

CAS Manager Stands by Original Verification

The manager who supervised the original investigation stood by the verification at trial.

She confirmed that three levels of CAS staff supported it, rejected the allegation that Zaria had been coached, and testified that Adam's later submissions did not change her position.

The internal panel that changed the outcome never consulted her and never explained its decision.

M. RASHEED: Yes.

EXAMINATION IN-CHIEF BY M. RASHEED:

Q. Good afternoon, Miss Crawford.

A. Good afternoon, Miss Rasheed.

Q. My name is Mehwish Rasheed. I'm the counsel for the father, Mr. Adam Newton. I will be asking you a series of questions and we will be sharing CAS notes on the screen. Please let us know if you have any difficulty viewing them or hearing me.

A. Okay.

Q. Thank you. Can you please advise us what your occupation is?

A. I am a child welfare manager at the Child and Family Services of Grand Erie.

Q. And how long have you been employed by the Child Services?

A. The agency is a recently amalgamated agency. I've worked in Child Welfare for 17 years. I started at the Frontenac Children's Aid Society. I then moved to the Children's Aid Society of Haldimand and Norfolk in 2011, and then the agency amalgamated with Brant FACS about three years ago, and the agency's name is now Child and Family Services of Grand Erie.

Q. Okay, thank you. How many people do you supervise currently?

A. Six currently.

Q. Is Miss Brianna Boyd one of the people you supervise?

A. Not currently although she is supposed to return to my team soon.

Q. Okay. Was she part of your team when you were involved with this particular family, Mr. Newton, Miss Grillo and

Zaria?

A. Yes, she was.

Q. Okay, and what was the scope of your involvement in this investigation?

5 A. I supervised Brianna's work on this investigation. Basically there were two points in the investigation I supervised. One was the completion of the safety assessment and the other was the verification conference.

10 Q. And who was responsible for making decisions during this investigation?

A. Decisions are typically made on a joint basis. Usually between a worker and their manager.

Q. And that's what occurred here?

A. Yes.

15 Q. Okay. When did you first become involved with this family?

A. The agency received a report in August of 2022.

Q. Okay, and was the report made to you?

20 A. I believe the report was made by Miss Grillo to the Hamilton Police Service who contacted the Norfolk Detachment of OPP, who then referred the issue to the agency.

Q. And you're the first point of contact when the referral is made?

25 A. Not me personally. It would be an intake screener.

Q. Okay, and then is that the point where Brianna Boyd steps in and takes the investigation?

30 A. So typically our intake screening department would seize information, determines whether or not the Society will become involved or not, and from there, if we are initiating an investigation, it's then assigned to a worker, so in this case it was assigned to Miss Boyd.

Q. And how long had Miss Boyd been employed with the children's welfare as a protection worker at the time of assigning this file to her?

A. My apologies. I'd have to check her HR record to know for sure. I would say approximately a few years.

Q. So approximately three. Does that sound familiar to you?

A. I would say that was about right.

Q. Okay. Did you supervise Miss Boyd's interviews with the child or either of the parents?

A. Not directly. She would have reviewed the information she obtained in interviews with me at different points throughout the investigation.

Q. Okay, but you were not there to verify the information she was providing to you was accurate. Correct?

A. I was not present at any of the interviews, no.

Q. Is it true that on October 6th 2022, you received a voicemail from Miss Grillo advising you that she required another letter stating that sexual harm was verified for the purpose of the court matter?

A. Yes, that's true.

Q. Is it true, and it's noted, that Miss Grillo was not satisfied with the letter that the Society had produced under Miss Boyd's involvement?

A. Yes, that's true.

Q. Is it true that she requested for a redrafting of that verification letter?

A. Yes, that's true.

Q. Is it true that she contacted the Society multiple occasions requesting redrafting of the letter?

A. Yes, I believe that's true, but I only received I believe one voicemail message from her.

Q. And is it true that at that point the file did not belong to your particular team or you?

A. That's right.

Q. Okay. Do you recall a letter dated September 5 29, 2022?

A. Not without reference to it.

M. RASHEED: Your Honour, if I could have the Court's attention to A4180.

Q. This is a letter where you verified concerns 10 that Zaria was sexually abused. Did you sign that letter, Miss Crawford?

A. No, but I would have reviewed it. It looks like my colleague signed it on my behalf.

Q. Okay, and when that letter was approved by you 15 it was based on the information that was relayed to you by Miss Boyd. Correct?

A. That's correct.

Q. Did you also base your, as part of the information that you relied on in completing this verification, 20 was Miss Boyd's self-made transcript part of it, of the audio recording? Are you aware that Miss Boyd - sorry.

A. Oh sorry.

Q. I apologize. Are you aware that Miss Boyd prepared a transcript by herself of what she believes is being 25 said in the audio recording?

A. Yeah, it would be typical practice for a worker to document what they've heard or seen that's been provided to them.

Q. Okay, and did you base your information on that 30 transcript with respect to what disclosures were made in the audio recording?

A. No. There was several pieces of information,

so typically verification decision, like by the time you made a decision in an investigation, you're usually relying on, like several sources of information.

5 Q. What were the sources of information that you were relying on?

A. So there was the recording provided by Miss Grillo that you're referencing. There was also joint interviews with police where Zaria attended the Hamilton Police station. There was some physical evidence of concern that we had received
10 photos of that we were reviewing with some medical professionals we consulted with. Dr. Baird at the Child Advocacy and Assessment Program at McMaster Hospital.

Q. Okay. So let's go through each source that you relied on. With respect to the recording, did you personally
15 review the recording?

A. Yes, I did hear it.

Q. How many times did you hear it?

A. Probably twice, maybe three times.

Q. Are you aware that Miss Boyd did not
20 investigate any circumstances that led to this recording?

A. I'm sorry. I'm not too sure what you mean in your question.

Q. So specifically when the recording takes place, are you aware that Miss Boyd did not investigate what occurred
25 immediately prior to the recording?

A. My understanding is that the recording was taken by Miss Grillo with the maternal grandmother while Zaria was present. I believe it might have been in the home of the maternal grandmother. Miss Grillo believed the child was making
30 a spontaneous disclosure and she started to record her after she had indicated that her father had hurt her bum.

Q. Right. So that's what Miss Grillo had stated,

but are you aware that your team member, Miss Boyd, did not investigate with Miss Grillo, with the child or with anyone else involved, what had been said to Zaria prior to the recoding starting. Whether any information had been relayed to Zaria.

5 Are you aware of that, and there's nothing in the notes about this investigation either.

A. Yeah. No, I'm not aware of that.

Q. Are you aware that the recording that Miss Boyd and you relied on has parts where it's Miss Grillo's mother who is putting words to Zaria, specifically the tree stump, and not Zaria who comes up with that idea on her own?

A. I'm not aware of that.

Q. And it's true that you never obtained or reviewed an actual transcript of the recording. Correct?

15 A. No, I only, I listened to the recording directly.

Q. Okay. And you're aware that there was no investigation done to verify whether the child was being coached. Correct?

20 A. We didn't believe the statements that the child had made were coachable statements.

Q. Why did you not believe they were coachable?

A. Because of the language used, the complexity of it. It was a rather odd statement for a child to make.

25 Q. Okay, so with respect to the language used, I understand your understanding is that the language used, it was a child-like language. Correct?

A. Yeah, I think that's fair.

30 Q. Okay. Isn't it possible that mother, who is aware of the child's language and the specific verbiage the child uses, could have coached the child using that particular verbiage?

A. I don't believe so in this case. I think the other piece for, that influenced the Society's decision was the fact that the child had anal lesions.

5 Q. Okay. I didn't ask you if you believed with respect to the lesions. What I was asking is if you believe there's a possibility that the language being used by Zaria in that recording could have been language that her mother had used to coach her.

A. I don't believe so.

10 Q. You don't think there's any possibility that the mother could have told her to use those words.

A. No.

Q. No?

15 A. No, I don't think so. It was such a strange statement. It's mostly descriptive language. I think if you were looking to coach a child to make a disclosure of sexual harm, you would keep it more simplistic than that.

Q. But isn't it true that the recording goes on for seven and a half minutes?

20 A. Yes.

Q. So isn't it possible that the child included her own imagination in a lot of the answers?

A. Potentially or in an attempt to describe what she was trying to describe.

25 Q. With respect to the lesions that you had mentioned, isn't it true that neither, none of the doctors confirmed that this was a sign of sexual abuse?

30 A. Neither said that they were a sign of sexual harm. Dr. Baird, who were able to speak to inside of the investigation stated that in the context of the comments that were made, he would have concerns, but the lesions themselves were non-specific. He queried whether or not it was caused by

irritation of something being put against the skin.

Q. Okay, and when you made this verification did you review, isn't it true that you never reviewed Zaria's medical history with her family doctor?

5 A. Miss Boyd did try to reach Dr. Dhalla throughout the investigation. I believe Miss Grillo also contacted their office to ask that they communicate with Miss Boyd, and I believe she wasn't able to connect with Dr. Dhalla until the day after the verification conference.

10 Q. So to clarify, you never confirmed Zaria's medical history with Dr. Dhalla prior to the verification. Correct?

15 A. It's a bit more nuanced than that. We did have a bunch of email communication back and forth between Miss Grillo and the doctor.

Q. That was produced by Miss Grillo. Correct?

A. Yes.

Q. But no independent verification from Dr. Dhalla prior to verification. Correct?

20 A. No. I believe they were forwarded emails.

Q. And when you did speak with Dr. Dhalla isn't it true that he did not confirm that the lesions alone supported Miss Grillo's allegation of abuse?

25 A. I never spoke to Mr., or sorry, Dr. Dhalla personally. I understand that he wasn't sure what the cause of the lesions were, and I believe he had prescribed a cream to be applied topically.

Q. Did you ever consider the fact that Zaria could be referring to a cream that was prescribed for Zaria's bum?

30 A. Yes.

Q. And you decided that that wasn't sufficient?

A. Yes.

Q. With respect to the joint interviews with the police, isn't it true that there was charges laid against Mr. Newton?

A. That's true.

Q. Isn't it true that there weren't new disclosures or even details of the disclosures being discussed by Zaria in any of the interviews with the police?

A. No. The only thing she identified was that she was at the police station because her father had hurt her bum.

Q. And how would a child know why she's at a police station? Wouldn't it be someone telling her before she attends the police station why she's there?

A. I can't speak to that. I'm sorry.

Q. Well, you're a child protection worker. Right? So you should be aware whether children of her age normally think they're attending police stations to talk about bad things or whether they are attending police station for the purpose of observing.

A. I was not at the police detachment. I don't know what had been said or not said to Zaria prior to those interviews.

Q. But you reviewed the information and thought it was sufficient.

A. Yes.

Q. And the information being that she did not make any disclosures about sexual abuse.

A. Yes. But again she did comment that the purpose of her being there was that her father had hurt her bum.

Q. You didn't find it concerning that a child knew why she was attending a police station, a four-year old?

A. Again, Miss Rasheed, I'm not sure what was said prior to those interviews.

Q. I'm not asking you what was said. I'm asking if you found it concerning. You didn't find it concerning that a four-year old knew why she was attending a police station, what the purpose was?

5 A. Well, presumably before she went, and again this would be all speculation on my part, but the caregiver would tell her why they were going.

Q. So the caregiver would have to have a conversation about what Zaria would have to answer to. Correct?

10 A. Again, Miss Rasheed, I'm not sure. I wasn't present for that and so I don't, I don't know if Miss Grillo said that they were going to talk about what had happened to her bum. I don't know what the communication was with Zaria before that.

15 THE COURT: If mom had said "We're going to the police to talk about what happened to your bum.", would that be a concern to you?

A. No.

M. RASHEED: Q. But if mom - sorry.

THE COURT: Why not?

20 A. Because I think you have to provide an explanation to a child from the outset of what they're doing and why. I would be concerned if she said "We're going to the police station. You need to tell the police the bad things that dad did to you.", or something really inflammatory, but if she said
25 "We're going to go and talk about, you know, what you've been worried about with your bum.", I wouldn't necessarily be concerned.

30 THE COURT: That wasn't how I asked the question. I asked, the question, "If mom had said 'We're going to talk about how dad hurt your bum', would that be a concern?"

A. Not necessarily. I think it would depend on

the entire context surrounding everything.

M. RASHEED: Q. Well, you don't find it concerning a mom telling a child that "We're going to talk about how dad hurt the bum."? Isn't that leading and putting influence in the child's mind that a dad did hurt the bum?

A. I think it's a really difficult question because there's so many different factors that would be weighed here.

Q. So you never explored further why the child knew that she was going to the police station to talk about the dad hurting her bum. Correct?

A. No.

Q. Okay. With respect to the physical evidence that you mentioned of concern, you're referring to the photos alone. Correct?

A. Yeah, and the report that she was struggling with ongoing anal lesions. Yes.

Q. Okay. You used the word "lesions". I just want to clarify. So they were rashes, correct, and that's how the doctors had described them in their reports?

A. Yeah, they described them as non-specific lesions.

Q. Okay, so the rashes that Zaria was having, when you say physical evidence that was of concern, you're only referring to the photos. Correct? Or did you personally examine Zaria?

A. I never personally examined Zaria. It would be us looking at the photos. Those photos were also shared with Dr. Baird in consultation.

Q. Right. So you said physical evidence only referring to the photos that Miss Grillo took. Correct?

A. That's right.

Q. And no, there were no ways to verify whether the photos have been altered in any way. Correct?

A. That's right.

Q. Was there a way to verify when the photos were taken?

A. Presumably they would have a date....

Q. Not presumably. Just a way to verify that you and Miss Boyd verified.

A. No.

Q. No. Did you and Miss Boyd verify whether the photos belonged to Zaria?

A. Sorry. If the photos were of Zaria?

Q. Yes. Did you or, and/or Miss Boyd ever independently verify that the photos belonged to Zaria?

A. No, I did not.

Q. Okay. So photos are provided to you by Miss Grillo and you take them at face value. Correct?

A. Yes.

Q. Okay. Now with respect to Dr. Baird who did examine the photos, isn't it true that he found them to be, he found the rash to be, he referred to it as irritation and he found it to be non-specific. Correct?

A. That's right.

Q. So what we discussed today in these four factors that you mentioned, joint interviews with the police, physical evidence referring just to the unverified photos, and Dr. Baird's testimony, as well as the recording. That's your entire basis for verification. Correct?

A. With respect to the allegation of sexual harm. Yes.

Q. Yes. With respect to sexual harm. And you acknowledge then none of the doctors had verified that sexual

abuse had occurred based on their examination of the evidence.
Correct?

A. That's right.

Q. Okay, and you verified that the police had not
5 confirmed that abuse occurred based on them not laying charges.
Correct?

A. The police were concerned but didn't feel they
had grounds to lay charges. That's correct.

Q. Right, but you found grounds to verify sexual
10 harm.

A. That's right.

Q. And you can, can you advise why there was a
rush to provide a verification letter when Dr. Dhalla, who was
the family doctor who physically observed the child, had not been
15 spoken to?

A. It is not uncommon for doctors to not respond
to our request for information. Typically investigations are
completed within a 30 to 45 day window and Miss Boyd's opinion on
the information that she had collected, she felt that she was
20 prepared to make a verification decision, which I oversaw.

Q. You said 30 to 45 window, correct?

A. Yeah, typically.

Q. How long did it take from, isn't it true that
it was less than 45 days when the verification was made?

25 A. Yes, I believe so.

Q. Okay, so it's not that you were at the end of
this window or exceptionally delayed. Correct?

A. That's right.

Q. But you still went ahead and verified without
30 speaking to a doctor for the child. Correct? Without speaking
to her family doctor.

A. Yes.

Q. Okay. And are you aware that in follow up interviews with Brianna Boyd, Zaria did not make any clear disclosure about sexual abuse outside of that recording?

A. Yes, and her attendance at the police station.
5 That's right.

Q. She did not make any allegations about abuse at her attendance at the police interview either. I just want to clarify that. Is that, are you saying otherwise? Are you referring to comment about why Zaria knew she was there?

10 A. I'm referring to her saying that she was there because her father had hurt her bum.

Q. Okay. Are you aware that Miss Grillo alleged other symptoms that Zaria was experiencing?

A. Yes.

15 Q. Did you ever do an independent investigation to verify if those symptoms were truly present?

A. There is something she had mentioned. She said that Zaria's behaviour would regress around parenting time with her father. She would start to act more baby-like. We did see
20 that.

Q. Sorry, Miss Crawford. I'm not referring to her behaviour. I'm referring to the symptoms. So specifically symptoms on her body. So Miss Grillo had stated that she had difficulty - sorry, she had difficulty with toilet issues. She
25 had bedwetting. Mucus on her body out of her body. Any of these symptoms? I'm not referring to her behaviour.

A. Right.

Q. Did you independently verify if those symptoms were present?

30 A. No because they, like in terms of the physical symptoms, weren't present by the time we were involved and there wasn't really any opportunity where they presented again during

the investigation.

Q. Did you ever verify that Dr. Dhalla also didn't observe these symptoms?

A. Sorry, Miss Rasheed. Can you repeat the question?

Q. Yeah. So Dr. Dhalla eventually became involved in your investigation after verification. Correct?

A. Yes.

Q. Did you verify with him whether the symptoms Miss Grillo was alleging were truly present in the child, to a doctor who was consistently treating this child?

A. I'm not sure if that was brought up in Miss Boyd's conversation with Dr. Dhalla or not.

Q. Okay. So you're not aware of what was discussed with Dr. Dhalla. You just followed Miss Grillo's lead here. Correct?

A. I had no contact with Dr. Dhalla.

Q. And you just accepted what Miss Boyd was saying as what was done. Correct?

A. Yes.

Q. So if she didn't question Dr. Dhalla about these symptoms, it's safe to assume it didn't happen?

A. No. I think those symptoms weren't presenting while Miss Boyd was completing her investigation, and I would have to go back through the file to see if there as any communication between Miss Grillo and Dr. Dhalla about that, or view Miss Boyd's contact with Dr. Dhalla.

Q. Miss Crawford, I'm not referring to whether the symptoms existed at the time you spoke with Dr. Dhalla. That's not relevant. I'm inquiring whether the symptoms existed at all. Dr. Dhalla would have been aware of symptoms existing throughout, before your communication with him. Correct?

A. I'm not sure.

Q. Okay, so you're not sure what was obtained from Dr. Dhalla and you're not sure what was done at the interviews because you weren't physically present and you're not sure what
5 happened in the police investigation because you weren't physically present. Correct?

A. Well, I know what was relayed to me by Miss Boyd.

Q. Right, but you don't have any independent
10 knowledge of what actually occurred. You cannot confirm this. Correct?

A. That's right.

Q. Is it true that you advised Mr. Newton that you did not interview people who had been present at his home or
15 around Zaria during the weekend of the alleged harm?

A. Mr. Newton offered to provide character references. We did have a conversation. I did tell him that would not weigh heavily in the Society's decision-making because presumably if he had sexually harmed Zaria other individuals
20 would not have been present at the time.

Q. Right, so those were about character references, but did you ever inquire if other individuals were present during that weekend?

A. I believe he had spoken with Miss Boyd about
25 what had happened during that weekend and who had been over and stayed over and what they had done.

Q. Okay, so you're not aware of any further investigation on your part with the individuals that potentially could have been witnesses. Correct?

30 A. That's right.

Q. Okay. Is it true that it was the Society's decision and parenting plan proposed that Mr. — at the time of

your involvement, that Mr. Newton's parenting time would be safe if it occurred in his home and supervised by his mother?

A. Yes, that's right.

5 Q. Are you aware that Miss Grillo was not in agreement with the Society's position about Mr. Newton's parenting time?

A. Yes.

10 Q. Do you recall stating that the proposed supervised access in Mr. Newton's home would be a better plan for the child compared to what Miss Grillo had sought?

A. Yes.

Q. Would you then say it's accurate that Miss Grillo was not accepting safety recommendations from the Society?

15 A. She didn't accept our plan 'cause she felt the plan itself was unsafe.

Q. Okay. When verifying the concerns, did you take into consideration Miss Grillo's motivation as she had four years of history of restricting Mr. Newton's parenting time as reported in your own notes, in the notes of the Society?

20 A. Yes. And this is why we also verify concerns related to exposure of Zaria to post separation conflict.

Q. At the time of your involvement were you concerned that Zaria was being exposed to adult conflict?

25 A. Not directly as there was no, it didn't seem to be any direct contact between Miss Grillo or Mr. Newton, but you know, I think, as you stated, the Society had had historical involvement related to post separation conflict, and you know, I'm assuming that not much has changed in the family situation insofar as we're all here.

30 Q. Isn't it possible for one parent to expose the child to her conflict with the other parent, even if that parent is not present?

A. Yes.

Q. And did you do any investigation to verify that this was not happening?

A. Sorry. Can you reframe that question?

Q. Yes. Did you do any investigation to verify whether Miss Grillo was exposing Zaria to adult conflict?

A. Yes.

Q. You did.

A. Yes.

Q. And what was the outcome of that investigation?

A. Well, it was a component of this investigation and so we did verify concerns related to that as well.

Q. So your concerns were relating to Miss Grillo exposing Zaria to adult conflict?

A. Yes.

Q. Did you consider or were you aware that the audio, when you verified the concerns - sorry. When you verified sexual abuse were you aware that the audio recording produced by Miss Grillo was done on the same day as the parties' first case conference in court?

A. Yes, I was aware.

Q. Were you aware that Miss Grillo was untruthful about the date of the recording initially?

A. No.

Q. Okay. So you did not have this information when you made the verification?

A. I don't think that we had any reason to think that recording was made on a different date. No.

Q. Did you verify what date the recording was made versus when Miss Grillo stated it was made?

A. I would have to review Miss Boyd's notes. I'm not sure.

Q. Did you?

A. No.

Q. Do you recall your conversation with Miss Grillo where she advised you - sorry, just give me one moment.

5 Do you recall your conversation with Mr. Newton on October 6th 2022 where you advised him that you could not discuss anything through email and you only prefer to speak on the phone?

A. Yeah, but I believe that date's incorrect. I think it was the 4th or the 5th.

10 Q. In October?

A. Yes.

Q. Are you aware that Miss Boyd was communicating with Miss Grillo via email?

A. Sometimes our staff do communicate by email.
15 We have been working to update our electronics policy but at that time our policy was that typically case information is not discussed by email, so I had told Mr. Newton I was willing to accept anything he wanted to send me by email but I couldn't discuss anything case related via email with him.

20 Q. Okay. During this phone call do you recall Mr. Newton advising you that he had further evidence to prove no wrongdoing on his part?

A. Yes.

Q. And did you obtain this evidence?

25 A. Yes. I asked him to submit everything that he wanted the Society to consider further and I provided all of that to my director of service.

Q. And this was after the verification. Correct?

A. That's right.

30 Q. And did you request this evidence prior to the verification?

A. I believe some of it he had shared with Miss

Boyd as well.

Q. So to clarify, your involvement in this matter was reviewing notes from Brianna Boyd and then discussing notes that she had prepared. Correct?

5 A. No. My role relative this was meeting with Miss Boyd.

Q. Okay.

A. I met with Miss Boyd on two occasions during the investigation. One was to review the initial safety
10 assessment completed by the Society and the second was at the verification conference where we discussed the outcome of her investigation.

Q. Okay, and the decisions that you were making with Miss Boyd were based on Miss Boyd's evidence?

15 A. Relaying the information she had collected to me, yes.

Q. Okay. So would you then say that you were relying more on Miss Boyd to make, to suggest what should happen with this case, or what's happening with this case, than making
20 your own independent analysis?

A. Typically it's oversight of what's happened and then joint decision-making. In this particular case I had also reviewed the information we had collected with my director of service prior to the verification conference.

25 Q. One of the reasons why the verification was made as per Miss Boyd, was that the child doesn't speak about the father when she's in mom's care. Is that your understanding of what had weight in your decision-making?

A. No.

30 Q. Is it true that Miss Grillo threatened to make a complaint if her request for a new verification letter was not met?

A. I believe so, yes.

Q. Is it true that Miss Grillo advised you she has requested over a dozen times by way of phone call, voicemail, email and texts, for you to provide her a new written confirmation verifying sexual abuse in the manner she's requesting?

A. I don't believe that was a message I received in terms of the number of times she had contacted the Agency, but I am aware that she wanted a change to the language in our letter.

Q. Did you have any involvement with respect to any referrals that were made by the Society? So referrals made to the parties for any outside services?

A. I didn't directly make any of those referrals, no.

M. RASHEED: Okay. I've concluded, Your Honour. Thank you.

THE COURT: Mr. Fortino.

B. FORTINO: Yes, thank you.

CROSS-EXAMINATION BY B. FORTINO:

Q. Good afternoon, Miss Crawford. Just a few questions. Okay.

A. Okay.

Q. You've mentioned your director of service on a couple of occasions. What's that person's name?

A. Sarah Robertson.

Q. Okay, and is she a direct supervisor of yours? Like what's the...

A. Yes.

Q. ...linage?

A. Yes.

Q. Okay. And does she have any involvement - sorry. I think you mentioned that she came into being when there was the verification conference. Is that correct?

A. That's correct.

5 Q. So did she have any input in the verification process that put into place by you and Miss Boyd?

A. I did review all of the information we had collected with Miss Robertson, and conversation about whether or not that would support a verification, and she felt that it did.

10 Q. Okay, so in terms of this conference meeting, verification conference meeting, it's, the participants are yourself, Miss Boyd and Miss Robertson?

A. No. The participants in the actual conference were Miss Boyd and myself. I spoke to Miss Robertson prior to the verification conference in the context of my own supervision with her as my supervisor.

15 Q. I see, and it's fair to state that all three of you supported the verification at that time?

A. That's right.

20 Q. Okay, and just to be clear, did you have any concerns with the way Miss Boyd was handling the investigation?

A. No.

Q. You mentioned that you had six people under your belt in terms of supervising. Is that correct?

25 A. That's right.

Q. And that was at the time in August/September of 2022?

A. Yeah, probably. Occasionally I'll have one, one more worker here or there, but I believe I supervise six staff at any, at any given time.

30 Q. Okay, and was one of the workers that you supervised also Miss Ashley Ciccone?

A. No.

Q. Okay.

A. She's supervised by Miss Chooi.

5 Q. I see but are you involved in the file after the investigation part of it is concluded? Did you maintain any, any involvement at all?

A. No, aside from I supervised the internal transfer conference when the file transferred from Miss Boyd to Miss Ciccone.

10 Q. Okay, okay. Did you have any knowledge of an internal complaint review panel decision?

A. Yes.

Q. Did you participate in that process in any way?

A. No.

15 Q. Did they ever ask you, the panel or anybody ask you for your input in terms of the, in terms of the complaint?

A. No.

20 Q. All right, and just to be clear, you said you listened to the audio, I don't want to put words in your mouth, on two or three times. Is that, is that correct?

A. Yeah.

Q. Okay, and did you actually observe the photos that were mentioned?

A. Yes.

25 Q. And in terms of a discussion with Dr. Baird, that information would have come to you from Miss Boyd. Correct?

A. That's right.

Q. You've had discussion with Mr. Newton in the context of your time during the file. Is that correct?

30 A. Yes, that's right.

Q. And you've also had discussions with Miss Grillo?

A. No. I received I think one voicemail message from Miss Grillo but we never spoke directly.

Q. Okay. And if I were to mention the name Rocco Gizzarelli, does that, is that name familiar to you?

5 A. Yes.

Q. Okay, but you had no involvement with him in terms of this file in August/September/October of 2022?

A. No. Inside of a conversation I had with Mr. Newton, I discussed with him seeking a sexual risk assessment and the Society proposed Gizzarelli and Associates as a potential
10 assessor for him to consider, and that was following my conversation with my director of service about a path forward for the family.

Q. Okay, and you also made mention that there was
15 materials that were given to you by Mr. Newton to support a possible change in the verification decision. Do you recall that?

A. Yes, that's right.

Q. And if I understand you correctly you reported
20 back to him that you received that material but it didn't change your position.

A. That's right.

Q. Okay, and then you suggested to him that he contact Mr. Gizzarelli for the purposes of a risk assessment. Is
25 that my understanding?

A. That's right.

Q. Okay. Did you ever receive any feedback of what Mr. Gizzarelli's position was?

A. I didn't have knowledge of much of the file
30 after it transferred for ongoing service. I don't believe I ever saw a completed assessment.

Q. Just to be clear, if something, if a

designation moved from verification to inconclusive, inconclusive doesn't mean that it's not verified or never took place.

Correct?

A. That's right.

B. FORTINO: All right. I have no further questions, Your Honour.

THE COURT: Thank you.

RE-EXAMINATION BY M. RASHEED:

Q. Miss Crawford, with respect to the panel that changed your verification to inconclusive, did you receive a letter explaining why that occurred?

A. No.

Q. Okay. With respect to inconclusive, isn't it true that it also does not mean that the harm is verified?

A. That's true. It means that on a balance of probabilities a decision is unclear, since the Society cannot verify or not – not verify or verify whether or not something happened.

Q. Okay.

A. It's laid out in the *Ontario Child Protection Standards*.

Q. Right, and you understand that the panel reviewed the investigation and decided that it should have been inconclusive and not verified. Correct?

A. Yes.

M. RASHEED: Okay. That's all, Your Honour. Thank you, Miss Crawford.

THE COURT: Thank you, Miss Crawford. You are excused. You may leave.

CHERYL CRAWFORD: Okay. Thank you.

THE COURT: Does that conclude our business for

today?

5 M. RASHEED: Yes, Your Honour. We don't have another witness. We have one left for tomorrow and then I understand Miss Grillo will take the stand. We do have an interruption on Friday with the OCL attending as she's out of the country after that, and then on the following Monday we have Donna Varao but it should be fairly, fairly short.

10 B. FORTINO: The officers are asking if they could come on Thursday. I don't know why. We're going to find out, but I hope it's not because of next week, Your Honour, but that's the emails. I'm available.

15 THE COURT: What's because of next week?

B. FORTINO: I'm available next week. Sorry. The trial was continuing next week but some of them are reporting vacations. I'm not sure.

20 THE COURT: What's today? Today is Tuesday. Mom will be on the stand tomorrow by, after our first witness.

M. RASHEED: Yes.

25 THE COURT: So interrupting mom's evidence is less consequential so if we need to get some officers in on Thursday...

B. FORTINO: Okay.

THE COURT: ...while mom, especially if she's in-chief, doesn't concern me.

B. FORTINO: Okay. Thank you, Your Honour.

30 THE COURT: Subject to other comments, but we'll make it happen.

B. FORTINO: And then we have the OCL Friday because that's a specific date she is set.