation teams.

### Approach

Professional, respectful investigations done in a manner consistent with the values of justice, equity, diversity, and inclusion ("JEDI"), can leave people feeling safe, respected, and heard. Such investigations foster trust in the organization and enhance workplace environments.

My investigations follow the principles of procedural fairness. All persons involved in my investigations are respected. Participants appreciate that:

- they were actively listened to, their information was understood and thoroughly considered;
- their cooperation with the investigation was valued;
- findings of fact and recommendations were made without bias or inappropriate influence; and
- the investigation outcomes supported efforts to improve the workplace environment.

I am cognizant of individual diversity within the workplace. Workplace policies and procedures impact persons differently and may affect their work performance, their perception of others and themselves, their economic and social opportunities.

My findings of fact and recommendations address the root causes of behaviours that generated the complaints. I include GBA+ analysis techniques and consider the intersectionality of the individual characteristics of persons involved in my investigations.

I am mindful that individuals may experience stress and trauma related or unrelated to the complaints and the resulting investigation. I deliberately plan and conduct my investigations to manage these considerations and the associated risks. My investigation plans are fluid to ensure that I can adapt to unexpected circumstances.

I rely upon the P.E.A.C.E. model of interviewing because this ethical methodology allows me to respect individual diversity and respond to any trauma or stress that people may experience.

## Professional Experience

My professional investigation work has occurred in both union and non-union environments. These investigations involved complaints of:

- sexual harassment in health care settings between practitioners, patients and staff;
- Human Rights discrimination in workplaces;
- harassment, including retaliation, in workplaces between supervisors and their direct reports;
- sexual and emotional abuse of children by parents; and
- theft of high-value corporate assets.

I have a strong history of respectfully conducting investigations. My investigations have included Indigenous persons, persons who self-identify as members of the LGBTQ2I+ community, young persons, the elderly, persons suffering from economic and social disadvantage, persons with mental and physical disabilities, persons of different races, ethnicities and religious beliefs. I am proud of my efforts to foster reciprocal respect and trust.

My investigations include collecting and assessing physical evidence, conducting interviews, and reconstructing incidents to evaluate the information provided to me. Investigation reports are written so that the principal and responding parties can understand the reasons for the findings of fact and recommendations.

My scope of work for some clients has included assessing their internal investigation policies and procedures. Private organizations and regional governments have engaged my services to evaluate and improve their security programs. I have enhanced security at workplaces and homes to mitigate the risk of violence that targeted employees, executives and their families.

I have familiarity and experience with the federal and provincial legislation and regulations involving Human Rights and harassment, the BC Health Professions Act, the codes of conduct and ethics of self-regulatory health profession colleges, the harassment and discrimination policies of private businesses.

I contributed to the professional investigation profession by leading the development of the mandatory training program for the government licensing of investigators in BC. I also assisted with the development of the ANSI/ASIS INV.1-2015 Investigations Standard.

I joined the multi-disciplinary team of ProActive ReSolutions in 1997. This consultancy works with organizations internationally to address conduct-related issues through an integrated set of research-based processes that incorporate established best-practices and emphasize JEDI values. Among other things, I have been a key player in supporting the development and integration of both trauma-informed and restorative practices within ProActive's client solution offerings, including investigations.

## Professional Membership, Accreditation, and Knowledge

I am actively engaged in ongoing professional development opportunities.

### Membership & Accreditation

- Licensed Private Investigator and Security Consultant in BC (2006 – current)
- Member of the Association of Workplace Investigators (“AWI”) and the Canadian chapter (current)
- Certificate in Workplace Investigations from the Association of Workplace Investigators (current)
- Certificate in P.E.A.C.E. Interview Techniques issued by Forensic Interview Solutions (current)
- President of the Canadian Association of Private Investigators (2011 – 2013)
- Member of the Professional Investigators’ Association of BC (current)
- President or Board Member of the Professional Investigators’ Association of BC (2009 – 2019)
- Certified Crime Prevention Through Environmental Design Practitioner (expired)
- Member ASIS International (current)
- Certified as a Physical Security Professional by ASIS International (current)
- Education Chair for ASIS Chapter 190 (Canada Pacific) (2008 – 2010)

### Investigations

- Conducting Trauma-Informed Investigations
- P.E.A.C.E. Interviewing Techniques
- Workplace Investigations Certificate Program (AWI)
- Advanced Investigation Techniques
- Physical Evidence Investigation Techniques
- Assessing the Credibility of Witness Information

## Security

- Resilience Management Audits
- Risk and Vulnerability Assessments
- Managing Corporate Security Programs
- Physical Security; Advanced Applications and Technology
- CARVER: Analysis & Vulnerability Assessment
- Critical Infrastructure Protection
- Managing Targeted Violence
- Integrated Perimeter Security Solutions
- Crime Prevention Through Environmental Design; Basic and Advanced Training

*Taras Hryb*

December 10<sup>th</sup>, 2020

Taras Hryb | Investigations and Security Division  
ProActive ReSolutions | [www.ProActive-ReSolutions.com](http://www.ProActive-ReSolutions.com)  
mobile: 778-999-3433  
Email: [THryb@ProActive-ReSolutions.com](mailto:THryb@ProActive-ReSolutions.com)

## About ProActive's Professional Services

At ProActive ReSolutions, we promote safe, healthy and productive workplaces – places in which people work cooperatively together so that individuals and work teams can thrive and contribute to the best of their abilities. ProActive is a boutique consultancy that helps build better lives for employees through organizational compliance, conflict management and workplace violence prevention. Our solutions help reduce the impact caused by negative behaviours such as bullying, harassment, and toxic workplaces.

ProActive believes that investigations must be more than mere exercises in determining the validity of complaints and allocating blame. Our investigations not only determine on the balance of probabilities whether misconduct occurred; we also uncover the root causes that contributed to the complaint irrespective of our findings of fact. We know that well-conducted, human-centred investigations can bring clarity about what has happened and why, uncover critical issues that give rise to complaints, and contribute to the strengthening of healthy workplace relationships, behaviours, and cultures.

ProActive investigations will not only increase overall psychological safety within your organization, but they will also directly support the organization's Mission, Vision, Values and Strategic Priorities by inviting further reflection on the root causes of incidents.

We do more than investigate. Our multi-disciplinary team of experts delivers a range of integrated processes that can add even further value to investigations for organizations wishing to benefit from our full range of client service solutions. Our Reintegration Support Services, Restorative Conferencing Facilitation, Respectful Workplace Training, and Ombuds Services all assist in rebuilding damaged relationships and enhancing productivity after investigations are complete.

We do all of this in ways that attend to the critical issues of diversity and inclusion. We bring a unique set of competencies, practices and processes that are person-focused, culturally sensitive and trauma-informed. Our organizational culture fosters values of justice, equity, diversity and inclusion within all our team members. The design and delivery of our client service solutions reflect our values.

Our investigators have had opportunities to contribute to the practice area of workplace investigations. ProActive team members have:

- delivered group conflict presentations to the federal public service;
- presented on aspects of Institutional Betrayal to the Association of Workplace Investigators in the US;
- joined the International Investigative Interviewing Research Group (iIRG) as practitioners; and
- presented on topics of workplace investigations to the Professional Investigators' Association of British Columbia.



ProActive ReSolutions has clients in Canada and throughout the world. Many of our client services, including some investigations, are conducted remotely using video conferencing and telephone communications. Examples include investigations that we led for a health care facility in Ontario, a government agency in Australia, and a self-regulatory health care association that requires us to investigate allegations of professional misconduct throughout British Columbia.

Our IT Department has established policies and procedures that help ensure the confidentiality and efficacy of the communication platforms that our clients prefer to use.

Our lead investigator, Taras Hryb, is available to travel within Canada subject to health and safety risk assessments for himself and others.

We would be delighted to provide any further detail required for your selection process. Please do not hesitate to contact me directly with any queries.

Respectfully,

A handwritten signature in blue ink, appearing to read "Suzanne Stewart".

Suzanne Stewart | VP, Client Services

ProActive ReSolutions | [www.ProActive-ReSolutions.com](http://www.ProActive-ReSolutions.com)

direct: 604-449-3960 | mobile: 778-251-4949 | toll free: 1-877-585-9933

Email: [SStewart@ProActive-Resolutions.com](mailto:SStewart@ProActive-Resolutions.com)