

January 20, 2026

Sent via email

Dear Cheryl D'Sa, KC & Natasha Tony:

Re: 2026 Mandate for the Bullying, Harassment, and Discrimination Task Force

Thank you for agreeing to accept the appointment as Co-Chairs of the Bullying, Harassment, and Discrimination Task Force ("Task Force") for 2026.

The Task Force is now in the second year of its two-year term. The 2026-2028 Strategic Plan, the Task Force's 2025 Mandate Letter and the Terms of Reference (pending approval), as well as priorities outlined below, should guide the Task Force's work this year.

I would appreciate if the Task Force could endeavour to:

1. Meet early in 2026 to review and update the current Task Force's work plan to include the matters the Task Force anticipates to address this year, the outcomes it expects to achieve, and the timeline for this work;
2. Provide the Task Force's work plan to the Executive Committee by **February 27, 2026**;
3. Examine the tension between professional obligations, meeting client expectations and demands (relating to lawyer performance), and where performance expectations and feedback are constructive, or where feedback and instruction cross into bullying and workplace harassment;
4. Building on the Task Force's analysis of additional or different regulatory approaches beyond the traditional discipline process, please develop recommendations for the Law Society's future approach to addressing bullying, harassment, and discrimination, including an assessment of the advisability and viability of:

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- a) Training and awareness-raising initiatives, including whether mandatory professional training (including ‘bystander’ training) should be required;
 - b) Increased supports for those who have experienced bullying, harassment, and discrimination, such as a “navigator” to advise and assist with the Law Society processes, and increasing dedicated supports for articulated students, particularly articulated students who are members of equity-deserving groups;
 - c) The establishment of additional or supplementary less adversarial processes tailored to address complaints or concerns about bullying, harassment, and discrimination, such as a specialized form of conduct review; and
 - d) The appropriateness of evaluation and assessment processes, such as utilizing some form of environmental scans and goals for improved workplace metrics.
5. Consult with other committees and task forces as appropriate, including the Equity, Diversity, and Inclusion Advisory Committee, the Truth and Reconciliation Advisory Committee, and the Discipline Processes Task Force, to ensure the Task Force’s recommendations are informed by relevant expertise and in alignment with the efforts undertaken by the other committees; and
6. Deliver a recommendation report to the Executive Committee by **September 18, 2026**, to be reviewed and discussed by the Executive Committee and then the Benchers Table.

As a final note, please plan to include time to meet with me and First Vice-President Michael F. Welsh, KC midway through 2026 in June, July, or August, for an informal update as to the status of the Task Force’s work.

Yours truly,



Thomas L. Spraggs, KC
President, Law Society of BC