



PUBLIC MEETING AGENDA

Wednesday, March 4, 2026, at 9:00AM

Livestreaming at

<https://www.youtube.com/watch?v=qhHl4kloVu4>

Call to Order

Indigenous Land Acknowledgement

Declaration of Interests under the Code of Conduct for Members of a Police Service Board Regulation and the *Municipal Conflict of Interest Act*.

Chief's Monthly Verbal Update

Confirmation of the Minutes from the regular public meeting held on January 13, 2026, and the special meeting held on February 4, 2026.

Items for Consideration

1. January 23, 2026 from Myron Demkiw, Chief of Police
Re: Annual Report: 2025 Statistical Report Municipal Freedom of Information and Protection of Privacy Act
2. January 15, 2026 from Myron Demkiw, Chief of Police
Re: Annual Report: 2025 Summary of Grievances and Employment-Related Applications to the Human Rights Tribunal of Ontario

3. January 27, 2026 from Myron Demkiw, Chief of Police
Re: Contract Extensions and Increase with Esri Canada Ltd. for Geographic Information Systems Technology and Related Professional Services

4. January 27, 2026 from Myron Demkiw, Chief of Police
Re: Contract Extension and Increase with Ivanti Inc. for the Enterprise IT Service Management Neurons Platform Management System

5. January 27, 2026 from Myron Demkiw, Chief of Police
Re: Contract Award to Softchoice Canada Inc. for Microsoft Software and Services

6. February 10, 2026 from Louis Tsilivis, Executive Director
Re: 2025 Audit of Search Warrant Execution Compliance

7. **Request for Review of a Service Complaint Investigations**
 - 7.1 January 28, 2026 from Myron Demkiw, Chief of Police
Re: Request for Review of a Service Complaint Investigation: – Professional Standards (P.R.S.) Case Number – PRS-103980 Inspectorate of Policing (I.O.P.) Complaint Number: 25-206/INV-25-138

 - 7.2 January 28, 2026 from Myron Demkiw, Chief of Police
Re: Request for Review of a Service Complaint Investigation: – Professional Standards (P.R.S.) Case Number – PRS-103989 Inspectorate of Policing (I.O.P.) Complaint Number: 25-156/INV-25-129

8. **Special Fund Requests**
 - 8.1 January 21, 2026 from Louis Tsilivis, Executive Director
Re: Request for Special Funds – Toronto Crime Stoppers 28th Annual Chief of Police Dinner

 - 8.2 January 30, 2026 from Myron Demkiw, Chief of Police
Re: Special Fund Request: 20th Anniversary Youth in Policing Alumni Gala

8.3 January 30, 2026 from Myron Demkiw, Chief of Police
**Re: Special Fund Request: ProAction Cops & Kids 35th
Anniversary Gala**

9. **Chief's Administrative Investigation Reports**

9.1 January 9, 2026 from Myron Demkiw, Chief of Police
**Re: Chief's Administrative Investigation into the Custody Injury of
Complainant 2025.30**

9.2 January 9, 2026 from Myron Demkiw, Chief of Police
**Re: Chief Administrative Investigation of the Alleged Sexual
Assault of Complainant 2025.31**

9.3 January 9, 2026 from Myron Demkiw, Chief of Police
**Re: Chief's Administrative Investigation into the Custody Injury of
Complainant 2025.34**

9.4 January 9, 2026 from Myron Demkiw, Chief of Police
**Re: Chief's Administrative Investigation into the Custody Injury of
Complainant 2024.77**

Please note that the Board will move *in camera* shortly after commencing the meeting for consideration of confidential items, which will now take place prior to attending to the held public agenda items. **It is estimated that the regular public meeting will resume at approximately 1:00PM.**

The Board will move *in-camera* for consideration of confidential matters pursuant to Section 44 (1) of the *Community Safety and Policing Act, 2019* (CSPA).

MOTION

That the Toronto Police Service Board move *in camera* before attending to any held public items, to discuss the following subject matters in accordance with Section 44(2) of the *Community Safety and Policing Act, 2019*:

1. **Investigative Matters**
2. **Operational Matters**
3. **Labour Relations Matters**
4. **Human Resources Matters**

Adjournment

Next Meeting

Regular Board Meeting

April 13, 2026

Hybrid Board Meeting – at Police Headquarters, 40 College Street or virtually via WebEx

Members of the Toronto Police Service Board

Shelley Carroll, Chair
Amber Morley, Member & Deputy Mayor
Lily Cheng, Member & Councillor
Nick Migliore, Member

Chris Brillinger, Vice-Chair
Lisa Kostakis, Member
Ann Morgan, Member



PUBLIC MEETING MINUTES

Tuesday, January 13, at 9:00AM
Livestreamed at: [YouTube.com](#)

The following *draft* Minutes of the hybrid public meeting of the Toronto Police Service Board that was held on January 13, 2026, are subject to approval at its next regularly scheduled meeting.

Attendance:

The following Members were present:

Shelley Carroll, Chair and Councillor
Chris Brillinger, Vice-Chair
Ann Morgan, Member
Lisa Kostakis, Member
Nick Migliore, Member
Amber Morley, Member and Deputy Mayor
Lily Cheng, Member and Councillor – virtual

The following individuals were also present:

Myron Demkiw, Chief of Police, Toronto Police Service
Louis Tsilivis, Executive Director, Toronto Police Service Board
Sandy Murray, Senior Advisor, Toronto Police Service Board
Sheri Chapman, Executive Assistant, Toronto Police Service Board
Jane Burton, Solicitor, City of Toronto – Legal Services Division

Declarations:

There were no declarations of interest under the Code of Conduct for Members of a Police Service Board Regulation and the *Municipal Conflict of Interest Act*.

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on January 13, 2026

P2026-0113-0.1. Election of the Chair and Vice-Chair

Election of the Chair, Toronto Police Service Board

In accordance with section 36(1) of the *Community Safety and Policing Act*, which provides that the Board is required to elect a Chair at its first meeting in each year, the Acting Board Administrator requested nominations for the position of Chair of the Toronto Police Service Board.

Board Member Nick Migliore nominated Board Member Lisa Kostakis for the position of Chair for 2026; the nomination was seconded by Board Member Ann Morgan. Board Member Kostakis accepted the nomination and provided remarks.

Vice-Chair Chris Brillinger nominated Councillor Shelley Carroll; the nomination was seconded by Deputy Mayor Morley. Councillor Carroll accepted the nomination and provided remarks.

There were no further nominations, and nominations were closed. The votes were recorded as follows:

Nominee	Votes
Lisa Kostakis	Ann Morgan, Nick Migliore
Shelley Carroll	Chris Brillinger; Amber Morley; Lily Cheng

Councillor Shelley Carroll was re-elected as Chair of the Board for the year 2026, and until her successor is appointed.

Election of the Vice-Chair, Toronto Police Service Board

In accordance with section 36(2) of the *Community Safety and Policing Act*, which provides that the Board may elect a Vice-Chair at its first meeting in each year, the Board Administrator requested nominations for the position of Vice-Chair of the Toronto Police Service Board.

Deputy Mayor Morley, nominated Vice-Chair Chris Brillinger; this nomination was seconded by Member Ann Morgan. Vice-Chair Brillinger accepted the nomination and provided remarks. There were no further nominations.

Board Member Chris Brillinger was re-elected as Vice-Chair of the Board for the year 2026, and until his successor is appointed.

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on January 13, 2026

P2026-0113-0.2. Chief's Monthly Verbal Update

Chief Demkiw and Command Members provided updates to the Board.

The Board observed a moment of silence in memory of Frances Sanderson, a Member of the Service's Aboriginal Consultative Committee.

For a more detailed account of the Chief's update, see the YouTube recording starting at minute 5:15:15 here: https://youtu.be/G_DBP-4o8SU?t=18915

The Board received the update.

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on January 13, 2026

P2026-0113-0.3. Board Minutes

Confirmation of the Minutes from the regular public meeting held on December 10, 2025.

The Board approved the Minutes.

Moved by: L. Kostakis
Seconded by: L. Cheng

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on January 13, 2026

P2026-0113-1.0. Mental Health and Addiction Strategy

P2026-0113-1.1. Presentation

Chief Superintendent Mandeep Mann and Dr. Elisabeth Leroux provided a presentation to the Board. Details of the presentation can be found at the following link:

https://youtu.be/G_DBP-4o8SU?t=19771

P2026-0113-1.2. Re-envisioning the Mental Health and Addictions Strategy

The Board was in receipt of a report dated December 19, 2025, from Myron Demkiw, Chief of Police.

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

- Deputations:
- Boris Zemlo (in person)
 - Clayton Campbell, President, Toronto Police Association (virtual)
 - Beau Duquesnay (virtual)
 - Nicole Corrado (virtual) (written submission included)
 - Ted Aivalis, Vice-President, CUPE Local 416 (written submission only)
 - Erin Ariss, President, Ontario Nurses' Association (written submission only)
 - Dr. Chris Summerville, Chief Executive Officer, Schizophrenia Society of Canada (written submission only)
 - Alison Copeland (written submission only)

Board Members asked questions and discussed this matter. For a detailed account of the discussion, see the YouTube recording starting at minute 6:16:42 here: https://youtu.be/G_DBP-4o8SU?t=22602

Vice Chair Brillinger moved the following Motion, which was seconded by Deputy Mayor Morley:

THAT:

- 1. The Board direct the Chief of Police to continue to conduct community and stakeholder engagement with:**
 - a. the City of Toronto;**
 - b. emergency services, including Toronto Fire Services, Toronto Paramedic Services, and the Toronto Community Crisis Service;**
 - c. the provincial Ministry of Health and the Ministry of the Solicitor General;**
 - d. healthcare partners;**
 - e. labour groups, including the Toronto Police Association;**
 - f. service providers for vulnerable populations experiencing mental health and addictions challenges; and**

g. racialized, indigenous, and 2SLGBTQ+ community stakeholders

prior to any operational changes, including changes to the Mobile Crisis Intervention Team Program, and report back on the updated proposed Mental Health and Addiction Strategy in Q1 2027, with the results of further engagement and development, and recommendations for any required legislative change.

- 2. The Board direct the Chief of Police, prior to any operational changes described above, to review whether there will be any service gaps and how those gaps would be addressed, and to report to the Board with the outcome of that review.**

The Board received the presentation, report, deputations, written deputations and approved the Motion.

Moved by: C. Brillinger
Seconded by: A. Morley

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on January 13, 2026

P2026-0113-2.0. Contract Award to 911 Pro Inc. for Setina Branded Seats, Partitions and Push Bumpers

The Board was in receipt of a report dated December 17, 2025, from Myron Demkiw, Chief of Police.

Recommendations:

This report recommends that the Toronto Police Service Board (Board):

- 1) approve a contract award to 911 Pro Inc. for the provision of Setina branded seats, partitions and push bumpers for a one-year period from February 1, 2026, to January 31, 2027, plus two one-year optional extension periods, at a total estimated cost of \$1.144 Million (M) over the three-year term;
- 2) authorize the Chair to execute any required agreements and related documents on behalf of the Board, subject to approval by the City Solicitor as to form;
- 3) authorize the Chief to exercise the options to extend the contract subject to ongoing business needs, continued funding, and satisfactory vendor performance.

The Board approved the foregoing report.

Moved by: N. Migliore

Seconded by: C. Brillinger

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on January 13, 2026

P2026-0113-3.0. Special Constable Appointments and Re-Appointments – January 2026

The Board was in receipt of a report dated November 26, 2025, from Myron Demkiw, Chief of Police.

Recommendation:

This report recommends that the Toronto Police Service Board (Board) approve the agency-initiated appointment and re-appointment requests for the individuals listed in this report as special constables for the Toronto Community Housing Corporation (T.C.H.C.), the Toronto Transit Commission (T.T.C.) and the City of Toronto Traffic Agent Program (C.O.T.).

The Board approved the foregoing report.

Moved by: L. Kostakis
Seconded by: N. Migliore

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on January 13, 2026

P2026-0113-4.0. Correspondence from City Council – November 2025

The Board was in receipt of a report dated December 10, 2025, from Louis Tsilivis, Executive Director:

Recommendation:

This report recommends that the Board receive the following report for information.

Deputation: Walied Khogali Ali, Regent Park Neighbourhood Association (in person) (written submission included)

The Board received the deputation and the foregoing report.

Moved by: L. Kostakis
Seconded by: A. Morgan

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on January 13, 2026

P2026-0113-5.0. Chief's Administrative Reports

Deputation: Nicole Corrado (virtual) (written submission included)

P2026-0113-5.1. Chief's Administrative Investigation into the Custody Injury of Complainant 2025.19

The Board was in receipt of a report dated November 7, 2025, from Myron Demkiw, Chief of Police.

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

P2026-0113-5.2. Chief's Administrative Investigation into the Firearm Injury of Complainant 2025.20

The Board was in receipt of a report dated November 7, 2025, from Myron Demkiw, Chief of Police.

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

P2026-0113-5.3. Chief's Administrative Investigation into the Custody Injury of Complainant 2025.28 and 2025.28a

The Board was in receipt of a report dated November 7, 2025, from Myron Demkiw, Chief of Police.

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

P2026-0113-5.4. Chief's Administrative Investigation into the Custody Injury of Complainant 2025.29

The Board was in receipt of a report dated November 7, 2025, from Myron Demkiw, Chief of Police.

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

P2026-0113-5.5. Chief’s Administrative Investigation into the Custody Injury of Complainant 2025.35

The Board was in receipt of a report dated November 7, 2025, from Myron Demkiw, Chief of Police.

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

Board Members asked questions and discussed this matter. For a detailed account of the discussion, see the YouTube recording starting at minute 7:23:36 here: https://youtu.be/G_DBP-4o8SU?t=26616

The Board received the deputation, written deputation and the foregoing reports.

Moved by: L. Kostakis
Seconded by: S. Carroll

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on January 13, 2026

P2026-0113-6.0. Correspondence from City Council – December 2025

The Board was in receipt of a report dated January 12, 2026, from Louis Tsilivis, Executive Director:

Recommendation:

This report recommends that the Board receive the following report for information.

Chair Carroll moved the following Motion, which was seconded by Vice-Chair Chris Brillinger.

THAT:

- 1. The Board reiterate the request that the Government of Ontario amend the *Highway Traffic Act* to better assist the Toronto Police Service in dealing with protests on overpasses.**
- 2. The Board reiterates its request to the Solicitor General of Ontario for needed funding related to the costs of Project Resolute (the Toronto Police Service's response to the protests and tensions in Toronto related to the conflict in the Middle East), which are currently over \$42 million and for which no funds have been provided to date.**
- 3. The Board requests that the Ministry of the Solicitor General of Ontario and the Ministry of the Attorney General of Ontario:**
 - a. Engage the Provincial and Federal governments to review the legal framework governing protests to ensure that the framework remains relevant and responsive, as recommended by the Inspectorate of Policing:**
 - i. having regard to more recent experience and learnings across the country; and**
 - ii. considering expertise from a range of sectors that can provide advice, including policing, legal, civil liberties, and other sectors;**
 - b. Confirm how prosecutorial support will be strengthened, including how Crown attorneys will be supported so that they can prioritize and fully test charges related to hate-motivated harassment, intimidation, and public order-related offences arising from protests;**
 - c. Establish an enhanced special prosecution unit and designate specific Crown attorneys for hate crimes prosecutions;**
 - d. Clarify the parameters of the Attorney General's office in providing timely approvals and legal direction in complex hate crime and incitement cases;**
 - e. Outline how the Province of Ontario will align its enforcement and prosecution approach with federal measures, including Bill C-9 (also known as the *Combating Hate Act*), to ensure any new definitions, offences, or thresholds translate into real-world enforcement; and**
 - f. Provide public reporting on outcomes, including charges laid, cases prosecuted, and convictions in court, to rebuild confidence that laws against harassment, intimidated, and hate are being prosecuted consistently and meaningfully;**

- 4. The Board endorses the private member's motion from MPP Michelle Cooper and recommend that the Government of Ontario establish an enhanced special prosecution unit for hate crimes.**
- 5. The Board endorse Bill C-9 (also known as the *Combatting Hate Act*) and recommend that the Federal government amend the federal law to:**
 - a. Create a new intimidation offence under the Criminal Code to protect entrance to and exit from community buildings such as schools, places of worship, and community centres; and**
 - b. Give police clear authority to seize flags bearing symbols of terrorist entities, which is not the case under current legislation.**
- 6. The Board authorize the Chief of Police to advocate for the above requests and recommendations to the Provincial and Federal governments and other stakeholders, where appropriate.**
- 7. The Board forward the above requests to the Minister of Justice and Attorney General of Canada, the federal Minister of Public Safety, the Solicitor General of Ontario, the Attorney General of Ontario, and the Minister of Transportation of Ontario.**
- 8. The Board directs the Executive Director to enhance meaningful, governance-level engagement between the Board and Toronto's Jewish community, through such initiatives as:**
 - a. Developing and delivering a short, plain-language educational webinar explaining the role and mandate of the Board, the distinction between governance and police operations, and the practical ways the public can engage with the Board;**
 - b. Supporting smaller, relationship-based engagement sessions, including curated roundtables with Board Members focused on listening and dialogue on issues such as antisemitism, protest policing, and community safety;**
 - c. Establishing clear, time-limited governance-level touchpoints, such as a temporary Jewish community advisory table or quarterly Board-hosted governance listening sessions, explicitly differentiated from Toronto Police Service operational consultations;**
 - d. Improving public communications to clearly outline pathways for public input, including deputations, when and how public input informs Board oversight or policy decisions, and the limits of the Board's authority;**
 - e. Increasing Board visibility in Jewish community spaces and forums, where appropriate; and**

- f. Ensuring that, following Board-led engagement activities, the Board communicates back to participants on what was heard, what actions the Board can take within its mandate, what matters fall outside its authority, and any follow-up or next steps.
9. The Board request that the Chief of Police review the Toronto Police Service’s current training as it concerns antisemitism and consider whether it requires further alignment with the *Canadian Handbook on the IHRA Working Definition of Antisemitism* and consult with Jewish education and community groups as appropriate, such as the Friends of Simon Wiesenthal Centre and the Centre for Israel and Jewish Affairs.

The Board approved Motion and the foregoing report.

Moved by: S. Carroll
Seconded by: C. Brillinger

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on January 13, 2026

P2026-0113-7.0. Confidential

At the beginning of the meeting, Chair Carroll moved the following Motion, which was seconded by Vice-Chair Chris Brillinger.

MOTION

THAT the Toronto Police Service Board adjourn the public portion of its meeting to move *in camera* to discuss the following subject matters in accordance with Section 44(2) of the *Community Safety and Policing Act, 2019*:

1. **Investigative Matters**
2. **Operational Matters**
3. **Labour Relations Matters**
4. **Human Resources Matters**

The Board adjourned the public portion of the meeting and reconvened the *in camera* meeting for consideration of confidential matters pursuant to Section 44(2) of the *Community Safety and Policing Act, 2019* (C.S.P.A) until 2PM, when it returned to continue the public portion of the meeting.

The following Members attended the in-camera meeting:

Shelley Carroll, Chair and Councillor
Chris Brillinger, Vice-Chair
Ann Morgan, Member
Lisa Kostakis, Member
Nick Migliore, Member

Amber Morley, Member and Deputy Mayor
Lily Cheng, Member and City Councillor – virtual

Next Board Meeting

Regular Public Meeting

Date: March 4, 2026

Location: 40 College Street, Auditorium

Minutes Approved by:

-original signed-

Councillor Shelley Carroll
Chair

Members of the Toronto Police Service Board

Shelley Carroll, Chair
Amber Morley, Deputy Mayor & Member
Lily Cheng, Member & Councillor
Nick Migliore, Member

Chris Brillinger, Vice-Chair
Lisa Kostakis, Member
Ann Morgan, Member



SPECIAL MEETING MINUTES

Wednesday, February 4, 2026 – virtual

The following *draft* Minutes of the virtual special meeting of the Toronto Police Service Board that was held on February 4, 2026, are subject to approval at its next regularly scheduled meeting.

Attendance:

The following Members were present:

Shelley Carroll, Chair
Chris Brillinger, Vice-Chair
Lisa Kostakis, Member
Ann Morgan, Member
Nick Migliore, Member
Amber Morley, Deputy Mayor & Councillor
Lily Cheng, Member & Councillor

The following individuals were also present:

Louis Tsilivis, Executive Director, Toronto Police Service Board
Sheri Chapman, Executive Assistant, Toronto Police Service Board

Declarations:

There were no declarations of interest under the Code of Conduct for Members of a Police Service Board Regulation and the *Municipal Conflict of Interest Act*.

This is an Extract from the Minutes of the Special Meeting of the Toronto Police Service Board that was held on February 4, 2026

P2026-0204-1.0. Motions

Chair Carroll moved the following Motion which was seconded by Vice-Chair Brillinger:

That the Board waive the rules of procedure pursuant to section 4.4 of Board By-Law No. 161 and agree to conduct a special confidential meeting without meeting the 24-hours' notice requirement.

Chair Carroll moved the following Motion which was seconded by Member Migliore.

That the Toronto Police Service Board adjourn the public portion of this meeting and reconvene in-camera to discuss a critical point matter in accordance with Section 44(2) of the Community Safety and Policing Act, 2019.

The Board approved the Motion and adjourned the public portion of the meeting and reconvened *in-camera* for consideration of confidential matter pursuant to Section 44 (2) of the *Community Safety and Policing Act, 2019* (CSPA).

Next Board Meeting

Regular Public Meeting

Date: March 4, 2026

Location: 40 College Street, Auditorium

Minutes Approved by:

-original signed-

Councillor Shelley Carroll, Chair



PUBLIC REPORT

January 23, 2026

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: **Annual Report: 2025 Statistical Report Municipal
Freedom of Information and Protection of Privacy Act**

Purpose: Information Purposes Only Seeking Decision

Recommendations:

This report recommends that the Toronto Police Service Board (Board):

- 1) receive the 2025 Municipal Year-End Statistical Report, Information and Privacy Commissioner of Ontario; and
- 2) approve the electronic submission of the 2025 Municipal Year-End Statistical Report to the Information and Privacy Commissioner of Ontario, on behalf of the Board.

Financial Implications:

There are no financial implications arising from the recommendation(s) contained in this report.

Summary:

The purpose of the *Municipal Freedom of Information and Protection of Privacy Act* (M.F.I.P.P.A.) is to:

1. provide a right of access to information under the control of institutions; and
2. protect the privacy of individuals with respect to personal information about themselves held by institutions, and to provide individuals with a right of access to that information.

Freedom of Information (F.O.I.) requests received by the Toronto Police Service (Service) are processed by Information Protection and Access – Information Privacy (I.P.A.). The Service is legislated to provide an annual statistical report to the Information and Privacy Commissioner of Ontario (I.P.C.). The Service is dedicated to identifying strategies for F.O.I. digitization and exploring team member enablement to improve the declining compliance rate.

The purpose of this report is to provide the Board with the Service's Annual Municipal Year-End Statistical Report - I.P.C., and obtain approval for the electronic submission of the report to the I.P.C.

Discussion:

Background

The Service's F.O.I. team dedicates their time and resources to the increasing number of requests received directly, as well as consultations from external agencies. In 2025, I.P.A. received 5,768 F.O.I. requests for access to information held by the Service in accordance with M.F.I.P.P.A. This represents an increase of 354 additional requests (+7%) compared to the 5,414 requests received in 2024. The total number of files carried over from 2025 to 2026 is 1174. It is anticipated that the volume, complexity, and sources of responsive records will continue to increase.

Relevant Board Policies and Compliance

- *Municipal Freedom of Information and Protection of Privacy Act*

Compliance Rate:

M.F.I.P.P.A. requires that requests for information received by an organization be responded to within 30 days. Throughout 2025, 4,994 requests were completed. The 2025 average compliance rate for requests completed within the mandated 30-day period was 59%. The volume of F.O.I. requests has been continuously increasing, and it is anticipated this will continue. The increase in requests, and nature of work required to fulfill the requests received directly by the Service, as well as consultations for requests

received by external agencies, is directly related to the decline of the 2025 compliance rate.

As shown in Table 1 below, the compliance rate in 2025 varied from 48% to 71%.

Table 1: I.P.A. Compliance Rate by Percentage 2024 - 2025												
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2024	63	83	74	74	75	79	78	71	77	62	74	74
2025	61	64	66	62	71	60	57	56	48	60	55	49

Historical compliance rates are shown below in Table 2.

Table 2: I.P.A. Compliance Rates 2020 – 2025		
Year	New Requests	Compliance (%)
2025	5768	59
2024	5414	74
2023	4984	76
2022	4055	77
2021	3626	79
2020	2999	75

Appeals:

As stipulated by M.F.I.P.P.A., a requester has the right to appeal the Service’s decision to the I.P.C. Upon receipt of an appeal application, a mediation process between the Service’s assigned Privacy Examiner and a Mediator from the I.P.C. is initiated and can occur over the period of several months or years with some requests. This process may involve further searches being conducted, additional consultation with subject matter experts and rendering a new access decision to resolve mediation issues. If the appellant is not satisfied with the outcome of the mediation, the appeal may proceed to the adjudication stage. The Service received 40 appeals submitted to the I.P.C. in 2025.

Consultations:

I.P.A. is responsible for responding to consultations from external agencies. The Service received 110 consultations throughout 2025, an increase from the 83 consultations received in 2024. Such agencies include, but are not limited to, various branches of the Federal Government, (i.e., Public Safety Canada - the Canada Border Services Agency), Ministry of the Attorney General/Solicitor General, and other police services. While the process can be similar to completing a F.O.I. request, these requests are not captured in the I.P.C. Annual Statistical Report.

I.P.C. Reporting Requirements:

In the I.P.C. Annual Report, requests received are divided into two categories: Personal Information and General Records. These two categories are further separated by source of requests (e.g. Individual/Public, Business and Media, etc.).

As required by the I.P.C., disclosure of requests is divided into sections including information released in full, information released in part, or information not released.

Due to the nature of police records, I.P.A. does disclose records in part to protect the privacy interests of third parties, e.g., removing personal identifiers from the records. Additionally, access to Service records directly relating to matters currently under investigation and/or before the courts, are typically denied in full.

As the disclosure of records through the F.O.I. process is strictly governed by M.F.I.P.P.A., the application of Section 8 (Law Enforcement) and Section 14 (Personal Privacy) continue to be the most used exemptions prohibiting access to police records. These sections are referenced in Appendix A.

Key Highlights/Issues/Challenges:

In 2025, I.P.A. faced ongoing challenges resulting from the growing volume of information requests. Achieving compliance with the 30-day timeline stipulated in Section 19 of M.F.I.P.P.A. remains difficult. As noted in previous annual reports, these difficulties primarily stem from the increasing number and complexity of requests, as well as the type, format, and volume of records sought and the necessity for consultation with both internal and external stakeholders for certain requests.

The increase of 354 (+7%) requests brought a reduction of average monthly compliance from 74% as seen in 2024 to 59% in 2025 (-15%). The increase in requests was accompanied by a 30% increase in responsive Body-Worn Camera (B.W.C.) records, which are the most resource-intensive records. This level of compliance required the use of premium pay, which will require further analysis of technology and staffing requirements.

In accordance with Board Policy, the Service provides quarterly statistical reports regarding B.W.C. requests on the Service's Public Safety Data Portal. During the preparation of B.W.C. records for release, the I.P.A. Privacy Examiner dedicates significant time to thoroughly reviewing and editing these records, ensuring compliance with Service protocols and relevant legislative requirements under M.F.I.P.P.A.

As seen in the Service's Public Safety Data Portal, the number of requests which contained B.W.C. increased from 250 in 2024 to 327 in 2025 (+31%), with responsive recordings increasing from 893 to 1161 (+30%). It is expected this workload will continue to increase as it is anticipated that the number of B.W.C. requests will again trend higher in 2026.

The Service and the I.P.A. team are committed to exploring new technologies to improve customer service, process efficiency, and to provide ongoing enablement of team members conducting this important work. Throughout 2026, the Service will

identify digital solutions for focus areas, including intake and request management. Further, I.P.A. will seek opportunities to supplement its existing staffing complement.

Conclusion:

This report provides the Board with the 2025 Municipal Year-End Statistical Report, which has been prepared in accordance with the guidelines stipulated by the I.P.C. and is to be electronically submitted to the I.P.C. by March 31, 2026.

Chief Transformation Officer, Colin Stairs, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

Attachments:

Appendix A – Section 8 M.F.I.P.P.A.
2025 Statistical Report *Municipal Freedom of Information and Protection of Privacy Act*

Appendix A

For the Board's reference, Section 8 of the Act states:

Law enforcement

8.(1) A head may refuse to disclose a record if the disclosure could reasonably be expected to,

- (a) interfere with a law enforcement matter;
- (b) interfere with an investigation undertaken with a view to a law enforcement proceeding or from which a law enforcement proceeding is likely to result;
- (c) reveal investigative techniques and procedures currently in use or likely to be used in law enforcement;
- (d) disclose the identity of a confidential source of information in respect of a law enforcement matter, or disclose information furnished only by the confidential source;
- (e) endanger the life or physical safety of a law enforcement officer or any other person;
- (f) deprive a person of the right to a fair trial or impartial adjudication;
- (g) interfere with the gathering of or reveal law enforcement intelligence information respecting organizations or persons;
- (h) reveal a record which has been confiscated from a person by a peace officer in accordance with an Act or regulation;
- (i) endanger the security of a building or the security of a vehicle carrying items, or of a system or procedure established for the protection of items, for which protection is reasonably required;
- (j) facilitate the escape from custody of a person who is under lawful detention;
- (k) jeopardize the security of a centre for lawful detention; or
- (l) facilitate the commission of an unlawful act or hamper the control of crime. R.S.O. 1990, c. M.56, s 8 (1); 2002, c. 18, Sched. K, s. 14 (1).

Idem

(2) A head may refuse to disclose a record,

- (a) that is a report prepared in the course of law enforcement, inspections or investigations by an agency which has the function of enforcing and regulating compliance with a law;

(b) that is a law enforcement record if the disclosure would constitute an offence under an Act of Parliament;

(c) that is a law enforcement record if the disclosure could reasonably be expected to expose the author of the record or any person who has been quoted or paraphrased in the record to civil liability; or

(d) that contains information about the history, supervision or release of a person under the control or supervision of a correctional authority. R.S.O. 1990, c. M.56, s. 8 (2); 2002, c. 18, Sched. K, s. 14 (2).

Refusal to confirm or deny existence of record

(3) A head may refuse to confirm or deny the existence of a record to which subsection (1) or (2) applies. R.S.O. 1990, c. M.56, s. 8 (3).

Exception

(4) Despite clause (2) (a), a head shall disclose a record that is a report prepared in the course of routine inspections by an agency that is authorized to enforce and regulate compliance with a particular statute of Ontario. R.S.O. 1990, c.M.56, s.8 (4).

Idem

(5) Subsections (1) and (2) do not apply to a record on the degree of success achieved in a law enforcement program including statistical analyses unless disclosure of such a record may prejudice, interfere with or adversely affect any of the matters referred to in those subsections. R.S.O. 1990, c. M.56, s. 8 (5).”

Further, Section 14 of the Act states:

Personal privacy

14.(1) A head shall refuse to disclose personal information to any person other than the individual to whom the information relates except,

(a) upon the prior written request or consent of the individual, if the record is one to which the individual is entitled to have access;

(b) in compelling circumstances affecting the health or safety of an individual, if upon disclosure notification thereof is mailed to the last known address of the individual to whom the information relates;

(c) personal information collected and maintained specifically for the purpose of creating a record available to the general public;

- (d) under an Act of Ontario or Canada that expressly authorizes the disclosure;
- (e) for a research purpose if,
 - (i) the disclosure is consistent with the conditions or reasonable expectations of disclosure under which the personal information was provided, collected or obtained,
 - (ii) the research purpose for which the disclosure is to be made cannot be reasonably accomplished unless the information is provided in individually identifiable form, and
 - (iii) the person who is to receive the record has agreed to comply with the conditions relating to security and confidentiality prescribed by the regulations; or
- (f) if the disclosure does not constitute an unjustified invasion of personal privacy. R.S.O. 1990, c. M.56, s. 14 (1).

Criteria re invasion of privacy

- (2) A head, in determining whether a disclosure of personal information constitutes an unjustified invasion of personal privacy, shall consider all the relevant circumstances, including whether,
- (a) the disclosure is desirable for the purpose of subjecting the activities of the institution to public scrutiny;
 - (b) access to the personal information may promote public health and safety;
 - (c) access to the personal information will promote informed choice in the purchase of goods and services;
 - (d) the personal information is relevant to a fair determination of rights affecting the person who made the request;
 - (e) the individual to whom the information relates will be exposed unfairly to pecuniary or other harm;
 - (f) the personal information is highly sensitive;
 - (g) the personal information is unlikely to be accurate or reliable;
 - (h) the personal information has been supplied by the individual to whom the information relates in confidence; and
 - (i) the disclosure may unfairly damage the reputation of any person referred to in the record. R.S.O. 1990, c. M.56, s. 14 (2).

Presumed invasion of privacy

- (3) A disclosure of personal information is presumed to constitute an unjustified invasion of personal privacy if the personal information,

- (a) relates to a medical, psychiatric or psychological history, diagnosis, condition, treatment or evaluation;*
 - (b) was compiled and is identifiable as part of an investigation into a possible violation of law, except to the extent that disclosure is necessary to prosecute the violation or to continue the investigation;*
 - (c) relates to eligibility for social service or welfare benefits or to the determination of benefit levels;*
 - (d) relates to employment or educational history;*
 - (e) was obtained on a tax return or gathered for the purpose of collecting a tax;*
 - (f) describes an individual's finances, income, assets, liabilities, net worth, bank balances, financial history or activities, or creditworthiness;*
 - (g) consists of personal recommendations or evaluations, character references or personnel evaluations; or*
 - (h) indicates the individual's racial or ethnic origin, sexual orientation or religious or political beliefs or associations.*
- R.S.O. 1990, c. M.56, s. 14 (3).*

Limitation

- (4) Despite subsection (3), a disclosure does not constitute an unjustified invasion of personal privacy if it,*
- (a) discloses the classification, salary range and benefits, or employment responsibilities of an individual who is or was an officer or employee of an institution;*
 - (b) discloses financial or other details of a contract for personal services between an individual and an institution; or*
 - (c) discloses personal information about a deceased individual to the spouse or a close relative of the deceased individual, and the head is satisfied that, in the circumstances, the disclosure is desirable for compassionate reasons. R.S.O. 1990, c. M.56, s. 14 (4); 2006, c. 19, Sched. N, s. 3 (2).*

Refusal to confirm or deny existence of record

- (5) A head may refuse to confirm or deny the existence of a record if disclosure of the record would constitute an unjustified invasion of personal privacy. R.S.O. 1990, c. M.56, s. 14 (5)."*



2025 MFIPPA (Access & Correction) (ASR-0001274) In Progress

Section 1: Identification

Organization Name: Toronto Police Service
Organization Type: Police Service Board
Is Healthcare Custodian? No

Contact Info
40 College St
Toronto ON M5G 2J3
Canada

☎ 416-808-7848
✉ aps.coordinator@torontopolice.on.ca

Section 2: Inconsistent Use of Personal Information

Whenever your institution uses or discloses **personal information** in a way that differs from the way the information is normally used or disclosed (**an inconsistent use**), you must attach a record or notice of the inconsistent use to the affected information.

2.1 How many such records did your institution attach, if any?

2.2 If your institution:

Received or completed formal written requests for access to records (will continue to section 3)

Section 3: Number of Requests Received and Completed

Personal Information General Records

3.1 New Requests received during the reporting year	4592	1176
3.2 TOTAL NUMBER OF REQUESTS COMPLETED (during the reporting year)	3874	1120

Section 4: Source of Requests

Personal Information General Records

4.1 Individual/Public	3137	61
4.2 Individual by Agent	732	33
4.3 Business	2	213
4.4 Academic/Researcher	0	3
4.5 Association/Group	0	53
4.6 Media	3	19
4.7 Government (all levels)	0	738
4.8 Other	0	0
4.9 TOTAL REQUESTS (4.1 to 4.8 = 4.9)	3874	1120

Reference For Validation

Personal Information

General Records

3.2 TOTAL NUMBER OF REQUESTS COMPLETED (during the reporting year)

Section 5: Time to Completion

Personal Information General Records

5.1 30 days or less	2579	803
5.2 31 – 60 days	753	151
5.3 61 – 90 days	203	38
5.4 91 days or longer	339	128
5.5 TOTAL REQUESTS (5.1 to 5.4 = box 5.5)	3874	1120

Reference For Validation

Personal Information

General Records

3.2 TOTAL NUMBER OF REQUESTS COMPLETED (during the reporting year)

Section 6: Compliance with the Act

In the following charts, please indicate the number of requests completed, within the statutory time limit and in excess of the statutory time limit, under each of the four different situations:

1. **NO** notices issued;
2. **BOTH** a Notice of Extension (s.20(1)) and a Notice to Affected Person (s.21(1)) issued;
3. **ONLY** a Notice of Extension (s.20(1)) issued; or
4. **ONLY** a Notice to Affected Person (s.21(1)) issued.

Please note that the four different situations are mutually exclusive and the number of requests completed in each situation should add up to the total number of requests completed in Section 3.2.

*Add Boxes 6.3 + 6.6 + 6.9 + 6.12 = **BOX 6.13**

BOX 6.13 must equal **BOX 3.2**

A. No Notices Issued

Personal Information General Records

6.1 Number of requests completed within the statutory time limit (30 days) where neither a Notice of Extension (s.20(1)) nor a Notice to Affected Person (s.21(1)) were issued.	2577	803
---	------	-----

6.2 Number of requests completed in excess of the statutory time limit (30 days) where neither a Notice of Extension (s.20(1)) nor a Notice to Affected Person (s.21(1)) were issued.	1250	313
---	------	-----

6.3 TOTAL REQUESTS (6.1 + 6.2 = box 6.3)	3827	1116
--	------	------

B. Both a Notice of Extension (s.20(1)) and a Notice to Affected Person (s.21(1)) Issued

Personal Information General Records

6.4 Number of requests completed within the time limits permitted under both the Notice of Extension (s.20(1)) and Notice to Affected Person (s.21(1)).	0	0
---	---	---

6.5 Number of requests completed in excess of the time limit	0	0
--	---	---

permitted by the Notice of Extension (s.20(1)) and the time limit permitted by the Notice to Affected Person (s.21(1)).

6.6 TOTAL REQUESTS (6.4 + 6.5 = box 6.6)

0

0

C. Only a Notice of Extension (s.20(1)) Issued

Personal Information General Records

6.7 Number of requests completed within the time limit permitted under the Notice of Extension (s.20(1)).

5

0

6.8 Number of requests completed in excess of the time limit permitted under the Notice of Extension (s.20(1)).

20

3

6.9 TOTAL REQUESTS (6.7 + 6.8 = box 6.9)

25

3

D. Only a Notice to Affected Person (s.21(1)) Issued

Personal Information General Records

6.10 Number of requests completed within the time limit permitted under the Notice to Affected Person (s.21(1)).

10

1

6.11 Number of requests completed in excess of the time limit permitted under the Notice to Affected Person (s.21(1)).

12

0

6.12 TOTAL REQUESTS (6.10 + 6.11 = box 6.12)

22

1

E. Total Completed Requests (sections A to D)

Personal Information General Records

6.13 TOTAL REQUESTS (boxes 6.3
+ 6.6 + 6.9 + 6.12 = box 6.13)

3874

1120

Reference For Validation

Personal Information

General Records

3.2 TOTAL NUMBER OF REQUESTS COMPLETED (during the reporting year)

Section 6a: Contributing Factors

Please outline any factors which may have contributed to your institution not meeting the statutory time limit. If you anticipate circumstances that will improve your ability to comply with the Act in the future, please provide details in the space below.

The volume and complexity of requests, as well as the type, medium, and quantity of records requested, alongside necessary consultation with both internal and external stakeholders, collectively influence our capacity to meet statutory timelines.

We are committed to pursuing automation of the Freedom of Information process and enhancing operational efficiency to further improve customer service. In support of this goal, we are working towards implementing an online application platform and are actively evaluating additional options.

Section 7: Disposition of Requests

Personal Information General Records

7.1 All information disclosed

231

687

7.2 Information disclosed in part	2391	179
7.3 No information disclosed	961	174
7.4 No responsive records exist	204	44
7.5 Request withdrawn, abandoned or non-jurisdictional	87	36
7.6 TOTAL REQUESTS (7.1 to 7.5 = Box 7.6)	3874	1120

Reference For Validation

Personal Information

General Records

3.2 TOTAL NUMBER OF REQUESTS COMPLETED (during the reporting year)

Section 8: Exemptions & Exclusions Applied

	Personal Information	General Records
8.1 Section 6 – Draft Bylaws, etc.	0	0
8.2 Section 7 – Advice or Recommendations	0	0
8.3 Section 8 – Law Enforcement ¹	596	46
8.4 Section 8(3) – Refusal to Confirm or Deny	2	5
8.5 Section 8.1 – Civil Remedies Act, 2001	0	0
8.6 Section 8.2 – Prohibiting Profiting from Recounting Crimes Act, 2002	0	0

8.7 Section 9 – Relations with Other Governments	1	0
8.8 Section 10 – Third Party Information	0	2
8.9 Section 11 – Economic/Other Interests	0	1
8.10 Section 12 – Solicitor-Client Privilege	98	2
8.11 Section 13 – Danger to Safety or Health	0	0
8.12 Section 14 – Personal Privacy (Third Party) ²	N/A	171
8.13 Section 14(5) – Refusal to Confirm or Deny	7	0
8.14 Section 15 – Information Soon to be Published	2	2
8.15 Section 20.1 – Frivolous or Vexatious	0	0
8.16 Section 38 – Personal Information (Requester)	2160	N/A
8.17 Section 52(2) – Act Does Not Apply ³	729	122
8.18 Section 52(3) – Labour Relations & Employment Related Records	8	1
8.19 Section 53 – Other Acts	0	0
8.20 PHIPA s.8(1) applies	0	0
8.21 TOTAL EXEMPTIONS & EXCLUSIONS (8.1 to 8.20 = box 8.21)	3586	346

Section 9: Fees

	Personal Information	General Records	Total
9.1 Number of REQUESTS where fees other than application fees were collected	18	4	22
9.2.1 Total dollar amount of application fees collected	CA\$ 22,950.00	CA\$ 5,875.00	28825
9.2.2 Total dollar amount of additional fees collected	CA\$ 162.40	CA\$ 150.00	312.4
9.2.3 Total dollar amount of fees collected (boxes 9.2.1 + 9.2.2 = box 9.2.3)	23112.4	6025	29137
9.3 Total dollar amount of fees waived	CA\$ 1,446.90	CA\$ 181.00	1627.9

Section 10: Reasons for Additional Fee Collection

	Personal Information	General Records	Total
10.1 Search time	N/A	0	0
10.2 Reproduction	18	0	18
10.3 Preparation	N/A	4	4
10.4 Shipping	N/A	0	0
10.5 Computer costs	0	0	0
10.6 Invoice costs (and others as permitted by regulation)	N/A	0	0
10.7 TOTAL (10.1 to 10.6 = box 10.7)	18	4	22

Section 11: Correction and Statements of Disagreement

Personal Information

11.1 Number of new correction requests received	<input type="text" value="5"/>
11.2 Correction requests carried forward from the previous year	<input type="text" value="1"/>
11.3 Correction requests carried over to the next year	<input type="text" value="5"/>
11.4 TOTAL CORRECTIONS COMPLETED [(11.1 + 11.2) - 11.3 = box 11.4]	<input type="text" value="1"/>

BOX 11.4 must equal BOX 11.9

Personal Information

11.5 Correction(s) made in whole	<input type="text" value="0"/>
11.6 Correction(s) made in part	<input type="text" value="1"/>
11.7 Correction requests refused	<input type="text" value="0"/>
11.8 Correction requests withdrawn by requester	<input type="text" value="0"/>
11.9 TOTAL REQUESTS (11.5 to 11.8 = box 11.9)	<input type="text" value="1"/>

BOX 11.9 must equal BOX 11.4

Personal Information

11.10 Number of statements of disagreement attached:	<input type="text" value="0"/>
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Personal Information

11.11 Number of notifications sent:	<input type="text" value="0"/>
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Personal Information

General Records

Total

3.2 TOTAL NUMBER OF REQUESTS COMPLETED (during the reporting year)	3874	1120	
4.9 TOTAL REQUESTS	3874	1120	
5.5 TOTAL REQUESTS	3874	1120	
6.13 TOTAL REQUESTS	3874	1120	
7.6 TOTAL REQUESTS	3874	1120	
9.1 TOTAL REQUESTS	18	4	22
10.7 TOTAL REQUESTS	18	4	22

Attestation *

I confirm that my institution has authorized me to complete and submit its 2025 Annual Statistical Report. This is the institution's official submission for the 2025 reporting period. To the best of my knowledge, the information provided is accurate and complete, and I have the necessary knowledge of our practices to make this confirmation.



PUBLIC REPORT

January 15, 2026

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

**Subject: Annual Report: 2025 Summary of Grievances and
Employment-Related Applications to the Human Rights
Tribunal of Ontario**

Purpose: Information Purposes Only Seeking Decision

Recommendations:

It is recommended that the Toronto Police Service Board (Board) receive the following report.

Financial Implications:

Costs for legal representation, mediation, arbitration, and resolution of grievances are funded through the Legal Reserve.

Summary:

The purpose of this report is to provide the Board with a summary of grievances and employment-related applications to the Human Rights Tribunal of Ontario (H.R.T.O.) addressed by the Labour Relations unit and a confidential annual status update of individual cases for the period of January 1, 2025 to December 31, 2025.

Discussion:

Background

The Labour Relations unit is responsible for the management of grievances and other employment-related disputes, including applications to the H.R.T.O., on behalf of the Board pursuant to the Board's Policy on Grievance Settlements.

The Board's Grievance Settlement Policy was originally approved at its May 1, 2000, meeting (Minute No. P159/00), and subsequently revised at the meetings of November 15, 2010 (Minute No. P292/10) and July 21, 2016 (Minute No. P174/16). This Policy establishes the delegation and levels of authority to be followed when grievances are submitted by members of the Toronto Police Service (Service).

At its public meeting on March 2, 2023, the Board approved additional amendments to the Grievance Settlement Policy, including updated levels of settlement authority and a streamlined annual reporting requirement (Min. No. P2023-0302-2.0).

Relevant Board Policies and Compliance

The Board's Grievance Settlement Policy requires that the Labour Relations unit provide an annual statistical summary of grievances, which is provided in this report. In addition, the Policy requires an annual report summarizing the status of each grievance and employment-related H.R.T.O. application, associated costs, and any key policy issues, which are provided for the relevant reporting period (January 1, 2025 to December 31, 2025) in the included confidential attachment.

Grievances

During 2025, there were 19 new grievances filed by the Toronto Police Association (T.P.A.) or the Toronto Police Senior Officers' Organization (S.O.O.). Of this number, 6 grievances were either withdrawn or settled by the parties, and 13 remain outstanding.

As of January 1, 2025, there were 51 outstanding grievances from previous years. Of this number, 26 were either settled or withdrawn in 2025.

As of December 31, 2025, there are 2 grievances which have been referred to arbitration. There were no grievance arbitration awards issued in 2025 and there are no grievances currently in or awaiting Judicial Review.

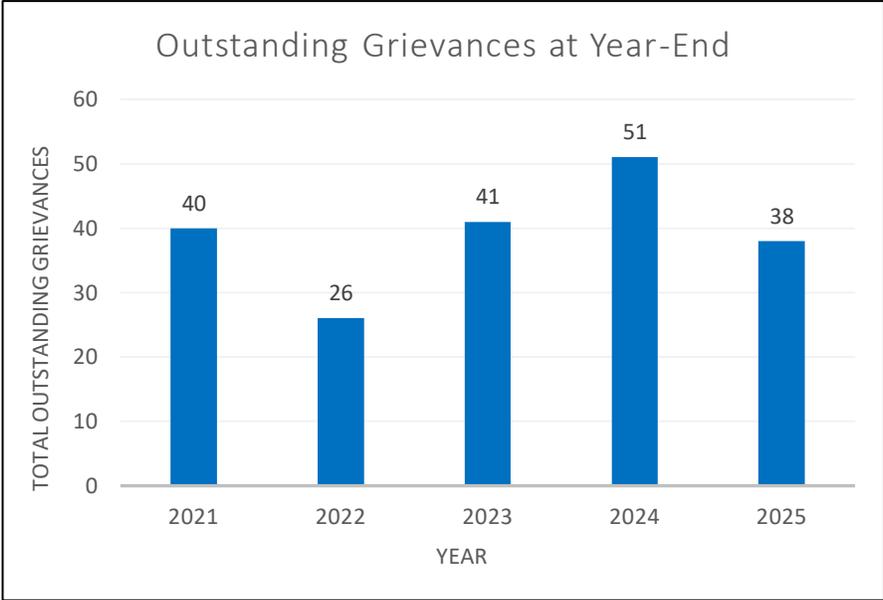
A summary of grievance activity in 2025 is as follows:

Number of grievances as of January 1, 2025	51
Number of new grievances filed in 2025	19
Number of grievances settled, withdrawn or concluded in 2025	(32)
Total number of outstanding grievances as of December 31, 2025	38

The following table outlines the total number of open grievances as of December 31, 2025, by type:

Type of Grievance	Number of Grievances
Compensation and Benefits	15
Workplace Accommodation	7
Management Rights	6
Discrimination and Harassment	4
Civilian Discipline and Termination	4
Policy	2
Total	38

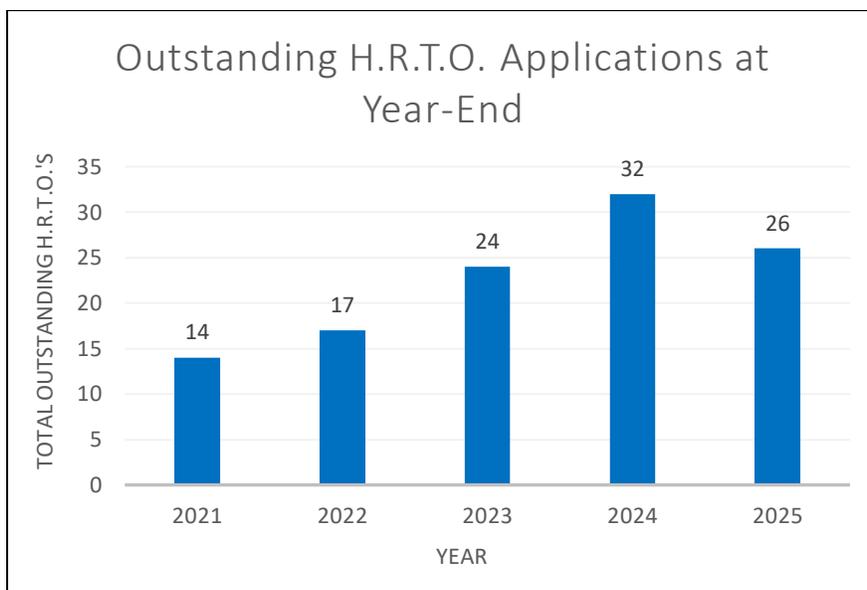
The following chart illustrates the total number of open grievances as of December 31 for the last 5 years:



Employment-Related H.R.T.O. Applications

The Labour Relations unit manages employment-related H.R.T.O. applications on behalf of the Board. However, unlike grievance proceedings, the Board is insured through the City of Toronto’s Insurance and Risk Management Division for certain heads of damages related to allegations brought before the H.R.T.O. as well as for associated legal costs.

The following chart illustrates the total number of open employment-related H.R.T.O. Applications as of December 31 for the last 5 years:



During this reporting period, 5 new employment-related H.R.T.O. applications were received and 11 matters were either settled or dismissed.

Conclusion:

In summary, this report provides the Board with a summary of grievances and employment-related H.R.T.O. applications addressed by the Labour Relations unit and a confidential annual status update of individual cases for the period of January 1, 2025, to December 31, 2025.

Chief Transformation Officer and Interim Chief Administrative Officer, Colin Stairs will be in attendance to answer any questions that Board members may have regarding this report.

Reason for Confidential Information

This report includes a confidential attachment containing status updates on individual grievances and employment-related H.R.T.O. applications containing personal human resources and labour relations-related information and commentary.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

Attachments:

Confidential Attachment - 2025 Annual Summary of Grievances and Employment-Related Applications to the Human Rights Tribunal of Ontario



PUBLIC REPORT

January 27, 2026

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: **Contract Extensions and Increase with Esri Canada Ltd. for Geographic Information Systems Technology and Related Professional Services**

Purpose: Information Purposes Only Seeking Decision

Recommendations:

This report recommends that the Toronto Police Service Board (Board):

1. Approve an extension to the contract with Esri Canada Ltd. (Esri), and the related Enterprise License Agreement (E.L.A.), for Geographic Information Systems (G.I.S.) technology, from April 1, 2026 to March 31, 2029, and an increase of \$1.609 million (M) (excluding taxes) from \$3.113M to \$4.722M;
2. Approve an extension to the contract with Esri, and the related Master Services Agreement (M.S.A.), for professional services, from April 1, 2026 to March 31, 2029 with no increase to the original value of \$1.129M; and
3. Authorize the Chair to execute all required agreements and related documents on behalf of the Board, subject to approval by the City Solicitor as to form.

Financial Implications:

Since awarding the contract to Esri for G.I.S. technology and entering into the E.L.A. in November 2013, the spend to date on the contract has been approximately \$3.04M.

The increase to the contract for G.I.S. technology is \$1.609M over the three years as summarized in the table below (increasing the contract value from \$3.113M to \$4.722M):

Contract Year	Period (April - March)	Total Estimated Cost (\$K)
Year 1	2026 - 2027	\$425.0
Year 2	2027 - 2028	\$531.0
Year 3	2028 - 2029	\$653.0
Total		\$1,609.0

No increase in the value of this contract is being requested for professional services, as since entering into the M.S.A. in September 2014, the spend to date for those services has been approximately \$585K. The current contract value of \$1.129M should be sufficient to cover the estimated additional spend over the next three year term.

Professional services from Esri may be required from time to time for any required configuration, verification, integration, and regular reviews to ensure the optimal use of G.I.S. technology.

Funding for the extensions and increase to the contracts for G.I.S. technology and related professional services is included in the Toronto Police Service's (Service) 2026 operating budget. Funding for subsequent years of the contract term will be included in the respective year's operating budget requests.

Summary:

The purpose of this report is to request the Board's approval for:

- An extension to the contract with Esri, and the related E.L.A., for G.I.S. technology, from April 1, 2026 to March 31, 2029, and an increase of \$1.609M (excluding taxes) from \$3.113M to \$4.722M; and
- An extension to the contract with Esri, and the related M.S.A., for professional services, from April 1, 2026 to March 31, 2029.

Discussion:

Background

In November 2013, the Service awarded a contract to Esri, for three-years, on a non-competitive basis, to utilize their G.I.S. suite of tools, including mobile applications, which were used to create the Service's online Public Safety Data Portal, interactive web maps, operational dashboards, desktop mapping software, and server applications and extensions for geographic analysis. In conjunction with this contract award, the Service entered into an E.L.A. with Esri.

In September 2014, the Board approved a contract award to Esri for professional services to ensure the G.I.S. system was delivering the highest level of performance (Min. No. P226/2014 refers). In conjunction with this contract award, the Service entered into an M.S.A. with Esri.

Both the E.L.A. and M.S.A. contracts were extended multiple times as outlined below:

- April 1, 2017 to March 31, 2020 (Min. No. P36/2017 refers);
- April 1, 2020 to March 31, 2023 (Min. No. P58/2020 refers); and
- April 1, 2023 to March 31, 2026 (Min. P2023-0302-9.0 refers).

Since 2013, Esri products have become the Service's standard application for G.I.S. capabilities using these tools to access real-time data, conduct geospatial analysis and visualize geographic-based information to support operational and strategic planning. The technology and services Esri provide are aligned with the current and anticipated needs for modernization, and the continued provision of their services for configuration, certification and review are essential to fulfilling the Service's Community Safety and Wellbeing Operational Roadmap. Specifically, the use of Esri products enables the Service to better leverage data, partner better and hyper-localize. This enables us to know and serve our communities better, and enhances our effectiveness by focusing our attention.

The Service has continued to strategically invest in G.I.S. technology and related training to fully leverage data and geographic analysis that supports operational decision-making, strategic planning, and modernization initiatives. Geospatial data is central to the Service's operations and planning activities, providing critical insights into locations of interest, as well as critical infrastructure. These capabilities ensure that the Service can integrate spatial intelligence into its workflows, enhancing situational awareness and enabling more precise, data-driven strategies across all levels of the organization.

The Board and the Service understand the strategic value of information and evidence-based insights for all members of the organization and the public. The G.I.S. technology provided by Esri is foundational for public safety operations and community safety and wellbeing including:

- Continued development of operational and strategic planning based on neighbourhoods, ward, and divisional boundaries within the City of Toronto (City);
- Micro-geographic analysis for localized strategies and resource optimization;

- Accessibility of map-based information and open data for members of the public and community partners;
- Ability to empower implementation of recommendations and policies that involve data analytics and spatial analysis;
- Support complex investigations through geospatial analysis, integrating multiple data sources to reveal patterns and actionable insights;
- Access to near real-time geographic information and location intelligent alerts through Connected Officer devices, Bail Compliance Dashboards, Pushpin, and other project-specific operational tools; and
- Data sharing, alignment and interoperability with the City, community safety and wellbeing partners and SafeTO initiatives including the SafeTO Collaborative Analytics and Learning Environment (S.C.A.L.E.).

The Service remains committed to the development, expansion, and enhancement of Service-wide G.I.S. functionality, including mobile and desktop applications such as the Bail Compliance Dashboard, Pushpin, Interactive Crime Map, Calls for Service, and situational awareness related applications.

Esri remains the industry leader and sole distributor of this suite of G.I.S. solutions for law enforcement. Approving the extensions and increases will maintain critical applications and tools, including the Bail Compliance Dashboard and the Public Safety Data Portal. Esri's integrated platform is operationally necessary to prevent fragmented information systems that would lead to higher costs and a substantial effort to replicate these capabilities through piecemeal solutions.

Relevant Board Policies and Compliance

The Board's By-law No. 163, Purchasing By-law, Section 15.1 includes the following applicable articles/clauses:

'15.1 A non-competitive procurement may be undertaken where both the proposed non-competitive procurement and the vendor can be justified in good faith, based on one or more of the following considerations.

...

(c) The existence of exclusive rights such as a patent, copyright, license or warranty restrictions;

...

(f) Additional purchases from a vendor of Goods or Services that were not included in the original procurement, when a change cannot be made for economic or technical reasons without causing significant inconvenience or substantial duplication of costs to the Service.'

As well, Section 15.3 of this By-law outlines the contract award authority for non-competitive procurements:

'15.3 ...the Chief may only make an Award, or combination of related Awards, through a non-competitive procurement under this section for a total amount not exceeding \$500,000 and execute a Contract in relation to that Award.'

Further, article 20.5 (a) and (b) of this By-law outlines the following limitation with regards to contract increases:

'20.5 Where any purchase has been authorized under this by-law, those persons authorized to make the Award may, upon being satisfied that increases are required, authorize expenditures that exceed the original approved Contract Value at the time of Award, provided that any additional expenditures cumulatively shall not exceed the lesser of:

(a) fifteen percent (15%) of the total cost of the original approved Contract Value at the time of Award; and

(b) the authority of that person as set out in section 20.3.'

Finally, article 22.3 of this By-law outlines the required approval authority for contract terms longer than five years:

'22.3 A Contract term in excess of five (5) years, regardless of value, must be approved by the Board.'

Conclusion:

For the reasons outlined above, it is recommended that the Board approve:

- An extension to the contract with Esri, and the related E.L.A., for G.I.S. technology, from April 1, 2026 to March 31, 2029, and an increase of \$1.609M (excluding taxes); and
- An extension to the contract with Esri, and the related M.S.A., for professional services, from April 1, 2026 to March 31, 2029.

Chief Transformation Officer and Interim Chief Administrative Officer, Colin Stairs will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



PUBLIC REPORT

January 27, 2026

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: **Contract Extension and Increase with Ivanti Inc. for the Enterprise IT Service Management Neurons Platform Management System**

Purpose: Information Purposes Only Seeking Decision

Recommendations:

This report recommends that the Toronto Police Service Board (Board):

1. Approve an extension to the contract with Ivanti Inc. (Ivanti), for the Enterprise IT Service Management (ITSM) Neurons Platform Management System from March 29, 2026, to December 31, 2029.
2. Approve an increase to the contract of \$3.6 million (M) (excluding taxes).
3. Authorize the Chair to execute all required agreements and related documents on behalf of the Board, subject to approval by the City Solicitor as to form.

Financial Implications:

The spend to date on the contract is approximately \$2.01M.

The table below summarizes the subscription-based operating costs (annual licensing, maintenance, and support) required to maintain the Toronto Police Service's (Service) existing enterprise ITSM platform and ensure continuity of critical IT service delivery. In addition, a provisional amount of \$215 thousand (K) annually has been included for any emergent in-year operational requirements.

Period	Cost (\$K)		
	Annual Subscription	Emergent Requirements	Total
2026.03.29 - 2027.03.28	\$862.0	\$215.0	\$1,077.0
2027.03.29 - 2028.03.28	\$750.0	\$215.0	\$965.0
2028.03.29 - 2029.12.31*	\$1,315.0	\$215.0	\$1,530.0
Total	\$2,927.0	\$645.0	\$3,572.0

*Note for 2028-2029 the contract term will run from March 29, 2028 to December 31, 2029, to align the termination of the contract with existing contracts with Ivanti for asset discovery and Xtraction products.

Funding for the extension and increase to the contract for the ITSM software subscription is included in the Service's 2026 operating budget. Funding for subsequent years of the contract term will be included in the respective years' operating budget requests.

Summary:

The purpose of this report is to request the Board's approval for an extension to the contract with Ivanti for the ITSM Neurons Platform Management System from March 29, 2026, to December 31, 2029, and an increase of \$3.6M (excluding taxes).

Discussion:

Background

In November 2010 the Service awarded a contract to Cherwell Software Inc. (Cherwell) for an ITSM platform through a competitive procurement process (Request for Proposal 1116634-10). In 2013, Cherwell became the sole provider of software licensing, maintenance, and support services for the platform. In January 2021, Cherwell was acquired by Ivanti and subsequently fully integrated into the Ivanti Neurons enterprise platform. Ivanti is now the exclusive owner, provider, and authorized distributor of the Ivanti Neurons (formerly Cherwell) ITSM software, including all associated licensing and support services.

Ivanti Neurons is a mission-critical enterprise solution that enables the Service's Information Technology Services (ITS) unit to deliver standardized, end-to-end service management in support of operational, business, and public safety objectives. The platform provides centralized control, visibility, and governance across IT and enterprise service delivery functions, ensuring service reliability, accountability, and compliance.

Ivanti Neurons is deeply embedded in operational workflows and supports a broad range of IT and enterprise service management capabilities, including but not limited to:

- Incident/Problem Management
- Change/Release Management
- IT Service Requests
- Service Catalogue
- Event Management
- Knowledge Management
- IT Asset Management
- Self-Service Portals
- Telecommunications Support Unit Work Order Module
- Facilities Requests/Work Orders
- Contract Management
- Purchasing Requests

This platform is foundational to maintaining service continuity, managing operational risk, and supporting efficient service delivery across the Service. Ivanti is meeting the needs of the Service's ITSM platform.

Relevant Board Policies and Compliance

The Board's By-law No. 163, Purchasing By-law, includes the following applicable articles/clauses:

'15.1 A non-competitive procurement may be undertaken where both the proposed non-competitive procurement and the vendor can be justified in good faith, based on one or more of the following considerations.

...
 (c) *The existence of exclusive rights such as a patent, copyright, license or warranty restrictions.'*

...
 (f) *Additional purchases from a vendor of Goods or Services that were not included in the original procurement, when a change cannot be made for economic or technical reasons without causing significant inconvenience or substantial duplication of costs to the Service.'*

As well, Section 15.3 of this By-law outlines the contract award authority for non-competitive procurements:

'15.3 ...the Chief may only make an Award, or combination of related Awards, through a non-competitive procurement under this section for a total amount not exceeding \$500,000 and execute a Contract in relation to that Award.'

Further, Section 20.5 (a) and (b) of this Bylaw outlines the following limitation with regards to contract increases:

'20.5 Where any purchase has been authorized under this by-law, those persons authorized to make the Award may, upon being satisfied that increases are

required, authorize expenditures that exceed the original approved Contract Value at the time of Award, provided that any additional expenditures cumulatively shall not exceed the lesser of:

- (a) fifteen percent (15%) of the total cost of the original approved Contract Value at the time of Award; and*
- (b) the authority of that person as set out in section 20.3.'*

Finally, Section 22.3 of this By-law outlines the required approval authority for contract terms longer than five years:

'22.3 A Contract term in excess of five (5) years, regardless of value, must be approved by the Board.'

Conclusion:

For the reasons outlined above, it is recommended that the Board approve an extension to the contract with Ivanti for the Enterprise ITSM Neurons Platform Management System from March 29, 2026, to December 31, 2029, and an increase of \$3.6M (excluding taxes).

Chief Transformation Officer and Interim Chief Administrative Officer, Colin Stairs will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



PUBLIC REPORT

January 27, 2026

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: **Contract Award to Softchoice Canada Inc. for Microsoft Software and Services**

Purpose: Information Purposes Only Seeking Decision

Recommendations:

This report recommends that the Toronto Police Service Board (Board):

- 1) Approve a contract award to Softchoice Canada Inc. (Softchoice) for Microsoft software and services for a three-year period commencing on April 1, 2026, to March 31, 2029, at a total estimated cost of \$23.51 Million (M) (excluding taxes).
- 2) Approve extensions with Microsoft Corporation (Microsoft) for their Enterprise Agreement (EA) and Service Cloud Enrolment (SCE) agreements for a three-year period commencing on April 1, 2026, to March 31, 2029.
- 3) Authorize the Chair to execute all required agreements and related documents on behalf of the Board, subject to approval by the City Solicitor as to form.

Financial Implications:

The table below summarizes the estimated spend for the three-year term.

Year	Cost (\$M)		
	Current Licenses	Emergent Requirements	Total
April 1, 2026 - March 31, 2027	\$7.17	\$0.66	\$7.83
April 1, 2027 - March 31, 2028	\$7.17	\$0.67	\$7.84
April 1, 2028 - March 31, 2029	\$7.17	\$0.67	\$7.84
Total	\$21.51	\$2.0	\$23.51

The estimates in the table above are based on the pricing and inventory of licenses, subscriptions, and cloud services at the present time. This cost will change based on actual licenses and services utilized by the Toronto Police Service (Service) at the time of the renewal and the licensing model implementation. Market analysis/benchmarking indicates the pricing is competitive within the current market environment.

Funding to cover the estimated costs of the 2026 portion of the contract has been included in the 2026 Operating Budget request. The 2027, 2028, and 2029 Operating Budget requests will include the requisite funding for this requirement.

During the life of the three-year agreement, it is anticipated that additional Microsoft licenses will be purchased to meet future ad hoc requirements that cannot be estimated at this time. These requirements are dependent on additional quantity, frequency, and nature of any additional Microsoft solutions required during the contract term. A provisional amount of \$2.0M over the three-year term of the contract has been included, resulting in a total estimated contract value of \$23.51M; however, any additional purchases would be subject to operational requirements and the availability of funds.

Funding for additional Microsoft software and services will be included in either the Service's annual Operating Budget or Capital Budget requests.

Summary:

The purpose of this report is to request the Board's approval for:

- a contract award to Softchoice for Microsoft software and services for a three-year period commencing on April 1, 2026, to March 31, 2029, at a total estimated cost of \$23.51M (excluding taxes); and
- extensions to the Microsoft EA and SCE for a three-year period commencing on April 1, 2026, to March 31, 2029.

Discussion:

Background

At its meeting on November 24, 2020, the Board approved a contract award to Softchoice to provide Microsoft software and professional services from April 1, 2021, to March 31, 2024, piggybacking on a negotiated pricing arrangement established by the Ontario Education Collaborative Marketplace (OECM) (Min. No. P190/20 refers). The Board subsequently approved an extension for an additional two years ending March 31, 2026 (Min. No. P2021-0624-6.0 refers).

The OECM is a not-for-profit, collaborative sourcing partner for Ontario's education sector, broader public sector, and other publicly funded organizations, including the Service. OECM's sourcing process is compliant with the Broader Public Service Procurement Directive (issued by the Management Board of Cabinet) and sets out procurement rules in the purchase of goods and services, by Broader Public Service organizations in Ontario, using public funds. This arrangement provides opportunities to minimize costs and generate savings and efficiencies on products and services available through OECM

On February 28, 2025, OECM entered into a new agreement with Softchoice through a competitive procurement process for Microsoft and other software (Tender #OECM-2024-459-14). The Service would like to piggyback off the OECM agreement to award a contract to Softchoice for Microsoft software and services. The current Microsoft EA and SCE include provisions for the agreements to be renewed for an additional three years for the period of April 1, 2026, to March 31, 2029, in alignment with the planned contract award to Softchoice.

Microsoft software is the standard used throughout the Service on all desktops, laptops, mobile computers and servers. In addition, several major applications and services are based on Microsoft software including, but not limited to, electronic mail, web sites, login and security mechanisms, personal file storage systems, virus and malware detection, desktop productivity tools, mobile solutions, application development tools, databases and server services.

Relevant Board Policies and Compliance

The Board's Bylaw No. 163, Purchasing By-law, includes the following applicable articles/clauses:

Section 14 of the Board's Purchasing Bylaw outlines the provision to piggyback the same goods and services from another Public Body.

'14.1 Notwithstanding any other provision in this by-law, the Purchasing Manager may participate in a procurement made directly by another Public Body if the Purchasing Manager determines that the Public Body followed a competitive method similar to that described in this by-law and complied with all applicable trade agreements, and provided that:

- (a) The contract between the Public Body and the vendor stipulates that the same Goods and Services be made available to other public bodies at the same price;*
- (b) The Goods and Services will be made available to the Service for the same or better price than the price that is to be paid by the Public Body pursuant to the contract described in (a); and*
- (c) The value of the purchase of Goods or Services by the Service is within the approved budget.'*

In addition, section 20.3 outlines the Award and Contract Authorities:

'20.3 The following persons, and those persons acting in their place from time to time, have the authority identified below, provided the conditions set out in section 20.1 and 20.4 have been met:

- (a) The Chief may make an Award for an amount not exceeding \$1,000,000 in any one instance and execute a Contract in relation to that Award;'*

Finally, article 22.3 of this By-law outlines the required approval authority for contract terms longer than five years:

'22.3 A Contract term in excess of five (5) years, regardless of value, must be approved by the Board.'

Conclusion:

For the reasons outlined above, it is recommended that the Board approve:

- a contract award to Softchoice for Microsoft software and services for a three-year period from April 1, 2026, to March 31, 2029, at a total estimated cost of \$23.51M (excluding taxes); and
- extensions with Microsoft for the EA and SCE agreements for a three-year period commencing on April 1, 2026, to March 31, 2029.

Chief Transformation Officer and Interim Chief Administrative Officer, Colin Stairs will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



PUBLIC REPORT

February 10, 2026

To: Chair and Members
Toronto Police Service Board

From: Louis Tsilivis
Executive Director

Subject: **2025 Audit of Search Warrant Execution Compliance**

Purpose: Information Purposes Only Seeking Decision

Summary:

The purpose of this report is to provide the Toronto Police Service Board (Board) with the *2025 Audit of Search Warrant Execution Compliance*, prepared by the Toronto Police Service's Audit & Quality Assurance unit.

Discussion:

In accordance with the Board's *Adequacy Standard Compliance Policy*, the attached report is being submitted to the Board for information purposes only.

Conclusion:

It is recommended that the Board receive this report. Ms. Angela Schieda, Manager, Audit & Quality Assurance will be in attendance to answer any questions that the Board may have regarding this report.

Recommendation:

This report recommends that the Board receive this report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Respectfully submitted,

Louis Tsilivis
Executive Director

Attachment:

2025 Audit of Search Warrant Execution Compliance



Toronto Police Service

Audit of Search Warrant Execution Compliance - 2025

Audit & Quality Assurance

Approved by the Executive Assurance Committee December 4, 2025

This report and the information contained herein is not to be further disseminated without the approval of the Chief of Police

Table of Contents

Audit of Search Warrant Execution Compliance	3
Background	3
Objectives	3
Scope	3
Conclusion	4
Objective 1	6
Positive Finding – Compliance with O.Reg. 392/23	6
Objective 2	6
Compliance Issues	6
Issue #1 – Completion of S.W.E. eReport	6
Issue #2 – Notification of External Services Executing Search Warrants in Toronto	7
Issue #3 – Search Warrant Briefings	8
Recommendation	8
Recommendation #1 – Search Warrant Briefings	8
Compliance Issues	9
Issue #4 – Supervisory Officer Attendance	9
Issue #5 – O.I.C. Notification	10
Issue #6 – Video and Photographs of Premises	10
Issue #7 – Documentation of Unannounced Entry	11
Issue #8 – Risk and Entry Template Completion	12
Issue #9 – Staff Sergeant/Detective Sergeant eReport Review	12
Recommendations	13
Recommendation #2 – Supervisory Review of S.W.E. eReports	13
Recommendation #3 – Evidence of Review of S.W.E. eReports	13
Compliance Issue	14
Issue #10 – Scanning Notes into the S.W.E. eReport	14
Recommendations	15
Recommendations #4 and #5 – Form T.P.S. 990, Search Warrant – Notice to Owner/Occupant	15
Recommendation #6 – Referral to Support Services	16
Positive Finding – T.P.O.C. Notification	17

Audit of Search Warrant Execution Compliance

Background

On February 14, 2022, the Executive Assurance Committee (E.A.C.) approved an audit of operational planning and search warrant execution processes to assess compliance with applicable Service Procedures.

The audit of the operational planning process was completed in 2023; at that time, audit work on the search warrant execution process was deferred pending amendments to Service Procedure 02-18, Executing a Search Warrant (S.P. 02-18). The amendments were completed in June 2023, and the audit of search warrant execution compliance received E.A.C. approval in October 2024.

Objectives

The objectives of this audit were to:

- assess compliance with Ontario Regulation 392/23 made under the Community Safety and Policing Act, 2019 with respect to search of premises; and
- assess compliance with Service Procedure 02-18, Executing a Search Warrant.

Scope

The scope of this audit included:

- review of Ontario Regulation 392/23 (O.Reg. 392/23) made under the Community Safety and Policing Act, 2019 (C.S.P.A.) with respect to search of premises;
- review of S.P. 02-18 and related Routine Orders¹;
- review of Service Procedure 13-17, Notes and Reports (S.P. 13-17);
- review of Communications Services' Unit-Specific Policy C02-18, Executing a Warrant;
- consultation with members from the Drug Squad, the Homicide and Missing Persons Unit, the Toronto Police Operations Centre (T.P.O.C.), the Toronto Police College, Analytics & Innovation, Professionalism & Accountability, Legal Services, Communications Services and select divisions;
- review of supporting digital documentation including: Assessment of Risk Factors and Entry Plan Text Templates (Risk and Entry Template), scanned officer notes, central notes, Unit Commander Morning Reports, Intergraph Computer Aided

¹ A routine order is a written direction issued by the Chief of Police in respect to matters of personnel, police details or functions, and general information that all members are required to review.

Dispatch (I.C.A.D.) records and search warrant/briefing packages² for a sample of search warrants executed between August 1, 2024 – October 31, 2024 (the total population of Search Warrant Executed (S.W.E.) eReports³ sampled from during this period is 147);

- review of the Form T.P.S. 990, Search Warrant – Notice to Owner/Occupant (T.P.S. 990);
- review of the Evidence.com application⁴ for videos and/or photographs taken during search warrant execution for a sample of search warrants; and
- review of T.P.O.C. Event Logs, which contain search warrant notifications received by T.P.O.C. prior to search warrant execution.

The following was **excluded** from the scope of this review:

- review of compliance with L.E.-011, Search of Premises under the Policing Standards Manual, as this Manual is in the process of being updated by the Ministry of the Solicitor General to align with the C.S.P.A.

In accordance with *International Professional Practices Framework* of the Institute of Internal Auditors, the scope also includes:

- considering the probability of significant errors, fraudulent entries, non-compliance, and the related risk management through effective internal controls; and
- identifying key information technology risks.

Conclusion

Overall, the findings in this report represent a high risk to the Service. This report contains six recommendations and ten compliance issues.

Areas of non-compliance include the following:

- Search warrants being executed, but associated S.W.E. eReports either not submitted or incomplete;
- Missing documentation within S.W.E. eReports to indicate required components of executing a search warrant were completed, including:
 - briefings;
 - supervisory notification/attendance; and
 - photos and videos taken pre and post search warrant execution;
- Unannounced S.W.E. eReports missing documented rationale as to why the entry was made without announcement;

² A search warrant/briefing package is a document that contains information related to the warrant (e.g. entry announced or unannounced, method of entry, entry plan, reason for search, description of items being sought, each officer's duties, safety considerations) that is shared with participating members prior to execution.

³ A Search Warrant Executed eReport is an electronic record wherein the details of the search warrant's execution are recorded by the assigned member in Versadex.

⁴ Evidence.com is a secure online platform the Service uses to store and organize photos, videos and other digital evidence.

- Risk and Entry Template not included in the S.W.E. eReport or not reviewed by a supervisor; and
- Members not scanning notes into the S.W.E. eReports.

The Risk and Entry Template in Versadex (V.D.X.) requires amendment to ensure the mandatory elements to be addressed during briefings align to the briefing requirements identified in S.P. 02-18. In addition, an entry field should be added to the T.P.S. 990 to confirm service of this form, including direction to members to scan and attach a copy of this form into the S.W.E. eReport.

The T.P.S. 990 should also include entry fields to capture documentation indicating whether an offer for referral to support services was made to the occupant(s) on the premises where the search warrant was executed (where applicable), and whether any offers made were accepted by the occupant(s).

S.P. 02-18 requires amendment to ensure the task of reviewing S.W.E. eReports is assigned exclusively to detective sergeants and direction is provided as to how they should indicate that a S.W.E. eReport has been reviewed within V.D.X.

The Chief provided Command members with Priority Letters outlining the primary objectives for their respective Commands in 2025. In the Priority Letter directed to Specialized Operations Command, the Chief directs this Command to “lead the standardization of search warrant execution across the Service” in support of the Chief’s priority to accelerate police reform and professionalization.

If a standardized search warrant execution package is developed, it would support clarity and consistency in the documentation of procedurally mandated elements of search warrant execution, which could enhance supervisory oversight capabilities and contribute to improved compliance with S.P. 02-18.

The reader is cautioned on reliance on this conclusion due to limiting factors, such as, the economical use of a representative sample, professional judgement, and the evidence being persuasive rather than conclusive.

December 4, 2025

Angela Schieda, C.P.A., C.A., C.I.A.
Manager, Audit & Quality Assurance

Date

Objective 1

To assess compliance with O.Reg. 392/23 made under the C.S.P.A. with respect to search of premises.

Positive Finding – Compliance with O.Reg. 392/23

- The Service has a written procedure, S.P. 02-18, in compliance with O.Reg. 392/23, which requires every chief of police to establish a written procedure in respect of search of premises;
- S.P. 02-18 identifies the circumstances in which a supervisor must be contacted, in compliance with O.Reg. 392/23, which requires every chief of police to establish procedures on supervision, including identifying circumstances in which a supervisor must be contacted; and
- S.P. 02-18 identifies the requirements for supervisor attendance, in compliance with O.Reg. 392/23, which requires every chief of police to have written procedures on supervision, including identifying circumstances in which a supervisor must be present at an incident.

Objective 2

To assess compliance with Service Procedure 02-18, Executing a Search Warrant.

Compliance Issues

Issue #1 – Completion of S.W.E. eReport

S.P. 02-18 requires completion of a 'S.W.E. Announced Entry' or 'S.W.E. Without Prior Announcement' eReport after a search warrant has been executed. The report must include the following:

- a copy of the search warrant (including Appendices A and B);
- based on the assessment of risk factors and entry plan, the reasons why the entry was made without announcement;
- the name, rank, badge number and unit of the case manager in charge of the search;
- identification of the supervisory officer or Emergency Task Force (E.T.F.) Sergeant present during the execution of the search warrant; and
- any related eReport numbers, if applicable.

Of the 20⁵ search warrant events reviewed:

- 11/20 (55%) of the events did not have an associated S.W.E. eReport created; and

⁵ The sample of 24 eReports used to conduct many of the compliance tests in this audit did not meet the criteria for this compliance test. As a result, a separate random sample of 20 search warrant events (as opposed to eReports) was selected.

- Of the remaining 9/20 events that did have an associated S.W.E eReport created, 5/9 (56%) S.W.E eReports were incomplete.

In addition, S.P. 02-18 requires that the staff sergeant or detective sergeant, when notified by an officer from another police service who is planning to execute a search warrant within the boundaries of Toronto, must complete the applicable S.W.E. eReport, which includes the name, rank, badge number and service/agency of the case manager in charge of the search.

For the 11 search warrants events identified above that did not have an associated S.W.E. eReport completed:

- three of the 11 events were search warrants that were executed within the City of Toronto by external police agencies; and
 - In 2/3 (67%) events, there was documentation in I.C.A.D indicating the divisional officer in charge (O.I.C.) was aware that the external police service was executing the warrant.

Management Response from Chief Superintendent, Investigative Support:

Investigative Standardization Support (I.S.S.) will attend bi-weekly detective sergeant meetings to discuss the deficiencies and educate personnel on eReport requirements. I.S.S. will enhance compliance oversight by issuing post-meeting briefings to detective sergeants and addressing divisional non-compliance. Strategic plans will be developed in collaboration with operational inspectors, with a focus on external agency search warrant procedures.

I.S.S. will work with Governance to update the relevant Procedure (02-18) to update the notification and eReport process when an external agency is executing a search warrant within the boundaries of the City of Toronto.

I.S.S. will also work with Change Management to develop a standardized template in Versadex (V.D.X.), specifically for search warrant execution eReports created for external agencies.

Implementation Date: Late Quarter Four 2025 (December).

Issue #2 – Notification of External Services Executing Search Warrants in Toronto

Communications Services' Unit-Specific Policy C02-18, Executing a Warrant, requires:

a) the T.P.O.C. Tactical Communication Liaison, upon receiving information from a police officer regarding the execution of a warrant, if creating an event, shall determine if the O.I.C. of the division involved has been advised of the warrant.

b) the Communications Supervisor, upon being notified regarding the execution of a warrant, shall notify the O.I.C. of the division, if not already notified by an officer.

- Of the three search warrant events referenced in Issue #1 that were executed in the City of Toronto by external police services, there was one event for which no

documentation could be located to support that the O.I.C. of the division involved had been advised of the warrant by the T.P.O.C. Tactical Communication Liaison.

Management Response from Superintendent, Priority Operations:

A reminder was sent to all Tactical Communications Liaisons on September 12, 2025, reinforcing questions they must ask when creating a search warrant event.

Additionally, an email was sent to all operational supervisors on September 12, 2025, to remind them of their duty to ensure all questions have been asked when a search warrant detail is created.

Implementation Date: Completed September 2025.

Issue #3 – Search Warrant Briefings

S.P. 02-18 requires the supervisory officer or E.T.F. sergeant on-scene to ensure all members participating in the search warrant entry and investigation are fully briefed on the plan to execute the search warrant.

The member providing the briefing is to document the members present at the briefing and the details of the search warrant plan discussed.

- 5/23⁶ (22%) S.W.E. eReports and/or related investigative eReports reviewed were missing documentation to support a search warrant briefing had occurred.

Management Response from Chief Superintendent, Investigative Support:

Consult with Change Management to develop a standardized template in Versadex (V.D.X.), using existing models as a reference point. Leverage this initiative to inform future enhancements to the Niche records management platform. Once finalized, communicate the template Service-wide via email to all the unit commanders with the change to be passed along to their respective staff sergeants and detective sergeants, as well as communication to all members through issuance of an eUpdate, in coordination with Corporate Communications.

This information will also be captured in a future standardized search warrant briefing package created by the I.S.S. team. The information from the briefing package can be entered into the text template at the conclusion of the search warrant to ensure compliance.

Implementation Date: Late Quarter Four 2025 (December).

Recommendation

Recommendation #1 – Search Warrant Briefings

As discussed in Issue #3, S.P. 02-18 requires the supervisory officer or E.T.F. sergeant on-scene to ensure all members participating in the search warrant entry and

⁶ The sample size reviewed for this compliance test was 23 eReports; 1/24 search warrants had been executed on a storage locker in a police facility and did not require that a briefing take place.

investigation to be briefed on the plan to execute the search warrant. The member providing the briefing is to document members present at the briefing and the details of the search warrant plan discussed.

S.P. 02-18 does not prescribe where briefing information must be documented by the member providing the briefing; this lack of direction contributes to inconsistent documentation practices. A.&Q.A. noted that locating documentation for search warrant briefings to determine compliance with this procedural requirement was difficult and required extensive investigation within V.D.X.

To ensure search warrant briefing information required by S.P. 02-18 is consistently documented, the Risk and Entry Template in V.D.X. should be amended to include required fields where mandated briefing details are documented.

Risk Rating: **High**

Recommendation #1: That the Chief Superintendent, Investigative Support, amend the Assessment of Risk Factors and Entry Plan Text Template, to a) include the list of mandatory elements to be addressed during briefings as listed in Service Procedure 02-18, Executing a Search Warrant, and b) include a field(s) wherein documentation of when the briefing occurred and who was involved in the briefing should be captured.

Management Response from the Chief Superintendent, Investigative Support:

- 1) Liaise and coordinate with the Records Management Services team (Change Management) to update and make changes to the Assessment of Risk Factors and Entry Plan Text Template in Versadex:
 - a) as prescribed in Service Procedure 02-18
 - b) to include field(s) to document briefing specifics (location/persons involved).
- 2) Amendments will be communicated via the appropriate channel (e.g. e-mail to unit commanders for further distribution, eUpdate).
- 3) Changes made will also be reflected within the new Records Management Services implementation roadmap.

Implementation Date: Quarter 1 2026.

Compliance Issues

Issue #4 – Supervisory Officer Attendance

S.P. 02-18 requires a supervisor to be present for the execution of all search warrants, unless unforeseen or unplanned circumstances necessitate the search warrant to be executed forthwith and prior to the arrival of a supervisor. If a supervisor cannot be present, the member who determines that circumstances require the search warrant to be executed without a supervisor present will assume all responsibilities of the supervisory O.I.C. of the search warrant entry. This member must notify a supervisor of

the circumstances as soon as practicable and will assume these responsibilities until relieved by a higher-ranking officer.

- 1/24 (4%) S.W.E. eReports reviewed were missing documentation to support that a supervisor was present.

This search warrant was conducted on a storage locker within a police facility.

Management Response from Chief Superintendent, Investigative Support:

I.S.S. will work with Governance to update the relevant Procedure (02-18) to show that a supervisor is not required to be present during the execution of a search warrant within any non-Toronto Police Service facility. The officer executing the search warrant will be required to document the name, rank, and badge number of the supervisor at the police facility where the search warrant is being executed.

Implementation Date: Quarter Two 2026.

Issue #5 – O.I.C. Notification

S.P. 02-18 requires the case manager in charge of the investigation, when planning to execute a search warrant outside of the City of Toronto, to notify the O.I.C. of the division having jurisdiction in the area where the search warrant is to be executed.

Of the 24 S.W.E. eReports reviewed, three were for search warrants executed outside of the City of Toronto.

- 3/3 (100%) S.W.E eReports reviewed were missing documentation to support that the O.I.C. of the division with jurisdiction was notified prior to the event.

In two of the three search warrants, A.&Q.A. received confirmation from the external police service whose jurisdiction the warrant was executed in that the services were notified by the Toronto Police Service as required.

Management Response from Chief Superintendent, Investigative Support:

The I.S.S. team will work in collaboration with Change Management to develop a search warrant executed text template that will include a field to capture this information. In the interim, I.S.S. will provide a list of required notifications to detective sergeants to be included in the search warrant executed supplementary report to ensure compliance. Documentation of the notification will be required before the detective sergeant approves the search warrant executed eReport.

Implementation Date: December 2025

Issue #6 – Video and Photographs of Premises

S.P. 02-18 requires video **and** photographs to be taken of the premises prior to actively searching **and** again post completion of the search.

If photographic documentation of the scene is not done, the supervisor must document the reasons for not doing so, as well as document all efforts they have made to obtain photos and/or video.

- 13/20⁷ (65%) S.W.E. eReports and/or Evidence.com records reviewed did not have both photo and video taken of the premises before and after execution of the search warrant. No documented rationale by the supervisor was located to explain the reasons for not obtaining either photo or video for these 13 eReports.

Management Response from Chief Superintendent, Investigative Support:

Collaborate with Corporate Communications to develop and disseminate an eUpdate outlining the requirement to capture and attach relevant media to the appropriate eReport. This should include instructions—or a link to instructions—on how to upload photos and videos to Evidence.com (E.D.C.) from a Connected Officer phone.

The I.S.S. team will work in collaboration with Change Management to develop a search warrant executed text template that will include a field to capture which officer took the entry and exit videos and photographs; an additional field will also be included if the media was uploaded to another General Occurrence (G.O.) other than the search warrant executed G.O. If any entry or exit photographs or videos were not taken, a field in the template will be included to provide the justification for why any of the photographs or video were not completed.

In the interim, I.S.S. will provide a list of required information for detective sergeants to be included in the search warrant executed supplementary report. This information will also be captured in a future standardized search warrant briefing package created by the I.S.S. team and can be entered into a Versadex text template to ensure compliance.

Implementation Date: Early Quarter Four 2025.

Issue #7 – Documentation of Unannounced Entry

S.P. 02-18 requires the reason(s) why the entry was made without announcement to be included in the S.W.E. eReport when a search warrant has been executed without prior announcement.

- 1/9⁸ (11%) S.W.E. and/or related investigative eReports reviewed were missing documentation to support the reason why the entry was made without announcement.

Management Response from Chief Superintendent, Investigative Support:

I.S.S. will attend the bi-weekly detective sergeant meeting and communicate and reiterate the requirement for the supervisor present at the search warrant to include documentation to support the reason the entry was made without announcement.

⁷ Four eReports included photo/video that were restricted due to the nature of the investigation and therefore could not be viewed by A.&Q.A. to determine compliance. As a result, these four eReports were excluded from this test, resulting in a reduced sample size of 20 eReports.

⁸ The sample of 24 eReports selected for this project provided only three unannounced search warrants for review. To obtain a larger sample to offer more meaningful insight into this risk, a larger sample comprised of all nine unannounced search warrant executed eReports submitted during the three-month in-scope period was used instead.

This information will be captured in a future standardized search warrant briefing package created by the I.S.S. team that will allow this information to be entered into the current entry plan text template upon conclusion of the search warrant.

Implementation Date: Quarter Four 2025 (November).

Issue #8 – Risk and Entry Template Completion

S.P. 02-18 requires completion of a Risk and Entry Template after a search warrant has been executed.

- 3/23⁹ (13%) S.W.E. eReports reviewed were missing a Risk and Entry Template.

Management Response from Chief Superintendent, Investigative Support:

I.S.S. will attend bi-weekly detective sergeant meetings and create awareness around this requirement that will need to be communicated to their respective investigative teams. A follow-up email will be sent to the unit commanders, operational inspectors and detective sergeants that will include what was discussed in the bi-weekly meeting.

The content of the Assessment of Risk Factors and Entry Plan Text Template will be captured in a future standardized search warrant briefing package created by the I.S.S. team. This will assist officers in completing the current templates upon the conclusion of the search warrant.

Implementation Date: Quarter Four 2025 (November).

Issue #9 – Staff Sergeant/Detective Sergeant eReport Review

S.P. 02-18 states when members under their supervision execute a search warrant, the staff sergeant or detective sergeant must review all eReports, including any briefing package and the Risk and Entry Template for completeness.

- 13/20¹⁰ (65%) eReports reviewed were missing staff sergeant or detective sergeant review of the Risk and Entry Template.

Management Response from Chief Superintendent, Investigative Support:

I.S.S. will reinforce the requirement for detective sergeants to review eReports through bi-weekly meetings and targeted communications. Operational inspectors will also be engaged to ensure their teams understand the shared responsibility between detective sergeants and on-duty staff sergeants in maintaining report integrity.

I.S.S. will engage with detective sergeants to determine how they are notified of a search warrant executed report that requires approval through their workflow or if there is a quality control position at their division to ensure compliance.

Implementation Date: Quarter Four 2025 (November).

⁹ The sample size reviewed for this compliance test was 23; 1/24 search warrants had been executed on a storage locker in a police facility and did not require a Risk and Entry Template be completed.

¹⁰The Risk and Entry Template had not been submitted for 3/23 eReports reviewed and therefore could not be reviewed by a supervisor. As a result, the sample size for this compliance test was reduced to 20 eReports.

Recommendations

Recommendation #2 – Supervisory Review of S.W.E. eReports

S.P. 02-18 requires either a staff sergeant or a detective sergeant to review all required eReports.

Although the procedure allows either position to review eReports, detective sergeants are responsible for the supervision of their investigative members and their investigations, including search warrants.

Given the oversight that detective sergeants have of search warrants being executed by members under their supervision, S.P. 02-18 should be amended to limit supervisory review of S.W.E. eReports exclusively to detective sergeants.

Risk Rating: **Medium**

Recommendation #2: That the Chief Superintendent, Investigative Support, in conjunction with the Executive Advisor & Manager, Strategic Planning & Governance, amend Service Procedure 02-18, Executing a Search Warrant, to assign the task of reviewing Search Warrant Executed eReports exclusively to detective sergeants.

Management Response from the Chief Superintendent, Investigative Support:

- 1) Liaise and coordinate with the Strategic Planning & Governance unit to amend Service Procedure 02-18 to assign the task of reviewing Search Warrant Executed eReports exclusively to detective sergeants.
- 2) Changes will be communicated via the appropriate channel (e.g. e-mail to unit commanders for further distribution, eUpdate).

Implementation Date: Quarter One 2026.

Recommendation #3 – Evidence of Review of S.W.E. eReports

S.P. 02-18 indicates when members under their supervision execute a search warrant, the staff sergeant or detective sergeant shall review all eReports.

However, the understanding of how review of the S.W.E. eReport should be shown as completed within V.D.X. varies among staff sergeants and detective sergeants and there is no direction in S.P. 02-18 to explain how completion of this review should be recorded.

Consultation with four detective sergeants and one staff sergeant in the field confirmed a lack of consistency with respect to how review of the S.W.E. eReport is indicated within V.D.X.

Direction should be provided to detective sergeants as to how they should indicate review of the S.W.E. eReport has been completed for clarity and consistency.

Risk Rating: **High**

Recommendation #3: That the Chief Superintendent, Investigative Support, in conjunction with the Executive Advisor & Manager, Strategic Planning & Governance, amend Service Procedure 02-18, Executing a Search Warrant, to provide direction as to how detective sergeants must indicate that the Search Warrant Executed eReport has been reviewed for completeness and accuracy.

Management Response from the Chief Superintendent, Investigative Support:

- 1) Create a framework for detective sergeant review through key stakeholder engagement and subsequent approvals (chief superintendents).
- 2) Liaise and coordinate with members of Change Management to create a framework for detective sergeant review. This may result in the creation of a text template or other means of tracking.
- 3) Liaise and coordinate with the Strategic Planning & Governance unit to amend Service Procedure 02-18, Executing a Search Warrant to provide direction as to how a detective sergeant must indicate that the Search Warrant Executed eReport has been reviewed for completeness and accuracy.
- 4) Changes will be communicated via the appropriate channel (e.g. e-mail to unit commanders, eUpdate).

Implementation Date: Quarter Two 2026.

Compliance Issue

Issue #10 – Scanning Notes into the S.W.E. eReport

S.P. 02-18 requires the supervisory officer in charge of a search warrant entry to ensure all members participating in the entry and investigation are fully briefed on the plan to execute the search warrant. The member providing the briefing must document who was present at the briefing and the details discussed.

S.P. 13-17 requires a member to scan and attach all notes into the original eReport in V.D.X. when:

- investigating a major case as defined by the Ontario Major Case Management Manual;
- making an arrest;
- investigating a matter likely to be prosecuted; and
- as deemed necessary.

Of the 23 S.W.E. eReports reviewed:

- 9/23¹¹ (39%) were missing the notes of the member who had delivered the search warrant briefing;

¹¹ 1/24 search warrants had been executed on a storage locker in a police facility and did not require that a briefing take place. As a result, the sample size for this compliance test was reduced to 23 eReports;

- All nine (100%) eReports met at least one of the criteria listed in S.P. 13-17 that would require members to scan and attach their notes into the S.W.E. eReport.

Management Response from Chief Superintendent, Investigative Support:

I.S.S. will consult with Change Management to develop a standardized template in Versadex (V.D.X.) that will have a field capturing the name of the officer holding the briefing. This information will also be captured in a future standardized search warrant briefing package created by the I.S.S. team. The detective sergeant will be required to ensure the search warrant briefing package and/or the notes of the officer holding the briefing are scanned into the eReport prior to approving the occurrence.

Implementation Date: End of Quarter Four 2025.

Recommendations

Recommendations #4 and #5 – Form T.P.S. 990, Search Warrant – Notice to Owner/Occupant

S.P. 02-18 requires that the T.P.S. 990 be completed and provided to the owner/occupant of the premises being searched but does not direct the member to attach or include documentation in the S.W.E. eReport to indicate that the T.P.S. 990 was provided to the owner/occupant.

The T.P.S. 990 does not provide guidance to members to scan and attach the document into the S.W.E. eReport to confirm it was completed. Furthermore, the Risk and Entry Template does not include any reference to the T.P.S. 990 that would require the member to indicate that the form was provided to the owner/occupant.

To ensure clear and consistent documentation confirming the T.P.S. 990 was completed and provided to the owner/occupant of the premises being searched, the Risk and Entry Template should be amended to include information identifying the member who provided the form. The T.P.S. 990 should be amended to direct members to scan and attach the completed form to the S.W.E. eReport.

Risk Rating: **High**

Recommendation #4: That the Chief Superintendent, Investigative Support, amend the Assessment of Risk Factors and Entry Plan Text Template to add a field for the badge number of the member providing the Form T.P.S. 990, Search Warrant - Notice to Owner/Occupant to the owner/occupant of the location searched.

Management Response from the Chief Superintendent, Investigative Support:

- 1) Liaise and coordinate with the Records Management Services team (Change Management) to update and make changes to the Assessment of Risk Factors and Entry Plan Text Template in Versadex:
 - a) Add a field for badge number of member providing the T.P.S. 990.

- 2) Changes will be communicated via the appropriate channel (e.g. e-mail to unit commanders for further distribution, eUpdate).
- 3) Changes made will also be reflected within the new Records Management Services implementation roadmap.

Implementation Date: Quarter 1 2026.

Risk Rating: **High**

Recommendation #5: That the Chief Superintendent, Investigative Support, in conjunction with the Executive Advisor & Manager, Strategic Planning & Governance, amend Form T.P.S. 990, Search Warrant - Notice to Owner/Occupant, to add the following to the distribution list: 'Copy of completed form to be scanned and attached to the Search Warrant Executed eReport.'

Management Response from the Chief Superintendent, Investigative Support:

- 1) Liaise and coordinate with the Strategic Planning & Governance unit to amend the T.P.S. 990 to add the following to the distribution list: 'Copy of completed form to be scanned and attached to the Search Warrant Executed eReport.'
- 2) Changes will be communicated via the appropriate channel (e.g. e-mail to unit commanders for further distribution, eUpdate).

Implementation Date: Quarter One 2026.

Recommendation #6 – Referral to Support Services

S.P. 02-18 requires members to ask the occupant(s) of a place searched if they would like a referral to be made to support services where:

- children are present when the search warrant was executed;
- vulnerable adult/persons are present when the search warrant was executed;
- persons with disabilities are present when the search warrant was executed; or
- any other circumstances in which the supervisory officer believes a referral should be made.

S.P. 02-18 does not specify where or how the offer for referral should be documented to confirm an offer of referral was made, where applicable.

The T.P.S. 990 includes a checkbox to indicate whether "Permission was obtained for Toronto Police Service to provide referral(s) to the Community Crisis Response Programme", however, this check box does not differentiate between instances where a person refuses an offer versus instances where no offer was made for various reasons, including that no children, vulnerable persons, or persons with disabilities, or perhaps no occupants at all, were present during the execution of the search warrant.

The T.P.S. 990 should be amended to ensure relevant information related to referrals for support services is documented on the form.

Risk Rating: **High**

Recommendation #6: That the Chief Superintendent, Investigative Support, in conjunction with the Executive Advisor & Manager, Strategic Planning & Governance, amend Form T.P.S. 990, Search Warrant - Notice to Owner/Occupant, to better align with Service Procedure 02-18, Executing a Search Warrant, by adding the following fields:

- a) **whether an offer for a referral of support services was applicable;**
- b) **if applicable, whether an offer was provided;**
- c) **if provided, whether the offer was accepted; and**
- d) **the badge number of the member providing the referral.**

Management Response from the Chief Superintendent, Investigative Support:

- 1) Liaise and coordinate with the Strategic Planning & Governance unit to amend the T.P.S. 990 to add the following fields:
 - a) whether an offer for a referral of support services was applicable;
 - b) if applicable, whether an offer was provided;
 - c) if provided, whether the offer was accepted; and
 - d) the badge number of the member providing the referral.
- 2) Changes will be communicated via the appropriate channel (e.g. e-mail to unit commanders for further distribution, eUpdate).

Implementation Date: Quarter One 2026.

Positive Finding – T.P.O.C. Notification

S.P. 02-18 requires the O.I.C. - T.P.O.C. to be notified when planning to execute a search warrant.

- 24/24 (100%) S.W.E. eReports, related T.P.O.C. Event Log or I.C.A.D. reports reviewed contained documentation that T.P.O.C. had been notified prior to execution of the search warrant.



7.1. Request for Review of a Service
Complaint Investigation: – Professional
Standards (P.R.S.) Case Number – PRS-
103980 Inspectorate of Policing (I.O.P.)
Complaint Number: 25-206/INV-25-138



PUBLIC REPORT

January 28, 2026

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Request for Review of a Service Complaint Investigation: –
Professional Standards (P.R.S.) Case Number – PRS-103980
Inspectorate of Policing (I.O.P.) Complaint Number: 25-206/INV-25-138

Purpose: Information Purposes Only Seeking Decision

Recommendations:

This report recommends that the Toronto Police Service Board (Board):

- 1) determine whether to concur with the decision that action be taken with respect to this complaint, and;
- 2) advise the complainant, the Inspector General (I.G.), and the Solicitor General of any steps taken in response to this complaint.

Financial Implications:

There are no financial implications arising from the recommendations contained in this report.

Discussion:

Background

The Board has received direction from the I.G. to report on a complaint regarding the policies of a police service board pursuant to s.107(1)(c) of the Community Safety and

Policing Act (C.S.P.A.), 2019, and the procedures established by the Chief of Police, Toronto Police Service (T.P.S.) pursuant to s.107(1)(d) of the C.S.P.A.

Relevant Board Policies and Compliance

- Community Safety and Policing Act (C.S.P.A.), 2019

Board Review:

Pursuant to Section 107(7) of the C.S.P.A. directs that the Board shall:

- a) review the complaint as it relates to its policies and/or procedures;
- b) report back to the I.G. within the time specified by the I.G. if any, about any steps taken in response to the complaint; and
- c) report to the Solicitor General about any steps taken in response to this complaint.

Summary of the Complaint and Investigation

Complaint Number: PRS-103980
Complaint Type: Service
Disposition: No Actions Taken

On March 26, 2025, the I.G. received a complaint via the Law Enforcement Complaints Agency (L.E.C.A.).

The Complainant requested clarification on the policies and procedures regarding the execution of warrants.

The I.O.P. classified this complaint as a complaint about the policies or procedures provided by the T.P.S. and on September 16, 2025, referred it to the Board for review.

On October 30, 2025, Detective Sergeant Kevin Hooper (8652), of Organized Crime Enforcement (O.C.E.) was assigned the file for investigation.

The following steps were taken to investigate this complaint:

- Reviewed the L.E.C.A./ Inspectorate of Policing Complaint.
- Reviewed the Toronto Drug Squad (T.D.S.) Morning Report dated February 20, 2025.
- Reviewed Versadex General Occurrence #2025-47399.
- Reviewed Controlled Drugs and Substances Act Section 11 – Search Warrant.

- Reviewed T.P.S. Procedures – Executing a Search Warrant.
- Reviewed C.S.P.A. Section 82 – Duties of a Police Officer.

Analysis:

On March 20, 2025, members of the T.D.S. concluded a drug trafficking investigation by executing a search warrant on a unit inside the Complainants condominium.

The Complainant was not involved in any wrongdoing. The Complainant lives on the same floor in the condominium as the offenders. The Complainant was clear in his complaint that he was not complaining about the police, however, he wanted to know what led to this enforcement inside his condominium.

The Investigator spent considerable time on the telephone with the Complainant fully explaining the investigation. The Complainant was very satisfied with the Investigator, and all his questions were answered.

The Complainant expressed a strong interest in further partnering with the T.P.S. and arrangements were made for him to meet in person with the Unit Commander of 32 Division. The Complainant wanted to experience a Ride-A-Long and discuss the possibility of joining the 32 Division Community Police Liaison Committee.

Conclusion:

The Investigator has determined that appropriate actions and measures have been undertaken by members of the T.P.S. in accordance with T.P.S. procedures and governing authorities and the Investigator has not identified any deficiency in the quality or level of service provided to the Complainant and in this case the execution of a search warrant concluding a drug investigation.

Therefore, no action is required.

Chief Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Reason for Confidential Information

This report includes a confidential attachment containing a letter from the I.O.P., directing the Board to review and respond to a complaint relating to a policy or procedure issue, pursuant to s.107(6) of the C.S.P.A. and a letter from L.E.C.A. to the I.O.P. pursuant to s. 108(1) of the C.S.P.A. It also contains details of an Investigative Report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

Attachments:

A letter from the Inspectorate of Policing – I.O.P. Complaint Number: 25-206/INV-25-138, Letter from Law Enforcement Complaints Agency: L.E.C.A. Complaint Number: E-202503021404142518 and, Report of Investigation – File Number: PRS-103980/2025.OTA-0092



PUBLIC REPORT

January 28, 2026

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Request for Review of a Service Complaint Investigation: –
Professional Standards (P.R.S.) Case Number – PRS-103989
Inspectorate of Policing (I.O.P.) Complaint Number: 25-156/INV-25-
129

Purpose: Information Purposes Only Seeking Decision

Recommendations:

This report recommends that the Toronto Police Service Board (Board):

- 1) determine whether to concur with the decision that action be taken with respect to this complaint, and;
- 2) advise the complainant, the Inspector General (I.G.), and the Solicitor General of any steps taken in response to this complaint.

Financial Implications:

There are no financial implications arising from the recommendations contained in this report.

Discussion:

Background

The Board has received direction from the I.G. to report on a complaint regarding the policies of a police service board pursuant to s.107(1)(c) of the Community Safety and

Policing Act (C.S.P.A.), 2019, and the procedures established by the Chief of Police, Toronto Police Service (T.P.S.) pursuant to s.107(1)(d) of the C.S.P.A.

Relevant Board Policies and Compliance

- Community Safety and Policing Act (C.S.P.A.), 2019

Board Review:

Pursuant to Section 107(7) of the C.S.P.A. directs that the Board shall:

- a) review the complaint as it relates to its policies and/or procedures;
- b) report back to the I.G. within the time specified by the I.G. if any, about any steps taken in response to the complaint; and
- c) report to the Solicitor General about any steps taken in response to this complaint.

Summary of the Complaint and Investigation

Complaint Number: PRS-103989
Complaint Type: Service
Disposition: Actions Taken

On March 10, 2025, the I.G. received a complaint via the Law Enforcement Complaints Agency (L.E.C.A.).

The complaint concerns the policies and procedures regarding the release of information to the public in a Missing Youth investigation.

The I.O.P. classified this complaint as a complaint about the policies or procedures provided by the T.P.S. and on September 10, 2025, referred it to the Board for review.

On October 30, 2025, Detective Jayant McCall (99766), of Communications Services (C.O.M.) was assigned the file for investigation.

The following steps were taken to investigate this complaint:

- Reviewed Corporate Communications protocol.
- Reviewed T.P.S. Missing Youth alert – November 29, 2024.
- Reviewed T.P.S. Website.
- Reviewed revised Corporate Communications protocol – March 6, 2025.

Analysis:

The complainant states that the T.P.S.'s public update indicating that the youth had been "located," without clarifying the outcome, caused significant confusion in the community and contributed to emotional distress for students and family members who had been following the original missing-person alert.

Corporate Communications reported receiving incremental updates throughout the morning of November 29, 2024. At 11:22 A.M., they were informed that the youth had been located and transported to the hospital but had not yet been pronounced deceased by medical staff. At 11:24 A.M., Corporate Communications confirmed that they had provided the media with a generic update stating that a person had been located with absent vital signs and transported to the hospital. At 11:31 A.M., the lead investigator received confirmation from medical staff that the youth had been pronounced deceased.

Despite confirmation of death, the public-facing T.P.S. update remained limited to the word "located," and no subsequent news release was issued to indicate the death. The social media post and media release associated with the missing person alert were removed at 2:13 P.M.

Corporate Communications advises that, at the time of this incident, the existing practice was not to publicly disclose when a missing person was located deceased in non-criminal circumstances, allowing families to control the release of sensitive information. This approach was consistent with the T.P.S.'s practice of publicly identifying individuals only in connection with criminal investigations. For non-criminal deaths, identifying information is not released.

The complainant states that, since the missing-person alert had already been shared publicly by T.P.S., many students and community members were actively following T.P.S. updates. Without a final update clarifying the outcome, some individuals mistakenly believed the youth had been located safely, leading to misinformation circulating within the school community. This misinformation was then communicated back to the family during a time of acute grief.

In response to this incident, and in consultation with the Missing and Missed Implementation Team (M.M.I.T.), Corporate Communications implemented a revised protocol on March 6, 2025. The new process permits next-of-kin to consent to the use of the wording "***located deceased***" in non-criminal missing person cases where a public alert has already been issued. This change introduces a victim-centric decision point that did not exist at the time of the incident and directly addresses the gap identified through this complaint.

Conclusion:

The review of records, email correspondence, and Corporate Communications protocols confirms that T.P.S. followed the media release practice in place at the time of this incident. While a “Missing Youth” alert and a subsequent “located” update were issued, no final communication clarified that the youth had been found deceased. This approach aligned with the then-existing practice of not disclosing non-criminal deaths publicly, allowing families to control the release of sensitive information.

However, the complainant believes that the lack of a follow-up update caused confusion and contributed to emotional distress within the school community and among those connected to the family, especially since the initial alert was widely shared and closely monitored by students, educators, and community members.

Corporate Communications has acknowledged that using the term “located” without clarification may lead to misunderstandings in cases where the public is actively following a missing person alert.

Overall, the investigation finds that the actions taken by Corporate Communications at the time of the incident were consistent with the practices and procedures in place. However, the consequences in this case illustrate that the previous approach did not sufficiently consider situations where public engagement had already been initiated by T.P.S., and where a lack of clarity could unintentionally cause harm.

Although T.P.S. acted in accordance with the practices in effect at the time of the incident. The TPS has since implemented updated protocols to mitigate similar instances in the future.

Chief Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Reason for Confidential Information

This report includes a confidential attachment containing a letter from the I.O.P., directing the Board to review and respond to a complaint relating to a policy or procedure issue, pursuant to s.107(6) of the C.S.P.A. and a letter from L.E.C.A. to the I.O.P. pursuant to s. 108(1) of the C.S.P.A. It also contains details of an Investigative Report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

Attachments:

A letter from the Inspectorate of Policing – I.O.P. Complaint Number: 25-156/INV-25-129, Letter from Law Enforcement Complaints Agency: L.E.C.A. Complaint Number: E-202502190942363565 and, Report of Investigation – File Number: PRS-103989/2025.OTA-0093



PUBLIC REPORT

January 21, 2026

To: Chair and Members
Toronto Police Service Board

From: Louis Tsilivis
Executive Director

Subject: Request for Special Funds – Toronto Crime Stoppers 28th Annual Chief of Police Dinner

Purpose: Information Purposes Only Seeking Decision

Recommendation(s):

It is recommended that, as an exception to its Special Fund Policy, the Toronto Police Service Board (Board) approve funding in the amount of \$6,500 to sponsor the Toronto Crime Stoppers 28th Annual Chief of Police Dinner

Financial Implications:

If the Board approves the recommendation contained within this report, the Board's Special Fund will be reduced by \$6,500. The current approximate balance of the Special Fund is \$573,000.

Summary:

On May 7, 2026, Toronto Crime Stoppers will host its annual Chief of Police Dinner which celebrates the Toronto Crime Stoppers program (program), a vital piece of our community safety framework, and honours Chief of Police Myron Demkiw.

Discussion:

Background

Toronto Crime Stoppers

Founded in 1984, Toronto Crime Stoppers is a partnership between the police, the media and the community that enables concerned members of the public to anonymously provide information on the identity of a criminal or incidents of criminal activity.

The program is one of the largest of its kind, and an extraordinary example of a hugely successful partnership between the police and the community. Through this program, the public plays an integral role in keeping our neighbourhoods safe, by providing our police service with an enormous volume of beneficial tips. The funds raised through the program are used to support crime prevention through community engagement, or important initiatives that aim to enhance community safety in Toronto.

The Toronto Crime Stoppers program is also a dynamic and ever-evolving program. Over the years, the program has worked to leverage technology to provide modernized methods of securely submitting tips. In addition, its programming continuously changes to meet the evolving needs of our communities, recently focusing on gun crime, retail theft, tracking down high-profile fugitives, addressing vehicle thefts and human trafficking, among many other important and emerging areas of concern. The program maintains a powerful emphasis on working with young people, an approach that includes the promotion of Crime Stoppers within school communities.

28th Annual Chief of Police Dinner

The Chief of Police Dinner is a high-profile event that has over 500 guests in attendance, including, among others, police chiefs and senior police leaders from across the province, members from all levels of government and members from the business community.

Toronto Crime Stoppers does not receive government funding and is solely dependent on fundraising initiatives, like the Chief of Police Dinner. This signature fundraiser not only sustains its capacity to offer community rewards but also allows them to deliver important public awareness campaigns.

Conclusion:

Given the Board's ongoing commitment to providing support to the Toronto Crime Stoppers Program and the safety of our city, I am recommending that, as an exception to its Special Fund Policy, the Board approve funding in the amount of \$6,500 to sponsor 28th Annual Chief of Police Dinner.

Respectfully submitted,

Louis Tsilivis
Executive Director

Contact

Sheri Chapman
Executive Assistant
Email: sheri.chapman@tpsb.ca



PUBLIC REPORT

January 30, 2026

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: **Special Fund Request: 20th Anniversary Youth in Policing Alumni Gala**

Purpose: Information Purposes Only Seeking Decision

Recommendation:

This report recommends that the Toronto Police Service Board (Board) approve an expenditure in the amount of \$25 thousand (K) from the Board's Special Fund to support the Youth in Policing Initiative (Y.I.P.I.) Alumni Gala, commemorating the program's 20 year anniversary.

Financial Implications:

The Board's Special Fund will be reduced by \$25K, which is half the total cost of expenditures related to the event listed in this report.

Summary:

The Board Policy regarding the Special Fund provides delegated authority to the Chair and Vice Chair to approve expenditures from the Board's Special Fund for a total amount not to exceed \$25K for the 20th Anniversary Y.I.P.I Alumni Gala.

Discussion:

Background

On February 14, 2006, the Ministry of Children and Youth Services, now known as the Ontario Ministry of Children, Community and Social Services (Ministry), announced the Ontario Government's new Youth Opportunities Strategy, an initiative to provide avenues

for youth to overcome economic and social barriers. A component of that strategy was a three-way partnership with the Board, the Toronto Police Service (T.P.S.) and the Ministry to hire 100 youth for the summer. Since this initial investment, the Y.I.P.I. program has expanded to include two after-school programs. Now, a year-round initiative, the Y.I.P.I. program continues to be a resounding success having hired over 4,000 youth since inception. This year marks the 20-year anniversary of the program.

To mark this significant milestone, on a yet to be determined date in early Fall 2026, the Y.I.P.I. planning team in conjunction with an alumni working group will host a semi-formal gala for past and present youth participants. It is anticipated that approximately 500 alumni will be in attendance.

The gala will provide an opportunity for the Y.I.P.I. alumni to re-connect with the program and T.P.S. staff, as well as a venue for the alumni to network amongst themselves. The gala will include entertainment, speeches from program founders and a keynote address from an alumnus.

Estimated cost is between \$50,000 to \$60,000 for the Y.I.P.I. Alumni Gala and the Special Fund Request is anticipated to cover half of the total amount. A similar event was held for the 10-year anniversary, resulting in a total cost of \$53, 946.36, as noted below. The entirety of those expenses were covered from the Board’s Special Fund.

Venue Decorations	2,645.76
Promotional Items/Signs/Banners	6,672.30
DJ and Equipment Rental	914.44
Awards / Coin Boxes	3,009.86
Venue Rental	40,704.00
Total	\$53,946.36

Conclusion:

The request for funding of the 20th Anniversary Y.I.P.I. Alumni Gala has been reviewed and meets the Board provision of strengthening police/community relations, particularly with marginalized and/or vulnerable youth or communities which is outlined in the Special Fund Board Policy. Therefore, it is recommended that the Board approve the expenditure from the Special Fund, not to exceed \$25,000, in support of the gala.

The Y.I.P.I. program has proven to be a successful and comprehensive strategy which engages youth from priority neighborhoods, alongside our community partners. To date, the program has served 4,018 youth who have built positive and lasting relationships with members of the T.P.S. The program has provided an opportunity for participants to improve their employability, while undergoing personal and professional training for an enhanced future. In addition, several graduates have successfully transitioning into full-

time employment with T.P.S. The investment by the Ministry, the Board and T.P.S. in this program has made a tremendous impact on the community.

Mr. Brian Moniz, Manager of Strategic Stakeholder Engagement will be in attendance to respond to any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



PUBLIC REPORT

January 30, 2026

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

**Subject: Special Fund Request: ProAction Cops & Kids 35th
Anniversary Gala**

Purpose: Information Purposes Only Seeking Decision

Recommendation:

This report recommends that, as an exception to its Special Fund Policy, the Toronto Police Service Board (Board) approve an expenditure in the amount of \$5 thousand (K), less the return of any funds not used, to support the ProAction Cops & Kids (ProAction) 35th Anniversary Gala listed within this report.

Financial Implications:

The Board's Special Fund will be reduced by \$5K, which is the total cost of expenditures related to the annual event listed in this report.

Summary:

The Board Policy regarding the Special Fund provides delegated authority to the Chair and the Vice-Chair to approve expenditures from the Board's Special Fund for a total amount not to exceed \$5K for the ProAction 35th Anniversary Gala, which is an external event hosted by ProAction.

Discussion:

Background

This request for funding from the Board's Special Fund has been reviewed to ensure that it meets the criteria set out in the Board's Special Fund Policy and is consistent with the Toronto Police Service's (Service) Development competency to engage, inspire and motivate our people.

ProAction is a charitable organization established in Toronto in 1991 by business leader John Bitove Sr., who wanted to create an organization that would allow police officers to make a positive and impactful connection with young people. To achieve this, ProAction supports community-based programs developed and delivered by police officers that specifically engage young people. ProAction brings police officers and kids together in skill-building and mentoring programs to create trust, respect and safer communities. Since inception, ProAction has reached over 443,000 young people through over 2,650 programs, delivered in partnership with over 22,000 police officers across its six chapters.

The ProAction 35th Anniversary Gala is on April 9, 2026, at the Mississauga Convention Centre. The total request of \$5K is the cost for a table of 10 to attend the gala. The event is open to the public and to all members of the Service.

Conclusion:

The request for funding of the ProAction 35th Anniversary Gala has been reviewed and meets the Board's provision of strengthening police/community relations, particularly with marginalized and/or vulnerable youth or communities, which is outlined in the Special Fund Board Policy. Therefore, it is recommended that as an exception to its Special Fund Policy, the Board approve the expenditure of \$5K, in support of the ProAction Gala.

Mr. Brian Moniz, Strategic Stakeholder Engagement Manager will attend to respond to any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



9.1. Chief's Administrative Investigation into the Custody Injury of Complainant 2025.30



PUBLIC REPORT

January 9, 2026

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Injury of Complainant 2025.30

Purpose: Information Purposes Only Seeking Decision

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Summary:

The Professional Standards – Special Investigations Unit Liaison (P.R.S. – S.I.U. Liaison) investigation determined the conduct of the involved subject officers was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable Toronto Police Service (T.P.S.) Procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual assault, provincial legislation requires the chief of police of the relevant police service, to conduct an administrative investigation.

This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Community Safety and Policing Act (C.S.P.A.), 2019
- Special Investigations Unit Act (S.I.U.A.), 2019
- T.P.S. Procedures

S.I.U. Terminology

Complainant – Refers to the Affected Person

SO – Subject Official(s)

WO – Witness Official(s)

SEW – Service Employee Witness

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated September 11, 2025, Director Joseph Martino of the S.I.U. advised, "*The file has been closed, and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject official.*"

The following *S.I.U. Incident Narrative and Analysis and Director's Decision* has been reprinted from the S.I.U. Director's report, number 25-TCI-197, which can be found via the following link

[Special Investigations Unit -- Director's Report Details, Case Number: 25-TCI-197](#)

S.I.U. Incident Narrative

"The evidence collected by the SIU, including interviews with the Complainant and police eyewitnesses, and video footage that captured the incident, gives rise to the following scenario. As was his legal right, the SO chose not to interview with the SIU or authorize the release of his notes.

In the evening of May 14, 2025, the Complainant found herself detained in cells at TPS 51 Division. She had been arrested earlier in the day for possessing a dangerous weapon and assaulting a peace officer. The Complainant, who suffered with mental illness, behaved erratically with police from the moment of her arrest through her period in custody. While being transported back to her cell after being fingerprinted and photographed, she had kicked one of the escorting special constables and bitten the other. She was charged with additional counts of assaulting a police officer for that behaviour.

At about 10:20 p.m., the Complainant suffered a fractured left ring finger when she attempted to prevent the cell door being closed. The SO had moments prior pushed an unwilling Complainant back into the cell after she had been temporarily removed to speak to counsel. As the officer backed out of the cell and, with the assistance of a special constable, went to close the cell door, the Complainant had rushed forward to keep it open, her finger catching between the door and the door jam in the process. The Complainant screamed in pain.

The Complainant was transported to hospital and diagnosed with a fractured finger.”

S.I.U. Analysis and Director’s Decision

“The Complainant was seriously injured in the custody of the TPS on May 14, 2025. The SIU was notified of the incident and initiated an investigation, naming the SO the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant’s injury.

The offence that arises for consideration is criminal negligence causing bodily harm contrary to section 221 of the Criminal Code. The offence is reserved for serious cases of neglect that demonstrate a wanton or reckless disregard for the lives or safety of other persons. It is predicated, in part, on conduct that amounts to a marked and substantial departure from the level of care that a reasonable person would have exercised in the circumstances. In the instant case, the question is whether there was a want of care on the part of the SO, sufficiently egregious to attract criminal sanction, that caused or contributed to the Complainant’s injury. In my view, there was not.

There were no questions raised in the investigation around the lawfulness of the Complainant’s arrest and detention. The evidence indicates there were grounds to take her into custody for the offences of weapons dangerous and assault police officer.

With respect to the cell door being closed on the Complainant’s finger, I am not satisfied that it was the result of any want of vigilance on the part of the SO that transgressed the limits of care prescribed by the criminal law. A belligerent Complainant had earlier struggled against the efforts of special constables to re-lodge her in a cell, biting one of them and kicking the other. Here, again, she resisted the officers’ efforts to place her in

the cell. After trying over a period to persuade her to return willingly, the SO acted reasonably in taking hold of her and pushing her back into the cell. He then did what one might have expected – he backtracked out of the cell and tried (with the help of a special constable) to close the cell door before the Complainant could intervene to prevent that happening. Regrettably, the Complainant reacted quicker than the officer could fully close the door. At most, that miscalculation amounted to a momentary lapse in judgement that fell short of a marked and substantial departure from a reasonable standard of care.

For the foregoing reasons, there is no basis for proceeding with criminal charges in this case. The file is closed.”

Summary of the Toronto Police Service’s Investigation

The P.R.S. – S.I.U. Liaison conducted an administrative investigation as is required by provincial legislation.

This investigation examined the circumstances of the custody injury in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The P.R.S. – S.I.U. Liaison investigation reviewed the following T.P.S. Procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 01-03 (Persons in Custody);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-17 (In-Car Camera System); and
- Procedure 15-20 (Body-Worn Camera)

The P.R.S. – S.I.U. Liaison investigation also reviewed the following legislation:

- Special Investigations Unit Act (S.I.U.A.), 2019

Conclusion:

The P.R.S. – S.I.U. Liaison investigation determined that the T.P.S.’s policies and procedures associated with this custody injury were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The P.R.S. – S.I.U. Liaison investigation determined the conduct of the involved officers was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable T.P.S. Procedures.

All the officers involved in the original arrest occurrence were equipped with Body-Worn Cameras (B.W.C.). They recorded the entirety of the arrest and transport of 2025.30.

The Digital Video Asset Management System (D.V.A.M.S.) at 51 Division recorded all the interactions in the cell area, booking area and print area of the station involving the officers and 2025.30.

All the B.W.C. and D.V.A.M.S. footage was disclosed to the S.I.U.

Chief Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



PUBLIC REPORT

January 9, 2026

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Chief Administrative Investigation of the Alleged Sexual Assault of Complainant 2025.31

Purpose: Information Purposes Only Seeking Decision

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Summary:

The Professional Standards – Special Investigations Unit Liaison (P.R.S. – S.I.U. Liaison) investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable Toronto Police Service (T.P.S.) Procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person, or the allegation of a sexual assault, provincial legislation requires the chief of police of the relevant police service to conduct an administrative investigation.

This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Community Safety and Policing Act (C.S.P.A.), 2019
- Special Investigations Unit Act (S.I.U.A.), 2019
- T.P.S. Procedures

S.I.U. Investigative Conclusion:

In a letter to the Chief of Police dated September 23, 2025, Director Joseph Martino of the S.I.U. advised, *"The file has been closed, and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges in this case."*

The S.I.U. has not made the Director's Report public stating in part, *"pursuant to section 34(6) of the Special Investigations Unit Act, 2019, the SIU Director may exercise a discretion, subject to prior consultation with the complainant, to not publish the report if the Director is of the opinion that the complainant's privacy interest in not having the report published clearly outweighs the public interest in having the report published."*

Conclusion:

The P.R.S – S.I.U. Liaison investigation determined that the T.P.S.'s policies and procedures associated with this alleged sexual assault were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The P.R.S – S.I.U. Liaison investigation determined the conduct of the involved officer was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures. The following additional comments are provided.

There was no evidence uncovered by the S.I.U.'s criminal investigation or this Administrative Investigation that found that any of the officers had comported themselves other than lawfully in their dealings with the Complainant during this arrest.

The details of this incident have been reported to the Board in the confidential meeting.

Chief Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



PUBLIC REPORT

January 9, 2026

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Injury of Complainant 2025.34

Purpose: Information Purposes Only Seeking Decision

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Summary:

The Professional Standards – Special Investigations Unit Liaison (P.R.S. – S.I.U. Liaison) investigation determined the conduct of the involved officers was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable Toronto Police Service (T.P.S.) Procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual

assault, provincial legislation requires the chief of police of the relevant police service, to conduct an administrative investigation.

This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Community Safety and Policing Act (C.S.P.A.), 2019
- Special Investigations Unit Act (S.I.U.A.), 2019
- T.P.S. Procedures

S.I.U. Terminology

Complainant – Refers to the Affected Person

SO – Subject Official(s)

WO – Witness Official

CW – Civilian Witness

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated September 24, 2025, Director Joseph Martino of the S.I.U. advised, *“The file has been closed, and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject official.”*

The following *S.I.U. Incident Narrative and Analysis and Director's Decision* has been reprinted from the S.I.U. Director's report, number 25-TCI-228, which can be found via the following link:

[Special Investigations Unit -- Director's Report Details, Case Number: 25-TCI-228](#)

S.I.U. Incident Narrative

“The material events in question are clear on the evidence collected by the SIU and may be briefly summarized.

In the evening of June 3, 2025, TPS officers were dispatched to a residence in the area of Birchmount Road and Eglinton Avenue East following calls to police from residents of the apartment complex of a domestic disturbance in the unit. There had been shouting and banging coming from the apartment for hours. The SO and the WO arrived on scene at about 10:00 p.m.

The officers were invited into the apartment and spoke with the Complainant and his wife, the CW, to understand what was happening. Though the situation appeared calm on their arrival, the couple admitted that they had been arguing earlier. The officers came to learn that the couple was prohibited by court order from being around one another, and the Complainant was not permitted at the address. The pair told the officers that their legal situation had changed, and that the Complainant was, in fact, allowed to visit. Neither the Complainant nor the CW could produce any paperwork to persuade the officers the release conditions had changed. The officers tried unsuccessfully to reach someone at the police service who could inquire into the matter. As time wore on, the Complainant asked if he could leave for work and was refused by the officers. They explained that he had to remain on scene pending the conclusion of their investigation.

At about 12:30 a.m., June 4, 2025, the officers were by the apartment's doorway when the WO suddenly exited, informing the SO that the Complainant had just jumped from the balcony. Both officers made their way to the ground floor, exited the building and, after a brief search, located and arrested the Complainant.

An ambulance was called to the scene and transported the Complainant to hospital. He had fractured a vertebra in the fall."

S.I.U. Analysis and Director's Decision

"The Complainant was seriously injured in the course of his detention by TPS officers on June 4, 2025. The SIU was notified of the incident and initiated an investigation, naming the SO the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant's injury.

The offence that arises for consideration is criminal negligence causing bodily harm contrary to section 221 of the Criminal Code. The offence is reserved for serious cases of neglect that demonstrate a wanton or reckless disregard for the lives or safety of other persons. It is predicated, in part, on conduct that amounts to a marked and substantial departure from the level of care that a reasonable person would have exercised in the circumstances. In the instant case, the question is whether there was a want of care on the part of the SO, sufficiently egregious to attract criminal sanction, that caused or contributed to the Complainant's injury. In my view, there was not.

The officers were lawfully placed and engaged in the execution of their duties through the events that culminated in the Complainant's jump from the balcony. They had been invited into the apartment by the CW to investigate a domestic disturbance reported by two other residents of the building. It is apparent that the Complainant was being detained for purposes of investigation. Investigative detentions conducted by police are only lawful where police have reasonable grounds to suspect that the detainee is implicated in criminal conduct: R v Mann, [2004] 3 SCR 59. Those grounds were

present with the discovery by the SO and the WO that the Complainant was apparently in breach of a court-ordered condition that he not be at the address.

I am also satisfied that the SO and the WO comported themselves with due care and regard for the Complainant's wellbeing. They explained what they were doing and took the time to make reasonable checks of the Complainant's conditions before proceeding with what could have been an illegitimate arrest. The officers were conscious of the fact that the Complainant was on the apartment's third-floor balcony at points during their interaction and checked on him on several occasions. He gave no indication of wanting to harm himself and appeared to be out there using his phone. When they heard a sound coming from the balcony and realized the Complainant had jumped, they were quick to locate him and arrange for medical attention.

For the foregoing reasons, there is no basis for proceeding with criminal charges in this case. The file is closed."

Summary of the Toronto Police Service's Investigation

The P.R.S. – S.I.U. Liaison conducted an administrative investigation as is required by provincial legislation.

This investigation examined the circumstances of the custody injury in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The P.R.S. – S.I.U. Liaison investigation reviewed the following T.P.S. Procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 01-03 (Persons in Custody);
- Procedure 05-04 (Intimate Partner Violence);
- Procedure 10-06 (Medical Emergencies)
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-02(Injury/Illness Reporting); and
- Procedure 15-20 (Body-Worn Camera)

The P.R.S. – S.I.U. Liaison investigation also reviewed the following legislation:

- Special Investigations Unit Act (S.I.U.A.), 2019

Conclusion:

The P.R.S. – S.I.U. Liaison investigation determined that the T.P.S.'s policies and procedures associated with this custody injury were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The P.R.S. – S.I.U. Liaison investigation determined the conduct of the involved officers was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable T.P.S. Procedures.

The officers involved in the original investigative portion and subsequent arrest occurrence were equipped with Body-Worn Cameras (B.W.C.). They recorded the entirety of the investigative interactions, arrest and transport of 2025.34.

All the B.W.C. footage from the officers was disclosed to the S.I.U.

Chief Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



PUBLIC REPORT

January 9, 2026

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Injury of Complainant 2024.77

Purpose: Information Purposes Only Seeking Decision

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Summary:

The Professional Standards – Special Investigations Unit Liaison (P.R.S. – S.I.U. Liaison) investigation determined the conduct of the involved subject officer and other officers at the event was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable Toronto Police Service (T.P.S.) Procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual assault, provincial legislation requires the chief of police of the relevant police service, to conduct an administrative investigation.

This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Community Safety and Policing Act (C.S.P.A.), 2019
- Special Investigations Unit Act (S.I.U.A.), 2019
- T.P.S. Procedures

S.I.U. Terminology

Complainant – Refers to the Affected Person

SO – Subject Official(s)

WO – Witness Official

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated October 7, 2025, Director Joseph Martino of the S.I.U. advised, *“The file has been closed, and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject official.”*

The following *S.I.U. Incident Narrative and Analysis and Director's Decision* has been reprinted from the S.I.U. Director's report, number 24-TCI-434, which can be found via the following link:

[Special Investigations Unit -- Director's Report Details, Case Number: 24-TCI-434](#)

S.I.U. Incident Narrative

“The evidence collected by the SIU, including interviews with the Complainant and video footage that largely captured the incident, gives rise to the following scenario. As was his legal right, the SO did not agree an interview with the SIU or the release of his notes.

In the afternoon of January 13, 2024, a group of TPS officers, including the SO, convened just south of the Avenue Road overpass over Highway 401, around the median that separated Avenue Road from the Highway 401 eastbound on-ramp. They were there to police a demonstration. The Complainant was among the citizens that had gathered in the area.

As the crowd grew and started to encroach onto the roadway, the officers began to direct that they move southwards and to the east, onto the Avenue Road sidewalk. Some of the demonstrators were slow to comply with the officers' directions and the officers began to take hold of them to escort them away.

The Complainant had been proceeding southward as directed when something caught her attention and she began to walk north again, recording something with her cellphone. She was confronted by the SO and Officer #2, each of whom extended an arm in her direction and pushed her backward. The Complainant stumbled and fell to the ground. The time was about 2:38 p.m.

Shortly thereafter, the Complainant was on the median in front of the SO when the officer took her by the upper arms and walked her backward. The Complainant lost her footing stepping off the median curb onto the on-ramp and fell backward. She was partially caught by a woman standing behind her, who cushioned her impact as she landed on the roadway. The Complainant was helped to her feet and moved to the side of the road.

The Complainant felt unwell and was seen by paramedics at the scene. She was transported to hospital and eventually diagnosed with a concussion and possibly acute fractures of the coccyx and sacrum."

S.I.U. Analysis and Director's Decision

"The Complainant was diagnosed with possible fractures and a concussion following an interaction with TPS officers on January 13, 2024. The SIU was notified of the incident and initiated an investigation, naming the SO the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant's injuries.

Pursuant to section 25(1) of the Criminal Code, police officers are immune from criminal liability for force used in the course of their duties provided such force was reasonably necessary in the execution of an act that they were required or authorized to do by law.

The SO and the other TPS officers were lawfully placed and in the execution of their duty to preserve the peace and protect life and property as they attempted to move a group of demonstrators onto a nearby sidewalk and away from live lanes of traffic. The health and safety of the demonstrators and motorists were at stake, and moving the protesters towards the sidewalk seemed a reasonable tactic.

The Complainant was among the demonstrators who, though largely peaceful, were slow to heed the officers' directions. On both occasions that she was pushed by officers, she was advancing directly towards police who were attempting to move the crowd backward. In the circumstances, the use of some force was reasonable to move the Complainant. This consisted in a push backward of minimal force. It is regrettable that the Complainant fell in each instance, but that is likely to have had more to do with the slippery and uneven surface conditions than any unnecessarily heavy-handed conduct by the officers.

For the foregoing reasons, there is no basis for proceeding with criminal charges in this case. The file is closed."

Summary of the Toronto Police Service's Investigation

The P.R.S. – S.I.U. Liaison conducted an administrative investigation as is required by provincial legislation.

This investigation examined the circumstances of the custody injury in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The P.R.S. – S.I.U. Liaison investigation reviewed the following T.P.S. Procedures:

- Procedure 10-06 (Medical Emergencies);
- Procedure 11-01 (Emergency Management and Public Order Response);
- Procedure 11-04 (Protests and Demonstrations);
- Procedure 13-02 (Police Officer External Complaint Process);
- Procedure 13-02 (Appendix B);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-02 (Injury/Illness Reporting); and
- Procedure 15-20 (Body-Worn Camera)

The P.R.S. – S.I.U. Liaison investigation also reviewed the following legislation:

- Special Investigations Unit Act (S.I.U.A.), 2019

Conclusion:

The P.R.S. – S.I.U. Liaison investigation determined that the T.P.S.'s policies and procedures associated with this custody injury were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The P.R.S. – S.I.U. Liaison investigation determined the conduct of the involved subject officer and other officers at the event was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable T.P.S. Procedures.

All the uniformed officers involved in the management of the demonstration were equipped with Body-Worn Cameras (B.W.C.). They recorded the entirety of their interactions.

All the B.W.C. footage from the officers was disclosed to the S.I.U. to facilitate the investigation.

Chief Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police