

December 10, 2018



Dear Parents,

In early June, an alleged incident involving a child in our care was brought to the attention of the board and management team at Eden Daycare. Investigations were initiated immediately as our team took all necessary efforts to determine the full and complete facts surrounding these allegations. The Children's Aid Society, the Ministry of Education and Peel Police all commenced investigations, while an independent, third-party investigation into the matter was commenced at Eden Daycare's direction. At that time, the employee who was alleged to have been involved in the incident was removed from the workplace pending the result of the third-party investigation. Our management team and staff offered our full and complete cooperation throughout the process. The third-party investigation is now complete.

The third-party investigator—a lawyer with extensive and specialized investigative expertise in issues relating to child welfare—has determined through an extensive investigation that, on a balance of probabilities, the allegations that an Eden Daycare staff member in any way acted inappropriately in their treatment of a child in our care could not be substantiated. Notwithstanding these findings, we would like to inform you that the staff member in question is no longer a member of our team.

Due to our confidentiality requirements as an employer under the Occupational Health and Safety Act—and our commitment to respecting the privacy of the child in question and the child's family, as well as that of any Eden Daycare employees who may have been involved in the investigation—we will not be providing further comment on the investigation. We will instead be taking the opportunity to move forward as we continue to improve our incident-management protocols and procedures, a process that is already well underway.

It's important to note that prior to receiving the third-party investigator's findings, our team took pre-emptive action to adjust our existing workplace policies and procedures. We also installed surveillance cameras throughout the daycare at a considerable cost, so that parents could rest easy knowing that we are prepared to go above and beyond already stringent legislative requirements to ensure the safety of the children in our care. If the addition of advanced camera technology has helped reassure parents that their children are safe and secure at Eden Daycare, we consider it a worthwhile investment.

As we mentioned in a previous letter, our only priority is to make Eden Daycare the safest, most welcoming play-based learning environment possible for your children. We are thankful to have a dedicated team of professionals who take great pride in their work and truly embrace the responsibility that comes with helping shape the next generation of Canadians from an early age. As we've progressed through this difficult process, the support from our parent community has been overwhelming. We would like to thank you for your ongoing engagement and commitment to our daycare's success. If you have any questions, please do not hesitate to contact our administrative staff at the number below.

Our aim, as always, is to continue finding new ways to make Eden Daycare an even greater place to work, grow, learn, laugh, love and play.

Yours truly,

The Board of Directors, Eden Daycare

For more information, contact:

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