



Public Meeting

**Wednesday,
June 22, 2022
at 9:00AM**



PUBLIC MEETING MINUTES

Wednesday, July 27, 2022, at 9:00AM
Livestreamed at: <https://youtu.be/M2ztGqbL95I>

The following *draft* Minutes of the hybrid public meeting of the Toronto Police Services Board that was held on July 27, 2022 are subject to approval at its next regularly scheduled meeting.

Attendance:

The following Members were present:

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

The following individuals were also present:

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

Declarations:

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

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on July 27, 2022

P2022-0727-0.1. Swearing-in of New Board Member Appointed by Toronto City Council, Councillor Mark Grimes

Chair Hart welcomed Councillor Mark Grimes as a new Board Member who was appointed to the Board by Toronto City Council effective July 20, 2022, with a term to November 14, 2022, and until a successor is appointed. Mr. Teschner introduced Councillor Grimes and administered the swearing-in.

For more details, see the YouTube recording here at Minute 13:32 <https://youtu.be/M2ztGgbL95I?t=812>.

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P2022-0727-0.2. Retirement of Chief Administrative Officer, Tony Veneziano

Chair Hart provided remarks regarding the retirement of Chief Administrative Officer, Tony Veneziano. Chief Ramer, Mayor John Tory and Mr. Veneziano also provided remarks.

For the detailed remarks, see the YouTube recording here at Minute 16:58: <https://youtu.be/M2ztGgbL95I?t=1018>.

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P2022-0727-0.3. Chief's Monthly Verbal Update

Chief Ramer provided the Board with an update on several items of interest. For a more detailed account of his overview, see the YouTube recording here at 53:53: <https://youtu.be/M2ztGgbL95I?t=3233>.

Chair Hart thanked Chief Ramer for his updates.

The Board received update.

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

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Police Services Board that was held on July 27, 2022**

P2022-0727-1.0. Board Minutes

The Board approved the Minutes of the public meeting that was held on [June 22, 2022](#).

Deputations: Kris Langenfeld
Derek Moran

The Board received the deputations and approved the Minutes.

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

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P2022-0727-2.0. Intimate Partner Violence Presentation

Acting Deputy Chief Myron Demkiw introduced this item. Detective LeeAnn West made a presentation to the Board and answered questions from Board Members. A copy of the presentation is attached to this Minute.

In response to questions from Board Members, Detective West advised that she does not know precisely how much provincial and federal funding is allocated to this work, as compared to funds from the Service's Board-approved operating budget. She advised that she could look into this further and report back. Deputy Chief Demkiw clarified that the vast majority of the work the Service does relating to intimate partner violence comes from its operating budget.

Detective West advised that the Service is working with Toronto courthouses to provide resources to victims and offenders. In response to questions from Vice-Chair Nunziata, Detective West advised that the work has "immensely improved" and that the Service is working collaboratively with various agencies across the city, and with the community, including shelters, to provide appropriate supports to reduce offending and victimization in this area.

In response to questions from Chair Hart regarding what percentage of cases are not reported to the Service, Detective West advised that it is challenging to provide a percentage, and that cases are not reported for various reasons. She noted that the Service is working on educating the public on this issue and encouraging victims to report. She further advised that the agencies with which the Service is working are also encouraging victims to report, and offering to provide the necessary resources and support during that process.

Board Members thanked Detective West for her presentation, and the Service for its work in this area. Chair Hart thanked the Service's team for the critical work they do.

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

The Board received the presentation and the written deputation.

Moved by: L. Kostakis
Seconded by: J. Tory

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P2022-0727-3.0. 9-1-1 Crisis Call Diversion Pilot Program

P2022-0727-3.1. [9-1-1 Crisis Call Diversion Pilot Program Mid Term Report Presentation](#)

Staff Superintendent Randy Carter introduced this item and the co-presenters, Ms. Susan Davis, Executive Director, Gerstein Crisis Centre and Ms. Elaine Amsterdam, Director of Municipal and Community Partnerships, Gerstein Crisis Centre. A copy of the presentation is attached to this Minute. As part of the presentation, Staff Superintendent Carter noted that the Service would proceed with this initiative beyond the initial Pilot period with a view to trying to expand it across all Service Divisions, as well as to have it operate 24 hours a day. Staff Superintendent Carter also noted that the Service would continue to absorb the operating costs of this initiative from within the Service's operating budget. Staff Superintendent Carter told the Board that a request for a second year of this program will come before them in the Fall of 2022.

In response to questions from Board Members, Staff Superintendent Carter advised that depending on the nature of the call, it will be diverted to crisis workers. He noted that in some cases, a police response will be appropriate for reasons such as disclosure of alleged criminal wrong-doing, violence, weapons, or other circumstances.

In response to another question, Ms. Davis advised that repeat callers may be individuals that experience a crisis more often, and need to receive assistance on a regular basis. She advised that the Gerstein Crisis Centre is conducting a 28-day follow-up with those callers to assist with prevention, and to ensure they do "not fall into a crisis as often as they currently do."

Mayor John Tory thanked the Pilot Program team members for their work and dedication, and the presenters for their presentation and the data they provided in the report. He asked a question regarding those callers that refuse to be diverted. Staff Superintendent Carter responded, and said that calltakers speak to the callers, and make a determination if a police officer is needed to attend the call or not. He further

stated that training continues to develop to better equip calltakers with the ability to recognize what calls meet the criteria for diversion, and said that the program team continues to work with stakeholders on this issue so that appropriate diversion opportunities are maximized.

Staff Superintendent Carter advised the Board that his hope is that this pilot program can ultimately be available across the City, and not just in the downtown core as it currently is. He also stated he hopes it can become available 24 hours a day, and not limited to 20 hours a day, as is currently the case. He said that there is more work to be done, and that the Service, in partnership with the Gerstein Crisis Centre, is working with the City and other agencies to move this work forward.

Mayor Tory said that educating the public is crucial and recommended that resources be allocated to this work as well.

Staff Superintendent Carter informed the Board that the Service is working with City partners, including the City's alternative crisis response team to ensure members of the public contact 211 instead of 911 or 311 for non-emergency calls. Ms Davis advised that this is a change management exercise, and that the Centre is working with calltakers to better identify and maximize diversion calls, and ensure the transition for the caller in crisis is smooth. She said that she believes there will be a visible improved difference seen at the end of the next six months of this pilot program.

Chief Ramer thanked the presenters for their presentation and said that this is "honourable work." He advised that he believes that the rate of diversion will continue to increase over time, and as crisis workers facilitate successful resolutions and outcomes.

Chair Hart asked how this pilot program can demonstrate over time that individuals are "better cared for" when they are diverted from a police response. Ms. Davis suggested that rather than evaluate only the outcomes associated with the pilot project, the overall "system response" needs to be measured, which will require a deeper and more comprehensive evaluative approach that accounts for all the components of crisis response, and facilitates the outcomes associated with individual cases, as well as systemic trends and changes.

Mayor Tory thanked the team for their presentation and tremendous work, and said that he is glad the Board is receiving this information early, and believes that "this is among the most important initiatives we undertake" and that it is important to monitor the trends associated with this initiative, and measure improved outcomes for individuals.

Ms. Davis advised that this works needs to be done across government and across different ministries, as an individuals' crisis can stem from broader social issues, such as lack of housing and other supports.

Chair Hart thanked the presenters for their presentation and the pilot project team for the tremendous work they do.

Mr. Teschner advised the Board that in January 2021, the Board delivered correspondence to all three orders of government, seeking sustained investments in social infrastructure, mental health and addictions community supports and other preventive and response areas. This request was supported by the Board's Mental Health and Addictions Advisory Panel, and was one of the 81 policing reform recommendations that were acted on.

P2022-0727-3.2. 9-1-1 Crisis Call Diversion Pilot Mid-Term Report

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

Recommendation:

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

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

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

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

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P2022-0727-4.0. Senior Officer Uniform Promotions

Chair Hart moved a Motion to reorder this item as first to be addressed on the public agenda. Board Member Lisa Kostakis seconded the Motion. All Board Members agreed, and the Motion was approved.

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

Recommendation:

It is recommended that the Toronto Police Services Board (Board) approve the eligibility list of 16 Superintendents as set out under Appendix 'A'. The promotion appointment dates will be determined and announced via Routine Order at a future date.

Board Members and Mr. Teschner congratulated each of the Members for their success in the promotional process.

Deputations: Derek Moran
John Sewell ([written deputation only](#))

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

Moved by: J. Tory
Seconded by: L. Kostakis

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on July 27, 2022

P2022-0727-5.0. [Medal of Merit – Police Constable Johnny Amatuzio \(11359\), Police Constable Steven Hawley \(10649\), Police Constable Laura MacKasey \(11253\), Police Constable Mihail Kochankov \(66000\), Police Constable Steevens Audige \(11705\) and Police Constable Rebecca Gaudreau \(65967\)](#)

The Board was in receipt of a report dated July 27, 2022 from James Ramer, Chief of Police.

Recommendation:

It is recommended that the Toronto Police Services Board (Board) award a Medal of Merit to Police Constable Johnny Amatuzio (11359), Police Constable Steven Hawley (10649), Police Constable Laura MacKasey (11253), Police Constable Mihail Kochankov (66000), Police Constable Steevens Audige (11705) and Police Constable Rebecca Gaudreau (65967).

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

Chair Hart congratulated the officers named in the report, who, as a result of the Board's decision today, will be receiving this special honour. He said that the award will be presented at a ceremony at a future date, and more will be said about this exceptional achievement at that time.

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

Moved by: M. Grimes
Seconded by: Ann Morgan

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P2022-0727-6.0. [New Policy: Adequacy Standards Compliance Policy](#)

The Board was in receipt of a report dated July 12, 2022 from Ryan Teschner, Executive Director and Chief of Staff.

Recommendations:

It is recommended that the Board:

- 1) Approve the proposed Adequacy Standards Compliance Policy, attached as Appendix 'A', to replace the current Board Policies listed in Appendix 'B';
- 2) Repeal the Board's existing Audit Policy, which is incorporated in a revised form into the proposed Adequacy Standards Compliance Policy; and,
- 3) Amend the Board's Occupational Health and Safety Policy temporarily and as proposed in Appendix 'C'.

Deputations: Sidney Knowles ([written submission included](#))
Kris Langenfeld
Derek Moran
Nicole Corrado ([written submission included](#))

Mayor Tory raised a point of order concerning Mr. Moran's deputation and suggested the deputant made inappropriate comments in the form of an accusation concerning Dr. Eileen de Villa and her husband. Chair Hart asked the deputant to "stay on topic" with his deputation for this item. The deputant stated that he believed his comment was not an accusation and was on topic. After a further exchange, Chair Hart noted that the deputant's time had elapsed. The deputant disagreed that his time had elapsed. After further exchanges between Chair Hart and the deputant, Chair Hart noted that if the deputant continued his behaviour he would be asked to leave. After some further comments from the deputant, Board Member Grimes suggested that the Chair eject the deputant. After some further exchanges between Chair Hart and the deputant, the deputant returned to his seat in the gallery. Full details of this exchange are available on the YouTube recording here: <https://youtu.be/M2ztGgbL95l?t=8923>.

In response to a question from Vice-Chair Nunziata regarding the key changes being recommended through this new Policy, Mr. Teschner provided the Board with an overview of the most significant changes to the overall reporting requirements and approaches, as well as some of the more content-based changes to specific adequacy standard requirements. Mr. Teschner advised that the intent of this Policy is to provide more specificity to guide the Service, as well as better equip the Board with the information it requires to monitor the implementation of the specific adequacy standards by the Service. He further advised that this is a more "comprehensive and

modern approach to the adequacy standards which provides the Board with the intelligence it requires to enter into its audit function.”

The Board received the deputations, and approved the foregoing report and Policy.

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

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P2022-0727-7.0. Updates from Board’s Advisory Panels

P2022-0727-7.1. [Update and Recommendations from Board’s Mental Health and Addictions Advisory Panel \(MHAAP\)](#)

The Board was in receipt of a report dated July 1, 2022 from Jennifer Chamber and Steve Laurie, Co-Chairs, Mental Health and Addictions Advisory Panel (MHAAP).

Recommendations:

It is recommended that the Board:

- 1) Receive the update from the Mental Health and Addictions Advisory Panel (MHAAP) on its activities from March to June 2022;
- 2) Request that the Chief review the “Possible Areas of Improvement in Training,” and make any changes as necessary;
- 3) Advocate to different levels of government, and in particular, the provincial government - for the development and funding of peer respite centres, alongside the expansion of community-based crisis intervention services; and
- 4) Receive the information for the recruitment, application and selection process of new community members of MHAAP, and encourage Board Members and MHAAP members to share it broadly through their networks.

P2022-0727-7.2. [Update from Board’s Anti-Racism Advisory Panel \(ARAP\)](#)

The Board was in receipt of a report dated July 7, 2022 from Ainsworth Morgan and Anthony Morgan, Co-Chairs, Anti-Racism Advisory Panel (ARAP).

Recommendation:

It is recommended that the Board receive this update from its Anti-Racism Advisory Panel (ARAP).

P2022-0727-7.3. Board's Anti-Racism Advisory Panel (ARAP) Response to Race-Based Data Collection Findings

The Board was in receipt of correspondence dated July 7, 2022 from Ainsworth Morgan and Anthony Morgan, Co-Chairs, Anti-Racism Advisory Panel (ARAP).

Board Member Ainsworth Morgan provided an update from the Anti-Racism Advisory Panel (ARAP), and advised that there is "a great group of community representatives" working diligently on behalf of ARAP, and with the Service to ensure that the recommendations are being implemented.

Board Member Ainsworth Morgan introduced the following Motion:

The Board, understanding that the Service will be engaging the broader public on race-based data collection, analysis and public reporting through a series of town halls and other engagement tools, and that this consultation and engagement will help assess, inform, and further develop the race-based data collection recommendations; and to assist the Board in exercising its oversight and governance function on race-based data collection, analysis and reporting;

THAT the Board, on the advice of its Anti-Racism Advisory Panel (ARAP), direct the Chief of Police to:

- 1. Ensure that further development of the recommendations:**
 - i. Include details on the specific actions to be undertaken to fulfill what the recommendations are seeking to achieve;**
 - ii. Include specific timelines for the implementation of each recommendation;**
 - iii. Involve a process for collaboration and consultation with the Service's advisory and consultative bodies in order to obtain feedback on the implementation status of each recommendation;**
 - iv. Include details of what "completion" of a recommendation tangibly means and develop a process that engages the Service's advisory and consultative bodies in verifying completion;**
 - v. Be expanded upon to add specific recommendations with timelines, which focus explicitly and distinctively on enhancing trust and repairing harm to racialized communities generally and Black communities and Indigenous Peoples specifically, all of which aligns with the Board's commitment to address systemic racism and discrimination and to further public confidence in the Service; these particular recommendations should reflect and reinforce the Chief's expressed commitment to working in collaboration with the Service's advisory and consultative bodies to support their design and implementation.**

2. In addition to the annual reporting outlined in the Race-Based Data Collection, Analysis, and Public Reporting Policy, provide semi-annual progress reports to the Board, beginning in Q4 2022, on the items in 1, above, and the overall implementation of the action items, as well as:

i. New findings associated with the Service’s ongoing race-based data analysis;

ii. New plans for additional or enhanced race-based data analysis; and,

iii. New communications and change management approaches associated with the Service’s race-based data work.

3. Direct the staff within the Office of the Police Services Board to review, in consultation with the Board’s Advisory Panels, how Board agendas are presented overall, with a consideration to creating an approach to agenda organization that ensures continuous governance and oversight focus on critical policing issues, including anti-racism in policing, and report back to the Board on the status of this review in Q4 2022.

Board Member Ainsworth Morgan moved this Motion; it was seconded by Mayor John Tory.

Mayor Tory said that enhanced accountability is needed in this important area, including the need for specific measures to be put into place in order to promote trust from members of the public.

Deputations: Kris Langenfeld
Miguel Avila

Written Deputation only
[Nicole Corrado](#)

The Board received the deputations, the foregoing reports and approved the Motion.

Moved by: Ainsworth Morgan
Seconded by: J. Tory

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P2022-0727-8.0. Toronto Police Service – 2022 Organizational Chart

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

Recommendation:

It is recommended that the Toronto Police Service Board (Board) approve the revised organizational chart for the Toronto Police Service (Service).

Deputation: Kris Langenfeld

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

Moved by: L. Kostakis
Seconded by: Ann Morgan

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P2022-0727-9.0. Contract Award for a Vendor of Record - Audio Visual (A.V.) Hardware, Software, Installation, Maintenance and Services

The Board was in receipt of a report dated June 29, 2022 from James Ramer, Chief of Police.

Recommendations:

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

- 1) Approve a contract award to Paladin Technologies Inc. (Paladin) for Audio/Visual (A.V.) hardware, software, maintenance, installation and services for the period of July 1, 2022 to June 30, 2023, with four one-year option periods, and at an estimated total cost of \$4.07 Million (M) excluding taxes, over the five year period;
- 2) Authorize the Chair to execute all required agreements and related documents on behalf of the Board, subject to approval by the City Solicitor as to form; and
- 3) Authorize the Chief of Police to exercise the four one-year extension options, subject to budget availability, satisfactory vendor performance and other considerations.

The Board approved the foregoing report.

Moved by: M. Grimes
Seconded by: Ainsworth Morgan

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on July 27, 2022

P2022-0727-10.0. [City Traffic Agents – Request to Modify Uniform and Equipment](#)

The Board was in receipt of a report dated June 2, 2022 from James Ramer, Chief of Police.

Recommendation:

It is recommended that the Toronto Police Services Board (Board) approve the City proposed changes to the City Traffic Agent (C.T.A.) uniform.

The Board approved the foregoing report.

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

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on July 27, 2022

P2022-0727-11.0. [Toronto Police Services Board Nominee to the Canadian Association of Police Services Board \(CAPG\)](#)

The Board was in receipt of a report dated July 12, 2022 from Ryan Teschner, Executive Director and Chief of Staff.

Recommendation:

It is recommended that:

- 1) The Board nominate Board Member, Ann Morgan, to represent the Toronto Police Services Board on the CAPG Board of Directors for a two-year term; and,
- 2) The Office of the Police Services Board advise the CAPG of the Board's nomination.

The Board approved the foregoing reports.

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

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P2022-0727-12.0. [Request for Special Funds – Champions of Change 2022 Awards Gala](#)

The Board was in receipt of a report dated July 5, 2022 from Ryan Teschner, Executive Director and Chief of Staff.

Recommendation:

It is recommended that, as an exception to its Special Fund Policy, the Board approve funding in the amount of \$5,000.00 to sponsor the 2022 Champions of Change Awards Gala that is being organized by Canada Beyond the Blue (Canada BTB).

The Board approved the foregoing report.

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

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P2022-0727-13.0. [Request to Use Board Funds for External Conference](#)

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

Recommendation:

It is recommended that the Toronto Police Services Board (Board) approve an exception to the Special Fund allowing existing approved funds of \$5,000 for the Toronto Police Service Law Enforcement Torch Run (L.E.T.R.) to be used for an external International Law Enforcement Torch Run conference in Austin, Texas, United States; November 3-5, 2022.

The Board approved the foregoing report.

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

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P2022-0727-14.0. Special Constables Appointments and Re-Appointments – July 2022

The Board was in receipt of a report dated June 7, 2022 from James Ramer, Chief of Police.

Recommendation:

It is recommended that the Toronto Police Services Board (Board) approve the agency initiated appointment and re-appointment requests for the individuals listed in this report as special constables for the Toronto Community Housing Corporation (T.C.H.C.), subject to the approval of the Ministry of the Solicitor General (Ministry).

Deputation: Derek Moran

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

Moved by: J. Hart
Seconded by: L. Kostakis

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P2022-0727-15.0. Workforce Strategy – Young Adult Bridging Program Proposal

The Board was in receipt of a report dated June 28, 2022 from James Ramer, Chief of Police.

Recommendation:

It is recommended that the Toronto Police Services Board (Board) receive this report that outlines the Toronto Police Service's (Service) intention to explore an employment program that bridges high school graduates and the requirements for other roles in the Service.

The Board received the foregoing report.

Moved by: L. Kostakis
Seconded by: J. Tory

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P2022-0727-16.0. [Toronto Police Service Board Special Fund – Annual Specified Procedures Report for the Year Ended December 31, 2021](#)

The Board was in receipt of a report dated July 12, 2022 from Ryan Teschner, Executive Director and Chief of Staff.

Recommendation:

It is recommended that the Board receive the annual Specified Procedures Report, performed by KPMG LLP.

The Board received the foregoing report.

Moved by: Ainsworth Morgan

Seconded by: L. Kosatkis

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P2022-0727-17.0. Chief's Administrative Investigation reports

P2022-0727-17.1. [Chief's Administrative Investigation into the Alleged Sexual Assault of Complainant 2021.20](#)

The Board was in receipt of a report dated July 4, 2022 from James Ramer, Chief of Police.

Recommendation:

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

P2022-0727-17.2. [Chief's Administrative Investigation into the Alleged Sexual Assault of Complainant 2021.51](#)

The Board was in receipt of a report dated June 20, 2022 from James Ramer, Chief of Police.

Recommendation:

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

P2022-0727-17.3. Chief's Administrative Investigation into the Custody Death of Complainant 2021.68

The Board was in receipt of a report dated June 22, 2022 from James Ramer, Chief of Police.

Recommendation:

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

P2022-0727-17.4. Chief's Administrative Investigation into the Custody Injury of Complainant 2021.72

The Board was in receipt of a report dated June 22, 2022 from James Ramer, Chief of Police.

Recommendation:

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

P2022-0727-17.5. Chief's Administrative Investigation into the Custody Death of Complainant 2021.75

The Board was in receipt of a report dated June 22, 2022 from James Ramer, Chief of Police.

Recommendation:

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

P2022-0727-17.6. Chief's Administrative Investigation into the Custody Injury of Complainant 2021.76

The Board was in receipt of a report dated June 22, 2022 from James Ramer, Chief of Police.

Recommendation:

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

P2022-0727-17.7. Chief's Administrative Investigation into the Custody Injury of Complainant 2021.77

The Board was in receipt of a report dated June 22, 2022 from James Ramer, Chief of Police.

Recommendation:

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

P2022-0727-17.8. Chief's Administrative Investigation into the Alleged Sexual Assault of Complainant 2021.78

The Board was in receipt of a report dated June 22, 2022 from James Ramer, Chief of Police.

Recommendation:

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

P2022-0727-17.9. Chief's Administrative Investigation into the Discharge of a Firearm at a Person Complainant 2021.79

The Board was in receipt of a report dated June 22, 2022 from James Ramer, Chief of Police.

Recommendation:

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

P2022-0727-17.10. Chief's Administrative Investigation into the Vehicle Injury of Complainant 2021.81 and 2021.81(a)

The Board was in receipt of a report dated June 22, 2022 from James Ramer, Chief of Police.

Recommendation:

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

P2022-0727-17.11. Chief's Administrative Investigation into the Discharge of a Firearm at a Person Complainant 2021.83

The Board was in receipt of a report dated June 22, 2022 from James Ramer, Chief of Police.

Recommendation:

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

P2022-0727-17.12. Chief's Administrative Investigation into the Custody Injury of Complainant 2022.03

The Board was in receipt of a report dated June 22, 2022 from James Ramer, Chief of Police.

Recommendation:

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

The Board received the foregoing reports.

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

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P2022-0727-18.0. Confidential

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

The following Members attended the confidential meeting:

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

A Motion to adjourn the meeting was moved by Board Member Lisa Kostakis, and seconded by Mayor John Tory.

Next Regular Board Meeting

Date: Tuesday, September 13, 2022
Location: 40 College Street, Auditorium

Minutes Approved by:

-original signed-

Jim Hart
Chair

Members of the Toronto Police Services Board

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

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



Intimate Partner Violence

Toronto Police Service

Detective LeeAnn West
Intimate Partner Violence Coordinator
Sexual Assault Coordinator
Sex Crimes



Intimate Partner Violence Partnerships & Services

The Toronto Police Service (TPS) recognizes that IPV, is a serious social problem, and is not limited or restricted by marital status, sexual orientation, occupation, vulnerability, age or gender.

The TPS continues to work closely with their community partners to ensure that victims of Intimate Partner Violence and their children get the help and support they need to leave abusive relationships and rebuild their lives.



The Service is committed to:

Reducing the number of incidents of IPV and homicides in the community through education and enforcement;

Thoroughly investigate IPV & incidents, and bring offenders to justice wherever possible;

Enhancing the safety of victims through prompt action, including referrals to other community partners;

Building effective partnerships with community support agencies to ensure a victim focused response.



Domestic Violence Advisory Committee

- ▶ The TPS facilitates the Domestic Violence Advisory Committee, consisting of government & non-governmental agencies to create a coordinated response to domestic violence.

Local
Children's
Aid Societies

Judicial
System

Shelter
Supports



Victim Witness Assistance Program (VWAP)

VWAP provides assistance and support to victims and witnesses of crime to increase their understanding of, and participation in, the criminal court process. Services are provided on a priority basis to the most vulnerable victims and witnesses of violent crime, including intimate partner violence.

VWAP is operated by the Ontario Government through the Victims and Vulnerable People Division of MAG



Domestic Violence Court Advisory Committee

Each of the court houses in Toronto facilitate a Domestic Violence Court Advisory Committee (DVCAC), which is set up dependent on the requirements of the court house.



Probation & Parole

Both our PRU and Investigative officers work in partnership with Probation and Parole officers to assist in supervising community members that are on either probation or parole.



The High Risk Offender Program

- ▶ is an innovative means by which the Service, in carrying out its role in the criminal justice system, is taking preventive action by dealing with persons deemed to be a "High Risk" to offend or re-offend violently and/or sexually.
- ▶ This program could not function without the active participation of many parts of the community, including the Mennonite Central Committee, Correctional Service Canada and other police agencies throughout Canada.



Partner Assault Response (PAR) Programs

The PAR programs are a component of Ontario's Domestic Violence Court program, and are a specialized group educational/counselling services offered by community-based agencies to people who have assaulted their partners.

The 12-session program gives offenders the opportunity to examine their beliefs and attitudes towards domestic abuse, and to learn non-abusive ways of resolving conflict.



Community Support Partner Agencies

Victim Services Toronto

Domestic Violence Care Centre's (DVCC) - Women's College Hospital / Scarborough Hospital Network

Children's Aid Society of Toronto, DV Teams

BOOST CYAC - Trauma assessment, counselling, advocacy, court prep.

Scarborough Women's Centre

Violence Against Women (VAW) Shelters

Interval House

Sistering

MCIS Language Solutions

Women Abuse Council of Toronto



Community Support Partner Agencies con'd

METRAC Action on Violence

Shelter Movers

LINK Toronto

Assaulted Women's Helpline (AWHL)

Connecting Women with Scarborough Services

YourChoice.to supporting LGBTQ2S+ and
Indigenous communities



Questions?

Detective LeeAnn West

Intimate Partner Violence Coordinator

Sexual Assault Coordinator

Sex Crimes

416-808-7098



Gerstein
Crisis Centre

9-1-1 Crisis Call Diversion Pilot Program Mid-Term Report

Staff Superintendent Randy Carter
Field Services
Community Safety Command





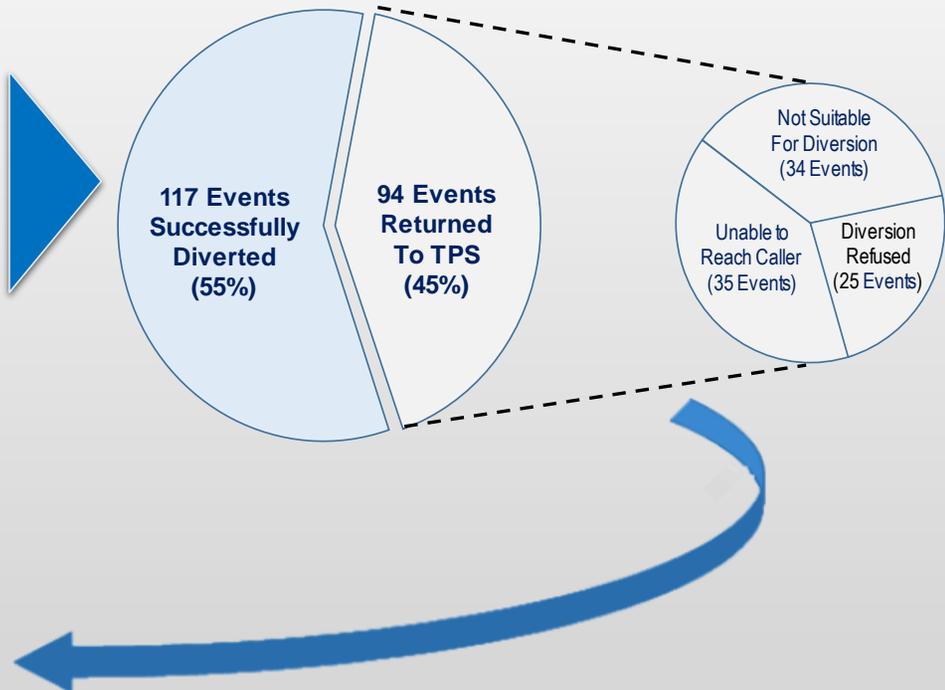
Pilot Summary: October 4, 2021 – April 4, 2022


5,066
Person In Crisis
Threaten Suicide
Calls Received
14, 51, 52 Divisions

**211 Events
Sent to Pilot**
 Gerstein
Crisis Centre

**61 Events
Co-Responded**

**3,948 Events
Police
Attended**

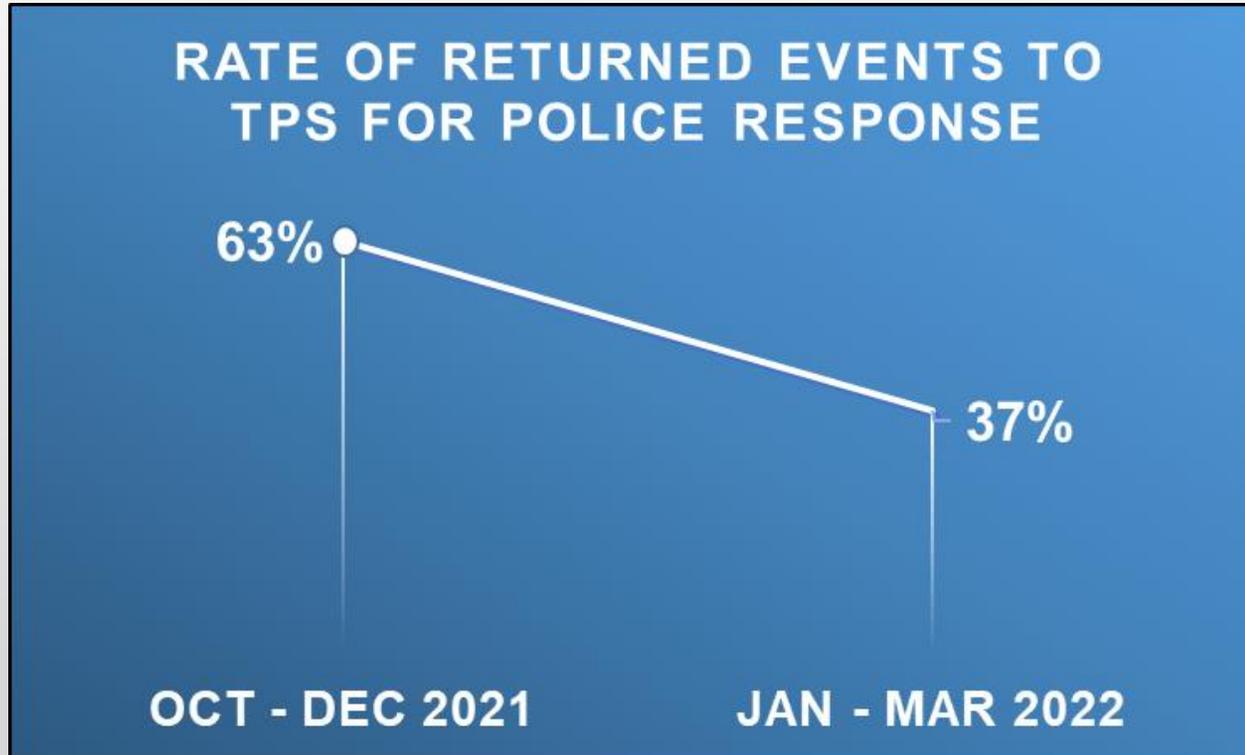


94 Events Returned by Crisis Worker for Police Response

- 25 events (27%) – the caller after speaking with the crisis worker, refused diversion and requested a police response.
- 34 events (36%) – the crisis worker deemed the situation not suitable for diversion. In some instances, the caller revealed new information which placed the event out of scope for the pilot, or in some events the caller was in acute crisis and the crisis worker was unable to safety plan with the caller and requested police or MCIT to respond.
- 35 events (37%) – the call was disconnected and the caller was unreachable by phone when the crisis worker attempted to contact them.



Events Returned by Crisis Worker for Police Response October 4, 2021 – April 4, 2022





117 Events Successfully Diverted From a Police Response

117 Events Diverted by Division Oct 4 2022 - April 4 2022	
14 Division	37 (32%)
51 Division	67 (57%)
52 Division	13 (11%)

117 Events Diverted by Call Type Oct 4, 2021 - April 4, 2022	
Event Type	# Events Diverted
Person In Crisis	78
Check Well-Being	17
Advised	9
Threaten Suicide	7
Check Address	4
Dispute	2

Originating From
74 Unique Individuals



117 Events Diverted - Time Spent on Event Oct 4 2021 - April 4 2022	
0 - 15 mins	25%
16 - 39 mins	39%
40 - 190 mins	36%





Presenting Needs & Pathways to Care

Top Presenting Needs	# of Times Listed as Presenting Need
Increased Mental Health Symptoms/Needs	186
Housing	50
Difficulties with Relationships	43
Thoughts of Suicide	39
Substance Use	30
Physical Health	29
Specific Symptoms of Mental Health	15
Isolation	15
Activities of Daily Living	11

Type of Support Service	# Connections to Support
Crisis Phone Support	151
Crisis Management & Follow Up	93
Substance Use Crisis Team	14
Mobile Team	9
Crisis Bed	2





Connections to Community Partners

- Reconnect Community Health Services
- Eva's Youth Shelter
- Progress Place
- Sexual Assault Line
- Landlord Tenant Board
- WoodGreen Counselling Services
- FOCUS Community Mental Health Act Team
- Fred Victor
- Hong Fook
- RAAM Clinic
- Women's College Trauma Program
- Social worker
- The 519
- Parkdale ODSP
- Sound Time Support Services
- CAMH-DBT Program
- Family Services Toronto
- Caledonia Shelter
- Barbra Schlifer Clinic
- Toronto Western Outpatient Psychiatric Clinic
- Catholic Family Services
- Project Go Home
- Warming Centres
- Progress Place
- Kids Helpline
- Anishnawbe Health
- Alcoholics Anonymous hotline
- Family Services
- Assaulted Women Helpline
- Here to Help (H2H) Crisis Team
- CAMH Bridging Clinic
- Breakaway Addictions
- Covenant House
- Shelter Registry
- Power of Attorney Support
- SMH Family Health Team
- Detox Registry/ Central Access
- Women's Health in Women's Hands
- Animal resources
- Access Point
- Canada Border Security Agency
- Psychiatric Services - St. Joseph Hospital
- Gestalt Clinic
- CAMH- Psychiatric Patient Advocate Office



Toronto Police Services Board Report

July 15, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: 9-1-1 Crisis Call Diversion Pilot Mid-Term Report

Recommendation(s):

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

Financial Implications:

The budget of \$522,000 for the 9-1-1 Crisis Call Diversion Pilot (9-1-1 C.C.D) was approved by the Board on June 24, 2021 (Min. No P2021-0624-2.1) for a one-year term of August 1, 2021 to July 31, 2022. The spending to March 31, 2022 is \$261,410 and is anticipated to be completed within budget. Expenditures include crisis intervention resources, administration, telecommunications, furniture and equipment. All expenditures for the 9-1-1 C.C.D were absorbed by the Service and are funded from the Toronto Police Service (T.P.S.) Modernization Reserve.

Background / Purpose:

At its meeting of June 24, 2021, the Board received a report and recommendation to enter into a Memorandum of Understanding with Gerstein Crisis Centre in relation to the 9-1-1 C.C.D.. As part of the report, the T.P.S. committed to providing the Board with a six-month mid-term evaluation report on the progress of the pilot project.

The T.P.S. is committed to working with our community health partners to provide an alternate response that diverts police resources away from areas better serviced by more appropriate community responses. While the 9-1-1 C.C.D. was launched prior to the Auditor General's report dated June 14, 2022 entitled "Review of Toronto Police Service-Opportunities to Support More Effective Responses to Calls for Service," this pilot program demonstrates a deliberate undertaking by T.P.S. to change the role police play in crisis calls.

The purpose of this report is to provide a mid-term evaluation of the 9-1-1 C.C.D. in relation to data collected from the first 6 months of the pilot (October 4, 2021 to April 4, 2022). The T.P.S. has agreed in principle to a second year of this partnership with Gerstein Crisis Centre for the 9-1-1 C.C.D. that will be tabled for Board approval, in a future Board meeting. As recommended by the City of Toronto Auditor General, the T.P.S. and G.C.C. will continue to work collaboratively to measure and evaluate the 9-1-1 C.C.D. This evaluation will assist in determining where the future lies for this program as a permanent service; whether T.P.S. continues as the sponsor of this service or if this service becomes a part of the Toronto Community Crisis Support Service.

Discussion:

The T.P.S. responds to approximately 33,000 mental health related events annually. An event number is created when a member of the public reports an incident to 911. In some instances, multiple people can place calls to 911 regarding the same event and their information will be added to the same event number. As such, an event represents a unique incident regardless of how many phone calls from the public are received regarding it. The 9-1-1 C.C.D. pilot project aims to connect people in crisis, where there is no imminent risk, with the appropriate resources to divert the need for police to respond to these non-emergency events. The 9-1-1 C.C.D. connects people in crisis directly with mental health professionals and community-based support. The pilot project reached full operations on October 4, 2021 for a one-year term in divisions 14, 51 and 52.

This pilot project offers 9-1-1 callers the opportunity to speak to a crisis worker from the Gerstein Crisis Centre (G.C.C.), rather than police attending their location and responding to the situation.

T.P.S. 9-1-1 Communications Operators evaluate incoming calls for diversion based on specific, non-imminent risk criteria and then transfer calls to the G.C.C. crisis worker, who is co-located in the T.P.S. Communications Call Centre. A crisis worker is available twenty hours a day, seven days a week.

The G.C.C. crisis worker, through an independent and confidential telephone system, work to de-escalate callers in crisis, assess for risk, provide immediate intervention and referrals for support, shelter, short-term crisis beds, and/or connections to community mental health programs and other services and case management/aftercare. The discussions between a caller and a crisis worker in this project remain protected under the *Personal Health Information Protection Act* and are not recorded by the T.P.S.

This pilot also offers a co-response option, where the crisis worker is engaged to de-escalate a person in crisis over the phone for events that require an emergency police response. In this situation, the crisis worker will stay on the line with the caller, whether the caller is the person in crisis, or a complainant such as a relative, until police arrive on scene. The crisis worker will employ verbal intervention strategies to reduce the

person’s crisis/conflict and endeavor to bring them to a calmer state for when police arrive as well as to manage their expectations about police interactions, thereby contributing to a harm reduction cycle and safer outcome.

Our partner, G.C.C., has been providing Toronto communities with safe, compassionate, and respectful crisis services where and when they need it, ranging from a 24/7 telephone line to an in-person mobile team and short-term crisis beds for many years.

As an accessible source of support and recovery for individuals experiencing a mental health crisis, G.C.C.’s philosophy focuses on a person-centered and holistic approach to crisis management, and ensures that the environment and support offered is individualized, responsive, and respectful of the autonomy and dignity of the people they serve.

9-1-1 Calls Diverted from a Police Response - October 4, 2021 – April 4, 2022:

Between October 4, 2021 and April 4, 2022, the T.P.S. attended 3,948 events in 14, 51 and 52 divisions for “Person in Crisis” and “Threaten Suicide” event types, when the 9-1-1 C.C.D. pilot project was operational with one crisis worker between 7 a.m. – 3 a.m.

During this period, 211 people who called 9-1-1, were transferred to the 9-1-1 C.C.D. crisis desk. A crisis worker successfully diverted 117 of these callers (55% of what was deemed suitable for consideration for diversion) from a police response. More than half of the events originated in 51 division. A successful diversion/outcome is where a call for service into 9-1-1 that would have otherwise been for police attendance, is diverted from police attendance by a response from an alternate resource resolving the matter.

See Table 1 below for a breakdown of the diverted events by division.

Table 1.

117 Events Successfully Diverted by Division October 4, 2021 - April 4, 2022	
14 Division	37 (32%)
51 Division	67 (57%)
52 Division	13 (11%)

The majority of the diverted events were categorized as “Person in Crisis”, but also included other categories of event types.

See Table 2 below.

Table 2.

117 Events Diverted by Call Type October 4, 2021 - April 4, 2022	
Call Type	# of Events Diverted
Person In Crisis	78
Check Well-Being	17
Advised	9
Threaten Suicide	7
Check Address	4
Dispute	2

The group of 9-1-1 events that were successfully diverted from a police response originated from 74 unique individuals. Repeat callers accounted for 48% (56 events originating from 13 unique individuals) of the 9-1-1 events that were diverted.

The average time that a crisis worker spent on the phone with a caller diverted from a police response was 39 minutes, however, in 36% of these events, the crisis worker spent greater than 40 minutes on the call.

See Table 3 below.

Table 3.

117 Events Diverted - Time Spent on Call October 4, 2021 - April 4, 2022	
0 - 15 mins	25%
16 - 39 mins	39%
40 - 190 mins	36%

There was an additional 25 hours and 43 minutes spent by crisis workers on follow-up calls with clients that were diverted through the 9-1-1 C.C.D. The average call duration for these was 33 minutes, with calls ranging from 5 minutes to 1 hour and 35 minutes.

Almost half of the callers who were transferred to the 9-1-1 C.C.D. crisis desk to be considered for diversion (94 events), were returned to the T.P.S. Communications Operator for a police response for the following reasons:

- 25 events (27%) – the caller, after speaking with the crisis worker, refused diversion and requested a police response;
- 35 events (37%) – the call was disconnected and the caller was unreachable by phone when the crisis worker attempted to contact them; and

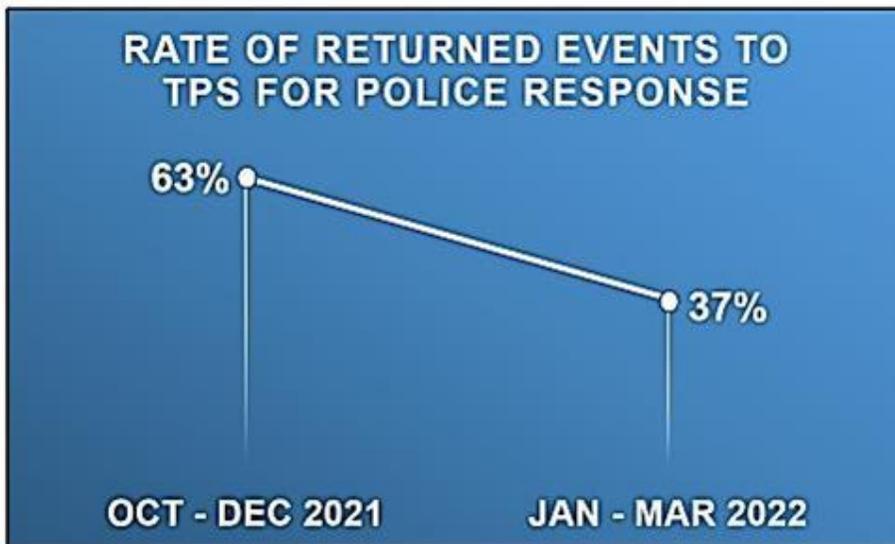
- 34 events (36%) – the caller provided information to the crisis worker who deemed the situation not suitable for diversion. In some of these cases, the caller revealed new information which placed the event out of scope for the pilot, or in some events where the caller was in acute crisis, the crisis worker was unable to safety plan.

In some instances where events have been not suitable for diversion by the crisis worker and returned to T.P.S. for a police response, the crisis worker specifically requested that the Mobile Crisis Intervention Team (M.C.I.T.) attend, if available. This underscores the need and role for M.C.I.T. where diversion is not successful.

Although 94 events were returned from the 9-1-1 C.C.D. to T.P.S. for a police response, the crisis worker still provided crisis management, a crisis bed, follow-up from their Mobile Response Team, or follow-up from their Substance Use Crisis Team in 22 of these events (23%).

When comparing the first three months of the pilot (October 2021 – December 2021), to the following three months (January 2022 – March 2022), there is a noticeable decline in the percentage of the events returned from the 9-1-1 C.C.D. to the T.P.S. Communications Operator for a police response, as shown in Table 4 below.

Table 4.



Co-Response by T.P.S. & G.C.C. Crisis Worker:

The T.P.S. and G.C.C. crisis worker co-responded to 61 events during the first six months of the pilot project. These events were not within scope for diversion through the 9-1-1 C.C.D., but required police action and response.

When T.P.S. & G.C.C. are co-responding, the crisis worker is engaged to de-escalate the person in crisis or provide support to the complainant, and will stay on the line with the caller until police arrive on scene.

In addition, G.C.C. provided crisis management, follow-up from their Mobile Response Team, or follow-up from their Substance Use Crisis Team in 35 events (57%) where they provided a co-response with T.P.S.

Pilot Summary - Events Diverted, Events Returned to T.P.S. & Co-Responded Events:

Below is a depiction summarizing the total events that were transferred to the 9-1-1 C.C.D. from October 4, 2021 to April 4, 2022 in 14, 51 and 52 division. It also provides the calls for service received/attended by police during the same period for the event types ‘Person in Crisis’ and ‘Threaten Suicide’. Co-responded events refer to events that both T.P.S. and the 9-1-1 C.C.D. crisis worker responded to as described previously.

Pilot Summary: October 4, 2021 – April 4, 2022



G.C.C. Data Collection on Presenting Needs and Pathways to Care:

The data and information in this section was collected independently by G.C.C. and was provided on consent to T.P.S. for the purposes of this analysis.

Several callers identified and presented multiple needs requiring support from the crisis worker. Increased mental health symptoms/needs was identified as the most common primary presenting need, followed by housing, difficulties with relationships, thoughts of suicide, substance use and physical health.

See Table 5 below.

Table 5.

Top Presenting Needs	# of Times Listed as Presenting Need*
Increase Mental Health Symptoms/Needs	186
Housing	50
Difficulties with Relationships	43
Thoughts of Suicide	39
Substance Use	30
Physical Health	29
Specific Symptoms of Mental Health	15
Isolation	15
Activities of Daily Living	11

**Above data independently collected by G.C.C. and provided to T.P.S.*

The crisis worker linked clients to pathways to care that included an ongoing connection to G.C.C.'s main public access Crisis Line (416-929-5200), Crisis Management and Follow-up, the G.C.C. Substance Use Crisis Team, the G.C.C. Mobile Crisis Team and Crisis beds.

See Table 6 below.

Table 6.

Type of Support Service	# of Times Crisis Worker Connected Client to Support Service *
Crisis Phone Support	151
Crisis Management & Follow-Up	93
Substance Use Crisis Team	14
Mobile Team	9
Crisis Bed	2

**Above data independently collected by G.C.C. and provided to T.P.S.*

Crisis management and follow-up is additional support provided by G.C.C. after the initial crisis event. It includes short-term service navigation to connect the client with the appropriate community resources based on their specific needs. Some clients may already have existing supports in place, but need the crisis worker to connect with their healthcare team, caseworker/case manager or any other social support services, and advocate for additional services based on their personal goals. Overall, crisis management and follow-up are a systematic effort to monitor, manage and reduce the factors that affect clients and cause them to experience a crisis.

G.C.C. has several community partner and resources available to refer clients to, based on their individual needs. Table 7 below presents a list of the community partners that the crisis worker referred clients to within the first six months of the 9-1-1 C.C.D.

Table 7.

Community Partners 9-1-1 C.C.D. Clients Connected To*	
Access Point	Hong Fook
Alcoholics Anonymous hotline	Kids Helpline
Animal resources	Landlord Tenant Board
Anishnawbe Health	Parkdale ODSP
Assaulted Women Helpline	Power of Attorney Support
Barbra Schlifer Clinic	Progress Place
Breakaway Addictions	Project Go Home
Caledonia Shelter	Psychiatric Services - St. Joseph Hospital
CAMH Bridging Clinic	RAAM Clinic
CAMH-DBT Program	Reconnect Community Health Services
CAMH Psychiatric Patient Advocate Office	Sexual Assault Line
Canada Border Security Agency	Shelter Registry
Catholic Family Services	SMH Family Health Team
Covenant House	Social worker
Detox Registry/ Central Access	Sound Time Support Services
Eva's Youth Shelter	The 519
Family Service Toronto	Toronto Western Outpatient Psychiatric Clinic
FOCUS Community Mental Health Act Team	Warming Centres
Fred Victor	Women's College Trauma Program
Gestalt Clinic	Women's Health in Women's Hands
Here to Help (H2H) Crisis Team	Woodgreen Counselling Services
Hong Fook	

**Above referral information independently collected by G.C.C. and provided to T.P.S.*

G.C.C. Data Collection on Caller Demographics:

The data and information in this section was collected independently by G.C.C. and was provided on consent to T.P.S. for the purposes of this analysis. G.C.C. does not use the same race-based categories that T.P.S. uses for race-based data collection. The T.P.S. uses 7 categories of race as per the Anti-Racism Act of Ontario, these include:

- Black
- East / Southeast Asian
- Indigenous
- Latino
- Middle Eastern
- South Asian
- White.

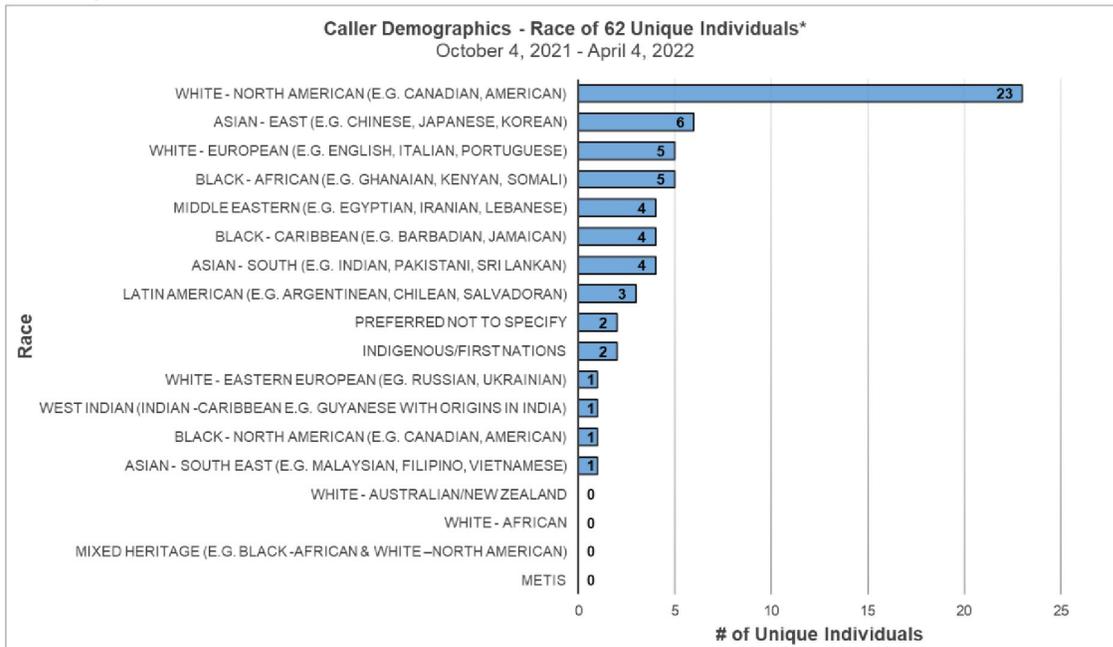
The following demographic data provided by G.C.C. is reflective of unique individuals rather than repeat callers. All demographic data in this section is in relation to the following group of 272 events representing 174 unique individuals:

- Events that were successfully diverted through the 9-1-1 C.C.D.;
- Events that were Co-Responded to by T.P.S. and the crisis worker; and
- Events that were initially transferred to the 9-1-1 C.C.D. crisis desk, but were returned to the T.P.S. Communications Operator for a police response.

Note: Not all unique individuals provided G.C.C. with demographic information.

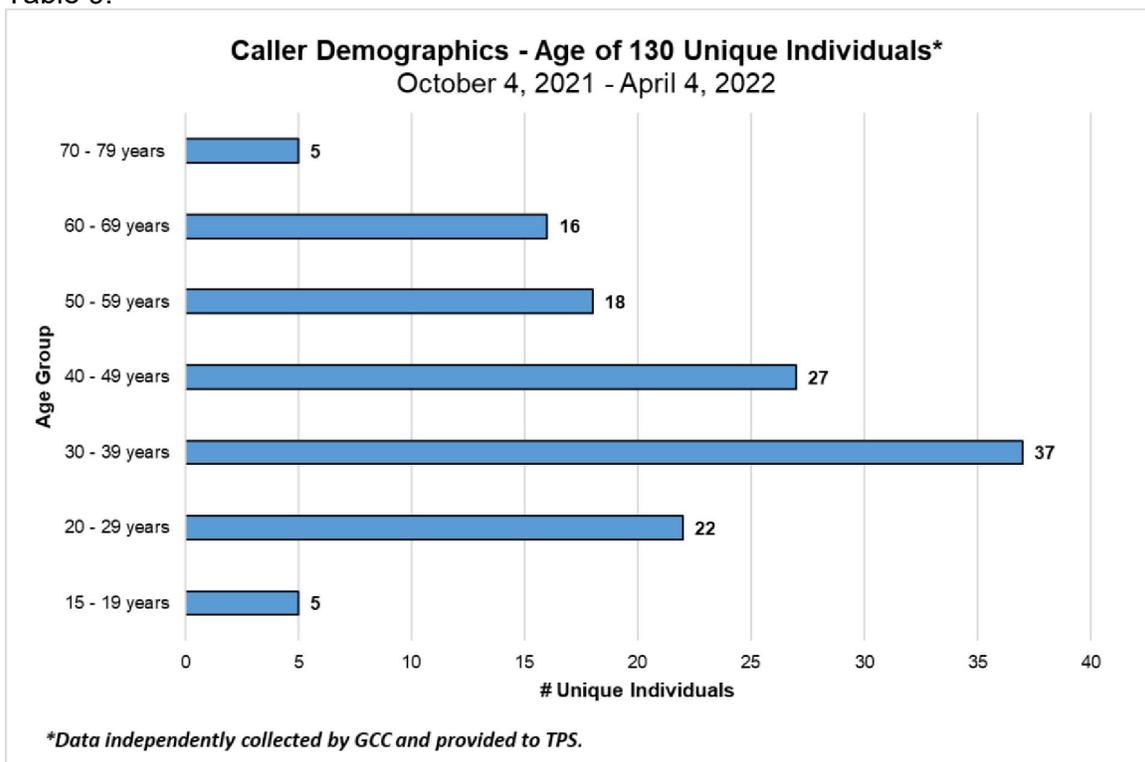
Only 36% of 272 events, or 62 unique individuals, provided G.C.C. information on their race, see Table 8 below. Although only a small portion of unique individuals provided G.C.C. with their race, the race that callers most frequently identified as was White (23), followed by Asian-East (6), White-European (5) and Black-African (5).

Table 8.



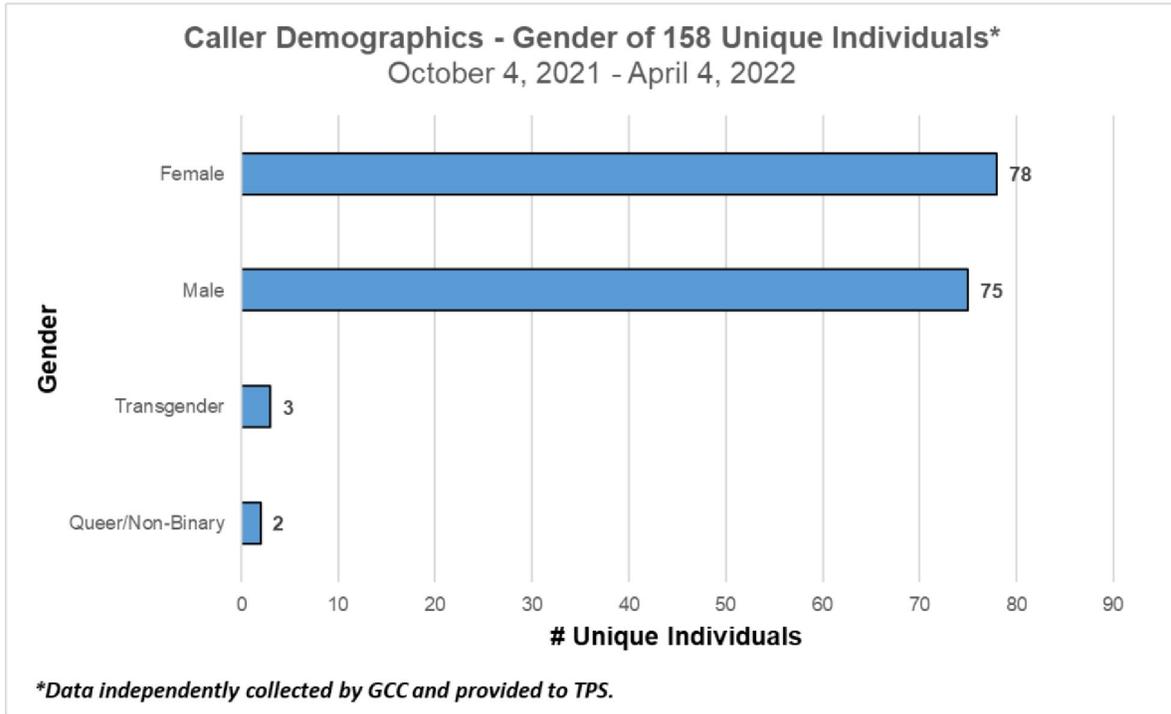
Demographic information in regards to age was recorded by G.C.C. for almost half, 48% of 272 events in this data set. Table 9 below provides age demographics for 130 unique individuals, the majority of which were between 20 and 49 years old.

Table 9.



Demographic information in regards to gender was recorded by G.C.C. for over half, 58% of the 272 events in this data set. Table 10 below provides gender demographics for 158 unique individuals. Male (78) and female (75) genders were almost equally identified.

Table 10.



9-1-1 C.C.D. Events From Outside of the Pilot Area:

In some instances, when the 9-1-1 C.C.D. crisis worker did not have events in their queue from within the pilot area (14, 51 and 52 division), they assisted with events from divisions located outside of the pilot area. See Appendix A, for a summary of the events transferred to the 9-1-1 C.C.D. from divisions located outside of the pilot area.

Conclusion:

The T.P.S. and G.C.C. will continue to work collaboratively to measure and evaluate the 9-1-1 C.C.D. This pilot represents T.P.S.'s ongoing pursuit to explore and deliver non-police, alternate response models, which provide an accessible source of support and recovery for individuals experiencing a mental health crisis.

Acting Deputy Chief Lauren Pogue, Community Safety Command, will be in attendance to answer any questions that the Board may have regarding this report.

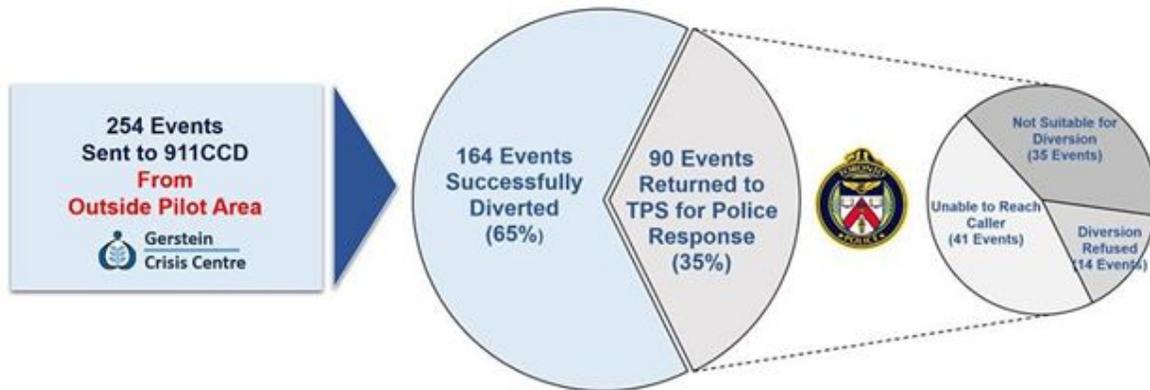
Respectfully submitted,

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

Appendix A - 9-1-1 C.C.D. Events From **Outside of the Pilot Area**

Below is a depiction of 254 events referred to the 9-1-1 C.C.D. crisis desk from outside of the pilot area for action by the crisis worker for the first six months of the pilot (October 4, 2021 to April 4, 2022). The crisis worker successfully diverted 164 of these events from a police response. Roughly, one-third of the callers transferred to the 9-1-1 C.C.D. crisis desk (90 events) were returned to the T.P.S. Communications Operator for a police response for the following reasons:

- 41 events – the caller was unreachable by phone when the crisis worker attempted to contact them;
- 35 events – the caller provided information to the crisis worker who deemed the situation not suitable for diversion; and
- 14 events – the caller refused diversion after speaking with the crisis worker and requested a police response.



The T.P.S. and the 9-1-1 C.C.D. crisis worker co-responded to an additional 89 events from outside of the pilot area during the same period. These events were not within scope for diversion through the 9-1-1 C.C.D. but required police action and response.





Toronto Police Services Board Report

July 12, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Senior Officer Uniform Promotions

Recommendation:

It is recommended that the Toronto Police Services Board (Board) approve the eligibility list of 16 Superintendents as set out under Appendix 'A'. The promotion appointment dates will be determined and announced via Routine Order at a future date.

Financial Implications:

The Superintendent positions cited in this report are approved positions within the Toronto Police Service's (Service) uniform establishment. Funds for filling these vacant positions are included in the Service's approved 2022 operating budget.

Background / Purpose:

The purpose of this report is to recommend the eligibility pool for promotion of 16 Officers to the rank of Superintendent as listed in Appendix 'A'.

Discussion:

As part of the promotional process to the rank of Superintendent, 27 candidates submitted a resume outlining their qualifications. The qualifications included career history, education, awards and significant contributions to the Service and the community.

The applications were reviewed by all Staff Superintendents and a readiness recommendation was made to the Chief of Police for consideration.

22 candidates were granted an interview between June and July 2022 by a panel comprised of Chief James Ramer, Acting Deputy Chief Myron Demkiw, Acting Deputy Chief Lauren Pogue, Chief Administrative Officer Tony Veneziano and Chief Information Officer Colin Stairs.

Following the completion of this interview process, Appendix A contains the list of 16 candidates that were identified and placed on a Superintendent eligibility list.

Appendix C contains socio-demographic information of both the applicants and the candidates selected in this promotional process. Approximately one-third (31%) of successful candidates were female and this is consistent with the proportion of female applicants in the process and greater than the typical gender make up within the Service (25% female). Approximately one-third of successful candidates (37.5%) self-identified as having a diverse racial background compared to 32% of applicants.

Conclusion:

The Board is therefore being requested to approve the eligibility list of sixteen Superintendents as set out under Appendix 'A'. Also attached to this report is Appendix 'B' which contains a brief biography for each of the candidates on the promotional list.

Mr. Tony Veneziano, Chief Administrative Officer, will be in attendance to respond to any questions that the Board may have in regards to this report.

Respectfully submitted,

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

*Original copy with signature on file in Board office

Appendix A

Promotions to the Rank of Superintendent	
Name	Badge
Jacqueline Baus	7526
Shane Branton	6620
Shannon Dawson	5061
Andrew Ecklund	5343
Tyrone Hilton	5344
Donovan Locke	7949
Mandeep Mann	5375
Joseph Matthews	1199
Ishmail Musah	7606
Brett Nicol	99444
LeeAnn Papizewski	2962
Angadvir Singh	8091
Kelly Skinner	5268
Katherine Stephenson	7947
Justin Vander Heyden	5018
Gregory Watts	7626

Appendix B

RECOMMENDATION
Promotion to Superintendent
Board Meeting – July 27, 2022

Name, Rank and Badge No: Jacqueline Baus, Inspector #7526
Unit: Toronto Police College
Date Promoted to current rank: November 24, 2020
Length of Service: 25 Years, 6 Months

Career History:

Unit
Toronto Police College
Traffic Services
Office of the Chief
Staff Planning
Public Safety Operations
22 Division
13 Division

Management and Supervisory Training:

Course
Enhancing the Delivery of Effective and Bias Free Policing in City of Toronto
Advanced Leadership Development Program - Schulich School of Business – York University
Incident Command – Ontario Police College
Bernardi Sexual Harassment Training
Professional Police Practice: Managing Service Excellence – Ontario Police College
Senior Police Administrators Course - Canadian Police College
Community Engagement – Ryerson University
Incident Management System 300
FBI - LEEDA (Command Leadership Institute)
Influential Police Leadership - Ontario Police College
Advanced Leadership
Project Management
Incident Management System 200

Conduct Investigations into Human Rights
Occupational Health and Safety for Supervisors
Front Line Supervisor Course

Post Secondary Certificates & Degrees:

Certificate / Degree
Bachelor of Applied Arts – Western University
Ambulance and Emergency Care – Humber College

Awards:

Award	Date
Unit Commander Commendation	2018
Unit Commander Award	2018
Police Exemplary Service Medal - 20 Year Bar	2017
Unit Commander Award	2017
Unit Commander Commendation	2014
Unit Commander Commendation	2013
Black History Month Commendation	2005
Service Award Commendation	2004
Lifesaving Award – St John’s Ambulance	2001

RECOMMENDATION

Promotion to Superintendent

Board Meeting – July 27, 2022

Name, Rank and Badge No. : Shane Branton Acting Superintendent #6620

Unit: Trials Office

Date Promoted to current rank: January 1, 2019

Length of Service: 32 Years

Career History:

Unit
Trials Office
Parking Enforcement
Professional Standards
Risk Management Unit
Toronto Police Operations Centre
Legal Services
55 Division
Hold Up Squad
Organized Crime Enforcement - Guns & Gangs
14 Division

Management and Supervisory Training:

Course
Incident Command 200
Effective Decision Writing
Incident Command 100
Sexual Harassment – Supervisor
Hearing Officer Course
Promoting a Healthy and Safe Workplace
Leading Change for Managers
Leadership Training – Paul Butler Presentations LLC
Bias Avoidance – Ryerson University
Supervisor Leadership Institute – FBI
Command Inst. For Law Enforcement – FBI
Influential Police Leadership
Conduct Investigation into Human Rights Complaints
Plan/Management Public Safety Events
Incident Management 300
Advanced Leadership
Project Management Fundamentals
Dissertation: Police Misconduct

Course
Policing Diversity
Managing Service Excellence
Public Policy Challenges
Advanced Community Policing

Post-Secondary Certificates and Degrees:

Certificate / Degree
Master of Science (Criminology and Criminal Justice) - University of Leicester
Bachelor of Applied Arts – University of Guelph
Certificate (Criminology) – University of Toronto

Awards:

Award	Date
25 Year Service Watch	2016
Unit Commander Commendation	2016
Unit Commander Award	2015
Unit Commander Award	2014
Unit Commander Award	2014
Unit Commander Commendation	2011
Unit Commander Award	2011
Ontario Fitness Award	2011
Police Exemplary Service Medal	2010
Unit Commander Award	2007
Unit Commander Award	2006
Unit Commander Commendation	2006
Teamwork Commendation Award	2006
Unit Commander Award	2005
Unit Commander Award	2005
Unit Commander Commendation	2004
Unit Commander Commendation	2002
Unit Commander Commendation	2001
Unit Commander Award	1999
Unit Commander Award	1999
Unit Commander Commendation	1997
Unit Commander Commendation	1996
Unit Commander Commendation	1996
District Awards	1996
Unit Commander Commendation	1996
Unit Commander Commendation	1993
Merit Mark	1993
Unit Commander Commendation	1992
Unit Commander Commendation	1992
Unit Commander Commendation	1991
Unit Commander Commendation	1990

RECOMMENDATION

Promotion to Superintendent

Board Meeting – July 27, 2022

Name, Rank and Badge No.: Shannon Dawson, Acting Superintendent #5061

Unit: 32 Division

Date Promoted to current rank: November 24, 2020

Length of Service: 26 Years, 6 Months

Career History:

Unit
32 Division
Intelligence Services
Specialized Criminal Investigations - Homicide
41 Division
Organized Crime Enforcement - Drug Squad
51 Division

Management and Supervisory Training:

Course
Enhancing the Delivery of Effective and Bias Free Policing – Senior Officer
Sexual Harassment Supervisor
Equity & Inclusion Presentation
Race Based Data Collection
Advanced Leadership
Road to Mental Readiness (R2MR)
Collection of Identifying Information in Certain Circumstances (CIICC)
Human Resources Management – University of Guelph
Trends in Gender Issues – University of Guelph
Ethics and the Justice System – University of Guelph
Public Policy Challenges – University of Guelph
Advanced Issues: Community Policing – University of Guelph
Police and Society – University of Guelph
Quantitative Methods – University of Guelph
Research Methods – University of Guelph
Canadian Social Problems – University of Guelph
Criminological Theory II – University of Guelph
Organizational Behaviour – University of Guelph
PSU Advanced IMS Frontline Supervisor Training
Supervisory Leadership – Humber College
Psychology of Human Behaviour – Ryerson University

Course
Command Post Operator

Post Secondary Certificates & Degrees:

Certificate / Degree
Bachelor of Arts - Sociology – University of Guelph
Police Foundations Leadership – Humber College

Awards:

Award	Date
25 Year Service Watch Presentation	2021
Police Exemplary Service Medal	2016
Teamwork Commendation Award	2016
Unit Commander Award	2012
Unit Commander Award	2010
Unit Commander Award	2008
Unit Commander Award	2005
Teamwork Commendation Award	2005
Unit Commander Award	2005
Unit Commander Award	2005
Teamwork Commendation Award	2004
Unit Commander Award	2004
Unit Commander Award	2004
Service Award Commendation	2000
Teamwork Commendation Award	2000
Teamwork Commendation Award	1999

RECOMMENDATION
Promotion to Superintendent
Board Meeting – July 27, 2022

Name, Rank and Badge No.: Andrew Ecklund, Inspector, #5343
Unit: Equity, Inclusion and Human Rights
Date Promoted to current rank: November 24, 2020
Length of Service: 23 Years, 6 Months

Career History:

Unit
Equity, Inclusion & Human Rights
Community Partnerships and Engagement
TAVIS
Specialized Criminal Investigations - Homicide
42 Division
Specialized Criminal Investigations - Sex Crimes
54 Division
C.O. Bick College

Management and Supervisory Training:

Course
TPS Foundations of Leadership
The Art of Leadership Conference
Leading Change for Managers
Leadership Training – Paul Butler Presentations LLC
FBI - LEEDA (Command Leadership Institute)
Advanced Leadership
Incident Management Systems 300
Frontline Supervisory Leadership - CPKN
Occupational Health and Safety Supervisor
Front Line Supervisor Course

Post Secondary Certificates & Degrees:

Certificate / Degree
Bachelor of Arts – Economics – University of Toronto

Awards:

Award	Date
Police Exemplary Service Medal – 20 years	2019
Teamwork Commendation Award	2019
Unit Commander Award	2019
Unit Commander Award	2019
Unit Commander Commendation	2017
Unit Commander Award	2016
Unit Commander Commendation	2014
Unit Commander Commendation	2012
Unit Commander Award	2007
Unit Commander Award	2007
Service Award Commendation	2006
Unit Commander Award	2005
Unit Commander Award	2004
Unit Commander Award	2004
Canadian Forces Decoration	2004
Unit Commander Award	2003
PC Training – Top 25%	1999

RECOMMENDATION

Promotion to Superintendent

Board Meeting – July 27, 2022

Name, Rank and Badge No. : Tyrone Hilton, Inspector #5344

Unit: 14 Division

Date Promoted to current rank: November 24, 2020

Length of Service: 23 Years, 6 Months

Career History:

Unit
Organized Crime Enforcement – Drug Squad
14 Division
Organized Crime Enforcement – Asian Organized Crime Task Force
51 Division
22 Division
International Police Operations RCMP: Afghanistan
32 Division
42 Division

Management and Supervisory Training:

Course
Enhancing the Delivery of Effective and Bias Free Policing in the City of Toronto
TPS Advanced Leadership Training
Sexual Harassment Supervisory Training
Equity & Inclusion Presentation
Intermediate Incident Management System: IMS 300
Canadian Police Ceremonial Training Course: Unit Commander Course, Calgary, AB
Advanced Leadership Course
Site Safety Supervisors Course: Synthetic Drug Operations – Ontario Police College
Occupational Health and Safety Supervisor
Operational Supervisors Course
Front Line Supervisor Course

Post-Secondary Certificates and Degrees:

Certificate / Degree
Bachelor of Arts – Political Science – University of West Florida
Associate of Arts – Social Sciences – Northwest Florida State College

Awards:

Award	Date
St. John Ambulance Service Medal – 18 Year Bar	2020
Police Exemplary Service Medal	2019
St. John Ambulance: Admission to the Order – Serving Member Medal	2017
Unit Commander Award	2016
St. John Ambulance: Service Medal 12 Years	2015
Canadian Peacekeeping Service Medal	2015
Unit Commander Award	2015
Non Article 5 NATO Medal for Service on ISAF – Afghanistan	2014
European Security and Defense Policy Service Medal – Afghanistan	2014
Unit Commander Award	2013
Queen’s Diamond Jubilee Medal	2012
Unit Commander Commendation	2007
Unit Commander Award	2006
St. John Ambulance: Priory Vote of Thanks	2005
Unit Commander Award	2005
Unit Commander Award	2004
Unit Commander Award	2004

RECOMMENDATION

Promotion to Superintendent

Board Meeting – July 27, 2022

Name, Rank and Badge No.: Donovan Locke, Inspector #7949

Unit: Professional Standards

Date Promoted to current rank: November 24, 2020

Length of Service: 21 years, 11 Months

Career History:

Unit
Professional Standards
32 Division
12 Division
Emergency Management Public Order – Public Safety Response Team
Community Partnerships and Engagement Unit
22 Division
Organized Crime Enforcement
42 Division
13 Division

Management and Supervisory Training:

Course
TPS Advanced Leadership Development - York University
FBI - LEEDA (Executive Leadership Institute)
FBI - LEEDA (Supervisor Leadership Institute)
Equity & Inclusion Presentation
In Service Leadership Program
Supervisor Leadership
Sexual Harassment Supervisor Course
Front Line Supervisor Course
Incident Management System 300
Incident Management System 200
Incident Management System 100

Post Secondary Certificates & Degrees:

Certificate / Degree
Master of Business Administration
Bachelor of Applied Arts (Hons.) Justice Studies Guelph-Humber University
Police Foundations Diploma – Humber College

Awards:

Award	Date
Unit Commander Commendation	2019
Unit Commander Award	2012
Teamwork Commendation Award	2010
Unit Commander Award	2006
Unit Commander Award	2004
Unit Commander Award	2004
Teamwork Commendation Award	2003
Unit Commander Award	2003

RECOMMENDATION

Promotion to Superintendent

Board Meeting – July 27, 2022

Name, Rank and Badge No.: Mandeep Mann, Inspector, #5375
Unit: Organized Crime Enforcement – Drug Squad
Date Promoted to current rank: December 18, 2018
Length of Service: 23 Years, 3 Months

Career History:

Unit
Organized Crime Enforcement – Drug Squad
14 Division
Toronto Police Operations Centre
Specialized Operations Command
Specialized Criminal Investigations - Homicide
Toronto Police College
13 Division
Divisional Policing Support Unit
31 Division
Emergency Task Force

Management and Supervisory Training:

Course
Enhancing the Delivery of Effective and Bias Free Policing – Senior Officer
Incident Command 200
Incident Command 100
Advanced Leadership Development
Equity & Inclusion Presentation
Hearing Officer Course
Public Order Commander
ETF Tactical Commander
Incident Management System 300
Incident Response 200
Incident Management System 200
Leadership Training – Paul Butler Presentations LLC
Road to Mental Readiness (R2MR)
Collection of Identifying Information in Certain Circumstances (CIICC)
Influential Police Leadership – Ontario Police College
Supervisory Leadership
Ethics in Leadership – University of Guelph
Role of Leaders in Decision Making – University of Guelph

Course
Theories of Leadership – University of Guelph
Foundations of Leadership – University of Guelph
Public Policy Challenges – University of Guelph
Unit Commander Workshop

Post Secondary Certificates & Degrees:

Certificate / Degree
Advanced Leadership Development Certificate – York University
Masters Degree of Law, Law of Leadership Concentration – University of Toronto
Masters Degree, Leadership & Justice Studies – University of Guelph
Bachelor of Arts – University of Guelph
Law & Security Diploma – Sheridan College

Awards:

Award	Date
Ontario Fitness Award	2016
Unit Commander Commendation	2014
Unit Commander Award	2013
Unit Commander Award	2010
Unit Commander Award	2010
Unit Commander Award	2006
Teamwork Commendation Award	2006
Ontario Fitness Award	1999

RECOMMENDATION

Promotion to Superintendent

Board Meeting – July 27, 2022

Name, Rank and Badge No.: Joseph Matthews, Inspector #1199
Unit: Office of the Chief of Police: Missing Persons Implementation Team
Date Promoted to current rank: November 24, 2020
Length of Service: 31 Years

Career History:

Unit
Office of the Chief of Police: Missing Persons Implementation Team
Organized Crime Enforcement - Guns & Gangs
Intelligence
12 Division
Specialized Criminal Investigations - Sex Crimes
Professional Standards
Risk Management – Duty Desk
55 Division
Specialized Criminal Investigations - Hold Up Squad
Organized Crime Enforcement - Drug Squad
Central Field Command
13 Division

Management and Supervisory Training:

Course
Enhancing the Delivery of Effective and Bias Free Policing – Senior Officer
Sexual Harassment – Supervisor
Equity & Inclusion Presentation
Race Based Data Collection
Incident Management 300
Leadership Training – Paul Butler Presentations LLC
FBI LEEDA - Command Institute for Law Enforcement
Road to Mental Readiness (R2MR)
Collection of Identifying Information in Certain Circumstances (CIICC)
TPS Pan Am Games – Venue Commander
Incident Management 200
Incident Management 100
Front Line Supervisor Course

Awards:

Award	Date
30 Year Service Award	2021
Unit Commander Award	2020
Unit Commander Award	2017
Police Officer of the Year	2017
Police Officer of the Month	2017
25 Year Service Award	2016
Service Award Commendation	2016
Unit Commander Award	2016
Police Exemplary Service Medal	2011
Unit Commander Award	2010
Unit Commander Commendation	2009
Unit Commander Award	2008
Teamwork Commendation Award	2007
Unit Commander Award	2006
Unit Commander Award	2005
Teamwork Commendation Award	2003

RECOMMENDATION

Promotion to Superintendent

Board Meeting – July 27, 2022

Name, Rank and Badge No.: Ishmail Musah, Inspector, #7606

Unit: Public Safety Response

Date Promoted to current rank: November 24, 2020

Length of Service: 23 Years

Career History:

Unit
Public Safety Response Team
Toronto Police Operations Centre
Community & Neighbourhoods Command
13 Division
Strategy Management Unit - Corporate Projects
12 Division
52 Division
55 Division
11 Division
Toronto Police College

Management and Supervisory Training:

Course
FBI - LEEDA Senior Leadership Conference
Senior Police Administrators Course - Canadian Police College
FBI - LEEDA (Supervisory Leadership Institute)
FBI - LEEDA (Executive Leadership Institute)
FBI - LEEDA (Command Leadership Institute)
Influential Police Leadership (Ontario Police College)
Advanced Leadership Course
Supervisor Health and Safety
Supervisor Leadership – Part 2
Supervisor Leadership – Part 1
Sexual Harassment Supervisory Training
Collection of Identifying Information in Certain Circumstances (CIICC)
Equity & Inclusion Presentation
IMS 300
IMS 200
IMS 100

Post Secondary Certificates & Degrees:

Certificate / Degree
Honours Bachelor of Arts Political Science – Lakehead University
Bachelor of Arts History – Lakehead University

Awards:

Award	Date
FBI LEEDA - Trilogy Award	2019
Police Exemplary Service Medal – 20 Year Bar	2016
Unit Commander Commendation	2011
Unit Commander Commendation	2010
Unit Commander Award	2010
Unit Commander Commendation	2009
Unit Commander Award	2004

RECOMMENDATION

Promotion to Superintendent

Board Meeting – July 27, 2022

Name, Rank and Badge No.: Brett Nicol, Inspector, #99444

Unit: 52 Division

Date Promoted to current rank: January 1, 2019

Length of Service: 28 Years, 3 Months

Career History:

Unit
52 Division
33 Division
Professional Standards
Organized Crime Enforcement
Specialized Criminal Investigations - Homicide
Hold Up Squad
53 Division
32 Division
Gun & Gang Task Force
Organized Crime
C.O. Bick Police College

Management and Supervisory Training:

Course
Equity & Inclusion Presentation
Public Order Commander
Public Order & Crowd Management
Ontario Public Order Advisory
Race Based Data Collection
Managing Service Excellence – Ontario Police College
Workplace investigations – Bernardi Human Resource Law
Legal Guide to Sexual Misconduct – Osgoode Hall Law School
Leadership Training – Paul Butler Presentations LLC
Police Psychology – Wilfrid Laurier University
Models in Policing – Wilfrid Laurier University
Change Management Certification
Leadership & Career Development in Law Enforcement – Wilfrid Laurier University
Leading People to Effectiveness – University of Waterloo
Road to Mental Readiness (R2MR)
Collection of Identifying Information in Certain Circumstances (CIICC)
Incident Management 200

Course
Incident Management 100
Front Line Supervisor Course – Ontario Police College
Major Incident Rapid Response Team (MIRRT) Course

Post Secondary Certificates & Degrees:

Certificate / Degree
Police Leadership Management Certificate - Dalhousie University
Law Enforcement Diploma - Seneca College

Awards:

Award	Date
25 Year Service Watch Presentation	2020
Teamwork Commendation Award	2020
Unit Commander Award	2020
Teamwork Commendation Award	2018
Unit Commander Award	2018
Police Exemplary Service Medal	2017
Teamwork Commendation Award	2017
Unit Commander Award	2016
Teamwork Commendation Award	2015
Teamwork Commendation Award	2015
Unit Commander Award	2015
Unit Commander Award	2014
Unit Commander Award	2010
Teamwork Commendation Award	2009
Teamwork Commendation Award	2006
Unit Commander Award	2006
Service Award Commendation	2006
Teamwork Commendation Award	2004
Police Officer of the Year	2001
Service Award Commendation	2000
Police Officer of the Month	2000
Service Pay Award	1999
PC Training – Top 25%	1997

RECOMMENDATION

Promotion to Superintendent

Board Meeting – July 27, 2022

Name, Rank and Badge No. : LeeAnn Papizewski, Inspector #2962

Unit: Community Safety Command

Date Promoted to current rank: November 24, 2020

Length of Service: 33 Years

Career History:

Unit
Community Safety Command
43 Division
Detective Operations
Public Safety Operations
Mounted
Specialized Criminal Investigations - Sex Crimes
Intelligence
41 Division
55 Division

Management and Supervisory Training:

Course
Advanced Leadership Development Program – Schulich School of Business – York University
Leadership Training – Paul Butler Presentations LLC
FBI- LEEDA Executive Education Conference
FBI - LEEDA (Supervisory Leadership Institute)
Change Management Certification Course
Senior Police Administration Course – Canadian Police College
FBI - LEEDA (Executive Leadership Institute)
FBI - LEEDA (Command Leadership Institute)
Team Building – Ontario Police College
Emotional Intelligence – Ontario Police College
Building Leadership Through Self Awareness - Ontario Police College
Advanced Supervisors Course
Occupational Health and Safety Supervisor
Incident Management System 300
Incident Management System 200
Incident Management System 100

Front Line Supervisor Course

Awards:

Award	Date
Police Exemplary Service Medal – 30 Year Bar	2020
FBI LEEDA - Trilogy Award	2018
Unit Commander Award	2016
OWLE - 25 Year Service Award	2015
25 Year Service Watch Presentation	2014
Unit Commander Commendation	2012
Unit Commander Award	2012
Police Exemplary Service Medal	2009
Unit Commander Award	2008
Unit Commander Award	2006
Teamwork Commendation Award	2002
District Award	1995

RECOMMENDATION

Promotion to Superintendent

Board Meeting – July 27, 2022

Name, Rank and Badge No. : Angadvir Singh, Inspector #8091

Unit: 51 Division

Date Promoted to current rank: November 17 2020

Length of Service: 21 Years, 7 Months

Career History:

Unit
51 Division
Toronto Police Operations Centre
Specialized Criminal investigations - Homicide Squad
22 Division
Organized Crime Enforcement – Drug Squad
23 Division

Management and Supervisory Training:

Course
Advanced Leadership Development
Workplace Harassment - Symposium
Advanced Leadership
Multi-Jurisdictional Case Management
Supervisory Health and Safety
Police and Community Interactions
Major Case Manager
Racially Biased Policing
Supervisory Leadership Course
Occupational Health and Safety for Supervisors
Crisis Resolution
Equity & Inclusion Presentation
Sexual Harassment Supervisory Training
Collection of Identifying Information in Certain Circumstances (CIICC)

Post-Secondary Certificates/Degrees:

Certificate / Degree
Police Leadership Program Certificate - Rotman School of Management Executive Programs

Award/Honors/Letter of Recognition

Award	Date
Letter of Recognition : Mohammed Shamji investigation – Crown Attorney	2019
Teamwork Commendation Award	2019
Teamwork Commendation Award	2018
Teamwork Commendation Award	2014
Unit Commander Award	2014
Police Officer of the Month	2013
Unit Commander Award	2013
Service Award Commendation	2013
Police Officer of the Month	2012
Queen’s Diamond Jubilee Medal and Award – Community Service	2012
Unit Commander Commendation	2009
Unit Commander Commendation	2007
Service Award Commendation	2007
Unit Commander Award	2006
Unit Commander Award	2006
Unit Commander Award	2005
Teamwork Commendation Award	2003

RECOMMENDATION

Promotion to Superintendent

Board Meeting – July 27, 2022

Name, Rank and Badge No: Kelly Skinner, Inspector #5268

Unit: 22 Division

Date Promoted to Current Rank: November 17, 2020

Length of Service: 24 years

Career History:

Unit
22 Division
23 Division
Toronto Police Operations Centre
Specialized Operations Command
Detective Operations
Intelligence Services
31 Division
Organized Crime Enforcement
Specialized Criminal Investigations - Homicide

Management and Supervisory Training:

Course
Advanced Leadership Development
Advanced Leadership Course
Supervisor Leadership Part 2
Supervisor Leadership Part 1
Equity & Inclusion Presentation
Sexual Harassment Supervisory Training
Collection of Identifying Information in Certain Circumstances (CIICC)
IMS 100

Post Secondary Certificates & Degrees:

Certificate/Degree
Police Leadership Program – University of Toronto – Rotman School of Management
Advanced Leadership Development – York University – Schulich School of Business
Teaching Adult Learners Online
Bachelor of Applied Arts Justice Studies
Law & Security Administration Diploma

Awards:

Award	Date
20 Year Long Service	2019
Unit Commander Award	2014
Unit Commander Award	2012
Teamwork Commendation Award	2010
Unit Commander Award	2007
Unit Commander Award	2005
PC Training Top 25%	1999
Several Letters Of Commendation, Community Appreciation & Achievement	

RECOMMENDATION
Promotion to Superintendent
Board Meeting – July 27, 2022

Name, Rank and Badge No.: Katherine Stephenson, Inspector #7947
Unit: Intelligence
Date Promoted to current rank: November 24, 2020
Length of Service: 22 Years

Career History:

Unit
Intelligence
TPOC – Duty Senior Officer
Homicide Squad
55 Division – Detective Office
Drug Squad
Drug Squad – Clandestine Lab Team
41 Division

Management and Supervisory Training:

Course
OACP Hearing Officer Course
Enhancing the Delivery of Effective and Bias Free Policing – Senior Officer
Sexual Harassment Supervisor
Equity & Inclusion Presentation
Race Based Data Collection
Advanced Leadership – TPS Internal
Supervisor Leadership – TPS Internal
Occupational Health and Safety Supervisor

Post Secondary Certificates & Degrees:

Certificate / Degree
Honour Degree – Biochemistry Laurentian University

Awards:

Award	Date
Service Award Commendation	2022
OWLE Certificate of Recognition	2021
Unit Commander Award	2019
Unit Commander Award	2016
Teamwork Commendation Award	2015
Unit Commander Award	2015
Unit Commander Award	2014
Unit Commander Commendation	2007
Unit Commander Award	2007
Unit Commander Award	2006
Unit Commander Award	2004

RECOMMENDATION

Promotion to Superintendent

Board Meeting – July 27, 2022

Name, Rank and Badge No.: Justin Vander Heyden, Inspector #5018
Unit: Specialized Criminal Investigations - Sex Crimes
Date Promoted to current rank: January 1, 2019
Length of Service: 26 Years, 6 Months

Career History:

Unit
Specialized Criminal Investigations - Sex Crimes
13 Division
TPOC
Central Field Command
Specialized Criminal Investigations - Homicide
Professional Standards
14 Division
Organized Crime Enforcement - Guns & Gangs
Gang Task Force
Organized Crime Enforcement
41 Division
54 Division
C.O. Bick Police College

Management and Supervisory Training:

Course
Enhancing the Delivery of Effective and Bias Free Policing – Senior Officer
Cyber Awareness for Senior Officers
Sexual Harassment – Supervisor
Equity & Inclusion Presentation
Race Based Data Collection
Incident Management 300
Incident Management 200
Incident Management 100
Change Management Certification
Road to Mental Readiness (R2MR)
Collection of Identifying Information in Certain Circumstances (CIICC)
Project Management – Getting Started
Police and Community Interaction
Countering Violent Extremism
PSU Advanced IMS Frontline Supervisor Training

Course
Supervisory Leadership
Management and Evaluation of Risks in Investigations

Awards:

Award	Date
Ontario Fitness Award	2019
Unit Commander Award	2018
Police Exemplary Service Medal	2016
Teamwork Commendation Award	2015
Teamwork Commendation Award	2014
Unit Commander Award	2014
OHIA – Mike Matthews Award	2013
Teamwork Commendation Award	2009
Teamwork Commendation Award	2009
Unit Commander Award	2007
Service Award Commendation	2000

RECOMMENDATION
Promotion to Superintendent
Board Meeting – July 27, 2022

Name, Rank and Badge No. : Gregory Watts, Acting Superintendent #7626
Unit: 42 Division
Date Promoted to current rank: January 1, 2019
Length of Service: 23 years

Career History:

Unit
42 Division
Strategy Management
Specialized Emergency Response
Public Safety Unit
Area Field Command
Central Field Command
33 Division
41 Division

Management and Supervisory Training:

Course
Incident Command 200
Sexual Harassment Supervisory Training
Incident Command 100
Equity and Inclusion Presentation
Hearing Officer
Leadership Training – Paul Butler Presentations LLC
Advanced Leadership
Plan/Management Public Safety Events
Incident Management 300
Occupational Health and Safety for Supervisors
Supervisory Leadership – Humber College
Criminology – Humber College

Awards:

Award	Date
Unit Commander Award	2014
Unit Commander Award	2013
Unit Commander Commendation	2012

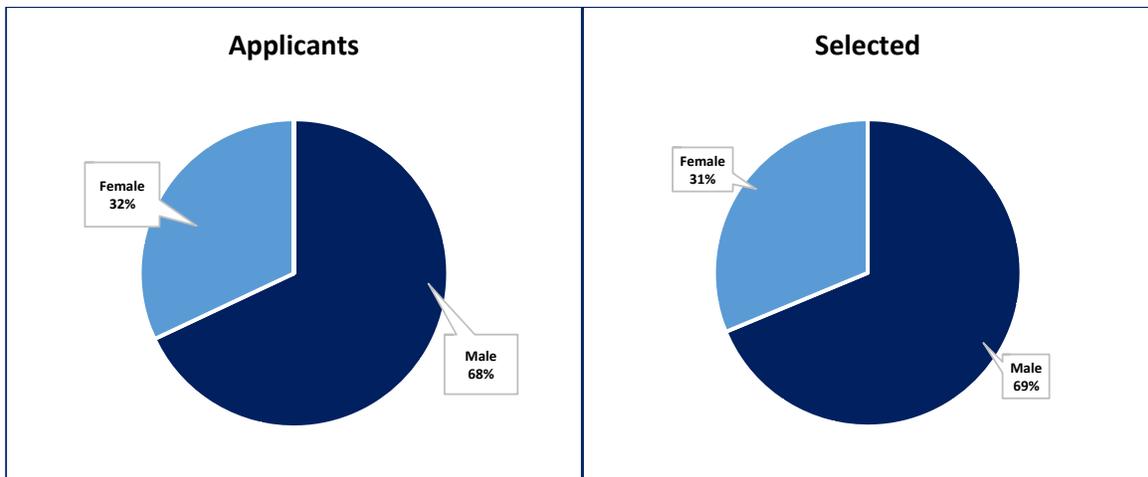
Award	Date
Unit Commander Commendation	2010
Unit Commander Commendation	2010
Unit Commander Award	2006

Appendix C

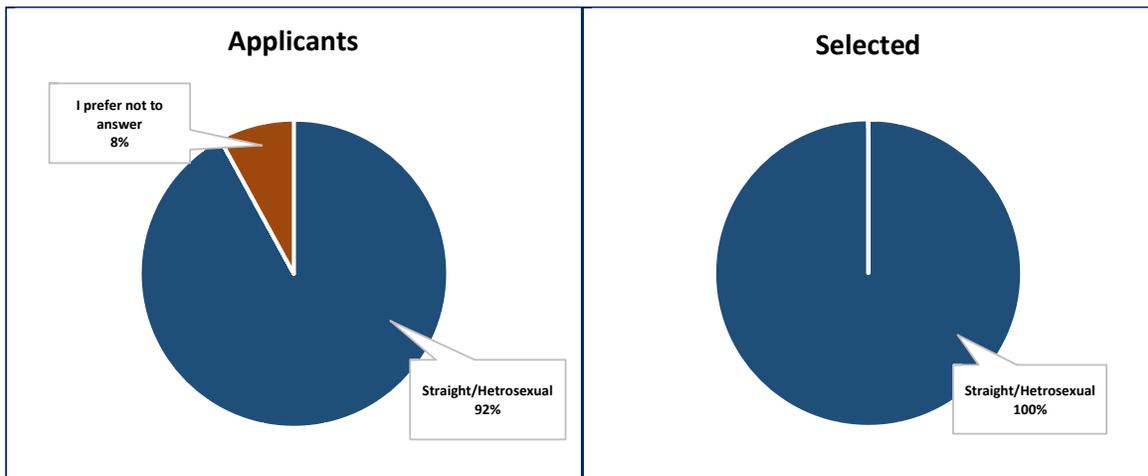
Sample Size

Applicants	Selected
27	16
92.6% Average response rate	100% Response rate

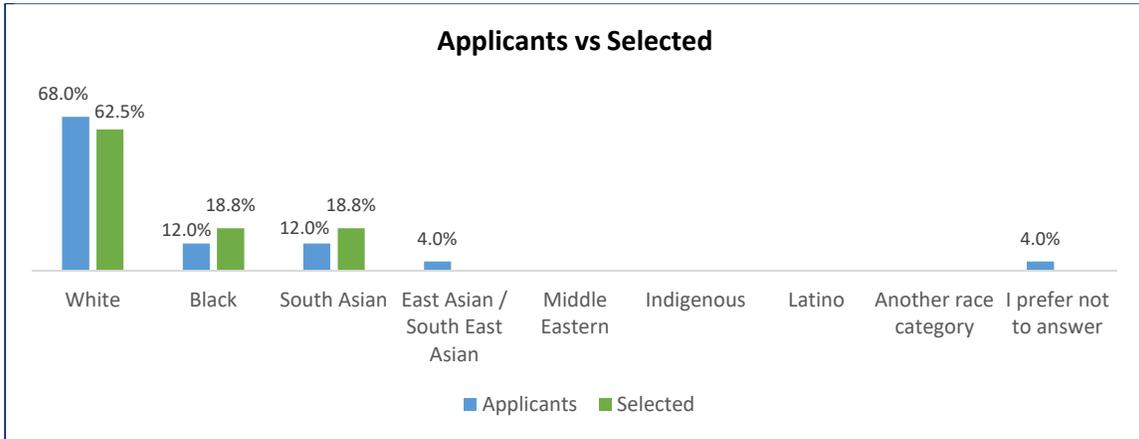
Gender Orientation



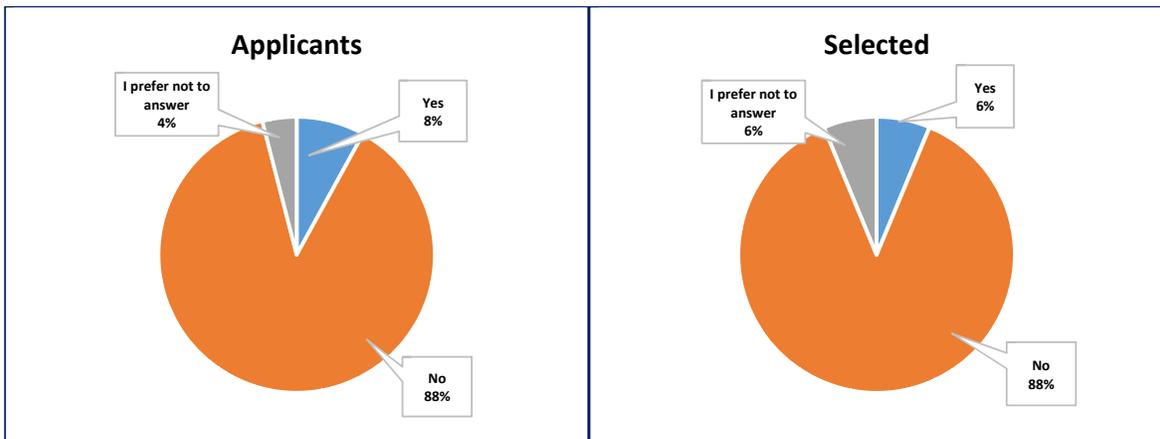
Sexual Orientation



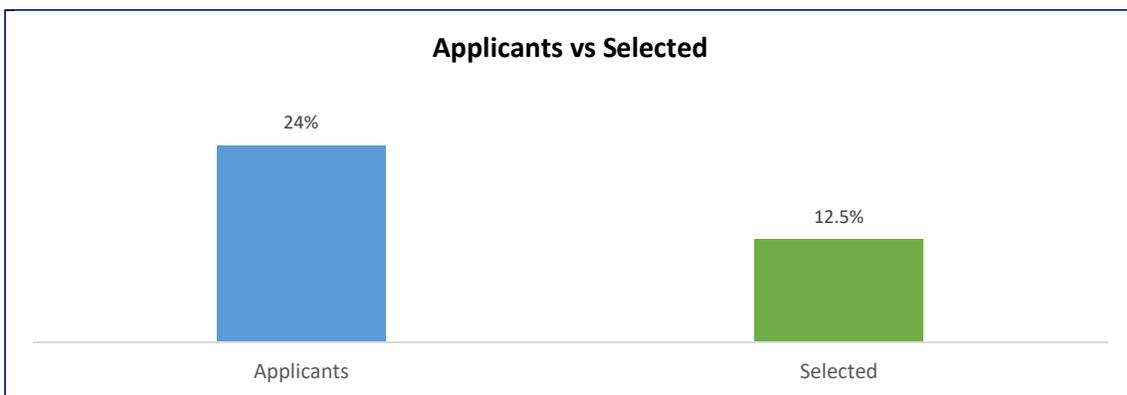
Racial Background



Disability



Fluent in a language other than English





Toronto Police Services Board Report

July 27, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Medal of Merit – Police Constable Johnny Amatuzio (11359), Police Constable Steven Hawley (10649), Police Constable Laura MacKasey (11253), Police Constable Mihail Kochankov (66000), Police Constable Steevens Audige (11705) and Police Constable Rebecca Gaudreau (65967)

Recommendation(s):

It is recommended that the Toronto Police Services Board (Board) award a Medal of Merit to Police Constable Johnny Amatuzio (11359), Police Constable Steven Hawley (10649), Police Constable Laura MacKasey (11253), Police Constable Mihail Kochankov (66000), Police Constable Steevens Audige (11705) and Police Constable Rebecca Gaudreau (65967).

Financial Implications:

Six (6) Medals of Merit will be withdrawn from the Board's inventory. The cost of engraving the medal and preparing an accompanying framed certificate will be approximately \$884.19 excluding tax. Funds related to the presentation of medals and awards are available in the Board's Special Fund – Recognition Program.

Background / Purpose:

The Board presents a number of awards in recognition of various achievements, acts of personal bravery or outstanding police service. These awards, which can be awarded to police officers or civilian members of the Toronto Police Service (Service), are all individually approved by the Board under the Awards Program.

A Medal of Merit is the second highest award that can be granted to a police officer or civilian member. It can be awarded in response to an outstanding act of personal bravery or in recognition of highly meritorious police service. On the occasions when the Board has approved Medals of Merit for highly meritorious service, the recipients have

been concluding active police service with the Service after long and outstanding careers characterized by dedication to providing the best policing service possible.

Discussion:

On May 13, 2021, police were called to 245 Roehampton Avenue where security and building staff were helping a man who was hanging outside of his apartment window trying to jump. Police Constables Steven Hawley and Johnny Amatuzio were dispatched to attend this call. Police Constables Laura MacKasey and Steevens Audige volunteered to assist and Constables Mihail Kochankov and Rebecca Gaudreau also responded.

As the officers pulled into 245 Roehampton Avenue, another radio call came through at 808 Mount Pleasant Road, for a male hanging from a window who wanted to jump. Constable Gaudreau and Kochankov were also redirected to 808 Mount Peasant Road.

The officers arrived at the rear of 245 Roehampton Avenue where they observed the male hanging over the window of unit 811 at 808 Mount Pleasant Road. Constable Amatuzio, MacKasey, and Hawley scaled the six foot fence at the rear and ran through the parking lot to get to the elevator. Constable Audige drove to the front, updating dispatch and requested Toronto Fire Services. Constable Hawley took over communication and kept a visual on the male while the other five officers attended to the male with the building staff.

Officers entered the unit and observed a number of building staff and security crowded around the window. Constable Amatuzio and Audige utilized their batons to break the north and south windows and laid down a sheet over the broken glass.

As Constable Kochankov entered, he heard security yelling "He slipping!" and immediately climbed over the window, reached down and grabbed the arm of the male. The male's sweater and shirt had slipped up to his wrists, as he was squirming to free himself. The male kicked and thrashed, yelling "Let me go!"

At this same time, Constable Amatuzio climbed out the south window, and with a blanket over the frame of broken glass, he reached over and grabbed the male's other forearm. The officers secured themselves by holding onto the window frame full of broken glass, trying to hold onto the male, who was trying to break their grip.

Constable MacKasey wrapped her body around the leg of Constable Kochankov, using her body weight to secure him as he held the struggling male. Security staff held onto Constable Amatuzio, who was in the same precarious position as Constable Kochankov.

The male successfully broke free temporarily when Constable Amatuzio's blood from his wounds mixed with the sweat made his arm slippery. Constable Amatuzio, having lost his grip on the male, pulled himself back inside, ran down to unit 711, immediately below, and using his bare hands smashed out the glass in the north window. Constable Gaudreau and Audige also followed down to assist in unit 711. The officers were able to

break the glass windows in unit 711 and take hold of the male's legs as Constable Kochankov was now the only one holding onto him.

The male eventually managed to break the grip of Constable Kochankov, but by now was thankfully being held by Constable Gaudreau and Audige by one leg. The male pushed against the building with his now free hands, trying to break free of the officers. Constable Kochankov climbed inside and made his way down to unit 711 with Constable MacKasey.

With all five officers in unit 711, and with the assistance of shelter staff, they managed to get hold of the male's pant waistband. The officers continued to have their arms, heads and bodies pressed into the broken glass. Constable Audige encouraged all the officers to pull in a concerted effort to bring the male inside. Simultaneously the male had his free leg and hands against the building and had tried to push away.

Officers were finally able to pull the male back into the apartment and successfully apprehended him under the *Mental Health Act*. Constable Hawley attended unit 711 with paramedics and Sergeant Rhoel Ong. The male was examined by paramedics and transported to hospital for further assessment.

Constable Kochankov collapsed due to exhaustion and briefly lost consciousness. Constable Amatuzio suffered lacerations to his right arm and hand. Constable Gaudreau sustained cuts to her head and a deep laceration to her left forearm. All six officers were transported to Sunnybrook Hospital where they were treated and cleared.

The shelter staff, who have also been identified to be recognized, and the six officers risked their lives to save this male. All parties demonstrated exceptional courage. They demonstrated that service to others is at the core of their being, showed an astounding amount of compassion for those in need, through their actions both during and after the event.

They continually assessed the situation and changed their approach as needed, being adaptable and thinking several steps ahead. They focused on a successful life saving resolution, working collaboratively within themselves and with the shelter staff. The actions of these officers, building staff combined, led to the successful rescue of this male.

Conclusion:

The actions of the officers have met the criteria for a Medal of Merit in this particular incident. It is recommended that the Board grant the Medal of Merit to Police Constables Johnny Amatuzio, Steven Hawley, Laura MacKasey, Mihail Kochankov, Steevens Audige and Rebecca Gaudreau for their courage and presence of mind in the face of imminent danger to themselves and others.

Respectfully submitted,

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

*copy with original signature on file in Board Office



Toronto Police Services Board Report

July 12, 2022

To: Chair and Members
Toronto Police Services Board

From: Ryan Teschner
Executive Director and Chief of Staff

Subject: New Policy: Adequacy Standards Compliance Policy

Recommendation(s):

This report recommends that the Board:

1. Approve the proposed Adequacy Standards Compliance Policy, attached as Appendix 'A', to replace the current Board Policies listed in Appendix 'B';
2. Repeal the Board's existing Audit Policy, which is incorporated in a revised form into the proposed Adequacy Standards Compliance Policy; and,
3. Amend the Board's Occupational Health and Safety Policy temporarily and as proposed in Appendix 'C'.

Financial Implications:

There are no financial implications arising directly from the recommendations contained in this report. However, proposed enhancements to support the Board's policy compliance monitoring function will be included in the 2023 Board Operating Budget submission.

Background / Purpose:

Under section 31 of the Police Services Act (the Act), the Board is responsible for the provision of adequate and effective police services in the City of Toronto. Ontario Regulation 3/99: *Adequacy and Effectiveness of Police Services* establishes the standards applicable to the discharge of this Board responsibility. Over time, the Board has approved 74 individual Policies to address each of the specific adequacy standards set by the Ministry of the Solicitor General (the Ministry). This proposed Adequacy Standards Compliance Policy (the proposed Policy) replaces, streamlines and modernizes the individual adequacy standards Policies, and establishes a new, uniform reporting framework across all adequacy standards. The proposed Policy will assist the Board in obtaining better information to support its governance and oversight functions, and improve the Service's delivery of community safety services and accountability to the public.

On January 8, 1999, the Ministry of the Solicitor General introduced Regulation 3/99 (the Regulation) under the *Police Services Act* (the Act), titled “Adequacy and Effectiveness of Police Services”. The Regulation covered standards pertaining to administration and infrastructure, crime prevention, emergency response, law enforcement, public order and victim’s assistance. Police Services Boards were required to enact Policies to ensure the effective delivery of policing services by January 1, 2001. Starting in June 2000 (Min. No. P254/00 refers), the Board approved a series of Policies in compliance with the Regulation, and maintained them through occasional revisions.

The current Policies related to the Regulation address the requirements of existing legislation and Ministry direction, adapting them to the Toronto context and accounting for local values and priorities. Nevertheless, the Policies have historically been created and considered individually, as opposed to parts of a comprehensive set of standards that ensure the delivery of adequate and effective – and locally responsive – policing services overall.

In line with the Board’s goal of modernizing and aligning its Policies, the proposed Adequacy Standards Compliance Policy offers a unified governance and oversight framework. The proposed Policy unifies all individual provincial adequacy standards under a single ‘umbrella’ Policy, with a comprehensive auditing and reporting structure designed to strengthen Service accountability and transparency through monitoring and measurement, and assist the Board in governance, oversight and strategic planning based on the results of this monitoring and measurement.

The proposed Policy also responds to Policing Reform recommendation 28 of the 81 recommendations approved by the Board at its August 18, 2020 meeting (Min. No. P129/20 refers), and to a number of other recommendations made by the Honourable Gloria Epstein in her report of the Independent Civilian Review into Missing Person Investigations, *Missing and Missed*.

Discussion:

Policy Highlights

In developing the proposed Policy, the Board Office ensured that the Policy adheres to all current direction provided by the Ministry with regards to adequacy standards. In addition, a number of key enhancements were made both to individual chapters and to the overarching governance and reporting framework.

Audit and Reporting

Recommendation 28 of the 81 policing reform recommendations approved by the Board at its meeting of August 18, 2020 (Min. No. P129/20 refers) directed the Executive Director to:

update the Board's Audit Policy addressing audits of the Service, to include any standing directions and policy guidance for the Chief of Police to ensure the Board, its staff and any third parties contracted by the Board for the purpose of auditing the Service, are provided with the access to information and personnel necessary for a successful audit.

The proposed Policy addresses this recommendation by establishing a multi-pronged approach to auditing the Service. In addition to the existing internal quality assurance function, the proposed Policy:

- Enshrines recommendations 24-26 of the Board's 81 recommendations on policing reform, which directed the Chair and Executive Director to enter into a memorandum of understanding with the City of Toronto Auditor General to conduct audits of the Service on behalf of the Board, and directed the Chief of Police to assist the Auditor General through access to records and staff to enable these audits; and
- Establishes in-house quality assurance capacity at the Board Office, to ensure the effectiveness of the implementation of Board Policies.

All three quality assurance functions will report to the Board, ensuring a rich stream of critical information and recommendations on key Service functions and outputs.

In addition, the Service will report annually on its compliance with the adequacy standards, alongside information on performance objectives, indicators and applicable industry standards, and public complaints.

In addition to the enhanced general reporting requirements, specific reporting requirements were added or enhanced in the chapters on equal opportunity, discrimination and workplace harassment, violence and sexual harassment prevention; crime prevention; search of persons; police response to persons in crisis; intimate partner violence; and missing person investigations.

Training

The proposed Policy requires the Chief to seek partnerships with experts in the community, including individuals with lives experience, in the development and delivery of training, where possible.

Police Response to Persons in Crisis

The proposed Policy includes a chapter dealing with police response to persons in crisis. In addition to modernizing the language from the existing Policy concerning "emotionally disturbed persons", this chapter also enhances requirements for training with regards to response to persons in crisis with an emphasis on de-escalation and a peaceful resolution wherever possible. The Policy further requires that, to the greatest degree possible, a Mobile Crisis Intervention Unit (MCIT) response is prioritized where an incident requiring police response involves a person in crisis. Development of this chapter benefited from consultations with the members of the Board's Mental Health and Addictions Advisory Panel.

In accordance with Board direction to the Chief, the Service is currently collaborating with the City on the Toronto Community Crisis Service pilot, which provides non-police community response to persons in crisis in four regions in the City. Once the pilot project matures, this collaboration will need to be enshrined in the Adequacy Standards Compliance Policy. Recommendations to this effect will be brought before the Board for approval in due time.

Missing Person Investigations

In line with the recommendations of the Honourable Gloria Epstein in the *Missing and Missed* report, the Missing Person Investigation Adequacy Standard Policy has been extensively revised to address, in full or in part, or draws from *Missing and Missed* recommendations nos. 34, 35, 36, 37, 38, 43, 46, 47, 49, 53, 57, 60, 74, 75, 79, 82, 83, 87, 98 and 105. The full language of these recommendations is included in Appendix 'D'. The revisions address required investigative processes, response assessment, missing children and youth investigations, developing and providing social supports to those affected by a missing person's disappearance, and public awareness and engagement. Development of this chapter benefited from consultations with the members of the Missing and Missed Implementation Team.

Youth Crime

The proposed Policy requires the Chief to develop pre-charge diversion programs for youth and ensure officers are trained to make referrals when appropriate

Policies Replaced by the Proposed Policy

Appendix 'B' includes a list of all current Adequacy Standards Policies that are incorporated into the proposed Policy.

Changes to Associated Policies

The proposed Policy also incorporates other Board Policies in part or in full. As a result, the following Board Policies are repealed or amended as follows:

- Audit Policy – Repealed: this Policy was incorporated in a revised form as the section titled “Compliance Auditing, Quality Assurance and Financial Auditing” into Chapter I: *Adequacy Standards Compliance Framework*; and,
- Occupational Health and Safety – Amended: the section on “Workplace Violence and Harassment” was incorporated into Chapter V: *Equal Opportunity, Discrimination and Workplace Harassment, Violence and Sexual Harassment Prevention*. The proposed amended Occupational Health and Safety Policy is

attached as Appendix 'C'. Note that the proposed amended Occupational Health and Safety Policy will itself undergo modernization and revision in line with the body of work concerning 'Building a Respectful and Inclusive Workplace,' which was considered by the Board at its June 22, 2022 meeting.

Next Steps

If approved, the proposed Policy will position the Board well for the coming into force of the *Community Safety and Policing Act, 2019* (CSPA). Regulations based on the CSPA are currently in development, and it is expected that they will replicate or be consistent with (at least in part) the adequacy standards in O. Reg. 3/99 and in direction provided by the Ministry. Once published and in force, the Office of the Police Services Board will review the Board's Policy and recommend any further revisions required.

In addition, the Board's Use of Force Policy is currently under review in accordance with Policing Reform recommendation 49 (Min. No. P129/20 refers). A revised Use of Force Policy is expected to be brought before the Board by December 2022 as a stand-alone Policy, after the conclusion of public consultations and remaining policy development work is complete. It is not anticipated that the revised Use of Force Policy will be incorporated into the Adequacy Standards Compliance Policy.

If approved, the Adequacy Standards Compliance Policy will continue to be reviewed by the Office of the Police Services Board on a regular basis, and amendments will be recommended to the Board where appropriate, to reflect changes in legislation, and other changes in the context of community safety and well-being.

Conclusion:

The proposed Policy modernizes and streamlines the Board's response to its legislative obligations with regards to adequacy standards. Furthermore, the proposed Policy incorporates recommendations stemming from recent reviews and the Board's public engagement. The comprehensive reporting framework built into the proposed Policy will support the Board in ensuring accountability and transparency, and in carrying out its governance and oversight functions.

Respectfully submitted,



Ryan Teschner
Executive Director and Chief of Staff

Attachments

Appendix 'A': Proposed Adequacy Standards Compliance Policy

Appendix 'B': List of Board Policies Replaced by the Proposed Adequacy Standards
Compliance Policy

Appendix 'C': Proposed Revised Occupational Health and Safety Policy

Appendix 'D': *Missing and Missed* Recommendations Addressed in the Proposed
Policy

APPENDIX A: PROPOSED ADEQUACY STANDARDS COMPLIANCE POLICY



TORONTO POLICE SERVICES BOARD

ADEQUACY STANDARDS COMPLIANCE POLICY

DATE APPROVED	XXX XX, XXXX	Minute No: XXXX/XX
DATE(S) AMENDED		
DATE REVIEWED		
REPORTING REQUIREMENT	As described below	
LEGISLATION	<i>Police Services Act, R.S.O. 1990, c. P.15, s. 31(1) and 41(1).</i> <i>Adequacy and Effectiveness of Police Services, O. Reg. 3/99, ss. 1-35.</i> <i>Policing Standards Manual (2000), Ministry of the Solicitor General</i> And as noted below, where applicable	
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Part 1: THE RESPONSIBILITY TO ENSURE ADEQUATE AND EFFECTIVE POLICING

I ADEQUACY STANDARDS COMPLIANCE FRAMEWORK

REPORTING REQUIREMENT	Toronto Police Service - Annual Report; Toronto Police Service - Annual Statistical Report; Annual Audit Report.
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c. P.15, as amended. s. 31(1). <i>Adequacy and Effectiveness of Police Services</i> , O. Reg. 3/99, ss. 4(1), 5(1)(d), 6(3)(b), 9(4), 10(c), 14(3)(4), 16(c), 19(3), 21(3)(5), 24(2), 25(1), 29, 31, 35, 36(1), 37(1). <i>Equipment and Use of Force</i> , O. Reg. 926. <i>Occupational Health and Safety Act</i> , R.S.O. 1990, ss. 25, 26.
TAGS	Adequacy Standards, General, Planning

Background

Effective, community-focused, respectful and inclusive policing ensures that we can all live safely in our communities. To create a consistent framework in which policing across Ontario is delivered, the *Police Services Act* related regulations set the standards for police services. This legislation outlines who is responsible for the delivery of police services, and how those services will operate in the communities in which they are provided.

Ontario’s system of policing requires civilian police services boards to govern and oversee the adequate and effective delivery of policing within a municipality. The Toronto Police Services Board (“the Board”) is responsible for the provision of adequate and effective police services in the City of Toronto. A regulation made under the *Police Services Act* called “Adequacy and Effectiveness of Police Services” (O. Reg. 3/99) sets out the more specific provincial standards with respect to the Toronto Police Service’s (“the Service”) delivery of adequate and effective police services in Toronto. The Ontario Ministry of the Solicitor General conducts inspections of both the Board and Toronto Police Service to ensure compliance with these provincial adequacy standards.

Purpose of the Policy

This Board Policy establishes the requirements that the Service must meet to comply with its legislated duties and to ensure the provision of adequate and effective police services in Toronto. This Policy also sets out the audit and reporting frameworks necessary to enable the Board to oversee the Service’s compliance with relevant legislation, and provide guidance and direction where necessary.

It is therefore the policy of the Toronto Police Services Board that:

Adequacy Standards Compliance

1. The Chief of Police will ensure that the Service complies with all Board policies concerning the Adequacy Standards Regulation and the Ministry of the Solicitor General's Policing Standards Manual;
2. The Chief of Police will establish procedures and processes consistent with the Adequacy Standards Regulation, the Policing Standards Manual and as otherwise outlined in this Policy;
3. The Chief of Police will provide policing services in Toronto 24 hours a day and deployment within a reasonable time;
4. The Board, in consultations with the Chief of Police, will ensure that appropriate equipment is made available to Service members in the provision of police services in Toronto;
5. The Chief of Police will ensure that Service Members receive the appropriate training and use the equipment made available to them in accordance with relevant legislation, regulation and best practices;
6. The Board is committed to community-based policing, and, in consultation with the Chief of Police, will ensure that the Service will work with the City of Toronto, school boards, community organizations, neighbourhoods and residents, businesses and neighbouring municipalities on issues and matters of policing in Toronto;
7. The Board, in consultation with the Chief of Police, will maintain, review and update Board policies as required and on the basis of new developments, legal requirements or as otherwise directed by the Board. The Chief of Police will ensure that all related Service Procedures and processes are updated to reflect changes to Board policies;

Adequate Training

8. The Board, in consultation with the Chief of Police, will ensure that officers and all other appropriate Service members receive appropriate training, are informed of legislative changes and are provided with timely information for proper execution of their required duties;
9. The Board, in consultation with the Chief of Police, will ensure that every Service member providing the following policing services will have successfully completed Ministry-accredited training and/or have Ministry-approved equivalent qualifications and skills:
 - (a) communications operators and supervisors providing police communications and dispatch services;
 - (b) criminal investigators;
 - (c) Service members providing investigative support in the areas of crime scene analysis and/or forensic identification;
 - (d) police officers who are members of a containment team, tactical unit and/or hostage rescue team;

- (e) police officers who are major incident commanders and/or crisis negotiators, and;
 - (f) any other policing service as determined by the Chief of Police; and,
10. The Chief of Police will ensure that, when obtaining policing assistance from another police service or any other external organization, personnel from that service or agency be qualified to carry out the task(s) assigned to them, including, where appropriate, undertake or manage a criminal investigation, or provide investigative support of an occurrence.

Compliance Auditing, Quality Assurance and Financial Auditing

The provincial regulation entitled *Adequacy and Effectiveness of Police Services* (O. Reg. 3/99, “the Regulation”) makes the Board and Chief of Police responsible for implementing a quality assurance process relating to the delivery of adequate and effective police services and compliance with the *Police Services Act* and its regulations.

The Board, in collaboration with the Chief of Police, will evaluate the adequacy and effectiveness of the Toronto Police Service by comparing services as they are delivered with the requirements of the Regulation. This will be achieved through a structured program that will analyze Board policies, and the resulting Toronto Police Service procedures, processes, practices, programs and service delivery.

The reviews, included in the Board’s audit workplan, will assist the Board in determining whether the Service is in compliance with applicable provincial requirements, Board policies and directions. Further, these reviews will assist in determining whether risk management activity, financial controls and Service and Board governance efforts are adequate and effective. These reviews will also be informed by applicable legislation, case law, inquest findings, inquiry or review findings, Ministry of the Solicitor General guidelines or direction, independent Board and Service research, and community consultation.

Therefore, it is the policy of the Toronto Police Services Board that:

- 11. The Chief of Police will establish an internal quality assurance process to ensure that operational, management, training and financial controls are established and maintained to ensure compliance with Service procedures and with Board policies, and to ensure Service procedures remain consistent with applicable legislation, case law, inquest findings, Ministry of the Solicitor General guidelines or direction, and Board direction;
- 12. The Chief of Police will ensure that the internal quality assurance process is assessed for compliance in accordance with internal auditing standards, and report to the Board all findings, explanations, and , if applicable, mitigation plans.
- 13. The Chief of Police will ensure that internal audits are carried out independently and in accordance with the auditors’ professional discretion;
- 14. The Chief of Police, in consultation with the Board, will ensure the preparation, using appropriate risk-based methodology, of an annual quality assurance work plan which will

identify and prioritize audits to be conducted by the Service. The plan will identify risks and tentatively identify resource requirements;

15. The Chief of Police will ensure that members of the Service engaged in audit processes have the knowledge, skills, abilities and accreditations, as may be required, to perform their duties;
16. The Chief of Police will ensure that the head auditor submits all audit reports to the Board for its consideration *in camera*, as well as to the Service's Executive Assurance Committee;
17. The Chief of Police will provide an annual report to the Board which will include:
 - (a) The annual work plan; and
 - (b) Audits included in the previous annual quality assurance work plan but not completed during the reporting period, and an estimated time for their completion or an indication that they will no longer be pursued with supporting rationale.
18. The Board will hold a standing item on the agendas of its *in camera* meetings allowing for the head of the Service's internal auditing function to discuss matters as he or she deems appropriate, without the presence of the Chief of Police, Command Members, or any other supervisor of the head of the internal auditing function.

It is also the policy of the Toronto Police Services Board that:

19. The Board Office will establish an internal, independent quality assurance process to ensure the effectiveness of the implementation of Board Policies, and provide the Board with additional information, analysis and recommendations to improve service delivery and identify specific areas of success and specific areas for improvement within the Service;
 - (a) The Chief of Police will grant the Board Office access to personnel, information, records and any other materials necessary to perform any evaluation contemplated by the Board Office, subject always to applicable legal prohibitions that do not permit disclosure (e.g. information subject to informer privilege, investigative techniques, ongoing investigations etc.).
20. In addition to the annual quality assurance work plan prepared by the Chief and the Board Office, the Board and Service will enter into a Memorandum of Understanding with the City of Toronto Auditor General for the purpose of the Auditor General conducting external audits based on their own work plan. This arrangement with the Auditor General will provide the Board and the Chief of Police with additional information, analysis and recommendations to improve service delivery, identify specific areas of success and specific areas for improvement within the Service, and to find potential areas for savings. For this purpose:
 - (a) The Board may request that the City of Toronto Auditor General conduct audits that address systemic organizational issues or issues of an emergent nature that are of significant public interest;
 - (b) In addition, the Auditor General may independently recommend to the Board audits to be conducted by the Auditor General;

- (c) The Auditor General will develop an annual audit work plan which will be provided to the Board; and,
 - (d) The Chief of Police will grant the Board Office and the Auditor General access to personnel, information, records and any other materials necessary to perform any audits contemplated by the above work plan, subject always to applicable legal prohibitions that do not permit disclosure (e.g. investigative techniques);
21. Upon the conclusion of each of the audits, the Auditor General will provide the Board with a report which will address the following:
- (a) assessment of the adequacy and effectiveness of the Service's or Board's policies, procedures and/or processes in the areas stated in the audit plan in relation to the requirements of the Regulation and/or Policing Standards Manual;
 - (b) identification of significant issues related to the policies, procedures and/or processes of the Service or the Board, including recommended improvements; and,
 - (c) updates where necessary on the status and results of the audit work plan.
22. The Chief of Police will ensure that the Service's financial transactions are verified by an annual audit conducted by the City of Toronto's external Auditor as identified in section 139 of the *City of Toronto Act, 2006*;

Annual Reporting from the Chief of Police to the Board

23. In addition to any other reporting requirements required by the Board, the Chief of Police will prepare annual report(s) for the Board relating to the activities during the previous fiscal year for each of the adequacy standards, including information on:
- (a) performance objectives, indicators, applicable generally accepted industry standards and results;
 - (b) public complaints; and
 - (c) the Service's compliance with this Policy and the Adequacy Standards as stated in the Regulation, including:
 - i. a summary of any changes made during the reporting period to procedures regarding each of the sections of this Policy;
 - ii. the status of Service compliance with these procedures; and
 - iii. any additional reporting requirements specified by the Board in the following chapters; and
24. The Chief of Police, in consultation with the Executive Director and Chief of Staff, will develop an expected schedule for the annual report(s), and post it on the Service's website.

II AI-001 – BOARD BUSINESS PLAN

REPORTING REQUIREMENT	Triennial
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy and Effectiveness of Police Services</i> , O. Reg. 3/99, ss. 4(1), 30, 32(2).
TAGS	Adequacy Standards, Administration and Infrastructure, Board Administration, Planning, General

It is the policy of the Toronto Police Services Board with respect to the preparation of its business plan for the Toronto Police Service that:

Consultation

1. The Board, in partnership with the Chief of Police, will prepare a strategy for the development of a business plan, consistent with the requirements of the Adequacy Standards Regulation.
2. The business plan strategy will include consultation on:
 - (a) an environmental scan of the community that highlights policing issues that may include crime highlights, crime prevention initiatives, calls for service, public disorder trends or any other policing and public safety matter within the community;
 - (b) the results achieved by the Service with respect to the current business plan; and
 - (c) a summary of the workload assessments and service delivery evaluations undertaken during the existing business plan cycle;
 - (d) the Board's proposals with respect to the Service's objectives, core business and functions including performance objectives and indicators relating to:
 - i. the Service's provision of community based crime prevention initiatives, community based patrol and criminal investigative services;
 - ii. community satisfaction with the Service;
 - iii. emergency calls for service;
 - iv. violent crime and clearance rates for violent crime;
 - v. property crimes and clearance rates for property crime;
 - vi. youth crime, clearance rates for youth crime, and rates of pre-charge diversion of youth;
 - vii. police assistance to victims of crime and re-victimization rates; and
 - viii. road safety; and
 - (e) the estimated cost of delivering adequate and effective police services to meet the needs identified in the draft business plan.

Performance Objectives

3. The Board, in partnership with the Chief of Police, will consider when developing the performance objectives set out in section 2(d), factors such as:
 - (a) the police service's existing and/or previous performance, and estimated costs;
 - (b) analysis and trends of crime rates, calls for service and public disorder, and other social, demographic and economic factors that may impact on the community;
 - (c) the type of performance objectives, indicators and results being used/achieved in other similar/comparable jurisdictions;
 - (d) the availability of measurements for assessing the success in achieving the performance objectives; and
 - (e) community expectations, derived from the consultation process, community satisfaction surveys, and victimization surveys.

Information Technology

4. The Board, in partnership with the Chief of Police, will develop an information technology plan that:
 - (a) is based on an evaluation of the police service's information technology needs, including its capacity to electronically share information with other agencies, organizations and community groups;
 - (b) requires the periodic review of key business processes, practices and related technology to identify possible changes that may reduce the administrative workload of front-line officers; and
 - (c) addresses information technology acquisition, updating, replacement and training.

Consistent with the Adequacy Standards Regulation, the plan shall be noted in the business plan.

Police Facilities

5. The Board, in partnership with the Chief of Police, will develop a police facilities plan that provides adequate policing services 24 hours a day, including, at a minimum, ensuring that the Service maintains one or more police facilities that are accessible to the public during normal working hours, and public telecommunications access to a communication centre during all other hours. Consistent with the Adequacy Standards Regulation, the plan shall be noted in the business plan.
6. The Chief of Police should review and report back to the board, at least once every business cycle, on whether:
 - (a) all police facilities:
 - i. meet or exceed the requirements in the applicable Statutes of Ontario including but not limited to, the Building Code Act and Regulations, Fire Protection and

Prevention Act, Health Protection and Promotion Act, Occupational Health and Safety Act, Building Code Act, and the Workplace Safety and Insurance Act;

- ii. meet or exceed the requirements in the Police Services Board Environmental Policy;
 - iii. have sufficient space for the efficient organization of offices and equipment;
 - iv. be adequately heated, ventilated, illuminated and, where appropriate and practical, air conditioned, when in use;
 - v. have lockers, separate change area, if members are required to change at the workplace, and washroom facilities, and where appropriate and practical, shower facilities; and
 - vi. have appropriate security measures and communications;
- (b) members of the Service have available:
- i. appropriate and secure working, records and equipment storage space; and
 - ii. separate or private areas for interviewing purposes; and
- (c) the Service's lock-up facilities meet the following requirements:
- i. the minimum cell size is 7' x 4'6" x 7' high;
 - ii. fire extinguishers are secure and readily available in the lock-up area, but out of reach of the person in custody;
 - iii. smoke and heat detectors are installed in the lock-up area;
 - iv. toilet facilities are provided in each lock-up;
 - v. no unsafe conditions exist, including means of attaching ligatures;
 - vi. first aid equipment, including airway devices for mouth to mouth resuscitation, are readily available;
 - vii. lock-ups are separate from public view;
 - viii. confidential interviews with legal counsel can be accommodated;
 - ix. a proper area for prisoner processing is provided;
 - x. cell keys are in a secure location and master or duplicate keys are readily available;
 - xi. the area where prisoners are processed and/or searched is well illuminated, secure and has no hazardous conditions present;
 - xii. compliant with the Service's policy and procedures with respect to communicable diseases; and
 - xiii. a means of constantly communicating with the main desk area and/or the communications centre is available.

7. Where it is determined that the police facilities do not meet the requirements in 6.a. the Chief of Police should prepare a plan for the Board that sets out options and costs in order to meet the requirements.

Resource Planning

8. The Board, in partnership with the Chief of Police, will develop a resource plan and methodology which takes into account policing service demands. The Chief of Police will:

- (a) implement and maintain a resource staffing strategy that is based on the authorized establishment for the Service, as approved by the Board, which takes into consideration the Business Plan and existing demands for service; and
- (b) at least once every business cycle, report back on workload assessments and service delivery evaluations for the following areas:
 - i. crime prevention;
 - ii. law enforcement, including the service's community patrol, communications and dispatch, crime analysis, criminal intelligence, criminal investigation and investigative supports functions;
 - iii. providing assistance to victims;
 - iv. public order maintenance; and
 - v. emergency response services for the six functions identified in sections 21(1) and 22 of the Adequacy Standards Regulation.

Consistent with the Adequacy Standards Regulation, the resource plan shall be noted in the business plan.

Communication

- 9. The Board, in partnership with the Chief of Police, will establish a process, with municipal council if required, for the communication of the business plan to:
 - (a) members of the police service; and
 - (b) members of the public.

III CITY COUNCIL PROTOCOL

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy and Effectiveness of Police Services</i> , O. Reg. 3/99, ss. 30(1), 31, 32.
TAGS	Adequacy Standards, General, Relationship with City Council

It is the Policy of the Toronto Police Services Board that:

1. The Board will provide Toronto City Council with the opportunity to contribute to the development of the Board’s Business Plan, including notifying the Clerk of any public meetings or consultation processes scheduled by the Board for the development of the business plan; and with the opportunity of jointly determining, and participating in, the consultation processes.
2. The Board will take into consideration, and where appropriate incorporate, Toronto City Council’s strategic priorities and plans in its Business Plan.
3. The Board’s Business Plan, which is to be published at the end of the three year cycle, will be made available to Toronto City Council no later than July 30 and to the general public no more than 30 days after.
4. The Board will provide copies of the Toronto Police Service Annual Statistical Report, the Annual Report and the Service Performance Year End Report to Toronto City Council and to the general public no later than July 30.
5. The Board will provide Toronto City Council with notice of dates, times and locations of monthly meetings of the Toronto Police Services Board in January of each year.
6. The Board will provide information as required or requested by Toronto City Council or as directed by the Board for City Council’s consideration, with respect to Board meeting agendas, minutes, budgets and any other matter from time to time as may be permitted by section 35 of the *Police Services Act*.
7. The Board will review and respond to Toronto City Council decisions applicable to the Board. In its response, the Board will give consideration to its statutory responsibilities and the objectives of both the Board and Toronto City Council relevant to the decision.

In addition, and in accordance with the recommendations in the *Independent Civilian Review into Matters Relating to the G20 Summit* (Hon. John W. Morden, 2012):

8. Toronto City Council will communicate to the Board any information it obtains pertaining to the Board or the Service or that is necessary for the effective and efficient provision of policing services in Toronto, in a timely manner.

9. The Board will ensure that matters relating to the policing of major events which concern the City of Toronto will be communicated to City Council in a timely manner.
10. Where Toronto City Council considers matters with respect to the policing of major events, City Council will share this information with the Board in a timely manner, and so as to facilitate appropriate planning and coordination with the Service.

Part 2: ADMINISTRATION AND INFRASTRUCTURE

IV AI-002 – SKILLS DEVELOPMENT AND LEARNING PLAN

REPORTING REQUIREMENT	Chief to report to Board once every year
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy and Effectiveness of Police Services</i> , O. Reg. 3/99, s. 33.
TAGS	Adequacy Standards, Administration and Infrastructure, Human Resources, Training

It is the policy of the Toronto Police Services Board that the Chief of Police will prepare once every three years, a skills development and learning plan that:

1. Includes the plan's objectives with an overview of the Service's existing and future skills development and learning needs;
2. Promotes innovative and cost-effective delivery of skills development and learning, identifying potential partnerships with other service providers;
3. Supports the implementation of a program to coach and mentor new officers and any other Service personnel as required;
4. Ensures the development and maintenance of knowledge, skills and abilities of Service members, consistent with the Adequacy Standards Regulation;
5. Engages the communities of Toronto and seeks opportunities for partnership with experts from the community, including individuals with lived experience, in the development and delivery of training, where possible;
6. Emphasizes the importance of organizational learning;
7. Addresses the responsibility of members for career development and skills development and learning.
8. Ensures that the plan addresses the training and sharing of information with officers, communications operators and supervisors on;
 - (a) protocols; and
 - (b) conflict resolution and use of force related to persons who may be emotionally disturbed, or may have a developmental disability;
9. Includes an evaluation plan to ensure the effectiveness and impact of the Service's training; and

10. Is consistent with the Adequacy Standards Regulation.

Reporting

Furthermore, it is the policy of the Toronto Police Services Board that:

11. The Chief of Police will prepare an annual report to the Board with the findings of the evaluations of training carried out during the year.

V AI-003/AI-016 – EQUAL OPPORTUNITY, DISCRIMINATION AND WORKPLACE HARASSMENT, VIOLENCE AND SEXUAL HARASSMENT PREVENTION

REPORTING REQUIREMENT	Annual Report Toronto Police Service - Human Resources Strategy Annual Reports
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, s 31(1)(c), 47(1)(2). <i>Ontario Human Rights Code</i> , R.S.O. 1990, c.H.19, s 24(2), 5(1), 5(2) 7(2) and 7(3)(a) <i>Occupational Health and Safety Act</i> , R.S.O. 1990, c.O.1, s 32.0.1-32.0.7, 43(1), 43(2)(a)
TAGS	Adequacy Standards, Administration and Infrastructure, Human Resources, Human Rights, Inclusion, Health and Safety

The Toronto Police Services Board is committed to the principle that every person has a right to receive police services without discrimination or harassment, as provided by law, including the *Ontario Human Rights Code* (the *Code*).

Further, the Toronto Police Services Board is committed to the principle that all members of the Toronto Police Service (the Service) have a right to work in a safe and healthy environment without discrimination, violence or harassment, including sexual harassment, as provided by law, including the *Code* and/or the *Occupational Health and Safety Act*.

This policy is intended to ensure that Service Members feel safe of discrimination, violence and harassment in the workplace, and feel secure in raising complaints of discrimination, violence and harassment where they occur; that all individuals – whether recipients of service or employees – have equal opportunities in receipt of services or employment opportunities; that all allegations of discrimination, violence and harassment are treated in an effective, sensitive and timely manner, with corrective and preventive measures as appropriate; and that those in positions of supervision are held accountable for their actions in relation to these matters.

It is therefore the policy of the Toronto Police Services Board that:

Prevention

1. The Chief of Police will develop procedures, programs and initiatives that address:
 - (a) equal opportunities, in a manner that is consistent with the principles of the *Police Services Act* and the *Ontario Human Rights Code*, including recruitment, selection, career development and promotion as well as receipt of services;
 - (b) workplace harassment, including developing and maintaining a program to implement the policy, in accordance with the *Occupational Health and Safety Act*;

- (c) responding to and preventing workplace violence, including developing and maintaining a program to implement the policy, in accordance with the *Occupational Health and Safety Act*;
 - (d) responding to and preventing discrimination, harassment and sexual harassment in the workplace, including retaliation against Service Members who report or complain about the conduct of another Service Member; and
 - (e) employment accommodation in accordance with the *Ontario Human Rights Code* and section 47 of the *Police Services Act*.
2. The Chief of Police will ensure that no sexist, racist or other derogatory material is displayed in the workplace;
 3. The Chief of Police will implement an employee appraisal system that includes key commitments related to diversity and human rights;
 4. The Chief of Police will ensure that all Service members are provided with appropriate information and training on the workplace violence prevention policy and program; and
 5. The Chief of Police will ensure that all officers receive training on race relations, diversity and human rights.

Reporting

6. The Chief of Police will prepare an annual report to the Board that will include:
 - (a) a statistical summary, broken down by Sworn or Civilian members, and by management or individual contributor positions, of:
 - i. all reports, complaints and grievances filed during the reporting period with regard to workplace harassment, violence, sexual harassment and discrimination, broken down by the forum in which the complaint was filed (e.g., Professional Standards; Equity, Inclusion & Human Rights; Human Rights Tribunal of Ontario, etc) and, where possible, demographic information of the complainant;
 - ii. the number of individuals with more than a single complaint filed against them in the previous 24 months;
 - iii. findings of investigation of complaints that were concluded during the reporting period and actions taken, including statistical breakdowns of the outcome of these investigations as it relates to both Uniform and Civilian Members;
 - iv. type of alternative resolution(s) implemented, if applicable, including statistical breakdowns of whether the resolution(s) were successful or not, as it relates to both Uniform and Civilian Members
 - v. the number of outstanding complaints still under investigation; and
 - vi. the number of outstanding complaints still under investigation where the complaints were filed more than a year prior to the beginning of the current reporting period;
 - (b) a statistical summary of employment accommodation requests made during the reporting period, and actions taken; and

(c) a report on the Service's Human Resources strategy.

VI AI-004 – COMMUNICABLE DISEASES

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 26(1)(a)(b). <i>Occupational Health and Safety Act</i> , R.S.O. 1990, c.O.1, as amended.
TAGS	Adequacy Standards, Administration and Infrastructure, Health and Safety

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop and maintain procedures that are consistent with the most recent Ministry of Health’s “Preventing and Assessing Occupational Exposures to Selected Communicable Diseases – An Information Manual for Designated Officers;”
2. The Chief of Police will designate and train one or more members as a Communicable Disease Coordinator(s);
3. The Chief of Police will ensure that each Communicable Disease Coordinator is provided with the most recent copy of the Ministry of Health and Long Term Care’s “Preventing and Assessing Occupational Exposures to Selected Communicable Diseases – An Information Manual for Designated Officers”;
4. The Chief of Police will work, where possible, with the City of Toronto Medical Officer of Health, to develop a post-exposure plan that addresses roles and responsibilities, reporting protocols, medical evaluation, intervention, confidentiality, access to treatments and follow-up support for Service members who have suffered a high-risk occupational exposure to a communicable disease; and
5. The Chief of Police, in collaboration with the appropriate City of Toronto authorities, will develop a plan to ensure the availability of personal protection equipment in the case of a large scale health emergency (e.g., pandemic).

VII AI-005 – USE OF AUXILIARIES

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, ss. 31(1)(c), 52. <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 2(1)(2). <i>Equipment and Use of Force</i> , O. Reg. 926.
TAGS	Adequacy Standards, Administration and Infrastructure, Human Resources

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop and maintain procedures that address the use of auxiliaries by the Service in accordance with the *Police Services Act* and the Adequacy Standards Regulation; and
2. The Chief of Police will ensure that records are maintained regarding the use of auxiliaries.

VIII AI-006 – USE OF VOLUNTEERS

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, ss. 2(1)(2), 27(b).
TAGS	Adequacy Standards, Administration and Infrastructure, Human Resources

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop and maintain procedures that address the use of volunteers by the Service in accordance with the Adequacy Standards Regulation, including recruitment, screening, training and supervision; and
2. The Chief of Police will ensure that records are maintained relating to the use of volunteers.

IX AI-007 – MANAGEMENT OF POLICE RECORDS

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Violent Crime Linkage Analysis System Reports</i> , O. Reg. 550/96.
TAGS	Adequacy Standards, Administration and Infrastructure, Planning, Data and Records

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will establish procedures on records management, including the collection, security, retention, use, disclosure and destruction of records in accordance with the requirements of the appropriate legislation;
2. The Chief of Police will comply with the procedures set out in the Ministry of The Solicitor General' ("Ministry") designated "Ontario Major Case Management Manual"; and
3. The Chief of Police will establish procedures on the Canadian Police Information Centre ("CPIC") that are consistent with the "CPIC Reference Manual" and the Ministry's policy relating to CPIC Records.

X AI-008 – MARKED GENERAL PATROL VEHICLES

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Equipment and Use of Force</i> , O. Reg. 926, s. 15. <i>Occupational Health and Safety Act</i> , R.S.O. 1990, c.0.1, as amended.
TAGS	Adequacy Standards, Administration and Infrastructure, Equipment and Uniform, Vehicles

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will establish procedures that set out the function of marked general patrol vehicles;
2. The Chief of Police will ensure that the Service's marked general patrol vehicles meet required specifications as set out in the Ministry's Policing Standards Manual;
3. The Chief of Police will ensure the regular maintenance, inspection and replacement of the Service's marked general patrol vehicles; and
4. The Chief of Police will consult with designated Service representatives regarding the acquisition of marked general patrol vehicles and related equipment.

XIAI-009 – SAFE STORAGE OF POLICE SERVICE FIREARMS

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Firearms Act</i> , 1995, c.39, s.117. <i>Public Agents Firearms Regulation</i> , s. 3(1).
TAGS	Adequacy Standards, Administration and Infrastructure, Equipment and Uniform, Health and Safety, Firearms

It is the policy of the Toronto Police Services Board that the Chief of Police will establish procedures that are consistent with the requirements of the *Firearms Act* and the *Public Agents Firearms Regulations*.

XII AI-010 – UNIFORMS, WORKING ATTIRE AND EQUIPMENT

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>General</i> , O. Reg 268/10. <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 35.
TAGS	Adequacy Standards, Administration and Infrastructure, Equipment and Uniform, Professional Conduct

It is the policy of the Toronto Police Services Board that:

Police Uniforms

1. The Chief of Police will develop procedures on the provision and use of standardized uniforms by the Toronto Police Service's uniformed police officers and civilian members;

Care and Control

2. All articles of uniform and equipment necessary for the performance of duty will be provided by and remain the property of the Board;
3. The Chief of Police will develop procedures for the management, care, control and storage of uniforms, clothing, property and equipment;

Working Attire and Dress

4. The Chief of Police will establish a working attire that is professional and business-like for all Service members requiring uniforms, including volunteers;
5. The Chief of Police will determine the uniform of the day and standardized dress codes. The dress code will accommodate individuals and/or groups of individuals as may be required by the Ontario *Human Rights Code* or any other legal requirement; and
6. The Chief of Police will consult with the Board prior to making any changes to the uniform, working attire or equipment of such significance or import as to alter the appearance of the uniform, working attire or equipment as it will be observed by members of Toronto's communities.

XIII AI-013 – SPEED DETECTION DEVICES

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99. <i>Occupational Health and Safety Act</i>
TAGS	Adequacy Standards, Administration and Infrastructure, Equipment and Uniform, Traffic, Health and Safety

Traffic enforcement and the safety of road users are important elements of public safety and are statutorily required. In this regard, positive outcomes depend on the proper and safe operation of speed detection devices, and the provision of standardized training in the safe, effective and consistent use of speed detection devices.

It is, therefore, the policy of the Toronto Police Services Board that:

1. The Chief of Police will ensure the provision of speed detection devices that:
 - (a) comply with the current NHTSA performance standards adopted by the International Association of Chiefs of Police (IACP) and entitled, “Speed Measuring Device Performance Specifications: Down-The-Road Radar Module” (DOT HS 809-812, June 2004, Technical Manual or its successor versions); and, “Speed Measuring Device Performance Specifications: Lidar Module” (DOT HS 809 811, June 2004, Technical Manual or its successor versions);
 - (b) do not exceed the current 50W/m² occupational exposure limits (formerly expressed as 5mW/cm²) in compliance with the Occupational Exposure Limits established by Health Canada’s *Safety Code 6, 2009* and adopted by Ontario Ministry of Labour’s Health and Safety Guidance Note “Radiofrequency and Microwave Radiation in the Workplace”³ and their successors;
 - (c) are tested and certified initially by the manufacturer to be in accordance with the above NHTSA performance standards and similarly tested and certified following any major repair; and
 - (d) comply with any other performance standards for speed detection radar devices and emission safety units as set out in the Ontario Ministry of Labour’s Health and Safety Guideline;
2. The Chief of Police will ensure that speed detection devices are tested for accuracy upon set-up;
3. The Chief of Police will ensure that speed detection devices are tested and certified initially and following any repair or maintenance in accordance with the National Highway Traffic Safety Administration standards;

4. The Chief of Police will ensure that training and information are provided on the use of speed detection devices;
5. The Chief of Police will ensure that each member uses, maintains and cares for the speed detection devices provided to them in accordance with the standards established by the Minister;
6. The Chief of Police will ensure that police officers do not:
 - (a) use speed detection devices unless the member has successfully completed the required training course(s) delivered by a qualified trainer;
 - (b) have speed detection devices transmitting when not in use; and
 - (c) direct the speed detection devices towards any part of the body, specifically the head and groin areas.
7. The Chief of Police will ensure that, at least every thirty-six months, every operator who may be required to use speed detection devices successfully completes an accredited or prescribed training course by a qualified Instructor that reviews the topics covered in the initial accredited/prescribed training course, including updates on changes in case law, new technological developments and/or operating procedures; and
8. The Chief of Police will ensure that police officers receive information regarding the Model Minimum Performance Specifications for Police Traffic Radar Devices DOT HS 808-069, Model Minimum Performance Specifications for Lidar Speed Measurement Devices DOT HS 809 239, Health Canada's Safety Code 6 and the OHSA including the Ontario Ministry of Labour's Health and Safety Guideline "Radiofrequency and Microwave Radiation in the Workplace;" and on the Ontario Police Health and Safety Committee (OPHSC) Guidance Note #8 entitled "High Visibility Garments" (or successor versions of any of these).

XIV AI-014 – SECURE HOLSTER

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act, R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). Equipment and Use of Force Regulation 926. Occupational Health and Safety Act.</i>
TAGS	Adequacy Standards, Administration and Infrastructure, Uniforms and Equipment, Firearms, Health and Safety

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will ensure the provision of secure holster equipment that is constructed to provide the level of protection that is necessary for the performance of duty including:
 - (a) inhibiting the handgun from being drawn inadvertently;
 - (b) inhibiting the handgun from being withdrawn by an unauthorized person; and
 - (c) permitting the rapid unimpeded drawing of the handgun should it be required.
2. The chief of Police will consult with designated employee representatives regarding the acquisition of secure holsters.

XV AI-015 – EQUIPMENT-BODY ARMOUR

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act, R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). Equipment and Use of Force Regulation 926. Occupational Health and Safety Act.</i>
TAGS	Adequacy Standards, Administration and Infrastructure, Uniforms and Equipment, Health and Safety

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will ensure the provision of body armour equipment that is constructed to provide the level of protection necessary for the performance of duty that addresses:
 - (a) the type of weapons members are likely exposed to;
 - (b) protection for members from their own handguns and ammunition that are in accordance with prescribed specifications;
2. The Chief of Police will ensure the provision of body armour that is purchased from manufacturers that:
 - (a) practice effective quality control for testing and labeling in accordance with current National Institute of Justice (NIJ) Standards/Requirements on Ballistic Resistance of Body Armor;
 - (b) are certified under current International Organization for Standardization-ISO 9001:2008 standards for production and manufacturing; and
 - (c) ensure that the body armour provided is listed on the NIJ Compliant Products List, including replacement panels and carriers, in accordance with current NIJ Standards/Requirements;
3. The Chief of Police will ensure that each member uses, maintains and cares for the body armour provided in accordance with the manufacturer's instructions;
4. The Chief of Police will ensure that a formal and documented inspection program is in place that addresses wear and tear;
5. The Chief of Police will ensure that members receive the appropriate training on the legislative requirements of OHSA and information on use and care, as well as the benefits and limitations of body armour; and
6. The Chief of Police will consult with designated employee representatives regarding the acquisition of body armour.

XVI AI-017 – ACOUSTIC HAILING DEVICES

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990 c.P.15, as amended, s. 31(1)(c) <i>Equipment and Use of Force</i> , R.R.O. 1990/926 s. 16 (1)-16 (5)
TAGS	Adequacy Standards, Administration and Infrastructure, Special Events, Equipment and Uniform, Health and Safety

This chapter is intended to assist the Chief in establishing appropriate procedures that ensure that long-range acoustic hailing devices are used only for the purpose of communicating and, further, that they are used in a way that minimizes risk to the public and that is in compliance with Ontario’s occupational health and safety legislation.

It is the policy of the Toronto Police Services Board that with respect to long-range acoustic hailing devices the Chief of Police will:

1. Establish procedures regarding the use of long-range acoustic hailing devices based on recommendations about the devices per section 16(1)(c) of the *Equipment and Use of Force Regulation*; and
2. Ensure that long-range acoustic hailing devices will only be used in accordance with procedures that set out the training, supervisory, operating and reporting requirements for their deployment.

Part 3: CRIME PREVENTION

XVII CP-001 – PROBLEM-ORIENTED POLICING

REPORTING REQUIREMENT	Annual Report
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 3.
TAGS	Adequacy Standards, Crime Prevention, Planning, General, Data and Recrods

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will require appropriate supervisors and front-line members to work, where possible, with municipalities, school boards, businesses, community organizations and members of the public to address crime, public disorder and road safety problems;
2. The Chief of Police will require appropriate supervisors and front-line members to promote and implement problem-oriented policing initiatives to respond to identified crime, community safety, public disorder and road safety problems, including repeat calls for service and repeat victimization;
3. The Chief of Police will ensure that supervisors and front-line members are provided with information and resource material on problem-oriented policing;
4. The Chief of Police will promote the use of current best practices in responding to high crime or high occurrence places/areas and serial occurrences;
5. The Chief of Police will develop procedures to support the promotion and implementation of problem-oriented policing; and
6. The Chief of Police will provide information and examples in the annual report on the steps taken by the police service to promote, implement and evaluate problem-oriented policing initiatives.

XVIII CP-002 – CRIME PREVENTION

REPORTING REQUIREMENT	Annual Report
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, ss. 1(1), 2(1)(2), 3.
TAGS	Adequacy Standards, Crime Prevention, Planning, General

The Toronto Police Services Board views crime prevention as one component of community safety and well-being that, when properly embedded into community policing approaches, works to ensure those in Toronto feel safe in the communities in which they live, work and otherwise participate. The prevention of crime can only be achieved through information-sharing and strategic collaboration with the City, local organizations and government agencies, businesses, and members of the community itself. These initiatives must exist in addition to local crime prevention activities being undertaken by front-line officers and supervisors in accordance with the police service's procedures on problem-oriented policing, to which this Chapter of the Policy does not apply.

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will ensure that the police service provides community-based crime prevention initiatives by using Service members and may also use auxiliary members, special constables and volunteers. Auxiliary members, special constables and volunteers used in community-based crime prevention initiatives must be under the direction of a Service member;
2. The Chief of Police will designate a member(s) to have overall responsibility for the police service's involvement in community-based crime prevention initiatives;
3. The Chief of Police will identify the need for the implementation of crime prevention initiatives for crime, call and public disorder analysis, criminal intelligence, road safety and community needs;
4. The Chief of Police will ensure that the police service works, where possible, with the City of Toronto school boards, community organizations, neighbourhoods, businesses and neighbouring municipalities or jurisdictions to develop and implement community-based crime prevention initiatives;
5. The Chief of Police will consider the need for a multi-agency strategy to prevent or counter the activities of criminal gangs, including youth gangs, and prevent the proliferation of guns in the community;

6. The Chief of Police will establish procedures and processes on community-based crime prevention initiatives for the police service;
7. The Chief of Police will ensure the development and implementation of evaluation frameworks for crime prevention initiatives; and
8. The Chief of Police will include in the Service's annual report to the Board:
 - (a) information and examples of the Service's crime prevention initiatives; and
 - (b) evidence on the effectiveness of a sample the Service's crime prevention initiatives.

Part 4: EMERGENCY RESPONSE

XIX ER-001 – PRELIMINARY PERIMETER CONTROL AND CONTAINMENT

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, ss. 21, 22, 24(2), 25(2)(a), 25(3).
TAGS	Adequacy Standards, Emergency Response

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will provide preliminary perimeter control and containment by using Service members in a containment team, tactical unit or as otherwise required;
2. The Chief of Police will establish procedures on preliminary control and containment that address:
 - (a) the circumstances in which preliminary perimeter control and containment will be established;
 - (b) operational responsibility for an incident where preliminary perimeter control and containment is being established;
 - (c) the deployment of other emergency response services, including receiving assistance from other agencies;
 - (d) the duties of an officer involved in the establishment of preliminary perimeter control and containment, including compliance with the requirement of section 22(3) of the Adequacy Standards Regulation, pending the deployment of a tactical unit; and
 - (e) the training of officers in preliminary perimeter control and containment; and
3. The Chief of Police will develop and maintain a manual on containment team services that addresses:
 - (a) the selection process for members of the team, including ensuring that members who provide this service meet the requirements of the Adequacy Standards Regulation;
 - (b) the equipment to be used/available to the members of the team in accordance with the Ministry's designated equipment and facilities list; and
 - (c) the ongoing training of members of the team.

XX ER-002\ER-003 – TACTICAL AND HOSTAGE RESCUE UNIT

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, ss. 21(1) (5), 23, 24(2), 25(2)(a)(b), 25(3).
TAGS	Adequacy Standards, Emergency Response

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop and establish procedures on tactical unit services to effectively and efficiently perform the following functions:
 - (a) containment;
 - (b) apprehension of an armed barricaded person;
 - (c) forced entry, and
 - (d) hostage rescue;
2. The Chief of Police will ensure that the Service will provide the services of a tactical and hostage rescue unit by using Service members, that will consist of a minimum of 12 full-time tactical officers including the supervisor, who are dedicated to the tactical and hostage rescue unit, but who, when not training or undertaking tactical activities, may undertake community patrol;
3. The Chief of Police will establish a selection process for members of the unit, including ensuring that members who provide this service meet the requirements of the Adequacy Standards Regulation;
4. The Chief of Police will ensure that tactical and hostage rescue unit services are available 24 hours a day and deployed in a reasonable time;
5. The Chief of Police will ensure that the established procedures set out the circumstances in which tactical and hostage rescue unit services will be deployed, including the process for obtaining the service and reporting relationships, and further delegate to the supervisor or major incident commander the responsibility for determining how many tactical officers are required to be deployed at an incident;
6. The Chief of Police will ensure that the established procedures set out processes for engagement with individuals who may be in crisis, with the goal of reducing harm and preventing loss of life;
7. The Chief of Police will ensure that the tactical and hostage rescue unit may perform explosive forced entry if it uses the services of a police explosive forced entry technician;

8. The Chief of Police will develop and maintain a manual on tactical and hostage rescue unit services that is available to each Service member providing these services;
9. The Chief of Police will establish a selection process for members of the tactical and hostage rescue unit, including ensuring that members who provide this service meet the requirements of the Adequacy Standards Regulation;
10. The Chief of Police will ensure that every member of the tactical and hostage rescue unit has successfully completed the required training accredited by the Ministry of the Solicitor General or has equivalent qualifications and skills as approved by the Ministry;
11. The Chief of Police will ensure the ongoing training of Members who provide this service, including training on de-escalation and strategies for engagement with a person in crisis, aimed at reducing harm and preventing loss of life; and
12. The Chief of Police will ensure that appropriate equipment, in accordance with the Ministry's designated equipment and facilities list, is available to the members who provide this service, and used by them.

XXI ER-004 – MAJOR INCIDENT COMMAND

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, ss. 21(1), 21(5), 24(2), 25(2)(a), 25(3).
TAGS	Adequacy Standards, Emergency Response

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will ensure that the Service will provide the services of a major incident commander by using Service members, which will be available 24 hours a day;
2. The Chief of Police will establish procedures that set out the circumstances in which a major incident commander will be deployed and set out a reasonable time period for deployment;
3. The Chief of Police will develop and maintain a manual on major incident command that is available to each member providing these services;
4. The Chief of Police will establish a selection process for members who provide this service, including ensuring that members who provide this service meet the requirements of the Adequacy Standards Regulation;
5. The Chief of Police will ensure that every major incident commander has successfully completed the required training accredited by the Ministry of the Solicitor General (“the Ministry”) or has equivalent qualifications and skills as approved by the Ministry;
6. The Chief of Police will ensure the ongoing training of members who provide this service; and
7. The Chief of Police will ensure that appropriate equipment, in accordance with the Ministry’s designated equipment and facilities list, is available to members who provide this service and used by them.

XXII ER-005 – CRISIS NEGOTIATORS

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, ss. 21(1), 21(5), 23, 24, 25(2)(a), 25(3).
TAGS	Adequacy Standards, Emergency Response

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will ensure that the Service will provide the services of a crisis negotiator by using Service members, which will be available 24 hours a day and within a reasonable response time;
2. The Chief of Police will ensure that a crisis negotiator will not perform any incident management role other than crisis negotiation;
3. The Chief of Police will establish procedures that set out the circumstances in which a crisis negotiator will be deployed;
4. The Chief of Police will develop and maintain a manual on crisis negotiation that is available to each member providing these services;
5. The Chief of Police will establish a selection process for members who provide this service, including ensuring that members who provide this service meet the requirements of the Adequacy Standards Regulation;
6. The Chief of Police will ensure that every crisis negotiator has successfully completed the required training accredited by the Ministry of the Solicitor General (“the Ministry”) or has equivalent qualifications and skills as approved by the Ministry;
7. The Chief of Police will ensure the ongoing training of members who provide this service; and
8. The Chief of Police will ensure that appropriate equipment, in accordance with the Ministry’s designated equipment and facilities list, is available to members who provide this service and used by them.

XXIII ER-006 – EXPLOSIVES

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg.3/99, ss. 21(1), 21(5), 25(2)(a), 25(3).
TAGS	Adequacy Standards, Emergency Response

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will ensure that the Service will provide the services of police forced entry explosive technicians and explosive disposal technicians by using Service members, which will be available 24 hours a day and within a reasonable response time;
2. The Chief of Police will establish procedures that set out the circumstances in which police forced entry explosives and explosive disposal services will be deployed; and
3. The Chief of Police will:
 - (a) develop procedures for the initial response to occurrences involving found or suspected explosives;
 - (b) develop and maintain a manual on the use of police forced entry explosives and explosives disposal services that is available to each member providing that service;
 - (c) develop a selection process to ensure that members who provide these services have the knowledge, skills and abilities required to deliver these services effectively and safely;
 - (d) ensure the ongoing training of members providing these services; and
 - (e) ensure that appropriate equipment is available to members providing these services and used by them.

XXIVER-007 – GROUND SEARCH FOR LOST PERSONS OR MISSING PERSONS

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act, R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). Adequacy & Effectiveness of Police Services, O. Reg. 3/99, s. 27.</i>
TAGS	Adequacy Standards, Emergency Response

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop procedures on ground search for any required searches used in policing the City of Toronto, including search for lost or missing persons;
2. The Chief of Police will promote, through partnerships with other emergency service providers and/or volunteer groups, assistance and co-ordination of ground search services within the City of Toronto; and
3. The Chief of Police will ensure that search coordinators and team leaders have the knowledge, skills and abilities required to perform these functions

XXV ER-008 – EMERGENCY PLAN

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, ss. 27, 28.
TAGS	Adequacy Standards, Emergency Response, Planning

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will consult with the City of Toronto and other emergency services and prepare an emergency plan that addresses the role and duties of the police service during an emergency, and the procedures to be followed by members of the police service during an emergency, procedures with respect to counter-terrorism that are consistent with any federal and provincial counter-terrorism plan designated by the Solicitor General; and
2. The Chief of Police may adopt, in whole or part, any of the City of Toronto's Emergency Plan provided it addresses the role, duties, procedures and processes of the Service during an emergency.

XXVIER-009 – UNDERWATER SEARCH AND RECOVERY UNITS

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy and Effectiveness of Police Services</i> , O. Reg. 3/99. <i>Occupational Health and Safety Act Diving Operations Regulation 629/94.</i>
TAGS	Adequacy Standards, Emergency Response

It is the policy of the Toronto Police Services Board that:

1. The Service will provide the services of an underwater search and recovery unit by using its own members;
2. The underwater search and recovery unit's services will be available 24 hours a day within a reasonable response time;
3. The Chief of Police will establish procedures that:
 - (a) set out the circumstances in which and processes by which underwater search and recovery services will be deployed, including the process for obtaining the service and reporting relationships;
 - (b) establish the process for the deployment of other emergency response services, including receiving assistance from other agencies;
 - (c) ensure the ongoing training of members who provide this service; ensure that underwater search and recovery unit members are qualified to perform their specific tasks in accordance with *Competency Standard for Diving Operations CAN/CSA-Z275.4-02* or where amended;
 - (d) ensure that the underwater search and recovery unit members perform their tasks according to the *Occupational Safety Code for Diving Operations CAN/CSA-Z275.2-92* or where amended;
 - (e) ensure that underwater search and recovery unit members comply with all relevant standards as set out in the *Occupational Health and Safety Act (OHSA)*, the *Diving Operations Regulation*, the Canadian Standards Association and all relevant standards and legislation as set out by the Ministry of The Solicitor General;
 - (f) ensure that appropriate equipment, in accordance with OHSA, the *Diving Operations Regulation* and the Ministry's designated equipment and facilities list, is used and available to the members who provide this service;
 - (g) ensure that a reference file on all diving hazards is developed, maintained and available to each member providing this service;

- (h) establish a selection process for the unit, including ensuring that members who provide this service meet the requirements of local policies and procedures; and
- (i) ensure that the police service's major incident commanders receive training in their responsibilities and the capabilities of the underwater search and recovery unit.

XXVII ER-010 – CANINE UNIT

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy and Effectiveness of Police Services</i> , O. Reg. 3/99. <i>Occupational Health and Safety Act Diving Operations Regulation 629/94.</i>
TAGS	Adequacy Standards, Emergency Response

It is the policy of the Board that:

1. The Service will provide the services of a canine unit by using its own members;
2. The services will be available 24 hours a day and within a reasonable response time;
3. The Chief of Police will:
 - (a) establish procedures that set out the circumstances in which the services of the canine team will be deployed, including the process for obtaining the services and reporting relationships;
 - (b) establish procedures for the deployment of other emergency response services, including assistance from other agencies;
 - (c) develop and maintain a manual on canine services that is available to each member providing this service;
 - (d) ensure that members performing the functions of a canine team and/or unit have the knowledge, skills and abilities to provide the canine functions assigned;
 - (e) ensure the ongoing training of members who provide this service; and
 - (f) ensure that the appropriate equipment, consistent with the Ministry's recommended equipment list, is used/available to the members who provide this service.

Part 5: LAW ENFORCEMENT

XXVIII LE-001 – COMMUNITY PATROL

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act, R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). Adequacy & Effectiveness of Police Services, O. Reg. 3/99, s. 4(1)-(4).</i>
TAGS	Adequacy Standards, Law Enforcement, Community-Based Policing, General

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will ensure that the Service will provide community patrol consisting of general patrol and directed patrol in areas and times considered necessary and appropriate, by using Service members;
2. The Chief of Police will establish procedures and processes on community patrol, including when directed patrol is considered necessary or appropriate, based on such factors as crime, call and public disorder analysis, criminal intelligence, road safety and any other relevant factor as determined by the Chief of Police; and
3. The Chief of Police will, in extraordinary circumstances, at their discretion, obtain the assistance of another police service to enhance the Toronto Police Service's capacity to respond to emergency calls for service or to provide community patrol.

XXIXLE-002 – COMMUNICATIONS CENTRE

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, ss. 5(1)(a), 5(2), 5(6) and 6(1)(a)(b), 6(3)(a)(b).
TAGS	Adequacy Standards, Law Enforcement, General

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will ensure that the Service will have a communications centre which will provide communications and dispatch services by using Service members;
2. The Chief of Police will ensure that the communications centre will operate 24 hours a day with a sufficient number of communications operator(s) to answer reasonably anticipated volumes of emergency calls for service and maintain constant two-way voice communication capability with police officers who are on patrol and/or responding to emergency calls;
3. The Chief of Police will ensure that a Service member is available 24 hours a day to supervise police communications and dispatch services;
4. The Chief of Police will provide police officers on patrol with portable two-way voice communication capability that allows police officers to be in contact with the communications centre when away from their vehicle or on foot patrol;
5. The Chief of Police will establish procedures on communications and dispatch services;
6. The Chief of Police will establish procedures for when more than one officer must respond to an occurrence or call for service; and
7. The Chief of Police will ensure that communication operators and dispatchers and those supervising them have successfully completed the required training accredited by the Ministry of The Solicitor General (“Ministry”) or have equivalent qualifications or skills as approved by the Ministry.

XXX LE-003 – CRIME, CALL AND PUBLIC DISORDER ANALYSIS

REPORTING REQUIREMENT	Annual Report
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, ss. 5(1)(c), 5(2), 7(1)(2), 13(1)(d), 13(2), 31.
TAGS	Adequacy Standards, Law Enforcement, General

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will ensure that the Service will provide crime, call and public disorder analysis by using Service members;
2. The Chief of Police will ensure that the Service may obtain the services of a crime analysis specialist, as required, who is not a Service member to assist with crime, call and public disorder analysis and who must be under the direction of a Service member;
3. The Chief of Police will establish procedures and processes for the collection, collation, analysis and dissemination of crime, call and public disorder analysis;
4. The Chief of Police will ensure that Service Members and non-Members who perform or assist in performing crime, call and public disorder analysis, have the knowledge, skills and abilities to perform the functions, and have the necessary equipment;
5. The Chief of Police will promote the use of crime analysis by supervisors to identify areas or issues requiring directed patrol, targeted enforcement, problem-oriented or community-based crime prevention initiatives;
6. The Chief of Police will provide information in the annual report on crime, calls for service and public disorder patterns, trends and forecasts based on crime, call and public disorder analysis; and
7. The Chief of Police will share crime, call and public disorder analysis data and information on crime trends, as included in the Annual Report, with City Council, school boards, community organizations and groups, businesses and members of the public including Service members.

XXXILE-004 – CRIMINAL INTELLIGENCE

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, ss. 5(1)(b), 5(2), 13(1)(c).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will ensure that the Service will provide criminal intelligence by using Service members; and
2. The Chief of Police will:
 - (a) establish procedures and processes for criminal intelligence, including strategic and tactical intelligence;
 - (b) promote the use of criminal intelligence analysis by supervisors to identify areas or issues requiring directed patrol, targeted enforcement, problem-oriented policing initiatives or community-based crime prevention initiatives; and
 - (c) ensure that the members carrying out these functions have the knowledge, skills and abilities to perform the criminal intelligence function and the necessary tools and equipment.

XXXII LE-005 – ARRESTS

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 13(1)(j).
TAGS	Adequacy Standards, Law Enforcement, Interactions with Public

It is the policy of the Toronto Police Services Board that the Chief of Police will:

1. Establish procedures and processes regarding arrests that require the compliance of Service members with the legal and constitutional requirements relating to arrests; and
2. Ensure that officers, and other members as appropriate, are kept informed of changes in the law relating to arrest.

XXXIII LE-006 – CRIMINAL INVESTIGATION MANAGEMENT

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, ss. 9(1), (3), 11(1)(a)(b)(c)(e)(f), 11(2), 11(4), 12(1), 12(2), 14(1)(a)(c).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes

The objective of Criminal Investigations Management and Procedures is to ensure that investigations into criminal acts:

- Are effectively and efficiently investigated by qualified investigators and overseen by investigative supervisors;
- Respect the individual rights of victims, persons of interest, suspects and witnesses alike; and
- Are capable of supporting a successful prosecution of the person(s) for the criminal acts in question.

Therefore, it is the policy of the Toronto Police Services Board that:

1. The Chief of Police will ensure that the Service provides the services of qualified criminal investigators by using Service members. Criminal investigators, when not training or investigating criminal matters and/or occurrences, may undertake community patrol or any other duties as assigned.
2. The Chief of Police will prepare a criminal investigation management plan, consistent with the Adequacy Standards Regulation, that:
 - (a) lists occurrences for which a police officer is required to contact a supervisor as soon as practicable;
 - (b) permits the supervisor to assign responsibility to undertake or manage an investigation of an occurrence listed in the plan to any police officer, whether or not the police officer is a criminal investigator;
 - (c) list occurrences for which the supervisor must assign responsibility to undertake or manage an investigation of an occurrence to a qualified criminal investigator;
 - (d) addresses the monitoring by supervisors of criminal investigations; and
 - (e) identifies specific occurrences, as designated by the Minister of The Solicitor General, for which the Service will notify another police service, unit or task force designated by the Minister of The Solicitor General;

3. The Chief of Police will establish procedures that require supervisors to ensure that criminal investigations of occurrences, as listed in the plan, are assigned to qualified Service members;
4. The Chief of Police will establish procedures for obtaining assistance of qualified personnel from another police service or any other external agency in relation to undertaking or managing a criminal investigation of an occurrence, if required;
5. The Chief of Police will develop and maintain procedures and processes for undertaking and managing general criminal investigations;
6. The Chief of Police will ensure that persons providing scenes of crime analysis and forensic identification investigative supports meet the requirements of the Adequacy Standards Regulation;
7. The Chief of Police will ensure that the Service provides investigative supports, including supports in the areas of scenes of crime analysis, forensic identification, canine tracking, technical collision investigation and reconstruction, breath analysis, physical surveillance, electronic interception, video and photographic surveillance, polygraph and behavioural science by using Service members who have the knowledge, skills and abilities to provide that support;
8. The Chief of Police will establish procedures and processes regarding:
 - (a) the investigative supports referred to in section 7 above; and
 - (b) obtaining, when required, expert or specialized assistance from another police service or external agency, with respect to a criminal investigation.

XXXIV LE-007 – HATE OR BIAS MOTIVATED CRIME

REPORTING REQUIREMENT	Annual Report
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 12(1)(h).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes, Inclusion

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will establish and maintain a dedicated unit to investigate hate/bias motivated crime.
2. The Chief of Police will develop and maintain procedures and processes for undertaking and managing investigations into hate or bias motivated crime;
3. The Chief of Police will ensure that community organizations, school boards, victims' organizations, social services agencies, and the media are informed about the police service's procedures for investigating hate/bias motivated crime;
4. The Chief of Police will ensure that the police service works, where possible, with community organizations, school boards, victims' organizations, and social service agencies to prevent the repetition of hate/bias motivated crime and to counter the activities of organized hate groups in the community;
5. The Chief of Police will ensure that officers are provided with information on hate/bias motivated crime; and
6. The Chief of Police will ensure that the police service works with other law enforcement and government agencies to respond to hate/bias motivated crime and the activities of organized hate groups.

XXXV LE-008 – HATE PROPAGANDA

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 12(1)(h).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes, Planning, Inclusion

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop and maintain procedures and processes that require that investigations into hate propaganda be undertaken and managed in accordance with the police service's criminal investigation management plan;
2. The Chief of Police will ensure that the unit dedicated to the investigation of hate/bias motivated crime will be responsible for the investigation of hate propaganda occurrences;
3. The Chief of Police will ensure that community organizations, school boards, victims' organizations, social services agencies, and the media are informed about the police service's procedures for investigating hate propaganda occurrences; and
4. The Chief of Police will ensure that the police service works, where possible, with community organizations, school boards, victims' organizations, and social service agencies to respond to hate propaganda occurrences and to counter the activities of organized hate groups in the community.

XXXVI LE-009 – JOINT FORCES OPERATIONS

REPORTING REQUIREMENT	Annual report
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg.3/99, s. 13(1)(b).
TAGS	Adequacy Standards, Law Enforcement, General

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop procedures and processes that address the approval process and accountability mechanisms for joint forces operations;
2. The Chief of Police will provide information in the annual report on the number of completed joint forces operations that the police service participated in, the cost to the police service and whether they achieved their performance objectives.

XXXVII LE-010 – INTERNAL TASK FORCES

REPORTING REQUIREMENT	Annual report
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 13(1)(a).
TAGS	Adequacy Standards, Law Enforcement, General

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop procedures and processes that address the approval process and accountability mechanisms for internal task forces; and
2. The Chief of Police will provide information in the annual report on the number of completed internal task forces established within the police service, the cost to the police service and whether they achieved their performance objectives.

XXXVIII LE-011 – SEARCH OF PREMISES

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 13(1)(i).
TAGS	Adequacy Standards, Law Enforcement, Interactions with Public

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop procedures and processes regarding search of premises that require the compliance by Service members with legal and constitutional requirements relating to the search of premises; and
2. The Chief of Police will ensure that officers and other members as appropriate are kept informed of changes in the law relating to search of premises.

XXXIX LE-012 – SEARCH OF PERSONS

REPORTING REQUIREMENT	Annual Report
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 13(1)(h).
TAGS	Adequacy Standards, Law Enforcement, Interactions with Public

The Toronto Police Services Board (the Board) is committed to the principle that every person has a right to receive police services in accordance with relevant legislation and Board policy, in a manner which respects their dignity and human rights.

In particular, where searches of persons are concerned, it is important that all searches are conducted in accordance with all legal and constitutional requirements, including those set out in the case of *R. v. Golden*, as well as the relevant provisions of the Canadian Charter of Rights and Freedoms, the Police Services Act and the Ontario Human Rights Code.

Therefore, it is the policy of the Toronto Police Services Board that:

1. The Chief of Police will establish procedures and processes regarding search of persons that address:
 - (a) the compliance by members of the police service with legal and constitutional requirements relating to when and how searches of persons are to be undertaken;
 - (b) the circumstances in which an officer may undertake a search of a person;
 - (c) protective searches;
 - (d) frisk searches
 - (e) strip searches;
 - (f) body cavity searches;
 - (g) consent searches;
 - (h) the supervision of searches of persons; and
 - (i) the documentation of searches of persons.
2. The Chief of Police will ensure that officers and other members as appropriate are kept informed of changes in the law relating to the search of persons.

With respect to strip searches and body-cavity searches, in particular, it is the policy of the Toronto Police Services Board that:

3. The Chief of Police will establish procedures that accord with all legal and constitutional requirements, including the judgment of the Supreme Court of Canada in *R. v. Golden*, and that ensure that such searches are not conducted simply as a matter of routine.
4. The Chief of Police will establish procedures that ensure that each time a strip search or a body-cavity search is conducted, the individual being searched is informed of the reason for the search and the justification for conducting the search is recorded.
5. The Chief of Police will report to the Board on an annual basis with respect to:
 - (a) the total number of strip searches and body-cavity searches conducted by members of the Toronto Police Service;
 - (b) in general terms, the reasons articulated as the basis for the strip searches;
 - (c) the number of searches (protective, frisk, and strip) conducted in the field;
 - (d) the number of times that the Metal Detector Wand was used; and
 - (e) the number of times an item of concern (weapon, evidence, any item that could potentially cause harm to the individual or others, drugs, etc.) was found as a result of the search; and
6. The Chief of Police will notify the Board in the event of any substantive change to the relevant procedures.

XL LE-013 – POLICE RESPONSE TO PERSONS IN CRISIS

REPORTING REQUIREMENT	Annual report
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O.Reg.3/99, s. 13(1)(g). <i>Mental Health Act</i> , R.S.O. 1990, c. M.7
TAGS	Adequacy Standards, Law Enforcement, Person in Crisis, Mental Health and Addictions

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will establish procedures and processes in respect of police response to persons in crisis;
2. The Chief of Police will work, where possible, with appropriate community members and agencies, health care providers, government agencies, municipal officials, other criminal justice agencies and the local Crown Attorney to address service issues relating to persons in crisis;
3. The Chief of Police will ensure that the Service’s skills development and learning plan addresses the training and sharing of information with officers, communications operators /dispatchers and supervisors on incident response protocols, including conflict resolution, ongoing de-escalation and use of force in situations involving persons in crisis;
4. The Chief of Police will ensure that training with regards to police response to persons in crisis emphasizes that:
 - (a) The goal of the response is to end the incident as peacefully as possible;
 - (b) Members must use de-escalation methods on an ongoing basis wherever the threat or application of physical force is not necessary for the prevention of possible harm to the Member, the individual in crisis, or other members of the public; and
 - (c) Where application of physical force is determined to be necessary for the prevention of possible harm to the Member, the individual in crisis, or other members of the public, the Member will strive to use the least degree of force necessary for the achievement of this purpose, to the best of their judgement;
5. The Chief of Police will establish, in collaboration with health system partners, a dedicated unit to respond to persons who are experiencing a crisis related to mental health or addictions, which will be:
 - (a) Composed of Service Members who received specialized training in de-escalation and mental health, and mental health professionals; and
 - (b) Available to respond to calls 24 hours a day, seven days a week;

6. The Chief of Police will ensure that, where possible without causing undue risk to the public or Service Members, the dedicated unit will be prioritized as a first responder to incidents involving persons in crisis; and
7. The Chief of Police will report to the Board annually on:
 - (a) The number of incidents involving persons in crisis to which a Service response was dispatched;
 - (b) The number of incidents in (a) that resulted in an arrest;
 - (c) The number of incidents in (a) that resulted in an apprehension in accordance with the *Mental Health Act*;
 - (d) The number of incidents in (a) for which a Use of Force form was completed;
 - (e) The number of incidents in (a) for which a complaint was filed or where the Special Investigations Unit invoked its mandate, and the disposition thereof;
 - (f) The number of incidents in (a) that resulted in injury to:
 - i. The person in crisis, broken down by cause of injury (i.e., self-inflicted, Use of Force application, or other cause);
 - ii. A Service Member;
 - (g) The number of incidents in (a) that resulted in injury requiring immediate medical attention at the scene to:
 - i. A non-Service Member who was at the scene as part of a Mobile Crisis Intervention Team;
 - ii. Another emergency service provider (including community-led crisis response); or
 - (h) The number of incidents in (a) that resulted in a referral to mental health or other resources, without any enforcement action; and
 - (i) The number of incidents in (a)-(h) on which the dedicated unit for response to persons in crisis was the first responder.

XLI LE-014 – COURT SECURITY

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, ss. 31(1)(c), 137. <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s 16.
TAGS	Adequacy Standards, Law Enforcement, General, Planning

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will establish a local court security committee, to serve in an advisory capacity to the Chief of Police, comprised of representatives, at minimum, from the police, Crown, judiciary, local bar, victim services/organizations and Courts Services - Ministry of the Attorney General;
2. The Chief of Police will prepare a court security plan, in consultation with the local court security committee, that adequately addresses local needs and circumstances, and meets the statutory responsibilities set out in section 137 of the *Police Services Act*;
3. The Chief of Police will establish procedures that address supervision and training, as related to court security; and
4. The Chief of Police will ensure that court security personnel have the knowledge, skills and abilities to perform this function.

XLII LE-015 – CONFIDENTIAL SOURCES

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 13(1)(e).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will establish procedures and processes relating to the use and management of all confidential sources; and
2. The Chief of Police will establish procedures on the use of in-custody informants that are consistent with the procedures set out in the Ministry's designated *Ontario Major Case Management Manual*, and that support the Ministry of the Attorney General's process for such informers.

XLIHLE-016 – PRISONER CARE AND CONTROL

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 13(1)(l).
TAGS	Adequacy Standards, Law Enforcement, Interactions with Public, Prisoners

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will establish procedures and processes for:
 - (a) the care and control of prisoners, including effective monitoring; and
 - (b) responding to an escape from police custody.
2. The Chief of Police will ensure that members involved in prisoner care and control have the knowledge, skills and abilities required to perform this function;
3. Following an individual's escape from police custody, the Chief of Police will review the procedures, processes and practices of the police service for prisoner care and control and, at the discretion of the Chief of Police, report the findings to the Board;
4. Following an in-custody death, the Chief of Police will review the procedures, processes and practices of the police service for prisoner care and control and submit the Report of Investigation (as per section 11 of Ontario Regulation 673/98 of the *Police Services Act*) to the Board upon the conclusion of any associated Special Investigations Unit investigation;
5. The Chief of Police will ensure that procedures and processes established under this policy provide that where young people are to be detained in the same facility as adults, specific measures be taken to guarantee compliance with the Youth Criminal Justice Act, S.C. 2002, c.1; and
6. The Chief of Police will ensure that procedures and processes established under this policy provide that where male, female, and transgender individuals are to be detained in the same facility, specific measures be taken to separate completely male, female, transsexual and transgendered prisoners.

**XLIV LE-017 – TRAFFIC MANAGEMENT, TRAFFIC LAW
ENFORCEMENT AND ROAD SAFETY**

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O.Reg.3/99, s. 5(1)(d), 8, 14(1), 14(4).
TAGS	Adequacy Standards, Law Enforcement, General

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will establish procedures on traffic management, traffic law enforcement and road safety;
2. The Chief of Police will ensure that the Service has technical collision investigation, reconstruction and breath analysis investigative supports by using Service members;
3. The Chief of Police will establish procedures and processes regarding technical collision investigation, reconstruction and analysis investigative supports; and
4. The Chief of Police will ensure that persons who provide technical collision investigation, reconstruction and breath analysis investigative supports have the knowledge, skills and abilities to provide that support.

XLV LE-018 – WITNESS PROTECTION AND SECURITY

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, 13(1)(f).
TAGS	Adequacy Standards, Law Enforcement, Interactions with Public, Investigation of Crimes

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will establish procedures and processes in respect of witness protection and security; and
2. The Chief of Police will ensure that the Service has a Witness Protection Liaison Officer.

XLVILE-019 – STOLEN OR SMUGGLED FIREARMS

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, ss. 31(1)(c), 134. <i>Adequacy & Effectiveness of Police Services</i> , O. Reg.3/99, s. 12(1)(s).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes, Firearms

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will establish and maintain procedures on the processes for undertaking and managing investigations of stolen or smuggled firearms, that require that every firearm that comes into the possession of the police service will be checked to determine whether the firearm:
 - (a) has been reported stolen or lost;
 - (b) is legally registered in Canada; or
 - (c) cannot be traced to a legal origin within Canada;
2. The Chief of Police will establish procedures and processes on the investigation of stolen or smuggled firearms in accordance with the police service's criminal investigation management plan; and
3. The Chief of Police will establish procedures and processes that address the sharing of crime analysis, criminal intelligence and other information on stolen or smuggled firearms with relevant law enforcement agencies and as required by section 134(8)4 of the *Police Services Act* or as amended.

**XLVII LE-020 – COLLECTION, PRESERVATION AND CONTROL
OF EVIDENCE AND PROPERTY**

REPORTING REQUIREMENT	Annual, on a three-year cycle (General Warehouse, Drug Repository and Firearms Storage Vault).
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, ss. 31(1)(c), 132-134. <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, ss. 13(1)(n),14(1)(b).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes, Record Management

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will ensure and report back on compliance by members of the Service with sections 132, 133 and 134 of the *Police Services Act*;
2. The Chief of Police will establish procedures, consistent with the advice from the Centre of Forensic Sciences and its current version of the *Laboratory Guide for the Investigator*, for the safe and secure collection, preservation, control, handling and packaging of evidence;
3. The Chief of Police will establish procedures for the secure collection, preservation and control of property;
4. The Chief of Police will ensure that internal control checks of the property/evidence held by the Service are conducted by a member(s) not routinely or directly connected with the property/evidence control function, and report the results to the Board; and
5. Where a member who has responsibility for a property/evidence storage area is transferred or replaced, the Chief of Police will ensure that internal controls are established to ensure the integrity of Property and Evidence Management Unit processes.

XLVIII LE-021 –ABUSE OF OLDER PERSONS AND VULNERABLE ADULT ABUSE

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 12(1)(f).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes, Interactions with Public, Vulnerable Populations

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop and maintain procedures on the processes for undertaking and managing investigations into abuse of older persons and vulnerable adult abuse in accordance with the police service’s criminal investigation management plan; and
2. The Chief of Police, where possible, work in partnership with the local Crown Attorney, municipalities, community and social service agencies/providers, businesses, seniors’ and other local agencies to develop programs for preventing and responding to complaints of elder and vulnerable adult abuse, including fraud awareness and prevention.

XLIXLE-022 – OFFICER NOTE TAKING

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, ss. 31(1)(c), 41(1)(a).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes, Record Management

It is the policy of the Toronto Police Services Board that the Chief of Police will:

1. Establish procedures relating to officer note taking, including the secure storage and retention of police officer notes; and
2. Ensure the ongoing training of members with regards to effective note taking.

L LE-023 – BAIL AND VIOLENT CRIME

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s 13(1)(k).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes

It is the policy of the Toronto Police Services Board that the Chief of Police will establish procedures and processes regarding bail and violent crime that address:

1. Assessing opposing bail on the secondary grounds;
2. Preparing the show cause report (bail hearing brief) which include, at a minimum, copies of:
 - (a) the 911 call, where available;
 - (b) any video evidence available; and
 - (c) the Canadian Police Information Centre file;
3. Responding in a timely manner to follow-up requests for information from the Crown Attorney;
4. Post-bail hearing notifications; and
5. Breach of bail conditions.

LI LE-024 – INTIMATE PARTNER VIOLENCE OCCURRENCES

REPORTING REQUIREMENT	Annual Report
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 12(1)(d).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop and maintain procedures and processes for undertaking and managing investigations into intimate partner violence occurrences that address:
 - (a) communications and dispatch;
 - (b) initial response;
 - (c) enhanced investigative procedures;
 - (d) the mandatory laying of charges where there are reasonable grounds to do so, including in cases where there is a breach of a bail condition, probation, parole or restraining order;
 - (e) the use of a risk indicators tool;
 - (f) children at risk;
 - (g) high-risk cases and repeat offenders;
 - (h) occurrences involving members of the Service;
 - (i) post-arrest procedures;
 - (j) victim assistance; and
 - (k) safety planning;
2. The Chief of Police will implement one or more of the models set out in Ministry guidelines for the investigation of domestic occurrences, and ensure that the Service includes among its Members trained intimate partner violence investigators;
3. The Chief of Police will ensure that officers and other appropriate Members receive the appropriate Ministry accredited training;

Victim Assistance

4. The Chief of Police will, in partnership with the local Crown Attorney, Probation and Parole Services, Victim/Witness Assistance Program (VWAP), Victim Crisis and Referral Service (VCARS), municipalities, local Children’s Aid Societies and other local service providers and community representatives responsible for issues related to intimate partner violence

including women's shelters, work to establish and maintain one or more intimate partner violence review committees that cover the geographic area of the City of Toronto;

5. In developing procedures and processes addressing victim assistance, the Chief of Police will consult and establish partnerships with the City of Toronto and community organizations, with the goal of ensuring that victims of domestic violence and intimate partner violence have access to supports and resources to reduce immediate and future harms;

Evaluation and Reporting

6. The Chief of Police will ensure that the Service's response to intimate partner violence occurrences are monitored and evaluated; and
7. The Chief of Police will include in the Annual Report:
 - (a) Statistics and trends on intimate partner violence occurrences; and
 - (b) Evidence on the effectiveness of the Service's response to intimate partner violence occurrences, including through partnerships with the City of Toronto and other stakeholders.

LII LE-025 – SUPERVISION

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 10.
TAGS	Adequacy Standards, Law Enforcement, General

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will ensure that there is 24 hour supervision available to Service members;
2. The Chief of Police will establish procedures and processes on supervision, including setting out circumstances where a supervisor must be contacted and when a supervisor must be present at an incident scene; and
3. The Chief of Police will ensure that the Service's supervisors have the knowledge, skills and abilities to supervise.

LIII LE-026 – MISSING PERSONS

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 12(1)(l).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes

Guiding Principles

Missing persons investigations present a unique challenge for investigators, which warrant assigning them a high priority and require close collaboration with the families, loved ones and communities from which the missing person originates. The complexity of missing persons investigations flows from several realities, which have been highlighted by the Hon. Gloria Epstein in the *Report of the Independent Civilian Review into Missing Person Investigations*:

- marginalized and vulnerable communities have been negatively impacted by the investigative response to missing persons, giving rise to unique investigative challenges, including the need for particular competencies and compassionate approaches to investigating these incidents, with awareness of the systemic issues that have contributed to a lack of trust in police;
- missing persons incidents are inherently ambiguous, which opens an opportunity for bias in the assessment of risk of some incidents, particularly those involving individuals from underprivileged communities;
- missing persons themselves at times do not wish to be found, posing additional challenges in the investigation of these incidents;
- the missing persons' loved ones or close contacts themselves are in a precarious position that requires particular care and supports as they await news of their loved ones' whereabouts and fate; and,
- maximizing investigative efficacy and positive outcomes for missing persons requires a close, collaborative relationship with communities, who should become partners to the full and effective investigation of those that have gone missing.

Purpose of Policy

The Board is committed to ensuring, in line with the recommendations of the *Independent Civilian Review into Missing Person Investigations*, that the Service prioritize the safety and well-being of missing persons, while recognizing the important role of social services, public health, and community agencies in these cases, and the unique needs of the loved ones of missing persons during an on-going investigation.

It is, therefore, the policy of the Toronto Police Services Board that the Chief of Police will develop and maintain procedures, processes and training for undertaking and managing

investigations into missing persons that align with the provincial standards with regards to missing persons and Major Case Management, and implement the recommendations made by the *Independent Civilian Review into Missing Person Investigations* and, in particular:

Missing Person Investigations

1. Set out the steps to be followed for undertaking investigations into reports of missing persons, including situations involving children, teenagers and elders and vulnerable adults;
2. Ensure that all investigations into reports of missing persons comply with the procedures set out in the Ministry's designated *Ontario Major Case Management Manual*;
3. Ensure a dedicated Missing Persons Unit is trained, maintained and staffed so as to ensure the effective investigation of all missing persons reports in a timely manner, as well as facilitating access to appropriate supports to individuals impacted by the missing person's disappearance;
4. Establish processes with community groups and leaders for community partnership, engagement in missing person investigations, and information sharing, so as to ensure that missing persons investigators are aware of existing community resources that can advance their missing person investigations in a manner that enhances trust and partnership in positive community safety outcomes;
5. Establish processes with the Service's Neighbourhood Community Officers and liaison officers to enable them to support missing persons investigations through their unique knowledge of the affected communities, its residents, business and local organizations;
6. Ensure that those involved in a missing persons investigation use, where appropriate, a trauma-informed approach when interacting with individuals affected by the disappearance of a missing person;
7. Ensure that all physical searches for missing persons, or canvassing for witnesses or relevant evidence, be conducted in a comprehensive, systematic and coordinated way, and in a manner that complies with any internationally-accepted best practice for these types of efforts;
8. Ensure that information shared with members of the public does not include any personal health information, or any information not necessary for the purpose of assisting in identifying or locating the missing person;
9. Develop, in partnership with the Office of the Chief Coroner and the Ontario Forensic Pathology Service, protocols on addressing unidentified bodily remains that is victim-focused, compassionate and preserves the integrity of an ongoing investigation;
10. Ensure investigative follow-up on outstanding cases with those affected, including family members and other close contacts that have made themselves available through the course of the investigation;

Response Assessment

11. Ensure that all Members who respond to missing persons incidents receive training in conducting effective risk assessments, including by using examples of scenarios to illustrate elevated or reduced risk levels;
12. Ensure that missing person incidents are responded to promptly in order to gather information and identify the presence or absence of risk factors and/or harm indicators that may influence the police response;
13. Where circumstances indicate a strong possibility of foul play, or where police have yet to ascertain whether foul play is involved when the individual remains outstanding and unaccounted for 30 days after being reported missing, require officers to comply with the procedures set out in the Ministry's designated *Ontario Major Case Management Manual*;
14. Ensure that the definition of "strong possibility of foul play" as it applies to determination of Major Case Management threshold cases, and strategies to determine its existence are clearly understood and consistently implemented by investigators;
15. Ensure that other risk factors, outside of direct risks of foul play, are considered in determining a response to a missing person incident, including:
 - (a) the disproportionate likelihood of members of some vulnerable communities to be victimized;
 - (b) concerns raised by those reporting a missed person or impacted by their disappearance;
and
 - (c) patterns of disappearances in the community;
16. Ensure that training, awareness and other steps are taken to prevent stereotypical assumptions or misconceptions about certain communities, lifestyles or personal identifiers from influencing of the response to missing persons incidents;
17. Ensure that response strategies re-evaluated on a regular basis over the course of an investigation, and adjusted accordingly;
18. Support continuing research on risk assessment and response strategies, including the creation of predictive models, based in part on disaggregated data collection by the Service;

Missing Children and Youth Investigations

19. Ensure an AMBER ALERT activation is considered in all missing children investigations, and Major Case Management is implemented in all cases involving AMBER ALERT activation;
20. Develop and implement an approach to cases involving youth in group homes, shelters, and other youth-focused institutions, so as to proactively reduce the number of youth who go missing from such institutions, including by:

- (a) engaging with social services, public health and community agencies to collaborate in addressing and raising awareness about issues causing youth departures;
- (b) implementing approaches to help ensure the youth's safety when away from their home or institution; and,
- (c) appropriately triaging such cases;

Social Supports

- 21. Form partnerships with the City of Toronto, provincial and federal governments, and public health, social services and community agencies and organizations, with the purpose of providing support and assistance to those directly affected by a missing person's disappearance;
- 22. Ensure that the lead investigator on a missing person incident:
 - (a) maintain regular contact with any involved agencies and organizations;
 - (b) provide information on the ongoing investigation to those directly affected by the missing person's disappearance, while respecting the privacy requests of the person reported missing, and ensuring that any ongoing criminal investigation is not jeopardized; and,
 - (c) maintain a record of any support offered to those directly affected by the missing person's disappearance;
- 23. Ensure that, where relevant, individuals directly affected by a missing person's disappearance are advised of details pertaining to the investigation prior to their release to the media, and are consulted on any information or photos released to the media, unless such steps would jeopardize the investigation;

Public Awareness and Engagement

- 24. Develop and implement tools, including a public-facing website, Missing Person Awareness Days and other communication and awareness-raising strategies, to educate the public concerning the Service's approach to missing person investigations, how to report missing persons, how to obtain information about missing persons and missing person investigations, and other pertinent information;
- 25. Ensure that information pertaining to missing persons is removed from any Service-operated publicly-accessible website once the incident is resolved; and

Reporting

- 26. Report to the Board annually on:
 - (a) the number of missing person reports filed during the reporting period, including the number of reports concerning children, teenagers, older persons and vulnerable adults;
 - (b) a breakdown of missing person incidents in (a) by harm indicators and vulnerability factors;

- (c) the number of missing person incidents in (a) and in (b) that were resolved within thirty (30) days, more than thirty (30) days, or remain unresolved; and
- (d) a breakdown of resolved cases in (a) and in (b) by outcome.

LIV LE-027 – PHYSICAL AND SEXUAL ABUSE OF CHILDREN

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , Ontario Regulation 3/99, s. 12(1)(a).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes, Vulnerable Populations, Children and Youth, Sexual Assault and Abuse

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop and maintain procedures on the processes for undertaking and managing investigations into the physical and sexual abuse of children;
2. The Chief of Police will, in partnership with the local Crown Attorney, Children's Aid Societies, municipalities, school boards and other appropriate service providers, including hospital staff, work to establish a committee to develop a local strategy to prevent, and respond to complaints of, child abuse and neglect;
3. The Chief of Police will enter into a child abuse protocol with their local Children's Aid Societies with respect to investigations into complaints of child abuse and neglect, and the sudden unexpected death of any child; and
4. The Chief of Police will, if the alleged child abuse fits the definition of a major case, require officers to comply with the procedures set out in the Ministry's designated Ontario Major Case Management Manual.

LV LE-028 – CRIMINAL HARASSMENT

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 12(1)(c).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop and maintain procedures on:
 - (a) The processes for undertaking and managing investigations into criminal harassment;
 - (b) The use of enhanced investigative techniques, such as behavioural science services as part of the investigation;
 - (c) The provision of victims' assistance, including risk assessment and safety planning measures;
 - (d) The information to be provided to police officers on criminal harassment; and
 - (e) Compliance with the Ministry's designated *Ontario Major Case Management Manual* for criminal harassment cases that fall within the definition of major case.

LVI LE-029 – OFFENCES INVOLVING FIREARMS

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 12(1)(n). <i>Criminal Code</i> , R.S.O. 1985, C.46, as amended, Part III and XV.
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes, Firearms

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop and maintain procedures for undertaking and managing investigations into offences and occurrences involving firearms;
2. The Chief of Police will develop and maintain procedures on preventing offences/occurrences involving firearms;
3. The Chief of Police will develop and maintain procedures relating to the Firearms Interest Police (FIP) category of CPIC; and
4. The Chief of Police will ensure that Service members are provided with information on all search and seizure powers with respect to firearms, ammunition, related licenses, certificates or permits and prohibition orders as provided for under the *Criminal Code of Canada* and other applicable legislation.

LVII LE-030 – PROPERTY OFFENCES INCLUDING BREAK AND ENTER

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 12(1)(p).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop and maintain procedures and processes for undertaking and managing investigations into property offences, including break and enter; and
2. The Chief of Police will identify the need for the implementation of crime prevention initiatives for property crime based on crime, call and public disorder analysis, criminal intelligence and community needs.

LVIIIILE-031 – DRUG-RELATED OFFENCES OTHER THAN SIMPLE POSSESSION

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 12(1)(e).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes

It is the policy of the Toronto Police Services Board that with respect to drug-related offences, other than simple possession:

1. The Chief of Police will develop and maintain procedures and processes for undertaking and managing investigations into drug-related offences; and
2. The Chief of Police will ensure that officers investigating drug-related offences other than simple possession have the knowledge, skills and abilities required.

LIX LE-032 – ILLEGAL GAMING

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg.3/99, s. 12(1)(k).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop procedures and processes for undertaking and managing investigations into illegal gaming
2. The Chief of Police will ensure that information on illegal gaming shall be shared with the *Ontario Illegal Gaming Enforcement Unit*.

LX LE-033 – PRISONER TRANSPORTATION

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, ss. 31(1)(c), 53(5). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s 13(1)(l)(m).
TAGS	Adequacy Standards, Law Enforcement, Interactions with Public

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will establish procedures and processes regarding prisoner transportation that require compliance of police officers and special constables with the Service's procedures and processes on prisoner care and control;
2. The Chief of Police will ensure that police officers and special constables used to escort persons in custody have the knowledge, skills and abilities required to perform this function; and
3. The Chief of Police will ensure that appropriate safety equipment is used and available to police officers and special constables performing this function.

LXI LE-034 – SEXUAL ASSAULT INVESTIGATIONS

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O.Reg. 3/99, s. 12(1)(r).
TAG	Adequacy Standards, Law Enforcement, Investigation of Crimes, Sexual Assault and Abuse

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop and maintain procedures and processes that:
 - (a) require that investigations be undertaken in accordance with the Service's criminal investigation management plan;
 - (b) require compliance with the procedures set out in the Ministry of The Solicitor General's *Ontario Major Case Management Manual*;
 - (c) address communications and dispatch, initial response and investigations relating to sexual assaults; and
 - (d) address community notification.
2. The Chief of Police will work, where possible, with hospitals and agencies which provide services to victims of sexual assault, including Sexual Assault Treatment Centres, Sexual Assault/Rape Crisis Centres and Victim Services, as well as the local Crown Attorney, to ensure a coordinated and effective response to victims of sexual assaults; and
3. The Chief of Police will address training for officers and other appropriate members on the response to sexual assault occurrences, including victims' assistance.

LXII LE-035 – WATERWAYS POLICING

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, ss. 31(1)(c), 19(1)2. <i>Adequacy and Effectiveness of Police Services</i> , O. Reg. 3/99, s. 15.
TAGS	Adequacy Standards, Law Enforcement, General

It is the policy of the Toronto Police Services Board with respect to waterways policing that:

1. The Chief of Police will establish procedures and processes for the provision of police services with respect to all navigable bodies and courses of water within the municipality of the City of Toronto as designated by the Minister of The Solicitor General; and
2. The Chief of Police will ensure that Members involved in waterways policing have the knowledge, skills and abilities required to perform the specialized functions connected with waterways policing.

**LXIIIILE-036 – CHILD PORNOGRAPHY - INTERNET CHILD
EXPLOITATION INVESTIGATIONS**

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act, R.S.O. 1990, c.P.15, s 31(1)(c). Adequacy & Effectiveness of Police Services, O. Reg. 3/99, s 12(1)(b) & 29</i>
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes, Sexual Assault and Abuse, Children and Youth, Vulnerable Populations

The Board shares the serious societal concern with the crime of child pornography and internet sexual exploitation and the consequent victimization of minors. It is the intent of this policy to ensure that such victimization is addressed effectively and promptly, and that the psychological well-being of Service Members dealing with these crimes is looked after.

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop and maintain procedures and processes for undertaking and managing investigations regarding child pornography and internet child exploitation in accordance with the Service’s criminal investigation management plan;
2. The Chief of Police will notify the Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet (Provincial Strategy) of every arrest of suspected child pornography and internet child exploitation; and
3. The Chief of Police will ensure support is provided to manage the psychological well-being of Members to acknowledge risks associated with long-term effects from exposure to child pornography and internet child exploitation investigation-related activities.

LXIVLE-037 – SUDDEN DEATH AND FOUND HUMAN REMAINS

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy and Effectiveness of Police Services</i> , O. Reg. 3/99, s. 12(1)(j).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop and maintain procedures and processes for undertaking and managing investigations into sudden or unexplained deaths and found human remains be considered potential homicides, in accordance with the Service's criminal investigation management plan;
2. The Chief of Police will ensure that officers investigating sudden or unexplained death and found human remains occurrences have the knowledge, skills and abilities required; and
3. Where an occurrence falls within the definition of a major case, the Chief of Police will ensure that officers comply with the procedures set out in the Ministry's designated *Ontario Major Case Management Manual*.

LXV LE-038 – FRAUD AND FALSE PRETENCE INVESTIGATIONS

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg.3/99, s. 12(1)(g).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop and maintain procedures and processes for undertaking and managing fraud and false pretence investigations in accordance with the Service's criminal investigation management plan;
2. The Chief of Police will work, where possible, with municipal and provincial social assistance officials and the Crown Attorney, to develop a local protocol on the investigation of social assistance fraud;
 - (a) The Chief of Police will establish, where possible, cooperative arrangements for the investigation of fraud and false pretences occurrences with appropriate agencies and industries which are frequently involved in such investigations; and
3. The Chief of Police will ensure that police officers investigating complex fraud and false pretences occurrences have the knowledge, skills and abilities required.

LXVILE-039 – HOMICIDE AND ATTEMPTED HOMICIDE INVESTIGATIONS

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 12(1)(i).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes, Major Crimes

It is the policy of the Toronto Police Services Board that the Chief of Police will develop and maintain procedures and processes for undertaking and managing homicide and attempted homicide investigations that require compliance by officers with the procedures set out in the Ministry's designated *Ontario Major Case Management Manual*.

LXVII LE-040 – PARENTAL AND NON-PARENTAL ABDUCTION INVESTIGATIONS

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act, R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). Adequacy & Effectiveness of Police Services, O. Reg. 3/99, s. 12(1)(m).</i>
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes, Vulnerable Populations, Children and Youth

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop and maintain procedures and processes for undertaking and managing parental and non-parental abduction investigations in accordance with the police service’s criminal investigation management plan; and
2. The Chief of Police will develop and maintain procedures that require that investigations into non-parental/non-familial abductions and attempted abductions be undertaken in accordance with the procedures set out in the Ministry’s designated Ontario Major Case Management Manual.

LXVIII LE-041 – PROCEEDS OF CRIME

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 12(1)(o).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop and maintain procedures and processes for undertaking and managing investigations into proceeds of crime in accordance with the police service's criminal investigation management plan; and
2. The Chief of Police will ensure that officers involved in the investigation of proceeds of crime have the knowledge, skills and abilities required.

LXIXLE-042 – ROBBERY INVESTIGATIONS

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy and Effectiveness of Police Services</i> , O. Reg. 3/99, s. (1)(q).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes, Major Crimes

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop and maintain procedures and processes for undertaking and managing investigations into robberies in accordance with the police service's criminal investigation management plan; and
2. The Chief of Police will ensure that a robbery occurrence that also involves a major case be investigated in accordance with the procedures set out in the Ministry's designated *Ontario Major Case Management Manual*.

LXX LE-043 – VEHICLE THEFT INVESTIGATIONS

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O.Reg. 3/99, s. 12(1)(t).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes, Major Crimes

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop and maintain procedures and processes for undertaking and managing investigations into vehicle thefts in accordance with the police service's criminal investigation management plan; and
2. The Chief of Police will ensure the timely notifications of registered owners of the recovery of stolen vehicles, except where ongoing criminal investigations may be compromised.

LXXILE-044 – YOUTH CRIME

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 12(1)(u).
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes, Vulnerable Populations, Children and Youth

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop and maintain procedures and processes for undertaking and managing investigations into youth crime;
2. The Chief of Police will work, where possible, with local school boards to develop programs for safe schools, including establishing protocols for investigating school-related occurrences; and
3. The Chief will develop pre-charge diversion programs for youth and ensure that officers are trained to refer youth to these diversion programs where appropriate.

LXXII LE-045 – SUSPECT APPREHENSION PURSUITS

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, s 31(1)(c) <i>Suspect Apprehension Pursuits</i> , O. Reg. 266/10, s 5 & 6
TAGS	Adequacy Standards, Law Enforcement, Interactions with Public, Vehicles, Cross-Jurisdictional

Suspect apprehension pursuits are an essential component of policing. This policy is intended to ensure that police pursuits are safely undertaken, managed, terminated, and, where appropriate, prevented.

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will establish procedures consistent with the requirements of the *Suspect Apprehension Pursuits Regulation*;
2. The Chief of Police will ensure that police officers, dispatchers, communications supervisors and road supervisors receive training accredited by the Solicitor General on suspect apprehension pursuits;
3. The Chief of Police will ensure that police officers receive training about the intentional contact between vehicles consistent with the requirements of the *Suspect Apprehension Pursuits Regulation*;
4. The Chief of Police will address the use of tire deflation devices and officer training in respect of those devices;
5. The Chief of Police will ensure that the particulars of each suspect apprehension pursuit are recorded on a form and in the manner approved by the Solicitor General; and
6. The Chief of Police will enter into agreements with neighboring police services to determine under what circumstances decision making responsibility for a pursuit will be, and will not be, transferred from one jurisdiction to another.

LXXIII LE-046 – SEX OFFENDER REGISTRY

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Christopher's Law (Sex Offenders Registry) 2000 Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, s. 69/01.
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes, Sexual Assault and Abuse

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will designate and maintain a registration site(s);
2. The Chief of Police will establish procedures and processes consistent with the requirements of *Christopher's Law (Sex Offender Registry), 2000*; and
3. The Chief of Police will ensure that appropriate member(s) receive training on the Sex Offender Registry, consistent with the role and responsibility assigned to them; and
4. The Chief of Police will ensure that appropriate members receive training on both the provincial and federal Sex Offender legislative requirements.

LXXIV LE-047 – POLICE RESPONSE TO HIGH-RISK INDIVIDUALS

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act (PSA) s. 41(1.1) as amended by the Community Safety Act, 1997. Adequacy & Effectiveness of Police Services, O. Reg. 3/99, ss. 6, 7(2). Disclosure of Personal Information O. Reg. 265/98 Freedom of information and Protection of Privacy Act, s. 11(1), 5(1).</i>
TAGS	Adequacy Standards, Law Enforcement, Investigation of Crimes, Interactions with Public, Vulnerable Populations

Definitions

1. High Risk Individuals: as defined in the Ministry of the Solicitor General Adequacy Standards Guideline entitled *Police Response to High Risk Individuals*.

Policy

It is the policy of the Toronto Police Services Board that:

2. The Chief of Police will work in partnership, where possible, with the local Crown Attorney, appropriate community members and agencies, including health care providers, government agencies, municipal officials, other criminal justice agencies, including law enforcement agencies, as well as victim services to ensure a coordinated and effective strategy to deal with high risk individuals;
3. The Chief of Police will ensure that the strategy addresses:
 - (a) Bail opposition consistent with the Ministry’s guideline on Bail and Violent Crime;
 - (b) Dangerous offender and long term offender applications;
 - (c) High Risk Offender National Flagging System and requirements of CPIC;
 - (d) Information sharing;
 - (e) Case management planning;
 - (f) Judicial restraint orders;
 - (g) Victim assistance; and
 - (h) Disclosure of information, including community notification and safety planning; and
4. The Chief of Police will ensure that the Service’s skills development and learning plan addresses the training and sharing of information with officers, communication operators/dispatchers and supervisors on the police response to high-risk individuals.

Part 6: PUBLIC ORDER

LXXV PO-001 – PUBLIC ORDER UNIT

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg. 3/99, ss. 18(1)(3)(a)(b), 19.
TAGS	Adequacy Standards, Public Order

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will ensure that the Service will provide the services of a public order unit by using Service members, and that it will consist of a unit supervisor and at least four squads of seven officers, including the squad leader for undertaking public order activities;
2. The Chief of Police will ensure that public order services are deployed in a reasonable time;
3. The Chief of Police will establish procedures that:
 - (a) set out the circumstances in which the public order unit services may be deployed;
 - (b) set out the steps for obtaining the services of a public order unit; and
 - (c) address the circumstances and processes for liaising with appropriate officials for the purposes of Sections 63 - 68 of the *Criminal Code*, regarding unlawful assemblies and riot situations;
4. The Chief of Police will develop and maintain a manual on public order unit services that is available to each Service member providing these services;
5. The Chief of Police will ensure that appropriate equipment, in accordance with the Ministry's designated equipment and facilities list, is used/available to members of the public order unit;
6. The Chief of Police will ensure that the members of the Public Order Unit have the appropriate knowledge, skills and abilities to provide the services of the Public Order Unit; and
7. The Chief of Police will address the ongoing training of members of the public order unit.

**LXXVI PO-002 – POLICE ACTION IN RESPECT OF LABOUR
DISPUTES**

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy and Effectiveness of Police Services</i> , O. Reg. 3/99, s. 20.
TAGS	Adequacy Standards, Public Order

It is the policy of the Toronto Police Services Board that:

1. The role of the police at a labour dispute is to preserve the peace, prevent offences, and enforce the law including offences against persons and property, in accordance with the powers and discretion available to a police officer under the law; and
2. The Chief of Police will establish procedures regarding police action in respect of labour disputes on:
 - (a) the role of the police at a labour dispute;
 - (b) providing information to management, labour and the public on police procedures during a labour dispute; and
 - (c) secondary employment under section 49 of the *Police Services Act* and labour disputes.

LXXVII PO-003 – POLICING INDIGENOUS OCCUPATIONS AND PROTESTS

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy and Effectiveness of Police Services</i> , O. Reg. 3/99, s. 20.
TAGS	Adequacy Standards, Public Order, Inclusion, Vulnerable Populations, Indigenous Populations

The objective of policing Indigenous occupations and protests is to preserve the peace, prevent offences, and enforce the law in a manner that respects the rights of all involved parties. To this end, it is the policy of the Toronto Police Services Board that:

1. The role of the police at an Indigenous occupation or protest is to preserve the peace, prevent offences, and enforce the law including offences against persons and property, in accordance with the powers and discretion available to a police officer under the law.
2. The consideration of police actions at an Indigenous occupation or protest include preserving the peace, communication, negotiation and building trust with participating and affected communities.
3. The Chief of Police will develop and maintain procedures on:
 - (a) Communicating information in relation to police procedures on Indigenous occupations and protests;
 - (b) Training requirements for policing Indigenous occupations and protests;
 - (c) Fostering community understanding of the police response to the events;
 - (d) The collection and analysis of information prior to and during events; and
 - (e) Addressing the uniqueness of Indigenous occupations and protests.

Part 7: VICTIM'S ASSISTANCE

LXXVIII VA-001 – VICTIMS' ASSISTANCE

REPORTING REQUIREMENT	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, s 31(1)(c) and 42(1)(c). <i>Adequacy & Effectiveness of Police Services</i> , O. Reg 3/99, s 17, and 29. <i>Victims' Bill of Rights</i> , 1995, S.O. 1995, c.6.
TAGS	Adequacy Standards, Victims' Assistance, Interactions with Public, Vulnerable Populations, Victims

The Board believes that victims of crime, who have suffered harm and whose rights and security have been violated by crime, should be treated with compassion and fairness. The intent of this policy is to support the principle that all victims should have access to the assistance and services to which they are entitled.

It is the policy of the Toronto Police Services Board that the Chief of Police will:

1. Establish procedures on providing assistance to victims that reflect the principles of the *Victim's Bill of Rights, 1995*, and set out the roles and responsibilities of Service members providing victims' assistance, including:
 - (a) working in partnership with the Ministry of the Attorney General's Victim/Witness Assistance Program (V/WAP), Victim Services Program of Toronto Inc., community and social agencies and other local organizations, to promote the development of an integrated service delivery framework for providing assistance to victims, including risk assessment and safety planning;
 - (b) ensuring that members of the police service are aware of victim service providers or a victim referral service available in their local communities; and
 - (c) ensuring that in each instance where there is police service contact with one or more victims of crime involving physical and/or psychological injury, such victims are referred to Victim Services Program of Toronto Inc. and/or the appropriate community service available in their local communities in a timely manner.

Appendix 'B': List of Board Policies Replaced by the Proposed Adequacy Standards Compliance Policy

AD-001	Adequacy Standards Compliance Audit Policy
AD-002	City Council Protocol
AI-001	Board Business Plan
AI-002	Skills Development And Learning Plan
AI-003	Equal Opportunity Discrimination And Workplace Harassment
AI-004	Communicable Diseases
AI-005	Use Of Auxiliaries
AI-006	Use Of Volunteers
AI-007	Management Of Police Records
AI-008	Marked General Patrol
AI-009	Safe Storage Of Police Service Firearms
AI-010	Uniforms, Working Attire and Equipment
AI-013	Speed Detection Devices
AI-014	Secure Holster
AI-016	Workplace Violence Prevention
AI-017	Acoustic Hailing Devices
CP-001	Problem Oriented Policing
CP-002	Crime Prevention
ER-002	Tactical Units
ER-003	Hostage Rescue Teams
ER-004	Major Incident Command
ER-005	Crisis Negotiators
ER-006	Explosives
ER-007	Ground Search
ER-008	Emergency Plan
ER-009	Underwater Search and Recovery
LE-001	Community Patrol
LE-002	Communications Centre
LE-003	Crime Call and Public Disorder
LE-004	Criminal Intelligence
LE-005	Arrests
LE-006	Criminal Invest Management
LE-007	Hate or Bias Motivated Crime
LE-008	Hate Propaganda
LE-009	Joint Forces Operation
LE-010	Internal Task Force
LE-011	Search of Premise
LE-012	Search of Persons
LE-013	Police Response To Emotionally Disturbed Persons or Mental Illness
LE-014	Court Security
LE-015	Informants and Agents

LE-016 Prisoner Care and Control
LE-017 Traffic Management and Road Safety
LE-018 Witness Protection and Security
LE-019 Stolen or Smuggles Firearms
LE-020 Evidence and Property
LE-021 Elder Abuse
LE-022 Officer Note Taking
LE-024 Domestic Occurrences
LE-025 Supervision
LE-027 Physical and Sexual Abuse of Children
LE-028 Criminal Harassment
LE-029 Offences Involving Firearms
LE-030 Property Offences Including Break and Enter
LE-031 Drug Related Offences
LE-032 Illegal Gaming
LE-033 Prisoner Transportation
LE-034 Sexual Assault Invest
LE-035 Waterways Policing
LE-036 Child Pornography Investigations
LE-037 Found Human Remains
LE-038 Fraud and False Pretence
LE-039 Homicide Investigation
LE-040 Parental Abduction Investigations
LE-041 Proceeds of Crime
LE-042 Robbery Investigation
LE-043 Vehicle Theft Investigations
LE-044 Youth Crime
LE-045 Suspect Apprehension Pursuits
LE-046 Sex Offender Registry
LE-047 High Risk Individuals
PO-001 Public Order Unit
PO-002 Police Action Labour Disputes
VA-001 Victims Assistance

APPENDIX C: PROPOSED REVISED OCCUPATIONAL HEALTH AND SAFETY POLICY



TORONTO POLICE SERVICES BOARD

OCCUPATIONAL HEALTH AND SAFETY

APPROVED	June 14, 2007	Minute No: P208/07
REVIEWED (R) AND/OR AMENDED (A)	TBD (A) June 21, 2018 (R) July 21, 2016 (R/A) January 16, 2014 (R) June 9, 2011 (R/A) November 15, 2010 (R/A) May 20, 2010 (R) July 24, 2008 (R)	TBD Minute No: P121/18 Minute No: P204/16 Minute No: P12/14 Minute No: P148/11 Minute No: P292/10 Minute No: P154/10 Minute No: P206/08
REPORTING REQUIREMENT	Chair to review the policy annually and report to Board. Chief to report to Board quarterly and as needed with respect to urgent matters.	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Occupational Health and Safety Act</i> , R.S.O. 1990, c O.1, ss. 25 (2)(j)-(k), 32.0.1-32.0.7.	
DERIVATION		

The Toronto Police Services Board, as the employer, is ultimately responsible for worker health and safety. Through the implementation of initiatives intended to eliminate occupational illnesses and injuries, the Toronto Police Services Board is dedicated to the goal of enhancing employee wellness and maintaining workplaces that are safe and healthy for the members of the Toronto Police Service.

The Board recognizes that the local Joint Health and Safety Committees and the Central Joint Health and Safety Committee play an integral role in helping the Board achieve this goal. Joint Health and Safety Committees throughout the Service will be the framework within which Management and the Toronto Police Association will work cooperatively to develop and implement the internal responsibility system that is the key to an effective health and safety program.

It is, therefore, the policy of the Toronto Police Services Board that:

1. The Chief of Police will promote efforts that lead to a safe and healthy environment through the provision of initiatives, information, training and through ongoing program evaluation to assess the effectiveness of the Toronto Police Service's efforts to ensure compliance with occupational health and safety legislation.
2. The Chief of Police will ensure that members with supervisory responsibilities are held accountable for promoting and implementing available health and safety programs, for complying with the *Occupational Health and Safety Act* and for ensuring that workplaces under their supervision are maintained in a healthy and safe condition.
3. The Board acknowledges that every member must actively participate in helping the Board meet its commitment to health and safety by protecting his or her own health and safety by working in compliance with the *Occupational Health and Safety Act*, adopting the safe work practices and procedures established by the Service and reporting to their supervisor any unsafe or unhealthy workplace conditions or practices.
4. The Chair will review annually the Occupational Health and Safety policy as required by the *Occupational Health and Safety Act*. Any recommended amendments are to be reported to the Board for approval.
5. The Chief of Police will post at a conspicuous location in the workplace a copy of the Occupational Health and Safety policy.
6. The Chief of Police will provide quarterly Occupational Health and Safety reports to the Board (Minute No. C9/05 refers).
7. It is recognized that from time to time, occupational health and safety matters may arise that must be brought to the Board's attention on an urgent basis. The Chief of Police will report such matters to the Board in a timely fashion (Minute No. C9/05 refers).

Appendix 'D': *Missing and Missed Recommendations Addressed in the Proposed Policy*

34: The Toronto Police Service and the Toronto Police Services Board should ensure that the change in culture respecting the heightened priority of missing person investigations – as well as the reasons for this priority – is widely communicated within the Service. The change of culture should make the safety and well-being of missing persons a greater priority while recognizing the important role of social service, public health, and community agencies in these cases. The creation of a Missing Persons Unit represents only one step in recognizing a new priority for these cases, especially when the current unit is inadequately resourced.

35: The Toronto Police Service and the Toronto Police Services Board should adopt the mid-term model for missing person investigations outlined in this Report. The model preserves a centralized Missing Persons Unit, but with significant enhancements. It is predicated on early and ongoing risk assessment and triaging which recognizes that some of these cases are best addressed by social service, public health, and community agencies; other cases through a multidisciplinary approach; and the balance of cases primarily through police-led criminal investigations.

36: The Toronto Police Services Board and the Toronto Police Service should work with the City of Toronto, provincial and federal governments, and social service, public health, and community agencies and not-for-profit organizations to build capacity for nonpolicing agencies and organizations to assume responsibilities consistent with the proposed mid-term and long-term models.

37: The Missing Persons Unit should include a permanent analyst position as well as a permanent administrator position.

38: The Missing Persons Unit, each of Toronto's four quadrants, and, based on analysis and research, some if not all divisions should have a missing person coordinator. Unless the missing person investigation workload in a particular division or quadrant is limited, the coordinators should work exclusively on missing person and unidentified remains investigations.

43: The Toronto Police Service should amend its Missing Persons procedures and practices, in consultation with its own and external Victim Services agencies and relevant not-for-profit missing persons organizations, to ensure that the following points are implemented.

- (a) Information about an ongoing investigation is regularly provided to those directly affected by the disappearances of missing persons.
- (b) The Service does not erect unnecessary barriers to providing such information based on an overly broad interpretation of what must be withheld to preserve the integrity of an investigation.
- (c) Absent exceptional circumstances, a communication plan is created for every missing person investigation, in consultation with those directly affected, that includes

- (i) the name and contact information of the liaison person assigned to assist those directly affected, whether a missing person coordinator or a missing person support worker;
 - (ii) the names and contact information of persons designated to be updated on the progress of the investigation;
 - (iii) the frequency and type of information to be provided to the persons designated in the communication plan (e.g., the affected persons' wishes and schedule for contact, updates on the progress of the investigation, significant developments in the investigation);
 - (iv) the type of information that is to be provided to the liaison person by the persons designated in the communication plan; and
 - (v) the means by which information is to be provided.
- (d) Generally, the directly affected persons are advised of details pertaining to the investigation that will be released to the media; they are given an opportunity to review and consent to any information or photos released to the media, unless these steps would jeopardize the investigation;
- (e) Those interviewing directly affected persons use, where appropriate, a trauma-informed approach, and are mindful of the ways in which the disappearance of a loved one may affect them. Interviewers should also be non-judgmental in their responses to a Missing Person Report and avoid appearing to blame the reporting individual for any delay in reporting.
- (f) The Service's members have a clear understanding, based on human rights principles, of who represents a missing person's families, loved ones, or those directly affected and how they should communicate with them. This understanding means, among other things, that
- (i) the individuals who are to communicate with directly affected individuals are competent to ascertain those with whom they should be communicating;
 - (ii) they do so in a sensitive and appropriate way;
 - (iii) they are respectful of sexual orientation, gender identity and expression, and other relevant identifiers of the missing person and those directly affected; and
 - (iv) communication takes place, whenever possible, in the language of choice of those directly affected.
- (g) Service members provide emotional or logistical support, as may be needed, to those directly affected or facilitate their access to other resources. Such support might include
- (i) contacting those directly affected on the anniversary of someone's disappearance and/or on other special dates, such as the missing person's birthday; such support, recommended in the National Centre of Missing Persons and Unidentified Remains Best Practices Guide, does a great deal to reassure those directly affected that the police have not forgotten about their loved ones; and
 - (ii) working in partnership with social service, public health, victim-service, and community agencies and non-profit organizations, including relevant charities, to facilitate access to needed resources.

46: The Toronto Police Service's Missing Persons Procedure should be amended to include the following requirement. In every missing person or unidentified remains case,

the lead investigator or, in major cases, the major case manager should ensure that any support that has been or is being provided on an ongoing basis to those directly affected by an individual's disappearance is documented.

47: The Toronto Police Service and the Toronto Police Services Board should support, in partnership with the federal, provincial, and municipal governments, incentives for not-for-profit organizations, such as charities, to assist missing persons and those directly affected by their disappearances. These incentives should include start-up or shared funding for promising initiatives that might enable a not-for-profit organization to perform functions similar to those carried out by the Missing People charity in the United Kingdom. Ideally, such an organization in Ontario could perform the following roles in substitution for, or in partnership with, the Service and other agencies:

- providing 24-hour confidential support to those who have gone missing (that is, whose locations are not known but who wish to have someone to contact);
- providing support to those at risk of going missing;
- providing support to directly affected loved ones of those who have gone missing or are at risk of going missing;
- providing information to directly affected loved ones about missing person investigations;
- without violating confidentiality assurances, providing information to directly affected loved ones that a missing person is alive or safe;
- serving as a liaison between affected loved ones and the police, if needed;
- coordinating a network of people, businesses, community organizations, and media to contribute to the search for missing persons;
- providing support for those who have returned, including reconnection assistance and referrals to social agencies or FOCUS or situation tables;
- acting as a conduit to the police for those individuals who wish to assist anonymously in investigations;
- publicizing specific missing person cases;
- assisting in the training and education of those who conduct missing person investigations or who work with returning missing persons and their affected loved ones;
- championing the cause of missing persons, including serving as an advocate for needed changes in the law, procedures, or practices;
- promoting community strategies to ensure that marginalized and vulnerable individuals who go missing are noticed; and
- sponsoring or conducting research into issues surrounding those who go missing.

49: Risk assessments should be done by those with specialized training and education in missing person investigations and risk assessment. Such experts should include, at a minimum, the members of the Missing Persons Unit and missing person coordinators, whether civilians or sworn officers.

b: The Toronto Police Services Board and the Toronto Police Service should work with the City of Toronto, provincial and federal governments, and public health, social service, and community agencies to build capacity for non-policing agencies to share or

assume responsibilities for missing person cases in ways consistent with the proposed mid-term and long-term models outlined in this Report.

57: The Toronto Police Services Board's policies and the Toronto Police Service's Missing Persons Procedure and related Risk Assessment forms should be re-evaluated and upgraded in the light of the systemic issues identified by and the lessons learned through this Report. Explicit reference to the issues and lessons should be incorporated into these documents and/or into training and education. The list includes the following issues and lessons.

- (a) In accordance with the National Centre of Missing Persons and Unidentified Remains Best Practices Guide, the need to treat missing person cases as presumptively high risk, unless and until a risk assessment or available information reasonably supports an alternative approach.
- (b) In accordance with Recommendation 61, the need to incorporate a clear definition of the "strong possibility of foul play," together with specific direction to address continuing misconceptions about when the strong possibility of foul play exists.
- (c) The need to provide direction, including lists on potential "red flags" of foul play or exposure to serious bodily harm, informed by the deficiencies identified in this Report.
- (d) In accordance with Recommendations 61-62, the need to provide further direction as to when missing person cases should be treated as major cases, whether or not mandated by provincial adequacy standards.
- (e) The need to provide clear direction and lists on the types of risks to be considered, apart from foul play, again informed by the deficiencies identified in this Report.
- (f) The need for risk assessments to be informed by the disproportionate number of marginalized and vulnerable people who go missing; by how those people are also disproportionately the victims of violence and criminal exploitation; and how, as a result, their marginalization and vulnerabilities may, and often do, elevate the risks associated with their disappearances; merely directing officers to determine whether missing persons are members of certain communities, without more information, is inadequate.
- (g) The need to ensure that the fears and concerns of those who report someone missing or are directly affected by their disappearances are taken seriously, given their familiarity with the missing persons, and that their fears and concerns are not responded to in a dismissive or insensitive way.
- (h) The need to ensure that the affected communities' concerns – for example, about community safety and perceived patterns of disappearances or the possibility of a serial killer – are taken seriously and inform any investigative response.
- (i) On a related point, the need specifically to consider patterns of disappearances, where potentially correlated, as part of a risk assessment, rather than focusing exclusively on a single disappearance.

- (j) The need to avoid a mind-set that unreasonably discounts the possibility of foul play or serious bodily harm.
- (k) Similarly, the need to ensure that risk assessments are not based on institutional or systemic reluctance to elevate the risk assessment because of extraneous concerns about resource implications.
- (l) As partially reflected in the Service's current Missing Persons Procedure, the need to ensure that risk assessments are not based on or influenced by stereotypical assumptions or misconceptions about missing persons with certain personal identifiers, such as sexual orientation, gender identity, and gender expression, or missing persons who have certain perceived or actual lifestyles. In this regard, examples of such stereotypical assumptions or misconceptions should be informed by this Report.
- (m) The need to ensure that risk assessors are provided direction or guidance not only on the questions to be asked but also on how the answers bear on risk.
- (n) Though not currently articulated in the Service's Missing Persons Procedure, the need to ensure that the contents of Missing Person questionnaires are used in making risk assessments.
- (o) The need to ensure that risk assessors are provided examples of scenarios that elevate or reduce risk.
- (p) The need to ensure that clear direction is provided as to the need constantly to re-evaluate risk as an investigation progresses. When and if a lead investigator or major case manager is assigned, this ongoing re-evaluation should take place collaboratively with these officers.

60: The Toronto Police Services Board and the Toronto Police Service (the Service) should support continuing research on risk assessment, including the creation of predictive models, based in part on disaggregated data collected by the Service and on analytical work.

74: The Toronto Police Service should strengthen its existing Missing Persons Procedure to ensure that the investigators make themselves aware of existing community resources that can advance their missing person investigations and fully use those resources as needed. The Service should work proactively with community groups and leaders to establish processes for community partnership and engagement in missing person investigations.

75: The Toronto Police Services Board and the Toronto Police Service should develop, in partnership with community groups and leaders, an information-sharing strategy that institutionalizes ongoing communication with community leaders and groups and with the public at large about the Service's missing person investigations. The information-sharing strategy should draw upon the systemic issues this Review identifies and the related lessons learned. In particular, the strategy should promote:

- (a) information sharing about specific investigations with affected communities and the public at large;
- (b) community partnership in how and what information is shared, including use of community resources for messaging;

- (c) a process for decision making around public warnings that includes, to the extent possible, confidential input from community leaders or groups;
- (d) police participation in community meetings, and town halls, both to inform communities about existing missing person processes and about specific investigations of concern to those communities, and to address potential barriers to information-sharing;
- (e) ongoing feedback from communities about the Service's successes or failures in its communication strategy and, more generally, in its ongoing relationships with diverse communities;
- (f) consideration of the impact on marginalized and vulnerable or disadvantaged communities in failing to communicate information;
- (g) the development of a user-friendly missing person and unidentified remains webpage;
- (h) the development of a coherent and comprehensive approach to the use of posters and both, social and traditional media to share information;
- (i) recognition that not every community member has equal access to the internet or electronic communication, as well as the need to address linguistic barriers, and to accommodate those with disabilities; and
- (j) the creation of missing person awareness days (see Recommendation 87).

79(a): The Toronto Police Service should improve the webpage relating to missing persons in ways that might include:

- providing cellphone access to a workable version of the Missing Person Questionnaire,
- creating a more “assistive” questionnaire with “explanation” and “help” icons for every question,
- introducing measures to overcome linguistic barriers,
- through the GPS, directing members of the public to the division closest to them,
- introducing an explanatory video with multilingual captioning to outline the missing person reporting process and the work of the unit,
- using more sensitive language, in keeping with the anticipated state of emotional distress of a member of the public accessing the webpage,
- offering an overview as to what a missing person investigation typically entails.
- incorporating a “Frequently Asked Questions” section,
- offering additional practical tools to empower individuals to participate in missing person investigations, such as an “auto create missing person poster” link,
- alerting members of the public to the Service's diverse membership and allow reportees to request that an officer from a given community (Indigenous, LGBTQ2S+, female-identifying, etc.) respond to the Missing Person Report,
- featuring profiles of historical or ongoing missing person cases, when feasible, with the consent of the family.
- allowing those within affected communities to subscribe for regular search updates through text or email,
- providing better guidance as to which ones to contact in which situations, and
- providing accessibility capabilities for the visually and hearing impaired.

82: The Toronto Police Service should take steps to introduce a new and complementary approach to cases involving youth who go missing from group homes, shelters, and other youth-related institutions. This approach should be designed to proactively reduce the number of young people who leave their care homes or institutions; ensure that issues explaining their departure are addressed by social service, public health, or community agencies; implement measures to ensure that such young people are safe when away from their care homes and institutions; and appropriately triage cases involving young people who leave care homes or institutions. Such an approach may involve, as it does in Saskatoon, reporting to the police that a young person is missing from care without immediately activating a missing person investigation.

83(a): The Toronto Police Service should fully use its liaison officers and its neighbourhood community officers to advance missing person and unidentified remains investigations.

87: At regular intervals, the Toronto Police Service should conduct a Missing Person Awareness Day in which Service members explain to the community the approach taken to missing person cases, provide information on how to report missing persons, what websites to access for information about missing persons or missing person investigations, including who to contact with questions about how missing person investigations have been conducted or how to provide relevant information. In this regard, the Toronto Police Service should consider the Ontario Provincial Police's model, with necessary modifications.

98: The Toronto Police Service should ensure that all physical searches for missing persons, or canvassing for witnesses or relevant evidence, be conducted in a comprehensive and coordinated way that includes:

- (a) detailed search or canvassing plans;
- (b) systematic reporting to a search manager or lead investigator;
- (c) use of appropriate technology, such as GPS, Global Search, or social media;
- (d) use of grid searches, mapping tools, or other techniques to ensure completeness;
- (e) support, when appropriate, of outside agencies; and
- (f) coordination with civilian activities and organizations.

This approach should be reinforced through training, education, and Routine Orders. In this regard, the Service might consider the United Kingdom's search and canvass team model, a model that the Vancouver police have adopted.

105: The Toronto Police Service should develop, in partnership with the Office of the Chief Coroner / Ontario Forensic Pathology Service, protocols on addressing unidentified bodily remains. These protocols should provide, among other things, that:

- (a) the Office of the Chief Coroner / Ontario Forensic Pathology Service should designate a person or team with sole responsibility for informing the police about unidentified bodily remains at the morgue;
- (b) the direct contact information for that person or team should be provided to the Missing Persons Unit and other appropriate units or officers;

- (c) any information exchanged between that designated person or persons and the police should be memorialized in writing by both parties;
- (d) civilians who make inquiries about people who have gone missing are dealt with in a consistent and helpful way. Civilians should be clearly advised as to the specific person or unit to contact with such inquiries and the relevant contact information;
- (e) the Office of the Chief Coroner / Ontario Forensic Pathology Service should ensure that prompt notification is provided to the Service, including the Missing Persons Unit, regarding the bodies that have arrived at the morgue that day, detailing their approximate age, sex, and distinguishing features; and
- (f) the Missing Persons Unit should continue to be the liaison in relation to unidentified remains investigations (other than homicide cases) with the Office of the Chief Coroner / Ontario Forensic Pathology Service and with the provincial Missing Persons and Unidentified Remains.



Toronto Police Services Board Report

July 1, 2022

To: Chair and Members
Toronto Police Services Board

From: Jennifer Chambers
Co-Chair
Mental Health and Addictions Advisory Panel (MHAAP)

Steve Lurie
Co-Chair
Mental Health and Addictions Advisory Panel (MHAAP)

**Subject: UPDATE AND RECOMMENDATIONS FROM BOARD'S
MENTAL HEALTH AND ADDICTIONS ADVISORY PANEL
(MHAAP)**

Recommendation(s):

It is recommended that the Board:

- 1) Receive the update from the Mental Health and Addictions Advisory Panel (MHAAP) on its activities from March to June 2022;
- 2) Request that the Chief review the "Possible Areas of Improvement in Training," and make any changes as necessary;
- 3) Advocate to different levels of government, and in particular, the provincial government - for the development and funding of peer respite centres, alongside the expansion of community-based crisis intervention services; and
- 4) Receive the information for the recruitment, application and selection process of new community members of MHAAP, and encourage Board Members and MHAAP members to share it broadly through their networks.

Financial Implications:

There are no financial implications resulting from the recommendations contained in this report at this time

Background / Purpose:

The Board, at its meeting of February 21, 2019, approved the establishment of the Mental Health and Addictions Advisory Panel (MHAAP), to supersede its Mental Health Sub-Committee (MHSC), as outlined in Terms of Reference. (Min. No. P26/19 refers)

As noted at the time of its establishment, the work of MHAAP has as its main objective “to review the implementation of the Mental Health and Addictions Strategy and to provide ongoing advice to the Board with respect to this important work.”

The Terms of Reference were drafted with input from former MHSC members, with recognition of the critical and evolving role that an advisory body of this type can most effectively play in shaping Board policy with respect to how the police interact with people who may appear to be experiencing mental health and/or addictions issues.

As the Terms of Reference note, MHAAP is comprised of “members of the Board, members of the Service and members of the community, ensuring that this includes representatives from organizations run by and for people with lived experiences.

At its meeting of March 31, the Board received an update from MHAAP, outlining its activities and meetings over 2021, and for the beginning of 2022. This included the major themes discussed, including input into the development of the City’s Community Crisis Support Service (CCSS) Pilots, input into the expansion of, and changes to, the Service’s Mobile Crisis Intervention Team (MCT) program, including a recommendation that the Service’s MCIT expansion be accommodated within the existing budget, ongoing monitoring of the implementation of the Service’s Mental Health and Addictions Strategy, enhanced focus on data analysis, and input into the development of the Mental Health Data Portal. The report also outlined the workplan for 2022.

Review of Training at Toronto Police College

On April 25, 2022, members of the Board’s Mental Health and Addictions Advisory Panel (MHAAP) attended the Toronto Police College to observe a series of presentations regarding the current training given to Toronto Police Service Members, particularly as it relates to dealing with people experiencing mental health and addictions issues.

The day included a comprehensive series of presentations, including a number of modules that Service Members receive as part of their annual In-Service Training Program (ISTP). MHAAP members were told about the course design process, the scaffolding learning approach, and the three-year plan, with themes of focus.

Modules discussed included the following:

- Police and trauma-informed resiliency

- Anti-Black racism
- Indigenous experience
- Disabilities

MHAAP members also learned about the Incident Response Team, and the following specific modules:

- Informed approach to mental health de-escalation and crisis resolution
- Dynamic simulation training
- Outline of scenarios

MHAAP members were given the opportunity to ask questions throughout the day, and there was a great deal of dialogue about the work the College is doing.

On June 3, 2022, members of MHAAP met again to discuss the training, including whether there were any recommendations to be made to the Board.

Generally, MHAAP members were pleased with the training presented by the College, and the follow-up discussion, especially the clear focus on de-escalation, the compassionate approach being taught, and the objective of “zero harm, zero death” being consistently emphasized. Members from the College noted that the Service is always aiming to have positive interactions with members of the public, and the training emphasizes treating the public fairly and with respect.

Possible Areas for Improvement in Training

Transfer of Knowledge

- The biggest concern expressed by MHAAP members was that while the training itself might be excellent, how do we know that this training is being utilized
 - It was recommended that the Service look at ways of evaluating the transfer of knowledge and field application of de-escalation, including through the use of body-worn camera footage, debriefing surveys and the development of pre-/post tests for competency. It was recommended that this be a part of the supervision and performance appraisal process.
 - MHAAP members were informed that some of this work is already underway.

Focus on De-escalation

- While MHAAP members were generally pleased with the clear focus on de-escalation, some still expressed that “use of force” is still the dominant notion.
 - Even a name change from “use of force model or training” to “de-escalation model or training” would be helpful. It was recognized that the model was developed by the Province, so the Board could advocate with the Solicitor General to support this change.

Intersectionality

- While MHAAP members were pleased to see that the concept of intersectionality was being taught, some expressed a desire for this to be increased/deepened throughout the training. This would include, for example, educating Service Members about the impact of overlapping biases that can exist toward people who are both Black, or Indigenous, and people in crisis

Implicit Bias

- Members of MHAAP wanted to ensure there was sufficient emphasis on the concept of “implicit bias,” its intersectional component, and the impact it can have on decision-making
 - MHAAP members were informed the Service is currently providing training on implicit bias and racism as it relates to Indigenous and Black communities. This includes scenario-based training where the Service evaluates whether Service Members have implicit bias; they are tested on day one of the training, and then on days two and three, to see whether the training has had an impact.

Community Resources and Referrals

- Members of MHAAP wanted to ensure that Service Members are sufficiently trained in the availability of relevant community resources so that referrals can be made where appropriate. A need to increase Service referrals to the new community-based crisis pilots was discussed, over a tendency to favour referring “in-house” to the Mobile Crisis Intervention Teams (MCITs).
- One particular concern raised was whether there was any content around the complexity of the referral system, as well as a need to track more specifically where referrals were made. It was noted it would be helpful to include this, as well as tools as to how to navigate the referral process. It was noted that while the Service has good access to services through the FOCUS and SPYDER tables, referrals to the Access Point for mental health and addiction services have waitlists and significant wait times.
 - MHAAP members were informed that some of this work is already underway and that some of this work will more appropriately take place at the Divisional/local level.

Generally, the discussions between the Service and MHAAP regarding training were extremely productive and collaborative. MHAAP members generally expressed positive feedback regarding the current training, especially the modules that have been added over time to deal with specific issues of public interest and attention. They also commented positively on the sustained and meaningful focus on de-escalation throughout the training, and the way in which the training has evolved over time to

ensure members of the public are treated properly and respectfully in their interactions with police.

Members of the College expressed a desire to continue to collaborate with MHAAP to ensure community expectations are reflected in the training curriculum.

Meeting of June 24 and Associated Recommendation

On June 24, MHAAP held a meeting focused on Member Wellness, which included a detailed outline of the work of the Service's Wellness Unit, as well as the work being done by Beyond the Blue, which supports police officers' families.

MHAAP also heard an update on the Toronto Community Crisis Service Pilots, a detailed presentation on the Race-Based Data Collection Strategy, and the ongoing work pertaining to the mental health data portal. This will be an important area of focus as more data on use of force and crisis response becomes available. It was suggested that MHAAP consider the development of a data working group or sub-committee to specifically deal with this issue

Jennifer Chambers provided information about the Inquest into the Death of Marc Boekwa Diza Ekamba, where the jury took the unusual step of including all police services across Ontario in many of its recommendations. She commended the Toronto Police Service and the City for some of the work done in a number of important areas relative to other services, while noting that additional work remains to be done.

The discussion regarding the Toronto Community Crisis Service Pilots, included the various challenges they face, especially as they relate to the lack of sufficient critical infrastructure – like shelter and crisis beds.

As a result, MHAAP determined that it should recommend to the Board that it advocate to different levels of government, and in particular, the provincial government - for the development and funding of peer respite centres, along with the expansion of community-based crisis intervention services.

MHAAP Recruitment, Application and Selection Process

The Board, at its meeting of **February 21, 2019**, approved the establishment of the Board's Mental Health and Addictions Advisory Panel (MHAAP) ([Min. No. P36/19 refers](#)) which superseded its then-current Mental Health Sub-Committee.

As noted at that time, MHAAP is comprised of Board Members, Service Members and members of the community, ensuring that representatives from organizations run by and for people with lived experiences are included.

MHAAP's membership must *reflect the diversity of Toronto with representatives from major as well as more locally-based groups or organizations serving youth and*

marginalized and racialized groups.

When establishing MHAAP, alongside those with expertise in the areas of law and human rights, accountability and data, an emphasis was placed on including individuals with both client-focused, and direct lived experience of mental health and addictions issues (including lived experience in addictions or substance use, including harm reduction and service delivery). *A minimum of two members with direct lived experience of mental health and addictions issues, or who are connected to an organization representing people with lived experience of mental health and addictions issues, was required as part of the membership of MHAAP.*

Police Reform Recommendation #63 approved by the Board in August 2020 ([Min. No. P129/20 refers](#)) requires the MHAAP membership to be reviewed at least once every 3 years or when otherwise required.

On Tuesday June 28, the Board launched its application process for the new membership of MHAAP. Current MHAAP members are encouraged to apply, along with other interested community members who would like the opportunity to be a part of MHAAP.

The Board is seeking membership from a cross-section of sectors, representing a vast span of expertise, experience and perspectives.

In particular, the Board has identified some specific expertise that we would like one or more members to possess as follows: *(it should be noted that it is not expected that all members will have expertise in all areas)*

- Mental Health and Addictions Expertise including work in the field, advocates, academics, and those with association with the field through Justice work.
- Expertise from Individuals with Lived Experience of Mental Health and/or Addiction Issues
- Expertise/experience with Youth/Young People
- Expertise/experience with marginalized/vulnerable populations
- Expertise in data analysis and evaluation
- Understanding of and/or experience with alternative crisis delivery models

In addition, every member of MHAAP should possess some level of skill in or demonstration of the following areas:

- Analytical and Critical Thinking
- Interpersonal Communications
- Governance Expertise
- Commitment to MHAAP's mandate

Individuals wishing to apply for membership on MHAAP will be required to provide a resume, and to complete an application form, comprised of a series of questions about

the applicant's experience and background, including the level and nature of expertise the applicant has, the applicant's background and relevant community experience.

Once again, an emphasis is placed on including individuals with both client-focused and direct lived experience of mental health and addictions issues.

Applications must be received by Friday August 19, 2022.

Those applicants who have been chosen to proceed through the process will be asked to attend an interview in September 2022. At the conclusion of the selection process, the selection panel will recommend to the Board a list of proposed members to participate on MHAAP, as well as the Board and Community Co-Chairs.

It is anticipated that the recommendations for membership will be made to the Board at or by its meeting on November 14, 2022.

It is anticipated that MHAAP will meet every three months, and as needed. A number of sub-committees and working groups may also be established to deal with specific issues.

It is anticipated that the first meeting of the newly-constituted MHAAP will be held in January 2023, and that MHAAP's membership will be reviewed at least once every three years, or when otherwise required.

Applications can be made by following this link: <https://tpsb.ca/mhaap-application>
One overarching and important objective will be to ensure that MHAAP adequately represents the broad perspective of community voices, including people with lived experience, and caregivers, including those working in the mental health and addictions sectors.

We would ask that both Board Members and MHAAP members share this information broadly with your networks, to encourage as many people, representing as broad a diversity of voices, to apply.

MHAAP's Work within a Broader Context

Central to many of MHAAP's discussions is a recognition that any work being done to improve police response to those dealing with mental health and addictions issues should be seen within the broader, and changing, context of all of the stakeholders and sectors dealing with these issues. The Board's 81 Police Reform recommendations approved in August 2020 established a roadmap for comprehensive policing reform in Toronto, and included building new community safety response models, various initiatives to address systemic racism, and concrete steps to improve trust with our communities. The Board has stated that it views this work as a beginning; one that proposes immediate action and a commitment to change through ongoing consultation, and a reimagining of our current approach to community safety.

MHAAP shares that view, and the notion that ideally, a response to people in crisis is a non-police response, community-based, non-coercive, and free of force, while recognizing that police will attend when there is an element of risk to public safety. As initiatives are built and strengthened to prevent crises from occurring, and to support people through the use of properly funded community-based resources, it is our hope that, over time, there will be fewer crisis calls that require police response.

Conclusion:

It is recommended that the Board receive the update, and approve the recommendations from the Mental Health and Addictions Advisory Panel (MHAAP).

Respectfully submitted,



Jennifer Chambers
Co-Chair
MHAAP



Steve Lurie
Co-Chair
MHAAP



Toronto Police Services Board Report

July 7, 2022

To: Chair and Members
Toronto Police Services Board

From: Ainsworth Morgan
Board Member
ARAP Co-Chair

Anthony Morgan
Community Member
ARAP Co-Chair

Subject: Update from Board's Anti-Racism Advisory Panel (ARAP)

Recommendation(s):

It is recommended that the Board receive this update from its Anti-Racism Advisory Panel (ARAP).

Financial Implications:

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

Background / Purpose:

Establishment of ARAP

In April 2018, as a result of a recommendation made by the jury at the Inquest into the Death of Andrew Loku, the Toronto Police Services Board established an Anti-Racism Advisory Panel (ARAP). (Min. No. P62/18 refers)

Over the next two years, ARAP was involved in a number of important issues, including providing advice in the development of the Board's Race-Based Data Collection, Analysis and Public Reporting Policy. At its meeting of August 18, 2020, the Board approved ARAP's "Recommended Monitoring Framework for the Implementation of the Recommendations Arising from the Inquest into the Death of Andrew Loku," concluding the inaugural mandate of ARAP.

New Mandate and Membership

At the same meeting, the Board approved its 81 Policing Reform recommendations, focused on building new community safety response models, initiatives to address systemic racism and concrete steps to improve trust with our communities. In addition, a number of recommendations focused on ARAP directly, including a recommendation making ARAP permanent and building in certain requirements to its structure, and a recommendation naming us as its new Co-Chairs. ARAP is mandated to advise and support the Board in relation to policing and addressing racism, anti-Black racism and anti-Indigenous racism.

Discussion:

ARAP Training

At the beginning of ARAP's term, staff from the Office of the Police Services Board organized several orientation sessions for ARAP members to attend, to ground Panel members in an understanding of Service operations, practices, procedures, and initiatives, in order for ARAP to provide the best advice possible to the Board. Members of the Board's Mental Health and Addictions Advisory Panel (MHAAP) were also invited to attend. Over the course of four months, members of the Service responsible for various portfolios provided 90-minute presentations on the following topics:

- Use of Force
- Neighbourhood Community Officer Program
- Race-Based Data Collection
- Mobile Crisis Intervention Teams
- Implementation of 81 Recommendations for Police Reform
- Professional Standards
- Equity, Inclusion and Human Rights
- Officer Training
- Police Budget
- Analytics & Innovation
- Recruiting, Hiring and Promotions

Service presentations concluded with 30-45 minute dialogues between Service and Panel members exploring a variety of questions, answers and feedback. Panel members have frequently expressed their appreciation for these presentations and how they have contributed to members feeling better prepared to engage in their work on the Panel.

ARAP Subcommittees

Following the intensive training, Panel members were provided with the opportunity to sign up for Subcommittees. The purpose of the Subcommittees was to engage more thoroughly in the work, to meet with members of the Service and to make recommendations to the Board focused on specific subject matter. The following subcommittees were formed:

- Ontario Human Rights Commission Inquiry
- Race-Based Data Collection
- Training
- Use of Force
- Andrew Loku Recommendations Implementation Monitoring
- Community and Police Eliminating Anti-Black Racism (CAPE-ABR)
- Mental Health and Addictions Advisory Panel (MHAAP)
- Recruiting, Hiring, Promotions
- Current Affairs

Subcommittee members meet frequently to discuss their area of focus, often engaging with Service members to explore and better understand the issues.

ARAP Workplan

Over the course of the last year, each subcommittee has developed a work plan for their area of focus. The work plans serve as a guide which outline the subcommittees general observations, questions related to the area of focus, follow up requests for more information or meetings with Service members, and general recommendations for ARAP to develop and pursue with the Board.

Consultations and Engagement

In addition to the significant work that Panel members have been engaged in, they are often called upon to participate in Service consultations, as well as engagement opportunities. Panel members have participated in the following consultations:

- Service Budget
- Board's Chief Selection
- Race-based Data Collection, Analysis, and Reporting
- Officer Training Review
- Equity Strategy Development

Panel members have lent their subject matter expertise, critical analysis, and a strong community lens throughout the consultations which they have participated in.

Honouraria

The 2022, the Board's net operating budget submission included a request for honouraria for community members on the Board's two permanent Advisory Panels. This was approved by the Board, and reflected a desire to show respect and appreciation for the deep knowledge, insights and advice community volunteers contribute to the success of the Board in carrying out its governance and oversight roles.

Conclusion:

The Anti-Racism Advisory Panel continues to play a strong and integral role to the work of the Board, in providing a community voice to key issues. We are proud of what the Panel members have accomplished and are grateful for their assistance to the Board and Service in moving various files forward.

As the term progresses, we will continue to provide updates.

Respectfully submitted,

Ainsworth Morgan
Board Member
ARAP Co-Chair

Anthony Morgan
Community Member
ARAP Co-Chair

Correspondence to the Toronto Police Services Board

July 7, 2022

To: Chair and Members
Toronto Police Services Board

From: Ainsworth Morgan
Board Member
ARAP Co-Chair

Anthony Morgan
Community Member
ARAP Co-Chair

Subject: Board's Anti-Racism Advisory Panel (ARAP) Response to Race-Based Data Collection Findings

Dear Board Members,

On Monday, June 27, 2022, ARAP held its quarterly meeting. At this meeting, members of the Advisory shared their reactions to the race-based data collection findings that were presented at the June 23, 2022 Board meeting, and requested that their response be communicated officially with the Board.

Over the course of five months, members of the Advisory were engaged in consultations with the Service, where the race-based data collection findings were shared. Members provided significant input to Service members in various aspects of analysis, and how the findings should be shared and communicated.

Since the release of the findings, members of the Advisory have reviewed the 38 recommendations and would like to make the following recommendations to the Board:

The Anti-Racism Advisory Panel recommends that the Service's recommendations:

- be revised to ensure sufficient details on what the recommendations entail, in order to ensure public confidence;
- include specific timelines for implementation;
- include details of what "completion" of a recommendation tangibly means; and
- be expanded upon to add recommendations that focus strongly on repair of trust and addressing harm to Black communities and Indigenous Peoples.

Additionally, we recommend that going forward, the Board include a standing item on each public agenda to address anti-racism. This will allow the Board to focus on this matter and signal to the public at large that this is a priority for the Board.

Members of the Advisory are requesting that Board members adopt these ARAP recommendations and request the Service to provide an update at the next meeting of the Board.

Respectfully submitted,

Ainsworth Morgan
Board Member
ARAP Co-Chair

Anthony Morgan
Community Member
ARAP Co-Chair



Toronto Police Services Board Report

July 11, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Toronto Police Service – 2022 Organizational Chart

Recommendation(s):

It is recommended that the Toronto Police Service Board (Board) approve the revised organizational chart for the Toronto Police Service (Service)

Financial Implications:

There are no financial implications relating to the recommendation contained within this report. The restructuring reflected in this report results in the realignment of various existing units.

Background / Purpose:

At its meeting on January 25, 2001, the Board requested that all organizational charts be submitted on an annual basis (Min. No. P5/01 refers).

At its meeting on March 23, 2021, the Board approved a new organizational chart for the Service (Min. No. P2021-0323-8.1 refers).

In keeping with the Board's requirement, this report is being submitted to request the Board's approval for a revised organizational chart for the Service that contains restructuring changes aimed at enhancing the Service's ability to deliver on police reform and modernization priorities, while enhancing business-related service delivery functions.

Included in this report as an attachment are the existing and proposed organizational charts in Appendix A and B, respectively.

Discussion:

The following amendments of the organizational chart approved by the Board in March 2021 are requested:

New Pillar: Professionalism and Accountability

- The Professionalism and Accountability pillar, overseen by a Staff Superintendent and reporting directly to the Chief of Police, is being created to place additional focus on the conduct and professionalism of the Service and its members.
- The Professionalism and Accountability pillar will have the following business units reporting to it:
 - The Professional Standards Unit, which moved from the Strategy & Risk Management pillar effective January 4, 2022.
 - The Awards unit currently reporting into the Chief's Office will move to this pillar. The name of the unit will be changed to Awards and Recognition.
 - The Risk Analysis and Assessment unit, a sub-unit of Analytics & Innovation currently reporting into the Information Management pillar, will move to Professionalism and Accountability.
- As a result, the Strategy & Risk Management pillar name will be changed to Strategy Management.

New Unit: Missing and Missed Implementation Team

- On April 13, 2021, the Honourable Gloria Epstein released findings, including 151 recommendations, following a three-year review of how the Service conducts missing person's investigations.
- The team, reporting directly to the Chief of Police, was created with the goal of implementing all of Justice Epstein's recommendations.
- This team, comprised of both Service and community members, will utilize a modernized community-centric approach to implementing all 151 recommendations.

New Units: Business Applications and Policing Applications

- As first outlined to the Board in the March 2021 Board Report titled "Information & Technology Command (I & T)) Structure – Phase One" (Min. No. P2021-0323-8.2 refers), the unit formerly known as Information Systems Services has been subdivided into two stand-alone units - Business Applications and Policing Applications. This move supports I. & T. Command's vision of a product-centric I.T. model aligned more closely with business requirements.

New Unit: Workforce Planning & Insight

- Formerly a part of the Employee Services Unit, the Workforce Planning & Insight unit has been created in the People and Culture pillar to oversee workforce analytics, complement planning, and the Service's resource management systems. With 90% of our budget dedicated to people, greater emphasis is required on understanding their make-up, timesheets and other key data points. This unit will support a modern approach to understanding how the Service's resources are deployed, provide key people indicators, and support the planning for current and future resource needs to inform budget requests and management decision making.

Realignment of Districts in West Field Command (W.F.C.)

- In order to provide optimal service delivery to all Toronto communities, the realignment of two W.F.C. districts were implemented on March 1, 2022 as follows:
 - District 12, 23 changed to new District 22, 23
 - District 11, 22 changed to new District 11, 12

Name Change: Homicide Unit

- Detective Operations is working to heighten the priority of investigations in response to Recommendation #33 of the Missing and Missed – Report of the Independent Civilian Review into Missing Person Investigations
- In order to support the Service's overall plan to heighten the priority of Missing Persons investigations, the Homicide Unit will now be called the Homicide and Missing Persons Unit.

Conclusion:

This report provides the Board with the Service's updated organizational chart for approval. The updated organizational chart is attached to this report as Appendix B. The Board will be kept apprised of any future updates.

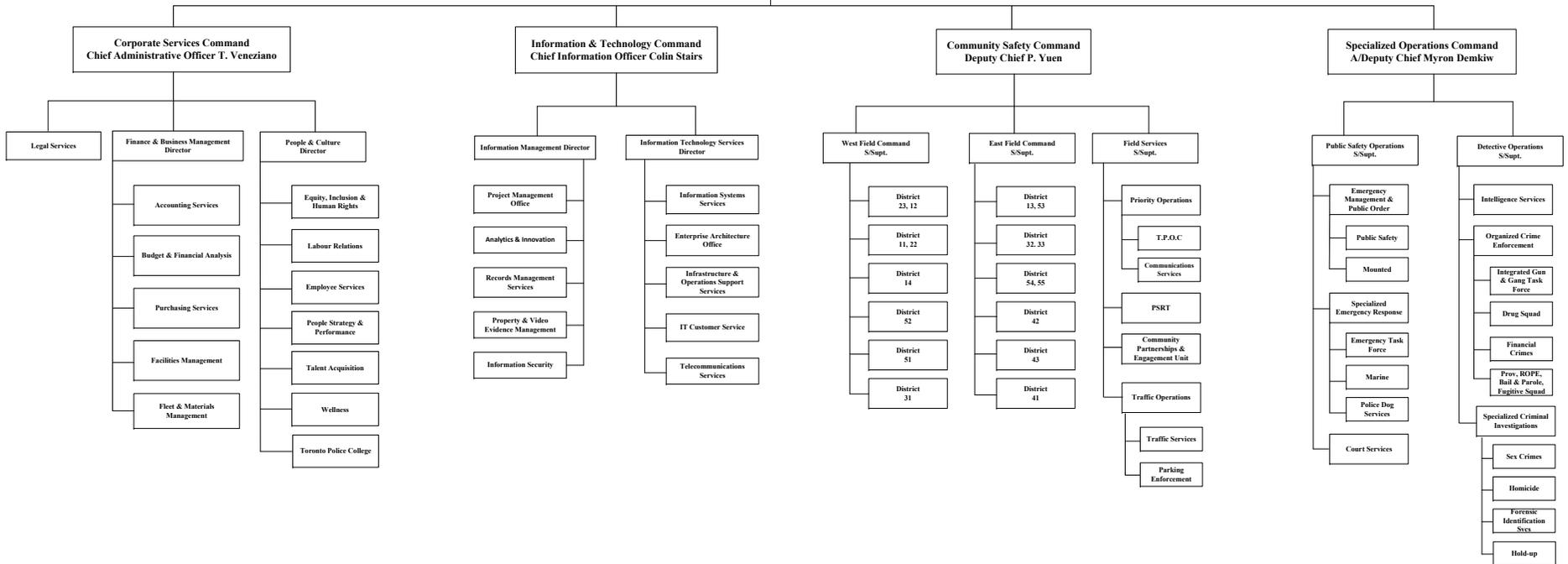
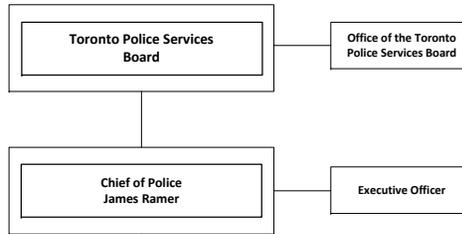
Mr. Tony Veneziano, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

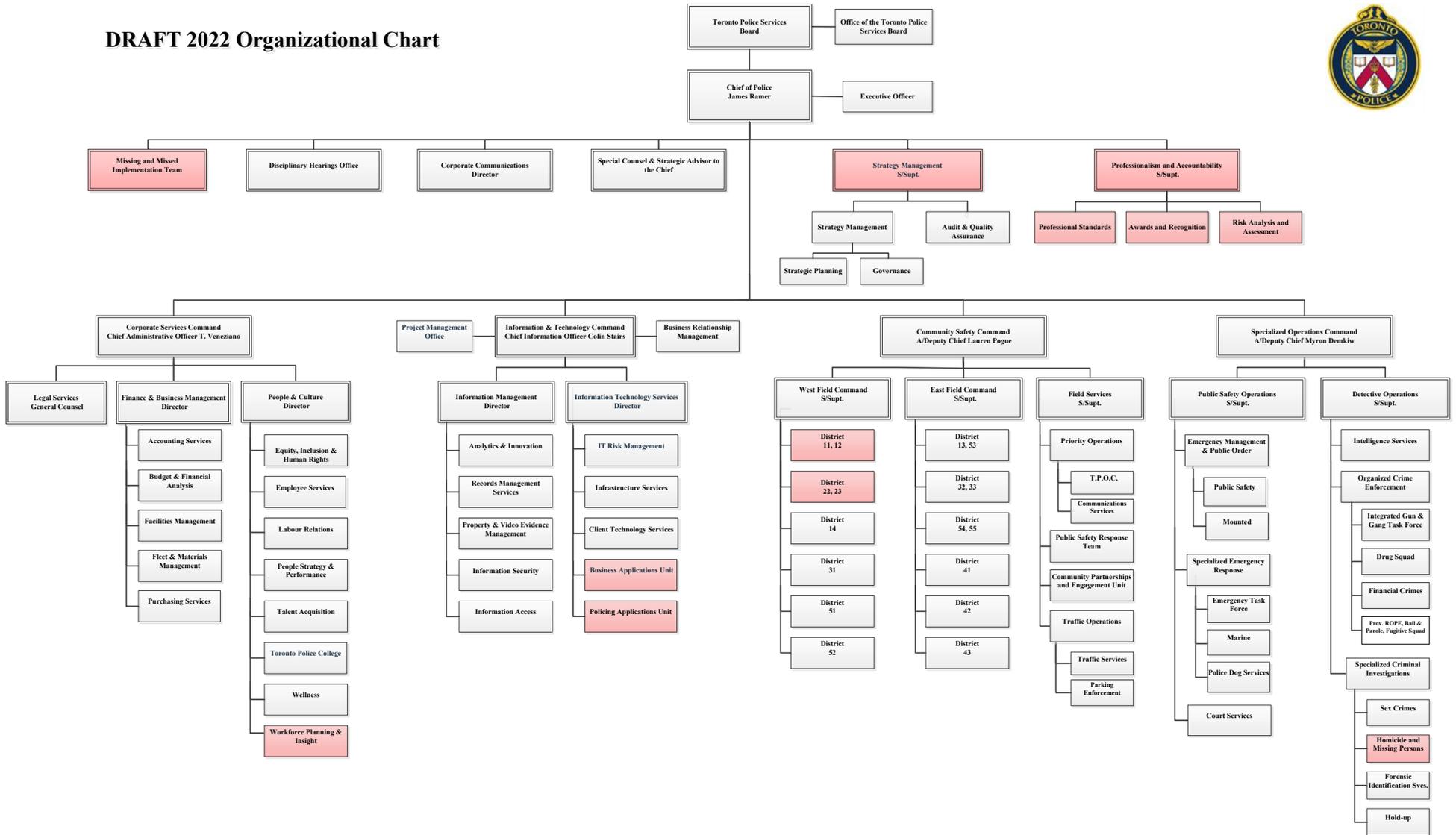
James Ramer, O.O.M.
Chief of Police

*original copy with signature on file in Board office

2021 Organizational Chart



DRAFT 2022 Organizational Chart





Toronto Police Services Board Report

June 29, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Contract Award for a Vendor of Record - Audio Visual (A.V.) Hardware, Software, Installation, Maintenance and Services

Recommendations:

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

- 1) approve a contract award to Paladin Technologies Inc. (Paladin) for Audio/Visual (A.V.) hardware, software, maintenance, installation and services for the period of July 1, 2022 to June 30, 2023, with four one-year option periods, and at an estimated total cost of \$4.07 Million (M) excluding taxes, over the five year period;
- 2) authorize the Chair to execute all required agreements and related documents on behalf of the Board, subject to approval by the City Solicitor as to form; and
- 3) authorize the Chief of Police to exercise the four one-year extension options, subject to budget availability, satisfactory vendor performance and other considerations.

Financial Implications:

Funding of \$25,000 for repairs, maintenance and parts are included within the 2022 Board approved operating budget (Min. No. P2022-0111-3.2 refers). There are no additional operating or capital costs for the remainder of 2022.

Table 1 provides the breakdown of the estimated annual costs from 2023 to 2027 totalling \$4.07M, excluding taxes. The operating budget provides for repairs and system maintenance and the capital budget provides for lifecycle replacement of A.V. equipment. The associated future year costs will be included in the operating and capital budget process for each year of the agreement.

Table 1 provides the breakdown of the estimated annual costs by year:

Table 1 - Estimated annual cost from 2022 - 2027

Year	Operating Cost	Capital Cost	Total Annual Cost
2022	No cost for July - December, 2022		
2023	25,000	1,445,000	1,470,000
2024	25,000	400,000	425,000
2025	25,000	400,000	425,000
2026	25,000	993,000	1,018,000
2027	25,000	701,000	726,000
Total	125,000	3,939,000	4,064,000

Background / Purpose:

Over the last few years, there has been a significant increase in the number of A.V. systems throughout the Toronto Police Service (Service), in part due to the significant impetus to use remote video conferencing technologies such as WebEx and Microsoft Teams. The roll out of videoconferencing equipment across the organization will support the use of these technologies across the Service while providing a standardized approach to meeting room design to improve the remote video conferencing experience.

A.V. systems are located in small board rooms, mid-sized training rooms; and large gymnasiums and auditoriums.

To ensure A.V. systems are in good working order and to minimize repair work; it is important that maintenance on the A.V. systems are completed on a regular basis. Utilizing an external vendor to perform regular maintenance on the Service's A.V. systems is efficient and cost-effective; while allowing internal staff to focus on their on-going core work responsibilities.

The purpose of this report is to obtain Board approval for a contract award for A.V. hardware, software, maintenance, installation and services.

Discussion:

The Service has multiple, complex A.V. systems which are maintained by in-house service technicians. However, due to the growth of A.V. systems and the move to the use of remote technologies across the Service, external support is required to maintain and keep A.V. systems in good working order and provide lifecycle replacement for the existing equipment.

Procurement Process:

R.F.P. # 2022-01 was issued in January 2022 to establish a Vendor of Record (V.O.R) for A.V. hardware, software, installation, maintenance and services. The R.F.P was posted on MERX by the Service's Purchasing Services unit on January 14, 2022 and closed on March 2, 2022. Thirty-eight suppliers downloaded the R.F.P. document from MERX and six submissions were received upon closing.

An evaluation committee was established to evaluate the submissions and Purchasing Services facilitated and provided oversight of the procurement process. Proposals were evaluated based on the weighted evaluation criteria included in the R.F.P.

The evaluation criteria included:

- Demonstrated experience/qualification of the proponent firm;
- References confirming experience and qualifications;
- Proposed plan, schedule and outline of the approach to meeting requested services, and;
- Price.

With respect to price, proponents were requested to provide pricing for a basket of goods and services which were representative of the Service's anticipated requirements over the contract term. For services, proponents were required to provide an hourly rate for the following activities and roles: installation/decommissioning, software/programming, project management, acoustic engineering services and licensed electrician services.

Conclusion:

Based on the evaluation, Paladin Technologies Inc. was the highest scored proponent. Accordingly, it is recommended that the Board approve a contract award to Paladin for A.V. hardware, maintenance, installation and services for the period July 1, 2022 to June 30, 2023 with four one-year option periods, and at an estimated total cost of \$4.07M excluding taxes, over the five year period.

Mr. Colin Stairs, Chief Information Officer and Mr. Tony Veneziano, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

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

*original copy with signature on file in Board office



Toronto Police Services Board Report

June 2, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: City Traffic Agents – Request to Modify Uniform and Equipment

Recommendation:

It is recommended that the Toronto Police Services Board (Board) approve the City-proposed changes to the City Traffic Agent (C.T.A.) uniform.

Financial Implications:

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

Background / Purpose:

This request came from the City as a Business Case directly to the Toronto Police Service (Service).

Under section 53 of the Police Services Act, the Board is authorized to appoint special constables, subject to the approval of the Solicitor General. Pursuant to this authority, on February 6, 2020, the Board entered into an Agreement with the City (Min. No. P158/19 refers).

Discussion:

The originally-approved C.T.A. uniform spoke to three shirts, two jackets and a safety vest. Since the deployment of the C.T.A.s in November 2020, the City has recognized a need for additional items, not previously approved by the Chief or the Board.

In June 2021, the C.T.A. program contacted the Special Constable Liaison Office (S.C.L.O.) with a business case, requesting a change to their uniforms. Since that time, the S.C.L.O. has worked with the C.T.A. program to refine their case, ensuring a consistent and unified look for the C.T.A.s. This unified appearance has been stressed in an effort to ensure the C.T.A.s are readily identifiable by the public.

In February 2022, the C.T.A. program submitted their final business case for changes to their uniform (see Appendix A).

The Service agrees with all amendments and additions to the uniform.

Conclusion:

The Service has no concerns with the C.T.A. program requesting additional or modified version of their uniform for health and safety reasons.

It is recommended that the Board approve the City-proposed changes to the City Traffic Agent uniform

Acting Deputy Chief Myron Demkiw, Specialized Operations Command, will be in attendance to answer any questions that the Board may have with respect to this report.

Respectfully submitted,

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

*copy with original signature on file at Board Office



Business Case

Changes to City of Toronto Traffic Agent Uniform & Equipment

Business Case Author:

A handwritten signature in blue ink, appearing to read "RMB", with a horizontal line extending from the end of the signature.

Roger Browne, M.A.Sc., P. Eng.
Director, Traffic Management,
Transportation Services, City of Toronto

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Executive Summary

The Traffic Agent Program is a congestion management strategy whereby Traffic Agents are deployed at key intersections to actively manage the movement of pedestrians, vehicles and cyclists. The Traffic Agent Program officially launched in November 2020.

The purpose of this business case is to seek approval from the Toronto Police Services Board on the proposed modifications, removal and additions to the uniform and equipment for the City Traffic Agents.

The proposed changes to the Traffic Agent uniform includes modifications to existing uniform and equipment that received prior approval, removal of existing uniform item to address comments from the Special Constable Liaison Office and new uniform and equipment additions.

The following items are proposed to be modified:

- Safety Vest; and
- Long Sleeve Two-Tone Shirt.

The following item is proposed to be removed:

- Long Sleeve Two-Tone Polo Shirt.

The following items are proposed to be added:

- Two-Tone Bomber Jacket;
- Short Sleeve Two-Tone Polo Shirt;
- Cargo Pant;
- All Weather Pant;
- Overall Bib Pant;
- Sweater;
- Epaulettes;
- Baseball Cap;
- Toque;
- High-Visibility Gloves; and
- High-Visibility Mittens.

1. Purpose

As per Section 12.4 of the Memorandum of Understanding between the Toronto Police Services Board and City of Toronto, no substantial change or modification in any equipment will be made without prior approval of the Board.

As such, the purpose of this business case is to seek approval from the Toronto Police Services Board on the proposed modifications and additions to the uniform and equipment for the City Traffic Agents.

2. Background

The original Traffic Agent Uniform and Equipment was approved by the Toronto Police Chief on November 4, 2019 and included the following items:

- Long Sleeve Two-Tone Shirt;
- Long Sleeve Black Shirt;
- Long Sleeve Two-Tone Polo Shirt;
- Two-Tone Parka;
- Spring/Fall/Raincoat Jacket; and
- Safety Vest.

A picture of each garment can be found in **Appendix A**.

2.1 Previous Emergency Approvals

2.1.1 Traffic Gloves

On November 16, 2020, the City submitted a request to add new Traffic Gloves to the Traffic Agent equipment. A picture of these gloves can be found in **Appendix B**. The City was advised on November 19, 2020 by TPS that the gloves had been approved by the Chief's Office.

2.1.2 Traffic Agent Special Constable Rear Patch

The "Traffic Agent Special Constable" patch on the back of the Long Sleeve Two-Tone Shirt, Two-Tone Polo Shirt, Two-Tone Parka and Safety Vest was originally a yellow colour that matched the garment. It was noted by TPS that the wording on this patch was not highly visible in low light so a black patch was requested by the City to the Chief's Office on December 1, 2020 and approval was granted on the same day. A picture of the old and new rear patch can be found in **Appendix B**.

3. Proposed Changes to Traffic Agent Uniforms and Equipment

The proposed changes to the Traffic Agent uniform includes:

- Modifications to some of the existing uniform and equipment;
- Removal of existing uniform item; and
- Additional uniform and equipment items.

3.1 Proposed Modifications

The only two items that are proposed to be modified are the Safety Vest and the Long Sleeve Two-Tone Shirt. Further detail on the rationale of the modification can be found in the following subsections of this report. Pictures of the proposed items can be found in Appendix C.

3.1.1 Safety Vest

The Safety Vest being requested is made of 100% polyester comfort poplin material and it has a highly visible yellow colour.

The proposed safety vest provides a more distinctive and professional Special Constable appearance for the Traffic Agents. It is expected to provide better compliance from the public and improve safety for Traffic Agents.

3.1.2 Long Sleeve Two-Tone Shirt

The colour of the Long Sleeve Two-Tone Shirt is proposed to be modified from blue and yellow to black and yellow to match the other uniform garments that are also two-toned.

3.2 Proposed Removal

3.2.1 Long Sleeve Two-Tone Polo Shirt

The existing Long Sleeve Two-Tone Polo Shirt is proposed to be removed from the uniform complement. This shirt is no longer needed and is being removed to address comments raised by the Special Constable Liaison Office to reduce the amount of long sleeve options to avoid public confusion.

3.3 Proposed Additions

The following items are proposed to be added:

- Two-Tone Bomber Jacket;
- Short Sleeve Two-Tone Polo Shirt;
- Cargo Pant;
- All Weather Pant;

- Overall Bib Pant;
- Sweater;
- Epaulettes;
- Baseball Cap;
- Toque;
- High-Visibility Gloves; and
- High-Visibility Mittens.

Many of these items are as a result of lessons learned from the initial launch of the program in November 2020. The primary purpose for many of the changes is to provide more options for the Traffic Agents in terms of uniform that is practical from a health and safety perspective depending on either extreme hot or cold working conditions. Regardless, the City is proposing options in each case in a manner that promotes as much consistency as possible to avoid confusion from the public. The proposed additions are each described in further detail in the subsequent sections of this report. Pictures of the proposed additions can be found in **Appendix D**.

3.3.1 Two-Tone Bomber Jacket

The shell of the Two-Tone Bomber Jacket is made of 80% polyester and 20% cotton whereas the lining and insulation are 100% polyester. This jacket has a high visible yellow and black colour. The Two-Tone Bomber Jacket provides the Traffic Agents with more flexibility and comfort while also keeping them warm during the colder months.

We intend to provide the Traffic Agents an option between the Parka or Bomber jacket based on their preference and weather conditions. The Two-Tone Bomber Jacket and the Two-Tone Parka Jacket have a similar appearance to avoid public confusion.

3.3.2 Short Sleeve Two-Tone Polo Shirt

The Short Sleeve Two-Tone Polo shirt will be the only short sleeve option for the Traffic Agents. It has a high-visible yellow and black colour.

3.3.3 Cargo Pant

The new Cargo Pant is made of 65% polyester and 35% cotton and it has a dark navy colour. It also has a one inch silver vertical strip on the out seam and four inch yellow silver yellow strip around the lower leg.

There was an oversight in the original approval for the Traffic Agents uniforms as pants were not included. The current pants worn by Traffic Agents are also dark navy with the four inch yellow silver yellow strip around the lower leg but does not have the one inch silver vertical strip on the out seam. The silver vertical strip is being requested as it provides Traffic Agents with an additional reflective striping to enhance safety. The new Cargo Pant is also more durable to the harsh weather conditions.

3.3.4 All Weather Pant

The shell of the All Weather Pant is made of 100% polyester whereas the lining is made of 100% nylon. This pant has a dark navy colour and is waterproof, wind proof and breathable.

As Traffic Agents are required to work in all weather conditions, an All Weather Pant option is needed to keep the Traffic Agents warm and dry as much as possible and also to preserve the durability of the aforementioned Cargo Pants.

3.3.5 Overall Bib Pant

The Overall Bib Pant is made of 80% polyester and 20% cotton. This pant is also insulated to provide Traffic Agents with extra warmth during extreme cold temperatures. This pant has a dark navy blue colour and includes reflective striping.

3.3.6 Sweater

The Sweater is made of 100% acrylic knit and it has a dark navy colour.

The Sweater provides the Traffic Agents with additional warmth during the colder months.

3.3.7 Epaulettes

The Epaulettes provide the Traffic Agents with a professional appearance and also provide them with additional identification as their badge number is included. All button down shirts have also been designed to accommodate Epaulettes.

3.3.8 Baseball Cap

The Baseball Cap will be the primary headwear for the Traffic Agents from April to October. The badge number is also indicated on the Baseball Cap to provide additional identification to the public.

3.3.9 Toque

The Toque is made of 100% acrylic and it has a dark navy colour. The Traffic Agent's badge number is also included to provide additional identification.

The Toque will be the primary headwear for the Traffic Agents from November to March. The badge number of the Traffic Agent is also indicated on the Toque to provide additional identification to the public.

3.3.10 High-Visibility Gloves

The High-Visibility Gloves are made with microfleece lining and are yellow and black in colour.

The High-Visibility Gloves provide Traffic Agents with hand protection and warmth during the colder months.

3.3.11 High-Visibility Mittens

The High-Visibility Mittens are made with microfleece lining and they have a high-visible yellow and black colour.

The High-Visibility Mittens provide Traffic Agents with hand protection and warmth during the extreme cold temperatures.

The High-Visibility Mittens and High-Visibility Gloves have a similar appearance to avoid public confusion.

4. Summary

For completeness of this report, the following table summarizes all the final pieces of the uniform after approval:

Uniform Piece	Purposes	Picture / Image
Head		
Baseball Cap	For most weather conditions	Page 19, Appendix D
Toque	For cold and extreme cold weather	Page 20, Appendix D
Arms and Torso		
Long Sleeve Black Shirt	For ceremonies and administrative duties	Page 10, Appendix A
Long Sleeve Two-Tone Shirt	For most weather conditions	Page 14, Appendix C
Short Sleeve Two-Tone P. Shirt	For sunny, hot days	Page 16, Appendix D
Safety Vest	For high visibility applications	Page 14, Appendix C
Sweater	To be worn under Bomber / Parka	Page 18, Appendix D
Two-Tone Bomber Jacket	For cold weather	Page 16, Appendix D
Two-Tone Parka	For extreme cold weather	Page 11, Appendix A
Spring/Fall/Raincoat Jacket	For rainy weather	Page 12, Appendix A
Hands		
Traffic Gloves	For most weather conditions	Page 13, Appendix B
High-Visibility Gloves	For cold weather	Page 20, Appendix D
High-Visibility Mittens	For extreme cold weather	Page 21, Appendix D
Legs		
Cargo Pant	For most weather conditions	Page 17, Appendix D
All Weather Pant	For rainy or windy weather	Page 17, Appendix D
Overall Bib Pant	For extreme cold weather	Page 18, Appendix D

Other		
Epaulettes	For agent identification	Page 19, Appendix D
Black Rear Patch	For contrast and visibility (Applies to all uniform pieces)	Page 13, Appendix B

5. Financial Impact

All items are purchased through the City's Purchasing and Materials Management Division. All purchases would follow the City Procurement Policies and Chapter 195 of the Toronto Municipal Code.

There is no financial impact to the Toronto Police and all costs associated with the Traffic Agent uniform and equipment are included within the Transportation Services 2022 Operating Budget.

6. Appendices

6.1 Appendix A – Existing Uniform

A picture of each existing garment that was previously approved by the Police Chief is provided in this appendix.







6.2 Appendix B – Previous Emergency Approval

These Traffic Gloves were previously requested by the City and approval was provided by the Chief's Office November 2020.



6.3 Appendix C – Proposed Modifications

A picture of each proposed modifications is provided in this appendix.

Safety Vest



Long Sleeve Two-Tone Shirt



6.4 Appendix D – Proposed Removal

A picture of the proposed removal is provided in this appendix.



6.5 Appendix D – Proposed Additions

A picture of each proposed additions is provided in this appendix.

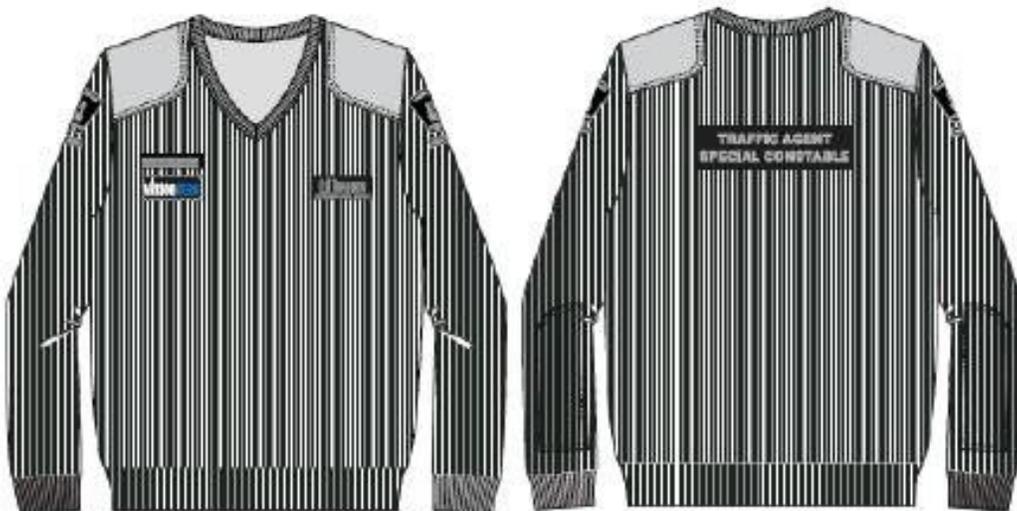




Overall Bib Pant



Sweater



Epaulettes



Baseball Cap



Toque



High-Visible Gloves



High-Visible Mittens





Toronto Police Services Board Report

July 12, 2022

To: Members
Toronto Police Services Board

From: Ryan Teschner
Executive Director and Chief of Staff

Subject: Toronto Police Services Board Nominee to the Canadian Association of Police Services Board (CAPG)

Recommendation(s):

It is recommended that:

- 1) The Board nominate Board Member, Ann Morgan, to represent the Toronto Police Services Board on the CAPG Board of Directors for a two-year term; and,
- 2) The Office of the Police Services Board advise the CAPG of the Board's nomination.

Financial Implications:

The CAPG will pay reasonable and necessary costs incurred by members of its Board of Directors such as conference registration, accommodation.

Background / Purpose:

The Canadian Association of Police Governance is the only national organization dedicated to excellence in police governance in Canada. Founded in 1989 with the goal to improve the effectiveness of civilian bodies that govern local police services, it has since grown to represent 80% of municipal police service governance bodies throughout Canada.

For over 30 years, the CAPG has worked diligently to achieve the highest standards as the national voice of civilian governance and oversight of municipal police. CAPG helps create the space for thought leadership on the challenging but important questions in the police governance and oversight spheres. The opportunities the CAPG provides its members to collaborate with one another in tackling the modern challenges and creating opportunities for progressive thinking in this space has perhaps never been more important. The Board and Office of the Police Services Board Staff are consistently involved in the work of the CAPG.

Discussion:

Nomination of Ann Morgan

At its meeting held on March 31, 2022, I advised the Board that, as a result of a vacancy on its board, the CAPG sought representation of one of our Board Members. As Ms. Morgan was already putting her name forward as the Ontario Association of Police Services Boards (OAPSB) representative, it made sense for Ms. Morgan to also act as the Board's representative on the CAPG Board in an interim capacity. (Min No. P2022-0331-3.0 refers).

The nomination process for a full-term on the CAPG Board opened up in April 2022, and Ms. Morgan expressed interest in continuing her work with CAPG. Based on her expression of interest, Ms. Morgan already having a provincial police governance lens through her OAPSB work, and the benefit that can come from bringing that provincial perspective to national police governance issues, where appropriate, I am requesting the Board's approval of Ms. Morgan's nomination to the CAPG Board for the 2022-2024 term.

CAPG By-laws

With respect to the nomination of directors, the term of office, and the qualification of officers, the CAPG by-laws state as follows:

5.1 Number of Directors

The Board shall consist of the number of Directors specified in the Articles. If the Articles provide for a minimum and maximum number of Directors, the Board shall be comprised of the fixed number of Directors as determined from time to time by the Members by Ordinary Resolution or, if the Ordinary Resolution empowers the Directors to determine the number, by resolution of the Board. At least two (2) Directors shall not be Officers or employees of the Corporation or its affiliates.

5.2 Composition of the Board

The Board shall be comprised of representatives of the geographic regions of Canada represented by its Members. The Nominations Committee shall be responsible for preparing a slate of nominees for election by the Members which complies with these By-laws and the operating policies of the Corporation. In addition, if permitted by the Articles, the directors may appoint one or more additional directors who shall hold office for a term expiring not later than the close of the next annual meeting of Members, but the total number of directors so appointed may not exceed one-third (1/3) of the number of directors elected at the previous annual meeting of Members.

5.3 Qualifications

In addition to the qualifications for directors set out in the Act, only those individuals who are appointees of a Police Board which is a Member of the Corporation or a representative of a Non-Police Board Organization which is a Member of the Corporation, are eligible to be elected as directors of the Corporation; and Candidates nominated for election to the Board must reside in the province or territory in which the Police Board or Non-Police Board Organization is located.

5.4 Election and Term of Directors

The Directors shall be elected by the Members at each annual meeting of Members for which an election of Directors is required. Each Director shall be elected to hold office for a term expiring not later than the close of the second annual meeting of Members following the election, at which time each such Director shall retire as a Director, but, if qualified, shall be eligible for re-election.

Ms. Morgan meets the qualifications set out in the CAPG By-laws, for nomination to the CAPG Board. A nomination by this Board will then be considered by the CAPG Members at its annual meeting.

Conclusion:

It is important that the Board continue to support this national police governance organization in its efforts to share best practices, provide education and training and otherwise support the evolution of police governance in Canada. Through the nomination of Board Member, Ann Morgan, the Board will continue to remain engaged and active in the significant work of the CAPG.

Respectfully submitted,



Ryan Teschner
Executive Director and Chief of Staff



Toronto Police Services Board Report

July 5, 2022

To: Chair and Members
Toronto Police Services Board

From: Ryan Teschner
Executive Director and Chief of Staff

Subject: Request for Special Funds – Champions of Change 2022 Awards Gala

Recommendation(s):

It is recommended that, as an exception to its Special Fund Policy, the Board approve funding in the amount of \$5,000.00 to sponsor the 2022 Champions of Change Awards Gala that is being organized by Canada Beyond the Blue (Canada BTB).

Financial Implications:

If the Board approves the recommendation contained within this report, the Board's Special Fund will be reduced by \$5,000.00. The current approximate balance of the Special Fund is \$507,443.00.

Background / Purpose:

Established in 2013, Canada BTB and its chapters have been dedicated to strengthening and supporting families of law enforcement officers in Canada by providing education, awareness and emotional support to families of police officers.

In 2017, Canada BTB welcomed Toronto as a newly instituted chapter under the leadership of its President, Ms. Dilnaz Garda, and Vice-President, Ms. Kristal Jones – both strong and dedicated advocates of mental health and well-being for Toronto Police Service Members and their families.

Board's Commitment to Mental Health

As the employer of Service Members, the Board is committed to enhancing and promoting mental health and wellness in the workplace. Police officers and civilian Members are faced with the most difficult, intense and challenging situations on a daily basis, regularly experiencing and witnessing situations involving trauma and tragedy. This can often manifest in Post-Traumatic Stress Disorder, Operational Stress Injuries, as well as depression and anxiety - mental health conditions that have a tremendous impact on the lives of the Members they touch, as well as the lives of their loved ones. In some cases, the impact can be especially tragic.

Champions of Change Gala

Canada BTB is organizing the inaugural Champions of Change Awards Gala taking place on September 8, 2022, to acknowledge and celebrate police service Members and community partners who are championing the advancement of mental health and well-being initiatives within their respective police service. This Gala is an extension of the Canada BTB Memorial which remembers officers who have died by suicide. It is imperative that we honour those lives, paying tribute to their contributions to our community safety and their role in our organizations. From these tragedies, it is also important that we learn, and make the necessary changes so we can, as best as possible, prevent another life from being lost.

The Gala will allow people to come together, to grieve, to remember, to honour, and to support and strengthen one another in dealing with such tragedy. Significantly, it will also increase awareness of a topic that must be discussed - openly and regularly - in every policing organization today.

Awards of Excellence

At this Gala, awards of excellence will be granted to recognize those who have demonstrated a commitment to championing mental health wellness, awareness and advocacy. The awards categories are as follows:

1. **Darius Garda Legacy Award** recognizes any uniform or civilian service Member or family member who is within the Blue Family who is sharing their story of struggle and perseverance.
2. **Leadership Award** recognizes police service Members who serve in a formal leadership role and are committed to making change within the organization. This may include uniform or civilian supervisors, senior officers, executive and command level officers, and civilian managers and directors.

3. **Agent of Change Award** recognizes police service uniform/civilian Members who actively strive to normalize the conversations around mental health and to remove the stigma in the workplace.

4. **Association Advocacy Award** recognizes Police Service Association Members who are working to provide their membership with advocacy, resources, supports and champions mental health.

5. **Community Partner Award** recognizes a community partner dedicated to helping the police service or their family members attain the help they need. This may include but not limited to partners such as clinicians, educators, not-profit organizations, religious leaders, chaplains, and educators.

These awards recognize the importance of dealing with mental health proactively. It is critical that we not only continue to put into place the relevant programming and initiatives to effectively support workplace mental health, but also, that we persist in encouraging the cultural shifts necessary to remove stigma and inspire dialogue.

Therefore, I am recommending that the Board provide sponsorship to the inaugural Gala, which will go towards the purchase of a table, logo placement on campaign materials and a half page in the gala program.

Conclusion:

Given the Board's ongoing commitment to providing support to the well-being of Members of the Toronto Police Service, and the Board's important relationship with Toronto BTB, I am recommending that, as an exception to its Special Fund Policy, the Board approve funding in the amount of \$5000.00 to sponsor The Champions of Change Awards Gala.

Respectfully submitted,



Ryan Teschner
Executive Director and Chief of Staff



Toronto Police Services Board Report

July 12, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Request to Use Board Funds for External Conference

Recommendation(s):

It is recommended that the Toronto Police Services Board (Board) approve an exception to the Special Fund allowing existing approved funds of \$5,000 for the Toronto Police Service Law Enforcement Torch Run (L.E.T.R.) to be used for an external International Law Enforcement Torch Run conference in Austin, Texas, United States; November 3-5, 2022.

Financial Implications:

There is no financial impact, as this request is to reallocate funds that have already been approved by the Board.

Background / Purpose:

The Service provides policing services to one of the most diverse and multicultural cities in the world.

In 1987, the Toronto Police Service (Service) organized and held the first L.E.T.R. supporting Special Olympics in Canada. Volunteer members of the Service have successfully been organizing and holding fundraising events ever since its origin in Toronto. The Service's Torch Run has become one of the most successful programs in Ontario, which in turn has led to the Ontario Law Enforcement Torch Run (O.L.E.T.R.) being recognized as one of the best programs in the world.

The Board has also been supporting the L.E.T.R. fundraising efforts for numerous years. Prior to 2017, the Board provided direct donations to Special Olympics Ontario. In 2017, the Board decided rather than providing a direct donation, the money could be used to help support L.E.T.R. events such as the cost of the venue/restaurant rental and food provided to participants following each year's torch run.

This year, the L.E.T.R. Committee intended to use the Board's funds for the venue rental and food for the gathering at the end of the L.E.T.R. event. However, they were notified by Special Olympics Ontario that because of the amazing fundraising efforts by our volunteer

members, Special Olympics Ontario would cover the cost of the venue. As such, the Board's money is still available for use for other Special Olympics events and functions, so the Service is requesting these funds to support sending two (2) Toronto Police Service committee volunteers to the Special Olympics International Law Enforcement Torch Run conference in Austin, Texas.

Discussion:

The Service is committed to treating everyone with fairness, valuing all communities, and showing understanding and respect while continually trying to improve relationships with people who have intellectual disabilities. This has included hiring members of the community, developing policies and procedures, increasing training to better address the community's needs, and supporting the Service's L.E.T.R. for Special Olympics.

Approval of this request to allow the use of the Board's special funds to be used for the International Law Enforcement Torch Run Conference will give Service members who volunteer for this program an opportunity to learn about Special Olympics and the L.E.T.R. from a global perspective, and for them to bring that insight and knowledge back to Toronto in order to further the Service's L.E.T.R. program.

The Service's L.E.T.R. committee is seeking consent to use the approved Board's funds to send volunteer members to the International Law Enforcement Conference in Austin, Texas November 3-5, 2022, so that they can learn best practices from other agencies .

The International Conference will allow attendees to gain knowledge over three (3) days as they will participate in informative workshops such as;

1. Surviving psychological injuries;
2. Law Enforcement and interaction with individuals with intellectual and developmental disabilities;
3. Risk Management;
4. Why Special Olympics;
5. Trends and insights of corporate sponsorship;
6. Engaging Federal Officers, Military and RCMP;
7. Introduction to law enforcement servicing those with Autism Spectrum disorder; and
8. Recruitment, Retention, Re-engagement & Recognition.

The Service's L.E.T.R. volunteer members consist of sworn and non-sworn Service members. These volunteer members donate countless hours to the Service's L.E.T.R. events and will often use their own resources to attend various events, locally, provincially, nationally and internationally. The L.E.T.R. committee does not have a budget to cover the cost for travel/conferences.

The estimated cost per person for the International Conference is outlined in the following table:

ITEM	ESTIMATED COSTS
Conference Registration	\$590
Accommodation	\$1170
Travel Cost	\$900
TOTAL	\$2660
TOTAL x2	\$5320

*Any funds not utilized will be returned to the Board.

Conclusion:

As the founders of the Law Enforcement Torch Run in Canada, the Service is committed to Special Olympics Ontario to help youth and individuals with intellectual disabilities.

It is therefore recommended that the Board approves the exception to the Special Fund allowing existing approved funds of \$5000 for the Services L.E.T.R. to be used for an external International Law Enforcement Torch Run conference in Austin, Texas, United States; November 3-5, 2022.

Superintendent David Rydzik, Chair of the Toronto Police Service Law Enforcement Torch Run Committee, will be in attendance to respond to any questions that the Board may have regarding this report.

Respectfully submitted,

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

*original copy with signature on file in Board office



Toronto Police Services Board Report

June 7, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Special Constable Appointments and Re-Appointments – July 2022

Recommendation:

It is recommended that the Toronto Police Services Board (Board) approve the agency-initiated appointment and re-appointment requests for the individuals listed in this report as special constables for the Toronto Community Housing Corporation (T.C.H.C.), subject to the approval of the Ministry of the Solicitor General (Ministry).

Financial Implications:

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

Background / Purpose:

Under Section 53 of the *Police Services Act*, the Board is authorized to appoint and re-appoint special constables, subject to the approval of the Ministry. Pursuant to this authority, the Board has an agreement with T.C.H.C. governing the administration of special constables (Min. Nos. P153/02, refer).

The Service received requests from T.C.H.C. to appoint the following individuals as special constables (Appendix 'A' refers):

Table 1 Name of Agency and Special Constable Applicant

Agency	Name	Status Requested	Current Expiry Date
T.C.H.C.	Muhammad Abu BAKER	Appointment	N/A
T.C.H.C.	Dylan Pearce CHRISTIANSEN	Appointment	N/A

Agency	Name	Status Requested	Current Expiry Date
T.C.H.C.	Ian G. FOSTER	Appointment	N/A
T.C.H.C.	Sean GLOVER	Appointment	N/A
T.C.H.C.	Matthew Joshua KALAW	Appointment	N/A
T.C.H.C.	Purvi PARMAR	Re-Appointment	October 22, 2022

Discussion:

Special constables are appointed to enforce the *Criminal Code* and certain sections of the *Controlled Drugs and Substances Act*, *Trespass to Property Act*, *Liquor Licence & Control 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 individuals who are being recommended for appointment and re-appointment as special constables. The Service's Talent Acquisition Unit completed background investigations on these individuals, of which the agencies are satisfied with the results. Re-appointments have been employed by their agency for at least one 5-year term, and as such, they are satisfied that the members have satisfactorily carried out their duties and, from their perspective, there is nothing that precludes re-appointment.

The agencies have advised the Service that the above individuals satisfy all of the appointment criteria as set out in their agreements with the Board. The T.C.H.C. approved and current complements are indicated below:

Table 2 Name of Agency, Approved Complement and Current Complement of Special Constables

Agency	Approved Complement	Current Complement
T.C.H.C.	300	165

Conclusion:

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

Acting Deputy Chief Myron Demkiw, Specialized Operations Command, will be in attendance to answer any questions that the Board may have with respect to this report.

Respectfully submitted,

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

*copy with original signature on file at Board Office

Toronto Community
Housing Corporation
931 Yonge Street
Toronto, ON
M4W 2H2



June 3, 2022

Special Constable Liaison Office
40 College Street
Toronto, Ontario
M5G 2J3

DELIVERED VIA ELECTRONIC MAIL

Re: Request for Toronto Police Services Board Approval for Appointment of Special Constables

In accordance with the terms and conditions set out in the Memorandum of Understanding between the Toronto Police Services Board and Toronto Community Housing, the Board is authorized to appoint special constables, subject to the approval of the Ministry of the Solicitor General.

The following individuals are fully trained, meeting all Ministry requirements, and have shown they possess the required skills and ability to perform at the level required to be a special constable. Both new appointments and re-appointments have undergone a background check, conducted by the Toronto Police Service, and we are satisfied with the results of those checks. Re-appointments have been employed by Toronto Community Housing for at least one 5-year term, and as such, we are satisfied that the members have satisfactorily carried out their duties and, from our perspective, there is nothing that precludes reappointment.

Name	Type	Current Term Expiry
Muhammad BAKER	New Appointment	N/A
Dylan CHRISTIANSEN	New Appointment	N/A
Ian FOSTER	New Appointment	N/A
Sean GLOVER	New Appointment	N/A
Matthew KALAW	New Appointment	N/A
Purvi PARMAR	Re-Appointment	2022/10/22

It is requested that the Board approve this submission and forward the applicants to the Ministry of the Solicitor General for appointment of a five-year term.

Should you require any further information, please contact Kristina Seefeldt, Specialist-Compliance, Training & Quality Assurance at 416-268-8365.

Respectfully,

A handwritten signature in black ink, appearing to read 'Allan Britton', is positioned above the typed name.

Allan Britton
Acting Senior Director, Community Safety Unit
Acting Chief Special Constable | Badge #31194

Toronto Community Housing
931 Yonge St, Toronto, ON M4W 2H2
T: 416 981-4116
torontohousing.ca



Toronto Police Services Board Report

June 28, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Workforce Strategy – Young Adult Bridging Program Proposal

Recommendation:

It is recommended that the Toronto Police Services Board (Board) receive this report that outlines Toronto Police Service's (Service) intention to explore an employment program that bridges high school graduates and the requirements for other roles in the Service.

Financial Implications:

At this time, there are no financial implications relating to the recommendation contained within this report. The Service will commence exploratory work on the design of the program, determine the appropriate staffing levels and include all associated costs in the 2023 Operating Budget Request.

Background / Purpose:

At its meeting on June 22, 2022, the Board received a report entitled: Annual Report: 2021 Recruitment, Appointments and Promotions for Uniform and Civilian Members. The discussion in this report included the Service's efforts on building a diverse, high quality workforce.

One strategy under consideration, which aligns with the Board's Policy on Recruitments Appointments and Promotions is a young-adult bridging program that would create opportunities for recent high school graduates that are interested in a career in policing. We acknowledge that systemic and economic barriers to education and employment exist, and seek to create a program that would remove these barriers and forge a path to employment in the Service for Toronto's youth.

This general concept is not new to the Service; a youth cadet program was in place at the Service approximately 30 years ago. The goal of that program was to recruit young adults, aged 18-20 years, to work alongside police officers in various roles in preparation for a career in policing.

The Board's updated Recruitment, Appointments and Promotions Policy now includes post-secondary education as a requirement for police constable. A consideration of the new program would be a concept whereby a selected participant could receive some financial assistance with meeting post-secondary requirements, while working for the Service. The investment would be reciprocated with a commitment to the Service of between 2-5 years. This "lifelong learning" benefit would help attract and retain qualified candidates from communities which may experience systemic and economic barriers to the post-secondary education requirement.

Currently, several other Ontario police services have similar programs including: London, Halton, Hamilton, Peel and York.

This report summarizes the highlights of a proposed young-adult bridging program. The Service will undertake the detailed program design, costing and implementation, for consideration by the Board, if appropriate, in the Service's 2023 operating budget request.

Discussion

A young-adult bridging program links Service job opportunities for students and career opportunities for adults. Currently, the Service offers a number of paid and unpaid programs for youth interested in the Service, through co-operative education placements from post-secondary schools and most notably the Youth in Policing Initiative (Y.I.P.I.).

There are also multiple career paths for adults who meet specific requirements such as the police constable program, parking enforcement, special constables, communication operators and a number of other experienced civilian roles.

A bridging program would serve to capture those individuals that may no longer be students and also may not yet fulfil the requirements for police-related careers. It would serve as a 'pipeline' into future roles within the Service. Specifically, the program would allow the Service to:

- build greater engagement and positive relationships early with communities;
- increase the calibre and diversity of the Service's workforce so that it reflects the communities and the residents the Service serves;
- streamline hiring processes as this bridging program can serve as a pool for other roles;
- increase the likelihood of success in other roles (e.g. police constables, special constables, civilian roles), participants in this program would have the opportunity to be evaluated and mentored and an ability to ascertain mutual fit and suitability for other roles;

- continue the relationship and engagement with members that graduate from programs, such as Y.I.P.I.;
- reduce barriers to employment for those young adults that may not have the means to pursue post-secondary education; and
- create capacity within the Service to augment existing staffing levels and optimize the use of other resources – this would have direct benefit on service delivery and efficiencies.

Other highlights of the program include:

On the job learning:

This program would allow participants to gain valuable knowledge and skills that could be applied both within and outside the Service. It would further afford the Service the opportunity to evaluate participants on their skills and suitability for careers in policing, providing opportunities to identify and develop necessary skill areas prior to application for Police Constable, where appropriate.

Training opportunities included in this program are as follows: basic knowledge of the law, organization skills, leadership skills, physical preparedness and administration skills, allowing them to assist in measurable ways by serving documents, engaging with the community and taking reports, as possible examples.

Lifelong learning:

As referenced earlier, a key feature of the program is a commitment to invest in participants that are interested in remaining with the Service longer term. Education investments could vary between tuition support for post-secondary programs, a financial assistance plan towards the Ontario Police College fees, and access to education and development opportunities offered through the Service and Toronto Police College. While the development and application of these types of incentives are yet to be determined, this type of investment will be critical to the program's success in attracting and developing diverse candidates with a passion for community service.

Participant profile:

Generally, this program will be targeted to individuals who are at least 18 years of age and have completed their Ontario Secondary School Diploma or equivalent. While the candidate may or may not be registered for post-secondary education prior to enrollment in this bridging program, they may show interest in continuing their formal education at the college or university level. Their passion for a career in public safety and community service is a major driver in their selection.

Next Steps

If this concept is supported by the Board, the program design will be led by the Community Safety Command with the support of the People & Culture and Finance and

Business Management pillars. Specifics that will need to be addressed include, but are not limited to the following:

- program description, career pathing details and potential alignment to existing roles such as General Special Constables
- employment contract terms, compensation, job design and requirements, including discussions with the Toronto Police Association
- selection, training and evaluation processes
- program governance, supervision
- communications and partnerships, including engagement with post-secondary institutions to determine availability of educational opportunities for participants
- staffing levels and funding requirements

Conclusion:

This report provides the Board with preliminary information on a proposal to explore the introduction of a young-adult bridging program in the Service. The end goal of this program is to recruit, develop and retain talented young people looking for careers in policing and provide them with a road map for success. This program is seen as an important aspect of becoming an employer of choice in a competitive labour market, promote the merits of a career in policing and also build stronger community relationships and engage with young adults early in their lives.

Mr. Tony Veneziano, Chief Administrative Officer, and Acting Deputy Chief Lauren Pogue will be in attendance to answer any questions the Board may have regarding to this report.

Respectfully submitted,

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

*original copy with signature on file in Board office

Existing Young Adult Bridging Program (Cadet Program) Synopses

In support of the Board Report that is submitted at the Public Board meeting, Workforce Strategy – Young Adult Bridging Program Proposal, the following information provides a high level jurisdictional scan of different youth programs.

	Halton Police	Hamilton Police	York Regional Police	London Police	Peel Regional Police	New York City Police Department
Year Started or Resurrected	2009	Resurrected in 2013	2017 with no program in 2020 or 2021 due to Covid	In place for 30 years	Resurrected 10-15 years ago	Unknown
# of Cadets/Year	8	Up to 24 Run 2 processes	5 in 2022 (varies each year contingent on funding)	22 (staggered hiring)	30, trying to expand to 40	Unknown
Contract Length	1 year contract as civilian employees	Two (2) year contract, with the possibility of a one (1) year extension	1 Year Contract, can be renewed for an additional year. Cadets work part-time during school year, full time in summer	2 year contract.	30-month program Full time hours Rotate assignments every 4 months	Unknown
Main Duties	<ul style="list-style-type: none"> Assigned to a uniform platoon to be exposed to the functions and duties of a uniform patrol officer - referred to as a Uniform Patrol Escort. Two Cadets assigned to each policing district. Cadets may be temporarily redeployed to assist with special events, emergency callouts and other assigned duties 	<ul style="list-style-type: none"> Assist Police Officers, Special Constables, and civilian personnel Participate in training and community events Processing and handling of prisoners and members of the public Assisting the Records Business Centre with fingerprinting in the Forensic Identification Unit Customer service and administrative duties 	<ul style="list-style-type: none"> Administrative Duties as required. Front Desk duties such as taking reports, answering telephone inquiries. Filing and assisting with evidence cataloguing and property submission. Creating and generating minor reports as needed Assisting with documents on cases and arrest reports. 	<ul style="list-style-type: none"> Work at Headquarters, booking and processing new prisoners Courier duties both within and outside Headquarters (H.Q.) Work at Courthouse, performing building security and prisoner management (described duties mirror our Booking Officer and Court Officer roles – Special Constable duties) Experience used 	<ul style="list-style-type: none"> Ride-A-Longs, front desk duties (answering phones, dealing with the public at the front desk, assisting officers with cruiser checks and simple follow-ups/reports). We have Cadets assigned to specialty Bureaus as well such as Communications (assists call takers) Homicide and Frauds (administrative duties 	<ul style="list-style-type: none"> Attend monthly training every third Saturday of each month at the Police Academy Work full-time during the summer months Take the first available promotional police officer's exam while you are a cadet

	Halton Police	Hamilton Police	York Regional Police	London Police	Peel Regional Police	New York City Police Department
		<ul style="list-style-type: none"> Participate in training and community events. 	<ul style="list-style-type: none"> Call backs to victims/complainants of crime. Review videos for investigations Monitoring statements for ClBs 	to be more robust and varied but is still beneficial for increased success as Recruit Constables.	as assigned by the Staff Sergeant)	
% that become Constables	Approximately 90%	Approximately 90%	Very early in program to tell	"Vast Majority"	Approximately 90%	Unknown
Feedback on Challenges and Successes	No challenges were highlighted. Positive view of program and its success in providing a conduit for PC Recruits.	No noted challenges, in recruiter's opinion, this is one of the best programs. Not only a feeder system for Sworn process, but Hamilton has hired many Cadet's after their two year term is completed into civilian roles, when they appear better suited	Cadets in different districts sometimes have different experiences as it is often up to the individual supervisors. May benefit from a centralized approach to deployment and assigned duties and exposure to learning opportunities	We value the program very much as a bit of an internship/mentorship piece.	Very few challenges. We are continually reviewing our program in order to improve it.	Unknown
Hiring Criteria	<ul style="list-style-type: none"> Be at least 18 years of age High School diploma or equivalent Canadian citizen or permanent resident Possess a valid G driver's licence with a good driving record Possess a current Standard First Aid certificate and current 	<ul style="list-style-type: none"> Ages 18-25 no exceptions Have Secondary school completed; or equivalent Canadian Citizen or Permanent Resident of Canada Valid Driver's Licence (minimum Class 'G2') 	<ul style="list-style-type: none"> Must be 18 or older with a high school diploma or equivalent. Must be enrolled in a post-secondary program 	<ul style="list-style-type: none"> Must be at least 18 Have a high school diploma or equivalent A valid driver's licence with a good driving record Current CPR and First Aid certification. An O.A.C.P. Certificate is an asset but not required 	<ul style="list-style-type: none"> Between the ages of 18 to 24. High School diploma or its equivalent. Canadian Citizen or Permanent Resident Possess a valid Ontario driver's licence with minimum G2 privileges Possess a valid First Aid and CPR certificate 	<ul style="list-style-type: none"> Be 18-33 years of age Be a full-time college student with at least 45 credits and no more than 95 credits at the time of hire. Students must have a 2.0 Grade Point Average (G.P.A.), earn a minimum of 12 credits each semester and be enrolled in a 4-year degree program at

	Halton Police	Hamilton Police	York Regional Police	London Police	Peel Regional Police	New York City Police Department
	CPR certificate (Basic Rescuer Level C) <ul style="list-style-type: none"> Meet vision & hearing standards 	<ul style="list-style-type: none"> No criminal record for which a pardon has not been received 			<ul style="list-style-type: none"> Meet vision and hearing requirements No criminal conviction(s) for which a pardon has not been granted. Good moral character and habits. Approved full dosage of COVID-19 vaccination by date of hire 	an accredited college within NYC, Nassau or Westchester Counties <ul style="list-style-type: none"> Be a New York City resident Have U.S. Citizenship within two (2) years of hire and/or graduation of college – whichever comes first Be free of any felony convictions
Salary	\$22.70/hour (\$47,224.00 per year) (2019)	\$19.72 per hour wage, PLUS 14% in lieu of benefits (2015)	\$18.36/hour plus 4% vacation pay	\$44,530/year (2022)	2 nd Class Cadet \$48,936 1 st Class Cadet \$53,829	\$16.79 hourly wage

- **Baltimore Police Internship Program Overview:**

- The Baltimore Police Department has announced an internship program in partnership with two historically Black universities in Baltimore.
 - Pilot program, which could become a nationwide initiative by next year
 - Focuses on exposing participants to all aspects of police work, including its inherent complexities and ongoing reform efforts.
 - They will spend time with officers in a range of roles, such as
 - street patrol,
 - administration,
 - technology and data analytics,
 - training,
 - budgeting,
 - special investigations and forensics.
 - Each intern will complete a capstone project, including a written and oral report, on a certain function of the department.
 - Program is sponsored by Washington’s Police Executive Research Forum, which provides a \$10,000 stipend to each intern during the 10-week internship.



Toronto Police Services Board Report

July 12, 2022

To: Chair & Members
Toronto Police Services Board

From: Ryan Teschner
Executive Director and Chief of Staff

Subject: Toronto Police Service Board Special Fund – Annual Specified Procedures Report for the Year Ended December 31, 2021

Recommendation:

It is recommended that the Board receive the annual Specified Procedures Report, performed by KPMG LLP.

Financial Implications:

There are no financial implications associated with the recommendation contained in this report.

Background / Purpose:

Attached is the Specified Procedures Report which provides results of the audit of the Police Services Board Special Fund, for the year ending December 31, 2021. The audit is performed by independent external auditors, to assist the Board in evaluating the application and disbursement procedures and processes related to the Special Fund.

It was determined that an audit that assesses the Special Fund procedures and processes is a more useful approach, as it tests the degree to which the Board is adhering to its Policy governing the Special Fund.

Discussion:

The 2021 audit included a review of Special Fund disbursements, bank statements, bank deposits, disbursements that are an exception to the policy, account balance, record keeping, signatories, etc. The audit revealed that the Board is in compliance with the administrative processes as outlined in the Board's Special Fund Policy.

A copy of the auditor's findings is attached to this report.

Conclusion:

It is, therefore, recommended that the Board receive the annual Specified Procedures Report, performed by KPMG LLP.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "R. Teschner", is positioned above the typed name.

Ryan Teschner
Executive Director and Chief of Staff



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Canada
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REPORT ON SPECIFIED AUDITING PROCEDURES

To the Toronto Police Services Board

Toronto Police Services Board Special Fund ("TPSB Special Fund") - Section 9100
Report on the result of applying specified auditing procedures to financial information
other than financial statements

As specifically agreed upon with you, we have performed the specified auditing procedures as described in Appendix A, with respect to the TPSB Special Fund. The procedures were performed solely to assist you in evaluating compliance with the application and disbursement procedures and processes related to the TPSB Special Fund during the year ended December 31, 2021.

Our engagement was performed in accordance with Canadian generally accepted standards for specified auditing procedures engagements.

We make no representation regarding the appropriateness and sufficiency of the specified auditing procedures. These specified auditing procedures do not constitute an audit or review, and therefore we are unable to and do not provide any assurance. Had we performed additional procedures, an audit or review, other matters might have come to light that would have been reported. The findings included in Appendix B relate only to the elements, accounts, items or financial information specified above and does not extend to any of the TPSB Special Fund's financial statements as a whole.

A handwritten signature in black ink that reads 'KPMG LLP' in a cursive, slanted style. A horizontal line is drawn underneath the signature.

Chartered Professional Accountants, Licensed Public Accountants

Vaughan, Canada

June 27, 2022

APPENDIX A: Specified procedures

Application and disbursement procedures

Haphazardly select 25% of the number of annual disbursements (cheques) from the TPSB Special Fund general ledger and:

1. Ensure the Toronto Police Services Board (the "Board") approval has been obtained for the disbursement.
2. Ensure that the cheque amount agrees to the approved amount, and that such amount is recorded in the TPSB Special Fund general ledger (book of accounts).
3. Ensure that a Board report which includes an overview of the funding proposal is submitted to the Board for approval in accordance with the TPSB Special Fund Policy.
4. Ensure that the cheque is signed by the appropriate signatories in accordance with the TPSB Special Fund approval guidelines and policies.

General procedures

5. Haphazardly select 10 disbursements from the TPSB Special Fund and ensure that the funding is provided prior to the date of the event/activity, as specified in the funding application.
6. Haphazardly select six bank statements and ensure that the account balance does not fall below \$150,000 during the period covered by the statement, as set out in the TPSB Special Fund Policy.
7. Request the Board office to provide a listing of disbursements which were exceptions to the policy and ensure that the Board approved the disbursement despite the exception by reference to the Board minutes.
8. Haphazardly select 10 deposits within the bank statements and ensure that they are from authorized revenue sources as allowed by the Police Services Act.

APPENDIX B: Findings

Procedure 1 to 4:

We haphazardly selected 11 disbursements from the TPSB Special Fund bank statements for testing, itemized below, for the year ended December 31, 2021, representing 25% of the total number of annual disbursements for the year ended December 31, 2021.

For each disbursement selected, we completed procedures 1 through 4 and have noted no exceptions.

Disbursements (cheque numbers)			
1555	1575	1584	1597
1556	1578	1590	1562
1572	1582	1593	

Procedure 5:

We haphazardly selected 10 disbursements, itemized below, from the TPSB Special Fund bank statements and ensured that the funding was provided prior to the date of the event or activity, as specified in the funding application.

Any exception noted is summarized in procedure 7.

Disbursements (cheque numbers)			
1555	1575	1584	1597
1556	1578	1590	
1572	1582	1593	

Procedure 6:

We haphazardly selected six bank statements of the TPSB Special Fund, itemized below, and ensured that the account balance did not fall below \$150,000 during the period covered by the statement, as set out in the TPSB Special Fund Policy.

We have not found any exceptions as a result of completing this procedure.

Monthly bank statements		
January 2021 March 2021	May 2021 July 2021	September 2021 December 2021

**APPENDIX B: Findings
(continued)**

Procedure 7:

Based on inquiry with Toronto Police Services Board representative, there was one exception to the policy, itemized below, during the year ended December 31, 2021. We have reviewed the minutes of the Board meeting outlining the exception. No issues noted as a result of the completing this procedure. No further exceptions to report.

Exceptions to the policy		
Exception #	Description	Board minutes reviewed
1.	TPSB support to Toronto Policy Services' sponsorship For 2021 AGM and Spring Conference	BM - 169/20

Procedure 8:

We haphazardly selected 11 deposits to the TPSB Special Fund, itemized below, and ensured that they were from authorized revenue sources as allowed by the Police Services Act.

We have found no exceptions to report as a result of completing this procedure.

Deposit date	Revenue source
March 25, 2021 - \$3,074.14	Unclaimed Cash
March 25, 2021 - \$2,815.21	Proceeds from Auction
May 7, 2021 - \$4,238.8	Unclaimed Cash
June 2, 2021 - \$25,556.65	Unclaimed Cash
June 18, 2021 - \$546.77	Unclaimed Cash
June 22, 2021 - \$5,358.68	Unclaimed Cash
July 30, 2021 - \$7,178.16	Proceeds from Auction
August 26, 2021 - \$475.8	Beer Store Refunds
August 20, 2021 - \$9,843.61	Proceeds from Auction
November 23, 2021 - \$4,844.32	Proceeds from Auction
December 20, 2021 - \$28,937.63	Other - Return of Unspent Funding



Toronto Police Services Board Report

July 4, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Chief's Administrative Investigation into the Alleged Sexual Assault of Complainant 2021.20

Recommendation(s):

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

Financial Implications:

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

Background / Purpose:

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving serious injury, death or the allegation of sexual assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Discussion:

On March 25, 2021, at 1500 hours, the Toronto Police Service (T.P.S.) on-call S.I.U. Designate, received information about an alleged sexual assault that had occurred on March 21, 2021, in 52 Division.

Legal counsel for Alleged Sexual Assault Complainant 2021.20 (2021.20) reported that on March 20, 2021, 2021.20 had called police to report she had been threatened by the new girlfriend of her ex-boyfriend.

2021.20's counsel informed the T.P.S. that two uniformed T.P.S. officers attended the call, took a report and advised 2021.20 of the investigative process.

T.P.S. records show two officers from 52 Division attended 2021.20's residence on March 20, 2021, and completed a report detailing the call and their investigation.

Counsel reported that on March 21, 2021, one of the officers, later identified as Police Constable Conal Quinn (7993) from 52 Division returned to 2021.20's address alone in uniform and sexually assaulted her.

2021.20 reported the alleged sexual assault to her counsel who notified the T.P.S.

The S.I.U. was notified and invoked its mandate.

The S.I.U. designated Police Constable Conal Quinn (7993) as a subject official; seven other officers were designated as witness officials.

An internal investigation was immediately commenced upon the T.P.S. becoming aware of 2021.20's allegations. Based on information gathered during this initial investigation Constable Quinn was suspended from duty on March 26, 2021, and remains suspended from duty as of the date of this report.

On April 13, 2021, Constable Quinn was charged by the S.I.U. with one count of sexual assault contrary to section 271 of the *Criminal Code* (C.C.) of Canada and one count of breach of trust contrary to section 122 of the C.C.

Constable Quinn is currently before the courts.

Constable Quinn has been charged under the *Police Services Act* (P.S.A.) with: Discreditable Conduct, Corrupt Practice and Insubordination.

Notices of Hearing have been served and marked *sine die* until the conclusion of the criminal case.

Summary of the Toronto Police Service's Investigation:

The Professional Standards-S.I.U. Liaison (S.I.U. Liaison) conducted an investigation pursuant to Schedule 1, *Community Safety and Policing Act*, 2019, Part VI, Section 81.

This investigation was reviewed by Specialized Criminal Investigations – Sex Crimes.

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

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

- Standards of Conduct 1.2 (P.S.A. Code of Conduct);
- Standards of Conduct 2.1.1 (General Responsibilities);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports).

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

- *Special Investigations Unit Act, 2019*

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

The S.I.U. Liaison investigation determined the conduct of Constable Quinn was not in compliance with the Standards of Conduct and applicable T.P.S. procedures.

Specifically, it is alleged Constable Quinn acted in a disorderly manner or in a manner prejudicial to discipline or likely to bring discredit upon the reputation of the Service, that he improperly used his character or position as a member of the Service for private advantage and while on patrol did not advise the Communications Operator of his change in status and did not inform the Communications Operator of pertinent information relating to his location and/or activities.

Notices of Hearing have been served on Constable Quinn and marked sine die until the conclusion of the criminal case.

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

Respectfully submitted,

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

*original copy with signature on file in Board office



Toronto Police Services Board Report

June 20, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Chief's Administrative Investigation into the Alleged Sexual Assault of Complainant 2021.51

Recommendation(s):

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

Financial Implications:

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

Background / Purpose:

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving serious injury, death or the allegation of sexual assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Discussion:

On April 11, 2020, City of Toronto By-Law Enforcement Officers accompanied by three uniformed police officers from 13 Division attended a cannabis store on St. Clair Avenue West to take enforcement action against the store for breaching the *Emergency Management and Civil Protection Act* (E.M.C.P.A.). The E.M.C.P.A. required all non-essential businesses to suspend operations due to the COVID-19 pandemic. This business was open and operating contrary to the E.M.C.P.A.

One of the attending Toronto Police Service (T.P.S.) officers had information that some cannabis stores had been robbed and that as a result some of these stores had employees who may be armed.

When the officers arrived on scene they encountered Alleged Sexual Assault Complainant 2021.51 (2021.51) who was outside of the premises acting in the capacity of a security guard. One of the T.P.S. officers spoke with 2021.51, advised him of the enforcement action being taken and detained him for the purposes of laying a charge under the E.M.C.P.A. This officer commenced a search of 2021.51 to ensure he did not have any weapons. This search consisted of patting 2021.51's body over his clothing. While this was occurring, the other two T.P.S. officers assisted by checking 2021.51's pockets.

After the search, 2021.51 was issued a *Provincial Offences Act* (P.O.A.) notice for failing to comply with the E.M.C.P.A.

On July 2, 2021, 2021.51 filed a complaint with the Office of the Independent Police Review Director (O.I.P.R.D.) alleging he was sexually assaulted by one of the searching officers on April 11, 2020.

On August 11, 2021, the O.I.P.R.D. assigned the investigation of this allegation to the T.P.S.

The Chief's S.I.U. Liaison Officer reviewed the complaint and determined that it met the threshold to notify the S.I.U.

The S.I.U. was notified on August 11, 2021, by the T.P.S. and invoked its mandate.

In a letter to the T.P.S. dated December 9, 2021, Director Joseph Martino of the S.I.U. advised, *"the file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges in this case"*.

The S.I.U. does not provide a copy of or make public its investigative reports where there has been an allegation of sexual assault stating in part, *"please note that I will not be providing a copy of the report to any of the involved parties, nor will the report be posted publicly on the SIU's website, as the release of information related to investigations of sexual assault allegations is always associated with a risk of further deterring reports of what is an under-reported crime and undermining the heightened privacy interests of the involved parties, most emphatically, the complainants"*.

Summary of the Toronto Police Service's Investigation:

The Professional Standards-S.I.U. Liaison (S.I.U. Liaison) conducted an investigation pursuant to Schedule 1, *Community Safety and Policing Act*, 2019, Part VI, Section 81.

This investigation was reviewed by a Detective Sergeant assigned to the Sex Crimes Unit as per Procedure 13-16.

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

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

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 06-12 (Municipal Licensing & Standards/Toronto Licensing Tribunal);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);

The SIU Liaison investigation also reviewed the following legislation:

- *Police Services Act* Section 113 (Special Investigations Unit)

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

The S.I.U. Liaison investigation determined the conduct of one of designated officers was not in compliance with T.P.S. Procedure 01-03 (Search of Persons). It was substantiated that the justification to search 2021.51 was not properly articulated or documented as is required by this Procedure. Adjudication of this matter has been referred to Prosecution Services.

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

Respectfully submitted,

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

*original copy with signature on file in Board office



Toronto Police Services Board Report

June 22, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Death of Complainant 2021.68

Recommendation(s):

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

Financial Implications:

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

Background / Purpose:

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving serious injury, death, or the allegation of a sexual assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

S.I.U. Terminology:

Complainant – Refers to the affected person

TPS – Toronto Police Service

SO – Subject Official

WO – Witness Official

SEW – Service Employee Witness

S.I.U. Investigative Conclusion:

In a letter to the Chief of Police dated February 10, 2022, Director Joseph Martino of the S.I.U. advised, *“the file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the official.*

The following *S.I.U. Incident Narrative and Analysis and Directors Decision* has been reprinted from the S.I.U. Director’s report, number 21-TCD-344, which can be found via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=1829

S.I.U. Incident Narrative:

“The following scenario emerges from the evidence collected by the SIU, which included interviews with the officers who arrested the Complainant and dealt with him while he was in custody. The investigation was also assisted by video recordings from the station that captured parts of the Complainant’s time in custody. As was his legal right, the SO chose not to interview with the SIU or authorize the release of his notes.

At about 8:10 a.m. of October 14, 2021, the Complainant was found deceased in a cell at 43 Division. He was removed from the cell and efforts were made by special constables to resuscitate him, to no avail. Paramedics were summoned to the scene and determined there was nothing that could be done to revive him. It was evident that the Complainant had been deceased for some time.

The Complainant had been taken into custody in the afternoon of the day before. Officers responding to a 9-1-1 call from a motel on Kingston Road had arrested the Complainant for assault and failing to comply with the terms of his release. The Complainant appeared unsteady on his feet at the time and presented with bruising to various parts of his body. He explained to the officers that his condition was the result of a vaccination he had received several weeks prior. The arrest was otherwise uneventful.

At 43 Division, in the course of his booking, the Complainant was again questioned about his health by WO #3. The Complainant explained that his right foot, right eye, and right hand were ailing him, and that he had experienced bruising, numbness, and balance issues. All of this he

attributed to the second dose of the vaccine he had received two to four weeks prior; a pharmacist he had consulted had told him that, and that these were normal side-effects that would resolve in time. WO #3 did not feel there was a need to seek medical attention, but had the Complainant's injuries documented in an injury report.

The Complainant was lodged in a cell at about 3:45 p.m. At about 11:00 p.m., he was removed from the cell and lodged in a different cell. The Complainant was periodically checked by special constables assigned to monitor the prisoners. Some of these checks involved a physical walk-by. On these occasions, the special constable would peer through a small window in the otherwise solid metal sliding door of the cell. Most of the documented checks of the Complainant were done remotely via monitors that displayed a camera feed of the interior of the cell.

At about 3:30 a.m., the Complainant stopped moving as he lay on his left side on the cell bench. It would appear he remained in that position until he was discovered at about 8:10 a.m. by special constables there to escort the Complainant to a phone meeting with duty counsel. Unable to rouse the Complainant, the special constables called for help. Other special constables arrived in the cells, as did the officer-in-charge of the station at the time – WO #4. Paramedics were called to the scene.

Cause of Death

The cause of the Complainant's death remains pending further studies at this time".

Analysis and Director's Decision:

"The Complainant passed away in a TPS cell on October 14, 2021. An officer-in-charge of the station with overall responsibility for the care of prisoners in cells – the SO – was identified as the subject official for purposes of the ensuing SIU investigation. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant's death.

The offences that arise for consideration are failure to provide the necessities of life and criminal negligence causing death contrary to sections 215 and 220 of the Criminal Code, respectively. The former is predicated, in part, on conduct that amounts to a marked departure from the level of care that a reasonable person would have exercised in the circumstances. The latter is reserved for even more serious cases of neglect – ones that demonstrate a wanton or reckless disregard for the lives or safety of other persons. It is not made out unless the impugned conduct

consists of a marked and substantial departure from a reasonable standard of care. In the instant case, the issue is whether there was any want of care on the part of the SO, sufficiently egregious to attract criminal sanction, that caused or contributed to the Complainant's death. In my view, there was not.

There is no suggestion in the evidence that the Complainant was unlawfully in custody at the time of the events in question. Based on the information at the officers' disposal, I am satisfied that the Complainant was lawfully arrested on October 13, 2021.

The Complainant did not appear entirely well when he was arrested and then booked at 43 Division, and the question arises whether his custodians ought to have sought medical attention. He was unsteady on his feet, had bruises and swelling to various parts of his body, and talked about experiencing numbness. The officer-in-charge at the time the Complainant was brought in - WO #3 - was cognizant of his condition and did not believe that medical attention was necessary. The Complainant had himself explained that his symptoms were not anything new. Rather, they were the result of a reaction to the second dose of the vaccine he had taken weeks prior. The Complainant indicated he had spoken with a pharmacist and was satisfied with the medical advice he had received, namely, that his symptoms would ameliorate over time. Questioned further, the Complainant denied having consumed drugs and said his last alcoholic drink was the previous day. As for his unsteadiness, WO #3 chalked it up to the swelling to the Complainant's right ankle. On this record, while it might perhaps have been advisable to send the Complainant to hospital for examination, I am unable to reasonably conclude that the failure to do so by WO #3 and, by extension, the other officers-in-charge who followed him during the Complainant's stay in cells, including the SO, amounted to conduct that departed markedly from a reasonable level of care.

The nature and extent of the supervision the Complainant received while in custody is subject to legitimate scrutiny, particularly from 3:30 a.m. Before then, the Complainant had been seen moving and walking. From that time forward, he was motionless [2]. One of the special constables assigned to monitor the Complainant during this time - SEW #3 - recorded checks at 3:47 a.m. and 4:16 a.m. He said that the Complainant was sitting up during his check at 4:16 a.m. That would not appear to have been the case. Further checks of the Complainant later that morning by SEW #4 - seven in total - said to have been conducted through the cell door window or via video monitors, failed to disclose that anything was amiss. According to SEW #4, the Complainant seemed to be sleeping comfortably and gave no indication that he was in distress. It is apparent that the Complainant was not sleeping for at least some of these checks, if not all of them - he was experiencing an acute medical episode or was deceased.

The SO was the officer-in-charge of the station from about 3:45 p.m. to 4:10 a.m., when he was relieved by WO #4. Though ultimately responsible for the welfare of prisoners in their custody at the station, officers-in-charge are not directly tasked with performing cell checks; they rely on the booking and fingerprint officers – special constables in this case – to perform that function and alert them to any problems. There is no evidence to suggest that either the SO or WO #4 had any reason to believe that the special constables were not discharging their duties in a reasonable and competent fashion. Nor is there any reason to believe that they were ever notified by the special constables of any concerns regarding the Complainant’s condition during this period, which only makes sense – they apparently had no concerns about the Complainant’s condition, believing he was asleep or more active than he actually was. In the circumstances, I am unable to visit any of the special constables’ indiscretions on the officers-in-charge, and certainly not to the extent of any reasonable conclusion that the SO and WO #4 failed markedly in their duty of care to the Complainant.

For the foregoing reasons, there are no reasonable grounds to believe that the SO transgressed the limits of care prescribed by the criminal law. Accordingly, though the cause of the Complainant’s death remains undetermined at this time, there is no reason to believe that it is attributable to any unlawful conduct on the part of the subject official.

As the SIU has no statutory jurisdiction to investigate special constables, the matter of their conduct in connection with the Complainant’s time in custody will be referred to the TPS”.

.....
[2] *The cell camera video recording system was motion-activated. That the recording stopped at about 3:30 a.m., and only resumed again upon the arrival of special constables at about 8:10 a.m., presumably means that the Complainant did not move during this time, or, at least, not sufficiently to activate the camera’s recording function.*
.....

The Toronto Police Service (T.P.S.) requested and received the Coroner’s report in relation to the Affected Person’s death.

The cause of death was determined by the Office of the Chief Coroner to be the result of complications related to chronic alcoholism. There is no evidence that trauma was a contributor to the Affected Person’s death.

Summary of the Toronto Police Service's Investigation:

The Professional Standards -S.I.U. Liaison (S.I.U. Liaison) assisted by the Homicide Unit (HOM) conducted an investigation pursuant to Schedule 1, *Community Safety and Police Act*, 2019, Part VI, Section 81.

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

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

- Procedure 01-01 (Arrest);
- Procedure 01-03 (Persons in Custody);
- Procedure 04-16 (Death in Police Custody);
- Procedure 05-04 (Intimate Partner Violence);
- Procedure 08-03 (Injured on Duty Reporting);
- Procedure 08-04 (Members Involved in a Traumatic Critical Incident);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);

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

- *Special Investigations Unit Act*, 2019.

The S.I.U. Liaison and HOM investigation determined that the T.P.S.'s policies and procedures associated with this custody death were lawful, in keeping with current legislation.

The S.I.U. Liaison and HOM investigation determined the conduct of the designated officers was not in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures. An investigation pursuant to Part V of the *Police Services Act* (P.S.A.) was initiated and referred to the Professional Standards Investigative Unit for investigation.

Three T.P.S. Booking Officers and the two Staff Sergeants who were tasked with overseeing these Booking Officers failed to comply with Procedure 01-03 (Persons in Custody) and their training specific to persons in custody when they did not physically attend the Affected Persons cell and check on his condition as is required in this procedure.

The involved Staff Sergeants are now properly before the T.P.S. Tribunal and the conduct of the civilian Booking Officers is being managed by Labour Relations.

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

Respectfully submitted,

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

original copy with signature on file in Board office



Toronto Police Services Board Report

June 22, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Injury of Complainant 2021.72

Recommendation(s):

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

Financial Implications:

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

Background / Purpose:

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving serious injury, death, or the allegation of a sexual assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

S.I.U. Terminology:

Complainant – Refers to the affected person

SO – Subject Official

SEW – Service Employee Witness

S.I.U. Investigative Conclusion:

In a letter to the Chief of Police dated February 18, 2022, Director Joseph Martino of the S.I.U. advised, *"the file has been closed and no further action*

is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the official”.

The following *S.I.U. Incident Narrative and Analysis and Directors Decision* has been reprinted from the S.I.U. Director’s report, number 21-TCI-359, which can be found via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=1841

S.I.U. Incident Narrative:

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

At about 4:35 p.m. of October 23, 2021, having been recently returned to a 32 Division cell from a visit to hospital, the Complainant wrapped a sweatshirt around his neck and started to tighten it. A special constable – the SEW – alerted the SO to what was happening and requested that he accompany him to the cell. When asked what he was doing, the Complainant replied that he was attempting to kill himself. Directed to remove the sweatshirt from his neck, the Complainant refused.

Led by the SO, the officer and the SEW entered the cell and took physical hold of the Complainant. The Complainant flailed his legs, striking the officer and special constable as they attempted to control him and remove the sweater. The SO reacted by delivering two left-handed punches to the right side of the Complainant’s face. Following a brief further period of struggle, during which the parties grappled and the Complainant was subdued, the sweater was removed and the Complainant was handcuffed behind the back by the SEW.

The Complainant was subsequently taken to hospital where he was diagnosed with a broken nose”.

Analysis and Director’s Decision:

The Complainant was diagnosed with a serious injury following an altercation with police personnel in a cell on October 23, 2021. The SO – an officer involved in the altercation – was identified as a subject official for purposes of the SIU investigation. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the altercation and the Complainant’s injury.

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

There is no suggestion in the evidence that the Complainant's arrest was unlawful. He was being held in police custody for having violated the terms of a release order. Once in lawful custody, the police were entitled to exercise reasonable control over the Complainant's liberty to ensure his safety and theirs as he was processed through the system. In the instant case, this included removing the sweater from the Complainant that he had been using to attempt to self-harm.

With respect to the force used by the SO, I am satisfied that it was legally justified. The Complainant had refused to willingly surrender his sweater, and fought the officers as they entered the cell to take it from him. In the circumstances, the SO was entitled to resort to a measure of force to deter the Complainant's aggression and effect his purpose. I am unable to reasonably conclude that two punches, delivered right after the Complainant had kicked the officer and the SEW, was excessive. No further strikes were delivered by the SO.

In the result, while it may well be that the Complainant's broken nose was the result of one or both punches struck by the SO there are no reasonable grounds to believe that the officer comported himself unlawfully in their brief engagement. Accordingly, there is no basis for proceeding with criminal charges in this case".

Director's endnote: *There is some evidence to suggest the injury pre-existed the Complainant's altercation in the cells.*

Summary of the Toronto Police Service's Investigation:

The Professional Standards-S.I.U. Liaison (S.I.U. Liaison) conducted an investigation pursuant to Schedule 1, *Community Safety and Policing Act*, 2019, Part VI, Section 81.

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

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

- Procedure 01-01 (Arrest);
- Procedure 01-03 (Persons in Custody);

- Procedure 06-04 (Persons in Crisis);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Use of Force);
- Procedure 15-02 (Injury/Illness Reporting);

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

- *Special Investigations Unit Act, 2019*

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

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

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

Respectfully submitted,

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

original copy with signature on file in Board office



Toronto Police Services Board Report

June 22, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Death of Complainant 2021.75

Recommendation(s):

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

Financial Implications:

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

Background / Purpose:

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving serious injury, death, or the allegation of a sexual assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

S.I.U. Terminology:

Complainant – Refers to the affected person

TPS – Toronto Police Service

SO – Subject Official

ETF – Emergency Task Force

S.I.U. Investigative Conclusion:

In a letter to the Chief of Police dated March 1, 2022, Director Joseph Martino of the S.I.U. advised, *“the file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the official.*

The following *S.I.U. Incident Narrative and Analysis and Directors Decision* has been reprinted from the S.I.U. Director’s report, number 21-TCD-374, which can be found via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=1853

S.I.U. Incident Narrative:

“The following scenario emerges from the evidence collected by the SIU, which included interviews with officers who were present in and around the scene at the time of the shooting. The investigation was also assisted by the BWC footage of several of the involved officers. As was his legal right, the SO chose not to interview with the SIU or authorize the release of his notes.

At about 2:10 p.m. on November 3, 2021, the TPS received a 911 call. The caller was an employee with the Sheriff’s Office, Ministry of the Attorney General. The caller had just been to an apartment on Keele Street seeking to evict the occupant of the unit – the Complainant. He had fled the scene when the Complainant produced a handgun. Officers were dispatched to the address.

Officers with TPS 31 Division – WO #1, WO #2, WO #4, WO #8 and WO #10 – were the first on scene, arriving as early as about 2:25 p.m. WO #1 propped open the door to the apartment and began to speak with the Complainant, standing four to six metres west of the doorway threshold with a gun in his possession. The Complainant assured WO #1 that he meant the officers no harm; the gun was solely intended to end his own life. He invited the officer inside to talk. WO #1 refused and asked the Complainant to exit the apartment. The Complainant refused. WO #1 radioed requesting the attendance of the ETF.

The standoff continued for some time with the parties remaining relatively calm. Though the Complainant variously held the gun (occasionally against his chest), and placed it on a nearby table and in the waistband of his pants, the officers standing in and around the doorway did not draw their weapons.

ETF officers began arriving on the Complainant’s floor of the building shortly before 3:00 p.m., about half-an-hour after the first of the uniform officers.

The 31 Division officers removed themselves from the immediate vicinity of the apartment as ETF officers took up positions on either side of the doorway. The SO set up on his knees just north of the open doorway with a ballistic shield and handgun pointed into the apartment. Standing above him, with a shotgun pointed at the Complainant, was WO #5. On the other side of the door were WO #6 and WO #9, each with a C8 rifle at the ready.

Within seconds of the ETF's presence at his doorway, the Complainant picked up the gun from the nearby table, pointed it at his chest, took a seat, and fired a shot into his torso. The ETF officers had screamed at him to drop the gun and not "do it" in the moments before the discharge, to no avail. They entered the apartment, rendered first-aid, and called for paramedics (staging in the area) to attend.

The Complainant was transported to hospital where he was declared deceased at 3:29 p.m.

Cause of Death

The pathologist at autopsy was of the preliminary view that the Complainant's death was attributable to a single gunshot wound to the chest".

Analysis and Director's Decision:

"The Complainant passed away on November 3, 2021, the result of a self-inflicted gunshot wound. As he was interacting with TPS officers at the time and in the moments before his death, the SIU was notified of the incident and initiated an investigation. The SO was identified as a subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant's death.

The offence that arises for consideration is criminal negligence causing death contrary to section 220 of the Criminal Code. Meant to capture serious cases of neglect, the offence is not made out unless the impugned conduct demonstrates a wanton or reckless disregard for the lives or safety of other persons. Simple negligence will not suffice to give rise to liability; rather, what is required, in part, is a marked departure from the level of care that a reasonable person would have exercised in the circumstances. In the instant case, the issue is whether there was any want of care on the part of the officers who responded to the Complainant's apartment, in particular, the SO, that contributed to the Complainant's death and was sufficiently egregious to attract criminal sanction. In my view, there was not.

The 31 Division and ETF officers were lawfully placed throughout their engagement with the Complainant. The Complainant had confronted a member of the Sheriff's Office with a gun, which he kept it in his possession and threatened to use, albeit against himself, as officers began arriving at his apartment. In the circumstances, the officers were duty bound to do what they reasonably could to take the Complainant into custody, prevent harm coming to him, and preserve public safety.

The decision to deploy the ETF to the scene was a reasonable one. Though WO #1 and the 31 Division officers had developed something of a rapport with the Complainant, the Complainant retained possession of a pistol and remained a threat, to himself and others, throughout the standoff. ETF officers are specifically trained and equipped to deal with these types of situations.

At the scene, I am satisfied that the SO and the ETF officers comported themselves with due care and regard for the Complainant's welfare in the one to two minutes that they dealt with him. They had just assumed positions beside the doorway, replacing the uniformed officers, when the Complainant picked up his gun from the table and shot himself. It would seem that the ETF's presence, and perhaps their open display of gun power, was the impetus for the Complainant's final act. Be that as it may, I am unable to fault the ETF officers for having their guns drawn and pointed at the Complainant given the gun in the Complainant's possession – it was only prudent that they should be ready to act to defend themselves at a moment's notice if the need arose. Nor does it appear that there was ever any real opportunity to prevent the Complainant from doing what he did given the speed with which events unfolded as the ETF officers arrived on scene.

In the result, there are no reasonable grounds to believe that the officers who dealt with the Complainant transgressed the limits of care prescribed by the criminal law in connection with his self-inflicted death. Accordingly, there is no basis for proceeding with criminal charges in this case”.

Summary of the Toronto Police Service's Investigation:

The Professional Standards-S.I.U. Liaison (S.I.U. Liaison) conducted an investigation pursuant to Schedule 1, *Community Safety and Policing Act*, 2019, Part VI, Section 81.

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

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

- Procedure 04-02 (Death Investigations);
- Procedure 05-21 (Firearms);
- Procedure 08-03 (Injured on Duty Reporting);
- Procedure 08-04 (Members Involved in a Traumatic Critical Incident);
- Procedure 10-05 (Incidents Requiring the Emergency Task Force);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-20 (Body-Worn Camera).

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

- *Special Investigations Unit Act, 2019.*

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

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

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

Respectfully submitted,

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

original copy with signature on file in Board office



Toronto Police Services Board Report

June 22, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Injury of Complainant 2021.76

Recommendation(s):

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

Financial Implications:

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

Background / Purpose:

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving serious injury, death, or the allegation of a sexual assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

S.I.U. Terminology:

Complainant – Refers to the affected person
TPS – Toronto Police Service
OPP – Ontario Provincial Police
YRP – York Regional Police Service
ROPE – Repeat Offender Parole Enforcement
SO – Subject Official
CW – Civilian Witness

S.I.U. Investigative Conclusion:

In a letter to the Chief of Police dated March 7, 2022, Director Joseph Martino of the S.I.U. advised, *“the file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject official (Toronto Police Service)”*.

The following *S.I.U. Incident Narrative and Analysis and Directors Decision* has been reprinted from the S.I.U. Director’s report, number 21-TCI-383, which can be found via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=1863

S.I.U. Incident Narrative:

“The material events in question are clear on the evidence collected by the SIU, and may briefly be summarized. As was his legal right, the SO chose not to interview with the SIU or authorize the release of his notes.

In the early afternoon of November 9, 2021, a team of plainclothes police officers from the TPS, OPP and YRP, members of the provincial ROPE team, attended an 8th floor apartment on Humber Boulevard South. They were looking to execute a warrant for the arrest of the Complainant for a parole violation, and had reason to believe that he was at the address, his mother’s apartment.

The Complainant was, in fact, in the apartment. Aware that the police were outside the front door to arrest him, the Complainant locked the apartment door and made his way to the balcony seeking to avoid apprehension. He scaled down to the apartment balcony immediately below his mother’s 8th balcony, where he deposited several personal items, including a cell phone and drug paraphernalia, before he appears to have lost his footing and fell to the ground below. The time was about 1:10 p.m.

By the time his mother – the CW – had unlocked the apartment door to let the officers in, the Complainant was already on the 8th balcony or the 7th balcony, or had already fallen.

Officers, including the SO, had entered and searched the apartment not finding the Complainant before they located him lying on the ground immediately below the balcony. They rushed to the Complainant’s location and rendered first-aid pending the arrival of paramedics.

The Complainant was rushed to hospital. He was diagnosed with multiple fractures and traumatic brain injury, and continues to recover from his injuries.”

Analysis and Director’s Decision:

“The Complainant was seriously injured on November 9, 2021, when he fell from a high rise apartment balcony. As the Complainant’s fall occurred moments after a team of officers knocked on the door of the apartment he had been in, the SIU was notified and initiated an investigation. The SO of the TPS was identified as the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant’s injuries.

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

The officers who attended at the CW’s residence and were present in and around the apartment when the Complainant fell were lawfully placed at all times. They were in possession of a warrant authorizing the Complainant’s apprehension for a parole violation, and had been let into the apartment by its rightful proprietor – the CW.

There is no indication in the evidence that the officers, including the SO, failed to comport themselves with due care and regard for the Complainant’s well-being throughout the police operation. They properly announced who they were and what they were there for before they were let in by the CW. They had even pre-positioned an officer outside to keep a lookout on the apartment balcony before they knocked on the door, albeit that officer was a significant distance from the building and would have exerted little if any deterrent effect on the Complainant’s designs on escape. Finally, the evidence indicates that the officers who entered the apartment had no opportunity to intervene to prevent the Complainant’s fall – he had already embarked on his fateful decision to scale down his mother’s balcony.

In the result, there are no reasonable grounds to believe that the SO transgressed the limits of care prescribed by the criminal law in relation to the Complainant's fall. Accordingly, there is no basis for proceeding with criminal charges in this case, and the file is closed."

Summary of the Toronto Police Service's Investigation:

The Professional Standards-S.I.U. Liaison (S.I.U. Liaison) conducted an investigation pursuant to Schedule 1, *Community Safety and Policing Act*, 2019, Part VI, Section 81.

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

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

- Procedure 01-01 (Arrest);
- Procedure 01-03 (Persons in Custody);
- Procedure 02-10 (National Parole Warrants);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-20 (Body-Worn Camera).

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

- *Special Investigations Unit Act*, 2019.

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

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

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

Respectfully submitted,

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

original copy with signature on file in Board office



Toronto Police Services Board Report

June 22, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Injury of Complainant 2021.77

Recommendation(s):

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

Financial Implications:

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

Background / Purpose:

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving serious injury, death, or the allegation of a sexual assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

S.I.U. Terminology:

Complainant – Refers to the affected person

TPS – Toronto Police Service

SO – Subject Official

WO – Witness Official

S.I.U. Investigative Conclusion:

In a letter to the Chief of Police dated March 8, 2022, Director Joseph Martino of the S.I.U. advised, *“the file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the official”*.

The following *S.I.U. Incident Narrative and Analysis and Directors Decision* has been reprinted from the S.I.U. Director’s report, number 21-TCI-386, which can be found via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=1865

S.I.U. Incident Narrative:

“The following scenario emerges from the evidence collected by the SIU, which included interviews with the Complainant and several police eyewitnesses to the events in question. The investigation was also assisted by video recordings from a security camera and a TPS ICCS that captured the incident in part. As was his legal right, the SO chose not to interview with the SIU. He did authorize the release of his notes.

In the afternoon of November 10, 2021, a group of four TPS officers, including the SO, gathered outside the front door of an apartment in the area of Eglinton Avenue East and Kennedy Road. They were there to arrest an occupant of the residence – the Complainant – whose bail had been revoked the day before.

The officers unlocked the door to the apartment and rushed inside. With the SO in pursuit, the Complainant fled from the area of the door a short distance to the kitchen and out onto the apartment balcony. He scaled the balcony railing and fell to the ground below on his back.

WO #4 and WO #5, who had been pre-positioned outside below the balcony, approached the Complainant on the ground. Following a short struggle, the officers handcuffed the Complainant behind the back.

An ambulance was summoned to the scene and transported the Complainant to hospital where he was diagnosed with multiple spinal fractures”.

Analysis and Director’s Decision:

“The Complainant was seriously injured in the course of his arrest by TPS officers on November 10, 2021. One of the arresting officers – the SO – was identified as a subject official for purposes of the ensuing SIU investigation.

The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant's arrest and injuries.

There are two issues that are raised on the evidence as far as the SO's potential criminal liability is concerned. The first arises from an allegation that the officer intentionally pushed the Complainant off the balcony as he was bracing himself to jump from the outer ledge of the balcony to the ground.

This account, if true, would give rise to criminal charges, but it would be unwise and unsafe to rest charges on this evidence. The video footage of the Complainant's descent from the second-floor balcony does not depict the Complainant preparing to jump from the narrow outer ledge of the balcony. Rather, it appears to show the Complainant tumbling head-first over the railing. This fundamental flaw renders this evidence insufficiently reliable to warrant being put to the test by a trier-of-fact.

The second issue asks whether there was a want of care on the part of the officers, including the SO, that played a part in the Complainant's fall. If so, was it sufficiently egregious to give rise to liability for the offence of criminal negligence causing bodily harm prescribed under section 221 of the Criminal Code. In my view, there was not.

The officers had received permission from the tenant of the apartment – the Complainant's mother – who had also been his surety, to enter the apartment to arrest the Complainant. In fact, she had provided the officers with the keys to the apartment for that purpose.

Upon their entry into the apartment, there was little if any opportunity for the officers to have interceded to prevent the Complainant's flight to the balcony. It was a short distance from the front door to the balcony and the Complainant had a head start on the officers as he fled. The officers had considered the possibility that the Complainant would attempt to escape via the balcony, and had arranged to place two uniformed officers – WO #4 and WO #5 – in the vicinity outside to deter any such behaviour. Regrettably, it is doubtful that the Complainant, in his haste, was ever even aware of their presence. I accept that the SO was able to grab the Complainant momentarily from behind as he jumped over the railing. For the reasons previously discussed, I do not accept that the SO's contact was in the nature of an intentional push. Nor do I believe that the SO was reckless in making the effort – had he succeeded and been able to prevent the Complainant's escape, it might well be the case that the Complainant would not have suffered the serious injuries he did.

For the foregoing reasons, there are no reasonable grounds to believe that the SO comported himself other than lawfully in his brief engagement with the Complainant. Accordingly, there is no basis for proceeding with criminal charges in this case, and the file is closed”.

Summary of the Toronto Police Service’s Investigation:

The Professional Standards-S.I.U. Liaison (S.I.U. Liaison) conducted an investigation pursuant to Schedule 1, *Community Safety and Policing Act*, 2019, Part VI, Section 81.

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

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

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

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

- *Special Investigations Unit Act*, 2019

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

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

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

Respectfully submitted,

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

original copy with signature on file in Board office



Toronto Police Services Board Report

June 22, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Chief's Administrative Investigation into the Alleged Sexual Assault of Complainant 2021.78

Recommendation(s):

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

Financial Implications:

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

Background / Purpose:

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving serious injury, death or the allegation of sexual assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Discussion:

On November 14, 2021, at 0732 hours, uniformed officers from 42 Division were dispatched to attend an apartment in relation to a person in crisis.

The caller had reported that her daughter; Alleged Sexual Assault Complainant 2021.78 (2021.78) had arrived at her residence earlier in the day, had damaged property within the unit, locked herself in the bathroom and may be armed.

The attending officers under the direction of a Sergeant entered the apartment and found 2021.78 had locked herself in the bathroom and refused to exit.

The officers were able to quickly force their way into the bathroom and attempted to apprehend 2021.78 under the authority of the *Mental Health Act* (M.H.A.).

2021.78 was lying in the bathtub partially clothed and had purposely covered herself in oil in an attempt to make her apprehension more difficult.

2021.78 vigorously resisted her apprehension by biting one officer on the arm, which broke the officer's skin. 2021.78 then grabbed a broken broom handle and stabbed at the officers to keep them away.

During the struggle, 2021.78 yelled that she was being sexually assaulted and for officers to "*call the S.I.U.*".

After a prolonged struggle, 2021.78 was apprehended and handcuffed.

2021.78 continued to resist by spitting at the attending officers and Toronto Paramedic Services (Paramedics).

2021.78 was secured to a gurney and transported to Hospital.

2021.78 was examined by a physician and a Form 1 under the M.H.A. was not issued.

2021.78 was transported to 42 Division and during the booking process she advised the Officer-in-Charge (O.I.C.) that the arresting officers had sexually assaulted her during the initial apprehension.

2021.78 was charged with several criminal charges including three counts of Assaulting a Peace Officer and Assault with a Weapon and held in custody pending a show cause hearing.

The entire interaction with 2021.78 was captured on the arresting officers' Body-Worn Cameras (B.W.C.).

The S.I.U. was notified and invoked its mandate.

The S.I.U. did not designate any member of the Toronto Police Service (T.P.S.) as a subject official; seven members were designated as witness officials.

In a letter to the T.P.S. dated March 14, 2022, Director Joseph Martino of the S.I.U. advised, "*the file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges in this case.*"

The S.I.U. has not made the Directors Report public stating in part, "*pursuant to section 34(6) of the Special Investigations Unit Act, 2019, the SIU Director may exercise a*

discretion, subject to prior consultation with the complainant, to not publish the report if the Director is of the opinion that the complainant's privacy interest in not having the report published clearly outweighs the public interest in having the report published.

Summary of the Toronto Police Service's Investigation:

The Professional Standards-S.I.U. Liaison (S.I.U. Liaison) conducted an investigation pursuant to Schedule 1, *Community Safety and Policing Act*, 2019, Part VI, Section 81. This investigation was reviewed by Specialized Criminal Investigations-Sex Crimes.

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

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

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 01-03 (Persons in Custody);
- Procedure 06-04 (Persons in Crisis);
- Procedure 10-05 (Incidents Requiring the Emergency Task Force);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Use of Force);
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-20 (Body-Worn Camera).

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

- *Special Investigations Unit Act*, 2019

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

The S.I.U. Liaison investigation determined the conduct of the designated witness officers was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures.

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

Respectfully submitted,

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

*original copy with signature on file in Board office



Toronto Police Services Board Report

June 22, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Chief's Administrative Investigation into the Discharge of a Firearm at a Person Complainant 2021.79

Recommendation(s):

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

Financial Implications:

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

Background / Purpose:

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

S.I.U. Terminology:

Complainant – Refers to the Affected Person

SO – Subject Official

WO – Witness Official

CW – Civilian Witness

TPS – Toronto Police Service

CEW – Conducted Energy Weapon

S.I.U. Investigative Conclusion:

In a letter to the Chief of Police dated March 8, 2022, Director Joseph Martino of the S.I.U. advised, *“the file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the official”*.

The following *S.I.U. Incident Narrative and Analysis and Directors Decision* has been reprinted from the S.I.U. Director’s report, number 21-TFP-390, which can be found in its entirety via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=1866

S.I.U. Incident Narrative:

“The material events in question are clear on the evidence collected by the SIU, which included interviews with police and civilian witnesses, and a review of video footage from the BWCs of several police officers and security cameras that captured the incident in its entirety. As was his legal right, the SO chose not to interview with the SIU or authorize the release of his notes.

In the morning of November 15, 2021, TPS officers were called to a bank on The West Mall. The bank manager, CW #3, had called 911 to report the presence of a man – the Complainant – loitering in the waiting area of the bank, apparently consuming drugs and refusing to leave. CW #3 further reported that the Complainant had indicated that he was in possession of a gun and knife, and wanted to end his life.

WO #5 arrived on scene at about 10:00 a.m. and began to speak to the Complainant from outside the bank. The Complainant, standing by the second interior door into the bank, was not receptive to the officer’s overtures. He refused to leave the bank or remove his right hand from inside the front of his jacket. The Complainant did not say he had any weapons, but did acknowledge having a bullet with him. Other officers began arriving at the bank, including WO #2, who took a turn at speaking to the Complainant attempting to de-escalate the situation.

WO #3 arrived on scene at about 10:20 a.m. By that time, the employees of the bank and a single customer had been ushered into the basement of the premises by the bank manager. WO #3 was quickly briefed on the situation and decided that the Complainant should be immediately apprehended. His plan was to have two officers armed with CEWs and another officer with a less-lethal shotgun move in to take the Complainant into custody.

At about 10:21 a.m., WO #5 observed the Complainant stepping away from the second interior door to move into the bank proper. The officer ran after the Complainant with his CEW drawn, yelling at the Complainant to stop. He was followed into the bank by WO #2 and the SO in that order, the latter with his less-lethal shotgun at the ready. Several meters into the bank, WO #5 fired his CEW at the Complainant's back. The discharge had no effect. The officer fired his weapon again within seconds. This time, the Complainant froze and fell to the floor. As he was falling, the SO fired his less-lethal shotgun at the Complainant. He, too, fired a second sock round in quick succession.

With the Complainant on the floor, the officers moved in and handcuffed him behind the back.

The Complainant was taken from the scene to hospital in ambulance.”

Analysis and Director's Decision:

“On November 15, 2021, the TPS contacted the SIU to report that one of their officers had discharged a less-lethal shotgun at a man – the Complainant – in the course of his arrest earlier that day. The SIU initiated an investigation, identifying the SO as the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant's arrest.

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

The officers, including the SO, were engaged in the lawful execution of their duties when they decided to take the Complainant into custody. The Complainant had failed to leave private premises when asked to do so, had indicated he was in possession of weapons, and was threatening to do himself harm. In the circumstances, there were a variety of grounds to lawfully arrest the Complainant.

With respect to the force used by the officers against the Complainant, I am satisfied that it was legally justified. The Complainant had led officers to believe that he was armed with a weapon or weapons, including, possibly, a gun, and that he was planning to kill himself. Given the state the Complainant was in, the officers also had cause to be concerned about the safety of other persons in the bank. In the circumstances, having tried and failed to de-escalate the situation through negotiations at the doorway, the officers acted reasonably to chase the Complainant into the bank when he

began to move in that direction. Thereafter, when he failed to stop at WO #5's direction, it would appear that a resort to less-lethal force from a distance was required if he was to be safely and immediately incapacitated and prevented from doing harm to himself or others. The CEW and less-lethal shotgun discharges accomplished just that. While the sock rounds fired by the SO may have occurred just as the Complainant was falling and had fallen, I am satisfied that he remained a reasonably apprehended threat until such time as his hands had been restrained. As it turns out, the Complainant was not in fact armed with a knife or gun, but neither the SO nor the other officers could have known that at the time.

In the result, as there is no evidence to reasonably conclude that the SO or the other officers who dealt with the Complainant comported themselves other than lawfully throughout their engagement, there is no basis for proceeding with criminal charges in this case."

Summary of the Toronto Police Service's Investigation:

The Professional Standards -S.I.U. Liaison (S.I.U. Liaison) conducted an investigation pursuant to Schedule 1, *Community Safety and Policing Act*, 2019, Part VI, Section 81.

This investigation examined the circumstances of the discharge of the Less Lethal firearm in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

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

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 01-03 (Persons in Custody);
- Procedure 06-04 (Persons in Crisis);
- Procedure 10-05 (Incidents Requiring the Emergency Task Force);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Use of Force);
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-06 (Less Lethal Shotguns);
- Procedure 15-09 (Conducted Energy Weapons);
- Procedure 15-17 (In-Car Camera System);
- Procedure 15-20 (Body-Worn Camera)

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

- *Special Investigations Unit Act* Section 31 (1) (Duty to Comply);
- *Special Investigations Unit Act* Section 20 (Securing the Scene);
- *Special Investigations Unit Act* Section 16 (1) (Notification of Incident);
- Ontario Regulation 926 14.2(1) (Use of Force Qualification);
- Ontario Regulation 926 14.5(1) (Use of Force Report).

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

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

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

Respectfully submitted,

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

original copy with signature on file in Board office



Toronto Police Services Board Report

June 22, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Chief's Administrative Investigation into the Vehicle Injury of Complainant 2021.81 and 2021.81(a)

Recommendation(s):

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

Financial Implications:

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

Background / Purpose:

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving serious injury, death, or the allegation of a sexual assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

S.I.U. Terminology:

Complainant – Refers to the affected person

TPS – Toronto Police Service

SO – Subject Official

WO – Witness Official

ICCS – In-Car Camera System

S.I.U. Investigative Conclusion:

In a letter to the Chief of Police dated April 8, 2022, Director Joseph Martino of the S.I.U. advised, *“the file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the official.*

The following *S.I.U. Incident Narrative and Analysis and Directors Decision* has been reprinted from the S.I.U. Director’s report, number 21-TVI-413, which can be found via the following link:

https://siu.on.ca/en/directors_report_details.php?drid=1914

S.I.U. Incident Narrative:

“The material events in question are clear on the evidence gathered by the SIU, which included interviews with Complainant #1, and a number of civilian and police eyewitnesses, a review of video footage from police ICCSs that captured the incident, and GPS and ‘black box’ data retrieved from the vehicles involved in the collision relating to their speeds and directionality in the moments prior to impact. As was his legal right, the SO chose not to interview or authorize the release of his notes to the SIU.

At about 9:00 p.m. of December 8, 2021, Complainant #1 and Complainant #2 were in their vehicle – a Toyota Corolla – travelling north on Avenue Road toward St. Clair Avenue. Complainant #1 was driving. Complainant #1 entered into the left-turn lane on a green light intending to turn onto the westbound lanes of St. Clair Avenue and proceeded into the intersection a distance waiting for southbound traffic to clear. There were no vehicles ahead of his in the left-turn lane.

At about the same time, the SO, operating a marked police SUV, was travelling south on Avenue Road at speed, approaching St. Clair Avenue with his emergency lights and siren on. WO #1 was his front seat passenger. Behind them was another cruiser operated by WO #2. The officers were responding to a 9-1-1 call about a man with a gun at the St. George Subway Station. As the SO neared the intersection, the traffic control signal facing him turned from green to amber and Complainant #1 began his left-hand turn across his path of travel. The officer turned to the right attempting to avoid a collision but was unable to do so. The impact sent both vehicles in a southwest direction where they came to rest in and around the intersection.

Emergency responders arrived on scene and tended to the Complainants. They were taken to hospital having suffered multiple fractures. Neither the SO nor WO #1 were seriously injured in the collision”.

Analysis and Director's Decision:

“Complainant #1 and Complainant #2 were seriously injured in a motor vehicle collision in Toronto on December 8, 2021. As their vehicle was struck by a TPS cruiser, the SIU was notified and initiated an investigation. The SO – the driver of the cruiser – was identified as a subject official for purposes of the SIU investigation. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the collision.

The offence that arises for consideration is dangerous driving causing bodily harm contrary to section 320.13(2) of the Criminal Code. Simple negligence is insufficient to ground liability for the offence; rather, what is required, in part, is a marked departure from the level of care that a reasonable person would have exercised in the circumstances. In the instant case, the issue is whether there was a want of care on the part of the SO in the manner in which he drove, sufficiently egregious to attract criminal sanction that caused or contributed to the collision. In my view, there was not.

The SO's speed as he neared St. Clair Avenue – about 95 km/h – is subject to legitimate scrutiny. The roads were damp and slippery at the time, and the 'gun call' that he was responding to was no longer a matter of pressing urgency. It had been about a half-hour since the initial call had come in, and it was not even clear where the suspect might be located at the time. In the circumstances, it is arguable that the officer was travelling in excess of what was reasonable at the time. Indeed, at the speed at which he was travelling, almost twice the 50 km/h speed limit – forensic calculations suggest he had left himself little to no opportunity to avoid a collision with someone entering the intersection as Complainant #1 did – a foreseeable contingency that the SO ought to have had in mind.

On the other side of the ledger, however, there are a number of extenuating considerations that render the SO's driving something less than a marked departure from a reasonable standard of care. As an officer in the execution of his duties at the time, the SO was exempt from the speed limitations pursuant to section 128(13)(b) of the Highway Traffic Act. While the provision does not confer carte blanche on police officers to speed as they wish, it does provide that allowance be made in the reasonableness assessment of an officer's conduct in recognition of their unique law enforcement role. It is also apparent that the SO was not oblivious to public safety considerations as he made his way to the scene of the call for service – St. George Subway Station. In fact, while en route to his destination prior to the collision, the SO had operated his cruiser at reasonable speeds and in compliance with the traffic laws, which included coming to a stop at two stop signs and two red traffic lights before he safely cleared those intersections. He also had his cruiser's emergency lights on for the duration of the trip (and

his siren as he neared St. Clair Avenue on Avenue Road), affording surrounding motorists and pedestrians notice of his presence and speed on the roadway. Indeed, the footage captured by the cruiser's ICCS depicts other vehicles, in both directions of travel, pulling over for the SO as he travelled south towards St. Clair Avenue. Lastly, while the SO's speeds in the final stages of his route before the collision were high, they were not excessively high. That is to say, if the 'gun call' had become stale to an extent, it remained a priority call deserving of an expedited response given the potential presence of a firearm in a public setting. What a reasonable speed would have been in the circumstances is difficult to ascertain with precision[3] but I am confident that it was something more than the 50 km/h speed limit and something less than the speed at which the SO travelled in the moments prior to the collision. I am even more confident that the difference between those two figures would not reflect a blatantly disproportionate response on the part of the officer to the situation at hand.

For the foregoing reasons, I am satisfied that the SO's driving did not transgress the limits of care prescribed by the criminal law. Accordingly, there is no basis for proceeding with criminal charges in this case and the file is closed".

.....
[3] The findings of the SIU reconstructionist suggest the SO would have been able to safely react and come to a stop before the point of impact at a speed of about 70 km/h or less.

Summary of the Toronto Police Service's Investigation:

The Professional Standards-S.I.U. Liaison (S.I.U. Liaison) conducted an investigation pursuant to Schedule 1, *Community Safety and Policing Act*, 2019, Part VI, Section 81. This investigation was reviewed by investigators at Traffic Services as per Procedure 13-16.

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

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

- Procedure 07-01 (Transportation Collisions);
- Procedure 07-03 (Life Threatening Injury/Fatal Collisions);
- Procedure 07-05 (Service Vehicle Collisions);
- Procedure 08-03 (Injured on Duty Reporting);
- Procedure 10-06 (Medical Emergencies);

- Procedure 10-10 (Emergencies and Pursuits on TTC Property);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-11 (Use of Service Vehicles);
- Procedure 15-17 (In-Car Camera System);
- Procedure 15-20 (Body-Worn Camera).

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

- *Special Investigations Unit Act, 2019.*

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

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

The officers were responding to a *Priority 1* call for a person with a gun at the St. George Subway Station. At the time the Subject Official (S.O.) was dispatched all Toronto Transit Commission (T.T.C.) subway trains had been stopped on the Bloor Street subway line and T.T.C. Special Constables were staging and waiting for the arrival of the T.P.S. to search the station for the armed person. Despite the call being approximately 30 minutes old, this call was a high priority as there was requirement for officers to attend expeditiously to check the station for the presence of a potentially armed person on T.T.C. property. As we have seen in recent events, acts of violence do occur on T.T.C. properties and the police will prioritize these calls. In addition, whenever trains are stopped due to an emergency within the system there is a cascading effect on all of the other stations often creating further ancillary public safety issues relating to overcrowding, which further prioritizes these calls.

The S.O.'s speed as he travelled southbound on Avenue Road en route to the call was immoderate for the road conditions at the time. A review of the In-Car Camera System (I.C.C.S.) and Automatic Vehicle Locator (A.V.L.) data supports that the S.O. followed all of the rules of the road with the exception being his speed for which there is an exception under s.128 of the *Highway Traffic Act*. At no point was the S.O. driving careless or dangerous.

The officer has been counselled regarding this event and has been assigned to attend the T.P.S. Safe Skills and Emergency Driving course to build on and refresh his driving skills and knowledge.

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

Respectfully submitted,

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

original copy with signature on file in Board office



Toronto Police Services Board Report

June 22, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Chief's Administrative Investigation into the Discharge of a Firearm at a Person Complainant 2021.83

Recommendation(s):

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

Financial Implications:

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

Background / Purpose:

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

S.I.U. Terminology:

Complainant – Refers to the Affected Person

SO – Subject Official

WO – Witness Official

CW – Civilian Witness

TPS – Toronto Police Service

CEW – Conducted Energy Weapon

S.I.U. Investigative Conclusion:

In a letter to the Chief of Police dated April 27, 2022, Director Joseph Martino of the S.I.U. advised, *“the file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the official”*.

The following S.I.U. *Incident Narrative and Analysis and Directors Decision* has been reprinted from the S.I.U. Director’s report, number 21-TFP-429, which can be found in its entirety via the following link:

https://www.siu.on.ca/en/directors_report_details.php?drid=1931

S.I.U. Incident Narrative:

“The material events in question are clear on the evidence collected by the SIU, which included video footage that largely captured the events in question.

In the morning of December 30, 2021, multiple TPS uniformed officers, including the SO, arrived at the intersection of Kingston Road and Midland Avenue. They were there following reports of a crime spree, including acts of theft and assault, committed that morning by a male who had made his way to the area.

Arriving at the intersection southbound on Midland Avenue, WO #5 was the first at the scene in his marked cruiser. He observed a male who fit the description of the suspect – the Complainant – in the middle of the intersection. At the sight of the cruiser, the Complainant walked to the vehicle and kicked at the driver’s door. WO #5 radioed for assistance, specifically requesting that an officer with a CEW make their way to the scene, and then slowly followed the Complainant as he walked west away from his cruiser in the westbound lanes. Within seconds, the Complainant turned and ran towards the cruiser, this time jumping onto the hood, then the roof, and then the hood again, before jumping onto the roadway in front of the vehicle.

The SO heard the call for assistance and made her way to the scene eastbound on Kingston Road, pulling up to the scene and stopping her cruiser in the left-turn lane of the roadway. Shortly thereafter, WO #1 arrived as well, parking his vehicle immediately behind the SO’s cruiser. The SO exited her cruiser with a less-lethal shotgun in hand and confronted the Complainant. By this time, a bare-chested Complainant was walking west away from WO #5’s cruiser, in the westbound lanes of Kingston Road west of the intersection. The Complainant took a few steps towards the SO and then

began to run east away from her along the passenger side of WO #5's cruiser. The SO fired her weapon once at the Complainant from a distance of several meters, missing him.

The Complainant continued to run east towards the intersection chased by the SO and WO #1, who had his CEW out. He stopped just short of the pedestrian walkway that marked the western boundary of the intersection and turned to confront the officers. As he did so, the Complainant was bumped from behind by the front end of a cruiser driven by WO #2, who had approached from the north turning west into the intersection. The Complainant was nudged forward a small distance by the impact, gathered himself, and maneuvered around the driver's side corner of WO #2's cruiser. Moments later, WO #1, his CEW raised and aimed at the Complainant, discharged his weapon from a distance of about a meter.

The CEW probes lodged into the Complainant and he fell backwards onto the roadway. The SO and WO #2 physically engaged the Complainant on the ground, but he was able to stand up and break free of their grasp. WO #1 discharged his weapon again and the Complainant fell to his knees in the middle of the intersection. The SO, WO #2 and WO #5 approached the Complainant, forced him to the ground and, with the assistance of another arriving police officer, secured him in restraints after a period of struggle.

The Complainant did not suffer any serious injury.”

Analysis and Director's Decision:

The Complainant was the subject of a less-lethal firearm discharge by a TPS officer on December 30, 2021. The officer – the SO – was identified as the subject official for purposes of the ensuing SIU investigation. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the incident.

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

The Complainant was in the middle of a busy intersection, speaking and acting incoherently, and placing himself and others in the vicinity at risk by his behaviour. In the circumstances, I am satisfied that he was subject to apprehension by the police under section 17 of the Mental Health Act.

I am further satisfied that the SO acted with legal justification when she fired her less-lethal shotgun at the Complainant. The Complainant was of

unsound mind at the time and unwilling or unable to control his hostile and combative behaviour. He had kicked at WO #5's cruiser and then jumped onto its hood, stomping on it several times, before dismounting. He was acting out in live lanes of traffic, seemingly oblivious to the dangers of traffic around him. On this record, confronted by a highly agitated individual giving no sign of calming or surrendering to police, I am unable to reasonably conclude that the SO acted with excess when she discharged her weapon. Though the officer missed her target, the use of the weapon brought with it the prospect of immediately incapacitating a threatening Complainant from a safe distance in circumstances in which time was of the essence. Following the discharge, the Complainant continued to act out in the middle of the roadway and was only finally subdued with the use of a CEW by WO #1. ⁽⁵⁾

In the result, as there are no reasonable grounds to believe that the SO comported herself unlawfully throughout her engagement with the Complainant, there is no basis for proceeding with criminal charges against the officer. The file is closed.

⁽⁵⁾ Though not the focus of the SIU's investigation, I am also of the view that the CEW discharges by WO #1 were legally justified for substantially the same reasons."

Summary of the Toronto Police Service's Investigation:

The Professional Standards - S.I.U. Liaison (S.I.U. Liaison) conducted an investigation pursuant to Schedule 1, *Community Safety and Policing Act*, 2019, Part VI, Section 81.

This investigation examined the circumstances of the discharge of the Less Lethal firearm in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

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

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 01-03 (Persons in Custody);
- Procedure 06-04 (Persons In Crisis);
- Procedure 10-05 (Incidents Requiring the Emergency Task Force);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Use of Force);
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-06 (Less Lethal Shotguns);

- Procedure 15-09 (Conducted Energy Weapons);
- Procedure 15-17 (In-Car Camera System);
- Procedure 15-20 (Body-Worn Camera)

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

- *Special Investigations Unit Act* Section 31 (1) (Duty to Comply);
- *Special Investigations Unit Act* Section 20 (Securing the Scene);
- *Special Investigations Unit Act* Section 16 (1) (Notification of Incident);
- Ontario Regulation 926 14.2(1) (Use of Force Qualification);
- Ontario Regulation 926 14.5(1) (Use of Force Report).

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

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

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

Respectfully submitted,

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

original copy with signature on file in Board office



Toronto Police Services Board Report

June 22, 2022

To: Chair and Members
Toronto Police Services Board

From: James Ramer
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Injury of Complainant 2022.03

Recommendation(s):

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

Financial Implications:

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

Background / Purpose:

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving serious injury, death, or the allegation of a sexual assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

S.I.U. Terminology:

Complainant – Refers to the affected person

SO – Subject Official

WO – Witness Official

CW – Civilian Witness

S.I.U. Investigative Conclusion:

In a letter to the Chief of Police dated May 18, 2022, Director Joseph Martino of the S.I.U. advised, *“the file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the official.*

The following *S.I.U. Incident Narrative and Analysis and Directors Decision* has been reprinted from the S.I.U. Director’s report, number 22-TCI-013, which can be found via the following link:

https://siu.on.ca/en/directors_report_details.php?drid=1952

S.I.U. Incident Narrative:

“The material events in question are clear on the evidence collected by the SIU, and may be briefly summarized. They were captured in their entirety by police body-worn cameras and video recordings from cameras at the scene of the incident.

In the afternoon of January 18, 2022, police were sent to a residence in the area of Bloor Street and Bathurst Street, Toronto, following a call to police from the building manager – CW #1. The building was a rooming house for persons suffering from mental health and addiction issues. The Complainant, one of the residents, had been acting oddly. His behaviour came to the attention of CW #1, who called 911.

The SO and his partner, WO #1, were dispatched to the address. Soon after they arrived on scene, the officers were apprised that the Complainant had stabbed himself in the abdomen just prior to their arrival. The Complainant had done so in the rooming house kitchen, prompting CW #5 to report the matter to CW #1.

The SO and WO #1 entered the building and were directed to the kitchen in the basement. There, they encountered the Complainant and told him they wished to speak with him and ensure he was okay. The Complainant told them he did not need the police and refused to show his stomach area for possible injuries. The SO indicated the police would not leave until assured he was not injured. The Complainant approached the kitchen doorway, where the officers were positioned, and the SO warned him that he would be pepper sprayed if he got any closer. The officer eventually closed the kitchen door as the Complainant neared.

The Complainant’s agitation remained unabated. Alone in the kitchen, he swung his arms and swept items off the kitchen counter. When the SO

opened the kitchen door, the Complainant yelled and moved towards it. The SO sprayed the Complainant with pepper spray and then retreated out of the kitchen, closing the door behind him. Again, alone in the kitchen, the Complainant picked up a knife from the counter and stabbed in the direction of the right side of his neck four times, after which he did the same thing twice to the left side of the neck. He then picked up another knife, lifted his clothing, and stabbed himself in the abdomen.

Shortly after the Complainant had stabbed himself in the abdomen for a second time, he climbed through the kitchen serving window to enter the adjacent dining room. The SO and WO #1 re-located themselves to the dining room doorway. The Complainant neared the doorway and was told by the SO to "get back". The officer again threatened to use his pepper spray if the Complainant did not maintain his distance. The Complainant proceeded to destroy a computer monitor and TV screen in the dining room.

At about 2:08 p.m., approximately six minutes after the SO and WO #1 had arrived, WO #4 and WO #2 arrived on scene. The officers entered the dining room, WO #4 with a less-lethal shotgun, and ordered the Complainant to turn around and raise his hands. The Complainant did so, and was handcuffed without incident by the SO and WO #2.

The Complainant was taken from the scene to hospital. He was treated for wounds to his abdomen and neck".

Analysis and Director's Decision:

"The Complainant suffered serious self-inflicted injuries on January 18, 2022. As police officers were present in the vicinity at the time, having been called to deal with the Complainant, the SIU was notified and initiated an investigation. The SO was identified as the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant's injuries.

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

An officer's foremost duty is the protection and preservation of life. Knowing what they did of the Complainant's disturbed mindset at the time and self-inflicted knife wound, the SO and WO #1 were duty bound to attend at the scene, assess the situation, and take such reasonable measures as might be necessary to prevent harm coming to the Complainant. Very quickly

thereafter, having observed the Complainant's behaviour for themselves, I am satisfied that the officers were within their rights in seeking to apprehend him under section 17 of the Mental Health Act.

The force used by the SO, namely, the deployment of his pepper spray, constituted justified force. At the time, the officer had reason to be concerned that the Complainant, having earlier stabbed himself and then in a kitchen containing knives, might be in possession of a weapon. In the circumstances, it would appear that a resort to pepper spray, which carried with it the prospect of sufficiently debilitating the Complainant from a distance to allow for his safe apprehension, was a reasonable tactic.

Aside from the question of force, the issue arises whether there was any want of care by the SO in the manner in which he engaged with the Complainant during the brief standoff that contributed to the Complainant's injuries. The operative offence for consideration along this line of inquiry is criminal negligence causing bodily harm contrary to section 221 of the Criminal Code. The offence is reserved for serious cases of neglect that demonstrate a wanton or reckless disregard for the lives or safety of other persons. It is premised, in part, on conduct that constitutes a marked and substantial departure from the level of care that a reasonable person would have exercised.

In my view, there is insufficient evidence to reasonably conclude that the SO transgressed the limits of care prescribed by the criminal law. The officer was lawfully placed throughout his engagement with the Complainant. He was not free to leave the area given that an unstable Complainant had access to knives and had just used one to harm himself. Though his tone in speaking with the Complainant may not have been the friendliest, it is apparent that the SO was cognizant of not unduly provoking him. The officer maintained his distance and ultimately decided to wait for additional officers to arrive before physically engaging the Complainant. While more forceful action on the part of the SO might have prevented the Complainant further harming himself as he did, the officer was justifiably concerned about the potential for knives in the Complainant's possession. On this record, I am unable to fault the SO for waiting for additional officers to arrive before adopting a more proactive posture.

In the result, there are no reasonable grounds to believe that the SO conducted himself unlawfully in his dealings with the Complainant. Accordingly, there is no basis for proceeding with criminal charges in this case”.

Summary of the Toronto Police Service's Investigation:

The Professional Standards-S.I.U. Liaison (S.I.U. Liaison) conducted an investigation pursuant to Schedule 1, *Community Safety and Policing Act*, 2019, Part VI, Section 81.

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

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

- Procedure 06-04 (Persons in Crisis);
- Procedure 06-13 (Mobile Crisis Intervention Team (MCIT));
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Use of Force);
- Procedure 15-20 (Body-Worn Camera).

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

- *Special Investigations Unit Act*, 2019.

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

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

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

Respectfully submitted,

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

original copy with signature on file in Board office

**Toronto Police Services Board
Public Meeting
July 27, 2022**

**** Speakers' List ****

Opening of the Meeting

- 1. Confirmation of the Minutes from the meeting on June 22, 2022**
Deputations: Kris Langenfeld (virtual)
Derek Moran (in person)

- 2. Intimate Partner Violence Presentation**
Deputation: Nicole Corrado (written submission **only**)

- 3. 9-1-1 Crisis Call Diversion Pilot Program**
Deputation: Nicole Corrado (written submission **only**)

- 4. Senior Officer Uniform Promotions**
Deputations: Derek Moran (in person)
John Sewell (written submission **only**)

- 5. Medal of Merit**
Deputation: Nicole Corrado (written submission **only**)

- 6. New Policy: Adequacy Standards Compliance Policy**
Deputations: Sidney Knowles (in person) (written submission included)
Kris Langenfeld (virtual)
Derek Moran (in person)
Nicole Corrado (written submission included)

7. Updates from Board's Advisory Panels

Deputations: Kris Langenfeld (virtual)
Miguel Avila (in person)

Nicole Corrado (written submission **only**)

8. Toronto Police Service – 2022 Organizational Chart

Deputation: Kris Langenfeld (virtual)

14. Special Constable Appointments and Re-Appointments – July 2022

Deputation: Derek Moran (in person)

17. Chief's Administrative Investigation Reports

Deputation: Kris Langenfeld (virtual)

One of the main reasons a person may be reluctant to leave an abusive intimate relationship is the concern about the safety of companion animals. Without supports, companion animals either stay in the abusive home, end up in an overcrowded, underfunded municipal shelter, or wind up killed by the abusive intimate partner.

The police have a legal obligation to serve and protect everyone, which includes protecting animals by enforcing the Provincial Animal Welfare Act, and the Criminal Code of Canada. Please add animal organizations to the list of community support partner agencies, along with pet friendly family shelters. Please reach out to <http://purpleleash.com/> and help keep Toronto a leader in animal welfare.

Nicole Corrado

Thank you for this 911 Call Diversion program. Having a social worker talk to a person in crisis is often enough to prevent a person from needing hospital care or police services. And in cases where the police were needed, the person in crisis had calmed down enough for there to still be a favourable outcome. This 911 crisis call diversion program needs to be expanded to a city wide, 24/7 permanent program. It would be best if a social agency like the Gerstien Centre operated all 911 crisis calls.

I was pleased to see that "animal resources" are one of the partners. Temporary animal foster organizations for when pet parents are in hospital such as Linda Chamberlain's People and Pets bring peace of mind to persons in crisis, and keeps the animal out of the overcrowded municipal shelter system.

Nicole Corrado

Toronto Police Accountability Coalition
www.tpac.ca info@tpac.ca

July 22, 2022

To: Toronto Police Services Board

Subject: Item 4., Promotions

Please list this as a letter on the agenda for July 27.

In this item, the Chief is recommending the appointment of 16 members of the police service to the rank of Superintendent.

From the information provided, it is clear that those being recommended have received a large number of awards during their long tenure with the Toronto police service.

And indeed the service of these 16 individuals is long – from 22 years to 33 years. The average length of service is just over 25 years.

Someone who has been that long in the organization has clearly internalized its basic culture and structure – if not, the person would no longer be in the organization. This is particularly true in policing organization with a very strong culture with practices shown to be racist, sexist and violent as indicated in the Chief's June 16 announcement on race data.

This raises a serious question: how can someone who has worked in an organization for that long expect to bring change when appointed to a senior management position? Perhaps some of the 16 recommended for appointment have somehow avoided having internalized this culture, but there would need to be some clear method of showing this was in the case of those recommended.

There has been a significant clamour for change in policing in Toronto and in Canada, although it rarely is reflected in the decisions made in senior policing circles. If the police service is to make the changes required of it, the Board must find ways of bringing to senior management positions new

talents with new perspectives: it cannot simply keep appointing individuals imbued with the existing culture as recommended here by the Chief.

What is the Board's plan for bringing in new talent with new perspectives?

Yours very truly,

John Sewell for
Toronto Police Accountability Coalition

Thank you Officers Jonny Armatuzio, Steven Hawley, Laura MacKasey, Mihail Kochankov, Stevens Audie, and Rebecca Gaudreau, for risking their own lives while saving a man from death by suicide. These officers have a lot of compassion, and their peaceful response to a person in crisis can serve as a shining example of how first responders can work together toward a successful outcome for everyone involved. I hope the officers and the man who was saved have made a full recovery.

Nicole Corrado

The Police Chief's recent apology is based on the flawed arguments of the Ontario Human Rights Commission and the Toronto Police Services. The "systemic discrimination" non-proof used by the OHRC, not only in examining use of force, arrests etc., but also as the justification for engaging in prohibited discriminatory practices in hiring and promotion goes like this:

1. IF systemic racism exists at the Toronto Police Service, THEN the statistics will show an overrepresentation (underrepresentation) for racial group X.
2. The statistics do show an overrepresentation (underrepresentation) for racial group X.
3. Therefore, systemic racism exists at the Toronto Service.

(RECAP: IF A, THEN B; B; THEREFORE A). This is an example of the fallacy of AFFIRMING THE CONSEQUENT and because it is a fallacy, it does not prove that systemic racism is, in fact, occurring. But the apology is based on this fallacy.

The OHRC obliquely recognizes that it cannot prove systemic discrimination using this argument on page 2 of "A DISPARATE IMPACT 2nd Interim Report" when it states that the finding of such a fallacy is "consistent with systemic racism and anti-Black racial bias". It is "consistent with" it but it does not PROVE it and without proof, there is no need to apologize and implement human rights violating strategies in hiring and promotion. "Consistent with" recognizes that the overrepresentation (underrepresentation) condition is a necessary but not a sufficient condition to prove "systemic discrimination" and when a necessary condition is passed off as a sufficient condition, it becomes the AFFIRMING THE CONSEQUENT fallacy. The oblique reference in an OHRC document does, however, provide a glimmer of hope that there is at least one honest person at the OHRC. Let's just hope that person doesn't get fired.

There is no proof of "systematic discrimination" but the whole apology, as well as many of the hiring and promotion decisions of the Toronto Police, are based on the erroneous belief that "systemic discrimination" has been proven. Real discrimination that occurs under an "equity" plan cannot be justified, legally, or morally, on unproven accusations of "systemic discrimination".

In "A COLLECTIVE IMPACT interim report on the inquiry into racial profiling and racial discrimination of black people by the Toronto Police Service", we are told that "despite being only 8.8% of the total population of Toronto, Blacks make up more than 8.8% in various classifications of interactions with police". Well, "Males make up only 50% of the population of Toronto but make up a much higher percentage of interactions with police.". Clearly, the Toronto Police Service is discriminating against males because of their sex. If the discrimination based on

race argument based on population percentages is true, then so is the ridiculous contention that the Toronto Police Service is sexist and discriminates against men.

The Police Services' "Race and Identity based Data Collection Strategy" lists as a key concept "Disproportionality" which is "the proportion of a race group that is greater than (over-representation) or is less than (under-representation) their presence in the benchmark population". [p.36] When I read that I knew that I had come across this concept before. And then it struck me. April 25, 1933, Berlin Germany, the law "Against the Overcrowding of German Schools and Universities" which required that in subsequent years only 1.5 % of the students admitted to German schools and universities were to be Jewish. According to the Nazi's Jewish people made up 1.5% of the population of Germany at the time. Evidently, there was "systemic discrimination", as defined by the OHRC, occurring against the "master" race and like the OHRC and the Toronto Police Service, Hitler and his Nazi goons implemented proportionality quotas. And like their German role models, neither the Toronto Police Service nor the OHRC has ever produced an argument that shows that the "benchmark population" quota standard is a valid standard to use.

I am not accusing the Chief or the OHRC of being Nazis. Heaven forbid. I'm just accusing them of plagiarising Nazi ideas. (In February 1933 after the Reichstag fire, Hitler's newly elected government suspended all civil and political rights and in April 1933 racial quotas were implemented. And you know the rest.)

What the Nazis did when they implemented quotas in 1933 was not at the time in violation of either German or international law. But today, it is and what the OHRC and the Toronto Police are doing is violating both international human rights law and Canadian domestic law, and I want to know why. Why are you violating the law?

The United Nations' 1948 *Universal Declaration of Human Rights* guarantees equal and effective protection against discrimination on any ground and the equal treatment for all individuals -not groups. "Group rights" whether based on "race, colour sex, language, religion, political or other opinion, property, birth or other status" do not allow for the violation of the human rights of any individual. So, why is the Toronto Police Service and the OHRC violating international human rights law by violating individual rights?

Racial or any other kind of profiling is prohibited under international human rights law because it treats a person, not as an individual but solely as a member of a group. Hiring and promotion policies to achieve "proportionality" do

the exact same. But the Police Service and the OHRC want one illegal practice prohibited while making the same illegal practice an operational policy.

The foundation of the policies of both the Toronto Police and the OHRC is logically flawed with a repugnant provenance and with a history of initiating massive human rights violations. The Police Service and the OHRC should be protecting the human rights of all people as they are required to do under their governing legislation. But this human rights fiasco shows beyond all doubt that these two institutions are being run by human rights violators and/or complete morons. Take your pick.

The Board and the Chief need to apologize to the people of Toronto for being a bunch of dupes and accepting OHRC lies and fallacies at face value without critical examination and apologizing for “Systemic Discrimination” when no apologies are required.

Your budget is 1.1 billion dollars this year. Surely you can find a thousand bucks or so to buy a laptop and a few months of internet service and find out what UN human rights instruments -especially the ones that Canada has acceded to- say about illegal discrimination.

Thank you.

ADDITIONAL INFO: The Ontario *Human Rights Code* calls for EQUAL RIGHTS AND EQUAL OPPORTUNITIES for all in Section 14. The OHRC claims, in “Teaching Human Rights in Ontario: A guide for Ontario Schools” that Section 14 of the *Code* calls for “Equality of Results”. It doesn’t. But it is this LIE about Section 14 which is the foundation of the “proportionality standard” that the OHRC champions. Mix LIES with FALLACIES, and you get the discriminatory OHRC supported policies of the Toronto Police Service. That’s what the Toronto Police Service should be apologizing for.

A HUMAN RIGHTS DEFENDER is defined by the United Nations as an individual or group that promotes and strives for the “protection and realization of human rights and fundamental freedoms at the national and international level” UN “Declaration on the Rights and Responsibility of Individuals, Groups and Organs of Society to Protect Universally Recognized Human Rights and Fundamental Freedoms.” The human rights of every person are important. Be a Human Rights Defender.

(LIII) LE-026-Missing Persons. The changes here are excellent. Former missing persons from Neurodivergent and other vulnerable communities do require a compassionate and respectful approach. As an autistic member of the MMIT, I was happy to give feedback as a person with lived experience.

I like that "Risk Assessment" has been changed to "Response Assessment". This gives a sense of action.

One of the best changes to this item is 8, which ensures that no personal health information or other unnecessary information is shared with the public. This is especially important in relation to 16, to ensure that "steps are taken to prevent stereotypical assumptions or misconceptions about certain communities, lifestyles, or personal identifiers". When reporting on missing persons, always avoid function labels ("high", "low"), and infantilism (comparing an adult to a teen or child).

22 (b) respects the privacy requests of the missing person. If it is necessary to share any diagnosis, then only share the diagnostic name of the condition, support needs (minimal or complex, uses a mobility device or wheelchair, uses hearing aids, Deaf, low vision or blind, etc) and the person's communication preference (verbal, non speaking/spelling, AAC, sign language, etc). Always ask members of the community which terms are most appropriate. Please *never* say a person "suffers from" a condition. A person has or lives with a condition.

25 is the most significant change to this item, as it asks to "ensure that information pertaining to missing persons is removed from any Service operated publicly accessible website once the incident is resolved". This is essential, as it helps to restore privacy to the Missing Person. The problem is, police website information gets cut and pasted onto local news websites, which are not managed by the TPS. For this reason, it may be best to move toward only using the person's first name, and minimal information, to reduce the chances of the missing person report coming up on a Google search.

Nicole Corrado

Thank you for the changes made to the Policy Adequacy Standards. Here are some suggestions on more possible changes.

(III) AI-002-Skills Development and Learning Plan

I agree 100% with having training developed and delivered by people with lived experience. This is essential. (Item 5). In Item 8b, the term "emotionally disturbed" should be replaced with "may be in crisis".

(XXVII) ER-010-Canine Unit. There needs to be clear animal welfare standards written here. Police dogs do not choose to be in dangerous situations. Dogs are companions, not tools. Dogs should *never* be used as weapons. Once retired, dogs should either continue to live with the officer, or be adopted out through a special program similar to The DDOC Foundation/Combat Canines. Please phase out the use of animals for locating or detaining suspects, weapons, and substances, and move toward robotics.

(XL) LE-013-Police Response to Persons in Crisis. In Item 2, "appropriate community members" must be Neurodivergent persons, or persons who have had a mental health crisis. In 4b, rather than *only* using deescalation when there is no violence, deescalation should *always* be used, *instead of* "physical force" (ie violence), which only makes the situation worse. In terms of 5, a dedicated unit will only be safe if it involves unarmed responders. Whenever possible, move away from police hybrid units (MCIT), to a community crisis response. The changes in 7, (a, who was dispatched to the scene), (f, i, breaking down cause of injury to the patient), (g, civilian injury other than initial patient), (h, medical care without enforcement action) are all excellent.

(LI) LE-024 Intimate Partner Violence Occurrences. Thank you for changing the term "domestic violence" to "intimate partner violence". Please add a, (l) animals at risk. Many people are afraid to leave their partner due to fear of safety to a companion animal. Please add organizations like Purple Leash and other animal organizations to 4.

Nicole Corrado

Please create a safe program to retire out police dogs. The DDOC Foundation/Combat Canines and similar rescue groups adopt out retired K9s. They can be reached at adoptions@theddocfoundation.org

One can also contact www.ontariofarmsanctuaries.org and www.dogtales.ca

Nicole Corrado

Thank you developing the MHAAP policy of having at least two committee members who have lived experience with a mental illness, addiction, and/or a Neurodivergent difference. Persons with lived experience give unique insight and feedback on policies.

Please implement the zero harm, zero death initiative proposed by MHAAP, by changing the emphasis on “use of force training” to “deescalation training”, and using the Eugene, Oregon, and the state of Illinois 24/7, permanent Community Crisis model whenever possible, and only using an “in house” model like MCIT when absolutely necessary as a backup support. Please continue to expand the Gerstien Centre 911 Call Diversion and the Community Crisis Program to a city wide 24/7 permanent program.

I am looking forward to seeing the MHAAP expand, and will share the application form on social media.

Nicole Corrado