

Questions and Answers Document #8

RFSO Reference Number: P2100057

CLOSING DATE: June 29, 2020

CLOSING TIME and TIME ZONE: 10:00AM EDT

PROJECT TITLE: Request for standing offer for Investigation services

To All Bidders:

The purpose of this document is to give effect to the following:

Questions and Answers: The following information is issued in response to questions received from bidders:

Question 1:

The Bidder must demonstrate evidence of knowledge of current theory and practice in the field/discipline of investigations of complaints of human rights, labour relations, discrimination, harassment, workplace, social services etc...by providing curricula vitae of all personnel who it is proposed will participate in the project.

Can you please expand on what you mean by workplace?

Answer 1:

For the sake of clarity, the advertisement should be read as referring to "workplace harassment" and not "harassment", "workplace".

Workplace is generally defined as the location from which an employee ordinarily performs the duties of his or her position, and in the case of an employee whose duties involve travel, the actual building to which the employee returns to prepare / submit reports, etc., and where other administrative matters related to the employee's employment are conducted. A workplace can be a building, a mine, a construction site, a vehicle, etc.

Question 2:

It is mandatory to show evidence of knowledge of current theory and practice in the field/discipline of investigations of complaints in all following fields: human rights, labour relations, discrimination, harassment, workplace, social services etc?

Answer 2:

It is not mandatory for a Bidder to show evidence of knowledge of current theory and practice in all of the listed fields. What is required is for the Bidder to demonstrate current knowledge in at least one of the fields listed.

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