



Public Meeting Minutes

Auditorium
40 College Street, 2nd Floor
Toronto, Ontario
www.tpsb.ca

Thursday,
June 15, 2017
at 1:00 PM

The following *draft* Minutes of the meeting of the Toronto Police Services Board that was held on June 15, 2017 are subject to adoption at its next regularly scheduled meeting.

Attendance:

The following members were present:

Mr. Andrew Pringle, Chair
Mr. Chin Lee, Councillor & Vice-Chair
Ms. Shelley Carroll, Councillor & Member
Mr. Ken Jeffers, Member
Ms. Marie Moliner, Member
Dr. Dhun Noria, Member
Mr. John Tory, Mayor & Member

The following were also present:

Chief of Police Mark Saunders, Toronto Police Service
Ms. Joanne Campbell, Executive Director, Toronto Police Services Board
Ms. Deirdre Williams, Board Administrator, Toronto Police Services Board
Mr. Karl Druckman, Solicitor, City of Toronto - Legal Services Division

Declarations:

Declarations of Interest under the [Municipal Conflict of Interest Act](#) - none

Previous Minutes:

The Minutes of the meeting that was held on [May 23, 2017](#), previously circulated in draft form, were approved by the Board.

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on June 15, 2017

P127. Length of Deputations and Order of Business

The Board approved the following Motions:

1. THAT in light of the large number of deputants requesting to speak to the Board today on a variety of issues, and to ensure that all deputants have an opportunity to speak, pursuant to sections 4.4 and 17.4 of the Board's Procedural [By-Law No. 161](#), the Board will be limiting deputations to three minutes each; and
2. THAT the Board alter the established order of business as shown on the agenda in order to facilitate the business of the meeting, pursuant to subsection 8.7 of the Board's Procedural By-Law No. 161.

Moved by: S. Carroll

Seconded by: C. Lee

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on June 15, 2017

P128. [Annual Report: 2016 Corporate Risk Management](#)

The Board was in receipt of a report dated April 10, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

Insp. Peter Callaghan, Corporate Risk Management, was in attendance and delivered a presentation to the Board. A copy of the [presentation](#) is on file in the Board office.

Ms. Brenda Ross was in attendance and delivered a deputation with regard to the 2016 Annual Report. .

The Board received the presentation, deputation and report.

Moved by: D. Noria
Seconded by: M. Moliner

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on June 15, 2017

P129. [Temporary Re-Appointment of Board Member – Dhun Noria](#)

The Board was in receipt of correspondence (undated) from Marie-France Lalonde, Minister of Community Safety and Correctional Services, with regard to the temporary re-appointment of Dr. Noria as a Member of the Toronto Police Services Board.

The Board received the foregoing correspondence.

Moved by: C. Lee
Seconded by: M. Moliner

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on June 15, 2017

P130. [Toronto Police Service: Results of 2017 Follow-Up of Previous Audit Recommendations](#)

The Board was in receipt of a report dated June 01, 2017 from Beverly Romeo-Beehler, Auditor General, City of Toronto, with regard to this matter.

The Board received the foregoing report.

Moved by: C. Lee
Seconded by: M. Moliner

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on June 15, 2017

P131. [Response: Questions Arising from the 2016 Annual Statistical Report: Municipal Freedom of Information and Protection of Privacy Act](#)

The Board was in receipt of a report dated June 01, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board received the foregoing report.

Moved by: C. Lee
Seconded by: M. Moliner

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on June 15, 2017

P132. [City of Toronto Council Decision: Parking Ticket Enforcement – Integration with 311](#)

The Board was in receipt of a report dated May 31, 2017 from Andy Pringle, Chair, with regard to this matter.

The Board approved the foregoing report.

Moved by: C. Lee
Seconded by: M. Moliner

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on June 15, 2017

P133. [Special Constables - Appointments](#)

The Board was in receipt of a report dated June 15, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board approved the foregoing report.

Moved by: C. Lee
Seconded by: M. Moliner

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on June 15, 2017

P134. [Annual Report: 2016 Awards Presented by Toronto Police Services Board](#)

The Board was in receipt of a report dated May 26, 2017 from Andy Pringle, Chair, with regard to this matter.

The Board received the foregoing report.

Moved by: C. Lee
Seconded by: M. Moliner

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on June 15, 2017

P135. [Annual Report: 2016 Training Program](#)

The Board was in receipt of a report dated May 10, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board received the foregoing report.

Moved by: C. Lee
Seconded by: M. Moliner

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on June 15, 2017

P136. [Annual Report: 2016 Activities & Expenditures of Consultative Groups](#)

The Board was in receipt of a report dated March 10, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board received the foregoing report.

Moved by: C. Lee
Seconded by: M. Moliner

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on June 15, 2017

P137. Response to City Council Motions: Access to City Services for Undocumented Torontonians

The Board was in receipt of a [report](#) dated February 08, 2017 from Mark Saunders, Chief of Police, with regard to this matter. The report was originally considered by the Board at its meeting on March 23, 2017 and subsequently deferred pending the receipt of additional information to be provided by the Chief (Min. No. P57/17 refers).

The additional information was provided by the Chief in a [report](#) dated June 08, 2017.

Mr. Karl Gardner, No One is Illegal, was in attendance and delivered a deputation to the Board with regard to this matter.

Deputy Chief Mike Federico, Community Safety Command, responded to questions by the Board.

The Board approved the following Motions:

1. THAT Mr. Gardner's deputation be received;
2. THAT the reports dated February 08, 2017 and June 08, 2017 be approved;
3. THAT the Chief report to the August 2017 Board meeting on the steps being taken by members of the Service to investigate the annual data of immigration status checks and the justification for such calls; and
4. THAT such report to include a proposed timeline to report to the Board with the results and recommendations arising from his full investigation.

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

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on June 15, 2017

P138. [Review of School Resource Officer Program](#)

The Board was in receipt of a report dated May 31, 2017 from Andy Pringle, Chair, with regard to this matter.

Mr. Ken Jeffers, Board Member, provided remarks with respect to the following Motion that he proposed at the Board's May 23, 2017 meeting and which was subsequently deferred to the current meeting for consideration:

THAT the Board immediately suspend the School Resource Officer Program pending a meeting/consultation with the stakeholders as identified in the original proposal and this process should be chaired by a member of the community for a decision in the fall semester.

The following were in attendance and delivered deputations to the Board:

David Bradley *
Barbara Spyropoulos, Community Police Liaison Committee -12 Division
Alan Burke, East Beach Community Association *
Mackenzie Kinmond – deputation delivered by Lindsay

Anna Willats, Toronto Police Accountability Coalition *

Mireille Stapleton *

Sandro Mancino and Jessica Scriver, Cardinal Newman High School *

Ugo Rossi, Toronto Catholic District School Board

John McCabe, Christopher Stidham, Odey Armstrong, Lisa Townsend

Gillian Vivona, OECTA – TSU

Vince Burzotta, Toronto Catholic District School Board

Ricky Goldenberg, Pirashon Satkunalingham, Mazen Aldroubi, Marium Amir, Marc Garneau Collegiate Institute

Tom Bitove and Janine Milligan, ProAction

Nirupan Sivakumaran

Colin Bailey *

John Freeman, Toronto Police Service

Nancy Mancini, Principal, Blessed Archbishop Romero Catholic Secondary School

Pati Greenwood, Merry Go Round Children's Foundation *

Curtis Celestine, PC, Toronto Police Service

Taijah Lawrence-Scott

Nathan President

Suzana Greenaway, York Memorial Collegiate

Akio Maroon, Toronto Childcare Collective, and Emily

Stephan Bain

Karl Gardner, No One is Illegal

Justin Rogers, St. Mother Teresa Catholic Academy

Margarita Miniovich

Caden Panetta *

Sam Iskandar, Principal, Silverthorn Collegiate Institute

Tony Augello and Nadia Pasquini, Chaminade College School

Josue Monge

Jaime Knox

Dennis Keshinro, Caribbean Global Missions: Immigrant Youth Achievement Program

John Smith

Melanie Willson, Educators for Peace and Justice *

Andrea Vásquez Jiménez

Maxine Newbold – deputation delivered by Syrus

Cheryl Tomlinson-Thompson, Toronto Police Service

Gita Madan

Andre Breau, Parent Council – Western Technical & Commercial School

Butterfly Gopaul, Jane Finch Action Against Poverty *

Katie German *

Alison Fisher, York University

Desmond Cole

James Campbell, SURJ Kids and Families Working Group *

Naima Raza, Toronto Youth Cabinet

Ren Niles

Roopa Cheema

Michelle Hughes

Leroi Newbold

*written submission also provided; copy on file in the Board office

The Board was also in receipt of written submissions from the following:

Vincent Crisanti, Deputy Mayor, City of Toronto
Faz Khan, Principal, North Albion C.I.
Colin Kennedy
Angie Barreno Viteri, Community School Liaison
Etobicoke York Community Council
Kinnie
Brenagh Rapoport
Belinda Longe, Principal, Winona Drive Sr. Public School
Monday Gala
Danardo Jones, African Canadian Legal Clinic
Knia Singh

Copies of the foregoing written submissions are on file in the Board office.

Following the deputations, Mr. Jeffers moved the following Motion:

THAT the Board suspend the School Resource Officer Program pending consultation of groups that have not been part of the process, and that community groups be part of the leadership of this initiative and further develop recommendations of alternative community engagement between police and youth.

The Motion was not seconded.

The Board approved the following Motions:

1. THAT the Board receive the deputations and written submissions;
2. THAT the Board receive the Chair's report dated May 31, 2017;
3. THAT, supplementary to the Motion moved by the Mayor with respect to a review of the SRO program (Minute P124/17 refers), the Board appoint a Steering Committee, comprised of two Board members and the Chief of Police, to establish terms of reference and governing principles and to oversee and participate in the development of the report on the SRO program requested by the Board at its last meeting;
4. THAT, as part of its mandate, and following the Board's receipt of the interim report at its August 2017 meeting, this Steering Committee expand its membership to include participants who reflect a diversity of views on the SRO program including but not limited to: youth, educators, school boards, parents, school administrators, youth advocacy organizations and other community representatives; and

5. THAT the Board defer consideration of [the May 23, 2017 Motion of Mr. Jeffers] with respect to suspension of the School Resource Program pending the Board's receipt of the final report expected by December 31, 2017.

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

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on June 15, 2017

P139. Regulated Interactions: Access to Historical Contact Data: Quarterly Report: January to March 2017

The Board was in receipt of a [report](#) dated May 30, 2017 from Mark Saunders, Chief of Police, containing the first quarterly reporting of the requests, approvals and purpose(s) for access to historical contact data, pursuant to the Board's policy "Regulated Interactions with the Community and the Collection of Identifying Information" (Min. No. P250/16 refers).

The Board was also in receipt of a [report](#) dated June 06, 2017 from the Regulated Interactions Review Panel containing its review of the Chief's first quarterly report.

P.C. Ali Moosvi, Strategy Management, provided an overview of the Chief's report.

Ms. Audrey Campbell and Justice Thea Herman, members of the Review Panel along with the Board Chair, provided an overview of the Review Panel's report on the review of the Chief's report regarding access to historical contact data.

Mr. Norm Gardner was in attendance and delivered a deputation to the Board with regard to regulated interactions.

The Board approved the following Motions:

1. THAT Mr. Gardner's deputation be received;
2. THAT the Board receive the report from the Chief and approve the report from the Review Panel; and
3. THAT the Chief of Police report, in the next quarterly report, on the measures which could be undertaken to reduce the total of 30 members who are currently authorized to access the Historical Contact Data to a lesser number which is as small as possible in keeping with

the intention of the access policy.

Moved by: J. Tory
Seconded by: S. Carroll

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on June 15, 2017

P140. [Process for Reviewing 2018 Capital and Operating Budget Estimates](#)

The Board was in receipt of a report dated May 30, 2017 from Andy Pringle, Chair, with regard to this matter.

The Board approved the foregoing report.

Moved by: C. Lee
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 June 15, 2017

P141. [Toronto Police Services Board's Nominee to the OAPSB's Board of Directors and Request for Special Funds: OAPSB 2017 Spring Conference](#)

The Board was in receipt of a report dated May 30, 2017 from Andy Pringle, Chair, with regard to this matter.

Chair Pringle advised the Board of an error in recommendation no. 3 of his report and said that the recommendation should be amended to indicate that funds in the amount of \$5,000 would be provided to sponsor the 2017 spring conference, and not the 2018 conference, as noted in the recommendation.

The Board approved the report, as amended by Chair Pringle, and nominated Councillor Shelley Carroll to act as the Board's representative on the OAPSB Board of Directors for a one-year term.

Moved by: C. Lee
Seconded by: M. Moliner

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on June 15, 2017

- P142. [Request for Special Funds: Community Survey to Assess the Impact of Rule Changes under Regulation 58/16](#)

The Board was in receipt of a report dated May 30, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board approved the foregoing report.

Moved by: S. Carroll
Seconded by: M. Moliner

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on June 15, 2017

- P143. [Request for Special Funds: Canadian Association of Police Governance – 2017 Annual Conference](#)

The Board was in receipt of a report dated June 02, 2017 from Andy Pringle, Chair, with regard to this matter.

The Board approved the foregoing report.

Moved by: C. Lee
Seconded by: D. Noria

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on June 15, 2017

- P144. [Provincial Response to Recommendations for Improvements to Accessible Parking Permit Program](#)

The Board was in receipt of correspondence dated May 02, 2017 from Tracy MacCharles, Minister of Government and Consumer Services, with regard to this matter.

The Board received the foregoing correspondence.

Moved by: C. Lee
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 June 15, 2017

P145. [Transgender Inclusive Policies and Practices: Retention of Second Subject Matter Expert](#)

The Board was in receipt of a report dated June 07, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board approved the foregoing report.

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

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on June 15, 2017

P146. Confidential Meeting

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 s.35(4) of the [Police Services Act](#).

The following members attended the confidential meeting:

Mr. Andrew Pringle, Chair
Mr. Chin Lee, Councillor & Vice-Chair
Ms. Shelley Carroll, Councillor & Member
Mr. Ken Jeffers, Member
Ms. Marie Moliner, Member
Dr. Dhun Noria, Member
Mr. John Tory, Mayor & Member

Next Regular Meeting

Date: Thursday, July 27, 2017
Time: 1:00 PM

Minutes Approved by:

-original signed-

Andy Pringle
Chair



Toronto Police Services Board Report

April 10, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Annual Report: Corporate Risk Management - 2016

Recommendation(s):

It is recommended that the Board receive the following report.

Financial Implications:

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

Background / Purpose:

The Corporate Risk Management (C.R.M.) Annual Report fulfils Toronto Police Service's (T.P.S.'s) compliance with reporting requirements regarding public complaints, civil litigation, charges under the *Police Services Act (P.S.A.)*, use of force, Special Investigations Unit (S.I.U.), and suspect apprehension pursuits. It also reports on the achievements of members of the Service as recognized through Service awards. Attached is the C.R.M. Annual Report for 2016.

C.R.M. is responsible for promoting a competent and well-disciplined professional police service. It does so by providing training and awareness on critical issues, investigating allegations of misconduct, collecting and analysing data related to various aspects of a member's duties, and recognizing member's achievements with formal awards. To fulfil these functions, in 2016 C.R.M. was comprised of four units: Professional Standards (P.R.S.), Professional Standards Support (P.S.S.), Legal Services (L.S.V.), and the Toronto Police College (T.P.C.). Each unit was comprised of specialized sub-units responsible for a variety of functions. The attached annual report includes a short description of each unit and the initiatives undertaken by each of those units over the reporting period.

Discussion:

The C.R.M. Annual Report will show an increase in public complaints received. Other trends the report details are: a decrease in the notifications of civil actions against the Toronto Police Services Board (Board), the T.P.S. and its members; a decrease in the number of Human Rights applications; an increase in the number of officers facing *P.S.A.* charges; an increase in the number of Use of Force incidents; a decrease in the number of Use of Force reports, a decrease in the number of Conducted Energy Weapon (C.E.W.) reports; a decrease in the number of incidents in which the S.I.U. invoked its mandate; and an increase in the number of Suspect Apprehension Pursuits.

Conclusion:

In summary, this report provides the Board with an overview of the statistics gathered between January 1 and December 31, 2016.

Acting Deputy Chief Richard Stubbings, Operational Support Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

MS:kw

Filename: 2016 CRM Annual Report Board Letter.docx

Corporate Risk Management

C.R.M. provides support to the T.P.S., ensuring that prescribed T.P.S. standards concerning the administration, promotion, and support of professionalism are advanced with the goal to strengthen public trust. C.R.M. also provides a liaison function to other T.P.S. units and committees such as the Disciplinary Hearings Office, Business Intelligence & Analytics, the Use of Force Review Committee, the Service Vehicle Collision and Pursuit Reduction Committee, as well as to external agencies such as the Office of the Independent Police Review Director (O.I.P.R.D) and the S.I.U.

Reporting to the Deputy Chief of Operational Support Command, under the direction of a Staff Superintendent, C.R.M. is comprised of P.R.S., P.S.S., L.S.V. and the T.P.C.

Executive Summary

The C.R.M. Annual Report provides statistical comparisons and trend analysis on the following topics: early intervention, awards, civil litigation, external applications to the Human Rights Tribunal of Ontario, public complaints, P.S.A. charges, use of force reporting, S.I.U. investigations, and suspect apprehension pursuit.

The data contained in this report is taken from the Professional Standards Information System (P.S.I.S.). P.S.I.S. was implemented in 2003 to collect data to proactively identify and analyse trends surrounding the practices, conduct, ethics, and integrity of T.P.S. members. The P.S.I.S. software is designed specifically for the law enforcement community and contains data pertaining to complaints, civil litigation, human rights applications, use of force reports, suspect apprehension pursuits, Service vehicle collisions, and S.I.U. investigations. Analysis and

Assessment (A. & A.), within P.S.S., is responsible for maintaining the data integrity of P.S.I.S. and producing statistical and trend analysis reports for the Service. The information is used for a variety of purposes, including the development of targeted training programs, to ensure compliance with T.P.S. procedures, and to provide information on the performance of members and the Service as a whole.

Early Intervention

In 2016, there were 387 alerts triggered in relation to members and 76 Early Intervention (E.I.) reports generated, compared to 382 alerts triggered and 86 E.I. reports generated in 2015.

Awards

In 2016, the Awards section organized six award ceremonies in which 811 awards were presented to members of the T.P.S., the community, and other police services. In addition, 191 T.P.S. members received awards from external

agencies.

Civil Litigation

In 2016, there were 87 civil actions and potential claims against the Board and T.P.S. members. This was a 33.5 % decrease from 2015.

Human Rights

In 2016, there were 21 Human Rights applications in relation to 20 separate incidents filed against the Board, the Chief of Police, the T.P.S. or T.P.S. members by members of the public. This is a decrease from the 35 applications filed in 2015. Each application may contain multiple categories of alleged discrimination based on a single incident. In 2016, the grounds of race, colour, and disability remained the most common categories of alleged discrimination. In 2016, there were 11 applicants alleging discrimination based on race, 11 applicants alleging discrimination based on colour, and 12 applicants alleging discrimination based on disability.

Public Complaints

In 2016, a total of 680 public complaints were received concerning the conduct of uniform members and/or the policies of, or the services provided by the T.P.S. This represents an increase of 15.4% from 2015. There were a total of two complaints referred to mediation, one of which was successfully resolved. There were also 17 successful local resolutions in 2016.

In 2016, complainants requested their complaint file be reviewed by the O.I.P.R.D. in relation to 22 cases. The O.I.P.R.D. has overturned two decisions in the last five years with the most recent overturned decision occurring in 2016.

Police Services Act Charges

In 2016, there was an increase in the number of new charges laid, from 65 charges in 2015 to 76 charges in 2016. The total number of officers charged increased from 33 officers in 2015 to 37 officers in 2016.

Use of Force

Officers are required to submit the Ontario Ministry of Community Safety and Correctional Services' Use of Force Form 1 Report (U.F.R.) when they use force in the performance of their duties. In 2016, there was an increase in the number of incidents during which officers reported force was used from 1095 incidents in 2015 to 1177 incidents in 2016. There was also a decrease in the number of reports in which a C.E.W. was used from 331 reports in 2015 to 324 in 2016.

In 2016, the T.P.S. introduced the less lethal shotgun as an intermediate extended range impact weapon. In total 438 officers were trained in the use of the device. In 2016, the less lethal shotgun was discharged in four instances and pointed at a person in 31 instances.

Special Investigations Unit Liaison

In 2016, there was a decrease in the total number of incidents where the S.I.U. invoked its mandate, 74 compared to 80 in 2015. The S.I.U. invoked its mandate to investigate six deaths in 2016 in which T.P.S. officers were involved, equal to the number in 2015. There were three investigations into firearm related deaths in 2016, equal to the number from 2015. The S.I.U. Liaison also assisted with five inquests in 2016 arising from S.I.U. related matters.

Suspect Apprehension Pursuits

There was an increase in the number of pursuits initiated in 2016, from 132 in 2015 to 154 pursuits in 2016. This shows an increase when compared to the five year average of 129.4 pursuits initiated. The Police Vehicle Operations (P.V.O.) section continues to educate T.P.S. members about the risks involved in pursuing vehicles and offers alternative strategies to engaging in pursuits. Officers and/or supervisors continue to call off the majority of pursuits in the interest of public safety.

2016 – The Year in Review

The initiatives undertaken by the units within C.R.M. cited below support C.R.M.'s overall commitment to promoting professional and ethical conduct and reducing risk and liability to the T.P.S. In 2016, C.R.M. continued to proactively identify strategic issues, goals, and actions to build upon the

initiatives undertaken in 2015.

Professional Standards

P.R.S. investigates complaints (criminal and conduct) alleged against T.P.S. members. P.R.S. is made up of the following sections: Complaints Administration, Conduct Investigations, Criminal Investigations, and the Investigative Support Unit. In 2016, P.R.S. maintained ongoing mentoring, support, and guidance to Unit Complaint Coordinators across the T.P.S. This section also continued to provide information and training sessions to front-line supervisors on local resolution options. In 2016, members of P.R.S. continued to deliver training about the public complaint process, the Code of Conduct related *P.S.A.* matters, and human rights requirements to T.P.S. members attending the following courses at the T.P.C.: Provincial Statutes, Frontline Supervisor, Advanced Leadership, *P.S.A.* Organizational Development, Major Case Management, Ethics and Professionalism in Policing, Recruit training, Auxiliary Officer training, and Mobile Crisis Intervention Team (M.C.I.T.) training. P.R.S. also took part in the Civilian Police Academy program which was hosted by the T.P.C.

Further, in 2016, the P.R.S. section hosted an information session for the Service's Unit Complaint Coordinators on the O.I.P.R.D.'s Mediation program. The Mediation program provides public complainants and respondent officers

with the opportunity to voluntarily resolve complaints informally. This training is in keeping with the T.P.S.'s ongoing commitment to reducing the number of complaints and continued customer service excellence. Moving forward, P.R.S. will continue to promote and foster the O.I.P.R.D.'s Mediation program and will continue to provide training and guidance to T.P.S. members.

Professional Standards Support

The mandate of P.S.S. is to act as a support unit and to contribute to the achievement of the T.P.S.'s overall priorities. P.S.S. consists of the following sections: A. & A., Awards, Governance, Information Security, Prosecution Services, and the S.I.U. Liaison.

A. & A. provides trend analysis and statistical information relating to the evaluation of work performance, compliance with T.P.S. procedures, pursuit training and use of force training, and administers the T.P.S.'s E.I. program. In 2016, A. & A. responded to approximately 290 requests for statistical data and reports, delivered presentations at T.P.C. on the Front Line Supervisor's course and the Advanced Leadership course on the topic of E.I., and continued to be a member of the Service Vehicle Collision and Pursuit Reduction Committee as well as the Use of Force Review Committee. Moving forward A. & A. will continue to promote awareness of the

T.P.S.'s E.I. program through presentations at T.P.C., the creation of an information page on the C.R.M. website, and by meeting with T.P.S. management to discuss the E.I. program in order to enhance its value for T.P.S. members.

Governance is responsible for the development and management of the Standards of Conduct, T.P.S. Governance Definitions, Procedures, T.P.S. forms, and Routine Orders. In 2016, Governance commenced 500 new projects, concluded a total of 518 previously ongoing projects, and published a total of 301 procedure documents. In addition, Governance assisted with the T.P.S.'s responses to jury recommendations from three coroner's inquests and drafted a procedure in relation to the new Provincial legislation surrounding interactions with the community and regarding the psychological wellness of T.P.S. members. Governance also participated in working groups regarding the T.P.S. body worn camera pilot project and new disclosure procedures.

The Information Security section strives to ensure the confidentiality, integrity and accessibility of T.P.S. information assets. In 2016, staff were involved in 55 technology related initiatives or projects, and conducted audits on external applications reviewing user account management, updating procedures, and monitoring usage. The unit also completed 366 requests for

data extracts, reporting and analysis in relation to criminal and conduct allegations, operational investigations, and court subpoena/disclosure requests. This section is also responsible for ensuring privacy protection obligations are met. In 2016, Information Security completed three Privacy Impact Assessment on new technology initiatives. Additionally, staff hosted a Computer Security Day event in November and delivered presentations on the topics of privacy and security. The unit also completed over 1,600 security screening and internal background files.

Prosecution Services is responsible for prosecuting Code of Conduct offences. In 2016, Prosecution Services consulted with P.R.S. and other C.R.M. units regarding trends in conduct issues. Prosecution Services also conducts case conferences to analyze procedural changes that are identified through the course of a Tribunal matter.

The S.I.U. Liaison officers work with the S.I.U. to facilitate S.I.U. mandated investigations. In 2016, the S.I.U. Liaison section responded to 74 S.I.U. incidents where the S.I.U. invoked its mandate. In order to ensure continued professionalism amongst members who become involved in S.I.U. related incidents, the S.I.U. Liaison section conducted 34 presentations on the following courses: Front Line Supervisor's, Advanced Leadership, Coach Officer, and spoke to Divisional

members, the Emergency Task Force, and the M.C.I.T. These presentations emphasized individual members' roles and responsibilities when involved in incidents where the S.I.U. mandate has been, or may be, invoked and, included topics such as proper articulation, scene management, and the use of force.

Legal Services

Legal Services includes the following sections: the Counsel Advisory Group, Court Processing, Civil Litigation, Human Rights, and Legal Research. In 2016, L.S.V. continued to provide legal support to the T.P.S. in relation to the law, policy initiatives, corporate governance, and corporate compliance. L.S.V. proactively identifies emerging issues and trends that pose a risk to the Service as they arise from litigation and through our involvement of in-service operations and initiatives. L.S.V. also manages all new and outstanding civil actions and external human rights applications, and represents the Chief in matters before the administrative tribunal, appeal bodies, the Superior Court of Justice, and at inquests.

Inquests

In 2016, C.R.M. represented the T.P.S. in five inquests. The S.I.U. Liaison prepares inquest briefs for L.S.V., who in turn represents the T.P.S. at the actual inquest hearing and manages T.P.S. witnesses and requests for documentation. L.S.V. then forwards the verdict and any jury recommendations to both the

Governance section and Audit and Quality Assurance. Governance is responsible for preparing all report submissions to the Board in response to any jury recommendations directed at the T.P.S. and, through a collaborative review with stakeholders, may revise or create new Procedures by implementing any relevant jury recommendations. In 2016, Governance published a new T.P.S. procedure entitled “15-06 – Less Lethal Shotguns” in response to a jury recommendation that the T.P.S. explore new technologies in the area of less lethal force options. C.R.M. will continue to coordinate the T.P.S. involvement in Provincial Inquests and implement, where appropriate, any jury recommendations directed at the T.P.S.

Toronto Police College

T.P.C. provides training to both T.P.S. members and members from external agencies and is made up of the following sections: Armament, Community Policing, In-Service Training, Investigative Training, Learning Development and Standards, and P.V.O. The T.P.C. continued to realize benefits from the structural realignment of C.R.M. and was able to increase efficiency and work in a complementary manner with other units in the pillar. In 2016, the T.P.C. continued to provide a number of specialized courses and was involved in various T.P.S. initiatives. Members from the T.P.C. continued to represent the T.P.S. on the Police and Community Engagement Review Committee

(P.A.C.E.R.) and have developed training that ensures the recommendations were effective and fully realized. The T.P.C. also continued to partner with the Canadian Police Knowledge Network (C.P.K.N.), offering members a variety of on-line courses and training.

The Unit Commander also continues to represent the Service on the Ontario Association of Chiefs of Police (O.A.C.P.) Education, Training and Professional Development Committee, its Awards Committee, and its Hearing Officer Committee. The Unit Commander also sits on the Board of Directors of the Ontario Municipal Management Institute, which provides training and accreditation to municipal government leaders across Ontario. Instructors and section heads sit on committees and work groups at the provincial and national level to help enhance training and related standards for the Service and its partners.

The T.P.C. and the Ontario Police College (O.P.C.) have a longstanding working partnership to promote training excellence in policing. T.P.C. instructors are qualified by O.P.C. to teach courses that are regulated by provincial standards or that require certification. There are two T.P.S. sergeants that are seconded to the O.P.C. to support recruit training, and also perform liaison duties between the T.P.C. and O.P.C. The directors of both colleges work closely together, and are both members

of the O.A.C.P.'s Education, Training and Professional Development Committee and its subcommittees.

In 2016, T.P.C. instructors were involved in the creation of provincial training on the new Ontario Regulation 58/16, Collection of Identifying Information in Certain Circumstances (C.I.I.C.C.). The provincially mandated training was delivered at the T.P.C. and by designated trainers at divisions and larger units. All police officers, other than those on long-term leave or secondment, have completed the training, which consisted of a day in a classroom and a substantial C.P.K.N. on-line module. The training addressed racial profiling, the history of how those issues evolved in and around Toronto, improved communication and empathy towards various communities, understanding and controlling implicit bias, as well as respecting and complying with the Regulation itself. Moving forward in 2016, T.P.C. has added a Supervisor In-Service Leadership Course. This eight day course is aimed at all uniform and civilian supervisors, and will provide enhanced leadership strategies including; motivation, performance management and appraisal, human rights and equality, and shaping organizational culture and change. There will also be updates on current legislation, labour issues and strategies to assist supervisors in the areas of community engagement, risk awareness

and mitigation, and conflict resolution.

In-Service Training Program (I.S.T.P.)

In 2016, the T.P.C. expanded the annual I.S.T.P. from two days to three days. The third full day of training was designed to reinforce the earlier Fair and Impartial Policing (F.I.P.) course, and also to satisfy both the recommendations of the P.A.C.E.R. Committee and the report by the Hon. Frank Iacobucci, entitled Police Encounters with People in Crisis.

The additional day of training also introduced the Service's new Core Value ("Freedom from bias"), articulating our continued commitment to delivering bias-free police services. The development of the content and the scenarios was a collaborative initiative between T.P.C. staff and a P.A.C.E.R. training subcommittee. The training involved presentations by community members (at T.P.C.) to promote dialogue and discussion. The learning objectives included enhanced culture competence and improving officers' capacity to lawfully engage Toronto residents, particularly from racialized communities, and more specifically black youth, in a professional, ethical, and customer service oriented approach. Officers received instruction on emotional intelligence and critical thinking in relation to investigative detention, especially as it relates to observing legal grounds. Officers were exposed to a variety of scenarios through role-playing and video

scenarios. These exercises, and the debriefing sessions that followed, provided officers the opportunity to think critically about their courses of action, while identifying reasonable steps that may improve efficiency and effectiveness, enhance community trust, and avoid racially biased policing.

One important goal of the 2016 I.S.T.P. was to maximize public and police safety through the implementation of the recommendations made by the P.A.C.E.R. and Iacobucci reports to realize the goals of zero harm and zero bias. A negotiator workshop was an important component of the 2016 I.S.T.P. It focused on de-escalation and crisis negotiation, which are crucial policing skills that require a good deal of training on best practices to be performed operationally given the inherent stress and volatility of such situations. The workshop training involved using well-established active listening skills to improve officers' chances of demonstrating empathy in order to build rapport with the goal of influencing a subject's behaviour. The training also allowed for officers to learn from each other and for the instructors to evaluate each officer's ability to apply de-escalation strategies to foster positive and long lasting communication techniques with people in crisis.

In 2016, the T.P.C. In-Service Training section hosted a training day for members of the major media outlets in the city. Members of the media were

given a realistic version of the annual officer I.S.T.P. which included a presentation on frontline policing, negotiator workshop, use of force options, dynamic simulation training, and a video simulator presentation. The event was well-attended and at the conclusion of the day the attendees left with an appreciation for the excellent and difficult work done by members of the Service and the value of annual I.S.T.P.

Mental Health Commission of Canada (M.H.C.C.) - Road to Mental Readiness Program (R.2 M.R.)

In 2016, the T.P.S. entered into an agreement with M.H.C.C. to deliver the R.2 M.R. program. The T.P.C. will be involved in administering the program to Service members. R.2 M.R. was created to spark transformational culture change and better mental health for Service members, in an effort to improve the quality of members' work-life and also to enhance customer service and promote better engagement with our communities. Police leaders and officers who are trained in R.2 M.R. have a better understanding of mental health issues, and as a result, are better equipped to find positive resolutions when dealing with persons in crisis.

R.2 M.R. offers two custom training programs, an eight hour course for leadership and a four hour primary course for police constables, uniform civilian members and administrative support staff. Each course is designed

to help decrease the stigma, increase the awareness, and to create a common language that is recognizable throughout the organization surrounding mental health. The four hour primary course includes the three hour “Safe Talk” suicide-prevention module to make a full day of training. In 2016, 24 members of the Service were trained in the R.2 M.R. program and the balance of Service members will be trained over the next two years.

Judicial Comments

In 2013, as a result of a Board motion (Min. No. P74/13), C.R.M. began tracking and reporting comments from the judiciary regarding officer conduct and testimony. In 2016, four complaints were investigated in relation to judicial comments compared to six in 2015. Of the four complaints misconduct was substantiated in one matter, one matter was found to be unsubstantiated, and two matters are currently under investigation. The one substantiated matter was concluded at the unit level. Comparatively, in 2015, misconduct was substantiated in two matters.

In 2016, members of C.R.M. continued to educate T.P.S. members on the following topics: note taking, articulation, evidence collection, and professional court testimony. These topics were incorporated into the following courses: Evidence Skills – Notes and Testimony, I.S.T.P, Advanced Leadership, Coach Officer, and recruit training. Over the coming year C.R.M. will continue to

educate members on these important topics in order to ensure our members’ continued professionalism.

Public Contact

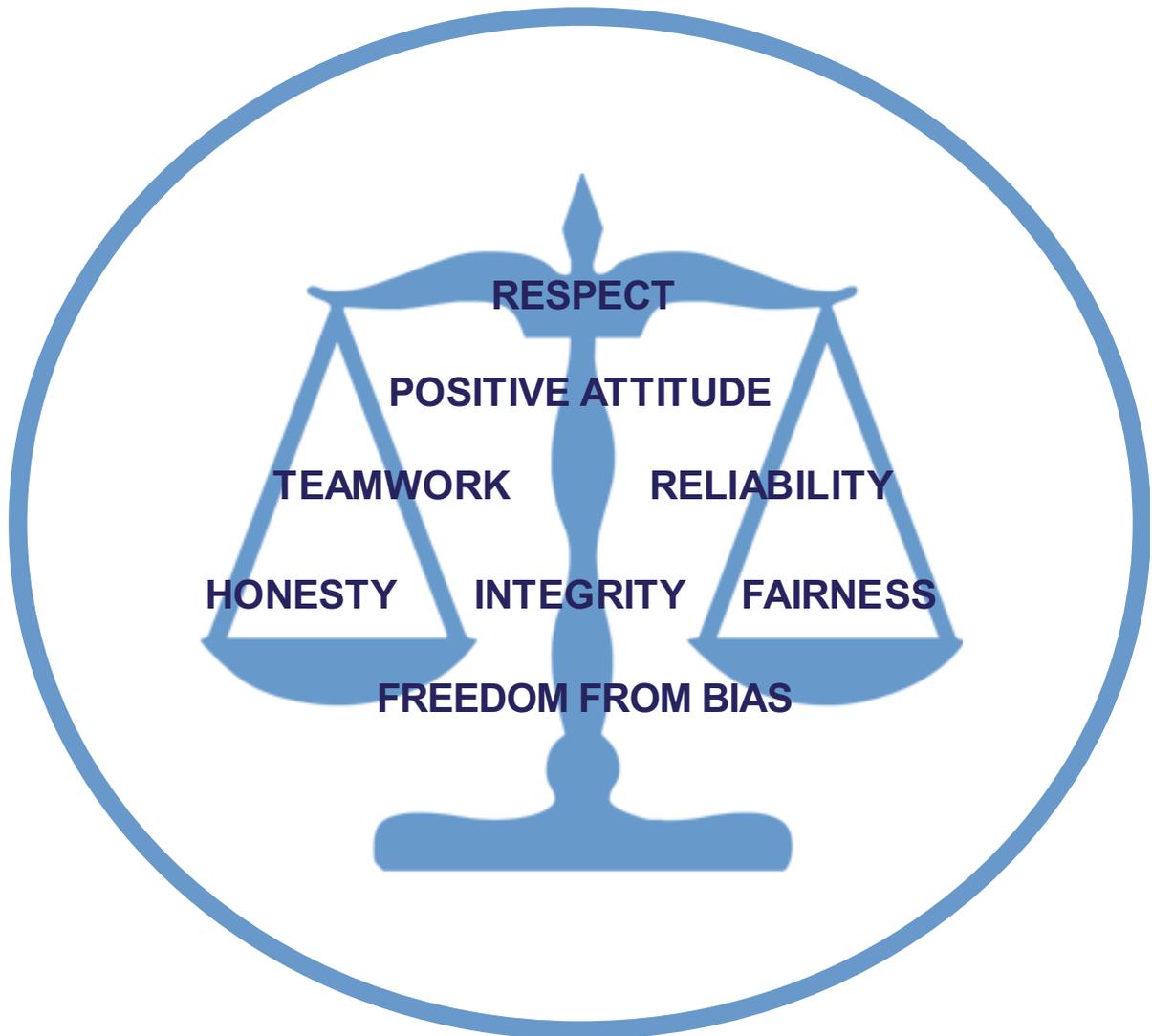
Community-based policing is a priority for the T.P.S. The residential population of Toronto is estimated at 2.7 million, however, the daytime population increases to approximately 3.5 million. Service members have extensive contact with members of the community in order to ensure public safety. In 2016, there were just over 1.8 million calls for service, approximately 245,802 provincial offence tickets issued, just under 9,000 *Mental Health Act (M.H.A.)* apprehensions (829 of those being voluntary transfers) and just over 28,000 arrests. In total, T.P.S. officers had approximately 2.2 million documented contacts with members of the public last year (this figure includes repeat contacts).

It is important to consider the amount of interaction T.P.S. members have with members of the public when evaluating the statistics presented in this report. For example, the total number of public complaints filed represents only a small fraction (less than 0.1%) of documented contacts. Further, when considering the total number of use of force incidents relative to arrests made, force was required in 3.9% of arrests. When comparing the number of S.I.U. investigations to the documented contacts, there was one incident

investigated for every 27,729 contacts
with members of the public.

CORPORATE RISK MANAGEMENT Annual Report

2016



Toronto Police Service
To Serve and Protect

Professional Standards
Semper Vigilis



Statistical information included in the Corporate Risk Management Annual Report has been compiled from data contained in the Professional Standards Information System (PSIS), with additional data from the following units:

- Awards
- Governance
- Human Resources
- Professional Standards
- Legal Services
- Prosecution Services
- Special Investigations Unit Liaison
- Toronto Police College

The data contained in this report includes records entered into PSIS between January 1 and December 31, 2016.

Corporate Risk Management	3
Executive Summary	3
2016 – The Year in Review.....	5
Judicial Comments	11
Public Contact.....	11
Early Intervention	12
Early Intervention Program	12
Awards	14
Internal Awards	14
External Awards.....	15
Civil Litigation	18
Trend Analysis	18
Human Rights	20
Trend Analysis	20
Public Complaints	23
The Office of the Independent Police Review Director (O.I.P.R.D.)	23
Trend Analysis	24
Supplementary Data- Public Complaints.....	32
Police Services Act Charges	35
Trend Analysis	35
Use of Force	40
The Ontario Use of Force Model	40
Trend Analysis	42
Supplementary Data - Use of Force	50
Special Investigations Unit	53
Trend Analysis	53
Suspect Apprehension Pursuits	56
Ontario Regulation 266/10	56
Pursuit Reduction Initiatives	56
Trend Analysis	58

Supplementary Data - Suspect Apprehension Pursuits.....	63
<i>Glossary of Terms</i>	64
Civil Litigation Definitions	64
Police Services Act Definitions.....	64
Use of Force Definitions	66

Corporate Risk Management

Corporate Risk Management (C.R.M.) provides support to the Toronto Police Service (T.P.S.), ensuring that prescribed T.P.S. standards concerning the administration, promotion, and support of professionalism are advanced with the goal to strengthen public trust. C.R.M. also provides a liaison function to other T.P.S. units and committees such as the Disciplinary Hearings Office, Business Intelligence & Analytics, the Use of Force Review Committee, the Service Vehicle Collision and Pursuit Reduction Committee, as well as to external agencies such as the Office of the Independent Police Review Director (O.I.P.R.D.) and the Special Investigations Unit (S.I.U.).

Reporting to the Deputy Chief of Operational Support Command, under the direction of a Staff Superintendent, C.R.M. is comprised of Professional Standards (P.R.S.), Professional Standards Support (P.S.S.), Legal Services (L.S.V.), and the Toronto Police College (T.P.C.).

Executive Summary

The C.R.M. Annual Report provides statistical comparisons and trend analysis on the following topics: early intervention, awards, civil litigation, external applications to the Human Rights Tribunal of Ontario, public complaints, *Police Services Act (P.S.A.)* charges, use of force reporting, S.I.U. investigations, and suspect apprehension pursuits.

The data contained in this report is taken from the Professional Standards Information System (P.S.I.S.). P.S.I.S. was implemented in 2003 to collect data to proactively identify and analyze trends surrounding the practices, conduct, ethics, and integrity of T.P.S. members. The P.S.I.S. software is designed specifically for the law enforcement community and contains data pertaining to complaints, civil litigation, human rights applications, use of force reports, suspect apprehension pursuits, Service vehicle collisions, and S.I.U. investigations. Analysis and Assessment (A&A), within P.S.S., is responsible for maintaining the data integrity of P.S.I.S. and producing statistical and trend analysis reports for the Service. The information is used for a variety of purposes, including the development of targeted training programs, to ensure compliance with T.P.S. procedures, and to provide information on the performance of members and the Service as a whole.

Early Intervention

In 2016, there were 387 alerts triggered in relation to members and 76 Early Intervention (E.I.) reports generated, compared to 382 alerts triggered and 86 E.I. reports generated in 2015.

Awards

In 2016, the Awards section organized six award ceremonies in which 811 awards were presented to members of the T.P.S., the community, and other police services. In addition, 191 T.P.S. members received awards from external agencies.

Civil Litigation

In 2016, there were 87 civil actions and potential claims against the Toronto Police Services Board (T.P.S.B.) and T.P.S. members. This was a 33.5% decrease from 2015.

Human Rights

In 2016, there were 21 Human Rights applications in relation to 20 separate incidents filed against the T.P.S.B., the Chief of Police, the T.P.S., or T.P.S. members by members of the public. This is a decrease from the 35 applications filed in 2015. Each application may contain multiple categories of alleged discrimination based on a single incident. In 2016, the grounds of race, colour, and disability remained the most common categories of alleged discrimination. In 2016 there were 11 applicants alleging discrimination based on race, 11 applicants alleging discrimination based on colour, and 12 applicants alleging discrimination based on disability.

Public Complaints

In 2016, a total of 680 public complaints were received concerning the conduct of uniform members and/or the policies of, or the services provided by the T.P.S. This represents an increase of 15.4% from 2015. There were a total of two complaints referred to mediation, one of which was successfully resolved. There were also 17 successful local resolutions in 2016.

In 2016, complainants requested the complaint file be reviewed by the O.P.I.R.D. in relation to 22 cases. The O.I.P.R.D. have overturned two decisions in the last five years with the most recent overturned decision occurring in 2016.

Police Services Act Charges

In 2016, there was an increase in the number of new charges laid, from 65 charges in 2015 to 76 charges in 2016. The total number of officers increased from 33 officers in 2015 to 37 officers in 2016.

Use of Force

Officers are required to submit the Ontario Ministry of Community Safety and Correctional Services' Use of Force Form 1 Report (U.F.R.) when they use force in the performance of their duties. In 2016, there was an increase in the number of incidents during which officers reported force was used from 1095 incidents in 2015 to 1177 incidents in 2016. There was also a decrease in the number of reports in which a conducted energy weapon (C.E.W.) was used from 331 reports in 2015 to 324 in 2016.

In 2016, the T.P.S. introduced the less lethal shotgun as an intermediate extended range impact weapon. In total 438 officers were trained in the use of the device. In 2016, the less lethal shotgun was discharged in four instances and pointed at a person in 31 instances.

Special Investigations Unit Liaison

In 2016, there was a decrease in the total number of incidents where the S.I.U. invoked their mandate, 74 compared to 80 in 2015. The S.I.U. invoked its mandate to investigate 6 deaths in 2016 in which T.P.S. officers were involved, equal to the number in 2015. There were three investigations into firearm related deaths in 2016, equal to the number from 2015. The S.I.U. Liaison also assisted with 5 inquests in 2016 arising from S.I.U. related matters.

Suspect Apprehension Pursuits

There was an increase in the number of pursuits initiated in 2016, from 132 in 2015 to 154 pursuits in 2016. This shows an increase when compared to the 5 year average of 129.4 pursuits initiated. The Police Vehicle Operations (P.V.O.) section continues to educate T.P.S. members about the risks involved in pursuing vehicles and offers alternative strategies to engaging in pursuits. Officers and/or supervisors continue to call off the majority of pursuits in the interest of public safety.

2016 – The Year in Review

The initiatives undertaken by the units within C.R.M. cited below support C.R.M.'s overall commitment to promoting professional and ethical conduct and reducing risk and liability to the T.P.S. In 2016, C.R.M. continued to proactively identify strategic issues, goals, and actions to build upon the initiatives undertaken in 2015.

Professional Standards

P.R.S. investigates complaints (criminal and conduct) alleged against T.P.S. members. P.R.S. is made up of the following sections: Complaints Administration, Conduct Investigations, Criminal Investigations, and the Investigative Support Unit. In 2016, P.R.S. maintained ongoing mentoring, support, and guidance to Unit Complaint Coordinators across the T.P.S. This section also continued to provide information and training sessions to front-line supervisors on local resolution options. In 2016, members of P.R.S. continued to deliver training about the public complaint process, the Code of Conduct, related P.S.A. matters, and human rights requirements to T.P.S. members attending the following courses at the Toronto Police College: Provincial Statutes, Frontline Supervisor, Advanced Leadership, P.S.A., Organizational Development, Major Case Management, Ethics and Professionalism in Policing, Recruit training, Auxiliary Officer training, and Mobile Crisis Intervention Team (M.C.I.T.) training. P.R.S. also took

part in the Civilian Police Academy program which was hosted by the Toronto Police College (T.P.C.).

Further, in 2016, the P.R.S. section hosted an information session for the Service's Unit Complaint Coordinators on the O.I.P.R.D.'s Mediation program. The Mediation program provides public complainants and respondent officers alike with the opportunity to voluntarily resolve complaints informally. This training is in keeping with the T.P.S.'s ongoing commitment to reducing the number of complaints and continued customer service excellence. Moving forward, P.R.S. will continue to promote and foster the O.I.P.R.D.'s Mediation program and will continue to provide training and guidance to T.P.S. members.

Professional Standards Support

The mandate of P.S.S. is to act as a support unit and to contribute to the achievement of the T.P.S.'s overall priorities. P.S.S. consists of the following sections: Analysis & Assessment (A&A), Awards, Governance, Information Security, Prosecution Services, and the S.I.U. Liaison.

A&A provides trend analysis and statistical information relating to the evaluation of work performance, compliance with T.P.S. procedures, pursuit training and use of force training, and administers the T.P.S.'s Early Intervention program. In 2016, A&A responded to approximately 290 requests for statistical data and reports. In 2016, A&A delivered presentations at T.P.C. on the Front Line Supervisor's course and the Advanced Leadership course on the topic of early intervention. In 2016, A&A continued to be a member of the Service Vehicle Collision and Pursuit Reduction Committee as well as the Use of Force Review Committee. Moving forward A&A will continue to promote awareness of the T.P.S.'s Early Intervention program through presentations at T.P.C., the creation of an information page on the C.R.M. website, and by meeting with T.P.S. management to discuss the E.I. program in order to enhance its value for T.P.S. members.

Governance is responsible for the development and management of the Standards of Conduct, T.P.S. Governance Definitions, Procedures, T.P.S. forms, and Routine Orders. In 2016, Governance commenced 500 new projects, concluded a total of 518 previously ongoing projects, and published a total of 301 procedure documents. In addition, Governance assisted with the T.P.S.'s responses to jury recommendations from three coroner's inquests and drafted a procedure in relation to the new Provincial legislation surrounding interactions with the community and regarding the psychological wellness of T.P.S. members. Governance also participated in working groups regarding the T.P.S. body worn camera pilot project and new disclosure procedures.

The Information Security section strives to ensure the confidentiality, integrity, and accessibility of T.P.S. information assets. In 2016, staff were involved in 55 technology related initiatives or projects, and conducted audits on external applications reviewing user account management, updating procedures, and monitoring usage. The unit also completed 366 requests for data extracts, reporting and analysis in relation to criminal and conduct allegations, operational investigations, and court subpoena/disclosure requests. This section is also responsible for ensuring privacy protection obligations are met. In 2016, Information Security completed three Privacy Impact Assessments on new technology initiatives. Additionally, staff hosted a Computer Security Day event in November and delivered presentations on the topics of privacy and security. The unit also completed over 1,600 security screening and internal background files.

Prosecution Services is responsible for prosecuting Code of Conduct offences. In 2016, Prosecution Services consulted with P.R.S. and other C.R.M. units regarding trends in conduct issues. Prosecution Services also conducts case conferences to identify procedural changes that are identified through the course of a Tribunal matter.

The S.I.U. Liaison officers work with the S.I.U. to facilitate S.I.U. mandated investigations. In 2016, the S.I.U. Liaison section responded to 74 S.I.U. incidents where the S.I.U. invoked their mandate. In order to ensure continued professionalism amongst members who become involved in S.I.U. related incidents, the S.I.U. Liaison section conducted 34 presentations on the following courses: Front Line Supervisor's, Advanced Leadership, Coach Officer, and spoke to Divisional members, the Emergency Task Force, and the M.C.I.T. These presentations emphasized individual members' roles and responsibilities when involved in incidents where the S.I.U. mandate has been, or may be, invoked and included topics such as proper articulation, scene management, and the use of force.

Legal Services

Legal Services includes the following sections: the Counsel Advisory Group, Court Processing, Civil Litigation, Human Rights, and Legal Research. In 2016, L.S.V. continued to provide legal support to the T.P.S. in relation to the law, policy initiatives corporate governance, and corporate compliance. L.S.V. proactively identifies emerging issues and trends that pose a risk to the Service as they arise from litigation and through our involvement of in-service operations and initiatives. L.S.V. also manages all new and outstanding civil actions and external human rights applications, and represents the Chief in matters before administrative tribunals, appeal bodies, the Superior Court of Justice, and at inquests.

Inquests

In 2016, C.R.M. represented the T.P.S. in five inquests. The S.I.U. Liaison prepares inquest briefs for L.S.V., who in turn represents the T.P.S. at the actual inquest hearing,

manages T.P.S. witnesses and requests for documentation. L.S.V. then forwards the verdict and any jury recommendations to both the Governance section and Audit and Quality Assurance. Governance is responsible for preparing all report submissions to the T.P.S.B. in response to any jury recommendations directed at the T.P.S. and, through a collaborative review with stakeholders, may revise or create new Procedures around implementing any relevant jury recommendations. In 2016, Governance published a new T.P.S. procedure entitled “15- 06 - Less Lethal Shotguns” in response to a jury recommendation that the T.P.S. explore new technologies in the area of less lethal force options. C.R.M. will continue to coordinate the T.P.S.’ involvement in Provincial Inquests and implement, where appropriate, any jury recommendations directed at the T.P.S.

Toronto Police College

T.P.C. provides training to both T.P.S. members and members from external agencies and is made up of the following sections: Armament, Community Policing, In-Service Training, Investigative Training, Learning Development and Standards, and Police Vehicle Operations (P.V.O.). The T.P.C. continued to realize benefits from the structural realignment of C.R.M. and was able to increase efficiency and work in a complementary manner with other units in the pillar. In 2016, the T.P.C. continued to provide a number of specialized courses and was involved in various T.P.S. initiatives. Members from the T.P.C. continued to represent the T.P.S. on the Police and Community Engagement Review (P.A.C.E.R.) committee and have developed training that ensured the recommendations were effective and fully realized. The T.P.C. also continued to partner with the Canadian Police Knowledge Network (C.P.K.N.), offering members a variety of on- line courses and training.

The Unit Commander also continues to represent the Service on the Ontario Association of Chiefs of Police (O.A.C.P.) Education, Training and Professional Development Committee, its Awards Committee, and its Hearing Officer Committee. The Unit Commander also sits on the Board of Directors of the Ontario Municipal Management Institute, which provides training and accreditation to municipal government leaders across Ontario. Instructors and section heads sit on committees and work groups at the provincial and national level to help enhance training and related standards for the Service and its partners.

The T.P.C. and the Ontario Police College (O.P.C.) have a longstanding working partnership to promote training excellence in policing. T.P.C. instructors are qualified by O.P.C. to teach courses that are regulated by provincial standards or that require certification. There are two T.P.S. sergeants that are seconded to the O.P.C. to support recruit training, and also perform liaison duties between the T.P.C. and O.P.C. The directors of both colleges work closely together, and are both members of the

Education, Training, and Professional Development Committee of O.A.C.P. and its subcommittees.

In 2016, T.P.C. instructors were involved in the creation of provincial training on the new Ontario Regulation 58/16, Collection of Identifying Information in Certain Circumstances (C.I.I.C.C.). The provincially mandated training was delivered at the T.P.C. and by designated trainers at divisions and larger units. All police officers, other than those on long-term leave or secondment, have completed the training, which consisted of a day in a classroom and a substantial C.P.K.N. on-line module. The training addressed racial profiling, the history of how those issues evolved in and around Toronto, improved communication and empathy towards various communities, understanding and controlling implicit bias, as well as respecting and complying with the Regulation itself. Moving forward in 2016, T.P.C. has added a Supervisor In-Service Leadership Course. This eight day course is aimed at all uniform and civilian supervisors, and will provide enhanced leadership strategies including motivation, performance management and appraisal, human rights and equality, and shaping organizational culture and change. There will also be updates on current legislation, labour issues and strategies to assist supervisors in the areas of community engagement, risk awareness and mitigation, and conflict resolution.

In-Service Training Program (I.S.T.P.)

In 2016, the T.P.C. expanded the annual In-Service Training Program (I.S.T.P.) from two days to three days. The third full day of training was designed to reinforce the earlier Fair & Impartial Policing (F.I.P.) course, and also to satisfy both the recommendations of the P.A.C.E.R. Committee and the report by the Hon. Frank Iacobucci, entitled Police Encounters with People in Crisis.

The additional day of training also introduced the Service's new Core Value ("Freedom from Bias"), articulating our continued commitment to delivering bias-free police services. The development of the content and the scenarios was a collaborative initiative between T.P.C. staff and a P.A.C.E.R. training subcommittee. The training involved presentations by community members (at T.P.C.) to promote dialogue and discussion. The learning objectives included enhanced cultural competence and improving officers' capacity to lawfully engage Toronto residents, particularly from racialized communities, and more specifically black youth, in a professional, ethical, and customer service oriented approach. Officers received instruction on emotional intelligence and critical thinking in relation to investigative detention, especially as it relates to observing legal grounds. Officers were exposed to a variety of scenarios through role-playing and video scenarios. These exercises, and the debriefing sessions that followed, provided officers the opportunity to think critically about their courses of

action, while identifying reasonable steps that may improve efficiency and effectiveness, enhance community trust, and avoid racially biased policing.

One important goal of the 2016 I.S.T.P. program was to maximize public and police safety through the implementation of the recommendations made by the P.A.C.E.R. and Iacobucci reports to realize the goals of zero harm and zero bias. A negotiator workshop was an important component of the 2016 I.S.T.P. program. It focused on de-escalation and crisis negotiation, which are crucial policing skills that require a good deal of training on best practices to be performed operationally given the inherent stress and volatility of such situations. The workshop training involved using well-established active listening skills to improve officers' chances of demonstrating empathy in order to build rapport with the goal of influencing a subject's behaviour. The training also allowed for officers to learn from each other and for the instructors to evaluate each officer's ability to apply de-escalation strategies to foster positive and long lasting communication techniques with people in crisis.

In 2016, the Toronto Police College In-Service Training section hosted a training day for members of the major media outlets in the city. Members of the media were given a realistic version of the annual officer I.S.T.P. which included a presentation on frontline policing, negotiator workshop, use of force options, dynamic simulation training, and a video simulator presentation. The event was well-attended and at the conclusion of the day the attendees left with an appreciation for the excellent and difficult work done by members of the Service and the value of annual I.S.T.P.

M.H.C.C. Road to Mental Readiness Program (R.2.M.R.)

In 2016, the T.P.S. entered into an agreement with the Mental Health Commission of Canada (M.H.C.C.) to deliver the Road to Mental Readiness program (R.2.M.R.). The T.P.C. will be involved in administering the program to Service members. R.2.M.R. was created to spark transformational culture change and better mental health for Service members, in an effort to improve the quality of members' work-life and also to enhance customer service and promote better engagement with our communities. Police leaders and officers who are trained in R.2.M.R. have a better understanding of mental health issues, and as a result, are better equipped to find positive resolutions when dealing with persons in crisis. R.2.M.R. offers two custom training programs, an eight hour course for leadership and a four hour primary course for police constables, uniform civilian members and administrative support staff. Each course is designed to help decrease the stigma, and increase the awareness of, and to create a common language that is recognizable throughout the organization surrounding mental health. The four hour primary course includes the three hour "Safe Talk" suicide- prevention module to make a full day of training. In 2016, 24 members of the Service were trained in the

R.2.M.R. program and the balance of Service members will be trained over the next two years.

Judicial Comments

In 2013, as a result of a T.P.S.B. minute (Min. No. P74/13), C.R.M. began tracking and reporting comments from the judiciary regarding officer conduct and testimony. In 2016, four complaints were investigated in relation to judicial comments compared to six in 2015. Of the four complaints misconduct was substantiated in one matter, one matter was found to be unsubstantiated, and two matters are currently under investigation. The one substantiated matter was concluded at the unit level. Comparatively, in 2015, misconduct was substantiated in two matters.

In 2016, members of C.R.M. continued to educate T.P.S. members on the following topics: note taking, articulation, evidence collection, and professional court testimony. These topics were incorporated into the following courses: Evidence Skills - Notes and Testimony, In-Service Training Program, Advanced Leadership, Coach Officer, and recruit training. Over the coming year, C.R.M. will continue to educate members on these important topics in order to ensure our members' continued professionalism.

Public Contact

Community-based policing is a priority for the T.P.S. The residential population of Toronto is estimated at 2.7 million, however, the daytime population increases to approximately 3.5 million. Service members have extensive contact with members of the community in order to ensure public safety. In 2016, there were just over 1.8 million calls for service, approximately 245,802 provincial offence tickets issued, just under 9,000 Mental Health Act apprehensions (829 of those being voluntary transfers) and just over 28,000 arrests. In total, T.P.S. officers had approximately 2.2 million documented contacts with members of the public last year (this figure includes repeat contacts).

It is important to consider the amount of interaction T.P.S. members have with members of the public when evaluating the statistics presented in this report. For example, the total number of public complaints filed represents only a small fraction (less than 0.1%) of documented contacts. Further, when considering the total number of use of force incidents relative to arrests made, force was required in 3.9% of arrests. When comparing the number of S.I.U. investigations to the documented contacts, there was one incident investigated for every 27,729 contacts with members of the public.

Early Intervention

The mandate of P.S.S. is to act as a support unit and to contribute to the achievement of the T.P.S.'s overall priorities. One of the ways P.S.S. provides support to all T.P.S. units is through the E.I. program. The E.I. program is a risk management strategy to proactively identify T.P.S. members with potential performance or conduct issues and provide them with a personalized strategy designed to support the member and improve their performance. The program is administered by the A&A section of P.S.S.

Early Intervention Program

The E.I. program is a proactive process that seeks to identify members exhibiting atypical performance characteristics. An alert is generated when a member meets or exceeds a pre-determined threshold. This process is intended as a non-disciplinary approach to guide and support members that may be at risk for entering the disciplinary process.

Threshold Analysis

Performance indicators are measurable activities or functions relating to the member that are entered and monitored through the E.I. program. Some of the performance indicators currently used are complaints, use of force incidents, firearm pointed at a person incidents, firearm discharge incidents, vehicle pursuits, vehicle collisions, and Special Investigations Unit investigations. These performance indicators are used to raise alerts on members showing atypical performance characteristics.

There is no consensus in E.I. literature about the ideal numbers or types of performance indicators that should be used in an E.I. program. A&A regularly runs data analysis to set performance indicator thresholds, which identify the number of incidents required to trigger an alert when exceeded.

Once an alert is triggered, the incidents contained in the alert, and the identified member's conduct history, are manually reviewed by A&A. The purpose of the review is to identify if there are any emerging trends or atypical behaviour. If there are no concerns with the incidents in the alert or it is determined that the E.I. program would not be beneficial, the alert is closed. If a concern is identified, the member's unit is provided with a comprehensive E.I. report to assist the management team in developing strategies to guide and support the member. Strategies may include heightened monitoring, training, re-assignment, and/or referral to the Employee and Family Assistance Program.

The E.I. program is dynamic and is continually evaluated and adjusted to reflect current trends and T.P.S. risk management concerns. A&A conducts a review of set thresholds regularly to ensure accuracy.

Trend Analysis and Initiatives

In 2016, there were 387 alerts triggered in relation to members, which resulted in 76 E.I. reports being generated, compared to 382 alerts triggered and 86 E.I. reports generated in 2015.

The proactive identification of members with potential performance or conduct issues is critical, however, it is also important to note that E.I. is a human process, and that the actions taken after the E.I. report is generated are equally as critical. As such, A&A has been focusing on promoting awareness of the E.I. program through presentations at the Toronto Police College (T.P.C.) on the Front Line Supervisor's course and the Advanced Leadership course, strengthening the risk reduction capability of the E.I. program.

Moving forward, A&A will continue to promote awareness of the E.I. program and ensure any changes will continue to strengthen the process.

Awards

In 1998, the T.P.S.B. approved a formal Awards process that is administered by Professional Standards Support to recognize outstanding contributions and achievements by members of the T.P.S. and of the public. Recipients are recognized individually or in groups for acts of excellence, bravery, altruism, innovative contributions to community policing, public safety, and professional excellence. T.P.S. members are also recognized for their dedicated long service with milestone awards such as the 25 year watch, and 20, 30, and 40 year medals and commemorative pins. A Standing Awards Committee, comprised of uniform and civilian members of various ranks and positions from across the T.P.S., including representation from the T.P.S.B., reviews eligibility for awards to ensure fairness and consistency.

Internal Awards

In 2016, there were six awards ceremonies hosted by the T.P.S.B. in which 811 internal awards were presented to members of the T.P.S., the community, and other police services. In addition to these awards for outstanding performance, the T.P.S.B. presented 256 members with their retirement plaques. The internal awards presented in 2016 are listed below:

Chief of Police Excellence Award

Granted by the Chief of Police to any person to acknowledge achievement through dedication, persistence, or assistance to the Service. 47 awards presented.

Chief of Police Letter of Recognition (For external police agencies)

Granted by the Chief of Police to a police officer or a civilian member for excellence in the performance of duty, community policing initiatives, innovations, or initiatives that enhance the image or operation of the T.P.S. 1 award presented.

Merit Mark

Granted by the T.P.S.B. to a police officer or a civilian member for exemplary acts of bravery, performance of duty, community policing initiatives, innovations, or initiatives that enhance the image or operation of the T.P.S. 4 awards presented.

Commendation

Granted by the T.P.S.B. to a police officer or a civilian member for exceptional performance of duty, community policing initiatives, innovations, or initiatives that enhance the image or operation of the T.P.S. 25 awards presented.

Teamwork Commendation

Granted by the T.P.S.B. to a group of police officers and/or civilian members for exceptional performance of duty, community policing initiatives, innovations, or initiatives that enhance the image or operation of the T.P.S. 200 awards presented.

Community Member Award

Granted by the T.P.S.B. to citizens for grateful acknowledgement of unselfish assistance rendered to the T.P.S. or for an initiative, or innovation that had a positive effect on the image or operation of the T.P.S. 85 awards presented.

Partnership Award

Granted by the T.P.S.B. to citizens or organizations for unselfish assistance given to the T.P.S. for an initiative or innovation that has a positive impact on the image or operation of the T.P.S. 6 awards presented.

Robert Qualtrough Award

Granted by the T.P.S.B. to community and Service members who have demonstrated excellence and leadership through their participation in an innovative and effective police-community partnership initiative. 1 award presented to 2 recipients.

Mental Health Excellence Award

Granted by the T.P.S.B. to a police officer or civilian member who has demonstrated excellence, compassion and respect in their interaction with members of the community who are experiencing mental illness. 1 award presented

Bill Hancox Memorial Award (Crime Stoppers)

Granted by Crime Stoppers to a Toronto Police Service unit who makes full use of the Crime Stoppers program to help solve crimes and enhance the community's safety and security. 1 award presented.

Civilian Long Service Recognition Pin (20, 30 & 40 years)

Granted by the T.P.S.B. and presented to civilian members upon the completion of 20, 30, and 40 years of employment with the T.P.S. 97 pins presented.

25 Year Commemorative Watch

Granted by the T.P.S.B. and presented to police officers, civilian members, and auxiliary officers upon completion of 25 years of full-time employment. 343 watches presented.

External Awards

There were 191 T.P.S. members who were presented an award by external agencies or organizations in 2016. The external awards presented in 2016 are listed below:

ABLE Special Recognition Award (Association of Black Law Enforcement)

Presented in recognition of the dedication and leadership shown to the Community. 3 awards presented

Black History Month Award

Presented for 'Heroism' where an officer has gone beyond the call of duty for a 'Job Well Done' where an officer has worked with 'Team Effort' to solve a matter or make an arrest. 7 awards presented.

Federal Medal of Bravery

Recognizes acts of bravery in hazardous circumstances and is presented to people who risked their lives to try to save or protect another. 1 medal presented.

ICAP/Thomson Reuters Award for Excellence in Criminal Investigation (International Association of Chiefs of Police)

Recognizes quality achievement and innovation in managing and conducting criminal investigations, with the goal of sharing information to advance the art and science of criminal investigations. 1 award presented to 2 recipients.

Intercultural Dialogue Institute – Public Heroes Award

Presented for recognition of dedication and excellence of individual members of T.P.S., Toronto Paramedic Services, and Toronto Fire Services in delivering their services in an ethnically and culturally diverse environment. Three criteria have been identified – altruism, diversity, and community service. 1 award presented.

O.A.C.P. Lifetime Achievement in Traffic Safety Award

Presented to a police officer who has clearly devoted themselves and their policing efforts to furthering traffic safety initiatives. 1 award presented.

Ontario Auxiliary Police Medal

Presented by the Chief of Police on behalf of the Ontario Government to auxiliary officers for dedicated service upon the completion of 20, 25, 30, and 40 years of service. 6 medals/bars presented.

Ontario Medal for Police Bravery

Presented by the Lieutenant Governor to police officers to recognize acts of courage and bravery performed in the line of duty without concern for personal safety. 5 medals presented.

Ontario Women in Law Enforcement Award

Presented in recognition of outstanding achievements made by women (uniform and civilian) in Ontario law enforcement. Categories include: valour, community, mentoring, and leadership. 3 awards presented.

Order of Merit of the Police Forces

Presented by the Governor General on behalf of the Sovereign to recognize conspicuous merit and exceptional service by members of Canadian police forces whose contributions extend beyond protection of the community. Three levels of membership, Commander (C.O.M.), Officer (O.O.M.), and Member (M.O.M.), reflect long-term outstanding service in varying degrees of responsibility. 3 awards presented.

Police Exemplary Service Medals

Presented by the Governor General of Canada to recognize long and meritorious service of police officers. The medal is presented to eligible police officers who have attained 20 years of service; a silver bar is presented upon completion of every additional 10-year period. 67 medals presented.

Police Officer of the Month 2015

Presented since 1967 by the Toronto Region Board of Trade in partnership with the T.P.S. to recognize officers who make significant contributions to the safety of the citizens of Toronto. 12 awards presented to 14 recipients.

Police Officer of the Year 2015

Presented annually since 1967 by the Toronto Region Board of Trade in partnership with T.P.S. to recognize the efforts of outstanding police officers on behalf of the Toronto community. Recipients are selected from the list of Police Officer of the Month Awards. 1 award presented.

Royal Canadian Humane Association

Presented by the Lieutenant Governor on behalf of the Sovereign to recognize those persons who, through their alertness, skill, and concern bring about the saving of life, especially where those actions lie outside the ordinary duties of the person involved. 3 awards presented.

St. John Ambulance Award Lifesaving Award/ Certificate of Commendation/Automated External Defibrillator Award

Presented to individuals who save or attempt to save a life by means of their knowledge of first aid and where the application of first aid was involved. Recipients also receive a gold or silver lapel pin. 68 awards presented.

Toronto Paramedic Services - Allied Service Award

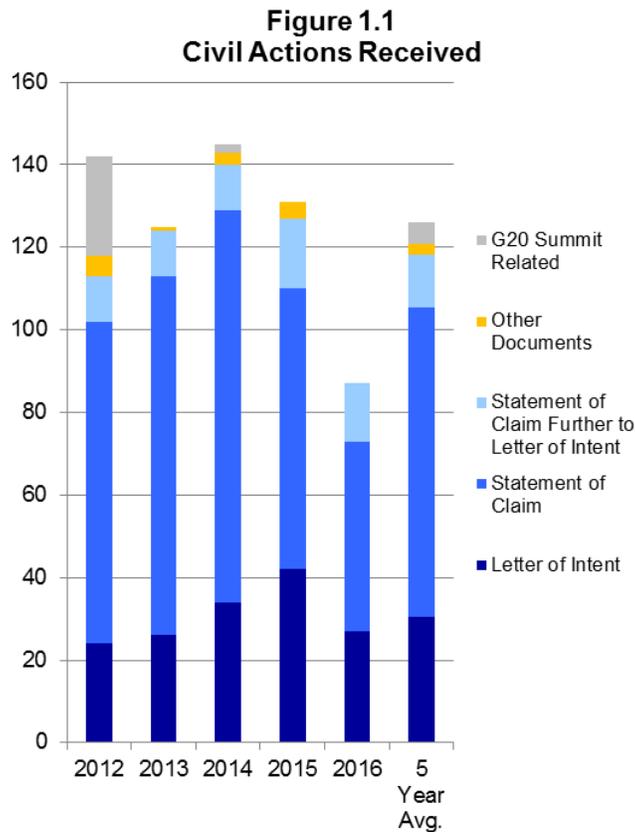
Presented to members of the Allied Services who displayed outstanding assistance to Toronto Paramedic Services and the citizens of Toronto. 6 awards presented.

Civil Litigation

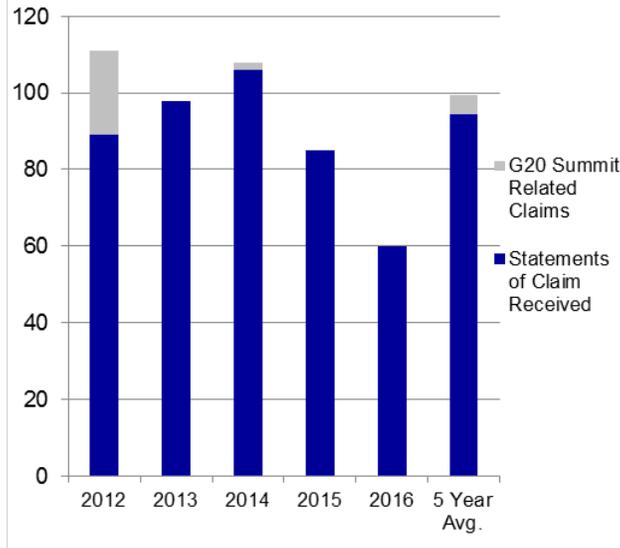
Legal Services is responsible for overseeing all civil actions commenced against the Toronto Police Services Board (T.P.S.B.), the Chief of Police, and Toronto Police Service (T.P.S.) members. Claims are made on the basis of allegations of false arrest, negligent investigation, malicious prosecution, misfeasance in public office, excessive use of force, Service vehicle collisions, and violations of the Charter of Rights and Freedoms.

Trend Analysis

In 2016, Legal Services (L.S.V.) received 87 civil actions and potential claims against the T.P.S.B. and T.P.S. members. There was a 33.6% decrease in 2016 compared to 2015, where a total of 131 civil actions and potential claims were received (Figure 1.1). Of the 87 civil actions received in 2016, 60 Statements of Claim were served. This is a 29.4% decrease from the number of claims served in 2015 (85) and a 43.4% decrease from 2014 (106) (Figure 1.2).



**Figure 1.2
Statements of Claim**



In November 2010, the Civil Case Review Committee (C.C.R.C.) was formed to review civil actions and identify common trends for the purpose of creating proactive action plans to reduce potential liability in future actions. The C.C.R.C. meets monthly to review new claims received in order to manage risk and reduce exposure to liability. Further to the C.C.R.C., members of Legal Services attend monthly Claims Review Group (C.R.G.) meetings, chaired by the City of Toronto's Insurance and Risk Management section, to discuss issues arising out of claims.

NOTE: In order to produce an accurate year-to-year comparison, civil actions and potential claims in relation to the G20 Summit have been omitted from the above trend analysis.

Human Rights

Human Rights applications filed at the Human Rights Tribunal of Ontario (H.R.T.O.) by a member of the public against the Toronto Police Services Board (T.P.S.B.), the Chief of Police, the Toronto Police Service (T.P.S.), or one of its members, are managed by Legal Services. These applications relate to the provision of services and an alleged breach of the Ontario Human Rights Code (Code).

Trend Analysis

Human Rights Applications Received

In 2016, there were 21 Human Rights applications in relation to 20 separate incidents filed against the T.P.S.B., the Chief of Police, the T.P.S., or T.P.S. members by members of the public. This is a decrease from 35 applications filed in 2015 and 32 applications filed in 2014.

In 2009, the Human Rights Case Review Committee (H.R.C.R.C.) was formed to review and assess T.P.S. related human rights matters. The H.R.C.R.C. meets on a monthly basis to review new complaints and identify common trends with the intention of creating proactive action plans to reduce future potential complaints.

Classification of Applications

An applicant can allege discrimination on multiple grounds in a single Human Rights application. Figure 2.1 compares the grounds of discrimination alleged in Human Rights applications for 2012 through 2016.

In 2016, the grounds of disability, race and colour were the most common categories of alleged discrimination, with 12 applicants alleging discrimination based on disability, 11 applicants alleging discrimination based on race and 11 applicants alleging discrimination based on colour. By way of comparison, in 2016, 57.1% of applications alleged discrimination based on disability, an increase when compared to the five-year average of 35.7%. In 2016, 52.4% of applicants alleged discrimination based on race, comparable to the five-year average of 54.3%. In 2016, 52.4% of applicants alleged discrimination based on colour, which is an increase when compared to the five-year average of 50.0%.

**Figure 2.1
Grounds of Discrimination Alleged in
Human Rights Applications**

Grounds of Discrimination*						
	2012	2013	2014	2015	2016	5 Year Avg.
Race	18	15	15	17	11	15.2
Colour	16	13	14	16	11	14.0
Ancestry	5	7	9	10	6	7.4
Place of Origin	8	7	7	11	6	7.8
Citizenship	5	2	6	4	1	3.6
Ethnic Origin	12	10	9	11	6	9.6
Disability	8	7	6	17	12	10.0
Creed	2	2	6	3	3	3.2
Sex	4	5	2	6	4	4.2
Sexual Solicitation	0	0	0	0	1	0.2
Sexual Orientation	1	1	0	0	0	0.4
Gender Identity**	1	2	1	2	1	1.4
Gender Expression**	0	0	1	2	0	0.6
Family Status	1	0	1	0	2	0.8
Marital Status	1	1	0	1	1	0.8
Age	3	4	3	7	3	4.0
Associated with a Person Identified by a Prohibited Ground ***	0	0	1	1	3	1.0
Reprisal***	9	4	3	7	8	6.2
Total applications filed	27	25	32	35	21	28.0

*Applicants can select multiple grounds in each application.

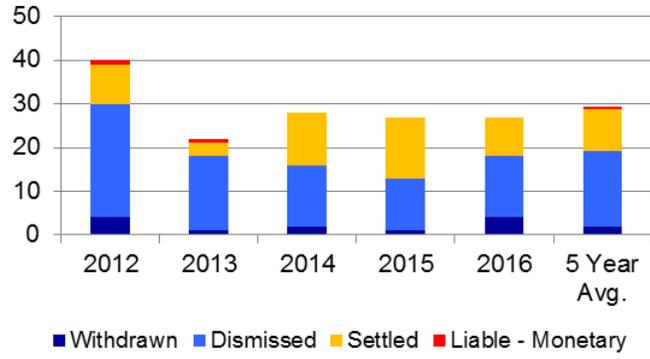
**As of June 19, 2012, the Code was amended to include two new prohibited grounds of discrimination.

***Not ground of discrimination, but also prohibited by the Code.

Resolution of Applications

In 2016, the T.P.S.B. and T.P.S. were not found liable in breach of the Code. The H.R.T.O. has also never ordered any public interest remedies from the T.P.S.B. or a T.P.S. member. There were 27 Human Rights applications resolved by the H.R.T.O. in 2016. Of those 27, 4 were withdrawn by the applicant, 14 were dismissed by the H.R.T.O., and 9 were settled. Figure 2.2 compares the resolutions of the applications for 2012 through to 2016.

Figure 2.2
Resolution of Human Rights
Applications



Public Complaints

The Ontario *Police Services Act (P.S.A.)* governs all police services across the province. Section 80 of the *P.S.A.* defines police misconduct, which includes any violation of the Code of Conduct described in Ontario Regulation 268/10. The Code of Conduct categorizes misconduct as discreditable conduct, insubordination, neglect of duty, deceit, breach of confidence, corrupt practice, unlawful or unnecessary exercise of authority, damage to clothing or equipment, and consuming drugs or alcohol in a manner prejudicial to duty.

Ontario Regulation 3/99 requires every Chief of Police to prepare an annual report for their Police Services Board reflecting information on public (external) complaints. This section of the report is intended to address that annual reporting requirement.

The Office of the Independent Police Review Director (O.I.P.R.D.)

The Office of the Independent Police Review Director (O.I.P.R.D.) is an independent civilian oversight agency responsible for receiving, managing, and overseeing all public complaints against police officers in Ontario. It ensures complaints are dealt with in a transparent, effective, and fair manner for both the public and the police.

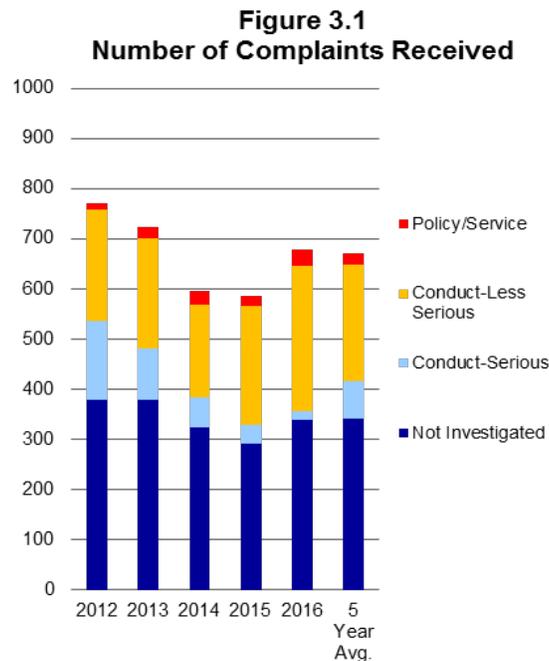
Investigation of complaints received by the O.I.P.R.D. may be conducted by O.I.P.R.D. investigators, an outside police service, or the police service in question. The O.I.P.R.D. reviews all complaints to determine their classification as either a conduct, policy, or service complaint. Section 60 of the *P.S.A.* grants the O.I.P.R.D. the discretion to screen out complaints, if the complaint is found to be frivolous, vexatious, or made in bad faith. The complaints that are screened out by the O.I.P.R.D. are captured as 'not investigated' in this report.

The O.I.P.R.D. was established under the Independent Police Review Act, establishing new guidelines for public complaints. The O.I.P.R.D. began operation on October 19, 2009.

The legislative amendments to the *P.S.A.*, and corresponding changes to the public complaint process, have impacted the T.P.S. public complaint process and the criteria by which complaints are investigated. For example, prior to the inception of the O.I.P.R.D., complaints could be concluded without investigation in instances where the complainant was not directly affected or the complaint was over six months old. Presently, the O.I.P.R.D. permits the investigation of complaints made by third party complainants and those received beyond the six month limitation period.

Trend Analysis

In 2016, a total of 680 public complaints were received concerning the conduct of uniform members, the policies of, or the services provided by the T.P.S. Of the 680 complaints, 340 were investigated and 340 were screened out by the O.I.P.R.D. The total number of complaints (both investigated and screened out) represents an increase of 15.4% from 2015 and an increase of 1.1% when compared to the five- year average (Figure 3.1). It should be noted that of the documented contacts that officers have with the community, less than 0.1% resulted in a complaint being filed.



Sub-Classification of Complaints based on Alleged Misconduct

The *P.S.A. Code of Conduct* is used by the T.P.S. as a means of sub-classifying conduct complaints received by the O.I.P.R.D. A single complaint may involve one or more subject officers who, in turn, may be accused of more than 1 category of misconduct. The most serious allegation in a single complaint is used to sub-classify the complaint as a whole. It should be noted that a public complaint is classified on the initial allegations provided by the complainant and information gathered during the intake process. Complaint classifications and sub-classifications may be revised based on subsequent investigative findings.

In 2016, Discreditable Conduct was cited more frequently than any other type of misconduct, comprising 49.1% of complaints investigated, compared to the five-year

trend of 56.0%. This broad sub-classification captures conduct that may bring discredit to the T.P.S. but does not fall within one of the more specific classifications.

Allegations of Unlawful or Unnecessary Exercise of Authority accounted for 25.6% of investigated complaints in 2016, a decrease compared to the five-year average of 26.1% of investigated complaints. Allegations of Neglect of Duty have increased from 11.2% in 2015 to 13.8% in 2016. Figure 3.2 details the sub-classifications of investigated complaints received in 2016.

Figure 3.2
Sub-classification of Alleged Misconduct

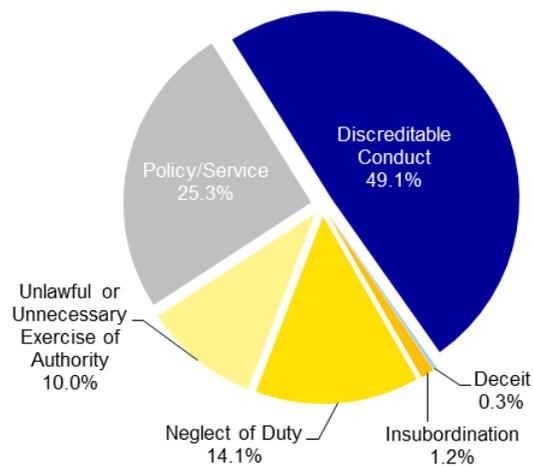
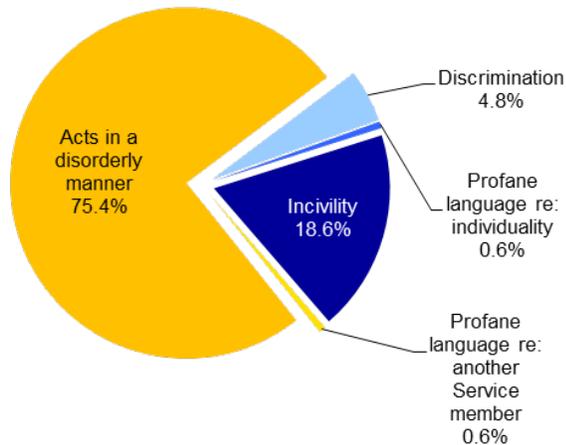


Figure 3.3 shows investigated complaints received in 2016 that have been sub-classified as Discreditable Conduct, further categorized by specific charges under the P.S.A. Code of Conduct. A description of these charges is included in the Glossary of Terms section of this report.

Figure 3.3
Discreditable Conduct Allegations

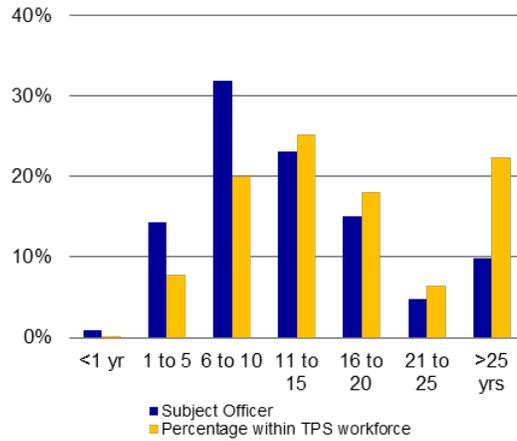


In 2016, allegations of incivility accounted for 18.6% of Discreditable Conduct allegations, reflecting a decrease from 21.2% in 2015 and a decrease when compared to the five-year average of 19.0%. Allegations of disorderly conduct have remained the most common allegation under the category of Discreditable Conduct. In 2016, 75.4% of Discreditable Conduct allegations were in relation to acting in a disorderly manner which is an increase when compared to the five-year average of 71.8%.

Years of Service and Rank of Subject Officer

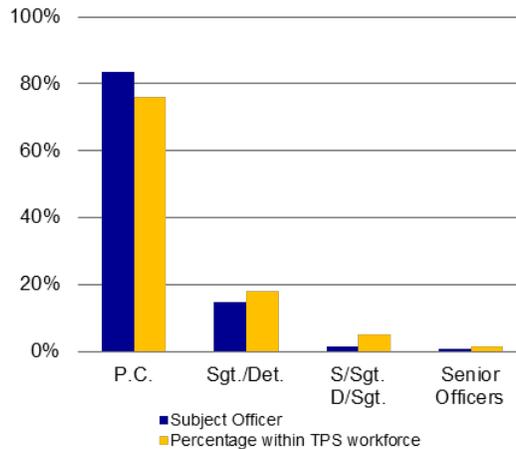
In 2016, T.P.S. officers with 6 to 10 years of service accounted for 35.0% of the subject officers named in public complaints. Officers with 11 to 15 years of service represented the second highest category at 21.6%. This can, in part, be attributed to the fact that officers with 6 to 15 years of service are more likely to be in contact with the public on a daily basis (Figure 3.4).

**Figure 3.4
Years of Service of Subject Officer**



Police constables continue to account for the majority (81.2%) of subject officers named in public complaints. This can be explained by the fact that the majority of the T.P.S. uniform strength (75.9%) are police constables and that, by the nature of their roles and responsibilities, they are usually the first line of police interaction with the public. Figure 3.5 shows a comparison of the percentage of officers named in public complaints to the percentage of officers by rank Service-wide.

**Figure 3.5
Rank of Subject Officer**



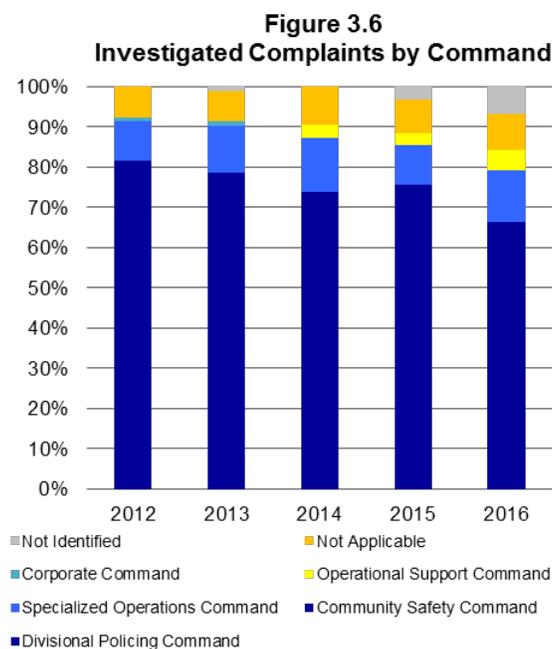
Investigated Complaints by Command

In January 2014, a new Organizational Chart was implemented as part of the Chief’s Internal Organizational Review. The new Organizational Chart resulted in changes to Command titles and a restructuring of the units within the Commands. For example, Divisional Policing Command was renamed Community Safety Command.

Investigated complaints in relation to officers attached to Community Safety Command accounted for 66.5% of public complaints received in 2016. Divisional primary response officers fall under this command and these officers are responsible for responding to calls for service and general patrols that afford them frequent daily interactions with the public.

Figure 3.6 displays the breakdown of complaints received by Command. If a complaint applies to the Service as a whole and not a particular Command, it is categorized as not applicable”, and this accounts for 8.8% of complaints for 2016. If a subject officer has not yet been identified, the complaint is categorized as such, and accounts for 7.6% of 2016 complaints. This number will decrease as complaints are investigated and officers are identified.

An expanded chart comparing the number and percentage of complaints for all divisions and units is located in the section entitled Supplementary Data that starts on page 31.



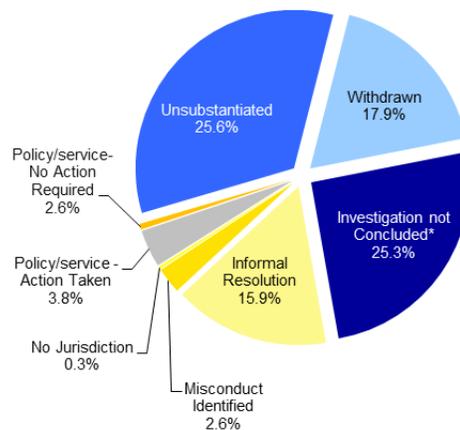
Disposition of Investigated Complaints

To date, 33.5% of the investigated complaints received in 2016 have been concluded with a disposition of unsubstantiated, a decrease from 50.0% in 2015. It should be noted that 25.3% of 2016 complaint files remain open and that as these files are concluded the disposition numbers will be affected.

Complaint withdrawals represent 17.9% of concluded 2016 complaints, compared to 17.3% in 2015. Informal resolutions made up 15.9% of complaints concluded in 2016, compared to 25.2% in 2015 and to the five-year average of 21.6%.

The number of complaints where misconduct is identified continues to represent a small proportion of all investigated complaints. Misconduct has been identified in just 2.6% of concluded complaints thus far, a decrease from 4.1% in 2015 (Figure 3.7).

Figure 3.7
Disposition of Investigated Complaints



Complaint Review Bodies

Public complaints against police officers can be reviewed by an independent civilian agency on the basis of the complaint classification and/or disposition.

In cases where the complaint was investigated by police and found to be unsubstantiated, or designated as less serious, the complainant(s) can request that the O.I.P.R.D. conduct a review of the investigation. When a complaint is investigated by the O.I.P.R.D. the decision is final and no review will be conducted. During a review, the O.I.P.R.D. may determine that the classification or disposition of the complaint requires more action; they then can refer the decision back to the originating police service for further investigation or retain the complaint and conduct their own investigation.

If the complainant is dissatisfied with the results of a disciplinary hearing, he or she can appeal to the Ontario Civilian Police Commission (O.C.P.C.), an independent agency under the Ministry of Community Safety and Correctional Services.

Of the complaints received in 2016, there have been 22 cases to date where the complainant has requested that the file be reviewed by the O.I.P.R.D., a decrease of

26.3% compared to 30 cases from 2015. With respect to the 22 reviews conducted, the O.I.P.R.D. has upheld 8 decisions and 14 reviews are ongoing.

If a complainant requests a review of a policy or service complaint, he or she can appeal to the police services board.

Time Taken to Conclude Investigations

For all investigated complaints received in 2016, 75.0% have been concluded to date. Of the concluded investigations, 50.2% were completed within 90 days, an increase from 41.3% in 2015 and an increase to the five-year average of 44.7%. Figure 3.8 compares the time taken to conclude complaints that were received between 2012 and 2016.

Figure 3.8
Days to Conclude Investigated Complaints

	2012	2013	2014	2015	2016	5 Year Avg.
0 to 30 days	37	42	38	37	41	36.4
31 to 60 days	75	45	38	38	48	58.8
61 to 90 days	92	44	36	45	39	64.4
91 to 120 days	69	74	42	60	55	67.6
121 to 150 days	45	59	39	41	31	50.2
151 to 180 days	32	35	20	29	16	31.4
Over 180 days	44	47	58	42	25	42

Comparison to Other Police Services

The O.I.P.R.D. releases an annual report on the number of external complaints they receive in relation to all Ontario police services. The O.I.P.R.D. reporting period is April 1 to March 31. At the time of this report the O.I.P.R.D. has not yet released an updated annual report. Figure 3.9, depicts the information contained in their 2014-2015 O.I.P.R.D. annual report, which is the most recent report available, comparing the T.P.S. to other police services.

Figure 3.9
OIPRD Statistics* - Comparison to other Police Services

Police Service	Number of Officers	Type of Complaint			Total Complaints	Screened Out	Investigated	Total Complaints per 100 Officers	Investigated Complaints per 100 Officers
		Conduct	Policy	Service					
Durham Regional	863	86	1	3	90	30	60	10.4	7.0
Hamilton	828	85	1	2	88	51	37	10.6	4.5
Kingston	196	21	0	1	22	12	10	11.2	5.1
London	597	76	0	2	78	46	32	13.1	5.4
Niagara Regional	708	75	1	2	78	37	41	11.0	5.8
Ottawa	1,301	190	2	5	197	80	117	15.1	9.0
Peel Regional	1,922	149	0	4	153	71	82	8.0	4.3
Toronto	5,360	603	6	35	644	360	284	12.0	5.3
Waterloo Regional	764	67	0	3	70	28	42	9.2	5.5
York Regional	1,510	109	0	5	114	52	62	7.5	4.1
Total Complaints**	24,042	2,482	27	107	2,616	1,353	1,263	10.9	5.3

*Statistics from OIPRD Annual Report April 1, 2014, to March 31, 2015

**This number includes all Police Services in Ontario, not just the ones detailed above.

Supplementary Data- Public Complaints

Investigated Complaints by Unit										
	2012		2013		2014		2015		2016	
	#	%	#	%	#	%	#	%	#	%
11 Division	15	3.8	13	3.8	14	5.1	13	4.4	10	2.9
12 Division	17	4.3	16	4.6	11	4.0	8	2.7	8	2.4
13 Division	12	3.0	8	2.3	9	3.3	7	2.4	13	3.8
14 Division	29	7.4	34	9.8	11	4.0	18	6.1	21	6.2
22 Division	28	7.1	15	4.3	13	4.8	15	5.1	12	3.5
23 Division	12	3.0	13	3.8	16	5.9	10	3.4	8	2.4
31 Division	27	6.9	21	6.1	7	2.6	16	5.4	7	2.1
32 Division	15	3.8	14	4.0	10	3.7	8	2.7	5	1.5
33 Division	10	2.5	12	3.5	4	1.5	7	2.4	17	5.0
41 Division	13	3.3	8	2.3	9	3.3	12	4.1	12	3.5
42 Division	13	3.3	13	3.8	6	2.2	15	5.1	9	2.6
43 Division	16	4.1	15	4.3	9	3.3	8	2.7	15	4.4
51 Division	32	8.1	31	9.0	21	7.7	23	7.8	28	8.2
52 Division	30	7.6	21	6.1	19	7.0	21	7.1	16	4.7
53 Division	9	2.3	13	3.8	15	5.5	15	5.1	11	3.2
54 Division	14	3.6	4	1.2	8	2.9	8	2.7	14	4.1
55 Division	19	4.8	14	4.0	8	2.9	9	3.1	8	2.4
Communications Services	3	0.8	2	0.6	3	1.1	6	2.0	8	2.4
Community Mobilization	0	0.0	0	0.0	1	0.4	0	0.0	0	0.0
Court Services	0	0.0	0	0.0	0	0.0	1	0.3	1	0.3
Divisional Policing Support Unit	10	2.5	7	2.0	10	3.7	6	2.0	9	2.6
Drug Squad	2	0.5	3	0.9	2	0.7	1	0.3	5	1.5
Emergency Task Force	2	0.5	1	0.3	5	1.8	3	1.0	2	0.6
Employment Unit	0	0.0	1	0.3	0	0.0	0	0.0	0	0.0
Financial Crimes Unit	3	0.8	0	0.0	0	0.0	1	0.3	2	0.6
Forensic Identification Services	0	0.0	0	0.0	0	0.0	0	0.0	1	0.3
Hold Up Squad	0	0.0	2	0.6	3	1.1	1	0.3	2	0.6
Homicide	1	0.3	2	0.6	1	0.4	1	0.3	2	0.6
Integrated Gun & Gang Task Force	0	0.0	0	0.0	5	1.8	2	0.7	6	1.8
Intelligence Services	0	0.0	2	0.6	0	0.0	0	0.0	1	0.3
Marine	2	0.5	2	0.6	0	0.0	0	0.0	1	0.3
Mounted	0	0.0	0	0.0	2	0.7	1	0.3	0	0.0
Not Applicable	30	7.6	26	7.5	26	9.6	29	9.9	31	9.1
Not Identified	0	0.0	4	1.2	0	0.0	6	2.0	26	7.6
Organized Crime Enforcement	6	1.5	4	1.2	0	0.0	0	0.0	0	0.0
Parking Enforcement	1	0.3	0	0.0	1	0.4	1	0.3	0	0.0
Police Dog Services	1	0.3	0	0.0	2	0.7	0	0.0	0	0.0
Provincial ROPE, Fug Sq & Bail Comp	0	0.0	0	0.0	1	0.4	1	0.3	0	0.0
Professional Standards	1	0.3	0	0.0	1	0.4	0	0.0	1	0.3
Provincial ROPE Squad	0	0.0	1	0.3	0	0.0	0	0.0	1	0.3
Records Management Services	1	0.3	3	0.9	2	0.7	1	0.3	5	1.5
Risk Management Unit	2	0.5	0	0.0	N/A	N/A	N/A	N/A	N/A	N/A
Sex Crimes Unit	1	0.3	0	0.0	1	0.4	2	0.7	0	0.0
Toronto Police Operations Ctr	N/A	N/A	N/A	N/A	1	0.4	1	0.3	1	0.3
Traffic Services	17	4.3	21	6.1	15	5.5	17	5.8	21	6.2
Total	394	100	346	100	272	100.0	294	100	340	100

Classification of Complaints						
Complaints - Investigated	2012	2013	2014	2015	2016	5 Year Avg.
Conduct-Less Serious	223	221	184	237	290	231
Conduct-Serious	158	102	60	38	16	74.8
Policy	4	2	3	1	2	2.4
Service	9	21	25	18	32	21
Number and Percentage of Complaints (Investigated)	394	346	272	294	340	329.2
	51.1%	47.7%	45.5%	49.9%	50.0%	48.9%
Complaints - Not Investigated	2012	2013	2014	2015	2016	5 Year Avg.
Better Dealt with in Other Law	0	0	1	6	41	9.6
Complaint Over Six Months	39	51	19	7	3	23.8
Frivolous	70	65	42	75	96	69.6
Made In Bad Faith	1	0	0	0	2	0.6
No Jurisdiction	184	81	54	48	46	82.6
Not Directly Affected	21	10	2	4	4	8.2
Not in the Public Interest	61	163	197	149	144	142.8
Vexatious	0	4	2	0	0	1.2
Withdrawn	1	5	9	6	4	5
Number and Percentage of Complaints (Not Investigated)	377	379	326	295	340	343.4
	48.9%	52.3%	54.5%	50.1%	50.0%	51.1%
Total Number of Public Complaints	771	725	598	589	680	672.6

Alleged Misconduct - Investigated Complaints												
	2012		2013		2014		2015		2016		5 Year Avg.	
	#	%	#	%	#	%	#	%	#	%	#	%
Breach of Confidence	1	0.3	1	0.3	1	0.4	1	0.3	0	0.0	0.8	0.2
Corrupt Practice	1	0.3	0	0.0	0	0.0	1	0.0	0	0.0	0.2	0.1
Deceit	0	0.0	2	0.6	0	0.0	2	0.3	1	0.3	0.8	0.2
Discreditable Conduct	259	65.7	202	58.4	150	55.1	144	49.7	167	49.1	184.8	56.1
Insubordination	2	0.5	5	1.4	1	0.4	2	0.7	4	1.2	2.8	0.9
Neglect of Duty	24	6.1	25	7.2	24	8.8	33	10.9	48	14.1	30.6	9.3
Unlawful or Unnecessary Exercise of Authority	94	23.9	88	25.4	68	25.0	92	31.6	34	10.0	75.4	22.9
Policy/Service	13	3.3	23	6.6	28	10.3	19	6.5	86	25.3	33.8	10.3
Total	394	100	346	100	272	100	294	100.0	340	100	329.2	100.0

Number of Days to Conclude Investigated Complaint Investigations												
	2012		2013		2014		2015		2016		5 Year Avg.	
	#	%	#	%								
0 to 30 days	37	9.4	42	12.1	38	14.0	37	12.6	41	16.1	39.0	12.5
31 to 60 days	75	19.0	45	13.0	38	14.0	38	13.0	48	18.8	48.8	15.7
61 to 90 days	92	23.4	44	12.7	36	13.3	46	15.7	39	15.3	51.4	16.5
91 to 120 days	69	17.5	74	21.4	42	15.5	60	20.5	55	21.6	67.6	19.3
121 to 150 days	45	11.4	59	17.1	39	14.4	41	14.0	31	12.2	50.2	14.3
151 to 180 days	32	8.1	35	10.1	20	7.4	29	9.9	16	6.3	31.4	9.0
Over 180 days	44	11.2	47	13.6	58	21.4	42	14.3	25	9.8	42.0	12.0
Total	394	100	346	100	271	100	293	100	255	100	350.8	100

Top Three Sub-Classifications of Alleged Misconduct												
	2012		2013		2014		2015		2016		5 Year Avg.	
	#	%	#	%	#	%	#	%	#	%	#	%
Discreditable Conduct												
Discrimination	4	1.5	5	2.5	8	5.3	5	3.4	8	4.8	6.0	3.2
Profane language re: individuality	0	0.0	2	1.0	0	0.0	1	0.7	1	0.6	0.8	0.4
Profane language re: another Service member	0	0.0	1	0.5	0	0.0	0	0.0	1	0.6	0.4	0.2
Incivility	52	20.1	40	19.8	22	14.7	31	21.2	31	18.6	35.2	19.0
Contravene PSA	39	15.1	8	4.0	1	0.7	1	0.7	0	0.0	9.8	5.3
Acts in a disorderly manner	164	63.3	146	72.3	119	79.3	108	74.0	126	75.4	132.6	71.8
Total	259	100.0	202	100.0	150	100.0	146	100.0	167	100.0	184.8	100.0
Neglect of Duty												
Neglects to perform a duty	23	95.8	24	96.0	22	91.7	32	100.0	47	100.0	29.6	97.4
Leaves place of duty without permission	0	0.0	0	0.0	1	4.2	0	0.0	0	0.0	0.2	0.7
Fails to report offender	1	4.2	0	0.0	0	0.0	0	0.0	0	0.0	0.2	0.7
Fails to report matter	0	0.0	0	0.0	1	4.2	0	0.0	0	0.0	0.2	0.7
Omits to make entry in a record	0	0.0	1	4.0	0	0.0	0	0.0	0	0.0	0.2	0.7
Total	24	100.0	25	100.0	24	100.0	32	100.0	47	100.0	30.4	100.0
Unlawful/Unnecessary Exercise of Authority												
Unlawful/unnecessary arrest	40	42.6	10	11.4	17	25.0	28	30.1	22	25.3	23.4	27.2
Unnecessary force	54	57.4	78	88.6	51	75.0	65	69.9	65	74.7	62.6	72.8
Total	94	100.0	88	100.0	68	100.0	93	100.0	87	100.0	86.0	100.0

Disposition - Investigated Complaints												
	2012		2013		2014		2015		2016		5 Year Avg.	
	#	%	#	%	#	%	#	%	#	%	#	%
Informal Resolution	88	22.3	72	21.1	67	24.6	74	25.2	54	15.9	71.2	21.6
Misconduct Identified	14	3.6	19	5.5	13	4.8	12	4.1	9	2.6	13.4	4.1
No Jurisdiction	1	0.3	1	0.3	0	0.0	1	0.3	1	0.3	0.8	0.2
Policy/service - Action Taken	1	0.3	3	0.9	0	0.0	3	1.0	13	3.8	4.0	1.2
Policy/service-No Action Required	0	0.0	8	2.3	12	4.4	5	1.7	2	0.6	5.4	1.6
Unsubstantiated	216	54.6	179	51.7	132	48.5	147	50.0	114	33.5	157.4	47.8
Withdrawn	74	18.8	64	18.2	47	17.3	51	17.3	61	17.9	59.2	18.0
Investigation not Concluded*	0	0.0	0	0.0	1	0.4	1	0.3	86	25.3	17.6	5.3
Total	394	100.0	346	100.0	272	100.0	294	100.0	340	100.0	329.2	100.0

Police Services Act Charges

Part V of the *Police Services Act (P.S.A.)* outlines the complaint process and defines misconduct. Part V also defines the responsibilities of the Chief of Police, or designate, with respect to alleged officer misconduct and outlines the penalties and resolution options in the event that serious misconduct is proven in a police tribunal. The T.P.S. Tribunal is governed by the Statutory Powers Procedure Act of Ontario.

The objectives of police discipline are to correct unacceptable behaviour, deter others from similar behaviour and, most importantly, maintain public trust. In keeping with the legislation, those matters deemed more serious are made the subject of a public disciplinary hearing in the Service's tribunal. Conduct issues deemed to be of a less-serious nature may be managed at the unit level. The following data relates to matters that were handled at the Tribunal.

Trend Analysis

Officers Charged in 2016

In 2016, 37 officers were charged by Prosecution Services, an increase from 33 officers charged in 2015 but below the five-year average of 40.4 officers. The charge-to-officer ratio is comparable to 2015 at 1.9 charges per officer in 2016. The charge-to-officer ratio remains comparable to the five-year average of 1.9 charges per officer. Figure 4.1 shows both the number of officers charged and the number of charges per officer.

**Figure 4.1
Officers Charged**

	2012	2013	2014	2015	2016	5 Year Avg.
Number of Officers	59	37	36	33	37	40.4
Total Charges	105	67	69	65	76	76.4
Charge/officer ratio	1.8	1.8	1.9	2.0	1.9	1.9

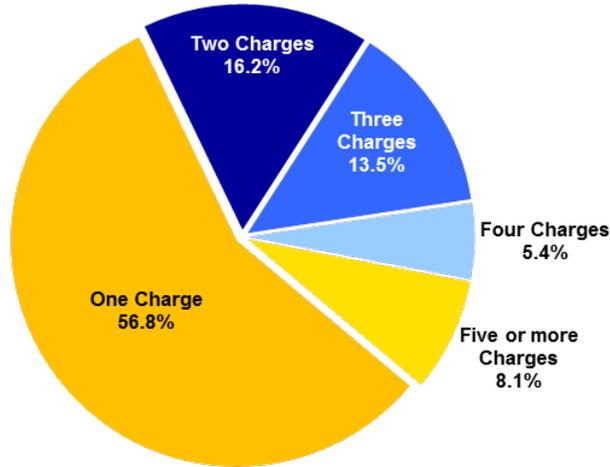
Number of Charges Laid per Officer

In 2016 there were 37 officers charged in relation to 41 new cases, including 4 officers who were the subject officer in 2 separate cases. Of the officers charged in 2016 the number of charges laid per officer are as follows:

- 1 charge - 21 officers
- 2 charges - 6 officers
- 3 charges - 5 officers
- 4 charges - 2 officers
- 5 or more charges - 3 officers

The number of charges laid per officer is further illustrated in Figure 4.2.

Figure 4.2
Number of Charges Laid per Officer



Category of Charges Laid in New Cases

In 2016, a total of 76 *P.S.A.* charges were laid in relation to 37 officers. Of the charges laid, 59.2% were for Discreditable Conduct, an increase from 53.8% in 2015. The percentage of charges of Insubordination has increased from 13.8% in 2015 to 22.4% in 2016. There were no charges of Unlawful or Unnecessary Exercise of Authority in 2016.

Duty Status in New Cases and Precipitating Factors

The 37 officers charged in 2016, resulted in 41 new cases; 28 cases were a result of on-duty incidents, while 13 cases were a result of off-duty incidents. (Figure 4.3.).

Figure 4.3
Duty Status and Precipitating Factors 2016

Other Factors Affecting Charges	On-duty		Off-duty	
	#	%	#	%
Alcohol/Drugs	0	0.0	7	17.1
Assault	3	7.3	1	2.4
CPIC Abuse	2	4.9	0	0.0
Domestic Assault	0	0.0	2	4.9
OIPRD Ordered	7	17.1	0	0.0
Other PSA Violation	16	39.0	3	7.3
Total	28	68.3	13	31.7

Cases Concluded

There were 47 cases involving 39 officers concluded in the tribunal in 2016. Below is a listing representing when each closed case commenced:

- 2016 – 5 cases
- 2015 – 23 cases
- 2014 – 8 cases
- 2013 – 1 case
- 2012 – 8 cases
- 2011 – 2 cases

Disposition

In 2016, 47 cases concluded in the Tribunal. Of those 47 cases, 24 were concluded with a finding of guilt after a hearing, 8 cases were concluded with a guilty plea, 3 cases were stayed, 11 cases were withdrawn, and 1 case was concluded with an acquittal.

Charges may be withdrawn or stayed by the prosecutor due to the resignation or retirement of the officer, part of a plea agreement, or because the matter was resolved at the unit level. In addition, matters may be withdrawn when there is no reasonable prospect of conviction. Figure 4.4 depicts the disposition of the cases concluded in 2015 and 2016.

Figure 4.4
Disposition of Cases

Disposition	2015		2016	
	#	%	#	%
Acquitted	1	2.4	1	2.1
Dismissed	5	12.2	0	0.0
Found Guilty	11	26.8	24	51.1
Guilty Plea	8	19.5	8	17.0
Stayed	5	12.2	3	6.4
Withdrawn	11	26.8	11	23.4
Total # of Cases	41	100.0	47	100.0

Penalties Imposed for P.S.A. Convictions

In 2016, there were a total of 32 penalties imposed. The penalties imposed were in regards to the following allegations:

- Discreditable Conduct: 18
- Insubordination: 7
- Neglect of Duty: 1
- Deceit: 1
- Unlawful or Unnecessary Exercise of Authority: 4
- Consuming Drugs or Alcohol in a Manner Prejudicial to Duty: 1

The Penalties Imposed for P.S.A. Convictions is further illustrated below.

Discreditable Conduct

1 Officer: Forfeiture of 1 day or 8 hours

1 Officer: Forfeiture of 2 days or 16 hours

1 Officer: Forfeiture of 2 days or 16 hours and 6 days or 48 hours. Consecutive with Insubordination penalty

2 Officers: Forfeiture of 5 days or 40 hours

1 Officer: Forfeiture of 10 days or 80 hours

1 Officer: Forfeiture of 12 days or 96 hours

1 Officer: Forfeiture of 13 days or 104 hours

1 Officer: Forfeiture of 15 days or 120 hours

1 Officer: Forfeiture of 16 days or 185 hours and forfeiture of 10 days or 80 hours. Consecutive with Insubordination penalty

1 Officer: Forfeiture of 20 days or 160 hours and 20 days or 160 hours. Consecutive with Unlawful or Unnecessary Exercise of Authority penalty

1 Officer: Forfeiture of 20 days or 160 hours and 20 days or 160 hours. Consecutive with second charge for Discreditable Conduct

2 Officers: Gradation from 1st to 2nd class PC for 6 months 2 Officers: Gradation from 1st to 2nd class PC for 1 year

1 Officer: Gradation from 1st to 3rd class PC for 6 months followed by 1 year at 2nd class

1 Officer: Gradation from 1st to 3rd class PC for 1 year followed by 1 year at 2nd class

Insubordination

1 Officer: Forfeiture of 1 day or 8 hours

1 Officer: Forfeiture of 2 days or 16 hours

2 Officer: Forfeiture of 3 days or 24 hours

1 Officer: Forfeiture of 3 days or 24 hours and 3 days or 24 hours. Concurrent with Neglect of Duty penalty.

1 Officer: Forfeiture of 8 days or 64 hours and 6 days or 48 hours. Consecutive with Neglect of Duty penalty

1 Officer: Dismissal. In conjunction with penalty for Deceit

Neglect of Duty

1 Officer: Forfeiture of 1 day or 8 hours

Deceit

1 Officer: Gradation from 1st to 2nd class PC for 12 months and gradation from 1st to 2nd class for 12 months. Concurrent with penalty for second charge of Deceit.

Unlawful or Unnecessary Exercise of Authority

1 Officer: Reprimand

1 Officer: Forfeiture of 5 days or 40 hours and 5 days or 40 hours penalty for a second charge of Unlawful or Unnecessary Exercise of Authority

1 Officer: Suspension without pay for a period of 8 days and 8 days. Concurrent with a second charge for Unlawful or Unnecessary Exercise of Authority

1 Officer: Suspension without pay for a period of 10 days and 10 days. Concurrent with a second charge for Unlawful or Unnecessary Exercise of Authority

Consuming Drugs or Alcohol in a Manner Prejudicial to Duty

1 Officer: Forfeiture of 3 days or 24 hours

Use of Force

Police officers may be required to use force to protect the public and themselves and, as such, are granted authority by the Criminal Code to use as much force as is necessary to carry out their duties. Regulations issued by the Ministry of Community Safety and Correctional Services specifically address the use of force in the performance of policing duties with a focus on ensuring sufficient and appropriate training for all officers.

The Ontario Use of Force Model

The Ontario Use of Force Model depicts the process by which an officer assesses, plans, and responds to situations that threaten officer and public safety. The provincial model was developed to assist in the training of officers and acts as a reference when making decisions about the use of force. It outlines the incident assessment process and notes the situation, subject behaviours, tactical considerations, and officers' perception to be dynamic factors that contribute to the determination of use of force. Assessment of these factors assists in understanding why, for example, two officers may respond differently in similar situations.

Situational factors for consideration may include the environment, the number of subjects involved, the perceived abilities of the subject, knowledge of the subject, time and distance, and potential attack signs. Subject behaviour may be characterized as cooperative, passively resistant, actively resistant, assaultive, and/or exhibiting actions that may cause serious bodily harm or death. Tactical considerations may include the availability of equipment, additional officers, cover, communications, and special units, as well as officer presence, geographic considerations, practicality of containment, agency policies, and agency guidelines.

Officers' perceptions interact with situational, behavioural, and tactical factors and impact their beliefs regarding the ability to respond to the situation. Factors including, but not limited to, strength, overall fitness, personal experience, skills, fears, gender, fatigue, injuries, critical incident stress symptoms, sight, vision, and training are unique to individual officers and may impact perceptions of the situation.

These impact factors are integral to situations where force may be required as they shape officers' determinations on force necessity and type. As officer safety is an essential factor in the overall goal of public safety, it is intertwined as a significant component of the assessment process described in the Ontario Use of Force Model. As a result of the close relationship between officer and public safety, when reporting uses of force it is common for officers to note 'protect self' as the primary reason for using

force. It should be noted that members have the responsibility to use only the force which is necessary to bring an incident under control effectively and safely.

Training Requirements

The Equipment and Use of Force Regulation (Ontario Regulation 926/90) prohibits a member of a police service from using force on another person unless the member has successfully completed the prescribed training course on the use of force. Use of force re-qualification is mandatory for every member who uses, or may be required to use, force or carries a weapon. The use of force training courses provided by the T.P.S. meet, and in some cases exceed, the requirements that are set out by the Ministry of Community Safety and Correctional Services. Each member is required to pass a requalification course every 12 months.

Reporting

Ontario Regulation 926/90 and T.P.S. Procedure 15-01 Use of Force compels each member involved in an incident to submit a Use of Force Report (U.F.R.) to the Chief of Police whenever the member:

- Uses physical force on another person that results in an injury that requires medical attention
- Draws a handgun in the presence of a member of the public, excluding a member of the police force while on duty
- Discharges a firearm
- Points a firearm regardless if the firearm is a handgun or a long gun
- Uses a weapon other than a firearm on another person

Note: For the purpose of reporting a use of force incident, the definition of a weapon includes a police dog or police horse that comes into direct physical contact with a person.

Additionally, members are required to submit a U.F.R. and a Conducted Energy Weapon Use (C.E.W.) report (T.P.S. Form 584) to the Chief of Police when a C.E.W. is used by the member:

- As a demonstrated force presence
- In drive stun mode or full deployment, whether intentionally or otherwise

A Team U.F.R. is restricted to members of the Emergency Task Force (E.T.F.) and the Public Safety Unit (P.S.U.). An incident in which force was actually used, including the demonstrated force presence of a C.E.W., requires a separate U.F.R. from each individual member involved.

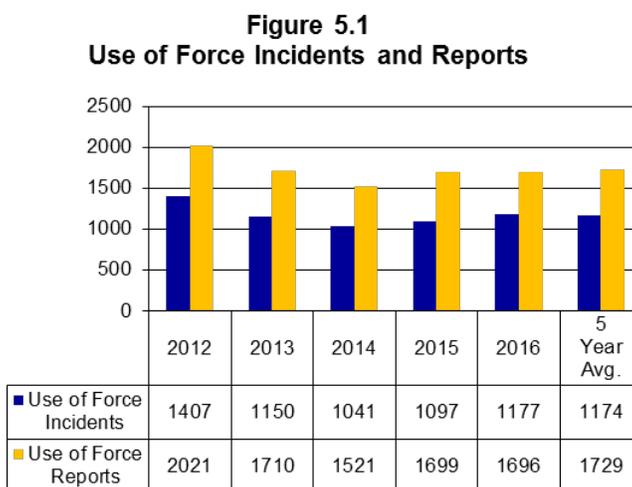
Reports are forwarded to the Toronto Police College and reviewed by the Use of Force analyst to assist in identifying possible equipment or training issues and to further develop the annual use of force requalification program.

Trend Analysis

The use of force incidents detailed in this report pertain to T.P.S. members only and includes only those incidents that require the submission of a U.F.R. This group includes both officers and certain civilian members who have received training in the use of force (such as court officers) as extracted from P.S.I.S. on January 16, 2017, and contains all information available at this time. Additional statistical data is located in the section entitled Supplementary Data that starts on page 47.

Use of Force Incidents and Reports

In 2016, 1696 U.F.R.s were submitted, representing 1177 use of force incidents. The number of incidents has increased 7.4% compared to 2015, as well this is an increase of 0.2% when compared to the five-year average. Figure 5.1 compares the number of reports submitted and the number of incidents annually from 2012-2016. Further, when considering the total number of use of force incidents relative to arrests made, force was required in 4.2% of arrests.



Use of Force Options

The most frequent use of force option indicated on U.F.R.s in 2016 was pointing a firearm, similar to 2015. Physical control tactics remain the second most frequent option, used in 28.6% of incidents compared to 29.3% in 2015. Officers are not required to complete a U.F.R. when physical control options (including handcuffing a suspect) are the only use of force option used and there are no injuries requiring medical

attention. Use of force options employed by officers in 2016 are outlined in Figure 5.2, and further detailed in the Supplementary Data section on page 50. Please note these figures relate to use of force reports.

**Figure 5.2
Type of Force Used**

Type of Force Used	2015	2016
Conducted Energy Weapons		
Demonstrated Presence	151	179
Drive Stun	54	20
Full Deployment	126	125
Physical Control		
Hard only	83	61
Soft only	357	357
Both Hard & Soft	58	68
Firearm		
Discharge - Intentional	37	39
Pointed at Person	1017	968
Handgun - Drawn only	172	159
Impact Weapons Used		
Hard only	26	16
Soft only	16	20
Both Hard & Soft	0	1
Less Lethal Shotgun		
Less Lethal Discharge	N/A	4
Less Lethal Point at Person	N/A	31
Oleoresin Capsicum Spray	37	47
Other Type of Force	7	3
Police Dog	12	9

Conducted Energy Weapons

Uniform frontline supervisors, members of the E.T.F., and supervisors in high-risk units such as the Hold-Up Squad, Intelligence, Drug Squad, Organized Crime Enforcement, and the Fugitive Squad carry C.E.W.s.

C.E.W. training continues to be delivered by an instructor certified on the specific device approved by the T.P.S. Initial training for approved members involves a minimum of 12 hours of instruction including theory, practical scenarios, and a practical and written examination. All training is conducted in accordance with the guidelines established by the Ministry of Community Safety and Correctional Services. Recertification training takes place at least once every 12 months, in accordance with Ministry guidelines and Ontario Regulation 926/10 of the *Police Services Act*.

C.E.W.s were used in 292 use of force incidents in 2016, an increase from 265 incidents in 2015. In more than half (55.2%) of incidents involving C.E.W.s in 2016, the

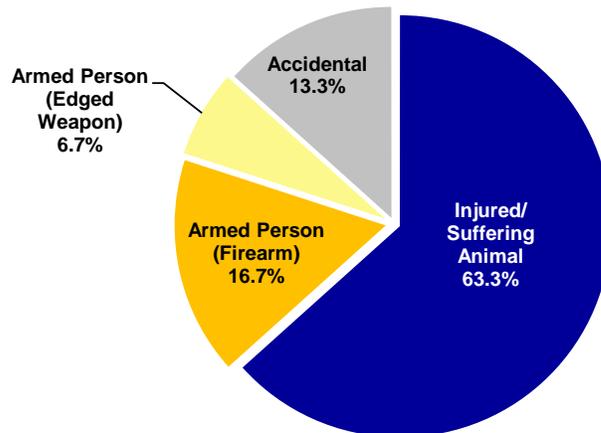
device was used as a 'demonstrated force presence' only. Front-line supervisors made up 71.6% of officers who used C.E.W.s in 2016.

Firearm Discharges

In 2016, there were 30 incidents where 38 officers discharged their firearms, a decrease compared to 2015, where there were 38 incidents involving 41 officers. Incidents of firearm discharges in 2016 (Figure 5.3):

- 19 incidents of injured/suffering animals
- 7 incidents involving armed persons (2 in relation to an edged weapon, and 5 in relation to a firearm)
- 4 accidental discharges

Figure 5.3
Incidents of Firearm Discharge



Less Lethal Shotgun

In April 2016, in an effort to reduce the loss of life and to provide an increased level of officer and public safety, the T.P.S. (in compliance with Ontario Regulation 926/10 and section 14 of the *Police Services Act*, "Equipment and Use of Force") deployed the less-lethal shotgun as an intermediate extended range impact weapon. The less lethal shotgun, which discharges a projectile consisting of a cloth bag filled with metal shot, operates on the same premise of pain-compliance or incapacitation. This establishes control of a subject and should provide the opportunity for police officers to resolve potentially violent situations at a greater distance with less potential for causing serious bodily harm or death than other justifiable force options.

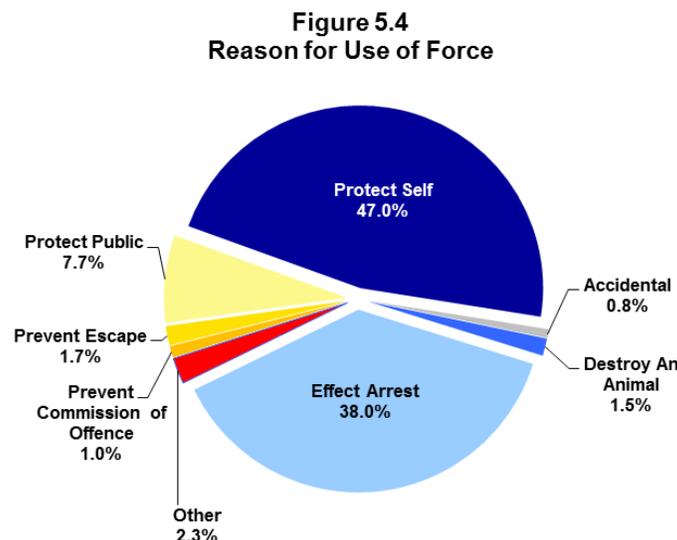
Initial training for approved members involves a minimum of 10 hours of instruction including theory, practical scenarios, and a practical and written examination. Recertification training takes place at least once every 12 months, in accordance with

Ministry guidelines and Ontario Regulation 926/10 of the *Police Services Act*. At the end of 2016, the Toronto Police Service had 498 officers qualified as less-lethal shotgun operators.

Less lethal shotguns were used in 36 use of force incidents in 2016. In 5 of those incidents the device was discharged. In the remaining 31 incidents the device was only pointed at a person. The less lethal shotgun option is outlined in Figure 5.2, and further detailed in the Supplementary Data Section on page 50.

Reason Force was Used

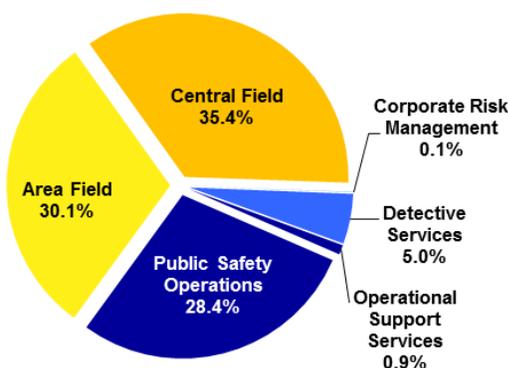
The U.F.R. issued by the Ministry of Community Safety and Correctional Services permits the selection of multiple reasons for the use of force. The Ontario Use of Force Model indicates that officer safety is essential to ensuring the primary objective of using force which is public safety. However, the Professional Standards Information System in which the U.F.R. statistics are entered permits the selection of only one reason for the use of force. The data entry process is to enter the first reason selected on the U.F.R. The order for reasons on the report is as follows: protect self, protect public, effect arrest, prevent commission of offence, prevent escape, accidental, destroy animal, and other. For this reason, 'protect self' was selected as the main reason for using force at 47.0% and 'effect arrest' was selected in 38.0% of U.F.R.s submitted in 2016. Figure 5.4 illustrates the reasons for using force in 2016.



Use of Force by Sub-Command

Members of Area Field Command submitted 30.1% of U.F.R.s in 2016, compared to 35.0% in 2015. Members of Central Field Command submitted 35.4% of U.F.R.s in 2016, compared to 33.3% in 2015. Members of Public Safety Operations (primarily members of the E.T.F.) submitted 28.4% of U.F.R.s in 2016, compared to 25.6% in 2015 (Figure 5.4).

Figure 5.5
Use of Force by Sub-Command



Category of Incidents

Weapon calls accounted for the largest proportion of use of force incidents in 2016 (26.3%). Warrant related calls accounted for the second largest category at 20.5%, compared to the previous year (19.9%). Use of force incidents categorized as 'other' accounted for 11.8% of those that occurred in 2016. This category includes homicide calls, address checks, and other types of calls for service.

Officer Assignments

In 2016, general patrol was the most common assignment of an officer at the time of a use of force incident (54.9%), comparable to the previous year. The second most common duty of an officer was classified as tactical (24.6%), the majority of which involve the E.T.F. Investigations, drug related and other, represented 7.0% of officer assignments. Figure 5.6 further illustrates the type of assignments at the time of incident.

Figure 5.6
Officer Assignment at Time of Incident

2016	#	%
Directed Patrol	32	1.9
Foot Patrol	53	3.1
Crowd Control	1	0.1
General Patrol	931	54.9
Investigation - Drugs	20	1.2
Investigation - Other	99	5.8
Off-Duty	2	0.1
Other Type Of Assignment	107	6.3
Paid Duty	6	0.4
PDS/Mounted	8	0.5
Special OPS (eg. G&G,ROPE)	2	0.1
Tactical	418	24.6
Traffic Patrol	17	1.0
Total # of Reports	1696	100.0

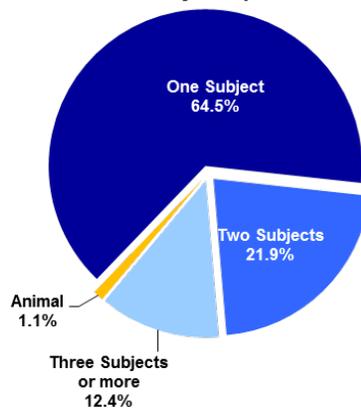
Perceived Weapons Carried by Subject

Officers are trained to complete U.F.R.s identifying what weapons they perceived at the time force was used. In 2016, weapons were perceived to be carried by subjects in 88.8% of incidents, comparable to 85.6% in 2015. In 2016, 25.4% of subjects were perceived to be carrying edged weapons, an increase from 23.7% in 2015. Subjects perceived to be armed with firearms represented 57.5% of subjects in 2016, an increase compared to 52.0% of subjects in 2015. Subjects may be perceived to be carrying multiple weapons in a single incident. Statistical data concerning categories of incidents and weapons carried by subjects is further detailed in the section entitled Supplementary Data that starts on page 50.

Number of Subjects Involved per Incident

Of the 1177 incidents that occurred in 2016, 64.5% involved a single subject, while 34.3% involved two or more subjects. Animals are noted as being involved in 1.1% of use of force incidents in 2016 (Figure 5.7).

Figure 5.7
Number of Subjects per Incident



Summary of Injuries

Officers are required to record any injuries sustained by any party in a use of force incident and whether medical attention was required as a result. Reports submitted for 2016 indicate that citizens were injured in 18.5% of incidents (218 of 1177). Of the 218 incidents where citizens were injured, 92.7% led to medical attention being required.

In 2016, 4 deaths occurred in relation to incidents that involved force being used, compared to 3 deaths in 2015. All 4 cases are still being investigated by the S.I.U.

Officers were injured in 6.1% of use of force incidents in 2016 (72 of 1177), compared to 5.9% of incidents (65 of 1095) in 2015. Officers required medical attention in 46 incidents in 2016, compared with 37 incidents in 2015, which represents an increase of 24.3%. Figure 5.8 further illustrates injuries in relation to use of force.

**Figure 5.8
Use of Force Injuries**

Subject Injuries		
	2015	2016
No Injuries	869	959
Injuries	226	218
Total Incidents	1095	1177
Medical Attention Required		
	2015	2016
No	23	16
Yes	203	202
Total Injuries	226	218

Officer Injuries		
	2015	2016
No Injuries	1030	1105
Injuries	65	72
Total Incidents	1095	1177
Medical Attention Required		
	2015	2016
No	28	26
Yes	37	46
Total	65	72

Supplementary Data - Use of Force

Use of Force Options Employed				
Type of Force Used	2015		2016	
	#	%	#	%
Conducted Energy Weapons				
<i>Demonstrated Presence</i>	151	8.9	179	10.6
<i>Drive Stun</i>	54	3.2	20	1.2
<i>Full Deployment</i>	126	7.4	125	7.4
Physical Control				
<i>Hard only</i>	83	4.9	61	3.6
<i>Soft only</i>	357	21.0	357	21.0
<i>Both Hard & Soft</i>	58	3.4	68	4.0
Firearm				
<i>Discharge - Intentional</i>	37	2.2	39	2.3
<i>Pointed at Person</i>	1017	59.9	968	57.1
<i>Drawn Only</i>	172	10.1	159	9.4
Impact Weapons Used				
<i>Hard only</i>	26	1.5	16	0.9
<i>Soft only</i>	16	0.9	20	1.2
<i>Both Hard & Soft</i>	0	0.0	1	0.1
Less Lethal Shotgun				
<i>Less Lethal Discharge</i>	N/A	N/A	4	0.2
<i>Less Lethal Point at Person</i>	N/A	N/A	31	1.8
Oleoresin Capsicum Spray	37	2.2	47	2.8
Other Type of Force	7	0.4	3	0.2
Police Dog	12	0.7	9	0.5
Total Use of Force Reports	2015		2016	
	1699		1696	

Note: Members may employ multiple force options in a single use of force incident. As such, the total number of force options used exceeds the number of use of force incidents in a year. The above chart reflects the number of times a type of force option was used in relation to the number of use of force reports. For example, in 2016, Conducted Energy Weapons were used 179 times as a demonstrated presence within the 1696 U.F.R. (10.6% of reports).

Supplementary Data - Use of Force - Continued

Officer Duties at Time of Incident				
	2015		2016	
	#	%	#	%
Directed Patrol	24	1.4%	32	1.9%
Foot Patrol	50	2.9%	53	3.1%
Crowd Control	1	0.1%	1	0.1%
General Patrol	937	55.2%	931	54.9%
Investigation - Drugs	30	1.8%	20	1.2%
Investigation - Other	114	6.7%	99	5.8%
Off-Duty	3	0.2%	2	0.1%
Other Type Of Assignment	89	5.2%	107	6.3%
Paid Duty	8	0.5%	6	0.4%
PDS/Mounted	11	0.6%	8	0.5%
Special OPS (eg. G&G,ROPE)	13	0.8%	2	0.1%
Tactical	406	23.9%	418	24.6%
Traffic Patrol	13	0.8%	17	1.0%
Total # of Reports	1699	100.0%	1696	100.0%

Category of Incidents Where Force Used				
Type of Incident	2015		2016	
	#	%	#	%
Animal Related	22	2.0	19	1.6
Arrest/Prisoner Related	29	2.6	38	3.2
Assault/Serious Injury	50	4.6	45	3.8
Break And Enter	37	3.4	40	3.4
Domestic Disturbance	44	4.0	44	3.7
Drug Related	18	1.6	26	2.2
EDP	94	8.6	93	7.9
Pursuit	10	0.9	9	0.8
Robbery Call	48	4.4	57	4.8
Search Warrant/Warrant Related	218	19.9	241	20.5
Stolen Vehicle	29	2.6	23	2.0
Suspicious Person Call	21	1.9	14	1.2
Traffic Stop	29	2.6	27	2.3
Unknown Trouble Call	22	2.0	17	1.4
Wanted Person	33	3.0	35	3.0
Weapons Call	241	22.0	310	26.3
Other	150	13.7	139	11.8
Total # of Incidents	1095	100.0	1177	100.0

Perceived Weapons Carried by Subject				
Type of Weapon	2015		2016	
	#	%	#	%
Animal - No Weapon	4	0.4	5	0.4
Baseball Bat/Club	27	2.5	23	2.0
Bottle	3	0.3	4	0.3
Knife/Edged Weapon	259	23.7	299	25.4
Firearms				
Handgun	110	10.0	105	8.9
Rifle	21	1.9	32	2.7
Semi-Automatic	401	36.6	473	40.2
Shotgun	23	2.1	30	2.5
Other-Firearm	14	1.3	37	3.1
None	158	14.4	155	13.2
Other	64	5.8	37	3.1
Unknown	648	59.2	600	51.0
Total Use of Force Incidents	2015		2016	
	1095		1177	

Note: A single use of force incident may involve multiple subjects with multiple weapons. As such, the total number of perceived weapons carried by subjects exceeds the total number of use of force incidents in a year. The above chart reflects the number of times a perceived weapon was involved in use of force incidents. For example, in 2016, a bottle was involved four (4) times in the 1177 incidents (0.3% of incidents).

Initial Reason for Use of Force				
Initial Reason for Use of Force	2015		2016	
	#	%	#	%
Accidental	9	0.8%	9	0.8%
Destroy An Animal	24	2.2%	18	1.5%
Effect Arrest	433	39.5%	447	38.0%
Other	23	2.1%	27	2.3%
Prevent Commission Of Offence	21	1.9%	12	1.0%
Prevent Escape	22	2.0%	20	1.7%
Protect Public	56	5.1%	91	7.7%
Protect Self	507	46.3%	553	47.0%
Total # of Incidents	1095	100.0%	1177	100.0%

Special Investigations Unit

The Ontario Special Investigations Unit (S.I.U.) is a civilian law enforcement agency, independent of the police, with a mandate to maintain confidence in Ontario's police services by assuring the public that police actions resulting in serious injury, death, or allegations of sexual assault are subjected to rigorous, independent investigations. Any incident which may reasonably fall within the mandate of the S.I.U. must be reported to the S.I.U. by the police service involved.

Trend Analysis

In 2016, the S.I.U. invoked its mandate to investigate 74 incidents, compared with 80 incidents in 2015. Of the incidents occurring in 2016, 6 cases were concluded with the subject officer(s) being exonerated, the S.I.U. withdrew its mandate in 18 cases, 4 cases resulted in officers being charged criminally, and investigations are ongoing in 46 cases (Figure 6.1). The S.I.U. withdraws its mandate in cases that do not meet the threshold for an S.I.U. investigation, such as where the injury was not serious or the actions of the officer did not contribute to the injury.

The number of custody-related injuries decreased to 45 in 2016, from 56 in 2015. The number of firearm related incidents has decreased from 7 incidents in 2015 to 6 in 2016. Figure 6.2 below provides a five-year perspective on S.I.U. investigations of T.P.S. officers.

The S.I.U. invoked its mandate to investigate 12 deaths in 2016, compared to 9 deaths in 2015. Officers were charged by the S.I.U. in relation to 1 death, exonerated in relation to 1 death, and 10 investigations are still ongoing.

In 2016, only 5.4% of incidents investigated by the S.I.U. resulted in officers being charged criminally, an increase when compared to the five-year average of 4.3%. The category "Other" was created by the S.I.U. to encompass injury or deaths that do not fall under the threshold of custody, firearm, or vehicle incident, but where the officers actions are still investigated by the S.I.U.. In 2016 there were 2 deaths which the S.I.U. categorized as "Other".

Figure 6.1
Number of SIU Investigations

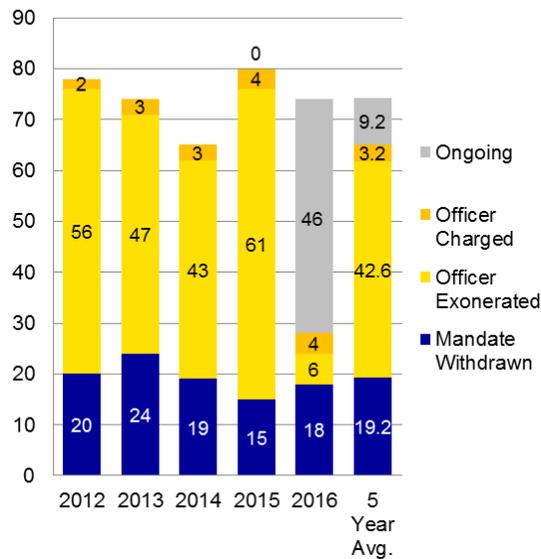


Figure 6.2
Reasons for SIU Investigations

	2012		2013		2014		2015		2016		5 Year Avg.	
	Death	Injury	Death	Injury	Death	Injury	Death	Injury	Death	Injury	Death	Injury
Firearm incident	3	1	5	7	1	1	3	4	3	3	3	3.2
Vehicle incident	1	4	0	4	1	8	0	6	1	7	0.6	5.8
Custody incident	7	50	2	50	4	34	6	50	39	6	11.6	38
Allegation of Sexual Assault	N/A	12	N/A	6	N/A	16	N/A	11	N/A	13	N/A	11.6
Other Death	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2	N/A	0.4
Total	11	67	7	67	6	59	9	71	43	31	15.2	59

Section 11 Investigations

Pursuant to Section 11 of Ontario Regulation 267/10, the Chief of Police conducts an administrative investigation into any incident in which the S.I.U. is involved. The administrative investigation is intended to examine the policies of, and/or services provided by, the police service along with the conduct of its police officers. These reviews are commonly referred to as Section 11 investigations. To carry out these investigations, subject matter experts are drawn from various units within the Toronto Police Service, including Homicide, Sex Crimes, Traffic Services, and Professional Standards.

Comparison to Other Police Services

The S.I.U. releases an annual report on the number of investigations where they invoked their mandate in relation to all Ontario police services. The S.I.U. reporting period is April 1 to March 31. Figure 6.3 depicts the information contained in the 2015-2016 S.I.U. Annual Report comparing the T.P.S. to other police services.

Figure 6.3
SIU Statistics* - Comparison to other Police Services

Police Service	Number of Officers	Firearm		Custody		Vehicle		Sexual Assault Complaint	Other	Total Investigated	Cases per 100 Officers
		Injury	Death	Injury	Death	Injury	Death				
Durham Regional	866	0	0	6	0	1	0	2	0	9	1.0
Hamilton	834	1	0	12	0	1	0	1	0	15	1.8
Kingston	192	0	0	3	2	0	0	1	0	6	3.1
London	592	0	0	3	2	0	0	0	0	5	0.8
Niagara Regional	709	0	0	12	2	3	0	1	0	18	2.5
Ottawa	1,272	0	0	8	1	2	0	2	0	13	1.0
Peel Regional	1,951	1	1	11	2	3	0	0	0	18	0.9
Toronto	5,425	4	3	50	6	6	0	11	0	80	1.5
Waterloo Regional	767	1	1	8	0	1	0	7	0	18	2.3
York Regional	1,535	1	0	9	0	0	1	2	0	13	0.8
Total Investigated by SIU**	26,205	8	7	188	27	37	4	40	1	312	1.2

*Statistics from SIU Annual Report April 1, 2015, to March 31, 2016

**This number includes all Police Services in Ontario, not just the ones detailed above.

*** Police Service "Number of Officers" statistics from Stats Canada from May 15, 2015.

Suspect Apprehension Pursuits

The Ontario Ministry of Community Safety and Correctional Services has established detailed guidelines regarding police pursuits, including when and how pursuits are to be commenced or continued, supervisory obligations during the pursuit process, and reporting requirements.

Recognizing the inherent risk to both officers and members of the public when pursuits are initiated, the Toronto Police Service (T.P.S.) has undertaken a number of strategies to reduce the number of pursuits and has developed targeted training to enhance safe driving practices.

Ontario Regulation 266/10

Legislation governing police pursuits in Ontario is found in Ontario Regulation 266/10, entitled Suspect Apprehension Pursuits (S.A.P.). According to the Regulation, a suspect apprehension pursuit occurs when a police officer attempts to direct the driver of a motor vehicle to stop, the driver refuses to obey the officer and the officer pursues in a motor vehicle for the purpose of stopping the fleeing motor vehicle or identifying the fleeing motor vehicle or an individual in the fleeing motor vehicle.

The Regulation allows an officer to pursue, or continue to pursue, a fleeing vehicle that fails to stop if the officer has reason to believe that a criminal offence has been committed, or is about to be committed, or for the purposes of motor vehicle identification, or the identification of an individual in the vehicle.

The Regulation further requires that each police service establish written procedures on the management and control of suspect apprehension pursuits. T.P.S. Procedure 15-10 (Suspect Apprehension Pursuits) was amended specifically to address this requirement. The Regulation also directs every officer who initiates a pursuit to complete a provincial Fail to Stop Report. The report provides a comprehensive description of the pursuit, including the reasons for and the results of the pursuit, charge information, and the environmental conditions prevailing at the time of the pursuit.

Pursuit Reduction Initiatives

Training Using Driving Simulation

Police Vehicle Operations (P.V.O.) continued to utilize a driving simulator to enhance the delivery of training to front-line officers. In 2016, simulation training was delivered to all new recruits prior to their deployment and any officer who attends P.V.O. The T.P.S. is the only police service in Ontario that currently uses a driving simulator to enhance the delivery of driving and S.A.P. training to front-line officers, making the T.P.S. a leader within Ontario in this type of training.

Suspect Apprehension Pursuit Training

In 2016, Service wide training was conducted for all officers in Suspect Apprehension Pursuit training (S.A.P.). S.A.P. training is a mandatory requirement for any officer who may engage in a pursuit. P.V.O. provides training accredited by the Ministry of Community Safety and Correctional Services for front line officers, supervisors, and civilian communications personnel. The training ensures members are conversant with T.P.S. procedures, with a focus on identifying risks associated with pursuits and instruction on alternative strategies. S.A.P. training is incorporated into all emergency vehicle driving instructions. The training consists of a comprehensive e-learning course easily accessible to officers throughout the Service. Subsequent training is required every two years.

In 2016, P.V.O. continued to deliver S.A.P. training day sessions for front-line platoons throughout the Service. These sessions provided further training and access to the instructor's expertise not available during e-learning. Training utilizes case studies to examine factors such as motivation, attitudes, perceptions, and values to enhance the learning experience with practical scenarios. The curriculum is designed to reinforce appropriate driving behaviours consistent with legislative requirements and T.P.S. procedures. The program includes interactive classroom activities, simulation exercises, and practical vehicle dynamics training. Training scenarios were developed from issues identified from analysis of Service vehicle collisions (S.V.C.), S.A.P. statistics and in-car camera video. During the training officers are able to drive in and observe a variety of common emergency response and S.A.P. scenarios reinforcing classroom lectures and discussions.

In 2016, members from P.V.O. and Communications Services conducted training to reinforce previous S.A.P. education with all Communications Services supervisors, who are most likely to be the first pursuit supervisor monitoring and providing an objective assessment of a pursuit situation.

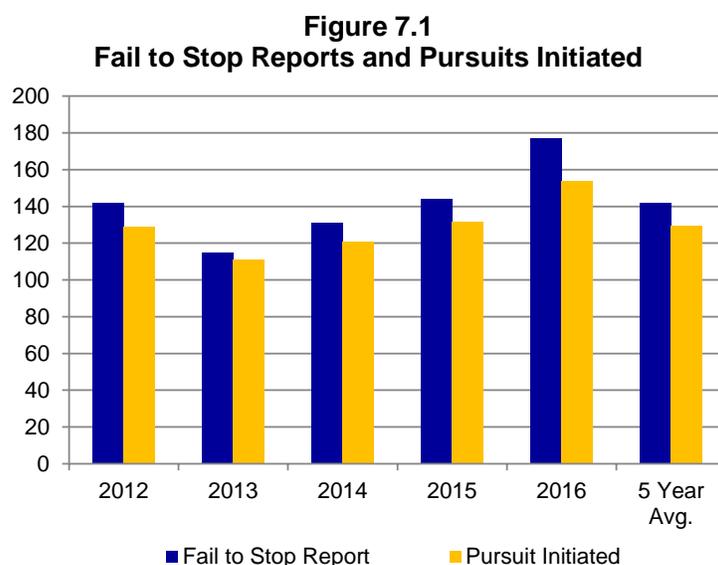
Throughout 2016, P.V.O. conducted an awareness campaign entitled "365 Drive to Arrive". This campaign included educational material designed to promote the message of safe driving and included 52 unique screen savers which were displayed on T.P.S. computers. These screen savers changed weekly and displayed driving facts and safety tips. Further, in 2016, P.V.O. began a post-training reinforcement program. Every member who attended a P.V.O. course received a follow-up message which provided access to a number of driving resources including reference manuals, videos, and easy to follow driving tips in an engaging format which encourages positive driving behaviour. Furthermore, in 2016, Police Vehicle Operations delivered "Safe Driving" training day sessions for front-line platoons throughout the T.P.S. These sessions provided refresher

training and videos to examine factors such as motivation, attitudes, perceptions, and values.

Trend Analysis

Number of Pursuits

In every case in which a motorist fails to stop when directed by police, the officer must submit a Fail to Stop Report. In 2016, 177 of such reports were submitted, representing a 22.9% increase from 2015 and a 24.8% increase from the five-year average. Of the reports submitted in 2016, 87% (154) reported officers engaging in a pursuit, which is a decrease when compared to the five-year average of 91.3% (Figure 7.1).



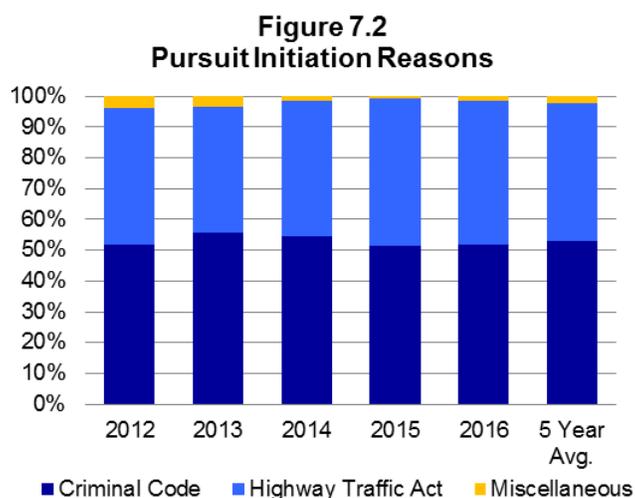
Reasons for Initiating Pursuits

Of the 154 pursuits initiated in 2016, 51.9% resulted from the commission of a *Criminal Code* offence. Within the Criminal Code category, the majority of pursuits were initiated as a result of the dangerous operation of a motor vehicle or a stolen vehicle. Pursuing a stolen vehicle has remained a top reason for initiating a pursuit under the *Criminal Code* over the last five years. In 2016, there were 21 pursuits for stolen vehicles, comparable to the five-year average of 19.2 pursuits. This highlights why the T.P.S. continues to deliver S.A.P. training on an ongoing basis to reinforce the potential risks and unique challenges associated with engaging in the pursuit of a stolen vehicle.

Of the pursuits initiated in 2016, 46.8% resulted from the commission of a *Highway Traffic Act (H.T.A.)* offence. This represents a decrease from 2015 (47.7%) and an

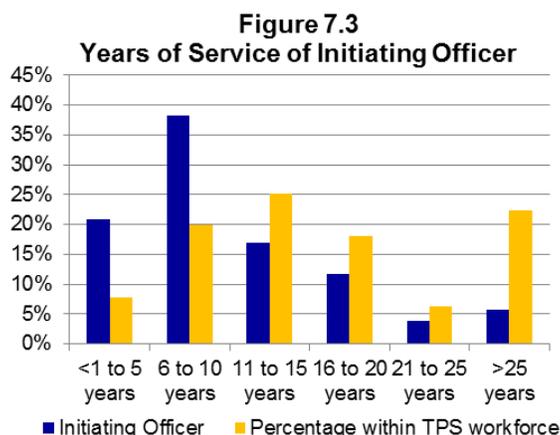
increase from the five-year average (44.8%). Within the *H.T.A.* category, the most common reason for initiating a pursuit was in relation to a moving violation, representing 27.3% of all pursuits initiated in 2016. Moving violations have consistently been the most common reason for initiating a non-criminal pursuit over the last five years, representing 27.7% of all pursuits.

Miscellaneous circumstances, including reports from the public and suspicious vehicles, accounted for 1.3% of pursuits initiated, as indicated in Figure 7.2, and is further detailed in the section entitled Supplementary Data that starts on page 55.



Years of Service

In 2016, T.P.S. officers with 6 to 10 years of service initiated the majority of pursuits (38.3%). Officers with up to 5 years of service represented the second highest category for pursuits initiated (20.8%). This is in part due to the fact that officers with up to 10 years of service are primarily deployed to uniform policing duties. Figure 7.3 illustrates the years of service of subject officers involved in pursuits.



Primary Police Vehicle

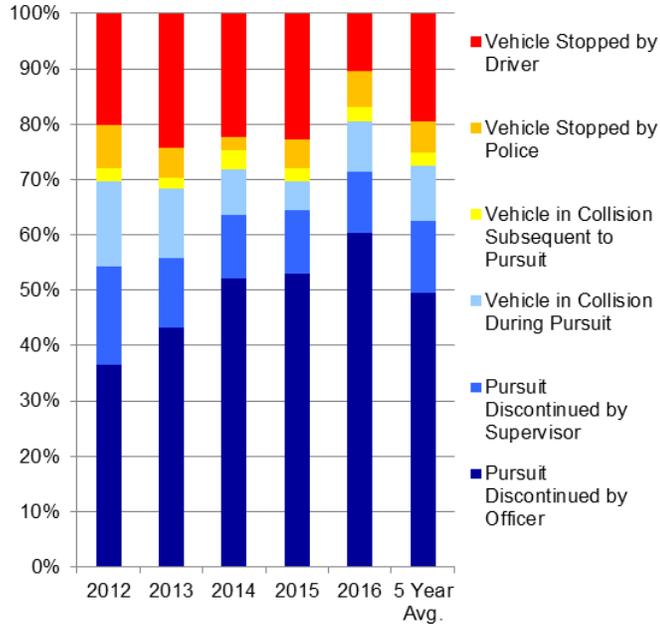
T.P.S. Procedure 15-10 outlines that officers operating an unmarked motor vehicle shall not engage in a pursuit unless a marked motor vehicle is not readily available and the officer believes that it is necessary to engage in a pursuit (for reasons defined in O. Reg. 266/10). There were 21 pursuits initiated in 2016 in which officers were in unmarked vehicles, this is an increase when compared with 2015 where 13 pursuits were initiated by officers in unmarked vehicles.

Results of Initiated Pursuits

Over the past five years there has been a shift in how a pursuit is discontinued. The percentage of pursuits discontinued by the initiating officer has been trending upward from 36.4% of pursuits initiated in 2012 to 60.4% of pursuits in 2016. The number of pursuits discontinued by the initiating officer increased by 10.8% over the past five years. This trend is in keeping with the technological and training enhancements the T.P.S. has made to assist officers in pursuit situations. The designated pursuit supervisor terminated 11% of pursuits initiated in 2016, compared to the five-year average of 12.8% of pursuits.

In 6.5% of pursuits in 2016, officers were able to stop suspect vehicles using specific techniques (e.g. rolling block, intentional contact, etc.), which is an increase when compared to the five-year average of 5.6%. In 10.4% of pursuits initiated in 2016, the vehicle was stopped by the suspect driver, which is a decrease when compared to the five-year average of 19.5% of pursuits. Pursuit results are indicated in Figure 7.4.

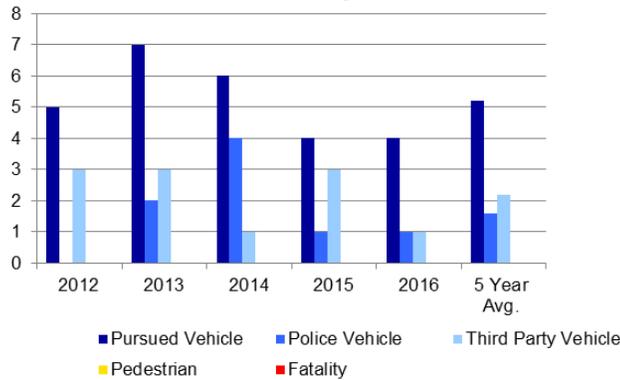
**Figure 7.4
Pursuit Results**



Collisions and Pursuit Related Injuries

In 2016, 18 pursuits resulted in collisions, representing 11.7% of all pursuits initiated. Of the 154 pursuits in 2016, 5 (3.2%) resulted in injuries with a total of 6 individuals injured: 4 individuals in the pursued vehicle, 1 individual in a police vehicle, and 1 individual in a third party vehicle. The 6 injuries in 2016 is a decrease from 8 injuries in 2015 (Figure 7.5).

**Figure 7.5
Pursuit Related Injuries**



Charges Laid in Initiated Pursuits

In 2016, of the 154 pursuits initiated, 58 resulted in charges being laid in relation to offences under the Criminal Code, the H.T.A., and/or other statutes compared to 50 pursuits in 2015.

The 154 pursuits in 2016 resulted in 51 people being charged with Criminal Code offences and 30 people with H.T.A. offences, compared to 51 and 32 respectively in 2015.

In total, 263 combined Criminal Code and HTA charges were laid in 2016, representing an increase from 242 charges in 2015. *Criminal Code* charges constituted the majority of those laid in 2016 (73.2%).

Supplementary Data - Suspect Apprehension Pursuits

Pursuit Initiation Reason													
	2012		2013		2014		2015		2016		5 Year Avg.		
	#	%	#	%	#	%	#	%	#	%	#	%	
Criminal Code													
Break and Enter	5	3.9	2	1.8	2	1.7	1	0.8	2	1.3	2.4	1.9	
Dangerous Operation	21	16.3	22	19.8	21	17.4	21	15.9	14	9.1	19.8	15.3	
Impaired Operation	4	3.1	8	7.2	7	5.8	13	9.8	10	6.5	8.4	6.5	
Other	9	7.0	14	12.6	13	10.7	15	11.4	28	18.2	15.8	12.2	
Robbery	5	3.9	2	1.8	1	0.8	2	1.5	5	3.2	3	2.3	
Stolen Vehicle	23	17.8	14	12.6	22	18.2	16	12.1	21	13.6	19.2	14.8	
Sub-total	67	51.9	62	55.9	66	54.5	68	51.5	80	51.9	68.6	53.0	
Highway Traffic Act													
Equipment Violation	10	7.8	11	9.9	6	5.0	10	7.6	14	9.1	10.2	7.9	
Moving Violation	42	32.6	19	17.1	37	30.6	39	29.5	42	27.3	35.8	27.7	
Other	5	3.9	14	12.6	6	5.0	12	9.1	14	9.1	10.2	7.9	
R.I.D.E.	0	0.0	0	0.0	0	0.0	1	0.8	0	0.0	0.2	0.2	
Suspended Driver	0	0.0	1	0.9	4	3.3	1	0.8	2	1.3	1.6	1.2	
Sub-total	57	44.2	45	40.5	53	43.8	63	47.7	72	46.8	58.0	44.8	
Miscellaneous													
Other	3	2.3	1	0.9	0	0.0	1	0.8	1	0.6	1.2	0.9	
Report from Public	0	0.0	1	0.9	0	0.0	0	0.0	0	0.0	0.2	0.2	
Suspicious Vehicle	2	1.6	2	1.8	2	1.7	0	0.0	1	0.6	1.4	1.1	
Sub-total	5	3.9	4	3.6	2	1.7	1	0.8	2	1.3	2.8	2.2	
Total	129	100.0	111	100.0	121	100.0	132	100.0	154	100.0	129.4	100.0	

Glossary of Terms

Civil Litigation Definitions

Charter of Rights Violations:

The breach of a right that is afforded under the Charter of Rights and Freedoms.

False arrest:

An arrest made without proper legal authority.

Malicious Prosecution:

To succeed in a claim for malicious prosecution, a plaintiff must establish: 1) That the defendant initiated the proceedings

2) That the proceedings terminated in favor of the plaintiff 3) The absence of reasonable and probable cause, and 4) Malice, or a primary purpose other than that of carrying the law into effect.

Misfeasance in Public Office:

The elements that must be established include: 1) Deliberate and unlawful conduct in the exercise of public functions, and 2) Awareness that the conduct is unlawful and likely to injure the plaintiff. A plaintiff must also prove that the conduct was the legal cause of his or her injuries, and that the injuries suffered are compensable in tort law.

Negligent Investigations:

To succeed in a claim for negligent investigation, a plaintiff must establish that: 1) The investigating officers owed the plaintiff a duty of care 2) The investigating officers failed to meet the standard of care 3) The plaintiff suffered compensable damage, and 4) The damage was caused by the investigating officers' negligent act or omission.

Excessive Use of Force:

A police officer has the right to use as much force as reasonably necessary to carry out his or her law enforcement duties. Excessive use of force would be any use of force that is more than reasonably necessary in the circumstances.

Police Services Act Definitions

Discreditable Conduct

2(1)(a)(i) Fails to treat or protect a person equally without discrimination.

2(1)(a)(ii) Uses profane, abusive or insulting language that relates to a person's individuality.

2(1)(a)(iii) Is guilty of oppressive or tyrannical conduct towards an inferior in rank.

2(1)(a)(iv) Uses profane, abusive or insulting language to any other member of the Service.

2(1)(a)(v) Uses profane, abusive or insulting language or is otherwise uncivil to a member of the public.

2(1)(a)(vi) Wilfully or negligently makes any false complaint or statement against any member of the Service.

2(1)(a)(vii) Assaults any other member of the Service.

2(1)(a)(viii) Withholds or suppresses a complaint or report against a member of the Service or about the policies of, or services provided by, the Service.

2(1)(a)(ix) Accused, charged or found guilty of an indictable criminal offence or criminal offence punishable upon summary conviction.

2(1)(a)(x) Contravenes any provision of the Act or the regulations.

2(1)(a)(xi) Acts in a disorderly manner or in a manner prejudicial to discipline or likely to bring discredit upon the reputation of the Service.

Insubordination

2(1)(b)(i) Is insubordinate by word, act or demeanour.

2(1)(b)(ii) Without lawful excuses, disobeys, omits or neglects to carry out any lawful order.

Neglect of Duty

2(1)(c)(i) Without lawful excuse, neglects or omits promptly and diligently to perform a duty as a member of the Police Service.

2(1)(c)(ii) Fails to comply with any provision of Ontario Regulation 267/10 (Conduct and Duties of Police Officers Investigations by the Special Investigations Unit).

2(1)(c)(iii) Fails to work in accordance with orders, or leaves an area, detachment, detail or other place of duty, without due permission or sufficient cause.

2(1)(c)(iv) By carelessness or neglect permits a prisoner to escape.

2(1)(c)(v) Fails, when knowing where an offender is to be found, to report him or her or to make due exertions for bringing the offender to justice.

2(1)(c)(vi) Fails to report a matter that is his or her duty to report.

2(1)(c)(vii) Fails to report anything that he or she knows concerning a criminal or other charge, or fails to disclose any evidence that he or she, or any person within his or her knowledge, can give for or against any prisoner or defendant.

2(1)(c)(viii) Omits to make any necessary entry in a record.

2(1)(c)(ix) Feigns or exaggerates sickness or injury to evade duty.

2(1)(c)(x) Is absent without leave from or late for any duty, without reasonable excuse.

2(1)(c)(xi) Is improperly dressed, dirty or untidy in person, clothing or equipment while on duty.

Deceit

2(1)(d)(i) Knowingly makes or signs a false statement in a record.

2(1)(d)(ii) Wilfully or negligently makes a false , misleading or inaccurate statement pertaining to official duties

2(1)(d)(iii) Without lawful excuse, destroys or mutilates a record or alters or erases any entry in a record.

Unlawful or Unnecessary Exercise of Authority

2(1)(g)(i) Without good and sufficient cause makes an unlawful or unnecessary arrest.

2(1)(g)(ii) Uses any unnecessary force against a prisoner or other person contacted in the execution of duty.

Consuming Drugs or Alcohol in a Manner Prejudicial to Duty

2(1)(i)(i) Is unfit for duty, while on duty, through consumption of drugs or alcohol.

2(1)(i)(ii) Is unfit for duty when he or she reports for duty, through consumption of drugs or alcohol. 2(1)(i)(iii) Except with the consent of a superior officer or in the discharge of duty, consumes or receives alcohol from any other person while on duty.

2(1)(i)(iv) Except in the discharge of duty, demands, persuades, or attempts to persuade another person to give or purchase or obtain for a member of the police force any alcohol or illegal drugs while on duty.

Use of Force Definitions

Demonstrated Force Presence (Conducted Energy Weapon [C.E.W.]):

The C.E.W. is utilized as a demonstration only and does not make contact with the subject. The C.E.W. may be un-holstered, pointed in the presence of the subject, sparked as a demonstration, and/or have its laser sighting system activated.

Drive Stun Mode (C.E.W.):

The C.E.W. is utilized by direct contact with the subject and the current applied; the probes are not fi red.

Full Deployment (C.E.W.):

The C.E.W. is utilized by discharging the probes at a subject and the electrical pulse applied.

Less Lethal Shotgun:

The Less Lethal Shotgun is an intermediate extended range impact weapon which may provide the opportunity for police officers to resolve potentially violent situations at a greater distance with less potential for causing serious bodily harm or death than other use of force options.



CORPORATE RISK MANAGEMENT

Annual Report 2016

OUR MISSION



OUR MISSION IS COMMUNITY SAFETY

We are dedicated to delivering police services, in partnership with our communities, to keep Toronto the best and safest place to be

OUR PRINCIPLES

Actively Accountable and Trusted • Transparent and Engaged • Inclusive and Collaborative • Affordable and Sustainable

OUR GOALS



Be where the public needs the Service the most



Embrace partnerships to create safe communities



Focus on the complex needs of a large city

HOW WE WILL GET THERE

BY TRANSFORMING

How we relate to the public: focusing on safe communities and neighbourhoods

How we deliver our services: from Primary to Priority response

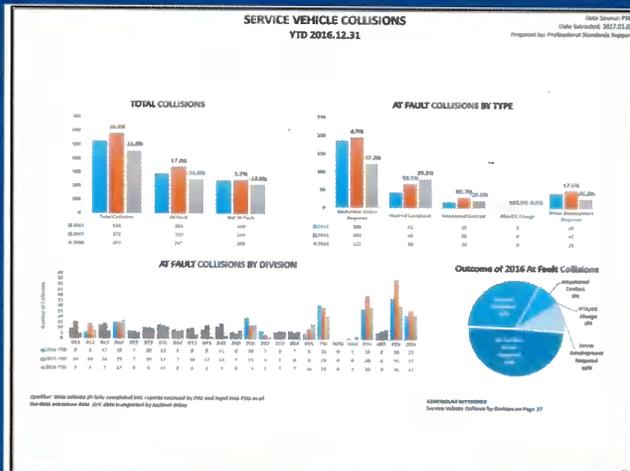
Access to Services

Affordability and sustainability

Culture change

Our people are our greatest asset

STATISTICAL DATA AND TREND ANALYSIS



EXTERNAL AND INTERNAL COMPLAINTS YTD 2016.12.31

Date Entered: P10
Data Submitted: 2017.01.11
Prepared by: Professional Standards Support

EXTERNAL COMPLAINTS

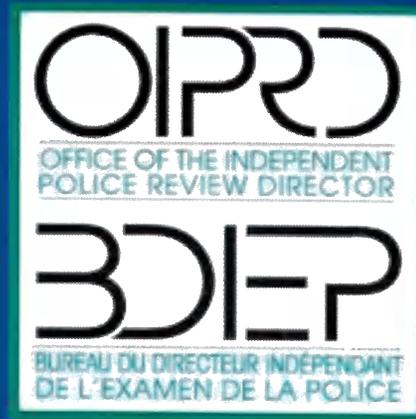
Complaint Number	Date	Case	Status
1000000001	12/15/16	1	1
1000000002	12/15/16	1	1
1000000003	12/15/16	1	1
1000000004	12/15/16	1	1
1000000005	12/15/16	1	1
1000000006	12/15/16	1	1
1000000007	12/15/16	1	1
1000000008	12/15/16	1	1
1000000009	12/15/16	1	1
1000000010	12/15/16	1	1
1000000011	12/15/16	1	1
1000000012	12/15/16	1	1
1000000013	12/15/16	1	1
1000000014	12/15/16	1	1
1000000015	12/15/16	1	1
1000000016	12/15/16	1	1
1000000017	12/15/16	1	1
1000000018	12/15/16	1	1
1000000019	12/15/16	1	1
1000000020	12/15/16	1	1
1000000021	12/15/16	1	1
1000000022	12/15/16	1	1
1000000023	12/15/16	1	1
1000000024	12/15/16	1	1
1000000025	12/15/16	1	1
1000000026	12/15/16	1	1
1000000027	12/15/16	1	1
1000000028	12/15/16	1	1
1000000029	12/15/16	1	1
1000000030	12/15/16	1	1
1000000031	12/15/16	1	1
1000000032	12/15/16	1	1
1000000033	12/15/16	1	1
1000000034	12/15/16	1	1
1000000035	12/15/16	1	1
1000000036	12/15/16	1	1
1000000037	12/15/16	1	1
1000000038	12/15/16	1	1
1000000039	12/15/16	1	1
1000000040	12/15/16	1	1
1000000041	12/15/16	1	1
1000000042	12/15/16	1	1
1000000043	12/15/16	1	1
1000000044	12/15/16	1	1
1000000045	12/15/16	1	1
1000000046	12/15/16	1	1
1000000047	12/15/16	1	1
1000000048	12/15/16	1	1
1000000049	12/15/16	1	1
1000000050	12/15/16	1	1
1000000051	12/15/16	1	1
1000000052	12/15/16	1	1
1000000053	12/15/16	1	1
1000000054	12/15/16	1	1
1000000055	12/15/16	1	1
1000000056	12/15/16	1	1
1000000057	12/15/16	1	1
1000000058	12/15/16	1	1
1000000059	12/15/16	1	1
1000000060	12/15/16	1	1
1000000061	12/15/16	1	1
1000000062	12/15/16	1	1
1000000063	12/15/16	1	1
1000000064	12/15/16	1	1
1000000065	12/15/16	1	1
1000000066	12/15/16	1	1
1000000067	12/15/16	1	1
1000000068	12/15/16	1	1
1000000069	12/15/16	1	1
1000000070	12/15/16	1	1
1000000071	12/15/16	1	1
1000000072	12/15/16	1	1
1000000073	12/15/16	1	1
1000000074	12/15/16	1	1
1000000075	12/15/16	1	1
1000000076	12/15/16	1	1
1000000077	12/15/16	1	1
1000000078	12/15/16	1	1
1000000079	12/15/16	1	1
1000000080	12/15/16	1	1
1000000081	12/15/16	1	1
1000000082	12/15/16	1	1
1000000083	12/15/16	1	1
1000000084	12/15/16	1	1
1000000085	12/15/16	1	1
1000000086	12/15/16	1	1
1000000087	12/15/16	1	1
1000000088	12/15/16	1	1
1000000089	12/15/16	1	1
1000000090	12/15/16	1	1
1000000091	12/15/16	1	1
1000000092	12/15/16	1	1
1000000093	12/15/16	1	1
1000000094	12/15/16	1	1
1000000095	12/15/16	1	1
1000000096	12/15/16	1	1
1000000097	12/15/16	1	1
1000000098	12/15/16	1	1
1000000099	12/15/16	1	1
1000000100	12/15/16	1	1

INTERNAL COMPLAINTS

Complaint Number	Date	Case	Status
1000000101	12/15/16	1	1
1000000102	12/15/16	1	1
1000000103	12/15/16	1	1
1000000104	12/15/16	1	1
1000000105	12/15/16	1	1
1000000106	12/15/16	1	1
1000000107	12/15/16	1	1
1000000108	12/15/16	1	1
1000000109	12/15/16	1	1
1000000110	12/15/16	1	1
1000000111	12/15/16	1	1
1000000112	12/15/16	1	1
1000000113	12/15/16	1	1
1000000114	12/15/16	1	1
1000000115	12/15/16	1	1
1000000116	12/15/16	1	1
1000000117	12/15/16	1	1
1000000118	12/15/16	1	1
1000000119	12/15/16	1	1
1000000120	12/15/16	1	1
1000000121	12/15/16	1	1
1000000122	12/15/16	1	1
1000000123	12/15/16	1	1
1000000124	12/15/16	1	1
1000000125	12/15/16	1	1
1000000126	12/15/16	1	1
1000000127	12/15/16	1	1
1000000128	12/15/16	1	1
1000000129	12/15/16	1	1
1000000130	12/15/16	1	1
1000000131	12/15/16	1	1
1000000132	12/15/16	1	1
1000000133	12/15/16	1	1
1000000134	12/15/16	1	1
1000000135	12/15/16	1	1
1000000136	12/15/16	1	1
1000000137	12/15/16	1	1
1000000138	12/15/16	1	1
1000000139	12/15/16	1	1
1000000140	12/15/16	1	1
1000000141	12/15/16	1	1
1000000142	12/15/16	1	1
1000000143	12/15/16	1	1
1000000144	12/15/16	1	1
1000000145	12/15/16	1	1
1000000146	12/15/16	1	1
1000000147	12/15/16	1	1
1000000148	12/15/16	1	1
1000000149	12/15/16	1	1
1000000150	12/15/16	1	1

ADDITIONAL BYTES:
Source Vehicle Software by Division on Page 37

PUBLIC COMPLAINTS



PUBLIC COMPLAINT RESOLUTIONS



Local Resolution

Informal Resolution

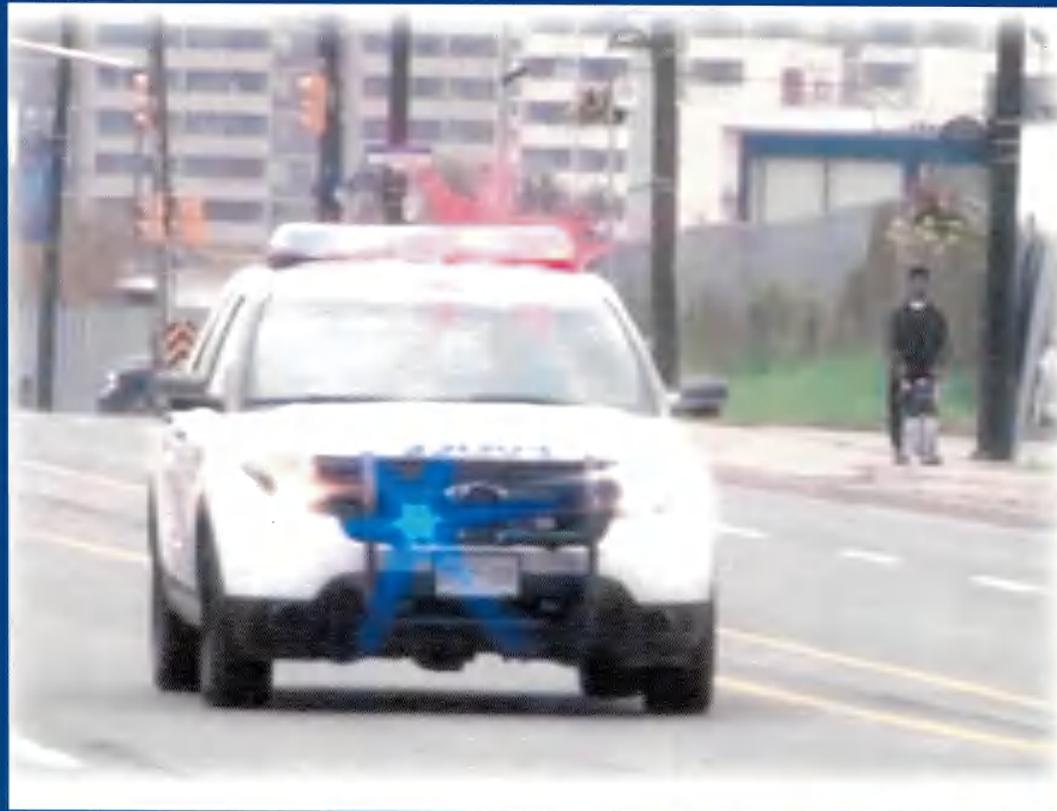
**Customer Service
Resolution**

Mediation

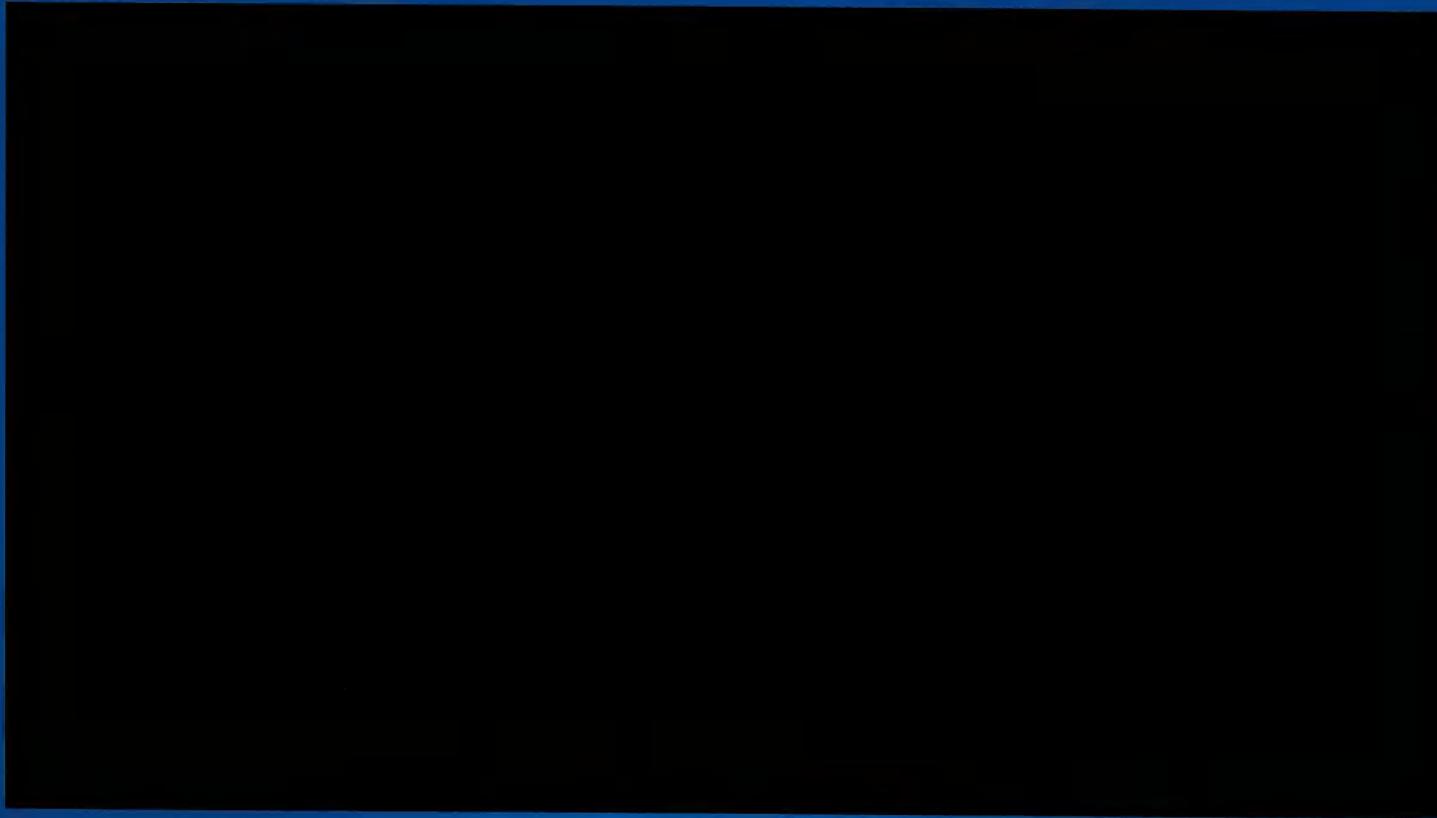
USE OF FORCE



PURSUIT REDUCTION INITIATIVES



TRAINING USING DRIVING SIMULATION



LESS LETHAL SHOTGUN



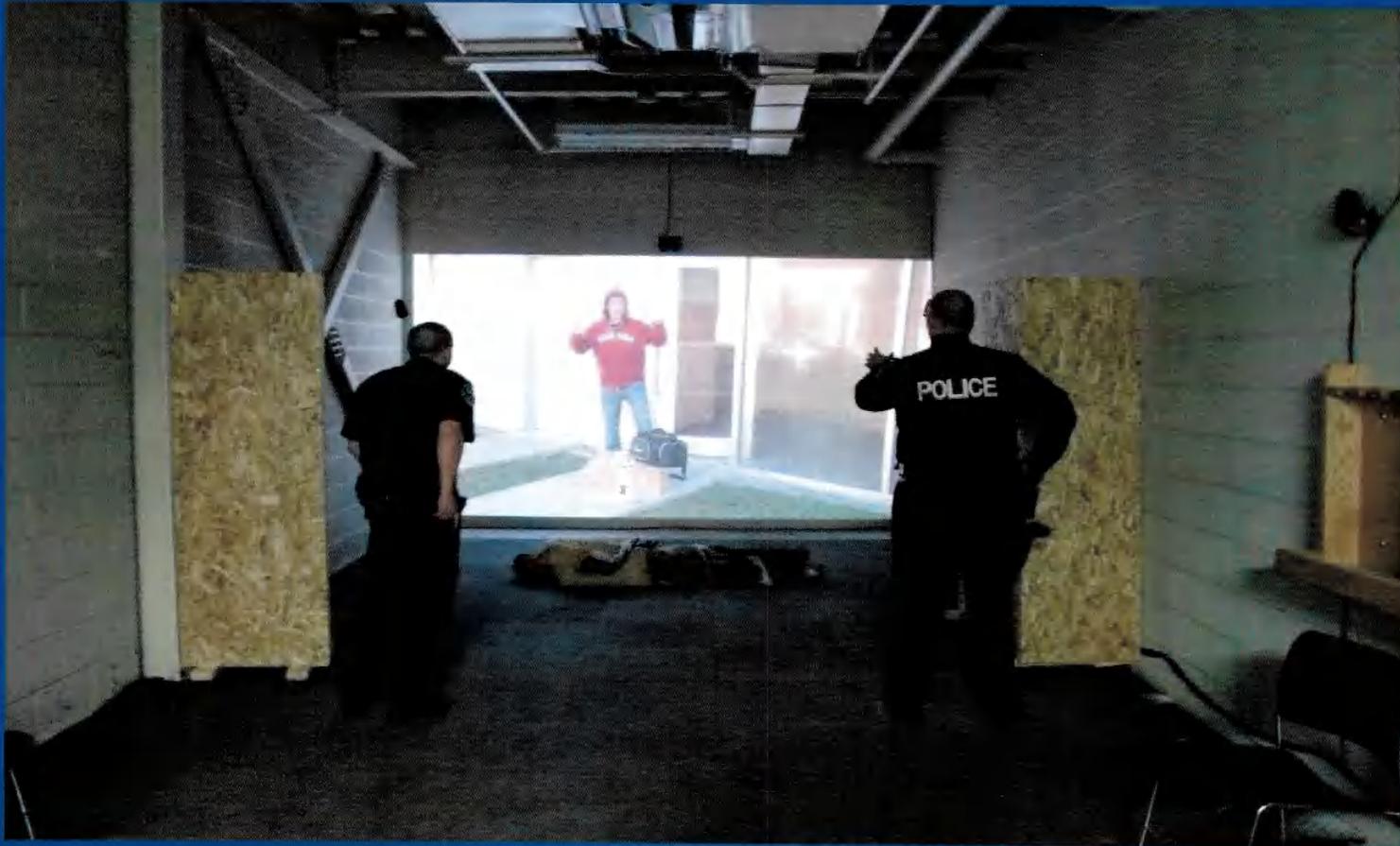
EARLY INTERVENTION



TECHNOLOGY



IN-SERVICE TRAINING PROGRAM



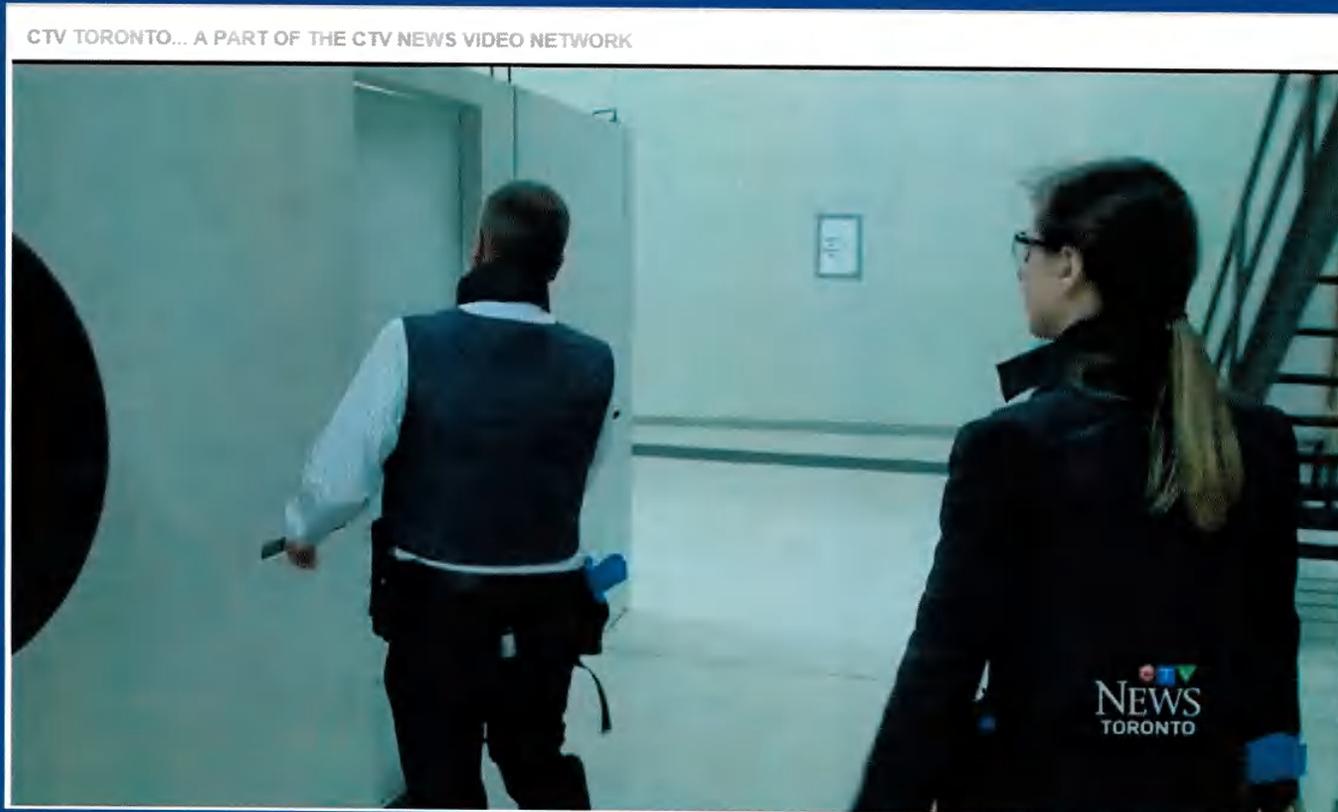
MEDIA TRAINING DAY



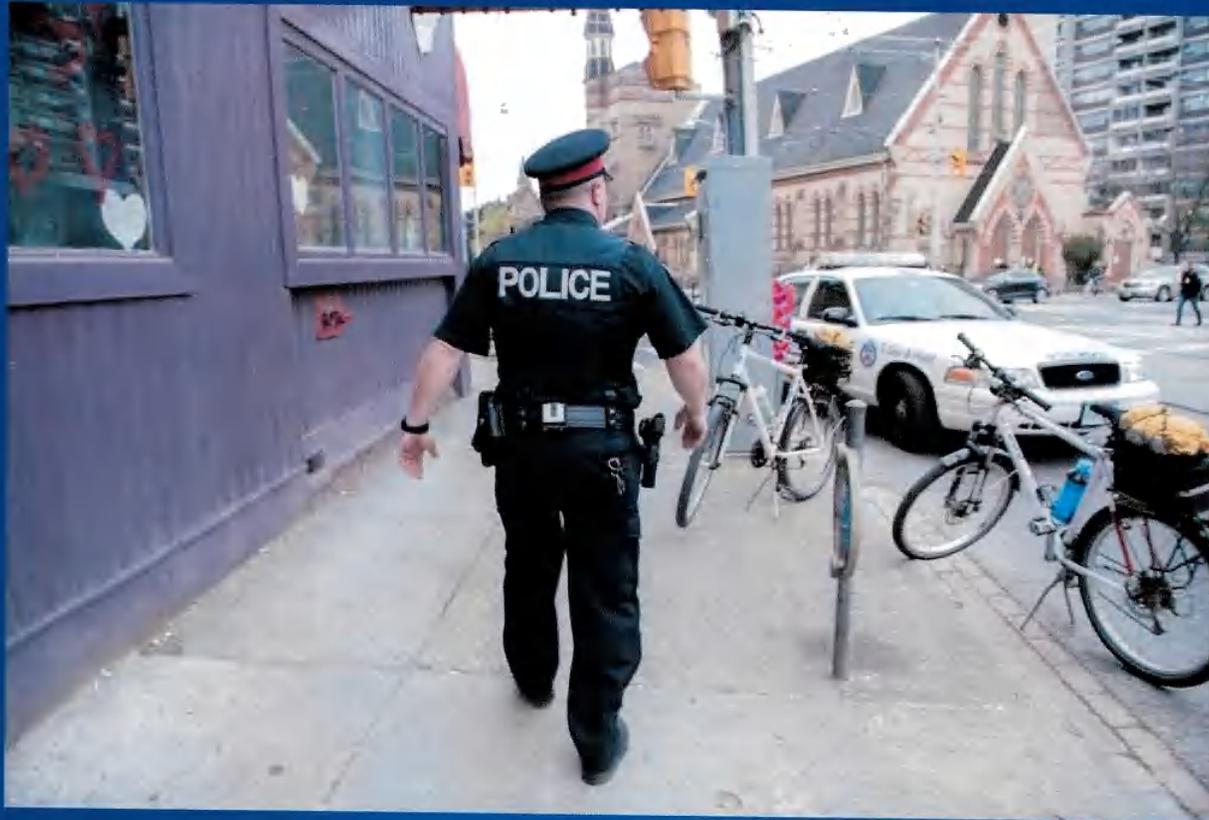
MEDIA TRAINING DAY: SCENARIO #1



MEDIA TRAINING DAY: SCENARIO #2



MOVING FORWARD



**Ministry of Community Safety
and Correctional Services**

Office of the Minister

25 Grosvenor Street
18th Floor
Toronto ON M7A 1Y6
Tel: 416-325-0408
Fax: 416-325-6067

**Ministère de la Sécurité communautaire
et des Services correctionnels**

Bureau du ministre

25, rue Grosvenor
18^e étage
Toronto ON M7A 1Y6
Tél. : 416-325-0408
Télééc. : 416-325-6067



Dr. Dhun Noria

Dear Dr. Noria:

As you are aware, you were temporarily reappointed to the City of Toronto Police Services Board until May 23, 2017.

Pursuant to subsection 27(10) of the *Police Services Act*, I hereby reappoint you to the City of Toronto Police Services Board until September 30, 2017, or until such time as an appointment has been made by Order in Council, whichever occurs first.

I would like to take this opportunity to thank you for your continued and valuable service to the City of Toronto Police Services Board.

Sincerely,

A handwritten signature in cursive script, appearing to read "M. Lalonde".

Marie-France Lalonde
Minister

Toronto Police Service – Results of 2017 Follow-up of Previous Audit Recommendations

Date: June 1, 2017
To: Toronto Police Services Board
From: Auditor General
Wards: All

SUMMARY

This report provides the results of our 2017 audit recommendation follow-up review. The purpose of the follow-up review is to determine the implementation status of audit recommendations made by the Auditor General to the Toronto Police Services Board.

Since 1999, the Auditor General has provided 14 audit reports to the Toronto Police Services Board. Based on the results of previous follow-up reviews, recommendations from the following audit reports have all been addressed:

- Parking Enforcement Review, October 3, 2011
- Court Services Review, June 12, 2008
- Fleet Review, September 26, 2008
- Review of Police Training, Opportunities for Improvement, October 26, 2006
- Enterprise Case and Occurrence Processing System (eCOPS) Project Review, April 29, 2005
- Revenue Controls Review, January 8, 2002
- Vehicle Replacement Policy, June 21, 2000
- Review of Controls Relating to Overtime and Premium Pay, January 6, 2000
- Review of Parking Enforcement Unit, January 4, 2000
- Review of the Investigation of Sexual Assaults, Toronto Police Service, 1999 including first and second follow-up review during 2004 and 2010 respectively

The 2017 follow-up review included the following two audit reports to the Board:

Review of Integrated Records and Information System, 2011

<http://www.toronto.ca/legdocs/mmis/2011/au/bgrd/backgroundfile-41473.pdf>

Police Paid Duty – Balancing Cost Effectiveness and Public Safety, 2010

<http://www.toronto.ca/legdocs/mmis/2011/au/bgrd/backgroundfile-37754.pdf>

A total of three audit recommendations from the above two reports were included in the 2017 follow-up review. Of the three recommendations, two were determined as fully implemented and one as partially implemented. The one outstanding recommendation is listed in Attachment 2 and will be reviewed in subsequent years until determined to be fully implemented.

RECOMMENDATIONS

The Auditor General recommends that:

1. The Toronto Police Services Board receive this report for information.

FINANCIAL IMPACT

There is no financial impact resulting from receipt of this report.

DECISION HISTORY

The Auditor General conducts an annual follow-up review to determine whether management has implemented recommendations in audit reports issued. The follow-up review is part of the Auditor General's Annual Work Plan.

We conducted this follow-up audit in accordance with generally accepted government auditing standards. Those standards require that we plan and perform the audit to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our audit objectives. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our audit objectives.

The Auditor General's annual follow-up review on outstanding audit recommendations requires that management provides a written response on the implementation status of each recommendation contained in the audit reports. Where management indicates that a recommendation is not implemented, audit work is not performed. For those recommendations reported by management as fully implemented, audit staff conduct additional analysis and testing, and review relevant information to verify management assertions.

Our verifications were based on the audit work conducted during the follow-up period usually between March and April of each year.

For recommendations verified as fully implemented by audit staff, no further audit work will be conducted on those recommendations in subsequent follow-up cycles. Ongoing implementation and maintenance of audit recommendations, such as policy and procedure enhancements or improved controls, will rely on management's continuous efforts beyond the audit follow-up review. The Auditor General may decide to initiate a new review on areas previously audited.

COMMENTS

Table 1 outlines audit reports issued to the Toronto Police Services Board since 1999 that no longer have outstanding audit recommendations.

Table 1: Previous Audit Reports With No Outstanding Recommendations

Report Title and Date	Total Issued	Previously Reported	
		Fully Implemented	Not Applicable
Parking Enforcement Review (October 3, 2011)	8	8	-
Review of the Investigation of Sexual Assaults (1999) and two subsequent follow-up reviews in 2004 and 2010*	60	60	-
Court Services Review (June 12, 2008)	5	5	-
Fleet Review (September 26, 2008)	4	4	-
Review of Police Training, Opportunities for Improvement (October 26, 2006)	39	38	1
Enterprise Case and Occurrence Processing System (eCOPS) Project Review (April 29, 2005)	32	31	1
Revenue Controls Review (January 8, 2002)	5	5	-
Vehicle Replacement Policy (June 21, 2000)	3	-	3
Review of Controls Relating to Overtime and Premium Pay (January 6, 2000)	16	15	1
Review of Parking Enforcement Unit (January 4, 2000)	27	26	1
Total	199	192	7

*57 recommendations from the initial 1999 review and 3 new recommendations from 2010 follow-up review

Table 2 outlines the results of our current follow-up review of the two audit reports provided to the Toronto Police Services Board.

Table 2: Results of the Current Follow-up Review

Report Title and Date	Total Issued	Previously Reported as Not Fully Implemented	Results of Current Review	
			Fully Implemented	Not Fully Implemented
Review of Integrated Records and Information System (August 26, 2011)	7	2	2	-
Police Paid Duty – Balancing Cost Effectiveness and Public Safety (December 1, 2010)	10	1	-	1
Total	17	3	2	1

Attachment 1 lists the fully implemented recommendations.

Attachment 2 includes the recommendations not fully implemented along with the management comments and action plan. The outstanding recommendations will be reviewed in subsequent years until determined as fully implemented.

The 2017 follow-up review results of the above two audit reports are summarized below:

Review of Integrated Records and Information System

In response to the April 7, 2011 Toronto Police Services Board request, the Auditor General conducted a review of certain actions taken regarding the development and implementation of the Police Integrated Records and Information System (IRIS). The report was adopted by the Board at its September 14, 2011 meeting.

The audit report contained seven recommendations for action required throughout the development and conclusion of the project particularly relating to the realization of benefits and the need to quantify, track and report expected benefits. Five of the seven recommendations were verified as fully implemented during previous follow-up reviews. The remaining recommendations Number 5 and 7 require that, upon project completion, management report to the Board on the benefits and objectives achieved and where applicable provide a description of anticipated benefits and objectives not realized. These two recommendations were determined to be fully implemented during the current follow-up review.

Police Paid Duty – Balancing Cost Effectiveness and Public Safety

In response to the request of the Toronto Police Services Board, the Auditor General conducted a review of the police paid duty system and issued a report entitled "Police Paid Duty - Balancing Cost Effectiveness and Public Safety." The report was adopted as amended by the Board at its April 7, 2011 meeting.

The audit report contained 10 recommendations to improve the effectiveness and efficiency of the system, and officer compliance with police paid duty policies. During our previous follow-up reviews, seven of the 10 recommendations were verified as fully implemented and two recommendations were determined as no longer applicable. For the remaining one outstanding recommendation, which pertains to the need to track and recover paid duty equipment and rental costs, management reported in 2017 that this recommendation has not been fully implemented. In 2010 when we conducted the paid duty audit, the Service received approximately \$900,000 in revenue from rental of police equipment such as vehicles, motorcycles, boats and horses for paid duty purpose.

In response to the 2017 follow-up review, management reported that *"a review of the fees to confirm they cover the cost of providing vehicles and other equipment has not been a priority for the Service, particularly given the Transformation Task Force's assessment of the paid duty program in 2016..."*, and that *"once any changes to the paid duty program are confirmed, the Service will endeavour to conduct a review, so that any changes to the fees can be taken into account as part of the 2018 operating budget process."* Management comments to this recommendation are included in Attachment 2.

Since the paid duty system enables police officers to gain secondary employment income, the costs associated with equipment rental for paid duty purpose should be fully recovered from the rental revenue without using public funds. It is important that the Service conducts a review of the costs of providing paid duty equipment to ensure full cost recovery.

Next Steps

The results of this follow-up review of outstanding audit recommendations will be included in a consolidated report to the City Audit Committee at its June 2017 meeting. The consolidated report presented to the City Audit Committee will include a summary of our review of outstanding recommendations for all City Agencies and Corporations.

CONTACT

Jane Ying, Assistant Auditor General, Auditor General's Office
Tel: (416) 392-8480, Fax: (416) 392-3754, E-Mail: Jane.Ying@toronto.ca

Akrivi Nicolaou, Acting Senior Audit Manager, Auditor General's Office
Tel: 416-392-0057, Fax: 416-392-3754, E-Mail: Akrivi.Nicolaou@toronto.ca

SIGNATURE



Beverly Romeo-Beehler
Auditor General

ATTACHMENTS

- Attachment 1: Recommendations – Fully Implemented
- Attachment 2: Recommendations – Not Fully Implemented

Recommendations – Fully Implemented

Division: Toronto Police Service
Report Date: August 26, 2011
Report Title: Toronto Police Service – Review of Integrated Records and Information System (IRIS)

No.	Recommendation
05	Upon project completion, the Chief of Police report to the Toronto Police Services Board on the actual benefits achieved and where applicable, a description of anticipated benefits not realized.
07	Upon project completion, the Chief of Police report to the Toronto Police Services Board the objectives achieved and where applicable, a description of anticipated objectives not realized.

Recommendations – Not Fully Implemented

Division: Toronto Police Service
 Report Date: December 1, 2010
 Report Title: Police Paid Duty – Balancing Cost Effectiveness and Public Safety

No.	Recommendation	Management Comments
05	The Chief of Police take steps to track paid duty equipment rental costs including direct and indirect costs, and ensure costs can be fully recovered from equipment rental revenue.	<p>The fees charged by the Service are in line with other police services and in our view, adequately cover the full cost of providing the equipment.</p> <p>As such, a review of the fees to confirm they cover the cost of providing vehicles and other equipment has not been a priority for the Service, particularly given the Transformation Task Force's assessment of the paid duty program in 2016, and limited staff time to carry out the review of the fees, as a result of the hiring moratorium and increased workloads.</p> <p>However, once any changes to the paid duty program are confirmed, the Service will endeavour to conduct a review, so that any changes to the fees can be taken into account as part of the 2018 operating budget process.</p>



Toronto Police Services Board Report

June 8, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Response to Board Members questions on the 2016 Statistical Report for Municipal Freedom of Information and Protection of Privacy Act

Recommendation(s):

It is recommended that the Board receive the following report.

Financial Implications:

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

Background / Purpose:

At its February 23, 2017 meeting, the Toronto Police Services Board (Board) received the 2016 Statistical Report *Municipal Freedom of Information and Protection of Privacy Act (Act)* (Min. No. P39/2017 refers). In 2016, Access and Privacy Section (A.P.S.) received 5,973 requests for access to information held by the Toronto Police Service (Service) in accordance with the *Act*. This represented an increase of 279 requests when compared to the 5,698 received in 2015. The 2016 yearly compliance rate for requests completed within the mandated 30 calendar day period was 55.9%

The Board approved the following Motion:

THAT the Chief provide a report for its April meeting which would include an analysis of the:

- reasons for the increase in the number of access requests;
- access decisions, including an explanation for the significant number of requests that are denied;

- number of access decisions that are appealed and analysis of the results of such appeals.

Discussion:

Efforts were made to retrieve the information required to address the specific questions raised by the Board at the February 2017 Board meeting. However, the electronic availability of detailed information about the requests for information received by the Service is limited. The current program used to track the information requests, File Maker Pro is not structured to report the level of detail required to respond to these inquiries. The program is no longer standard Service software and there is limited internal support. A.P.S. is exploring new technology options and is currently working with Information Technology Services to find different tracking software with more detailed reporting requirements for the future.

In the absence of readily available electronic data, it is beyond the current capacity of the A.P.S. to address the Board's questions with the ideal level of specificity. To answer the questions thoroughly at this time would require a manual, labour intensive, review which would re-direct staff from responding to the ongoing pressure of new daily requests, and the growing number of past due requests with each passing day.

However, previously published statistics do provide some insight into the areas identified by the Board.

A.P.S. has attempted to address the questions based on the limited data previously published in the Municipal Year-End Statistical Reports reported annually for the period of 2012 through 2016.

Reasons for the Increase in Access Requests

As previous Statistical Year-End Municipal Freedom of Information and Protection of Privacy Act reports demonstrate, there has been an increase in volume of requests received since the inception of the program. Most recently in 2016, there was an increase of 4.8% over the number of requests received during 2015.

Table 1 demonstrates the types of request received over the years 2012 to 2016 (inclusive) and indicates that requests for personal information consistently make up the major portion of requests for information received by the Service.

Table 1 – Number of Requests Received 2012 – 2016 by Type (Personal Information/General Records)

YEAR	2012	2013	2014	2015	2016
Personal Information	4262 (82.5%)	4326 (82.5%)	4790 (84.6%)	4781 (84%)	5030 (84.2%)
General Records	906 (17.5%)	920 (17.5%)	873 (15.4%)	906 (16%)	943 (15.8%)
TOTAL REQUESTS	5168	5246 (+1.5%)	5663 (+7.9%)	5687 (+0.4%)	5973 (+5.02%)

Table 1 indicates that the amount of increase in the total number of requests received fluctuates from year to year, nevertheless, it is anticipated that the trend of growth will continue in 2017.

Table 2 gives the number of requests received during the first quarter since 2012. Even though the first quarter of 2017 demonstrates a decrease similar to the decrease in the first quarter of 2013, it is expected the year-end total will reflect an increase consistent with previous years (see Table 1 above).

Table 2 – Number of Requests Received during 1st Quarter 2012 – 2017

	2012	2013	Change	2014	Change	2015	Change	2016	Change	2017	Change
Requests Received	1,309	1,277	-2.4%	1,339	4.9%	1,414	5.6%	1,465	3.6%	1,408	-3.9%

It is difficult to determine with certainty why there has been a continued growth in the number of requests received. The Service can only speculate that the growth may be a result of increased public awareness of their individual privacy rights, as well as more focus and attention to all levels of government with respect to transparency. Similarly, as reported in thenewswatch.com, Ontario's Information and Privacy Commissioner Brian Beamish recently spoke with media regarding the steady increase in freedom of information requests, "I think there is an increasing awareness on the part of the public that there is a freedom of information act and they can put in a request to the government and the government must respond to that request".

Access Decisions

Due to the nature of police records, A.P.S. lawfully discloses records in part, in order to protect the privacy interests of third parties (i.e. removing personal identifiers from the records) or to protect operational practices that would be compromised.

The application of the discretionary exemption Section 8 (Law Enforcement) and the mandatory exemption Section 14 (Personal Privacy) continue to be the most commonly used exemptions prohibiting access to police records. Examples of what would preclude an individual from receiving complete information under Section 8, include the

investigation not being concluded, or police techniques identified in the record that should not be revealed for officer or public safety. Similarly, information that is not released under Section 14 is likely due to the requestor not having the appropriate authority or consent from other individuals named in the record and therefore their information is withheld to protect their personal privacy.

In 2016, the A.P.S. completed a total of 5,390 requests (4,579 Personal Information requests and 811 General Record requests). Of these requests a total of 326 were withdrawn or abandoned (222 Personal Information and 104 General Records) or 6% of the total. No responsive records existed in 283 or in 5.3% of the total requests addressed (for example, requested records belonged to another agency, records not located, records no longer available due to the retention period).

The remainder of the requests addressed totalling 4,781, were addressed fully, all information disclosed, in part, or no information released.

Requests where information was disclosed in part represented 66.4% (3,578 requests) of all requests addressed. Requests where all information was disclosed represented 4.6% (247 requests) and those where no information was disclosed represented 17.7% (956 requests).

As discussed, A.P.S. lawfully discloses records in part; 3,212 Personal Information requests and similarly, 366 General Records requests.

Of the requests that were denied in full; 797 were Personal Information requests, and 159 were General Records requests.

In cases where no information is disclosed, some factors which contribute to that disposition may include no entitlement to the information, the *Act* does not apply (i.e. employment related records), matters which are still before the courts or simply that the records do not exist.

Table 3 depicts a comparison of the disposition of requests throughout 2012 - 2016.

Table 3 – Disposition of Requests Completed 2012 – 2016

Type of Response (Personal Information + General Records)	2012 Percent of Total	2013 Percent of Total	2014 Percent of Total	2015 Percent of Total	2016 Percent of Total
All information disclosed	4.5%	4.1%	6.9%	7.4%	4.6%
Information disclosed in part	72.3%	71.8%	65.3%	66.2%	66.4%
No information disclosed	20.2%	15.6%	20.1%	17.1%	17.7%
No responsive records exist	0.0%	5.6%	5.1%	5.4%	5.3%

Request withdrawn, abandoned or non-jurisdictional	2.9%	2.9%	2.6%	3.9%	6.0%
Total	99.9%	100.0%	100.0%	100.0%	100.0%

Access Decisions Appealed

In 2016, the Service received 41 appeals (which may relate to access to information requests submitted in previous years).

Mediation is still ongoing with the Information and Privacy Commissioner of Ontario (I.P.C.) for 21 of the appeals received in 2016.

The remaining 20 appeals were concluded, 17 of which were successfully mediated; 1 appeal was withdrawn, and 1 appeal proceeded to the adjudication stage where the disclosure decision by the Disclosures Analyst was upheld in full.

Analysis of the results of the concluded appeals revealed the majority of issues raised were satisfied upon further explanation of police records or the reasons why certain information was withheld. At a meeting on March 8, 2017 with the I.P.C., the Manager of Mediation acknowledged the collaborative efforts of A.P.S. staff during the mediation process, advising 72% of files are resolved in mediation surpassing the 64% provincial average.

While there are ongoing efforts to streamline existing processes and improve the low compliance rates, the unit undertook a six week study to better understand the types of requests received and the increasing challenges in processing them within the legislated timeframe. Measures were implemented to identify whether sufficient information was supplied initially; any internal or external factors contributing to the delay in collecting records, as well as the complexity of individual requests rather than just the volume of requests received. Strategic Planning is conducting analysis on the data gathered although the results of the six week study are not yet available.

Conclusion:

The analysis in this report was based upon previously published statistics giving insight into requests for information. The A.P.S. unit is exploring new software which will allow for more easily captured and retrieved data for analysis.

Acting Deputy Chief Richard Stubbings, Operational Support Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police



Toronto Police Services Board Report

May 31, 2017

To: Members
Toronto Police Services Board

From: Andy Pringle
Chair

Subject: CITY OF TORONTO COUNCIL – PARKING TICKET ENFORCEMENT – INTEGRATION WITH 311

Recommendation(s):

It is recommended that the Board request that the Chief of Police prepare a report to the Board in response to the recommendation of City Council contained in this report.

Financial Implications:

There are no financial implications arising from the Board's consideration of this report.

Background/Purpose:

At its meeting held on April 26, 27 and 28, 2017, City Council adopted motions with respect to parking enforcement.

The minutes detailing the City's consideration of this item are available at this link:
[Agenda Item History - 2017.GM19.15](#)

Discussion:

During consideration of a report from the City Treasurer with respect to parking ticket activity in 2016, Council approved the following:

City Council request the Toronto Police Services Board to request the Toronto Police Service, Parking Enforcement Unit, to consult with the Director, 311 Toronto and report to the Government Management Committee on the feasibility, possible approach, and considerations to integrating the 311 service with parking enforcement dispatch and customer service functions in order to better serve citizens with parking complaints, to find efficiencies, and to provide valuable

information on requests for service.

Conclusion:

It is recommended that the Board request that the Chief of Police prepare a report to the Board in response to the recommendation of City Council contained in this report.

Respectfully submitted,

Andy Pringle
Chair



Toronto Police Services Board Report

JUNE 15, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Special Constable Appointment

Recommendation(s):

It is recommended that the Board approve the appointment of the individuals listed in this report as special constables for the Toronto Community Housing Corporation and the University of Toronto, subject to the approval of the Minister of Community Safety and Correctional Services.

Financial Implications:

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

Background / Purpose:

Under Section 53 of the *Police Services Act of Ontario*, the Board is authorized to appoint and re-appoint special constables, subject to the approval of the Minister of Community Safety and Correctional Services. Pursuant to this authority, the Board now has agreements with the University of Toronto (U of T), Toronto Community Housing Corporation (T.C.H.C.) and Toronto Transit Commission (T.T.C.) governing the administration of special constables (Min. Nos. P571/94, P41/98 and P154/14 refer).

The Service has received a request from the Toronto Community Housing Corporation and the University of Toronto to appoint the following individuals as special constables:

Table 1 Name of Agency and Special Constable Applicant

Agency	Name
Toronto Community Housing Corporation	Kamrool MOHAMED (Re- Appointment)
Toronto Community Housing Corporation	Craig Richard NICOLL (Re- Appointment)
University of Toronto Scarborough Campus	Hailey BOZZO (New Appointment)
University of Toronto Scarborough Campus	Jake PRILLO- GUIANI (New Appointment)

Discussion:

The special constables are appointed to enforce the *Criminal Code of Canada*, *Controlled Drugs and Substances Act*, *Trespass to Property Act*, *Liquor Licence Act* and *Mental Health Act* on their respective properties within the City of Toronto.

The agreements between the Board and each agency require that background investigations be conducted on all of the individuals who are being recommended for appointment or re-appointment as special constables. The Service’s Employment Unit completed background investigations on these individuals and there is nothing on file to preclude them from being appointed as special constables for a five year term.

The Toronto Community Housing Corporation and the University of Toronto has advised the Service that the above individuals satisfy all of the appointment criteria as set out in their agreement with the Board. The agency approved strength and current complement is indicated below:

Table 2 Name of Agency, Approved Strength and Current Number of Special Constables

Agency	Approved Strength	Current Complement
Toronto Community Housing Corporation	112	102
University of Toronto, Scarborough Campus	19	14

Conclusion:

The Toronto Police Service continues to work together in partnership with the agencies to identify individuals who may be appointed as special constables who will contribute positively to the safety and well-being of persons engaged in activities on T.T.C., T.C.H.C. and U of T properties within the City of Toronto.

Deputy Chief of Police, James Ramer, Specialized Operations Command, will be in attendance to answer any questions that the Board may have with respect to this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

MS:ao

BoardReportTCHCUofTJune2017.docx



Toronto Police Services Board Report

May 26, 2017

To: Members
Toronto Police Services Board

From: Andy Pringle
Chair

Subject: Annual Report – 2016 Awards Granted by the Toronto Police Services Board

Recommendation(s):

It is recommended that the Board receive this report for information.

Financial Implications:

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

Background / Purpose:

The following Toronto Police Services Board awards were presented to members of the Toronto Police Service during the period from January to December 2016:

MERIT MARK:

PC	DARNLEY, Steven (7909)	Intelligence Services
PC	IVKOVIC, Zoran (10469)	22 Division
PC	SCHERBEY, Ronnie (7556)	Intelligence Services
PC	WHEELER, Katherine (90119)	Intelligence Services

COMMENDATION:

PC	ANGCO, James (65752)	51 Division
PC	BLAIR, Allistair (11122)	51 Division
PC	D'SOUZA, Jason (11017)	42 Division
Sgt.	FARRUGIA, Marie (7084) (Ret.)	32 Division

PC	FURFARO, Matthew (11156)	14 Division
PC	GRAHAM, Candy (9655)	11 Division
PC	JONES, Michael (99777)	51 Division
Civ.	KANHAI, Shawn (65894)	Parking Enforcement
PC	KELLY, Michael (8244)	OCE - Financial Crimes
PC	KENNEDY, Lee (90326)	41 Division
PC	KOCANOVIC, Aleksandar (5279)	14 Division
PC	LOISELLE, Jean Marc (9816)	Community Safety Command
Det.	MACDONALD, Ian (87755)	51 Division
PC	MASON, Andrew (90375)	51 Division
D/Sgt.	MATTHEWS, Joseph (1199)	Intelligence Services
PC	MELEROWICZ, Zachary (90459)	23 Division
PC	NEADLES, William (10686)	42 Division
PC	NGUYEN, Quoc (8548)	SER - Emergency Task Force
PC	O'TOOLE, Edward (90339)	14 Division
PC	ROBERTSON, Sarah (10600)	14 Division
PC	SHIKATANI, William (8510)	54 Division
PC	STAM, Susan (8679)	32 Division
PC	STOREY, Justin (9819)	14 Division
PC	TROTTER, Timothy (5433)	OCE - Financial Crimes
PC	YU, Ka Wai Eric (10166)	Community Safety Command

TEAMWORK COMMENDATION:

PC	ALEXA, Brendan (9163)	41 Division
PC	ALEXAKIS, Christos (10127)	43 Division
PC	AL-KHATIB, Shady (9651)	13 Division
PC	AMLIN, Scott (8301) (Res.)	13 Division
Det.	ANDREWS, Sarah (5982)	14 Division
PC	ANDREWS, Stefanie (9674)	43 Division
PC	ARRUDA, Sandra (87970)	Divisional Policing Support Unit
PC	ARSHAD, Sheraz (9560)	51 Division
Det.	BAKER, Richard (8573)	Audit & Quality Assurance
PC	BAKER, Ryan (5964)	43 Division
PC	BAKSH, Faizal (9959)	55 Division
PC	BALACHOREK, Daniel (99798)	51 Division
PC	BARRETTO, Bertrand (99746)	51 Division
PC	BARSAKU, Gentian (11006)	13 Division
Det.	BARTZ, Hannah (8747)	51 Division
PC	BASSETT, Kurt (9813) (x2)	14 Division

Sgt.	BEATTIE, Christopher (7656)	33 Division
PC	BEAUPRE, Jeremy (8240)	Emergency Management - Mounted
PC	BISHOP, Allan (99758)	Organized Crime Enforcement
PC	BLUNK, Andrew (283)	51 Division
PC	BOBBILI, Johnny (7302)	Divisional Policing Support Unit
PC	BOCCHINFUSO, Monique (10258)	55 Division
Det.	BOWMASTER, Michael (5337)	Intelligence Services
PC	BRADY, Peter (10011)	51 Division
PC	BROWN, Scott (8542)	SCI - Sex Crimes
Civ.	BUCK, Carolyn (87783)	Intelligence Services
PC	BUDD, Michael (9521)	13 Division
PC	CAMPBELL, Mark (9925)	14 Division
PC	CARTER-THUET, Erin (5224)	51 Division
PC	CHADWICK, Timothy (10984)	55 Division
PC	CHAN, Jonathan (10433)	53 Division
PC	CHANCEY, Daniel (10914)	11 Division
PC	CHEN, Jinn-Huei (9076)	41 Division
Det.	CHUNG, Philip (4096)	OCE - Financial Crimes
PC	CID, Claudia (8614)	Emergency Management - Mounted
PC	CLARKE, Andrew (10817)	14 Division
PC	CLARKE, Matthew (8025)	Organized Crime Enforcement
PC	COFFEY, Charles (9841)	51 Division
PC	COHEN, Jonatan (10748)	51 Division
PC	COOPER, Christopher (9981)	51 Division
PC	CORCORAN, Douglas (2016) (Ret.)	14 Division
Det.	CORREA, David (5157)	SCI - Sex Crimes
PC	CORREIA, Bryan (8000)	Organized Crime Enforcement
PC	COWLEY, Alison (7612)	11 Division
PC	CURTIS, Teresa (8168)	SCI - Sex Crimes
Civ.	CUSHING, Irka (88669)	Information System Services
Civ.	DAMANI, Mick (88794)	Information System Services
PC	DAVIS, Jason (9840)	SCI - Sex Crimes
PC	DAVY, Brian (10660)	55 Division
PC	DE MEDEIROS, Sherry (99688)	SCI - Sex Crimes
PC	DE OLIVEIRA, Catherine (10360)	SCI - Homicide
Civ.	DEORAJ, Navin (90052)	55 Division
PC	DI NARDO, Marco (9964)	13 Division
Det.	DICKINSON, David (8250)	SCI - Homicide
PC	DOUGLAS-COOK, Allyson (9514)	11 Division

PC	DULUDE, Lisa (10538)	51 Division
PC	DUNNING, Brian (9185)	13 Division
PC	DURST, Christopher (9901)	51 Division
PC	ELLIOTT, Adrian (8233)	54 Division
PC	ELLIOT, Benjamin (90246)	55 Division
PC	EMOND, Christian (90249)	55 Division
Sgt.	EUSTACE, David (6425)	53 Division
Sgt.	FAIRCLOUGH, James (90145)	14 Division
PC	FERNANDES, Michael (9777)	14 Division
PC	FILIPPIN, Gianni (7230)	51 Division
PC	FLAMENGO, Maria (65868)	11 Division
PC	FLEMING, James (8034)	OCE - Financial Crimes
PC	FRANKLIN, Richard (6525)	Intelligence Services
Det.	FRENCH, Christopher (7693)	51 Division
PC	FRIESEN, Bethaney (9387)	55 Division
Det.	GAGLIARDI, Vito (5245)	13 Division
PC	GALAMIYEVA, Yekaterina (89192)	14 Division
PC	GARBUTT, Todd (1867)	11 Division
Civ.	GILLINGHAM, Magdalena (82106)	SCI - Forensic Identification Services
PC	GLOWA, Jan (9131)	13 Division
PC	GRAHAM, Jeffrey (9271)	41 Division
PC	GRANDE, Pietro (99504)	43 Division
PC	GRANT, Kevin (4588)	55 Division
PC	GRANTHAM, Ian (10073)	55 Division
PC	GRIER, Megan (9078)	13 Division
PC	HAIN, David (8524)	14 Division
PC	HAMMOND, Stephen (10087)	Toronto Police Operations Center
PC	HAWLEY, Steven (10649)	53 Division
Det.	HEITZNER, Robert (702)	SCI - Sex Crimes
Det.	HIBBELN, Philip (48)	51 Division
PC	HODGSON, Scott (10003)	51 Division
PC	HOELLER, Christopher (9022)	SCI - Sex Crimes
PC	HOWARD, Trevor (10557)	51 Division
Sgt.	HREPIC, Mario (6070)	43 Division
PC	HUBBARD, John (9447)	43 Division
PC	HUGHES, Guy (6358)	11 Division
PC	ILSON, Daniel (9357)	41 Division
PC	IMAI, Toshi (10548)	51 Division
PC	ITO, Christopher (9924)	51 Division

PC	JAKSA, Joseph (9659)	51 Division
PC	JAMES, Brian (7511)	51 Division
PC	JOHNSON, Andrew (9760)	51 Division
PC	JOHNSTON, Jason (8431)	43 Division
PC	JONES, Michael (99777)	51 Division
PC	JUDD, Richard (7996)	Organized Crime Enforcement
PC	KACHUR, Damien (8984)	43 Division
Det.	KARRAS, Stella (86728)	Divisional Policing Support Unit
PC	KEEGAN, Jason (9645)	11 Division
PC	KIM, Jung-Yul (11031)	32 Division
Det.	KIM, Sin-Joong (8762)	Toronto Police College
PC	KIRCHNER, Darryl (10300)	14 Division
PC	KLUTZ, Christopher (8560)	23 Division
PC	LAMBIE, Darryl (9906)	Community Safety Command
Sgt.	LEE, Jae-Wook (5192)	32 Division
PC	LIBURD, Blair (10112) (x2)	14 Division
PC	LILLIE, Shawn (9727)	Organized Crime Enforcement
PC	LINLEY, Carolina (8842)	SCI - Forensic Identification Services
Civ.	LIU, Shuxin (89426)	Enterprise Architecture Office
PC	LOISELLE, Jean Marc (9816)	Community Safety Command
PC	MA, Yu Pau (9212)	55 Division
Det.	MACDONALD, Aaron (6210)	55 Division
PC	MACKENZIE, Robert (9087)	SCI - Forensic Identification Services
PC	MACNEISH, Scott (10394) (Res.)	14 Division
PC	MAKHOLOUF, James (8993)	22 Division
Sgt.	MANSOUR, Nabih (9493)	14 Division
PC	MARSHALL, Kimball (10606)	43 Division
PC	MASSEY, John (7943)	SER - Police Dog Services
PC	MCDONALD, Matthew (5489)	13 Division
PC	MCDONALD, Stephanie (9940)	33 Division
PC	MCKENZIE, Joshua (90182)	51 Division
PC	MCCUE, Todd (7891)	11 Division
PC	MCLAUGHLIN, Colm (6754)	55 Division
PC	MCLAUGHLIN, Martin (8461)	SER - Emergency Task Force
PC	MCMILLEN, Matthew (9805)	51 Division
Sgt.	MCVEIGH, Michael (8151)	53 Division
Det.	MEANEY, Shawn (6436)	SCI - Forensic Identification Services
PC	MELO, Nathalie (10578)	14 Division
PC	MONTEIRO, David (10012)	14 Division

PC	MOORCROFT, Michael (8991)	41 Division
PC	MORLEY, Emma (10489)	11 Division
Det.	MORRISON, Michael (99477)	Intelligence Services
PC	MURPHY, Daniel (90535)	14 Division
Civ.	MYERS, Gordon (86922)	SCI - Forensic Identification Services
Civ.	NAIK, Umeshkumar (86975)	Information System Services
Sgt.	NASSER, Aman (9225)	23 Division
Det.	NEAL, Wesley (86593)	41 Division
PC	NELSON, Melissa (9537)	43 Division
PC	NEVIN, David (5704)	52 Division
Det.	NEWTON, Deedee (4373)	51 Division
Det.	NICHOLSON, Leonard (99646)	13 Division
Det.	OLSZEWSKI, Michelle (89887)	Organized Crime Enforcement
Civ.	ORSATTI, Giuseppina (88178)	SCI - Forensic Identification Services
PC	PAPAMANOLIS, Dimitrios (90499)	11 Division
Civ.	PATEL, Kishori (88577)	55 Division
PC	PATTON, Scott (9284)	51 Division
PC	PERSAUD, Rajendra (65666)	53 Division
PC	PILEGGI, Adriano (10268)	14 Division
PC	PINFOLD, Matthew (8802)	SCI - Sex Crimes
PC	PIRAISOODY, Balakumaran (10243)	43 Division
PC	PISCHEDDA, Mark (6383)	SCI - Sex Crimes
PC	POWELL, Michelle (99511)	SCI - Sex Crimes
PC	PREVOST, Terry (9929)	51 Division
PC	PROCTOR, Kelly (9718)	11 Division
PC	PUAR, Gurinder (9465)	55 Division
PC	RAHAMAN, Imeel (10841)	13 Division
Civ.	RAMPERSAUD, Darren (86635)	Information System Services
PC	REGAN, Paul (9416)	52 Division
PC	REYNOLDS, Jason (7856)	SCI - Sex Crimes
PC	RICE, Julie (8737)	51 Division
PC	RICHE, Scott (99992)	SCI - Sex Crimes
D/Sgt.	RINKOFF, Paul (6082)	Audit & Quality Assurance
PC	ROBERTS, Peter (10536)	51 Division
PC	ROBERTS, Ronald (8256)	43 Division
PC	ROCHA, Ulrick (10695)	13 Division
PC	ROY, Shaun (9418)	54 Division
PC	SALEH, Daniel (5409)	11 Division
Sgt.	SAMMUT, David (4352)	Traffic Services

PC	SEABAN, Michael (9993)	41 Division
PC	SELVER, Terry (65475)	53 Division
PC	SENYK, Janna (9227)	33 Division
PC	SHAFIQ, Amad (9973)	55 Division
Civ.	SHARIFABADI, Neena (87411)	Central Field
PC	SHREERAM, Amar (7672)	Intelligence Services
Sgt.	SISK, Darren (3697)	Area Field
PC	SMITH, Jean-Paul (7145) (x2)	51 Division
PC	SOTELO, Troy (90398)	51 Division
PC	SPEAKMAN, Robert (90038)	11 Division
PC	SULLIVAN, Sean (90185)	55 Division
PC	TAM, Wing (4106)	14 Division
Sgt.	TANABE, Shingo (8252)	22 Division
PC	THOMSON, Christopher (10071)	53 Division
PC	TOUT, Jeffrey (5255)	55 Division
D/Sgt.	TRAMONTOZZI, Nunziato (4049)	SCI - Sex Crimes
Det.	TSERING, Tenzin (7938)	OCE - Financial Crimes
PC	VANDERVOORT, Belinda (90067)	OCE - Financial Crimes
PC	WESLEY, Jeffrey (7788)	51 Division
S/Sgt.	WHITE, John (7376)	53 Division
PC	WILSON, Shane (8711)	51 Division
Civ.	WOO, Peter (86221)	Information System Services
PC	YEPES HOLGUIN, Andrea (11027)	14 Division
PC	ZAWERBNY, Michael (5166)	11 Division
PC	ZLOBICKI, Aleksandra (10335)	51 Division

ROBERT QUALTROUGH AWARD:

PC	GOMEZ, Gary (6528)	42 Division
PC	NICHIPORIK, Dale (8302)	42 Division

MENTAL HEALTH EXCELLENCE AWARD:

Sgt.	DYCK, Henry (9295)	51 Division
------	--------------------	-------------

Members who were unable to attend the ceremonies were presented with their awards at the unit level.

In summary, there were a total of 4 Merit Marks, 25 Commendations and 200 Teamwork Commendations, 2 Robert Qualtrough Awards and 1 Mental Health Excellence Award presented during 2016.

The following Toronto Police Services Board awards were presented to members of the community during the period from January to December 2016.

COMMUNITY MEMBER AWARD:

	Submitted by
ABIS, Benjamin	23 Division
ALMEIDA, Henry	Traffic Services
ANDERSON, Derek	Divisional Policing Support Unit
APPADURAI, Samy	Divisional Policing Support Unit
ASHOURI ABENAR, Zohreh	51 Division
BLAIR, Kristy Ann	22 Division
BOLTMAN, Robert	54 Division
BRYSON, Lindsay	41 Division
BUCHSBAUM, Bradley	13 Division
CALLAGHAN, Irene	54 Division
CIUS, Elizabeth	51 Division
CLABASSI, Fernando	22 Division
COLTERMAN, Joseph	Divisional Policing Support Unit
CRPSSCOMBE, Nigel	SER - Marine
DAVIS, Sean	43 Division
DE PAULSEN, Christian	Traffic Services
DUKIE, Shabeer	41 Division
DUNCAN, Kirsty	23 Division
EDMONDS, Cameron	Central Field
ENG, Kevin	SCI-Sex Crimes
FARHAD, Mohammed	54 Division
FLAVIUS, Chris	23 Division
FULLARTON, Kevin	22 Division
GABAY, Shachar	Traffic Services
GABAY, Shelly	43 Division
GIANNANTONIO, Veronica	23 Division
GONCALVES, Carlos	22 Division
GOZZARD, Michael	SER - Marine
GOZZARD, Robin	SER - Marine
GREWAL, Randeep	33 Division
HENDRICKS, Mark	41 Division
HOLLICK, Priscilla	53 Division
HOLLICK, Raymond	53 Division
HOWELL, Crystal	43 Division

HSIUNG, Hsiu Ling	SCI-Sex Crimes
HUGHES, David	SCI - Homicide
HUTTON, Karen	55 Division
HUTTON, Robert	55 Division
JEFFERS, Storm	43 Division
KALIA, Shivankur	43 Division
KANGA, Raja	Divisional Policing Support Unit
KHAN, Daniel	43 Division
KIM, Bart	51 Division
KIM, Bunthoeun	31 Division
KIRKWOOD , Jason	51 Division
KLAEHN, May	Central Field
KNOX, Elizabeth	22 Division
KORIKOV, Andrey	55 Division
KOSSAR, Haleh	33 Division
LAGREE, Andrew	22 Division
LANDAU, Jacob	53 Division
LARSEN, Michael	Central Field
LEYSON, Emmanuel	SCI-Sex Crimes
LIPPE, Karl	22 Division
MACVICAR, Scott	Divisional Policing Support Unit
MARCIAL, Ian	54 Division
MASUDA, Kanako	51 Division
MIDDLETON, Katherine	Court Services
MOHAN-RAM, Karishma	Traffic Services
MORALES, Gustavo	SER - Emergency Task Force
MPELETZIKAS, Steve	Traffic Services
OLSEN, Roseanna	13 Division
OSBORNE, Donique	12 Division
PEDLER, Trevor	51 Division
POWERS, Jeff	Traffic Services
PROCTOR, Matthew	51 Division
QUAYE, Rashidah	55 Division
QUIGLEY, David	12 Division
RATNAKULSINGAM, Delaney	23 Division
REYES, Albert	43 Division
RUTTER, Ashley	23 Division
RYAN, Raymond	43 Division
SARHAN, Ahmad	51 Division

SHANAHAN, Joanne	43 Division
SMITH, William	Central Field
STEWART, Lesley	22 Division
STRIMAS, Jill	51 Division
TAMANNA, Nuri	54 Division
WAGG, David	Traffic Services
WANG, Will	Traffic Services
WAXMAN, Yishay	Traffic Services
WILLIAMS, Ottis	51 Division
WOKURI, Junic	51 Division
WOOD, Errol	43 Division
YEE, Chiwah	Traffic Services

PARTNERSHIP AWARD:

	Submitted by
HAINES, Kerry-Lee	43 Division
LEBLANC, Michel	43 Division
MACPHERSON, Allison	32 Division
MONTEITH, Jason	43 Division
MURRAY, Leslie	43 Division

In summary, there were a total of 85 Community Member Awards and 5 Partnership Awards presented in 2016. Members of the community who were unable to attend the ceremonies were presented with their awards by the units who had submitted them for nomination.

Conclusion:

The purpose of the report is to provide a record of awards granted by the Toronto Police Services Board during the period from January to December 2016.

Respectfully submitted,

Andy Pringle
Chair



Toronto Police Services Board Report

May 10, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Annual Report: 2016 Training Program

Recommendation(s):

It is recommended that the Board receive the following report.

Financial Implications:

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

Background / Purpose:

At the 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 describes the training delivered by the Toronto Police College (T.P.C.) during the year 2016.

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 courses, unit-specific training offered to members of a particular unit, courses offered online in an e-learning format, and course tuition reimbursement for training offered through external learning institutions. In past years, T.P.S. members have been reimbursed a percentage of their tuition for participating in post-secondary training offered through external training institutions. This program was suspended in 2016 due to budget restrictions. Members who had prior approvals will continue to be reimbursed; however, no new applicants were

approved from the third quarter of 2016.

Attached is a detailed report entitled 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 three courses delivered or sponsored by members of the T.P.C. This study focused on the transfer of classroom knowledge to field units and the impact of that knowledge on the T.P.S. and the community. The courses studied were

1. Investigative Interviewing Course;
2. C.8 Carbine Rifle Course; and
3. Elder Abuse Course.

The Executive Summary for The Effectiveness of Police Training report is appended to this report as Appendix A.

Conclusion:

This report will provide the Board with an overview of the training provided by the T.P.C. during 2016.

Acting Deputy Chief Richard Stubbings, Operational Support Command, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

MB:sc

Filename: Annual Report – 2016 Training Programs.docx

Executive Summary

The 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.), and through outreach initiatives. 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 of Learning; and
4. Results of Learning.

Every course has a specific evaluation strategy. All courses are evaluated for reaction and learning at the time of delivery. Transfer and impact evaluations are much more labour intensive and are part of a long-term in-depth analysis. This long-term in-depth analysis was conducted on selected programs. Specifically, three training courses or programs delivered in 2016 were reviewed based on the above criteria. These courses were as follows:

1. Investigative Interview Courses;
2. C.8 Carbine Rifle Course; and
3. Elder Abuse Course.

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. With a reported transfer of learning ranging from 84% to 100%, this analysis revealed that the training members received throughout 2016 made a difference in their abilities to perform their duties.

The T.P.C. is continuing its efforts to meet and exceed the recommendations contained within the 2006 Auditor General's report entitled "Review of Police Training, Opportunities for Improvement". To this effect, the attached 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. Finally, course delivery strategies have continued to expand and liaisons with federal, provincial, and private partners have continued to grow throughout 2016, all of which have 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.



**The Effectiveness of Policing Training
Toronto Police College
April 2017**

Table of Contents

Executive Summary.....	6
Introduction.....	7
Effectiveness Study.....	7
Scope of 2016 Transfer Study.....	8
Methodology.....	8
Finding By Course.....	8
Investigative Interviewing Course.....	8
C.8 Carbine Rifle Course.....	10
Elder Abuse.....	11
Toronto Police College Section Highlights.....	12
Investigative Training Section.....	12
Community Policing Section.....	16
In-Service Section.....	18
Armament Section.....	19
Police Vehicle Operations.....	20
Learning Development and Standards Section.....	22
Conclusion.....	26
Appendix A.....	27
2016 Courses Delivered by Toronto Police College, Online and Training Videos	
Appendix B.....	41
2016 Courses Completed by External Units, Conferences – Seminars and Continuing Education Courses	

Executive Summary

The 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 O.P.C., and through outreach initiatives. Measuring the effectiveness of training is a difficult undertaking due to the numerous demands placed on our organization. While it may be presumed that performance improvement is due to training, this is difficult to verify. 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 of Learning; and
4. Results of Learning.

Every course has a specific evaluation strategy. All courses are evaluated for reaction and learning at the time of delivery. Transfer and impact evaluations are much more labour intensive and are part of a long-term in-depth analysis. This long-term in-depth analysis was conducted on selected programs. Specifically, three training courses or programs delivered in 2016 were reviewed based on the above criteria. These courses were as follows:

1. Investigative Interview Course (T.C.0110 and T.C.0116 – 2016);
2. C.8 Carbine Rifle Course (T.U.0072 – 2016); and
3. Elder Abuse Course (T.C.0118 – 2016).

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. With a reported transfer of learning ranging from 84% to 100%, this analysis revealed that the training members received throughout 2016 made a difference in their abilities to perform their duties.

The T.P.C. is continuing its efforts to meet and exceed the recommendations contained within the 2006 Auditor General's report entitled "Review of Police Training, Opportunities for Improvement". To this effect, the report attached to this Board 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. Finally, course delivery strategies have continued to expand and liaisons with federal, provincial, and private partners have continued to grow throughout 2016, all of which have 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 learning opportunities from within, through partner organizations such as the O.P.C. and through outreach initiatives. Members of the T.P.S. receive training through a number of different means including: training offered by the T.P.C. through traditional in-class instruction, unit specific training offered to members of a particular unit, courses offered online in an e-learning format, outreach training offered by the T.P.C. through a network of field training supervisors, and course tuition reimbursement for training offered through external learning institutions. A summary of the courses offered/completed 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 Kirkpatrick Hierarchy of Evaluation which includes the following:

- **Reaction:** Did participants find the program positive and worthwhile? This question has many sub-parts relating to course content including format, the approach taken by the facilitator, physical facilities and audio-visual aids.
- **Learning:** Did participants learn? Training focuses on increasing knowledge, enhancing skills, and changing attitudes. To answer the question of whether participants learned involves measuring skill, knowledge and attitude upon entry and again upon exit in order to determine changes.
- **Transfer of Learning:** Did the learning translate into changed behaviours in the workplace? This question asks if learners have been able to transfer their new skills to the workplace or community. Often, it is in this area that problems occur. There may not be opportunity or support to use what was learned. This may reflect on the course itself, but it may also be due to other variables. Methods used to measure transfer may include participant course surveys at the six-month mark, interviews with training co-ordinators and supervisors, and in-field training session observance of students by co-ordinators.
- **Results of Learning:** Did the program have the desired impact? Assuming that the training program was intended to solve an organizational problem, this question asks, "Was the problem solved?"

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. Transfer and result evaluations are much more labour intensive. They are part of a long-term, in depth analysis conducted on selected programs.

Scope of 2016 Transfer Study:

During 2016, three T.P.S. training courses were selected for review based on a number of considerations which included the number of members mandated to take the training and the regulatory requirements. The courses chosen were as follows:

1. Investigative Interview Course (T.C.0110 and T.C.0116 – 2016);
2. C.8 Carbine Rifle Course (T.U.0072 – 2016); and
3. Elder Abuse Course (T.C.0118 – 2016).

Methodology:

To address the transfer of knowledge, anonymous surveys were used to collect data on whether learning translated into changed behaviours in the workplace. Internet-based surveys were created using Class Climate software. These surveys were completed by members, most of whom were randomly selected. These surveys were completed anonymously online. The survey results were saved to the Class Climate database for analysis. If the course had smaller enrolment numbers, all members who attended that course were surveyed. A larger enrolment base required a random sampling of members, again allowing for an anonymous return.

Finding by Course:

Investigative Interviewing Course:

The Investigative Interviewing Course is designed to introduce students to the practice of investigative interviewing, familiarize them with investigative risk factors, and provide them with an evidence-based model for conducting effective interviews of victims, witnesses, and suspects. The course consists of a five-day program, focusing on an array of investigative interviewing skills necessary to conduct effective suspect and

witness interviews.

The learner group includes criminal investigators assigned to roles which require them to regularly conduct interviews of victims, witnesses and suspects.

Transfer of Learning:

In order to assess transfer of learning for the Investigative Interviewing Course, a survey of members who completed the training in 2016 was conducted. The anonymous survey was distributed electronically and a total of 21 responses were received. Respondents clearly indicated that they applied the knowledge gained in their training and listed the ways in which they used this new knowledge.

The following table provides a detailed breakdown of the additional metrics used during this assessment:

To which unit were you assigned when you took the course in 2016?

Note: Respondents were allowed to select more than one unit because of the possibility of them transferring during the year; therefore, the totals may exceed 100%

Unit	Breakdown in Percentage
Divisional Criminal Investigation Bureau	56%
Divisional Primary Response Unit	9%
Divisional Community Response Unit	4%
Traffic Services	9%
Specialized Criminal Investigations	4%
Corporate Risk Management	9%
Other	9%

Has the knowledge you gained during the course assisted you in conducting interviews of victims, witnesses and suspects?

100% replied "Yes".

Has the knowledge you gained during the course assisted you when testifying (i.e. the voir dire process)?

47% replied "Yes".

Were there topics that you would like to see covered in more detail in future generations of the course?

80% replied “No”, indicating that most students felt that the course covered the topics in sufficient detail.

C.8 Carbine Rifle Course:

The C.8 Carbine Rifle Course provides officers with marksmanship skills through a series of shooting drills from varying environmental and situational positions and distances. Students will complete the course by passing a written examination, displaying competence and confidence in handling the weapon and passing a qualification course of fire ensuring that they meet T.P.S. standards.

Transfer of Learning:

In order to assess transfer of learning for the C.8 Carbine Rifle Course, a survey of members who completed the training was administered. The anonymous survey was distributed electronically and a total of 41 responses were received. Respondents indicated that they applied the knowledge gained in their training and listed the ways in which they used this new knowledge. Results indicated that a transfer of learning had occurred. When asked if they had applied any of the knowledge gained from the course in their current duties, 80% of respondents said “yes”, and 98% of respondents indicated the learning they acquired has helped them to improve their overall confidence in performing their duties.

The following tables provide a detailed breakdown of the additional metrics used during this assessment.

To which unit were you assigned when you took the course in 2016?

Note: Respondents were allowed to select more than one unit because of the possibility of them transferring during the year so the totals may exceed 100%.

Unit	Breakdown in Percentage
Primary Response Unit	80%
Community Response	5%
Organized Crime Enforcement	7%
Other	7%

From which course topics were you able to apply knowledge?

Course	Breakdown in Percentage
Proving Safe Procedure/Unloading	17%
Loading/Reloading	14%
Weapons Maintenance	13%
Deploying from Vehicles	16%

Course	Breakdown in Percentage
Rifle Retention Techniques	9%
Transition to Pistol	7%
Aimpoint Sighting System	11%
Use of Streamlight Lighting System	12%

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

Question	Breakdown in Percentage
The learning I acquired has helped me to improve my overall confidence in performing my duties.	95%
As a result of my training I am better prepared to use the C.8 Carbine if required.	85%
As a result of my training I improved my ability to articulate my use of force.	76%
As a result of my training I increased my ability to assess threats.	80%
As a result of my training I am more proficient with my issued equipment.	97%

Elder Abuse Course:

The Elder Abuse Course is designed to provide a comprehensive introduction to officers on investigating occurrences related to crimes against seniors. It is assigned to Accredited Criminal Investigators who are currently assigned or about to be assigned to an area where they may be investigating crimes against seniors. The training is designed to enhance the various types of offences as well as the social agencies involved in assisting police by promoting current best practices as well as victim and witness sensitivity.

Transfer of the Elder Abuse Course:

In order to assess transfer of the Elder Abuse Course, a survey of the members who completed the training in 2016 was administered. The anonymous survey was distributed electronically and a total of 19 responses were received. Respondents clearly indicated that what they learned in the course will be beneficial in elder abuse investigations.

The following tables provide a detailed breakdown of the additional metrics used during this assessment.

To which unit were you assigned when you took the course in 2016?

Note: Respondents were allowed to select more than one unit because of the possibility of them transferring during the year so the totals may exceed 100%.

Unit	Breakdown in Percentage
Criminal Investigation Bureau	27%
Community Response	23%
Sex Crimes	5%
Homicide	5%
Divisional Primary Response Unit	18%
Other	23%

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

Question	Breakdown in Percentage
What I learned in this course will be beneficial in elder abuse investigations.	95%
The amount of information provided was manageable.	84%
As a whole the presenters were relevant, understandable and effective.	100%
Is the material retainable and will it assist over long periods of time.	95%
This course offered practical solutions to elder abuse investigations.	89%
I would recommend this course to other investigators.	89%

Toronto Police College Section Highlights:

Investigative Training Section (I.T.S.):

The I.T.S. provides criminal investigative, traffic and provincial statute training to officers serving in uniform and detective functions within the T.P.S. The following courses are delivered on an on-going basis by members of the I.T.S.:

- General Investigations;
- Sexual Assault Investigations;
- Child Abuse Investigations;
- Sexual Assault/Child Abuse Update;

- Domestic Violence Investigations;
- Plainclothes Investigations;
- Introduction to Drug Investigations;
- Firearms Investigations;
- Youth Crime Investigations;
- Asset Forfeiture;
- Search Warrant Drafting;
- Death Investigators;
- Major Case Management;
- Power Case (Major Case Management software);
- Computer and Technology Facilitated Investigations;
- Traffic Generalist;
- Provincial Statutes;
- Operation Pipeline/Convoy;
- Technical Collision Investigations;
- At Scene Collision Investigations;
- Police Services Act;
- Impaired Driving Investigations;
- Financial Crimes Investigations;
- Interview Techniques; and
- Persuasion-Based Interviewing (New).

Violent Extremism Awareness Seminar:

In addition to the delivery of the standard courses as described above, the I.T.S., in partnership with various police, community and government agencies, regularly facilitates a variety of seminars and workshops. The T.P.C. is an internal stakeholder in developing a community-based strategy for violent extremism within the city. The Section co-hosted a series of seminars with T.P.S. Intelligence to better equip officers when dealing with this phenomenon.

New Developed Courses and Initiatives:

Persuasion Based Interviewing Course:

As a result of a wide-ranging domestic and international consultation process and recent developments in Canadian case law, the Interviewing and Interrogation Techniques course was redesigned and renamed in 2013. The new course, entitled, Investigative Interviewing, is an evidence-based approach to gathering information from victims, witnesses and suspects. It seeks to align interviewing training more closely with the extensive body of scientific research that has been conducted in this field over the past thirty years. From the success gained from this course, the Persuasion Based Interviewing Course was established to further refine and expand on our members'

abilities with the highest level of professionalism.

Elder Abuse Investigators Course

After a significant period of research, the I.T.S. gained approval to launch a new course entitled Elder Abuse Investigators Course for 2016. After approval, members of the I.T.S., subject matter experts and staff from Divisional Policing Support Unit formalized a training course to better equip our officers to deal with the growing demographic of seniors within the City of Toronto. This course is the first step in an overall training strategy to ensure the T.P.S. is fully prepared to offer the highest level of service to our seniors.

Training Initiatives:

Collaborative Training with External Agencies and Community Partners:

Members of the I.T.S. have continued to involve themselves on various committees for the T.P.S. including:

- Sexual Assault Advisory Committee;
- Domestic Violence Advisory Committee
- Ontario Association of Chiefs of Police (O.A.C.P.) Traffic Sub-committee;
- Ontario Major Case Management Working Group;
- Police and Community Engagement Review (P.A.C.E.R.) Internal Advisory Committee
- Level 3 Search Working Group;
- In-Car Camera Working Group; and
- Investigative Interviewing Working Group.

Members also continue to maintain and develop partnerships with various external agencies. These partnerships include:

- Ministry of Transportation;
- Canadian Society of Evidence Based Policing;
- Ministry of Community Safety and Correctional Service;
- Ministry of Revenue;
- Alcohol and Gaming Commission of Ontario (A.G.C.O.);
- Correctional Service Canada
- Ministry of Housing;
- Children's Aid Society (Toronto, Catholic, Jewish and Native);
- Criminal Intelligence Service Ontario (C.I.S.O.);
- Border Enforcement Security Task Force (B.E.S.T.);
- Osgoode Hall Law School;

- Upper Canada Law Society;
- Sexual Assault Nurse Examiners (S.A.N.E.);
- Sexual Assault Care Centres;
- Centre of Forensic Sciences;
- Multilingual Community Interpreter Services (M.C.I.S.);
- Boost Child and Youth Advocacy Centre; and
- Toronto District School Board (public and separate)

The Child Abuse Course continues to be delivered in partnership with the Children's Aid Societies, where the students consist of both T.P.S. members and social workers from this agency.

Memorandum Book Notes – The Foundation of Good Testimony – A T.P.S. Guide and Seminar

The I.T.S. hosted a seminar for T.P.S. members to enhance their knowledge and awareness of the requirements for good testimony and thorough memorandum book notes. The seminar included presentations by subject matter experts from the Crown Attorney's Office, the Defence Bar, the Judiciary and an academic researcher. The seminar included a panel moderated by the I.T.S.

The seminar reinforced the use of the 58-page training guide prepared by the Section as a review and update of police note-taking. Legal and judicial references, insights, procedures and police best practices were consolidated to provide officers with the "who, what, where, when, why and how" of writing superior notes. This document is intended to build good note-taking skills which are considered to be the foundation of good testimony.

Investigative Mentorship Network (I.M.N.):

As in previous years, members of the I.T.S. delivered lectures on a variety of courses run by other sections within the T.P.C., including the Leadership, Recruit, Coach Officer, and in T.P.S. Training Programs. Investigative Training instructors also lectured at divisions and specialized units upon request. Some of the topics covered included Domestic Violence Investigations, Sexual Assault Investigations, Investigative Detention, Articulation and Impaired Driving. Instructors also continue to provide assistance, guidance and support to individual members and units upon request.

In response to an identified need to assist officers in the development of skills in the area of court preparation and testimony, members of the I.T.S. have established the I.M.N. as a strategy to complement the overall improvement of note-taking and testimony. The I.M.N. is intended to be a network of front-line and investigative officers throughout the divisions who are experienced in the investigative process and are willing and able to mentor officers with less experience or who are having difficulty in

this area. The objective and actions of this strategy are as follows:

- Conduct effective mock trials;
- Prepare officers for specific court cases;
- Mentor colleagues;
- Provide feedback to T.P.C. on the effectiveness of current training strategies; and
- Encourage a culture shift wherein officers increasingly discuss and engage in these topics among themselves.

Members of the I.T.S. will provide support in the form of organized tutorials, reading materials (e.g.: current case law) and assistance with running mock trials.

Community Policing Section (C.P.S.):

The C.P.S. is responsible for the delivery of training to all police recruits, as well as training for T.P.S. members in the areas of Ethics, Professionalism, Customer Service, Diversity, Coach Officer, Lateral Entry Officers, Auxiliary Police Recruit Training and Frontline Supervisors. The C.P.S. also assists in the delivery of Human Rights lectures, investigative training lectures and Wellness lectures as part of the In-Service Training Program (I.S.T.P.).

The C.P.S. is responsible for the delivery of Wellness Programs to T.P.S. members (uniform and civilian). The Wellness Sub-Section is responsible for providing programs and training to support the global wellness initiatives, which include organization health, fitness, nutrition, fatigue management and work-life balance.

The C.P.S. also delivers training to officers and civilians covering a wide range of topics:

- Community Mobilization and Crime Prevention;
- Crime Prevention through Environmental Design;
- Auxiliary Officer Course;
- Lateral Entry Course;
- Ethics and Professionalism in Policing and,
- Frontline Supervisors Course.

Occupational Health and Safety:

The Community Policing Section is also responsible for the Occupational Health and Safety Section, as well as First Aid, Cardiopulmonary Resuscitation (C.P.R.) and Automated External Defibrillator (A.E.D.) training.

- Automated External Defibrillator (A.E.D.);
- Standard First Aid Certification;

- Standard First Aid Recertification;
- Occupational Health and Safety for Supervisors;
- Joint Occupational Health and Safety; and
- Joint Occupational Health and Safety for Civilians.

Advanced Leadership Course:

In mid 2016, due to internal restructuring, the two week Advanced Leadership course was moved to the C.P.S. This course designed specifically for T.P.S. Managers / Supervisors was delivered. The program provides an array of critical leadership and management skills that are necessary for middle managers to effectively deal with the increasing challenges and responsibilities in today's ever-changing environment, as well as gain in-depth organizational awareness. During the course, learners work collaboratively in applying theory to practical challenges. The Fair and Impartial Policing (F.I.P.) Mid-Manager version of the course looks at implicit and explicit bias from the mid-manager lens. It helps in providing further personal and supervisory criticality in the leadership decision making process.

Leadership Training: O.P.C. /T.P.C. Blended Frontline Supervisor:

This course provides newly promoted T.P.S. sergeants with the basic knowledge they require to help them perform their new supervisory role. The O.P.C. /T.P.C. Blended Frontline Supervisor course is a combination of O.P.C. curriculum and T.P.S.-specific content. The course materials reflect the core competencies for a frontline supervisor as developed by the Police Sector Council. Curriculum delivery uses current adult education and online technology to engage the officers.

The O.P.C. Frontline Supervisor course is endorsed by the O.A.C.P. It is a proposed provincial standard for supervisory leadership training. The addition of T.P.S. information ensures supervisory curriculum specific to the T.P.S. environment. In mid 2016, due to internal restructuring, this course was moved to the Community Policing Section. Emphasis is placed on the role of supervisors in creating a work space that supports the psychological health of all members.

The Road to Mental Readiness (R.2 M.R.):

The R.2 M.R. program was developed by the Department of National Defence and adapted by the Mental Health Commission of Canada (M.H.C.C.). R.2 M.R. offers two custom training programs: an eight hour course for those members in a supervisory/management role, and a four hour course for the remaining members. Each one is designed to help decrease the stigma, increase awareness and to create a common language that is recognizable throughout the organization surrounding mental health.

R.2 M.R. is designed to spark transformational culture change and better mental health for members of emergency service agencies. This has the potential to positively impact the resiliency of all T.P.S. members and enhance overall job performance. Members of the T.P.S. who are trained in R.2 M.R. will have a better understanding of mental health issues and, as a result, are better equipped to find positive resolutions both within the T.P.S. and when working within our communities.

R.2 M.R. has been delivered to all recruits during Basic Constable Training at the O.P.C. since 2015 and has been rolled out in a majority of Ontario Police Services. This program teaches T.P.S. members and leaders about the mental health continuum model, enabling all members to be able to use a common language to address issues of mental health. The program provides information about barriers to care resources available through T.P.S., practical skills for helping fellow members, and resiliency strategies for promoting mental health.

The leadership training (8 hours) is for all senior management, supervisors and managers, civilian and sworn, while primary training (4 hours) is designed for all police constables, detective constables and civilian support staff (non-supervisory). The primary training will be combined with the suicide prevention program, Safe Talk, to create a full day of training at the T.P.C. This training was rolled out starting early in 2017 and will continue into 2018.

In-Service Training Section (I.S.T.S.):

In keeping with the provincial requirements within Ontario Regulation 926, members must recertify on the use of their firearms and less-lethal use of force options at least once every twelve months. Members are required to attend recertification training before the date of certification attained during the previous year.

The I.S.T.S. is responsible for delivering annual refresher and officer safety training to both frontline and non-frontline personnel. Officers are trained to de-escalate aggressive behaviour and to use sound judgement in selecting the most appropriate use of force options when confronted with violent behaviours. Training is provided in skills such as force options, tactical communications, and response to emotionally disturbed persons. The emphasis of these programs is to ensure that officers respond professionally, ethically and legally in all conflict resolution situations. In addition to the delivery of the standard courses as described below, the I.S.T.S., in partnership with the O.P.C., facilitated the Use of Force Instructors' course at the T.P.C.

The following courses are delivered on an ongoing basis, by members of the I.S.T.S.:

- In-Service Training Program – Uniform;
- In-Service Training Program – Investigative;
- Shotgun and Less Lethal Shotgun Operators Course;
- Booking Hall Officer Safety;

- School Lockdown Frontline Responder;
- Plainclothes Tactical;
- Senior Officer Use of Force;
- Use of Force Reset Course;
- Use of Force Patch Course;
- Conducted Energy Weapon (C.E.W.) Training; and
- Auxiliary Use of Force Requalification Training.

The I.S.T.S. also delivers officer safety and use of force training on the following courses:

- Auxiliary Recruit Use of Force Training;
- Provincial Use of Force Course;
- Body Worn Camera Training;
- Document Servers Recruit Course;
- Police Vehicle Operations Advanced Bicycle Firearms Training;
- Chemical, Biological, Radiological, Nuclear and Explosive (C.B.R.N.E.) Awareness Training;
- Parking Enforcement Officer Safety Training;
- Mobile Crisis Intervention Team Training;
- Police Officer Pre Aylmer Recruit Training;
- Police Officer Post Aylmer Recruit Training; and
- International Deployment Tactical Orientation.

In addition to the delivery of the standard courses as described above, in 2016, the I.S.T.P. was increased to an additional day of training in order to satisfy Recommendation 12 of the P.A.C.E.R. in which it states that T.P.S. continues to ensure all uniform officers and investigators receive training that includes, but is not limited to:

- Canadian Charter of Rights and Freedoms;
- Ontario Human Rights Code;
- Articulable cause, reasonable suspicion and investigative detention;
- Police note-taking, case disclosure and court testimony;
- Customer service;
- Tactical communication, strategic disengagement and conflict de-escalation, mediation and resolution; and
- Prevention of discrimination, racism and Black racism.

The training incorporates role-play and scenario-based training in relation to the Community Engagements. All training involves community participation in training design, delivery and evaluation.

This day is facilitated by the Learning Development and Standards Section and occurs through an eight-hour training module. It was designed and created in partnership with

members from the P.A.C.E.R. committee.

Armament Section:

The Armament Section is responsible for approving, setting and maintaining standards of firearms training, qualification and tactical training exercises for T.P.S. members, and the purchase and maintenance of T.P.S. firearms and ammunition. The Section further undertakes research in firearms, C.E.W.s and officer safety equipment for the T.P.S.

The following courses are delivered on an ongoing basis by members of the Armament Section:

- Conducted Energy Weapons Instructor and User;
- Shotgun Re-qualification and User;
- Glock 22 Pistol Training and Recertification;
- C.8 Carbine User Course;
- M.P. 5 Sub Machine Gun;
- Glock 27 User Course; and
- Recruit Firearms Training.

In addition to the delivery of the standard courses as described above, the Armament Section, in partnership with the O.P.C., facilitated a Carbine Instructor's Course at the T.P.C.

Use of Force Analyst:

The Use of Force Analyst is responsible for the research, co-ordination and dissemination of data used in the development of Use of Force course training materials. The Analyst also fulfils the function of Training Analyst in relation to Use of Force Reports and Conducted Energy Reports, as submitted by T.P.S. officers.

Police Vehicle Operations (P.V.O.):

The T.P.S. employs a variety of specialized vehicles that include automobiles (including marked and unmarked police cars), trucks (wagons, command posts, property etc.), bicycles and all-terrain vehicles (A.T.V. and Side by Side). P.V.O. staff are assigned full-time to vehicle training duties. In addition to the full-time instructors, there are sworn and civilian field trainers placed throughout the T.P.S.

Police officers, by the demands of their profession, are asked to perform far more difficult driving tasks than the average motorist on the road. Unique aspects of police driving can be broken down to three functions: patrol, emergency response and suspect apprehension pursuit.

These driving functions can be difficult to replicate during training. P.V.O. delivers specialized decision-based driver training programs, developed by subject matter experts, using driving simulation to train officers in patrol, emergency response and suspect apprehension pursuit training. The program is highly engaging with interactive classroom activities, simulation exercises and practical in-car training. The T.P.S. is the only police service in Ontario that currently uses a driving simulator to enhance the delivery of driver training to frontline officers, making T.P.S. a leader within Ontario in this type of training.

The training is delivered to frontline officers in two learning streams. The Safe Skills and Emergency Driving Courses is one day in length and refreshes members in the safe operation of police vehicles and Suspect Apprehension Pursuit (S.A.P.). The Police Officer Driving Course is delivered to members requiring remedial action due to at-fault involvement in a collision or S.A.P.

P.V.O. has begun a post training reinforcement program. Every member who attends a P.V.O. course receives an email message about a week later. The message provides quick access to a number of driving resources including reference manuals, videos and easy to follow driving tips in an engaging format that encourages positive behaviours.

Additional training is provided in the form of classroom sessions. These sessions require the instructor to be a provincially designated S.A.P. Trainer. The courses taught during the session are:

- Supervisory Leadership Course;
- Coach Officer's Course;
- New Communications Operations Training;
- Communications Operators Refresher Training; and
- Auxiliary Police Officer Recruit Training.

P.V.O. administers the issuing of Blue Cards (permits to drive police vehicle) to T.P.S. members. A screening process and background checks are conducted to establish suitability to operate T.P.S. vehicles. 94 civilian members were issued Blue Cards in 2016.

2016 Training Highlights:

Suspect Apprehension Pursuit (S.A.P.):

T.P.S. wide training was conducted in 2016 for all police officers in S.A.P. S.A.P. training is a mandatory requirement for any officer who may engage in a pursuit. P.V.O. provides training for frontline officers, supervisors and civilian communications personnel. The training is accredited by the Ministry of Community Safety and Correctional Services. The training ensures members are conversant with T.P.S.

procedure, with a focus on identifying risks associated with pursuits and instruction on alternative strategies. S.A.P. training is incorporated in all emergency vehicles driving instruction. Refresher training is required every two years.

Drive to Arrive Video:

The “Drive to Arrive” training video was released and distributed by the T.P.S. The “Drive to Arrive” video was created in response to the fatal crash of Police Constable John Zivcic. The video examines two of the contributing factors to the seriousness of that collision: speed and seatbelt use.

Accompanying the “Drive to Arrive” video is a year-long awareness campaign entitled “365 Drive to Arrive”. Fifty-two unique screen savers are being displayed weekly on T.P.S. computers, which display driving facts and safety tips. This campaign capitalizes on the momentum gained by the initial release of the “Drive to Arrive” video.

Divisional Training Sessions:

P.V.O. began a systematic delivery of Safe Driving and S.A.P. training day sessions for frontline platoons throughout the T.P.S. These sessions use case studies and videos to examine factors such as motivation, attitudes, perceptions and values to develop members’ decision-making capacity.

Recruit Training:

The length of the Safe Skills and Emergency Driving Course has been increased to two days of training for recruits. This increase in training has been allotted as an opportunity to develop the best driving skills possible at the start of an officer’s career. This course includes academic, simulation and practical exercises.

Bicycle Patrol Training:

A methodical system of annual requalification for all bicycle patrol officers throughout the T.P.S. continued. 638 bicycle riders were qualified, which is the largest number since the T.P.S. started annual requalification, while bicycle related injuries have been reduced by over 70% since 2012.

Mobile Paid Duty Online Learning:

Police officers selecting mobile escort paid duties are required to successfully complete T.P.S. approved training. This training was developed by P.V.O. and is delivered in an online training module. The training covers authority and statues, best practices and

safe driving strategies for mobile paid duties.

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

The L.D. & S. provides training to both uniform and civilian members of the T.P.S. The section is responsible for eLearning, trainer accreditation, adult education, conferences, records coordination, the administration and support of field-training supervisors (known as The Learning Network or T.L.N.) and Quality Assurance (Q.A.)

In 2016, the T.P.C. underwent some internal restructuring which saw the section grow rapidly in personnel. F.I.P. trainers as well as Supervisory Trainers were folded into the section to facilitate training as it relates to the mandatory additional day of I.S.T.P. and Ontario Regulation 58/16, The Collection of Identifying Information in Certain Circumstances.

Training Initiatives:

eLearning:

Members of the L.D. & S. Section finished the development of the Internet Facilitated Investigations eLearning module. This module was completed in a collaborative effort with the Computer Cyber Crime Section. The module was released in 2016 and is part of the revised Cyber Crime training and it is a prerequisite for further in class courses.

Development continued on the New Toronto Police eCollege. This new Learning Management System (L.M.S.) is being developed to replace the old Canadian Police Knowledge Network. Design and testing continued throughout 2016 to ensure a smooth transition in 2017. The new L.M.S. will offer many new functions to the T.P.S. similar to those offered in many higher education institutions.

The Learning Network (T.L.N.):

T.L.N. continues to provide timely and relevant training to frontline officers and other members through a network of training supervisors who are directly responsible for training at the unit level. This training is delivered through D.V.D. releases, email, and print media. The T.L.N. has over 100 internal and external lecture partners catalogued that can be utilized to deliver training to members. Members of the L.D. & S. Section as well as Subject Matter Experts from field units are utilized to review and add constructive changes to Ontario Police Video Training Alliance (O.P.V.T.A.) training video releases.

Fair and Impartial Policing (F.I.P.):

F.I.P. is a mandatory one-day interactive presentation for uniformed members of the T.P.S. The training program applies the modern science of bias to policing, and trains officers on the effect of implicit bias, and gives them the information and skills they need to reduce and manage their biases.

The curriculum addresses not just racial and ethnic bias; it examines biases based on factors such as gender, sexual orientation, religion and socio-economic status. This curriculum discusses that all people, even well-intentioned individuals, have biases, and these biases are often unconscious or implicit. These implicit biases influence choice and actions without conscious thinking or decision-making.

F.I.P. consists of five modules which deal with:

1. Understanding Human Bias;
2. Science of Bias;
3. Impact of Bias;
4. Managing Implicit Bias; and
5. Addressing Biases of others.

Along with these modules, group assignments are given as well as a handout that provides information on how to deal with implicit biases. In the early part of 2016, this course met its objectives and all officers were trained.

In-Service Training – Recommendation #12 (P.A.C.E.R.)

Below are the requirements of Recommendation #12:

Recommendation #12: That the T.P.S. continues to ensure all uniform officers and investigators receive training that includes, but is not limited to:

- Canadian Charter of Rights and Freedom;
- Ontario Human Rights Code;
- Articulable cause, reasonable suspicion and investigative detention;
- Police note-taking, case disclosure and court testimony;
- Customer service;
- Tactical communication, strategic disengagement and conflict de-escalation, mediation and resolution; and
- Prevention of discrimination, racism and Black racism.

The training incorporates role-play and scenario-based training in relation to the Community Engagements. All training involves community participation in training design, delivery and evaluation.

The additional day of training was implemented in 2016. The content above was delivered as part of the 2016 I.S.T.P. and aims to expose our members to a variety of scenarios through practical role-playing, video and judgement-simulator exercises. This will provide them with an opportunity to think critically about their courses of action while identifying reasonable steps that may avoid racially-biased policing. Members are provided with an opportunity to enhance their learning about human rights, profiling, mental health, community engagements, emotional intelligence, critical thinking and current legislation.

The Collection of Identifying Information in Certain Circumstances (C.I.I.C.C.) – (O. Reg. 58/16)

In late 2016, the province required all police chiefs within Ontario to provide training to virtually every police officer on his or her police service as it pertains to Ontario Regulation 58/16. The L.D. & S. Section facilitated this training based on curriculum approved by the Director of the O.P.C.

The C.I.I.C.C. is a blended learning program that is being delivered to all police services in Ontario by December 31, 2016. This course is mandatory for all Toronto police officers, including senior officers, and is being delivered according to a schedule that was distributed to all senior officers earlier in November.

The first part of the course is a classroom session, which must be completed before the online portion, which is available through C.P.K.N. Members must complete the classroom session completely before taking the online session. Members are only deemed to be trained after completing both components.

Course Training Standards:

The L.D. & S. Section is responsible for reviewing course training standards for courses taught at the T.P.C., as well as the substantial amount of training delivered by and within the T.P.S. specialized units. In addition to this function, the L.D. & S. Section manages the T.P.S. training records in accordance with Provincial Adequacy Standards and the T.P.S. Skills Development and Learning Plan.

To ensure that standards are maintained, members of the L.D. & S. Section deliver courses that teach best practices associated with course training standards. These courses include the Effective Teaching for Adult Learners Course and the Effective Presentation Course. These courses include instruction on topics dealing with lesson preparation, evaluation and documentation, instructional skills and adult education. When requested, the L.D. & S. Section assists with reaction and learning evaluations for internal and external conferences.

Business Systems Training (B.S.T.)

The mandate of the B.S.T. instructors is to develop and deliver training in software applications used throughout the T.P.S.

The following courses are delivered on an on-going basis by the B.S.T. instructors:

- Canadian Police Information Centre (C.P.I.C.); and
- Time Resource Management System (T.R.M.S.) two-day course.

Versadex Training:

B.S.T. Instructors were tasked with developing and delivering Versadex training for the launch of this new records management application. This application went live in November 2013. Versadex is now an integral part of the T.P.S. In order to effectively record, manage and research occurrences, tickets and street checks, officers are required to learn the system.

In 2016, B.S.T. instructors were currently tasked with continuing to integrate Versadex training into other courses where role-based responsibilities required knowledge of the application. The continued goal is to re-introduce learners to the Versadex Records Management System and the Mobile Report Entry/Mobile Data Terminal, and to provide personnel with a basic understanding and working knowledge of the system.

Conclusion:

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. With a self-reported transfer of learning ranging from 84% to 100%, this analysis revealed that the training members received throughout 2016 made a difference in their abilities to perform their duties.

The T.P.C. is continuing its efforts to meet and exceed the recommendations contained within the 2006 Auditor General's Report entitled, "Review of Police Training, Opportunities for Improvement". The report highlights areas where courses offered at the T.P.C. have continued to evolve to address T.P.S. and community needs, as well as incorporate academic adult education best practices. Finally, course delivery strategies have continued to expand, and liaisons with Federal, Provincial, and private partners continued to grow throughout 2016, all of which have enhanced the ability of the T.P.C. to deliver quality and relevant training to members of the T.P.S. in a timely and effective manner.

Appendix A

2016 Courses Delivered by Toronto Police College and Online and Training Videos

Facility	Course	Title	Duration	Sessions	Completed
T.P.C.-A.R.M.	TF0002	Shotgun Training & Qualification	2 Days	2	33
T.P.C.-A.R.M.	TF0004	M.P.5 Recertification	1 Day	3	16
T.P.C.-A.R.M.	TF0010	Glock 27 Compact	1 Day	4	24
T.P.C.-A.R.M.	TF0024	X26 Taser Requalification (incl. in I.S.T.P.)	1.5 Hours	(82)	(469)
T.P.C.-A.R.M.	TF0025	Taser Instructor Course	2 Days	2	30
T.P.C.-A.R.M.	TF0028	C-8 Carbine Requalification	1 Day	26	227
T.P.C.-A.R.M.	TF0032	X2 Taser User Course	2 Days	26	297
T.P.C.-A.R.M.	TF0033	X2 Taser Requalification (included in I.S.T.P.)	4 Hours	(47)	(144)
T.P.C.-A.R.M.	TF0034	Glock 27 Requalification (incl. in I.S.T.P.)	2 Hours	(82)	(358)
T.P.C.-A.R.M.	TF0035	C.8 Patrol Rifle	32 Hours	5	47
T.P.C.-A.R.M.	TU0072	C.8 Uniform	40 Hours	10	45
T.P.C.-A.R.M.	TU0072	C.8 User Course (previously C.8 Uniform)	32 Hours	12	116
T.P.C.-A.R.M.	TU0084	Lethal / Less Lethal Shotgun	1 Day	33	507
SUBTOTAL				123	1342
T.P.C.-C.P.	TH0022	Crime Prevention thru Environment Design	3 Days	1	2
T.P.C.-C.P.	TH0036	Crime Prevention/CPTED	5 Days	2	35
T.P.C.-C.P.	TM0026	Pre-Aylmer Recruit Training	12 Days	1	15
T.P.C.-C.P.	TM0027	Uniform Coach Officer	5 Days	4	52
T.P.C.-C.P.	TM0099	Front Line Supervisor Course	18 Days	3	71
T.P.C.-C.P.	TM0107	Post-Aylmer Recruit Training	28 Days	2	26

Facility	Course	Title	Duration	Sessions	Completed
T.P.C.-C.P.	TM0112	Occupational H & S Civilian	1 Day	7	97
T.P.C.-C.P.	TM0113	Occupational Health & Safety for Supervisors	1 Day	7	80
T.P.C.-C.P.	TO0001	Basic Certification J.O.H.S.	3 Days	2	37
T.P.C.-C.P.	TO0002	Sector Specific J.O.H.S.	2 Days	2	35
T.P.C.-C.P.	TO6001	Auxiliary Recruit Training	14 Days	3	104
T.P.C.-C.P.	TR0001	First Aid & Cardio Pulmonary Resuscitation	2 Days	111	1722
T.P.C.-C.P.	TR0004	First Aid Renewal	1 Day	67	429
SUBTOTAL				212	2705
T.P.C.-I.N.V.	TC0003	Drug Investigation	3 Days	4	90
T.P.C.-I.N.V.	TC0005	Plainclothes Course	3 Days	3	129
T.P.C.-I.N.V.	TC0009	Assets Forfeiture	3 Days	3	61
T.P.C.-I.N.V.	TC0013	General Investigators-Blended	5 Days	9	148
T.P.C.-I.N.V.	TC0016	Youth Crime Investigative Course	3 Days	3	85
T.P.C.-I.N.V.	TC0027	SACA Update	3 Days	2	23
T.P.C.-I.N.V.	TC0042	Domestic Violence Investigator	3 Days	5	167
T.P.C.-I.N.V.	TC0043	Advanced Fraud Investigators	10 Days	1	22
T.P.C.-I.N.V.	TC0052	Death Investigator Course	5 Days	4	154
T.P.C.-I.N.V.	TC0057	Undercover Foundations Course	5 Days	1	30
T.P.C.-I.N.V.	TC0081	Firearms Investigation Course	3 Days	3	113
T.P.C.-I.N.V.	TC0091	Search Warrant Drafting	3 Days	6	82
T.P.C.-I.N.V.	TC0092	Sexual Assault Investigators	10 Days	5	163
T.P.C.-I.N.V.	TC0093	Child Abuse Investigators Course	5 Days	5	102
T.P.C.-I.N.V.	TC0101	Ontario Major Case Management-Software	10 Days	3	17
T.P.C.-I.N.V.	TC0102	Ontario Major Case Management-Full	8 Days	6	119

Facility	Course	Title	Duration	Sessions	Completed
T.P.C.-I.N.V.	TC0108	Police Services Act Course	5 Days	2	12
T.P.C.-I.N.V.	TC0110	Investigative Interviewing Course	5 Days	8	122
T.P.C.-I.N.V.	TC0111	Impaired Driving Investigation	2 Days	4	130
T.P.C.-I.N.V.	TC0116	Persuasion Based Interviewing	3 Days	3	36
T.P.C.-I.N.V.	TC0118	Elder Abuse	5 Days	3	71
T.P.C.-I.N.V.	TO0014	Operation Pipeline / Convoy	2 Days	5	109
T.P.C.-I.N.V.	TT0017	Traffic Generalist Course	5 Days	5	71
T.P.C.-I.N.V.	TT0020	Provincial Statutes Course	5 Days	5	97
SUBTOTAL				98	2153
T.P.C.-I.S.T.	TO0071	Auxiliary U of F Requalification	4 Hours	10	263
T.P.C.-I.S.T.	TU0045	School Lockdown Frontline Response	4 Hours	12	198
T.P.C.-I.S.T.	TU0061	Reset Use of Force – 1 year	1 Day	8	347
T.P.C.-I.S.T.	TU0070	Senior Officer Use of Force	1 Day	26	82
T.P.C.-I.S.T.	TU0071	2 Day Plainclothes Tactical	2 Days	9	94
T.P.C.-I.S.T.	TU0076	Booking Hall Safety ... VDX	3 Days	7	115
T.P.C.-I.S.T.	TU0080	Patch Use of Force - 90 Day Recertification	8 Hours	5	32
T.P.C.-I.S.T.	TU0081	2016 I.S.T.P. - Uniform	2 Days	66	3982
T.P.C.-I.S.T.	TU0082	2016 I.S.T.P. - Investigative	2 Days	34	812
SUBTOTAL				177	5925
T.P.C.-L.D.S.	LDS002	Teaching Effectiveness Certification	90 Hours	2	40
T.P.C.-L.D.S.	LDS008	Effective Teaching f/ Adult Learners	35 Hours	5	32
T.P.C.-L.D.S.	LDS009	Collection I.D. Info Certain Circumstances	1 Day	271	3939
T.P.C.-L.D.S.	LDS010	Collection of I.D. Info Certain Circumstances Train-the-Trainer	1 Day	10	93

Facility	Course	Title	Duration	Sessions	Completed
T.P.C.-L.D.S.	S00210	Excel 2010 Level 1	1 Day	1	24
T.P.C.-L.D.S.	S00215	Social Media in Communications	2 Days	3	35
T.P.C.-L.D.S.	S00232	Versadex P.R.U. Refresher	1 Day	1	7
T.P.C.-L.D.S.	S00233	Versadex Supervisor 1-day Course	1 Day	2	4
T.P.C.-L.D.S.	S00234	Versadex PRU 3-day	3 Days	4	78
T.P.C.-L.D.S.	S00236	Versadex DRE 2-day Refresher	2 Days	7	111
T.P.C.-L.D.S.	TH0026	Organizational Development Course	3 Days	3	57
T.P.C.-L.D.S.	TH0031	Ethics & Inclusivity In The Workplace	3 Days	5	84
T.P.C.-L.D.S.	TH0032	Professional Development Course	3 Days	2	38
T.P.C.-L.D.S.	TM0032	Effective Presentation	4 Days	4	48
T.P.C.-L.D.S.	TM0109	Fair & Impartial Policing-Senior Officer	1 Day	3	13
T.P.C.-L.D.S.	TM0115	Fair & Impartial Policing-Uniform	1 Day	34	759
SUBTOTAL				357	5362
T.P.C.-P.V.O.	TV0001	Civilian Vehicle Operations	1 Day	6	9
T.P.C.-P.V.O.	TV0002	Uniform Civilian Vehicle Operations	8 Hours	1	1
T.P.C.-P.V.O.	TV0003	Police Officers Vehicle Operations	2 Days	4	15
T.P.C.-P.V.O.	TV0004	Advanced Driving Course	4 Days	2	11
T.P.C.-P.V.O.	TV0019	Truck Operations Course	2 Days	11	11
T.P.C.-P.V.O.	TV0020	Command Post Course	2 Days	14	26
T.P.C.-P.V.O.	TV0023	Bicycle Patrol	2 Days	49	123
T.P.C.-P.V.O.	TV0025	All-Terrain Vehicle Course	2 Days	1	2
T.P.C.-P.V.O.	TV0028	Bicycle Instructor	4 Days	3	24
T.P.C.-P.V.O.	TV0032	Pedestrian/Bicycle Accident Investigation	5 Days	1	5
T.P.C.-P.V.O.	TV0040	Driver Assessment	1 Day	8	8
T.P.C.-P.V.O.	TV0041	Truck Operator - Train the Trainer	4 Days	1	2

Facility	Course	Title	Duration	Sessions	Completed
T.P.C.-P.V.O.	TV0042	Safe Skills Emergency Driving	1 Day	51	246
T.P.C.-P.V.O.	TV0052	Blue Card	1 Hour	19	87
T.P.C.-P.V.O.	TV0055	Truck Operations & Trailer	2 Days	2	2
T.P.C.-P.V.O.	TV0057	Advanced Bicycle Course	4 Days	5	32
T.P.C.-P.V.O.	TV0062	Crowd Control Bicycle Patrol	1 Day	3	50
T.P.C.-P.V.O.	TV0063	Bicycle Patrol Instructors Recertification	10 Hours	4	42
T.P.C.-P.V.O.	TV0064	Bicycle Patrol Officers Recertification	5 Hours	67	172
T.P.C.-P.V.O.	TV0065	P.V.O. - Vehicle Dynamics Course	10 Hours	8	32
SUBTOTAL				260	900
C.P.K.N.		Aboriginal Awareness	N/A	15	15
C.P.K.N.		Airport Policing	N/A	2	2
C.P.K.N.		A.O.D.A	N/A	59	276
C.P.K.N.		A.O.D.A - Working Together	N/A	86	412
C.P.K.N.		A.O.D.A Module 3 - Part 1	N/A	99	548
C.P.K.N.		A.O.D.A Module 3 - Part 2	N/A	98	576
C.P.K.N.		A.O.D.A Module 3 - Part 3	N/A	98	587
C.P.K.N.		A.O.D.A Module 3 - Part 4	N/A	116	413
C.P.K.N.		APD Homelessness Awareness	N/A	1	1
C.P.K.N.		A.P.T. - Criminal Offences	N/A	2	2
C.P.K.N.		A.P.T. - Domestic Violence	N/A	1	1
C.P.K.N.		A.P.T. - Drugs	N/A	1	1
C.P.K.N.		A.P.T. - Investigative Detention	N/A	1	1
C.P.K.N.		A.P.T. - Law Drinking and Driving	N/A	2	2
C.P.K.N.		A.P.T. - Provincial Statutes	N/A	1	1

Facility	Course	Title	Duration	Sessions	Completed
C.P.K.N.		A.P.T. - Search-Seizure Without Warrant	N/A	1	1
C.P.K.N.		ArcMap Training	N/A	3	4
C.P.K.N.		Assessing Interpreting Dog Behaviour	N/A	2	2
C.P.K.N.		Back in Step Help Homeless Vet	N/A	3	3
C.P.K.N.		Canadian Firearms Registry Online	N/A	1	1
C.P.K.N.		Characteristics of an Armed Person	N/A	35	35
C.P.K.N.		C.I.I.C.C. eLearning	N/A	39	4732
C.P.K.N.		Crisis Intervention De-escalation	N/A	2	2
C.P.K.N.		C.N. Rail Incident Investigation Guideline	N/A	9	9
C.P.K.N.		Coach Officer Training	N/A	3	3
C.P.K.N.		Counterfeit Currency Analysis	N/A	1	1
C.P.K.N.		Courtroom Testimony Skills	N/A	55	115
C.P.K.N.		C.P.I.C. Query Narrative	N/A	2	2
C.P.K.N.		Criminal Justice Information Management	N/A	9	23
C.P.K.N.		Critical Incident Stress Management	N/A	1	1
C.P.K.N.		Crown Attorney Divisional Training– Articulation	N/A	46	51
C.P.K.N.		Customer Service in the Police	N/A	1	1
C.P.K.N.		Cyberbullying Awareness	N/A	1	1
C.P.K.N.		Death Notification	N/A	159	463
C.P.K.N.		Digital Evidence: FL Investigation	N/A	1	1
C.P.K.N.		Domestic Violence Risk Management (D.V.R.M.) Report	N/A	180	3352

Facility	Course	Title	Duration	Sessions	Completed
C.P.K.N.		Drinking and Driving	N/A	71	112
C.P.K.N.		D.V.A.M. System Update	N/A	48	50
C.P.K.N.		Elder Abuse	N/A	1	1
C.P.K.N.		Excited Delirium Syndrome	N/A	1	1
C.P.K.N.		Explosives Awareness v2.0	N/A	1	1
C.P.K.N.		Fatigue Management	N/A	52	56
C.P.K.N.		Fight Fraud on the Front Line	N/A	9	9
C.P.K.N.		Firearms I.D. Public Agents 2.0	N/A	1	1
C.P.K.N.		Firearms Verification	N/A	1	1
C.P.K.N.		FLS - Self-managing Skills	N/A	23	72
C.P.K.N.		FLS - Performance Management	N/A	28	72
C.P.K.N.		Forensic I.D. Pre-course	N/A	2	2
C.P.K.N.		FOS: Dealing Potential Homicide	N/A	103	129
C.P.K.N.		Frontline Supervisor "Domestic Violence"	N/A	12	72
C.P.K.N.		Frontline Supervisor "Org Skill"	N/A	22	72
C.P.K.N.		Frontline Supervisor Leadership	N/A	20	72
C.P.K.N.		General Invest. Training Part 1	N/A	71	142
C.P.K.N.		Hate Crimes Awareness	N/A	1	1
C.P.K.N.		Healthy Eating	N/A	72	88
C.P.K.N.		Hindu Religion: Items Religious Significance	N/A	84	166
C.P.K.N.		Homelessness Awareness	N/A	1	1
C.P.K.N.		ICCS Update Training	N/A	31	33
C.P.K.N.		Identifying Staged Collisions	N/A	23	24
C.P.K.N.		IMS 100	N/A	47	93
C.P.K.N.		In-Car Camera 2010	N/A	21	21

Facility	Course	Title	Duration	Sessions	Completed
C.P.K.N.		Infectious Disease-Pandemic	N/A	5	5
C.P.K.N.		Internet Facilitated Investigations L1	N/A	133	2334
C.P.K.N.		Intro Criminal Intelligence Analysis	N/A	5	5
C.P.K.N.		Intro to Explosives Theory	N/A	3	4
C.P.K.N.		Intro to Human Trafficking	N/A	17	17
C.P.K.N.		Intro to Major Case Management	N/A	1	1
C.P.K.N.		Intro to Production Orders	N/A	1	1
C.P.K.N.		Intro to Versadex	N/A	30	32
C.P.K.N.		Introduction to Disclosure	N/A	1	1
C.P.K.N.		Items of Religious Significance: Islam	N/A	73	143
C.P.K.N.		Level 100 Basic Online Investigations	N/A	1	1
C.P.K.N.		LGBT Issues	N/A	29	30
C.P.K.N.		LIDAR Refresher Training	N/A	1	1
C.P.K.N.		Major Events Security	N/A	1	1
C.P.K.N.		Matrimonial Real Prop on Reservations	N/A	6	6
C.P.K.N.		Mobile Paid Duty Escort Training	N/A	131	190
C.P.K.N.		Note-Taking	N/A	2	2
C.P.K.N.		Officer Drinking and Driving	N/A	1	1
C.P.K.N.		OHS: Supervisor	N/A	1	1
C.P.K.N.		O.P.V.T.A 036 Sins of Testifying	N/A	37	41
C.P.K.N.		O.P.V.T.A 037 Crack	N/A	31	36
C.P.K.N.		O.P.V.T.A 052 Notebook Confidential	N/A	22	23
C.P.K.N.		O.P.V.T.A 061 Cop's Best Friend	N/A	45	49
C.P.K.N.		O.P.V.T.A 063 Active Killers	N/A	29	30
C.P.K.N.		O.P.V.T.A 068 Grow House Menace	N/A	18	18

Facility	Course	Title	Duration	Sessions	Completed
C.P.K.N.		O.P.V.T.A 078 Edged Weapons	N/A	33	36
C.P.K.N.		O.P.V.T.A 082 Meth Labs	N/A	32	39
C.P.K.N.		O.P.V.T.A 096 Child Exploitation	N/A	19	19
C.P.K.N.		O.P.V.T.A 098 Field Interviews	N/A	26	27
C.P.K.N.		O.P.V.T.A 104 Domestic Violence	N/A	33	36
C.P.K.N.		O.P.V.T.A 104 Foot Pursuit	N/A	24	24
C.P.K.N.		O.P.V.T.A 107 Motorcycle Enforcement	N/A	34	36
C.P.K.N.		O.P.V.T.A 109 Spontaneous Disorder	N/A	28	29
C.P.K.N.		O.P.V.T.A 112/113 Faith Diversity	N/A	22	22
C.P.K.N.		O.P.V.T.A 115 Sex Offenders	N/A	10	10
C.P.K.N.		O.P.V.T.A 118 Warrantless Search	N/A	15	16
C.P.K.N.		O.P.V.T.A 119 Liquor License Act	N/A	35	36
C.P.K.N.		O.P.V.T.A 121 Training to Succeed	N/A	31	31
C.P.K.N.		O.P.V.T.A 122 Search of Persons	N/A	23	24
C.P.K.N.		O.P.V.T.A 123 Firearm Seizures	N/A	26	26
C.P.K.N.		O.P.V.T.A 128 Trauma Doesn't Bleed	N/A	34	39
C.P.K.N.		Overview Intercept Private Communication	N/A	3	3
C.P.K.N.		Police & Community Interaction	N/A	113	210
C.P.K.N.		Police Ethic & Accountability	N/A	1	1
C.P.K.N.		Police Response Track Level Emergency	N/A	40	44

Facility	Course	Title	Duration	Sessions	Completed
C.P.K.N.		Postal Inspector– Security and Investigation Service	N/A	22	33
C.P.K.N.		Preventing Officer-involved Co	N/A	2	2
C.P.K.N.		Racially Biased Policing	N/A	79	144
C.P.K.N.		Racially Biased Policing 2013	N/A	4	4
C.P.K.N.		Recognition Emotionally Disturbed Person	N/A	29	29
C.P.K.N.		Recognition and Response Seizures	N/A	1	1
C.P.K.N.		Response to Victims of Id Crime	N/A	10	10
C.P.K.N.		SB MHealth and De-Escalation-1	N/A	4	4
C.P.K.N.		SB MHealth and De-escalation-2	N/A	2	2
C.P.K.N.		SB MHealth and De-escalation-3	N/A	2	2
C.P.K.N.		SB MHealth and De-escalation-4	N/A	2	2
C.P.K.N.		Seized Firearms Safety	N/A	1	1
C.P.K.N.		Sikh Religion: Items Religious Significance	N/A	60	126
C.P.K.N.		Social Media: Covert Investigations	N/A	2	2
C.P.K.N.		Source Management	N/A	9	9
C.P.K.N.		Sovereign Citizens	N/A	4	4
C.P.K.N.		Suspect Apprehension Pursuit v.4 Refresher online	N/A	187	533
C.P.K.N.		Spike Belt Deployment	N/A	1	1
C.P.K.N.		Spit Hood Familiarization	N/A	2	2
C.P.K.N.		Stolen Innocence	N/A	44	53
C.P.K.N.		Suicide Awareness and Prevention	N/A	5	5
C.P.K.N.		Supervisor HAS - in 5 Steps	N/A	114	220

Facility	Course	Title	Duration	Sessions	Completed
C.P.K.N.		Surveillance Techniques	N/A	1	1
C.P.K.N.		Suspect Apprehension Pursuits 13	N/A	68	99
C.P.K.N.		Terrorism Event Pre-Incident Indoctrination	N/A	1	1
C.P.K.N.		Terrorism: New Dim Frontline Policing	N/A	9	9
C.P.K.N.		The ACIIS Query Online	N/A	10	11
C.P.K.N.		The Theory of Com and Memory	N/A	1	1
C.P.K.N.		Threats to School Safety	N/A	1	1
C.P.K.N.		Toronto 2015: The Peoples Games	N/A	4	4
C.P.K.N.		T.P.S. Pan Am Games Modules 1&2	N/A	5	5
C.P.K.N.		Uniform Crime Reporting	N/A	6	6
C.P.K.N.		Urban Gang Dynamics	N/A	9	9
C.P.K.N.		Versadex O.I.C. Checklist	N/A	18	18
C.P.K.N.		Vol 024 Life in the Fast Lane	N/A	33	42
C.P.K.N.		Vol 030 Blue Canaries	N/A	39	46
C.P.K.N.		Vol 055 Guaranteed Safe Arrival	N/A	15	16
C.P.K.N.		Vol 056 Containment For Patrol	N/A	2	2
C.P.K.N.		Vol 065 Feeney Warrants	N/A	25	27
C.P.K.N.		Vol 069 Video: Best Witness	N/A	26	27
C.P.K.N.		Vol 070 Conditional Sentences	N/A	40	40
C.P.K.N.		Vol 079 Live Wires	N/A	29	31
C.P.K.N.		Vol 083 First Officer to Scene	N/A	36	37
C.P.K.N.		Vol 087 Armed & Dangerous	N/A	41	49
C.P.K.N.		Vol 088 The Driving Zone	N/A	32	37

Facility	Course	Title	Duration	Sessions	Completed
C.P.K.N.		Vol 090 Suicide Intervention	N/A	41	45
C.P.K.N.		Vol 091 Death Notification	N/A	40	44
C.P.K.N.		Vol 094 Vehicle Search Authorities Articulation	N/A	3	3
C.P.K.N.		Vol 097 Seized Firearm Safety	N/A	37	37
C.P.K.N.		Vol 100 Plastic Attack	N/A	36	36
C.P.K.N.		Vol 105 Terrorism Threat Within	N/A	43	45
C.P.K.N.		Vol 106 Invisible Threat Com Diseases	N/A	15	15
C.P.K.N.		Vol 108 Invest. Detent WIW	N/A	3	3
C.P.K.N.		Vol 110 Rx Enforcement for Patrol	N/A	16	16
C.P.K.N.		Vol 116 Building Searches	N/A	14	14
C.P.K.N.		Vol 117 Psychosis	N/A	12	12
C.P.K.N.		Vol 120 Use of Force - Concept to Court	N/A	25	25
C.P.K.N.		Vol 124 From Call to Court	N/A	22	23
C.P.K.N.		Vol 125 The Balanced Life	N/A	33	36
C.P.K.N.		Vol 126 Obstruct Police	N/A	42	46
C.P.K.N.		Vol 127 Conducted Energy Weapons	N/A	35	37
C.P.K.N.		Vol 129 Suspect Apprehension Pursuits	N/A	30	32
C.P.K.N.		Vol 130 SM for Policing	N/A	50	56
C.P.K.N.		Vol 131 Entry Warrants	N/A	41	46
C.P.K.N.		Vol 132 Sexual Assault	N/A	3	3
C.P.K.N.		Vol 135 Impaired Driving	N/A	3	3
C.P.K.N.		Vol 136 Cover & Concealment	N/A	4	4

Facility	Course	Title	Duration	Sessions	Completed
C.P.K.N.		Vol 137 Traffic Stop Articulation	N/A	4	4
C.P.K.N.		Vol 138 Every Step Counts	N/A	4	4
C.P.K.N.		Vol 140 Freemen on the Land	N/A	4	4
C.P.K.N.		Vol 141 Reliability Credibility on the Stand	N/A	3	3
C.P.K.N.		Vol 142 Federal Parolees	N/A	2	2
C.P.K.N.		Vol 143 C.E.W.	N/A	1	1
C.P.K.N.		Vol 144 Confidential Informant	N/A	4	4
C.P.K.N.		Vol 145 Metal Thefts Affect	N/A	3	3
C.P.K.N.		Vol 146 Aftermath	N/A	3	3
C.P.K.N.		Vol 147 Ebola 2014: Lessons	N/A	4	4
C.P.K.N.		Vol 148 Investigative Detention Articulation	N/A	5	5
C.P.K.N.		Vol 149 Police Suicide	N/A	2	2
C.P.K.N.		Vol 150 Justice Panel	N/A	3	3
C.P.K.N.		Vol 152 Fentanyl	N/A	7	8
C.P.K.N.		Vol 153 Chemical Suicide	N/A	3	3
C.P.K.N.		Vol 154 Sexting	N/A	2	3
C.P.K.N.		Vol 155 X.2. C.E.W.	N/A	3	3
C.P.K.N.		Wise Up to Counterfeiting for Police	N/A	8	8
C.P.K.N.		Worker H.A.S. - 4 Steps	N/A	89	171
C.P.K.N.		Youth at Risk	N/A	2	2
SUBTOTAL				4829	19143

Facility	Course	Title	Duration	Sessions	Completed
		SUBTOTALS	TPC-ARM	123	1342
			TPC-CP	212	2705
			TPC-INV	98	2153
			TPC-IST	177	5925
			TPC-LDS	357	5362
			TPC-P.V.O.	260	900
			C.P.K.N.	4829	19143
		TOTAL – APPENDIX A		6056	37530

Appendix B

2016 Courses Completed by External Units and Conferences – Seminars and Continuing Education Courses

Facility	Course	Title	Duration	Sessions	Completed
COM	TO0044	Com Op Coach & Mentoring Course	3 Days	2	14
COM	TS0002	Police Com/Call Taker Course	640 Hours	1	9
COM	TS0006	Police Com/Dispatcher Course	600 Hours	1	10
SUBTOTAL				4	33
CRT	T00001	CRT – Recruit Training Program	24 Days	1	20
CRT	T00005	Court Services Supervisor	5 Days	4	78
CRT	TU0085	2016 Court Officer U of F Requalification	1 Day	42	617
SUBTOTAL				47	715
DIV TRNG	LPE003	Residential Tenancy Act Enforcement	1 Hour	5	52
DIV TRNG	LPE014	Alzheimer Society of Toronto	1 Hour	13	183
DIV TRNG	LPE017	Sunnybrook Hospital	1 Hour	1	8
DIV TRNG	LPE019	Probation, Conditional Sentences & Parole	1 Hour	4	56
DIV TRNG	LPE041	Investigative Detention / Search	1 Hour	1	12
DIV TRNG	LPE042	Crown Attorney - Prep & Testify	1 Hour	8	152
DIV TRNG	LPE044	Alzheimer's Disease & Missing Person Incidents	1 Hour	5	119
DIV TRNG	LPE046	Youth Pre-Charge Diversion Program	1 Hour	4	53
DIV TRNG	LPE050	Understanding Medical Marijuana Access	1 Hour	8	198
DIV TRNG	LPE052	Victim Services Toronto	1 Hour	2	16
DIV TRNG	LPE055	Art Manuel House	1 Hour	2	32
DIV TRNG	LPE056	Somali Cultural Sensitivity	1 Hour	2	42

Facility	Course	Title	Duration	Sessions	Completed
DIV TRNG	LPE057	Contraband Tobacco Authorities	1 Hour	5	59
DIV TRNG	LPI002	Working with P.D.S.	1 Hour	2	21
DIV TRNG	LPI007	Sexual Assault Investigations	1 Hour	7	80
DIV TRNG	LPI008	Source Management	1 Hour	2	24
DIV TRNG	LPI017	Bail & Parole Unit Presentation	1 Hour	2	21
DIV TRNG	LPI025	Use & Benefits of Polygraph Tests	1 Hour	4	77
DIV TRNG	LPI027	E.T.F. Response Containment	1 Hour	1	19
DIV TRNG	LPI029	S.I.U. Liaison	1 Hour	4	78
DIV TRNG	LPI031	Speed, Seatbelts & Distraction	1 Hour	18	314
DIV TRNG	LPI032	Suspect Apprehension Pursuit-D	1 Hour	12	177
DIV TRNG	LPI033	Introduction to Cyber Security	1 Hour	5	79
DIV TRNG	LPI037	Characteristics of an Armed Person	1 Hour	9	142
DIV TRNG	LPI038	Muslim Community Engagement	1 Hour	1	19
DIV TRNG	LPI039	CIRT / PSV	1 Hour	5	73
DIV TRNG	LPI040	Vehicle Stop Safety	1 Hour	4	51
SUBTOTAL				136	2157
D.P.S.U.	TO0080	Mobile Crisis Intervention Team	5 Days	1	40
D.P.S.U.	TR0033	Y.I.P.I 1st Aid & CPR/AED	8 Hours	8	149
SUBTOTAL				9	189
E.T.F.	TO1001	Basic Tactical Operations E.T.F.	20 Days	2	15
E.T.F.	TO1003	Rappel Instructors Course E.T.F.	5 Days	1	6
E.T.F.	TO1007	Basic Sniper/Observer Course E.T.F.	10 Days	1	7
E.T.F.	TO1010	Advanced Sniper/Observer Course E.T.F.	5 Days	1	4
E.T.F.	TU0065	Use of Force E.T.F.	1 Day	22	98
SUBTOTAL				27	130

Facility	Course	Title	Duration	Sessions	Completed
F.I.S.	TC0048	Scenes of Crime Officers Course	35 Days	7	77
F.I.S.	TO0039	Intellibook/Livescan Fingerprinting	2 Days	7	40
SUBTOTAL				14	117
F.M.T.	S00162	Systems Applications & Product	2 Days	6	45
F.M.T.	S00209	S.A.P. Unit Commander's Course	4 Hours	6	19
F.M.T.	TM0059	Exhibition P.L. P.D. Training for Supervisors	12 Hours	4	101
SUBTOTAL				16	165
INT	TC0119	Internet Facilitated Investigations L2	2 Days	6	172
INT	TC0120	Internet Facilitated Investigations L3	3 Days	6	172
INT	TC0121	Internet Facilitated Investigations L4	5 Days	1	26
SUBTOTAL				13	370
MAR	TO2007	Marine Personal Watercraft	8 Hours	1	4
MAR	TO2011	Marine Basic First Aid	2 Days	3	19
SUBTOTAL				4	23
P.D.S.	TO0007	P.D.S. - Gen Purpose Dog Training	63 Days	1	1
P.D.S.	TO0008	P.D.S. - Canine Quarry Training Course	30 Hours	3	3
SUBTOTAL				4	4
P.P.B.	TO0085	Property Suite Applications	8 Hours	211	4232
SUBTOTAL				211	4232
P.S.U.	TO3001	P.S.U. Basic Tactical Course	10 Days	1	50
P.S.U.	TO3003	P.S.U. Basic Search Course	10 Days	2	39
P.S.U.	TO3008	P.S.U. Incident Management System 200	2 Days	10	131
P.S.U.	TO3009	P.S.U. Incident Management System 300	3 Days	4	18

Facility	Course	Title	Duration	Sessions	Completed
P.S.U.	TO3011	P.S.U. Basic Emergency Management	2 Days	1	12
P.S.U.	TO3014	P.S.U. Public Order Commander	2 Days	1	2
P.S.U.	TO3019	P.S.U. Block A Training	2 Days	6	218
P.S.U.	TO3025	P.S.U. - Use of Force/Fitness Requalification	8 Hours	7	208
P.S.U.	TO3026	EM/IMS Instructors 900/910	5 Days	1	2
P.S.U.	TO3027	P.S.U. Block B Training	2 Days	5	176
P.S.U.	TO3031	First Responder Operational Search Tactics	4 Days	9	139
SUBTOTAL				47	995
R.M.S.	S00235	R.M.S. Charge Process Function Course	10 Days	2	14
SUBTOTAL				2	14
S.A.S.	TO5007	S.C.U. - Way Forward NGO Conference	8 Hours	1	59
SUBTOTAL				1	59
T.S.V.	SFST2	Standard Field Sobriety Testing		5	61
T.S.V.	SFST-R	Standard Field Sobriety Test Refresher		3	14
T.S.V.	TO0048	Traffic Collision Photography	10 Days	5	12
T.S.V.	TO0073	T.S.V. – A.S.D. Alcotest 6810	1 Hour	17	105
T.S.V.	TT0001	At Scene Collision Investigation	10 Days	2	13
T.S.V.	TT0002	Technical Collision Investigation	10 Days	1	10
T.S.V.	TT0005	Collision Reconstruction IV	15 Days	1	9
T.S.V.	TT0012	Stationary Radar	1 Day	4	37
T.S.V.	TT0014	Laser - Lidar	1 Day	8	91

Facility	Course	Title	Duration	Sessions	Completed
T.S.V.	TT0027	Mobile Radar	1 Day	5	39
SUBTOTAL				51	391
C.I.S.O	I00002	Introduction to Intelligence	5 Days	2	11
C.I.S.O	I00004	Mobile Surveillance	15 Days	1	5
C.I.S.O	I00006	Interception of Private Communication	10 Days	1	7
C.I.S.O	I00007	Asset Forfeiture	10 Days	1	2
C.I.S.O	I00013	Witness Assistance Relocation	10 Days	1	3
C.I.S.O	I00015	Intro to Undercover Techniques	5 Days	2	5
C.I.S.O	I00019	Covert Operation Handler	5 Days	2	4
C.I.S.O	I00022	Tech Intercept of Private Communication	20 Days	1	7
C.I.S.O	I00024	C-24 Lawful Justification	2 Days	1	4
C.I.S.O	I00026	Digital Surveillance Photography	3 Days	1	2
C.I.S.O	I00027	Confidential Informant Development	6 Days	2	5
C.I.S.O	I00028	Confidential Informant Foundations	3 Days	1	58
C.I.S.O	I00033	C.I.S.O.-Criminal Extremism Course	5 Days	1	4
C.I.S.O	I00034	C.I.S.O.-Online Covert Techniques	9 Days	1	2
C.I.S.O	I00035	Intro to Mobile Surveillance	5 Days	1	25
C.I.S.O	I00036	Managing Part VI Investigation	5 Days	1	2
C.I.S.O	I00037	Criminal Extremism Course	5 Days	1	5
C.I.S.O	I00038	Online Covert Techniques	9 Days	1	2
SUBTOTAL				22	153

Facility	Course	Title	Duration	Sessions	Completed
C.P.C	C00057	Financial Investigations	5 Days	1	1
C.P.C	C00060	Computer Forensic Examiner	15 Days	1	2
C.P.C	C00072	Using the Internet as an Intelligence Tool	5 Days	2	2
C.P.C	C00078	Canadian Internet Child Exploitation	10 Days	2	2
C.P.C	C00083	Critical Incident Commanders	10 Days	1	1
C.P.C	C00087	Digital Technologies for Investigators	8 Days	1	2
C.P.C	C00097	Human Trafficking Investigators	5 Days	1	1
C.P.C	C00098	Initial Critical Incident Response	5 Days	2	2
C.P.C	C00123	Advanced Open Source Intelligence	5 Days	2	2
C.P.C	C00124	Cyber Crime Investigator's Course	10 Days	2	2
SUBTOTAL				15	17
O.P.C	P00006	Forensic Identification	45 Days	1	1
O.P.C	P00019	Use of Force Trainer	15 Days	1	7
O.P.C	P00029	Homicide Investigation	5 Days	2	4
O.P.C	P00044	Search Warrant Course	5 Days	1	3
O.P.C	P00045	Domestic Violence Investigations Train-the-Trainer	5 Days	1	0
O.P.C	P00056	Basic Bloodstain Pattern Recognition	5 Days	1	1
O.P.C	P00060	Advanced Communication Tech	2 Days	2	3
O.P.C	P00062	Applied Forensic Videography	5 Days	1	1
O.P.C	P00067	Communication Centre Supervisors Course	10 Days	1	3
O.P.C	P00069	Advanced Friction Ridge Analysis	5 Days	1	2

Facility	Course	Title	Duration	Sessions	Completed
O.P.C	P00071	Lawful Justification Training Course	1 Day	1	4
O.P.C	P00073	Chemical Treatment & Florescent Techniques	5 Days	1	2
O.P.C	P00084	Basic Constable Training	60 Days	2	26
O.P.C	P00100	Forensic Shooting Scene Examination	5 Days	1	2
O.P.C	P00101	Gang Investigation Course	5 Days	2	3
O.P.C	P00103	Influential Police Leadership	2 Days	1	27
O.P.C	P00115	Synthetic Drug Ops for Support Services	10 Days	1	1
O.P.C	P00123	Friction Ridge Analysis	10 Days	1	2
O.P.C	P00125	Road to Mental Readiness Train	5 Days	3	26
O.P.C	P00127	Forensic Identification Recertification	1 Day	1	2
SUBTOTAL				26	120
O.P.P.	TO4000	O.P.P. – Entrust L.R.A. Training	1 Day	2	17
SUBTOTAL				2	17
C.S.C.E.D.		16 Intl Fugitive Investigator	N/A	1	1
C.S.C.E.D.		194th F.B.I.-L.E.E.D.A.	N/A	1	2
C.S.C.E.D.		2016 Anti-Terrorism Conference	N/A	1	3
C.S.C.E.D.		2016 F.O.I.P.N. Seminar	N/A	1	3
C.S.C.E.D.		2016 I.A.C.P. Conference	N/A	1	1
C.S.C.E.D.		2016 I.I.A. Toronto ChA.P.T.er Conference	N/A	1	1
C.S.C.E.D.		2016 M.I.A.A. Fall Workshop	N/A	1	3
C.S.C.E.D.		2016 M.I.A.A. Pre-Workshop Training	N/A	1	3

Facility	Course	Title	Duration	Sessions	Completed
C.S.C.E.D.		2016 M.I.A.A. Spring Workshop	N/A	1	8
C.S.C.E.D.		2016 Taser/Axon Tech Summit	N/A	1	2
C.S.C.E.D.		212th F.B.I.-L.E.E.D.A	N/A	1	2
C.S.C.E.D.		28 th Crimes Against Children Conference	N/A	1	1
C.S.C.E.D.		Admin Cisco Unified Communication	N/A	3	3
C.S.C.E.D.		Advanced Collision Reconstruct w C.D.R. Apps	N/A	1	2
C.S.C.E.D.		Advanced Breaching Course	N/A	1	1
C.S.C.E.D.		A.E.D./C.P.R. Re-Certification	N/A	1	11
C.S.C.E.D.		Aircraft Rescue Firefighting Comb Training	N/A	1	1
C.S.C.E.D.		Alcotest 6810 Maintenance L2	N/A	1	1
C.S.C.E.D.		Alcotest 6810 operation & calibration training	N/A	1	1
C.S.C.E.D.		ArcGIS for Server Site Configuration	N/A	1	1
C.S.C.E.D.		ASIST Training	N/A	1	1
C.S.C.E.D.		Astro 25 IV&D GTR8000 & Simulcast	N/A	2	7
C.S.C.E.D.		Astro IV&D w/M Core Workshop	N/A	2	7
C.S.C.E.D.		Astro25 Domain Controller Admin	N/A	1	1
C.S.C.E.D.		Astro25 I.V.&D GTR8000 & Simulcast	N/A	1	1
C.S.C.E.D.		Astro25 I.V.&D I.P. Based Digital	N/A	1	1
C.S.C.E.D.		Astro25 I.V.&D.M. Core Workshop	N/A	2	2
C.S.C.E.D.		Attendance Management Training Workshop	N/A	1	1
C.S.C.E.D.		Building Geodatabases (10.3)	N/A	1	2

Facility	Course	Title	Duration	Sessions	Completed
C.S.C.E.D.		CARVER Course	N/A	1	1
C.S.C.E.D.		C.B.A.P./C.C.B.A. Cert Prep Boot Camp	N/A	1	1
C.S.C.E.D.		C.C.N.A. Data Centre Boot Camp	N/A	1	1
C.S.C.E.D.		Cert Info Privacy Tech (CIPT)	N/A	1	1
C.S.C.E.D.		Cert Wireless Tech Specialist	N/A	1	1
C.S.C.E.D.		Certified Ethical Hacker-CEHv9	N/A	1	1
C.S.C.E.D.		Certified Mobilyze Operator	N/A	1	3
C.S.C.E.D.		C.F.S. - Field Coordinator Training Course	N/A	1	2
C.S.C.E.D.		Civilian Occupational Health & Safety	N/A	1	1
C.S.C.E.D.		Com Vehicle Wheel Service Basic III	N/A	1	1
C.S.C.E.D.		Communication Skills for Police Personnel	N/A	1	1
C.S.C.E.D.		CompTIA A+ Certification	N/A	1	1
C.S.C.E.D.		CompTIA Network+ Certification	N/A	1	1
C.S.C.E.D.		Counterterrorism Info Officer Workshop	N/A	1	2
C.S.C.E.D.		Create Web Apps U/WAB f ArcGIS	N/A	1	2
C.S.C.E.D.		Crime Analysis: Essential Skills I	N/A	1	3
C.S.C.E.D.		Cyber Academy	N/A	1	1
C.S.C.E.D.		Dark Web & Tor Invest Tool Course	N/A	1	1
C.S.C.E.D.		Dealing with Workplace Conflict	N/A	1	2
C.S.C.E.D.		Death Investigation MH 1st Aid	N/A	1	1
C.S.C.E.D.		Deploy & Maintain a Multiuser Geodatabase	N/A	1	2
C.S.C.E.D.		Developing Leadership Skills	N/A	1	2

Facility	Course	Title	Duration	Sessions	Completed
C.S.C.E.D.		D.I.Y. Geo Apps	N/A	1	1
C.S.C.E.D.		Drug Evaluation & Classification Training	N/A	1	1
C.S.C.E.D.		Drug Recognition Expert Training Course	N/A	1	2
C.S.C.E.D.		Enhancing Employee Performance	N/A	1	2
C.S.C.E.D.		Excellence in Educating Adults Program	N/A	1	1
C.S.C.E.D.		Forensic Interview of Children	N/A	1	1
C.S.C.E.D.		French as 2nd Language (F.S.F.2.P.)	N/A	1	1
C.S.C.E.D.		Fundamentals of Crime Analysis	N/A	1	3
C.S.C.E.D.		Fundamentals of G.I.S.	N/A	1	1
C.S.C.E.D.		Genetec Video Management Recertification	N/A	3	4
C.S.C.E.D.		Geospatial and Environmental Analysis	N/A	1	1
C.S.C.E.D.		G.I.S. Data Formats, Design & Quality	N/A	1	1
C.S.C.E.D.		Going Places w/Spatial Analysis	N/A	1	1
C.S.C.E.D.		Gracie Survival Tactics L1	N/A	1	1
C.S.C.E.D.		Guth Model 12V500 Simulator Operation	N/A	1	1
C.S.C.E.D.		Guth Model 2100 Simulator Operation	N/A	1	1
C.S.C.E.D.		HazMat Awareness	N/A	1	1
C.S.C.E.D.		Home grown T&R Training Seminar	N/A	1	3
C.S.C.E.D.		Hot Topics...& Addictions	N/A	1	3
C.S.C.E.D.		H.T.R.A. & Physical Security	N/A	1	1
C.S.C.E.D.		i2 Analyst's Notebook Workshop-Basic	N/A	1	1

Facility	Course	Title	Duration	Sessions	Completed
C.S.C.E.D.		i2 Analyst's Notebook Workshop-Intermediate	N/A	1	1
C.S.C.E.D.		I8000 Op, Maintenance & Calibration	N/A	1	1
C.S.C.E.D.		I.A.B.T.I. C.E.T.A. Region VII K9 Course	N/A	1	1
C.S.C.E.D.		I.C.N.D.2- Interconnecting Cisco Network	N/A	1	1
C.S.C.E.D.		I.C.N.D.I.-Interconnect Cisco Network	N/A	1	1
C.S.C.E.D.		I.I.A. Lean 6 Sigma Tools for IAF	N/A	1	1
C.S.C.E.D.		Imagery, Automation & Applications	N/A	1	1
C.S.C.E.D.		Integrating Cisco UC Apps (C.A.P.)	N/A	1	1
C.S.C.E.D.		Intro to Information Security	N/A	1	1
C.S.C.E.D.		Introduction to Navigator	N/A	1	1
C.S.C.E.D.		Leading w Emotional Intelligence (E.Q.)	N/A	1	1
C.S.C.E.D.		Less Lethal Impact Munitions (8 Hrs)	N/A	1	1
C.S.C.E.D.		Managing Digital Radio Systems	N/A	1	1
C.S.C.E.D.		Managing People f/1st time Supervisors	N/A	1	2
C.S.C.E.D.		M.G.M. Brakes BrakeTECH Service	N/A	1	1
C.S.C.E.D.		M.S. PowerPoint 2010 Level 1	N/A	1	2
C.S.C.E.D.		M.S. PowerPoint 2010 Level 2	N/A	1	2
C.S.C.E.D.		Myers-Briggs Type Indicator Certification	N/A	1	2
C.S.C.E.D.		Nexus I.D.-B.C. Implement & Design	N/A	1	1
C.S.C.E.D.		O.A.C.P. Fentanyl Symposium	N/A	1	2
C.S.C.E.D.		Open Source Intel & Invest Research	N/A	1	1

Facility	Course	Title	Duration	Sessions	Completed
C.S.C.E.D.		O.P.P. Homemade Explosives Workshop	N/A	1	1
C.S.C.E.D.		Police Administration	N/A	1	1
C.S.C.E.D.		Police Leadership & Management Development	N/A	1	1
C.S.C.E.D.		Police Wellness Conference	N/A	1	1
C.S.C.E.D.		Portal for ArcGIS-User Workflow	N/A	1	5
C.S.C.E.D.		Preliminary Drug Evaluation & Classification	N/A	1	1
C.S.C.E.D.		Professional Development Seminar	N/A	1	1
C.S.C.E.D.		Radar & Lidar Master Instructor Refresher	N/A	1	1
C.S.C.E.D.		R.C.M.P. National Security Criminal Invest	N/A	1	1
C.S.C.E.D.		R.C.M.P. Terrorism Prevention Program	N/A	1	1
C.S.C.E.D.		Sexual Harassment & Violence Invest	N/A	1	1
C.S.C.E.D.		Standard Field Sobriety Testing Course	N/A	1	1
C.S.C.E.D.		SharePoint 2010 Intro for End Users	N/A	1	8
C.S.C.E.D.		SharePoint 2013 Intro for End Users	N/A	1	1
C.S.C.E.D.		SITCS-Implementing Cisco Threat C	N/A	1	1
C.S.C.E.D.		Situation Table eModules	N/A	1	2
C.S.C.E.D.		Situation Table Learning Modules	N/A	3	3
C.S.C.E.D.		Special Effects Pyrotechnics Workshop	N/A	1	1
C.S.C.E.D.		Standard Field Sobriety Testing Instructor	N/A	1	1

Facility	Course	Title	Duration	Sessions	Completed
C.S.C.E.D.		Sudden Death S.I.D.S. S.A.D.S.& S.U.D.E.P.	N/A	1	1
C.S.C.E.D.		Supervisor Leadership Institute	N/A	1	1
C.S.C.E.D.		Surveillance of Law Enforcement ...	N/A	1	1
C.S.C.E.D.		SWITCH- Implementing Cisco IP	N/A	1	1
C.S.C.E.D.		Taser Conducted Electrical Weapon	N/A	1	1
C.S.C.E.D.		TESOL + Practicum Certificate	N/A	1	1
C.S.C.E.D.		Threat Assessment Training	N/A	1	1
C.S.C.E.D.		Tracking Terrorism 2016 Symposium	N/A	1	1
C.S.C.E.D.		Undercover Officer Survival Techniques	N/A	1	1
C.S.C.E.D.		Understanding Labour & Employment Law	N/A	1	2
C.S.C.E.D.		Unified Network Services Opera	N/A	1	1
C.S.C.E.D.		Using Business Intelligence Tools...	N/A	1	1
C.S.C.E.D.		Using Progressive Discipline	N/A	1	2
C.S.C.E.D.		VMware vSphere: Install, Configure	N/A	1	1
C.S.C.E.D.		V.T.R.A. Level 1 Training	N/A	1	36
C.S.C.E.D.		WAJAX Forklift Operator Training	N/A	1	12
C.S.C.E.D.		WIFUND- Implementing Cisco WiFi Net	N/A	1	1
SUBTOTAL				138	262

Facility	Course	Title	Duration	Sessions	Completed
		SUBTOTALS	COM	4	33
			CRT	47	715
			DIV TRNG	136	2157
			D.P.S.U.	9	189
			E.T.F.	27	130
			FIS	14	117
			F.M.T.	16	165
			INT	13	370
			MAR	4	23
			P.D.S.	4	4
			PPB	211	4232
			P.S.U.	47	995
			R.M.S.	2	14
			S.A.S.	1	59
			T.S.V.	51	391
			C.I.S.O	22	153
			C.P.C	15	17
			O.P.C	26	120
			O.P.P.	2	17
			C.S.C.E.D	138	262
		TOTAL – APPENDIX B		789	10163
		GRAND TOTAL – APPENDICES A & B		6845	47693



Toronto Police Services Board Report

March 10, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Annual Report: 2016 Activities and Expenditures of Consultative Groups

Recommendation(s):

It is recommended that the Board receive this report for information.

Financial Implications:

Upon receipt of the Community Consultative Groups Annual Report, each Consultative Group will receive \$1,000.00 each in annual funding, which will result in the Special Fund being reduced by \$30,000.00.

Background/Purpose:

In accordance with the Board's Community Consultative Groups Policy, and provisions set out in the Special Fund Policy, each consultative group will receive \$1,000.00 in annual funding from the Board's Special Fund, following the receipt of an annual report from each consultative group detailing the activities and expenditures from the previous year.

The purpose of this report is to provide the Board with an annual review of the activities and accounting of the Community Police Consultative Groups during the period of January 1, 2016, to December 31, 2016.

Community Consultative Process:

The Mission Statement of the Toronto Police Service Consultative Committee processes is:

"To create meaningful partnerships through trust, understanding, shared knowledge and effective community mobilization to maintain safety and security in our communities."

Community Consultative Groups includes the following:

- Community-Police Liaison Committees (C.P.L.C.); Chinese Community Liaison Committee (C.C.L.C.)
- Community Consultative Committees (C.C.C.);
- Chief's Advisory Council (C.A.C.); and
- Chief's Youth Advisory Committee (C.Y.A.C.).

The consultation process is not meant to provide another level of police oversight, but rather to establish a process that affords opportunities for enhanced community safety involving community based activities and leadership, the mutual exchange of information and the development of joint problem solving initiatives.

On June 17, 2016, the Board approved the establishment of the Disabilities Community Consultative Committee and the Seniors Community Consultative Committee. In addition, the Board approved funding for the Seniors C.C.C. and re-allocated funding from the Traffic Services C.P.L.C., which no longer exists, to the Disabilities C.C.C. (Min. Nos. P150/16 and P151/16 refers). With the addition of two new C.C.C.s, the total number of C.C.C.s and C.P.L.C.s is 30 for a total annual contribution of \$30,000.00 from the Board's Special Fund.

Consultative Groups are governed by the Volunteer Manual which sets out expectations and standardized mandated activities. Some of those requirements are as follows:

- Meet at least four times per year;
- Set goals and objectives consistent with Service priorities at the beginning of each calendar year;
- Hold one town hall forum jointly with police annually;
- One value-added community-police project per year consistent with Service priorities;
- Participate in the Annual Community Police Consultative (CPC) Conference for Consultative members;
- Keep minutes of all meetings;
- Prepare a financial statement for the Committee Executive when requested; and
- Complete a year-end Activity and Annual Performance Evaluation Report.

Community-Police Liaison Committees:

A C.P.L.C. is mandated and established in each of the seventeen policing divisions; including 42 Division Chinese Community Liaison Committee (C.C.L.C.).

The purpose of the C.P.L.C. is to provide advice and assistance to the local Unit Commander on matters of concern to the local community including crime and quality of life issues. The C.P.L.C. is also consulted as part of the divisional crime management process established by Service Procedure 04-18 entitled "Crime and Disorder

Management,” a process which includes assisting the local Unit Commander in establishing annual priorities.

The composition of the C.P.L.C.s differ across the city, as each Unit Commander is required to establish a committee that reflects the unique and diverse population served by a particular policing division. C.P.L.C. participants shall include representation from various racial, cultural or linguistic communities, social agencies, businesses, schools, places of worship, local youth and senior groups, marginalized or disadvantaged communities and other interested entities within the local community. Each C.P.L.C. is co-chaired by a senior officer and a community member.

Community Consultative Committees:

The C.C.C.s are meant to serve and represent specific communities throughout the City. The membership is drawn from various organizations within each of these communities, and serves as a voice on wider policing issues such as training, recruiting, professional standards, and community mobilization.

The Service currently maintains a C.C.C. for the following communities:

- Aboriginal;
- Asia Pacific;
- Black;
- Chinese;
- Disabilities;
- French;
- Lesbian/Gay/Bisexual/Transgender/Queer (LGBTQ);
- Muslim;
- Seniors; and
- South and West Asia.

Each C.C.C. is co-chaired by a senior officer and a community member.

Chief's Advisory Council & Chief's Youth Advisory Committee (C.A.C. and C.Y.A.C.):

The Service operates a third level of consultation at the Chief of Police level. The C.A.C. and the C.Y.A.C. exist to provide a voice for various community representatives from business through to social agencies, spanning the various diverse communities as well as youth on a wide variety of issues.

Reporting:

Each consultative group is required to include in a year-end report an accounting for expenditures made from the \$1,000.00 grant during the year. The funds are generally used for community outreach, community events, 'value-added' community projects and administrative meetings.

Expenditures have been recorded and verified within the Systems Application Products (SAP) accounting software used by the Service with checks at the unit level and at Finance and Administration.

Summary of Activities and Expenditures:

Appendix "A" attached to this report provides a summary of activities and expenditures for each of the consultative groups in 2016. Committees that have exceeded the allotted budget of \$1,000.00 are responsible for covering any surplus.

Conclusion:

The Service continues to remain committed to an effective and constructive community consultative process with community stakeholders in an atmosphere based on mutual trust, respect and understanding. The current consultative process, sustained financially through the Board's Special Fund, is but one method utilized by the Service to advance the goal of an empowered community.

Constructive partnerships and positive outcomes that occur as a result of community-police interaction remain the cornerstone of a successful police service, leading to a safer community.

Deputy Chief Michael Federico, Community Safety Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
Chief's Advisory Council							<p style="text-align: center;">Total Spent/Returned: \$0.00/\$1000.00</p>

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$2000 Grant
Chief's Youth Advisory Committee							<p style="text-align: center;">Total Spent/Returned: \$0.00/\$1000.00</p>

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
Aboriginal Community Consultative Committee	A/S/Supt. Rob Johnson (Uniform Co-Chair) Tracey King (Civilian Co-Chair) PC Monica Rutledge (Officer Liaison)	10	Community Partnership Youth engagement and youth issues Continue to be proactive and involved in community relations. Support to both the community and the Toronto Police Service. Support and involve Divisional Aboriginal Liaison officers in community events and meetings as well as training.	N/A	Ongoing partnership with Miziwe Biik Aboriginal Employment and Training. Contract community member to work with the TPS/APU and Employment: Temp. Admin. Assistance. Aboriginal Seniors Crime Prevention and health awareness. Partnering with other Aboriginal agencies. Aboriginal Awareness – National Aboriginal month. Annual Celebration June 1 st , 2016 at the Wellesley Community Centre. Continue to support the APU and the TPS by attending functions hosted by both the community and the service. Encourage the strengthening of relationships by supporting the annual cops and kid's camp at Grundy Provincial Park with ALO officers, youth and community members.	ACC continues to be updated on current crime trends as well as discuss current issues and or concerns within the community with the TPS at the monthly meetings. ACC continues to support the TPS through the APU through consultations: Demonstrations, rallies and other issues – acting as part of the liaison team.	Gift presented to Temp. Clerk for her time with the TPS/APU \$50.00 Purchase of the TPS APU banner \$372.90 Food & refreshments for East View students at HQ for annual Christmas Carolling event \$136.55 Bus Transportation for East View students to attend HQ for Annual Christmas Carolling \$264.94 Guest singer/hand drummer attended the annual Christmas Carolling. Honorarium was given \$175.00 Total Spent/Returned: \$999.39/\$0.61

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
Asia Pacific Community Consultative Committee	Supt. Randolph Carter & Supt. Debra Preston (Uniform Co-Chairs) Rey Tolentino (Civilian Co-Chair) PC Ryan Park (Officer Liaison)	7	Being proactive in community relations, crime prevention, education, and mobilization and communication initiatives. Acting as a resource to the police and the community. Developing a strategic long term vision through the building of knowledge, education, tolerance and understanding. Increase police and Asia Pacific community interactions and mutual understanding.	April 14, 2016 at the Japanese Canadian Cultural Centre. Approximately 120 people attended. Consulate Generals from Korean and Japan attended the event.	Working on Senior Safety video series. A Series of informational videos in various languages.		Food and Refreshments for the town hall meeting and planning meetings. Jan 26 Meeting \$100.00 Mar 2 Meeting \$50.00 April 26 Meeting \$40.16 May 14 Food for Town Hall \$200.00 May 31 Meeting \$48.51 Aug 23 Meeting \$58.05 Oct 3 meeting \$72.32 Dec 7 meeting \$109.02 Banner for APCCC \$259.09 Total Spent/Returned: \$937.15/\$62.85

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting/ Community Events	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
Black Community Consultative Committee	<p>S/Supt. Kathryn Martin-Doto (Uniform Co-Chair)</p> <p>Inspector Reuben Stroble (2IC)</p> <p>John O'Dell (Civilian Co-Chair)</p> <p>PC Isabelle Cotton (Officer Liaison)</p>	9	<p>Promotes healthy strong working relationships with the TPS and members of the black community.</p> <p>Engages dialogue on various Police issues – safety tips – sets goals objectives and target dates</p> <p>Proactive involvement in Community Events.</p>	<p>Attended the Ontario Black History Month Society luncheon – Jan. 31, 2016</p> <p>Participated in TPS Black History Month Kickoff & presented 2015 Keith Ford Youth of Excellence Service Award – Feb. 12, 2016</p> <p>Attended the BISN Celebrating Excellence – Feb. 19, 2016</p> <p>Volunteer Appreciation Night, John Herra Award, & Yvette Blackburn Appreciation Award – Apr. 13, 2016</p> <p>Police Officer of the Year Awards – May 31, 2016</p> <p>Caribana Kickoff – Jul. 29, 2016</p>	<p>Great Debate: Engaging students to participate in a debate style event with other local schools and police officers – Deferred to 2017</p> <p>Reading Initiative: Engaging students from three grades and local police officers to read chosen books to deliver the book's message.</p> <p>2015 Keith Forde Youth of Excellence Service Award</p> <p>Two members attended TPS Social Media Course</p>		<p>Ontario Black History Society Luncheon (2 tickets) \$200.00</p> <p>Plaques for Keith Ford Award Recipients \$189.84</p> <p>Plaque for Carpenters Union \$45.20</p> <p>iPad purchased for Great Debate \$359.33</p> <p>Total Spent/Returned: \$794.37/\$205.63</p>

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
Chinese Community Consultative Committee	Supt. Neil Corrigan (Uniform Co-Chair) Benildus Lau (Civilian Co-Chair) PC Qian-Liang Yang (Officer Liaison)	8	Acting as a resource to the community via an effective communication channel Be proactively involved in community relations, crime prevention and community improvement Develop a planned long term vision through the building of knowledge, awareness, presence and understanding	"Meet the Chief" Town Hall Meeting with over 110 people who attended – Dec.5, 2016	Asian Heritage Month Celebration; Cops & Community Charity Event was deferred due to scheduling conflict with other community event (EA-ISN Golf Tournament , Community Based Policing Dinner & Supt. Dave McCormack's Retirement Dinner)	12 Crime Prevention Workshops: – BYCC x1 – Carefirst x2 – www.51.ca x1 – UTSC x1 – Chinatown BIA x2 – CICS x1 – TCBA x1 – Int'l Visa Students x3	Chinese Community Town Hall Meeting Food \$830.55 Plates, cutlery, napkins, etc \$131.99 Total Spent/Returned: \$962.54/\$37.46

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
Disabilities Community Consultative Committee	S/Supt. Peter Yuen (Uniform Co-Chair) None elected yet (Civilian Co-Chair) PC Jason Peddle (Officer Liaison)	1			The committee was established in the fourth quarter of this year, and met for the first time in November.		Total Spent/Returned: \$0.00/\$1000.00

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
French Community Consultative Committee	Director Kristine Kijewski (TPS Co-Chair)	11	Support the Service in its delivery of safety lectures to children within the French schools	1	FCC members hosted the 6 th International Francophonie Day Event	N/A	Print Advertising Re. Town Hall \$282.50
	Nathalie Lévesque (Civilian Co-Chair - Interim)		Increase the profile of the French Consultative Committee		FCC members hosted their 1 st Town Hall Event in French		Supplies for Town Hall (Cutlery, coffee etc.) \$138.11
	PC Tina Trépanier (Officer Liaison)		Outreach to other CCCs/CPLCs		FCC members participated in the Caribbean Carnival Parade and Kick-off Event		Printing 2500 FCC French Brochures \$271.20
			Support the CPLC/CCC Strategic Planning Committee		FCC members participated in the CPC conference		Sponsorship Centres d'Accueil Heritage \$100.00
			Raise funds for French community initiatives		FCC members delivered 4 presentations at La Maison Women's Shelter		Graphic Designer Fee for Promo Ad \$90.40
			Revise existing French Consultative Committee Manual of Rules and Regulations		FCC members participated and delivered a presentation at the Congolese Youth Conference		Donation to support the building of a school in Rwanda \$100.00
					FCC members participated and delivered a presentation at the Sylvénie Lindor Multicultural Forum		Total Spent/Returned: \$982.21/\$17.79
					FCC members participated at the Na-Me-Res event for National Aboriginal Day		

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Community Consultative Committee	Supt. Hugh Ferguson & Supt. Barb McLean (Uniform Co-Chairs) Steven Solomon (Civilian Co-Chair) PC Danielle Bottineau (Officer Liaison)	10	Be proactively involved in community relations, crime prevention and community improvement Improve relations between Trans community and TPS Improve education awareness around process awareness-engagement with the police service, who to contact, help people feel more comfortable interacting with police Support efforts to promote LGBTQ visibility (internally & externally)	N/A	LGBTQ Youth Justice Bursary Coffee with Cops Report Homophobic Violence Period Program – RHVP “Let’s Talk” – Trans Focus Groups International Day Against Homophobia & Transphobia Board & Chief’s Pride Reception IDAHO PFLAG Flag Raising Ceremony Pride Parade Trans March Ryerson Speaking Series Trans Community Guide to Policing Services Hate Crime Poster Campaign	LGBTQ CCC continues to be updated on current crime trends at monthly meetings and also during outreach with individual organizations and individual community members. Working closely with various Division management teams Outreach within various CCC & CPLC	Acrylic Awards: LGBTQ Youth Bursary - \$176.28 Equipment rental for “Lets Talk” Session - \$28.25 Hate Crime Poster Campaign: Printing of posters and postcards. - \$300.00 Printing of Trans Guide - \$400.00 Total Spent/Returned: \$904.53/\$95.47

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
Muslim Community Consultative Committee	S/Supt Mario DiTommaso (Uniform Co- Chair) Mr. Osman Khan (Civilian Co-Chair) PC Jamshid Habibullah (Officer Liaison)	10	Being proactive in community relations, crime prevention, education and communications initiatives. Creation of the Social Media Strategy to reach all communities across the GTA. Developing a strategic long term vision through the building of knowledge, education, tolerance and understanding Increase police and Muslim community interactions and communication. Enhance recruitment activity to increase the number of Toronto Police Service employees with an Islamic background/ expertise.		Ramadan Meeting with the Community at the Imdadul Islamic Centre. Presentations to the Thorncliffe Park community & youth included: traffic safety, domestic violence, cyber-bullying, drug awareness. Muslim Community Conference on Hate Crimes & Crime Prevention. Imdadul Islamic Centre B.B.Q for the D32 community. Presentation to the Islamic Foundation of Toronto (Topics: pedestrian safety, Internet safety, domestic awareness) Islamic Heritage Month Celebration (~200 people in attendance)		Islamic Heritage Month Celebration Food & Refreshments \$995.95 Total Spent/Returned: \$995.95/\$4.05

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
Seniors Community Consultative Committee	Supt. Elizabeth Byrnes (Uniform Co-Chair) None elected yet (Civilian Co-Chair) PC Jason Peddle (Officer Liaison)	2			The committee was established in the third quarter of this year, and met for the first time in September.		<p style="text-align: center;">Total Spent/Returned: \$0.00/\$0.00*</p> <p>*\$1,000.00 funding was approved on June 17, 2016, (Min. Nos. P150/16 and P151/16), but there was an accidental oversight and it was not included in the annual amount given.</p>

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
South & West Asia (S&WA) Community Consultative Committee	A/Deputy Chief Richard Stubbings (Uniform Co-Chair) Insp. Richard Hegedus (2IC) Haroon Khan (Civilian Co-Chair) PC Johnny Bobbili (Officer Liaison)	4 committee meetings 29 support meetings/consultations	Serve as the voice on policing issues RE: training, recruiting, customer service & community mobilization Work in partnership with S&WA communities to identify, prioritize, and problem-solve policing issues Be proactive in community relations, crime prevention, education, mobilization, & communications initiatives Act as resource to police and the community	Chief's Meet and Greet for South and West Asian Community Leaders at HQ	Assist in building trust and confidence between local divisions and S&WA communities Develop and mobilize S&WA assets to assist divisions and specialized units with investigations, crime prevention, intelligence and actionable information Prioritize issues, develop initiatives and work in partnership with S&WA resources to make communities safer	CCC members disseminated police information into their respective communities CCC members brought issues of concern to the attention of police CCC members promoted information on police services and crime reporting CCC members assisted in developing responses to crime trends mobilized assets as required CCC utilized ethnic media to reach S&WA communities across the city	Meet and Greet \$897.92 Total Spent/Returned: \$897.92/\$102.08

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
11 Division Community -Police Liaison Committee	Supt. Heinz Kuck (Uniform Co-Chair) Linda Martin (Civilian Co-Chair)	4	Promotes healthy strong working relationships with various BIA's Community Partners and Resident Associations Engages dialogue on various Police issues – safety tips – sets goals objectives and target dates Proactive involvement in Community Events 11 Div. CPLC Scholarship Fundraising		Improve awareness of Crime Prevention Initiatives Marketing and Promoting 11 Div. Youth Scholarship Fundraising Initiatives Warm-4-Winter sleep-out raising awareness on homelessness CP Holiday Train - fundraiser for the Victim Services Trauma Dog Program	CPLC members regularly advised of crime trends and year to year statistics by Crime Analyst PC Rob Tajti CPLC promotes community policing and partnerships with 11 Division Officers CPLC Meetings held at D11 Community Room	\$74.89 Clothing Drive \$43.23 Halloween Candy \$91.54 North York Trophies: Plaque \$314.60 Sheilae awards: Plaques-Push Pawns not each other \$18.33 Newsoms Cycle & Skate: Plaque \$293.53 Sheila Rae Awards – Spelling Bee Total Spent/Returned: \$836.12/\$163.88

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
12 Division Community -Police Liaison Committee	Supt. Scott Weidmark (Uniform Co-Chair) Barbara Spyropoulos (Civilian Co-Chair)	8	To build a community in which everyone can live, work, and play in peace.	1	Restorative Justice Projects *31 cases referred * training Stone Soup Cooking Clubs Weston Santa Parade Community Float Community Day Memorial service for member Canada 150 Anniversary Project Support of needy families at Christmas Community Information Exchange and Virtual Situation Table Meetings with community leaders; participation in other organization's events Safety Audits		Restorative Justice Projects \$21.41 Stone Soup Cooking Clubs \$138.54 Weston Santa Parade Community Float, and Community Day \$133.64 Canada 150 Anniversary Project \$229.01 Community Info. Exchange & Virtual Situation Table \$31.51 Community Meetings & Events \$12.19 Safety Audits \$283.80 Total Spent/Returned: \$850.10/\$149.90

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
13 Division Community -Police Liaison Committee	Supt. Scott Baptist (Uniform Co-Chair) Amber Kellen (Civilian Co-Chair) S/Sgt. Chambers (CRU) D/Sgt. Qureshi (CIB) Shelby Venneri (CRU Clerk)	10	Proactive community relations, involvement in Community events, crime prevention and community problem solving. Provide local business and BIA's with Sharps containers for the safe disposal of needles. Create a safer environment in which to live and work. Engage/involve local New Community Groups, BIAs and Faith Associations.	Safety Town Hall (Chief) – Blessed Pope Paul VI C.S Councillor's Meetings	CPLC Open House (May) PCP 13 BBQ And Community Party (Sep) 1400 Bathurst Christmas Event (Dec)	CPLC regularly advised of crime trends. Meetings follow a crime management meeting style with slides. CPLC regularly advised of traffic trends, complaints and consulted for traffic strategies. Traffic initiative created as a result of numerous complaints on Westmount Avenue (13 Division Initiative)	\$200 - 1400 Bathurst Children's Christmas Event \$500 for sharps containers. Initiative for the safe disposal of needles. \$100 for socks for the homeless. \$200 – 40, \$5 Tim Hortons gift cards for meals for homeless people. Total Spent/Returned: \$1000.00/\$0.00

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
14 Division Community -Police Liaison Committee	<p>Supt. Neil Corrigan (Uniform Co-Chair)</p> <p>Insp. Colin Greenaway (2IC)</p> <p>S/Sgt. Tam Bui (CRU)</p> <p>Christopher Worth (Civilian Co-Chair)</p> <p>Secretary: Reta Reid (CRU)</p> <p>Treasurer: Moneca Yardley</p> <p>34 CPLC Community Members</p>	10	<p>Promotes healthy strong working relationships with various BIA's Community Partners and Resident Associations</p> <p>Engages dialogue on various Police issues – safety tips – sets goals objectives and target dates</p> <p>Proactive involvement in Community Events</p> <p>14 Div. CPLC Scholarship Fundraising</p>		<p>Improve awareness of Crime Prevention Initiatives</p> <p>Marketing and Promoting D14 Youth Scholarship Fundraising Initiatives</p> <p>Raising Funds through various venues i.e. BIA Donations</p> <p>Reaching out to School Principals Marketing Scholarship to Schools through School Watch Officers</p>	<p>CPLC members regularly advised of crime trends and year to year statistics by Crime Analyst PC Fleckeisen</p> <p>CPLC promotes community policing and partnerships with 14 Division Officers</p> <p>CPLC Meetings held at D14 Community Room</p>	<p>End of Year Potluck Dinner \$157.72</p> <p>Scadding Court Fundraising Award Dinner & Autism Speaks Fundraiser T-shirts \$500.00</p> <p>St. Anne's Church Fundraiser \$342.28</p> <p>Total Spent/Returned: \$1000.00/\$0.00</p>

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
22 Division Community -Police Liaison Committee	Supt. Shaun Narine (Uniform Co-Chair) Jennifer Lau (Civilian Co-Chair)	10	To increase CPLC visibility within the community. To educate the community on the purpose of the CPLC and the relationship with Toronto Police. To recruit active community members to join our CPLC. To initiate a youth component of the CPLC. To initiate a seniors component of the CPLC. To continue with a successful student bursary program for a high school in D12. To assist with Holiday Food & Toy drive. To continually foster a collaborative and community-focused relationship with Toronto Police.		Feb. 2016 attended Community Fair at Cloverdale Mall Attended MP & MPP Annual Community BBQs to raise awareness Presented \$2000 bursary to student from 1/10 high schools in division Attended Chinese CCC Fundraiser Participated in "Back to School" program Sept. 2016 Attended CPC conference at TPC Oct. 2016 Collected food for local food bank @ 26th Annual Etobicoke Lakeshore Christmas Parade Participated in Etobicoke Rotary's Annual Rib Fest Jul. 2016 Participated with Etobicoke Rotary's Food Packing Initiative Nov. 2016 Participated in D22 Auxiliary event; Annual Mabelle Dinner Dec. 2016	CPLC regularly advised of crime trends CPLC provides input on community concerns and issues to unit management Superintendent available to attend meetings at request of community groups	Scadding Court Awards Banquet \$500.00 Parade Entry Fee \$25.00 Youth Engagement Food Drive Event with Our Lady of Sorrow School \$198.28 Community Engagement "Cram-A-Cruiser" Event \$45.19 Total Spent/Returned: \$768.47/\$231.53

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
23 Division Community-Police Liaison Committee	Supt. Ron Taverner (Uniform Co-Chair) Donata Calitri-Bellus (Civilian Co-Chair)	10	Crime Prevention and Community Mobilization	1	Development of Compassionate Fund to help families in need Community Movie Night-June 2016 Community events & Police Week Senior Thanksgiving Lunch - November 2016 Children's Christmas Party - December 2016 Attendance at CPC Conference - October 2016 Jamestown Community Initiatives: <ul style="list-style-type: none"> • BBQ- Summer 2016 • Health Kids Challenges • Boot Drive2016 • Skate Drive 2016 • Coat Drive 2016 • Food Drive 2016 		Community Movie Night \$997.09 Total Spent/Returned: \$997.09/\$2.91

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
31 Division Community -Police Liaison Committee	Insp. Riyaz Hussein (Uniform Co-Chair) Mark Tenaglia (Civilian Co-Chair)	6 CPLC General Meetings	Developing new community relationships	2	2016 CPLC Action Plan & Year In Review Reports	CPLC regularly advised of crime trends	12 CPLC Meetings (food & refreshments) \$368.15
		16 CPLC Executive Meetings	Strengthening existing relationships	Town Hall Meeting held at St. Jane Frances Parish	Launch of 8-week Cricket Clinic at Monsignor Fraser College	Weekly Divisional Crime Management Meetings	Purchased CPLC Shirts \$149.99
			Addressing youth issues	Town Hall Meeting hosted by Giorgio Mammoliti with Chief Saunders , held at St. Roch's Church	Meeting at Metcap Living to discuss Seniors Strategy	General CPLC Meetings	CPLC Bursary Awards supplies \$34.99
			Assisting police with crime prevention education		Meeting with Costi Immigrant Services regarding Syrian Refugees		Purchase of plaque for CPLC community event \$75.35
			Educating seniors on elder issues – fraud, scams, abuse		D31 Open House & Community BBQ		Decor, plaque, food & refreshments for CPLC General Meeting \$194.74
					Seniors Safety Education Seminars		Purchased CPLC Banner \$110.01
					Participated in McHappy Day, at 2 different McDonalds locations		Year End CPLC Executive Meeting \$66.77
					CPLC took 40 youth volunteers on a day trip to Niagara Falls		
					CPLC Bursary Awards Ceremony at Monsignor Fraser College		
					Downsview Memorial Parkette 10 th Anniversary Festival – CPLC Information Booth		
			CPLC Youth Sub-Committee Food Drive for local Food Bank				
			CPLC website & D31 Toy Drive				
			CPLC held 1st Firgrove Community Christmas Dinner with D31 N.O's for 150+ people & toys for youth				
						Total Spent/Returned: \$1000.00/\$0.00	

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
32 Division Community-Police Liaison Committee	Supt. Selwyn Fernandes (Uniform Co-Chair) Steve Baklarian (Civilian Co-Chair)	10	Be proactively involved in community relations, crime prevention and community improvement		Police Week	CPLC regularly advised of crime trends	Police Week \$280.17 Total Spent/Returned: \$280.17/\$719.83

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
33 Division Community-Police Liaison Committee	Supt. Randolph Carter (Uniform Co-Chair) Christine Crosby (Civilian Co-Chair)	10 CPLC meetings 4 Sub-Committee Meetings 1 Bursary Meeting	Promote working relationships with the community Regular communication and updates on crime indicators and traffic issues Promote Traffic and pedestrian safety Promote Senior Safety Promote Fraud awareness Communicate Traffic initiatives Proactive involvement in Community Events 33 Division CPLC Bursary Program Fundraising	1 Senior Town Hall meeting 1 Town Hall meeting	Promoting 33 Division Bursary Program Bursary program fundraising initiative (Open House, monthly 50/50 draws at CPLC meetings) Reaching out to School Principals promoting bursary program to Schools through school liaison officer Senior Town Hall Halloween Safety Initiative Singing with Seniors event/initiative Open House	CPLC members updated at monthly meetings on the crime indicators, traffic updates and initiatives by Supt. Carter CPLC promotes community policing and partnerships with 33 Division Officers CPLC Meetings held at D33 Community Room	Open House \$498.25 Halloween Safety Event for local elementary schools \$62.10 Town Hall \$191.35 Singing with Seniors event & Toy Drive \$245 Total Spent/Returned: \$998.35/\$1.65

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
41 Division Community-Police Liaison Committee	Supt. Mark Barkley (Uniform Co-Chair) Holly de Jong (Civilian Co-Chair)	12	Encourage youth to achieve their career goals Enhance Police & Youth Relationship Senior Safety		Investing in our Diversity Scholarship Dinner/Awards Police-Youth Games Project Jingle (re: Purse Bells)		Awards \$400.00 Purchase of jerseys for Police-Youth Games \$209.77 Purchase of Purse Bells for Project Jingle \$390.23 Total Spent/Returned: \$1000.00/\$0.00

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
42 Division Community-Police Liaison Committee	Supt. Kim Yeandle (Uniform Co-Chair) Insp. Joanna Beaven-Desjardins (2IC) Dorothy Feenan (Civilian Co-Chair)	10 CPLC meetings 12 Sub-Committee Meetings Student Award and Scholarship Recipient Appreciation Dinner	Promotes healthy strong working relationships with various BIA's Community Partners and Resident Associations Engages dialogue on various Police issues – safety tips – sets goals objectives and target dates Proactive involvement in Community Events -Annual Rummage Sale and Community Picnic •Poker Run •Bowling Night •Crime Seminar 42 Division CPLC Student Awards and Scholarships	2016 Crime Seminar on Senior Safety	Improve awareness of Crime Prevention Initiatives Marketing and Promoting 42 Division Student Award and Scholarship Fundraising Initiatives Raising Funds through various venues i.e. Rummage Sale, Community Picnic, Poker Run Reaching out to School Principals Marketing Scholarship to Schools through School Resource Officers	CPLC members regularly advised of crime trends and year to year statistics by D/Sgt Gerry Heaney CPLC promotes community policing and partnerships with 42 Division Officers CPLC Meetings held at 42 Division Parade Room	Plaques for outgoing members and officer of the year \$187.50 CPLC Golf Shirts \$339.00 Microphones for seminars \$96.04 Crime Seminar \$343.53 Total Spent/Returned: \$966.07/\$33.93

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
42 Division Chinese Community Liaison Committee	Supt. Kim Yeandle (Uniform Co-Chair) Insp. Joanna Beaven-Desjardins (2IC) Tom Chang (Civilian Co-Chair)	10 CCLC meetings 12 Sub-Committee Meetings Student Award and Scholarship Recipient Appreciation Dinner Plaque presentations incl. for Outgoing Uniform Co-chair	Promotes healthy strong working relationships with various BIA's Community Partners and Resident Associations Engages dialogue on various Police issues – safety tips – sets goals objectives and target dates Proactive involvement in Community Events <ul style="list-style-type: none"> •Annual Rummage Sale and Community Picnic •Chinese New Year Dinner 42 Division CCLC Student Awards and Scholarships	Co-hosted the Chief's Town Hall on the TTF	Improve awareness of Crime Prevention Initiatives Marketing and Promoting 42 Division Student Award and Scholarship Fundraising Initiatives Raising Funds through various venues i.e. Rummage Sale, Community Picnic, Chinese New Year Dinner, Reaching out to School Principals Marketing Scholarship to Schools through School Resource Officers	CCLC members regularly advised of crime trends and year to year statistics by D/Sgt Gerry Heaney CCLC promotes community policing and partnerships with 42 Division Officers CCLC Meetings held at 42 Division Parade Room	CCLC Golf Shirts & Emblem Logo \$583.51 Website Domain Name Renewal \$20.85 CCLC Website hosting until March 2019 \$395.64 Total Spent/Returned: \$1000.00/\$0.00

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
43 Division Community-Police Liaison Committee	Supt. Mark Fenton (Uniform Co-Chair) Marilyn Hodge (Civilian Co-Chair)	10	<p>Establish a meaningful community-police partnership and to problem-solve local policing issues</p> <p>Invite community members to all CPLC meetings to express their concerns regarding local issues related to crime prevention and community improvement and safety</p> <p>Host community events that encourage positive police relationships with residents of all ages, businesses, schools and faith communities</p>		<p>Mother's Day Baskets for Rosalie Hall, a young parent resource centre, in 43 D. (Donations of items for babies and mothers are collected and delivered to Rosalie Hall just before Mother's Day.)</p> <p>Community Picnic and Open House – May 7th at 43 Division</p> <ul style="list-style-type: none"> Family Skate Day – Nov. 18th at Heron Park Recreation Centre – Gently used skates are given to those who need them. 	<p>CPLC regularly advised of crime trends at all CPLC meetings</p> <p>CPLC members and guests provide input on community concerns and issues to unit management</p>	<p>Community Picnic and Open House – May 7th at 43 Division \$895.13</p> <p>Tim Horton's Gift Cards for 9 Steel Band members in appreciation for donating their time and services. \$90.00</p> <p>Stamps – for fundraising letters to corporate donors \$9.61</p> <p>Total Spent/Returned: \$994.74/\$5.26</p>

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
51 Division Community-Police Liaison Committee	Supt. Elizabeth Byrnes (Uniform Co-Chair) Veronica Willoughby (Civilian Co-Chair)	9	Sharing of concerns and information between community and the police Raising awareness of the CPLC within the community through outreach events Youth engagement through information sessions and sporting activities Elderly engagement through information sessions Undertaking of Goal Setting initiative	1	Community Hero Awards ceremony 51 Division Open House and barbecue Sponsorship assistance for the Youth Esplanade Basketball Tournament Sponsorship for the Neighbourhood Information Post (NIP) Safety and Nutrition program (2)	CPLC advised of crime at meetings CPLC members sharing information from their own organizations CPLC outreach to under-represented neighbourhoods (e.g., St. James Town) Social Media Outreach: CPLC Blogspot (http://cplc-51division.blogspot.ca/) Twitter Account @CPLC51Division Facebook page CPLC 51 Division @CPLC51Div	Town Hall refreshments \$135.39 Community Hero Awards Plaques \$254.25 NIP community safety & nutrition program \$610.36 Total Spent/Returned: \$1000.00/\$0.00

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
52 Division Community -Police Liaison Committee	Supt. Dave McCormack & Supt. Scott Gilbert (Uniform Co-Chairs) Tim Kocur & Melanie Dickson-Smith (Civilian Co-Chairs)	4	To act as a resource to the police and the community. To maintain a meaningful community police partnership. To continue working together with members of 52 Division in identifying, prioritizing and problem solving of crime, traffic and safety issues. To be proactive in community relations, crime prevention and community improvement. To promote the CPLC and recruit new members. Scholarship/ Mentoring Program for Contact Alternative School		None due to ongoing construction at 52 Division Mentoring program for students at Contact Alternative School. Kids & Cops Program at University Settlement Rec. Centre. Drug Free Marshals participated in a number of drug prevention initiatives, including the 28 th Annual Drug-Free Marshals Christmas Festival at Yonge Dundas Square on November 27, 2016. Attended by community and CRU Officers. Awarded one student a CPLC Scholarship.	Crime Analyst attends CPLC meetings and advises CPLC of crime trends and up to date crime statistics.	Purchased 3 Outdoor & Indoor Promotional Banners \$667.86 Printing of D52 CPLC Brochures \$228.26 Appreciation Certificates/ Plaques \$103.88 Total Spent/Returned: \$1000.00/\$0.00

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
53 Division Community -Police Liaison Committee	Insp. Sonia Thomas (Uniform Co-Chair) Daly McCarten (Civilian Co-Chair)	11	Be proactively involved in community events, crime prevention, education initiatives Be a resource to the police and the community Create opportunity for members to become more active in CRU outreach events such as mall displays Develop a CPLC brochure in an effort to promote initiatives and increase membership Proactively involved with newcomer and domestic violence issues especially in the Thorncliffe Park neighbourhood Traffic safety focusing on youth, pedestrians and cycling Become more involved in the Auxiliary and Crossing Guard programs	1	CPLC Brochure (increase in membership and community assets) Crime Prevention canvass using community volunteers Traffic safety lectures in Thorncliffe Park in partnership with TRU and CSLO 53 Division Open House Community BBQ Newcomer and domestic violence outreach in Thorncliffe Park Auxiliary Officer and Crossing Guard Appreciation meetings to develop partnerships between CPLC and sub units Toy Drive (Donated toys to Ronald Mcdonald House, CP24 CHUM Wish, Humewood House)	CPLC Co-Chair and Vice Chair participate in monthly Crime Management meetings Unit Commander presents initiatives at quarterly meetings allowing for greater community input Monthly subcommittee meetings allow for CPLC members to be regularly updated on crime trends CPLC, BIA and Resident Groups provide input on community concerns and priorities Neighbourhood officers attend community meetings	CPLC Meeting refreshments \$9.00 Open House \$436.70 Crossing Guard Event \$500.00 Total Spent/Returned: \$945.70/\$54.30

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
54 Division Community-Police Liaison Committee	A/Supt. Paul MacIntyre (Uniform Co-Chair) Mary Reilly (Civilian Co-Chair)	8 General Meetings 10 Executive Committee Meetings 2 Seniors Sub-Committees 2 Crime Prevention Sub-Committee Meetings 2 Youth Sub-Committees Meetings	Be proactively involved in community relations, crime prevention and community improvement especially with youth. Participation in community events, increasing visibility of CPLC. Safe Guard Seniors through education. Educate and support the community and police on interacting with those with Mental Health issues/ concerns. Liaise with community agencies, engage inform and seek input from the community on various area concerns and CPLC initiatives.	1	Annual Seniors Coffee and Chat Youth Writing Competition Annual Bursary Presentation East York Canada Day Celebrations CPLC Information Booth Taste of the Danforth CPLC Information Booth	CPLC regularly advised of crime trends and divisional statistics CPLC regularly updated on ongoing initiative/projects within 54 Division. CPLC provides input on community concerns and issues to unit management CPLC consulted on activities in their communities and how best we can serve them.	YIPI Lunch \$48.13 Bursary Award Ceremony \$77.44 Town Hall Meeting flyer printing and distribution \$540.46 Town Hall Meeting refreshments \$106.07 Support for 54 Division Shoe Box Seniors Christmas Program \$227.90 Total Spent/Returned: \$1000.00/\$0.00

Group	Support	# Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = Value Added Project)	Crime Management Process	Expenditures from \$1000 Grant
55 Division Community-Police Liaison Committee	Supt. Barb McLean (Uniform Co-Chair) Insp. Greg Cole (2IC) Nancy Culver (Civilian Co-Chair)	10	Get out into the community for CPLC meetings to make the CPLC more visible Hold a major community event in celebration of Police Week Host a Seniors information event Continue with Youth Scholarship program Increase CPLC membership and outreach		CPC Conference Crossing Guards Appreciation BBQ Youth Scholarship Award & Ceremony Police Week Community Fair & BBQ Rotary Club Senior's Christmas Breakfast and Movie School Crossing Guards Appreciation Luncheon at the end of school year Auxiliary Officers Appreciation Breakfast Rivertowne Community Summer BBQ and Christmas Party Seniors Safety Symposium		Catering 10 for regular meetings and Auxiliary Officers Appreciation for assistance at CPLC divisional events \$828.19 Candy canes for CPLC participation in the Beaches Santa Claus Parade \$79.95 Total Spent/Returned: \$908.14/\$91.86



Toronto Police Services Board Report

February 8, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Response to City Council Motions – Access to City Services for Undocumented Torontonians

Recommendation(s):

It is recommended that:

- (1) the Board receive this report for information; and
- (2) the Board forward a copy of this report to the City Manager.

Financial Implications:

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

Background / Purpose:

At its meetings on December 9 and 10, 2015, Toronto City Council (Council) reaffirmed its commitment that the City of Toronto should provide all Torontonians, including undocumented Torontonians, access to City services without proof of citizen status.

At its meeting on February 24, 2016, the Toronto Police Services Board (Board) received a report entitled “City Council Motions – Access to City Services for Undocumented Torontonians” (Min. No. P31/16 refers). This report summarized the motions adopted by Council at its meetings of December 9 and 10, 2015, of which 4 motions were directed to the Toronto Police Service (Service) (See attached – Appendix A “TPSB Meeting Minute P31/2016”).

Discussion:

The Service's primary mandate is not the enforcement of the *Immigration and Refugee Protection Act* (I.R.P.A.). The Service only takes an interest in I.R.P.A. violations when it overlaps with the Service's mission to keep Toronto the best and safest place to be.

The Service is aware that other government agencies use immigration information to support their mandates. It is not for the Service to make comment on their use of this information or on any broader public policy issues outside of the Service's mandate.

Response to the City Council Motions:

Motion #1

City Council direct City divisions, agencies and corporations (including the Toronto Police Service) to review their approaches to customer service and direct staff to use the Access T.O. resource materials to ensure they provide accurate and helpful customer service consistent with Council's commitment to access to City services for undocumented Torontonians.

The Service recognizes the importance of delivering an excellent customer experience when the community requires police services. To that end, the Service established a Customer Service Excellence Unit in 2014 in part to assist in identifying areas for improvement with a focus on instilling a customer oriented culture within the Service.

The Service also recognizes that customer service training is important for improving service to the community. Components of customer service best practices are currently included in the In-Service Training Program which is mandatory for all police officers. Improved customer service has been implemented through the Transformational Task Force recommendations.

The Toronto Police College (T.P.C.) incorporates training on the delivery of professional and bias free service. A one day course entitled "Fair and Impartial Policing" was mandatory for all police officers in 2015. Further, specific training on immigration status is addressed in the "Sexual Assault Investigators" and "Domestic Violence Investigators" courses. In these, training directs members to conduct investigations regardless of immigration status and not to ask the immigration status of victims and witnesses of crime unless there are bona fide reasons to do so. All course content reinforces professional, appropriate, and respectful behaviour standards.

The Service makes available comprehensive pamphlets and websites to inform community members on city policing. Additionally, the Service regularly refers community members to the Access T.O. website so they can benefit from City services.

All members of the community have access to bias-free policing services, regardless of their immigration status. The Service will continue to assist all persons looking for City support services by directing them to the Access T.O. website. The Service will reinforce this commitment to all members by way of a Routine Order issued by the Chief of Police.

Motion #2a

City Council request the Executive Director, Social Development, Finance and Administration to work with the Toronto Police Service to clarify and articulate police procedures to ensure victims and witnesses of crime will not be asked about their immigration status.

Various pieces of Service Governance direct members not to ask the immigration status of victims and witnesses of crime. The Board policy entitled “Victims and Witnesses without Legal Status” has provided the direction for Service Governance on this topic. This Board policy has been adopted in both the Standards of Conduct (Standards) and Service Procedures. Further, Service Governance Definitions makes clear the bona fide reasons for asking a person about their immigration status. The following are the related Standards of Conduct, and Procedures:

1. Standards of Conduct

The Standards outline the ethical behaviour expected of all members. The Standards are interpreted as being in addition to, and not in derogation of, any power, jurisdiction, or authority that may be exercised under the provisions of any statute or regulation.

Section 1.35 entitled “Persons Without Status” directs that:

Victims and witnesses of crime shall not be asked their immigration status, unless there are bona fide reasons to do so.

2. Service Procedures

Service Procedures are written direction from the Chief of Police setting out the mandatory and discretionary actions and processes for all members of the Service.

Service Procedures 04-31 entitled “Victim Services Toronto” and 05-04 entitled “Domestic Violence” directs that:

Victims and witnesses of crime shall not be asked their immigration status, unless there are bona fide reasons to do so.

Motion #2b

City Council request the Executive Director, Social Development, Finance and Administration to work with the Toronto Police Service to clarify and articulate the bona fide law enforcement reasons that would require the Toronto Police Service to ask about immigration status.

The Service maintains a listing of Governance Definitions that are prepared and maintained in consult with Service subject matter experts and which apply to all Service Governance. The term “bona fide reasons” has been defined in Service Governance Definitions to mean:

- a victim or witness who may possibly require or may seek admission into the Provincial Witness Protection Program;
- a Crown Attorney requesting information for disclosure purposes;
- information that is necessary to prove essential elements of an offence, or;
- investigations where the circumstances make it clear that it is essential to public or officer safety and security to ascertain the immigration status of a victim or witness.

The term “bona fide reasons” is referenced in Standards of Conduct 1.35, Procedure 04-31 “Victim Services Toronto”, and Procedure 05-04 “Domestic Violence”.

Motion #2c

City Council request the Executive Director, Social Development, Finance and Administration to work with the Toronto Police Service to clarify and articulate police mechanisms to encourage victims and witnesses of crime to come forward without fear of exposing their status.

The Service relies on members of the community to report crimes in order to help keep Toronto the best and safest place to be. To that end, the Service uses Governance, Communications Services policies, training initiatives, social media engagement, and Crime Stoppers Toronto to encourage victims and witnesses of crime to come forward without fear of exposing their immigration status.

1. Service-wide Governance

Please refer to the previous response in Motion 2a.

2. Communications Services Policies

Communications Services facilitates access to emergency services for the public and creates calls for service for police officer response. As part of the commitment to

ensuring public access to emergency services, Communications Services does not ask callers for their immigration status and does not disclose information to the Canada Border Services Agency (C.B.S.A.). This commitment is confirmed in Communications Services Unit Specific Policy C05-04 which directs members as follows:

Victims and witnesses of crime shall not be asked their immigration status, unless there are bona fide reasons to do so.

Communications Services continues to dispatch over 800,000 events per year since 2011, and continues to increase the use of the Language Line Services for callers requiring service in a language other than English. These numbers demonstrate the community's continued confidence in contacting the police for service without fear.

3. Training Initiatives

The Divisional Policing Support Unit (D.P.S.U.) is committed to developing, enhancing, and maintaining community partnerships through the practical application of community mobilization principles. In that regard, internal training, external presentations, information sessions, and community outreach programs are made available by D.P.S.U. A variety of community policing topics are covered, including contacting the police without fear. Similar sessions are available to officers working specifically in a community capacity, including: Neighbourhood Officers, Crime Prevention Officers, Community Relation Officers, School Resource Officers, Community School Liaison Officers, and members of the Mobile Crisis Intervention teams.

Through D.P.S.U., the Service is active in the *Furthering Our Community by Uniting Services* (F.O.C.U.S.) Toronto initiative. The F.O.C.U.S. initiative brings together existing community agencies to reduce crime, victimization, and improve community resiliency and well-being. Currently, the Service is engaged in 4 F.O.C.U.S. tables through 14, 23, 42, and 51 Divisions.

Further, the Service has created the Community Police Academy. This 8-week course, in conjunction with Humber College, teaches members of the public about policing in Toronto, community safety, and crime prevention. The Academy seeks to inform the community about policing and to impart an understanding of how the public can partner with the Service to keep communities safe. Information about the Community Police Academy can be found on the Service's home page at <https://www.torontopolice.on.ca/police-academy/>.

4. Social Media Engagement

The Service has created a central information website to provide reliable links to resources for victims and witnesses of crime. This site, entitled "T.P.S. Connects" (available at <http://www.torontopolice.on.ca/tpsconnects/>), contains links to support

victims and witnesses of crime, and aims to encourage the community to contact police without fear.

5. Crime Stoppers Toronto

Crime Stoppers Toronto is a partnership between the public, police and media that provides the community with a proactive program for people to assist the police anonymously to solve crimes.

Motion #3a

City Council request the Toronto Police Services Board to request the Chief of Police, Toronto Police Service to provide data on the number of times a person was investigated, reported or arrested on an offence related to the Immigration and Refugee Protection Act (I.R.P.A.).

The Service attended over a combined total of 1.7 million calls for service and vehicle stops, and generated over 747,000 general occurrences (G.O.'s) for 2014 – 2016. A total of 684 G.O.'s note the I.R.P.A. as a significant component, representing 0.09% of all G.O.'s and 0.04% of all calls for service and vehicle stops over 2014-2016. The majority of these stem from investigations into an unrelated offence or infraction, whereby the I.R.P.A. infraction is discovered as a secondary component because of investigation into the initial offence. The initial investigation type attributed to these G.O.'s include: vehicle stop, arrest, check address, unknown trouble, domestic, wanted person, and unwanted guest.

Further, of the G.O.'s noting an I.R.P.A. component, 25% are attributed to enforcement by the Repeat Offenders Parole Enforcement, Bail & Parole, and Fugitive Squad units. These units work with the C.B.S.A. to execute existing warrants and to locate persons wanted under the I.R.P.A. The criminal backgrounds of persons arrested under the I.R.P.A. have included:

- major frauds
- drugs
- assaults
- firearms
- robberies
- sexual assaults
- murder

Overall, the following scenarios detail why the I.R.P.A. may be listed as one of the violations within a G.O. and why an officer may contact the C.B.S.A. to obtain immigration information:

- bona fide reasons exist to determine a person's immigration status;
- an arrested person readily admits they are in Canada without status;
- the execution of an existing warrant, or;
- immigration details arise through the lawful course of an investigation.

Motion #3b

City Council request the Toronto Police Services Board to request the Chief of Police, Toronto Police Service to report on the implications of developing a protocol between the Toronto Police Service and the Canadian Border Security Agency regarding sharing of personal information including a person's immigration and/or residence status.

The sharing of personal information between the Service and the C.B.S.A. is governed by the *Police Services Act* (P.S.A.), the *Municipal Freedom of Information and Protection of Privacy Act* (M.F.I.P.P.A.), and the I.R.P.A. As a result of the existing legislative and regulatory framework, and the obligation to support the mandate of law enforcement agencies like the C.B.S.A., the Service is duty-bound to share information with the C.B.S.A. As such, a protocol between the Service and C.B.S.A. is not required.

The P.S.A. and M.F.I.P.P.A. both provide authorization for police officers to proactively assist the C.B.S.A. with personal information about persons under investigation, charged and/or convicted of serious *Criminal Code* (C.C.) and *Controlled Drugs and Substances Act* (C.D.S.A.) violations. The I.R.P.A. directs when police officers are legally obliged to act as peace officers under the Act and the reasons for which a person might be found inadmissible.

1. Police Services Act (P.S.A.)

The P.S.A. (ss. 5 O. Reg. 265/98) permits disclosure of personal information between police and the C.B.S.A. as follows:

5. (1) A chief of police or his or her designate may disclose any personal information about an individual if the individual is under investigation of, is charged with or is convicted or found guilty of an offence under the Criminal Code (Canada), the Controlled Drugs and Substances Act (Canada) or any other federal or provincial Act to,

- (a) any police force in Canada;*
- (b) any correctional or parole authority in Canada; or*
- (c) any person or agency engaged in the protection of the public, the administration of justice or the enforcement of or compliance with any federal or provincial Act, regulation or government program. O. Reg. 265/98, s. 5 (1).*

5. (2) Subsection (1) applies if the individual is under investigation of, is charged with or is convicted or found guilty of an offence under the Criminal Code (Canada), the Controlled Drugs and Substances Act (Canada) or any other federal or provincial Act and if the circumstances are such that disclosure is required for the protection of the public, the administration of justice or the enforcement of or compliance with any federal or provincial Act, regulation or government program. O. Reg. 265/98, s. 5 (2).

2. Municipal Freedom of Information and Protection of Privacy Act (M.F.I.P.P.A.)

The M.F.I.P.P.A. (S. 32 (f) and S. 32 (g)) permits disclosure of personal information between police and the C.B.S.A. as follows:

32. An institution shall not disclose personal information in its custody or under its control except,
(f) if disclosure is by a law enforcement institution,
 (i) to a law enforcement agency in a foreign country under an arrangement, a written agreement or treaty or legislative authority, or
 (ii) to another law enforcement agency in Canada;
(g) if disclosure is to an institution or a law enforcement agency in Canada to aid an investigation undertaken with a view to a law enforcement proceeding or from which a law enforcement proceeding is likely to result

3. Immigration and Refugee Protection Act (I.R.P.A.)

The I.R.P.A. (S. 82.2, S. 142, and S. 143) governs when police officers are legally obliged to act, as peace officers under the Act, as follows:

82.2 (1) A peace officer may arrest and detain a person released under [section 82](#) or [82.1](#) if the officer has reasonable grounds to believe that the person has contravened or is about to contravene any condition applicable to their release.

82.2 (2) The peace officer shall bring the person before a judge within 48 hours after the detention begins

142. Every peace officer and every person in immediate charge or control of an immigrant station shall, when so directed by an officer, execute any warrant or written order issued under this Act for the arrest, detention or removal from Canada of any permanent resident or foreign national.

143. A warrant issued or an order to detain made under this Act is, notwithstanding any other law, sufficient authority to the person to whom it is addressed or who may receive and execute it to arrest and detain the person with respect to whom the warrant or order was issued or made.

Further, the I.R.P.A. provides the fact basis for those persons who might be found inadmissible to Canada. The Service is interested and responsive to the following reasons for inadmissibility detailed in the I.R.P.A. (S. 34-37):

- security
- human or international rights violations
- serious criminality
- organized criminality

Finally, the Service, as a member of the law enforcement and public security community, respects and supports the mandate of other law enforcement agencies, like the C.B.S.A.

Through this collective grouping of legislation and the obligation to support the C.B.S.A.'s mandate, the Service is duty-bound to share personal information with the C.B.S.A. The Service is satisfied that the existing legislative and regulatory framework is adequate to ensure a lawful and bias-free relationship with the C.B.S.A. with regards to information sharing.

Motion #3c

City Council request the Toronto Police Services Board to request the Chief of Police, Toronto Police Service to review Service Procedure 02-01 to made [sic] a distinction between immigration warrants and other arrest warrants, in order to ensure the access without fear policy is implemented appropriately.

Procedure 02-01 entitled "Arrest Warrants" has been amended to include specific direction to members on the handling of immigration warrants and contains reference to the applicable sections under the I.R.P.A.

Motion #4a

City Council request the Toronto Police Services Board to request the Chief of Police to consider expanding the existing "Don't Ask" provision as follows: expand "Don't Ask" beyond victims and witnesses to include all encounters with police unless there is a warrant for the person's arrest or unless there has been an arrest.

All Service Governance related to the existing "Don't Ask" provision is governed by the Board policy entitled "Victims and Witnesses without Legal Status", approved by the Board at its meeting on May 18, 2006 (Min. No. P140/06 refers). This Board policy was developed through extensive stakeholder consultation with the community, Service subject matter and legal experts, external North American policing agencies, the Ministry of the Attorney General, the C.B.S.A., the Toronto District School Board, and

both the Ontario Association of Chiefs of Police and the Canadian Association of Chiefs of Police.

There are limitations to expanding the “*Don’t Ask*” provision to *Persons of Interest*, *Suspects*, and *Accused* due to the nature of their status in an investigation and it’s bearing on their progress through the criminal justice system. Officers gather extensive information on these classifications of persons related to the facts of an arrest, investigation, and related significant events. Gathering of this information is consistent with: the direction contained within Service Governance; training provided by the Ontario Police College, Canadian Police College, and the T.P.C., and; Judicial expectations, including Crown and Defence counsel, Judges and Justices of the Peace, and members of the Jury.

These classifications of persons are defined as follows:

- *Person of Interest* - a person whose background, relationship to the victim, or the opportunity to commit the offence(s) warrants further investigation, but no evidence currently exists to suggest culpability in the commission of the offence.
- *Suspect* - a person of interest whom investigators believe had culpability in the commission of the offence(s) based on the evidence.
- *Accused* - a person who has been charged with a Criminal offence (or Criminal Code or Other Federal Statute Offence).

During the course of an investigation, it may become known if a person has contravened the I.R.P.A. For example, in the case of a motor vehicle stop, the interaction with the driver begins with an infraction observed by the officer. The driver has an obligation under the Highway Traffic Act (H.T.A.) to identify themselves. During the initial phase of the interaction the driver would be classified as a *person of interest* or *suspect*. The driver will be classified as an *accused* if charges are laid following the investigation. The officer has an obligation to thoroughly investigate, including checking the vehicle licence plate and driver information in both Service and multi-agency data systems, such as the Canadian Police Information Centre (C.P.I.C). During this data check, details about the vehicle and the driver become known to the officer, including any I.R.P.A. warrants issued by the C.B.S.A. If the data check shows the driver to have an outstanding arrest warrant under the I.R.P.A. the officer is duty-bound to notify the C.B.S.A.

Notwithstanding the above, there is another group of persons known as *Uninvolved*. *Uninvolved* persons have no verified involvement in an ongoing investigation that would lead an officer to believe they are a victim, witness, person of interest, suspect, or accused. It is reasonable to extend the ‘*Don’t Ask*’ provision to *uninvolved* persons. The Service will work with the Board to update related policies and Governance.

Motion #4b

City Council request the Toronto Police Services Board to request the Chief of Police to consider expanding the existing “Don’t Ask” provision as follows: undertake a review of the “Don’t Ask, Don’t Tell” policy with a view to including a “Don’t Tell” component, where immigration status information of an individual, if ascertained, would not be shared with Canadian Border Services Agency or other Federal Immigration enforcement bodies voluntarily unless related to a criminal offence.

All Service Governance related to the existing “Don’t Ask” provision is governed by the Board policy entitled “Victims and Witnesses without Legal Status”, approved by the Board at its meeting on May 18, 2006 (Min. No. P140/06 refers).

The authority for police to “Tell” is established by legislation and allows the disclosure of personal information under certain conditions. In that regard, the sharing of personal information between the Service and the C.B.S.A. or other federal immigration enforcement bodies is governed by the P.S.A., the M.F.I.P.P.A., and the I.R.P.A. This is detailed in the response to Motion 3b.

The Service consulted with the C.B.S.A. and has been informed that the C.B.S.A. relies on the on-going support of police agencies to assist in achieving its mandate. The C.B.S.A., by virtue of existing legislation and its mandate, is to be informed of persons who violate the I.R.P.A. To carry out its mandate, the C.B.S.A. requires police agencies to share information when aware that the C.B.S.A. has interest in a person the police agency has made contact with. Any I.R.P.A. warrant issued by the C.B.S.A. is made known to police agencies through C.P.I.C. Once this information becomes known, the police agency is duty-bound to notify the C.B.S.A.

Conclusion:

Council reaffirmed its commitment that the City of Toronto should provide all Torontonians, including undocumented Torontonians, access to City services without proof of citizen status. The Board received a report entitled “City Council Motions – Access to City Services for Undocumented Torontonians” which summarized the related motions adopted by Council.

The Service has prepared this report, in consult with service subject matter experts, in response to the motions adopted by Council. The Service agrees to reinforce its commitment to directing community members to the Access T.O. website through a Routine Order issued by the Chief of Police. The Service further agrees to expand the “Don’t Ask” provision to *uninvolved* persons. The Service is satisfied with the current legislative and regulatory provisions that direct information sharing between the Service and the C.B.S.A.

The Service's primary mandate is not the enforcement of the I.R.P.A. The Service only takes an interest in I.R.P.A. violations when it overlaps with the Service's mission to keep Toronto the best and safest place to be.

The Service is committed to providing bias-free policing to all members of the community, regardless of immigration status.

Deputy Chief Mike Federico, Community Safety Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

MS:kc

Undocumented Torontonians.docx

Attachments

Appendix A – TPSB Meeting Minute P31/2016

Appendix A – TPSB Meeting Minute P31/2016

THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON FEBRUARY 24, 2016

#P31. CITY COUNCIL MOTIONS – ACCESS TO CITY SERVICES FOR
UNDOCUMENTED TORONTONIANS

The Board was in receipt of the following report February 01, 2016 from Andy Pringle, Chair:

Subject: CITY COUNCIL MOTIONS – ACCESS TO CITY SERVICES FOR
UNDOCUMENTED TORONTONIANS

Recommendation:

It is recommended that the Chief of Police be requested to report to the Board with respect to the motions contained in the appended City Council item.

Financial Implications:

There are no financial implications arising from the Board's consideration of this report.

Background/Purpose:

The Board is in receipt of the appended report entitled "Access to City Services for Undocumented Torontonians" which was considered by City Council on December 9 and 10, 2015.

Discussion:

In consideration of the above-mentioned report, City Council adopted a number of motions intended to ensure that the City of Toronto provides all Torontonians, including undocumented Torontonians with access to City services without proof of citizen status.

Conclusion:

I recommend that the Board request that the Chief of Police report to the Board with respect to the motions in the appended City Council item

cont...d

The Board was also in receipt of the following:

- correspondence dated February 23, 2016 from the Board of Directors of The Centre for Spanish Speaking Peoples; and
- correspondence (undated) signed by 38 representatives of the Latin American community.

Copies of the foregoing correspondence are on file in the Board office.

Mr. Karl Gardner, No One is Illegal, was in attendance and delivered a deputation to the Board with respect to the foregoing report. A written submission provided Mr. Gardner is on file in the Board office.

The Board approved the following Motions:

1. **THAT** the Board approve the foregoing report;
2. **THAT** the Board receive the correspondence from The Centre for Spanish Speaking Peoples and representatives of the Latin American community;
and
3. **THAT** the Board receive Mr. Gardner's deputation and written submission.

Moved by: C. Lee



Peter Wallace
City Manager

City Hall
100 Queen Street West
East Tower, 11th Floor
Toronto, Ontario M5H 2N2

Tel: 416-392-3551
Fax: 416-392-1827
pete.wallace@toronto.ca
www.toronto.ca

January 29, 2016

Andy Pringle
Chair
Toronto Police Services Board
40 College Street
Toronto, ON M5G 2J3

Dear Chair Pringle:

Re: Access to City Services for Undocumented Torontonians

On December 9 and 10, 2015, City Council reaffirmed its commitment that the City of Toronto should provide all Torontonians, including undocumented Torontonians, access to City services without proof of citizen status. Further, Council adopted the following:

- 1) City Council direct City divisions, agencies and corporations (including the Toronto Police Service) to review their approaches to customer service and direct staff to use the Access T.O. resource materials to ensure they provide accurate and helpful customer service consistent with Council's commitment to access to City services for undocumented Torontonians.
- 2) City Council request the Executive Director, Social Development, Finance and Administration to work with the Toronto Police Service to clarify and articulate:
 - a) Police procedures to ensure victims and witnesses of crime will not be asked about their immigration status;
 - b) the bona fide law enforcement reasons that would require the Toronto Police Service to ask about immigration status; and
 - c) Police mechanisms to encourage victims and witnesses of crime to come forward without fear of exposing their status; and
 - d) to report back to Community Development and Recreation Committee in first quarter 2016.

.../2



TORONTO AT YOUR SERVICE

- 3) City Council request the Toronto Police Services Board to request the Chief of Police, Toronto Police Service to:
 - a) provide data on the number of times a person was investigated, reported or arrested on an offence related to the *Immigration and Refugee Protection Act (IRPA)*;
 - b) report on the implications of developing a protocol between the Toronto Police Service and the Canadian Border Security Agency regarding sharing of personal information including a person's immigration and/or residence status; and
 - c) review Service Procedure 02-01 to make a distinction between immigration warrants and other arrest warrants, in order to ensure the access without fear policy is implemented appropriately.

- 4) City Council request the Toronto Police Services Board to request the Chief of Police to consider expanding the existing "Don't Ask" provision as follows:
 - a) expand "Don't Ask" beyond victims and witnesses to include all encounters with Police unless there is a warrant for the person's arrest or unless there has been an arrest; and
 - b) undertake a review of the "Don't Ask, Don't Tell" policy with a view to including a "Don't Tell" component, where immigration status information of an individual, if ascertained, would not be shared with Canadian Border Services Agency or other Federal Immigration enforcement bodies voluntarily unless related to a criminal offence.

- 5) City Council revise the City's Access TO website by deleting "Policing services" from the list of available City services and replace it with "Emergency Services (911).

For additional detail on these decisions, see
http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2015_CD8.4.

City staff look forward to working with the Toronto Police Services Board and the Chief of Police, Toronto Police Service, to respond to these Council directions and strengthen customer service for undocumented Torontonians. Chris Brillinger, Executive Director, Social Development, Finance and Administration (cbrillin@toronto.ca or 416-392-5207) will be in contact with your office to discuss next steps.

Sincerely,

(Original signed by)

Peter Wallace
 City Manager

Copy: Mark Saunders, Chief, Toronto Police Service
 Joanne Campbell, Executive Director, Toronto Police Services Board
 Giuliana Carbone, Deputy City Manager, Cluster A
 Chris Brillinger, Executive Director, Social Development, Finance and Administration





Toronto Police Services Board Report

June 8, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

**Subject: Access to City Services for Undocumented Torontonians –
Supplementary Report**

Recommendation(s):

It is recommended that the Board

1. receive the following report.
2. expand its Policy, "Victims and Witnesses without Legal Status", to include *uninvolved* persons

Financial Implications:

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

Background / Purpose:

On March 23, the Toronto Police Service (the Service) recommended that the Toronto Police Services Board (the Board) receive a report entitled "Response to City Council Motions – Access to City Services for Undocumented Torontonians". This report summarized the Service's response to motions adopted by Toronto City Council at its meetings of December 9 and 10, 2015, entitled "City Council Motions – Access to City Services for Undocumented Torontonians".

The Board deferred the report and asked that the Chief submit a further report addressing the following:

- whether victims of human trafficking ought to feel safe reporting to police and whether there is specific training for police officers to assist when attending occurrences involving victims of human trafficking
- what constitutes an I.R.P.A (*Immigration and Refugee Protection Act*) warrant and how this information is included on C.P.I.C. (the Canadian Police Information Centre data base)

- under what circumstances officers would conduct a C.P.I.C. check
- more detail about what is meant by the reference to the “Uninvolved” on page 10 of the report; how the policy has been applied to this group to date and what change is being proposed (Min. No. P57/17 refers).

Discussion:

The Service is dedicated to delivering police services, in partnership with our communities, to keep Toronto the best and safest place to be. The Service is guided by the principles of the *Police Services Act* (P.S.A.) which specifically note the importance of respect for victims of crime and an understanding of their needs.

As said in the deferred report, the Service’s primary mandate is not the enforcement of the *Immigration and Refugee Protection Act* (I.R.P.A.). The Service only takes an interest in I.R.P.A. violations when it overlaps with the Service’s mission to keep Toronto safe. However, the Service is aware that other government agencies use immigration information to support their mandates. It is not for the Service to comment on their use of this information or on any broader public policy issues outside of the Service’s mandate.

Nevertheless, the Service is sensitive to the concern that the immigration status of community members might influence their decision to contact the Service. The Service wants to reassure the community, therefore, that it recognizes the importance of delivering an un-biased experience when the community requires police services.

Response to the Board Items:

Item #1

Whether victims of human trafficking ought to feel safe reporting to police and whether there is specific training for police officers to assist when attending occurrences involving victims of human trafficking.

Human trafficking is an indictable offence under the *Criminal Code of Canada* (C.C.C.) that is committed when a person recruits, transports, transfers, receives, holds, conceals or harbours a person, or exercise control, direction or influence over the movements of a person, for the purpose of exploiting them or facilitating their exploitation (ss. 279.01[1]).

When responding to human trafficking, the Service strives to ensure that victims have access to bias-free, respectful, and compassionate policing services, regardless of their immigration status. The Service approaches its investigations with the needs of the victim first and foremost in mind.

To ensure victims of human trafficking feel safe reporting to the police, the Service has, amongst other things, operationalized the Board policy entitled “Victims and Witnesses without Legal Status” into both the Service Standards of Conduct (Standards) and Service Procedures to direct members that:

Victims and witnesses of crime shall not be asked their immigration status, unless there are bona fide reasons to do so.

The term “bona fide reasons” has been defined in Service Governance to mean:

- *a victim or witness who may possibly require or may seek admission into the Provincial Witness Protection Program;*
- *a crown attorney requesting information for disclosure purposes;*
- *information that is necessary to prove essential elements of an offence, or;*
- *investigations where the circumstances make it clear that it is essential to public or officer safety and security to ascertain the immigration status of a victim or witness.*

Victims of human trafficking are *victims* under Board policy.

To help members of the Service respond effectively and sensitively to human trafficking victims they receive training and information through general and specialized forums. For example, all officers receive training on victim support and crimes against the person. This includes training in human trafficking, human rights, missing persons, domestic violence, child abuse, sexual assault, criminal harassment, extortion, intimidation, kidnapping, and forcible confinement. As well, officers’ investigations and responses to victims are guided by the P.S.A. and applicable Service procedures.

Officers assigned to specialized units that respond to victims of human trafficking (for example, Human Trafficking Enforcement Team, Sexual Assault Investigative Section, Organized Crime Enforcement, Intelligence Services, and the Witness Protection Program) receive advanced training. More specifically, the training includes courses for *Domestic Violence Investigators, Child Abuse Investigators, Sexual Assault Investigators, General Investigators, Under Cover Foundations, Plainclothes Investigator and Source Handler, and Investigative Interviewing.*

Informed by experts and persons with lived experience, investigators learn how victims can be extricated from their situation and supported to help them recover. They learn how individuals and organized crime carry out their crimes and how to disrupt and dismantle their operations.

Additionally, on local training days and at courses run by the Toronto Police College, Service human trafficking investigators lecture frontline officers about human trafficking investigations including victim response.

Lastly, Service human trafficking investigators must successfully complete the national human trafficking training delivered at the Canadian Police College.

All training is victim centred, trauma informed, and compassion based.

When investigating incidents of human trafficking, the Service provides direct victim support in many of the following ways:

- through the establishment of an enforcement team dedicated to combatting human trafficking: the Human Trafficking Enforcement Team (H.T.E.T.);
- referral to Victim Services which provides immediate emotional and practical intervention including safe shelter, personalized safety plans, counselling, and case management;
- attending to victims' personal needs including transporting and accompanying them to interviews, court appearances, and counselling sessions;
- placement into the Witness Assistance and Relocation Program, which provides for relocation and at times a new identity for witnesses and victims, if appropriate; and
- providing evidence on behalf of victims of human trafficking to the Criminal Injury Compensation Board.

Finally, even when the immigration status is known and relevant, the Service works with victims to ensure that they have access to the appropriate services and support needed.

Victims of human trafficking, therefore, have good reason to feel safe when reporting their victimization to police. Existing policy, procedures and training help police effectively and sensitively respond, notwithstanding the victim's immigration status.

Item #2

What constitutes an IRPA warrant and how this information is included on CPIC.

It is important to remind the Board, at this point, that the Service does not issue warrants to apprehend persons under the I.R.P.A. – that is done by the Canada Border Services Agency (C.B.S.A.). Accordingly, for more information on what constitutes an I.R.P.A. warrant, the C.B.S.A. could provide more detail than the Service.

That said, under the I.R.P.A., the C.B.S.A. may issue directions to police officers to apprehend a person by way of a warrant. Pursuant to the I.R.P.A 55 (1):

An [C.B.S.A.] officer may issue a warrant for the arrest and detention of a permanent resident or a foreign national who the officer has reasonable grounds to believe is inadmissible and is a danger to the public or is unlikely to appear for examination, for an admissibility hearing, for removal from Canada or at a proceeding that could lead to the making of a removal order by the Minister under subsection 44(2).

It is the Service's understanding that warrants may be issued for persons who are "inadmissible" to Canada and subject to removal for the following reasons:

- security
- human or international rights violations
- serious criminality
- organized criminality
- health grounds
- financial reasons
- misrepresentation
- cessation of refugee protection
- non-compliance with the I.R.P.A
- inadmissible family member

An I.R.P.A. warrant is directed to every and any officer, *peace officer*, or person in charge or control of an immigrant station. Police officers are *peace officers* for the purposes of the I.R.P.A.

The warrant commands and authorizes peace officers to arrest and detain the named person in accordance with the provisions of the I.R.P.A. (s. 142, 143). The warrant further specifies the reason for inadmissibility, the date of issuance, and the name of the issuing C.B.S.A. officer.

When a warrant is issued, the C.B.S.A. will place that fact on the Canadian Police Information Centre (C.P.I.C.) database, according to established protocols. The information will include specific directions to the executing agency on how to confirm the warrant's execution and how to contact the C.B.S.A. The information on C.P.I.C. notifies the police that a warrant is outstanding and gives them the authority to apprehend the person.

Item #3

Under what circumstances officers would conduct a CPIC check.

C.P.I.C. refers to a computer database managed by the Royal Canadian Mounted Police (R.C.M.P.) that provides public safety information to authorized law enforcement and security agencies on persons facing charges, persons with outstanding warrants, or persons of special interest, as well as information on stolen property and vehicles.

C.P.I.C. is Canada's primary law enforcement and criminal justice information sharing tool.

Rules for accessing C.P.I.C. are contained within the terms of a memorandum of understanding that articulates respective roles and responsibilities of authorized agencies. Access is further defined in the C.P.I.C. system manuals maintained by the R.C.M.P. which detail the proper use and disclosure of C.P.I.C. information.

The reasons and circumstances when a police officer will check C.P.I.C. vary but are generally associated to investigations into events or occurrences. The police have a positive duty to thoroughly investigate matters including all associated persons. This often includes victims, complainants, and witnesses. This is necessary to help the police determine the nature of the person's association or involvement.

The Service will use C.P.I.C. in any circumstance where it is necessary to verify identities, evidence, and the level of safety at a scene for both the public and police. Often scenes can be unpredictable, dynamic, or lack reliable witness input. Officers are required to investigate cases where potential safety risks exist and often when unaided by credible evidence. Checking the C.P.I.C. database is the primary means to identify persons and evidence, to determine roles or associations in a case, and to assess safety issues.

Item #4

More detail about what is meant by the reference to the "Uninvolved" on page 10 of the report; how the policy has been applied to this group to date and what change is being proposed.

The term *uninvolved* is referenced in the report entitled "Response to City Council Motions – Access to City Services for Undocumented Torontonians" (Min. No. P57/17 refers). This term refers to all persons who are not victims, witnesses, persons of interest, or accused persons in a given case. The following scenario serves as an example to articulate the term *uninvolved*:

Officers respond to a collision in which a pedestrian has been struck by a vehicle and a group of 10 bystanders have gathered at the scene. To thoroughly investigate, the officers gather information and evidence, and engage people in conversations at the scene. While canvassing the bystanders, the officers learn that 2 bystanders observed the collision as it happened and 1 captured the collision in the background of a video while filming on their cell phone. The other remaining 7 bystanders had gathered at the scene after the collision had occurred and, therefore, hadn't observed anything relevant to the investigation. The bystander that captured the collision on video and the 2 bystanders that observed the collision are *witnesses*. The remaining 7 bystanders that didn't observe anything are *uninvolved*. The *uninvolved* bystanders are not engaged in further police interaction.

The investigation at the scene leads the officers to determine the driver is likely to be at fault (i.e. the *suspect*) and the pedestrian is the *victim*. Once all the investigative information at the scene has been reviewed, the officers determine there is sufficient evidence to charge the driver (i.e. the *accused*).

The Service, both historically and currently, does not ask *uninvolved* persons their immigration status. Updating the Board policy, "Victims and Witnesses without Legal Status", would serve to codify this existing practice. Accordingly, the Service recommends that the Board expand its policy to include *uninvolved* persons in the listing of people that will not be asked their immigration status unless there are bona fide reasons to do so.

Conclusion:

The Service strives to ensure that all victims feel safe reporting crimes and that officers are properly trained to respond to victims' needs. It is committed to providing bias-free policing to all members of the community, regardless of their immigration status.

The Service executes I.R.P.A. warrants but does not issue them. The Service will continue to use C.P.I.C. to identify persons and evidence, and assess safety.

Finally, the Service recommends that the Board expands its Policy, "Victims and Witnesses without Legal Status", to include *uninvolved* persons.

Deputy Chief Mike Federico, Community Safety Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

MS: kc: mf

Filename: Undocumented Torontonians supplemental.docx



Toronto Police Services Board Report

May 31, 2017

To: Members
Toronto Police Services Board

From: Andy Pringle
Chair

Subject: Review of School Resource Officer Program

Recommendation(s):

It is recommended that the Board consider a Motion, deferred from the Board's previous meeting, with respect to the School Resource Officer program.

Financial Implications:

There are no financial implications arising from the Board's consideration of this report.

Background/Purpose:

At its meeting on May 23, 2017, the Board considered a [report](#) (dated May 08, 2017) which contained a recommendation that the Chief of Police review the School Resource Officer program, in consultation with relevant stakeholders, including school boards and the broader community. The Board also considered five deputations which were delivered with respect to the report.

During the discussion regarding this matter, Board Member Ken Jeffers submitted the following Motion for the Board's consideration:

That the Board immediately suspend the School Resource Officer Program pending a meeting/consultation with the stakeholders as identified in the original proposal and this process should be chaired by a member of the community for a decision in the fall semester.

The Board subsequently approved the following Motions with regard to the May 08, 2017 report and Mr. Jeffers' Motion:

1. That the Board receive the report (dated May 08, 2017) from Chair Pringle;

2. That the Board request the Chief to review the School Resource Officer (SRO) Program, including consultation with community, student and educator stakeholders and without limiting the foregoing that the review include:
 - a. summary of successful alternatives in place elsewhere;
 - b. statistics arising out of present program including historic statistics or incidents in schools, comparative numbers of arrests, charges and escalations;
 - c. recommendations with respect to enhanced community and parental engagement with any school resource program including the present SRO Program;
 - d. assessments of the overall effectiveness (or not) of the present SRO Program by all stakeholders with particular attention to any evidence or findings as to the effectiveness (or not) of this program with marginalized communities; and,
 - e. an interim report to be submitted for the Board's August meeting
3. That the Board defer consideration of Mr. Jeffers' motion regarding suspension of the SRO Program to its June meeting so that interested parties may have an opportunity to provide comments to the Board; and,
4. The City Solicitor be requested to provide a legal opinion on the scope of the Board's authority with respect to directing the termination of the School Resource Officer program.

Moved by: J. Tory
Seconded by: S. Carroll

(TPSB Min. No. P124/17 refers)

Conclusion:

Pursuant to the decision noted above, the following Motion submitted by Mr. Jeffers is to be considered by the Board at its June 15, 2017 meeting:

THAT the Board immediately suspend the School Resource Officer Program pending a meeting/consultation with the stakeholders as identified in the original proposal and this process should be chaired by a member of the community for a decision in the fall semester.

Respectfully submitted,

Andy Pringle
Chair
x:schoolresourceofficers_motion



Toronto Police Services Board Report

May 30, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Access to Historical Contact Data – First Quarter 2017

Recommendation(s):

It is recommended that the Board receive the following report.

Financial Implications:

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

Background:

Board Policy Reporting Requirements

At its meeting on November 17, 2016, the Board approved a policy, entitled “Regulated Interaction with the Community and the Collection of Identifying Information” (Min. No. P250/16 refers), which includes, in paragraph 16, a requirement for the Chief to provide the Board, on a quarterly basis, with a public report on requests, approvals, and purpose(s) for access to Historical Contact Data as well as whether or not access fulfilled the purpose(s) for which it was accessed.

Historical Contact Data

The Board policy definition of Historical Contact Data refers to all;

- Person Investigated Card (Form 172),
- Field Information Report (Form 208),
- Community Inquiry Report (Form 306), and
- Community Safety Note (Street Check) records

submitted into the Service’s records management systems prior to January 1, 2017; and may include any such submitted record whether or not it would have been categorized as a Regulated Interaction Report had it been submitted on or after January 1, 2017.

Legislated Purposes for Accessing Historical Contact Data

The Board policy, developed in accordance with subsection 12(1) of *Ontario Regulation 58/16* (the Regulation) under the *Police Services Act*, establishes that Historical Contact Data may be accessed by Service members only with the authorization of the Chief:

when (consistent with the Regulation) access to the record is required;

- a) for the purpose of an ongoing police investigation,
- b) in connection with legal proceedings or anticipated legal proceedings,
- c) for the purpose of dealing with a complaint under Part V of the Act or for the purpose of an investigation or inquiry under clause 25 (1) (a) of the Act,
- d) in order to prepare the annual report described in subsection 14 (1) or the report required under section 15,
- e) for the purpose of complying with a legal requirement, or
- f) for the purpose of evaluating a police officer's performance;

and only when (in addition to the restrictions imposed by the Regulation) access is required for a substantial public interest or to comply with a legal requirement.

Purpose:

The purpose of this report is to provide the Board with the requisite information for the first quarter of 2017, in accordance with the Board policy.

Discussion:

The Service has adopted the Board policy definition of Historical Contact Data which encompasses all records within the database regardless of whether or not they would be considered Regulated Interaction Reports under the current legislation.

The Service has restricted access to all Historical Contact Data by eliminating Service-wide direct access to the database and instituting procedures and business processes which ensure access to the database is authorized by the Chief and actioned by only a small group of members specifically assigned by the Chief for this purpose.

Paragraph 13 through 15 of the policy require, in part:

13. The Chief shall develop procedures that ensure all Historical Contact Data is Restricted in a manner that prevents Service members from accessing it without authorization.
14. Historical Contact Data must be stored in a way that leaves an auditable technological trail.
15. Access to Historical Contact Data under paragraph 13 of this policy shall be authorized by the Chief, in accordance with the constraints imposed on records classified as Restricted, and only when access is required for a substantial public interest or to comply with a legal requirement.

In accordance with these paragraphs, as explained below, the Service has developed procedures and/or business processes to ensure access to all Historical Contact Data is restricted and the only way for a member of the Service to access the Historical Contact Data is with the express authorization or approval of the Chief. The procedures and business processes have been developed with consideration to best practices in relation to information privacy, including;

- data isolation,
- access audit trails, and
- role based security access.

Data Isolation

The Service has introduced procedures and/or business processes to ensure Historical Contact Data, unless authorized by the Chief, is not accessible to members of the Service.

The Service has procedures and/or business processes to ensure Historical Contact Data has not, is not, and will not be used as part of the Police Reference Check or Vulnerable Sector Screening programs.

The Service has introduced procedures and/or business processes to ensure Historical Contact Data is not used to identify a person as “known to police”.

Access Audit Trails

Consistent with the Board policy, Historical Contact Data has been restricted in a manner which leaves an auditable technological trail of access. The Service has ensured access to the Historical Contact Data continues to be auditable, with the ability to verify the authorization of each access, by establishing procedures and business processes, supported by the Service’s records management systems, to:

- limit access capability to access the database to only members who are specifically authorized by the Chief for this purpose;
- incorporate mandatory recording of file numbers corresponding to authorizations or approvals for access to the database; and
- facilitate periodic and random audits to cross-check access with the respective authorizations or approvals.

Role Based Security Access

The Service has eliminated access to Historical Contact Data for all Service members, with the exception of a select group of members who have been authorized by the Chief to access the database only for the purposes of facilitating the established procedures and business processes outlined below.

In operationalizing the Board policy, the Service has distinguished between operational access and administrative access to the Historical Contact Data.

Operational Access

Operational access refers to any request submitted by a member in accordance with the process outlined below, which the Chief may deny or approve.

Even if the request for access to the Historical Contact Data is approved by the Chief, access to the database is not provided directly to the requesting member. Instead, there are only eight members, specifically assigned and authorized by the Chief for this purpose, who receive and process the request thereby further ensuring the database is only accessed by those members authorized and approved by the Chief. These members then forward the results, if any, to the requesting member.

To reflect the Board policy principle of “substantial public interest”, the broader category of “ongoing police investigation” has been narrowed by limiting the types of investigations which may be eligible for access. This constraint means members may only request access for investigations involving:

- preservation of life and/or preventing bodily harm or death;
- homicides and attempts;
- sexual assaults, and all attempts (for the purpose of this standard, is deemed to include sexual interference, sexual exploitation and invitation to sexual touching);
- occurrences involving abductions and attempts;
- missing person occurrences, where circumstances indicate a strong possibility of foul play;
- occurrences suspected to be homicide involving found human remains;
- criminal harassment cases in which the offender is not known to the victim;
- occurrences involving a firearm or discharge of a firearm; and/or
- gang related investigations.

In addition to limiting the eligibility of investigations, the procedures and business process require officers to:

- explain why the specified purpose for which access is requested cannot reasonably be fulfilled without access to the Historical Contact Data; and
- have conducted all other relevant investigative queries prior to submitting their request.

Members may not submit their request directly to the Chief. Instead, they must submit their request through their Officer in Charge where it is subjected to a series of increasing supervisory and management reviews, including:

- Unit Commander,
- Staff Superintendent, and/or
- Staff Superintendent of Detective Operations.

Each level of review is required to consider the merits of the submission, on a case by case basis, and only forwards the request for next level review when satisfied that:

- the specified purpose for which access was requested cannot reasonably be fulfilled without providing access to the Historical Contact Data; and
- all other relevant investigative queries have been conducted.

The request is then considered by the Chief and may still be denied if the Chief is not satisfied that:

- access is required for a substantial public interest, or
- to comply with a legal requirement.

Administrative Access

Administrative access refers to access, authorized by the Chief, which is required by members in order for the Service to be in compliance with legislation.

For the administrative access, twenty-two members have been specifically authorized to access the Historical Contact Data exclusively for the purpose of, and only in response to, legal obligations (to ensure compliance with freedom of information requests, subpoenas, orders, motions, etc.) and one member has been specifically authorized as the technical support person assigned to records system maintenance (to facilitate the Service's compliance with Board policy).

Post-Access Summary Report

The Service has developed procedures and business processes to ensure, upon receipt of the results of an approved operational access to Historical Contact Data, the requesting member is required to complete a post-access summary report indicating whether or not accessing the Historical Contact Data fulfilled the purpose(s) for which it was accessed.

Detailed Data Breakdown in Accordance with Policy – First Quarter of 2017

This quarterly report has been prepared in accordance with the Board policy to explain the operationalization of the policy and report on the items in paragraph 16 of the policy. For the first quarter of 2017, the specific items from paragraph 16, and the respective responses, are detailed below, and encompass both:

- | | |
|---------------------------|-------|
| • Operational accesses | 14 |
| • Administrative accesses | 1,445 |

16 a. The number of requests, submitted to the Chief by Service members, for access to Historical Contact Data:

There were 14 operational requests, submitted to the Chief by Service members, for access to Historical Contact Data. This does not account for any requests that may have been denied by reviewers at other levels of the Service, prior to the Chief.

16 b. The number of approvals, by the Chief, for access to Historical Contact Data:

The Chief approved 13 requests for access to Historical Contact Data.

The Chief denied one (1) request for access to Historical Contact Data (submitted for the purpose of an ongoing police investigation) because the Chief was not satisfied that the purpose could not be fulfilled without accessing the Historical Contact Data.

The Chief authorized 1,445 potential administrative accesses to the database because access was mandatory for the purpose of complying with legal requirements.

- 16 c. The purpose(s) of the requests and approvals identified in subparagraphs 16a and 16b:

The 13 operational accesses approved by the Chief were for:

Ongoing Investigation:	7
Legal Proceedings:	4
Ongoing Investigation & Legal Proceedings:	2

The one (1) operational access denied by the Chief was for:

Ongoing Investigation:	1
------------------------	---

Operational Access Total: 14

The 1,445 administrative accesses authorized by the Chief were for:

Legal Requirement: (Freedom of Information requests – from public for access to their own records)	1409
Legal Requirement & Legal Proceedings: (subpoenas, orders, motions, etc.)	35
Legal Requirement: (audit testing for compliance with Board policy)	1

Administrative Access Total: 1,445

- 16 d. Whether or not accessing the Historical Contact Data fulfilled the purpose(s) for which it was accessed:

The operational access to Historical Contact Data fulfilled the purpose(s) for which it was accessed in all instances except two.

The administrative access to Historical Contact Data fulfilled the purpose(s) for which it was accessed in all instances.

- 16 e. When hard copy report forms generated before January 1, 2017 are digitized, the number of records digitized and the records management system to which the records were added:

All known hard copy Historical Contact Data had been digitized prior to the Board policy and no additional hard copy Historical Contact Data records were discovered and/or added to the records management systems during this quarter.

Conclusion:

This report provides information to the Board on access to Historical Contact Data during the first quarter of 2017. I will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police



Toronto Police Services Board Report

June 6, 2017

To: Members
Toronto Police Services Board

From: Ms. Audrey Campbell

Justice Thea Herman (retired)

Andy Pringle, Chair

Subject: Regulated Interactions Review Panel: Review of Chief's Report - Access to Historical Contact Data, First Quarter, January to March 2017

Recommendation(s):

It is recommended that:

1. The Board receive the attached report; and
2. The Board request that the Chief provide, in his next quarterly report, additional information responding to the recommendations contained in this report.

Financial Implications:

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

Background/Purpose:

At its meeting held on November 17, 2016, the Board approved a revised policy entitled "Regulated Interaction with the Community and the Collection of Identifying Information" (the Policy). Among other things, the policy requires the Chief to report quarterly on access to Historical Contact Data and establishes a panel to review and make recommendations to the Board about access. The Regulated Interactions Review Panel (the Review Panel) is composed of three persons: a Board member, a retired judge and a community member, whose mandate is as follows:

- a. review the quarterly report for compliance with paragraphs 13 to 16 of this policy;
- b. identify and track any significant trends;
- c. summarize its review of the Chief's quarterly report, in a report to the Board including, if necessary, suggestions or recommendations for consideration by the Board; and
- d. make its summary review of the Chief's quarterly report available to the public by submitting it to the Board at the same time that the Chief's quarterly report is submitted to the Board.

Who We Are:

The Review Panel members are Justice Thea Herman (retired), Ms. Audrey Campbell and Chair Andy Pringle. Justice Herman is a retired judge of the Superior Court of Ontario. She was appointed in September 2003 and retired in January 2014. While on the court, Ms. Herman sat in criminal, civil and family matters, as well as in Divisional Court. She was a Judicial Associate (International Cooperation) with the National Judicial Institute and a member of the board of the Canadian Chapter of the International Association of Women Judges. Ms. Campbell is a former President of the Jamaican Canadian Association and is a well-respected community advocate. Ms. Campbell is the Co-Chair of the Police and Community Engagement Review Advisory Committee (PACER). Mr. Pringle was appointed to the Toronto Police Services Board on September 2011 and has been the Chair since August 2015.

The purpose of this report is to transmit the Chief's quarterly report to the Board and to provide the Board with the Review Panel's comments.

Discussion:

The Review Panel met on three occasions to discuss the Chief's quarterly report. The first meeting included the Review Panel Members, as well as Chief Saunders, Board and Service staff. The two additional meetings were held with Review Panel Members and Board staff. The following report summarizes the Review Panel's analysis of the Chief's quarterly report.

Sections 13 to 16 of the Policy requires the Chief to develop procedures to ensure that, in accordance with the Policy, appropriate restrictions are placed on the access by members of the Service to Historical Contact Data; that historical contact data is stored in a way that leaves an auditable technological trail; and that access to historical data is authorized by the Chief in accordance with constraints imposed on restricted records, only when access is required for a substantial public interest or complies with a legal requirement.

In compliance with the Policy, the Chief developed and implemented the Regulated Interactions Procedure (the Procedure) which provides written direction from the Chief

setting out both the mandatory and discretionary actions/processes for members of the Service with respect to Regulated Interactions. Specifically, with respect to sections 13 to 16 of the Policy, the Procedure includes directions to members regarding access to Historical Contact Data, including criteria disclosed on page four of the Chief's quarterly report which deal with the circumstances that give rise to substantial public interest.

As part of the business process of managing and reporting out requests for access to Historical Contact Data, the Chief's report also includes definitions that distinguish between operational access and administrative access. According to the definitions provided, operational access includes those requests that meet the criteria for substantial public interest, whereas administrative access relates to requests to which the Service must respond in order to meet legislative obligations. The Chief has further distinguished these two categories by breaking down access into requests that the Chief approves for operational access, and authorizes for administrative access.

Service Members Having Access To Contact Data

The Chief reports that a total of 30 members of the Service are permitted to access Historical Contact Data in order for the Chief to comply with the Policy and the Procedure: eight Service members to facilitate operational access and 22 Service members to facilitate administrative access.

Recommendation

- In order to provide additional transparency, the Review Panel recommends that the Chief provide additional information regarding the necessity for 30 individuals, particularly the eight operational individuals, to have access to Historical Contact Data. As well, the Chief is requested to elaborate on the selection criteria used to identify these positions.

Requests For Access Made By Service Members

Sections 16A and B of the Policy require that the Chief identify the number of requests submitted by Service members and the number of those requests approved by the Chief. The Chief's report presents the information by breaking it down by type of access request and purpose for access.

The Chief reports that 14 requests, which fall into the operational access category, were submitted by Service members, and that 13 of those 14 requests were approved by him.

Additionally, although the Policy does not explicitly require the reporting of requests for access to historical data other than those made by Service members, the Chief has reported that he authorized 1,445 requests for administrative access.

Recommendations

- In addition to quantifying access to comply with the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA), provide details of the rationale for authorizing access to comply with legal requirements.
- Provide additional information regarding the rationale utilized by the Chief in deciding whether or not to approve a request.
- Provide an assurance that all operational requests, including those pertaining to investigations and legal proceedings, are personally approved by the Chief.
- Provide further information regarding the distinction between authorized and approved access, as noted on page six of the Chief's report.

Request For Access Arising From Legal Proceedings

As required under Policy sections 16C and 16D respectively, the Chief reports that four operational access requests fell under the legal proceedings category. Similarly, 35 administrative access requests are categorized as legal requirement/legal proceedings.

Recommendation

- The Chief should clarify in the next report, how legal proceedings differ in each category?

Whether Requests Fulfil The Purpose

The Chief reports that all administrative access requests fulfilled the purpose for which they were accessed and two operational accesses did not.

Recommendation

- Provide further clarification regarding the two operational requests which did not fulfil their purpose. As well, it would be beneficial if the Chief could elaborate with respect to how it is determined that a request fulfils or does not fulfil its purpose.

Quarterly Report Compliance With Board Policy

The quarterly report was very informative with respect to the Procedure and business processes, including access audit trails, role based security access which distinguishes between operational and administrative access, and post access examination of results,

that have been developed regarding access to Historical Contact Data. The Review Panel believes the information provided complies with the requirements outlined in sections 13 to 16 of the Policy, but is interested in some additional information regarding access requests.

Recommendation

Provide additional details in the next quarterly report regarding the breakdown of the steps involved, from beginning to end, for a request to access Historical Contact Data, including a copy of the required forms submitted by a requestor.

Conclusion:

The Review Panel is satisfied that the first quarterly report submitted by the Chief complies with the Board's policy. However, the Review Panel requests that additional information be included in the next quarterly report with respect to the preceding recommendations.

Given that this is the first quarterly report, the Review Panel has not identified any significant trends. The Review Panel has noted that 1445 administrative access requests, on its face, can seem like a cause for concern. However, the Panel also recognizes that 1409 of those requests were made by individuals seeking information about themselves under MFIPPA, which legislatively requires the Service to search its records in order to respond to its statutory obligations.

Respectfully submitted,

Andy Pringle, Chair
on behalf of the Regulated Interactions Review Panel

Kar



Toronto Police Services Board Report

May 30, 2017

To: Chair and Members
Toronto Police Services Board

From: Andy Pringle
Chair

Subject: PROCESS FOR REVIEWING 2018 CAPITAL AND OPERATING BUDGET ESTIMATES

Recommendation(s):

It is recommended:

1. that the Board establish a Budget Committee for the purpose of reviewing the 2018 capital and operating budget estimates and designate Councillor Shelley Carroll (Chair) and Ms Marie Moliner (member) as the members of the Budget Committee;
2. that the Board adopt the schedule outlined in this report for its review of the capital and operating budget estimates, and;
3. that the Board forward a copy of this report to the City Manager, and to the Deputy City Manager and CFO.

Financial Implications:

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

Background / Purpose:

At the meeting of City Council held on May 24, 25 and 26, 2017, timelines and guidelines for the submission of 2018 operating and capital estimates were adopted.

Council has approved an operating budget target that requires all Operating Budget (net) submissions to be equal to their 2017 Net Operating Budget, representing a 0% increase over the 2017 Net Operating Budget and a status quo 10-Year Capital Budget and Plan based on the City's current debt limits. With respect to the capital program, Council directed that Capital Plan submissions adhere to the debt levels approved by Council for the 2017 – 2026 Capital Plan as part of the 2017 Budget process, and

projects be added in the new tenth year, 2027, that can be accommodated within current debt affordability targets to be determined by the Deputy City Manager & CFO.

In addition to meeting the targets, City Council requested the following additional information be included in the capital and operating budget submissions:

- All City Programs submit all modernization, transformation and innovation initiatives completed, planned or underway, with realized and/or expected benefits and implementation timing;
- All City Programs and Agencies submit the cost of capital and operating commitments to the City has made in policies, plans and strategies that Council has adopted;
- All City Programs and Agencies provide operating or capital costs related to the actions required to meet the City's' compliance with AODA legislation and accommodation of seniors' needs including the following:
 - Actions funded and/or accommodated with respective budgets, to date;
 - Actions requested but no funded to date;
 - Actions required but not yet funded, and,
 - The cost of any new strategies or actions that the City should consider.

As well, beginning in 2018, City Council has asked City Programs and Agencies to report on the equity impacts of the recommended efficiencies and service level changes included in the 2018 Operating Budget, with particular focus on the gender impact of these budget change proposals and the impact on persons with low-income

To ensure an appropriate length of time is provided for City staff to finalize the City's whole of government budget in time for the Public Launch, the City has emphasized that it is critical that City Agencies submit their respective final Board-approved 2018 Operating and Capital Budget requests to both Budget Committee and the Deputy City Manager & Chief Financial Officer **no later** than October 1, 2017.

The City's public budget launch is scheduled for November 30, 2017.

Details of City Council's decision with respect to budget targets and process can be found here: <http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2017.EX25.18>.

Discussion:

It is proposed that the Toronto Police Services Board convene its Budget Committee in September 2017 in order to review the capital and operating budget. The Budget Committee will be chaired by Councillor Shelley Carroll and Ms Marie Moliner will be a member of the Committee. All Board Members are encouraged to attend and participate in the Budget Committee's events and meetings.

The Budget Committee's formal meeting(s) will be convened in accordance with the Board's Procedural Bylaw and, consequently, will meet in public, as appropriate.

The following format and schedule is proposed:

Week of September 18, 2017 (date to be determined)

Public Information Event

The Budget Committee will host a public information event, commencing at 6:00pm, to receive information about the budget in order to improve education and awareness about the capital and operating budget as well as the budgets for the Parking Enforcement Unit and the Police Services Board. This event will be interactive and will include an opportunity for the public to ask questions about the budgets. Notice of the event and background information will be posted to the Board's website approximately one week in advance.

October 5, 2017, 1:30 pm

Budget Committee Meeting

The Budget Committee will meet in public to review the capital and operating budget submissions. The Budget Committee will make any necessary recommendations in a report which will be forwarded to the Board. Public notice and an agenda for this Budget Committee meeting will be posted to the Board's website one week in advance.

October 26, 2017, 1:00 pm

Board Meeting

At its regularly scheduled public meeting, the Board will consider a report from its Budget Committee recommending approval of capital and operating budget estimates for 2018.

It is recognized that this schedule will not result in a Board-approved budget on the date that Council approved as the deadline for Board-approved budgets - October 1, 2017; however, unlike many City programs and agencies, in addition to the internal budget development process, the Board has a formal committee process in place leading up to the required approval by the full Board. Additional time is required in order to work through that process in a way that facilitates adherence to the Board's procedures, particularly those procedures which require the posting of agendas one week prior to meetings.

Conclusion:

It is recommended that the Board convene its Budget Committee in accordance with this report.

Respectfully submitted,

Andy Pringle
Chair



Toronto Police Services Board Report

May 30, 2017

To: Chair and Members
Toronto Police Services Board

From: Andy Pringle
Chair

Subject: TORONTO POLICE SERVICES BOARD NOMINEE TO THE ONTARIO ASSOCIATION OF POLICE SERVICES BOARD'S (OAPSB) BOARD OF DIRECTORS AND OAPSB SPRING CONFERENCE FUNDING

Recommendation(s):

1. That the Board nominate one of its members to represent the Toronto Police Services Board, for a one-year term, on the OAPSB Board of Directors
2. That the Board advise the OAPSB of its nominee.
3. That, as an exception to its Special Fund policy, the Board contribute \$5000 in sponsorship to the 2018 Spring Conference.

Financial Implications:

The OAPSB will pay most reasonable and necessary costs incurred by members of its Board of Directors. The cost of sponsorship of the 2017 Spring Conference will be absorbed by the Special Fund, the encumbered balance of which is approximately \$1,314,254.

Background / Purpose:

The OAPSB is the leading voice of police governance in Ontario. The OAPSB serves its members and stakeholders, as well as the general public, by:

- helping local police service boards fulfill their legislated responsibilities, by providing training and networking opportunities, and facilitating the transfer of knowledge; and

- advocating for improvements in public safety laws and regulations, practices and funding mechanisms.

The OAPSB membership includes police services board members, police and law enforcement officials, and others persons involved in policing and public safety.

In terms of workload and time commitment for a member of the Board of Directors, the following is an estimate of the requirements:

- the OAPSB Board of Directors meets 4-5 times per year, usually on weekday evenings for 4-5 hours at locations near the Toronto Pearson Airport;
- attendance at OAPSB-hosted events is expected, including: 2017 Spring Conference and AGM (June 21-24, 2017, location: Blue Mountain) and 2017 Fall Labour Seminar (November 16 and 17, 2017, location: near Pearson Airport); 2018 Spring Conference (TBD)
- attendance at Zone/Big 12 meetings: 2-3 per year, each is typically a ½ day; and
- the OAPSB currently has 3 internal (voluntary) committees (that hold short meetings by phone) and participates on 18 provincial committees (usually the President and/or the OAPSB Executive Director is the representative).

Discussion:

The by-laws of the OAPSB provide that one seat on its Board of Directors is reserved for a member of the Toronto Police Services Board. Mr. Ken Jeffers currently is the TPSB's representative on the OAPSB Board but does not wish to extend his term. Consequently, another member of the Board is required to fulfil this responsibility and represent the Board at the OAPSB for one year commencing after the AGM scheduled for June 23, 2017.

The OAPSB bylaws state:

4.04 Nomination of Directors

Not less than forty-five (45) days prior to the annual meeting of members, each of the following shall notify the Board of its nominee or nominees for election to the board at such annual meeting:

- (i) Each Zone shall submit one nominee;
- (ii) The Big 12 (excluding Toronto) shall submit four (4) nominees; and
- (iii) The Toronto Police Services Board each shall submit one nominee.

At each such annual meeting, the representatives of the Police Services Boards operating pursuant to Section 10 of the PSA shall select and advise of three (3) nominees, one (1) selected by such Boards in Zones 1 and 1A, one (1) selected by such Boards in Zones 2 and 3 and one (1) selected by such Boards in Zones 4, 5 and 6.

4.05 Term of Office

Subject to the by-laws, the term of office for a director shall be one (1) year, and shall terminate at the close of the annual meeting held during such term. Provided, however, that a director shall be eligible to be re-elected for additional terms of office, but no director shall serve more than an aggregate of nine (9) consecutive terms.

The qualifications to be elected and hold office are the following:

4.02 Qualification of Directors

Any Member in good standing of the Association is eligible to run for and hold an elected position as a director on the Board; provided that such individual shall be eighteen (18) or more years of age; shall be a member of a Police Services Board in Ontario; and provided further that such individual shall, at the time of his election or within ten (10) days thereafter and throughout his term of office, be a member in good standing of the Association.

Provided, however, that not more than one (1) member of any Police Services Board in Ontario may be a Director at any one time.

Conclusion:

It is recommended that the Board nominate one of its members to represent the Toronto Police Services Board, for a one-year term, on the OAPSB Board of Directors and advise the OAPSB of its nominee.

Respectfully submitted,

Andy Pringle
Chair



Toronto Police Services Board Report

May 30, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Request for Use of the Board Special Fund: Community Survey to Assess the Impact of Rule Changes under Regulation 58/16

Recommendation(s):

It is recommended that the Board approve an expenditure not to exceed \$98,000.00 from the Board's Special Fund to allow for the Police and Community Engagement Review (P.A.C.E.R.) Committee to conduct a study to examine the impact of *Ontario Regulation (O.R.) 58/16*.

Financial Implications:

The Board's Special Fund would be depleted in the amount of \$98,000.00, less the return of any funds not used.

Background / Purpose:

O.R. 58/16 is the new regulation that governs the circumstances under which identifying information about an individual may be collected by the police from the individual in question. The new legislation took effect on January 1, 2017, and conducting a study to better understand any impact the regulation may have had supports the findings of the P.A.C.E.R. Report.

The research objectives for this review are as follows and are expanded upon within the attached proposal (appendix A):

1. Complete a baseline survey to assess prevailing attitudes towards the police service among community members in neighbourhoods that have and have not historically expressed concerns about their treatment by, and engagement with, the T.P.S. and criminal justice system
2. Capture the level of awareness of the new rules among community members in impacted neighbourhoods

3. Capture any change in attitudes towards the police service among community members in the impacted neighbourhood as a direct result of the new rules
4. Assess the level of awareness and impact of the educational programming implemented to support the new rules among community members in impacted neighbourhoods

Discussion:

The attached proposal outlines the objectives, methodologies, processes, deliverables, team members, timelines, and proposed budget for this research project. The \$98,000.00 request from the Board's Special Fund will be spent on travel, personnel costs to the team members, facility rentals, report preparation and communication materials.

The results of this proposed study will provide a mechanism to hear from community members directly and gauge their level of support and awareness of the new legislative framework. The resulting report will provide the T.P.S. with a clearer understanding of police-community relationships and how they were affected by the new legislation,

Conclusion:

The attached proposal clearly defines the objectives and goals of this study and provides a timeline with associated budget. This review of the new regulation, focusing on the impacts on policing and community trust/relationships, is essential to ensure improvements are being made and the public is being consulted on their experience with law enforcement personnel and the criminal justice system.

In order to gauge the effects of the new regulation, \$98,000.00 from the Board Special Fund is requested to fund this research endeavour.

I will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

special fund – Pacer research.docx

Appendix ‘A’
Proposal
Community Survey to Assess the Impact of Rule Changes under
Regulation 58/16

BACKGROUND

The Police and Community Engagement Review (PACER) Committee has expressed an interest in conducting a study to examine the impact of new rule changes on the experience of visible minorities in their interactions with Toronto police officers. The new rule, Ontario Regulation 58/16, governs the circumstances under which identifying information about an individual may be collected by the police from the individual in question. The new legislation took effect on January 1, 2017. Interest in conducting a study to better understand the regulation’s impact reflects the findings of the PACER report which recommends *inter alia*:

“That the Service conduct community surveys to proactively evaluate and address issues relating to public trust, police legitimacy, customer service, racial profiling and bias in police services”¹.

The PACER report argues that it is important for the broader community to have a mechanism to provide ongoing feedback on the new regulations as a way of improving trust and the delivery of police services. Community based surveys are seen as a way to give community members a voice and would also, the report argues, have a positive impact on members of the Toronto Police Service (TPS).

Street checks or “carding” is a long standing practice of the TPS.² The practice involves police stops and the solicitation of personal information from those subject to the intervention. Information collected may include name, age, sex, estimated height and weight as well as skin color and the names of an individual’s associates. Police officers would record the information provided by those stopped on contact cards which would subsequently be entered into a database for possible use in future investigations. Concerns have been raised about the practice in the wake of revelations that, relative to whites, black Canadians were being stopped

¹ Toronto Police Service. The Police and Community Engagement Review (The PACER Report). Phase II – Internal Report & Recommendations, P. 11. Available at:

<http://www.torontopolice.on.ca/publications/files/reports/2013pacerreport.pdf>

² Terminology and phrasing reasonably anticipated to be recognizable to respondents will be used in the study.

disproportionately more frequently. Further, few arrests or charges resulted from these interventions and there is little by way of hard evidence that the practice has actually made Toronto communities any safer. As a result of these concerns, there have been repeated calls over the years for the practice to be banned and the data already collected destroyed. The 2017 Doob-Gartner report commissioned by the Toronto Police Service Board (TPSB) seems to support this position. Indeed, the report concluded as follows:

“But looking at the issue that we started with – street stops by the police of people who have not apparently committed an offence – it is quite clear to us that it is easy to exaggerate the usefulness of these stops, and hard to find data that supports the usefulness of continuing to carry them out.”³

The TPS, on the other hand, has maintained that the practice of carding is useful in their fight against crime. In response to public concerns, however, attempts have been made to make the practice more palatable. The TPSB has approved new rules that would ban officers from stopping citizens who are not suspected of being involved in criminal activity⁴. It also bans street checks motivated by race and seeks to define a new set of rules that *“will enhance public trust concerning the collection of identifying information, promote police-community engagement and improve community relations”*⁵. Officers would, however, continue to have access to the historic data but only when authorized by the Chief of Police. The Toronto Police Chief will be required, under the new rules, to rationalize access to the historical data to an independent committee – the Regulated Interactions Review Panel comprised of a TPSB member, a retired judge and a member of the community. Officers are also required to undergo training in conducting regulated interactions. Additionally, under the new legislation, officers are now required to inform citizens that they have the right to disengage from regulated interactions, i.e. walk away without answering the questions posed by officers.

The new legislation (Ontario Regulation 58/16) applies in circumstances in which the officer is:

³ Doob A and Gartner R. Understanding the Impact of Police Stops. A report prepared for the Toronto Police Services Board. Center for Criminology and Sociolegal Studies, University of Toronto. 17 January 2017. P. A22.

⁴ Toronto Policy Service Board. Regulated Interaction with the Community and the Collection of Identifying Information. Available at: <http://www.tpsb.ca/policies-by-laws/board-policies/send/5-board-policies/543-regulated-interaction-with-the-community-and-the-collection-of-identifying-information>

⁵ Ibid P. 2

- (a) inquiring into offences that have been or might be committed.
- (b) Inquiring into suspicious activities to detect offences.
- (c) Gathering information for intelligence purposes.

However, the legislation does not apply in circumstances in which:

- (a) the individual is legally required to provide the information to a police officer.
- (b) The individual is under arrest or is being detained.
- (c) The officer is engaged in a covert operation.
- (d) The officer is executing a warrant, acting pursuant to a court order or performing related duties.
- (e) The individual from whom the officer attempts to collect information is employed in the administration of justice or is carrying out duties or providing services that are otherwise relevant to the carrying out of the officer's duties⁶.

This proposed study will provide a mechanism to hear from community members directly and gauge their level of awareness of, and support for, the new legislative framework. It will also allow the TPSB to better understand how attitudes towards carding may have changed since the new rules were introduced. The issue of community support is important. The collection of data on the communities attitudes towards the legislation will allow for a better understanding of the relationship between support for the new legislation and demographic and socioeconomic variables e.g. age, sex, education and income levels. An analysis of the relationship between community support for the new legislation and individuals' prior interactions with the criminal justice system is also likely to yield interesting results. This analysis may well prove useful in designing future educational/legislative interventions.

⁶ Ontario Regulation 58/16. Collection of Identifying Information in Certain Circumstances – Prohibition and Duties. P. 1-2. Available at: <https://www.ontario.ca/laws/regulation/160058>

This proposal will outline the specific objectives to be achieved, methodology to be employed, timelines and cost. It also provides biographic details of the research principals who will be tasked with execution and coordination of the study and who will serve as points of contact with the relevant client authority (TPSB/PACER).

Research Objectives:

The proposed study aims to achieve the following research objectives:

1. Complete a baseline survey to assess **prevailing** attitudes towards the police service among community members in neighbourhoods that have and have not historically expressed concerns about their treatment by, and engagement with, the Toronto police service and the criminal justice system. Data will be collected as these relate to racial profiling, bias, trust, police legitimacy and customer service.
2. To capture in the baseline survey the level of awareness of the new rules on regulated interaction among community members in impacted neighbourhoods.
3. To capture in the baseline survey any **change** in attitudes towards the police service among community members in the impacted neighbourhoods as a direct result of the new rules on regulated interaction.
4. Assess in a follow-up survey the level of awareness and impact, of the educational programming implemented to support the implementation of the new rules on regulated interaction among community members in impacted neighbourhoods.

Research Methodology:

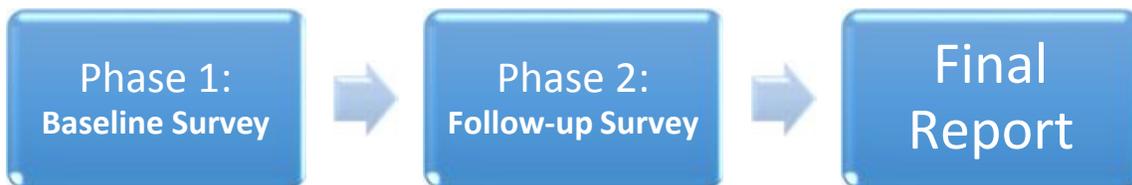
This study will be conducted in two phases (see Figure 1). Phase 1, the baseline survey, will involve the conduct of a series of personal interviews in the impacted communities and a limited number of other communities that are unlikely to be affected by the new rules (the control

groups). Impacted communities will include, for instance, Scarborough (e.g., Malvern, Galloway), North York (e.g., Jane and Finch, Lawrence Heights) and Etobicoke (Islington) with significant visible minority populations. One of the challenges of conducting community based surveys on a sensitive topic such as carding is establishing a level of trust between prospective respondents and field interviewers. To ameliorate these concerns the researchers will engage community organizations, such as Tropicana Community Services and the Jamaican Canadian Association, to facilitate community engagement and awareness of the study being conducted. A total of 2,000 personal interviews will be conducted in these communities. Results will be weighted to reflect the Statistics Canada census data for the impacted communities as these relate to demographic variables such as age, gender, education, and household income. Trained field enumerators will use a structured survey instrument to collect the requisite data. Questionnaire design will be guided by a brief review of the academic literature in this area. The survey instrument will be thoroughly pre-tested on a subset of prospective respondents before extensive use in the field. Respondents selected for the pretest will not be included in the final sample. Personal interviews will be conducted in a range of venues including residences, community centers, barber shops and sporting events. Enumerators will identify themselves and explain the purpose of the interview prior to inviting respondent participation. The researchers also plan to host a series of town halls in the impacted communities to solicit additional perspective. These will be less structured and will be designed to surface issues and concerns that may not have been captured in the formal interviews.

Quantitative data collected from the above will be analyzed using standard statistical methods in SPSS. Techniques such as cross-tabulation, ANOVA and regression (logistic) analysis will be employed. Qualitative data will be coded, analyzed and presented visually using word clouds or other appropriate methods. The topics and questions to be included in the survey will be submitted for discussion/review by the relevant client authority (TPSB/PACER) prior to the researchers conducting the survey. It must be emphasized, however, that decisions to include or omit specific questions or topics based on these consultations will be guided by the researchers' need to preserve the objectivity and integrity of the study. An interim report containing the findings of the baseline survey will be prepared and presented to the relevant client authority.

One month following the conclusion of the public awareness campaign respondents to the first phase will be contacted via telephone or email to assess their awareness of the public outreach effort (“know your rights” campaign) and their reaction to the message. This second phase of the study (the follow-up survey) will provide a solid evaluation of the effectiveness of the campaign. In this second phase questions will be worded in a manner which isolates the impact of the education program on any changes in respondents’ attitude toward the new legislation. It should be noted that any significant delay between the completion of the baseline survey and the completion of the educational program may reduce the response rate to the follow-up survey. Individuals may have moved, changed email providers or phone numbers making contact difficult. While not anticipated this may necessitate returning to the original population to boost the response rate to the follow-up survey. The views of respondents in Phase 2 will be analyzed, summarized and presented to the client authority as part of the final report. The final report will take into consideration comments on the interim report from PACER/TPSB representatives.

Figure 1: Research Process



Deliverables:

The proposed research assignment will provide TPSB/PACER with interim and final reports. These will be submitted in accordance with the timelines discussed below. The research principals will also deliver an in-person presentation to the client upon submission of the final report.

The Research Team:

The study will be conducted by Dr. Gervan Fearon and Dr. Carlyle Farrell. Should this proposal be accepted they will serve as co-investigators on this assignment and will have overall responsibility for data collection, analysis and reporting. They will serve as points of contact with PACER and/or TPSB to ensure that deliverables are submitted on time and on budget. Brief biographical sketches of the principal researchers follow:

Principal Researchers:

Dr. Gervan Fearon became the President and Vice-Chancellor at Brandon University in August 2014 after first joining the University as the Vice-President (Academic and Provost) in 2013. Dr. Fearon works collaboratively with faculty, staff and partners to advance the academic mission and reputation of the University aimed at meeting student and societal needs. Dr. Fearon holds a Ph.D. in Economics from The University of Western Ontario, a B.Sc. and a M.Sc. from the University of Guelph, and a Chartered Professional Accountant designation. He is also a recipient of the Queen Elizabeth II Diamond Jubilee Medal.

Prior to joining Brandon University, Dr. Fearon served in several academic positions including as the Dean of The G. Raymond Chang School of Continuing Education at Ryerson University, an Associate Dean at York University, and as a Visiting Scholar at the University of Washington. Dr. Fearon is the recipient of the 2007 Dean's Award for Excellence in Teaching from York University and the 2000 Professor of the Year Award from the Division of Management at the University of Toronto at Scarborough. His research is published in the Journal of Public Economics, Canadian Journal of Economics, Industrial Relations – Relations Industrielles Quarterly Review and others.

Gervan has served as the Executive Assistant to the Deputy Minister of the Ontario Ministry of Agriculture and Food and Rural Affairs, Senior Analyst with the Treasury Board Division (Ontario Ministry of Finance), and with Chase Econometrics (a Division of Chase Manhattan Bank, now WEFA Group). He has previously served as the President of Tropicana Community Services and as a member of the TELUS Community Board, William Osler Health System

Board, and the Ontario Trillium Foundation Board. Gervan has also served as a member of the Order of Manitoba Advisory Council, The Royal Canadian Artillery Museum Board and the Westman Immigrant Services Board. He currently serves on the Brandon Urban Aboriginal Peoples' Council, Research Manitoba, and Government Relations Sub-Committee of the Brandon Chamber of Commerce. Gervan was born in Birmingham, England to Jamaican parents and grew-up in Toronto. He has also lived in Jamaica and the United States.

Along with Dr. Farrell, Dr. Gervan Fearon served as a co-investigator on a major project to assess the economic impact of the Scotiabank Caribbean Carnival – an assignment that involved the conduct of over 1,000 personal interviews at various events in the downtown Toronto area. This study was the first to quantify the economic impact of the festival on the Toronto and provincial economies and was extensively quoted in the media and used as a basis for policy discussions. Dr. Fearon is the former Research Advisory Group Chair for the Black Experience Project being conducted by The Environics Institute (<http://www.environicsinstitute.org/news-events/news-events/research-advisory-group-chair-named-to-institutes-black-experience-project>).

Dr. Carlyle Farrell is an associate professor in the Ted Rogers School of Management (TRSM) where teaches international marketing at the undergraduate and MBA levels. He served as the Chair of the Global Management Studies Department in TRSM for eight years. He holds a B.Sc. degree from the University of the West Indies, an M.Sc. degree from the University of Guelph and a Ph.D. from the University of Manitoba. Dr. Farrell is the author of two textbooks on global marketing the most recent (2015) titled: Global Marketing: Practical Insights and International Perspectives published by SAGE, UK. He has also published in a range of academic journals including the Journal of Business Research, the Journal of Global Marketing, the International Journal of China Marketing, the Journal of Food Products Marketing, the Journal of Teaching in International Business and the International Journal of Medical Marketing. He is the recipient of Ryerson's 2006 Faculty of Business Best New Scholar Award.

Dr. Farrell has over 15 years of private sector experience as a management consultant. He has undertaken consulting assignments in over 20 countries around the world for a range of clients in the public and private sector including the World Bank, United Nations, Ontario Ministry of

Agriculture, Food and Rural Affairs (OMAFRA), Inter-American Development Bank and the African Development Bank. These assignments covered a range of areas from government policy analyses to the institutional strengthening of public institutions and the analysis of international market opportunities. Along with Dr. Fearon, he served as co-investigator on a major project to assess the economic impact of the Scotiabank Caribbean Carnival (see above). Carlyle was born in Trinidad.

The two principal researchers are well regarded in the academic and local communities.

Enumerators:

The principal researchers maintain a pool of enumerators from which they draw to conduct field research. These individuals are members of the black and ethnic communities and many live in the areas to be impacted in this study. These individuals already have a solid understanding of the process of conducting face to face interviews having been thoroughly trained by the principal researchers. Enumerators assigned to this project would merely need to be briefed on the objectives of this particular engagement and the survey instrument to be used. Members of our enumerator pool also have extensive experience in coding and data entry and have proven themselves reliable and accurate.

Timelines:

The study will be conducted in accordance with the timelines below. Note that dates for the conduct of Phase 1 are firm and work will commence upon execution of a contract with the relevant client authority. Phase 2 designed to track awareness of the public education campaign will commence within one month of its conclusion. Below we have assumed an early Fall (September) start to the educational campaign. Dates will be adjusted as required.

Phase 1:

Contract execution: May, 2017

Literature review, questionnaire design and pretest: May-June, 2017

Develop sample frame: May-June, 2017

Train field enumerators: June, 2017

Conduct field research: June-August, 2017

Conduct town hall meetings: September, 2017

Code and input data: September-October, 2017

Analyze data: October, 2017

Interim report to TPSB/PACER: October, 2017

Phase 2:

Email/telephone follow-up: October-November, 2017

Data analysis: November, 2017

Final Report & presentation to TPSB/PACER: November, 2017

Cost:

The budget for the proposed study is **\$98,000**. A breakdown of expenses is presented in Table 1 below. A proposed payment schedule is also presented in this section.

Table 1: Proposed Budget

Category	Cost
Travel	\$10,000
Personnel costs: (literature review, field work, data entry, data analysis, and report preparation)	\$75,000
Facilities rental (town hall meetings)	\$5,000
Report preparation (Graphic design and provision of 15 reports for each of the two submissions – a total of 30 reports).	\$3,000
Communication & materials	\$5,000
Total	\$98,000

Payment Schedule:

The following payment schedule is proposed:

Contract execution: 25%

Completion of field work (Phase 1): 25%

Submission of preliminary report: 25%

Submission of final report: 25%

Submitted by:

Dr. Gervan Fearon & Dr. Carlyle Farrell

May 25, 2017



Toronto Police Services Board Report

June 8, 2017

To: Chair and Members
Toronto Police Services Board

From: Andy Pringle
Chair

Subject: Canadian Association of Police Governance (CAPG) 2017 Annual Conference

Recommendation(s):

1. That, as an exception to its Special Fund policy, the Board approve an expenditure in the amount of \$10,000.00 from the Board's Special Fund to sponsor the Canadian Association of Police Governance ("CAPG") 2017 Annual Conference and;
2. That the Board approve the conference attendance and estimated cost-related expenditures for interested Board members and Board staff members to attend the CAPG 2017 Annual Conference and Annual General Meeting

Financial Implications:

If the Board approves the recommendation contained in this report, the Special Fund will be reduced by \$10,000.00. The current balance of the Special Fund is approximately \$1,314,254.

Additionally, funds are available within the business travel account of the Board's 2017 operating budget to fund the expenditures of interested Board members and Board staff members.

Background / Purpose:

Each year, CAPG hosts an annual conference which is one of only two annual opportunities for professional development for Board members and staff. This conference provides an opportunity for networking with Boards from across Canada.

The theme this year is "Future of Police Governance." The conference will be held in Montreal, QC from July 13 – 16, 2017.. The sessions will cover a broad range of topics relevant to the Board.

In conjunction with the conference, the CAPG also holds its Annual General Meeting (AGM) at this time. Members discuss issues, consider resolutions and elect officers of the organization at this AGM.

A sponsorship package and the full conference program from CAPG are attached for your consideration. It is customary for the association to seek sponsorship from member boards. TPSB has historically been a supporter of this important national conference, along with its fellow large boards and commissions.

Attendance will result in the following approximate per-person expenses:

Registration	\$650.00
Airfare	\$300.00
Accommodation	\$765.00
Per Diem	\$300.00
Incidentals	\$100.00
Total	\$1,815.00

Conclusion:

It is, therefore, recommended that the Board:

1. approve an expenditure in the amount of \$10,000.00 from the Board's Special Fund to sponsor the Canadian Association of Police Governance ("CAPG") 2017 Annual Conference and;
2. approve the conference attendance and estimated cost-related expenditures for interesting Board members and Board staff members to attend the CAPG 2017 Annual Conference and Annual General Meeting

Respectfully submitted,

Andy Pringle
Chair

Ministry of Government and
Consumer Services

Ministère des Services
gouvernementaux et des Services
aux consommateurs



Office of the Minister

Bureau de la ministre

6th Floor, Mowat Block
900 Bay Street
Toronto, ON M7A 1L2

6^e étage, Edifice Mowat
900, rue Bay
Toronto (Ontario) M7A 1L2

Tel.: 416-212-2665
Fax: 416-326-1947

Tél.: 416-212-2665
Télééc.: 416-326-1947

MAY 02 2017

Mr. Andy Pringle
Chair

Toronto Police Services Board
40 College Street
Toronto, ON M5G 2J3

DATE RECEIVED

MAY 12 2017

TORONTO POLICE SERVICE BOARD

MGCS5986MC-2017-87

Dear Mr. Pringle:

Thank you for your letter on behalf of the Toronto Police Services Board. I appreciate you sharing the detailed minutes on the board's motion requesting my ministry review the accessible parking permit (APP) program.

The APP program is part of the Ontario government's commitment to make Ontario a world leader in improving accessibility for people with disabilities.

ServiceOntario's role in the APP program includes receiving and processing applications for permits and the maintenance of the accessible parking permit database. Permits are issued to individuals who qualify under prescribed conditions or authorized companies responsible for transporting qualified individuals.

Individuals who apply for a permit must satisfy medical requirements laid out under the Highway Traffic Act and have a regulated health practitioner certify the disability.

Although there is no cost to obtain a permit, those who obtain one do receive access to free parking and parking in restricted areas depending on the municipality.

Please know ServiceOntario is currently conducting a thorough review of the APP program to identify any potential gaps that may contribute to fraud or misuse of the permits.

.../2

Through this review, legislation, policy and processes will be analyzed to ensure appropriate mechanisms are in place to identify and prevent potential abuse of the program. The review will also include consultations with enforcement agencies including Toronto Police Services, advocacy groups and the medical community to ensure we strike the right balance between program requirements while ensuring these permits are in the hands of people who really need them.

ServiceOntario has worked towards making continuous improvements to the program. In 2016, ServiceOntario introduced a new more secure, tamper-resistant accessible parking permit to address fraudulent activity and misuse. ServiceOntario also reduced the validity period for interim permits issued over the counter from six months to a maximum of three months.

I invite you to contact Michael Paramathasan, my Senior Policy Advisor who would be pleased to further discuss this matter with you. You can contact him by telephone at (416) 325-5326 or by email at Michael.Paramathasan@ontario.ca.

Thank you for writing.

Sincerely,

A handwritten signature in black ink, appearing to read "Tracy MacCharles". The signature is written in a cursive, flowing style.

Tracy MacCharles
Minister



Toronto Police Services Board Report

June 7, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Transgender Inclusive Policies and Practices: Retention of a Second Subject Matter Expert pursuant to Minutes of Settlement between the Toronto Police Services Board, the Chief of Police and the Human Rights Tribunal of Ontario

Recommendation(s):

It is recommended that:

- 1.The Board approve the retention of a second subject matter expert to assist in the development of Transgender inclusive policies, procedures, orders and forms, pursuant to Minutes of Settlement between the Toronto Police Services Board (“Board”), the Chief of Police (“Chief”) and the Human Rights Tribunal of Ontario (“the OHRC”); and,
- 2.The Board provide the necessary funding in its 2017 to 2019 operating budgets.

Financial Implications:

The 2017 cost will be \$13,000, funding is available within the Board’s 2017 operating budget. Future year costs of \$4,000 in 2018 and \$3,000 in 2019 will be included in the Board’s respective operating budget requests. This three year total amount of approximately \$20,000 for the retention of a second consultant is in addition to the \$55,000 previously approved by the Board for the implementation of the Minutes of Settlement.

Background / Purpose:

At its meeting on December 19, 2016, the Board approved entering into a single source contract to retain D. Ryan Dyck as the subject matter expert to assist in the development of transgender inclusive policies, procedures, orders and forms, pursuant to O.H.R.C. Minutes of Settlement, at an estimated total cost of \$55,000, including taxes (Min. No. P286/16 and C207/16 refer). This retainer commenced in 2017 and will continue until the project’s conclusion in 2021. The approved \$55,000 will be spread

over this five year period.

Discussion:

On March 3, 2017, the lead consultant initiated a consultation process with the Trans community through the Lesbian, Gay, Bisexual, Trans and Queer – Community Consultative Committee (L.G.B.T.Q. – C.C.C.)

During that meeting, members of the L.G.B.T.Q. – C.C.C. passionately stated that they were very concerned with the selection of the lead consultant for this project because members of the Trans community were not involved in the selection process. The Committee strongly recommended that the Service include in the project a consultant who mirrors the lived identity and experiences of the Trans community. The members of the L.G.B.T.Q. – C.C.C. advised that the failure of the Service to do so could lead to difficulties for the Trans community in continued engagement without a Trans-identified lead in the consultation process.

The O.H.R.C. has been advised of the most recent developments and that the timelines set out in the Minutes of Settlement would need to be modified to account for the hiring of a second consultant. The O.H.R.C has indicated that it is open to discussing the modification of timelines and the impact on implementing the Minutes of Settlement.

As a result, it is my intention to take immediate steps to commence the hiring process for the second consultant. The Service will also work with the L.G.B.T.Q. – C.C.C. on any non-traditional approaches to identify a qualified consultant within the Trans community. A fair and transparent interview process will follow to ensure that the successful candidate will have the necessary skillset to carry out the tasks required of the Board and the Chief as per the M.O.S.

The second consultant will mainly be responsible for the consultation and engagement process with the L.G.B.T.Q. community and will report directly to the lead consultant. The lead consultant will still be responsible for all reports and recommendations that will be generated from this review.

Conclusion:

I have considered and concur with the recommendation of the L.G.B.T.Q. – C.C.C., and, consequently recommend that the Board authorize the retention of a second consultant and provide the necessary funds for this retainer in its operating budget.

Superintendent Frank Bergen, Strategy Management Unit, will be in attendance to answer any questions that the Board members may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

MS:UM