

July 3rd, 2025

Kwe' Members,

We are aware of recent social media posts that reference confidential matters and name individuals associated with the Qalipu First Nation. Based on this public and hurtful communication, Council feels it is important to speak with our members from a place of responsibility, clarity and care.

As your Band Council, we are committed to acting with integrity and accountability, both as a government and as an employer. We take this responsibility seriously. Our focus remains on supporting our staff, protecting their safety and dignity, and fulfilling our legal and ethical obligations. This is part of our duty, not just for today, but for the next seven generations.

It is important to note that Qalipu First Nation staff do not have a public platform to defend themselves from misinformation or personal attacks. As Council, we have a duty to protect them. We can say with confidence that the information currently circulating online misrepresents facts and does not reflect a full or accurate record of events. While we are legally and ethically bound not to comment on specific human resources matters, we want to assure you that Nation operations have been guided by experienced legal counsel and third-party professionals in this situation.

In Mi'kmaw culture, we are taught to speak with care and protect the privacy and dignity of others. Publicly discussing confidential matters or spreading misinformation violates these teachings and causes harm to our community. Our teachings emphasize respect, community, and the protection of one another. Intentional harm – whether in person or online – goes against who we are as a people. These actions cause real harm, not only to those targeted, but to our entire Nation. This behaviour is damaging to fellow Qalipu members and creates an unsafe environment for staff and our leaders. It harms us as a Nation and our ability to attract and retain the dedicated professionals and leaders that we need to continue building a strong, healthy Nation. Our reputation matters, and it must be protected through our words and our actions, especially when challenges arise.

As part of our response, the Band Council is focused on the following actions:

- Providing support to those people affected by these online attacks and ensuring they are informed of the steps being taken to protect them.
- Developing and adopting a comprehensive Social Media Policy and Code of Conduct for staff and Council, clearly outlining acceptable use and consequences for breaches of confidentiality, defamation, or online harm. This includes clear communications that emphasize the importance of confidentiality, professionalism, and cultural respect in all forms of dialogue.

We thank you for your continued respect, understanding, and trust. Let us all lead by example, grounded in the values of respect, truth and community care.

In unity and respect,

Qalipu Mi'kmaq First Nation Band Council