



**Public Meeting
Minutes**

**Tuesday,
October 11, 2022 at
9:00AM**



PUBLIC MEETING MINUTES

Tuesday, October 11, 2022, at 9:00AM
Livestreamed at: https://youtu.be/g0_5v54RUHY

The following *draft* Minutes of the hybrid public meeting of the Toronto Police Services Board that was held on October 11, 2022 are subject to approval at its next regularly scheduled meeting.

Attendance:

The following Members were present:

Jim Hart, Chair
Frances Nunziata, Vice-Chair and Councillor
John Tory, Mayor and Member
Ainsworth Morgan, Member
Lisa Kostakis, Member
Ann Morgan, Member
Mark Grimes, Councillor and Member

The following individuals were also present:

James Ramer, Chief of Police, Toronto Police Service
Ryan Teschner, Executive Director and Chief of Staff, Toronto Police Services Board
Diana Achim, Board Administrator, Toronto Police Services Board
Jane Burton, Solicitor, City of Toronto – Legal Services Division

Declarations:

There were no declarations of interest under the *Municipal Conflict of Interest Act*.

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on October 11, 2022

P2022-1011-0.1. Chief's Monthly Verbal Update

Chief Ramer provided the Board with an update on several items of interest. For a more detailed account of his overview, see the YouTube recording here at Minute 10:45 https://youtu.be/g0_5v54RUHY?t=646.

Chair Hart thanked Chief Ramer for his updates.

The Board received the update.

Moved by: M. Grimes
Seconded by: Ann Morgan

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on October 11, 2022

P2022-1011-1.0. Board Minutes

The Board approved the Minutes of the public meeting that was held on [September 13, 2022](#).

The Board approved the Minutes.

Moved by: M. Grimes
Seconded by: Ann Morgan

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on October 11, 2022

P2022-1011-2.0. 2021 Toronto Police College Training Program

P2022-1011-2.1. [Toronto Police College Training Program Overview Presentation](#)

Superintendent Francisco Barredo, Staff Sergeant Patrick Coyne and Ms. Nasra Abdi provided the Board with a presentation regarding the Service's training program. A copy of the presentation is attached to this Minute.

Chair Hart thanked the presenters for their comprehensive presentation.

P2022-1011-2.2. Annual Report: 2021 Toronto Police College Training Program

The Board was in receipt of a report dated September 15, 2022 from James Ramer, Chief of Police.

Recommendation:

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

Deputations: Miguel Avila
Derek Moran ([written submission included](#))

Nicole Corrado ([written submission only](#))

In response to questions from Board Members, Staff Sgt. Coyne said that the Service's Talent Acquisition Unit is working to get the "brightest candidates for the Service", which starts with the application process and subsequent steps. He advised that it would be beneficial for the Board to receive a presentation regarding the recruitment process.

S/Sgt. Coyne also advised that in the case of the candidates that are not hired, where appropriate, the Service tries to assist them, as there may be different job opportunities that are more fitting, such as a civilian position, or Special Constable.

Mayor Tory thanked the presenters for the "excellent presentation" and asked for more information regarding the five-day In-Service Training Program (ISTP). S/Sgt. Coyne advised that aspects of the five-day course are for all new Service Members, and particularly the new recruits, and that this is in addition to the two-year refresher training (which will incorporate the new training materials for existing Members). Mayor Tory said that it is important to ensure all Members of the Service receive the new and updated training.

In response to further questions from Mayor Tory, S/Sgt. Coyne advised that the surveys regarding the training evaluation only included 20% of people attending the course because that was the response rate. He further advised that these surveys are conducted anonymously, and that a 20% to 30% response rate is usual. Ms. Nabdi informed the Board that, going forward, the surveys will be completed immediately after Members attend the class in person, regarding their experience with previous training classes, to ensure full participation.

Board Member Ainsworth Morgan asked if there is training specifically related to culture. Ms. Svina Dhaliwal, Chief Administrative Officer, said that the Service has a "Respectful Workplace Program" and a cross-sector working group incorporating this and other topics, as well as addressing all the challenges, and "working on implementing these outside of the training pieces." S/Sgt. Coyne said that there is training that is required for all officers, and that there is a selection of courses, as well

as intense and comprehensive training specific to front-line officers such as the Public Order Unit. He said that there is also training that reflects situations “where things didn’t go well.”

Chief Ramer said that training is “across the board” and noted that specialized units receive additional training, as well as briefings, prior to major events, to highlight community-based perspectives that are relevant and will inform Service Members’ approaches to the community safety issues at hand.

In response to questions from Board Member Lisa Kostakis, S/Sgt. Coyne advised that the Service would like to have more time than the current six months for training new recruits. However, he said that would result in less time “on the road,” and given that the Police College is already at capacity for the delivery of training and other offerings, additional recruit training would likely impact other training programs. He said that he believes that the Service has reached “a satisfactory level” of this training, and that he is proud of its officers.

Chief Ramer said that the Service has “the most comprehensive training provided to new candidates prior to becoming police officers,” noting that it is “way ahead of other police services across the world in its quality of training.”

Mayor Tory introduced the following Motion.

Motion

That the Board direct the Chief of Police to report back to the Board in Q1 of 2023, with a report that provides information and details on the following:

- (1) the efforts undertaken to attempt to retain an expert third party resource to externally evaluate training programs offered by the Toronto Police College;**
- (2) the methods which might be employed to improve evaluation survey uptake by Members of the Service following completion of training offerings of the Toronto Police College;**
- (3) a more complete understanding of how the “Fair and Unbiased Policing Course” content will be effectively and completely offered to existing Service Members, sworn and civilian, while balancing the real and practical challenges of doing same; and,**
- (4) the means by which actual changes in Members’ perspectives might be determined through anonymous surveys, including the use of technology, as part of measuring the effectiveness of some of these training programs.**

Board Member and Councillor Mark Grimes seconded the Motion.

Chair Hart thanked the presenters for their presentation.

The Board moved the Motion, received the presentation, deputations and the foregoing report.

Moved by: J. Tory
Seconded by: M. Grimes

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P2022-1027-3.0. Auditor General Draft Project Implementation Strategy

P2022-1027-3.1. Auditor General Draft Project Implementation Strategy Presentation

Staff Superintendent Rob Johnson introduced this item and Ms. Emily Mutch, Project Leader, Strategy Management, and Mr. Paul Johnson, Deputy City Manager, Community and Social Services, Ms. Kate Bassil, Director, Strategic Policy and Planning and Ms. Donna Dong, Executive Assistant made a presentation to the Board on this item. A copy of the presentation is attached to this Minute.

P2022-1027-3.2. Letter from Deputy City Manager – City Collaboration on Auditor General Recommendations

The Board was in receipt of a report dated September 26, 2022 from James Ramer, Chief of Police.

Recommendation:

It is recommended that the Toronto Police Services Board (Board) receive the following report for information.

Deputations: Derek Moran ([written submission included](#))

Nicole Corrado ([written submission only](#))

Vice-Chair Nunziata asked a question regarding the implementation stages, and how often the updates will be provided to the Board. Staff Superintendent Johnson said that the Service will provide annual updates to both the Board and the City.

In response to questions from Chair Hart, Staff Superintendent Johnson said that the Service has formed a working group in partnership with the Office of the Auditor General, providing a continued opportunity for engagement and collaboration. He also advised the Board that he is working with the Service's Corporate Communications Unit to deliver external and internal messaging regarding the proper use of 911.

Chair Hart thanked the presenters for the presentation.

The Board received the presentation, deputations and the foregoing report.

Moved by: F. Nunziata
Seconded by: L. Kostakis

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on October 11, 2022

P2022-1011-4.0. Request for Amendment to Use of Special Event Funding – LGBT Purge 30th Anniversary

The Board was in receipt of a report dated October 11, 2022 from James Ramer, Chief of Police.

Recommendation:

It is recommended that the Toronto Police Services Board (Board) approve a one-time redirection of unused Pride Month Celebration Funds from 2022 to support the LGBT Purge 30th Anniversary Gala as a \$2,000 sponsor. This event is being hosted by the Lesbian, Gay, Bi-Sexual, Transgender, Queer and Questioning and Two Spirit Internal Support Network (LGBTQ2S-ISN) to honour LGBT Purge survivors, including a Toronto Police Service member.

Deputation: Nicole Corrado ([written submission only](#))

The Board received the written deputation and approved the foregoing report.

Moved by: M. Grimes
Seconded by: J. Tory

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on October 11, 2022

P2022-1011-5.0. Final Report: Inquest into the death of Mr. Alexander Wettlaufer Jury verdict and recommendations

The Board was in receipt of a report dated September 16, 2022 from Wendy Walberg, City Solicitor.

Recommendations:

We recommend that the Board receive the jury's verdict and request a report from the Chief of Police in relation to the feasibility, usefulness, and implementation of those recommendations directed at the Toronto Police Service. We also recommend

that the Board monitor the progress of recommendations directed at the Solicitor General of Ontario.

Chair Hart introduced and moved the following Motion.

Motion

That the Board:

- (1) **Receive the verdict of the Jury for the Coroner's Inquest into the Death of Mr. Alexander Wettlaufer, and**
- (2) **Direct the Chief of Police to provide a report to the Board for its March 2023 Public Board meeting that outlines the Service's perspectives concerning the feasibility, usefulness, and implementation approach to those Jury recommendations directed at the Toronto Police Service, and an approach for monitoring the Ministry of the Solicitor General's and Government of Ontario's response to those Jury recommendations directed at those parties.**

Board Member Lisa Kostakis seconded the Motion.

Deputation: Nicole Corrado ([written submission only](#))

The Board approved the Motion, received the written deputation and approved the foregoing report.

Moved by: F. Nunziata
Seconded by: M. Grimes

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on October 11, 2022

P2022-1011-6.0. [Response to the Jury Recommendations from the Coroner's Inquest into the Death of Mr. Quinn MacDougall](#)

The Board was in receipt of a report dated August 16, 2022 from James Ramer, Chief of Police.

Recommendations:

It is recommended that the Toronto Police Services Board (Board):

- 1) Receive the following report for information; and
- 2) Forward a copy of the following report to the Chief Coroner for the Province of Ontario.

Deputation: Nicole Corrado ([written submission only](#))

The Board received the written deputation and approved the foregoing report.

Moved by: Ann Morgan
Seconded by: F. Nunziata

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on October 11, 2022

P2022-1011-7.0. [Request for a Review of a Service Complaint Investigation – Professional Standards Case Number PRS-085961](#)

The Board was in receipt of a report dated September 14, 2022 from James Ramer, Chief of Police.

Recommendation:

It is recommended that the Toronto Police Services Board (Board) concurs with the Chief's disposition of this complaint.

The Board received the foregoing report.

Moved by: Ainsworth Morgan
Seconded by: F. Nunziata

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on October 11, 2022

P2022-1011-8.0. [Annual Report: 2022 Filing of Toronto Police Service Procedures](#)

The Board was in receipt of a report dated August 16, 2022 from James Ramer, Chief of Police.

Recommendation:

It is recommended that the Toronto Police Services Board (Board) receive the following report for information.

Deputations: Miguel Avila
Dr. Ragini Sharma ([written submission included](#))
Canadian Organization for Hindu Heritage Education

Derek Moran ([written submission included](#))

Nicole Corrado ([written submission only](#))

The Board received the deputations and the foregoing report.

Moved by: L. Kostakis
Seconded by: M. Grimes

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P2022-1011-9.0. Chief's Administrative Investigation Reports

P2022-1011-9.1. [Chief's Administrative Investigation into the Custody Injury of Complainant 2022.04](#)

The Board was in receipt of a report dated September 12, 2022 from James Ramer, Chief of Police.

Recommendation:

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

P2022-1011-9.2. [Chief's Administrative Investigation into the Alleged Sexual Assault of Complainant 2022.15](#)

The Board was in receipt of a report dated September 8, 2022 from James Ramer, Chief of Police.

Recommendation:

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

P2022-1011-9.3. [Chief's Administrative Investigation into the Alleged Sexual Assault of Complainant 2022.16](#)

The Board was in receipt of a report dated September 8, 2022 from James Ramer, Chief of Police.

Recommendation:

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

The Board received the foregoing reports.

Moved by: Ann Morgan
Seconded by: F. Nunziata

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P2022-1011-10.0. Confidential

In addition to the public meeting conducted by the Board today, a confidential meeting was held to consider a number of matters which were exempt from the public agenda in accordance with the criteria for considering confidential matters set out in section 35(4) of the *Police Services Act*.

The following Members attended the confidential meeting:

Mr. Jim Hart, Chair
Ms. Frances Nunziata, Vice-Chair
Mr. John Tory, Mayor and Member
Mr. Mark Grimes, Councillor and Member
Mr. Ainsworth Morgan, Member
Ms. Lisa Kostakis, Member
Ms. Ann Morgan, Member

A Motion to adjourn the meeting was moved by Board Member Lisa Kostakis and seconded by Vice-Chair and Councillor Frances Nunziata.

Next Regular Board Meeting

Date: Monday, November 14, 2022
Location: 40 College Street, Auditorium

Minutes Approved by:

-original signed-

Jim Hart
Chair

Members of the Toronto Police Services Board

Jim Hart, Chair
Mark Grimes, Councillor & Member
Lisa Kostakis, Member

Frances Nunziata, Vice-Chair & Councillor
John Tory, Mayor & Member
Ann Morgan, Member
Ainsworth Morgan, Member

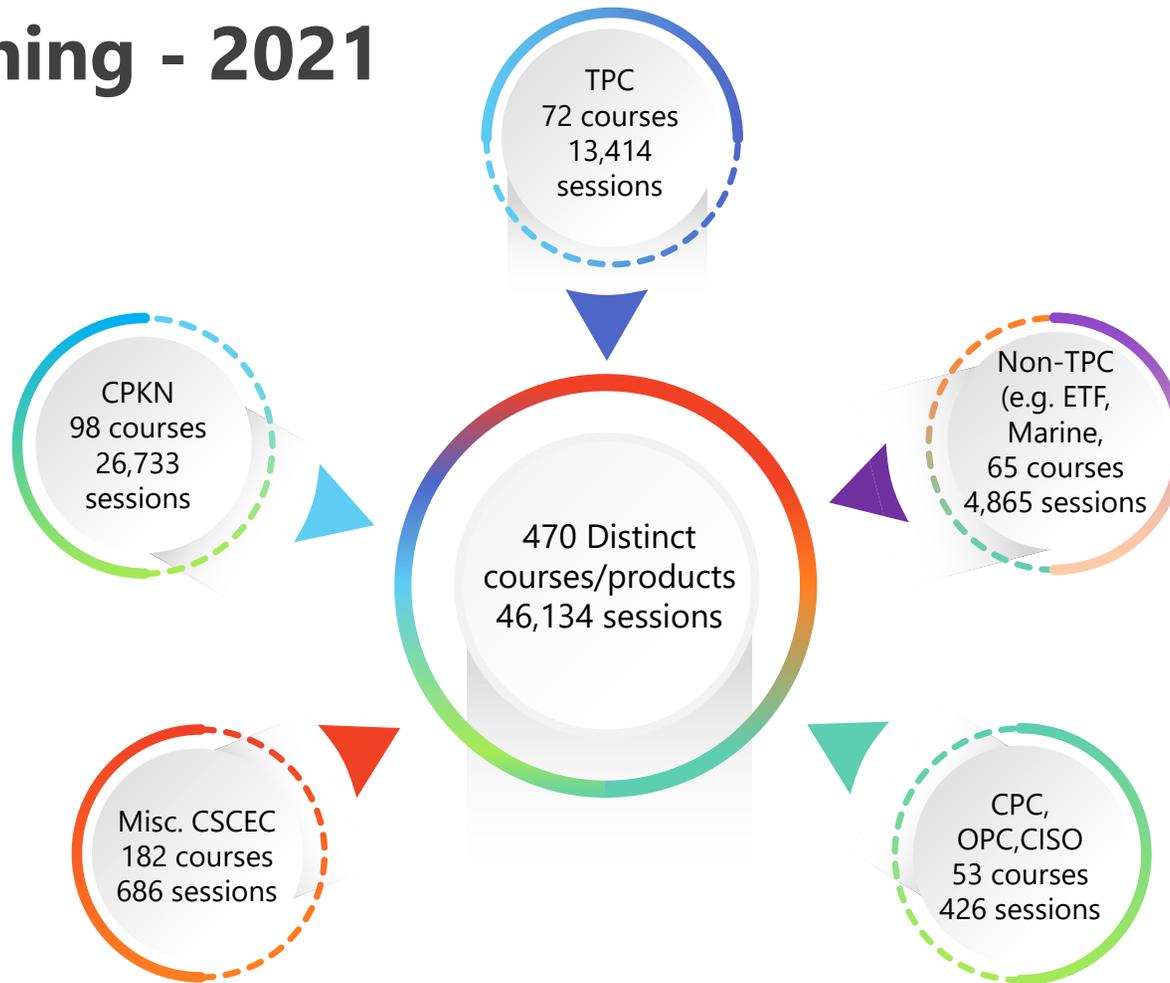


Training Overview

Toronto Police College



Total Training - 2021



College Sections



Learning Development Standards

The Black Experience

Indigenous Experience

Fair and Unbiased Policing

Wellness and Resilience

Active Bystander

Investigative Techniques

Disabilities



Community Policing

Pre-Aylmer Recruit Training

Post-Aylmer Recruit Training

Uniform Coach Officer

Crime Prevention CPTED

Spec Const Book Recruit Trng

DRE DSgt Workflow & MCM

Direct Entry Versadex Intro



Incident Response Team

In Service Training (ISTP)

Deescalation Techniques

Verbal Communications

Defensive Tactics

Dealing with Persons in Crisis

Tactical Considerations



Investigative

Search Warrants

Major Case Management

Interviewing

Plain Clothes Operator

Provincial Statutes

Sex Crimes

Youth Crimes

Search of Persons



Armament & PVO

Annual Requalification

Dynamic Simulations

Active Attacker Training

Less Lethal Shot Gun

Recruit Range Techniques

Vehicle Pursuit

Highway Safety



Admin Support

HRMS for Training Instructors

JHSC Certification Part 1

ESS Police Specific Hazards

First Aid AED and CPR C

First Aid Renewal

Police Range Safety First Aid

Naloxone AWS Presentation

JHS Certification Refresher



Special Constables Training

Special Constable Training

Standards of Conduct

General Diversity & Trans Inclusion

Interim Search Process

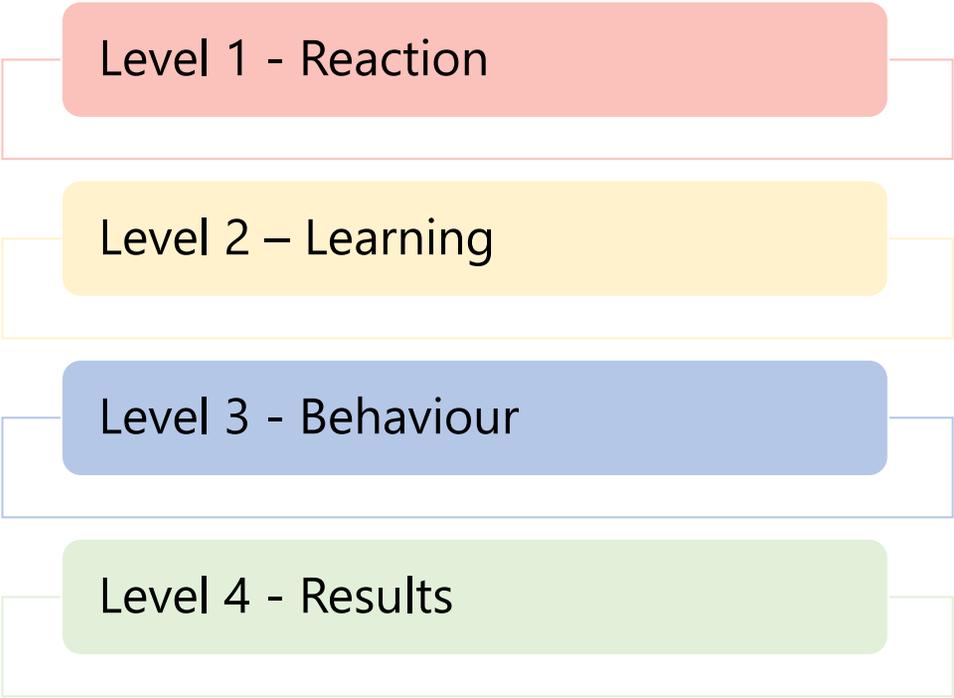
Versadex Prisoner Management

Independent Police Review Director

Golden Rule: Searches



Evaluation of Training - Kirkpatrick



Training 2022/2023 – New and Evolving Content

Reports, Recommendations, Legislation,
Case Law

Community Consultation and Feedback

Analysis, Projection, and Research



Training 2022/2023 – New and Evolving Content

Black Experiences – Moving From Reflection to Action

The Indigenous Experience

Mental Health and Addictions Advisory Panel
Recommendation Update



Training 2022/2023 – New and Evolving Content

Black Experiences – Moving From Reflection to Action

Component of Day 1 ISTP – Delivered by Civilian SME's in class

Informed and Developed with the assistance of Community Advocacy Groups

- PACER, ARAP, CAPT



Training 2022/2023 – New and Evolving Content

The Indigenous Experience

Component of Day 1 ISTP – Delivered by Civilian SME's in class

Informed and Developed with the assistance of Community Advocacy Groups

- Chief's Aboriginal Consultative Committee, ARAP, CAPT



Training 2022/2023 – New and Evolving Content

Mental Health and Addictions Advisory Panel Recommendation Update

Toronto Police Service Board meeting July 27, 2022

Request that the Chief review the “Possible Areas of Improvement in Training,” and make any changes as necessary

- Transfer of Knowledge
- Focus on De-escalation
- Intersectionality
- Implicit Bias
- Community Resource and Referrals



Training 2022/2023 – New and Evolving Content

Fair and Unbiased Policing Course (5 Day)

- Aligned with the 81 Recommendations on Police Reform



Training 2022/2023 – New and Evolving Content

Peer Intervention/Active Bystander

- Expanding area of Police training largely based on the work of Dr. Ervin Staub
- LAPD, NOPD – EPIC, Georgetown Law University – ABLE
- Designed to assist members with overcoming powerful human inhibitors so as positively intervene with one another when appropriate.
- Will teach strategies and techniques to help reduce officer mistakes, interrupt misconduct, promote wellness.
- Rolling out this year in 5 day Fair and Unbiased Policing Course – expanded model for recruits will include challenging live action scenarios.
- Scenarios will also target Pro-Social Value Orientation
- Expansion into 2023 ISTP program.





Thank You

Toronto Police College





Toronto Police Services Board Report

September 15, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Annual Report: 2021 Toronto Police College Training Program

Recommendation:

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

Financial Implications:

There are no financial implications relating to the recommendation contained within this report.

Background / Purpose:

At its meetings of August 24, 1995 and January 20, 1999, the Board requested that the Chief of Police provide annual reports that assess the effectiveness of training programs (Min. Nos. P333/95 and P66/99 refer).

This report outlines the training delivered by the Toronto Police College (T.P.C.) during 2021.

Discussion:

The Toronto Police Service (T.P.S.) continues to meet the training needs of its police officers and civilian members by providing quality learning both internally and externally. Members of the T.P.S. receive training through a number of different means:

- training offered by the T.P.C. through traditional in-class instruction;
- unit-specific training;
- courses offered online in an e-learning format; and

- training offered by external learning institutions where tuition is reimbursed to the member.

The Kirkpatrick Hierarchy is a standardized framework the T.P.C. uses to evaluate learning. It is made up of: Level 1 - Reaction; Level 2 - Learning; Level 3 - Transfer of Learning; and Level 4 - Results of Learning. These levels are further defined in the attached report.

Attached is a detailed report on the effectiveness of police training which provides an overview of T.P.C. operations and services and describes the results of an effectiveness study conducted on four courses delivered or sponsored by the members of the T.P.C. This study focused on the transfer of knowledge acquired during the training to field units and its impact on T.P.S. and the community. An e-learning module, two in class courses and a hybrid e-learning and in-class course, all with high participant numbers were chosen. The courses studied were:

1. Let's Talk: How Anti-Black Racism Impacts Impartial Policing;
2. Domestic Violence Investigator;
3. Body Worn Camera; and
4. Taser 7 User Course (C.E.W.)

Of note, the survey was sent approximately six months to one year after course completion.

Looking forward, the T.P.C. is continually reviewing its Course Training Standards in preparation for the development of a more comprehensive approach to training evaluation.

Conclusion:

The attached report provides the Board with an overview of the training provided by the T.P.C. during 2021.

Ms. Svina Dhaliwal, Acting Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

James Ramer, O.O.M.
Chief of Police

*original copy with signature on file in Board office



The Effectiveness of Policing
Training Toronto Police College
July 2022

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Executive Summary:

In 2021, the Toronto Police College (T.P.C.) continued to adjust and adapt its methods of delivery for courses due to the COVID-19 pandemic. As a result of the pandemic, many courses were postponed until they could be safely completed. The sustained implementation of the pandemic mitigation strategies limited student numbers, to allow for distancing in an effort to reduce the spread of COVID-19. This resulted in a reduction in the number of in-person trainings that could safely be delivered. In addition to smaller classroom size, where feasible, the T.P.C. provided e-Learning or virtual options in certain cases.

Despite the pandemic, the Toronto Police Service (T.P.S.) continues to meet the training needs of its members by providing quality learning opportunities from within the T.P.S., through partner organizations such as the Ontario Police College (O.P.C.), the Canadian Police College (C.P.C.), as well as through other external agencies such as the Ministry of Attorney General, the Centre of Forensic Sciences and St. John's Ambulance.

In order to address the evaluation of T.P.S. training effectively, members at the T.P.C. apply the four-level Kirkpatrick Hierarchy of Evaluation which includes the following criteria:

1. Reaction;
2. Learning;
3. Transfer; and
4. Results.

Generally, courses offered at T.P.C. are measured to level 2 of the Kirkpatrick Hierarchy. In October 2021, in response to multiple recommendations to provide an assessment on the impact of training, the T.P.C. issued a Request for Proposal (R.F.P.) for an external proponent to produce a Transfer of Learning study to evaluate training delivered by the T.P.C. Unfortunately, the R.F.P. failed to identify any interested proponents. In response to this outcome, the T.P.C. is currently consulting with internal experts to review and potentially redefine the scope of the work with a view to possibly re-issuing another R.F.P.

Every course has a specific evaluation strategy. All courses are evaluated for reaction and learning at the time of delivery (Level 1 and 2).

The transfer of learning and impact evaluations (Level 3) are reflected in the practical application of the learning and take place six months to one year after the course has been completed. This analysis was conducted on selected programs. Specifically, the following four training courses or programs, delivered in 2021, were reviewed at Level 3:

1. Let's Talk: How Anti-Black Racism Impacts Impartial Policing (e-Learning);
2. Domestic Violence Investigator (in-class delivery);

3. Body Worn Camera (hybrid in-class and e-Learning); and
4. Conducted Energy Weapon (in-class delivery).

The T.P.S. training is an operational activity that supports identified priorities, policies and statutes. The positive results included in this report are measured by the transfer and synthesis of learning, as reported by members. These responses to the survey are evidence that the teaching strategies employed by the T.P.C. have had a positive impact on learners. This analysis revealed that the training members received throughout 2021 made a difference in their abilities to perform their duties. Members also reported that the training they received was relevant to their job function and that they have applied the techniques they learned in their current roles. Members also consistently reported an increase in their confidence level as well as a positive change in their performance as it relates to applying the knowledge they have gained.

This report highlights areas where courses offered at the T.P.C. have continued to evolve in order to address T.P.S. and community needs, as well as to incorporate academic adult education best practices. Course delivery strategies have continued to expand, even as the Service contends with the pandemic, and partnerships with federal, provincial, community and private organizations have continued to grow throughout 2021. All of this has enhanced the ability of the T.P.C. to deliver high-quality and relevant training to members of the T.P.S. in a timely and effective manner.

Introduction:

The T.P.S. continues to meet the training needs of its members by providing quality internal learning opportunities, through partner organizations such as the O.P.C. and through other external agencies. Members of the T.P.S. received training through various means including: training offered to members of a particular unit, and courses offered online in an e-learning format. A summary of the courses offered/completed in 2021 is attached (see Appendices A and B).

Effectiveness Study:

Measuring the effectiveness of training is a complex and challenging process. Many variables, both external and internal, affect the performance of any organization. While inferences may be drawn that performance improvement is due to training, it is often difficult to prove cause and effect. In order to effectively address this issue, the T.P.C. applies the four-level New Kirkpatrick Hierarchy of Evaluation which includes the following:

- **Level 1: Reaction:** Did participants find the program positive and worthwhile? This level of evaluation, which occurs during and after the course, has many sub-parts relating to course content including format, the approach taken by the facilitator, physical facilities and audio-visual aids.
- **Level 2: Learning:** Did participants learn? This level of evaluation determines whether a change in knowledge, skills, or attitude has occurred during and at the end of the training. To determine if there has been a change in one's knowledge, skills, or attitude, various types of evaluations are conducted at the beginning of the course, during, and at the conclusion of the course.
- **Level 3: Transfer of Learning:** Did the learning translate into changed behaviours in the workplace? This level of evaluation determines whether the knowledge, skills, or change in attitude that was acquired during the training has been applied in a member's role upon return to the work environment. Methods used to conduct this level of evaluation include course surveys that are sent to the learners at approximately six months after the completion of the course; interviews of the learners by the course coordinators; and in-field observation of the learners by the course coordinators.
- **Level 4: Results of Learning:** Did the program have the desired impact? Assuming that the training program was intended to solve an organizational challenge, this level of evaluation seeks to determine the results of training. This level of evaluation can also be conducted at the completion of a course that has been instituted as a preventative measure. Such an evaluation can be conducted between six months to over a year after the training has occurred.

The four categories of evaluation are carried out at different times during and after the program:

1. Reaction: occurs during and after the program;
2. Learning: occurs prior to, during, and at the end of a training program;
3. Transfer of Learning: occurs back in the work environment after at least six weeks;
4. Results of Learning: cannot be measured for at least six months and may not occur for a considerable time after the delivery of a program.

A key part of the analysis is determining the effectiveness of training. Every course has a specific evaluation strategy listed in the course training standard; all are evaluated on the reaction and learning categories (Level 1 and 2). Transfer and results evaluations (Level 3 and 4) are more labour intensive. They are part of longer-term, in-depth analysis conducted on selected programs.

Scope of 2021 Transfer Study:

During 2021, four T.P.S. training courses were selected for the additional measure of Level 3 evaluation based on a number of considerations, which included the number of members mandated to take the training and the regulatory requirements. These courses were selected as they explore evidence-based methods for understanding and responding to a range of functions within the T.P.S.

The courses chosen were as follows:

1. Let's Talk: How Anti-Black Racism Impacts Impartial Policing (e-Learning);
2. Domestic Violence Investigator (in-class delivery);
3. Body Worn Camera (hybrid in-class and e-Learning);
4. Conducted Energy Weapon (in-class delivery).

Methodology:

To address the transfer of knowledge, anonymous surveys were used to collect data on whether learning translated into changed behaviors in the workplace. Internet-based surveys were created using Survey Monkey software. The surveys were sent to randomly selected course participants and were voluntarily completed anonymously online. These Surveys were sent to members after a minimum of 6 months had passed since the completion of the course.

For 2023, for certain courses, the College will undertake a new approach to surveying students of 2022 courses. When members re-attend the T.P.C. for mandatory I.S.T.P. training they will be requested to complete anonymous surveys in class in regards to the courses they took the previous year.

As this process is not an e-mail request that can be overlooked or forgotten, and is instead an in-class activity, response rates will be dramatically increased.

Additionally, the T.P.C. has just now created and filled a new position of researcher. Among the researcher's responsibilities will be a review of how evaluation survey data can be better collected and analyzed.

In parallel, the Service maintains relationships with post-secondary institutions and will explore a partnership that augments the Service's evaluation capability.

Findings by Course:

Let's Talk How Anti-Black Racism Affects Impartial Policing E-learning

The Day-1 component of In-Service Training was unable to be delivered in 2021 due to the impacts of Covid-19 on the Toronto Police College, and the resulting restrictions on in-class learning. In order to continue to deliver the equity, inclusion and human rights portion of training traditionally delivered during I.S.T. Day-1, the T.P.C. developed several mandatory e-learning modules for members to complete remotely. Let's Talk: How Anti-Black Racism Impacts Impartial Policing, was one of these e-learning, and was released in October of 2021. This training course was mandatory for all T.P.S. members.

The course included the following learning outcomes:

- Acknowledge the importance of implicit bias and its position in personal ethical decision-making;
- Define and provide examples of Anti-Black Racism and related terms;
- Discuss how Anti-Black Racism impacts impartial policing and the ability to engage effectively and respectfully with colleagues from the Black communities;
- Clarify the notion of "Black on Black Crime";
- List and apply approaches to re-building trust with members of the Black communities both internally and externally;
- Attentively practice and employ how to professionally respond to a caller who placed a false report that is motivated by personal bias or Black Threat Implicit Bias; and
- Apply strategic responses to Anti-Black Racism.

The course included a number of training topics which included:

- An overview of the history of anti-Black racism in Canada, and recent examples/statistics related to anti-Black racism in Toronto;
- A case study related to a highly publicized incident of anti-Black racism which occurred between two members of the public. The content required the learner to reflect on anti-Black racism, third party bias, the impact of a possible police response to this incident, and also required the learner to consider their own response and communication strategies they would use if responding to a similar incident. This was referred to as "The Cooper Case Study";
- Content related to the misconception of "Black on Black crime", the "defund the police movement", and micro-aggressions;
- The eighty one (81) recommendations on police reform: Police Reform in Toronto: System Racism, Alternative Community Safety and Crisis Response Models and Building New Confidence in Public Safety;
- Building, and re-building, trust with members of Toronto's Black communities; and

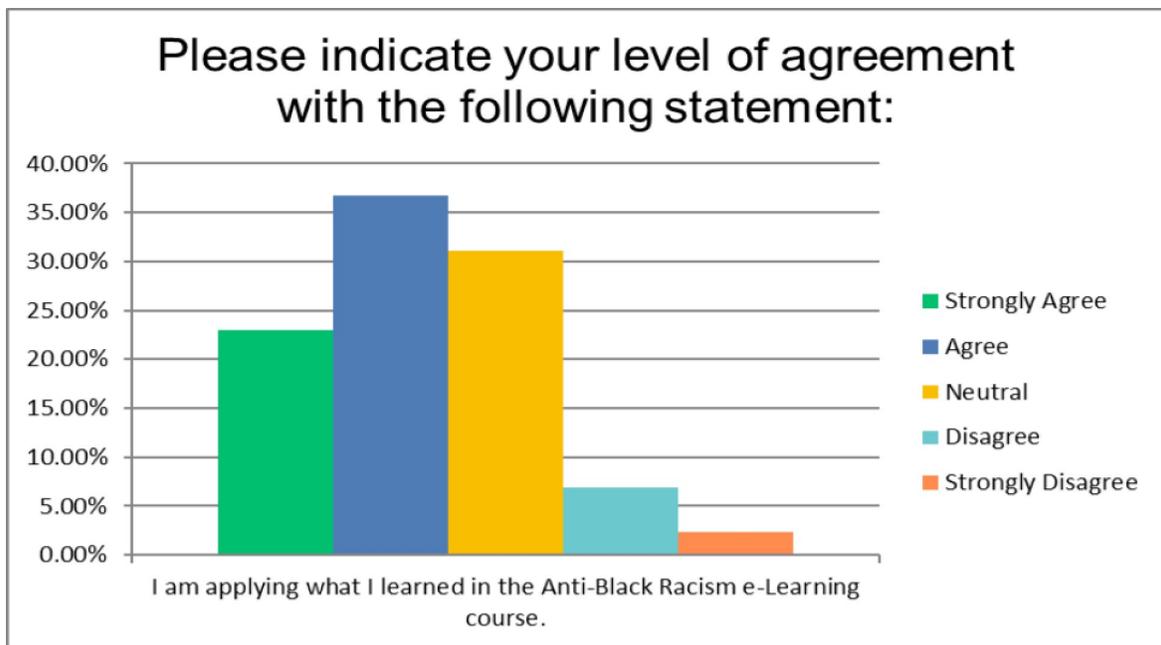
- a review of our T.P.S. Core Values and Competencies, their relationship to anti-Black Racism, and how our commitment to “Our Development” involves a commitment to put into practice the included training material in our interactions with our communities, families, friends, colleagues, and others.

Let’s Talk: How Anti-Black Racism Impacts Impartial Policing e-Learning, was one of the courses selected to be included in this survey process which was distributed to both sworn and civilian members of the T.P.S. The following is a summary of the results received:

Transfer of Learning (Level 3):

In order to assess transfer of learning, a survey was distributed to members who completed their training in 2021. The findings are summarized below.

A Likert scale of Strongly Agree to Strongly Disagree was used, Respondents were asked if they **were applying what they learned from the Anti-Black Racism 2021 e-Learning course**, with ‘Strongly agree’ at 23% and ‘Agree’ at 37%.



The option, ‘Neutral’ at 31% may be due to a variety of reasons, lack of opportunity, memory, or did not apply the information for contextual reasons.

‘Disagree’ and ‘strongly disagree’ were at 7% and 2%, a total count of 8 (or 10.2% of total respondents) who shared they did not apply the knowledge from the A.B.R. e-Learning course.

The chart below provides a breakdown of the reasons members gave for applying the training.

Question 2: 'If you answered "Neutral", "Agree", or "Strongly Agree" to Question 1, what are the most significant reasons? (Please select all that apply.)	Percentage
Other (please comment below)	
Help from my immediate supervisor.	4.35%
Additional training.	8.70%
Help from my co-workers.	13.04%
Referring back to the course materials.	13.04%
A good system of accountability.	26.09%
The course itself.	40.58%
My past experience.	57.97%
My own efforts and discipline to apply what I learned.	63.77%

Additionally, several respondents qualitatively shared:

Question 2: Free format responses to 'If you answered "Neutral", "Agree", or "Strongly Agree" to Question 1, what are the most significant reasons? (Please select all that apply.)'
Very little shared in the course was new to me. My past experience growing up in Jane and Finch taught me more.
One of the terms I learned within the course really stuck with me - "Black on Black crime" and the negative connotation associated with the statement and idea, and how it was extremely inaccurate.

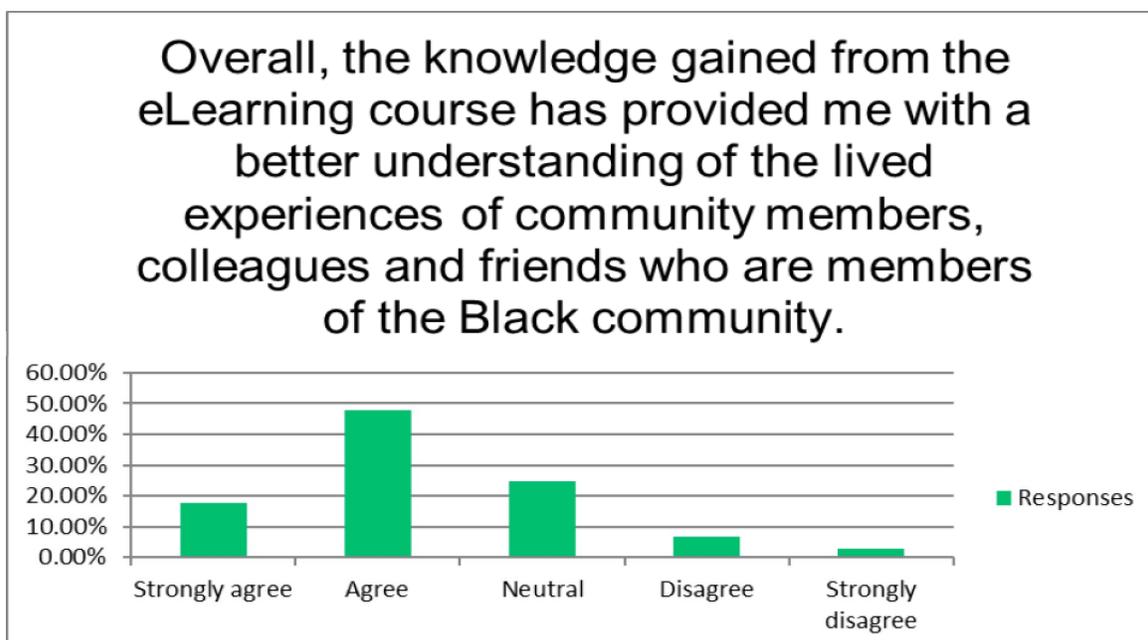
Of the 12% who answered "Disagree" or "Strongly Disagree" to Question 1, the main reasons are shared below. The respondents to question one was a total of 8 (or 10%), for question 3 here a total of 10 responded.

Question 3: 'If you answered "Disagree" or "Strongly Disagree" to Question 1, what are the main reasons? (Please select all that apply.)'	Percentage
It's too difficult to apply.	0.00%
I don't remember what I learned.	20.00%
I have not been encouraged to apply it.	40.00%
I have not had an opportunity to apply the training.	40.00%
Other (please comment below)	

Several respondents qualitatively shared the following responses:

Question 3 – ‘other’ responses
I was aware and did not learn anything I did not already know. Already treat all people professionally.
This is knowledge I already possessed it wasn't anything new
I was already aware of the primary issues and conducted myself accordingly.
Does not apply to me

84 responded to question 4, when asked if **“Overall, the knowledge gained from the eLearning course has provided me with a better understanding of the lived experiences of community members, colleagues and friends who are members of the Black community.”**



82 respondents provided an answer to question 5, **‘Since completing the eLearning course, I am able to explain the misconception of "Black on Black" crime.**

Question 5: ‘Since completing the eLearning course, I am able to explain the misconception of "Black on Black" crime	Percentage
Strongly agree	12.68%
Agree	46.48%
Neutral	32.39%
Disagree	7.04%
Strongly disagree	1.41%

82% responded to question 6. When asked **if members became more confident in recognizing bias (including Black threat implicit bias, bias by proxy, implicit/explicit bias), after taking this training**, the responses were:

Question 6	Percentage
Strongly agree	14.08%
Agree	60.56%
Neutral	18.31%
Disagree	7.04%
Strongly disagree	0.00%

When asked about encountering bias and strategies they used in question 7, **‘When I have encountered bias, including Black threat implicit bias, bias by proxy, implicit bias, or explicit bias, I have utilized the following strategies:** (Please select all that apply.)’ the following responses were captured.

Question 7	Percentage
I have taken the time to explain to the complainant the impact that complaints motivated by bias can have on the affected individual and to themselves.	14.06%
I have acknowledged the impacted person, by addressing and recognizing bias as the motivating factor.	26.56%
I have advised that the T.P.S. does not condone or tolerate bias-driven calls for service.	29.69%
I have empathized with the impacted person and offered to answer any questions they may have.	29.69%
I have communicated that I am aware of and do not participate in third-party bias.	34.38%
I have not had an opportunity to identify bias since taking this training.	53.13%

Question 8 inquired about **strategies used by members since taking the eLearning course**. Respondents were able to choose multiple responses.

Respondents positively acknowledge the application of objectives from the A.B.R. training to their professional practice.

Question 8	Percentage
I have practiced/rehearsed how to respond to calls for service that are bias-motivated.	21.05%
I have reflected on and studied about my own implicit biases (e.g. Have you taken the Harvard implicit bias test?)	42.11%
I have improved my intercultural competence by learning about the differences and similarities between my own cultural group and the background and perspectives, beliefs, and practices of other cultures.	36.84%

Question 8	Percentage
I am better able to identify and respond to micro-aggressions in both my personal and professional life.	61.40%
I have continued to educate myself and others about anti-Black racism by linking to various resources (books, podcasts, websites, etc.).	26.32%
I have started or participated in respectful conversations about anti-Black racism with family, friends, and co-workers.	33.33%
I ensure that I take the time to respond appropriately and address racially motivated calls for service.	35.09%

What these figures illustrate are that a significant portion of respondents acknowledge the application of key objectives from A.B.R. within their professional practice and they are applying these understandings within their professional work environments. The number of respondents who identified positively with an ability to identify and respond to micro-aggressions, and who have reflected on and studied about my own implicit biases, 61% and 42% respectively, can be interpreted as an acknowledgement of their ongoing engagement in practices of critical self-reflection within professional interactions.

Intimate Partner Violence

The five day Intimate Partner Violence (I.P.V) Course is mandated by the Province of Ontario for those officers who are assigned to investigate incidents of reported intimate partner violence. This training is designed to enhance investigations by promoting current best practices as well as victim centered, trauma informed approach to investigation.

Topics include, but are not limited to the following;

1. Dynamics of a violent domestic relationship;
2. How to assist vulnerable persons, victims and families through a trauma informed approach to investigation and use of appropriate victim services referrals;
3. Legal issues;
4. Appropriate language and terminology;
5. Two-Spirit+ Lesbian Gay Bi Sexual Transgender Queer (2S+.L.G.B.T.Q.) centered response and community supports in relation to intimate partner violence;
6. Multilingual Community Interpretive Services (M.C.I.S.) that provide language support to victims of intimate partner violence and the police;
7. Ontario Domestic Assault Risk Assessment (O.D.A.R.A.); and
8. Criminal Harassment and the necessary steps to take when investigating such an incident

Transfer of Learning (Level 3):

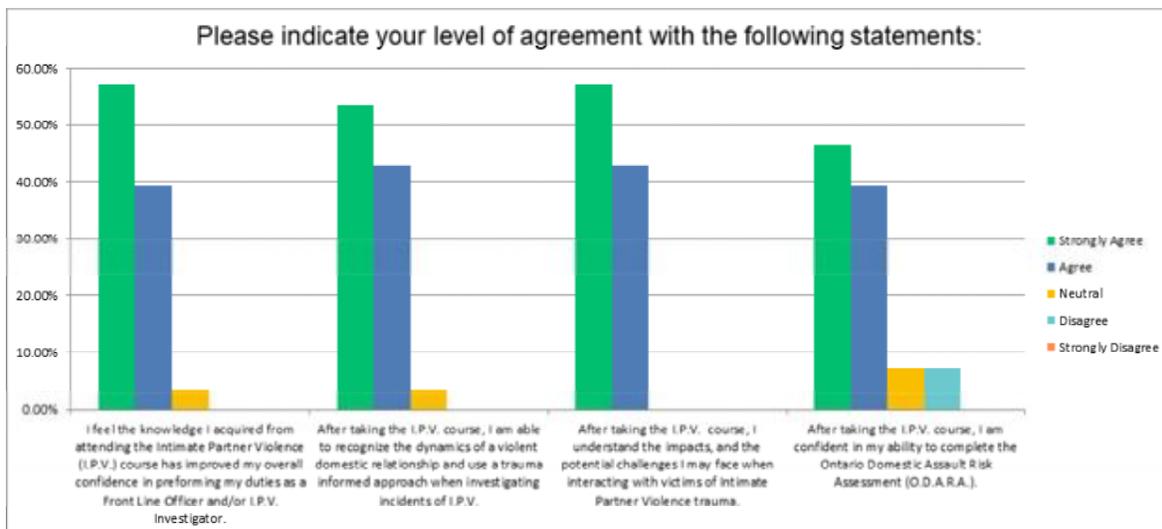
In order to assess transfer of learning, a survey was distributed to members who completed this course in 2021. A total of 28 members responded out of the 82 the survey was sent to. The questions were selected to highlight those areas where members were able to identify and apply the knowledge gained. The responses to questions posed to members is illustrated in the chart below.

In order to assess the referrals made to partner agencies by officers in the course of their duties, a survey was completed by course participants. The majority of respondents had made referrals to the City of Toronto Victims Services Program (almost 89%) and the Children’s Aid Society (almost 78%) while engaged in their policing duties.

The chart below illustrates the responses from the participants regarding the **referrals they have made to specific partner agencies**. Respondents were able to select from multiple options:

Children’s Aid Society (appropriate to the victim)	77.78%
City of Toronto Victims Services Program	88.89%
Domestic Assault Care Centre	7.41%
Furthering Our Community by Uniting Services (F.O.C.U.S.)	33.33%
I have not had an opportunity to utilize victim support referral programs	11.11%

The respondents were asked to rate their agreement, from Strongly Agree 100% to Strongly Disagree 0%, to statements about **their own perception of increased ability to competently and confidently investigate occurrences of I.P.V.:**



The chart illustrates that the majority of the respondents agreed that the Intimate Partner Violence Course enhanced their confidence, proficiency and preparedness to investigate an occurrence involving intimate partner violence.

Body Worn Cameras:

The T.P.S. has undertaken the use of Body Worn Cameras (B.W.C.) to frontline officers with a goal of enhancing public trust and confidence in the police and to increase police accountability.

The B.W.C. course is a one day, 12 hour course for frontline T.P.S. officers. This includes, but is not limited to officers in the Primary Response Unit, Community Response Unit, Neighborhood Community Officer Program, Mobile Crisis Intervention Team, Police Dog Services and Mounted Unit. The course provides members with the knowledge and practical abilities to operate a B.W.C. System in compliance with established procedures and T.P.S. Governance.

Transfer of Learning (Level 3):

In order to assess the transfer of learning for the B.W.C. course a survey was created and completed by course participants. 2111 members completed the training, and of those, 514 (25%) members were selected at random to complete the survey. 102 (20%) members completed the survey. The questions below were selected to highlight those areas where members were able to identify and apply the knowledge gained.

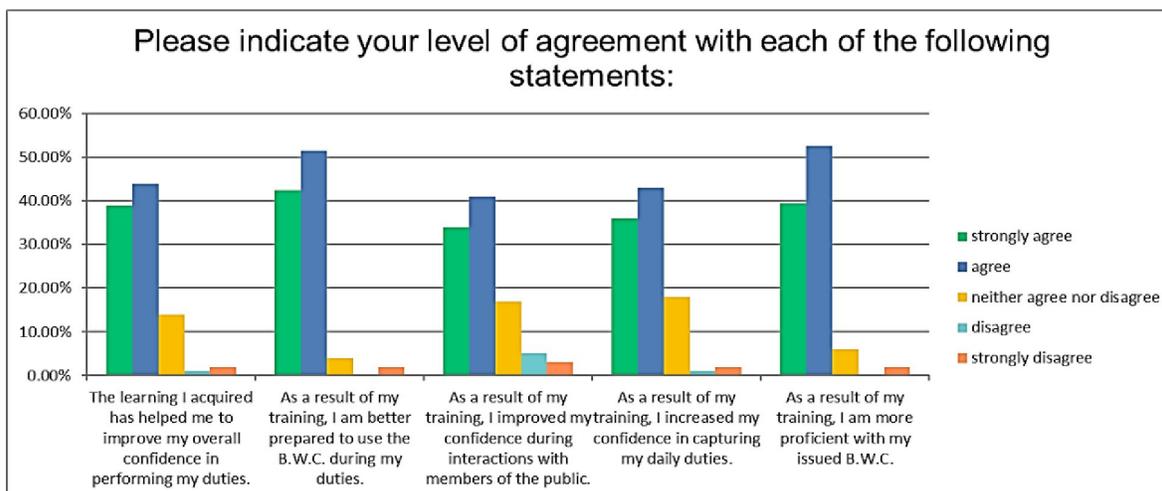
The following provides the highlights of the responses.

One hundred percent of respondents indicated that the learning they acquired during the training course helped to improve their overall confidence in using the B.W.C. while performing their policing duties.

The chart below illustrates the affirmative responses from the respondents to their use of specific applications identified in the B.W.C. training.

B.W.C. Applications Used By Respondents Post Training	Percentage
Starting and Stopping Recording	94.25%
Using the function to change the brightness of the lights	47.13%
Using the function to change the level of the audible tones the camera makes	78.16%
Using the Mute function	94.25%
Engaging with members of the public in a confidential manner	66.67%
Using Evidence.com to review videos	83.91%
Charging the camera using the charging cable	68.97%

Using a Likert scale the respondents were asked to rate their agreement, from Strongly Agree to Strongly Disagree, to five statements as depicted in the chart below;



The chart indicates that the majority of all respondents agreed that B.W.C. training enhanced their confidence, proficiency and preparedness when using the B.W.C.

Taser 7 User Course (C.E.W.)

The Taser 7 Course is a two day, 20 hour in person class designed specifically for Constables and Sergeants deployed to the frontline who are equipped with a Body Worn Camera. Sixteen training sessions were completed in 2021. In 2021, 244 officers received Taser 7 training. All 244 were selected to complete the post course survey. Of those sent the survey, 48 (20%) members responded.

This course objective is to train members in the appropriate, responsible and accountable use of the C.E.W. as mandated by the Provincial Adequacy Standards Regulations. Students must demonstrate judgement and proficiency with use as well as de-escalation.

Transfer of Learning (Level 3):

In order to assess transfer of learning, an electronic survey was distributed to members who completed their training in 2021. The majority indicated that they applied the knowledge gained in their training and provided ways in which they used this knowledge. The below questions were selected to highlight those areas where members were able to identify and apply course learning objectives.

The majority of the respondents were assigned to Primary Response and Community Response duties.

The following questions were posed to members. A Likert Scale of Strongly Agree to Strongly Disagree was used. The following results are an average of the aggregation of

the responses where 0% would be Strongly Disagree and 100% would be Strongly Agree.

Survey Questions Conducted Energy Weapon	Positive Response %
The information I learned is relevant to my job	88%
The information I learned is useful for my job / function	89%
The training / Information was interesting and engaging	73%
With regard to the practical skills portion of the training, was the training relevant, useful and interesting?	90%

Analysis of the survey results indicate that Taser 7 training, has positively impacted respondents with respect to preparedness, proficiency and articulation.

Respondents were given the opportunity to provide general comments in addition to their responses. The following sample comments are written verbatim:

- *“Excellent course. The scenarios were engaging. Dialogue from the instructors was insightful and welcoming. Time well spent. Thank you.”*
- *“Very good course especially for seasoned officers. Instructors exhibited patience and understanding in regards to the transition from old Taser to new one. Course material easy to follow and understand.”*
- *“Really enjoyed the box drills. The CQB is so limited in terms of layout, why keep trying to make the scenarios "realistic" radio call style scenarios? Just run more box drills. Skills & judgement under stress, love it. Enjoyed the course.”*

Toronto Police College Section Highlights:

The T.P.C. is comprised of eight specialised training sections. The functions of each section can be found in previous board reports (Min. No. P104/20 refers). The following represents highlights from 2021 by section.

Administrative Support Section

The Administrative Section was responsible for the continued implementation of the T.P.C.s COVID-19 mitigation strategy to safe guard the wellbeing of all who attended T.P.C. As with 2020, the COVID-19 pandemic and associated restrictions limited the type and extent of training that could be provided in 2021.

Despite class size limitations as a result of the pandemic, 2,006 members successfully completed and or renewed their First Aid Training with; Automated Defibrillator, Naloxone administration and Cardiopulmonary Resuscitation.

The first iteration of Range Safety First Aid Training was run in 2021. This training course concentrates on providing firearms instructors with the skills and knowledge to render immediate medical aid to persons injured in training and specifically those who may have suffered traumatic injury due to gunshot wounds.

In 2023, First Aid Training courses delivered at T.P.C. will also incorporate tourniquet training. This is an additional tool to enhance member capacity to respond at critical injury scenes where death is imminent due to blood loss.

Learning Development and Standards Section (L.D.S.)

In 2021, three new civilian training instructors, and an E-Learning Specialist were added to the L.D.S. team. These new members worked alongside the existing uniform staff to develop and deliver training at the T.P.C. in alignment with multiple recommendations following consultation with a variety of community groups. The new members were selected based on extensive subject matter expertise in the areas of equity, inclusion, and human rights, and have designed and are delivering In-Service Training throughout 2022.

This section is primarily responsible for the delivery of Day-1 of the yearly In-Service Training program (I.S.T.). Due to the impacts of the COVID-19 Pandemic, in-person training at the T.P.C. was suspended in 2020, and restrictions to in-class course delivery continued in 2021. As a result, two 2021 I.S.T. courses, originally designed for in-class delivery, were transitioned to e-learning modules, to be delivered via the Canadian Police Knowledge Network (C.P.K.N.). These courses were titled: Let's Talk: How Anti-Black Racism Impacts Impartial Policing, and Introduction to the Indigenous Experience.

The T.P.C. continues to develop e-learning specific to our Service while also working with C.P.K.N. and other partners to create new titles for the greater policing

community. In 2021, the Search of Persons E-Learning course was added to the list of existing mandatory training as well as the Chapman - Mental Health and Addiction E-Learning module, and the Let's Talk: How Anti-Black Racism Impacts Impartial Policing learning module.

Community Advisory Panel for Training (C.A.P.F.T.)

In August of 2020, after in-depth community consultation, the Toronto Police Services Board (Board) approved 81 Recommendations for police reform. In response to the Recommendations 52-58, the L.D.S. section formed C.A.P.F.T., which is comprised of 31 community members. This panel was created to inform the content of an upcoming permanent stand-alone training course that will contribute to a professional practice in policing. This course is being instituted with a view to supporting an organizational culture committed to the delivery of fair and unbiased police services to Toronto's diverse communities and populations. The C.A.P.F.T. also informed the development of the In-Service Training program designed for 2022.

The Community Policing Section

The Community Policing (C.P.) Section facilitated the training of the following classes in 2021:

- Three recruit classes – 154 recruits completed their training and are now working as Police Constables at various divisions throughout the city, with a fourth class of an additional 77 recruits that began their training in December 2021.
- One one-week Coach Officer Course which included 24 Police Constables from various units throughout the T.P.S.
- One Booker Course which consisted of six Booking Officers.

Note: 2111 T.P.S. members were issued with and trained on Body Worn Cameras in 2020. Once the initial roll out is complete, this training will be the responsibility of the C.P. section and will be integrated in all other areas of training. This is the largest deployment of Body Worn Camera training in Canada.

The Investigative Training Section

2021 continued to see limited delivery on courses that are routinely provided by this section due to the pandemic. Notwithstanding that still 1075 members received training in a variety of course offerings by the Investigative Training Section.

Despite the challenges for in-person course delivery, significant opportunities for course assessment and review were identified. The unit also focused on incorporating new technology as both tools for investigators in the field, and how to better deliver training material in the classroom. Examples of this include exploring virtual training platforms, incorporating body worn cameras footage and utilizing analytics and information dashboards.

The investigative section was assigned multiple training recommendations from the Missing and Missed report written by the Honourable Gloria J. Epstein. The creation of a new Missing Persons course has begun in collaboration with key internal and external stakeholders. A trauma informed investigative approach will be emphasized in this training.

Incident Response Training (I.R.T.) Section

Similar to the previous sections at the T.P.C., COVID-19 resurgence interrupted the initial plan for the resumption of the annual two day Use of Force requalification program that was set to commence February 2021. The section quickly pivoted to a one day reset course.

The reset course ensured officers achieved the provincially mandated Use of Force qualification standard as dictated by the Adequacy Standards Regulations. 191 one day training sessions were provided between January 1, 2021 and December 31, 2021. A total of 4199 officers were trained.

This section also supported the C.P. section with recruit training by providing all incident response training to new recruits.

Armament Training Section

During 2021, the Armament Section delivered the following courses on an ongoing basis in conjunction with the I.R.T. section:

- Conducted Energy Weapons Instructor and User;
- Shotgun Re-qualification and User;
- Glock 22 Pistol Training and Recertification;
- C8 Carbine User Course;
- MP 5 Sub Machine Gun Recertification;
- Glock 27 User Course;
- Recruit Firearms Training;
- Structured Range Pistol Practice; and

- Specialized Covert Firearms Training.

The Armament Section trained 1615 individual members on the above courses during 2021.

Use of Force Analyst

The Use of Force Analyst is a subgroup of the Armament Section and is responsible for the research, co-ordination and dissemination of data used in the development of Use of Force course training materials and reporting statistics in relation to Use of Force by T.P.S members, to the Board. The Analyst also fulfils the function of training analysis in relation to Use of Force Reports and Conducted Energy Weapon (C.E.W.) reports, as submitted by T.P.S. officers.

The Use of Force Analyst is also currently involved in the provincial working group that is currently redesigning the provincial Use of Force form.

Police Vehicle Operations

Police Vehicle Operations (P.V.O.) is also a subgroup of the Armament Section. During 2021, it continued to provide vehicle training for an array of specialized vehicles that include automobiles (including marked and unmarked police cars), trucks (wagons, command posts, property etc.), bicycles and all-terrain vehicles. The P.V.O. unit trained a total of 1,080 members during 2021.

Special Constable Training Section (Formerly Court Services)

In 2021, the Court Services Training Section was renamed the Special Constable Training Section to reflect the expansion of the training mandate to include all Special Constables. Throughout the year, the section's primary responsibility was partnering with the Court Services Research & Planning team to prepare for the implementation of the Versadex 8.0 Prisoner Management Module.

Members of the training section partnered with court officers and stakeholders across the organization to test the software for functionality and deficiencies and design business processes to address the needs of Court Services. Additionally, members of the section led the creation of training and implementation plans.

The section also consulted significantly on Unit Specific Policy "2021-01 - Interim Search Process." It made recommendations considering operational processes and compliance with the Standards of Conduct, Gender Diversity and Trans Inclusion project and the Independent Police Review Director (O.I.P.R.D.) report, "Breaking the Golden Rule: A Review of Police Strip Searches in Ontario."

In November 2021, the section joined a working group led by West Field Command to amalgamate special constables assigned as Court Officers, District Special Constables,

and Divisional Bookers. The role of the section is to transition in-service and recruit training from separate to combined "generalist" programs.

Conclusion:

In 2021, the T.P.C. trained 12,414 in the traditional in-class environment. This is a sixty three percent increase in face to face training over the previous year. A reduction in pandemic protocols will see this increase continue in 2022.

The pandemic saw T.P.C. enhance its capacity for training delivery through on-line means and thus is better able to adapt to a variety of unpredictable operational challenges in the future. Having the flexibility to deliver training through different formats means that the T.P.C. is now better positioned to engage a larger audience of members. 426 members attended training at the Ontario Police College, Canadian Police College and or Criminal Intelligence Service Ontario (C.I.S.O.) and there were 26,733 E-learning course completions.

T.P.S. training is an operational activity that supports identified needs, policies and statutes. The positive results measured by the transfer and synthesis of learning, as reported by members, is evidence that the teaching strategies employed by the T.P.C. have had a positive impact on learners. Although the evaluation scope was limited in 2021 due to the COVID-19 pandemic, the analysis revealed that the training members received throughout 2021 made a difference in their abilities to perform their duties.

The addition of three new civilian training instructors, a dedicated E-Learning Specialist, and an Equity Inclusion and Human Rights Curriculum Lead in 2021, provided a depth of expertise much needed at the T.P.C. The College now has the capacity to create and deliver vital equity, inclusion and human rights curricula in concert with the oversight and input of the community. This cadre of experts has already had a positive and significant impact on In-Service Training, E-Learning and community consultation. Their mandate will expand over the course of 2022/2023 to review all learning delivered at T.P.C. through and equity inclusion and human rights lens.

Appendix 'A' highlights areas where courses offered at the T.P.C. have continued to evolve in order to address T.P.S. and community needs, as well as incorporate best practices in adult education. Appendix 'B' highlights training provided by outside units and educational institutions. Course delivery strategies have continued to expand, and partnerships with federal, provincial, private organizations and most importantly community groups has continued to grow. This has enhanced the ability of the T.P.S. to deliver quality and relevant training to its members in a timely and effective manner. However, the T.P.S. will continue to review and evaluate the effectiveness of our investment in training, and make necessary changes to ensure the training provides the greatest value to our uniform and civilian members, as well as the communities that we serve.

Looking forward, the T.P.S. will be introducing enhanced Active Bystandership (Peer Intervention) training to members in 2022. This training is about enhancing the ability of

T.P.S. members to take action or otherwise intervene when something is not as it should be. This includes overcoming powerful inhibitors that might make it difficult to confront a peer who may be of greater seniority or even their own supervisor when necessary. The application of this training will be relevant in a variety of situations including an interaction with the public that is inappropriate or a situation involving harassment between officers, regardless of rank, in the workplace.

In preparing this training, the T.P.C. availed itself of outside expertise and available literature and gathered an understanding of other training programs in this sphere.

As an initial rollout, Active Bystandership Training will be included as a module in the 5 Day Fair and Unbiased Policing Course that all new members of the Service will receive starting in the Fall of 2022. Cadets in Training will also receive a comprehensive live action scenario component to enhance this training with challenging scenarios. Active Bystandership training will also form part of the 2023 I.S.T.P. program which is mandatory for all Constables, Sergeants, and Staff Sergeants.

The Body Worn Camera rollout continues in 2022. We also look forward to the introduction of Evidence.com training that will enhance our ability to manage collection, management and distribution of evidence more effectively and efficiently while maintaining compliance with the law.

Finally, for 2023, as stated earlier, the T.P.C. will adjust its methodology as to how it collects survey results for its Level 3 evaluations. Rather than e-mail members 6 months after a course has been completed, surveys will be conducted in class, but still anonymously, when members return to the T.P.C. for mandatory I.S.T.P. Training. As well, in the coming weeks the T.P.C. will introduce a new researcher position whose responsibilities will include helping to enhance the process by which training evaluations are conducted.

Appendix A: 2021 Courses Delivered by Toronto Police College and Online and Training Videos

Unit	Course	Title	Duration	Unit	Sessions	Completed
Administration	S00237	Human Resources Management System (H.R.M.S.) for Training Instructors	4.0	H	17	32
Administration	TO0001	Joint Health & Safety (J.H.S.) Certification Part 1	3.0	D	2	17
Administration	TO0002	Emergency Services Sector (E.S.S.) Police Specific Hazards	2.0	D	2	17
Administration	TR0001	First Aid Automated External Defibrillators (A.E.D.) and Cardio Pulmonary Resuscitation (C.P.R.) – Level C	2.0	D	78	1004
Administration	TR0004	First Aid Renewal	1.0	D	89	1041
Administration	TR0009	Police Range Safety First Aid	1.0	D	2	18
Administration	100041	Naloxone A.W.S. (Alcohol Withdrawal Syndrome) Presentation	1.5	H	7	165
Administration	100042	J.H.S. Certification Refresher	1.0	D	2	5
Sub - Total					199	2,299
Armament	TU0045	School Lockdown for Frontline	4.0	H	1	15
Armament	100069	CZ Scorpion EVO Requalification	1.0	D	2	9
Armament	100075	Structured Range Practice	2.0	H	10	76
Armament	TF0002	Less Lethal Shotgun New User	2.0	D	13	162
Armament	TF0010	Glock 27 Compact	1.0	D	5	60
Armament	TF0028	C8 Carbine Requalification	1.0	D	44	458
Armament	TF0032	X2 Taser User Course	8.0	D	2	15

Unit	Course	Title	Duration	Unit	Sessions	Completed
Armament	TF0035	C8 Carbine Rifle User	4.0	D	15	166
Armament	TF0038	Glock 27 Requalification	2.0	H	1	1
Armament	TF0039	Taser 7 Conducted Energy Weapon	2.0	D	16	241
Armament	TU0076	Booking Hall Safety Versadex	4.0	D	3	75
Armament	TU0084	Less Lethal Shotgun Requalification	10.0	H	26	283
Armament	TU0062	Shotgun Requalification	10.0	H	5	54
Sub - Total					143	1,615
Community Policing	100022	Special Constable Booker Recruit Training	7.0	W	1	6
Community Policing	100039	Direct Entry Versadex Intro	2.0	D	2	14
Community Policing	100077	Direct Energy (DRE) D/Sgt Workflow & Major Case Management (M.C.M.)	1.0	D	1	3
Community Policing	TH0036	Crime Prevention Including Environmental Design (C.P.I.E.D.)	35.0	H	1	7
Community Policing	TM0026	Pre-Aylmer Recruit Training	14.0	D	3	194
Community Policing	TM0027	Uniform Coach Officer	4.0	D	2	41
Community Policing	TM0107	Post-Aylmer Recruit Training	8.0	W	3	155
Sub - Total					13	420
Investigative	100031	Provincial Statutes Seminar	3.0	D	4	57
Investigative	100032	Traffic Generalist Seminar	2.0	D	4	58

Unit	Course	Title	Duration	Unit	Sessions	Completed
Investigative	100078	Frisk Search Refresher Training	1.5	H	15	78
Investigative	TC0003	Drug Investigation	3.0	D	3	64
Investigative	TC0013	General Investigators Blended	10.0	D	3	62
Investigative	TC0042	Domestic Violence Investigator	5.0	D	4	83
Investigative	TC0052	Death Investigators	5.0	D	3	63
Investigative	TC0091	Search Warrant Drafting	3.0	D	6	83
Investigative	TC0092	Sexual Assault Investigators	10.0	D	3	70
Investigative	TC0108	Police Services Act Course	5.0	D	1	23
Investigative	TC0110	Investigative Interviewing P1	5.0	D	3	52
Investigative	TC0111	Impaired Driving Investigation	3.0	D	6	74
Investigative	TC0118	Elder Abuse	5.0	D	2	21
Investigative	TC0124	PLC (Plainclothes) Investigate/Source Handler	8.0	D	3	63
Investigative	TC0125	Human Trafficking Investigations	5.0	D	2	41
Investigative	TC0127	High Risk Vehicle Takedown	4.0	D	4	47
Investigative	TC0128	Youth Crime Investigator	4.0	D	3	53
Investigative	TC0130	Ontario Major Case Management (O.M.C.M.) & Power Case Command	10.0	D	5	83
Sub - Total					74	1,075
Incident Response Team	100086	Reintegration Course	15.0	D	2	5
Incident Response Team	TU0061	Reset Use of Force	1.0	D	191	4199

Unit	Course	Title	Duration	Unit	Sessions	Completed
Incident Response Team	TU0070	Senior Officer Use of Force	1.0	D	20	70
Incident Response Team	TU0088	In Service Training (I.S.T.) Program	3.0	D	2	21
Sub - Total					215	4,295
Learning Developments & Standards	100045	Body Worn Camera User Training	12.0	H	89	1536
Learning Developments & Standards	LDS002	Teaching Effectiveness Certificate	3.0	W	2	22
Learning Developments & Standards	LDS008	Effective Teaching Adult Learners	5.0	D	3	27
Learning Developments & Standards	TH0031	Ethics and Inclusivity	3.0	D	3	34
Learning Developments & Standards	TM0032	Effective Presentation	4.0	D	2	11
Sub - Total					99	1,630
Police Vehicle Operations	TV0001	Civilian Driving	1.0	D	18	91
Police Vehicle Operations	TV0003	Police Officers Vehicle Ops	2.0	D	20	180
Police Vehicle Operations	TV0004	Advanced Driving Course	4.0	D	2	12
Police Vehicle Operations	TV0009	Bus Operations Course	5.0	D	1	1

Unit	Course	Title	Duration	Unit	Sessions	Completed
Police Vehicle Operations	TV0019	Truck (Wagon) Operator	2.0	D	36	38
Police Vehicle Operations	TV0020	Command Post Course	2.0	D	4	6
Police Vehicle Operations	TV0023	Bicycle Patrol Officer	2.0	D	66	148
Police Vehicle Operations	TV0025	All Terrain Vehicle Course	3.0	D	7	36
Police Vehicle Operations	TV0028	Bicycle Instructor	4.0	D	2	10
Police Vehicle Operations	TV0041	Truck Operator Train Trainer	3.0	D	4	7
Police Vehicle Operations	TV0042	Safe Skills Emergency Driving	10.0	H	28	129
Police Vehicle Operations	TV0052	Blue Card	0.0		37	58
Police Vehicle Operations	TV0057	Advanced Bicycle Patrol	4.0	D	3	21
Police Vehicle Operations	TV0061	Side by Side (SbS) All Terrain Vehicle	10.0	H	10	47
Police Vehicle Operations	TV0063	Bicycle Instructor Recertify	10.0	H	1	8
Police Vehicle Operations	TV0064	Bicycle Patrol Recertification	5.0	H	95	284
Police Vehicle Operations	TV0068	Trailer	10.0	H	3	4
Sub - Total					337	1,080
Canadian Police Knowledge Network	CP8022	Counterfeit Currency Analysis	0.0			1

Unit	Course	Title	Duration	Unit	Sessions	Completed
Canadian Police Knowledge Network	CP8023	Counterfeit Travel and Identification Documents	0.0			1
Canadian Police Knowledge Network	CP8077	Systems Application and Products (SAP) v.4 Refresher Online	0.0			1
Canadian Police Knowledge Network	CP8106	Hate & Bias Crime Invest	0.0			149
Canadian Police Knowledge Network	CP8125	Supervisor Health and Safety (H.A.S.) - in 5 Steps	0.0			5
Canadian Police Knowledge Network	CP8157	Risk Effective Decision Making	0.0			4
Canadian Police Knowledge Network	CP8163	Courtroom Testimony Skills	0.0			63
Canadian Police Knowledge Network	CP8166	Assessing Interpreting Dog Behaviour	0.0			5
Canadian Police Knowledge Network	CP8180	Basic Online Investigations	0.0			27
Canadian Police Knowledge Network	CP8182	Autism Spectrum Disorder	0.0			60
Canadian Police Knowledge Network	CP8183	Cybercrime Investigations L1	0.0			15

Unit	Course	Title	Duration	Unit	Sessions	Completed
Canadian Police Knowledge Network	CP8189	Mental Health Self Awareness Front Line	0.0			42
Canadian Police Knowledge Network	CP8190	Crisis Intervention & De-Escalation	0.0			12
Canadian Police Knowledge Network	CP8191	Epilepsy & Seizure Response Training	0.0			5
Canadian Police Knowledge Network	CP8224	Counterfeit Payment Card Analysis	0.0			1
Canadian Police Knowledge Network	OP9000	Vol 024 Life in the Fast Lane	0.0			1
Canadian Police Knowledge Network	OP9001	Vol 030 Blue Canaries	0.0			4
Canadian Police Knowledge Network	OP9003	Ontario Police Video Training Alliance (O.P.V.T.A.) 037 Crack	0.0			5
Canadian Police Knowledge Network	OP9004	O.P.V.T.A. 038 Suspect Apprehension Pursuits	0.0			1
Canadian Police Knowledge Network	OP9005	O.P.V.T.A. 052 Notebook Confidential	0.0			1
Canadian Police Knowledge Network	OP9007	O.P.V.T.A. 061 Cop's Best Friend	0.0			1

Unit	Course	Title	Duration	Unit	Sessions	Completed
Canadian Police Knowledge Network	OP9008	O.P.V.T.A. 063 Active Killers	0.0			9
Canadian Police Knowledge Network	OP9010	O.P.V.T.A. 068 Grow House Menace	0.0			3
Canadian Police Knowledge Network	OP9011	Vol 069 Video: Your Best Witness	0.0			1
Canadian Police Knowledge Network	OP9012	Vol 070 Conditional Sentences	0.0			2
Canadian Police Knowledge Network	OP9013	O.P.V.T.A. 078 Edged Weapons	0.0			5
Canadian Police Knowledge Network	OP9015	O.P.V.T.A. 082 Meth Labs	0.0			1
Canadian Police Knowledge Network	OP9017	O.P.V.T.A. 087 Armed & Dangerous (Characteristics of an Armed Person)	0.0			7
Canadian Police Knowledge Network	OP9019	Vol 090 Suicide Intervention	0.0			6
Canadian Police Knowledge Network	OP9021	O.P.V.T.A. 95 Foot Pursuit	0.0			5
Canadian Police Knowledge Network	OP9022	O.P.V.T.A. 096 Stolen Innocence: A Police Guide to Online Child Exploitation	0.0			3

Unit	Course	Title	Duration	Unit	Sessions	Completed
Canadian Police Knowledge Network	OP9024	Vol 097 Seized Firearm Safety	0.0			5
Canadian Police Knowledge Network	OP9025	O.P.V.T.A. 098 Taking a Statement	0.0			11
Canadian Police Knowledge Network	OP9027	O.P.V.T.A. 104 Domestic Violence	0.0			4
Canadian Police Knowledge Network	OP9030	O.P.V.T.A. 107 Motorcycle Enforcement	0.0			2
Canadian Police Knowledge Network	OP9031	O.P.V.T.A. 109 Spontaneous Disorder	0.0			4
Canadian Police Knowledge Network	OP9032	O.P.V.T.A. 110 Prescription Drug Enforcement for Patrol	0.0			1
Canadian Police Knowledge Network	OP9035	Vol 116 Building Searches	0.0			3
Canadian Police Knowledge Network	OP9040	O.P.V.T.A. 121 Training to Succeed: Surviving Lethal Encounters	0.0			4
Canadian Police Knowledge Network	OP9043	Vol 124 From Call to Court	0.0			4
Canadian Police Knowledge Network	OP9044	Vol 125 The Balanced Life: Emotional Survival for Police Officers	0.0			1

Unit	Course	Title	Duration	Unit	Sessions	Completed
Canadian Police Knowledge Network	OP9045	Vol 126 Obstruct Police?	0.0			8
Canadian Police Knowledge Network	OP9046	Vol 127 C.E.W. Tactics	0.0			4
Canadian Police Knowledge Network	OP9047	O.P.V.T.A. 128 When Trauma Doesn't Bleed	0.0			2
Canadian Police Knowledge Network	OP9048	Vol 129 Suspect Apprehension Pursuits	0.0			66
Canadian Police Knowledge Network	OP9049	Vol 130 Social Media for Policing	0.0			10
Canadian Police Knowledge Network	OP9050	Vol 131 Entry Warrants	0.0			8
Canadian Police Knowledge Network	OP9052	Vol 135 Impaired Driving	0.0			2
Canadian Police Knowledge Network	OP9053	Vol 136 Cover & Concealment	0.0			4
Canadian Police Knowledge Network	OP9054	Vol 140 Freeman on the Land	0.0			10
Canadian Police Knowledge Network	OP9056	Vol 138 Every Step Counts	0.0			3

Unit	Course	Title	Duration	Unit	Sessions	Completed
Canadian Police Knowledge Network	OP9066	Vol 108 Investigative Detention: Watcher in the Woods	0.0			3
Canadian Police Knowledge Network	OP9067	Vol 141 Reliability & Credibility on the Stand	0.0			3
Canadian Police Knowledge Network	OP9068	Vol 142 Federal Parolees: Staying a Step Ahead	0.0			5
Canadian Police Knowledge Network	OP9069	Vol 94 Vehicle Search Authorities & Articulation	0.0			6
Canadian Police Knowledge Network	OP9071	Vol144 Confidential Informants	0.0			8
Canadian Police Knowledge Network	OP9072	Vol. 147 - Ebola 2014: Lessons Learned	0.0			2
Canadian Police Knowledge Network	OP9073	Vol.146 - Aftermath	0.0			3
Canadian Police Knowledge Network	OP9075	Vol 133 Human Trafficking	0.0			10
Canadian Police Knowledge Network	OP9078	Vol. 150 – Justice Panel	0.0			1
Canadian Police Knowledge Network	OP9079	Vol. 153 - Chemical Suicide	0.0			10

Unit	Course	Title	Duration	Unit	Sessions	Completed
Canadian Police Knowledge Network	OP9083	Vol.155 - X2 C.E.W.	0.0			3
Canadian Police Knowledge Network	TP0054	Race Based Data Collection	0.0			247
Canadian Police Knowledge Network	TP0056	Search of Persons 2020	0.0			1086
Canadian Police Knowledge Network	TP3001	Characteristics Armed Person	0.0			4
Canadian Police Knowledge Network	TP3003	Crown Attorney Divisional Training – Articulation	0.0			4
Canadian Police Knowledge Network	TP3005	Drinking and Driving	0.0			2
Canadian Police Knowledge Network	TP3006	Digital Video Asset Management (D.V.A.M.) System Update	0.0			2
Canadian Police Knowledge Network	TP3007	Fatigue Management	0.0			2
Canadian Police Knowledge Network	TP3008	Healthy Eating	0.0			1
Canadian Police Knowledge Network	TP3014	Police Response Track Level Emergencies	0.0			3

Unit	Course	Title	Duration	Unit	Sessions	Completed
Canadian Police Knowledge Network	TP3017	Source Management	0.0			3
Canadian Police Knowledge Network	TP3020	Accessibility for Ontarians with Disabilities Act (A.O.D.A.) - Working Together	0.0			12
Canadian Police Knowledge Network	TP3024	Lesbian, Gay, Bisexual and Transgender (L.G.B.T.) Issues	0.0			1
Canadian Police Knowledge Network	TP3026	Worker H.A.S. - 4 Steps	0.0			7
Canadian Police Knowledge Network	TP3029	First on Scene Dealing Potential Homicide	0.0			4
Canadian Police Knowledge Network	TP3030	Police & Community Interaction	0.0			456
Canadian Police Knowledge Network	TP3032	A.O.D.A. Module 3 – Part 1	0.0			347
Canadian Police Knowledge Network	TP3033	A.O.D.A. Module 3 – Part 2	0.0			321
Canadian Police Knowledge Network	TP3034	A.O.D.A. Module 3 – Part 3	0.0			316
Canadian Police Knowledge Network	TP3035	A.O.D.A. Module 3 – Part 4	0.0			316

Unit	Course	Title	Duration	Unit	Sessions	Completed
Canadian Police Knowledge Network	TP3037	I.M.S. (Incident Management System) - 100 - Final Assessment	0.0			2
Canadian Police Knowledge Network	TP3039	Mobile Paid Duty Escort Training	0.0			7
Canadian Police Knowledge Network	TP3042	Internet Facilitated Investigations–Level 1	0.0			674
Canadian Police Knowledge Network	TP3046	Supervisor H.A.S. - in 5 Steps	0.0			1
Canadian Police Knowledge Network	TP3049	Naloxone Nasal Spray Administration	0.0			316
Canadian Police Knowledge Network	TP3050	Spit Shield Training	0.0			73
Canadian Police Knowledge Network	TP3051	Introduction to Federal Ontario Cannabis Legislation	0.0			236
Canadian Police Knowledge Network	TP3052	Versadex (VDX) Supervisor Review of GO	0.0			27
Canadian Police Knowledge Network	TP3053	Body Worn Camera eLearning	0.0			1936
Canadian Police Knowledge Network	TP3055	Promoting Healthy & Safe Workplace	0.0			639

Unit	Course	Title	Duration	Unit	Sessions	Completed
Canadian Police Knowledge Network	TP3056	Coroners Inquest - Chapman	0.0			3978
Canadian Police Knowledge Network	TP3058	Overview Of Intercepting Private Communications	0.0			1
Canadian Police Knowledge Network	TP3060	Introduction to Human Trafficking	0.0			2
Canadian Police Knowledge Network	TP3062	Information Security Learning Series	0.0			6142
Canadian Police Knowledge Network	TP3063	Let's Talk How Anti-Black Racism (A.B.R.) Impacts Policing	0.0			6062
Canadian Police Knowledge Network	TP3064	Search of Persons Update	0.0			1797
Canadian Police Knowledge Network	TP3065	Hand Held Metal Detector Training	0.0			1050
Sub - Total						26,733

TPC - Total					1,080	12,414
CPKN - Total						26,733
TPS - Total					352	4,765
C.S.C.E.C - Total						686

Unit	Course	Title	Duration	Unit	Sessions	Completed
CISO/OPC/CPC - Total						426
Grand TOTAL					1,432	45,024

Appendix B: 2021 Courses Completed by External Units as well as Conferences - Seminars and Continuing Education Courses

Unit	Course	Title	Duration	Unit	Sessions	Completed
Communications	TO0044	Communication Operator Coaching & Mentoring Course	3.0	D	2	24
Communications	TS0002	Police Communications Call-Taker Course	680.0	H	2	31
Communications	TS0006	Police Communications Dispatcher Course	600.0	H	2	31
Sub - Total					6	86
Community Partnerships & Engagement Unit	100082	Divisional Crisis Support Officer	20.0	H	11	254
Community Partnerships & Engagement Unit	TM0114	Neighbourhood Officer Course	5.0	D	2	54
Community Partnerships & Engagement Unit	TO0080	Mobile Crisis Intervention Team	5.0	D	1	40
Sub - Total					14	348
Courts	100011	DNA (Deoxyribonucleic) Biological Biometrics	3.0	D	6	54
Courts	100014	Prisoner Transport Section Wagon Video	1.0	H	1	1
Courts	TO0084	Court Accessible Prisoner Transport Vehicle Operators Course	1.0	H	1	1
Courts	TU0087	Court Officer Use of Force	1.0	D	45	660
Sub - Total					53	716

Unit	Course	Title	Duration	Unit	Sessions	Completed
Equity Inclusions & Human Rights	100084	Sexual Harassment Supervisory	1.0	D	24	325
Equity Inclusions & Human Rights	100083	Equity & Inclusion Presentation	2.0	H	5	294
Sub – Total					29	619
Emergency Task Force	100023	Tactical Rope Access Basic Emergency Task Force (E.T.F.)	5.0	D	1	10
Emergency Task Force	100035	Advanced Tactical Rope Access	10.0	D	1	12
Emergency Task Force	100036	Tactical Rope Access Instructor	10.0	D	1	6
Emergency Task Force	TO1001	Basic Tactical Orientation E.T.F.	6.0	W	2	21
Emergency Task Force	TO1004	Hostage Rescue E.T.F.	15.0	D	1	13
Emergency Task Force	TO1006	E.T.F. Tactical Commander	5.0	D	1	4
Emergency Task Force	TO1007	Basic Sniper/Observer Course E.T.F.	10.0	D	1	11
Emergency Task Force	TO1010	Advanced Sniper/Observer Course E.T.F.	5.0	D	1	13
Emergency Task Force	TO1015	Urban Sniper Ops E.T.F.	5.0	D	2	16
Emergency Task Force	TU0065	Use of Force E.T.F.	3.0	D	8	88
Sub - Total					19	194
Forensic Identification Services	TC0048	Scenes of Crime Officers Course	35.0	D	5	50
Forensic Identification Services	TO0039	Intellibook/Livescan Fingerprinting	2.0	D	9	51

Unit	Course	Title	Duration	Unit	Sessions	Completed
Forensic Identification Services	TT0019	Forensic Mapping System	2.0	D	1	0
Sub - Total					15	101
Intelligence Unit	TC0126	Online Investigations L 2& 3	5.0	D	6	111
Intelligence Unit	TC0129	Cyber Awareness for Senior Officers	2.0	D	3	35
Intelligence Unit	TC0121	Advanced Online Invest IV	8.0	D	1	20
Sub – Total					10	166
Marine Unit	TO2001	MARINE Coxswain Level 1	15.0	D	1	8
Marine Unit	TO2003	MARINE Ice Rescue Specialist	30.0	H	1	8
Marine Unit	TO2005	MARINE - River Rescue Technician	4.0	D	1	6
Marine Unit	TO2010	MARINE Airboat	10.0	H	1	7
Marine Unit	TO2011	MARINE Basic First Aid	2.0	D	1	14
Sub - Total					5	43
People & Culture	100055	Foundations - Leadership Development	4.0	D	22	428
People & Culture	100087	Advanced Leadership Development Program	4.0	D	2	25
Sub - Total					24	453
Police Dog Services	TO0008	Police Dog Services - Canine Quarry Training Course	3.0	D	3	35

Unit	Course	Title	Duration	Unit	Sessions	Completed
Sub - Total					3	35
Emergency Management & Public Order	100005	Less Lethal Weapons Requalification P.O.U. (Public Order Unit)	1.0	D	5	32
Emergency Management & Public Order	TO3002	Public Safety Unit (P.S.U.) Tactical Trainer Course	5.0	D	1	1
Emergency Management & Public Order	TO3008	P.S.U. Incident Management System 200	2.0	D	6	115
Emergency Management & Public Order	TO3020	P.S.U.-Long Range Acoustic Device (L.R.A.D.) Instructor	4.0	H	1	6
Emergency Management & Public Order	TO3025	P.S.U. - Use of Force/Fitness Requalification	1.0	D	6	238
Emergency Management & Public Order	TO3027	P.O.U. - Block B Training	2.0	D	6	239
Emergency Management & Public Order	TO3031	First Responder Operation Search Tactics	4.0	D	3	60
Emergency Management & Public Order	TO3033	Ontario Public Order Advisory Committee – Public Order & Crowd Management (O.P.O.A.C. – P.O.&C.M.) Basic Course	5.0	D	1	60
Emergency Management & Public Order	TO3034	P.O.&C.M. Enhanced Operations & Tactics	5.0	D	1	60
Sub - Total					30	811
Records Management Services	100050	Accused Entries on Canadian Police	4.0	D	3	7

Unit	Course	Title	Duration	Unit	Sessions	Completed
		Information Center (C.P.I.C.)				
Records Management Services	100051	Transcription	35.0	D	1	3
Records Management Services	S00235	Charge Processing	10.0	D	1	0
Sub - Total					5	10
Talent Acquisition	100073	Procedural Exam- Sergeant Promotion	1.5	H	15	314
Talent Acquisition	100076	Procedural Exam for S/Sgt Promotion	2.0	H	17	156
Sub – Total					32	470
Traffic Services	100016	Stationary Radar - Theory	1.0	D	8	53
Traffic Services	100018	Laser Light Detection & Ranging (LIDAR) - Theory	1.0	D	16	192
Traffic Services	100020	Mobile Radar - Theory	1.0	D	9	54
Traffic Services	100071	Practical Traffic Direction	1.0	D	7	49
Traffic Services	100080	Basic Camera Operator Level 1	10.0	H	14	14
Traffic Services	100081	Collision Scene Photography L2	0.0		15	15
Traffic Services	SFST2	Standard Field Sobriety Testing	4.0	D	6	63
Traffic Services	TO0073	Traffic Services (TSV) – Approved Screening Device (A.S.D.) Alcotest 6810	1.5	H	19	194
Traffic Services	TT0001	At Scene Collision Investigations	10.0	D	1	9

Unit	Course	Title	Duration	Unit	Sessions	Completed
Traffic Services	TT0002	Technical Collision Invest	10.0	D	1	8
Traffic Services	TT0005	Collision Reconstruction IV	7.0	D	1	2
Traffic Services	TV0037	Motorcycle Operations Requalification L1	2.0	D	2	16
Traffic Services	TV0059	Motorcycle V.I.P. Escort Refresh	2.0	D	1	24
Traffic Services	TV0069	Police Motorcycle Operator L1	10.0	D	6	19
Traffic Services	TV0071	Motorcycle Operator L2 Refresher	1.0	D	1	1
Sub - Total					107	713
Conferences - Seminars & Continuing Education Courses		First Aid Automated External Defibrillator & Cardio Pulmonary Resuscitation – Level C	0.0			2
Conferences - Seminars & Continuing Education Courses		2021 LEARN Records Retention Toolkit Training	0.0			1
Conferences - Seminars & Continuing Education Courses		2021 Ontario Gang Investigators Association Conference	0.0			2
Conferences - Seminars & Continuing Education Courses		Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning and additional sexual orientations and gender identities (2SLGBTQ+)	0.0			1
Conferences - Seminars & Continuing Education Courses		30 Day Mindfulness Challenge	0.0			2

Unit	Course	Title	Duration	Unit	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		33 rd Annual Crimes Against Children Conference	0.0			1
Conferences - Seminars & Continuing Education Courses		A look at UB&S in those with Automatic Software Distribution	0.0			1
Conferences - Seminars & Continuing Education Courses		Active Shooter/Armed Intruder	0.0			0
Conferences - Seminars & Continuing Education Courses		Address Geocoding with Aeronautical Reconnaissance Coverage Geographic Information System (ArcGIS)	0.0			1
Conferences - Seminars & Continuing Education Courses		Adobe Photoshop for Forensic Video Analysis (F.V.A.)	0.0			1
Conferences - Seminars & Continuing Education Courses		Administering Microsoft Exchange	0.0			2
Conferences - Seminars & Continuing Education Courses		Adobe Photoshop for Forensic Video Analysis (F.V.A.)	0.0			2
Conferences - Seminars & Continuing Education Courses		Advanced Leadership Development	0.0			1
Conferences - Seminars & Continuing Education Courses		Advanced Threat Assessment & Threat Management	0.0			2
Conferences - Seminars & Continuing Education Courses		Affirming Support is Best Practice	0.0			1
Conferences - Seminars & Continuing Education Courses		Agile Fundamentals	0.0			2

Unit	Course	Title	Duration	Unit	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Agile Principles & Methodologies	0.0			1
Conferences - Seminars & Continuing Education Courses		Analysis of Patterns of Deception and Denial Among Sex Offenders	0.0			1
Conferences - Seminars & Continuing Education Courses		Analysts Notebook Basic	0.0			2
Conferences - Seminars & Continuing Education Courses		ArcGIS Pro Basics	0.0			1
Conferences - Seminars & Continuing Education Courses		Automating Administration with Windows Power Shell	0.0			1
Conferences - Seminars & Continuing Education Courses		Avoiding Preventable Fatal Behaviour	0.0			1
Conferences - Seminars & Continuing Education Courses		Basic Fall Protection	0.0			11
Conferences - Seminars & Continuing Education Courses		Basic Impaired Driving Detection Technician	0.0			0
Conferences - Seminars & Continuing Education Courses		Basic Incident Management System (I.M.S.) (Virtual)	0.0			13
Conferences - Seminars & Continuing Education Courses		Basic Incident Management System	0.0			10
Conferences - Seminars & Continuing Education Courses		Basics of Google Cloud Storage	0.0			1
Conferences - Seminars & Continuing Education Courses		BID Detection Techniques	0.0			0
Conferences - Seminars & Continuing Education Courses		Bill C75	0.0			0

Unit	Course	Title	Duration	Unit	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Bomb Threat Preparation & Response	0.0			1
Conferences - Seminars & Continuing Education Courses		Case Study We Got Taylor	0.0			1
Conferences - Seminars & Continuing Education Courses		CBROPS-Cisco Cybersecurity Operation	0.0			1
Conferences - Seminars & Continuing Education Courses		Cisco Certified Network Association (C.C.N.A.) Implementing & Administering Locations	0.0			4
Conferences - Seminars & Continuing Education Courses		Certified Ethical Hacker v11	0.0			2
Conferences - Seminars & Continuing Education Courses		Certified Forensic Comp Examiner	0.0			1
Conferences - Seminars & Continuing Education Courses		Certified Network Defender	0.0			1
Conferences - Seminars & Continuing Education Courses		Chain Analysis Reactor Certification	0.0			1
Conferences - Seminars & Continuing Education Courses		Child Abuse Investigations	0.0			1
Conferences - Seminars & Continuing Education Courses		Counter-Improvised Explosive Device (C-IED) Just in Time Expeditioner	0.0			1
Conferences - Seminars & Continuing Education Courses		Cisco Video Infrastructure Implementation	0.0			2
Conferences - Seminars & Continuing Education Courses		Cisco Collaboration Cloud and Edge Solution (CLCEI) - Implementing Cisco Collaborate	0.0			1

Unit	Course	Title	Duration	Unit	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Computing Technology Industry Association Network+ Certification	0.0			9
Conferences - Seminars & Continuing Education Courses		Consent Law & Child Sexual Abuse Myths	0.0			0
Conferences - Seminars & Continuing Education Courses		Construction Law	0.0			1
Conferences - Seminars & Continuing Education Courses		Courtroom Testimony for Expert Witnesses	0.0			1
Conferences - Seminars & Continuing Education Courses		Creating Python Scripts ArcGIS	0.0			1
Conferences - Seminars & Continuing Education Courses		Criminal Investigative Analysis Violent Crimes	0.0			2
Conferences - Seminars & Continuing Education Courses		Criminal Investigative Analysis - Suspects	0.0			2
Conferences - Seminars & Continuing Education Courses		Crime Prevention Including Environmental Design (C.P.I.E.D.)	0.0			1
Conferences - Seminars & Continuing Education Courses		Cryptocurrency Investigations	0.0			1
Conferences - Seminars & Continuing Education Courses		Cultural Awareness & Humanity	0.0			1
Conferences - Seminars & Continuing Education Courses		Custom Solutions with Power Application	0.0			2
Conferences - Seminars & Continuing Education Courses		Customer Service-Police Environment	0.0			1
Conferences - Seminars & Continuing Education Courses		Cyber Threat Analysis	0.0			1
Conferences - Seminars & Continuing Education Courses		Cybercrime	0.0			1

Unit	Course	Title	Duration	Unit	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Data Science with Python	0.0			1
Conferences - Seminars & Continuing Education Courses		Data Center Core Technologies Implement& Operate Cisco	0.0			3
Conferences - Seminars & Continuing Education Courses		Dementia, Delirium & Psychosis	0.0			1
Conferences - Seminars & Continuing Education Courses		Developing Considerations for Forensic Interviewing	0.0			1
Conferences - Seminars & Continuing Education Courses		Distributed Antenna System	0.0			7
Conferences - Seminars & Continuing Education Courses		Diversity Equity & Inclusion	0.0			1
Conferences - Seminars & Continuing Education Courses		Drugs Alcohol & impaired Driving	0.0			1
Conferences - Seminars & Continuing Education Courses		Drug-Test 500 Operation	0.0			1
Conferences - Seminars & Continuing Education Courses		Digital Video Recorder Examiner	0.0			1
Conferences - Seminars & Continuing Education Courses		Editing Basics in ArcGIS Pro	0.0			1
Conferences - Seminars & Continuing Education Courses		Emotional Survival 2.0	0.0			1
Conferences - Seminars & Continuing Education Courses		Enterprise Network Advanced Routing and Systems Implementation - Cisco Enterprise	0.0			1
Conferences - Seminars & Continuing Education Courses		Enterprise Network Core Technologies -	0.0			1

Unit	Course	Title	Duration	Unit	Sessions	Completed
		Implementing and Operating				
Conferences - Seminars & Continuing Education Courses		Excited Delirium Syndrome	0.0			0
Conferences - Seminars & Continuing Education Courses		Executive Presence Program	0.0			1
Conferences - Seminars & Continuing Education Courses		Exercise Programs: an Introduction	0.0			1
Conferences - Seminars & Continuing Education Courses		Exercising Leadership Foundations	0.0			1
Conferences - Seminars & Continuing Education Courses		Explosives Construction/Class	0.0			1
Conferences - Seminars & Continuing Education Courses		Explosives Effects Mitigation	0.0			1
Conferences - Seminars & Continuing Education Courses		F5 BigIP-Network Configuration LTMv14	0.0			10
Conferences - Seminars & Continuing Education Courses		Field Coordinator Training	0.0			1
Conferences - Seminars & Continuing Education Courses		Forensic Genealogy for Law Enforcement	0.0			1
Conferences - Seminars & Continuing Education Courses		Forensic Identification Pre Course Materials	0.0			0
Conferences - Seminars & Continuing Education Courses		Forensic Interviewing of Children	0.0			1
Conferences - Seminars & Continuing Education Courses		Genetec Video Management Certification	0.0			1
Conferences - Seminars & Continuing Education Courses		Getting Started with Geographic Information System	0.0			1

Unit	Course	Title	Duration	Unit	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Getting Started with Python	0.0			1
Conferences - Seminars & Continuing Education Courses		Glock Armourer Course	0.0			2
Conferences - Seminars & Continuing Education Courses		Growing Effective Forensic Interviewers	0.0			1
Conferences - Seminars & Continuing Education Courses		Hate & Bias Crime Investigations	0.0			2
Conferences - Seminars & Continuing Education Courses		Hidden Biases of Good People	0.0			1
Conferences - Seminars & Continuing Education Courses		Homeland Security Investigations Task Force Officer	0.0			1
Conferences - Seminars & Continuing Education Courses		Internet Crimes Against Children BitTorrent Investigations	0.0			1
Conferences - Seminars & Continuing Education Courses		Improvised Explosive Device (I.E.D.) Construction & Classification	0.0			1
Conferences - Seminars & Continuing Education Courses		I.E.D. Explosive Effect Mitigation	0.0			1
Conferences - Seminars & Continuing Education Courses		Implementing and Operating Cisco C	0.0			1
Conferences - Seminars & Continuing Education Courses		I.M.S. 100 - Introduction to I.M.S.	0.0			29
Conferences - Seminars & Continuing Education Courses		I.M.S. 100 Final Test	0.0			2
Conferences - Seminars & Continuing Education Courses		I.M.S. 200 - Basic I.M.S. (Virtual)	0.0			9

Unit	Course	Title	Duration	Unit	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Incident Command 200	0.0			1
Conferences - Seminars & Continuing Education Courses		Inclusive Leadership	0.0			2
Conferences - Seminars & Continuing Education Courses		Indigenous Canada	0.0			2
Conferences - Seminars & Continuing Education Courses		Indigenous Communities & Policing	0.0			1
Conferences - Seminars & Continuing Education Courses		Initial Crisis Intervention	0.0			1
Conferences - Seminars & Continuing Education Courses		Integrating Data in ArcGIS Pro	0.0			1
Conferences - Seminars & Continuing Education Courses		Interviewing Preschoolers	0.0			1
Conferences - Seminars & Continuing Education Courses		International Performance Resolution and Efficiency	0.0			12
Conferences - Seminars & Continuing Education Courses		Introduction to Adverse Childhood Experiences (A.C.E.s) & Early Trauma	0.0			263
Conferences - Seminars & Continuing Education Courses		Introduction to Agile	0.0			1
Conferences - Seminars & Continuing Education Courses		Introduction to ArcGIS Application Programming Interface for Python	0.0			1
Conferences - Seminars & Continuing Education Courses		Introduction to Cyber Attacks	0.0			1
Conferences - Seminars & Continuing Education Courses		Introduction to Cybersecurity Tools	0.0			1

Unit	Course	Title	Duration	Unit	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Introduction to Geospatial Concepts	0.0			1
Conferences - Seminars & Continuing Education Courses		Introduction to Human Trafficking	0.0			1
Conferences - Seminars & Continuing Education Courses		Introduction to Incident Command System-100	0.0			1
Conferences - Seminars & Continuing Education Courses		Introduction to Project Management	0.0			1
Conferences - Seminars & Continuing Education Courses		Introduction to Terrorist Attack Cycle	0.0			2
Conferences - Seminars & Continuing Education Courses		Introduction to the National I.M.S.	0.0			1
Conferences - Seminars & Continuing Education Courses		Introduction to Trauma and Sexual Assault Investigation	0.0			1
Conferences - Seminars & Continuing Education Courses		Introduction to Agile	0.0			1
Conferences - Seminars & Continuing Education Courses		Labeling Map Features	0.0			1
Conferences - Seminars & Continuing Education Courses		Large Animal Awareness Workshop	0.0			2
Conferences - Seminars & Continuing Education Courses		Large Animal Rescue Awareness	0.0			17
Conferences - Seminars & Continuing Education Courses		Leadership in Police Organizations	0.0			1
Conferences - Seminars & Continuing Education Courses		LIDAR Refresher Training	0.0			0
Conferences - Seminars & Continuing Education Courses		Lift Truck Operator Training	0.0			12

Unit	Course	Title	Duration	Unit	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Malware Analysis & Memory Form	0.0			1
Conferences - Seminars & Continuing Education Courses		Management of Change	0.0			1
Conferences - Seminars & Continuing Education Courses		Managing Emotions in Stress	0.0			1
Conferences - Seminars & Continuing Education Courses		Managing Map Layers in ArcGIS	0.0			1
Conferences - Seminars & Continuing Education Courses		Map Design Fundamentals	0.0			1
Conferences - Seminars & Continuing Education Courses		Mass Casualty Incident Response	0.0			1
Conferences - Seminars & Continuing Education Courses		Microsoft Certified Azure Fund	0.0			2
Conferences - Seminars & Continuing Education Courses		Mindfulness Challenge	0.0			1
Conferences - Seminars & Continuing Education Courses		Microsoft Excel Visual Basics for Applications Programing 2013,2016	0.0			1
Conferences - Seminars & Continuing Education Courses		Note Taking	0.0			1
Conferences - Seminars & Continuing Education Courses		Ontario Human Rights Code	0.0			1
Conferences - Seminars & Continuing Education Courses		Opioid Crisis in America	0.0			1
Conferences - Seminars & Continuing Education Courses		Organized Retail Crime	0.0			0
Conferences - Seminars & Continuing Education Courses		Open Source Intelligence Investigative Tools & Techniques	0.0			1

Unit	Course	Title	Duration	Unit	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Personal Protection Strategy	0.0			1
Conferences - Seminars & Continuing Education Courses		Positive Psychiatry & Mental Health	0.0			1
Conferences - Seminars & Continuing Education Courses		Project Leadership & Risk Management	0.0			25
Conferences - Seminars & Continuing Education Courses		Project Management (PMO1)	0.0			1
Conferences - Seminars & Continuing Education Courses		Psychological First Aid	0.0			2
Conferences - Seminars & Continuing Education Courses		Power Business Intelligence Fundamentals End User '16	0.0			1
Conferences - Seminars & Continuing Education Courses		Querying Data Using ArcGIS Pro	0.0			1
Conferences - Seminars & Continuing Education Courses		Royal Canadian Mounted Police (R.C.M.P.) "O" Division Very Important Person (V.I.P.) Workshop	0.0			1
Conferences - Seminars & Continuing Education Courses		R.C.M.P. Youth Officer Training	0.0			3
Conferences - Seminars & Continuing Education Courses		Recertified Information Technology Asset Management (I.T.A.M.) Professional	0.0			2
Conferences - Seminars & Continuing Education Courses		Response to People in Crisis	0.0			1
Conferences - Seminars & Continuing Education Courses		Risk Assessment & Treatment	0.0			1

Unit	Course	Title	Duration	Unit	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Risk Financing	0.0			1
Conferences - Seminars & Continuing Education Courses		Risk Management	0.0			1
Conferences - Seminars & Continuing Education Courses		Risk Management Principles and Protection	0.0			1
Conferences - Seminars & Continuing Education Courses		Sabre LED Projectors Instructor	0.0			50
Conferences - Seminars & Continuing Education Courses		Schizophrenia	0.0			1
Conferences - Seminars & Continuing Education Courses		Supply Chain Operations Reference - Implementing & Operating	0.0			3
Conferences - Seminars & Continuing Education Courses		Search and Rescue Management	0.0			12
Conferences - Seminars & Continuing Education Courses		Seized Firearms	0.0			0
Conferences - Seminars & Continuing Education Courses		Serial Number Restoration	0.0			3
Conferences - Seminars & Continuing Education Courses		Sharing Geographic Information System Continuing Using ArcGIS	0.0			2
Conferences - Seminars & Continuing Education Courses		Situation Table Learning Module	0.0			1
Conferences - Seminars & Continuing Education Courses		Standard First Aid A.E.D. & C.P.R. – Level C	0.0			1
Conferences - Seminars & Continuing Education Courses		Stanhope 2021 Conference	0.0			1

Unit	Course	Title	Duration	Unit	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Stop the Bleed	0.0			4
Conferences - Seminars & Continuing Education Courses		Symbolizing Map Layers	0.0			1
Conferences - Seminars & Continuing Education Courses		TASER 7 C.E.W.	0.0			1
Conferences - Seminars & Continuing Education Courses		The Role of Training in Poor Decision Making	0.0			1
Conferences - Seminars & Continuing Education Courses		The Social Context of Mental Health and Illness	0.0			1
Conferences - Seminars & Continuing Education Courses		The Open Group Architecture Framework (T.O.G.A.F.) 9 Certification for People	0.0			1
Conferences - Seminars & Continuing Education Courses		Toronto Chemical Biological Radioactive Nuclear Explosive (C.B.R.N.E.)Technician	0.0			4
Conferences - Seminars & Continuing Education Courses		T.P.S.- Leadership Foundation	0.0			1
Conferences - Seminars & Continuing Education Courses		Training Artifacts	0.0			1
Conferences - Seminars & Continuing Education Courses		Translating Research Into Practice	0.0			1
Conferences - Seminars & Continuing Education Courses		Understand Stress of Police Workers	0.0			1
Conferences - Seminars & Continuing Education Courses		Understanding & Managing Stress	0.0			3

Unit	Course	Title	Duration	Unit	Sessions	Completed
Conferences - Seminars & Continuing Education Courses		Utility Terrain Vehicle Instructor	0.0			1
Conferences - Seminars & Continuing Education Courses		Victimization in Child Sexual Abuse Images	0.0			1
Conferences - Seminars & Continuing Education Courses		Virtual Malware vSphere: Install Configure	0.0			1
Conferences - Seminars & Continuing Education Courses		WebEx Teams Workshop	0.0			1
Conferences - Seminars & Continuing Education Courses		What is Trauma Informed Care	0.0			1
Conferences - Seminars & Continuing Education Courses		Windows Server 2019 Administration	0.0			1
Conferences - Seminars & Continuing Education Courses		Women who Molest Children	0.0			1
Sub - Total						686
Canadian Intelligence Services Ontario	I00022	Technical Interception of Private Communications	0.0			1
Canadian Intelligence Services Ontario	I00024	C-24 Lawful Justification	0.0			4
Sub - Total						5
Canadian Police College	C00016	Forensic Identification	0.0			1
Canadian Police College	C00027	Police Explosives Validation	0.0			8
Canadian Police College	C00030	Post Blast Scene Technician	0.0			2
Canadian Police College	C00052	Police Explosives Technicians	0.0			4

Unit	Course	Title	Duration	Unit	Sessions	Completed
Canadian Police College	C00060	Computer Forensic Examiner	0.0			1
Canadian Police College	C00062	Police Explosive Forced Entry Instructor	0.0			1
Canadian Police College	C00072	Using Internet as Intelligence Tool	0.0			6
Canadian Police College	C00075	Crisis Negotiators	0.0			3
Canadian Police College	C00076	Crisis Negotiators – Refresher	0.0			23
Canadian Police College	C00078	Canadian Internet Child Exploitation	0.0			2
Canadian Police College	C00087	Digital Technologies for Investigators	0.0			11
Canadian Police College	C00097	Human Trafficking Investigators	0.0			2
Canadian Police College	C00108	Improvised Explosives Devices to Police Explosive Technician – I.E.D. Recognition & Reconstruction	0.0			1
Canadian Police College	C00111	Violent Offenders Behaviour	0.0			3
Canadian Police College	C00123	Advanced Open Source Intelligence	0.0			6
Canadian Police College	C00124	Cyber Crime Investigators	0.0			4
Canadian Police College	C00125	Investigative Phased Interview	0.0			1
Canadian Police College	C00126	Special Vehicle Theft Investigative Techniques	0.0			1

Unit	Course	Title	Duration	Unit	Sessions	Completed
Canadian Police College	C00127	Court Expert and Testimony	0.0			2
Canadian Police College	C00128	Drafting Information to Obtain	0.0			2
Canadian Police College	C00132	Mobile Device Acquisition and Analysis	0.0			3
Sub - Total						87
Ontario Police College	P00004	Drug Investigation	0.0			2
Ontario Police College	P00006	Forensic Identification	0.0			1
Ontario Police College	P00007	Fraud Investigation	0.0			5
Ontario Police College	P00019	Use of Force Trainer	0.0			13
Ontario Police College	P00029	Homicide Investigation	0.0			1
Ontario Police College	P00055	Hearing Officer Course	0.0			1
Ontario Police College	P00056	Basic Bloodstain Pattern Recognition	0.0			5
Ontario Police College	P00059	Forensic Recovery of Human Remains	0.0			2
Ontario Police College	P00066	Defensive Tactics Facilitator	0.0			1
Ontario Police College	P00067	Communication Centre Supervisor Course	0.0			7
Ontario Police College	P00073	Chemical Treat and Florescent Techniques	0.0			1
Ontario Police College	P00084	Basic Constable Training	0.0			153
Ontario Police College	P00094	Site Safety Supervisor Course	0.0			1
Ontario Police College	P00096	Death Investigation Course	0.0			2

Unit	Course	Title	Duration	Unit	Sessions	Completed
Ontario Police College	P00098	DNA Databank, Warrant and Consent Train the Trainer	0.0			2
Ontario Police College	P00100	Forensic Shooting Scene Examination	0.0			2
Ontario Police College	P00104	Managing Investigations Using Power Case	0.0			4
Ontario Police College	P00107	Photoshop for Forensics	0.0			5
Ontario Police College	P00112	Synthetic Drug Operations	0.0			6
Ontario Police College	P00115	Synthetic Drug Operations for Support Services	0.0			2
Ontario Police College	P00123	Friction Ridge Analysis	0.0			1
Ontario Police College	P00127	Forensic Identification Recertification	0.0			8
Ontario Police College	P00132	Officer Safety Facilitator	0.0			3
Ontario Police College	P00134	Scenes of Crime Officer Trainer	0.0			1
Ontario Police College	P00138	C.E.W. Master Trainer	0.0			10
Ontario Police College	P00143	International Association of Chiefs of Police (I.A.C.P.) Leadership in Police Organizations	0.0			4
Ontario Police College	P00152	O.M.C.M. Trainer Recertification	0.0			2
Ontario Police College	P00153	Communication Centre Supervisor Trainer	0.0			3

Unit	Course	Title	Duration	Unit	Sessions	Completed
Ontario Police College	P00156	RADAR/LIDAR Master Trainer Requalification	0.0			1
Ontario Police College	P00157	Incident Command 100	0.0			85
Sub - Total						334

TPS - Total					352	4,765
C.S.C.E.C - Total						686
CISO/OPC/CPC - Total						426

AUDITOR GENERAL REPORT RECOMMENDATIONS

IMPLEMENTATION

Draft Project Strategy

2022 September 23



STRATEGY
MANAGEMENT

IMPLEMENTATION GOALS



- 1. Foster Commitment to Change**
- 2. Build Process that Supports Achievement Thinking**
- 3. Demonstrate Momentum**
- 4. Increase Collaboration & Communication with City Partners**



TWO AG AUDIT REPORTS



A Journey of Change to Improve Community Safety and Well-Being Outcomes Together:
Review of Toronto Police Services - Opportunities to Support More Efficient and Effective Police Response to Calls-For-Service



CALLS FOR SERVICE

A 9-1-1 Call to Better Support Staffing, Improved Information Management, and Outcomes
An Audit of Toronto Police Service's 9-1-1 Operations



9-1-1 OPERATIONS

IMPLEMENTATION STRATEGY



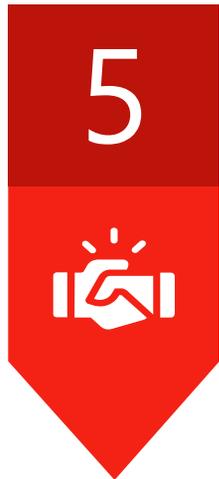
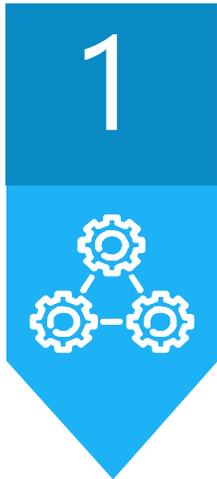
Analysis conducted on all 51 Recommendations

Recommendations Classified into Groups:

- Short Term
- Medium Term
- Long Term

Focus on starting to build momentum with some quick wins

AG OVERALL THEMES



Alternative Response

Optimizing Resources

Timing Methodologies

Community Education & Awareness

Collaboration Between Stakeholders

ITERATIVE IMPLEMENTATION PROCESS



- Moving from “Where We Are” to “Where We Want To Be” is not a one-time endeavor
- Building continuous improvement into our programs and processes to support lasting change
- Striving to cement the reputation of TPS as a Service that drives progress



ALIGNMENT WITH EXISTING PROJECTS



- Where possible, existing work and projects will be leveraged and incorporated into the AG implementation plan
- As part of completing the Management Response component of the AG's report, all recommendations have already been mapped to numerous existing Service projects

MEASURING SUCCESS



- Prior to beginning project work will develop a data strategy to ensure impacts of implementation are measured
- Project PM and Data Support responsibility
- Will identify KPIs for each theme and measure their progress
- Will use the AG reports as a guide – can measure success against their initial findings
- Working to repair Service's reputation in light of some of the data-related challenges the AG mentioned in her report

Alternative Response

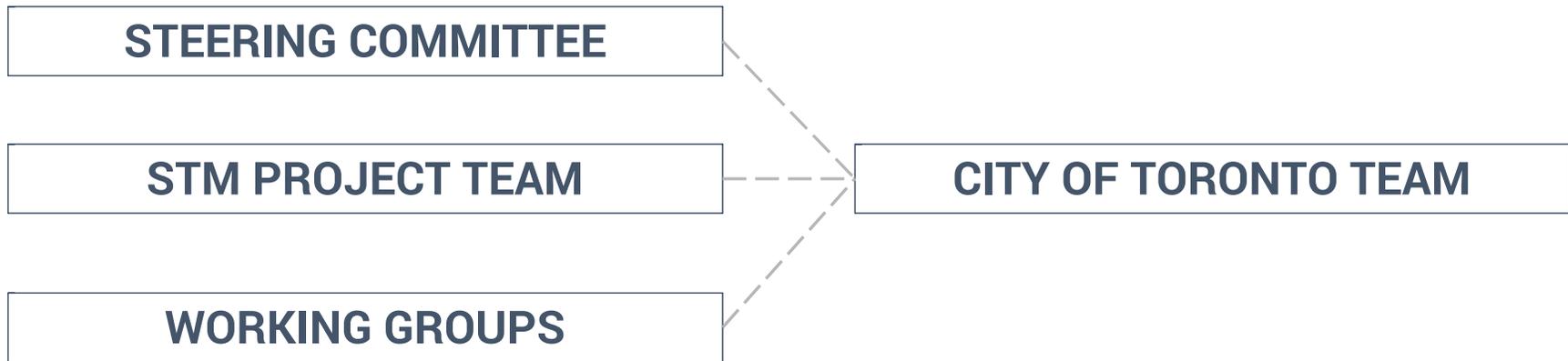
Optimizing Resources

Timing Methodologies

Community Education
& Awareness

Collaboration Between
Stakeholders

IMPLEMENTATION STRUCTURE



Alternative Response

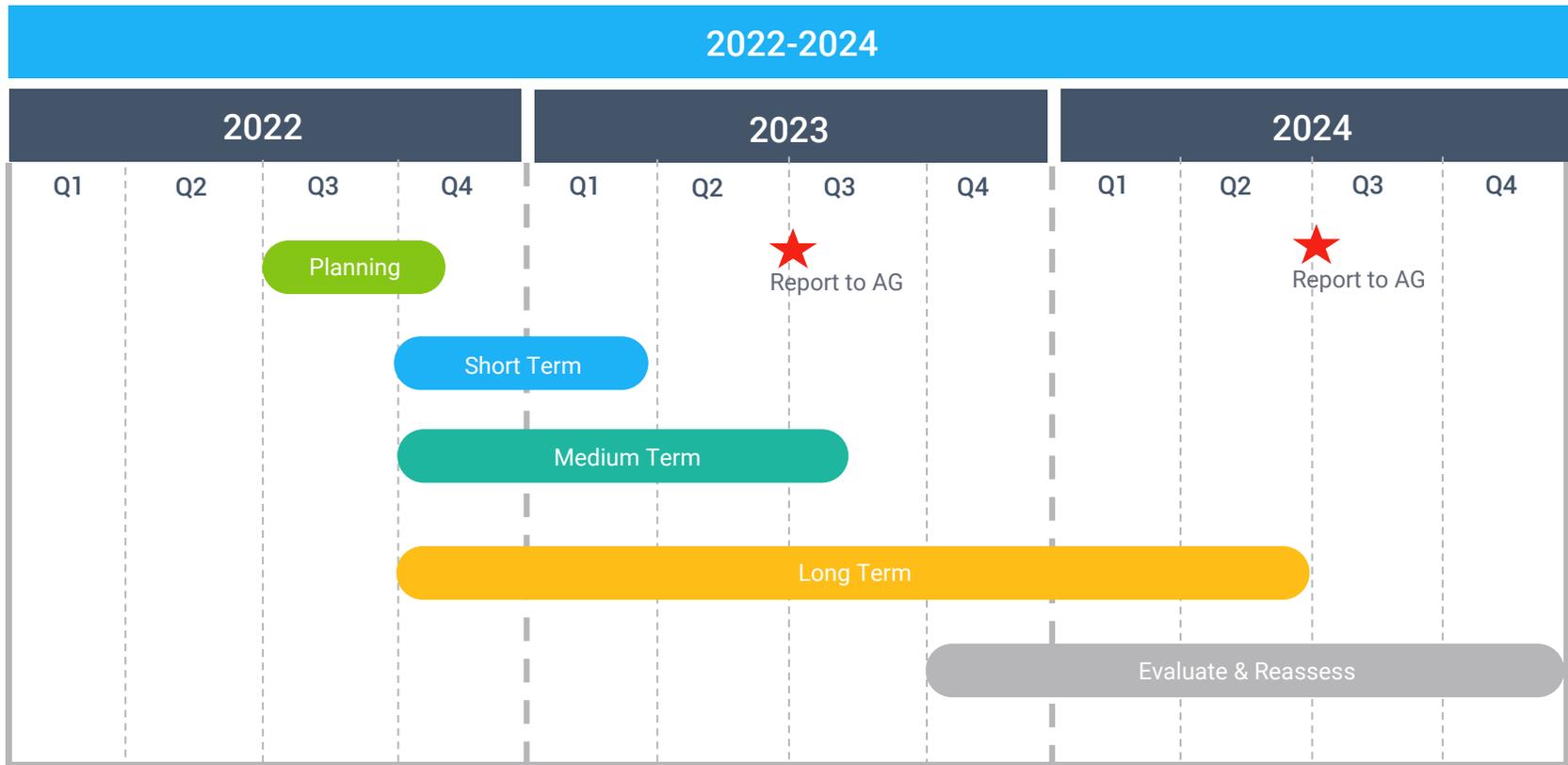
Timing Methodologies

Optimizing Resources

Community Education & Awareness



MULTI-YEAR IMPLEMENTATION ROADMAP





Toronto Police Services Board Report

September 26, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Letter from Deputy City Manager – City Collaboration on Auditor General Recommendations

Recommendation(s):

It is recommended that the Toronto Police Services Board (Board) receive the following report for information.

Financial Implications:

There are no financial implications relating to the recommendation contained within this report.

Background / Purpose:

At its June 22, 2022, meeting the Toronto Police Services Board received a report from the Auditor General (Min 2022/0622 refers). A number of recommendations within that report require close collaboration between the Toronto Police Service (Service) and the city of Toronto.

The Service has been engaged with the Deputy City Manager's office in relation to recommendations that require close coordination between the Service and the City as we work to implement those shared recommendations.

Deputy City Manager Paul Johnson has provided a letter to the Service detailing the progress on these shared recommendations. A copy of that letter has been appended to this report.

Discussion:

The Service, Board and city have adopted a collaborative process to addressing the recommendations outlined in the Auditor General's report.

Attached is a letter from the Deputy City Manager Paul Johnson that provides information about the collaborative process that has been undertaken as we work to implement the Auditor General's recommendations.

Some recommendations are complex and require effort from multiple city divisions that require close coordination and executive leadership. To accomplish this, the Deputy City Manager has convened a leadership table to work closely with the Service. He has requested a representative from the Service and the Board to sit on this table.

These efforts will support providing update reports to the city and Toronto Police Service Board on progress made on the recommendations in the Auditor General's report.

Conclusion:

The attached letter should provide the Board, and the public, a sense of confidence that the Service and the city are both working extremely well together in a coordinated approach in order to realize the outcomes envisioned by the recommendations made by the Auditor General.

Respectfully submitted,

James Ramer, O.O.M.
Chief of Police

September 27, 2022

Chief James Ramer
Toronto Police Service
40 College Street
Toronto, ON M5G 2J3

Dear Chief Ramer:

I would like to thank you and your team for the discussions that have occurred to discuss our shared goals to advance the Auditor General's recommendations in the following reports adopted at City Council's July 22 meeting:

- *Toronto Police Service - Audit of 9-1-1 Public Safety Answering Point Operations - Better Support for Staff, Improved Information Management and Outcomes*
- *Review of Toronto Police Service - Opportunities to Support More Effective Responses to Calls for Service A Journey of Change: Improving Community Safety and Well-Being Outcomes*

The Auditor General identified opportunities to support more effective responses to calls to service through: improved use of data and information systems; greater community education and awareness; enhanced response time methodology; further exploration of call for service alternative responses; and ongoing collaboration between the City, Toronto Police Service, and community agencies. A report back to City Council has been requested for the beginning of next term to provide updates on the City's progress on the recommendations.

City Council directed my office to lead and coordinate City divisions in implementing the recommendations directed at the City, as well as to engage with the Toronto Police Service to collaborate for those recommendations to be led by Toronto Police Service. Staff from the City and Toronto Police Service are currently coordinating on the implementation plan for Council's recommendations. This includes a kick-off meeting to discuss shared projects, opportunities for further collaboration, and implementation of the recommendations.

As City staff continue to work closely with the Toronto Police Service on those recommendations and support updates both to City Council and the Toronto Police Services Board I have convened a leadership table of Division Heads. I would like to request representation on this table from the Toronto Police Services Board and Toronto Police Service to advance our collective work.

I look forward to this collaboration to advance the recommendations to address our shared objectives of ensuring community safety and well-being.

Sincerely,

A handwritten signature in black ink, appearing to be 'P. Johnson', written in a cursive style.

Paul Johnson
Deputy City Manager



Toronto Police Services Board Report

October 11, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Request for Amendment to Use of Special Event Funding – LGBT Purge 30th Anniversary

Recommendation:

It is recommended that the Toronto Police Services Board (Board) approve a one-time redirection of unused Pride Month Celebration Funds from 2022 to support the LGBT Purge 30th Anniversary Gala as a \$2,000 sponsor. This event is being hosted by the Lesbian, Gay, Bi-Sexual, Transgender, Queer and Questioning and Two Spirit Internal Support Network (LGBTQ2S-ISN) to honour LGBT Purge survivors, including a Toronto Police Service member.

Financial Implications:

There are financial implications as outlined in the report. There is \$2,000 that went unspent by the Community Partnerships and Engagement Unit for Pride celebrations that would ordinarily have been returned to the Board's Special Fund. Those funds will instead be used to support 30th Anniversary Gala event which will be hosted by the LGBTQ2S-ISN.

Background / Purpose:

Between the 1950s and 1992, LGBT Purge members of the Canadian Armed Forces, the RCMP, and other federal service employees, were subject to discriminatory policy and practice. Up to 9,000 people were investigated, and many dismissed from their careers exclusively because of their sexual orientation. This became known as the "LGBT Purge."

In 1989 Michelle Douglas was released from the Armed Forces, and told she was "not advantageously employable due to homosexuality." In 1990 she filed suit against the Department of National Defence and was represented by Clayton Ruby. In October 1992, exactly 30 years ago, Michelle was successful in her claim, and the federal

government stated it would abandon its policy of banning gays and lesbians from the federal civil service.

On October 29, 2022, a 30th Anniversary Gala event will be hosted by the LGBTQ2S-ISN. The intent is to honour Michelle and other LGBT Purge Survivors, including a member of the Toronto Police Service. Survivors are invited to attend this Gala free of charge.

Discussion:

On October 2, 2019 the LGBTQ2S-ISN hosted a viewing at the Toronto Police College of the documentary, “The Fruit Machine” by Sarah Fodey. This film is the only detailed account of the LGBT Purge told through the perspective of the Survivors themselves. Some of the LGBT Purge Survivors were in attendance that night, including individuals dismissed from their policing careers. As a result, the members of the Toronto Police Service LGBTQ2S-ISN acquired a new appreciation for the courage the Survivors had to challenge the widespread systemic discrimination and terrible treatment they faced. The members of the LGBTQ2S-ISN recognize that without the determination of the Survivors, they may themselves not be employed today.

The Toronto Police Service now includes the LGBT Purge history as part of its mandatory LGBTQ2S+ training.

Working in conjunction with the LGBT Purge Fund Board of Directors, the Toronto Police Service LGBTQ2S Liaison Officer, Community Partnerships and Engagement Unit, and LGBTQ2S-ISN has created an evening to honour Michelle Douglas, and the Survivors of the LGBT Purge. This Gala falls on the 30th Anniversary of the end of the LGBT Purge.

The Community Partnerships and Engagement Unit requests that \$2,000 of the unused funds from this year’s Pride celebrations account IO #1000971 be redirected on a one time basis to help fund this Gala event.

Conclusion:

This request would demonstrate the ongoing commitment of the Toronto Police Service to visibly support its LGBTQ2S members, and by extension the community.

Sergeant Robert Chevalier, Co-Chair of the LGBTQ2S-ISN for the Toronto Police Service, and Superintendent LeeAnn Papizewski, will be in attendance to answer any questions the Board may have.

Respectfully submitted,

James Ramer, O.O.M.
Chief of Police

*original copy with signature on file in Board office



Wendy Walberg LL.B., LL.M., *C.S.

City Solicitor
Legal Services
55 John Street
Stn. 1260, 26th Fl., Metro Hall
Toronto ON M5V 3C6
Tel. (416) 392-8047
Fax (416) 397-5624

** Certified by the Law Society as a Specialist
in Municipal Law: Local Government*

Reply To: Michele Brady
Tel: (416) 338-5830
Fax: (416) 397-5624
Email: michele.brady@toronto.ca

To: Chairs and Members of the Toronto Police Services Board

From: Wendy Walberg, City Solicitor

Date: September 16, 2022

Reference: Final Report: Inquest into the death of Mr. Alexander Wettlaufer
Jury verdict and recommendations

Recommendation:

We recommend that the Board receive the jury's verdict and request a report from the Chief of Police in relation to the feasibility, usefulness, and implementation of those recommendations directed at the Toronto Police Service. We also recommend that the Board monitor the progress of recommendations directed at the Solicitor General of Ontario.

Background:

This report summarizes the outcome of the inquest into the death of Mr. Alexander Peter Wettlaufer, who was shot by members of the Toronto Police Service Emergency Task Force unit on March 14, 2016.

The following is a general synopsis of the circumstances of the death of Mr. Wettlaufer:

On Sunday, March 13, 2016 at approximately 11:05 p.m., officers from the Toronto Police Service responded to a report of two men fighting in the area of the Leslie Street subway station. The caller reported that one man was armed with a gun and gave a description of the suspect.

Constables Methe and Sylva attended the scene and observed a male matching the description of the armed suspect crossing the road while talking on the phone. The officers followed the male, who was later identified as Alexander Wettlaufer. Mr. Wettlaufer put his phone in his left pocket and kept his hand there. He had his right hand in his pocket and was instructed by police to take his hands out of his pockets but he continued to walk away.

Mr. Wettlaufer turned to face the officers, pulled his right hand out of his pocket and

pointed what appeared to be a handgun at Constable Methe. The officer feared for his life and drew his firearm but Mr. Wettlaufer ran. The officers followed and ordered Mr. Wettlaufer to “stop” and “drop the gun,” but he did not comply. Mr. Wettlaufer ran to a pathway in a nearby park.

During the foot pursuit, Mr. Wettlaufer stopped and again pointed his firearm at Constable Methe who did not discharge his firearm because other people were in his line of fire. Mr. Wettlaufer ran to a footbridge that crossed the Don River and stopped on the bridge. The officers took cover and continued to order Mr. Wettlaufer to drop his firearm.

The Emergency Task Force ("ETF") was dispatched and upon their arrival, officers from the ETF took control of the scene. ETF officers attempted to negotiate with Mr. Wettlaufer. Mr. Wettlaufer put his firearm down on the bridge railing, but remained close to it during his negotiations with the ETF.

During the negotiations, Mr. Wettlaufer picked up the gun and would not comply with orders to “drop the gun.” When he pointed his firearm at the ETF officers, officers discharged their firearms and Mr. Wettlaufer was shot. He was transported by ambulance to Sunnybrook Health Sciences Centre where he later died.

We refer you to our prior reports to the Board, dated June 14, August 10, and August 25, 2022, for a more detailed discussion of the circumstances of Mr. Wettlaufer's death.

The inquest was presided over by Bonnie Goldberg. Presiding member Goldberg granted standing to the following parties:

- The Wettlaufer family: mother Wendy and siblings Charles, Melissa, Maria, David, Timothy, Michael, and Rachel.
- Sergeant Shawn Lawrence, TPS Emergency Task Force.
- PC Michael Fonseca, PC Eric Reimer, PC Davis Jackson, TPS Emergency Task Force.
- Sgt. David Ouelette, PC Joselito Sylva, PC Christopher Skelton, PC Chris Methe, TPS 32 and 33 Divisions.
- Chief of Police, James Ramer, Toronto Police Services.
- Toronto Police Services Board.

The inquest was held from August 22 through August 26, 2022. The jury reviewed substantial documentary evidence and heard from 8 witnesses, including:

- Mother of Mr. Wettlaufer: Wendy Wettlaufer.
- Friend of Mr. Wettlaufer: Sherine Nugent.
- Use of Force Trainer from the Ontario Police College: Peter Rampat.
- Subject ETF officers: PC Fonseca, PC Reimer, and PC Jackson.
- Witness officers: PC Sylva and Sgt. Lawrence.

All parties supported the following 5 joint recommendations and strongly encouraged the jury to adopt them without amendment:

The Toronto Police Service

1. should explore ways to improve delivery of relevant information to the inner perimeter where crisis negotiations are taking place without unduly disrupting the negotiation process.
2. should explore the feasibility of providing ETF negotiating teams with technology to enhance sound capture for use whenever negotiating from a safe distance interferes with the negotiator's ability to hear the subject.
3. should continue to explore the feasibility of implementing body-worn cameras for all ETF officers, and in the interim consider the feasibility of audio recording ETF occurrences from the beginning of the event.

The Solicitor General of Ontario

4. should study the phenomenon of individuals attempting to induce police officers to use lethal force, to improve best police practices across the province.

The Government of Ontario

5. should enhance supports for families of persons who die in a police encounter, and ensure that those services are delivered in a timely and trauma-informed manner.

All parties except for the Wettlaufer family also advocated for a finding that Mr. Wettlaufer died by suicide, not homicide.

Verdict:

The jury delivered its verdict late in the afternoon on August 26, 2022. A copy of the jury's verdict is attached for your review. We have summarized it below.

A. *The Five Statutory Questions*

The jury answered the five statutory questions as follows:

Name of Deceased:	Alexander Peter Wettlaufer
Date and Time of Death:	March 14th, 2016 at 1:21 a.m.
Place of Death:	Sunnybrook Health Sciences Centre, 2075 Bayview Avenue, Toronto, Ontario
Cause of Death:	Gunshot wounds to chest
By what means:	Undetermined

Notably, while all parties save the family had submitted that the means of death was suicide, the jury delivered a verdict that the means of death were undetermined. We understand to mean that the jury was unable to determine whether the death was predominantly caused by homicide or suicide. That is consistent with the submissions from the coroner's counsel, who had advised the jury that the evidence presented could support a finding that the means of death were either homicide, suicide, or undetermined (in the case where the means of death were equally attributable to homicide and suicide, or so nearly equal that the two classifications could not

confidently be distinguished).

B. The Jury Recommendations

The jury adopted the 5 joint recommendations proposed by the parties with minor amendments and also made 6 further recommendations directed at the Toronto Police Service and the Solicitor General of Ontario. None of the recommendations are directed at the Board, though the Board should monitor the implementation of the recommendations directed at the Toronto Police Service, and track the implementation, if any, of the recommendations directed at the Solicitor General of Ontario.

The 11 jury recommendations are:

The Toronto Police Service

1. The Toronto Police Service should improve delivery of relevant information to the inner perimeter where crisis negotiations are taking place without unduly disrupting the negotiation process.
2. The Toronto Police Service should provide ETF teams with technology to enhance sound capture for use whenever negotiating from a safe distance interferes with the negotiator's ability to hear the subject.
3. The Toronto Police Service should consider the use of dedicated negotiators.
4. The Toronto Police Service should continue to explore the feasibility of implementing body-worn cameras for all ETF officers, and in the interim consider the feasibility of audio recording ETF occurrences from the beginning of the event.
5. The Toronto Police Service should explore the ability to use audio/visual capabilities to have short notice assistance from external professionals e.g. mental health, interpreters etc.
6. The Toronto Police Service should continue to build a diverse ETF that represents the communities they serve.
7. The Toronto Police Service should review research and studies in regard to use of non-lethal tools to incapacitate a subject in possession of a firearm.

The Solicitor General of Ontario

8. The Solicitor General of Ontario should study the phenomenon of individuals attempting to induce police officers to use lethal force, to improve best police practices across the province.
9. The Solicitor General of Ontario should expedite the approval of updates to the Ontario Use of Force Model.
10. The Solicitor General of Ontario should provide oversight on the mandatory annual

training curriculum and number of hours that are provided by local police services e.g. crisis resolution and suicide prevention.

The Government of Ontario

11. The Government of Ontario should enhance supports for families of persons who die in a police encounter, and ensure that those services are delivered in a timely and trauma-informed manner.

With respect to the 6 additional recommendations:

- **Recommendation 3:** The jury heard evidence that the ETF team had at least 3 dedicated negotiators with extensive training and experience in crisis negotiation. PC Michael Fonseca was the designated crisis negotiator for this incident and conducted an approximately 50-minute negotiation with Mr. Wettlaufer that evening. Sgt. Lawrence acted as PC Fonseca's second, coaching PC Fonseca throughout the negotiation. Both officers were certified as crisis negotiators by the Canadian Police College and had received extensive training and years of experience as crisis negotiators with the ETF on thousands of calls involving persons in crisis. Officer Fonseca was one of the top crisis negotiators in the ETF unit at the time. The recommendation may arise from the unusual fact that the 911 dispatcher remained on the phone with Mr. Wettlaufer for approximately 35 minutes, before PC Fonseca took over negotiations. However, the evidence from all officers was that the 911 operator had done good work, and that her conversation with Mr. Wettlaufer had no negative effect on the outcome of the negotiations.
- **Recommendation 5:** This recommendation arises from the evidence that while the ETF team had access to a mobile crisis intervention team ("MCIT") and a forensic psychiatrist, they did not consider using these resources on this call, because of the unacceptable risk of serious harm to these civilians should they be called to the scene to assist on a person with a gun call, and also because of the time it can take to have these units attend. The jury heard evidence that the MCIT and forensic psychiatrist would not likely have been useful in this situation, because they are not trained crisis negotiators. The MCIT or forensic psychiatrist are typically called on to assist and provide communication strategies when dealing with someone who is suffering from an acute psychiatric or drug-related mental health issue that prevents them from understanding and communicating with the ETF officers. In this case, Mr. Wettlaufer was not suffering from any acute psychiatric or drug-related mental health issue and was able to understand and communicate with the ETF officers. However, PC Fonseca testified that had the negotiation continued much longer, he would have considered requesting the assistance of the forensic psychiatrist.
- **Recommendation 6:** Diversity of the ETF was not an issue explored in depth in this hearing. All the ETF officers who testified were white males; however, the jury heard evidence that, as of March 2016, officers in the ETF unit were gender-diverse and came from diverse cultural backgrounds. The ETF officers testified that on other calls, they have been able to accommodate requests for negotiators of a particular gender or background, and they would have attempted to accommodate such a request in this negotiation, but Mr. Wettlaufer never made such a request.
- **Recommendation 7:** This recommendation appears to respond to Mr. Rampat's evidence that police services in Ontario are continuously reviewing available less-lethal use of

force options. All police witnesses gave consistent evidence that the currently available less-lethal use of force options (e.g. baton, pepper spray, tasers, ARWEN, and police dogs) are not appropriate or effective to incapacitate a person with a gun, particularly during active negotiation. Rather than de-escalate a dangerous situation, deployment of these less-lethal use of force options could only have escalated the situation and all but guarantee an outcome of serious bodily harm or death.

- **Recommendation 9:** This recommendation appears to respond to evidence from Mr. Rampat, who indicated that the Ontario Police College has proposed an updated use of force model, which is awaiting Provincial approval.
- **Recommendation 10:** Lack of training was not an issue explored in depth during this inquest. The evidence before the jury was that ETF officers receive extensive and ongoing training in crisis resolution and suicide prevention through a variety of modalities, including specialized certification programs through the Canadian Police College, regular refreshers through the Ontario Police College and/or Toronto Police College, as well as seminars, live-action scenario training, regular tactical debriefs, and consultation with other police services in Canada and abroad. The training is multidisciplinary and includes the expertise of experienced officers and trainers, as well as medical professionals with subject area specialties, like psychologists and psychiatrists.

Conclusion

We recommend that the Board receive the jury's verdict and request a report from the Chief of Police in relation to the feasibility, usefulness, and implementation of those recommendations directed at the Toronto Police Service. We also recommend that the Board monitor the progress of recommendations directed at the Solicitor General of Ontario.

Yours truly,



Wendy Walberg
City Solicitor, City of Toronto



Toronto Police Services Board Report

August 16, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Response to the Jury Recommendations from the Coroner's Inquest into the Death of Mr. Quinn MacDougall

Recommendation(s):

It is recommended that the Toronto Police Services Board (Board):

- (1) receive the following report for information; and
- (2) forward a copy of the following report to the Chief Coroner for the Province of Ontario.

Financial Implications:

There are no financial implications relating to the recommendations contained within this report.

Background / Purpose:

A Coroner's inquest into the death of Mr. Quinn MacDougall was conducted during the period of February 28 to March 11, 2022. An interaction between Mr. Quinn MacDougall and the Hamilton Police Service on April 3, 2018 was the impetus for this inquest. As result of the inquest, the jury found the manner of death to be homicide and made 13 recommendations.

Coroner Juries may make recommendations to all Ontario police services where they believe there could be benefits to a sector-wide approach to implementation or an examination of certain recommendations. Of the 13 recommendations made as a result of this inquest, recommendations 8 to 10 have been directed to all police services in Ontario.

The purpose of this report is to inform the Board of the Service's review of the recommendations directed to all police services in Ontario for potential implementation at the Toronto Police Service (Service).

The following is a summary of the circumstances of the death of Mr. Quinn MacDougall and issues addressed at the inquest, as delivered by Dr. David Eden, Presiding Coroner.

Summary of the Circumstances of the Death:

Quinn MacDougall, aged 19 years, died on April 3, 2018, following an interaction with Hamilton Police. An inquest into his death was mandatory under the Coroners Act. An Ontario inquest is a public hearing which takes place before a jury. The purpose of an inquest is for a jury to make findings of fact, and possibly preventive recommendations. No one is on trial, there are no allegations to be proven or disproven, and no findings of law or blame are made.

Mr. MacDougall lived with his mother and stepfather in a residential neighbourhood in Hamilton. Mr. MacDougall's father lived nearby, and the families were on good terms. He was employed seasonally, was in a relationship with a young woman whom he saw regularly and was making some plans for his future. He was previously medically healthy. He was known to use marijuana recreationally, and occasionally use self-prescribed, illicitly-obtained alprazolam ("Xanax") for anxiety. He had no significant history of mental disorder or of violence against others.

Very early on the morning of April 3, Mr. MacDougall sent messages to his girlfriend in which he expressed sadness and despair. She responded supportively. Later that same morning, Mr. MacDougall told his family that he had received anonymous death threats on his smartphone, using the SnapChat application. SnapChat is a social media app for which user identity is not confirmed, and on which messages are automatically deleted shortly after their arrival. His family believed the threat was serious enough that they counselled him to report it to police. There was no belief that the threats were specific or immediate. Anonymous death threats are common on social media, and most do not lead to physical danger. No other person saw the threats displayed on Quinn's smartphone. He contacted police via 9-1-1. His report was taken and classified as requiring a non-urgent police investigation. He was advised that an officer would attend at some point that day. This "call for service" was not classified as a report requiring immediate or urgent police attendance and was therefore assigned a lower response priority.

Over the following hours, a friend visited. Mr. MacDougall told the friend and his family about his frustration and anxiety about the fact that police had not yet responded to take his report.

At 3:35 p.m., Mr. MacDougall made a call to 9-1-1 during which he reported that there was a person outside the residence with a gun, wielding it in a threatening way. This call

was not heard by other occupants of the residence. The report was classified as requiring immediate police attendance. He was told that officers would respond immediately. Mr. MacDougall then went outside the residence. He asked a neighbour if he could use the neighbour's cellphone to call police. The neighbour agreed. Mr. MacDougall called 9-1-1 to provide additional information about the threatening individual then, despite a request from the 9-1-1 call-taker to stay on the line, terminated the call as police arrived.

Given the threat was reported as immediate and involving a firearm, this call for service was assigned an immediate response priority and all available police units were dispatched to attend. Ultimately five or more police units responded to this call.

When police officers arrived, Mr. MacDougall was unable to supply them with any further information about the call. He then identified to them a person in an SUV parked nearby as associated with the threat. Officers testified that they walked to the SUV. It was occupied by a plainclothes officer who had been performing an unrelated investigation but had also responded to the call given its priority. This officer did not match the suspect description that Mr. MacDougall had provided during the 9-1-1 calls. The officers walked back to Mr. MacDougall and reassured him that the SUV's occupant was not a danger to him. Initially calm, Mr. MacDougall became agitated, and displayed a knife. He approached the SUV holding the knife in a manner which, in the opinion of the officers, suggested he might injure or kill the occupant. The officer in the SUV rolled up his window, leaned away from it, and prepared to defend himself if necessary. Mr. MacDougall moved away from the SUV, with officers following him. The officers testified they followed him because they were aware that this was a public area, that there were members of the public on the street, and that Mr. MacDougall might be a danger to others if they did not contain him. Officers instructed him to stop and to drop the knife. The less-lethal option of conducted energy weapon ("CEW", often known as "Taser") was tried three times unfortunately without effect. When Mr. MacDougall appeared to be advancing on a particular officer while holding the knife, it appeared to both officers and civilians that this officer would be stabbed. Two other officers discharged their firearms. Mr. MacDougall walked a short distance, then collapsed. He was transferred to hospital via ambulance and pronounced dead after resuscitation efforts.

The case was referred to the coroner, and to the Special Investigations Unit, which investigates injuries or deaths due to police actions.

Autopsy showed multiple gunshot wounds, of which one to the chest was rapidly and irreversibly fatal. Toxicology showed the presence of THC, the active ingredient in marijuana. THC blood levels do not always correlate with clinical effects. The level seen in Mr. MacDougall may be associated with symptoms in a broad range from minimal to acute psychosis. Neither alprazolam nor other drugs were detected.

Expert psychiatric opinion

An independent expert in Forensic Psychiatry provided opinion evidence to the jury. He had reviewed the investigative file and was advised of the evidence heard during the

inquest. He was of the opinion that Mr. MacDougall, previously well, had developed a mental disorder which included paranoia. The expert believed that Mr. MacDougall thought that others wished to cause him harm, and that he needed to defend himself, by lethal force if necessary. In such cases, the perceived threat might be from any person, including children or other bystanders. This syndrome can develop quietly. The first manifestation of mental illness may be an episode of agitation and paranoia, as occurred here. In the opinion of the expert, there was no opportunity for anyone (professionals, family or friends) to foresee and prevent the sudden change in his mental state on April 3.

Mental Health Alternative Responses

The jury also heard evidence that although the Hamilton Police Service does have Mobile Crisis Rapid Response Team (MCRRT) Units teaming officers with mental health workers, those teams were not initially dispatched for safety reasons given the nature of this priority call and that there was no identified mental health component. Further, the two in service MCRRT teams were already deployed on other calls at the time of this incident. This incident was only identified as a possible person in crisis call almost simultaneously with the knife being produced and there was no time or circumstances allowing for any alternative response.

Emergency response

The jury heard fact evidence from a trainer at the Ontario Police College, which provides initial training to officers and supports ongoing training. The witness explained that officers are taught the Ontario Use-of-Force model. This model provides overall guidance to police on dealing with a situation in which use of force may be required.

The model is not prescriptive, that is, it does not provide explicit instructions for every possible situation. Instead, it provides a structured, practical set of principles which officers can understand and rely upon in situations which involve considerable stress, evolve rapidly, and often last only a few seconds. While de-escalation is taught to officers as the preferred approach and is implicit in the Model, de-escalation is not explicitly listed.

The witness also testified that a knife can inflict serious or fatal injuries on an officer. Service vest and clothing are not protective against an edged weapon. The length of the knife is not a significant factor. Relatively short knives, such as the one used in this incident, can and do inflict fatal wounds by opening major blood vessels which are close to the skin surface, for instance in the neck or thigh.

Discussion:

Strategy Management – Governance was tasked with preparing responses to the jury recommendations directed generally to all Police Services in Ontario, as contained in the Coroner's Inquest into the death of Mr. Quinn MacDougall.

The Toronto Police Service Mental Health Liaison and subject matter experts from the Toronto Police College and Mobile Crisis Intervention Team contributed to the responses contained in this report.

For the purposes of reporting the Service's responses, a chart summarizing the status of each recommendation with a comprehensive response is attached to this report (See – Appendix B).

Conclusion:

As a result of the Coroner's inquest into the death of Mr. Quinn MacDougall and the subsequent three jury recommendations directed to all police services in Ontario, a review of Service governance, training and current practices has been conducted.

In summary, the Service concurs with recommendations 8, 9, and 10. These recommendations have been implemented and are incorporated into current Service procedures, training, and Mobile Crisis Intervention Team response.

Staff Superintendent Randy Carter, Community Safety Command – Field Services, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

James Ramer, O.O.M.
Chief of Police

Attachments:

Appendix A – Jury Verdict & Recommendations – MacDougall Inquest

Appendix B – Toronto Police Service Response to MacDougall Inquest
Recommendations

Appendix A – Jury Verdict and Recommendations – MacDougall Inquest

VERDICT EXPLANATION

Inquest into the Death of
Quinn MacDOUGALL

Dr. David Eden, Presiding Officer
February 28, March 1, 2, 7, 8, 10 and 11, 2022
Virtual Inquest

OPENING COMMENT

This verdict explanation is intended to give the reader a brief overview of the circumstances surrounding the death of Quinn MacDougall along with some context for the recommendations made by the jury. The synopsis of events and comments are based on the evidence presented and written to assist in understanding the jury's basis for the recommendations.

PARTICIPANTS

Inquest Counsel:	Graeme Leach Assistant Crown Attorney 59 Church St, 3 rd Flr. St. Catharines, ON L2R 7N8
Inquest Investigator:	Det. Kris Somwaru Inquest Unit, Office of the Chief Coroner 25 Morton Shulman Avenue Toronto, ON M3M 0B1
Inquest Constable:	Const. Jennifer Reid Inquest Unit, Office of the Chief Coroner 25 Morton Shulman Avenue Toronto, ON M3M 0B1
Recorder:	Massimo Pimentel Inquest Unit, Office of the Chief Coroner 25 Morton Shulman Avenue Toronto, ON M3M 0B1

Parties with Standing:**Family of Mr. MacDougall****Ministry of the Solicitor General****Hamilton Officers Breitenbach and Lei****Hamilton Police Service****Represented by:**

Margaret Hoy, Counsel
207-6150 Valley Way
Niagara Falls, ON L2E 1Y3

Brian Whitehead, Counsel
Ryan Ng, Student-at-Law
Solicitor General, Legal Branch
501-655 Bay St.
Toronto, ON M7A 0A8

Gary Clewley, Counsel
360 Walmer Rd
Toronto, ON M5R 2Y4

Marco Visentini, Counsel
Hamilton Police Service
155 King St. W
Hamilton, ON L8N 4C1

SUMMARY OF THE CIRCUMSTANCES OF THE DEATH

Quinn MacDougall, aged 19 years, died on April 3, 2018, following an interaction with Hamilton Police. An inquest into his death was mandatory under the *Coroners Act*. An Ontario inquest is a public hearing which takes place before a jury. The purpose of an inquest is for a jury to make findings of fact, and possibly preventive recommendations. No one is on trial, there are no allegations to be proven or disproven, and no findings of law or blame are made.

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Mental Health Alternative Responses

The jury also heard evidence that although the Hamilton Police Service does have Mobile Crisis Rapid Response Team (MCRRT) Units teaming officers with mental health workers, those teams were not initially dispatched for safety reasons given the nature of this priority call and that there was no identified mental health component. Further, the two in service MCRRT teams were already deployed on other calls at the time of this incident. This incident was only identified as a possible person in crisis call almost simultaneously with the knife being produced and there was no time or circumstances allowing for any alternative response.

Emergency response

The jury heard fact evidence from a trainer at the Ontario Police College, which provides initial training to officers and supports ongoing training. The witness explained that officers are taught the Ontario Use-of-Force model. This model provides overall guidance to police on dealing with a situation in which use of force may be required.

The model is not prescriptive, that is, it does not provide explicit instructions for every possible situation. Instead, it provides a structured, practical set of principles which officers can understand and rely upon in situations which involve considerable stress, evolve rapidly, and often last only a few seconds. While de-escalation is taught to officers as the preferred approach and is implicit in the Model, de-escalation is not explicitly listed (see Appendix 'B').

The witness also testified that a knife can inflict serious or fatal injuries on an officer. Service vest and clothing are not protective against an edged weapon. The length of the knife is not a significant factor. Relatively short knives, such as the one used in this incident, can and do inflict fatal wounds by opening major blood vessels which are close to the skin surface, for instance in the neck or thigh.

THE INQUEST

Dr. Karen Schiff, Regional Supervising Coroner for West Region, Hamilton Office, called a mandatory inquest into the death of Quinn MacDougall pursuant to section 10 of the *Coroners Act*.

The document outlining the scope of this inquest is attached to this document as Appendix 'A'.

The inquest took place during the Covid-19 pandemic and was conducted entirely as a virtual hearing, with remote participation by all. In keeping with the open court principle, the inquest was streamed live on YouTube.

The jury sat for seven days, heard evidence from 18 witnesses, reviewed 43 exhibits and deliberated for three hours in reaching a verdict.

VERDICT

Name of Deceased:	Quinn Emerson MacDougall
Date and Time of Death:	4:23 p.m. on April 3, 2018
Place of Death:	Hamilton General Hospital 237 Barton Street East, Hamilton, Ontario
Cause of Death:	Gunshot wound of the torso (right chest)
By What Means:	Homicide

Comment:

At an inquest, "By What means" is the jury's finding of fact. The jury's determination of "Homicide" means that the jury concluded that, on the balance of probabilities, Mr. MacDougall died of an injury which was non-accidentally inflicted by another person. The jury's finding of Homicide carries no criminal or other liability, and none should be inferred.

JURY RECOMMENDATIONS**Directed to the Ministry of the Solicitor General (SolGen)**

1. Review the current Use of Force Model (2004) and related regulations, and consider de-emphasizing use of the term "force" and employing alternative terminology.

Comment:

The evidence was that revision of the Model is currently under consideration.

2. Review the current Use of Force Model (2004) and related regulations, and consider incorporating the concept of de-escalation expressly (both in terminology and visual representation) into the Model as a response option and/or goal.

Comment on Recommendations #1 & 2:

Witnesses agreed that de-escalation is an essential option any time that use of force is considered. It should be explicitly included in the use-of-force "Wheel" (see Appendix 'B').

3. Explore and research the availability and efficacy of additional less-lethal use of force options for officers.

Comment:

Two attempted deployments of conducted energy weapon ("CEW" or "Taser") were unsuccessful in containing Mr. MacDougall. Other, less lethal options carried by the officers, such as pepper spray or baton, were not a rational choice because they would not have contained the threat. For instance, a baton is not an adequate defence against a knife; and pepper spray not only does not preclude continued stabbing, but also may disable officers. The jury encouraged research into additional options which are less lethal than firearms.

4. For conductive energy weapons consider high visibility markings (colour) to differentiate them from firearms.

Comment:

The jury heard that high visibility markings would alert other officers that a CEW was deployed; and some agitated persons will de-escalate when aware that CEW may be used.

Directed to the Hamilton Police Service (H.P.S.)

5. Explore the capability of the information management systems to "track" the deployment of alternative responses to assist a Person in Crisis (PIC) and the outcomes. To use any such collected information to assess the effectiveness of the deployed alternative responses, to identify the potential for the improvement of future responses and outcomes, and to support any request for additional resources.

Comment:

Hamilton Police Service, like other large police services, is frequently the first responder to a mental health emergency. The training it provides to officers is detailed, consistent and supported by expert consensus. However, the Service does not track interventions and outcomes. This information, if collected, would provide a factual basis for improving the effectiveness and safety of police response.

6. Explore the capability of the information management systems to accurately capture the number of calls for service which are initially reported and dispatched as another type of call but are later assessed by the responding officers to be a call which has a significant Person in Crisis component.

Comment:

The officers responding to the 3:35 p.m. call ("person with firearm") were not aware of the report from the same address, hours earlier, of the SnapChat threat. This information, if available, may have been useful to them.

7. Explore, with community mental health partners, the feasibility of extending the availability of Mobile Crisis Rapid Response Team (MCRRT) Units to 24 hours a day and of increasing the number of MCRRT Units available to respond to calls at all times.

Comment:

MCRRTs provide a rapid and effective response to a mental health emergency. The team attend once the situation is stable. They cannot attend when there is an uncontained threat. This incident unfolded so rapidly that there was no time for MCRRT to be notified and, in any event, they would not have been able to attend until the situation was safe. However, the service would have been useful if de-escalation efforts had succeeded. The jury encouraged 24-hour availability of MCRRTs for similar incidents.

Directed to all Police Services in Ontario

8. If none already exists, explore with community mental health partners, the feasibility of establishing and adequately resourcing joint mental health-police response teams to assist with Person in Crisis calls for service.

Comment:

See comment at Recommendation #7. While Hamilton and many other police services provide joint mental health-police response teams, their availability is not consistent across Ontario, and it is often not available after hours. The jury encouraged increased access to such services across Ontario.

9. If a police service has a joint mental health-police team, give studied consideration to implementing a police policy that provides, once police officers attending a call identify a potential mental health concern and provided it is safe to do so, that the joint mental health-police team should be engaged.

Comment:

At the time a 9-1-1 call is made, it may not be clear that the underlying issue is a mental health crisis. In this case, the call was for a firearm threat, and it was not until the officers arrived that mental health became a consideration. This recommendation emphasizes that, as the situation unfolds, mental health services should be engaged where appropriate.

10. Explore developing and providing all police officers with additional de-escalation training.

Comment:

The jury heard evidence about de-escalation training provided to officers during initial training, mandatory ongoing training, and optional courses. They also heard that police are frequently the first responder to a mental health crisis. The jury advocated more training for police in this critical area.

Directed to the Ontario Police College and the Ministry of the Solicitor General

11. Explore developing and providing all police recruits with additional de-escalation training.

Comment:

See comment at Recommendation 10.

12. Consider including conductive energy weapons training as part of the mandatory curriculum for police recruits at the Ontario Police College with a yearly re-certification.

Comment:

CEW training is not currently mandatory for initial or mandatory ongoing training of police officers. Not all services deploy CEWs, and the extent of deployment varies (e.g. carried just by supervisors versus carried by all uniformed officers). The jury encouraged basic CEW training be routine for all officers.

13. Explore the possibility of developing and including crisis intervention training as part of the mandatory curriculum for police recruits at the Ontario Police College and the requirement that all officers re-qualify at a determined interval.

Comment:

In principle, both initial and mandatory ongoing training include crisis intervention techniques. In practice, the extent and nature of the training varies by police service. The jury encouraged a consistent and high standard of training in this area.

CLOSING COMMENT

In closing, I would like to again express my condolences to the family and friends of Quinn MacDougall for their profound loss.

I would like to thank the witnesses and parties to the inquest for their thoughtful participation, and to thank the inquest counsel, investigator, and constable for their hard work and expertise. I would also like to thank the members of the jury for their commitment to the inquest.

One purpose of an inquest is to make, where appropriate, recommendations to help prevent further deaths. Recommendations are sent to the named recipients for implementation and responses are expected within six months of receipt.

I hope that this verdict explanation helps interested parties understand the context for the jury's verdict and recommendations, with the goal of keeping Ontarians safer.



Dr. David S. Eden
Presiding Officer

April 8, 2022

Date

Appendix B – Toronto Police Service Response to MacDougall Inquest Recommendations

MacDougall Coroner’s Inquest Recommendation	Toronto Police Service (Service) Response
<p>#8 – Directed to all Police Services in Ontario</p> <p>If none already exists, explore with community mental health partners, the feasibility of establishing and adequately resourcing joint mental health-police response teams to assist with Person in Crisis calls for service.</p>	<p>Toronto Police Service Concur – Recommendation Implemented</p> <p>The Service’s Mobile Crisis Intervention Team (M.C.I.T.) program has been operational since 2000. The M.C.I.T. program is a collaborative partnership between participating Toronto hospitals and the Service, bound through individual Memorandums of Understanding. The M.C.I.T. program partners one registered nurse with one police officer, both of whom receive additional training in working with persons in crisis.</p> <p>The Service currently partners with 6 hospitals and has 13 M.C.I.T.s. The M.C.I.T.s function as a first responder or co-responder with the Service’s Priority Response Units across all 16 divisions when responding to Calls for Service involving individuals experiencing a mental, emotional or substance use crisis. Service Divisions are partnered with the following hospitals:</p> <ul style="list-style-type: none"> • D11 / D14 / D22 – Unity Health Toronto - St Joseph's Health Centre • D12 / D13 / D23 / D31 – Humber River Hospital • D32 / D33 – North York General Hospital • D41 / D42 / D43 – Scarborough Health Network • D51 / D52 – Unity Health Toronto - St. Michael's Hospital • D53 / D54 / D55 – Michael Garron Hospital <p>Currently, 12 M.C.I.T.s operate 7 days a week (0900hrs – 2300hrs). The remaining team (the “Downtown Rapid Response Team”) operates Tuesday – Friday (1330hrs – 1130hrs) to provide additional support during the time periods where call volume</p>

MacDougall Coroner's Inquest Recommendation	Toronto Police Service (Service) Response
	<p>and occurrence statistics have shown a peak in mental health related calls for Service.</p> <p>The M.C.I.T. program has expanded to its current structure in response to the report by the Board, entitled "Police Reform in Toronto: Systemic Racism, Alternative Community Safety and Crisis Response Models and Building New Confidence in Public Safety". On the policing side of the partnership, the expansion was achieved with the addition of current police resources, with no net-new hires. The M.C.I.T. program expansion for nurses, training and some limited file management was further supported by a funding increase provided to the M.C.I.T. Hospital partners from the Ministry of Health in 2021.</p> <p>Financial resources, in part, limit the ability to operate the M.C.I.T. program 24 hours a day. The M.C.I.T. Hospital partners employ nurses for this program within the funding parameters provided by the Ministry of Health. Overall staffing shortages at the hospital level have had an impact on the M.C.I.T. program and fulfillment of the specialized nursing positions required. Interviews for these specialized positions are being conducted monthly, as there is keen interest from the Service and Hospital partners to expand the M.C.I.T. program to 24 hours a day.</p> <p>The M.C.I.T. response assists with:</p> <ul style="list-style-type: none"> • assessing the situation; • attempting to stabilize and diffuse the crisis; • providing supportive counselling as needed; and • connecting the person in crisis with appropriate community services. <p>The M.C.I.T. nurse and police officer retain the individual authorities and responsibilities of their corresponding professions and continue to be employed by their respective employers. The M.C.I.T. nurse is primarily responsible for conducting at-scene assessments. The M.C.I.T. officer is primarily responsible for the safety of</p>

MacDougall Coroner's Inquest Recommendation	Toronto Police Service (Service) Response
	<p>the M.C.I.T. and the safety of the person in crisis. As necessary, there may be a complimentary overlap in roles where the M.C.I.T. nurse assists in ensuring a safe working environment and the M.C.I.T. officer provides support in areas of mental health.</p> <p>The main goal of the M.C.I.T. at the scene is still public safety but further, to assist in delivering the most effective overall response to the person in crisis. This may include:</p> <ul style="list-style-type: none"> • ensuring the person in crisis has family or friends for immediate support/lodging; • referral to community support agencies; • referral to the hospital where necessary; • apprehension under Section 17 of the <i>Mental Health Act</i> (M.H.A.); • laying of criminal charges; or • any combination thereof. <p>M.C.I.T. officers and nurses receive the following mandatory mental health training:</p> <ul style="list-style-type: none"> • Mobile Crisis Intervention Team Level One (40 hours): This course incorporates training from: subject matter experts across the variety of disciplines of mental health; guest lectures from relevant community agencies and persons with lived experience, and; content related to equity and inclusion, Indigenous communities, and the LGBTQ2S+ community. • Mobile Crisis Intervention Team Level Two (24 hours): This course provides students with the Certified Crisis Intervention Specialists accreditation through the National Anger Management Association. It incorporates training on the concepts of self-awareness, self-care, and wellness, and how these relate to crisis intervention and de-escalation strategies.

MacDougall Coroner’s Inquest Recommendation	Toronto Police Service (Service) Response
<p>#9 – Directed to all Police Services in Ontario</p> <p>If a police service has a joint mental health-police team, give studied consideration to implementing a police policy that provides, once police officers attending a call identify a potential mental health concern and provided it is safe to do so, that the joint mental health-police team should be engaged.</p>	<p>Toronto Police Service Concurs – Recommendation Implemented</p> <p>The following 2 Service Procedures are currently in effect and direct Service members with regards to joint mental health-police teams:</p> <ul style="list-style-type: none"> • Procedure 06-13 entitled “Mobile Crisis Intervention Team (M.C.I.T.)” was newly introduced into Service Governance on 2021 December 07; and • Procedure 06-04 entitled “Persons in Crisis” has been incorporated in Service Governance since 1993 and has recently been amended to compliment the newly introduced Procedure 06-13. <p>Both Service Procedures are available via the Service website: https://www.tps.ca/service-procedures/.</p> <p>Procedures direct that Supervisors, Priority Response Units, and/or Communications Services’ dispatchers can request M.C.I.T.s to attend calls for service involving a person in crisis. Service Governance defines a person in crisis as:</p> <p style="padding-left: 40px;"><i>A member of the public whose behavior brings them into contact with emergency services, either because of an apparent need for urgent care within the mental health system, or because they are otherwise experiencing a mental, emotional or substance use crisis involving behavior that is sufficiently erratic, threatening or dangerous that emergency services are called in order to protect the person or those around them. This includes persons who may require assessment under the Mental Health Act.</i></p> <p>M.C.I.T.s may respond to Calls for Service for:</p> <ul style="list-style-type: none"> • a person experiencing a mental, emotional, or substance use crisis;

MacDougall Coroner's Inquest Recommendation	Toronto Police Service (Service) Response
	<ul style="list-style-type: none"> • a person attempting/threatening suicide; and • a barricaded person, or other circumstances where it is known or thought to be caused by a mental, emotional or substance use crisis, in order to assess the person. <p>M.C.I.T.s may also be requested to provide assistance and support:</p> <ul style="list-style-type: none"> • to family members or support persons of an individual in crisis; • to assess a person who has been exposed to critical incident stress (e.g. witness death by suicide, witness); • to attending police officers where M.C.I.T. expertise may be utilized; • to consult on missing persons with vulnerable attributes prior to being located; • to attend safety or wellness checks directly related to a person experiencing a mental, emotional and/or substance use crisis from non-dispatch sources, including but not limited to the Divisional Mental Health Liaison Officer, hospitals, and M.C.I.T. Case managers; and • as directed by a supervisory officer. <p>Service Procedures direct that when responding to a Call For Service involving a person in crisis, police officers shall request the notification and attendance of the M.C.I.T., and shall provide support and assistance to the M.C.I.T. as required.</p> <p>Scene safety is a priority in all calls for service and, where the M.C.I.T. is in attendance, Procedure 06-13 states the following:</p> <p><i>M.C.I.T.s may act as a first or co-responder in certain circumstances, including but not limited to the following calls for service involving:</i></p> <ul style="list-style-type: none"> • a person experiencing a mental, emotional, or substance use crisis • a person attempting/threatening suicide

MacDougall Coroner's Inquest Recommendation	Toronto Police Service (Service) Response
	<ul style="list-style-type: none"> • <i>a barricaded person, or other circumstances where it is known or thought to be caused by a mental, emotional or substance use crisis, in order to assess the person.</i> <p style="margin-left: 40px;">➔ <i>Note: The M.C.I.T. officer shall conduct a threat assessment prior to attending the call; where a person in crisis is found to pose a risk or threat to the attending M.C.I.T. nurse, the M.C.I.T. officer shall direct the nurse not to actively engage in the incident until it is determined to be safe by the attending M.C.I.T. officer.</i></p> <p><i>A threat assessment of the incident (based on available information) and overall safety of the M.C.I.T. shall determine the involvement and level of the M.C.I.T. response. The Specialized Emergency Response – Emergency Task Force (E.T.F.) shall be notified when there is information that a person in crisis is armed or may be armed with a weapon; background checks indicate that the person in crisis has a history of violence or use of weapons; the incident involves a barricaded person; and/or the incident involves a person who by their position has placed themselves or others in immediate jeopardy (i.e. person located at height on a balcony, bridge, etc.)</i></p> <p>Service Procedures emphasize a coordinated effort when responding to a Call For Service involving a person in crisis. In that regard, procedures engage the Community Response Unit, the Divisional Mental Health Liaison Officer, the Divisional Officer in Charge, and supervisory officers to coordinate, collaborate and work with the M.C.I.T. to ensure an overall effective response for the person in crisis.</p>
#10 – Directed to all Police Services in Ontario	T.P.S. Concurs – Recommendation Implemented

MacDougall Coroner's Inquest Recommendation	Toronto Police Service (Service) Response
<p>Explore developing and providing all police officers with additional de-escalation training.</p>	<p>The Service places the highest value on the protection of life and the safety of its members and the public, with a greater regard for human life than the protection of property (per Service Procedure 15-01). Members of the Service have a responsibility to only use force which is reasonably necessary to bring an incident under control effectively and safely. In that regard, de-escalation and communication are core tools for which all officers receive dedicated training.</p> <p>The Ontario Use of Force Model (Model) is the guiding aid used by the Service to promote continuous critical assessment and evaluation of every situation. The Model assists officers in understanding and making use of de-escalation techniques and communication methods, along with a range of force options in order to respond to potentially violent situations. It provides a valuable framework for understanding and articulating the events associated with an incident involving use of force.</p> <p>In addition to the Model, the Service combines Service Procedures, courses, and guidance from advisory bodies, reports and Coroner's Inquests to develop and provide all officers with proper de-escalation techniques and training in that regard.</p> <p><u>Service Procedure 15-01 "Incident Response (Use of Force / De-Escalation)"</u></p> <p>Procedure 15-01 is available via the Service website: https://www.tps.ca/service-procedures/.</p> <p>This procedure provides direction to members on their use of force and the role of de-escalation and communication in violent or potentially violent situations. De-escalation is defined as:</p> <p style="text-align: center;"><i>Verbal and non-verbal strategies intended to reduce the intensity of a conflict or crisis encountered by the police, with the intent of gaining compliance without the application of force, or if force is necessary, reducing</i></p>

MacDougall Coroner's Inquest Recommendation	Toronto Police Service (Service) Response
	<p data-bbox="821 300 1776 367"><i>the amount of force so as not to exceed the amount of force reasonably required.</i></p> <p data-bbox="730 402 1801 573">Procedure 15-01 directs that all members who may be required to use force on other persons shall first complete a training course on the use of force, which includes de-escalation techniques and communication, at least once every 12 months. Where a member has not successfully completed the requisite training, they shall not use that force on another person.</p> <p data-bbox="730 609 1835 776">The procedure further emphasizes that de-escalation and communication methods must be considered continuously and used, where possible, even after use of force has occurred. Officers shall, in all situations involving the use of force, consider de-escalation tactics, including disengagement predicated on the philosophy that protection of human life is a core duty of the police.</p> <p data-bbox="730 816 1089 846"><u>Relevant Training Courses</u></p> <p data-bbox="730 886 1839 1084">Officers receive training on mental health, de-escalation and crisis resolution through both theory-based and scenario-based training. These topics are delivered through stand-alone courses, as well as integrated into courses related to mental health, use of force and other incident specific courses, for the purpose of ensuring a comprehensive training syllabus. Content across the range of courses focuses on:</p> <ul data-bbox="783 1130 1822 1375" style="list-style-type: none"> • Crisis recognition; • Tactical communication; • Listening techniques (active and focused listening); • Self-control; • Adaptation to changing circumstances; • Proper recognition of subject behaviour (ex. identifying persons in a mental health crisis, identifying common mental illness signs and symptoms);

MacDougall Coroner's Inquest Recommendation	Toronto Police Service (Service) Response
	<ul style="list-style-type: none"> • Proper articulation (ex. of situational considerations, available de-escalation techniques, alternative response strategies, justification for use of force.); • Identifying persons in a mental health crisis; • Demonstrating the appropriate use of force response; • De-escalation techniques (ex. introduction, empathy, rapport, influence, behaviour change, hooks, triggers); • Agencies and advocates in the mental health sector within Toronto; and • Appreciation for police encounters from the perspective of the subject. <p>The following Service training courses incorporate mental health, de-escalation and crisis resolution techniques:</p> <ul style="list-style-type: none"> • In-Service Training Program – annual use of force re-certification; • Tactical Communication and Major Mental Disorders; • Human Rights; • Human Rights: Recognizable and Non-Recognizable Disabilities - Practical Guide for Police Officers; • Judgement Training – Dynamic Scenario Training; • Community Policing and Crisis Intervention; • Crisis Resolution; • Negotiator Workshop (Primary and Secondary); • Tactical Crisis and Hostage Negotiators Course (through the Canadian Police College); • Mental Health and Communication; • Mental Health Awareness; • Surviving Verbal Conflict / Crisis Resolution and De-Escalation; • Divisional Crisis Support Officer; and • Mobile Crisis Intervention Team Level 1 Enhanced Training.

MacDougall Coroner's Inquest Recommendation	Toronto Police Service (Service) Response
	<p data-bbox="728 300 1398 329"><u>Advisory Bodies, Reports, and Coroner's Inquests</u></p> <p data-bbox="728 367 1829 570">The research and development of Service mental health, de-escalation and crisis resolution training has been largely guided by the Toronto Police Services Board's Mental Health and Addictions Advisory Panel (formerly the Toronto Police Services Board Mental Health Sub-Committee). Additionally, the following key advisory bodies, reports and inquest recommendations have guided the Service's mental health and de-escalation training:</p> <ul data-bbox="779 610 1829 1336" style="list-style-type: none"> <li data-bbox="779 610 1829 675">• The Honourable Frank Iacobucci's report for Chief Blair - Police Encounters with People in Crisis (July 2014); <li data-bbox="779 680 1829 951">• Mental Health Commission of Canada <ul data-bbox="867 716 1829 951" style="list-style-type: none"> <li data-bbox="867 716 1829 781">– Tempo Model - Training and Education about Mental Health for Police Organizations (June 2014) <li data-bbox="867 786 1829 815">– Applied Suicide Intervention Skills Training <li data-bbox="867 820 1829 849">– Mental Health First Aid and Mental Health First Aid (Police) <li data-bbox="867 854 1829 883">– Mental Health Strategy for Canada <li data-bbox="867 888 1829 951">– The Working Mind for First Responders, (Formerly known as The Road to Mental Readiness (R2MR)); <li data-bbox="779 959 1829 1024">• Integrated Communications, Assessment and Tactics Training (ICAT) – Police Executive Research Forum; <li data-bbox="779 1029 1829 1094">• Canadian Police College – National certifying body for tactical crisis and hostage negotiation training; <li data-bbox="779 1099 1829 1164">• Verbal De-Escalation Training – Surviving Verbal Conflict (Dolan Consulting Group); <li data-bbox="779 1169 1829 1198">• Realistic De-Escalation Instructor Course – Force Science Institute; <li data-bbox="779 1203 1829 1268">• Police and Community Engagement Review (P.A.C.E.R.) Recommendation # 12 – Enhanced Training in Collaboration with Community Partners; <li data-bbox="779 1273 1829 1336">• Ontario Ombudsman Report – “A Matter of Life and Death”, Investigation into the direction provided by the Ministry of Community Safety and

MacDougall Coroner’s Inquest Recommendation	Toronto Police Service (Service) Response
	<p>Correctional Services to Ontario’s police services for de-escalation of conflict situations, (June 2016);</p> <ul style="list-style-type: none"> • Verdict Explanation and Recommendations – Inquest into the Death of Andrew Loku, (June 2017); • Toronto Police Service Mental Health and Addictions Strategy, (2019); and • Toronto Police Services Board Report – 81 Recommendations – “Police Reform in Toronto: Systemic Racism, Alternative Community Safety and Crisis Response Models and Building New Confidence in Public Safety” (August 2020). <p><u>Communications Services</u></p> <p>In addition to de-escalation techniques performed by officers at the scene, the Communications Services Unit (C.O.M.) utilizes de-escalation techniques and crisis support programs during the initial call for service. The goal of this front-end de-escalation is for the referral or diversion of callers in crisis to the most appropriate community support service, often avoiding a police response.</p> <p>Members of C.O.M. receive regular mandatory de-escalation training that focuses on proper techniques, empathy and tactical empathy, understanding, use of language, conflict triggers, self-care, self-awareness, and how to appropriately consider alternate perspectives. The overall goal of training is to equip call takers with the necessary tools to facilitate a positive communication with callers and bring high-intensity situations to a safe conclusion.</p> <p>The following two crisis support and diversion pilot programs have been implemented at C.O.M. to support persons in crisis:</p> <ul style="list-style-type: none"> • Toronto Community Crisis Service Pilot Project (T.C.C.S.) - (Divisions 14, 23, 31, 42, 43, and 51):

MacDougall Coroner's Inquest Recommendation	Toronto Police Service (Service) Response
	<p>This is a non-police led mobile response to persons in crisis that incorporates a multi-disciplinary mobile team of crisis support specialists who work for partner agencies. C.O.M. call takers evaluate incoming calls to determine suitability for diversion based on a specific set of criteria. Where that criteria is met, and upon consent from the caller to divert their call and consent to share their personal information, the caller is transferred to 211 to receive a response and support from a T.C.C.S. mobile team. This 3 year pilot program operates 24/6 (Sunday 0900hrs through to Saturday 0900hrs)</p> <ul style="list-style-type: none"> • Gerstein Crisis Centre Diversion Pilot Project - (Divisions 14, 51, and 52): This is a collaboration between the Service and the Gerstein Crisis Centre (G.C.C.), a community based mental health service to respond to persons in crisis who call 9-1-1 with non-emergent mental health needs. Service and G.C.C. responders work collaboratively to assist in the diversion of mental health related calls away from a police response. C.O.M. call takers evaluate incoming calls for diversion based on specific non-imminent risk criteria and transfer calls to a G.C.C. crisis worker co-located in the Communications Centre for the pilot area (51, 52, and 14 Divisions). The G.C.C. crisis worker assists the person in crisis by providing immediate support, intervention, referrals, and connection to further services as needed. This pilot program operates 7 days a week, 0700hrs – 0245hrs each day. <p>The Service is committed to the on-going learning of de-escalation and communication techniques to ensure an overall effective and safe response to all interactions, for both the community members and Service members involved.</p>



Office of the
Chief Coroner
Bureau du
coroner en chef

Verdict of Inquest Jury
Verdict de l'enquête

The Coroners Act – Province of Ontario
Loi sur les coroners – Province de l'Ontario

We the undersigned / Nous soussignés,

_____ of / de _____
 _____ of / de _____

the jury serving on the inquest into the death(s) of / membres dûment assermentés du jury à l'enquête sur le décès de:

Surname / Nom de famille MacDougall	Given Names / Prénoms Quinn Emerson
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aged / à l'âge de 19 held at / tenue à 25 Morton Shulman Ave Toronto (Virtually), Ontario

from the / du 28 February to the / au 11 March 20 22

By / Par Dr. / Dr. David Eden Presiding Officer for Ontario / président pour l'Ontario

having been duly sworn/affirmed, have inquired into and determined the following:
avons fait enquête dans l'affaire et avons conclu ce qui suit :

Name of Deceased / Nom du défunt
Quinn Emerson MacDOUGALL

Date and Time of Death / Date et heure du décès
4:23 pm on April 3, 2018

Place of Death / Lieu du décès
Hamilton General Hospital, 237 Barton Street East, Hamilton, Ontario

Cause of Death / Cause du décès
Gunshot wound of the torso (right chest)

By what means / Circonstances du décès
Homicide

Original confirmed by: Foreperson / Original confirmé par: Président du jury

Original confirmed by jurors / Original confirmé par les jurés

The verdict was received on the / Ce verdict a été reçu le 11 day of March 20 22
(Day / Jour) (Month / Mois)

Presiding Officer's Name (Please print) / Nom du président (en lettres moulées) Dr. David Eden	Date Signed (yyyy/mm/dd) / Date de la signature (aaaa/mm/dd) 2022/03/11
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Presiding Officer's Signature / Signature du président

We, the jury, wish to make the following recommendations: (see page 2)
Nous, membres du jury, formulons les recommandations suivantes : (voir page 2)



Office of the
Chief Coroner
Bureau du
coroner en chef

Verdict of Inquest Jury Verdict de l'enquête

The Coroners Act – Province of Ontario
Loi sur les coroners – Province de l'Ontario

Inquest into the death of:
L'enquête sur le décès de:

Quinn MacDougall

JURY RECOMMENDATIONS RECOMMANDATIONS DU JURY

Directed to the Ministry of the Solicitor General (SolGen)

1. Review the current Use of Force Model (2004) and related regulations, and consider de-emphasizing use of the term "force" and employing alternative terminology.
2. Review the current Use of Force Model (2004) and related regulations, and consider incorporating the concept of de-escalation expressly (both in terminology and visual representation) into the Model as a response option and/or goal.
3. Explore and research the availability and efficacy of additional less-lethal use of force options for officers.
4. For conductive energy weapons consider high visibility markings (colour) to differentiate them from firearms.

Directed to the Hamilton Police Service (H.P.S.)

5. Explore the capability of the information management systems to "track" the deployment of alternative responses to assist a Person in Crisis (PIC) and the outcomes. To use any such collected information to assess the effectiveness of the deployed alternative responses, to identify the potential for the improvement of future responses and outcomes, and to support any request for additional resources.
6. Explore the capability of the information management systems to accurately capture the number of calls for service which are initially reported and dispatched as another type of call but are later assessed by the responding officers to be a call which has a significant Person in Crisis component.
7. Explore, with community mental health partners, the feasibility of extending the availability of Mobile Crisis Rapid Response Team (MCRRT) Units to 24 hours a day and of increasing the number of MCRRT Units available to respond to calls at all times.

Directed to all Police Services in Ontario

8. If none already exists, explore with community mental health partners, the feasibility of establishing and adequately resourcing joint mental health-police response teams to assist with Person in Crisis calls for service.
9. If a police service has a joint mental health-police team, give studied consideration to implementing a police policy that provides, once police officers attending a call identify a potential mental health concern and provided it is safe to do so, that the joint mental health-police team should be engaged.

10. Explore developing and providing all police officers with additional de-escalation training.

Directed to the Ontario Police College and the Ministry of the Solicitor General

11. Explore developing and providing all police recruits with additional de-escalation training.
12. Consider including conductive energy weapons training as part of the mandatory curriculum for police recruits at the Ontario Police College with a yearly re-certification.
13. Explore the possibility of developing and including crisis intervention training as part of the mandatory curriculum for police recruits at the Ontario Police College and the requirement that all officers re-qualify at a determined interval.

Personal information contained on this form is collected under the authority of the *Coroners Act*, R.S.O. 1990, C. C.37, as amended. Questions about this collection should be directed to the Chief Coroner, 25 Morton Shulman Avenue, Toronto ON M3M 0B1, Tel.: 416 314-4000 or Toll Free: 1 877 991-9959.

Les renseignements personnels contenus dans cette formule sont recueillis en vertu de la *Loi sur les coroners*, L.R.O. 1990, chap. C.37, telle que modifiée. Si vous avez des questions sur la collecte de ces renseignements, veuillez les adresser au coroner en chef, 25, avenue Morton Shulman, Toronto ON M3M 0B1, tél. : 416 314-4000 ou, sans frais : 1 877 991-9959.

VERDICT EXPLANATION

Inquest into the Death of Quinn MacDOUGALL

**Dr. David Eden, Presiding Officer
February 28, March 1, 2, 7, 8, 10 and 11, 2022
Virtual Inquest**

OPENING COMMENT

This verdict explanation is intended to give the reader a brief overview of the circumstances surrounding the death of Quinn MacDougall along with some context for the recommendations made by the jury. The synopsis of events and comments are based on the evidence presented and written to assist in understanding the jury's basis for the recommendations.

PARTICIPANTS

Inquest Counsel:	Graeme Leach Assistant Crown Attorney 59 Church St, 3 rd Flr. St. Catharines, ON L2R 7N8
Inquest Investigator:	Det. Kris Somwaru Inquest Unit, Office of the Chief Coroner 25 Morton Shulman Avenue Toronto, ON M3M 0B1
Inquest Constable:	Const. Jennifer Reid Inquest Unit, Office of the Chief Coroner 25 Morton Shulman Avenue Toronto, ON M3M 0B1
Recorder:	Massimo Pimentel Inquest Unit, Office of the Chief Coroner 25 Morton Shulman Avenue Toronto, ON M3M 0B1

Parties with Standing:

Represented by:

Family of Mr. MacDougall

Margaret Hoy, Counsel
207-6150 Valley Way
Niagara Falls, ON L2E 1Y3

Ministry of the Solicitor General

Brian Whitehead, Counsel
Ryan Ng, Student-at-Law
Solicitor General, Legal Branch
501-655 Bay St.
Toronto, ON M7A 0A8

Hamilton Officers Breitenbach and Lei

Gary Clewley, Counsel
360 Walmer Rd
Toronto, ON M5R 2Y4

Hamilton Police Service

Marco Visentini, Counsel
Hamilton Police Service
155 King St. W
Hamilton, ON L8N 4C1

SUMMARY OF THE CIRCUMSTANCES OF THE DEATH

Quinn MacDougall, aged 19 years, died on April 3, 2018, following an interaction with Hamilton Police. An inquest into his death was mandatory under the *Coroners Act*. An Ontario inquest is a public hearing which takes place before a jury. The purpose of an inquest is for a jury to make findings of fact, and possibly preventive recommendations. No one is on trial, there are no allegations to be proven or disproven, and no findings of law or blame are made.

Mr. MacDougall lived with his mother and stepfather in a residential neighbourhood in Hamilton. Mr. MacDougall's father lived nearby, and the families were on good terms. He was employed seasonally, was in a relationship with a young woman whom he saw regularly and was making some plans for his future. He was previously medically healthy. He was known to use marijuana recreationally, and occasionally use self-prescribed, illicitly-obtained alprazolam ("Xanax") for anxiety. He had no significant history of mental disorder or of violence against others.

Very early on the morning of April 3, Mr. MacDougall sent messages to his girlfriend in which he expressed sadness and despair. She responded supportively. Later that same morning, Mr. MacDougall told his family that he had received anonymous death threats on his smartphone, using the SnapChat application. SnapChat is a social media app for which user identity is not confirmed, and on which messages are automatically deleted shortly after their arrival. His family believed the threat was serious enough that they counselled him to report it to police. There was no belief that the threats were specific or immediate. Anonymous death threats are common on social media, and most do not lead to physical danger. No other person saw the threats displayed on Quinn's smartphone. He contacted police via 9-1-1. His report was taken and classified as requiring a non-urgent police investigation. He was advised that an officer would attend at some point that day. This "call for service" was not classified as a report requiring immediate or urgent police attendance and was therefore assigned a lower response priority

Over the following hours, a friend visited. Mr. MacDougall told the friend and his family about his frustration and anxiety about the fact that police had not yet responded to take his report.

At 3:35 p.m., Mr. MacDougall made a call to 9-1-1 during which he reported that there was a person outside the residence with a gun, wielding it in a threatening way. This call was not heard by other occupants of the residence. The report was classified as requiring immediate police attendance. He was told that officers would respond immediately. Mr. MacDougall then went outside the residence. He asked a neighbour if he could use the neighbour's cellphone to call police. The neighbour agreed. Mr. MacDougall called 9-1-1 to provide additional information about the threatening individual then, despite a request from the 9-1-1 call-taker to stay on the line, terminated the call as police arrived.

Given the threat was reported as immediate and involving a firearm, this call for service was assigned an immediate response priority and all available police units were dispatched to attend. Ultimately five or more police units responded to this call.

When police officers arrived, Mr. MacDougall was unable to supply them with any further information about the call. He then identified to them a person in an SUV parked nearby as associated with the threat. Officers testified that they walked to the SUV. It was occupied by a plainclothes officer who had been performing an unrelated investigation but had also responded to the call given its priority. This officer did not match the suspect description that Mr. MacDougall had provided during the 9-1-1 calls. The officers walked back to Mr. MacDougall and reassured him that the SUV's occupant was not a danger to him. Initially calm, Mr. MacDougall became agitated, and displayed a knife. He approached the SUV holding the knife in a manner which, in the opinion of the officers, suggested he might injure or kill the occupant. The officer in the SUV rolled up his window, leaned away from it, and prepared to defend himself if necessary. Mr. MacDougall moved away from the SUV, with officers following him. The officers testified they followed him because they were aware that this was a public area, that there were

members of the public on the street, and that Mr. MacDougall might be a danger to others if they did not contain him. Officers instructed him to stop and to drop the knife. The less-lethal option of conducted energy weapon (“CEW”, often known as “Taser”) was tried three times unfortunately without effect. When Mr. MacDougall appeared to be advancing on a particular officer while holding the knife, it appeared to both officers and civilians that this officer would be stabbed. Two other officers discharged their firearms. Mr. MacDougall walked a short distance, then collapsed. He was transferred to hospital via ambulance and pronounced dead after resuscitation efforts.

The case was referred to the coroner, and to the Special Investigations Unit, which investigates injuries or deaths due to police actions.

Autopsy showed multiple gunshot wounds, of which one to the chest was rapidly and irreversibly fatal. Toxicology showed the presence of THC, the active ingredient in marijuana. THC blood levels do not always correlate with clinical effects. The level seen in Mr. MacDougall may be associated with symptoms in a broad range from minimal to acute psychosis. Neither alprazolam nor other drugs were detected.

Expert psychiatric opinion

An independent expert in Forensic Psychiatry provided opinion evidence to the jury. He had reviewed the investigative file and was advised of the evidence heard during the inquest. He was of the opinion that Mr. MacDougall, previously well, had developed a mental disorder which included paranoia. The expert believed that Mr. MacDougall thought that others wished to cause him harm, and that he needed to defend himself, by lethal force if necessary. In such cases, the perceived threat might be from any person, including children or other bystanders. This syndrome can develop quietly. The first manifestation of mental illness may be an episode of agitation and paranoia, as occurred here. In the opinion of the expert, there was no opportunity for anyone (professionals, family or friends) to foresee and prevent the sudden change in his mental state on April 3.

Mental Health Alternative Responses

The jury also heard evidence that although the Hamilton Police Service does have Mobile Crisis Rapid Response Team (MCRRT) Units teaming officers with mental health workers, those teams were not initially dispatched for safety reasons given the nature of this priority call and that there was no identified mental health component. Further, the two in service MCRRT teams were already deployed on other calls at the time of this incident. This incident was only identified as a possible person in crisis call almost simultaneously with the knife being produced and there was no time or circumstances allowing for any alternative response.

Emergency response

The jury heard fact evidence from a trainer at the Ontario Police College, which provides initial training to officers and supports ongoing training. The witness explained that officers are taught the Ontario Use-of-Force model. This model provides overall guidance to police on dealing with a situation in which use of force may be required.

The model is not prescriptive, that is, it does not provide explicit instructions for every possible situation. Instead, it provides a structured, practical set of principles which officers can understand and rely upon in situations which involve considerable stress, evolve rapidly, and often last only a few seconds. While de-escalation is taught to officers as the preferred approach and is implicit in the Model, de-escalation is not explicitly listed (see Appendix 'B').

The witness also testified that a knife can inflict serious or fatal injuries on an officer. Service vest and clothing are not protective against an edged weapon. The length of the knife is not a significant factor. Relatively short knives, such as the one used in this incident, can and do inflict fatal wounds by opening major blood vessels which are close to the skin surface, for instance in the neck or thigh.

THE INQUEST

Dr. Karen Schiff, Regional Supervising Coroner for West Region, Hamilton Office, called a mandatory inquest into the death of Quinn MacDougall pursuant to section 10 of the *Coroners Act*.

The document outlining the scope of this inquest is attached to this document as Appendix 'A'.

The inquest took place during the Covid-19 pandemic and was conducted entirely as a virtual hearing, with remote participation by all. In keeping with the open court principle, the inquest was streamed live on YouTube.

The jury sat for seven days, heard evidence from 18 witnesses, reviewed 43 exhibits and deliberated for three hours in reaching a verdict.

VERDICT

Name of Deceased:	Quinn Emerson MacDougall
Date and Time of Death:	4:23 p.m. on April 3, 2018
Place of Death:	Hamilton General Hospital 237 Barton Street East, Hamilton, Ontario
Cause of Death:	Gunshot wound of the torso (right chest)
By What Means:	Homicide

Comment:

At an inquest, "By What means" is the jury's finding of fact. The jury's determination of "Homicide" means that the jury concluded that, on the balance of probabilities, Mr. MacDougall died of an injury which was non-accidentally inflicted by another person. The jury's finding of Homicide carries no criminal or other liability, and none should be inferred.

JURY RECOMMENDATIONS**Directed to the Ministry of the Solicitor General (SolGen)**

1. Review the current Use of Force Model (2004) and related regulations, and consider de-emphasizing use of the term "force" and employing alternative terminology.

Comment:

The evidence was that revision of the Model is currently under consideration.

2. Review the current Use of Force Model (2004) and related regulations, and consider incorporating the concept of de-escalation expressly (both in terminology and visual representation) into the Model as a response option and/or goal.

Comment on Recommendations #1 & 2:

Witnesses agreed that de-escalation is an essential option any time that use of force is considered. It should be explicitly included in the use-of-force "Wheel" (see Appendix 'B').

3. Explore and research the availability and efficacy of additional less-lethal use of force options for officers.

Comment:

Two attempted deployments of conducted energy weapon (“CEW” or “Taser”) were unsuccessful in containing Mr. MacDougall. Other, less lethal options carried by the officers, such as pepper spray or baton, were not a rational choice because they would not have contained the threat. For instance, a baton is not an adequate defence against a knife; and pepper spray not only does not preclude continued stabbing, but also may disable officers. The jury encouraged research into additional options which are less lethal than firearms.

4. For conductive energy weapons consider high visibility markings (colour) to differentiate them from firearms.

Comment:

The jury heard that high visibility markings would alert other officers that a CEW was deployed; and some agitated persons will de-escalate when aware that CEW may be used.

Directed to the Hamilton Police Service (H.P.S.)

5. Explore the capability of the information management systems to “track” the deployment of alternative responses to assist a Person in Crisis (PIC) and the outcomes. To use any such collected information to assess the effectiveness of the deployed alternative responses, to identify the potential for the improvement of future responses and outcomes, and to support any request for additional resources.

Comment:

Hamilton Police Service, like other large police services, is frequently the first responder to a mental health emergency. The training it provides to officers is detailed, consistent and supported by expert consensus. However, the Service does not track interventions and outcomes. This information, if collected, would provide a factual basis for improving the effectiveness and safety of police response.

6. Explore the capability of the information management systems to accurately capture the number of calls for service which are initially reported and dispatched as another type of call but are later assessed by the responding officers to be a call which has a significant Person in Crisis component.

Comment:

The officers responding to the 3:35 p.m. call (“person with firearm”) were not aware of the report from the same address, hours earlier, of the SnapChat threat. This information, if available, may have been useful to them.

7. Explore, with community mental health partners, the feasibility of extending the availability of Mobile Crisis Rapid Response Team (MCRRT) Units to 24 hours a day and of increasing the number of MCRRT Units available to respond to calls at all times.

Comment:

MCRRTs provide a rapid and effective response to a mental health emergency. The team attend once the situation is stable. They cannot attend when there is an uncontained threat. This incident unfolded so rapidly that there was no time for MCRRT to be notified and, in any event, they would not have been able to attend until the situation was safe. However, the service would have been useful if de-escalation efforts had succeeded. The jury encouraged 24-hour availability of MCRRTs for similar incidents.

Directed to all Police Services in Ontario

8. If none already exists, explore with community mental health partners, the feasibility of establishing and adequately resourcing joint mental health-police response teams to assist with Person in Crisis calls for service.

Comment:

See comment at Recommendation #7. While Hamilton and many other police services provide joint mental health-police response teams, their availability is not consistent across Ontario, and it is often not available after hours. The jury encouraged increased access to such services across Ontario.

9. If a police service has a joint mental health-police team, give studied consideration to implementing a police policy that provides, once police officers attending a call identify a potential mental health concern and provided it is safe to do so, that the joint mental health-police team should be engaged.

Comment:

At the time a 9-1-1 call is made, it may not be clear that the underlying issue is a mental health crisis. In this case, the call was for a firearm threat, and it was not until the officers arrived that mental health became a consideration. This recommendation emphasizes that, as the situation unfolds, mental health services should be engaged where appropriate.

10. Explore developing and providing all police officers with additional de-escalation training.

Comment:

The jury heard evidence about de-escalation training provided to officers during initial training, mandatory ongoing training, and optional courses. They also heard that police are frequently the first responder to a mental health crisis. The jury advocated more training for police in this critical area.

Directed to the Ontario Police College and the Ministry of the Solicitor General

11. Explore developing and providing all police recruits with additional de-escalation training.

Comment:

See comment at Recommendation 10.

12. Consider including conductive energy weapons training as part of the mandatory curriculum for police recruits at the Ontario Police College with a yearly re-certification.

Comment:

CEW training is not currently mandatory for initial or mandatory ongoing training of police officers. Not all services deploy CEWs, and the extent of deployment varies (e.g. carried just by supervisors versus carried by all uniformed officers). The jury encouraged basic CEW training be routine for all officers.

13. Explore the possibility of developing and including crisis intervention training as part of the mandatory curriculum for police recruits at the Ontario Police College and the requirement that all officers re-qualify at a determined interval.

Comment:

In principle, both initial and mandatory ongoing training include crisis intervention techniques. In practice, the extent and nature of the training varies by police service. The jury encouraged a consistent and high standard of training in this area.

CLOSING COMMENT

In closing, I would like to again express my condolences to the family and friends of Quinn MacDougall for their profound loss.

I would like to thank the witnesses and parties to the inquest for their thoughtful participation, and to thank the inquest counsel, investigator, and constable for their hard work and expertise. I would also like to thank the members of the jury for their commitment to the inquest.

One purpose of an inquest is to make, where appropriate, recommendations to help prevent further deaths. Recommendations are sent to the named recipients for implementation and responses are expected within six months of receipt.

I hope that this verdict explanation helps interested parties understand the context for the jury's verdict and recommendations, with the goal of keeping Ontarians safer.



April 8, 2022

Dr. David S. Eden
Presiding Officer

Date

APPENDIX A



STATEMENT OF SCOPE

Inquest into the Death of Quinn MACDOUGALL

This inquest will look into the circumstances of the death of Quinn MacDougall and examine the events of his death to assist the jury in answering the five mandatory questions set out in s. 31(1) of the *Coroners Act*.

- (a) who the deceased was
- (b) how the deceased came to his or her death
- (c) when the deceased came to his or her death
- (d) where the deceased came to his or her death
- (e) by what means the deceased came to his or her death

The following will be explored only to the extent relevant and material to the facts and circumstances of this death:

- A. How police interact with a person who is:
 - a. or appears to be, under the influence of a mental disorder; and,
 - b. carrying an edged weapon which may represent a potential danger of serious or lethal injury to another person.

- B. Insofar as it is relevant to the circumstances of the death of Mr. MacDougall and necessary in order to inform their findings and recommendations, the jury will hear the following fact evidence with respect to the police interactions described in (A):
 - 1. Law and procedures: the statutes, regulations and procedures which govern police officer response
 - 2. Science: current knowledge concerning effective management by police of persons similar to Mr. MacDougall
 - 3. Police training, skills, and documentation: the training provided to police officers who respond to this sort of incident, the skills expected, the documentation of interactions, and the use of that data to inform future policy

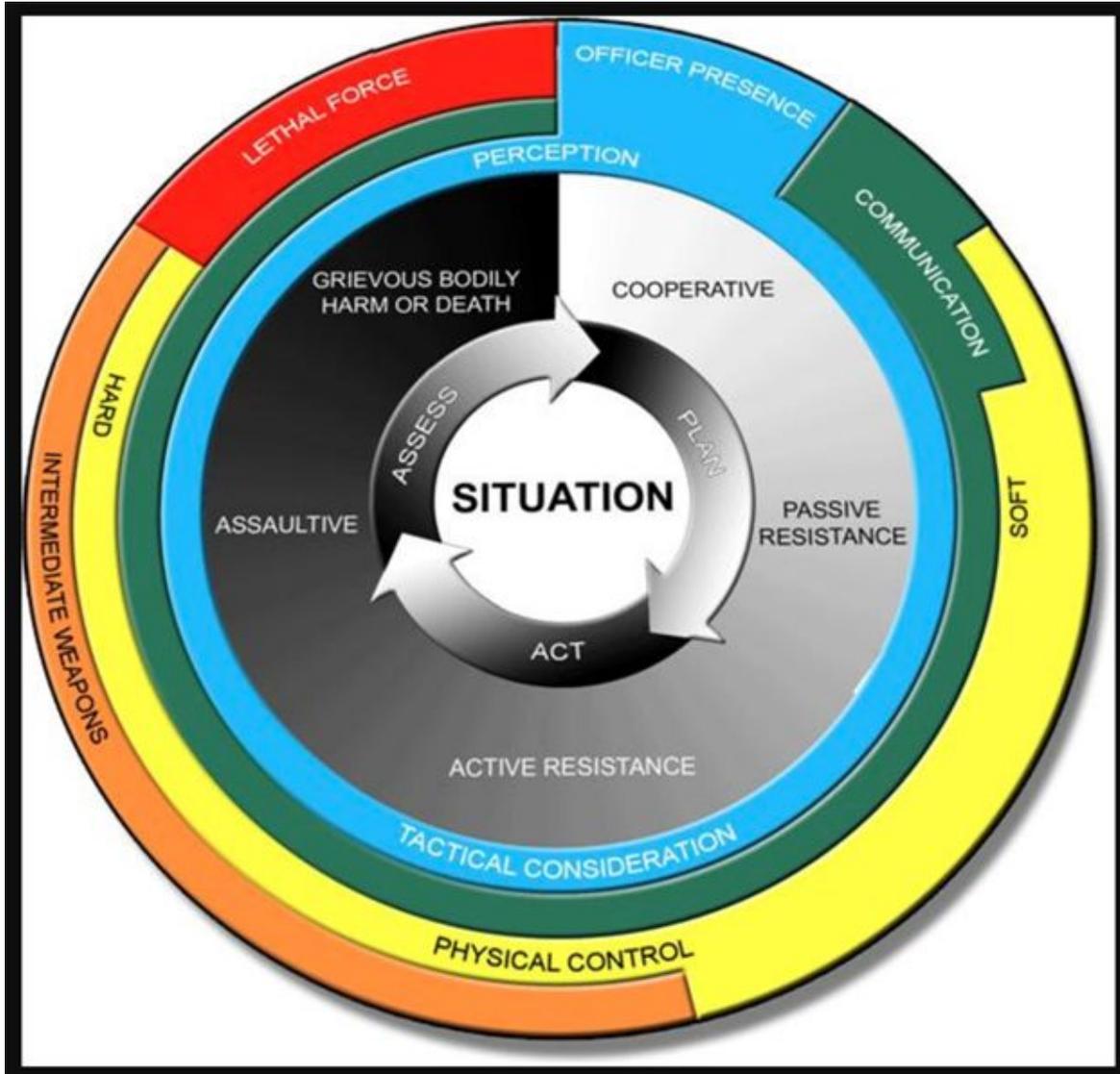
4. Mental disorder: the way in which a person with mental disorder may perceive events, which may differ substantially from the perception of others; and, options for de-escalating a crisis situation involving a person with a mental disorder
5. Substance use: the extent, if any, to which marijuana or any other substance contributed to the circumstances of the death.

The following are excluded from scope, except insofar as necessary to answer the five questions cited above, or otherwise ruled necessary by the Presiding Officer in order to inform jury recommendations:

1. Emergency response following the incident
2. The SIU investigation.

APPENDIX B

Ontario Use of Force Model





Toronto Police Services Board Report

September 14, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Request for a Review of a Service Complaint Investigation – Professional Standards Case Number PRS-085961

Recommendation(s):

It is recommended that the Toronto Police Services Board (Board) concurs with the Chief's disposition of this complaint.

Financial Implications:

There are no financial implications relating to the recommendations contained within this report.

Background / Purpose:

The Board has received a request to review the disposition of a complaint about a policy of the Toronto Police Service (T.P.S.).

Legislative Requirements:

Section 63 of the *Police Services Act* (P.S.A.) directs the Chief of Police to review every complaint about the policies of or services provided by a municipal police force that is referred to him or her by the Independent Police Review Director.

The Chief of Police shall, within 60 days of the referral of the complaint to him or her, notify the complainant in writing of his or her disposition of the complaint, with reasons and of the complainant's right to request that the Board review the complaint if the complainant is not satisfied with the disposition.

A complainant may, within 30 days after receiving the notice, request that the Board review the complaint by serving a written request to that effect on the Board.

Board Review:

Section 63 of the P.S.A. directs that upon receiving a written request for a review of a complaint previously dealt with by the Chief of Police, the Board shall:

- (a) advise the Chief of Police of the request;
- (b) subject to subsection (7), review the complaint and take any action, or no action, in response to the complaint, as it considers appropriate; and
- (c) notify the complainant, the Chief of Police, and the Independent Police Review Director in writing of its disposition of the complaint, with reasons.

Complaint:

On February 2, 2022, the Office of the Independent Police Review Director (O.I.P.R.D.) received a complaint from a person who was dissatisfied with the long wait time for police to attend a call for service.

The Complainant called police to report that his neighbour threw dirt on him, grabbed his own genitals, and made faces at him. This was investigated by the T.P.S. and concluded as No further action on July 6, 2022.

The O.I.P.R.D. concurred with the findings. The Complainant has requested the Board review that decision and investigation.

The Chief's Decision:

On February 2, 2022, O.I.P.R.D. received a complaint from the Complainant who was dissatisfied with the long wait time for police to attend a call for service.

As a part of the investigation, documents were reviewed, including: T.P.S. procedures, statements and related occurrences. As a result of the investigation into the service that was provided, the following information was gleaned:

- On February 17, 2022, the Investigator called the Complainant at the telephone number he provided on his complaint form. There was no answer. The same day, the Investigator then emailed the Complainant a list of questions. The Complainant replied to the Investigator's email on April 6, 2022. The Complainant did not provide relevant answers to the very specific questions the Investigator posed.

- A review of the Communications Services (Communications) Audio of the 9-1-1 call from the Complainant supports that there was no indication in the information provided by the Complainant that the Complainant was at risk of death, suffering a life threatening injury, or having his property damaged or stolen, all of which would have necessitated a higher priority police response.
- On August 10, 2021, at 5:27 p.m. the Complainant's call for service was assigned as a Priority 4, on a scale of 1-8, based on the information provided by the Complainant, in accordance with T.P.S. - Communications Services - 2021 Dispatch Operations and Training Manual Guidelines.
- At 6:36 p.m., the Dispatcher assigned two officers to attend the Complainant's address.
- At 6:56 p.m., the officers, in full uniform and operating a marked police car, attended the address in order to speak to the Complainant, which is a fortified property with a fence and security camera all around it. The officers knocked on the door for six minutes. Despite the fact that the front gate is 10 to 12 feet from the front door, no one emerged from the home. The officers advised their Dispatcher that the Complainant should be contacted to come outside and meet them.
- At 7:02 p.m., the dispatcher began calling the Complainant at the telephone number he provided when he first called 9-1-1. The Complainant did not answer the phone. The officers waited until 7:20 p.m., and then left in order to attend to other calls. The Complainant neither came outside, nor did he answer the Dispatcher's telephone calls. Communications personnel closed the call.
- Despite the Complainant's assertion that he "*waited for Toronto Police to attend the call for more than 103 consecutive hours*"
 - The Complainant did not open his door to the police when they arrived to help him 90 minutes after he called to report a dispute with his neighbour.
 - The Complainant did not answer the phone while the police stood outside for 25 minutes.
 - The Complainant allowed each and every call from Communications personnel to go to his voicemail.
 - The Complainant reports that at 7:00 p.m. he was speaking to an officer at 51 Division and asked why the police had not attended when the police were in fact at his home and the dispatcher was calling his number.

- A Review of the Intergraph Computer Aided Dispatch (iCAD) Event Details Report reveals exceptionally high numbers of Priority 1 and 2 calls for service across the division at the time of the Complainant's call for service. Priority 1 and 2 calls for service require more than one officer to attend.
- During the evening of August 11, 2021, 51 Division reopened the Complainant's call for service however it still remained a Priority 4. During the evening of August 11, 2021, into the morning of August 12, 2021, there were more Priority Calls for Service than police officers that could attend. Therefore the Non-priority calls remained in pending until the priority calls were attended to.
- On August 14, 2021, at 9:44 a.m., two uniformed officers arrived, knocked on the Complainant's door, and left seven minutes later when he failed to answer. No new information was provided to the police by the Complainant between August 11 and August 14, 2021.
- The Investigator gave consideration to the service provided given the call type and priority, the length of time the call was in pending before being dispatched, the availability of officers, the number and type of calls in pending.
- The evidence corroborates that police were attending to higher priority calls and would attend the Complainant's call for service when two officers were available to do so.

Conclusion:

The portion of the complaint assigned to the T.P.S. for investigation was classified by the O.I.P.R.D. as a complaint about the service provided by the T.P.S.

Pursuant to the notice provided; the complainant requested that the Board review my decision. It is the Board's responsibility to review this investigation to determine if they are satisfied that my decision to take no further action was reasonable.

In reviewing a policy or service complaint, subsection 63(7) of the P.S.A. directs that a Board that is composed of more than three members may appoint a committee of not fewer than three members of the Board, two of whom constitute a quorum for the purpose of this subsection, to review a complaint and to make recommendations to the Board after the review and the Board shall consider the recommendations and shall take any action, or no action, in response to the complaint as the Board considers appropriate.

Subsection 63(8) of the P.S.A. directs that in conducting a review under this section, the Board or the committee of the Board may hold a public meeting respecting the complaint.

To assist the Board in reviewing this matter, Board members will receive confidential information in a separate report. This information is confidential pursuant to section 35(4) of the *Police Services Act*.

Staff Superintendent Peter Code, Professionalism and Accountability, will be in attendance to answer any questions that the Board members may have regarding this report.

Respectfully submitted,

James Ramer, O.O.M.
Chief of Police

*original copy with signature on file in Board office



Toronto Police Services Board Report

August 16, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Annual Report: 2022 Filing of Toronto Police Service Procedures

Recommendation(s):

It is recommended that the Toronto Police Services Board (Board) receive the following report for information.

Financial Implications:

There are no financial implications relating to the recommendation contained within this report.

Background / Purpose:

At its meeting of January 16, 2014, the Board approved the policy entitled "filing of Toronto Police Service (Service) Procedures" (Min. No. P05/14 refers). This Board policy directs, in part, that:

5. *On an annual basis, the Chief of Police will file with the Board for its information, the complete index of Service procedures, noting those procedures which arise from Board policies; and*
6. *Such filing will take place as part of a report submitted to the Board and included on a regular public meeting agenda.*

Discussion:

Strategy Management – Governance has recently completed a review of all Service procedures for the purpose of updating the index of Service procedures. The attached Appendix A contains the complete index and notes those procedures which arise from

Board policies. Appendix A reflects the Board policy names in effect prior to the approval of the new Adequacy Standards Compliance Policy introduced at the July 27, 2022 Board meeting. The attached Appendix B contains an index of procedures that make reference to Board by-laws. These indices are current as of July 26, 2022.

At its meeting of August 18, 2020, the Board approved 81 recommendations for police reform that were contained in a report by Chair Jim Hart, entitled “Police Reform in Toronto: Systemic Racism, Alternative Community Safety and Crisis Response Models and Building New Confidence in Public Safety.” In response to Recommendation 36, the Service created a formal procedure review process and made accessible on the public website 41 Service procedures and appendices of public interest that govern the interaction of police with the public. Service procedures continue to be reviewed in response to public interest and in an on-going effort to ensure relevant procedures are publically available in a format that will not endanger the efficacy of investigative techniques and operations. The publically available procedures can be found here: <https://www.tps.ca/service-procedures/>.

Conclusion:

The attached Appendix A contains the complete index of Service procedures, noting those which arise from Board policies, and the attached Appendix B contains an index of procedures that make reference to Board by-laws.

The Service continues to provide the Board Office with access to full, up-to-date copies of all current procedures, through the Service intranet website. The Service will continue to review procedures and respond to public interest to ensure relevant procedures are made publically available through the Service website.

Staff Superintendent Robert Johnson, Strategy Management, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

James Ramer, O.O.M.
Chief of Police

*original copy with signature on file in Board office

Attachments:

Appendix A – Complete Index of Toronto Police Service Procedures
Appendix B – Index of Toronto Police Service Procedures Referencing Board By-Laws

Appendix A – Complete Index of Toronto Police Service Procedures

Procedure Number	Procedure Name	Arising from Board Policy	Board Policy Name
01-01	Arrest	Yes	Arrests; Accessibility Standards for Customer Service; Race-Based Data Collection, Analysis and Public Reporting.
01-02	Search of Persons	Yes	Arrests; Search of Persons; Race-Based Data Collection, Analysis and Public Reporting; Accessibility Standards for Customer Service; Search and Detention of Transgender People.
01-02 Appendix B	Risk Assessment – Level of Search	Yes	Search of Persons
01-02 Appendix C	Trans Persons	Yes	Search and Detention of Transgender People
01-02 Appendix D	Handling Items of Religious Significance	No	
01-03	Persons in Custody	Yes	Arrests; Prisoner Care and Control Prisoner Transportation; Accessibility Standards for Customer Service; Search and Detention of Transgender People.
01-03 Appendix A	Medical Advisory Notes	Yes	Prisoner Care and Control
01-03 Appendix B	Cell and Prisoner Condition Checks	Yes	Prisoner Care and Control
01-03 Appendix C	Designated Lock-ups	Yes	Prisoner Care and Control
01-03 Appendix D	Booking Hall/Detention Area Monitoring	Yes	Prisoner Care and Control
01-03 Appendix E	Lodging of Trans Persons	Yes	Search and Detention of Transgender People; Prisoner Care and Control.
01-03 Appendix F	Privacy Shields	Yes	Prisoner Care and Control
01-03 Appendix G	Spit Shields	Yes	Prisoner Care and Control
01-05	Escape from Police Custody	Yes	Prisoner Care and Control
01-07	Identification of Criminals	Yes	Use of Force; Arrests.
01-08	Criminal Code Release	No	
01-08 Appendix A	Appearance Notice (Form 9)	No	
01-08 Appendix B	Promise To Appear (Form 10)	No	
01-08 Appendix C	Recognizance Entered Into Before an Officer in Charge (Form 11)	No	
01-08 Appendix D	Undertaking Given to an Officer in Charge (Form 11.1)	No	
01-09	Criminal Summons	No	

Procedure Number	Procedure Name	Arising from Board Policy	Board Policy Name
01-10	Provincial Offences Act Releases	No	
01-15	Bail Hearings and Detention Orders	Yes	Bail and Violent Crime; Police Response to High-Risk Individuals.
01-15 Appendix A	Show Cause Brief	No	
01-15 Appendix B	Guidelines for Bail Conditions	No	
01-15 Appendix C	Guidelines for the Commencement of Revocation of Bail Process	No	
01-17	Detention Order (Provincial Offences Act)	No	
02-01	Arrest Warrants	Yes	Arrests
02-01 Appendix A	List of Arrest Warrant Forms	No	
02-01 Appendix B	Arrest Warrant Forms	No	
02-01 Appendix C	Forms to Obtain Bodily Substances, Prints or Impressions	No	
02-02	Warrants of Committal	No	
02-10	National Parole Warrants	Yes	Police Response to High-Risk Individuals
02-11	Provincial Parole Warrants	Yes	Police Response to High-Risk Individuals
02-12	Ontario Review Board Warrants and Dispositions	Yes	Police Response to Persons who are Emotionally Disturbed or have a Mental Illness or a Developmental Disability; Police Response to High-Risk Individuals
02-13	Child Apprehension Warrants	Yes	Missing Persons; Physical and Sexual Abuse of Children
02-14	Civil Warrants	No	
02-14 Appendix A	Civil Warrant – Response	No	
02-15	Returning Prisoners on Warrants Held by Toronto Police Service	No	
02-15 Appendix A	Approval to Return Person in Canada on Criminal Code Warrants Held by Toronto Police Service	No	
02-15 Appendix B	Approval to Return Person on Warrants Held by Toronto Police Service	No	
02-17	Obtaining a Search Warrant	Yes	Search of Premises

Procedure Number	Procedure Name	Arising from Board Policy	Board Policy Name
02-18	Executing a Search Warrant	Yes	Tactical Units; Search of Premises; Collection, Preservation and Control of Evidence and Property; Police Attendance at Locations Occupied Solely by Women in a State of Partial or Complete Undress
02-19	Report to a Justice/Orders for Continued Detention	No	
02-19 Appendix A	Report to a Justice (Form 5.2) – Distribution Chart	No	
03-03	Correctional Facilities	Yes	Prisoner Care and Control
03-03 Appendix A	Correctional Facilities Admitting & Visiting Hours	No	
03-04	Outstanding Charges/Warrants of Committal for Incarcerated Persons	No	
03-05	Withdrawal Management Centres	No	
03-06	Guarding Persons in Hospital	Yes	Prisoner Care and Control
03-07	Meal Provision for Persons in Custody	Yes	Prisoner Care and Control
03-08	Community Correctional Centres & Community Residential Facilities	No	
03-09	Bail Reporting	No	
04-01	Investigations at Hospitals	No	
04-02	Death Investigations	Yes	Criminal Investigation Management; Found Human Remains; Homicide & Attempted Homicide Investigations; Victims' Assistance.
04-03	Use of Photo Line-Ups for Eyewitness Identification	No	
04-04	Facial Recognition System	No	
04-05	Missing Persons	Yes	Use of Auxiliaries; Use of Volunteers; Ground Search; Criminal Investigation Management; Missing Persons; Victims' Assistance.
04-05 Appendix A	National Missing Persons DNA Program (Samples/Submissions)	No	
04-06	Building Checks and Searches	Yes	Property Offences Including Break and Enter
04-07	Alarm Response	No	
04-08	Vulnerable Person Registry	Yes	Police Response to Persons who are Emotionally Disturbed or have a Mental Illness or a Developmental Disability
04-09	American Sign Language and Language Interpreters	Yes	Accessibility Standards for Customer Service

Procedure Number	Procedure Name	Arising from Board Policy	Board Policy Name
04-10	Passports	No	
04-11	Persons Seeking Asylum	No	
04-12	Diplomatic and Consular Immunity	No	
04-12 Appendix A	Identity Cards	No	
04-12 Appendix B	Summary of Law Enforcement Measures	No	
04-13	Foreign Nationals	No	
04-14	Regulated Interactions	Yes	Collection, Use and Reporting of Demographic Statistics; Human Rights; Race and Ethnocultural Equity Policy; Regulated Interaction with the Community and the Collection of Identifying Information.
04-15	Obtaining Video/Electronic Recordings from the Toronto Transit Commission	Yes	Closed Circuit Television (CCTV) Program
04-16	Death in Police Custody	Yes	Prisoner Care and Control
04-17	Rewards	No	
04-18	Crime and Disorder Management	Yes	Problem–Oriented Policing; Crime Prevention; Community Patrol; Crime, Call and Public Disorder Analysis; Criminal Intelligence; Property Offences Including Break and Enter; Community Consultative Groups; Race and Ethnocultural Equity Policy; Special Fund.
04-18 Appendix A	Guidelines for Divisional Crime Management	Yes	Community Patrol
04-18 Appendix B	Guidelines: Problem Solving	Yes	Problem–Oriented Policing; Criminal Intelligence.
04-18 Appendix C	Community Partnerships	Yes	Community Consultative Groups; Race and Ethnocultural Equity Policy; Special Fund.
04-18 Appendix D	Divisional Deployment	Yes	Problem–Oriented Policing; Criminal Intelligence.
04-18 Appendix E	Crime Analysis	Yes	Community Patrol; Crime, Call and Public Disorder Analysis.
04-18 Appendix F	Strategy Management - Analytics & Innovation	Yes	Community Patrol; Crime, Call and Public Disorder Analysis.
04-18 Appendix G	Duties of a Police Officer – Subsection 42(1) Police Services Act	No	
04-19	Surveillance	Yes	Tactical Units; Internal Task Forces; Police Response to High–Risk Individuals.
04-20	Electronic Surveillance	Yes	Tactical Units; Internal Task Forces; Police Response to High–Risk Individuals.

Procedure Number	Procedure Name	Arising from Board Policy	Board Policy Name
04-21	Gathering/Preserving Evidence	Yes	Collection, Preservation and Control of Evidence and Property; Property Offences Including Break and Enter; Closed Circuit Television (CCTV) Program.
04-22	Polygraph Examinations	Yes	Criminal Investigation Management
04-23	Marine Response	Yes	Underwater Search and Recovery Units Waterways Policing
04-24	Victim Impact Statements	Yes	Police Response to High-Risk Individuals; Victims' Assistance.
04-25	Foreign Inquiries/Investigations/Extradition Requests	Yes	Police Response to High-Risk Individuals
04-26	Security Offences Act	Yes	Tactical Units
04-27	Use of Police Dog Services	Yes	Explosives; Ground Search.
04-28	Crime Stoppers	No	
04-29	Parolees	Yes	Bail and Violent Crime
04-30	Scenes of Crime Officer (SOCO)	Yes	Collection, Preservation and Control of Evidence and Property
04-31	Victim Services Toronto	Yes	Domestic Violence Occurrences; Sexual Assault Investigations; Police Response to High-Risk Individuals; Victims' Assistance; Special Fund; Victims and Witnesses without Legal Status.
04-32	Electronically Recorded Statements	Yes	Criminal Investigation Management; Domestic Violence Occurrences; Physical and Sexual Abuse of Children.
04-32 Appendix A	Guidelines for the Sworn Statement Caution (KGB Caution)	No	
04-33	Lawful Justification	No	
04-34	Attendance at Social Agencies	No	
04-35	Source Management – Confidential Source	Yes	Informants and Agents
04-35 Appendix A	Source Management – Payment Requests	No	
04-35 Appendix B	Source Management – Crown Letters	Yes	Informants and Agents
04-36	Agents	Yes	Informants and Agents
04-36 Appendix A	Agents – Crown Letters	Yes	Informants and Agents
04-37	Witness Assistance & Relocation Program (WARP)	Yes	Witness Protection and Security; Police Response to High-Risk Individuals; Victims' Assistance.
04-38	Field Intelligence	Yes	Criminal Intelligence
04-39	Joint Forces Operations	Yes	Joint Forces Operations; Designated Special Events.
04-40	Major Incident Rapid Response Team	No	

Procedure Number	Procedure Name	Arising from Board Policy	Board Policy Name
04-41	Youth Crime Investigations	Yes	Youth Crime
04-41 Appendix A	Class of Offences and Recommended Dispositions	No	
04-41 Appendix B	Under 12 – Centralized Services Protocol	No	
04-42	Non-Emergency Primary Report Intake	No	
04-43	Burial Permits	No	
04-44	Undercover Operations	Yes	Drug-Related Offences Other Than Simple Possession
04-45	Internet Facilitated Investigations	No	
04-46	Closed Circuit Television (CCTV)	Yes	Closed Circuit Television (CCTV) Program
04-46 Appendix A	Site Selection Process - CCTV/RDCCTV	No	
04-47	Unidentified Vulnerable Persons	Yes	Police Response to Persons who are Emotionally Disturbed or have a Mental Illness or a Developmental Disability
Ch. 5 Appendix A	Excerpt from Guideline LE-029 – Preventing or Responding to Occurrences Involving Firearms	Yes	Offences Involving Firearms
05-01	Preliminary Homicide Investigation	Yes	Ground Search; Criminal Investigation Management; Found Human Remains; Homicide and Attempted Homicide Investigations.
05-01 Appendix A	Investigation Questionnaire: Pediatric Injury	No	
05-01 Appendix B	Investigation Questionnaire for Sudden Unexpected Deaths in Infants	No	
05-02	Robberies/Hold-ups	Yes	Tactical Units; Hostage Rescue Teams; Robbery Investigations; Victims' Assistance.
05-03	Break and Enter	Yes	Property Offences Including Break and Enter
05-04	Intimate Partner Violence	Yes	Domestic Violence Occurrences; Victims' Assistance; Victims and Witnesses Without Legal Status.
05-05	Sexual Assault	Yes	Criminal Investigation Management; Physical and Sexual Abuse of Children; Sexual Assault Investigations; Sex Offender Registry; Victims' Assistance.
05-05 Appendix A	Third Party Records	Yes	Sexual Assault Investigations
05-06	Child Abuse	Yes	Criminal Investigation Management; Physical and Sexual Abuse of Children.
05-06 Appendix A	Subsections 125 (1)(2)(3) of the Child, Youth and Family Services Act	No	

Procedure Number	Procedure Name	Arising from Board Policy	Board Policy Name
05-06 Appendix B	Centre for Forensic Sciences - Police Submission Guidelines	No	
05-06 Appendix C	Protection Services for 16 and 17 Year Olds	Yes	TPSB LE-027 Physical and Sexual Abuse of Children
05-07	Fire Investigations	No	
05-08	Criminal Writings	Yes	Fraud & False Pretence Investigations
05-09	Tampering or Sabotage of Food, Drugs, Cosmetics or Medical Devices	No	
05-10	Threatening/Harassing Telephone Calls	Yes	Criminal Harassment
05-11	Fail to Comply/Fail to Appear	No	
05-12	Counterfeit Money	No	
05-13	Breach of Conditional Sentence	No	
05-14	Immigration Violations	No	
05-15	Asset Forfeiture Investigations	Yes	Proceeds of Crime
05-16	Hate/Bias Crime	Yes	Hate or Bias Motivated Crime; Hate Propaganda; Victims' Assistance.
05-17	Gambling Investigations	Yes	Illegal Gaming
05-18	Fraudulent Payment Cards	Yes	Fraud & False Pretence Investigations
05-19	Violent Crime Linkage Analysis System	Yes	Parental & Non-Parental Abduction Investigations; Police Response to High-Risk Individuals.
05-20	Virtual Currency	Yes	Proceeds of Crime
05-21	Firearms	Yes	Tactical Units; Stolen or Smuggled Firearms; Offences Involving Firearms.
05-22	Elder and Vulnerable Adult Abuse	Yes	Elder Abuse and Vulnerable Adult Abuse; Victims' Assistance.
05-22 Appendix A	Elder and Vulnerable Adult Abuse Investigations – Contact Information	Yes	Elder Abuse and Vulnerable Adult Abuse
05-23	Financial Crime Investigations	Yes	Fraud & False Pretence Investigations
05-24	Internet Child Exploitation	Yes	Criminal Investigation Management; Physical and Sexual Abuse of Children; Sexual Assault Investigations; Child Pornography – Internet Child Exploitation Investigations; Sex Offender Registry; Victims' Assistance.
05-25	Pawnbrokers and Second Hand Dealers	Yes	Property Offences Including Break and Enter
05-26	Child Abductions	Yes	Ground Search; Criminal Investigation Management; Parental & Non-Parental Abduction Investigations.

Procedure Number	Procedure Name	Arising from Board Policy	Board Policy Name
05-27	Criminal Harassment	Yes	Criminal Investigation Management; Criminal Harassment; Victims' Assistance.
05-27 Appendix A	Detective Operations - Sex Crimes - Behavioural Assessment Section	No	
05-27 Appendix B	Excerpt from LE-028 - Criminal Harassment	Yes	Criminal Harassment
05-28	Gang Related Investigations	No	
05-29	Sex Offender Registries	Yes	Sex Offender Registry; Victims' Assistance.
05-30	Major Drug Investigations	Yes	Drug-Related Offences Other Than Simple Possession
05-31	Human Trafficking	Yes	Criminal Investigation Management; Physical and Sexual Abuse of Children; Sexual Assault Investigations; Child Pornography – Internet Child Exploitation Investigations; Sex Offender Registry; Victims' Assistance.
05-32	Kidnapping	Yes	Tactical Units; Hostage Rescue Teams; Ground Search; Criminal Investigation Management; Missing Persons; Parental & Non-Parental Abduction Investigations.
05-33	High Risk Individuals	Yes	Bail and Violent Crime; Police Response to High Risk Individuals.
05-34	Serious Assaults	Yes	Ground Search; Criminal Investigation Management; Homicide and Attempted Homicide Investigations.
06-01	Commencing POA Proceedings	Yes	Traffic Management, Traffic Law Enforcement and Road Safety
06-02	Withdrawal of a Provincial Offences Act Charge	No	
06-03	Prosecuting Business Establishments	No	
06-04	Persons in Crisis	Yes	Tactical Units; Police Response to Persons Who Are Emotionally Disturbed or Have a Mental Illness or a Developmental Disability.
06-04 Appendix A	Quick Reference Guide for Police Officers – Persons in Crisis	No	
06-04 Appendix B	Designated Psychiatric Facilities	No	
06-05	Elopees and Community Treatment Orders	Yes	Police Response to Persons Who are Emotionally Disturbed or Have a Mental Illness or a Developmental Disability
06-06	Apprehension Orders	Yes	Missing Persons; Parental & Non-Parental Abduction Investigations.

Procedure Number	Procedure Name	Arising from Board Policy	Board Policy Name
06-07	Restraining Orders	Yes	Domestic Violence Occurrences
06-08	Orders for Exclusive Possession of a Matrimonial Home	No	
06-09	Animal Control	No	
06-10	Landlord and Tenant Disputes	No	
06-11	Licensed Premises	Yes	Police Attendance at Locations Occupied Solely by Women in a State of Partial or Complete Undress
06-12	Municipal Licensing & Standards/Toronto Licensing Tribunal	No	
06-13	Mobile Crisis Intervention Team	Yes	Police Response to Persons Who are Emotionally Disturbed or Have a Mental Illness or a Developmental Disability
07-01	Transportation Collisions	Yes	Traffic Management, Traffic Law Enforcement and Road Safety
07-02	Fail to Remain Collisions	Yes	Traffic Management, Traffic Law Enforcement and Road Safety
07-03	Life Threatening Injury/Fatal Collisions	Yes	Traffic Management, Traffic Law Enforcement and Road Safety
07-04	Railway Collisions	Yes	Found Human Remains
07-04 Appendix A	Rail Accident Protocol	No	
07-04 Appendix B	Canadian Rail Incident Investigation Guideline	No	
07-05	Service Vehicle Collisions	Yes	Traffic Management, Traffic Law Enforcement and Road Safety
07-06	Ability Impaired/80 mgs and Over Investigation	Yes	Traffic Management, Traffic Law Enforcement and Road Safety
07-06 Appendix A	Ability Impaired/80 mgs and over Summary Chart	No	
07-06 Appendix B	Quick Chart – Administrative Suspensions & Impoundments under the HTA	No	
07-07	Ability Impaired/Over 80 – Hospital Investigation	Yes	Traffic Management, Traffic Law Enforcement and Road Safety
07-08	Approved Screening Device	Yes	Traffic Management, Traffic Law Enforcement and Road Safety
07-08 Appendix A	Approved Screening Device Summary Chart – First Breath Analysis	No	
07-08 Appendix B	Second Breath Analysis Instructions	No	
07-09	Breath Interview	No	
07-10	Speed Enforcement	Yes	Speed Detection Devices
07-11	Impounding/Relocating Vehicles	Yes	Traffic Management, Traffic Law Enforcement and Road Safety; Collection, Preservation and Control of Evidence and Property; Proceeds of Crime.

Procedure Number	Procedure Name	Arising from Board Policy	Board Policy Name
07-11 Appendix A	Divisional Chart for Forensic Exam Vehicle Impound	No	
07-12	Theft of Vehicles	Yes	Vehicle Theft Investigations
07-12 Appendix A	Letter of Direction	No	
07-13	Unsafe Vehicles	Yes	Traffic Management, Traffic Law Enforcement and Road Safety
07-14	Parking Infraction Notice	No	
07-15	Drug Recognition Expert Evaluations and Standardized Field Sobriety Testing	Yes	Traffic Management, Traffic Law Enforcement and Road Safety
07-18	RIDE Program	Yes	Traffic Management, Traffic Law Enforcement and Road Safety
07-19	Suspended/Disqualified Driving	No	
07-19 Appendix A	Administrative Suspensions & Impoundments Under the HTA	No	
07-20	Licence Plates/Accessible Parking Permits	No	
08-01	Employee and Family Assistance Program (EFAP)	Yes	Child Pornography – Internet Child Exploitation Investigations
08-02	Sickness Reporting	No	
08-03	Injured on Duty Reporting	No	
08-04	Members Involved in a Traumatic Critical Incident	No	
08-04 Appendix A	Critical Incident Stress Handout	No	
08-04 Appendix B	Guidelines for the Support and Assistance of Affected Members	No	
08-04 Appendix C	Critical Incident Response Team / Peer Support Volunteers Flow Chart	No	
08-05	Substance Abuse	No	
08-06	Hazardous Materials, Decontamination and De-infestation	Yes	Communicable Diseases
08-07	Communicable Diseases	Yes	Communicable Diseases
08-08	Central Sick Leave Bank	No	
08-09	Workplace Safety	Yes	Occupational Health and Safety
08-10	External Threats Against Service Members	No	
08-11	Workplace Violence	Yes	Equal Opportunity, Discrimination and Workplace Harassment; Workplace Violence Prevention; Occupational Health and Safety
08-12	Workplace Harassment	Yes	Equal Opportunity, Discrimination and Workplace Harassment; Workplace Violence Prevention; Occupational Health and Safety
08-13	Workplace Accommodation	Yes	Equal Opportunity, Discrimination and Workplace Harassment; Accommodation

Procedure Number	Procedure Name	Arising from Board Policy	Board Policy Name
08-13 Appendix A	Accommodations Process Flow Chart	No	
08-14	Psychological Health and Wellness	No	
08-15	Naloxone	No	
08-16	Fitness for Duty	No	
09-01	Property – General	Yes	Collection, Preservation and Control of Evidence and Property
09-02	Property – Vehicles	Yes	Collection, Preservation and Control of Evidence and Property; Proceeds of Crime
09-03	Property – Firearms	Yes	Collection, Preservation and Control of Evidence and Property; Offences Involving Firearms
09-04	Controlled Drugs & Substances	Yes	Collection, Preservation and Control of Evidence and Property; Drug-Related Offences Other Than Simple Possession
09-05	Property – Liquor	Yes	Collection, Preservation and Control of Evidence and Property
09-06	Property of Persons in Custody	Yes	Prisoner Care and Control
Ch. 10 Appendix A	Incident Management System Organizational Chart	Yes	Major Incident Command
Ch. 10 Appendix B	Containment & Perimeter Control	Yes	Preliminary Perimeter Control & Containment
Ch. 10 Appendix C	MICC Activation and Event Categorization Process	Yes	Major Incident Command
10-01	Emergency Incident Response	Yes	Preliminary Perimeter Control & Containment; Major Incident Command; Emergency Plan
10-02	Incidents Involving Hazardous Materials	No	
10-03	Bomb Threats, Suspicious Packages/Devices and Explosions	Yes	Explosives
10-03 Appendix A	Explosive Device Safe Standoff Distance Chart	No	
10-04	Nuclear Facility Emergencies	No	
10-04 Appendix A	Notification Protocols	No	
10-04 Appendix B	Nuclear Safety Status Zones	No	
10-05	Incidents Requiring the Emergency Task Force	Yes	Tactical Units; Hostage Rescue Teams; Crisis Negotiators; Explosives
10-06	Medical Emergencies	No	
10-07	Industrial Accidents	No	
10-08	Chemical / Biological / Radiological / Nuclear Agents Events	Yes	Tactical Units
10-09	Evacuations	No	

Procedure Number	Procedure Name	Arising from Board Policy	Board Policy Name
10-10	Emergencies and Pursuits on TTC Property	Yes	Tactical Units
10-11	Clandestine Laboratories and Marihuana Grow Operations	No	
10-12	Counter–Terrorism	Yes	Emergency Plan; Counter-Terrorism.
10-13	Threats to School Safety	No	
10-14	Public Health Emergencies/Pandemic Response	Yes	Emergency Plan
10-15	Use of Remotely Piloted Aircraft Systems (RPAS)	No	
11-01	Emergency Management & Public Order Response	Yes	Major Incident Command; Public Order Unit; Designated Special Events; Mass Detention Centres
11-03	Police Response at Labour Disputes	Yes	Police Action in Respect of Labour Disputes
11-04	Protests and Demonstrations	Yes	Mass Detention Centres
11-05	Major Disturbances at Detention Centres	No	
11-06	Labour Disputes at Detention Centres	Yes	Police Action in Respect of Labour Disputes
11-07	Special Events	Yes	Designated Special Events; Mass Detention Centres
11-08	Use of Mounted Section	No	
12-01	Confidential Crown Envelope	No	
12-02	Court Attendance	No	
12-03	Use of Affidavits	No	
12-04	Unserved Criminal Summons	No	
12-05	Request to Withdraw Criminal Charge	No	
12-06	Coroner's Inquest	No	
12-08	Disclosure, Duplication and Transcription	No	
12-08 Appendix A	Memorandum Books	No	
12-09	Request for Adjournment	No	
12-10	Re-laying Charges and Appeal Notices	No	
12-11	High Risk Security Court Appearances	Yes	Court Security
Ch. 13 Appendix A	Unit Level Criteria / Conduct Penalties	Yes	Complaints
Ch. 13 Appendix B	Chief's Advisory Committee	No	
Ch. 13 Appendix C	Progressive Discipline	No	
Ch. 13 Appendix F	Notification for Legal Indemnification Time Limit	Yes	Legal Indemnification Claims
Ch. 13 Appendix G	Expunge Police Services Act Conviction	Yes	Policy Complaints

Procedure Number	Procedure Name	Arising from Board Policy	Board Policy Name
13-01	Awards	Yes	Awards; Special Fund
13-02	Uniform External Complaint Intake/Management	Yes	Complaints
13-03	Uniform Internal Complaint Intake/Management	No	
13-04	Uniform Unit Level Discipline	Yes	Complaints
13-05	Police Services Act Hearings	Yes	Complaints
13-06	Uniform Complaint Withdrawal	No	
13-07	Policy/Services Provided Complaints	Yes	Complaints; Race and Ethnocultural Equity Policy
13-08	Uniform Suspension from Duty	No	
13-09	Civilian Complaint and Discipline Process	Yes	Conduct of Service Members; Race and Ethnocultural Equity Policy
13-10	Civilian Suspension from Duty	No	
13-11	Unsatisfactory Work Performance	No	
13-12	Legal Indemnification	Yes	Legal Indemnification Claims
13-13	Civil Documents	Yes	Litigation
13-14	Human Rights	Yes	Equal Opportunity, Discrimination and Workplace Harassment; Conduct of Service Members; Human Rights; Race and Ethnocultural Equity Policy
13-16	Special Investigations Unit	No	
13-17	Notes and Reports	Yes	Management of Police Records; Officer Note Taking
13-18	Anonymous Reporting of Discreditable Conduct	Yes	Protected Disclosure
13-19	Breath Test for Service Members	No	
13-20	Accessibility for Persons with Disabilities	Yes	Accessibility Standards for Customer Service; Accommodation
14-01	Skills Development and Learning Plan - Uniform	Yes	Skills Development and Learning Plan
14-02	Evaluations, Reclassifications and Appraisals	Yes	Skills Development and Learning Plan; Equal Opportunity, Discrimination and Workplace Harassment; Rank Structure; Uniform Promotions and Appointments
14-02 Appendix A	Appraisal Process – Uniform	Yes	Equal Opportunity, Discrimination and Workplace Harassment
14-02 Appendix B	Evaluation Process - Civilian	Yes	Equal Opportunity, Discrimination and Workplace Harassment
14-03	Probationary Constable / Field Training	Yes	Skills Development and Learning Plan
14-04	Acting Assignments	No	
14-07	Changes to Uniform and Civilian Establishment	Yes	Civilian Promotions and Appointments; Uniform Promotions and Appointments

Procedure Number	Procedure Name	Arising from Board Policy	Board Policy Name
14-08	Request to Fill Established Positions and Hire Part-Time or Temporary Staff	No	
14-09	Civilian Transfer, Reclassification and Promotion	Yes	Civilian Promotions and Appointments
14-10	Uniform Promotion Process	Yes	Uniform Promotions and Appointments; Delegation: Appointments and Promotions.
14-12	Voluntary Lieu Time Donations	No	
14-13	Contract Persons & Consultants	Yes	Re-employment of Former Service Members as Consultants or on Contract
14-14	Termination of Employment	No	
14-15	Secondments	Yes	Arrangements with RCMP for International Events; Secondments
14-17	Detective Classification and Plainclothes Assignment	No	
14-18	Internal Support Networks (ISN)	Yes	Copyright, Trademark and Intellectual Property; Race and Ethnocultural Equity Policy
14-20	Auxiliary Members	Yes	Use of Auxiliaries
14-21	WPPD – Senior Officers	No	
14-22	Conflict of Interest Involving Related Members	No	
14-23	Attendance at Special Activities	Yes	Use of Auxiliaries, Use of Volunteers
14-24	Police Officers Reclassified to Civilian Senior Officer Positions	No	
14-25	Secondary Activities	Yes	Secondary Activities
14-26	Leaves of Absence	Yes	Arrangements with RCMP for International Events
14-27	Bereavement Leave & Funeral Entitlements	No	
14-28	Attendance at Competitions or Events	Yes	Special Fund
14-29	Change in Personal Information	No	
14-30	Re-Employment of Former Members and Lateral Entries	Yes	Re-employment of Former Service Members as Consultants or on Contract
14-30 Appendix A	Criteria: Hiring Levels and Training Requirements	Yes	Re-employment of Former Service Members as Consultants or on Contract
14-31	Members Serving on Boards/Committees	Yes	Secondary Activities
14-32	Crime Prevention	Yes	Crime Prevention; Community Consultative Groups; Race and Ethnocultural Equity Policy
14-33	Social Functions & Community Events	Yes	Donations and Sponsorship
14-34	Transfer – Police Officer	No	

Procedure Number	Procedure Name	Arising from Board Policy	Board Policy Name
14-35	Special Constables	Yes	Use of Auxiliaries; Use of Volunteers
14-36	Participation in a Learning Opportunity	No	
15-01	Incident Response (Use of Force / De-Escalation)	Yes	Race-Based Data Collection, Analysis and Public Reporting, Use of Force
15-01 Appendix A	Provincial Use of Force Model	No	
15-01 Appendix B	Provincial Use of Force Model Background Information	No	
15-02	Injury/Illness Reporting	Yes	Use of Force
15-03	Service Firearms	Yes	Safe Storage of Police Service Firearms, Secure Holster, Use of Force
15-04	C-8 Rifle	Yes	Safe Storage of Police Service Firearms
15-05	Shotgun	Yes	Safe Storage of Police Service Firearms
15-06	Less Lethal Shotguns	Yes	Safe Storage of Police Service Firearms
15-07	Use of Authorized Range	No	
15-08	MP5 Submachine Gun	Yes	Safe Storage of Police Service Firearms
15-09	Conducted Energy Weapon	Yes	Use of Force
15-10	Suspect Apprehension Pursuits	Yes	Suspect Apprehension Pursuits
15-11	Use of Service Vehicles	Yes	Marked General Patrol Vehicles
15-12	Inspection of Service Vehicles and Equipment	Yes	Marked General Patrol Vehicles
15-13	Requests for Loan Vehicles	No	
15-14	Fuel and Oil	Yes	Marked General Patrol Vehicles
15-15	Shared Equipment	Yes	Acoustic Hailing Devices
15-16	Uniform, Equipment and Appearance Standards	Yes	Adequacy Standards Compliance; Use of Auxiliaries; Use of Volunteers; Name Badges; Uniforms, Working Attire and Equipment
15-16 Appendix A	Uniformed Command Officers and Uniformed Senior Officers	Yes	Uniforms, Working Attire and Equipment
15-16 Appendix B	Police Constable to Staff Sergeant	Yes	Uniforms, Working Attire and Equipment
15-16 Appendix C	Uniformed Civilian Members	Yes	Uniforms, Working Attire and Equipment
15-16 Appendix D	Auxiliary Members and Volunteers	Yes	Use of Auxiliaries; Use of Volunteers; Uniforms, Working Attire and Equipment
15-16 Appendix E	Officers – Specialized Functions	Yes	Uniforms, Working Attire and Equipment
15-16 Appendix F	Appearance Standards – Officers and Civilian Uniformed Members	Yes	Uniforms, Working Attire and Equipment

Procedure Number	Procedure Name	Arising from Board Policy	Board Policy Name
15-16 Appendix G	Wearing of Decorations and Medals	Yes	Uniforms, Working Attire and Equipment
15-16 Appendix H	Wearing of Name Badges	Yes	Name Badges; Uniforms, Working Attire and Equipment
15-17	In-Car Camera System	No	
15-18	Secure Laptop	No	
15-19	Soft Body Armour	No	
15-20	Body-Worn Camera	Yes	Body Worn Camera
15-20 Appendix A	Wearing Body-Worn Camera	Yes	Uniforms, Working Attire and Equipment; Body Worn Camera
16-01	Service and Legislative Governance and Legal Agreements	Yes	Designated Special Events; Filing of Toronto Police Service Procedures; Process for Seeking Legislative Change
16-01 Appendix A	Routine Order Approval and Publication Process	No	
16-03	Forms Management	No	
16-06	Audit and Quality Assurance Process	Yes	Audit Policy
16-06 Appendix A	Process for Ministry of the Solicitor General Inspections of the Toronto Police Service	Yes	Audit Policy
16-06 Appendix B	City of Toronto Auditor General Report and Follow-up Recommendation Process	Yes	Audit Policy
16-06 Appendix C	City of Toronto Internal Audit Division Report and Follow-up Recommendation Process	Yes	Audit Policy
16-07	Collection, Analysis and Reporting of Race and Identity-Based Data	Yes	Regulated Interaction with the Community and the Collection of Identifying Information; Police Race-Based Data Collection
17-01	News Media	Yes	Parental & Non-Parental Abduction Investigations; Regulated Interaction with the Community and the Collection of Identifying Information
17-01 Appendix A	Sample News Release	No	
17-02	Information Breaches	No	
17-03	Requests for Information Made Under the Municipal Freedom of Information and Protection of Privacy Act	No	
17-04	Community/Public Safety Notifications	Yes	Sexual Assault Investigations; Parental & Non-Parental Abduction Investigations; Police Response to High-Risk Individuals
17-04 Appendix A	Disclosure of Personal Information	Yes	Sexual Assault Investigations

Procedure Number	Procedure Name	Arising from Board Policy	Board Policy Name
17-04 Appendix B	Occurrences where Public Warning/Notification and Consultation with BAS be Considered	Yes	Sexual Assault Investigations
17-04 Appendix C	Protocol for Public Notification	Yes	Sexual Assault Investigations
17-05	Correspondence and File Management	Yes	Management of Police Records
17-05 Appendix A	Unit Commander File Index	Yes	Management of Police Records
17-06	CPIC Purge List	Yes	Management of Police Records
17-07	BOLOs and FYIs	Yes	Prisoner Care and Control; Missing Persons; Found Human Remains; Homicides & Attempted Homicides Investigations; Parental & Non-Parental Abduction Investigations; Vehicle Theft Investigations; Police Response to High-Risk Individuals
17-08	Use of Special Address System	Yes	Police Response to High-Risk Individuals
17-09	Use of the Service Image	Yes	Delegation: Use of Crest
17-10	Internet	No	
17-11	Toronto Police Service Intranet (TPSnet)	No	
17-12	Service Communication Systems	Yes	Communications Centre
17-13	Social Media	No	
18-01	Covert Credit Cards	No	
18-02	Transfer of Funds	No	
18-03	Requests for Goods and/or Services	No	
18-05	Reimbursement for the Repair of Replacement of Damaged Personal Items	No	
18-06	Flashroll	No	
18-07	329 Fund	Yes	Drug-Related Offences Other Than Simple Possession
18-08	Donations	Yes	Donations and Sponsorship
18-09	Service Seminars	No	
18-10	Collection of Member Overpayments	No	
18-11	Lieu Time – Negative Balance	No	
18-13	Authorization and Expense Reimbursement for Service Business Travel	No	
18-13 Appendix A	Authorization Limits and Required Signatures	No	
18-13 Appendix B	Expense Allowances	No	
18-14	Authorization and Expense Reimbursement for Service Training	No	

Procedure Number	Procedure Name	Arising from Board Policy	Board Policy Name
18-14 Appendix A	Authorization Limits and Required Signatures	No	
18-14 Appendix B	Expense Allowances	No	
18-15	Shared Resources	No	
18-17 Appendix A	Expenditures Authorized for Payment with a Corporate Credit Card	No	
18-18 Appendix A	Examples of Appropriate Business Expenses	No	
18-19	Paid Duties	No	
18-20	Paid Duties at Commercial Filming Locations	No	
18-21	Premium Pay	No	
19-01	Fire Safety Plans	No	
19-02	Service Facilities	Yes	Environmental Responsibility Policy; Special Fund
19-02 Appendix A	Notice	No	
19-02 Appendix B	Parking Access - Personal Vehicles	No	
19-03	Police Headquarters and Toronto Police Operations Centre	Yes	Occupational Health and Safety
19-03 Appendix A	Parking at Police Headquarters	No	
19-09	Off-Site Police Facilities	No	
19-10	Unit Operational Continuity Plan	Yes	Designated Special Events

Appendix B – Index of Toronto Police Service Procedures Referencing Board By-Laws

Procedure Number	Procedure Name	Arising from Board By-Law	Board By-Law Name
14-13	Contract Persons & Consultants	Yes	By-Law No. 162 – Financial Management and Control By-Law
18-04	Third Party Claims for Damage to or Loss of Private Property	Yes	By-Law No. 162 – Financial Management and Control By-Law
18-12	Membership in Professional and Occupational Associations	Yes	By-Law No. 162 – Financial Management and Control By-Law
18-16	Use of Revenue	Yes	By-Law No. 162 – Financial Management and Control By-Law
18-17	Corporate Credit Cards	Yes	By-Law No. 162 – Financial Management and Control By-Law
18-18	Business Expenses	Yes	By-Law No. 162 – Financial Management and Control By-Law



Toronto Police Services Board Report

September 12, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Injury of Complainant 2022.04

Recommendation(s):

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

Financial Implications:

There are no financial implications relating to the recommendation contained within this report.

Background / Purpose:

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

S.I.U. Terminology:

Complainant – Refers to the affected person

SO – Subject Official

CW – Civilian Witness

S.I.U. Investigative Conclusion:

In a letter to the Chief of Police dated May 20, 2022, 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 official.”*

The following *S.I.U. Incident Narrative and Analysis and Directors Decision* has been reprinted from the S.I.U. Director’s report, number 22-TCI-017, which can be found via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=1958

S.I.U. Incident Narrative:

“The material events in question are clear on the evidence collected by the SIU, which included interviews with the Complainant and a civilian eyewitness, and a review of body worn camera footage and video from surveillance cameras that captured the incident in its entirety. 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 January 20, 2022, the Complainant was confronted by the SO on the northbound platform of the College Subway Station. The Complainant had made his way to the station from the Loblaws Grocery Store at 60 Carlton Street, where he had stolen merchandise. Prior to entering the station, a store security guard – the CW – had followed the Complainant out of the store to tell him he was under arrest and ask that he return. The Complainant refused and brandished a chisel in the CW’s direction. The SO, working a paid-duty at the store, became involved and followed the CW to the College Subway Station.

The SO grabbed hold of the Complainant as the latter waited by an open subway door, and a struggle between the two ensued. Punches were exchanged by the parties. Very quickly, with the help of the CW, the Complainant was forced to the floor. There, the struggle continued for a period. The SO delivered left-handed punches to the Complainant’s face before securing his hands in handcuffs behind his back.

Following his arrest, paramedics attended and transported the Complainant to hospital where he was diagnosed with a broken nose”.

Analysis and Director's Decision:

"The Complainant suffered a serious injury in the course of his arrest in Toronto on January 20, 2022. The arresting officer – the SO – was identified as the subject official in the ensuing SIU investigation. 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 arrest and injury.

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.

By the time the SO laid hands on the Complainant, he understood from the CW that the Complainant had stolen merchandise from the Loblaw's Grocery Store and threatened the security guard when he attempted to arrest him. On this record, I am satisfied that the Complainant was subject to arrest for theft and assault.

I am further satisfied that the force used by the SO in aid of the Complainant's arrest was legally justified. The Complainant reacted to the SO's physical engagement by resisting his arrest, even striking out at the officer with his right hand as the two struggled on their feet. In the circumstances, I am unable to characterize the several punches the SO delivered in return as excessive. Not only was he faced with a combative individual, the officer would also have been concerned about the earlier reports of a 'screwdriver' in the Complainant's possession and the proximity of the struggle to the subway. Given the need to quickly subdue the Complainant, it would appear that the force used by the officer at this time was commensurate with the exigencies of the moment. The same may be said with respect to the punches delivered by the officer when he and the Complainant were on the floor. Though the SO was straddling the Complainant at this time, it was clear that the Complainant's fight had not yet abated. Following the punches, the officer was able to restrain the Complainant in handcuffs.

For the foregoing reasons, while I accept that the Complainant's nose was fractured by the officer in the course of the struggle that marked his arrest, there are no reasonable grounds to believe that the SO comported himself unlawfully throughout the engagement. Accordingly, there is no basis for proceeding with criminal charges in this case, and the file is closed".

Summary of the Toronto Police Service's Investigation:

The Professional Standards-S.I.U. Liaison (S.I.U. Liaison) conducted an investigation pursuant to 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 officer.

The S.I.U. Liaison investigation reviewed the following Toronto Police Service (T.P.S.) procedures:

- Procedure 01-01 (Arrest);
- 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 15-20 (Body-Worn Camera);
- Procedure 18-19 (Paid Duties).

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

- *Special Investigations Act, 2019.*

The 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 S.I.U. Liaison investigation determined the conduct of the designated 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; the Subject Official (S.O.) was equipped with and properly utilizing his Body-Worn Camera (B.W.C.). The interaction with the Complainant was captured on the S.O.'s B.W.C. and was instrumental in assisting the S.I.U. in determining what happened and why.

Staff Superintendent Peter Code, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

James Ramer, O.O.M.
Chief of Police

original copy with signature on file in Board office



Toronto Police Services Board Report

September 8, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Chief's Administrative Investigation into the Alleged Sexual Assault of Complainant 2022.15

Recommendation(s):

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

Financial Implications:

There are no financial implications relating to the recommendation contained within this report.

Background / Purpose:

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving serious injury, death, 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.

Discussion:

On December 5, 2021, five uniformed officers from 43 Division were operating a Reduce Impaired Driving Everywhere (R.I.D.E.) spot check at Eglinton Avenue East near Bellamy Road.

Officers stopped a car operated by a male. The driver's wife, Alleged Sexual Assault Complainant 2022.15 (2022.15) was the passenger in this vehicle.

After a brief investigation, the driver was arrested for impaired driving. It was also discovered that he was prohibited from being in the company of 2022.15.

Due to the weather conditions, 2022.15 remained in the vehicle.

As the vehicle was impeding traffic flow, an officer moved it to the side of the roadway with 2022.15 still inside and requested a taxi to transport her home.

The driver was transported to a Division for further investigation where charges were ultimately laid.

Soon after, 2022.15 was assisted into a taxi and left the scene.

On March 28, 2022, counsel for the accused driver filed a complaint on 2022.15's behalf to the S.I.U. alleging 2022.15 was sexually assaulted by one of the officers on December 5, 2021.

The S.I.U. advised Toronto Police Service (T.P.S.) that it had invoked its mandate in relation to this investigation. The S.I.U. did not disclose to the T.P.S. the nature and extent of the contact that is alleged to have constituted the alleged sexual assault.

The S.I.U. designated one officer as a subject official; four other officers were designated as a witness officials.

In a letter to the T.P.S. dated July 22, 2022, 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 Directors 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."*

Summary of the Toronto Police Service's Investigation:

The Professional Standards - S.I.U. Liaison (S.I.U. Liaison) conducted an investigation pursuant to Provincial Legislation.

This investigation examined the circumstances of the alleged sexual assault in relation to the applicable legislation, service provided, procedures, and the conduct of the involved officers.

The S.I.U. Liaison investigation reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);

- Procedure 05-05 (Sexual Assault);
- Procedure 07-18 (RIDE Program);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-17 (In-Car Camera System)

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

- *Special Investigations Act, 2019*

The S.I.U. Liaison investigation, which was reviewed by the Specialized Criminal Investigations - Sex Crimes Unit, 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 S.I.U. Liaison investigation determined the conduct of the designated officers was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures. The officers' appropriate use of the I.C.C.S was noted by the Director of the S.I.U. as having played an integral role in the investigation.

Staff Superintendent Peter Code, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

James Ramer, O.O.M.
Chief of Police

*original copy with signature on file in Board office



Toronto Police Services Board Report

September 8, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Chief's Administrative Investigation into the Alleged Sexual Assault of Complainant 2022.16

Recommendation(s):

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

Financial Implications:

There are no financial implications relating to the recommendation contained within this report.

Background / Purpose:

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving serious injury, death, 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.

Discussion:

On October 26, 2020, three uniformed officers from 14 Division responded to a call at a condominium in Liberty Village pertaining to a child custody dispute.

During the investigation, Alleged Sexual Assault Complainant 2022.16 (2022.16) became angry with the information that the officers were providing and he threw court documents in the face of one of the officers.

When the officers went to arrest 2022.16, he resisted. After a brief struggle, 2022.16 was restrained, handcuffed and placed under arrest for assaulting a police officer.

The arrest of 2022.16 was captured on video by a third party and this video has been provided to the S.I.U.

2022.16 was walked out of the condominium building to a waiting police vehicle. Prior to being placed inside the vehicle 2022.16 was given a Frisk Search.

A Frisk Search is defined by the T.P.S. as a, *“search Incident to arrest and means a more-thorough search that may include emptying and searching pockets as well as removal of clothing, which does not expose a person’s undergarments, or the areas of the body normally covered by undergarments. The removal of clothing such as belts, footwear, socks, shoes, sweaters, extra layers of clothing, or the shirt of a male would all be included in a Frisk search. A Frisk search may be commenced in the field and concluded at the station.”*

2022.16 was transported to 14 Division where he was charged with assaulting a peace officer.

On March 29, 2022, 2022.16 filed a direct complaint to the S.I.U. alleging he was sexually assaulted by one of the officers.

The S.I.U. informed the Toronto Police Service (T.P.S.) that it had invoked its mandate in relation to this investigation.

The S.I.U. stated that 2022.16 alleged that as he was being searched at the scout car, one of the officers sexually assaulted him.

The S.I.U. designated one officer as a subject official; two other officers were designated as witness officials.

In a letter to the T.P.S. dated July 26, 2022, Director Joseph Martino of the S.I.U. stated, *“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 Directors 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.”*

Summary of the Toronto Police Service’s Investigation:

The Professional Standards - S.I.U. Liaison (S.I.U. Liaison) conducted an investigation pursuant to Provincial Legislation.

This investigation examined the circumstances of the alleged sexual assault in relation to the applicable legislation, service provided, procedures, and the conduct of the involved officers.

The S.I.U. Liaison investigation reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 05-04 (Intimate Partner Violence);
- Procedure 05-05 (Sexual Assault);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-17 (In-Car Camera System)

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

- *Special Investigations Act, 2019*

The S.I.U. Liaison investigation, which was reviewed by the Specialized Criminal Investigations – Sex Crimes Unit, 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 S.I.U. Liaison investigation determined the conduct of the designated officers was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures.

Staff Superintendent Peter Code, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

James Ramer, O.O.M.
Chief of Police

*original copy with signature on file in Board office

**Toronto Police Services Board
Public Meeting
October 11, 2022**

**** Speakers' List ****

Opening of the Meeting

2. 2021 Toronto Police College Training Program

Deputations: Ferin Malek (in person)
Miguel Avila (in person)
Derek Moran (written submission included) (in person)

Nicole Corrado (written submission **only**)

3. Auditor General Draft Project Implementation Strategy

Deputations: Derek Moran (written submission included) (in person)

Nicole Corrado (written submission **only**)

4. Request for Amendment to Use of Special Event Funding – LGBT Purge 30th Anniversary

Deputation: Nicole Corrado (written submission **only**)

5. Final Report: Inquest into the death of Mr. Alexander Wettlaufer Jury verdict and recommendations

Deputation: Nicole Corrado (written submission **only**)

6. Response to the Jury Recommendations from the Coroner's Inquest into the Death of Mr. Quinn MacDougall

Deputation: Nicole Corrado (written submission **only**)

8. Annual Report: 2022 Filing of Toronto Police Service Procedures

Deputations: Miguel Avila (in person)
Dr. Ragini Sharma (written submission included) (in person)
Canadian Organization for Hindu Heritage Education

Derek Moran (written submission included) (in person)

Nicole Corrado (written submission **only**)

This report mentions- Training 2022/23, New and Evolving Content Reports, Recommendations, Legislation and, Case Law [Prete v. Ontario \(Attorney-General\)](#), 1993 CanLII 3386 (ON CA)

Court of Appeal for Ontario — Ontario

1993-11-25 | 33 pages | cited by [155 documents](#)

direct indictment — pleading — preliminary inquiry — immunity — prosecution

[...] The reasons of Lamer J., standing alone, are strongly persuasive that a **statutory enactment cannot stand in the way of a constitutional entitlement.** [...]

[Upper Canada College v. Smith](#), 61 SCR 413, 1920 CanLII 8 (SCC) — 1920-12-17

Supreme Court of Canada — Canada (Federal)

statute — retrospective — contract — procedure — enactment

[...] and the rule that **statutory enactments generally are to be regarded as intended only to regulate the future conduct of persons is**, as Parke B. said in *Moon v. Durden*, in 1848[4], [...] **deeply founded in good sense and strict justice because speaking generally it would not only be widely inconvenient but [...] a flagrant violation of natural justice to deprive people of rights acquired by transactions perfectly valid and regular according to the law of the time.** [...]

[Halton Hills \(Town\) v. Kerouac](#), 2006 CanLII 12970 (ON SC)

Superior Court of Justice — Ontario

2006-04-07 | 24 pages | cited by [8 documents](#)

defamation — government — speech — public — reputations

Rights and freedoms Torts

[...] **As long as ultimate sovereignty (sic) resides in the people**, the state cannot be thought of having a separate personality and, therefore, cannot be said to have been defamed. [...]

[R. v. Hess \(No. 2\)](#), 1949 CanLII 242 (BC CA) — 1949-01-25

Court of Appeal — British Columbia

bail — jurisdiction — detained — acquitted — constitutional

[...] But there is **no charge against the man** before me on this application. [...] **Chief Justice Coke advising the King on behalf of the Judges said (Lord Campbell's Lives, supra, pp. 380 et seq.) [...] : "So the King cannot arrest any man as laid down in the Year-Book-1 H. VII 7, 4, 'for the party cannot have any remedy against the King' ...** [...]

29. Premier Ford at this press conference below is reminding those in government who they work for - 'the boss,' which is as he puts it, "the people":

At the very beginning of this press conference, Premier Doug Ford says - "...i promised we would get Ontario back on track. I ran on a commitment, to restore accountability and trust...and end their culture of waste, and mismanagement in government. .because **one thing every politician, at every level, and every region, needs to remember, is that we all share the same boss, we all work, for the people.**" - <https://youtu.be/b9CJpGnFRKg?t=2s>



Ford on Toronto city council: 'Most dysfunctional political arena in the country'

7,314 views

👍 993



CTV News ©
Published on Jul 27, 2018

Gagne v. **The Queen**, 1992 CanLII 8583 (FC)

1992-04-02 | 49 pages | cited by [3 documents](#)

probationary period — ex — clerk — grievance — réception et aux dossiers

[...] "The **first category** is **oppressive, arbitrary or unconstitutional action** by the **servants** of the **government**. [...] I should not extend this **category** — I say this with particular reference to the facts of this case — to **oppressive action** by private corporations or individuals. [...] In the case of the **government** it is different, for the **servants** of the **government** are also the **servants of the people** and the use of their power **must always be subordinate** to their **duty of service**." [...]

Reference re **Secession of Quebec**, 1998 CanLII 793 (SCC), [1998] 2 SCR 217

1998-08-20 | 93 pages | cited by [609 documents](#)

constitutional — political — unilateral secession — self-determination — peoples

[...] **The Constitution binds all governments, both federal and provincial, including the executive branch** (Operation Dismantle Inc. v. The Queen, 1985 CanLII 74 (SCC), [1985] 1 S.C.R. 441, at p. 455). [...] **They may not transgress its provisions: indeed, their sole claim to exercise lawful authority rests in the powers allocated to them under the Constitution, and can come from no other source.** [...]

Campbell Motors Limited v. Gordon, 1946 CanLII 242 (BC CA)

Court of Appeal for British Columbia — British Columbia

1946-06-26 | 23 pages | cited by [22 documents](#)

injunction — ultra vires — war — sovereignty — inalienable

[...] The "**rule of law**" **preserves to us**, in my judgment, **the same basic constitutional rights found in written form in the Declaration of Independence and the Constitution of the United States** (and cf. [...] **The Declaration of Independence proclaims: "We hold these truths to be self evident, that all men . . . are endowed by their Creator with certain unalienable Rights,** [...] **Self-evident truths require no proof.** One of these **truths** is that each individual is **endowed with certain inalienable rights.** [...]

[...] **That refers to rights which the state cannot give and cannot take away.** [...] **The main reason** for the existence of the state is to **secure and preserve these inalienable rights.** [...] **These inalienable rights so set forth in the Declaration of Independence repeat in written form the rights of life liberty and property which stemming from Magna Carta have become part of our unwritten constitution.** [...]

In Re Provincial Fisheries, 1896 CanLII 76 (SCC), 26 SCR 444

Supreme Court of Canada — Canada (Federal)

1896-10-13 | 140 pages | cited by [56 documents](#)

rivers — provinces — navigable waters — fisheries — fishing

[...] And in **The Queen v. Lord**[195], Peters J., delivering the judgment of the Supreme Court of Prince Edward Island, said: [...] With respect to these **public rights**, viz., navigation and fishery, **the King is, in fact, nothing more than a trustee of the public**, and **has no authority to obstruct, or grant to others any right to obstruct or abridge the public in the free enjoyment of them.**

Tropwood A.G. et al. v. Sivaco Wire & Nail Co. et al., 1979 CanLII 217 (SCC), [1979] 2 SCR 157

1979-03-06 | 12 pages | cited by [58 documents](#)

admiralty — maritime — jurisdiction — navigation — shipping

[...] And the Federal Court Act, which governs the present case, defining **Canadian maritime law** in s. 2, refers to the law that was administered by the Exchequer Court "by virtue of the Admiralty Act or **any other statute**". [...] "**Canadian maritime law**" means the law that was administered by the Exchequer Court of Canada on its Admiralty side by virtue of the Admiralty Act or **any other statute**, or that would have been so administered if that Court had had, on its Admiralty side, unlimited jurisdiction in relation to maritime and admiralty matters, [...] This definition of **Canadian maritime law** in s. 2 refers to the law that was administered by the Exchequer Court "by virtue of the Admiralty Act or **any other statute**". [...]

The training about disabilities and persons in crisis needs to be done along with people with disabilities, rather than only having people who work with them doing the training.

The issue of animal victims in intimate partner violence situations needs to be added to the course, along with a partnership with an animal foster organization and animal friendly family and women's shelters.

Police also need to be trained to humanely respond to and humanely de escalate any encounters they may have with animals. Many animals are tasered by police, or worse. A course on animal behaviour, and how to humanely interact, would reduce the number of animals being injured or killed by police.

Nicole Corrado

I just wanna say by me speaking at this meeting this shall not be deemed to be in any way my consent express or implied and doing so is fraud, God Bless *His* Majesty the King, and long live *His* Majesty the King, and if I have ever led this board to believe that I am a “person” as mentioned in the definition for ‘deputation’ in this board’s by-law definition section – then that would be a MISTAKE, and that I ask this board to please FORGIVE ME?

So in this report there is a letter from Deputy City Manager Paul Johnson which mentions: “The Auditor General identified opportunities to support more effective responses to calls to service through – amongst other things...greater community education and awareness...” So I just wanted to make the auditor general *aware*, of an example of government overreach recently where the Toronto Police came *close* to getting a frivolous call-for-service. This is from the Toronto Star:

“According to Toronto chief communications officer Brad Ross city security guards confronted the group because the press conference contravened municipal *policy* on the use of city property during an election...He said *the policy*, “is not new”...According to his campaign at one point they threatened to call the police.”

<https://www.thestar.com/news/gta/2022/09/14/mayoral-candidate-cries-foul-after-hes-kicked-off-nathan-phillips-square-during-his-press-conference.html>

[Toronto \(City\) v. Ontario \(Attorney General\)](#), 2019 ONCA 732

Court of Appeal for Ontario — Ontario

2019-09-19 | 42 pages | cited by 15 documents

election — wards — unwritten constitutional principles — expression — candidates

Public administration Rights and freedoms

[...] **Electoral campaigning -- presenting prospective voters with messages intended to convince them to vote for the candidate -- is undeniably expression for the purposes of s. 2(b):** Harper v. Canada (Attorney General) , [2004] 1 S.C.R. 827,[2004] S.C.J. No. 28, 2004 SCC 33 . [...]

[Committee for the Commonwealth of Canada v. Canada](#), [1991] 1 SCR 139, 1991 CanLII 119 (SCC)

Supreme Court of Canada — Canada (Federal)

1991-01-25 | 134 pages | cited by 289 documents

freedom of expression — government — public — airport — property

[...] The following are **the reasons delivered by McLachlin J.** -- This case brings before this Court for the first time the question of the extent of the Charter guarantee of free expression on state-owned property. [...] **Lamer C.J. suggests a s. 2 (b) test based on the compatibility of the speech with the function of the state-owned property in question.** [...] He argues, for example, **that the protection of freedom of expression afforded by s. 2 (b) of the Charter would not extend to the Parliamentary library because silence is essential to its function.** [...]

[Attorney General of Canada et al. v. Canard](#), 1975 CanLII 137 (SCC), [1976] 1 SCR 170

Supreme Court of Canada — Canada (Federal)

1975-01-28 | 54 pages | cited by 100 documents

deceased — estates — administration — equality — ordinarily resident

[...] What is involved in this approach, patent on the face of the Canadian Bill of Rights, **is the premise of our legal system that no legal permission is needed to do anything or act in any manner not prohibited by law, whether statute law or common law.**

Please support the detasking of 911 phone operators from the TPS to a city run 311 type program. The pilot project with Gerstien Centre is a great start. Moving 911 phone operators from police to a social service may allow more peaceful resolutions to many phone calls, and may even prevent a need for emergency services to attend.

Nicole Corrado

Please accept the offer to use the Special Event Funding for the 30th Anniversary Gala in memory of the LGBT Purge. This reconciliation event acknowledges the people who were, and in many ways, still are affected by the LGBT Purge.

Nicole Corrado

Please implement *all* of the recommendations regarding the inquest into the 2016 shooting death of Alexander Wettlaufer. A person does not need a formal diagnosis to be in a crisis situation. Mr Wettlaufer's behaviour suggested he was likely in a panic state. He was running off, and seemed too overwhelmed to listen to police shouting orders. It also seems like he was suicidal; pointing a weapon at police is a form of suicide attempt. Why wasn't this situation resolved peacefully during the two hours between the initial call and his eventual death? An MCIT Team social worker and/or a forensic psychiatrist should have been called in instead of only relying on the sensory overwhelming Emergency Task Force. The constables on site would have provided adequate protection for the health workers and the public. The use of videoconferencing with a family member, the person of interest, social workers, and the police may also help. Please do not let Alexander Wettlaufer's death be in vain.

Nicole Corrado

Please implement every recommendation regarding the death of Quinn MacDougall, a teenager who was killed by Hamilton police while he was experiencing an undiagnosed mental illness. This young man wanted to live; he had previously called 911 that day, due to an imaginary threat, and was increasingly upset when the police did not arrive right away. Why didn't officers arrive right after the first call? Why weren't the officers who attended the second call aware of the first call? Why wasn't there any perception from the 911 operators or the attending officers aware of the mental state of Quinn MacDougall from nuances of his phone call? Why did the taser not work? Is it possible that an unmarked taser and plainclothes officer may have been mistaken for a threat? Could yelling orders at the man have sent him into sensory overload? Could a non violent, deescalation method been used as soon as police arrived?

Currently MCRRT only responds in cases where they have received a call regarding a person who has been previously hospitalized. Quinn MacDougall had no formal diagnosis, yet he may have had a first episode of schizophrenia, which only surfaces during adolescence. Please provide a truly rapid first response from the Mobile Crisis Rapid Response Team or its equivalent in every case in which a person *might* be experiencing a mental health crisis.

Please make it mandatory for *all* police officers to receive mental health training from persons with lived experience. Any officer may encounter a person in crisis, and a call may turn into a mental health crisis call at any point.

Please do not let Quinn MacDougall's death be in vain. Please learn from his death, and make Ontario safe for persons with mental illness.

Nicole Corrado

DEPUTATION TO TORONTO POLICE SERVICES BOARD

Oct. 11, 2022

By

Dr. Ragini Sharma, PdD
President, COHHE
Canadian Organization for Hindu Heritage Education



Thank you for giving me the opportunity to be here today. I would like to acknowledge all my fellow Hindu community members in attendance in person and virtually!

My name is Dr. Ragini Sharma and I am the President of COHHE – Canadian Organization for Hindu Heritage Education. In my professional experience as a child welfare worker and community worker with TCHC, I have had the opportunity to work closely with Toronto police officers and know first-hand of TPS being a leader in policing.

Today, I would like to highlight 4 specific matters: attacks on Hindus, attacks on our temples, attacks on our religious symbol – the Swastika and liaison with our community.

1. Hindus are deeply alarmed and concerned about the growing number of criminal attacks on them in Canada. This is not the Canada we know and love. Several Hindu students of Indian origin have been beaten and some even killed. Hindus have been harassed for public display of their faith and have been threatened and physically assaulted for celebrating. Unfortunately, this seems to be a global trend lately. In Canada, there seems to be blatant prejudice against Hindus when crimes of similar nature experienced by other communities are called hate motivated, yet the same is not reported as a hate crime when the target is a Hindu. It is critical that this issue be addressed by Ontario Human Rights Commission and the Police. Attached, please find a short list of such cases, of which the most recent incident occurred this week when a student was almost beaten to death in Waterloo.
2. Over the past year, GTA Hindus temples have seen a severe escalation in crimes. There were 15 criminal incidents reported. As a community, Hindus feel violated and traumatized because our temple is our home where we felt safe, until now. The Sept 14th 2022 attack on the iconic BAPS temple in Toronto was the last straw. Our petition seeking action from politicians and police against such hate crimes has gathered an unprecedented 35,000 signatures in three weeks. Disturbing graffiti was painted on the gates of this beautiful temple which the PM, Mayor and many other dignitaries visit. The graffiti read “Death to Hindus”, in large letters, “stan” in small letters, which means the place where Hindus live. The Hindu community was deeply hurt and angered when the police called this incident an act of vandalism. We are aware of the fact that minor incidents that happen to other places of worship are quickly termed acts of crime motivated by hate. We fail to understand why Hindu places of worship are not given the same respect. Calling such crimes an act of vandalism sends out a message that crimes against Hindu temples will not be taken seriously. That seems unfair and we ask that the TPS investigate this incident, and all other attacks on Hindu temples, in an unbiased manner. Hindus need to be reassured that they have the right to equal protection under the law in Canada as any other community.
3. We are also requesting the police force protection for Hindus in their just efforts to reclaim the Swastika which is an auspicious Sanskrit word that means “wellbeing”. There have been several attempts to ban and criminalize this sacred and ancient Hindu symbol,



as seen in the federal bill C-229 in Feb 2022. The Hindu community is opposing this bill because the Swastika has no connection/relevance to similar appearing Nazi hate symbol, known as the Hakenkreuz or Hooked Cross. Hitler never used the term Swastika for the Nazi hate symbol. Jewish community leaders across the world agree that the Nazi hate symbol is not the same as the Hindu sacred symbol Swastika. We are requesting help from our Police force to allow us to publicly display our sacred Swastika without the fear of persecution and prosecution. We would like the opportunity to discuss how this can be addressed for our upcoming Hindu Heritage month in November.

4. Last but not least, it is a matter of disappointment that the police liaison with the Hindu community is being done under the South and West Asian grouping. This seems inaccurate as Hindus come from all over the world and our identity is that of religion, not geography. A request to form a Hindu advisory committee has already been made to the police chief by the Dwarpalakas organization. However, consideration for that request has been delayed. We strongly urge forming of a Hindu advisory committee urgently to address our concerns as a religious group, similar to the ones that exist for other religious groups. We consider this request a matter of equity and inclusion.

In closing, I would like to thank you for giving me this opportunity and emphasise that Hindus are a peace-loving community that contribute to every sphere of public life in this amazing city we call Toronto

ATTACHMENTS:

1. **Petition**: Sept. 15, 2022 Hate crimes against Hindus on the rise in Canada: Almost 35,000 signatures. <https://chnng.it/2BNfBfHdFD> - Almost 35,000
2. **Swastika**
 - Documentary film: The Silence of Swastika (English) Sept. 2022
Full video (47m): <https://youtu.be/HspDwwVv1Fk>
 - Handout: https://cohna.org/wp-content/uploads/2021/03/Swastika-Booklet_Web-Quality_Final.pdf
 - Swastika website: UnderstandingSwastika.org
 - North America Swastika Conference: <https://youtu.be/28ie9Qpqkmk>



3. Attacks on Hindu temples

In the past year, there have been 13 break-ins and 3 acts of vandalism at places of worship in the Peel, Toronto, and Richmond Hill areas. According to police, nine of the 13 thefts were at Hindu temples.

<https://www.thestar.com/news/gta/2022/03/10/the-community-is-feeling-very-vulnerable-peel-hindu-temples-express-alarm-over-break-in-thefts.html>

Break ins reported:

1. Maa Chintpurni Mandir , Brampton (Jan. 25, 2022)
2. Shri Gauri Shankar Mandir in Brampton (Jan, 2022)
3. Hindu Heritage Centre in Mississauga

(Altogether, the three temples estimated their losses to be about \$25,000)

<https://www.cbc.ca/news/canada/toronto/hindu-temples-peel-break-ins-1.6349085> }

4. Hamilton Samaj Temple, Hamilton

<https://www.cbc.ca/news/canada/hamilton/hindu-temple-break-in-1.6348788>

5. Shri Hanuman Mandir in Brampton (failed attempt)

<https://www.thestar.com/news/gta/2022/03/10/the-community-is-feeling-very-vulnerable-peel-hindu-temples-express-alarm-over-break-in-thefts.html>

6. Hindu Sabha temple (Nov 2021)
7. Shri Jagannath temple, both in Brampton. (Nov 2021)

(<https://www.wionews.com/india-news/concerns-after-hindu-temples-vandalised-in-canadas-greater-toronto-area-452566>)

8. Ram Mandir, Mississauga

9. Bharat Mata Mandir, Brampton

Hindu community in Canada concerned as two more temple break-ins reported



Vandalized

1. BAPS Shri Swaminarayan Mandir in Toronto (14th Sept, 2022)

<https://www.cbc.ca/news/canada/toronto/hindu-temple-toronto-khalistan-graffiti-anti-india-1.6584478#:~:text=Vandals%20spray%2Dpainted%20graffiti%20on,sprayed%20on%20the%20temple's%20gates.>

- 2 Vishnu Mandir, Richmond Hill (13th July, 2022

<https://globalnews.ca/news/8988849/vishnu-temple-richmond-hill-vandalism-york-regional-police/>

3. Oct.3, 2022

Bhagavad Gita Park Sign ‘Vandalised’: Recent Hate Crimes Against Indians in Canada | A Refresher



**Bhagavad Gita Park Sign
‘Vandalised’: R...**

Coverage of hate crimes in other media:

Canada: Here’s a list of hate crimes against Indians reported this year

4. Attacks on individuals (partial list):

India warns nationals living in Canada of rising hate crimes, ‘sectarian violence’

<https://globalnews.ca/news/9153099/india-canada-violence-warning/>

Sept. 15 2022

<https://www.therecord.com/news/waterloo-region/2022/09/15/waterloo-student-21-was-attacked-kidnapped-stripped-humiliated.html>

August 12, 2022:

An Indian-origin Punjabi radio host was attacked in Brampton. In an apparent targeted attack, Joti Singh Mann was attacked in Brampton, Canada, with axes.

April 13, 2022:

Kartik Vasudev, a 21-year-old Indian management student was killed after being shot multiple times by a stranger unprovoked, outside the Sherbourne subway station in Toronto.



March 2, 2022:

Indian woman dies after being attacked with a rod in Canada: Harmandeep Kaur, 25, who had completed her studies in Canada, was hit on the head, allegedly by a Canadian national, with a rod and died.

Sept 15, 2021:

A Hindu family was attacked by two teenage boys while performing Puja in a park in Mississauga, Canada. Peel Police Chief says hate crimes would not be tolerated.

Sept 9, 2021:

A 23-year-old youth from India, Prabhjot Singh Katri, was killed in his apartment in Canada's Nova Scotia province. The case is believed to be a racially motivated crime by community members.

August 22, 2021:

Historic Komagata Maru Memorial defaced in Canada: The memorial bearing names of victims of the 1914 act of racism, situated at Coal Harbour in Vancouver, was defaced. Punjabi diaspora termed it as a "racist attack".

March 2, 2021:

During a car rally organised by people of Indian origin in Brampton, participants of the Indian diaspora was bullied and pushed down. The Indian flag was disrespected, reports claimed.

Feb 16, 2021:

Indians in Canada faced threats for supporting farm laws: Indians in Canada in support of farm laws have been reported to face threats. The Indian government had written to the diaspora leaders and community elders at the time.

June 24, 2020:

A 23-year-old Indian student Rachel Albert, from the state of Tamil Nadu was stabbed near her university in Canada on Thursday, leaving her in critical condition.



“05-23 Financial Crime Investigations - Fraud & False Pretence Investigations”

[Bank of Montreal v. Marcotte](#), 2014 SCC 55, [2014] 2 SCR 725

Supreme Court of Canada — Canada (Federal)

2014-09-19 | 65 pages | cited by 186 documents

conversion charges — punitive damages — credit card — consumers — cardholders

[...] [82] The Banks also assert a second, narrower, purpose of the Bank Act : to ensure that bank contracts are **not** nullified even if a bank **breaches** its disclosure obligations. [...] Sections 16 and 988 of the Bank Act provide that a contract is **not** invalid solely by reason of being contrary to a provision of the Act. The Bank Act instead provides for **criminal sanctions** against banks that breach their **disclosure obligations**. [...] This, say the Banks, evinces a federal intention to preserve banks' contracts and to provide for **criminal sanctions** instead of civil remedies such as punitive damages against banks that **breach** their disclosure obligations. [...]

The definition in Black's Law Dictionary 11th edition (“Black's Law”) for “bankbook” is:

bankbook. See PASSBOOK.

The definition in Black's Law for “passbook” is:

passbook. (1828) A depositor's **book** in which a bank records all the transactions on an account. — Also termed *bankbook*.

In The Dictionary of Canadian Law 5th edition, the definition for “BANK PASS BOOK” is: a record of the credits and debits in a customer's bank account entered into a **small booklet provided to and kept in the possession of the customer**.

This is what the Court of Appeal for British Columbia had to say in regards to the use of a bank-book to prevent fraud:

[Cusack v. Day](#), 1925 CanLII 276 (BC CA)

Court of Appeal for British Columbia — British Columbia

1925-06-11 | 10 pages | cited by 1 document

donatio mortis causa — pass-book — delivery — deposit — subject of a donatio mortis

[...] But the book does not embody the terms of the contract between the depositor and the Bank; the only entries to be found in it are figures or sums of money written in full, in a column for that purpose, **to prevent fraud**. [...] **The bank-book** in the case at Bar is simply **evidence of a debt**. The deceased would have had no better right of action against the bank with it than without it. [...]

× Bank Act × +

justice.gc.ca/eng/acts/b-1.01/FullText.html 90% ☆

No provision without **express consent and agreement**

627.08 (1) Subject to any regulations, an institution **shall not** provide a person with a **product** or **service** in Canada without first

- (a) obtaining the person's **express consent** to do so;
- (b) entering into an agreement with the person for it to be provided; and
- (c) providing the person with a copy of the agreement, if the agreement is for a **product** or **service** to be provided on an ongoing basis.

Oral consent — written confirmation

(2) If the consent is given orally, the institution shall provide the person with written confirmation of that consent without delay.

Use not consent

(3) Use by the person of the product or service **does not** constitute **express consent** for the purpose of subsection (1).

Obtaining express consent

627.09 Any communication from an institution seeking a person's express consent shall be made in a manner, and using language, that is clear, simple and not misleading.

Canadian Pioneer Management Ltd. et al. v. Labour Relations Board of Saskatchewan et al., 1979 CanLII 180 (SCC), [1980] 1 SCR 433 1979-12-21 | 42 pages | cited by 43 documents banks — bank — business of banking — trust — federal

[...] Banks create credit. It is a mistake to suppose that bank credit is created to any important extent by the payment of money into the banks. [...] The bank does not lend money. The borrower can, if he pleases, take out the whole amount of the loan in money. [...]

Citadel General Assurance Co. v. Lloyds Bank Canada, 1997 CanLII 334 (SCC), [1997] 3 SCR 805 Supreme Court of Canada — Canada (Federal) 1997-10-30 | 41 pages | cited by 166 documents breach of trust — constructive — knowing receipt — bank — knowledge

[...] The respondents took the position, accepted by the authorities, that a bank deposit is simply a loan to the bank; see Foley v. Hill (1848), [1843-60] All E.R. Rep. 16 (H.L.); Fonhill Lumber Ltd. v. Bank of Montreal (1959), 1959 CanLII 148 (ON CA), 19 D.L.R. (2d) 618 (Ont. C.A.), at p. 628. [...]

Saskatchewan Co-operative Credit Society Ltd. v. Canada (Minister of Finance) (T.D.), 1990 CanLII 13042 (FC), [1990] 2 FC 115 Federal Court — Canada (Federal) 1990-01-24 | 15 pages | cited by 5 documents depositor — money — promissory — loan — banker

[...] In the absence of such expressly agreed upon terms, the common law dictates that what is intended is a loan that is repayable on demand. [...] The relationship between banker and customer is that of debtor and creditor. [...] In the

440 A bank shall not, directly or indirectly, charge or receive any sum for the keeping of an account unless the charge is made by express agreement between the bank and a customer or by order of a court.

Charges for prescribed products or services

457 A bank shall not, directly or indirectly, charge or receive any sum for the provision of any prescribed products or services unless the charge is made by express agreement between it and a customer or by order of a court.

Catalina Loo: "...the bank will charge the fees...based on the signature card you completed."

signature card. (1902) A financial-institution record consisting of a customer's signature and other information that assists the institution in monitoring financial transactions, as by comparing the signature on the record with signatures on checks, withdrawal slips, and other documents. [Cases: Banks and Banking ↻133,

The dated term “emotionally disturbed persons” is used in several of the Procedure Item numbers. Please switch to the current term “Person in Crisis”.

I noticed that, while some are Board policies, others are not. Procedure Item 06-09 Animal Control is not subject to board policy. This is a problem, since this item is very outdated, with references to control of loose cattle, horses, and animals suspected of being rabid (terrestrial rabies in wildlife has not been in Toronto since 1997). 06-09 refers to the OSPCA as a governing agency. The Provincial Animal Welfare Act replaced the OSPCA Act, and the OSPCA no longer has policing powers. 06-09 has no suggestion of police being educated on animal behaviour, and how to handle animal situations humanely. It has no suggestion of deescalating animal encounters peacefully, nor does it suggest reducing use of force (it only says to “destroy” animals if they are an “immediate threat”, which is not specified.). Some of the material on the website about destroying “rabid” animals is blacked out. Police related injuries and deaths of animals are not publicized, nor are they investigated by an outside agency. There is no mention of utilizing humane organizations like farm sanctuaries, Toronto Zoo, National Wildlife Centre, Toronto Wildlife Centre, Bear With Us Bear Sanctuary, Ontario Wildlife Rescue, or Coyote Watch Canada. There is nothing about the humane treatment of police animals, nor what is done with police animals once retired.

I would like to see Procedure Item 06-09 become a board item. I would like to see a public report on police and animal interactions, and what is done to achieve zero deaths. I would like to see the Board create an Animal Welfare Advisory Panel, modelled after the Mental Health and Addictions Advisory Panel. Please work with the City of Toronto to make Toronto Animal Services 24/7, and work to ~~detask~~ the Toronto Police from animal control.

Nicole Corrado

Re: 04-08 Vulnerable Persons Registry: As a self registered VPR user who is my own legal guardian, I would like Procedure 04-08 to be amended to include self registrants in the maintenance of their own information. People sign up for the VPR for a variety of reasons. Please reword this document to reflect a more diverse mix of potential users.

Nicole Corrado