



**PEEL POLICE SERVICE BOARD
PUBLIC AGENDA
FRIDAY APRIL 26, 2024 AT 10:00 A.M.**

REGION OF PEEL
COUNCIL CHAMBERS, 5TH FLOOR
10 PEEL CENTRE DRIVE, BRAMPTON, ONTARIO

INDIGENOUS LAND ACKNOWLEDGEMENT

ROLL CALL

DECLARATIONS OF CONFLICT/PECUNIARY INTEREST

CHIEF'S UPDATE

BOARD MEMBER QUESTIONS and/or ANNOUNCEMENTS

APPROVAL OF MINUTES

1. Minutes of the Board Meeting held Friday, February 23, 2024.

Recommendation:

That the Minutes of the Board Meeting held Friday, February 23, 2024 be adopted as read.

DEPUTATIONS

2. **Safe City Mississauga - 2023 Annual Impact Report Presentation** - Deputation from Ms. Teresa Burgess-Ogilvie and Mr. Gerald Adad.

Recommendation:

That the deputation be received.

PRESENTATIONS

3. No presentations were received at the time of agenda production.

NEW BUSINESS CONSENT MOTION

Items **#4 to #10** will be **approved by one motion**. The following reports are considered routine or have been considered and discussed by committees of the Peel Police Service Board and have been forwarded to the Board for information.

There will be no separate discussion of these items unless requested by a member, at which point the item(s) will be removed from the consent motion and considered in its normal sequence on the agenda under Other New Business.

CONSENT AGENDA

4. **2023 Annual Procurement Activity Report (January 1 – December 31, 2023) –** Report dated March 28, 2024, from CAO and Deputy Chief L. Jackson, Corporate Services Command, providing the Board with the procurement activity for 2023.

Recommendation:

That the information be received.

5. **2023 Operating, Capital & Reserve Third Triannual Financial Report -** Report dated April 3, 2024 from CAO and Deputy Chief L. Jackson, Corporate Services Command, providing the Board with the 2023 Operating, Capital & Reserve Financial Report.

Recommendation:

That the information be received.

6. **2022 External Funding Assistance – Public Police Programs Report -** Report dated March 28, 2024 from CAO and Deputy Chief L. Jackson, Corporate Services Command, providing the Board with the external funding assistance received for the year 2023.

Recommendation:

That the information be received;

And further that, the Executive Director of the Police Service Board forward the 2023 External Funding Assistance – Public Police Programs report to Regional Council for information purposes.

7. **Provincial Adequacy Regulation – Annual Compliance Report -** Report dated March 25, 2024 Associate Deputy Chief C. Payette, Strategic and Executive Services, providing the Board with the 2023 Annual Adequacy Standards Report.

Recommendation:

That the information be received.

8. **Peel Police Service Board Policies and By-Laws Report** – Report dated April 10, 2024 from R. Serpe, Executive Director, Peel Police Service Board, providing the Board with the new Board policies and by-laws that went into effect on April 1, 2024 as required under the *Community Safety and Policing Act, 2019*.

Recommendation:

That the information be received.

9. **Policy Update: PSB-AI-009 - Board Procedure Policy** – Report dated April 10, 2024 from R. Serpe, Executive Director, Peel Police Service Board, outlining the policy update to reflect requirements under the *Community Safety and Policing Act, 2019*.

Recommendation:

That the Board approve revisions to PSB-AI-009 Board Procedures Policy to align with the Community Safety and Policing Act, 2019.

10. **2023 - Police Pursuits – Fourth Quarter** - Report dated March 26, 2024 from Deputy Chief M. Andrews, Community Policing Operations Command, providing the Board with the 4th quarter Police Pursuits statistics.

Recommendation:

That the information be received.

OTHER NEW BUSINESS

11. **2023 Corporate Risk Management Annual Public Report** – Report dated March 28, 2024 from Chief N. Duraiappah, providing the Board with Annual Corporate Risk Management report.

Recommendation:

That the information be received.

12. **Microsoft United Enterprise Support Services** – Report dated March 8, 2024 from Deputy Chief A. Odoardi, Innovation and Technology Command, providing the Board with a request to enter into a direct negotiation contract with Microsoft Canada.

Recommendation:

That the Police Services Board approve a Direct Negotiation contract with Microsoft Canada Inc. for the Unified Enterprise Support Services at cost of \$383,732.54, excluding applicable taxes, in accordance with Procurement Policy PRP-FN-0001.

And further, that authority be granted to the Chief Administrative Officer to increase the contract if actuals exceed the estimated cost or quantity subject to satisfactory service, performance, pricing and budget availability.

13. **Diversity, Equity and Inclusion - 2023 Annual Hate-Motivated Crime Report** – Report dated April 1, 2024 from Deputy Chief M. Dapat, Community Safety & Well Being Command, providing the Board with the 2023 Hate Motivated Crime Statistics.

Recommendation:

That the information be received.

ADJOURNMENT OF PUBLIC MEETING

IN CAMERA SESSION



**PEEL POLICE SERVICE BOARD
PUBLIC MINUTES
FRIDAY, FEBRUARY 23, 2024**

REGION OF PEEL
COUNCIL CHAMBERS, 5TH FLOOR
10 PEEL CENTRE DRIVE, BRAMPTON, ONTARIO

The public meeting of the Regional Municipality of Peel Police Service Board commenced at 10:23 a.m.

INDIGENOUS LAND ACKNOWLEDGEMENT

Chair N. Iannicca read an Indigenous Land Acknowledgement.

ROLL CALL

Members Present: N. Iannicca, Chair
P. Brown
A. Attia
A. Boughton
L. Carby
M. Mahoney

Members Absent: S. Kohli, Vice Chair

Others Present: N. Duraiappah, Chief, Peel Regional Police
M. Andrews, Deputy Chief, Community Policing
A. Odoardi, Deputy Chief, Innovation and Technology
N. Milinovich, Deputy Chief, Investigative and Emergency Support
M. Dapat, Deputy Chief, Community Safety & Wellbeing
L. Jackson, Chief Administrative Officer
M. Ottaway, Staff Superintendent, Executive Officer
C. Payette, Associate Deputy Chief
D. Niles, Staff Superintendent
H. Hiltz, Staff Superintendent
S. Wilmot, Legal Services
K. Doobay, Director, Finance
T. Wilson, Director Human Resources
C.L. Holmes, Associate Deputy Chief
R. Serpe, Executive Director, PSB
A. Suri, Manager, Board Operations, PSB

DECLARATIONS OF CONFLICT/PECUNIARY INTEREST – NIL

CHIEF'S UPDATE

Chief Duraiappah emphasized the ongoing, robust partnership with the Caledon O.P.P. Detachment and stated that the collaboration between Caledon and Peel is supportive and mutually beneficial.

Auto Theft Update – Deputy Chief N. Milinovich

Chief Duraiappah updated the Board on the National Auto Theft Summit held by the Canadian Government on February 8th, 2024, noting attendance by key PRP members and P. Brown. The Summit aimed to unite industry and governmental leaders against auto theft. He highlighted Peel's challenge with over 600 vehicles stolen monthly and the formation of a carjacking task force as significant yet partial solutions. He praised the police force's dedication, stressed the importance of ongoing advocacy, collaborative efforts, and public awareness. Appreciation was extended to all involved for their commitment to community safety. Deputy Chief Milinovich was invited to discuss the Summit's outcomes and the continued focus on combating auto theft, emphasizing the crucial role of prior advocacy by the Board, P. Brown, and the community.

Deputy Chief Milinovich detailed PRP's achievements since Peel's First National Auto Summit, including securing a national strategy against auto theft with federal support, enhanced port security, and industry collaboration, notably insurance discounts for anti-theft measures. Looking forward, the second Summit on March 20th aims to expand partnerships and strategies. The inaugural meeting of the International Auto Theft Investigators in Peel and Deputy Chief Milinovich's upcoming testimony to the National Committee highlight continuous efforts and the collective commitment to addressing auto theft.

Chair Iannicca acknowledged the scheduled summit on March 20th and extended an invitation to the Deputy Chief and other officials to attend the Peel Regional Council meeting on Thursday, March 21st to provide an update on the outcomes of the summit. Chair Iannicca emphasized the significance of this update in the context of the recent increase in the police budget, which was unanimously supported by Regional Council. This engagement serves to demonstrate the effective use of allocated resources towards enhancing community safety and addressing key issues such as auto theft.

P. Brown thanked Chair Iannicca, Chief Duraiappah, and Deputy Milinovich for their leadership in combatting auto theft, noting Peel's role as a model for other regions, especially highlighted by Deputy Chief Milinovich's proactive work at the Port of Montreal. P. Brown stressed that auto theft is not just a local issue but a widespread concern that feeds into a larger criminal ecosystem, with thefts reaching \$1.2 billion in 2022 and expected to increase. He highlighted the urgency of addressing the broader implications of these thefts, including the criminal activities they fund, and asked the Deputy Chief to elaborate on the types of crimes supported by auto theft, emphasizing its significance for board members and the need to grasp these unintended consequences.

Deputy Milinovich emphasized that auto theft is a significant revenue source for organized crime, ranking alongside fraud, drugs, and firearms as one of the top funders. He stressed that while some funds return to the community, the majority benefits organized crime at both national and international levels. Deputy Chief Milinovich provided a statistic to illustrate the issue's scope and the impact of recent advocacy and attention: the RCMP has started uploading stolen vehicle data to Interpol. Since this initiative began seven days ago, 100,000 vehicles have been uploaded, with 194 vehicles identified as stolen from Canada in the last week alone. This success highlights the importance of continued focus on auto theft as a critical national and international problem.

P. Brown discussed the momentum Peel has in addressing auto theft in Canada, recalling a meeting two years ago with the Minister of Public Safety that left him disheartened, despite being promised attention to the issue. However, he noted a positive shift with Minister Dominic LeBlanc's approach, emphasizing the need for collaboration and accountability. P. Brown highlighted the announcement of \$27 million funding over three years for scanners to inspect shipping containers, pointing out Canada's current scanning rate is less than 1% compared to 45% in the U.S. He suggested Peel could benefit from such scanners at the Port of Montreal and Brampton's Intermodal Hub to effectively combat auto theft.

P. Brown requested Rob Serpe's expertise in drafting a board motion to demand a timeline for deploying scanners at ports and intermodal hubs, highlighting their role in combating auto theft. He stressed the need for strategic scanner placement and urged board advocacy to address police jurisdiction issues and expedite the installation process, marking a vital advocacy step.

The following Motion was put forth to the Board:

Moved by: P. Brown
Seconded by: M. Mahoney

“Whereas municipal police services in Canada currently lack jurisdiction over security operations at national ports of entry and intermodal facilities, which are critical junctures in the fight against auto theft;

And whereas the effectiveness of police services in combating such crimes is directly correlated to the availability of sufficient resources;

Be it therefore resolved that the Peel Police Service Board formally requests that the Federal Government provide both funding and establish an expedited timeline in 2024 for the implementation of advanced container scanning technology at vulnerable Canadian ports of entry and intermodal facilities.

This action is urgently sought to bolster our national security infrastructure, thereby significantly aiding in the reduction of auto thefts and enhancing the overall safety and security of our communities.”

A. Attia suggested including language in the proposal to not only request equipment and resources for agencies but also a clear mandate. This is to ensure accountability and action on the federal level, as highlighted by the chief's remarks on the necessity for a formal mandate to enforce responsibilities and outcomes.

Deputy Chief Milinovich acknowledged the suggestion to formally establish a mandate for agencies as a valuable addition, deferring to the board for a decision.

Chair Iannicca expressed caution about instructing other governments due to jurisdictional differences, noting Peel's mandate comes from regional residents while federal agencies are mandated by the federal government. Deputy Chief Milinovich stated that during the federal auto theft summit, advocacy for changes to the CBSA's mandate letters was included. P. Brown emphasized the importance of action, regardless of which agency performs the duties, suggesting flexibility in how responsibilities are assigned, whether to CBSA, local police, or a potential separate police force for ports. Chief Duraiappah proposed that, following the summit, the board could consider advocating for additional recommendations to maintain focus on current resolutions. The motion was discussed and carried unanimously by the board.

Chief Duraiappah emphasized the value of investments across the auto theft ecosystem, highlighting the importance of both investigative efforts and enhancements at exit points like ports and intermodal hubs. He acknowledged the limitations of police jurisdiction in these areas, which often leads to public frustration, and pointed out the necessity for equipment and human resources to effectively use technology like scanners. The Chief stressed that while machines are crucial, they require additional support to be effective. He noted the potential for collaboration with CBSA to address these challenges and suggested that if the board sees the importance of emphasizing these efforts, the police service, along with counterparts like Chief J. MacSween from York, would advocate for it.

Deputy Chief Milinovich emphasized the importance of scanners and staffing for inspections at ports and intermodal hubs. He highlighted the necessity of having CBSA or police with the jurisdiction or legislative authority to inspect containers, equipped with the necessary resources to do so. He stressed that effective inspections and recoveries are key to impacting auto theft, advocating for increased staffing and equipment to hinder the export of stolen vehicles. He suggested focusing on the frequency of inspections and recoveries to gauge progress, underscoring that enhanced inspection capabilities and resources would significantly disrupt auto theft operations.

Deputy Chief Milinovich highlighted a significant auto theft problem, revealing that 110 vehicles were discovered within 72 randomly inspected containers in Montreal, pointing to a broader issue needing stronger prevention measures in Peel. He discussed the involvement of younger individuals in car theft, possibly under criminal influence, and the systemic challenge of offenders being quickly released on bail, even after committing serious crimes. He also touched on the effectiveness of X-ray equipment at borders for detecting concealed items in vehicles, emphasizing the importance of targeted X-ray inspections for improving port security and combating auto theft.

A. Boughton raised concerns about manufacturers voiding warranties for vehicles fitted with disabling devices, underscoring the need for better cooperation from manufacturers to encourage theft prevention measures. He predicted an increase in carjackings as theft prevention improves, stressing the need to focus on this potential shift in criminal behavior.

Chair Iannicca shared an anecdote to illustrate the successful recovery of his stolen vehicle that was enabled by adding a tagging system paid for by Desjardins Insurance alerting him of his vehicle being on the list of most stolen vehicles. He stated that he has faced challenges from leasing companies about installing such technology on his secondary leased vehicle. The discussion highlighted the effectiveness of theft prevention technologies and the need for broader acceptance and support from all stakeholders, including insurance companies and vehicle manufacturers, to combat auto theft more effectively.

A. Attia spoke to the need for advocating for enhanced scanning technology at ports and intermodal hubs to combat auto theft. It was clarified that operating such scanners would likely fall under the jurisdiction of Port Authorities or the CBSA, highlighting a significant investment cost and the need for dedicated personnel. The discussion underscored the importance of not just equipment but also the human resources required to effectively use it. Concerns were raised about the current lack of CBSA resources and legal jurisdiction for police to operate scanners, stressing the need for governmental action to provide both equipment and personnel. There was consensus on the importance of prioritizing this issue at the federal level to ensure adequate resourcing.

M. Mahoney commended the ongoing advocacy efforts, particularly by P. Brown and the police, for bringing attention to auto theft issues. The conversation also touched on the concept of focusing scans on containers from suspect sources or unknown shippers, rather than those from established big box retailers, to more efficiently target potential thefts. This approach would allow for a more strategic allocation of scanning resources, ensuring that efforts are concentrated on the most likely sources of stolen goods.

Next Generation 9-1-1 Update – Deputy Chief Odoardi

Deputy Chief Odoardi reported that on February 21st, Peel Regional Police, one of North America's largest Public Safety Answering Points, successfully launched Next Generation 911 (NG911), marking a significant technological advancement. This launch, supported by the Board, aims to address issues such as wait times, misuse, and call hang-ups, a particular challenge in Peel with the equivalent of five full-time members dedicated monthly to calling back 911 hang-ups. The Communications team, having undergone considerable changes in technology, personnel, and culture over the last three years, played a crucial role in this transition. With NG911, it's anticipated that within two months, improvements in call wait times will be noticeable. The project team's successful implementation has garnered attention across North America.

Deputy Chief Odoardi highlighted that this step places Peel Regional Police a year ahead of the CRTC's March 2020 mandate for NG911 adoption, preparing for the increased data influx expected in the coming years. This achievement underscores the

department's commitment to enhancing emergency response capabilities and public safety in Peel.

A. Boughton congratulated Deputy Chief Odoardi and the team on the successful NG911 launch on February 21st and stated that he was impressed by their professionalism and the project's global recognition. He highlighted the effective handling of nuisance calls and requested updates in hardware, software, facility, and personnel. A. Boughton also mentioned the ongoing construction of the new Communication Center, expressing anticipation and pride in the team's work. L. Carby congratulated PRP on becoming Canada's first large PSAP to adopt NG911, commending their use of advanced technology to improve public safety and inspire others nationwide. L. Carby, with an IT background, recognized PRP's leadership and innovation, hoping they retain their top talent amid external interest. Additionally, L. Carby suggested discussing how PRP plans to manage the incoming data surge from NG911 at the next meeting, emphasizing the importance of having adequate infrastructure.

A. Attia praised Deputy Chief Odoardi for years of work on NG911, inquiring about the new feature for automatic call-backs to dropped 911 calls. The deputy explained that pre-NG911, operators would manually call back dropped calls as capacity allowed, often delayed due to high call volumes. With NG911, dropped calls automatically trigger a call-back or text to ensure the caller's safety. This system distinguishes between emergency and non-emergency calls, prioritizing immediate human response for emergencies and managing non-emergencies efficiently. Deputy Chief Odoardi emphasized the importance of staying on the line even after accidental 911 calls to quickly confirm caller safety.

Online Hate Crime & Incident Reporting Tool Update– Deputy Chief M. Dapat

Deputy Chief Dapat updated the Board on the development of an online hate crime and incident reporting tool, set to launch on March 26th. This initiative, prompted by previous discussions and community feedback, aims to streamline reporting while ensuring a high level of police responsiveness. The tool is designed to classify incidents based on urgency and manage communication center pressures. Deputy Chief Dapat reassured the board and community of their commitment to seriously addressing hate crimes and incidents. Additionally, he noted an 18% reduction in reported firearm shootings from 2022 to 2023, though the severity of such incidents remains a concern, he underscored the continued focus on violent crimes in the community. Further updates on the hate crime reporting tool will be provided after its launch.

A. Attia asked whether a submission through the website automatically constitutes a police report, or if there is a preliminary process that occurs before an official police report is created.

Deputy Chief Dapat stated that submissions through the online reporting tool are automatically considered reports. The system uses prompts to ensure the necessary details are captured. If additional information is needed, a police officer will follow up with the person who made the report. Addressing concerns about hate crimes being underreported, Deputy Chief Dapat outlined plans to inform residents of Peel about the new reporting mechanism. Beyond traditional corporate communications, the police have established close connections with the community through various committees

and safety initiatives. Specifically, on March 19th, they will launch a counter-hate crime program, developed with input from 16 community partners and supported by a federal grant. This program aims to educate the community on identifying hate crimes and incidents and how to report them effectively.

Project Darien Update - Deputy Chief Marc Andrews

Deputy Chief Andrews provided an update on Project Darien, which was initiated after a December 10th shooting at Jungle Nightclub, leading up to a related homicide a week later. The project, led by the 12-division investigative team with assistance from the Centre for Forensic Sciences, linked this shooting to three others in Mississauga and Brampton. On February 14th, four search warrants resulted in the arrest of four individuals, with 21 charges laid, including two counts of attempted murder, and the seizure of two firearms and various ammunition. The searches also uncovered master keys, programmers, and computer hardware related to auto theft, highlighting the link between violent crime and auto theft. Deputy Chief Andrews emphasized the interconnected nature of different crime types, underscoring the comprehensive approach to addressing violent crime.

BOARD MEMBER QUESTIONS and/or ANNOUNCEMENTS

M. Mahoney thanked Peel Regional Police and Deputy Chief Andrews for hosting a town hall in Mississauga, highlighting it as a valuable platform for residents to engage directly with police officers. He commended the team for addressing crime prevention and fielding unfiltered questions from the community, noting the positive reception and the importance of such events in fostering police-community connections. M. Mahoney expressed hope for the continuation of these town halls, appreciating the efforts publicly and emphasizing their impact on the community.

L. Carby thanked the public and PRP leadership for participating in the Board's Governance and Human Rights Committee's Community Consultation meeting on February 20th, highlighting the five deputations on various topics. Emphasizing that these sessions serve as opportunities to listen rather than confront. He noted that many recommendations align with those from the ARAC and the Ontario Human Rights Project, indicating a convergence between ongoing human rights efforts and public sentiment. He extended his appreciation to all attendees for their engagement in the consultations.

APPROVAL OF MINUTES

1. Minutes of the Board Meeting held January 26, 2024.

Resolution:

That the Minutes of the Board Meeting held Friday, January 26, 2024 be adopted as read.

Moved by: P. Brown
Seconded by: A. Attia

CARRIED 01-02-24

DEPUTATIONS

2. **Peel Crimestoppers** - The Board considered a deputation from Mr. Imran Hasan, Chair, Peel Crimestoppers regarding an update on the ongoing work of the Peel Crimestoppers Program.

Resolution:

That the deputation be received.

Moved by: M. Mahoney
 Seconded by: A. Attia

CARRIED 02-02-24

PRESENTATIONS

3. No presentations were received for the Board meeting.

NEW BUSINESS

4. **Collection of Identifying Information in Certain Circumstances –** The Board considered a report dated January 10, 2024, by Deputy Chief A. Odoardi, Innovation and Technology Command, providing the Board with the statistics for the collection of identifying information in certain circumstances.

Resolution:

That the information be received.

Moved by: A. Attia
 Seconded by: A. Boughton

CARRIED 04-02-24

5. **Missing Persons – Urgent Demand Reporting 2023** - The Board considered a report dated January 18, 2024, from Deputy Chief N. Milinovich, Investigative and Emergency Services Command providing the Board with the data for the missing persons urgent demand reporting for 2023.

Resolution:

That the information be received.

Moved by: P. Brown
 Seconded by: L. Carby

CARRIED 05-02-24

6. **Extension of 2020-112T for the Supply of Duty and Training Ammunition -** The Board considered a report dated January 4, 2024, from Deputy Chief M. Dapat, Community Safety and Wellbeing Command providing the Board with the request for an extension for the supply of duty and training ammunition.

Resolution:

That the contract (Document 2020-112T) for supply and delivery of duty and training ammunition for the Incident Response Training Unit (IRTU) awarded to Korth Group Ltd., Olin Canada ULC, and Lloyd Libke Law Enforcement Sales be extended in the estimated amount of \$403,330.00, exclusive of applicable taxes until the Police Cooperative Purchasing Group (PCPG) ammunition contact is established in 2025.

And further, that authority be granted to the Chief Administrative Officer to extend the contract beyond 2025 as a result of delays with establishing the PCPG ammunition contact.

And further, that authority be granted to the Chief Administrative Officer to increase the contract if actuals exceed the estimated cost or quantity subject to satisfactory service, performance, pricing and budget availability.

Moved by: L. Carby
Seconded by: A. Boughton

CARRIED 06-02-24

7. **2024-2027 Strategic Plan -** The Board considered a report dated February 1, 2024, from Associate Deputy Chief C. Payette, Strategic & Executive Services providing the Board with the 2024-2027 strategic plan. S. Doyle and R. Morrone provided an update and presentation of the 2024-2027 strategic plan.

Associate Deputy Chief Payette stated that this strategic plan is the first following the adoption of the new comprehensive Community Safety and Policing Act. He highlighted that the strategic plan has been developed under the leadership and direction of the Peel Police Service Board. He acknowledged the contributions of the Corporate Planning and Research team and specifically highlighted the work done by S. Doyle, Manager of Corporate Planning and Research, C. Yoshiki, Coordinator of Corporate Reporting.

R. Serpe emphasized two main points: Firstly, the Comprehensive Community Safety and Policing Act, effective April 1, 2024, mandates specific requirements for strategic plans. Despite the Act not yet being in effect, the Peel Regional Police's upcoming strategic plan already incorporates these requirements, thanks to proactive leadership. Secondly, he underscored the ongoing collaboration between the Board and Police Service, which began immediately after the approval of the last strategic plan. This partnership has been marked by continuous updates and adjustments to the strategic plan based on new insights, opportunities, and challenges, with R. Serpe

expressing gratitude to both the Board for their input and the Police Service for their commitment and efforts in developing the plan.

Resolution:

That the information be received.

Moved by: A. Attia

Seconded by: L. Carby

CARRIED 07-02-24

ADJOURNMENT OF PUBLIC MEETING

The public portion of the Board meeting adjourned at 11:40 a.m.

N. Iannicca, Chair

R. Serpe, Executive Director

2023

ANNUAL IMPACT REPORT





**Safe City Mississauga respects,
values and celebrates the
diversity of people who make
up our community.**

EMPOWERING COMMUNITIES

As the new Board Chair, I'm thrilled to guide our organization in advancing community safety in the City of Mississauga. Leading the charge in crime prevention, we continue to achieve significant progress through our dedicated Watch programs, solidifying our commitment to making Mississauga a safe city for all.

Together, we are building a resilient and secure environment where the collective strength of our community acts as a powerful deterrent against crime. It is inspiring to witness each community member actively contributing to the safety and well-being of our neighbourhoods, businesses, and schools.

As we reflect on the strides we have taken, we extend our deepest gratitude for your participation and support.

**Sarah Ramsook, Chair
Safe City Mississauga**



**Linden King, Past Chair
Safe City Mississauga**

MAKING A SAFE CITY

We've been a strong pillar of community safety for over three decades, actively manifesting a safer Mississauga through community-based proactive measures.



Our Watch programs bring crime prevention to residents - in their homes, businesses, and schools - providing the knowledge and tools needed to feel safer and better connected.

OUR VALUE PROPOSITION

Safe City Mississauga's value proposition is solid.

Action Driven

The 'proof is in the pudding" - We don't just talk about safety statistics and facts. We involve the community in actions that have helped lift Mississauga to be named one of Canada's safest cities for over 15 consecutive years.

Trustworthy Conduit

We understand the social fabric of Mississauga and we've established trusted relationships with police services and city leaders which gives us the ability to act on community input.

Serving A Fundamental Human Need

We serve a very critical need in the community, encouraging and facilitating the conditions for neighbourhoods to feel safe and secure, which is the foundational building block for ensuring citizens prosper.



STRATEGIC PILLARS



Neighbourhood Collaborations

We're constantly seeking partnerships with all types of entities in our community including neighbourhoods, businesses, schools, police, colleges/universities and community organizations. A safe city demands the voices and input of all the parts of it. Here at SCM, we take initiative to identify and engage these entities to cultivate community informed programs and solutions that benefit everyone.



Empathy in Action

The goal of the crime prevention work that we do is not to exclusively serve today's community - it's designed to create long term positive effects and a bright future for generations to come. We put a special emphasis on youth engagement to empower young people to actively contribute to shaping the world they want to live in.



Data-Driven Solutions

Every single program, course and piece of content we put out is backed by rigorous data pulled from leading data sources. Our services offerings are developed from and informed by evidence-based solutions to crime related problems and are continuously evaluated for agile adaptation and adjustment.



Outreach & Focus on Diverse Communities

We work and live in one of the most diverse communities not just in Canada, but in the world - By engaging citizens of all ages, backgrounds and demographics, we're leveraging our diversity as a powerful tool to create a city that is safe from end to end for ALL its residents. No one gets left behind on our clock.

2023 AT A GLANCE

8,941

Program participants from all ages, backgrounds, demographics and neighbourhoods across Mississauga

193

Hardworking volunteers who gave us their time, talent and passion

4,434

Volunteer hours poured into innovative and evidence backed community crime prevention initiatives

2

Knowledge exchange events hosted to showcase innovations and best practices in crime prevention

22

External events attended to share our programming with residents across the city

Every City
Needs A Hero...
Like You.



2023 AT A GLANCE

36

New Neighbourhood Watches activated to strengthen more Mississauga communities

36

CPTED audits completed to identify ways to improve safety in neighbourhoods, parks, and businesses

725

Participants engaged in Neighbour's Night Out to strengthen neighbourhood solidarity and deter crime

12

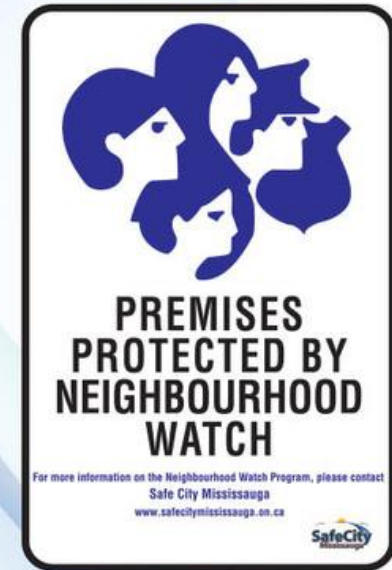
City Councillor townhalls to inform residents about Neighbourhood Watch and crime prevention strategies

1,700

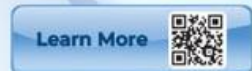
Residents reached through canvassing to expand Neighbourhood Watch across the city



NEIGHBOURHOOD WATCH



PROTECT YOUR COMMUNITY



Neighbourhood Watch is a group of neighbours willing to look out for each other and their community.

The benefits are a Safer, Connected and Engaged Neighbourhood.

Join a Neighbourhood Watch TODAY!

2023 AT A GLANCE

9

New youth employees and placement students hired to elevate the voices of Mississauga's youth population

600

Civics 4 Kids! workbooks distributed in the community to provide an educational resource for families

803

Civics 4 Kids! worksheets downloaded from our website to support learning on safety and civic duty

1,868

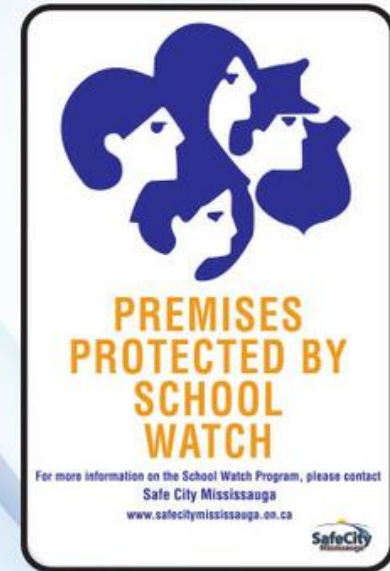
Touchpoints with youth to enhance knowledge and promote positive decision-making

3,380

Youth employment and placement hours provided to help prepare the next generation of professionals



SCHOOL WATCH



PROTECT YOUR SCHOOL



School Watch prepares students for the civic responsibility of looking out for themselves, each other, and their school community.

The benefits are a Safer, Connected and Engaged School Community

Join a **School Watch** TODAY!

2023 AT A GLANCE

1
New partnership with the Meadowvale Business Association to expand Business Watch across the city

5
Continued partnerships with the Mississauga BIAs to connect and educate businesses on crime prevention

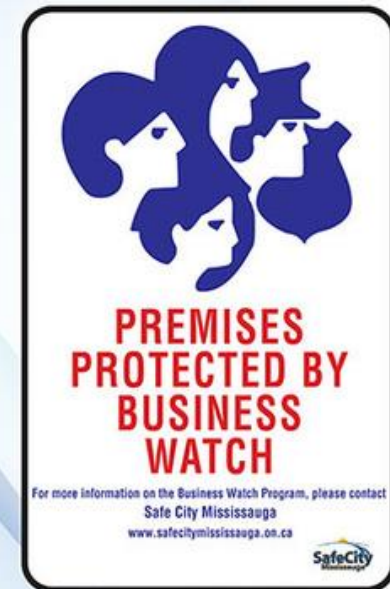
4
Shoplifting Prevention Workshops delivered through partner organizations to educate on best-practices

130
Attendees at Shoplifting Prevention Workshops who learned how to better protect their local businesses

20
Business Watch signs installed and distributed to display unity among local businesses and deter crime



BUSINESS WATCH



PROTECT YOUR BUSINESS



Business Watch is organized communities of business owners willing to look out for one another, and each other's business properties.

The benefits are a Safer, Connected and Engaged Business Community

Join a **Business Watch** TODAY!

OPPORTUNITIES FOR IMPROVEMENT

1

Senior Service Area: In 2022, 57% of seniors polled have been recently bullied, 56% engaged in bullying behaviours, and 55% witnessed bullying behaviours.

4

Program Staff: To sustain current capacity and meet increased demand of neighbourhood, youth, and senior service areas.

1

Sustainable Funding Source: Service contract with the City of Mississauga.





COMMUNITY

SAFETY

ANALYSIS

COMMUNITY SAFETY ANALYSIS IN MISSISSAUGA

We examine not only of crime patterns and trends but also of various social, economic, and environmental factors contributing to community well-being and safety. Combining crime analysis with an understanding of broader community issues allows for a more comprehensive approach to program planning and intervention strategies.

- Region of Peel - Data Monitoring and Evaluation Action Table
- Peel Regional Police Countering Hate
- Metamorphosis
- UTM Medical Research on Intimate Partner Violence

CRIME PREVENTION DATA COLLABORATIVE

Established in 2021, the Data Collaborative aims to integrate crime statistics and community-level information to assess and address crime in Mississauga.

In 2023, we identified areas for Safe City Mississauga to prioritize for crime prevention programming and activities.

PLANNING

Establish where we need to be.

DESIGN

Create an implementation strategy.

EXECUTION

Deliver the methods.

MEASUREMENT

Assess the results.

And REPEAT.

Teresa Burgess-Ogilvie
Executive Director, Safe City Mississauga

Gerald Adad
Neighbourhood Services Manager, Safe City Mississauga

Lauren Kinne
Youth Services Manager, Safe City Mississauga

Dr. Feihong Nan
University of Toronto Mississauga

Sarah Ramsook
Chair, Safe City Mississauga

Sdravka Damani
Manager of Business Intelligence and Analytics
Peel Regional Police

Rob Morrone
Director of Strategic Initiatives, Peel Regional Police

Mick Sachdeva
Assistant Manager of Analytics, Peel Regional Police

STUDENT PLACEMENT PROJECT

Safe City Mississauga continues to bolster its capacity through strategic partnerships with academic institutions. Leveraging the expertise of five placement students from Seneca College's Criminal Intelligence Analysis (CIA) program, the organization focused on five target areas to deliver grassroots education, specifically addressing issues such as auto theft. These dedicated students crafted comprehensive materials that were not only informative but also tailored to resonate with the community. The created materials have been successfully distributed, marking a significant step forward in the organization's ongoing efforts to enhance public awareness and safety in the specified areas.

MOST COMMONLY STOLEN VEHICLES IN MISSISSAUGA

SafeCity Mississauga CRIME PREVENTION

AUTO THEFT PREVENTION

- 01 HOV
- 02 DO, SUV
- 03 FOR, SE
- 04 LEX, SE
- 05 TOY, HIG

Some auto ins discounts for a with your insu

LOCK YOUR VEHICLE

Always lock your vehicle and all access points, even if you'll only be away for a short period of time.

P SAFE PARKING

Park in well-lit spaces with clear lines of sight so that activity around your vehicle is visible.

BE AWARE OF SURROUNDINGS

Stay alert & observant of your surroundings. Be proactive by regularly scanning your environment for suspicious activity.

VEHICLE CONTENTS

Be mindful of valuables stored in your vehicles and be sure to conceal them or remove them for your vehicle entirely.

UTM INTEGRATED CLINICAL EXPERIENCE: HEALTH IN COMMUNITY PROJECT

Research Question: How does the fear of intimate partner violence and being a victim of it impact the health and wellbeing of:

- Children
- Youth
- Families
- Seniors



REGION OF PEEL DATA, MONITORING AND EVALUATION (DME) ACTION TABLE

We are contributing to continuously improving the integration between the DME table and the Action Tables

The Community Safety and Wellbeing (CSWB) plan is legislated by the province and requires that the plan should be implemented in a way that allows for it to be monitored and evaluated, and the impacts of the plan reported publicly.

DME was set up to work on building a system to monitor and evaluate the progress made by the CSWB plan and Action Tables. This includes supporting action tables, developing, implementing, and evaluating the CSWB plan, enabling data sharing, providing data intelligence, and advising internal teams.

BUILDING ORGANIZATIONAL AND COMMUNITY CAPACITY FOR COUNTERING HATE

We all have a role to play in addressing hate, no matter how it is classified or who it is directed at. The only way to create meaningful, long lasting change, is to be unified in our response, and challenge hate in all its forms.

The goal of the Peel Regional Police Countering Hate in Our Community committee is to develop a Train the Trainer Course that can be adopted across the Region by anyone wanting to instruct groups on this topic.



HATE

METAMORPHOSIS

We joined a network of over 100 non-profit community service agencies working to ensure that community services in Peel are fully funded, effective, and meet the needs of our community.

Our purpose is to collaborate to achieve enhanced client service, knowledge transfer and service improvements for residents in the Regional Municipality of Peel.



An aerial photograph of a city neighborhood during autumn. The foreground shows a large green park area with scattered trees. A multi-lane road with traffic runs diagonally from the bottom left towards the center. The middle ground is filled with residential houses and trees with vibrant yellow, orange, and red leaves. In the background, a dense city skyline with various skyscrapers is visible under a hazy, overcast sky.

NEIGHBOURHOOD SERVICES

Neighbourhood Watch

Business Watch

NEIGHBOURHOOD WATCH

Neighbourhood Watch is an organized group of neighbours looking out for one another, and each other's property. The program encourages residents to be aware of crime and suspicious activity that may be happening around them. The objective is that incidents are reported, not only to police, but also with your neighbours.

By participating in the Watch, everyone is alert and working together to maintain safety in their neighbourhood. While the program has been shown to reduce criminal activity, one of the greatest benefits is that it brings people closer together, into a stronger community.

Opportunity for Improvement
Program Staff: To sustain current capacity and meet increased demand of Neighbourhood Services.



NEIGHBOURHOOD WATCH

Neighbourhood Watch has been a safety and community staple in Mississauga for over **30 years**. For three decades, we've seen the program bring communities together to **look out for one another, celebrate the strength in their diversity and lift the vulnerable**. Every year, Neighbourhood Watch continues to make a stronger impact on crime prevention in our neighbourhoods.

In 2023, we activated **36 new Watches** while connecting and empowering residents with crime prevention training all across Mississauga.

Thanks to the efforts of our brilliant team leads, we also saw a great wave of community engagement events that brought out neighbours of all ages.

Thank you to our **8,005 Neighbourhood Watch members** for your efforts in keeping Mississauga safe.



How a Mississauga neighbourhood reduced crime by an estimated 80%

170 active neighbourhood watches in Mississauga, organization says

By Graeme Frisque Mississauga News

Monday, July 31, 2023 | ⌚ 2 min to read

How did they do it? They started a neighbourhood watch.

“It’s really building up a much greater sense of community. I’m not going to say it’s the kind of neighbourhood where everybody’s having dinner and coffee with each other, but they really have a heightened sense of community awareness and looking out for each other,” said Hutchinson.

“It’s definitely a much friendlier neighbourhood,” added Devane.



 **Joe Horneck**
@JoeHorneck

Power of neighbours. Great community safety meeting tonight with 130 residents of Durie/Carolyn Road area. Amazing support answering resident questions by @PeelPolice @SafeCityMiss @PeelCrimeStopp @MrWoodCop @PRP11Div



Martin Reid @Reid4Ward9 · Dec 17, 2023
I am hanging out on one of the newest @SafeCityMiss Neighbourhood watch streets in the Ward. Much love to these amazing residents who planned a food drive today. Kudos to anyone that takes time at this busy time of year to think of others. We have a great city. @CSWBPRP



Ruchi Ambike @RuchiSLP · Oct 2, 2023
Wonderful Inaugural AGM for Hazel Heights Residents Association! Thank you, Councillor @JoeHorneck & @SafeCityMiss Gerald Adad for joining us and providing community updates! (PC @JoeHorneck)



Alvin Tedjo @AlvinTedjo · Nov 23, 2023
In a few weeks I'll be in Lorne Park with @PeelPolice and @SafeCityMiss to talk about community safety! Join us for a conversation about our neighbourhood and have your questions answered 😊
📅 Thursday December 7 at 6pm
📍 St. Luke's Elementary - 1280 Cobalt St



Community Safety Meeting

Join me, Safe City Mississauga and Peel Regional Police to talk Ward 2

Thursday December 7, 6pm
St. Luke's Elementary - 1280 Cobalt St

ALVIN TEDJO COUNCILLOR

PEEL REGIONAL POLICE

SafeCity Mississauga CRIME PREVENTION

WATCH ACTIVITIES



1600
POUNDS OF FOOD

200
ARTICLES OF CLOTHING

At Safe City Mississauga, no one gets left behind. Our dedicated Neighbourhood Watch Team Leads, as well as the members, work tirelessly to ensure that the most vulnerable members of our community feel supported, empowered and included.

In 2023, seven Neighbourhood Watch teams organized charity drives aimed at collecting much needed items such as food, diapers and winter clothing. When we lift others, we all thrive - thank you to the following Watches for championing this value:

Applewood Road, Knotty Pine Grove, Varden Court, 1591 South Parade Court, Paddle Road, 1764 Rathburn Road and Hazel Heights



BUSINESS WATCH

Mississauga is fortunate to be home to incredible large and small businesses - from delicious eats to offices that employ hundreds of residents. Businesses strengthen the fabric of our community and deserve to feel safe.



Business Watch continues to grow! In 2023, our outreach efforts in the BIAs helped keep businesses connected and educated in crime prevention.



Four shoplifting prevention workshops were provided to Business Watch members to help tackle this ever growing issue in retail crime prevention. We also connected with the new Meadowvale Business Association to deliver shoplifting prevention and build new connections in crime prevention.



YOUTH SERVICES

School Watch

Civics 4 Kids!



SCHOOL WATCH

School Watch imparts essential knowledge on the importance of graduating high school, being a good citizen, and building life skills to live a happy, healthy, and productive life.

The program delivers crime prevention education and life skills workshops directly to youth in high schools and community organizations throughout Mississauga.

Our community clean-up initiatives provide students with the opportunity to earn mandatory volunteer hours for graduation, while actively contributing to the safety and overall livability of their community.

In 2023, we introduced our latest life skill: Online Safety.






CIVICS 4 KIDS!

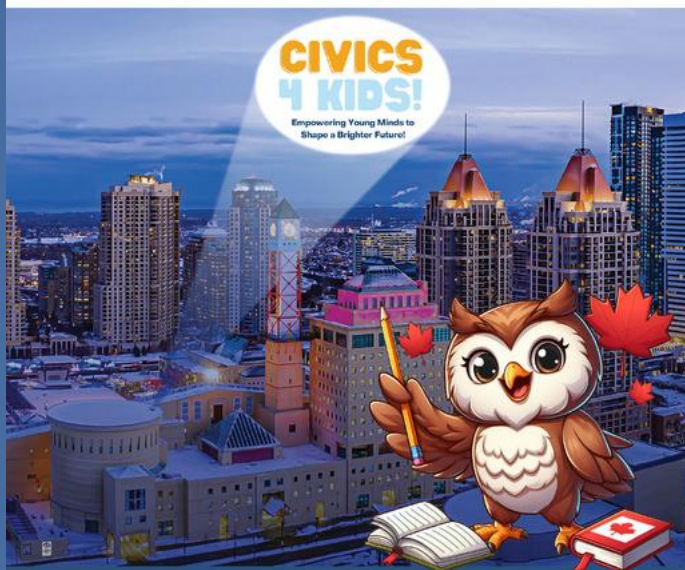
Civics 4 Kids! fosters safety awareness and civic responsibility among children. Through a curated collection of freely accessible online worksheets, the program aims to provide engaging and educational resources for families and educators.




These resources serve as valuable tools to instill essential life skills in young minds, nurturing a sense of responsibility and awareness in the realms of safety and civic duty, and promoting interactive learning and meaningful conversations.



CIVICS 4 KIDS!
Empowering Young Minds to Shape a Brighter Future!



Learn at home and have meaningful conversations about safety and civic responsibility.

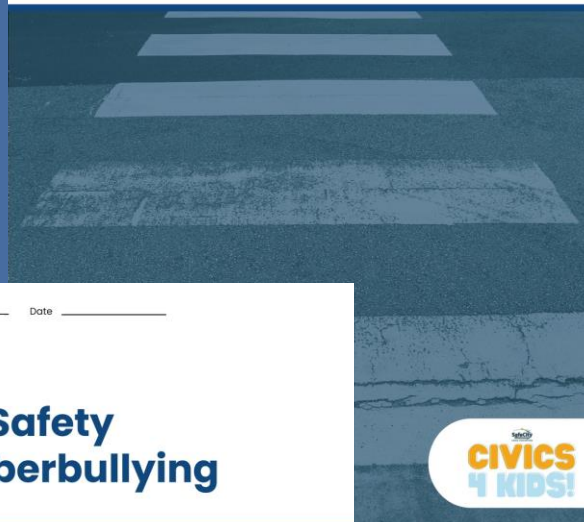
Sponsored By **Rotary** Mississauga Meadowvale 

Custom covers




Name _____ Date _____


Civics 4 Kids!
Pedestrian and Road Safety



CIVICS 4 KIDS!




Learn at home and have meaningful conversations about safety and civic responsibility.

Sponsored By  **Streetsville** Branch 139

Name _____ Date _____

Civics 4 Kids!
Online Safety and Cyberbullying



SafeCity Mississauga CRIME PREVENTION **CIVICS 4 KIDS!**

CAMPAIGNS

#FutureGrad

#SeeltFixIt



We strive for every Mississauga student to graduate, opening doors to bright futures. Our #FutureGrad Grad 101 in-person presentation and accompanying online course guide students through the Ontario high school graduation requirements, and pathways to graduation like Specialist High Skills Major (SHSM) and the Ontario Youth Apprenticeship Program (OYAP), with a special emphasis on the skilled trades.



#FUTUREGRAD

SEE IT, FIX IT, FLEX IT

Report graffiti, vandalism, or any issues you spot, and together, we'll swiftly take action to fix and beautify our community. Beautifying a community is more than aesthetics; it's a collective effort that fosters a sense of pride, safety, and unity among residents, creating an inviting environment for everyone to enjoy. You spot it, we've got it! Our Report Graffiti process connects directly to the City of Mississauga reporting tool.

Report Graffiti

TOGETHER WE FIXED IT



NOW LET'S FLEX IT!

**THE POWER OF COLLABORATION:
SPECIAL THANKS TO ALECTRA**

alectra
Discover the possibilities

EVENTS


Community Outreach Activities
Neighbours Night Out
Operation Clean Sweep

Knowledge Transfer Events
Justice Luncheon
Crime Prevention Conference

NEIGHBOURS NIGHT OUT (NNO)



In 2023, Neighbourhood Watch members hosted eleven Neighbours Night Outs with support from Safe City Mississauga. Free for all ages, Neighbours Night Outs bring together the community for a fun street party where they can **meet their neighbours, strengthen neighbourhood spirit and deter criminals** by showing them that their neighbourhood is connected.



1764 RATHBURN RD

KNOTTY PINE GROVE

HAZEL HEIGHTS

APPLEWOOD RD

VARDEN CRT

PERIWINKLE CRES

THANK YOU NEIGHBOURHOOD WATCH MEMBERS!

CHASBRO CRT

WRIGGLESWORTH DR

PADDLE RD

BARRISDALE DR

CENTERTOWN RD

OPERATION CLEAN SWEEP

The goal of Operation Clean Sweep is to help make Mississauga safer by cleaning up graffiti and litter to help reduce criminal activity. Rapid removal and clean up is one of the most effective strategies a community can carry out to significantly reduce or even eliminate vandalism and graffiti. Removing graffiti sends a message to those committing the crime that it is not tolerated and indicates that the area is being supervised.

Thank you to the following neighbourhoods and schools who rolled up their sleeves and carried out Operation Clean Sweeps!



**CORRINE/ILLOMAR
CRESCENT**



**PERIWINKLE
CRESCENT/LISGAR
RESIDENTS ASSOCIATION**



**KNOTTY PINE
GROVE**



**ASCENSION OF OUR LORD
SECONDARY SCHOOL**



A special shoutout to Ms. Janice Lowe's students at Ascension of our Lord Secondary School in Malton for cleaning up their neighbourhood while earning volunteer hours to get one step closer to graduation!





JUSTICE LUNCHEON



In June 2023, we hosted our 12th annual Justice Luncheon, an event designed to bring together community leaders and members to learn about the state of policing in Peel through a keynote address by the Chief of Peel Regional Police.

Thank You Sponsors!

Imperial

Esso Mobil



AGNES CO

alectra

Discover the possibilities



HIGHTIDE



OnX



LIUNA!
LOCAL 183

PARAGON
SECURITY

Sheridan

PRECISION INC



BENCH
MUNICIPAL LAW + GOVERNANCE

Rotary
Club of
Mississauga



OMNI
TELEVISION

digitalX



EVENT HIGHLIGHTS



Chris Fonseca
@Chris_Fonseca3

Congratulations @SafeCityMiss on an inspiring 12th Annual Justice Luncheon. ThankYou @ChiefNish for your empowering words & presentation on a “Shared Vision for a Safer Community” & to all those who sponsored & supported! #BuildingSafeCities #ASaferCommunityTogether #Mississauga

CRIME PREVENTION CONFERENCE



In October 2023, we hosted our 12th annual conference on Online Harms. The event not only disseminated valuable insights but also galvanized community leaders in a shared pursuit of online safety.

Thank You Sponsors!

Hero Award Presenter



Gold Sponsor



Seneca



LiUNA!
LOCAL 183
For the People

Silver Sponsor

Sheridan



SIMSI

NATIONS FRESH FOODS

Rotary Club of Mississauga

Bronze Sponsor



EVENT HIGHLIGHTS



HERO AWARDS



SafeCity
EMERGENCY
CRIME PREVENTION
Hero Award
"Organization/Group"
Presented to
KAYLA ANN GARDNER
REPRESENTATIVE GROUP
Presented by
JENNIFER L. BELL
Bell

SafeCity
EMERGENCY
CRIME PREVENTION
Hero Award
"YOUTH"
Presented to
KAMRAN SIKH
Presented by
JENNIFER L. BELL
Bell

SafeCity
EMERGENCY
CRIME PREVENTION
Hero Award
"Individual"
Presented to
RUCHI AGRICOLA
Presented by
JENNIFER L. BELL
Bell

HERO AWARDS

The Hero Awards celebrate Mississauga residents who have made extraordinary contributions to crime prevention in their community. Contributions can include: Outstanding **dedication** and **commitment**, **heroism**, **taking initiative** and **action** and **creativity/innovation**.



Generously supported
by:

Bell



Individual Hero Award Winner: Ruchi Ambike

Safe City Mississauga's nomination form was absolutely flooded with the extraordinary work Ruchi has done for the community. Initially, she was the force behind getting her street registered for the Neighbourhood Watch Program after several attempted car break ins.

Ruchi has been a driving force in the community to promote connections and activities for a safe and all-inclusive community. She works tirelessly to make a difference. She ensures diversity, equity and inclusivity in all her actions. She's extremely dedicated to her community and her neighbours.

Generously supported by:

Bell



Youth Hero Award Winner: Harman Singh

With unwavering ambition, Harman aims to focus his creative talents on uplifting local businesses and fostering unified community entrepreneurship. His dedicated commitment extends to a spectrum of causes, encompassing various aspects of community betterment, including healthcare, crime prevention, poverty alleviation, sports-related programs, advocacy, and financial literacy.

From starting a nonprofit to utilizing his graphic designing skills or volunteering for several businesses, such as Safe City Mississauga, he has consistently demonstrated a remarkable commitment to community causes. His contributions extend beyond the confines of his school, making him a source of pride and inspiration.

Generously supported by:

Bell

Organization/Group Award Winner: Knotty Pine Grove NW



The Knotty Pine Grove Neighbourhood Watch has demonstrated all the core principles and ideals of the Neighbourhood Watch program.

This has become a community where people know your name and young people speak to older people. Neighbours host community garage sales and giveaway events. They even have a neighbor that helps others with their lawns and weeds.

Neighbours have shared each other's cultures and traditions from around the world. Thanks to the guidance of their leadership team in attendance today, this is a group where everyone is truly a hero.

Generously supported by:

Bell

FUND DEVELOPMENT



FUND DEVELOPMENT

Our commitment extends beyond immediate impact, as we strive to establish a foundation for long-term financial stability.

- Grants
- Event Sponsorships and Ticket Sales
- Donations
- Rama Charitable Gaming
- Social Enterprise
 - The Shop
- Annual Giving Campaign
 - Community Membership Drive (2024 Launch)

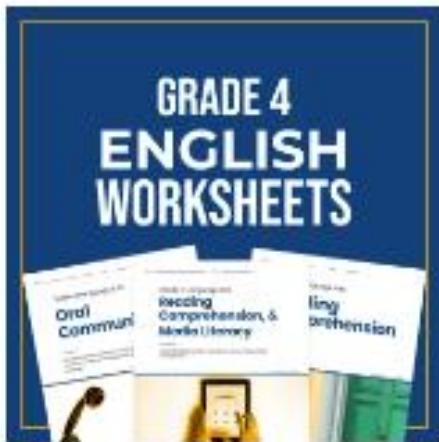
Opportunity for Improvement

Sustainable Funding Source: Service contract with the City of Mississauga.

THE SHOP

Our new online shop features math and English worksheets tailored for students in grades two through six. These resources are designed to reinforce fundamental skills like financial literacy and reading comprehension. Each worksheet is accompanied by detailed answer keys, providing immediate and thorough feedback for both students and educators.

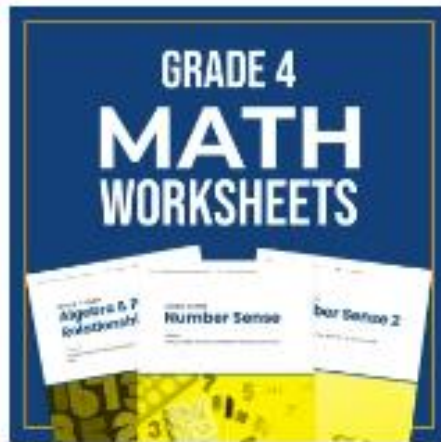
All proceeds from the The Shop support our Civics 4 Kids! program.



Grade 4 English Worksheets

\$5.00

Add to cart



Grade 4 Math Worksheets

\$5.00

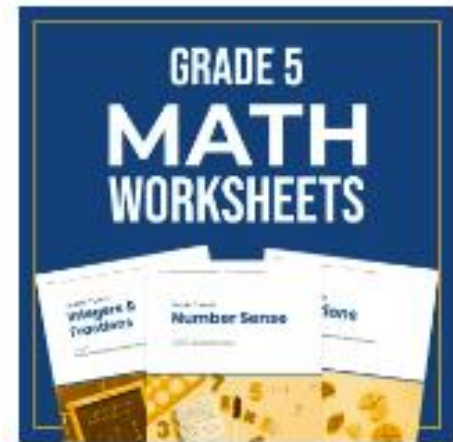
Add to cart



Grade 5 English Worksheets

\$5.00

Add to cart



Grade 5 Math Worksheets

\$5.00

Add to cart

CHARITABLE GAMING

Obtaining charitable gaming approval as a nonprofit organization is a crucial step in diversifying fundraising efforts to support various programs. Nonprofits often engage in activities like bingo, raffles, or other gaming events to generate funds for their charitable initiatives. This provides a fun and engaging way for the community to contribute and enables us to expand our financial base.

Our Board in action, helping us to raise funds for Neighbourhood Watch at Rama Gaming House in Mississauga.



OUR PEOPLE

A top-down view of several people's hands reaching towards the center, each holding a light-colored wooden puzzle piece. The puzzle pieces are arranged in a circular pattern, with some already connected and others being held in place. The background is bright and slightly blurred, showing the upper bodies and faces of the participants. The overall mood is collaborative and positive.

STAFF



Teresa Burgess-Ogilvie
Executive Director



Gerald Adad
Neighbourhood
Services Manager



Lauren Kinne
Youth
Services Manager

A photograph of a business meeting around a wooden table. Several people's hands are visible, interacting with a large arrangement of interlocking wooden gears. The scene is brightly lit, suggesting an indoor office environment. The text is overlaid on the lower half of the image.

WE PARTNER AND CONTRIBUTE TO AMPLIFY IMPACT IN THE COMMUNITY:

- **Data Collaborative in partnership with the Peel Regional Police**
- **Crime Prevention Through Environmental Design (CPTED)**
- **Sheridan College Program Advisory Committee**
- **Countering Hate**
- **Peel Situation Table**
- **Integrated Municipal Enforcement Team (IMET)**
- **Creditvale Mills Wellness Hub**

BOARD OF DIRECTORS



Sarah Ramsook
Chair



Linden King
Past Chair



**Mary Ellen
Bench**
Vice-Chair



Sneha Menon
Treasurer



Dr. Feihong Nan
Secretary



Joseph Chaung
Director



Lilian Kwok
Director



Cynthia Ulba
Director



Simon Shek
Director



Brett McDermott
Director



Anjana Bandara
Director



Cllr. Martin Reid
Director



Cllr. Brad Butt
Director



Supt. Josh Colley
Appointee



Celebrating **Linden King**'s ten years of outstanding leadership and contributions at Safe City Mississauga - a decade of service, a lifetime of impact for a safer community.

THANK YOU TO ALL OUR SUPPORTERS



An agency of the Government of Ontario
Un organisme du gouvernement de l'Ontario



AGNES CO



2023

ANNUAL IMPACT REPORT



Presentations Placeholder

3. No presentations received.



PSB REC. APR 10TH 2024
FILE CLASS: F11
LOG# 23-24

REPORT
Police Services Board
For Information

File Class: 1-01-02-01
Cross-Reference File Class: _____

Date: **March 28, 2024**

Subject: **ANNUAL PROCUREMENT ACTIVITY REPORT (JANUARY 1 – DECEMBER 31, 2023)**

From: **Lauren Jackson**
Chief Administrative Officer, Deputy Chief, Corporate Services Command

Recommendation

IT IS RECOMMENDED THAT, this report be received.

REPORT HIGHLIGHTS

- This report provides a summary of Peel Regional Police's procurement and disposal activity for 2023.
- The Procurement Policy delegates authority to staff to manage the procurement process and to report these activities to the Police Services Board on an annual basis.
- Peel Regional Police awarded 47 new contracts greater than \$100,000 with a total value of \$329,342,407.18 for the period January 1 – December 31, 2023 using competitive and non-competitive (direct negotiation) processes.
- On March 18, 2024, this report was shared with the Police Services Board's Finance, Audit and Risk committee who reviewed and approved this report.

Discussion

1. Background

Procurement Policy PRP-FN-001 requires that staff report to the Police Services Board (Board) annually on procurement activity. Under the Policy, staff have been delegated authority to make awards of all contracts arising from competitive procurement processes, provided that the award is within budget and is being made to the best value bid. "Best value bid" is defined as the bid representing the optimal balance of technical merit and cost, determined in accordance with the pre-set evaluation criteria disclosed in the bid solicitation documents.

In accordance with the Board's Procurement Policy PRP-FN-001, the Director of Procurement is providing the annual report to the Board summarizing Peel Regional Police's procurement activity as follows:

- Contract awards \$100K+
- Emergency purchases
- Awards and increases during Board recess
- Disposal of surplus goods and equipment
- Non-compliance with the Policy
- Unforeseen circumstances
- Urgent responses
- Final contract payments related to the original purchase contract
- Ordering & payment of non-confidential pre-owned vehicles from auction (FIN-70)

2. Definitions

The following definitions explain the Procurement Activity and Disposal Summary provided in this report.

Best value bid: the optimal balance of technical merit and cost determined in accordance with pre-set evaluation criteria disclosed in a Bid Solicitation for the purpose of making an Award. For Requests for Tenders and Requests for Quotations, the best value bid is the lowest cost compliant bid meeting technical specifications and qualifications. For Requests for Proposals, the best value is the highest ranked compliant bid following the evaluation of proposals.

Competitive contracts greater than \$100,000: These are contracts awarded to vendors as a result of a competitive process.

Direct negotiation contracts greater than \$100,000: These are contracts awarded to vendors as a result of a non-competitive process. It refers to the negotiation of an agreement for the purchase of goods and services where there is no open competition among or between vendors. The conditions that allow for direct negotiation are outlined in Part V - Purchasing Authorities and Purchasing Methods of the Purchasing Policy.

Disposal proceeds: These are proceeds received from the sale, exchange, transfer or gift of goods owned by Peel Regional Police which are surplus to its needs.

Emergency purchases: These are contracts awarded to vendors in the event of an emergency. "Emergency" means a situation or impending situation that constitutes a danger of major proportions that could result in serious harm to persons or substantial damage to property and that is caused by the forces of nature, a disease or other health risk, an accident, or an act whether intentional or otherwise and includes, but is not limited to, a period of time during which an emergency has been declared to exist in all or part of the Regional Municipality of Peel.

Non-compliant purchases: These are purchases made when a department has engaged a vendor to deliver goods or services without following the procurement processes required by the Purchasing Policy.

Unforeseen circumstances: These are amendments made to contracts to facilitate nominal payments for unforeseen work. For example, a contractor must remedy an unknown pre-existing site condition in order to complete the contract. The Purchasing Policy delegates authority to the Director of Procurement to approve these amendments on the condition that the Police Services Board is provided full disclosure on all increases resulting from unforeseen circumstances.

Urgent purchases: These are contracts awarded to vendors in the event of an urgent response. Urgent Response means a non-emergency situation where the procurement of a good or service is necessary to imminently address, rectify or maintain public safety, or where a delay may contribute to significant negative repercussions to Police interests, service delivery and/or residents, and which response is endorsed or authorized by the Chief of Police.

Final contract payments: These are amendments made to contracts to facilitate final payment to a vendor for additional work required to complete the contract when the work exceeds the approved contract amount. The Procurement Policy delegates authority to the Director of Procurement to approve these final contract payments which manages payment delays to vendors on the condition that the Police Services Board has provided full disclosure on all final contract payments.

3. Procurement Activity and Disposal Summary

The table below provides a summary of the procurement and disposal activity for the period of January 1 – December 31, 2023.

Procurement Activity	Total Value of Awarded Contracts
Awarded Contracts Bid Competitively greater than \$100,000	\$310,750,414.38
Directly Negotiated contracts greater than \$250,000	\$15,563,659.73
Directly Negotiated contracts less than \$250,000	\$3,028,333.07
Pre-Owned Vehicles from Auction	No Activity
Emergency Purchases	No Activity
Increases During Board Recess	\$1,800,000.00
Non-Compliant Purchases	No Activity
Unforeseen Circumstances	No Activity
Urgent Purchases	No Activity
Final Contract Payments	\$114,999.86
Disposal Activity	
Disposal Proceeds Received	\$1,085,916.87
Trade-In Value	No Activity
Donations – Body Armour	\$50.00

4. Strategic Plan Alignment

Goal: 3. Accountability, Equity and Service Excellence

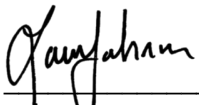
Objective:

3.3 Ensure effective/sustainable resource planning through annual budget/financial report/service delivery reviews.

Conclusion

The Procurement Policy PRP-FN-001 builds trust and confidence in the stewardship of public funds with an emphasis on awarding contracts to the best value bid, and by reflecting the principles of integrity, fairness, openness, and transparency. This report is being submitted to provide a summary of Peel Regional Police's procurement and disposal activity for the period January 1 to December 31, 2023, in accordance with the reporting requirements set out in the Board's Policy. There were no compliance issues or concerns related to procurement or disposal activity during this reporting period. On March 18, 2024, this report was shared with the Police Services Board's Finance, Audit and Risk committee who reviewed and approved this report.

Approved for Submission



Lauren Jackson

Chief Administrative Officer, Deputy Chief, Corporate Services Command

For further information regarding this report, please contact Kristin Misurka at extension 905-791-7800 4640 or via email at kristin.misurka@peelregion.ca.

Authored By: Kristin Misurka, Director Procurement, Region of Peel

G:\Business Support\Purchasing\Procurement Reports\2023\Jan 1 - Dec 31\Working Files\PSB Annual Procurement Activity Report - 2023.Docx

APPENDICES

Appendix I: 2023 Detailed Procurement Activity

Appendix II: 2023 Detailed Disposal Activity

Appendix I - 2023 Procurement Activity

AWARDED CONTRACTS BID COMPETITIVELY > \$100,000 - APPROVED BY DELEGATED AUTHORITY					
Item	Division	Document	Description	Vendor	Award Amount
1	Corporate Development	2023-090P	Supply of Psychological Assessment Services	Calian Ltd; Lifemark Health Corp; Trillium Health Partners	\$547,250.00
2	Facilities Management	2023-043T	Electrical Contracting Services for Data Centre Expansion at 1600 Bovaird Drive, Brampton	Modern Niagara Building Services a Division of Modern Niagara Toronto Inc	\$313,975.00
3	Facilities Management	2023-414T	General Contracting Services for Perimeter Fencing, Gates and Security Systems at Various Facilities	Arenes Construction Ltd	\$3,523,664.00
4	Facilities Management	2022-512P	Architectural Services for Sir Robert Peel Centre Redevelopment Project	NORR Architects & Engineers Limited	\$10,534,854.00
5	Facilities Management	2022-538T	Supply of Janitorial Services at Various Facilities	Kleenway Building Maintenance Services Inc	\$1,185,567.84
6	Facilities Management	2022-619T	Lighting and Fire Alarm System Upgrade at Headquarters 7150 Mississauga Road Mississauga	AC Electric Inc	\$695,876.00
7	Facilities Management	2022-638T	Roof Safety Upgrades at Peel Regional Police Facilities	Atlas-Apex Roofing Inc	\$619,998.00
8	Facilities Management	2022-660T	Summer Landscaping Maintenance Services at Various Properties	BP Enterprises Ltd	\$162,140.00
9	Facilities Management	2023-005T	Towing Services	1966675 ONTARIO INC O/A ATLANTIC; J.A. Towing; Lyon's Auto Body Ltd	\$250,000.00
10	Facilities Management	2023-006P	Construction Management Services for a New Regional Police Operational Facility and a New Police Division Project	Eastern Construction Company Ltd	\$283,250,000.00
11	Facilities Management	2023-349T	General Contracting Services for Peel Regional Police Site Redevelopment - Roundabout and Water Fountain Rehabilitation at 7150 Mississauga Road	Brook Restoration Ltd	\$3,123,057.44
12	Facilities Management	2023-350T	General Contracting Services at 12 Division, 4600 Dixie Road Mississauga	Gordon Busch Inc	\$590,282.67
13	Facilities Management	2023-401T	Summer Landscaping and Winter Snow Maintenance Services at Various Facilities	CSL Group Ltd	\$491,929.00
14	Facilities Management	2023-408T	Overhead Door Maintenance For Various Facilities	J&S Garage Doors Ltd	\$116,150.00
15	Information & Technology Services	2023-010T	Supply and Delivery of Network and Electronics Equipment	Onx Enterprise Solutions Ltd	\$961,630.97
16	Information & Technology Services	2023-058T	Supply and Replace Generator at 3 Knightsbridge Rd, Brampton	Macnamara Fuels	\$142,000.00
17	Information & Technology Services	2023-113T	Supply of Commercial off the Shelf Software	SHI Canada ULC	\$701,852.39

Appendix I - 2023 Procurement Activity

Item	Division	Document	Description	Vendor	Award Amount
18	Information & Technology Services	2023-415T	Supply of Adobe Enterprise Term License Agreement for Creative Cloud, Photoshop and Acrobat Professional	CDW Canada Corp	\$658,959.45
19	Information & Technology Services	2023-552T	Metallic SaaS Backup subscriptions	CDW Canada Corp	\$847,624.70
20	Information & Technology Services	2023-643T	Supply of Commshop Subscription	MCM Technology LLC	\$422,674.82
21	Materials Management	2023-409T	Supply and Delivery of Uniform Cargo Pants	Outdoor Outfits Ltd	\$275,000.00
22	Materials Management	2023-497T	Supply and Delivery of OEM Automotive Parts	Oak-Land Ford Lincoln; Pinnacle Motors o/a Brampton Chrysler	\$1,200,000.00
23	Materials Management	2023-624T	Supply & Delivery of Cold Weather Clothing for Tactical & Rescue	911 Supply and Adventure Gear Inc	\$135,928.10
TOTAL					\$310,750,414.38

Appendix I - 2023 Procurement Activity

AWARDED CONTRACTS - NON COMPETITIVE PROCESS > \$250,000 - APPROVED BY POLICE SERVICES BOARD					
Item	Division	Document	Description	Vendor	Award Amount
1	Community Safety & Wellbeing Services	2023-621N	Supply and Delivery of Drager Alcotests 7000 approved Screening Devices	Draeger Safety Canada Ltd	\$284,000.00
2	Community Safety & Wellbeing Services	2023-672N	Wellness Check-In Program	Fleming Balmer Rhyno Psychology	\$860,540.64
3	Innovation & Technology Command	2023-262N	Supply of Automated Licence Plate Recognition (ALPR) Solution	Axon Public Safety Canada Inc	\$6,293,027.24
4	Human Resources	2023-698N	Supply of PeopleSoft Enterprise Perpetual Employee Licenses and Support	Oracle Canada ULC	\$3,397,571.00
5	Human Resources	2023-699N	Supply of implementation and upgrade of the existing PeopleSoft HRMS system	Katalogic Consulting	\$1,950,144.00
6	Information & Technology Services	2023-042N	Supply of Professional Services to Support Development of Print RFP and Print Strategy	The More Group	\$458,000.00
7	Details redacted for confidentiality.				\$1,322,376.85
8	Materials Management	2023-180N	Supply and Delivery of Toyota Vehicles	Toyota Canada Inc	\$998,000.00
TOTAL					\$15,563,659.73

Appendix I - 2023 Procurement Activity

AWARDED CONTRACTS - NON COMPETITIVE PROCESS > \$100,000 to \$250,000 - APPROVED BY DELEGATED AUTHORITY					
Item	Division	Document	Description	Vendor	Award Amount
1	Corporate Development	2023-033N	Services for the Development and Management of the Race and Identity Based Data Project	Shayanna Inc	\$115,200.00
2	Facilities Management	2023-474N	Critical repairs to the Emergency Transfer Switch Located at Peel Regional Police SRP/Annex	Siemens Canada	\$226,154.00
3	Facilities Management	2023-285N	Third Floor Office Renovation at Peel Regional Police Headquarters	Stracor Inc	\$121,026.00
4	Information & Technology Services	2023-066N	Paging and Mobile Devices and Services	Telus Communications Inc	\$250,000.00
5	Information & Technology Services	2023-132N	IT Consulting Services	Info-Tech Research Group Inc	\$250,000.00
6	Details redacted for confidentiality.				\$142,980.00
7	Information & Technology Services	2023-176N	Supply of Microsoft Premier Support Services	Microsoft Canada Inc	\$226,823.07
8	Information & Technology Services	2023-276N	Microsoft Enhanced Designated Engineering Data Analytics	Microsoft Canada Inc	\$127,000.00
9	Information & Technology Services	2023-331N	Supply and Installation of Proof of Concept for Public Safety Broadband (PSBN) for VCOM	Telus Communications Inc	\$250,000.00
10	Communication Services	2023-437N	Application to Deliver Public Safety Alerts TO Mobile Devices	Public Safety Council Corp	\$249,000.00
11	Information & Technology Services	2023-642N	Supply of Data & More: Data Classification	Criticalmatrix Consulting Inc	\$132,000.00
12	Innovation & Technology Command	2023-240N	Consulting Services for Delivery of 9-1-1 Services and Strategic Advice to the Government on the Transformation of the 9-1-1 System in Ontario	Deloitte Inc	\$199,000.00
13	Strategic Initiatives	2023-200N	I&IT Solutions Consulting Services	Slalom Consulting ULC (Slalom)	\$174,150.00
14	Strategic Initiatives	2023-313N	Development of a Statement of Principles Regarding the Use of AI and New Technologies	Upsurgence	\$200,000.00
15	Strategic Initiatives	2023-382N	Consulting Services to Develop Public Safety Broadband (PSBN) With Key Stakeholders, BWC and Crisis response, implementation on NG9-11 with OACP / Solicitor General	Talus Consulting	\$245,000.00
16	Strategic Initiatives	2023-534N	Communication and Government Relations Services	1000601107 Ontario LTD Janet Majchrowicz	\$120,000.00
TOTAL					\$3,028,333.07

Appendix I - 2023 Procurement Activity

OTHER - PRE-OWNED VEHICLES FROM AUCTION (FIN-70)					
Item	Division	Description		Vendor	Award Amount
1		None in this period.			
TOTAL					\$0.00

OTHER - EMERGENCY PURCHASES					
Item	Division	Document	Description	Vendor	Award Amount
1			None in this period.		
TOTAL					\$0.00

OTHER - INCREASES DURING BOARD RECESS APPROVED BY DELEGATED AUTHORITY					
Item	Division	Document	Description	Vendor	Award Amount
1	Information & Technology Services	2018-325P	Supply of Information Technology (IT) Professional Services	Buchanan Technologies Ltd; ADGA Group Consultants Inc	\$1,500,000.00
2	Information & Technology Services	2020-191P	Supply and Implementation of an Information and Technology Service Management (ITSM) Solution (authority also granted to Director, Procurement to renew contract annually and to increase contract subject to approved budget)	CDW Canada Corp	\$150,000.00
3	Information & Technology Services	2020-685N	NetMotion Subscription	Rogers Communications Canada Inc	\$150,000.00
TOTAL					\$1,800,000.00

OTHER - UNFORESEEN CIRCUMSTANCE PAYMENTS					
Item	Division	Document	Description	Vendor	Award Amount
			None in this period.		
TOTAL					\$0.00

Appendix I - 2023 Procurement Activity

OTHER - FINAL CONTRACT PAYMENTS					
Item	Division	Document	Description	Vendor	Award Amount
1	Facilities Management	2017-277T	Security Services for Various Facilities	Commissionaires Great Lakes	\$114,999.86
TOTAL					\$114,999.86

Appendix II - 2023 Detailed Disposal Activity

DISPOSAL PROCEEDS		
Reporting Department/Division	Items Disposed	Totals
Corporate Operations - Information & Technology Services	114 Desktops, 192 Laptops, 58 Monitors, 11 Printers, 50 Touch Screens	\$2,784.80
Corporate Operations - Information & Technology Services	VOIP Phones	\$126.63
Corporate Support Services - Materials Management	128 Vehicles	\$1,081,887.02
Corporate Support Services - Materials Management	20 Various Specialized Assets	\$828.42
Corporate Support Services - Materials Management	58 Used Tires	\$290.00
TOTAL DISPOSAL PROCEEDS		\$1,085,916.87

DONATIONS		
Reporting Department/Division	Items Donated	Recipient
Materials Management / Quartermaster Stores	1 PRP Body Armour - value \$50	Hanover Police Services



PSB REC. APR 9TH 2024
FILE CLASS: F06
LOG# 21-24

REPORT

Police Services Board

For Information

File Class: 1-01-02-01
Cross-Reference File Class: 2-03-03-02

Date: **April 3, 2024**

Subject: **2023 OPERATING, CAPITAL & RESERVE FINANCIAL REPORT - THIRD TRIANNUAL**

From: **Lauren Jackson, Chief Administrative Officer, Deputy Chief, Corporate Services Command**

Recommendation

IT IS RECOMMENDED THAT, this report be received.

REPORT HIGHLIGHTS

- The 2023 year-end financial process has concluded and, subject to audit findings, net expenditures were on budget.
- Capital spending for 2023 totalled \$60.4 million.
- Project managers closed 33 capital projects in 2023 returning \$0.1 million to reserves.
- Uncommitted infrastructure reserve balances (excluding commitments for the new buildings) as at December 31, 2023, totalled \$63.3 million.
- On March 18, 2024, this report was shared with the Police Services Board's Finance, Audit and Risk committee who reviewed and approved this report.

Discussion

1. Operating Budget

The 2023 year-end financial process has concluded and, subject to audit findings, net expenditures were on budget. Peel Regional Police (PRP) completed budgeted draws of \$1.8 million from the Working Funds Reserve R1231 and \$0.5 million from the Benefits Stabilization Reserve R1232.

2. Capital Budget, Reserve Balances, and Debt Financing

As at December 31, 2023, there were 159 active capital projects. Capital year-to-date spending totalled \$60.4 million, which includes purchases of information technology assets (\$23.5 million), renovation, maintenance and expansion of Facilities (\$22.3 million), vehicles (\$9.1 million), and purchases of specialized and operational equipment (\$5.5 million). Of the total 2023 capital spending, \$57.2 million was funded from PRP reserves and \$3.2 million was funded from external sources (Greater Toronto Airports Authority, VCOM agencies, and the sale of assets). Capital Project Managers cash flow projections were in line with actuals for the third triannual.

Project managers have closed 33 capital projects in 2023. As a result of these closures, \$0.1 million of funding was returned to reserves and is included in the uncommitted reserve infrastructure balance totalling \$63.3 million (Appendix I). The overall uncommitted reserve balance is negative \$23.2 million after the Development Charge committed funds. This is mainly related to the new buildings.

As at December 31, 2023, project managers have redeployed \$2.3 million in funding between capital projects.

PRP has \$866.0 million budgeted for the new buildings (Operational Support Facility, 23 Division, and the redevelopment of the Sir Robert Peel Centre site). As at December 31, 2023, \$35.2 million of the budget has been spent. Outstanding commitments for the new buildings total \$830.8 million (\$23.8 million from the Facilities Reserve, \$97.4 million from the Development Charge Reserves, and \$709.6 million coming from Debentures which are yet to be issued by the Region of Peel).

3. Post Retiree and Post-Employment Benefits Liability and Funding

Since 2002, municipalities have been required to recognize the post retiree and post-employment benefits liability on their Statement of Financial Position as part of their financial statements.

Every three years, the post-retiree and post-employment benefit liability is revalued by an actuarial consultant. In 2023, our consultant, People Corporation, updated the accrued benefit obligation and liability for 2023 to 2026.

The post retiree and post-employment benefits liability as at December 31, 2023, totalled \$110.6 million (Appendix II). This liability represents PRP's obligation for future benefit costs for retirees and members on long-term disability in accordance with provisions contained in the collective agreements. At this time, PRP has funded \$52.7 million or 47.7% of this liability.

4. Strategic Plan Alignment

Goal: 3. Accountability, Equity and Service Excellence

Objective:

3.3 Ensure effective/sustainable resource planning through annual budget/financial report/service delivery reviews.

Conclusion

On March 18, 2024, this report was shared with the Police Services Board's Finance, Audit and Risk committee who reviewed and approved this report.

A Region of Peel consolidated 2023 Year-End Financial Report (including PRP) is to be tabled before Regional Council General Committee on April 25, 2024. The following PRP comments were provided to Region of Peel staff to be considered for inclusion in the report:

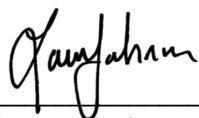
"Peel Regional Police was on budget at year-end."

"Peel Regional Police completed a budgeted draw of \$0.5 million from the Benefit Stabilization Reserve to cashflow the impact of the 2023 Budget related to benefits."

"Peel Regional Police completed a budgeted draw of \$1.8 million from the Working Fund Reserve for one-time expenditures."

"Peel Regional Police's year-to-date capital spending of \$60.4 million includes \$23.5 million for information technology assets; \$22.3 million for renovation, maintenance, and expansion of facilities; \$9.1 million for vehicles; and \$5.5 million for specialized and operational equipment."

Approved for Submission



Lauren Jackson, Chief Administrative Officer, Deputy Chief, Corporate Services Command

For further information regarding this report, please contact Karen Doobay at extension 4200 or via email at 501c@peelpolice.ca.

Authored By: Nicole Elliott, Manager, Business Planning & Analysis

F:\Triannual\2023\12 December\Triannual - T3 - PSB.Docx

APPENDICES

Appendix I: Continuity Schedule of Reserves and Reserve Funds

Appendix II: Post-Retiree and Post-Employment Benefits Liability Funding

Appendix I
Peel Regional Police
Continuity Schedule of Reserves and Reserve Funds
As at December 31, 2023

	Stabilization	Infrastructure Replacement	VCOM Reserve Fund	Sub-Total Reserves & Reserve	Development Charges Reserve Fund	Total
Balance as at January 1	\$35,102,555	\$ 137,006,675	\$ 1,462,429	\$ 173,571,659	\$ 14,761,470	\$ 188,333,129
Contribution	-	46,112,826	-	46,112,826	-	46,112,826
Interest	911,587	3,659,687	40,172	4,611,446	357,554	4,969,000
Transfers & Other Revenue	(2,256,630)	-	105,045	(2,151,585)	3,850,546	1,698,961
Expenditures	-	(46,650,564)	-	(46,650,564)	(10,505,492)	(57,156,056)
Balance as of December 31	\$33,757,511	\$ 140,128,624	\$ 1,607,647	\$ 175,493,782	\$ 8,464,077	\$ 183,957,859
Balances Committed (Net)	-	(112,212,838)	-	(112,212,838)	(94,994,733)	(207,207,571)
Available Balance as of December 31	\$33,757,511	\$ 27,915,786	\$ 1,607,647	\$ 63,280,944	-\$ 86,530,656	-\$ 23,249,712

Note:

1. The VCOM 2022 year end surplus of \$105.0k was contributed to the VCOM reserve (Transfers & Other Revenue).

Appendix II
Peel Regional Police
Post-Retiree and Post-Employment Benefits Liability Funding
As at December 31, 2023

Post-Retiree and Post-Employment Benefits Liability		2023
Post-Retiree Benefits Ending Liability - December 31*		100,747,900
Post-Employment Benefits (Members on LTD) Ending Liability - December 31*		9,836,400
Total		\$110,584,300
Post-Retiree and Post-Employment Benefits Fund		2023
Opening Fund Balance as at January 1		\$50,371,120
Annual Funding - PRP		2,252,760
Annual Funding - Airport Division **		80,000
Total		\$52,703,880
% Post-Retiree and Post-Employment Benefits Liability that is Funded		47.7%

* Reflects liability to be reported on Region's Annual Financial Report, Statement of Financial Position

**Airport Division staff annual liability funded by the Greater Toronto Airports Authority



PSB REC. APR 9TH 2024
FILE CLASS: F12
LOG# 20-24

REPORT
Police Services Board
For Information

File Class: 1-01-02-01
Cross-Reference File Class: _____

Date: **March 28, 2024**

Subject: **2023 EXTERNAL FUNDING ASSISTANCE - PUBLIC POLICE PROGRAMS**

From: **Lauren Jackson**
Chief Administration Officer, Deputy Chief, Corporate Services Command

Recommendation

IT IS RECOMMENDED THAT, this report be received.

AND FURTHER THAT, the Executive Director of the Police Services Board forward a 2023 External Funding Assistance – Public Police Programs report to Regional Council for information purposes.

REPORT HIGHLIGHTS

- In 2023, Peel Regional Police received a total of \$32,517,861.60 in external funding.
- \$27,641,825.13 in funding was received for grants/cost upload programs.
- \$4,876,036.47 was received through external secondments.
- This is an increase of \$11.6 million over 2022.
- New this year, figures reported are on an accrual (not cash) basis.
- On March 18, 2024, this report was shared with the Police Services Board's Finance, Audit and Risk committee who reviewed and approved this report.

Discussion

1. Background

The Peel Police Services Board policy PRP-FN-005: External Funding Assistance – Public Police Programs and Peel Regional Police Financial Procedure FIN-900: External Funding Assistance for Investigations and Public Police Programs requires external funding assistance of \$25,000 or more received for public police programs be reported to the Police Services Board annually. In addition, the Chief of Police is to report to the Board, on an exception basis, any external funding requests that he believes should be brought to the Board's immediate attention, including those programs or projects that may generate general public interest or response.

2. Findings

The review of external funding assistance received during 2023 showed a total of \$32,517,861.60 in funding relating to the uploading of costs and grant funding for 19 programs and 14 external secondments. The following is a summary of external funding assistance received from external agencies during the period January 1 to December 31, 2023.

Please note that in prior years, the figures below were reported on a cash basis (i.e. when payments are actually received) and are impacted by the timing of payments and the different fiscal years of the agencies providing

funding. Consequently, prior year's reports differed with the financial statements (accrual accounting) where revenue is matched with expenses. As discussed last year, we have now moved to reporting on an accrual basis to match the 2023 financial statements.

(A) GRANTS/COST UPLOAD

In 2023, a total of \$27,641,825.13 in funding was received for 19 grant/cost upload programs.

Of this total, \$17,776,078.15 was received through annual funding sources comprised of:

Court Security and Prisoner Transportation Funding (CSPT)	\$9,353,085.46
Funding from the Ministry of the Solicitor General for CSPT expenditures uploaded to the Province.	

Community Safety and Policing – Local and Provincial Priorities	\$7,848,615.25
Funding from the Ministry of the Solicitor General to address risks to safety and well-being that are most prevalent in the community.	

Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet	\$336,752.44
Funding from the Ministry of the Solicitor General towards the implementation of the Provincial strategy to prevent the sexual abuse and exploitation of children via the internet.	

Firearms Grant	\$237,625.00
Federal funding towards the costs of operating an office to assist citizens in complying with the national firearms registry.	

Further, \$9,865,746.98 was received through one-time recoveries comprised of:

Automated Licence Plate Recognition (ALPR)	\$6,293,027.23
Funding from the Ministry of the Solicitor General to support municipal police services in acquiring ALPR technology to improve public safety and strengthen roadside law enforcement efforts across the province.	

Next Generation 9-1-1	\$2,000,000.00
Funding from the Ministry of the Solicitor General to enhance the province's 9-1-1 emergency response system.	

Gang Response Strategy	\$500,000.00
Funding from the Ministry of the Solicitor General to fight gun and gang violence in the Region of Peel.	

Youth in Policing Initiative	\$221,157.30
Funding to hire 30 Peel secondary school students under the Provincial Government's Youth Opportunities Strategy from the Ministry of Children and Youth Services and funding to hire an additional 10 Peel Secondary School students plus four team leaders from the PSB Community Support and Recognition Fund.	

Provincial Human Trafficking Intelligence-Led Joint Forces Strategy	\$217,090.00
Funding from the Ministry of the Solicitor General to proactively conduct intelligence gathering, intelligence analysis, investigations, disruptions, and assist in prosecutions of multi-jurisdictional human trafficking organizations across the Province of Ontario.	

Victim Support Grant	\$131,524.11
Funding from the Ministry of the Solicitor General to enhance PRP's capacity to support victims and survivors of intimate partner/domestic violence, human	

trafficking, and child exploitation through increased collaboration with local organizations and communities.

Proceeds of Crime – Law Enforcement \$86,500.00
 Funding from the Ministry of the Solicitor General towards the investigation of serious and/or organized crime and to support Joint Force Operations.

Race and Identity Based Data Collection Strategy \$80,000.00
 Funding from the Minister of Citizenship and Multiculturalism for the completion of Stage One of the Disparity Reduction & Well-Being (DRWB) Plan. DRWB is Phase Five of PRP’s Race and Identity Based Data Collection strategy which focuses on data collection and analysis/contextualization.

Victim’s Fund – Human Trafficking \$69,631.28
 Funding from the Department of Justice to provide supports to victims/survivors of human trafficking in collaboration with community partners.

Reduce Impaired Driving Everywhere (RIDE) Grant \$66,577.77
 Funding from the Ministry of the Solicitor General to assist in offsetting costs for RIDE programs.

Ontario’s Strategy to End Human Trafficking \$52,200.00
 Funding from the Ministry of the Solicitor General to partially fund a Human Trafficking Investigator.

Guns and Gangs – Gang Related Intervention Team \$45,263.68
 Funding from the Ministry of the Solicitor General to assist with investigative and front-line gang response, risk mitigation, and gang prevention activities.

Drug Impaired Driving Detection Training and Enforcement \$44,436.29
 Funding from the Public Safety Division and Public Safety Training Division of the Ministry of the Solicitor General towards costs incurred for police training and procurement of approved drug screening equipment.

Mobile Crisis Response Team (MCRT) Enhancement Grant \$29,291.50
 Funding from the Ministry of the Solicitor General to enhance existing MCRTs in hiring additional mental health/addictions workers to better leverage local expertise when responding to calls for mental health and addiction crises.

Canadian Mental Health Association (CMHA) \$29,047.82
 Funding from the CMHA for mental health training of officers.

(B) EXTERNAL SECONDMENTS

In 2023, a total of \$4,876,036.47 was received through 14 external secondments.

Of this total amount, \$3,190,047.07 represents full reimbursement of six secondments:

Peel Regional Police Association \$1,430,354.58
 5 Officers, 1 Civilian

RCMP International Peace Operations \$575,877.32
 2 Officers (increased to 3 Officers July to September 2023)

Ontario Police College \$507,069.42
 3 Officers

Region of Peel Enterprise Resource Planning Project 4 Civilians (ended July 2023)	\$363,655.77
Coroner's Office 1 Officer	\$170,143.07
Technical Investigations Cooperative 1 Civilian	\$142,946.91

Further, partial reimbursement totalled \$1,685,989.40 which consisted of eight secondments:

OPP Organized Towing 2 Officers	\$348,237.31
Canadian Mental Health Association (COAST) Peel Program 4 Officers	\$310,000.00
OPP Guns and Gangs 1 Officer & 1 Civilian	\$263,258.98
RCMP Integrated National Security Enforcement Team (INSET) 1 Officer	\$170,114.94
OPP Provincial Weapons Enforcement Unit 1 Officer	\$168,246.06
Serious Fraud Office (OPP) 1 Officer	\$157,590.00
OPP Anti-Terrorism Unit 1 Officer	\$140,490.00
OPP Repeat Offender Parole Enforcement (ROPE) 1 Officer	\$128,052.11

3. Strategic Plan Alignment

Goal: 3. Accountability, Equity and Service Excellence

Objective:

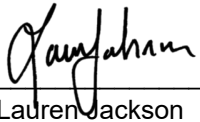
3.3 Ensure effective/sustainable resource planning through annual budget/financial report/service delivery reviews.

Conclusion

A total of \$32,517,861.60 was received in funding relating to the uploading of costs and grant funding for 19 programs and 14 external secondments during 2023. This is an increase of \$11,611,046.80 over 2022. Note, a portion of the variance compared to the prior year is related to the switch from cash to accrual reporting methodologies. On March 18, 2024, this report was shared with the Police Services Board's Finance, Audit and Risk committee who reviewed and approved this report.

External Funding Assistance Public Police Programs	2023	2022	Variance
Grants/Cost Upload	\$17,776,078.15	\$14,723,181.83	\$3,052,896.32
One Time Recoveries	\$9,865,746.98	\$2,042,450.47	\$7,823,296.51
Secondments	\$4,876,036.47	\$4,089,682.50	\$786,353.97
Donations	\$0	\$51,500.00	(\$51,500.00)
Total	\$32,517,861.60	\$20,906,814.80	\$11,611,046.80

Approved for Submission



Lauren Jackson
Chief Administrative Officer, Deputy Chief, Corporate Services Command

For further information regarding this report, please contact Mario Ferrante at extension 4245 or via email at 1259c@peelpolice.ca.

Authored By: Janet Noseworthy

G:\ACCOUNT\Report to Board\FIN900\2023\Public Police Programs\CMG Report - 2023 Public Police Programs.docx



PSB REC. APR 10TH 2024
FILE CLASS: F03
LOG# 25-24

REPORT Police Services Board

For Information

File Class: 1-01-02-01

Cross-Reference File Class: _____

DATE: March 25, 2024

SUBJECT: **PROVINCIAL ADEQUACY REGULATION - ANNUAL COMPLIANCE REPORT**

FROM: Charles Payette, Associate Deputy Chief, Strategic & Executive Services

RECOMMENDATION

It is recommended that:

1. The report entitled “Provincial Adequacy Regulation – Annual Compliance Report” reviewed by the Police Services Board (PSB) Finance, Audit and Risk Committee on March 18, 2024, be received by PSB as per the routine reporting cycle.

REPORT HIGHLIGHTS

- As of December 31st, 2023, Peel Regional Police training, policies and procedures, and the Court Security Plan are in compliance with Provincial Adequacy Standards.

DISCUSSION

1. Background

On January 8th, 1999, the Provincial Government filed the Adequacy Standards Regulation, which became effective on January 1st, 2001, establishing a minimum standard for the provision of adequate and effective policing.

This document reports on our compliance with Adequacy Standard Guidelines as set out by the Ministry of the Solicitor General from January 1, 2023 to December 31, 2023 as follows:

- Ministry Accredited Training (Appendix “A”): A listing of Ministry training requirements, indicating Peel Regional Police’s compliance.
- Peel Regional Police Directives (Appendix “B”): A listing of all Peel Regional Police directives revised in 2023, indicating compliance with applicable Ontario Policing Standards.

- The Court Security Plan, contained within the Adequacy Standard Guidelines, was reviewed in 2023 and was verified by the Inspector, Court Services to be in compliance.

2. Strategic Plan Alignment

Goal: 3. Accountability, Equity and Service Excellence

Priority: 3.4 Public trust and confidence through accountability and transparency

By remaining in compliance with Adequacy Standard Guidelines as set out by the Ministry of the Solicitor General, Peel Regional Police demonstrates its commitment to accountability and service excellence to foster public trust and confidence.

3. Equity and Inclusion Considerations

By continually reviewing Peel Regional Police policies for ongoing improvements from an Equity, Diversity and Inclusion lens, and creating new directives with a focus on EDI such as I-A-249 (O) "Supporting Gender Transition in the Workplace," Peel Regional Police demonstrates its commitment to fostering a sense of belonging, and sustaining an equitable and inclusive culture.

4. Organizational Wellness/Occupational Health and Safety/Risk Management

- a) By continually reviewing current Peel Regional Police policies with Health and Safety considerations, as well as environmental impacts, PRP demonstrates a commitment to employee overall health and well being; and,
- b) By reviewing Peel Regional Policies on scheduled cycles based on organizational risk, PRP demonstrates a commitment to mitigating organizational risk through continual review of standard practices and opportunities to enhance member safety.

ORGANIZATIONAL IMPACTS

Financial

There are no financial impacts to the organization as a result of this report.

Facilities

There are no facilities impacts to the organization as a result of this report.

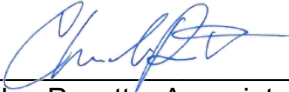
Technology

There are no technological impacts to the organization as a result of this report.

CONCLUSION

As of December 31st, 2023, all Peel Regional Police training, policies and procedures, and the Court Security Plan are in compliance with all Provincial Adequacy Standards.

Approved for Submission:



Charles Payette, Associate Deputy Chief, Strategic & Executive Services

For further information regarding this report, please contact Sheila Doyle - Manager, Corporate Planning and Research at extension 4731 or via email at 696C@peelpolice.ca.

Authored By: Elizabeth Westlake - Leader, Continuous Improvement ext. 4412

Appendix "A"

Ministry Accredited Training

There are ten identified areas of mandatory training indicated in the Adequacy Standard Guidelines. In PRP, two of these ten identified areas exist within the remaining eight areas of mandatory training. In relation to these eight areas (as listed below), each member of the Peel Regional Police in their assigned role(s) has either met the issued equivalent competencies, or has received the accredited training approved by the Ministry as of December 31st, 2023. Compliance is detailed as follows:

1. Scenes of Crime – Forensic Identification (Civilian-Scenes of Crime Specialists)

The Forensic Identification bureau has ten Scenes of Crime Specialists. Currently, these ten civilian Scenes of Crime Specialists within Forensic Identification Services have completed the required approved accredited training through the Ontario Police College as outlined by the Ministry. The Forensic Identification Services bureau intends on hiring two additional Scenes of Crime Specialists in 2024.

2. Forensic Identification

There are currently 31 sworn officers within Forensic Identification, 29 of whom have received the accredited training approved by the Ministry. Two of the sworn officers hold the rank of Detective Sergeant and the accredited training it is not required for this role.

3. Crisis Negotiators

There are currently 16 officers assigned as Crisis Negotiators. Fifteen officers have received the accredited training as approved by the Ministry, and the remaining one is considered an observer who will receive the training when it becomes available.

4. Criminal Investigators

In 2023, 93 officers completed the accredited training in Criminal Investigation Techniques (previously known as General Investigative Techniques), as approved by the Ministry. In total, Peel Regional Police has 1667 officers who have completed the accredited training. From that group, there are currently 629 officers assigned to various investigative roles throughout the organization.

5. Major Incident Command

There are currently 61 members who have received the Ontario Police College *Incident Commander 300 Course*, which the Ontario Police College has been deemed equivalent to the accredited training approved by the Ministry. From that group, there are currently 10 members who have also received Critical Incident Command training, the recognized training standard of which is one of: *The Ontario Police College IC400; Ontario Provincial Police Major Incident Command Course; or the Canadian Police College Critical Incident Commanders Course.*

6. Containment/Perimeter Control

Not applicable as this training is a component of the “Tactical Response” training.

7. Tactical Response

There are currently 48 officers within Emergency Support Services, all of whom have completed the approved training by the Ministry.

8. Hostage Rescue

Not applicable as this training is a component of the "Tactical Response" training.

9. Communicators/Dispatchers

Communicator/Dispatcher Ministry Training includes Call Taking and Dispatch training. There are currently 153 civilian members filling the positions of Communicator, 116 of whom have received the accredited training in both of these respective areas as approved by the Ministry. The remaining 37 members have received the Ministry approved Call Taking training only and will receive Dispatch training when it becomes available. In addition, there are currently two part-time Call Takers who have completed the Ministry accredited Call Taking training only, and three retirees. These five members are not included in the above-mentioned numbers. Currently there are 14 members in Call Taking training and 15 members in Dispatch training, who are included in the above mentioned numbers.

10. Communicators/Supervisors

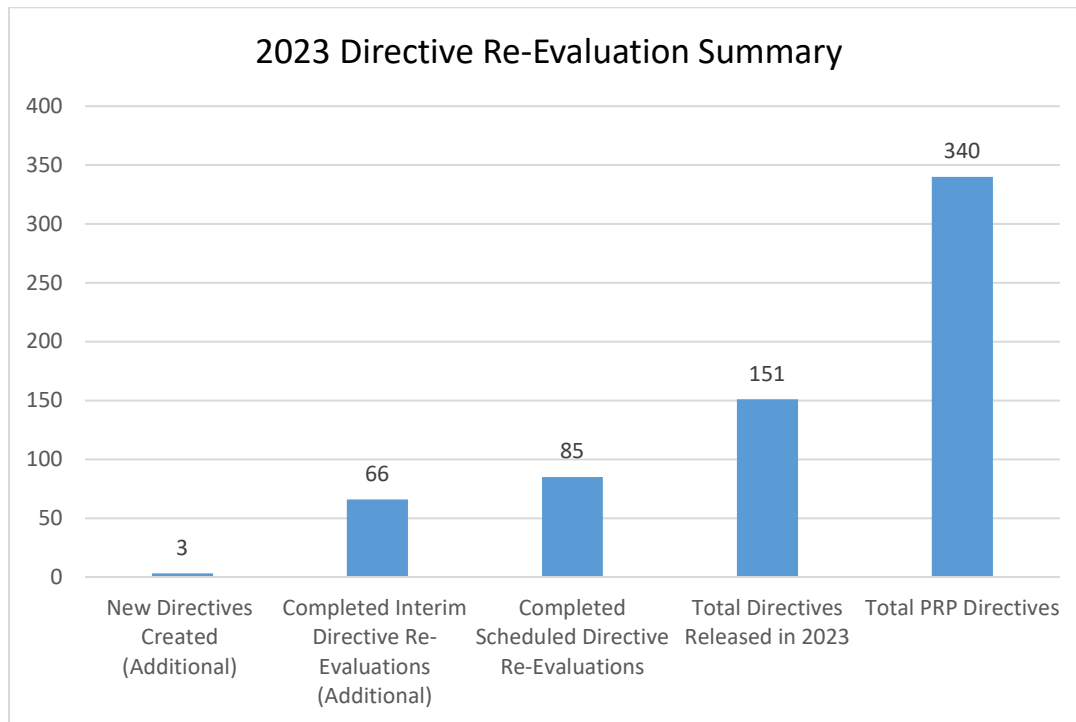
There are currently five civilian members in the position of Supervisor, Communications Centre and all have received the accredited training as approved by the Ministry.

A total of 24 of the 153 Communications Centre personnel are designated as Acting Supervisors; 8 have received Ministry accredited Supervisor training. The remaining sixteen members will receive Communications Supervisor training when seats become available.

The above numbers do not include any member in a supportive role within the Communications Centre. There are 24 other members that report to Communications, 4 of which are Civilian Supervisors as well as ten Acting Supervisors. All Supervisors have received the Ministry Standards for their positions, while the other Acting Supervisors will receive the accredited training when spots become available.

Peel Regional Police Directives

In 2023, 151 directives were created or revised and issued to the membership. Of these 151, 66 directives were revised at the request of policy centres (interim changes), and 3 were released as new directives. Additionally, two directives were rescinded in 2023. As of December 31, 2023, Peel Regional Police had a total of 340 directives, which is an increase from 339 in 2022.



The following table lists the 151 directives revised or created within the 2023 calendar year with applicable Ontario Policing Standards. The 3 new directives are listed first.

Issue Number	Subject	OPS
I-B-176 (F)	Public Alerts Notifications– AMBER Alerts & Alert Ready (NEW Directive)	LE-026; LE-040
I-B-429 (F)	Race and Identity Based Data Collection Program (NEW Directive)	
I-B-622 (F)	Automated License Plate Recognition (A.L.P.R.) and In Car Camera (I.C.C.) (NEW Directive)	

I-A-202 (O)	Career Development	AI-002; AI-003; LE-025
I-A-204 (O)	Assessment of Non-Canadian Credentials	AI-003
I-A-205 (F)	Workplace Discrimination and Harassment	AI-003
I-B-131 (F)	Occupational Exposure to Communicable Diseases	AI-004; LE-033
I-A-501 (F)	Occurrence Processing	AI-007
I-B-501 (O)	Access to Information - Pursuant to the Municipal Freedom of Information and Protection of Privacy Act	AI-007
I-A-701 (F)	Operation of Police Vehicles	AI-008
I-B-301 (F)	Issued/Authorized Weapons (Use of Force Options)	AI-009; AI-012; AI-014
I-A-705 (F)	Soft Body Armour	AI-010; AI-015
I-A-207 (F)	Workplace Safety and Insurance Board (W.S.I.B.) Reporting Procedures	AI-012
I-B-114 (F)	Critical Incident Response	ER- 003; ER-004
I-B-404 (F)	Tactical and Hostage Rescue Operations	ER-002; ER-003
I-B-401 (F)	Canine Unit	ER-010; LE-006
I-A-401 (F)	Radio Communications	LE-002
I-B-301 (O)	Crime Analysis Unit	LE-003; LE-004
I-A-602 (O)	Release of Information from Police Service Files	LE-004
I-B-722 (F)	Criminal Investigations	LE-004; LE-005; LE-006; LE-009; LE-010; LE-029; LE-024; LE-028; LE-047; CT-004
I-B-727 (F)	Video Recording of Interviews	LE-004; LE-006
I-B-504 (F)	Ontario Court of Justice Procedure	LE-005; LE-006

I-B-520 (F)	Ontario Court of Justice Intake & Disclosure	LE-005; LE-006
I-B-411 (F)	Digital Forensic Services	LE-006
I-B-708 (F)	Polygraph Examinations	LE-006
I-B-721 (F)	Special Investigations Unit	LE-006; LE-022; AI-012
I-B-111 (F)	Corrections, Probation and Parole	LE-006; LE-047
I-B-130 (F)	Hate Motivated Crime	LE-007; LE-008; CT-004
I-A-603 (F)	Mental Health Policy	LE-013
I-B-709 (F)	Confidential Informants and Agents	LE-015; LE-004; LE-020; LE-031; CT-001
I-A-301 (O)	Fire Prevention and Evacuation Practices	LE-016
I-B-611 (F)	Use of Roadblocks	LE-017
I-B-617 (F)	Suspended/Disqualified/Ignition Interlock and Stunting Offences	LE-017
I-B-150 (F)	Property – In-Custody Property - General	LE-020
I-B-713 (F)	Intimate Partner Incidents	LE-020; LE-023; LE-024; LE-026; LE-027; LE-029; LE-040; LE-047
I-B-402 (F)	Forensic Identification Services	LE-020; LE-037; LE-005; LE-006; LE-034; LE-030
I-B-701 (F)	Elder and Vulnerable Adult Abuse	LE-021
I-B-519 (F)	Bail and Violent Crime	LE-023
I-B-122 (F)	Missing Persons	LE-026; ER-007
I-B-714 (F)	Child Abuse Investigations	LE-027
I-B-719 (F)	Sex Offence Investigations (Adult and Children)	LE-027; LE-034; VA-001
I-A-602 (F)	Criminal Harassment	LE-028; LE-020

I-B-151 (F)	Property – In-Custody Money	LE-034
I-B-723 (F)	Child Pornography Investigations	LE-034; LE-036; LE-006
I-B-726 (F)	Fraud Investigations	LE-038; LE-041; CT-001
I-A-403 (F)	Canadian Police Information Centre (C.P.I.C.)	LE-039
I-B-704 (F)	Motor Vehicle Theft Investigations	LE-043 12(1)(t)
I-B-515 (F)	Diversion Referral Programs	LE-044
I-B-607 (F)	Suspect Apprehension Pursuit and Stopping and Approaching a Suspect Vehicle	LE-045; LE-006
I-A-604 (F)	Disclosure of Personal Information (Police Services Act)	LE-047
I-B-117 (F)	Restricted Area Identity Cards – Toronto Pearson International Airport	LE-047
I-B-137 (F)	Public Demonstrations/Protests, Public Safety Incidents, and Public Order Unit	PO-003
I-A-101 (F)	Board Report Writing Format and Submission	
I-A-103 (F)	News Media	
I-A-104 (F)	Directives Management System Procedure	
I-A-105 (O)	Student Placement Programs	
I-A-106 (F)	Corporate Communications	
I-A-106 (O)	Internal Audit Process	
I-A-107 (O)	Employee Recognition and Awards	
I-A-112 (O)	Flags at Peel Regional Police Facilities	
I-A-117 (O)	Shared Partnership Agreements	
I-A-119 (O)	Damage to Property of Others as the Result of Police Activities	

I-A-121 (O)	Food Service Equipment and Corporate Event Policy	
I-A-122 (O)	Legal Processes and Services	
I-A-201 (F)	Procedure for Reporting Personal Illness	
I-A-204 (F)	Code of Ethics, Conduct and Discipline - Sworn Members	
I-A-206 (O)	Civilian Orientation Program	
I-A-208 (F)	Scheduling of Annual Vacation	
I-A-209 (F)	Early Intervention Services	
I-A-210 (O)	Employee Exit Process	
I-A-211 (F)	Coordinator Chaplain Support	
I-A-215 (F)	Occupational Health and Safety	
I-A-215 (O)	Screening Process for Civilian Non-Employees	
I-A-216 (O)	Unsatisfactory Work Performance - Officers	
I-A-218 (F)	Code of Ethics, Conduct and Discipline - Civilian Members	
I-A-219 (F)	Hazardous Exposure Monitoring Program - Lead Levels	
I-A-220 (F)	Hazardous Exposure Monitoring Program - Noise Levels	
I-A-222 (F)	Fitness and Healthy Lifestyle Unit	
I-A-224 (O)	Environmental Sensitivity	
I-A-225 (O)	Accommodation Based on Creed	
I-A-230 (O)	Continuing Education Reimbursement Program - All Members	
I-A-231 (O)	Human Rights Applications Against Peel Regional Police	

I-A-239 (O)	Protection and Storage of Medical Information	
I-A-240 (O)	Attendance Support Program	
I-A-242 (F)	Workplace Mental Health	
I-A-244 (F)	Fitness for Work/Duty	
I-A-301 (F)	Paid Duty	
I-A-303 (F)	Specialized Asset Management	
I-A-402 (F)	MOTOROLA P1 C.A.D. Premise Hazard Entry Comments	
I-A-405 (F)	Communications Voice Logging System	
I-A-406 (F)	Rave - Mass Notification System	
I-A-406 (O)	Travel Reimbursement Rates	
I-A-502 (O)	Use of Software on Peel Regional Police Computers	
I-A-503 (F)	Digital Dictation System (D.D.S.)	
I-A-505 (O)	Maintenance and Repair of Computer Equipment	
I-A-508 (O)	Telephone, Cell Phone, Smartphone Device and other Mobile/Portable Services	
I-A-512 (O)	Use of Local Hard Disk in Personal Computers	
I-A-513 (O)	Multi-Factor Authentication for P.R.P. Service Logon	
I-A-515 (O)	Remote Access Services	
I-A-604 (O)	Criminal Record Checks, Name Change Record Change, and Non-Parent Custody Applications	
I-A-605 (F)	Customer Service Standard under the Accessibility for Ontarians with Disabilities Act	
I-A-606 (F)	McNeil Records and Disclosure Process	

I-A-606 (O)	Firearms Office – Records Services	
I-A-702 (O)	Civilian Training and Professional Development	
I-A-703 (O)	Training	
I-A-704 (F)	Police Vehicle Equipment	
I-A-709 (F)	Issue and Return of Clothing and Equipment	
I-A-801 (O)	Standing Committee Reporting Policy	
I-A-805 (O)	Uniform and Equipment Standards Committee	
I-A-806 (O)	Vehicle User Committee	
I-A-810 (O)	Incident Response Review Committee	
I-A-902 (O)	Dress Code for Civilian Members	
I-B-101 (O)	Complaints Against Police	
I-B-103 (O)	The Chief's Ceremonial Guard and The Peel Regional Police Pipe Band	
I-B-107 (F)	Roll Call	
I-B-108 (F)	Alarm Response Policy	
I-B-118 (F)	Policing Jurisdiction	
I-B-128 (F)	Radius of Return and Travel Expenses for Prisoners	
I-B-135 (F)	First Aid	
I-B-146 (F)	Ride-Along Program	
I-B-152 (F)	Property – In-Custody Weapons and Firearms	
I-B-153 (F)	Property – In-Custody Drug/Narcotics Related Property	

I-B-154 (F)	Field Training Program	
I-B-157 (F)	Military Leave of Absence – Canadian Armed Forces (Reserve)	
I-B-159 (F)	Interpreter Services, and Interacting with Deaf or Hard of Hearing Persons	
I-B-168 (F)	Internal Panic Strips and Duress Button Systems	
I-B-170 (F)	Naloxone Nasal Spray	
I-B-171 (F)	Aerial Support Unit/Remotely Piloted Aircraft System (R.P.A.S.)	
I-B-173 (F)	Body Worn Cameras	
I-B-406 (F)	Explosives Disposal Unit	
I-B-412 (F)	Community Stations and Call Diversion Unit	
I-B-420 (F)	Youth Education/Youth Engagement	
I-B-424 (F)	Community Mobilization Unit and Divisional Mobilization Units	
I-B-425 (F)	Cadet Organization Police School (C.O.P.S.) Program	
I-B-506 (F)	Criminal Warrants	
I-B-507 (F)	Committal Warrants and Warrant for Arrest (Contempt)	
I-B-517 (F)	Assignment Court	
I-B-518 (F)	Bail Hearing Court	
I-B-604 (F)	Vehicle Towing, Seizure and Release	
I-B-610 (F)	Traffic Management and Strategic Enforcement	
I-B-616 (F)	Parking Infractions	
I-B-702 (F)	Vehicle Fires	

I-B-717 (F)	Sharps Handling, Storage and Disposal	
I-B-729 (F)	DNA Identification Act	
I-B-732 (F)	Taxi Cab Emergency Systems	
I-B-733 (F)	Statement Analysis	
I-B-734 (F)	School Police Emergency Action Response (S.P.E.A.R.)/Police Response Emergency Plan (P.R.E.P.)	
I-B-741 (F)	Interpol Requests	
I-B-743 (F)	Youth Crime Investigations	
I-B-750 (F)	Vulnerable Person Registry	
I-B-753 (F)	Drug Overdose or Suspected Drug Overdose Investigations	



REPORT
Peel Police Service Board

For Information

DATE: April 10, 2024

SUBJECT: **Review of New Policies under the Community Safety and Policing Act**

FROM: Robert Serpe, Executive Director

RECOMENDATION

That the Board receive the report.

BACKGROUND

In compliance with the *Community Safety and Policing Act* (CSPA), which mandates the establishment of certain policies by April 1st, 2024, this report affirms the Board's adherence to these requirements.

CURRENT STATUS OF POLICIES

The following 16 policies required under the CSPA have been developed and were duly approved by the Board prior to the April 1st deadline. These policies encompass a range of topics critical to our governance and oversight effectiveness and align with the overarching goals of the CSPA.

The Board has also approved the attached 5 by-laws pursuant to s.42 of the CSPA.

CONCLUSION

By placing these reports and by-laws on the agenda, the Board reiterates its commitment to transparency and public accountability. By making these policies easily accessible, we foster greater community trust and engagement.

Robert Serpe
Executive Director



PEEL REGIONAL POLICE SERVICE BOARD

BY-LAW NO. 01-24

Being a by-law to establish the Peel Regional Police Service Board's Community Support and Recognition Fund (CSRF) and to set forth its governance rules.

WHEREAS Sections 258 and 259 of the *Community Safety and Policing Act* empower the Peel Regional Police Service Board (the "Board") to utilize proceeds from the sale of unclaimed property and money found or seized by the police service for purposes deemed in the public interest by the Board;

AND WHEREAS the Board aims to bolster community engagement and partnerships through the establishment of the Community Support and Recognition Fund (CSRF), thereby enriching the quality of life in the Peel Region and advancing the Board's objectives towards community safety and well-being;

NOW, THEREFORE, the Board enacts as follows:

Purpose

This by-law formalizes the establishment of the CSRF, a pivotal resource designed to enhance community-police partnerships, support policing initiatives that enrich the community life of Peel Region, and advance the Board's strategic plan and community safety and well-being through careful fund management and allocation.

Fund Establishment, Governance, and Application

1. **Name and Establishment:** The fund is hereby established as the "Peel Regional Police Service Board's Community Support and Recognition Fund" (CSRF).
2. **Statutory Authority:** In accordance with the *Community Safety and Policing Act*, the Board holds exclusive rights to allocate proceeds from unclaimed property and seized money towards public interest initiatives, including charitable contributions.
3. **Fund Priorities:** The CSRF will prioritize funding for:
 - Community Safety and Well-being: Initiatives targeting community safety enhancement, strengthening police/community relations, and addressing systemic issues such as anti-Black and anti-Indigenous Racism.
 - Police/Community Partnerships: Programs aimed at fostering positive interactions between Peel Regional Police and community members.
 - Youth Initiatives: Projects dedicated to engaging and supporting youth, especially those from marginalized or vulnerable groups.
 - Public Education/Awareness: Efforts to raise awareness and educate the public on community safety and policing services.

4. Fund Guidelines:

- Individual Consideration: Each CSRF allocation is considered on its own merits, without a commitment to ongoing funding for any specific program or initiative.
- Community Group Funding: Financial backing for police members, cadets, community groups, and organizations attending police-oriented or public safety-related events.
- Application Transparency: Required financial documentation from funding recipients to ensure fund transparency and proper utilization.
- Requirement for Local Non-Profits: Priority given to not-for-profit organizations based within Peel Region. Exceptions will be considered on a case-by-case basis.

5. Fund Limitations:

- Non-Recurring Support: The CSRF does not commit to ongoing funding or recurring donations to specific programs or initiatives.
- No Retroactive or Political Funding: Funds will not support events that have already occurred or those of a political or partisan nature.

6. Fund Approvals and Administration:

- **Application and Approval Process:** A detailed application process is required, including project description, objectives, budget, and timeline for assessment and approval by the Board office.
- **Delegated Authority:** The Executive Director is authorized to approve disbursements up to \$25,000, with Board approval required for amounts exceeding this limit.
- **Annual Chief's Disbursement:** An annual allocation of \$10,000 is designated for the Chief of Police to support Board and Police Service representation at events, subject to audit.

7. Fund Reporting and Transparency:

- **Annual Audit:** An external audit of the CSRF will be conducted annually, with findings presented to the Board and made public to ensure financial transparency and accountability.

This BY-LAW was read a first, second, and third time

and finally passed this 27th day of March, 2024.



Board Chair



**PEEL REGIONAL POLICE SERVICE BOARD
BY-LAW NO. 02-24**

Being a by-law to govern
the Peel Regional Police Service Board's Grievance Settlements

WHEREAS the Peel Regional Police Service Board (the "Board") is committed to ensuring employees are treated fairly and grievances are resolved promptly in accordance with collective agreements;

AND WHEREAS the Board deems it expedient to establish a by-law delegating authority for approval of grievance settlements and legal costs;

NOW THEREFORE the Board enacts as follows:

Definitions

1. In this By-Law:
 - a. "Chief" means the chief of the Peel Regional Police Service.
 - b. "Grievance" means a difference concerning interpretation, application, administration or alleged violation of a collective agreement provision.
2. The Board hereby delegates approval and signing authority to the Chief, or their designate, for:
 - a. All accounts for legal counsel relating to grievances with a value of \$100,000 or less; and
 - b. All monetary grievance settlements with a value of \$100,000 or less.
3. Grievance settlements exceeding \$100,000 require Board approval.
4. The Chief shall provide an annual confidential statistical report to the Board regarding:
 - a. Number of grievances received, settled, withdrawn or dismissed;
 - b. Types of grievances;
 - c. Observable trends, if any; and
 - d. Legal costs expended on grievance activities.
5. This By-Law shall be interpreted in accordance with the *Community Safety and Policing Act*, collective agreements, and all applicable Board policies and procedures.
6. In the event of a conflict, collective agreement provisions shall prevail over this By-Law to the extent of the conflict.

This BY-LAW was read a first, second and third time
and finally passed this 27th day of March, 2024.

Board Chair



PEEL REGIONAL POLICE SERVICE BOARD

BY-LAW NO. 03-24

Being a by-law to establish the
Peel Regional Police Service Board's Governance and Human Rights Committee
and to establish its rules of governance

WHEREAS Section 42(1) of the *Community Safety and Policing Act, 2019*, S.O. 2019, c.1, Sched. 1 (the "Act") permits the Peel Regional Police Service Board (the "Board") to establish committees, by by-law, and to delegate any of the Board's powers under the Act to the committee;

AND WHEREAS the Board wishes to establish a Governance and Human Rights Committee and to delegate certain powers of the Board to the committee;

NOW THEREFORE the Board hereby enacts as follows:

Purpose

This policy establishes the Governance and Human Rights Committee as a crucial entity within the Board, committed to ensuring that policing policies and practices in the region of Peel are guided by principles of human rights and good governance. The Committee's endeavors are fundamental to promoting trust, accountability, and inclusivity in community policing initiatives.

Name of Committee, Composition and Appointment

1. The committee will be named the Peel Regional Police Service Board's Governance and Human Rights Committee and will be hereinafter referred to as the Governance and Human Rights Committee.
2. The Governance and Human Rights Committee will be composed of a minimum of two (2) Board members and a maximum of three (3) Board members (the "Committee Members"), at the Board's discretion.
3. Additional Committee Members comprised of non-Board members with expertise in human rights law, community leaders, and other individuals representing the diversity of Peel region, including but not limited to individuals representing indigenous and LGBTQ2+ communities, may be elected as Committee Members at the Board's discretion, provided those individuals are not prohibited from being a member of the Board within the meaning of section 42(5) of the Act and provided the majority of Committee Members are Board members, within the meaning of section 42(3)(b) of the Act.
4. Committee Members will be appointed to the Governance and Human Rights Committee by the Board upon the enactment of this by-law and upon the expiry of the term of any of the Committee Members.
5. The term of any of the Committee Members will be determined by the Board, in its sole discretion.

6. The Board may revoke the appointment of any Committee Member(s), in its sole discretion.
7. In the event a Committee Member ceases to be a Committee Member for any reason whatsoever prior to the expiry of their term, the Board will determine whether to elect a replacement Committee Member for the remainder of the term.
8. The Chairperson of the Governance and Human Rights Committee will be elected annually by the Board.
9. The Board may dissolve the Governance and Human Rights Committee at any point in time, in its sole discretion.

Committee Mandate and Responsibilities

10. Legislative Monitoring and Human Rights Training

- (a) The Governance and Human Rights Committee will monitor legislative developments affecting human rights in policing and establish human rights training to ensure Board members have necessary human rights competencies.

11. Board-Police Relations

- (a) The Governance and Human Rights Committee will maintain constructive relations with the Peel Regional Police Service to enhance the Board's effectiveness in advocating for human rights within policing practices.

12. Code of Conduct and Governance Oversight

- (a) The Governance and Human Rights Committee will address Board member Code of Conduct issues, aiding the Board in governance measures to enforce human rights standards.

13. Annual Review and Workshop

- (a) The Governance and Human Rights Committee will be responsible for developing the annual off-site program on issues pertaining to Board oversight, policy review, and discussions on human rights, diversity, equity and inclusion.

14. Community and Stakeholder Collaboration

- (a) The Governance and Human Rights Committee will consult and build partnerships with community groups, the Ontario Human Rights Commission, and governmental entities to address systemic barriers and racial inequalities.

15. Engagement and Consultation

- (a) The Governance and Human Rights Committee will proactively engage with diverse communities and conduct consultations to shape Board policies with a human rights perspective.

16. **Complaints Facilitation**

- (a) The Governance and Human Rights Committee will facilitate discussions on community discussions around of racism and racial profiling, advocating for the protection of human rights.

17. **Policy Review and Enhancement**

- (a) The Governance and Human Rights Committee will regularly review Board policies to ensure compliance with legislation and regulations, to identify policy gaps, and to bolster human rights protections.

Operational Guidelines

18. **Meeting Frequency and Agenda Setting**

- (a) The Governance and Human Rights Committee will meet as necessary to monitor governance matters, address emerging human rights concerns in policing and/or to consult with members of the community.

19. **Quorum and Decision-making**

- (a) A majority of Committee Members constitutes a quorum.

20. **Reporting**

- (a) The Governance and Human Rights Committee will report regularly to the Board on its activities, findings, and recommendations.

21. **Policies**

- (a) The Governance and Human Rights Committee may make policies governing any aspect of its mandate, responsibilities and operational guidelines provided those policies do not conflict with any provision of this by-law or any other policies or by-laws of the Board.

22. **Compliance with Legislation and Board Policies**

- (a) The Governance and Human Rights Committee will comply with relevant legislation, including the Act and its regulations, and will abide by all applicable Board policies.

This BY-LAW was read a first, second and third time
and finally passed this 27th day of March, 2024.



Board Chair



PEEL REGIONAL POLICE SERVICE BOARD

BY-LAW NO. 04-24

Being a by-law to govern
the Peel Regional Police Service Board's Delegated Authority

WHEREAS Section 42(1) of the *Community Safety and Policing Act* (the "Act") permits the Peel Regional Police Service Board (the "Board") to delegate the powers assigned to it under the Act to a committee or to an employee of the board who is not a member of the police service or to the chief of police;

AND WHEREAS the Board deems it expedient to delegate certain authorities for efficient administration and operations;

NOW THEREFORE the Board enacts as follows:

Definitions

- a. In this By-law:
 - a. "Chair" means the chair of the Board;
 - b. "Executive Director" means the executive director appointed by the Board; and
 - c. "Chief" means the chief of Peel Regional Police.

Delegated Authority

2. The Board hereby delegates its authority to the Chair for:
 - a. Execution of contracts, agreements, protocols and collective agreements authorized by the Board;
 - b. Appointments of special constables, auxiliary members, Chief, Deputy Chiefs and Executive Director;
 - c. Approval of expenses incurred by the Chief and Executive Director.
3. In the Chair's absence, the Vice-Chair shall have the same delegated authorities.
4. The Board hereby delegates its authority to the Chief for:
 - a. Secondment agreements with other police services;
 - b. Grant applications, funding agreements and ancillary documents;
 - c. Operational agreements, waivers, releases and indemnifications up to \$250,000;
 - d. Contracts and procurement up to the limits in the Board's Procurement Policy;
 - e. Minutes of settlement for non-employment contractual disputes;
 - f. Employment contracts except for Chief, Deputies and collective agreements and excluded positions under s.220 of the *Community Safety and Policing Act*;
 - g. Grievance/human rights settlements and legal fees up to \$100,000;

- h. Real property leases/licenses up to \$250,000 for terms over 1 year, \$100,000 annually for terms under 1 year;
 - i. Short-term facility licenses/rentals for police use.
5. The Acting Chief shall have the same delegated authorities when Acting.
6. The Board delegates its authority to the Executive Director for:
 - a. Approval of Board members' and staff expenses;
 - b. Short-term facility licenses/rentals for Board use.
7. The Acting Executive Director shall have the same delegated authorities when Acting.
8. For Board office procurements within the Procurement Policy, the Executive Director may execute contracts.
9. For exempt Board office procurements, the Executive Director may execute contracts.
10. For police service procurements within the Procurement Policy and not involving Regional assets, the Deputy Chief of Corporate Services or Chief Administrative Officer may execute contracts.
11. For exempt police service procurements not involving Regional assets, the Deputy Chief responsible may execute contracts.
12. Contracts involving Regional assets shall be executed by the Region per its by-laws.
13. This By-law shall be interpreted in accordance with the Act and regulations.
14. Any delegation under this By-law shall be subject to Board policies and financial approvals.

This BY-LAW was read a first, second and third time
and finally passed this 27th day of March, 2024.



Board Chair



PEEL REGIONAL POLICE SERVICE BOARD

BY-LAW NO. 05-24

Being a by-law to establish the
Peel Regional Police Service Board's Human Resources Committee
and to establish its rules of governance

WHEREAS Section 42(1) of the *Community Safety and Policing Act, 2019*, S.O. 2019, c.1, Sched. 1 (the "Act") permits the Peel Regional Police Service Board (the "Board") to establish committees, by by-law, and to delegate any of the Board's powers under the Act to the committee;

AND WHEREAS the Board wishes to establish a Human Resources Committee and to delegate certain powers of the Board to the committee;

NOW THEREFORE the Board hereby enacts as follows:

Purpose

This by-law establishes the Human Resource Committee. By adhering to this by-law, the Human Resources Committee will significantly contribute to the governance, integrity, and community alignment of Human Resources ("HR") practices, ensuring the Board's oversight responsibilities in HR matters are fulfilled with the utmost diligence and ethical standards.

Name of Committee, Composition and Appointment

1. The committee will be named the Peel Regional Police Service Board's Human Resources Committee and will be hereinafter referred to as the Human Resources Committee.
2. The Human Resources Committee will be composed of a minimum of two (2) Board members, including the Chair of the Board, who will be appointed *ex officio* to the Human Resources Committee. Additional Board members may be appointed at the Board's discretion.
3. Committee Members will be appointed to the Human Resources Committee by the Board upon the enactment of this by-law and upon the expiry of the term of any of the Committee Members. With the exception of the Chair of the Board, Committee Members will be appointed based on consultations between the Board Chair and the Executive Director of the Board.
4. The term of any of the Committee Members will coincide with term of the Board member's tenure with the Board, unless otherwise determined by the Board, in its sole discretion.
5. The Board may revoke the appointment of any Committee Member(s), in its sole discretion.
6. In the event a Committee Member ceases to be a Committee Member for any reason whatsoever prior to the expiry of their term, the Board will determine whether to elect a replacement Committee Member for the remainder of the term.

7. The Chair of the Board will be the Chairperson of the Human Resources Committee.
8. The Board may dissolve the Human Resources Committee at any point in time, in its sole discretion.

Committee Mandate and Responsibilities

9. Executive Oversight

- (a) The Human Resources Committee has the authority to review and determine performance goals, remuneration and working conditions for senior executive roles within the Peel Regional Police Service, including the Chief of Police and the Executive Director of the Board.
- (b) The Human Resources Committee will review and determine remuneration and working conditions for Deputy Chiefs of Police and excluded positions under s.220 of the *Community Safety and Policing Act*, in consultation with the Chief of Police.

10. Employee Engagement

- (a) The Human Resources Committee will review confidential surveys on employee morale, culture, engagement, and satisfaction in consultation with the Chief of Police.

11. HR Programs Oversight

- (a) The Human Resources Committee will discuss engagement initiatives and HR programs for hiring, training, retention and promotion in consultation with the Chief of Police, and will review the Peel Regional Police Service's performance in this regard.
- (b) The Human Resources Committee will review, approve and make recommendations with respect to the Board and the Peel Regional Police Service's HR policies and reports.

12. Executive Development and Succession Planning

- (a) The Human Resources Committee will review and support the Board in executive development and succession planning, at least annually.

13. Organizational Structure

- (a) The Human Resources Committee will consult with the Chief of Police on any changes in the Peel Regional Police Service's organizational structure and executive roles.

Operational Guidelines

14. Meeting Frequency and Agenda Setting

- (a) The Human Resources Committee will meet as necessary and upon request by the Chair of the Board, the Executive Director of the Board, or a majority of the Committee Members.

15. Quorum and Decision-making

- (a) A majority of Committee Members constitutes a quorum.

16. Reporting

- (a) The Human Resources Committee will report regularly to the Board on its activities, findings and recommendations.

17. Policies

- (a) The Human Resources Committee may make policies governing any aspect of its mandate, responsibilities and operational guidelines provided those policies do not conflict with any provision of this by-law or any other policies or by-laws of the Board.

18. Compliance with Legislation and Board Policies

- (a) The Human Resources Committee will comply with relevant legislation, including the Act and its regulations, and will abide by all applicable Board policies.

This BY-LAW was read a first, second and third time
and finally passed this 27th day of March, 2024.



Board Chair



USE OF FORCE AND WEAPONS AI-012

Adopted: 2024/04/01

Policy Statement

The Peel Police Service Board (the “Board”) acknowledges that both statutory and common law grant the police authority to utilize force, including lethal force, in carrying out their duties. This authority demands the utmost levels of respect and accountability to uphold the trust and confidence of the community. The use of force must, therefore, adhere to the principles of necessity, proportionality, and reasonableness, recognizing the dynamic nature of situations confronted by police officers.

Furthermore, the Board is resolutely committed to prioritizing the protection of life and the safety of both Peel Regional Police Service (the “Service”) members and the public. It firmly upholds and promotes the highest standards of performance, training, accountability, and transparency concerning the use of force by its members. Additionally, the Board emphasizes the significance of de-escalation techniques in the education and training of its members, particularly in situations prone to potential violence.

Policy Application

1. General

The Chief of Police shall ensure that:

- a. The Service’s policies regarding the use of force and weapons adhere to the spirit of the Policy Statement contained herein and the requirements of the *Community Safety and Policing Act* and/or any regulations made thereunder.
- b. Every member of the Police Service who may be required to use force on another person is in compliance with prescribed training requirements on the use of force.
- c. Before a firearm is issued to a member of the Police Service, the member is in compliance with the applicable training requirements prescribed by the Minister and is competent in the use of the firearm.
- d. Every member of the Police Service who is authorized to carry or use a firearm is in compliance with the prescribed training requirements on the use of firearms.

- e. Every member of the Police Service who is authorized to carry or use a weapon that is not a firearm is in compliance with the prescribed training requirements on the use of the weapon.
- f. Records are maintained of the training taken by members of the Police Service on the use of force, the use of firearms and the use of weapons that are not firearms and of when each training was taken.
- g. All weapons authorized and distributed for use within the Service comply with the technical specifications in Ontario Regulation 391/23 – Use of Force and Weapons
- h. An investigation is commenced, and report is filed to the Board where a member, by the discharge of a firearm in the performance of his or her duty, kills or injures another person.
- i. The Board is promptly informed when the Chief of Police discharges a firearm in the performance of the Chief's duties. The Board shall cause an investigation to be made into the circumstances should such an incident occur
- j. Ongoing review and evaluation of local use of force procedures, training and reporting occurs.

2. Reporting

The Chief of Police shall provide a copy of the Service's annual Use of Force report to the Board, which shall include:

- a. The number of use of force incidents and reports
- b. A description of the type of force used
- c. Time of day of the use of force
- d. The number of armed and unarmed subjects
- e. The unit the member worked in at the time the use of force occurred
- f. The number of years of service the member had at the time the use of force occurred
- g. Member injuries and subject injuries related to use of force incidents
- h. The perceived race of the subject of the use of force
- i. Details of de-escalation training provided to member and the number of members who received such training.

Data shall be provided for the five previous years where applicable, to enable comparisons.

The Chief of Police shall further provide any other relevant information that may assist the Board in understanding the application of the use of force and possible trends, to the extent permitted by law and operational requirements. The Board shall publish the annual report on the Internet.

Authority/Legislative Reference

s. 38(2), *Community Safety & Policing Act, 2019*



EXTREME INCIDENT RESPONSE PLAN

ER-011

Adopted: 2024/04/01

Policy Statement

This policy aligns with the Provincial Extreme Incident Response Plan, as approved by the Ministry of Solicitor General November 2023, and as described in Ontario Regulation 392/23 - Adequate and Effective Policing (General). The Peel Regional Police Service Board (the “Board”) is steadfast in its commitment to implementing a systematic, unified, and efficient response to any extreme incident. Our dedication extends to fulfilling all stipulations outlined within the Provincial Extreme Incident Response Plan (the “Provincial Plan”), ensuring comprehensive preparedness and effective crisis management.

Policy Application

1. In this policy, **Extreme incident** means a situation in which there is reason to suspect either:
 - a. a terrorism offence within the meaning of section 2 of the *Criminal Code* (Canada) that will cause or has caused casualties or negative impacts to critical infrastructure in the police service’s area of policing responsibility will be or has been committed
 - b. a criminal offence that will cause or has caused mass casualties will be or has been committed, and the effects of that offence could potentially exceed the capacity of the police service
 - c. a criminal offence that will cause or has caused negative impacts to critical infrastructure, requiring a response by the police service that could potentially exceed its capacity, will be or has been committed
 - d. multiple active attacker incidents, at least one of which is in the police service’s area of policing responsibility, will occur or are occurring, simultaneously, and there is reason to suspect the incidents are related
 - e. a protest, demonstration or occupation that will pose a serious threat to human life or critical infrastructure will occur or is occurring.

2. The Chief of Police, or designate, shall:
 - a. ensure that the Notification Protocol in the Provincial Plan is disseminated to appropriate front-line members through to senior command of the Peel Regional Police Service (the “Service”)
 - b. ensure the protocol is kept current with regard to contacts and positions, titles and roles
 - c. undertake risk assessments at a minimum annually or more frequently as required to identify potential targets (for example, persons, places, objects or systems) that are anticipated to be the subject of an extreme incident including, but not limited to:
 - i. creating and maintaining an up-to-date inventory of potential targets that are anticipated to be the subject of an extreme incident within the police service’s area of responsibility
 - ii. assessing the risk of an extreme incident (high/medium/low) associated with these targets
 - d. ensure open lines of communication are created and maintained to share information, including intelligence relevant to an extreme incident with other police services and relevant entities including but not limited to OPP Provincial Operations Centre (POC)
 - e. Ensure that a process is in place to identify and access necessary resources, including but not limited to:
 - i. personal protective equipment
 - ii. specialized services (for example, tactical units)
 - iii. vehicles
 - iv. training
 - v. temporary accommodation
 - vi. decontamination equipment
 - vii. telecommunications equipment (which are also interoperable)
 - f. Review, train on and exercise their respective procedures at a minimum every two years, and following legislative and operational changes affecting extreme incident response as applicable. This process will consist of:
 - i. reviewing their respective procedures for compliance with legislative and operational changes, including linkages with the municipal or First Nation emergency plan(s) within their jurisdiction.

- ii. conducting a simulated drill or sequence of events that places participants in a situation requiring them to function in the capacity that would be expected of them in the event of a real extreme incident. The simulated drill or sequence of events shall be performed concurrently with other police services and should also involve other relevant entities (for example, emergency service providers). This simulated drill or sequence of events shall at a minimum, test the interoperability of communication systems between the Police Service and other participating police services and any participating other relevant entities.
 - iii. considering how recent extreme incidents were responded to and lessons learned.
- 3. Based on information received regarding an extreme incident, the Chief of Police shall ensure that the following responsibilities are fulfilled as the circumstances require in addition to satisfying any other operational priorities that may exist:
 - a. implementing initial response and determining priorities, roles, and responsibilities of responding police officers on the scene(s)
 - b. undertaking the applicable steps from the Notification Protocol
 - c. establishing an incident command or an integrated unified incident command (as applicable)
 - d. co-ordinating actions of responding police officers and specialized responders as applicable, including liaising with other emergency service providers, such as fire and emergency medical services
 - e. activating any applicable agreements, as required, including agreements for the transfer of command to other police services or the RCMP, where applicable
 - f. following the inter-agency cooperation and information and intelligence sharing protocols
 - g. providing timely and relevant information to the media, including issuing public alerts, as required
 - h. providing assistance to victims and witnesses, including the provision of referrals that are appropriate in the circumstances to emergency services, health care professionals, victim support agencies, social service agencies and other appropriate governmental, non- governmental or community organizations.

4. The Chief of Police, or designate shall ensure that notification is given to municipal, First Nation, provincial, and federal government emergency service providers, as applicable, when it is safe for them to start addressing the consequence(s) of an extreme incident. To ensure a coordinated effort with respect to consequence management response, including rescue and recovery efforts, the Chief of Police or designate shall liaise with other emergency services providers, such as fire, emergency medical services, hospitals and public health officials, as applicable.
5. The Chief of Police, or designate shall exercise primary responsibilities in resulting investigations subject to the *Security Offences Act* or other legislation assigning primary responsibility to a specific police service or to an agreement pursuant to s. 14 of the *Community Safety and Policing Act, 2019* with another police service to undertake the relevant investigation.
6. The Chief of Police may request that the Commissioner of the OPP or the Chief of Police of another Police Service provide assistance, if the Chief of Police is of the opinion that the extreme incident is an emergency. The Board may also request the OPP's or another police service's assistance by resolution.
7. The Chief of Police, or designate shall provide updates to the OPP Provincial Operations Centre (POC) as per the Notification Protocol in the Provincial Plan. The Chief of Police shall share information, including intelligence relevant to an extreme incident with other Chiefs of Police and relevant entities as necessary to support an effective response, maintain situational awareness and public safety, and facilitate coordination of resources in accordance with local plans and standard operating procedures, or on an ad hoc basis, to the extent such disclosure is legally permitted.
8. The Chief of Police or designate shall inform the Board of the extreme incident and continue providing appropriate updates through the Chair of the Board or their designate.
9. The Chief of Police shall decide whether to make public any information relating to the extreme incident. The Chief of Police, or designate shall, where appropriate:
 - a. disseminate directions to personnel with regards to media scene access restrictions and access to the perimeters of the scene, as appropriate
 - b. release appropriate information to the media and members of public
 - c. maintain ongoing liaison with the media.

10. The Chief of Police, or designate shall ensure that public alerts are made as required using:
 - a. social media notification
 - b. an emergency alert system that delivers alerts through television, radio, and wireless devices.

Reporting

11. The Chief of Police or designate shall, following an extreme incident, prepare a report reviewing and evaluating the police service's response to the incident.

The report must include:

- a. General information regarding the incident, including the nature of the incident, the date, time and location of the incident, the environment in which the incident occurred and the details on the response to the incident.
- b. The type of personnel from the police service and other agencies involved in responding to the incident and their role in the response.
- c. An analysis of the outcome of the incident, including what worked well and recommendations for improvements, including matters to be addressed through changes to procedures and/or training.
- d. As applicable, the impact of the extreme incident and the Police Service's response to the extreme incident as it related to:
 - i. Victims
 - ii. the community
 - iii. the Police Service and other first responder agencies
 - iv. individual members of the Police Service.

If the extreme incident involves the members of another police service, the Chief of Police shall prepare the above report in consultation with the chiefs of police of the other involved police services.

12. The Chief of Police shall ensure the report is prepared within 120 days after:
 - The day of the incident, if there is no Special Investigations Unit investigation into the incident.

- If there is a Special Investigations Unit investigation into the incident, the day on which public notice in respect of the incident is given under section 33 of the *Special Investigations Unit Act, 2019*, or a report is published in respect of the incident under section 34 of that Act.
- 13. If the Chief of Police is unable to complete the report within the timeframe above, the Chief of Police shall notify the Board of the status of the report every 30 days, until the report is complete.
- 14. The Chief of Police shall provide the board the report within 30 days after the Chief of Police approves the report. The Board shall publish the report on the internet, subject to the following:
 - The Board shall not make any information from the report available to the public without consulting with the chief of police regarding (1) whether any information from the report should not be disclosed and (2) whether the information could be redacted if access to the report were requested under the *Freedom of Information and Protection of Privacy Act* (FIPPA) and the *Municipal Freedom of Information and Protection of Privacy Act* (MFIPPA).
 - The Board shall not redact any information in the report that would be required to be disclosed in response to a request for access under the FIPPA or MFIPPA.

Authority/Legislative Reference

s. 38(1)(g), *Community Safety & Policing Act, 2019*



ACTIVE ATTACKER INCIDENTS

ER-012

Adopted: 2024/04/01

Policy Statement

Being fully prepared for potential active attacker situations is paramount to protecting the community's safety. The Peel Regional Police Service Board (the "Board") is unwavering in its dedication to ensuring that the Peel Regional Police Service (the "Service") is equipped and trained to handle such crises. With robust processes in place, our goal is not only to restore safety and order swiftly but also to provide unwavering support to victims and members of the Service throughout the incident.

Definition

1. For the purpose of this policy (the "Policy"), the following definitions apply:

Active Attacker means an individual who appears to be engaged in, attempting to engage in, or about to engage in an attack where there is reason to suspect that,

- (a) the attack will be sustained,
- (b) the attacker will cause serious bodily harm or death to other individuals, and
- (c) the attacker will continue to attack more individuals if the attacker is not stopped;

Policy Application

2. The Chief of Police shall comply with Ontario Regulation 393/23 – Active Attacker Incidents and ensure that:

a) Police officers be deployed immediately to an incident involving an active attacker and follow response priorities in the following order:

- i. to stop the active attacker.
- ii. to preserve life.
- iii. to restore order.

b) Assistance be provided to victims of an active attacker and their families as soon as possible, including the provision of referrals that are appropriate in the circumstances to emergency services, health care professionals, victim support agencies, social service agencies and other appropriate governmental, non-governmental or community organizations.

- c) if necessary, an area be established for the purpose of providing victims and their family members and friends with information on survivors and death notifications, away from the incident location and, to the extent possible, in a location that is not accessible to persons who are not victims or their family members or friends, or to the media.
 - d) If necessary, in the circumstances, a separate area be established for the media.
 - e) Every police officer who performs community patrol functions be issued medical supplies and equipment in accordance with the Ontario Regulation 393/23.
 - f) consider the following factors in determining the number of semi-automatic rifles to make readily accessible:
 - i. The policing needs of the community.
 - ii. The geographic characteristics of the police service's area of policing responsibility.
 - iii. The extent to and manner in which incidents involving an active attacker are effectively responded to in similar communities in Ontario.
 - iv. The extent to which past responses to incidents involving an active attacker by the police service have been effective.
 - v. Best practices respecting responses to incidents in other jurisdictions involving an active attacker.
- 3.** The Chief of Police shall take reasonable steps to develop partnerships with external service providers to facilitate the provision of assistance to victims following an incident involving an active attacker, including concluding arrangements to facilitate the provision of appropriate referrals to health care professionals, victim support agencies, social service agencies and other appropriate governmental, non-governmental or community organizations. Whenever possible, assistance shall be provided from a centralized location or common virtual platform.
- 4.** The Chief of Police shall publicize how victims of an incident involving an active attacker can access the services that are being provided under an arrangement concluded under paragraph 2.
- 5.** The Chief of Police shall take reasonable steps to conclude arrangements to ensure a coordinated response with emergency medical services and fire departments to incidents involving an active attacker.

6. The Chief of Police shall take reasonable steps to ensure that, at least every two years, members of the police service, including communications personnel, participate in scenario- based active attacker response training and exercises together with emergency medical services and fire departments. The development of training and exercises shall be informed by applicable best practices, and by recommendations for improvements contained in reports prepared following any active attacker incidents.
7. The Chief of Police shall ensure that the Service has the ability to issue public alerts in order to provide information to the public about incidents involving an active attacker, including the nature of the incident and any steps that the public should take, using,
 - a. an emergency alert system that delivers alerts through television, radio and wireless devices; and
 - b. social media notifications.
8. The Chief of Police shall ensure that the police service has means of communicating non- urgent information respecting an incident involving an active attacker to the public on request, and shall ensure that the public is made aware of those means.
9. The Chief of Police shall establish procedures for responding to incidents involving an active attacker, which must address the requirements of section 7 of Ontario Regulation 393/23, including the following:
 - a. Communications in relation to incidents involving an active attacker
 - b. Responses by the police officers who initially respond to the incident
 - c. Responses by off-duty police officers who wish to assist in responding to the active attacker
 - d. Responsibilities for exercising command in response to the incident
 - e. Responses by police officers who are acting as a team to make contact with the active attacker
 - f. Rescue efforts
 - g. Responding to incidents involving an active attacker at schools and any other locations the Chief of Police believes are at an elevated risk of such an incident occurring, or where the physical location may result in the potential for mass casualties.

10. The Chief shall ensure that the wellbeing of members is prioritized following an active attacker incident and that the necessary supports for members are in place.

Reporting

11. If the members of the Police Service respond to an incident involving an active attacker within the area of policing responsibility of the Police Service, the Chief of Police shall prepare a report reviewing and evaluating the Service's response to the incident, which must include the following:
 - a. General information regarding the incident, including the nature of the incident, the date, time, duration and location of the incident, including whether the incident began in one location and ended in another, and the nature or characteristics of the location in which the incident occurred.
 - b. Specific information regarding the active attacker, including information regarding any weapons, ammunition or explosives owned or used by the attacker, any criminal history or history of violence, whether the attacker shared information about the incident or plans for the incident, and the tactics used by the attacker during the incident.
 - c. The type of police service and other first responder personnel involved in responding to the incident, and their role in the response.
 - d. Details on the response to the incident, including the use of communication, intelligence, tactics, and equipment.
 - e. An analysis of the outcome of the incident, including elements of the response that were effective and elements that were not effective, and recommendations for improvements, including matters to be addressed through changes to procedures and training.
 - f. The impact of the incident and the police service's response to the incident as it related to, as applicable, victims, the community, the police service and its members, another police service and any other first responders.

12. If members of the Police Service respond to an incident involving an active attacker outside the area of policing responsibility of the Police Service, the Chief of Police shall support the preparation of the report by the Chief of Police in which

the incident occurred. A joint report may be prepared in the event the incident occurred in multiple jurisdictions.

13. The Chief of Police shall prepare the report within 120 days after,
 - a. the day of the incident, if there is no Special Investigations Unit investigation into the incident; or
 - b. if there is a Special Investigations Unit investigation into the incident, the day on which public notice in respect of the incident is given under section 33 of the *Special Investigations Unit Act, 2019* or a report is published in respect of the incident under section 34 of that Act.
 - c. If the Chief of Police is unable to complete the report within the timeframe above, the Chief of Police shall notify the Board of the status of the report every 30 days, until the report is complete.

14. The Chief of Police shall provide the Board the report within 30 days after the Chief of Police approves the report. The Board shall publish the report on the internet, subject to the following:
 - a. The Board shall consult with the Chief of Police respecting any proposed redaction.
 - b. When consulted, the Chief of Police shall advise the Board respecting the proposed redaction. If the Chief of Police was required to consult with the chiefs of police of other police services in preparing the report, the Chief of Police shall consult with them respecting the proposed redaction before advising the Board.
 - c. The Board shall not redact any information in the report that would be required to be disclosed in response to a request for access under the *Municipal Freedom of Information and Protection of Privacy Act* or the *Freedom of Information and Protection of Privacy Act*, as the case may be.

Authority/Legislative Reference

s. 38(2), *Community Safety & Policing Act, 2019*



CONDUCT OF INVESTIGATIONS LE-048

Adopted: 2024/04/01

Policy Statement

Investigations into criminal and other matters stand as a cornerstone function of the Peel Regional Police Service (the “Service”). The Peel Police Service Board (the “Board”) understands that successful investigations not only enhance community safety but also bolster public confidence in law enforcement. Conversely, investigations resulting in wrongful accusations can significantly erode community trust. As such, it is imperative to uphold the highest standards of investigative excellence. By doing so, we affirm our commitment to maintaining organizational precision and fostering unwavering trust within our community.

Policy Application

1. The Chief of Police shall comply with Ontario Regulation 395/23 – Investigations and ensure that:
 - a. The Police Service has at least one of each of the following individuals available 24 hours a day:
 - i. A senior investigator.
 - ii. A supervisor.
 - iii. A major case manager.
 - b. The following procedures are in place, and updated on a regular basis:
 - i. Procedures regarding notifying supervisors of matters for the purposes of section 6 of Ontario Regulation 395/23.
 - ii. Procedures for undertaking investigations in accordance with Ontario Regulation 395/23.
 - iii. Procedures for the management of information relating to investigations in accordance with Ontario Regulation 395/23.
 - iv. Procedures for managing informers and agents and ensuring their security in accordance with Ontario Regulation 395/23.

- c. Consultation occurs with the Crown Attorney in accordance with Ontario Regulation 395/23, including with respect to any concerns raised by the Crown Attorney or judiciary regarding the investigation procedures or the practices of members of the Service related to any aspect of an investigation, and appropriate follow up and review is conducted when concerns are identified.
- d. Members of the Service are adequately trained and deployed as required to undertake or supervise investigations.
- e. The following factors are considered when determining the number of members of the Service that are required to undertake and supervise an investigation:
 - i. Data on the workload of members conducting investigations from the previous five years;
 - ii. The crime severity index for areas being policed;
 - iii. The clearance rates for the areas being policed;
 - iv. The strategic plan for the police service; and
 - v. The geographical characteristics of the community.

Reporting

2. The Chief of Police shall submit an annual report to the Board demonstrating compliance with this policy.

Authority/Legislative Reference

s.38(1)(g), *Community Safety & Policing Act, 2019*

O.Reg.395/23: Investigations, s.24



Disclosure of Personal Information

LE-049

Adopted: 2024/04/01

Policy Statement

Ensuring the safety of the community stands as the foremost priority guiding the decision-making process within Peel Regional Police. When deliberating the release of personal information, numerous factors must be carefully considered within the confines of relevant legislative frameworks, which seek to strike a delicate balance between privacy rights and the public interest. It is imperative for Peel Regional Police Service (the “Service”) to continually earn and uphold the trust of the community to effectively safeguard public safety. As such, the Service must be perceived as acting in the best interests of the public when disclosing personal information. Consequently, this policy aims to foster accountability and uniformity by establishing clear criteria and conditions for the disclosure of personal information.

Policy Application

1. The Chief of Police shall ensure that all provisions of section 80 of the *Community Safety and Policing Act* and Ontario Regulation 412/23 – Disclosure of Personal Information, are adhered to.
2. In determining whether to disclose personal information about an individual in accordance with section 80 of the *Community Safety and Policing Act* and Ontario Regulation 412/23, the Chief of Police or a designate shall consider the availability of resources and information, what is reasonable in the circumstances of the case, what is consistent with the law and public interest, what is necessary to ensure that the resolution of criminal proceedings is not delayed, and whether the disclosure is for one or more of the following purposes:
 - a. Protection of the public;
 - b. Protection of victims of crime;
 - c. Keeping victims of crime informed of the law enforcement, judicial or correctional processes relevant to the crime that affected them;
 - d. Law enforcement;
 - e. Correctional purposes;
 - f. Administration of justice, including the conduct of civil proceedings;

- g. Enforcement of and compliance with any federal or provincial Act, regulation or government program; and
 - h. Keeping the public informed of the law enforcement, judicial or correctional processes respecting any individual.
- 3. The Chief of Police or a designate may disclose any personal information about any person if,
 - a. the individual has been convicted or found guilty of an offence under any federal or provincial Act;
 - b. the Chief of Police or designate reasonably believes that the individual poses a significant risk to other persons or to property; and
 - c. the Chief of Police or designate reasonably believes that the disclosure of the personal information is necessary to reduce the risk described in clause (b).
- 4. The Chief of Police or designate may disclose to any person the following personal information about an individual who has been charged with, convicted of or found guilty of an offence under any federal or provincial Act:
 - a. The individual's name, age, date of birth and address.
 - b. The offence in question and, if the individual has been convicted or found guilty of the offence, any sentence imposed.
 - c. The outcome of all judicial proceedings relevant to the offence.
 - d. The procedural stage of the criminal justice process to which the prosecution of the offence has progressed and the status of the individual in that process as it relates to the individual's location or custody, including whether the individual is in custody, or the terms, if any, upon which the individual has been released from custody.
 - e. The date of the release or impending release of the individual from custody for the offence, including any release on parole or temporary absence.
- 5. If requested by a victim of crime, any of the following information about an individual who is accused of committing the offence in question may be disclosed by the Chief of Police or designate to the victim:
 - a. The progress of investigations that relate to the offence.

- b. The charges laid with respect to the offence or, if no charges were laid, the reasons why no charges were laid.
 - c. The dates and places of all proceedings that relate to the prosecution of the offence.
 - d. The outcome of all proceedings, including the outcome of any proceedings on appeal.
 - e. Any pretrial arrangements that are made that relate to a plea that may be entered at the trial by the individual.
 - f. The interim release and, in the event of conviction, the sentencing of the individual.
 - g. If the individual is convicted of the offence, any application for release or any impending release of the individual, including release in accordance with a program of temporary absence, on parole or on an unescorted temporary absence.
 - h. If the individual is charged with or convicted of the offence, any escape from custody of the individual.
 - i. If the individual is found unfit to stand trial or is found not criminally responsible on account of mental disorder:
 - i. any disposition provided for under the *Criminal Code* (Canada) that is made in respect of the individual, and
 - ii. any hearing held with respect to the individual by the Review Board established or designated for Ontario under the *Criminal Code* (Canada).
6. Subject to sections 8(2) and 8(3) of Ontario Regulation 412/23, the Chief of Police or designate may disclose personal information about an individual who is under investigation for having committed an offence under any federal or provincial Act, or is charged with, convicted of or found guilty of such an offence, to:
- a. any police service in Canada;
 - b. any correctional or parole authority in Canada;
 - c. any person or agency engaged in the protection of the public or the administration of justice; or
 - d. any person or agency engaged in the enforcement of or compliance with any federal or provincial Act, regulation or government program.

Reporting

7. In the application of this policy, the Chief of Police shall report to the Board any matters of significance to the public interest as the need arises.

Authority/Legislative Reference

s. 38(1)(c), *Community Safety & Policing Act, 2019*



VEHICLE PURSUITS LE-050

Adopted: 2024/04/01

Policy Statement

The Peel Regional Police Service Board (the “Board”) is unwavering in its dedication to ensuring that the safety of the citizens of Peel and the safety of the Peel Regional Police Service’s (the “Service”) members are paramount in all aspects of police decision-making, including with respect to vehicle pursuits. With robust processes and policies in place, the Service’s members will be better equipped to meet this objective in determining whether to initiate a vehicle pursuit.

Policy Application

1. Definitions

- a. **Vehicle Pursuit** means a pursuit that occurs when a police officer pursues, in a motor vehicle, another motor vehicle that the officer had attempted to stop but that failed to stop and remain in place.
- b. **Vehicle Pursuit Procedures** means the procedures established by the Chief of Police pursuant to section 4 and section 5 of Ontario Regulation 397/23

2. General

The Chief of Police shall comply with Ontario Regulation 397/23 – Vehicle Pursuits and ensure that:

- a. A police officer shall not initiate or continue a vehicle pursuit unless:
 - i. the officer has reason to believe that:
 1. A criminal offence has been committed or is about to be committed; and
 2. Stopping the motor vehicle is necessary to apprehend an individual in connection with the offence or to prevent the commission of the offence; or
 - ii. the purpose of the pursuit is to identify the motor vehicle or an individual inside the motor vehicle.

- b. A police officer shall not initiate a vehicle pursuit unless the officer has first determined that,
 - i. The vehicle pursuit is permitted under subsection 2(1) of Ontario Regulation 397/23;
 - ii. There are no alternatives set out in the vehicle pursuit procedures that can readily be implemented in the circumstances; and
 - iii. The risk to public safety that may result from the pursuit is outweighed by the risk to public safety that may result if,
 - 1. An individual in the fleeing motor vehicle is not immediately apprehended, or
 - 2. The fleeing motor vehicle or an individual in the fleeing motor vehicle is not identified.
- c. A police officer shall not initiate a vehicle pursuit for a non-criminal offence if the identity of an individual in the fleeing motor vehicle is known.
- d. A police officer shall continually reassess the determination of the risk to public safety made under subsection 2(2) of Ontario Regulation 397/23
- e. A police officer shall discontinue a vehicle pursuit if,
 - i. Due to a change in circumstances, the vehicle pursuit ceases to be permitted under subsection 2(1) of Ontario Regulation 397/23;
 - ii. In the case of a vehicle pursuit for a non-criminal offence, the fleeing motor vehicle or an individual in the fleeing motor vehicle is identified; or
 - iii. The police officer subsequently determines that the risk to public safety that may result from continuing the pursuit is no longer outweighed by the risk to public safety that would result if either of the circumstances described in subsections 2(2)(c)(i) or (ii) of Ontario Regulation 397/23 occurs.
- f. A police officer shall not engage in a vehicle pursuit unless the officer is in a marked police motor vehicle, unless:
 - i. A marked police motor vehicle is not readily available; and

- ii. The police officer believes that it is necessary to immediately apprehend an individual in the fleeing motor vehicle or to identify the fleeing motor vehicle or an individual in the fleeing motor vehicle.
- g. A police officer shall notify a dispatcher when the officer initiates a vehicle pursuit; and the dispatcher shall notify the applicable supervisor identified in the vehicle pursuit procedures.
- h. The supervisor identified in the vehicle pursuit procedures shall order the police officer(s) to discontinue the vehicle pursuit if, in the opinion of the supervisor, the risk to public safety that may result from the pursuit outweighs the risk to public safety that may result if an individual in the fleeing motor vehicle is not immediately apprehended or if the fleeing motor vehicle or an individual in the fleeing motor vehicle is not identified.
- i. A police officer shall not discharge a firearm for the sole purpose of attempting to stop a fleeing motor vehicle.
- j. A police officer shall consider the tactics for stopping a motor vehicle as set out in the vehicle pursuit procedures.
- k. A police officer shall not intentionally cause a motor vehicle to come into physical contact with a fleeing motor vehicle, except in the following circumstances:
 - i. The purpose of the maneuver is to stop the fleeing motor vehicle and the officer, after having assessed the effect of the maneuver on the safety of other individuals, believes on reasonable grounds that the maneuver is necessary to immediately protect against loss of life or serious bodily harm.
 - ii. The purpose of the maneuver is to pin the motor vehicle where,
 1. The driver of the motor vehicle has lost control of the vehicle or collided with an object, causing the vehicle to come to a stop, and
 2. The driver continues to try and use the motor vehicle to flee.

3. The Chief of Police shall establish procedures that meet the requirements of section 4 and section 5 of Ontario Regulation 397/23 and this Policy.
4. The Chief of Police shall keep records as required pursuant to section 13(1) of Ontario Regulation 397/23.

Reporting

5. The Chief of Police shall provide the Board with a report within 30 days of a vehicle pursuit that resulted in injury to any person, including a police officer, and/or damage to any property, including property of the Board and/or Service, unless the SIU invokes its mandate.
6. The Chief of Police shall provide the Board with a report, upon request, unless the SIU invokes its mandate, detailing:
 - a. The number of vehicle pursuits initiated by police officers within a time frame specified by the Board;
 - b. The number of those vehicle pursuits that were discontinued and the reason they were discontinued;
 - c. The number of those vehicle pursuits that resulted in:
 - i. The identification of the fleeing motor vehicle,
 - ii. The identification of an individual in the fleeing motor vehicle,
 - iii. The apprehension of individuals in the fleeing motor vehicle,
 - iv. The use of alternative measure, as set out in the vehicle pursuit procedures

Authority/Legislative Reference

s. 38(2), *Community Safety & Policing Act, 2019*
O. Reg. 397/23: Vehicle Pursuits, s.3



STRATEGIC PLANNING PRP-AI-009

Adopted: 2024/04/1

Policy Statement

The Peel Police Service Board (the “Board”) holds a pivotal governance role in the development and oversight of the Strategic Plan of the Peel Regional Police Service (the “Service”). Through collaborative consultation, the Board establishes clear policing objectives, ensures the allocation of necessary resources, and monitors progress towards achieving these objectives. In doing so, the Board fulfills its duty to guarantee the delivery of adequate and effective policing services to the residents of Peel Region.

Policy Application

1. The Board, in consultation with the Chief of Police, shall prepare and adopt a Strategic Plan for the provision of policing. The Plan shall address the following matters:
 - a. How adequate and effective policing will be provided in accordance with the needs of the population of the area
 - b. The objectives, priorities and core functions of the Service.
 - c. Quantitative and qualitative performance objectives and indicators of outcomes relating to:
 - i. the provision of community-based crime prevention initiatives, community patrol and criminal investigation services,
 - ii. community satisfaction with the policing provided,
 - iii. emergency calls for service,
 - iv. violent crime and clearance rates for violent crime,
 - v. property crime and clearance rates for property crime,
 - vi. youth crime and clearance rates for youth crime,
 - vii. police assistance to victims of crime and re-victimization rates,
 - viii. interactions with persons described in paragraph d) of this section,
 - ix. Road safety; and
 - x. any other prescribed matters.
 - d. Interactions with,
 - i. youths,
 - ii. members of racialized groups, and
 - iii. members of First Nation, Inuit and Métis communities.

- e. Interactions with persons who appear to have a mental health condition.
 - f. Interactions with persons who appear to have a mental illness or a neurodevelopmental disability.
 - g. Information technology.
 - h. Resource planning.
 - i. Police facilities.
 - j. Any other prescribed matters.
2. The Strategic Plan shall also provide an overview of the consultations that were conducted and state how the needs and concerns regarding policing identified during the consultations are addressed by the Plan.
3. In preparing or revising the Strategic Plan, the Board shall consult with,
- a. the chief of police and members of the Police Service;
 - b. the municipal council of any municipalities in the board's area of policing responsibility;
 - c. the band councils of any First Nations in the board's area of policing responsibility;
 - d. groups representing diverse communities in the board's area of policing responsibility;
 - e. school boards, community organizations, businesses and members of the public in the board's area of policing responsibility; and
 - f. any other prescribed persons, organizations or groups.
4. In preparing or revising the Strategic Plan, the Board shall consider, at a minimum,
- a. the results of consultations;
 - b. any community safety and well-being plans adopted by the municipalities or First Nations that are in the Board's area of policing responsibility; and
 - c. the needs of members of diverse communities in the Board's area of policing responsibility, including the needs of members of racialized groups and of First Nation, Inuit and Métis communities.

5. The Board shall review and, if appropriate, revise the Strategic Plan in accordance with the regulations, if any, at least once every four years.
6. The Board shall publish the Strategic Plan on the internet
7. The Chief of Police shall ensure that the members of the Police Service are aware of and understand their role in supporting the achievement of the objectives and priorities of the Strategic Plan, and that the Strategic Plan forms the basis for operational planning.

Reporting:

8. The Chief of Police shall provide the Board updates on the progress related to the objectives in the Plan twice per year.
9. The Chief of Police shall prepare and submit an annual report to the Board in June of each year that addresses the following:
 - a. the implementation of the Strategic Plan and the achievement of the performance objectives identified in the strategic plan;
 - b. the affairs of the Police Service;
 - c. the provision of policing as it relates to any community safety and well-being plans adopted by the municipalities or First Nations that are in the board's area of policing responsibility; and,
 - d. any other prescribed matters
10. The Board shall submit the report provided by the Chief of Police to its municipality by no later than June 30 of each year, and publish the report on the internet.

Authority/Legislative Reference

- s. 38(1)(a), *Community Safety & Policing Act, 2019*



QUALITY ASSURANCE PRP-AI-010

Adopted: 2024/04/01

Policy Statement

The cornerstone of effective policing lies in the adherence to clearly defined processes and procedures, coupled with vigilant leadership oversight to ensure their adherence, review, and necessary updates. With a steadfast dedication to accountability and efficacy, the Peel Police Service Board (the “Board”) is unwavering in its commitment to ensuring the implementation and meticulous execution of a comprehensive quality assurance program within the Peel Regional Police Service (the “Service”). This approach serves as a proactive measure to mitigate risks and propel the attainment of defined operational objectives.

Policy Application

1. The Chief of Police shall:

- a. ensure that all practices related to quality assurance and audit functions are in accordance with statutory requirements and generally accepted principles and standards for the professional practice of internal auditing.
- b. establish an internal audit capability for the Police Service and ensure that appropriate resources are provided to the members performing the function.
- c. ensure that police members involved in audit processes have the knowledge, skills and abilities required to perform the duties required, and that adequate training and education are provided to members to enable them to fulfill their responsibilities.
- d. develop an internal audit work plan, on an annual basis, based on risk assessment and operational priorities, that identifies potential audit projects to be performed during the calendar year and provide a copy of the plan to the Board.
- e. present to the Board a consolidated report summarizing the results of the previous year’s audits, including any audits conducted externally.
- f. inform the Board, as required, of any audit results that may require the immediate attention of the Board.

Reporting

2. The Chief of Police shall submit a report to Board annually demonstrating compliance with this policy.

Authority/Legislative Reference

s. 38(1)(a), *Community Safety & Policing Act, 2019*



ADEQUATE AND EFFECTIVE POLICING PRP-CP-004

Adopted: 2024/04/1

Policy Statement

The Peel Police Service Board (the “Board”) is dedicated to upholding a standard of excellence in the delivery of policing services by Peel Regional Police Service (the “Service”). By implementing robust processes and mechanisms for adherence, review, and continuous enhancement, we strive to achieve improved policing outcomes and foster a safer community. Our unwavering commitment extends to ensuring full compliance with all provisions outlined in Ontario Regulation 392/23 - Adequate and Effective Policing (General). Through accountability, bolstered public confidence, and the provision of superior policing, we aim to meet the evolving needs of our community.

Policy Application

1. The Chief of Police shall ensure that the Service complies with all provisions of Ontario Regulation 392/23 - *Adequate and Effective Policing (General)*, and will establish, communicate and operate within the scope of the procedures in the areas described below. These procedures shall be reviewed and updated consistently and regularly to ensure that they are effective and efficient, reflect current best practices and incorporate improvements where it is determined that changes are required.
 - a) Crime prevention, including:
 - i. community-based crime prevention initiatives that seek to address the root causes of crime and involve stakeholders, consistent with the Strategic Plan and the policing needs of the community.
 - b) Law enforcement, including:
 - i. Community patrol that addresses when and where directed patrol is considered necessary or appropriate, based on the policing needs of the community.
 - ii. Traffic direction and enforcement, including traffic patrol
 - iii. Situations when more than one police officer must respond to an occurrence or call for service.
 - iv. internal task forces

- v. joint forces operations
- vi. undercover operations
- vii. criminal intelligence, addressing the collection, use, disclosure, retention, disposal, correction and dissemination of, and access to, criminal intelligence information, as well as related audit procedures.
- viii. crime, call for service and public disorder analyses,
- ix. informants and agents,
- x. witness protection and security,
- xi. police response to persons who are in crisis, regardless of whether those persons appear to have a mental illness or a neurodevelopmental disability,
- xii. search of the person,
- xiii. search of premises,
- xiv. arrest,
- xv. bail and violent crime,
- xvi. detainee care and control,
- xvii. detainee transportation,
- xviii. property and evidence control.
- xix. Investigative supports
- xx. the provision of law enforcement in respect of all navigable bodies and courses of water within the Service's area of responsibility.

c) Maintaining the public peace, including:

- i. functions, responsibilities and reporting relationships of a public order unit and its members, including in relation to the role of a public order commander and, if any, to a police liaison team
- ii. the deployment of a public order unit for planned and unplanned public order incidents, and debriefing following deployment, including the preparation of a summary and analysis of the outcome and recommendations for improvement.
- iii. police action in respect of labour disputes,
- iv. police action in respect of protests, demonstrations and occupations.

d) Emergency response, including:

- i. the functions and deployment of any tactical unit, hostage rescue team, incident commander, crisis negotiator, explosives disposal, and containment team.

- ii. preliminary perimeter control and containment
- iii. extreme incidents that are consistent with the Extreme Incident Response Plan
- iv. the functions and provisions of any mobile mental health and addictions crisis team
- v. explosive forced entry and explosive disposal
- vi. responses to a chemical, biological, radiological, nuclear or explosive incident
- vii. emergency ground search, rescue and recovery
- viii. emergency waterways search, rescue and recovery, including underwater search and recovery
- ix. canine units

e) Providing assistance to victims of Crime, including

- i. referrals to, as appropriate in the circumstances, emergency services, health care professionals, victim support agencies, social service agencies and other appropriate governmental, non-governmental or community organizations
- ii. responsibilities of members of the Police Service in providing assistance to victims.

f) Additional policing functions, including:

- i. communications and dispatch services
- ii. supervision in accordance with Ontario 392/23

2. The Chief of Police shall prepare an emergency plan for the Service setting out the roles and responsibilities of the Service during an emergency and the procedures to be followed during an emergency. In developing the emergency plan, the Chief of Police shall consult with the Region of Peel and any other applicable emergency service providers.

3. The Chief of Police shall ensure that members of the Service, or persons performing a policing function under the direction of a member, are capable of performing the functions assigned to them.

4. The Chief of Police shall ensure that the equipment and other resources provided to members of the Service for the purpose of providing a policing function shall include at least the equipment and resources set out in Schedule 1 of the *Adequate and Effective Policing (General) Regulation*.

5. a) The Chief of Police shall develop an Operational Plan for the following incidents:
 - i. an incident that requires multiple members of a chief of police's Service to provide emergency response or maintain the public peace policing functions outside of the Service's area of policing responsibility; and
 - ii. the provision of policing functions by the Service in relation to the incident is anticipated to continuously last, or has already continuously lasted, longer than the duration of a normal shift for the involved members of the Service.
- b) The Operational Plan shall have regard to the collective agreements with members, and address, without limitation, breaks and meals for members of the Police Service who are deployed in relation to the incident.
- c) The Chief of Police shall comply with the requirements in the Operational Plan.
6. The Chief of Police shall implement a quality assurance process relating to the provision of adequate and effective policing in accordance with the Act and Regulations and any Board policies in respect of quality assurance.
7. The Chief of Police shall ensure that members have the necessary training, knowledge, skills and abilities to perform the duties required by the Act and its Regulations.

Reporting

8. The Chief of Police shall provide the Board with an annual report on crime analysis, call analysis and public disorder analysis data, and of information on crime trends, and shall ensure that the report is published on the internet.
9. In accordance with the Missing Persons Act, 2018, the Chief of Police shall ensure that an annual report on missing persons is provided to the Board before April 1 each year that includes:
 - a) the total number of urgent demands made in the previous calendar year and the number of missing persons investigations to which they related;
 - b) A description of the types of records specified in the urgent demands for records made in that year.

Authority/Legislative Reference

s. 38(1)(b) and s.38(1)(g), *Community Safety & Policing Act, 2019*
O. Reg. 392/23: Adequate and Effective Policing, s.23



SECONDARY ACTIVITIES PRP-HR-002

Adopted: 2024/04/01

Policy Statement

The Peel Regional Police Service Board (the “Board”) acknowledges that members may pursue activities outside of policing, within the parameters set forth in the *Community Safety and Policing Act*. It is imperative for the community to have confidence that police officers conduct themselves in a manner consistent with the public interest and in alignment with the values upheld by the Peel Regional Police Service (the “Service”). The Board expects members to exemplify the highest standards of integrity and ethical conduct. Additionally, it is anticipated that, throughout their tenure, fulfilling policing responsibilities remains the primary professional and employment obligation for all members.

Policy Application

- 1.1. Members of the Police Service shall not engage in any activity:
 - a. that interferes with or influences adversely the performance of his or her duties as a member of the Police Service, or is likely to do so;
 - b. that places him or her in a position of conflict of interest, or is likely to do so;
 - c. that would otherwise constitute full-time employment for another person; or
 - d. in which he or she has an advantage derived from being a member of the Police Service.
- 1.2. Paragraph 1.1(c) does not apply to auxiliary members of the Service.
- 1.3. Paragraph 1.1 does not prohibit a member from performing, in a private capacity, services that have been arranged through the Service, in accordance with the policies as determined by the Chief of Police.
2. A member of the Service who proposes to undertake an activity that may contravene a section described in paragraph 1.1, or who becomes aware that an activity that the member has already undertaken may do so, shall disclose full particulars of the situation to the Chief of Police. In the case of the Chief of Police, the full particulars of the situation shall be disclosed to the Board.

3. The Chief of Police or the Board, as the case may be, shall decide whether the member is permitted to engage in the activity, subject to any conditions or restrictions that may be set out in the decision. The member shall be notified of the decision in writing, with reasons, and an annual report shall be provided to the Board.
4. Where a member who was previously granted permission to undertake a secondary activity becomes aware that the particulars of the secondary activity has or may change, the member shall disclose the details of the changes to the Chief of Police, or the Board in the case of a secondary activity undertaken by the Chief of Police. The Chief of Police or the Board may rescind the permission to engage in the secondary activity, or place restrictions on the secondary activity, as a result of the changes disclosed. If the permission is rescinded or conditions are added, the Chief of Police shall provide a report to the Board.
5. The Chief of Police may at any time rescind the approval if it is determined by the Chief of Police that the granted privilege has become a contravention of the Act, the performance of duties is adversely affected, or a member refuses to comply with a restriction imposed on the activity. The Board may take the same action with respect to any secondary activity undertaken by the Chief of Police.

Reporting

6. The Chief of Police shall submit a written report to the Board in accordance with Paragraphs 3 and 4. The report shall provide detail on the nature or type of the secondary activity disclosed and the reasons for allowing or denying the member to participate in the activity, and any restrictions imposed.

Authority/Legislative Reference

s. 38(1)(d), *Community Safety & Policing Act, 2019*



COMPLAINTS OF MISCONDUCT

PRP-LG-004

Adopted: 2024/04/01

Policy Statement

The Peel Police Service Board (the “Board”) acknowledges the pivotal role of community trust in effective policing. To cultivate and safeguard this trust, it's imperative that the public perceives the Peel Regional Police Service (the “Service”) as being fully committed to accountability, with unwavering expectations for the highest standards of conduct from all its members.

With a firm dedication to integrity, the Board is steadfast in its commitment to maintaining a comprehensive, impartial, and transparent complaints process. This process ensures that any allegations of misconduct against members are addressed with due diligence, guaranteeing fairness and respect for both Service members and the community they serve.

Policy Application

1. General

1.1. The Chief of Police shall ensure that procedures are in place to maintain an effective and efficient complaint system and to adhere to all requirements under the *Community Safety and Policing Act* (the Act) and associated Regulations. The procedures shall provide that:

- a. a Professional Standards Unit be maintained, adequately staffed and trained, to liaise with the Complaints Director, and to receive and investigate public complaints in accordance with the Act.
- b. well-defined and comprehensive processes exist for the purpose of investigating public complaints into alleged misconduct by sworn members and Special Constables.
- c. adequate training is provided to all members of the Service in respect of the complaints procedures of the Service and relevant Parts of the *Act*.
- d. the Professional Standards Unit's Inspector or designate co-operate and follow the direction of the Complaints Director in respect of all public complaints.

- e. a mechanism is developed and implemented to provide assistance for public complainants who may not be literate, or who may not be fluent in English.
- 1.2. Any complaints received by a Board member against a police officer or a Special Constable shall be forwarded to the Board office. The Board office shall forward a complaint against a police officer to the Complaints Director and shall notify the complainant, in writing, that the complaint has been forwarded to the Complaints Director. The Board shall also provide the complainant with information regarding the role of the Complaints Director. Any complaints received by the Board about a Special Constable shall be referred to the Chief of Police, or, in the case of a Special Constable employed by a Special Constable Employer, to the Special Constable Employer, and the complainant shall be notified that the complaint has been forwarded to the Chief of Police or the Special Constable Employer, as the case may be.
- 1.3. If the Board receives a report from a person or body responsible for reviewing complaints about police officers in another province or territory about a complaint made against an Ontario police officer appointed to act as a police officer in that province or territory, the Board shall forward the report to the Complaints Director.
- 1.4. If a person makes a complaint to the Board, a Board Member, or the Chief of Police, or any member of the Police Service about the conduct of a Board member, the person or entity in receipt of the complaint shall forward the complaint to the Inspector General, inform the person who made the complaint that the complaint has been forwarded, and provide the person with information about the role of the Inspector General.

2. Policy and Procedure Complaints

- 2.1. If a person makes a complaint to the Board, a Board Member, the Chief of Police, or any member of the Police Service about:
- a. the adequacy and effectiveness of policing provided;
 - b. a failure of the Board, Chief of Police, Special Constable employer, police service, prescribed policing provider to comply with this *Act* or the regulations, other than misconduct, including a systemic failure;
 - c. the policies of the Board or the procedures of the Chief of Police,

the complaint shall be forwarded to the Inspector General, and the person who made the complaint shall be informed that the complaint has been forwarded, and the person shall be provided with information about the role of the Inspector General.

2.2. If the Inspector General refers a complaint to the Board about the Board's policies or the procedures of the Chief of Police, the Board shall:

- a. review the complaint as it relates to the policies or procedures referred to;
- b. report back to the Inspector General within the time specified by the Inspector General, if any, about any steps taken in response to the complaint; and
- c. report to the Minister about any steps taken in response to the complaint.

3. Complaints about Sworn Members

3.1. The Chief of Police shall investigate all complaints referred to the Chief of Police by the Complaints Director, in the manner directed by the Complaints Director and in accordance with the requirements of the Act and associated Regulations.

3.2. In conducting an investigation, the Chief of Police shall endeavour to ensure that the investigation is concluded within 120 days of its commencement, not including any period during which an investigation is postponed or suspended in accordance with the Act.

3.3. If the timing requirements above are not met in respect of an investigation, the Chief of Police shall give notice of the status of the investigation to the complainant, the person who is the subject of the investigation, the applicable designated authority and the Complaints Director every 30 days until the investigation is concluded unless, in the opinion of the Chief of Police, doing so might prejudice the investigation.

3.4. On concluding an investigation, the Chief of Police shall cause the investigation to be reported on in a written report. The Chief of Police shall promptly give a copy of the report to the Complaints Director. A copy of the report shall be provided to the complainant, the person who was the subject of the investigation, and any applicable designated authority, after the Complaints Director determines that providing a copy of the report will not interfere with a criminal investigation or proceeding.

4. Complaints about Special Constables

- 4.1. If the Chief of Police receives a complaint made in accordance with Ontario Regulation 411/23 about a Special Constable employed by a Special Constable Employer, the Chief of Police shall forward the complaint to the Special Constable Employer and will notify the complainant that the complaint has been forwarded to the Special Constable Employer.
- 4.2. If the Chief of Police receives a complaint made in accordance with Ontario Regulation 411/23 about a Special Constable employed by the Board, the Chief of Police shall provide the complainant with written acknowledgment that the complaint has been received and shall:
- a. ensure that the complaint is investigated to determine whether the Special Constable's conduct constitutes misconduct, contravened the terms and conditions of the Special Constable's certificate of appointment or contravened any provision of the Act or the regulations;
 - b. ensure that any allegations in the complaint of conduct that may constitute criminal conduct are investigated by a member of the police service or of another police service;
 - c. advise the complainant, in writing, of the outcome of the investigation of the complaint and report on the outcome of the investigation to the Board.
 - d. endeavour to complete any investigation of a Special Constable under this section within 120 days after receiving the complaint, not including any period during which the investigation is postponed or suspended.
 - e. If the timing requirements above are not met in respect of an investigation, the chief of police shall give notice of the status of the investigation to the complainant and to the person being investigated every 30 days until the investigation is concluded unless, in the opinion of the chief of police, doing so might prejudice the investigation; and
 - f. If the Special Constable is found to have engaged in conduct that constitutes misconduct, contravened the terms and conditions of their certificate of appointment or contravened any provision of this Act or the Regulations, the Chief of Police shall take appropriate action to remedy the contravention.

- 4.3. Notice to the public about how to make a complaint against a Special Constable shall be published on the Board's web site and the Service's web site.

5. Complaints Against the Chief of Police or A Deputy Chief of Police

- 5.1. If the Board receives a complaint about the Chief of Police or a Deputy Chief of Police, the Board shall forward the complaint to the Complaints Director in accordance with the Act and associated Regulations.

- 5.2 The Board shall adhere to all requirements of the Act and associated Regulations in executing its responsibilities under this section, and shall seek legal counsel as required.

6. Reporting

The Chief of Police shall submit annual reports to the Board. The report shall include comparative data for the previous reporting period.

Authority/Legislative Reference

s. 38(2), *Community Safety & Policing Act, 2019*



MISCONDUCT AND DISCIPLINE

PRP-LG-007

Adopted: 2024/04/1

Policy Statement

The Peel Police Service Board (the “Board”) acknowledges the pivotal role of community trust in effective policing. To cultivate and safeguard this trust, it's imperative that the public perceives the Peel Regional Police Service (the “Service”) as being fully committed to accountability, with unwavering expectations for the highest standards of conduct from all its members.

With a firm dedication to integrity, the Board is steadfast in its commitment to maintaining a comprehensive, impartial, and transparent process for investigating misconduct, and where applicable, issuing discipline. This process ensures that any misconduct allegations against members are addressed with due diligence, guaranteeing fairness and respect for both Service members and the community they serve.

Policy Application

1. Definitions

For the purpose of this policy (the “Policy”), the following definitions apply:

- a. **Misconduct** has the same meaning as defined in section 195 of the Community Safety and Policing Act (the “Act”)
- b. **Serious Offence** means any indictable offence under the *Criminal Code* (Canada), the *Controlled Drugs and Substances Act* (Canada) or the *Cannabis Act* (Canada) or any hybrid offence under those statutes for which the Crown elects to proceed by indictment.

2. Misconduct by Chief and/or Deputy Chief(s)

- 2.1 Any member or former member of the Service has the right to report misconduct that is alleged to have been engaged in by the Chief and/or Deputy Chief(s).
- 2.2 In the event a member of former member of the Service believes that the Chief and/or Deputy Chief(s) have engaged in misconduct, they may make the disclosure pursuant to the Board's policy PRP-LG-008 - Disclosure of Misconduct (Internal Complaints Against Chief of Deputy Chief).

- 2.3 The Board may conduct an investigation in order to determine if the Chief or a Deputy Chief has engaged in conduct that constitutes misconduct or unsatisfactory work performance. Any such investigation will be performed in accordance with sections 198 and 199 of the Act.
- 2.4 If the Board becomes aware that the Chief or a Deputy Chief may have engaged in conduct that constitutes misconduct, whether during the course of an investigation or otherwise, the Board shall, provide notice of the misconduct to the Complaints Director where it is reasonably suspected that the conduct was directed at or otherwise directly affected a member of the public who would be authorized to make a complaint about the conduct to the Complaints Director
- 2.5 If, after an investigation under section 198 or Part X of the Act, the Board has reasonable grounds to believe that the Chief or a Deputy Chief has engaged in conduct that constitutes misconduct or unsatisfactory work performance, the Board may impose any combination of the following discipline (subject to subsections 200(2) - (5) of the Act):
- a. Suspend the Chief or Deputy Chief without pay for a period not exceeding 30 days or 240 hours, as the case may be.
 - b. Direct that the Chief or Deputy Chief forfeit not more than three days or 24 hours pay, as the case may be.
 - c. Direct that the Chief or Deputy Chief forfeit not more than 20 days or 160 hours off, as the case may be.
 - d. Reprimand the Chief or Deputy Chief
 - e. Direct that the Chief or Deputy Chief undergo specified counselling, treatment or training.
 - f. Direct that the police officer participate in a specified program or activity.
- 2.6 Before imposing a disciplinary measure pursuant to section 1.5 of this Policy and section 200 of the Act, the Board shall:
- a. Provide relevant information concerning the matter, including the written report prepared under subsection 198(6) of the Act, and written notice stating the reasons for imposing the disciplinary measure or measures to the Chief or Deputy Chief, as the case may be;
 - b. Give the Chief or Deputy Chief, as the case may be, an opportunity to respond to the notice provided under clause (a), orally or in writing, as the Board may determine; and

c. Comply with any other prescribed requirements under the Act.

2.7 Upon consideration of the Chief or Deputy Chief's response as provided in section 1.6(b) of this Policy and subsection 201(1)(b) of the Act, the Board may implement the proposed disciplinary measure or measures, impose a lesser disciplinary measure or combination of disciplinary measures or rescind their intention to implement the disciplinary measure or measures.

2.8 Pursuant to subsection 201(6) of the Act, the Chief or Deputy Chief, as the case may be, may apply to the Commission Chair to appoint an adjudicator to hold a hearing regarding the disciplinary measure or measures.

2.9 If an investigation under section 198 or Part X of *the Act* gives the Board reasonable grounds to believe that the Chief or Deputy Chief, as the case may be, has engaged in conduct that constitutes misconduct or unsatisfactory work performance and that the appropriate disciplinary measure is demotion or termination of employment, the Board may apply to the Commission Chair to appoint an adjudicator to hold a hearing on the matter, and the Board shall provide notice to:

a. The Chief or Deputy Chief, as the case may be;

b. If the application arose as a result of an investigation under Part X of the Act, the complainant in that investigation, if any; and

c. If the Complaints Director directed the Board to initiate the hearing, the Complaints Director.

2.10 The Board shall expunge an entry made in the Chief or Deputy Chief's employment record respecting a disciplinary measure in accordance with section 207 of the Act.

2.11 Subject to subsection 209(4) of the Act, the Board shall not (i) investigate a matter pursuant to section 198 of the Act, (ii) impose disciplinary measures with respect to the matter under section 200 of the Act, or (iii) make an application with respect to the matter under section 202 of the Act, if any of those actions fall between the following time periods:

a. The time beginning the day the SIU Director causes the matter to be investigated and ending the day the SIU Director determines that charges will or will not be laid with respect to the matter; or

- b. The time beginning the day the Board provides notice of the misconduct to the Complaints Director under section 197 of the Act or receives notice from the Complaints Director indicating that he or she will investigate the matter, and ending on the day the Board receives notice that either (i) the Complaints Director will not cause an investigation of the matter, (ii) that the investigation will be discontinued, or (iii) that the Complaints Director does not have reasonable grounds to believe that the conduct of the Chief or Deputy Chief, as the case may be, constitutes misconduct.

2.12 Notwithstanding sections 1.5 and 1.6 of this Policy and sections 200 and 201 of the Act, the Board may suspend the Chief or a Deputy Chief without pay in the following circumstances:

- a. The Chief or Deputy Chief, as the case may be, is convicted of an offence and sentenced to a term of imprisonment, even if the conviction or sentence is under appeal;
- b. The Chief or Deputy Chief, as the case may be, is in custody or is subject to conditions of judicial interim release, or conditions imposed under section 499 of the *Criminal Code (Canada)*, that substantially interfere with the Chief or Deputy Chief's ability to perform the duties of a police officer;
- c. The Chief or Deputy Chief, as the case may be, is charged with a serious offence, as defined in the regulations, under a law of Canada, and:
 - (i) the alleged offence was not committed in relation to the performance of the Chief or Deputy Chief's duties;
 - (ii) the Board:
 - a. has commenced proceedings to seek termination of the Chief or Deputy Chief's employment in relation to the events that led to the charges, or
 - b. has given notice to the Chief or Deputy Chief, as the case may be, that the Board intends to commence such proceedings but is prevented from doing so by section 208 of the Act,
 - (iii) the likely outcome of the proceedings would be, if the events leading to the charges were proven, that the Chief or Deputy Chief's employment would be terminated or the Chief or

Deputy Chief would resign in accordance with an order under paragraph 2 of subsection 202(9) of the Act, and

(iv) a failure to suspend the Chief or Deputy Chief, as the case may be, without pay would bring discredit to the reputation of the Service.

d. Sections 210(1) – (12) and 210(14)-(17) of the Act apply with necessary modifications with respect to a suspension without pay issued pursuant to this section.

3. Misconduct by Police Officers other than the Chief and Deputy Chief(s)

3.1 The Chief of Police shall establish written procedures regarding the disclosure of misconduct that is alleged to have been engaged in by members of the Service, other than the Chief and Deputy Chief(s).

3.2 The procedures described in section 2.1 of this part shall, at minimum:

- a. Address how a member or former member of the Service may make disclosures of misconduct, including giving directions as to the person to whom disclosures may be made;
- b. Establish procedures to protect the identities of persons involved in the disclosure process, including persons who make disclosures, witnesses and persons alleged to be responsible for misconduct; and
- c. Provide for exceptions to be made to procedures described in clause (b) where the interests of fairness require that a person's identity be disclosed to one or more persons.

3.3 The procedure described in section 2.1 of this part shall also include reference to Board Policy PRP-LG-008 - Disclosure of Misconduct (Internal Complaints Against Chief of Deputy Chief)., for disclosures of misconduct concerning the Chief and/or Deputy Chief(s).

3.4 The procedure described in section 2.1 of this part shall comply with Part XI of *the Act*.

3.5 The Chief of Police will ensure that members of the Service are familiar with the with the procedures referred to in section 2.1 of this part and section 183(1) of *the Act*, as well as the protections from reprisals for disclosing misconduct as described at sections 190-191 of the Act.

3.6 The Chief of Police will establish written procedures for:

- a. The assessment of the work performance of members of the Service;
and
- b. The imposition of disciplinary measures on members of the Service.

3.7 The procedures described in section 2.6 of this part shall be reviewed by the Board and made available to members of the Service and any Police Associations representing those members.

3.8 The procedures described in section 2.6 of this part shall comply with Part XII of the Act.

4. Reporting

4.1 The Chief of Police shall submit a report, in accordance with the regulations, if any, to the Board regarding the aggregate disciplinary measures the Chief has taken under Part XII of *the Act*.

The Board shall:

- a. publish the reports on the Internet in accordance with the regulations made by the Minister, if any; and
- b. forward the reports to the Complaints Director.

Authority/Legislative Reference

s. 38(1)(e), *Community Safety & Policing Act, 2019*



INTERNAL COMPLAINTS AGAINST CHIEF OF POLICE OR DEPUTY CHIEF OF POLICE PRP-LG-008

Adopted: 2024/04/1

Policy Statement

The Peel Police Service Board (the “Board”) acknowledges the critical importance of addressing complaints against Peel Regional Police Service’s (the “Service”) senior leaders with utmost fairness and consistency. Our commitment lies in ensuring the presence of thorough, confidential, and respectful processes to handle allegations of misconduct concerning a Chief of Police or Deputy Chief of Police. This policy outlines the procedures to be followed in the event that a member or former member of the Service wishes to disclose alleged misconduct by the Chief of Police or a Deputy Chief of Police. It is imperative to note that any form of reprisal stemming from making such a disclosure or seeking advice on the process will not be tolerated and will be met with severe repercussions.

Policy Application

1. A member or former member of the Service may make a disclosure of alleged misconduct by the Chief of Police or a Deputy Chief of Police. The identity of persons involved in the disclosure will be protected unless to do so would be contrary to the interests of fairness.
2. The member or former member shall report allegations of misconduct against the Chief of Police or a Deputy Chief of Police to the Board.

The complaint shall be in writing, addressed to the Board Chair, and submitted to the Board office. The complaint should include as much detail as possible, including dates, witness names, and any relevant supporting documents.

The Board Chair shall review the complaint and consider whether the Board must address the matter urgently. The Chair shall ensure that legal counsel is consulted in determining how to address the alleged misconduct, including whether the interests of fairness require the disclosure of the identity of those involved in the complaint.

3. Alternatively, the member or former member may disclose misconduct to the Inspector General if,
 - a. the member or former member has reason to believe that it would not be appropriate to disclose the misconduct in accordance with this policy; or
 - b. the member or former member has already disclosed the misconduct in accordance with this policy and has concerns that the matter is not being dealt with appropriately.

4. The Board Chair, Board members and Board employees shall take all necessary steps to protect the identity of persons involved in the complaint process. If it is necessary to disclose the identity of any individual involved in the process to ensure fairness, the disclosure will only be made after consultation with the individuals whose identities would be disclosed and only to the extent necessary to achieve fairness.

5. Any correspondence, including electronic correspondence, concerning the alleged misconduct shall be clearly labelled “confidential”.

6. No person shall take a reprisal against a member because he or she has:
 - a. sought advice about making a disclosure about misconduct in accordance with this Policy or under Part XI of the *Community Safety and Policing Act*;
 - b. made a disclosure about misconduct in accordance with this Policy or under Part XI of the *Community Safety and Policing Act*;
 - c. co-operated in an investigation or other process related to a disclosure of misconduct made in accordance with this Policy or under Part XI of the *Community Safety and Policing Act*; or
 - d. sought enforcement of this Policy or Part XI of the *Community Safety and Policing Act*.

7. For the purpose of this Policy, a reprisal is any measure taken against a member of a police service that adversely affects his or her employment or appointment and includes but is not limited to:
 - a. Terminating or threatening to terminate the person’s employment or appointment;
 - b. Disciplining or suspending or threatening to discipline or suspend the person;
 - c. Imposing or threatening to impose a penalty related to the employment or appointment of the person; or

- d. Intimidating or coercing the person in relation to his or her employment or appointment

Reporting

- 8. The Board shall inform the public of any material information related to the application of this policy, while maintaining the confidentiality necessary to protect the integrity of complaint processes and the identity of those who may be involved in the processes.

Authority/Legislative Reference

- s. 38(1)(a) & 38(1), *Community Safety & Policing Act, 2019*



COLLECTION OF IDENTIFYING INFORMATION IN CERTAIN CIRCUMSTANCES - PROHIBITION AND DUTIES PRP-OP-003

Adopted: 2024/04/01

Policy Statement

It is the policy of the Regional Municipality of Peel Police Services Board that the requirements set out in this Receipt shall form part of the Board Policies and the Chief of Police is hereby directed to comply with these requirements in his/her administration and operation of Peel Regional Police.

The Board is committed to enhancing the community's trust and confidence in police services and to ensuring that services are delivered without bias or discrimination. The practices and procedures of the Peel Regional Police Service in respect to the collection of identifying information shall not be arbitrary or based upon any racial or biased profiling, and shall reflect a commitment to enhancing positive relationships between the community and the Service, ensuring professionalism, accountability and transparency.

1. Definitions

For the purpose of this policy (the "Policy"), the following definitions apply:

- a) **Annual Reports** - Means the annual reports provided by the Chief of Police to a Board under sections 15 and 16 of Ontario Regulation 400/23 made under the *Community Safety and Policing Act*.
- b) **Database** - Means the paper or electronic filing system under the control of the Chief where identifying information about an individual collected by a police officer from the individual during a Regulated Interaction is stored (but does not include a database where intelligence notes information is stored or other criminal/intelligence based databases).
- c) **Document** - Means the document described in section 8 of the Regulation to be offered to an individual from whom a police officer has attempted to collect identifying information.
- d) **Prohibited grounds** – Means Under the Ontario Human Rights Code means race, creed, colour, ancestry, place of origin, ethnic origin, citizenship, sex, sexual orientation, age, marital status, family status, gender identity, gender expression, or disability.
- e) **Racial/Biased Profiling** - Means the practice of linking a person or persons to an unlawful incident or incidents and/or relating to public safety concerns, based

primarily or predominantly on prohibited grounds or stereotypes relating to those prohibited grounds.

- f) Regulated Interaction** - Is an attempt by a police officer to collect identifying information by asking an individual, in a face-to-face encounter, to identify himself or herself or to provide information for the purpose of identifying the individual, and includes such an attempt whether or not identifying information is collected,
- i. if that attempt is done for the purpose of,
 - a. inquiring into offences that have been or might be committed;
 - b. inquiring into suspicious activities to detect offences; or
 - c. gathering information for intelligence purposes;
 - ii. but does not include an attempted collection made by a police officer for the purpose of investigating an offence the officer reasonably suspects has been or will be committed;
 - iii. and does not include an attempt by a police officer to collect identifying information from an individual if,
 - a. the individual is legally required to provide the information to a police officer;
 - b. the individual is under arrest or is being detained;
 - c. the officer is engaged in a covert operation;
 - d. the officer is executing a warrant, acting pursuant to a court order or performing related duties; or
 - e. the individual from whom the officer attempts to collect information is employed in the administration of justice or is carrying out duties or providing services that are otherwise relevant to the carrying out of the officer's duties.
- g) Regulation** - Means Ontario Regulation 400/23 made under the *Community Safety and Policing Act* of Ontario.

General

2. The Chief shall establish procedures regarding Regulated Interactions that:
 - a. ensure compliance with Ontario Regulation 400/23, Board policies, the Police Services Act, the Canadian Charter of Rights and Freedoms, the

Ontario Human Rights Code, and the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA);

- b. ensure Regulated Interactions are not conducted on the basis of Racial/Biased Profiling, or in an arbitrary manner;
 - c. acknowledge that collecting “identifying information” includes collecting any “information for the purpose of identifying the individual” as defined by this policy;
 - d. ensure police officers approach all attempts to collect personal information consistent with the Regulation, regardless of whether the police officer intends to identify the individual;
 - e. respect both the individual’s right to disengage from a Regulated Interaction and that an officer’s disengagement from a Regulated Interaction is an acceptable, valued and sometimes necessary policing practice; and
 - f. ensures officers not attempt to collect identifying information about an individual from the individual (unless the police officer is exempt from a requirement to notify the individual because of a specific exemption in section 7 of the Regulation) without first informing the individual:
 - i. that he or she is not required to provide identifying information to the officer; and
 - ii. has informed the individual why the police officer is attempting to collect identifying information about the individual.
- 3.** The Chief of Police shall have a Procedure that complies with the duties and obligations imposed by the Regulation and this Policy to ensure there is direction and training provided to officers regarding Regulated Interactions.
- 4.** The Chief of Police shall ensure that there is a database created or adapted that allows for the recording, analysis and reporting required by the Regulation.
- 5.** For the purpose of reporting to the Board as part of the annual report and for other analytic reasons as directed by the Board and/or the Ministry of Community Safety and Correctional Services, the Chief of Police shall establish categories for the following:
- a. gender, including male, female, transgender, non-binary or other gender identity
 - b. age groups

- c. racialized groups, as defined in section 15 of the Regulation
 - d. neighbourhoods or areas.
6. When establishing racialized groups as set out in 5(c), the Chief shall do so in a manner that allows the information required by the Regulation (that is, the number of attempts to collect information from individuals perceived by a police officer to be within a racialized group as referenced in paragraph 15(2)8 of the Regulation) relating to the racialized groups to be comparable to the data referred to below in (a) and (b), as released by the Government of Canada on the basis of its most recent National Household Survey preceding the period covered by the Chief of Police's annual report:
- a. for each derived visible minority group set out in the National Household Survey, the number of individuals who identified themselves as being within that group; and
 - b. the number of individuals who claimed Aboriginal identity.
7. This Policy does not apply to community interactions or lawful interactions in which a person is either detained or required to provide personal information.

Document to be Provided

8. The Chief shall establish procedures that require police officers conducting Regulated Interactions to comply with the Document requirements as set out in section 8 of the Regulation, including the exemptions described in the Regulation.
9. The Chief shall ensure that the Document contains:
- a. the name and badge number of the police officer and any other officer involved in the collection of identifying information;
 - b. the date, time and location of the Regulated Interaction;
 - c. information about how to contact the Complaints Director; and
 - d. an explanation that the individual can request access to information in the Service's custody or control under MFIPPA and information about how to make such a request
10. The Chief shall ensure that the Document contains the mandated information required by the Regulation and this Policy. Any amendments thereto are provided to the Board for its review and approval before use.

Training

The Chief shall ensure that:

11. Every police officer who attempts to collect identifying information about an individual from the individual, or anyone acting as the Chief's delegate under section 10 of the Regulation, have successfully completed the training prescribed for the purpose of the Regulation.
12. The Chief shall provide to the Board copies of all training modules on Regulated Interactions for review upon request from the Board.

Supervision

13. The Chief shall establish procedures regarding the collection of identifying information to ensure that:
 - a. supervisors understand that the collection of identifying information is carried out in compliance with both the Regulation and this Policy;
 - b. police officers receive effective supervision related to the collection of identifying information;
 - c. supervisors are trained to critically examine the circumstances leading to the collection of identifying information and any resulting reports to determine compliance with this Policy and the Regulation and are held accountable for any failure to do so; and
 - d. where discipline is substantiated, police officer(s) may be disciplined in accordance with Part XII of the Community Safety and Policing Act

Reporting

14. The Annual Report as it relates to Regulated Interactions shall be provided by the Chief to the Board shall be included in the annual report provided by the Chief of Police pursuant to section 12 of Ontario Regulation 399/23 (General Matters Under the Authority of the Lieutenant Governor in Council) made under the Act.

The Annual Report relating to Regulated Interactions shall include, at a minimum:

- a. The number of attempted collections and the number of attempted collections in which identifying information was collected;
- b. The number of individuals from whom identifying information was collected;

- c. The number of times each of the following provisions was relied upon to not do something that would otherwise be required under subsection 7(1) of the Regulation:
 - i. Subsection 7(2)
 - ii. Clause 7(3)(a),(b) and (c)
- d. The number of times an individual was not given a Document under clause 8(1)(b) because the individual did not indicate that they wanted it.
- e. The number of times each of the following clauses was relied upon to not offer or give a Document:
 - i. Clause 8(2)(a)
 - ii. Clause 8(2)(b);
- f. The number of attempted collections from individuals who are perceived, by a police officer, to be within the following groups:
 - i. male;
 - ii. female; or
 - iii. Transgender, non-binary or other identity
- g. For each age group established by the Chief, the number of attempted collections from individuals who are perceived, by a police officer, to be within that age group;
- h. For each racialized group as defined in section 15(1) of the Regulation, the number of attempted collections from individuals who are perceived, by a police officer, to be within that racialized group;
- i. A statement, based on an analysis of the information, as to whether the collections were attempted disproportionately from individuals within a group based on:
 - i. gender identity;
 - ii. a particular age;
 - iii. a particular racialized group; or
 - iv. a combination of groups and, if so, any additional information that the Chief of Police considers relevant to explain the disproportionate number of attempted collections;
- i. The neighbourhoods or areas where collections were attempted and the number of attempted collections in each neighbourhood or area;

- j. The number of determinations:
 - i. referred to in subsection 10(5) of the Regulation, that section 6 or clause 10(4)(a) of the Regulation was not complied with; and
 - ii. referred to in subsection 10(6) of the Regulation, that section 6, 7 or 8 of the Regulation was not complied with;
- k. The number of times, if any, members of the police service were permitted to access under subsection 10 (10) of the Regulation to access identifying information to which access must be restricted.
- l. Where feasible, tracking of the times a Regulated Interaction assisted with an investigation;
- m. The number of complaints (public and Chief's) resulting from or related to Regulated Interactions, along with their status or outcome;
- n. An estimate of the cost of complying with the Regulation;
- o. The results of any audit conducted under procedures enacted pursuant to this Policy.

Disproportionate Reporting

- 15.** If the Annual Report reveals that identifying information was attempted to be collected disproportionately from individuals perceived to be within a group or combination of groups, as identified above, the Chief of Police shall:
 - a. review the practices of the police service; and
 - b. prepare a report to the Board setting out the results of the review and his or her proposals, if any, to address the disproportionate attempted collection of information.
- 16.** The Board may wish to review the collected data from time to time. The Chief shall make this information available, upon request from the Board.
- 17.** The need for and contents of any supplementary report may be determined by either the Chief or the Board after review of the data in the annual report.
- 18.** The Board, upon receipt of the annual report and any supplementary report, shall:
 - a. publish all reports on the Board's website so they are available to the public free of charge; and

- b. consider the report and the proposals, if any, set out in any supplementary report and consider whether to give directions under section 40(1) of the Act to the Chief and monitor his or her performance pursuant to subsection 37(1)(f) of the *Community Safety & Policing Act*

Monitoring Requirements

19. At least once a year, the Chief or designate shall conduct detailed reviews of an appropriately sized random sample of the entries of identifying information included in a database pursuant to subsection 10 (6) of the Regulation or if the Chief believes it would be assistive and feasible, the entire database.

Retention, Access and Disclosure of Data

20. The Chief shall have a Procedure dealing with retention, access and disclosure of identifying information that provides, at a minimum, the following:
 - a. Identifying information entered into the database five or more years ago and identifying information gathered and/or entered into the database that is determined to have been collected in non-compliance with the Regulation shall have restricted access as follows:
 - i. i. no person shall have access to the information without the permission of the Chief (or delegate);
 - ii. ii. a member may be permitted to access the information only if the Chief (or delegate) is satisfied that access is needed:
 - iii. I. for the purpose of an ongoing police investigation;
 - iv. II. in connection with legal proceedings or anticipated legal proceedings;
 - v. III. for the purpose of dealing with a complaint under Part X of the Act;
 - vi. IV. in order to prepare the annual report described in subsection 15 (2) of the Regulation or a report required on disproportionate collection under section 16 of the Regulation;
 - vii. V. for the purpose of complying with a legal requirement, or
 - viii. VI. for the purpose of evaluating a police officer's performance.

- b. Where identifying information has been identified as being required under section 21 (a) of this policy, it may be retained as long as reasonably necessary for the specific purpose(s) for which it was retained and, when no longer required for that purpose(s) or otherwise by law, it shall no longer be retained; and
 - c. Access to, and disclosure of identifying information collected on or after January 1, 2017, including the retention of identifying information collected contrary to this Regulation and identifying information collected more than five years ago, shall be restricted to the Chief or any person designated by the Chief of Police in order to comply with the Regulation and subject to the exemptions set out in section 21 (a) of this policy.
21. The Chief shall ensure identifying information and records relating thereto that was collected before January 1, 2017 shall be accessed, retained and/or disclosed pursuant to the Chief's Adequacy Standard mandated procedure on the retention of records and should any of the data be determined to have been collected in violation of the law as it existed at the time of collection, its access and disclosure shall be subject to the restrictions in the Regulation.
22. The Chief of police shall ensure that identifying information collected contrary to the Regulation or contrary to Ontario Regulation 58/16 shall not be retained longer than is reasonably necessary to ensure the information is available in the circumstances in which access may be permitted under paragraph 2 of subsection 10(10) of the Regulation.

Policy Consistent with Regulation

23. This policy is intended to be consistent with Regulation 400/23. If any provision is or appears to be in conflict with the Regulation, it shall be deemed to be modified to make it consistent.

Authority/Legislative Reference

s. 38(1)(g), *Community Safety & Policing Act, 2019*
O.Reg. 400/23: Collection of Identifying Information, s.13



CONFLICT OF INTEREST PRP-OP-007

Adopted: 2024/04/01

Policy Statement

To uphold impartiality and bolster public trust, members of Peel Regional Police Service (the “Service”) must remain vigilant regarding conflicts of interest and take appropriate measures to mitigate them. Various forms of conflict may arise in policing, and strict adherence to established procedures is paramount to avoiding any perception of bias or unfairness in policing. This policy is designed to align with the mandates outlined in Ontario Regulation 401/23 – Conflicts of Interest, ensuring transparency and adherence to ethical standards within Peel Regional Police Service (the “Service”).

Policy Application

1. Definitions

The following definitions apply in this policy:

1.1 - Actual Institutional Conflict means a potential institutional conflict for which a determination has been made by the Chief of Police that an informed and reasonable person would not believe that a member of the Police Service who must take action or make a decision in the situation could do so impartially;

1.2 - Personal Conflict means a situation in which a member of a Police Service’s private interests or personal relationships place, or may reasonably be perceived to place, the member in conflict with their professional duties with respect to the provision of policing functions;

1.3 - Personal Relationship includes, but is not limited to, a relationship with any of the following persons:

- a. A current or former spouse, common-law partner or other intimate partner of the member.
- b. The member’s children, including biological and adoptive children and stepchildren.
- c. A legal dependant of the member.
- d. A child in the member’s care.
- e. A grandparent, parent or sibling, including grandparent-in-law, parent-in-law or sibling- in-law, of the member;

1.4 - Potential Institutional Conflict means a situation in which a member of a Police Service must take action or make a decision in relation to criminal conduct that is alleged or reasonably suspected to have been committed by or against any of the following persons, but does not include criminal conduct that is alleged or reasonably suspected to have been committed against a peace officer acting in the course of their duties:

- a. Any other member of the Police Service, including the Chief of Police or a Deputy Chief of Police.
- b. a member of the Board
- c. a member of a municipal council or of a band council of a First Nation, as applicable, in the area for which the Police Service board has policing responsibility.

2. Written Procedures

2.1 The Chief of Police shall establish written procedures respecting actual institutional conflicts and personal conflicts in the provision of policing functions by the Service. The procedures shall:

- a. provide for steps that must be taken to avoid or address potential institutional conflicts, actual institutional conflicts and personal conflicts;
- b. identify a supervisor to whom a member of the Service is required to report potential institutional conflicts, actual institutional conflicts and personal conflicts and, if the matter to be reported relates to the member's own supervisor, an alternative supervisor;
- c. identify the members of the Service who are authorized to determine whether a personal conflict has arisen or is likely to arise;
- d. ensure the impartiality of investigations by the Service under this Regulation; and
- e. address how the Service will conduct investigations referred to it by the Chief of Police of another police service. If the Chief of Police is referred a conflict of interest investigation by another police service, the Chief shall either (1) cause the matter to be investigated in accordance with the applicable conflict procedure; or (2) take steps to ensure that the matter is referred to a different police service to conduct the investigation.

3. Personal Conflicts

- 3.1 If it is determined, in accordance with the conflict procedures, that a personal conflict respecting a member of the Service has arisen or is likely to arise with respect to a policing function that the member is providing, the Chief of Police shall,
- a. require a different member of the Police Service to provide the policing function or refer the matter to the Chief of Police of a different Police Service; or
 - b. if the Chief of Police or Deputy Chief of Police is the member of the Police Service in respect of whom a personal conflict has arisen or is likely to arise, refer the matter to the Chief of Police of a different Police Service.
- 3.2 The Chief of Police shall record the steps the Chief of Police takes under this section, in the form approved by the Minister.
- 3.3. If the Chief of Police or Deputy Chief of Police is the member of the Police Service in respect of whom a personal conflict has arisen or is likely to arise, the record shall include either a statement that the Chief of Police complied with the conflict procedures and this policy, or a statement that the Chief of Police did not comply and an explanation for the non-compliance. The record shall be submitted by the Chief of Police to the Inspector General and the Board.

4. Institutional Conflicts

- 4.1. If the Chief of Police determines that a potential institutional conflict respecting a member of the Service has arisen or is likely to arise, the Chief of Police shall determine whether an informed and reasonable person would believe that a member of the Service who must take action or make a decision in the situation could do so impartially. In making this determination, the Chief of Police shall consider all relevant factors, including:
- a. whether any of the members of the Service who are required to act or make a decision are likely to be in a reporting relationship to or know a person who is or would be under investigation in respect of the criminal conduct;
 - b. whether the Service has procedures for consulting with the Crown Attorney regarding the conduct of the investigation of the criminal conduct, and has undertaken to consult with the Crown on the investigation.

- c. Any other relevant factor, including the importance of the perception of fairness and impartiality in the course of all investigations to maintaining the community's trust.
- 4.2. The Chief of Police is not required to make the determination above with respect to the following:
 - a. an incident reported to the SIU Director under section 16 of the Special Investigations Unit Act, 2019 or the SIU Director causes the incident to be investigated under section 15 of that Act; or
 - b. the potential institutional conflict has arisen or is likely to arise in an area for which the Board does not have policing responsibility, and is the subject of an investigation by a different police service.
- 4.3 If the Chief of Police determines that an actual institutional conflict of interest exists, the Chief of Police shall refer the investigation to the Chief of Police of a different police service.
- 4.4 Where the investigation is referred to or continued by the chief of police of a different police service, the Chief of Police shall continue to take all steps necessary to ensure that an effective investigation is conducted, until the assumption of responsibility for the investigation by the chief of police of the other police service, if applicable.
- 4.5 If the Chief of Police determines that a potential institutional conflict is not an actual institutional conflict and does not meet the prescribed conditions under section 7(2) of Ontario Regulation 401/23, the Chief shall either:
 - a. cause the matter to be investigated in accordance with the Service's conflict procedures; or,
 - b. refer the matter to the Chief of Police of a different police service for investigation.

In exercising his or her discretion to retain or refer an investigation, the Chief of Police shall have regard to the costs of an external investigation and whether such costs are merited in all of the circumstances. Should the Chief of Police retain the matter for investigation, notification shall be provided to the Inspector General in the prescribed form including a summary of the steps taken under the applicable conflict procedure.

- 4.6 If the Chief of Police or a Deputy Chief of Police is the member of the police service in respect of whom the actual institutional conflict or potential institutional conflict has arisen or is likely to arise, the Chief of Police shall notify the Inspector General, in the form approved by the Minister, and shall notify the Board, in writing. The Chief of Police shall also record all the steps the Chief of Police takes in regards to actual institutional conflicts or potential institutional conflicts that qualify under this section.
- 4.7 The Chief of Police shall inform the Board of every actual institutional conflict and of every potential institutional conflict that is determined to not be an actual institutional conflict. If the Chief of Police retains an investigation that is determined to not be an institutional conflict, the Chief of Police shall explain the rationale for retaining the investigation to the Board and the Inspector General.

5. Reporting

The Chief of Police shall report to the Board as required under sections 3.3, 4.6 and 4.7 of this policy.

Authority/Legislative Reference

- s. 38(1)(g), *Community Safety & Policing Act, 2019*
O. Reg. 401/23: Conflicts of Interest, s.12



CODE OF CONDUCT FOR BOARD MEMBERS

PSB-AI-002

Adopted: 2024/04/01

Policy Statement

The Peel Regional Police Service Board (the “Board”) and its members pledge to uphold standards of ethical, businesslike, and lawful conduct, encompassing the appropriate exercise of authority and maintenance of decorum. This commitment is essential in earning and preserving the trust of the public it serves. By rigorously adhering to this Code of Conduct, the Board exemplifies its dedication to governing the Peel Regional Police Service (the “Service”) with objectivity, impartiality, and fairness. The overarching aim is to guarantee that policing services are delivered with maximum effectiveness, efficiency, and equity.

Policy Application

Conduct Becoming of a Board Member

1. (1) A member of a police service board shall not conduct themselves in a manner that undermines or is likely to undermine the public’s trust in the police service board or the police service maintained by the police service board.

(2) A member of a police service board shall not be subject to discipline for a contravention of subsection (1) if, on a balance of probabilities, their conduct was in the good faith performance of their duties as a board member.
2. A member of a police service board shall comply with the Act and the regulations made under it.
3. A member of a police service board shall not, by act or omission, conduct themselves in a manner that is likely to cause the board to fail to comply with the Act or the regulations made under it.
4. A member of a police service board shall comply with any rules, procedures and by-laws of the police service board.
5. A member of a police service board shall not substantially interfere with the conduct of police service board meetings.
6. A member of a police service board contravenes this code of conduct if they are found guilty of an offence under the *Criminal Code* (Canada), the *Controlled Drugs and Substances Act* (Canada) or the *Cannabis Act* (Canada) that was committed after they were appointed as a member of the police service board.

7. (1) A member of a police service board shall not, in the course of their duties, treat any person in a manner that the member, at the time, knows or reasonably ought to know would contravene the *Human Rights Code*.

(2) A member of a police service board shall not be subject to discipline for a contravention of subsection (1) if, on a balance of probabilities, the member's conduct was in the good faith performance of their duties.

8. (1) A member of a police service board shall conduct themselves in a professional and respectful manner in the course of their duties including, without limitation, not using abusive or insulting language in the course of their duties.

(2) A member of a police service board shall not be subject to discipline for a contravention of subsection (1) if, on a balance of probabilities, the member's conduct was in the good faith performance of their duties.

Statements and Attendance

9. A member of a police service board shall not knowingly make false statements pertaining to the duties of a member of a police service board.

10. A member of a police service board shall not purport to speak on behalf of the police service board unless authorized by the board to do so.

11. A member of a police service board shall clearly indicate when they are expressing a personal opinion when commenting on an action or omission of the police service board, the police service maintained by the board or a member of the police service.

12. A member of a police service board shall not access, collect, use, alter, retain, destroy or disclose to any person information that has been obtained by or made available to the member in the course of their duties if doing so would be contrary to law.

13. (1) A member of a police service board shall not disclose to the public information obtained or made available in the course of the member's duties except as authorized by the police service board or as required by law.

(2) Subsection (1) does not apply to information that was already made available to the public by a person who was authorized to do so prior to the member's disclosure.

14. A member of a police service board shall attend all police service board meetings unless able to provide a reasonable explanation for the absence.

Misconduct and Conflicts of Interest

15. A member of a police service board shall disclose any conduct of another member of the police service board that the member reasonably believes constitutes misconduct,
- (a) to the chair of the board; or
 - (b) if the misconduct involves the chair, to the Inspector General.
16. (1) A member of a police service board shall disclose any charges laid against them under the *Criminal Code* (Canada), the *Controlled Drugs and Substances Act* (Canada) or the *Cannabis Act* (Canada) and any finding of guilt made in relation to those charges.
- (2) Subsection (1) only applies to charges or findings that were made after the member's appointment to the police service board.
- (3) The disclosure required by subsection (1) must be made to the person or body that appointed the individual as a member of the police service board or, in the case of a member appointed by the Lieutenant Governor in Council, to the Minister.
17. A member of a police service board shall not apply for employment with the police service maintained by the police service board unless they resign from the board before applying.
18. (1) A member of a police service board shall promptly disclose any conflict of interest,
- (a) to the chair of the board; or
 - (b) if the conflict of interest involves the chair, to the Inspector General.
- (2) After making the disclosure required by subsection (1), the member shall disclose the conflict at the next meeting of the police service board.
19. A member of a police service board shall not use their position as a police service board member to,
- (a) benefit themselves;
 - (b) benefit one or more persons with whom they have a personal relationship;
 - or
 - (c) interfere with the administration of justice.
20. A member of a police service board shall not participate in discussion of or voting with respect to matters at police service board meetings if the member has a conflict of interest in the matter.

Reporting

21. Any complaints regarding the conduct of the Board or a Board Member may be forwarded to the Inspector General pursuant to sections 106 or 107 of the *Community Safety and Policing Act*.

Authority/Legislative Reference

s. 38(1)(a), *Community Safety & Policing Act, 2019*



REPORT

Peel Police Service Board

For Decision

DATE: April 10, 2024

SUBJECT: **Approval of Revised Board Procedures Policy**

FROM: Robert Serpe, Executive Director

RECOMENDATION

It is recommended that the Peel Police Service Board approve revisions to PSB-AI-009 Board Procedures Policy to align with the Community Safety and Policing Act, 2019.

INTRODUCTION

The *Community Safety and Policing Act* (CSPA) introduced significant changes to the governance and oversight of policing services in Ontario. To align with these changes and ensure compliance with the new legislative requirements, a comprehensive review of the Peel Police Service Board's policies and procedures was undertaken. This report presents the revised Board Procedures Policy for approval, which have been made to align with the CSPA.

BACKGROUND

The CSPA mandates police service boards to establish policies and procedures that govern their operations and decision-making processes. These policies must be made publicly available to promote transparency and accountability.

As part of the Board's commitment to upholding the principles of the CSPA, the Board Procedures Policy has been updated to reflect the terminology and section references used in the CSPA. References to the previous Police Services Act have been replaced with the appropriate CSPA sections.

CONCLUSION

The revised Board Procedures Policy represents the Board's commitment to aligning its governance practices with the requirements of the *Community Safety and Policing Act*. By approving this policy, the Board will ensure that its operations and decision-making processes are conducted in a transparent, and accountable manner.

Robert Serpe
Executive Director



BOARD PROCEDURES PSB-AI-001

Adopted:XXXX

Policy Statement

The purpose of this policy is to define the procedures of the Peel Regional Police Service Board (the "Board") in alignment with the *Community Safety and Policing Act* (CSPA), 2019, and other relevant legislation. This policy ensures that the Board's operations are conducted in a manner that is transparent, accountable, and promotes effective governance.

1. Definition

1.1 In this Policy:

- (a) "**Act**" means the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, as amended from time to time;
- (b) "**Acting Chair**" means a Member required to act temporarily in the place of the Chair, pursuant to sections 4 and 5 of this Policy;
- (c) "**Agenda**" means the document prepared for distribution listing the matters to be brought before a meeting, as prescribed in Section 11;
- (d) "**Board**" means the Peel Regional Police Service Board established under Part IV of the Act;
- (e) "**Chair**" means the Member elected as chair of the Board pursuant to Section 36(1) of the Act;
- (f) "**Chief of Police**" means the chief of the Peel Regional Police Service appointed pursuant to the Act;
- (g) "**Committee**" means a standing, special or other committee established by the Board pursuant to Section 42 of the Act;
- (h) "**Committee Recommendation**" means a recommendation passed by a committee intended for adoption by the Board;
- (i) "**Consent Motion**" means a single motion to approve recommendations arising from routine, non-controversial items on a meeting agenda;

- (j) "**Days**" means calendar days, excluding Saturdays, Sundays and statutory holidays;
- (k) "**Deputation**" means an address to the Board at the request of a person wishing to speak on a matter on the Board's agenda and within the Board's jurisdiction;
- (l) "**Executive Director**" means the executive director of the Board;
- (m) "**Improper Conduct**" means behavior obstructing deliberations or proper conduct of a meeting;
- (n) "**Lot**" means the method of determining a nominee by random selection when nominees are tied;
- (o) "**Majority Vote**" means more than half of the votes cast by eligible voting Members present;
- (p) "**Member**" means a member appointed to the Board pursuant to Section 31 of the Act;
- (q) "**Notice of Motion**" means written notice provided by a Member advising that a specific motion will be presented for adoption at a subsequent specified meeting;
- (r) "**Point of Order**" means a question raised by a Member concerning proper conduct of the Board's business or to clarify procedure;
- (s) "**Point of Privilege**" means a question raised by a Member who believes the rights, immunities or integrity of the Board or a Member have been adversely affected;
- (t) "**Quorum**" means a majority of the Board's Members pursuant to Section 43(2) of the Act;
- (u) "**Recorded Vote**" means a written record of the names and votes of each Member present for a vote, and each absent or abstaining Member;
- (v) "**Resolution**" means a decision of the Board on a motion;
- (w) "**Special Meeting**" means a meeting other than a regularly scheduled meeting pursuant to Section 9 of this Policy;
- (x) "**Two-Thirds Majority Vote**" means at least two-thirds of the Members present and eligible to vote, vote in the affirmative.

2. Policy Application

2.1 The rules and procedures contained in this Policy shall govern all proceedings of the Board and its Committees, subject to any necessary modifications for Committee meetings.

2.2 Except as otherwise provided in this Policy or in the Act, the Board may temporarily suspend one or more rules in this Policy by a Two-Thirds Majority Vote of Members present, including:

- (a) Rules respecting agenda changes, order of proceedings, and content;
- (b) Rules regarding notice for deputation status; or
- (c) Rules on increasing or decreasing time limits for deputations and debate.

2.3 For any points of order or procedure not covered in this Policy, the Chair or Vice-Chair shall decide the question in accordance with the latest edition of Robert's Rules of Order, as reasonably practicable. Any deviations from this Policy shall be recorded in the meeting minutes.

3. Selection of Chair and Vice-Chair

3.1 In accordance with Section 36(1) of the Act, the Board shall elect a chair and vice-chair from among its members at the first meeting in each calendar year, in the following manner:

- (a) The election of the Chair shall be conducted by the Executive Director, and the Vice-Chair election by the Chair;
- (b) The Executive Director shall call for nominations for Chair. If only one member is nominated, and consents, they shall be appointed Chair by resolution without a vote;
- (c) If multiple members are nominated, each nominated member shall have an opportunity to speak briefly before voting proceeds;
- (d) Voting for Chair shall be by show of hands, in alphabetical order of nominees' surnames, with the nominee receiving a Majority Vote being appointed;
- (e) If an initial vote for Chair results in a tie or without Majority Vote, additional rounds of voting shall occur after brief recesses, until a nominee receives a Majority Vote or the matter is decided by lot drawn by the Executive Director;
- (f) The same process in (b)-(e) shall be followed for election of the Vice-Chair, conducted by the newly elected Chair;
- (g) No secret ballot voting is permitted for election of the Chair or Vice-Chair.

4. Replacement of the Chair

4.1 Subject to section 36 (1) of the Act, read in conjunction with section 77 of the Legislation Act, 2006, S.O. 2006 c. 21, Sched. F, which confers the authority on the Board to appoint a Chair, a Chair may be replaced by the vote of the majority of Board members for governance reasons. For clarity, governance reasons include anything the Board believes serves the best interests of the Board other than a breach of the Code of Conduct or other misconduct as defined in the Act.

4.2 In the event of a breach of the Code of Conduct or other misconduct as defined in the Act, by the Chair, the Chair may be removed from the Board in accordance with the provisions of the Act or as otherwise permitted by law.

4.3 Upon reappointment or replacement of the Chair under Sections 4.1 or 4.2, the Board shall elect a new Chair at the same or next meeting in accordance with Section 3 of this Policy.

5. Duties of the Chair

5.1 The duties of the Chair shall be to:

- (a) Preside over all Board meetings in an objective manner, enforcing the rules of procedure to ensure business is conducted efficiently and effectively;
- (b) Act as the official spokesperson for the Board on governance and policy matters, representing its decisions and directions;
- (c) Declare the will of the Board on all matters after members make resolutions;
- (d) Call the meeting to order as soon as quorum is present and preside until adjournment;
- (e) Decide all questions of order raised at meetings, subject to an appeal by a member;
- (f) Refer any procedural matters not covered by this Policy for resolution, having regard for the latest edition of Robert's Rules of Order;
- (g) Decline to put to a vote any motion that infringes the rules of procedure or exceeds the Board's jurisdiction under the Act;
- (h) Maintain decorum and order at meetings, adjourning or recessing as required if order cannot be restored;
- (i) Call members to order for persistent procedural breaches, and ordering their removal from the meeting room for continued transgressions;
- (j) Advise the Board on points of order when necessary to ensure proper procedure;

- (k) Declare the meeting adjourned when business is concluded;
- (l) Sign all approved Board documentation, including policies, resolutions, minutes, agreements, and orders;
- (m) Perform any other duty assigned by Board resolution; and
- (n) Order the expulsion of any person disrupting the meeting and compromising public safety.

6. Duties of the Vice-Chair

6.1 The Vice-Chair shall act in the place of the Chair when the Chair is absent or unable to act, having the same authority and duties as the Chair.

6.2 If both the Chair and Vice-Chair are absent from a meeting, the Members present shall elect an Acting Chair for that meeting until the Chair or Vice-Chair is available.

7. Committees of the Board

7.1 In accordance with Section 42 of the Act, the Board may at any time appoint one or more Members to a Committee to inquire into matters under the Board's jurisdiction.

7.2 The Chair shall be an ex-officio member of all Committees, other than the Human Resources Committee, or as otherwise established through the by-law pertaining to the Committee.

7.3 For each Committee, the Board shall define the mandate through a by-law.

7.4 The Board shall appoint a Chair and committee members for each Committee from among the members, ensuring Board quorum rules are followed.

7.5 If a Committee recommendation exceeds its mandate or authority, it shall be returned to the Board for consideration and adoption.

7.6 Committee membership shall be reviewed and revised annually as required.

8. Regular Meetings of the Board

8.1 The Board shall approve a schedule of regular meeting dates and times for each calendar year.

8.2 Regular meetings shall generally be held on Fridays of each month, unless that day is a statutory or civic holiday.

8.3 If a regular meeting date falls on a statutory or civic holiday, the Board shall reschedule the meeting to an alternate date.

8.4 Meetings may be held in-person, virtually by electronic means, or through a hybrid model as determined by the Chair.

8.5 For fully virtual meetings, the public shall be provided access to open session portions through conferencing details included on the public agenda and Board website. Public participation shall be restricted to observation only, except for registered delegations.

8.6 The Chair shall preside over all meetings. If the Chair does not attend within 15 minutes after the scheduled start time, the Vice-Chair shall preside. If neither attends, the Members present shall appoint an Acting Chair for that meeting by resolution.

8.7 The Chair, or Vice-Chair in the Chair's absence, may cancel a regular meeting if deemed not warranted.

9. Special Meetings of the Board

9.1 The Chair, or Vice-Chair in the Chair's absence, may call a special meeting of the Board at any time. The Chair shall call a special meeting upon request from a majority of Board members.

9.2 The Executive Director shall deliver at least 24 hours' notice of all special meetings to each Member by telephone or email, indicating the meeting time and location/virtual details.

9.3 In urgent situations, the Chair may call a special meeting on shorter notice delivered in the most expeditious manner.

9.4 The notice shall state the business to be considered, and no other business shall be conducted except with agreement of all Members present. Decisions on agenda items shall be explained and recorded in the minutes.

9.5 A special meeting may only be canceled by the Chair, or Vice-Chair if the Chair is absent, with the consent of a majority of Members.

9.6 Special meetings shall be held at a location and in a format, including virtually, deemed appropriate by the Chair based on the circumstances.

10. Calling Meetings to Order

10.1 The Chair shall call the meeting to order as soon as possible after the scheduled start time, provided quorum is present.

11. Quorum

11.1 Quorum shall be a majority of the Board's Members in accordance with Section 43(2) of the Act.

11.2 Members participating electronically in open or closed sessions shall be deemed present for the purpose of quorum.

11.3 If no quorum is present within 30 minutes after the scheduled start time, the Chair shall call the roll and have the Executive Director record the Members present. The meeting shall be adjourned to the next regular meeting date or at the call of the Chair for a special meeting.

11.4 If quorum is lost during a meeting, the Chair shall recess the meeting. If quorum is not regained within 30 minutes, the Chair shall call the roll, have attendance recorded, and adjourn the meeting.

11.5 Any agenda business not addressed due to lack of quorum shall be added to the next regular meeting agenda.

12. Board Agenda

12.1 Agenda Development

The Executive Director, in collaboration with the Chair, is tasked with crafting the agenda for the Board's regular sessions. The agenda shall serve as the structured Order of Business, ensuring a streamlined and effective meeting flow, comprising of:

1. **Roll Call** to determine the presence of Board Members.
2. **Declaration of Conflict of Interest/Pecuniary Interest** to maintain transparency and integrity.
3. **Chief's Update** on policing activities and developments.
4. **Board Member Questions and/or Announcements** for updates or clarifications.
5. **Approval of Minutes** from the previous meeting to confirm accuracy.
6. **Deputations** allowing public input on agenda items.

7. **Presentations** on specific topics of interest.
8. **Consent Motion** for expedient approval of routine, non-controversial items as a single motion. Items may be discussed individually upon request.
9. **New Business** for matters not previously scheduled.
10. **Adjournment to conclude the public meeting.**
11. **Move Into in-camera Session** for discussions requiring confidentiality under s.44 of the CSPA.
12. **In Camera Reports** to review and deliberate on sensitive matters under s.44 of the CSPA.
13. **Adjournment** to conclude the in-camera meeting.

12.2 Public and In Camera Agendas

Every regular meeting will feature both Public and In Camera agendas. The In Camera Agenda, distinctively marked on pink paper, includes items requiring confidentiality as dictated by the *Community Safety and Policing Act* or the *Municipal Freedom of Information and Protection of Privacy Act* or matters exclusively relevant to Board Members.

12.3 Agenda Order and Modifications

While Section 12.1 prescribes the standard agenda order, the Chair possesses the discretion to modify this sequence to better accommodate the meeting's dynamics.

12.4 Agenda Item Submission and Review

Submissions for the agenda, including reports and presentations by police staff, are due to the Executive Director no less than twelve days before the scheduled Board Meeting. Items intended for In Camera discussion are distinctly labeled, ensuring proper placement on the agenda.

12.5 Communication and Agenda Items

All communications intended for the Board's consideration must be submitted to the Executive Director within the specified timeframe. These submissions are then evaluated and routed accordingly, either circulated among Board Members or referred to the Chief of Police for action.

12.6 Agenda Distribution and Accessibility

Finalized agendas are distributed to Board Members at least seven days prior to the meeting and are made accessible to the public via the Board's website, promoting transparency and public participation in the Board's governance process.

13. Conflict of Interest Disclosure

13.1 Adherence to the Municipal Conflict of Interest Act

Board Members are mandated to follow the *Municipal Conflict of Interest Act, R.S.O. 1990, c. M.50*, as amended. Each meeting agenda shall provide an opportunity for Members to disclose any conflicts of interest or pecuniary interests relevant to the matters at hand.

13.2 Disclosure and Abstention Procedure

When a Member has a direct or indirect pecuniary interest in any agenda item:

- (a) **Disclosure:** The Member must disclose the interest and its general nature before the Board discusses the item
- (b) **Non-Participation:** The Member shall not participate in the discussion or vote on the item.
- (c) **Non-Influence:** The Member must refrain from attempting to influence the decision on the item, both during and outside the meeting.

13.3 Meeting Participation

After disclosing an interest, the Member must leave the meeting while the Board discusses and votes on the item to ensure transparency and impartiality.

13.4 Absence-Related Disclosure

If a Member is absent from a meeting where an interest should have been disclosed, they must disclose the interest at the first subsequent meeting they attend.

13.5 Quasi-Judicial Functions and Bias

In fulfilling the Board's quasi-judicial functions, Members must avoid participating in matters where they have a personal interest or could be perceived as biased. Members are responsible for identifying potential conflicts and abstaining from related deliberations.

13.6 Documentation of Disclosures

The Executive Director is responsible for documenting any conflict of interest disclosures made by Board Members. These records will be included in the minutes of the meeting, ensuring a transparent and accountable governance process.

14. Public Deputations

14.1 General Policy on Deputations

Deputations are welcome at regularly scheduled public Board meetings to foster open dialogue and community engagement. Committee meetings of the Board shall not feature deputations, unless specifically requested by committees, such as community consultations.

14.2 Electronic Participation in Meetings

Delegates may participate in Board meetings electronically, under the following conditions:

- (a) Availability of suitable electronic participation methods for the meeting.
- (b) Electronic participation must be clear, reliable, and facilitate two-way communication. Connections causing unreasonable delays or interference may be discontinued to preserve meeting integrity.

14.3 Requesting a Deputation

Individuals or groups wishing to make a deputation must:

- Submit a written request by 3:00 p.m. two working days before the scheduled public Board meeting. The request must relate to an agenda item.
- Include full name, address, contact number, and representation details, along with an outline of the deputation subject matter.
- Following receipt, the Executive Director, with the Chair's consultation, will assess the request's relevance and compliance, ensuring it falls within the Board's purview and is directly related to an item on that Board meeting's agenda.

14.4 Deputation Duration and Representation

- Deputations, including those from organizations or groups, are limited to five minutes, ensuring concise and focused presentations.

14.5 Extension of Time

- The Chair may extend deputation time at their discretion.

14.6 Post-Deputation Dialogue

- Following a deputation, Board members may seek clarifications or further information from the presenter. Debate on the presentation's content with the presenter is not permitted.

14.7 Discretionary Allowance for Deputations

- The Board may, at its majority's discretion, allow deputations that do not fully comply with the outlined requirements.

14.8 Conduct and Participation

- Participants must adhere to respectful communication standards and focus their deputations on the approved subject. Failure to observe these rules may result in exclusion from the meeting for improper conduct.

14.9 Termination of Deputation

- The Chair reserves the right to end a deputation or subsequent discussion if it deviates from the set guidelines or disrupts the meeting's order, requiring the presenter(s) to withdraw immediately.

15. Conduct of Members

15.1 Adherence to Standards of Conduct

Members shall adhere to the O. Reg. 408/23 of the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1– Members of Police Services Board Code of Conduct, alongside any additional policies ratified by the Board. This ensures all actions and discussions uphold the highest standards of integrity and respect.

15.2 Prohibited Conduct

Members are expected to maintain a professional and respectful demeanor at all times. Specifically, Members shall not:

- a) Employ offensive or derogatory language during Board discussions or towards any Member.
- b) Deviate from the topic under discussion, ensuring a focused and productive debate.
- c) Critique Board decisions in a manner that undermines their finality, except to propose reconsideration formally.
- d) Engage in discriminatory behavior or speech, recognizing the diversity and dignity of all individuals.
- e) Disregard the established rules, the Chair's directives on procedural matters, or the collective resolutions of the Board.

15.3 Dealing with Disobedience

Should a Member persist in violating these guidelines after a warning, the Chair may enforce a temporary exclusion from the meeting: "This Member is to vacate their seat for the remainder of this meeting."

15.4 Escalation of Non-compliance

Failure to comply with an order to vacate will result in the Chair adjourning the meeting to uphold decorum and order.

16. Rules of Debate

16.1 Recognition by the Chair

Members must receive acknowledgment from the Chair before contributing to discussions, ensuring an orderly exchange of ideas.

16.2 Seeking Recognition

Members desiring to speak should signal their intent to the Chair, who will note and call upon Members in the sequence they signaled their intent.

16.3 Order of Speaking

The Chair will determine the speaking order when multiple Members request the floor simultaneously, striving for fair and equitable participation.

16.4 Respect for Speaking Members

Interjections or passing of information among Members during speeches are prohibited unless raising a procedural point of order is necessary.

16.5 Clarification Requests

Members may request that the motion under debate be reread for clarity without interrupting the current speaker.

16.6 Motion Presenter's Right to Reply

The Member who proposed a motion has the privilege to offer the closing argument or clarification before the vote.

16.7 Conclusion of Debate

Once the Chair calls for a vote, discussion ceases, and no further motions will be entertained until the decision is announced, ensuring clear and decisive Board actions.

17. Point of Order

17.1 Invocation and Ruling: A Member may challenge a perceived procedural breach by requesting permission from the Chair to raise a point of order. Once granted, the Member articulates the concern, and the Chair swiftly renders a decision.

17.2 Appeal Process: Should a Member dispute the Chair's ruling, they may appeal to the full Board. The Chair may provide a concise rationale for their decision.

17.3 Final Decision: The Chair initiates a vote on the appeal with the question, "Shall the Chair's ruling be sustained?" A tie vote results in the ruling being upheld, marking the Board's decision as conclusive.

18. Point of Privilege

18.1 Invocation of Rights: Members may invoke a point of privilege to address concerns directly impacting their rights, immunities, or the collective integrity of the Board. Approval from the Chair is required.

18.2 Resolution: The Chair may directly resolve the point of privilege or allow the Board to debate and vote on the matter, ensuring the protection of Members' rights and the Board's integrity.

19. Notice of Motion

19.1 Submission Criteria: Members may propose items for Board consideration only if they pertain to an agenda topic, are of urgent nature, or receive a two-thirds majority vote for consideration without prior notice.

19.2 Deadline for Submission: Motions not listed on the agenda must be submitted in writing to the Chair and the Executive Director at least 48 hours before the meeting. Late submissions will be deferred to the subsequent meeting.

19.3 Emergency Consideration: Motions deemed urgent may bypass the 48-hour rule if a majority concurs, allowing for immediate attention.

19.4 Agenda Inclusion: Unresolved Notices of Motion are automatically included in the next regular meeting's agenda for action.

19.5 Withdrawal: Notices of Motion inactive for two consecutive meetings without action are withdrawn, unless the Board elects to maintain them on the agenda, ensuring focused and timely deliberations.

20. Motions and Resolutions

20.1 Motion Initiation: All motions and resolutions must be formally proposed and supported before discussion or voting ensues.

20.2 Motion Presentation: Upon request, the Executive Director will recite any motion to ensure clarity and understanding before voting.

20.3 Motion Withdrawal: Prior to voting, the initiator may retract their motion with no need for a vote on withdrawal.

20.4 Motion Precedence: Active motions must be conclusively addressed before considering new motions, with exceptions for motions to adjourn, amend, refer, suspend procedures, table, or call to vote.

20.5 Adjournment Restrictions: Motions to adjourn are inadmissible during member speeches, vote proceedings, or subsequent to a rejected adjournment, until further board actions transpire.

20.6 Amending Motions: Amendments must be pertinent and not negate the original motion. Only one amendment to an amendment is permitted, necessitating any additional changes to be directed at the main motion.

20.7 Referral Motions: Must specify the referral target and conditions. Debates are confined to referral merits and terms, excluding the principal question or its amendments until the referral is resolved.

20.8 Motion Reconsideration: A motion decided by the board may be reconsidered at a later meeting if announced in advance by a majority-voting member from the initial decision. Reconsideration is barred from debate until approved.

20.9 One-time Reconsideration: A question may only be reconsidered once per board meeting to ensure decisiveness.

20.10 Motion for Reconsideration: Requires backing by any member and halts actions related to the original motion pending the reconsideration decision. Actions irreversible by the original motion exclude reconsideration.

21. Voting on Motions and Resolutions

21.1 Written Submissions: All substantial motions and resolutions for agenda inclusion must be documented.

21.2 Amended Motions: Before board evaluation, a mutually accepted amendment by the proposer and supporter can replace the original motion.

21.3 Decision by Majority: A motion is passed through a majority vote of present, voting members signified by hand raising.

21.4 Mandatory Participation: Members present are obliged to vote, barring statutory voting restrictions.

21.5 Electronic Voting: Members joining meetings electronically retain full voting rights.

21.6 Recorded Votes: Upon request, a recorded vote catalogs member votes individually. The Chair oversees the procedure, ensuring transparency.

21.7 Tie Resolution: Tied votes result in motion failure.

21.8 Reconsideration Requirements: Reassessing a board decision necessitates a majority agreement and the presence of the initial motion's proposer.

21.9 Decision Amendments: Altering a board resolution demands a two-thirds majority approval from those present.

21.10 Adaptive Consideration: Significant circumstantial changes post-decision enable the board to treat the subject as new, exempting it from the one-time reconsideration rule, facilitating responsive governance.

22. Board Meeting Minutes

22.1 Minutes Requirements: The Executive Director shall ensure comprehensive minutes are documented for every Board meeting, capturing:

- Date, time, and location of the meeting.
- Attendee names, including the presiding Chair and Board Members.
- Confirmation and any adjustments of previous meeting minutes.

- Declaration of conflicts of interest.
- A concise record of all deliberations and resolutions.

22.2 Objective Record-keeping: Minutes shall objectively encapsulate Board decisions and actions, avoiding subjective commentary.

22.3 Amendments to Minutes: Adjustments to the minutes necessitate a Board majority approval.

22.4 Ratification of Minutes: Subsequent Board gatherings shall formally approve prior meeting minutes.

22.5 Finalization: Approved minutes shall bear the signatures of the Board Chair and the Executive Director, validating their accuracy and completion.

23. Transparency and Confidentiality in Meetings

23.1 Open Meetings Principle: Board meetings shall remain accessible to the public, barring exceptions outlined in subsections 23.3 and 23.4 due to the sensitive nature of discussed topics.

23.2 Digital Engagement:

- The commencement of each meeting shall include a disclosure regarding livestreaming/video recording.
- Delegates and presenters shall be notified beforehand of livestreaming for transparent public access.
- Recorded meeting archives will be accessible post-meeting, without constituting the official meeting record, which remains the approved minutes.

23.3 Closed Meeting Criteria: The Board may conduct closed sessions when discussing:

- Confidential matters under the Act.
- Issues where public disclosure could compromise investigations, security or privacy.
- Delicate personal, financial, or other sensitive subjects where confidentiality outweighs public disclosure benefits.

23.4 Specific In-Camera Topics:

- Identifiable individual personal matters.
- Employee negotiations or labor relations.
- Potential litigation or legal advice requiring solicitor-client privilege.
- Any other legislated reasons for privacy or security.

23.5 Restricted Attendance: Only Board Members and specifically authorized individuals may attend closed sessions, ensuring confidentiality and integrity.

24 Authority/Legislative Reference

Community Safety and Policing Act, 2019

Municipal Freedom of Information and Protection of Privacy Act



PSB REC: APR 5TH 2024
LOG#14-24
FILE CLASS: P01

REPORT
Police Services Board
For Information

File Class: 1-01-02-01
Cross-Reference File Class: _____

Date: **March 26, 2024**

Subject: **POLICE PURSUITS - FOURTH QUARTER 2023**

From: **Marc Andrews, Deputy Chief, Community Policing Operations Command**

Recommendation

That this report be received as information regarding Suspect Apprehension Pursuits (SAP) for the fourth quarter of 2023.

REPORT HIGHLIGHTS

- 2023 – Fourth Quarter Pursuit Statistics

Police Pursuits – Fourth Quarter 2023

The Fourth Quarter Pursuit Review covers October 1, 2023 to December 31, 2023. There were seven Suspect Apprehension Pursuits in the fourth quarter. A summary of each pursuit is included in this report. Police Vehicle Operations (PVO) conducts debriefings of all primary officers who have been involved in a Suspect Apprehension Pursuit whether the pursuit is deemed compliant or non-compliant. This process provides an opportunity to reinforce existing Suspect Apprehension Pursuit training while providing valuable feedback and verification of training effectiveness and opportunities for the enhancement of training practices. PVO also provides feedback to Divisional NCO's in cases where the Divisional NCO and the Pursuit Review Committee had differing determinations on compliance. In cases where a pursuit is deemed non-complaint, the officer is required to attend PVO for one day to reinforce SAP training and procedures. It should be noted that PVO conducted the review of each pursuit in this quarter as the Pursuit Review committee was unable to meet prior to this report being due. I am confident that the Pursuit Review committee would however come to a similar conclusion for each pursuit.

Number of Police Pursuits

	2023	2022	2021	2020	2019	2018	2017	2016
Fist Quarter	8	5+1	13	8	8	7	6	6
Second Quarter	7+1	5+1	6	6	10	9	4	4
Third Quarter	10	4+2	4	12	4	16	2	9
Fourth Quarter	7	5+3	5	6	7	8	3	5
Total	33	26	28	32	29	40	15	24

Fourth Quarter Summary

No.	Date	Reason	Distance	Time	Damage/Injuries	In Compliance
1.	19 Sep 2023	CC – Wanted Party (Breach, Assault x2)	400 meters	54 secs	Yes/No	No
2.	18 Oct 2023	CC –Stolen vehicle	6 km	5 min	Yes/Yes	No
3.	21 Oct 2023	HTA – Unauthorized Plates	300 meters	20 sec	Yes/No	No
4.	24 Oct 2023	HTA – Fail to signal	3.8 km	3 min	Yes/No	No
5.	23 Nov 2023	CC – Robbery	1 km	1 min	Yes/No	Yes
6.	03 Dec 2023	CC – Impaired	30 km	30 min	Yes/No	Yes
7.	04 Dec 2023	CC – Dangerous Operation	11 km	5 min	No/No	Yes

1. PR23-030925

Reason: CC – Wanted (Breach, Assault x2)

Date: September 19, 2023

The involved officers were contacted by Halton Regional Police for a male who was parked in a Grey Volkswagen Jetta on Rio Court, Mississauga and was wanted on outstanding warrants. Police attended the area and attempted to contain the Jetta. The Jetta drove into a police cruiser and onto the sidewalk to escape. The Jetta then collided with an unmarked Halton Police vehicle. The driver fled on foot but was taken into custody and charged accordingly.

- Injuries: None
- Damage: Minor
- Charges: Dangerous Operation, Flight from Police, warrant executed (Assault x2, Breach)

- Estimated maximum speed of culprit vehicle: 60 km/hr
- Total distance of pursuit: 400 meters
- Total length of time: 54 Seconds
- Officer(s) complied with provisions in PRP Directive I-B-607(F) "Suspect Apprehension Pursuit": No

2. PR23-0338458

Reason: Stolen Auto

Date: October 18, 2023

The officer involved located a stolen vehicle, a Mitsubishi, parked at 7448 Goreway Drive, Mississauga. Officers attempted to stop the vehicle however it fled and a pursuit was initiated. The vehicle travelled into the parking lot at 30 Coventry Road, Brampton where it collided with a police vehicle, causing the Mitsubishi to lose control and roll onto its roof. The driver was ultimately arrested and charged accordingly.

- Injuries: Accused minor injuries
- Damage: Police vehicle front driver side \$2,000, culprit vehicle \$10,000
- Charges: Possession of Property x2, Flight from Police
- Estimated maximum speed of culprit vehicle: 100 km/hr
- Total distance of pursuit: 6 km
- Total length of time: 5 minutes
- Officer(s) complied with provisions in PRP Directive I-B-607(F) "Suspect Apprehension Pursuit": No

3. PR23-0341495

Reason: HTA – Unauthorized License plates

Date: October 21, 2023

The involved officers conducted a traffic stop of a beige Lexus at Burnhamthorpe Road at Grand Park Drive, Mississauga, for having the wrong licence plate attached. The officers positioned a police vehicle to the front and rear of the Lexus. The driver of the Lexus then proceeded to ram a police vehicle and fled eastbound on Burnhamthorpe Road. A short pursuit was initiated before the driver of the Lexus again rammed a police cruiser rendering it inoperable and making good his escape. The driver of the Lexus was later identified and charged accordingly.

- Injuries: None
- Damage: Police vehicle \$4,000.00 front driver side wheel well, culprit vehicle \$500
- Charges: Identity Fraud, Obstruct Peace Officer, Flight from Police, Dangerous Operation, Fail to Stop after accident, Possession of Counterfeit Money, Fail to Comply Undertaking, Fail to Comply Release Order, Possession of Property x2
- Estimated maximum speed of culprit vehicle: 60 km/hr
- Total distance of pursuit: 300 meters
- Total length of time: 20 seconds
- Officer(s) complied with provisions in PRP Directive I-B-607(F) "Suspect Apprehension Pursuit": No

4. PR23-0344252

Reasons: HTA – Fail to Signal

Date: October 24, 2023

The officer involved observed a vehicle, a Ford Focus, fail to signal at Hurontario Street and King Street, Mississauga. The officer followed the Focus as it made several turns before running a stop sign and striking a City of Mississauga bus at Dundas Street and Novar Drive. The Focus continued on and a pursuit was initiated. The Focus struck the front right corner of a police vehicle while attempting to flee, before the driver fled on foot. The driver was taken into custody and charged accordingly.

- Injuries: None
- Damage: Police vehicle minor, Damage to City bus minor
- Charges: Dangerous Operation, Flight from Police, Fail to Stop, Fail to comply
- Estimated maximum speed of culprit vehicle: 120 km/hr
- Total distance of pursuit: 3.8 km
- Total length of time: 3 minutes
- Officer(s) complied with provisions in PRP Directive I-B-607(F) “Suspect Apprehension Pursuit”: No

5. PR23-0377991

Reason: CC- Robbery

Date: Nov 23, 2023

The officers involved were attempting a takedown on a vehicle, a Mercedes G-Wagon, involved in a carjacking with the assistance of Tactical and Central Robbery officers, in the area of 2541 Weston Road, Toronto. Upon attempting to conduct a containment stop, the G-Wagon rammed an unmarked police vehicle and fled the area. A brief pursuit occurred before the G-Wagon made good of its escape. The driver of the G-Wagon was involved in another carjacking shortly after escaping.

- Injuries: None
- Damage: Police vehicle minor front end \$500
- Charges: Possession of Property, Robbery
- Estimated maximum speed of culprit vehicle: 120 km/hr
- Total distance of pursuit: 1 km
- Total length of time: 1 minute
- Officer(s) complied with provisions in PRP Directive I-B-607(F) “Suspect Apprehension Pursuit”: Yes

6. PR23-0389154

Reason: CC - Impaired

Date: December 03, 2023

The involved officers responded to a call for an impaired driver who was operating a grey Mitsubishi in the area of William’s Parkway at James Potter Drive, Brampton. Officers attempted a traffic stop on the vehicle however it fled the scene. A pursuit was initiated which continued onto the Highway. OPP assisted PRP and ultimately the vehicle was stopped on Highway 401 at Keele Street, Toronto after OPP made intentional contact. The driver was arrested and charged.

- Injuries: None
- Damage: Police vehicle \$1,000.00, culprit vehicle \$5,000.00
- Charges: Impaired operation, over 80, Dangers Operation, Flight from Police
- Estimated maximum speed of culprit vehicle: 165 km/hr
- Total distance of pursuit: 30 km
- Total length of time: 30 minutes
- Officer(s) complied with provisions in PRP Directive I-B-607(F) "Suspect Apprehension Pursuit": Yes

7. PR23-0390374

Reason: CC – Dangerous Operation

Date: December 4, 2023

The officer involved was travelling southbound on highway 410 to 22 division for the end of shift when a grey Kia abruptly changed lanes, nearly striking the police vehicle. The officer attempted to stop the vehicle by activating emergency equipment however the Kia failed to stop and a pursuit was initiated. The vehicle was swerving all over the road and approaching heavier traffic. Officers conducted a tandem stop and were able to successfully stop the vehicle. The driver was taken into custody and charged accordingly.

- Injuries: None
- Damage: None
- Charges: Impaired, Excess, Flight from Police, Dangerous Operation, Possession for the purpose
- Estimated maximum speed of culprit vehicle: 180 km/hr
- Total distance of pursuit: 11 km
- Total length of time: 5 minutes
- Officer(s) complied with provisions in PRP Directive I-B-607(F) "Suspect Apprehension Pursuit": Yes

Goal: 3. Accountability, Equity and Service Excellence

Objective: 3.4 Foster public trust and confidence.

Approved for Submission



Marc Andrews, Deputy Chief, Community Policing Operations Command

For further information regarding this report, please contact Sgt Adrian Shipp #3042 at extension 3820 or via email at 3042@peelpolice.ca.

Authored By: Sgt Adrian Shipp #3042



REPORT

Police Services Board

For Information

PSB REC. APR. 4TH
2024 FILE CLASS: M03
LOG#: 13-24

File Class: 1-01-02-01

Cross-Reference File Class: _____

DATE: March 28, 2024

SUBJECT: **2023 Corporate Risk Management Annual Public Report**

FROM: Chief of Police, Nishan Duraiappah

RECOMMENDATION

It is recommended that this document be received as the 2023 Corporate Risk Management Annual Public Report.

REPORT HIGHLIGHTS

- Investigative Support Bureau;
- Police Service Act Discipline Offences;
- Public Complaints.

The purpose of this report not only provides transparency for the public, as well as satisfies annual legislated reporting to the Police Services Board. This report contains data as it relates to risk management within the Professional Standards Bureau.

INVESTIGATIVE SUPPORT BUREAU

The Special Investigations Unit is a civilian law enforcement agency that investigates incidents involving police officers where there has been death, serious injury or allegations of sexual assault. The Unit's jurisdiction covers more than 50 municipal, regional and provincial police services across Ontario.

Under the *Police Services Act*, the Director of the SIU must determine based on the evidence gathered in an investigation whether an officer has committed a criminal offence in connection with the incident under investigation. If, after an investigation, there are reasonable grounds to believe that an offence was committed, the Director has the authority to lay a criminal charge against the officer. Alternatively, in all cases where no reasonable grounds exist, the Director does not lay criminal charges but files a report with the Attorney General communicating the results of an investigation.

The Investigative Support Bureau shall:

- (a) be designated as the policy centre for S.I.U. matters in order to maximize efficiency and consistency of operation;
- (b) conduct the administrative investigation for the purpose of reviewing procedures, processes and practices of P.R.P. in relation to all incidents under investigation by the S.I.U.; and,
- (c) direct the investigation into the criminal conduct of any person injured in the Occurrence, who forms the basis of the S.I.U. investigation.

The following statistics relate to incidents involving members of Peel Regional Police in which the Special Investigations Unit became involved. These statistics are shown in comparison with those captured at year-end in 2022 and 2021.

Investigations	2023	2022	2021
S.I.U. Investigations	34	26	32
Subject Official Designations	36	21	34
Witness Official Designations	119 (6 other Services)	43	92
Total Legal Expenses	\$266,237.70	\$90,962.72	\$202,767.63
Disposition of Cases			
Case closed: No further action	20	19	36
Cases involving other police services	3	2	1
Investigations terminated	5	9	6
Cases where charges laid	1	1	2
Investigations ongoing	14	8	22

CONCLUSION

The Special Investigations Unit became involved in a total of 34 Peel Regional Police incidents in 2023. The S.I.U. closed 20 investigations indicating that there would be “No Further Action” as the officers were cleared of any criminal liability. They terminated five investigations based on evidence showing that the injuries were not as serious as first believed, or that the Peel Regional Police member was not directly involved.

There are currently 14 investigations ongoing. There were three incidents where members of the Peel Regional Police, Investigative Support Bureau were required to liaise with the Special Investigation Unit for incidents that involved members from other police services in our region. Six Peel Regional Police members were designated as ‘Witness Officials’ in two of the cases (three officers in each investigation); the third case did not require PRP officers to be designated.

A total of 155 officers were designated in 2023: 36 as subject officials and 119 as witness officials. Legal representation was requested by and provided for the designated officials.

The total legal expenses incurred to date are \$266,237.70.

POLICE SERVICES ACT DISCIPLINE OFFENCES

The *Police Services Act of Ontario* governs all police services across the province. Section 80 of the Act defines police misconduct. Misconduct includes any violation of the code of conduct described in Ontario Regulation 268/10. The code of conduct categorizes misconduct as discreditable conduct, insubordination, neglect of duty, deceit, breach of confidence, corrupt practices, unlawful or unnecessary exercise of authority, damage to clothing or equipment and consuming drugs or alcohol in a manner prejudicial to duty.

A total of 11 *Police Services Act* investigations were resolved during the course of 2023. The following is the disposition of these matters:

1. **Summary of Offence:** Count 1-13 – Unauthorized CPIC queries and allegations of gang affiliation.

Disposition: Notice of Hearing #1 - Demotion to third-class constable for a period of two years, effective the date of the decision.

Notice of Hearing #2 – Dismissed within seven days unless they resign before that time.

2. **Summary of Offence:** Count 1-2 – Embarrassed a civilian by having them do physical exercise in lieu of a ticket.

Disposition: Reduction in rank from First Class Constable to Second Class Constable for a period of six months following which, the officer will be returned to the rank of First Class Constable. In addition the officer was to receive remedial training to be determined by the Divisional Commander.

3. **Summary of Offence:** Count 1 – Allegations of nine fraudulent member benefits claims made between March 2020 and December 2021.

Disposition: Reduction in rank from First Class Constable to Second Class Constable for a period of three months following which, the officer will be returned to the rank of First Class Constable on the basis of satisfactory work performance to be determined by the Divisional Commander.

4. **Summary of Offences:** Count 1 – SIU provided video depicting officers unlawfully assaulting and tasing a male during an arrest.

Disposition: The reduction in rank from First Class Constable to Second Class Constable for a period of 12 months, following which the officer will be returned to the rank of First Class Constable on the basis of satisfactory work performance to be determined by the Divisional Commander.

5. **Summary of Offence:** Count 1 – During interaction with the complainant and public, the officer was not wearing a mask and hugging protestors.

Disposition: Reduction in rank to First Class Constable for a period of 12 months, following which the officer will be returned to the rank of Sergeant on the basis of satisfactory work performance to be determined by the officer's Divisional Commander.

6. **Summary of Offence:** Count 1 – Allegations that the officer used excessive force on an impaired driver.

Disposition: A reduction in rank from First Class Constable to Second Class Constable for a period of six months, following which the officer will be returned to the rank of First Class Constable on the basis of satisfactory work performance to be determined by the Divisional Commander.

7. **Summary of Offence:** Count 1 - Concerns about the officer's involvement in an incident.

Disposition: A reduction in rank from First Class Constable to Second Class Constable for a period of six months, following which the officer will be returned to the rank of First Class Constable on the basis of satisfactory work performance to be determined by the officer's Divisional Commander.

8. **Summary of Offence:** Count 1 – Involved in a single car motor vehicle collision and arrested for impaired operation incident within the Region of Peel.

Disposition: A reduction in rank from Second Class Constable to Third Class Constable for a period of 18 months, following which the officer will be returned to the rank of Second Class Constable, on the basis of satisfactory work performance, to be determined by the Divisional Commander. Further, the officer shall only remain at the level of Second Class Constable for the same length of time as he had outstanding at that level on the date of demotion.

9. **Summary of Offence:** Count 1-11 – Allegation that the officer neglected to properly investigate historical intimate partner violence incidents.

Disposition: Reduction of rank from First Class Constable to Second Class Constable for a period of 18 months, following which the officer will be returned to the rank of First Class Constable, on the basis of satisfactory work performance, to be determined by the Divisional Commander.

10. **Summary of Offence:** Count 1 – Officer was charged with shoplifting at the Superstore while off duty.

Disposition: A reduction in rank from First Class Constable to Second Class Constable for a period of 18 months, following which the officer will be returned to the rank of First Class Constable on the basis of satisfactory work performance to be determined by the Divisional Commander.

11. **Summary of Offence:** Count 1 – Officer was arrested and charged with domestic assault.

Disposition: A reduction in rank from First Class Constable to Second Class Constable for a period of six months, following which the officer will be returned to the rank of First Class Constable on the basis of satisfactory work performance to be determined by the Divisional Commander.

Findings

The following Police Service Act investigation statistics provides an annual comparison.

2023	2022	2021	2020	2019
11	7	16	7	5
9.2 avg.				

PUBLIC COMPLAINTS BUREAU

Discussion

The public complaint process in 2023 was governed under Part V of the *Police Services Act of Ontario* as enacted through Section 10 of Bill 103 in the fall of 2009. The administration of this process is governed by rules established by the Office of Independent Police Review Director (OIPRD). This makes 2023 the fourteenth full year for statistics in which the public complaint process has been governed by the OIPRD. Statistics for this year's complaints are categorized as follows:

- Conduct of officers;
- Policies of the police service or;
- Services provided by the police service.

Analysis

The Public Complaints Investigation Bureau received 91 conduct complaints from the Office of the Independent Police Review Director (OIPRD) in 2023. This represents a 1.06% decrease from the 97 complaints received in 2022. Compared to a five-year average of 103.4 per calendar year, 2023 marked a decrease of 1.13% over the previous five-year average.

The OIPRD retained one complaint for investigation in 2023, compared to two in 2022. The OIPRD assigned one investigation in 2023 to an external police service to investigate compared to two in 2022.

There was one conduct complaint investigation that resulted in discipline in 2023, compared to one in 2022.

There were 23 service/policy complaints in 2023, compared to 8 in 2022.

There were 170 Administrative Files sent to Peel Regional Police from OIPRD in 2023, compared to 133 in 2022. These are complaint files sent to the Peel Regional Police by the OIPRD that have been deemed by them as being; frivolous, vexatious, made in bad faith; more appropriately dealt with by another Act or law; past the legislative time limit to be investigated; not in the public interest to proceed.

There were five Local Resolution Agreements in 2023, compared to three in 2022. A Local Resolution is when a citizen chooses to go directly to the police service with a complaint and comes to an agreement about how to resolve the complaint informally.

The Early Resolution Program is a way for complainants and respondent officers to voluntarily resolve complaints in a quick and effective manner that encourages open communication. The Early Resolution program provides an opportunity for complainants and respondent officers to voluntarily resolve complaints before they are formally screened under the *Police Service Act*. In 2023, there were 23 Early Resolution agreements assigned compared to 19 in 2022.

Complaints	2023	2022	2021	2020	2019
Administration File	170	133	181	144	102
Public Complaint	91	97	103	111	94
Service/Policy Complaints	23	8	4	3	4
Local resolution	5	3	6	13	8
Early Resolution	23	19	16	8	21
External Complaint	1	2	4	0	4
Total	313	262	314	279	233

Finally, as of December 31, 2023, the Public Complaints Investigation Bureau had 33 open/ongoing investigations, and there were zero open/ongoing investigations that were previously retained by the Office of the Independent Police Review Director.

Active/Open Investigations	2023	2022	2021	2020	2019
	33	34	34	34	37

Dispositions of Completed Investigations – Five Year Trend

76.2% of 2023 Public Complaints were; Informal Resolutions, Unsubstantiated, or Withdrawn. The “Other” category includes; Frivolous, Abandoned, Loss of Jurisdiction, and Past Time Limit.

Disposition	2023	2022	2021	2020	2019
Informal Resolutions	36	32	52	39	46
Unsubstantiated	18	21	20	39	23
Withdrawn	21	44	26	33	24
Other	8	5	7	5	4
Substantiated	8	1	3	2	0
Total	91	103	108	118	97

Conclusion

Peel Regional Police are transparent in the reporting of matters investigated by the Professional Standards Bureau. Incidents are thoroughly investigated and appropriate action is taken to mitigate further risk to the organization.

Approved for Submission:



Chief of Police
Nishan Duraiappah

For further information regarding this report, please contact Superintendent Marty Ottaway at extension 4004 or via e-mail at 1872@peelpolice.ca.

Authored By: *Inspector Bill Ford #1677.*



PSB REC. APRIL 9TH 2024
FILE CLASS: F11
LOG# 22-24

REPORT Police Services Board

For Decision

File Class: 1-01-02-01

Cross-Reference File Class: _____

DATE: March 8, 2024

SUBJECT: **MICROSOFT UNIFIED ENTERPRISE SUPPORT SERVICES**

FROM: Anthony Odoardi, Deputy Chief, Innovation and Technology Command

RECOMMENDATION

IT IS RECOMMENDED THAT, the Police Services Board approve a Direct Negotiation contract with Microsoft Canada Inc. for the Unified Enterprise Support Services at cost of \$383,732.54, excluding applicable taxes, in accordance with Procurement Policy PRP-FN-0001.

And further, that authority be granted to the Chief Administrative Officer to increase the contract if actuals exceed the estimated cost or quantity subject to satisfactory service, performance, pricing and budget availability.

REPORT HIGHLIGHTS

- Microsoft Unified Enterprise Support Services (UESS) provides PRP with prioritized 24x7 problem resolution services to provide rapid response to minimize downtime.
- Microsoft also provides PRP with Service Delivery Management to facilitate planning and implementation.
- Microsoft further provides proactive services to assist in improving PRP's IT infrastructure and operations.
- Included in UESS is Microsoft's Business Outcome Acceleration, enabling analysis of emerging trends focusing on performance/security/resiliency/cost efficiency.
- Enables PRP for a Reactive Enhanced Designated Engineering (REDE) which is an ongoing technical engagement for the support and maintenance of PRP's Microsoft product catalogue.
- In 2023 / 2024 Peel Police have also moved to Microsoft O365 and Azure for email and cloud services, Microsoft has exclusive access to their online systems and services, and they are they only ones who have the ability to provide support thereby necessitating this request for a Direct Negotiation.
- Microsoft will continue to provide ongoing support to the Peel Police pending approval of this contract extension.

DISCUSSION

1. Background

Renewing our Microsoft Unified Enterprise Support Services (UNESS) is necessary in enhancing and maintaining our IT infrastructure for our core mission of public safety. As Microsoft support services are exclusively available for direct purchase from Microsoft itself, this renewal underscores our direct commitment to high standards of system performance, cyber-security, and reliability. By deepening our engagement with Microsoft's comprehensive support—amidst our expanding utilization of their products, including cloud services—we ensure operational reliability and proactive system maintenance. This direct partnership facilitates strategic IT planning tailored to evolving law enforcement challenges and technological advancements, reinforcing the critical role of a robust IT framework in our mission to ensure community safety and operational excellence. If we do not renew this contract we will no longer obtain support services directly from Microsoft – who are the only vendors able to provide this exclusive service.

2. Findings

Microsoft's Enterprise Support Services is essential for maintaining the integrity and efficiency of our IT infrastructure, which must be procured directly from Microsoft. This direct purchase requirement ensures that we receive the most comprehensive, up-to-date support available, tailored specifically to our needs. Microsoft supports their own products for enterprise customers, Peel Police have now migrated to M365 for email and productivity tools. Peel Police have also started putting services in the Microsoft Azure Cloud, such as PeopleSoft. These services are critical to Peel Police, Microsoft has exclusive access to their online systems and services, and they are they only ones who have the ability to provide support.

3. Proposed Direction

It is proposed that PSB approve the Microsoft Unified Support Services contract until March 7, 2025. This contract will ensure that we will have a dedicated support base from Microsoft to a number of our initiatives and operations.

4. Strategic Plan Alignment

Goal: 3. Accountability, Equity and Service Excellence

Priority:

3.5 Identify/implement/evaluate innovative processes, combining technology/risk management, guided by th

5. Equity and Inclusion Considerations

None

6. Procurement

Procurement Implications

This is a non-competitive procurement process and requires Police Services Board approval. The process to award this contract is in compliance with the Procurement Policy, section 5.2.1 where the required goods and services are reasonably available from only one source by reason of the scarcity of supply in the market or the existence of exclusive rights

held by any Vendor or the need for compatibility with goods and services previously acquired and there are no reasonable alternatives or substitutes.

7. Organizational Wellness/Occupational Health and Safety/Risk Management

This contract will have direct impact on PRP’s mission critical systems and day-to-day Operations which ultimately affect our service to our community. Without this contract, it can pose a significant impact on public safety.

ORGANIZATIONAL IMPACTS

Financial

This contract costs \$383,732.54 excluding taxes and has been budgeted.

Facilities

None

Technology

As explained under the Findings section

CONCLUSION

In renewing the Microsoft Unified Enterprise Support Services, PRP reaffirms its commitment to leveraging technology for public safety and operational efficiency. This comprehensive support model has been pivotal in optimizing our IT infrastructure, and ensuring system reliability, essential elements for effective law enforcement. Through this continued partnership with Microsoft, we ensure our IT infrastructure remains robust, scalable, and capable of adapting to future technological advancements, thereby supporting our mission to protect and serve our community effectively.

Approved for Submission:



Anthony Odoardi, Deputy Chief, Innovation and Technology Command

For further information regarding this report, please contact Nelson Lee at extension 4657 or via email at 2759C@peelpolice.ca

Authored By:Argyle Bolivar #1923C



PSB REC. APR 9TH 2024
FILE CLASS: P01
LOG# 18-24

REPORT
Police Services Board
For Information

File Class: 1-02-02-01
Cross-Reference File Class: _____

Date: **April 1, 2024**

Subject: **DIVERSITY, EQUITY & INCLUSION - 2023 ANNUAL HATE-MOTIVATED CRIME REPORT**

From: **Mark Dapat, Deputy Chief, Community Safety & Well-Being Command**

Recommendation

That the Chief's Management Group receive the 2023 Annual Hate-Motivated Crime Report as information.

And further,

That a copy of this report be forwarded to the Police Services Board in accordance with the annual reporting requirements.

- Total number of Criminal Code offenses reported to Peel Regional Police in 2023 was 53,057. Of those, 162 (0.31%) have been designated as hate-motivated crimes. This marks a 32% increase in reported hate-motivated crimes from 2022.
- Of the 162 reported hate-motivated crimes, 35 resulted in charges.
- The number of hate crimes motivated by religion increased from 30 in 2022, to 69 in 2023. When further analyzed, there was an increase in Jewish community victimization from 20 in 2022, to 44 occurrences in 2023. Additionally, an increase from 3 occurrences in 2022, to 13 in 2023 relating to Muslim victimization was identified.
- An increase of hate crimes motivated by sexual orientation was identified, going from 16 in 2022 to 30 in 2023.
- In 2023, officers from Diversity, Equity & Inclusion Bureau continued to promote awareness and educate the community via virtual and in-person seminars on hate-motivated crimes and incidents. Through education, awareness and connecting with the community, combined with significant global events, we have observed an increase in the number of reported hate-motivated crime.
- In 2023, the Diversity, Equity and Inclusion Bureau continued to promote and advance our Reassurance Protocol, as well as various training programs and initiatives including the Countering Hate Committee and Online Hate Crime Reporting, to build our organizational capacity as it relates to hate-motivated crimes and incidents.
-

Discussion

1. Background

The Peel Regional Police (PRP) Diversity, Equity & Inclusion Bureau (DEI) is tasked with educating employees and members of the community about hate-motivated crimes, incidents, and propaganda. Ongoing efforts to commence and maintain open and direct dialogue with all members of our diverse community include various initiatives developed and operationalized in recent years, some of which are discussed in this report.

DEI's primary responsibilities are to monitor and analyze data on hate-motivated crimes & incidents, and to identify and address related trends within the Region of Peel. That information is also included in this report.

Directive 1-B-130(F) "Hate-Motivated Crime" provides guidelines to PRP employees on how to accurately identify, record and investigate hate crimes.

A hate-motivated crime is defined as:

- (a) *"hate-motivated crime" – means a criminal offence committed against a person or property, which is motivated solely or in part, by the offender's hate, bias or prejudice based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, gender identity, gender expression, or similar factor.*

A hate-motivated incident is defined as:

- (b) *"hate-motivated incident" – means incidents which involve behaviours that, though motivated by hate or bias against a victim's race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability or sexual orientation, gender identity, gender expression, or similar factor, are not criminal acts. (For example, disrespectful/discriminatory or hostile speech).*

There are two types of hate-motivated crimes, as described in sections 318 and 319 of the Criminal Code.

- The first includes the offences of advocating genocide, public incitement of hatred, willful promotion of hatred, willful promotion of antisemitism, and mischief to religious property; these are characterized as hate propaganda offences under the Criminal Code. The Attorney General's consent is required to initiate a prosecution for the offence of willful promotion of hatred and the offence of advocating genocide.
- The second refers to all other criminal offences where evidence establishes that bias, prejudice, or hate was a motivating factor in the commission of the offence.

Upon conviction of a crime where hate, bias, or prejudice is established as a motivating factor, the Crown is entitled to argue that such factor(s) are aggravating element(s) in consideration of penalty.

The investigation of all hate-motivated incidents and crimes in the Region of Peel is the responsibility of the respective divisional Criminal Investigation Bureau or other investigative units (i.e., Homicide, Robbery, etc.).

To ensure communication flow and effective support, each of the five divisions has a hate-motivated crime coordinator to act as a resource for their division in such investigations. DEI meets with the Divisional Coordinators quarterly to discuss investigations and ensure proper reporting practices.

All reports that are submitted by front line officers and investigators are forwarded to the DEI Regional Hate-Motivated Crime Coordinator for review and to ensure that support and specialized knowledge are provided to the investigating unit. The Regional Coordinator is also responsible for liaising with the local Assistant Crown Attorneys assigned to the hate-motivated crime portfolio.

Divisional investigators are also supported by PRP Intelligence Services who provide context based on information shared amongst police services and governmental agencies on hate-motivated crime and extremism.

2. Findings

The information contained in this report is based on reported occurrences with an acknowledgement that some incidents are not reported to police. There are a number of factors that operate on their own or in combination to

shape the decision not to report. These include confusion/lack of knowledge about what hate motivated crime is, fear of escalation and/or retaliation, embarrassment, a lack of trust in police (a sentiment that may also be present in some newcomer communities, wherein negative experiences with police in the country of origin shape perceptions of police in this country), a belief that if identified and charged the accused person(s) would not be convicted or adequately punished, dealing with the incident in another way, and concerns that a given incident may not be serious enough to report (which is often the case with hate/bias motivated incidents that do not meet the threshold for laying a criminal charge).

Given these considerations and in order to reduce victim reluctance to report, DEI undertakes proactive outreach programs on behalf of the organization to build relationships and trust in our diverse community, to educate community members about what constitutes a hate-motivated crime, and to spread awareness of the initiatives our service has implemented to support victims while also working to prevent and control hate/bias motivated crime and incidents.

3. Proposed Direction

Promoting the timely reporting of hate-motivated incidents to police remains a priority. To that end, the DEI has created additional resources in recent years for PRP members and the community, including:

- Hate-Motivated Crime Information Fact Cards available on the PRP website, at police divisions, community stations, and from officers. The fact cards outline the various elements of hate-motivated crimes and incidents, along with instructions on how to report such matters to the police.
- A Hate-Motivated Crimes Guidebook that serves as a resource tool for officers and provides investigative tips and guidelines when dealing with such matters.
- A Religious and Cultural Awareness Guidebook that provides guidance and information related to specific nuances associated with the most prominent cultural and religious communities within our region. This guidebook also identifies important information related to significant days, dates and times, as well as other topics such as gender-specific considerations, search/detention/arrest considerations, and death/funeral-related matters. This resource helps to ensure that members further their understanding and awareness related to differing beliefs and that interactions with our diverse community members are culturally appropriate and effective.
- A Hate-Motivated Crimes Educational Video was made publicly available via YouTube. This video provides information related to hate-motivated crimes while encouraging victims of such incidents to report their matters to police promptly (hyperlink reference: <https://www.youtube.com/watch?v=8ZEEifrN5nl>)

Initiative – Reassurance Protocol

Hate-motivated crimes and incidents impact our community members in several negative ways. The residual impact of such crimes and incidents often results in feelings of fear, marginalization, and alienation. To ensure that victims of hate-motivated crimes and incidents receive the necessary support and reassurance from PRP, and to help mitigate and minimize the above-noted concerns, PRP's 'Reassurance Protocol' has been formally implemented by the DEI Bureau.

In response to any hate-motivated crime or incident, the following steps are taken by DEI officers:

- The Regional Hate-Motivated Crime Coordinator or designate ensures that they follow up with the victim/complainant of all hate-motivated crime and hate incidents;
- Follow-ups with the victims/complainants are done in a timely manner. Given that public/personal safety is a crucial aspect of our service delivery, appropriate follow-ups and the provision of supports are

imperative. During the follow-up process, Victim Services and any other relevant social support services are offered to affected community members;

- The DEI officer that conducts the follow up also ensures that a supplementary narrative is added to the original occurrence report.

This protocol has been well received by the members of the community impacted by hate-motivated crimes and incidents. The empathetic and supportive nature of this practice has resulted in victims feeling an additional layer of safety and support. PRPs reassurance protocol may also have essential deterrent effects insofar as it publicly denounces hate-motivated crimes/incidents and communicates to potential offenders that such occurrences will be rigorously investigated. This protocol has been shared with other law enforcement agencies that are interested in creating a similar program.

Initiative – Countering Hate in Our Community

In 2023, Community Safety and Well-Being Services was awarded a Community Resilience Fund grant from Public Safety Canada to support the National Strategy on Countering Radicalization to Violence (CRV). As a result of the grant, in June 2023 PRP assembled the Countering Hate Committee consisting of over 25 community partners representing a variety of organizations, ethnicities, religions and cultures. Through this collaborative approach, a community-base hate crime education and prevention module was co-developed. The module is readily adaptable to a wide range of community settings and audiences.

Through a train-the-trainer model, the training will be delivered to the community, by the community, with the support of PRP. The purpose of this module is to educate our region, strengthen the trust between police and the community we serve, and to bolster our collective capacity to identify, prevent and respond to incidents of hate and extremist violence in our region.

Due to the overwhelming passion, commitment, and interest from our committee members to continue this collaborative approach to countering hate, PRP applied for, and was successful in obtaining, the Proceeds of Crime – Front Line Policing (POC-FLP) grant through the Ministry of the Solicitor General. This grant has enabled PRP and its partners to hire an Education, Training, Outreach and Navigation (ETON) Coordinator to expand on the work of the committee for an additional 2-year project. In keeping with the community-based approach, the coordinator sits in a partner agency (safe City Mississauga) and will work closely with PRP and Countering Hate Partners. Additionally, the grant will include a permanent, wrapped, hate crime vehicle that will promote and encourage hate crime reporting.

Initiative - Online Hate Crime Reporting Platform

In 2023, the creation of an online hate crime reporting platform began. Keeping to PRP's ongoing modernization and accessibility improvement efforts, this online platform will allow for a higher degree of reporting where any computer or mobile device can be utilized. Acknowledging the many barriers to reporting hate crimes or incidents, this platform provides a more private, discreet and less intimidating method of reporting, while strengthening community service and relationships. Improved data collection and analytics will aid police mobilization efficiencies and community response models. It is important to note that there will be no change or compromise to PRP's response or service delivery, and all active or emergent needs will be diverted to Communications for dispatch. In addition, DEI officers will maintain their customer service model and ensure every online hate report receives follow-up and the applicable reassurance protocol.

4. Strategic Plan Alignment

Goal: 1. Community Safety and Well-Being

Objective:

1.4 Align with the CSWB Plan to implement strategies identifying/supporting victims/offenders/priority populations.

As indicated above, officers from the DEI Bureau will continue to educate and promote awareness of Hate-Motivated Crimes and Incidents in our region. Officers will continue to provide reassurance to victims of hate and to streamline and simplify the reporting process for members of our community. The DEI Bureau will continue to monitor world events and maintain a lens on the impact that these events have on our local communities. They will continue to establish and maintain positive connections with our affected community members, while striving to create collaborative opportunities focussed on mitigating the risk and harm associated with hate motivated crimes and incidents.

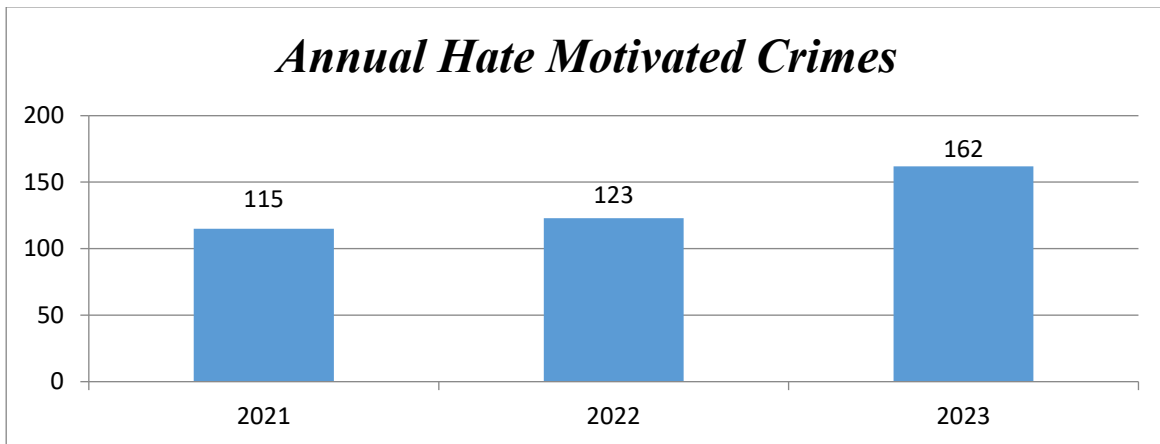
5. 2023 Statistics

Annual Hate-Motivated Crimes

In 2023, it was recorded that the total number of Criminal Code offenses reported to PRP was 53,057. Of those, 162 (0.31%) have been designated as hate-motivated crimes. From the 162 hate-motivated crimes, 35 (22%) resulted in Criminal Code charges.

As noted in Chart 1 below, the number of reported hate-motivated crimes in our Region increased from 123 in 2022, to 162 in 2023, marking a 32% increase.

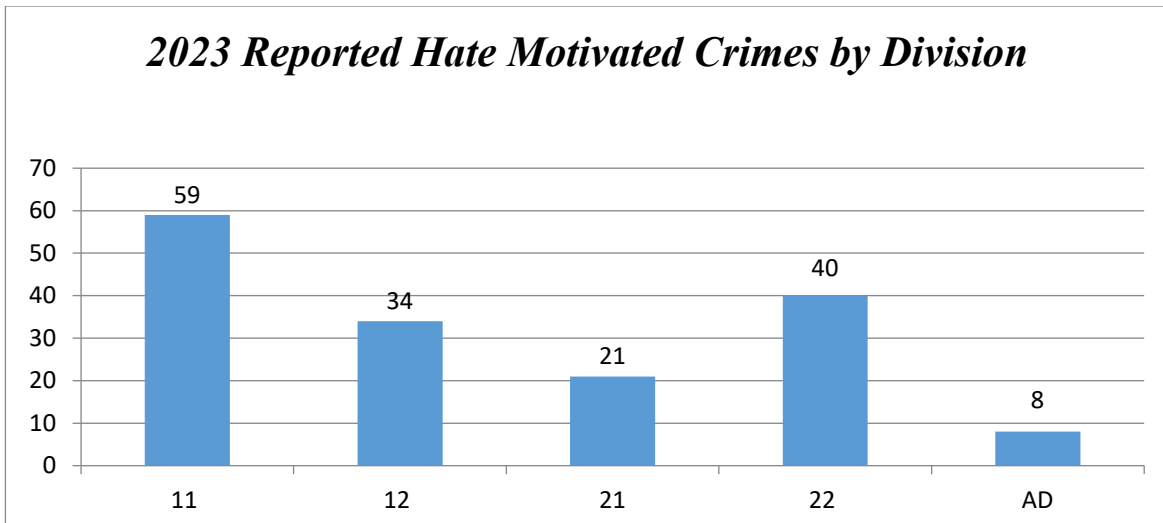
Chart 1: Total number of reported hate-motivated crimes 2021 to 2023



Reported Hate-Motivated Crimes by Division

There were 162 hate-motivated crimes reported to PRP in 2023. As noted in Chart 2, hate crimes are not evenly distributed across PRP divisions, with 11 Division experiencing the highest number of these offences (59) and the Airport Division experiencing the lowest incidence (8).

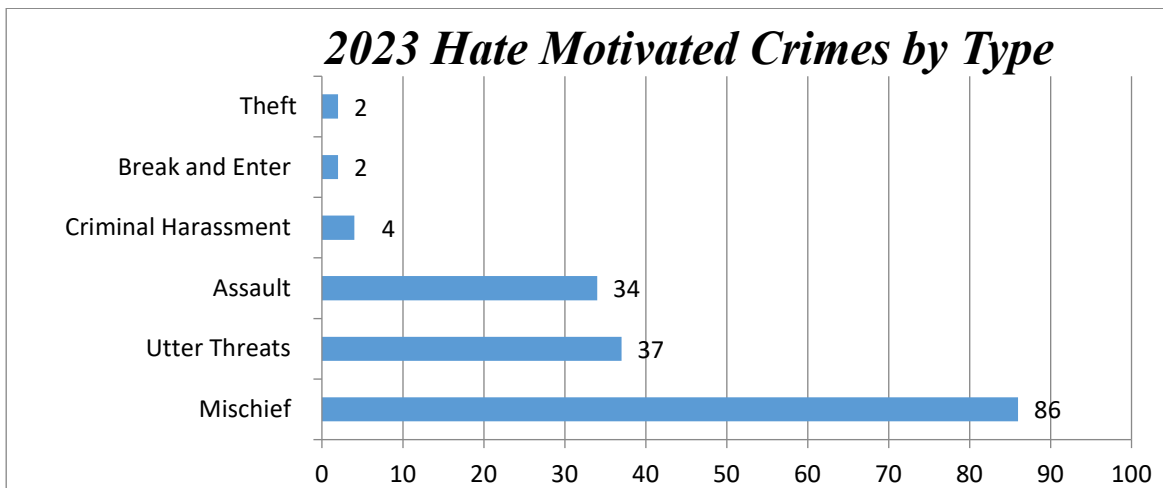
Chart 2: Number of reported hate-motivated crimes by Division – 2023



Hate-Motivated Crimes by Type

The 162 reported hate-motivated crimes in 2023 involved a range of offence types as illustrated in Chart 3 below. As many as 86 (53%) hate-motivated crimes involved mischief, followed by 37 (23%) utter threats. Assaults accounted for 34 (21%) occurrences.

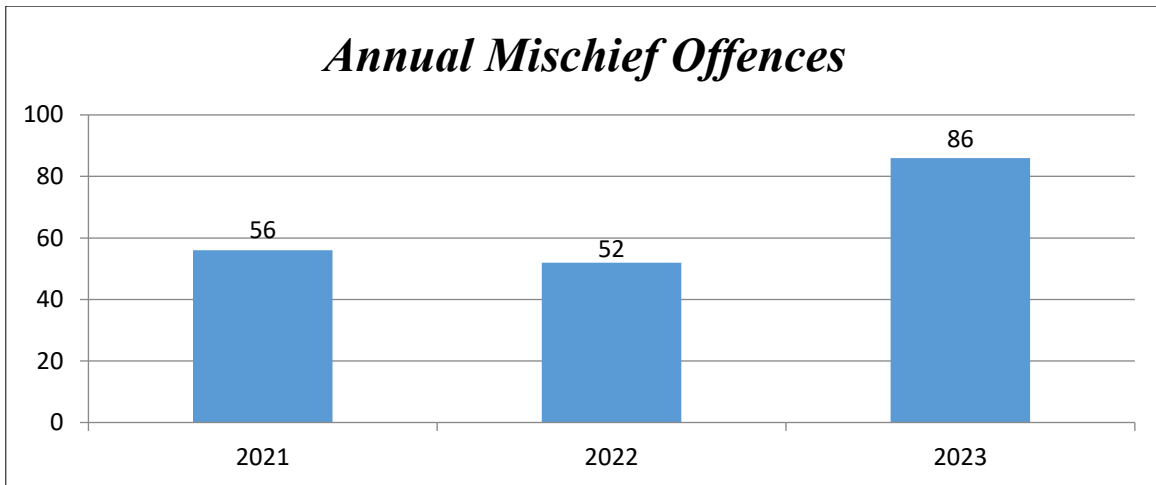
Chart 3: Reported hate-motivated crimes by type of offence - 2023



Mischief Remains the Highest Reported Incident Type

Mischief remains the highest reported incident type between 2021 and 2023, increasing from 56 to 85 offenses.

Chart 4: Annual Mischief Offences – 2023

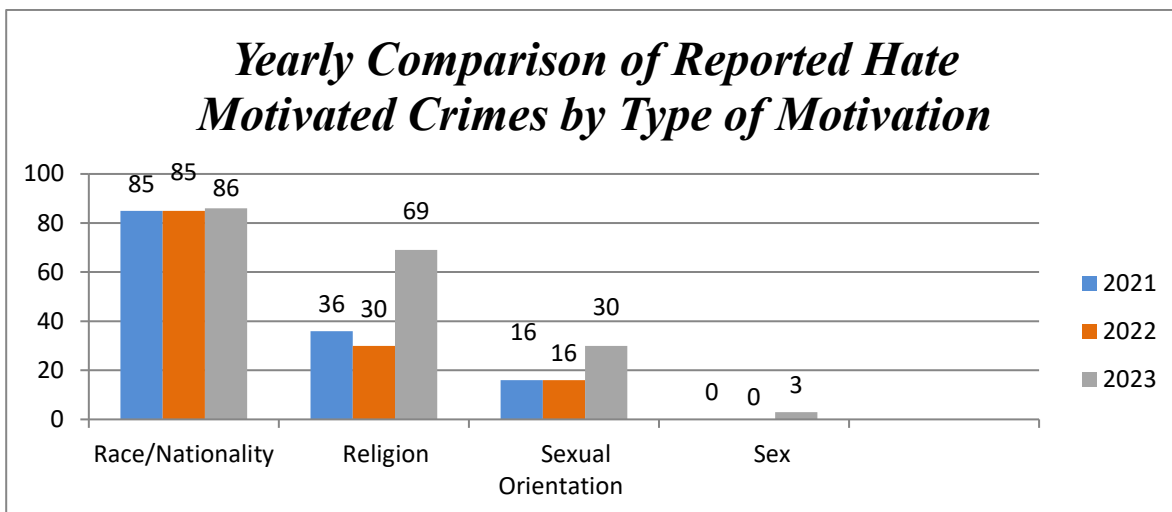


Targeted Groups - Motivation

There were 162 hate-motivated crimes reported to PRP in 2023.

Chart 5 presents the number of hate-motivated crimes reported to PRP from 2021-2023. Crimes motivated by race/nationality increased from 85 in 2022, to 86 in 2023. Those motivated by religion increased from 30 in 2022, to 69 in 2023, while those motivated by sexual orientation increased from 16 in 2022, to 30 in 2023.

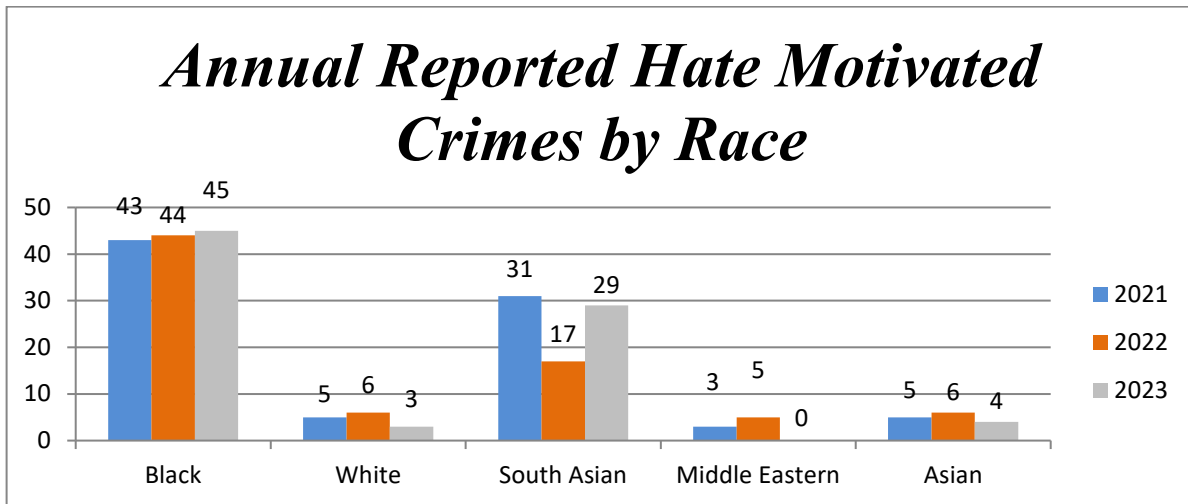
Chart 5: Yearly Comparison of hate-motivated crimes reported to police, by motivation type - 2021 to 2023



Type of Race, National or Ethnic Origin as Motivation for Hate Crimes

A statistical review of hate crime victimization based on ethnic and/or racial background is provided in Chart 6. Of note, members of the Region's Black communities continue to experience the highest reported victimization numbers, with 45 incidents (56%). South Asian community members experienced the second highest victimization numbers, which have increased by 71% from 17 in 2022, to 29 in 2023.

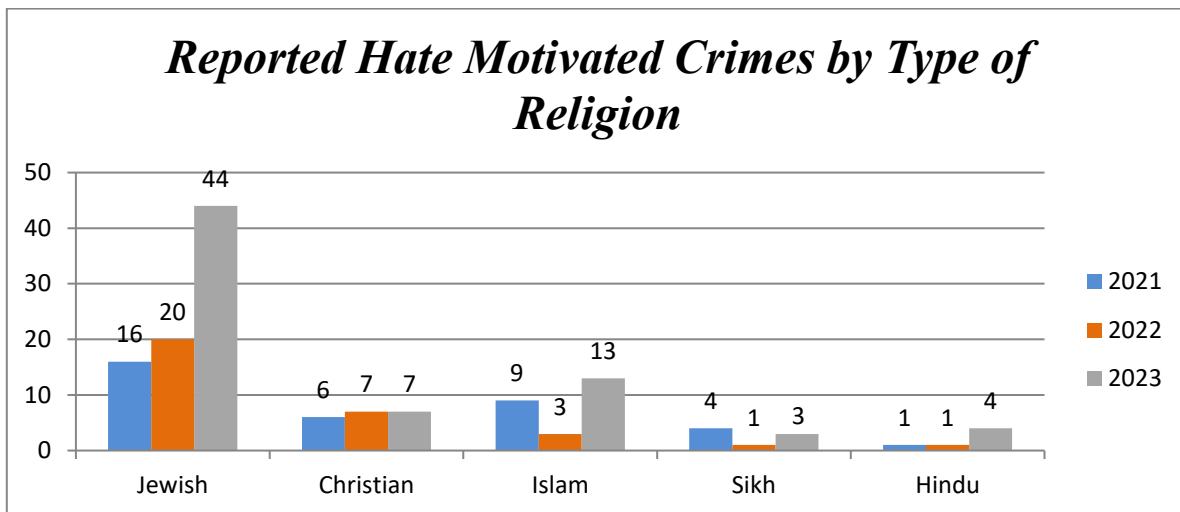
Chart 6: Annual reported hate motivated crimes by race, colour, national or ethnic origin - 2021 to 2023



Type of Religion as Motivation for Hate Crimes

Chart 7 demonstrates that 71 of the 162 (44%) hate-motivated crimes reported to Peel Regional Police in 2023 were motivated solely, or in part by religion. Jewish (44) and Muslim (13) community members reported the highest victimization numbers.

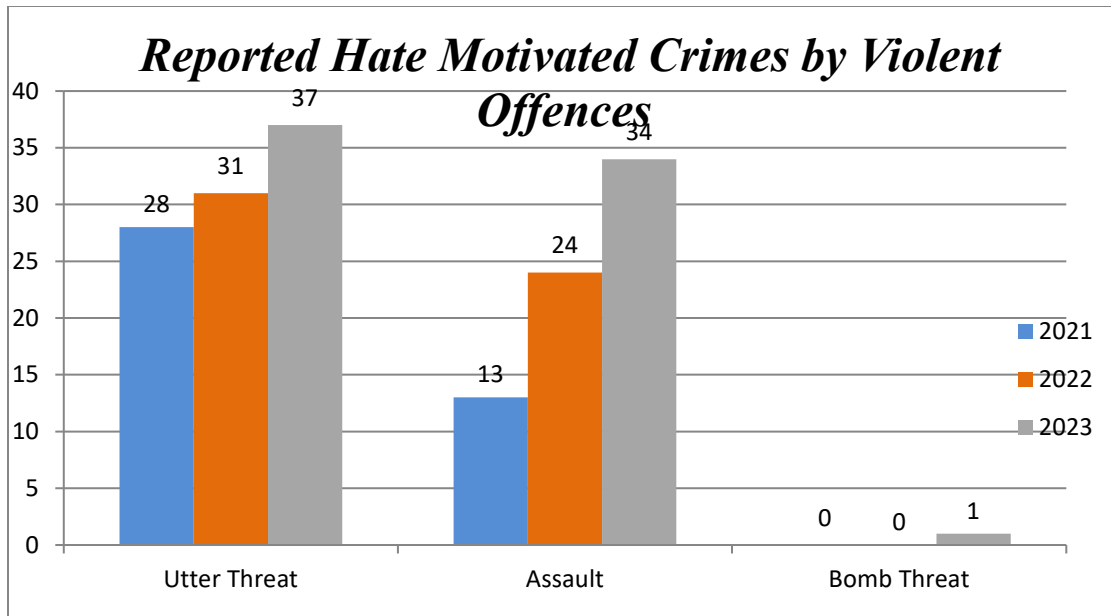
Chart 7: Reported hate-motivated crimes, by type of religion – 2021 to 2023



Violent Hate-Motivated Crimes

As shown in Chart 8, 72 (44%) of the 162 hate-motivated crimes reported to Peel Regional Police in 2023 involved acts of violence, or threats of violence. This marks an increase of 13% from 2022 to 2023; with 37 uttering threats (51%) being the most common, 34 assault (47%), and 1 bomb threat (1%) offence.

Chart 8: Reported hate-motivated crimes, by violent offences – 2021 to 2023

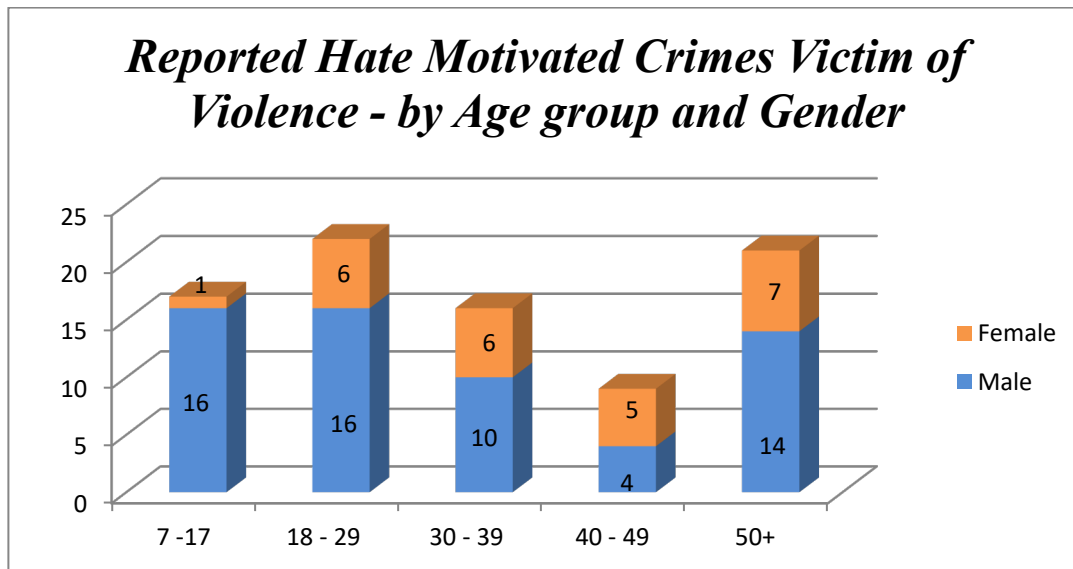


Gender, Race/Ethnicity and Age of Victims

As shown in Chart 9, 85 persons were victims of reported hate-motivated crimes in 2023; 60 were male (71%), and 25 were female (29%).

Concerning age, a majority of male victims were between the age of 18-29 (35%) and 7-17 years of age (27%), over 50 (19%) and, while the largest percentage of female victims (50%) were between the age 18-29.

Chart 9: Reported hate-motivated crimes, victims of violence by age group and gender – 2023



Conclusion

In 2023, 162 hate crimes were reported to Peel Regional Police. The Region of Peel’s population is 1.4 million, with visible minority populations making up over 69% of the total population. The 2021 census data shows the top five ethno-cultural groups in Peel Region to be South Asian, Black, Asian (Chinese), Filipino and Arab. When

compared to other forms of criminal victimization, the proportion of hate-motivated crimes reported to police is low (in 2023, hate crimes represented only 0.31% of the total crimes reported to PRP).

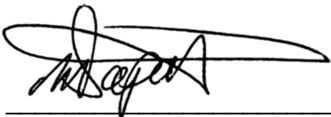
As noted in Chart 1 above, the number of reported hate-motivated crime offences in our Region increased by 32% between 2022 and 2023. Some of this incline may be directly related to the proactive efforts of PRP to address increases in hate-motivated crimes and incidents in previous years. As discussed in this report, the DEI Bureau has implemented various initiatives to increase the awareness and education of hate-motivated crimes and incidents in our region. These initiatives provide an additional layer of support to our community members who have been victimized by these incidents. The DEI Bureau continues to deliver various educational programs, both internally and externally (requested by the community in the language of their choice), that serve to inform individuals on the root causes of hate, while emphasizing the importance of being vigilant in our collective efforts to stop the spread of hate within our communities.

Also of note, as depicted in chart 5 above, the number of hate crimes motivated by religion increased 130% from 30 in 2022, to 69 in 2023. When further analyzed in chart 7, there was an increase in Jewish community victimization from 20 in 2022, to 44 occurrences in 2023. Additionally, there was an increase from 3 occurrences in 2022, to 13 in 2023 in relation to Muslim victimization. This incline correlates with the geopolitical events in the Middle East, beginning on October 7th, 2023. The conflict had direct impact on the Region of Peel as tension in the community increased, and the dissemination of hate speech, along with mis/disinformation targeting the Jewish and Muslim population amplified.

Chat 5 further demonstrated an 88% increase in reported hate crimes motivated by sexual orientation in 2023. The recent uptick in 2SLGBTQ+ hate crimes can possibly be attributed to a trend that reflects a broader pattern of intolerance and discrimination against marginalized communities. Several factors contributed to this rise including the enactment of anti-2SLGBTQ+ legislation in various provinces across Canada - and in other countries. Additionally, the Region of Peel and other communities across the province have seen an increase in anti-2SLGBTQ+ protests. Misinformation surrounding 2SLGBTQ+ rights and visibility may be a contributing factor to this increase.

Peel Regional Police Diversity, Equity & Inclusion Bureau will continue to monitor all incoming reports of hate-motivated crimes and incidents to ensure that our members, and the community, have the necessary support to deal with these matters in an effective and compassionate manner. Officers from DEI will continue to recognize, engage, and support individuals and communities that are disproportionately victimized by hate. More specifically, continued efforts to identify and investigate hate-motivated incidents, provide member training and community outreach to increase awareness, and to offer reassurance and support to affected communities, to address crime proactively, strengthen community engagement, and provide assistance to victims of crime.

Approved for Submission



Mark Dapat, Deputy Chief, Community Safety and Well-Being Command

For further information regarding this report, please contact Insp. Feras Ismail at extension 3609 or via email at 2403@peelpolice.ca.

Authored By: Inspector Feras Ismail