

**FINAL INSPECTION REPORT**  
**Under the *Retirement Homes Act, 2010***

Inspection Information	
<b>Date of Inspection:</b> March 18, 2021	<b>Name of Inspector:</b> Michele Davidson
<b>Inspection Type:</b> Complaint Inspection	
<b>Licensee:</b> Butternut Manor Uxbridge Inc. / 3 Norm Goodspeed Drive, Uxbridge, ON L9P 0B7 (the "Licensee")	
<b>Retirement Home:</b> Butternut Manor / 3 Norm Goodspeed Drive, Uxbridge, ON L9P 0B7 (the "home")	
<b>Licence Number:</b> T0070	

Purpose of Inspection
The RHRA received a complaint under section 83(1) of the Retirement Homes Act, 2010 (the "RHA").


NON-COMPLIANCE
<p><b>1. The Licensee failed to comply with the RHA, S.O. 2010, c. 11, s. 115; Whistle-blowing protection.</b></p> <p>Specifically, the Licensee failed to comply with the following subsection(s):</p> <p><b>115. (1)</b> No person shall retaliate or threaten to retaliate against another person, whether by action or omission, because any person has disclosed anything to the Registrar or an inspector or has provided evidence that has been or may be given in a proceeding, including a proceeding in respect of the enforcement of this Act or the regulations, or in an inquest under the Coroners Act.</p>
<p><b>Inspection Finding</b></p> <p>The inspection revealed that contrary to the whistle-blowing protection, a staff member who made a report to the RHRA received retaliatory action by the Licensee.</p>
<p><b>Outcome</b></p> <p>The Licensee must take corrective action to achieve compliance.</p>

**NOTICE**

The Final Inspection Report is being provided to the Licensee, the Registrar of the Retirement Homes Regulatory Authority (the "RHRA") and the home's Residents' Council, if any.

Section 55 of the RHA requires that the Final Inspection Report be posted in the home in a conspicuous and easily accessible location. In addition, the Licensee must ensure that copies of every Final Inspection Report from the previous two (2) years are made available in the Home, in an easily accessible location.

The Registrar's copy of the Final Inspection Report, as it appears here, will be included on the RHRA Retirement Home Database, available online at <http://www.rhra.ca/en/retirement-home-database>.

Signature of Inspector 	Date April 20, 2021
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