



Public Meeting

**Tuesday,
November 12, 2024**



PUBLIC MEETING AGENDA
Tuesday, November 12, 2024 at 9:00AM
Livestreaming at
<https://youtube.com/live/XRsmH4lf2sc>

Call to Order

Indigenous Land Acknowledgement

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

Chief's Monthly Verbal Update

1. Confirmation of the Minutes from the regular public meeting held on October 8, 2024.

Presentation and Items for Consideration

2. **Analytics Presentation with a Focus on Intimate Partner Violence**
3. October 24, 2024 from Dubi Kanengisser
Re: Notice of Proposed Revisions to the Board's Procedural By-law
4. October 30, 2024 from Councillor Shelley Carroll
Re: Multi-Year Hiring Plan – Update

5. October 15, 2024 from Dubi Kanengisser, Executive Director
Re: Amendment to Board By-law No. 162 (Committees By-law) – Appointments Committee
6. September 20, 2024 from Dubi Kanengisser, Executive Director
Re: Toronto Police Service Board – 2025 Meeting Schedule
7. October 1, 2024 from Myron Demkiw, Chief of Police
Re: Contract Extension and Increase with LexisNexis Claims Solutions Inc. for the Coplogic Incident Reporting System Software Licensing, Support and Maintenance
8. October 1, 2024 from Myron Demkiw, Chief of Police
Re: Contract Extension and Increase with Infor Canada Ltd for the Time and Resource Management System Software Licensing, Maintenance and Support
9. October 1, 2024 from Myron Demkiw, Chief of Police
Re: Contract Extension and Increase with Oracle Corporation Inc. for PeopleSoft Resources Management System Software Licensing, Maintenance and Support
10. October 1, 2024 from Myron Demkiw, Chief of Police
Re: Contract Extension and Increase with Paradigm Business Systems North America for the Asset Inventory Management System Software Licensing, Maintenance and Support
11. October 22, 2024 from Wendy Walberg, City Solicitor
Re: Agreement with Toronto Transit Commission Regarding Special Constables
12. October 11, 2024 from Myron Demkiw, Chief of Police
Re: Request for Funds: Chief's Gala in Support of Victim Services Toronto

13. November 1, 2024 from Dubi Kanengisser, Executive Director
Re: Request for Special Funds: South Asian Internal Support Network Gala
14. October 16, 2024 from Dubi Kanengisser, Executive Director
Re: 2023 Body-Worn Camera Audit
15. October 10, 2024 from Myron Demkiw, Chief of Police
Re: Semi-Annual Report: Publication of Expenses – January 1 to June 30, 2024
16. October 10, 2024 from Myron Demkiw, Chief of Police
Re: Annual Report on Training and Development – 2023
17. October 16, 2024 from Myron Demkiw, Chief of Police
Re: 2023 Annual Use of Force Report
18. September 26, 2024 from Wendy Walberg, City Solicitor
Re: Inquest into the Death of Unidentified Male Verdict and Recommendations of the Jury
19. **Chief's Administrative Investigation Reports**
 - 19.1 September 26, 2024 from Myron Demkiw, Chief of Police
Re: Chief's Administrative Investigation into the Custody Injury of Complainant 2024.13
 - 19.2 September 26, 2024 from Myron Demkiw, Chief of Police
Re: Chief's Administrative Investigation into the Vehicle Death of Complainant 2024.15
 - 19.3 September 26, 2024 from Myron Demkiw, Chief of Police
Re: Chief Administrative Investigation of the Alleged Sexual Assault to Complainant 2024.32

Please note that the Board will move in camera shortly after commencing the meeting for consideration of confidential items, which will now take place prior to attending to the held public agenda items. **It is estimated that the regular public meeting will resume at approximately 12:00PM.**

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

MOTION

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

- 1. Investigative Matters**
- 2. Operational Needs**
- 3. Labour Relations Matters**

Adjournment

Next Meeting

Regular Board Meeting

Thursday, December 12, 2024

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

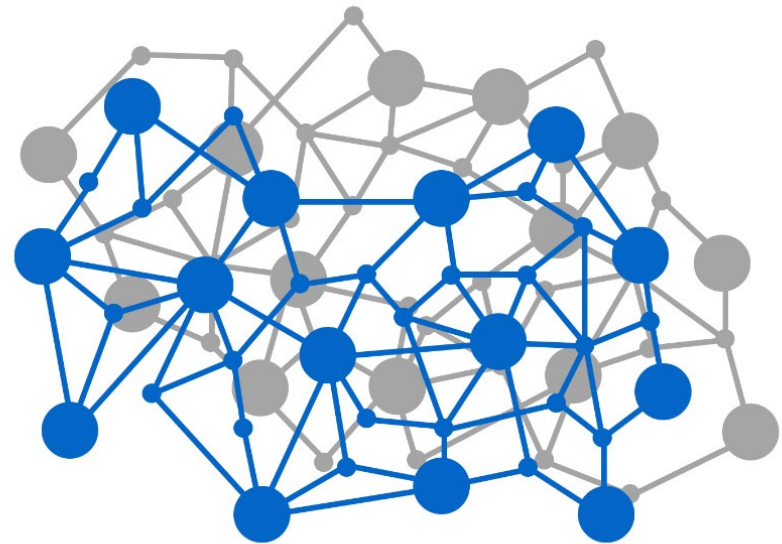
Members of the Toronto Police Service Board

Ann Morgan, Chair
Amber Morley, Member & Deputy Mayor
Lily Cheng, Member & Councillor
Nick Migliore, Board Member

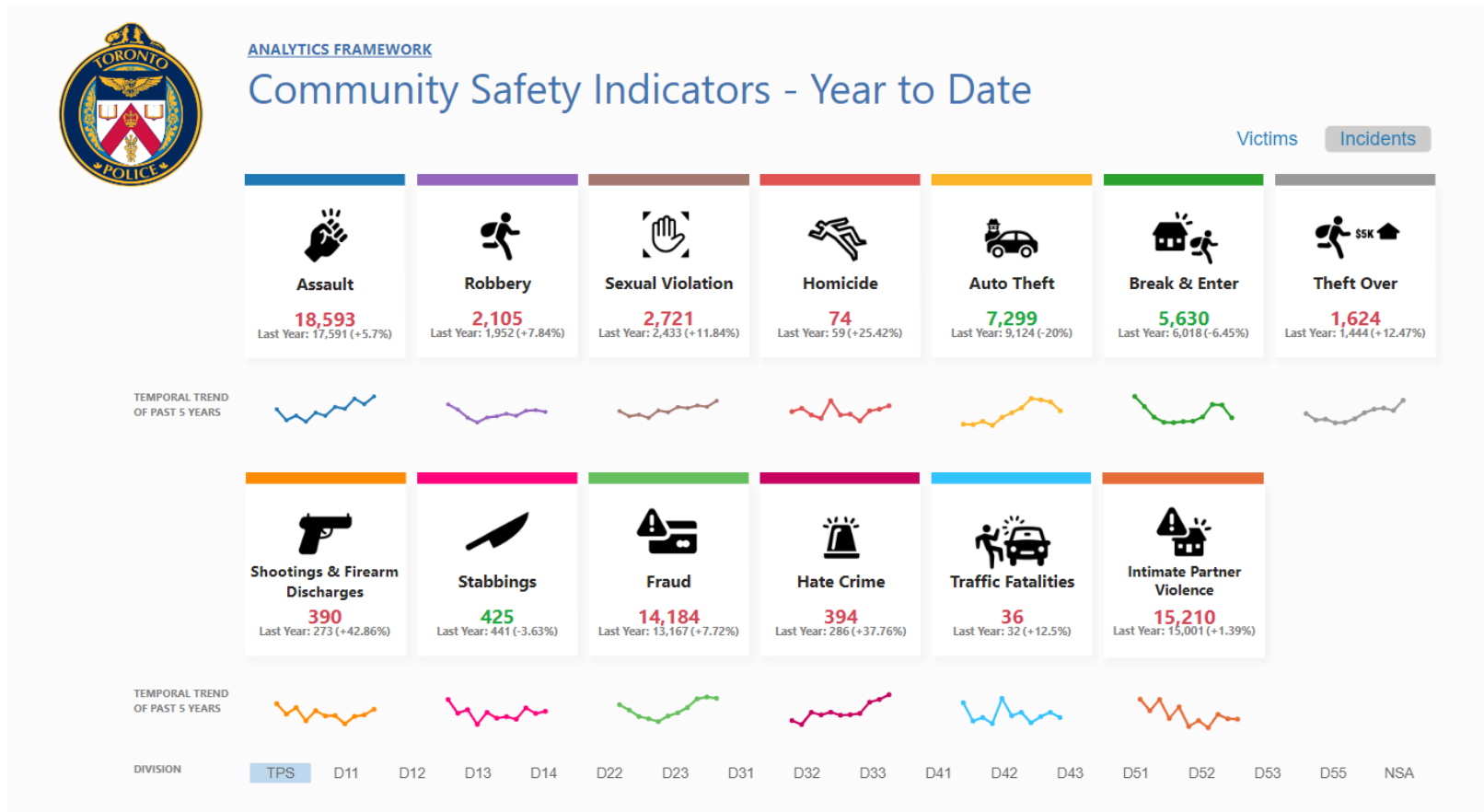
Lisa Kostakis, Vice-Chair
Chris Brillinger, Board Member
Shelley Carroll, Member & Councillor

Toronto Police Service

November 2024



Community Safety Indicators



Intimate Partner Violence



- 1.39% increase compared to last year

Intimate Partner Violence

The Toronto Police Service (T.P.S.) recognizes that Intimate Partner Violence (I.P.V.), is a serious social problem, and is not limited or restricted by marital status, sexual orientation, occupation, vulnerability, age or gender.

Commitments:

- Reducing the number of incidents of I.P.V. and homicides in the community through education and enforcement.
- Thoroughly investigate I.P.V. 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.

Intimate Partner Violence

Efforts & Initiatives:

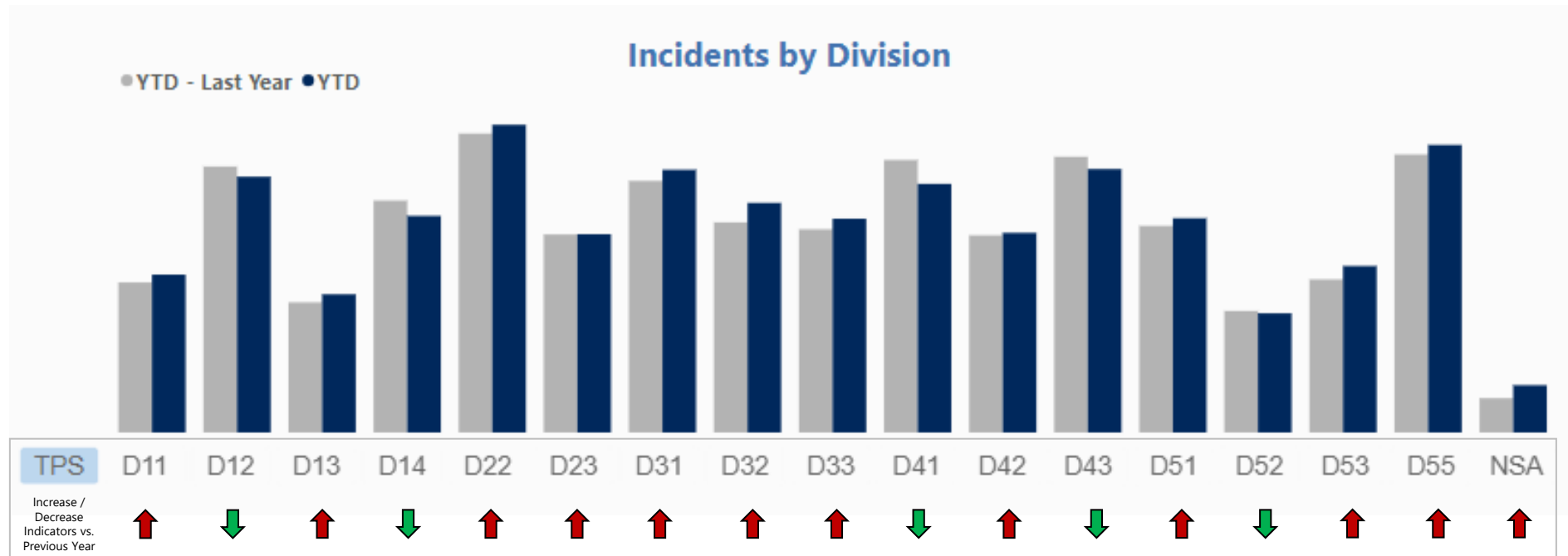
- Domestic Violence Advisory Committee
- Domestic Violence Court Advisory Committee
- Victim Witness Assistance Program (V.W.A.P.)
- Probation & Parole Lens
- The High Risk Offender Program
- High Risk Intimate Partner Violence Committee
- Partner Assault Response (P.A.R.) Programs
- Supporting the Survivor

Intimate Partner Violence

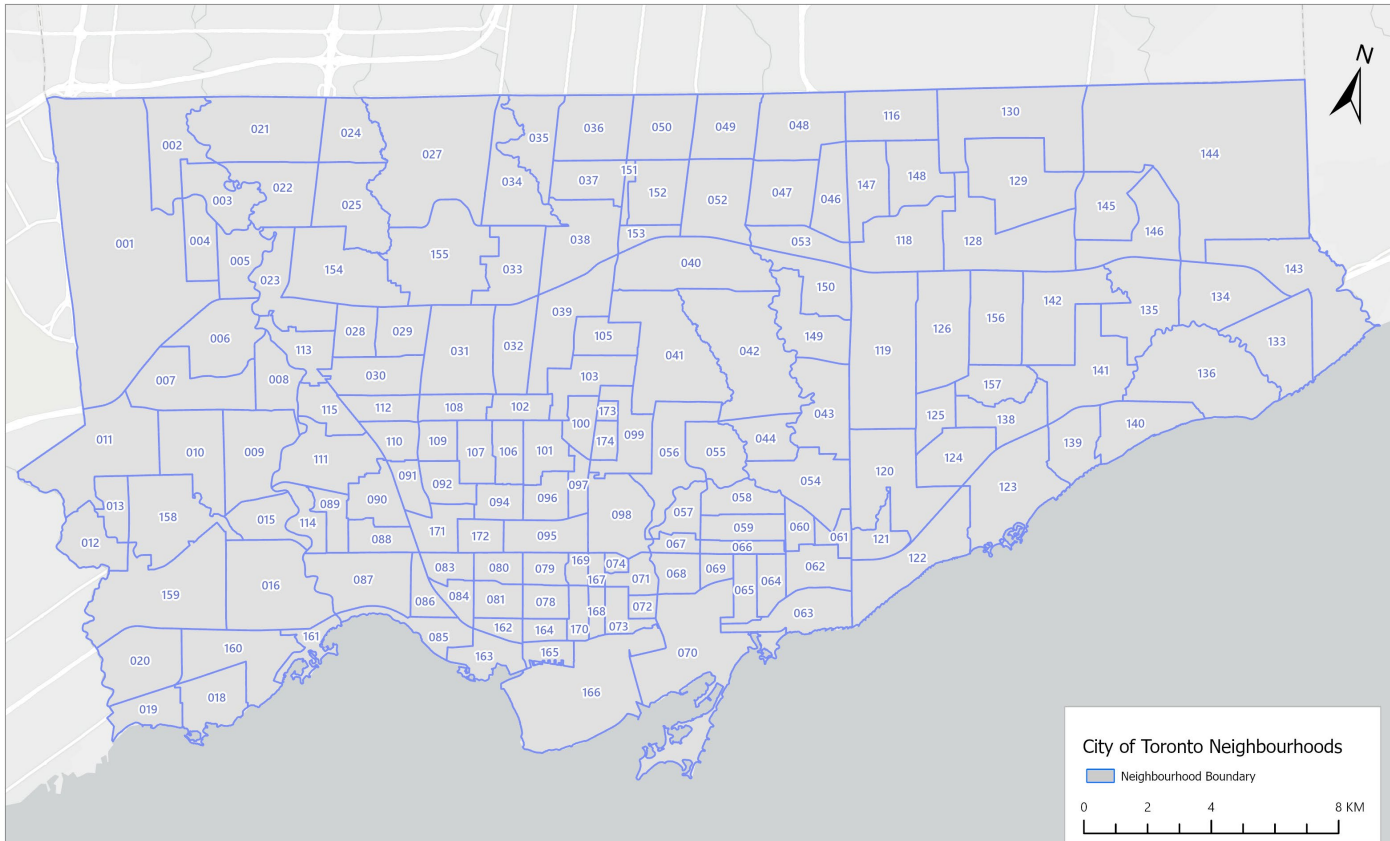
Community Support Partner Agencies:

- Victim Services Toronto
- Domestic Violence Care Centre's (D.V.C.C.)
Women's College Hospital / Scarborough
Health Network – Birchmount
- Children's Aid Society of Toronto, D.V. Teams
- BOOST Child Youth Advocacy Centre –
Trauma assessment, counselling, advocacy,
court prep.
- Scarborough Women's Centre
- Violence Against Women (V.A.W.) Shelters
- Interval House
- Sistering
- M.C.I.S. Language Solutions
- Women Abuse Council of Toronto
- M.E.T.R.A.C. Action on Violence
- Shelter Movers
- Safe Pet Ontario
- Assaulted Women's Helpline (A.W.H.L.)
- Scarborough Women's Centre
- YourChoice.to supporting L.G.B.T.Q.2.S.+
and Indigenous communities

Intimate Partner Violence



- Increases in: D11, D13, D22, D23, D31, D32, D33, D42, D51, D53, D55
- Decreases in: D12, D15, D41, D43, D52



CITY OF TORONTO NEIGHBOURHOODS

Data Sources

Toronto Police Service
City of Toronto
ESRI

Data Extracted

2024.10.10

Date Prepared

2024.11.01

Prepared By

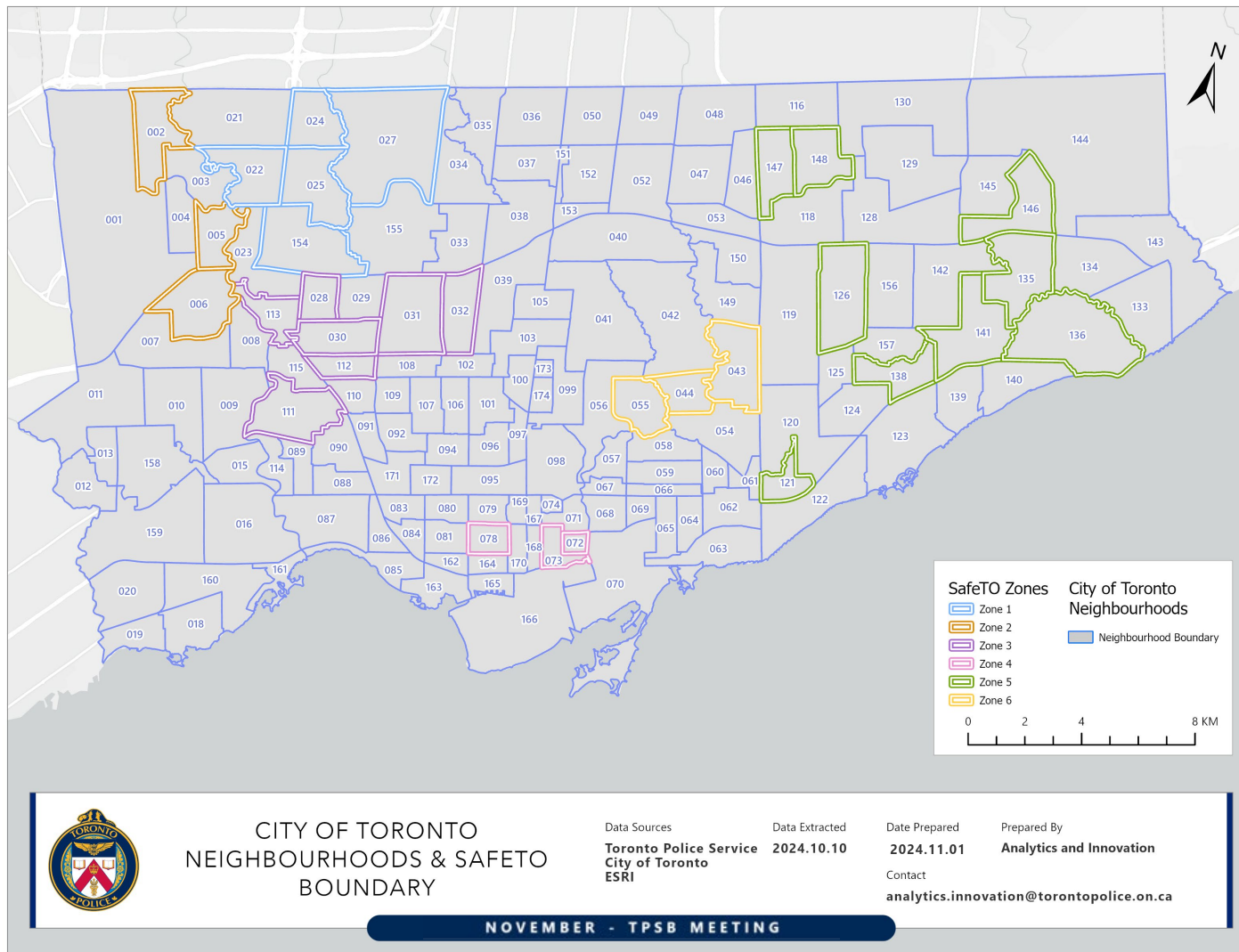
Analytics and Innovation

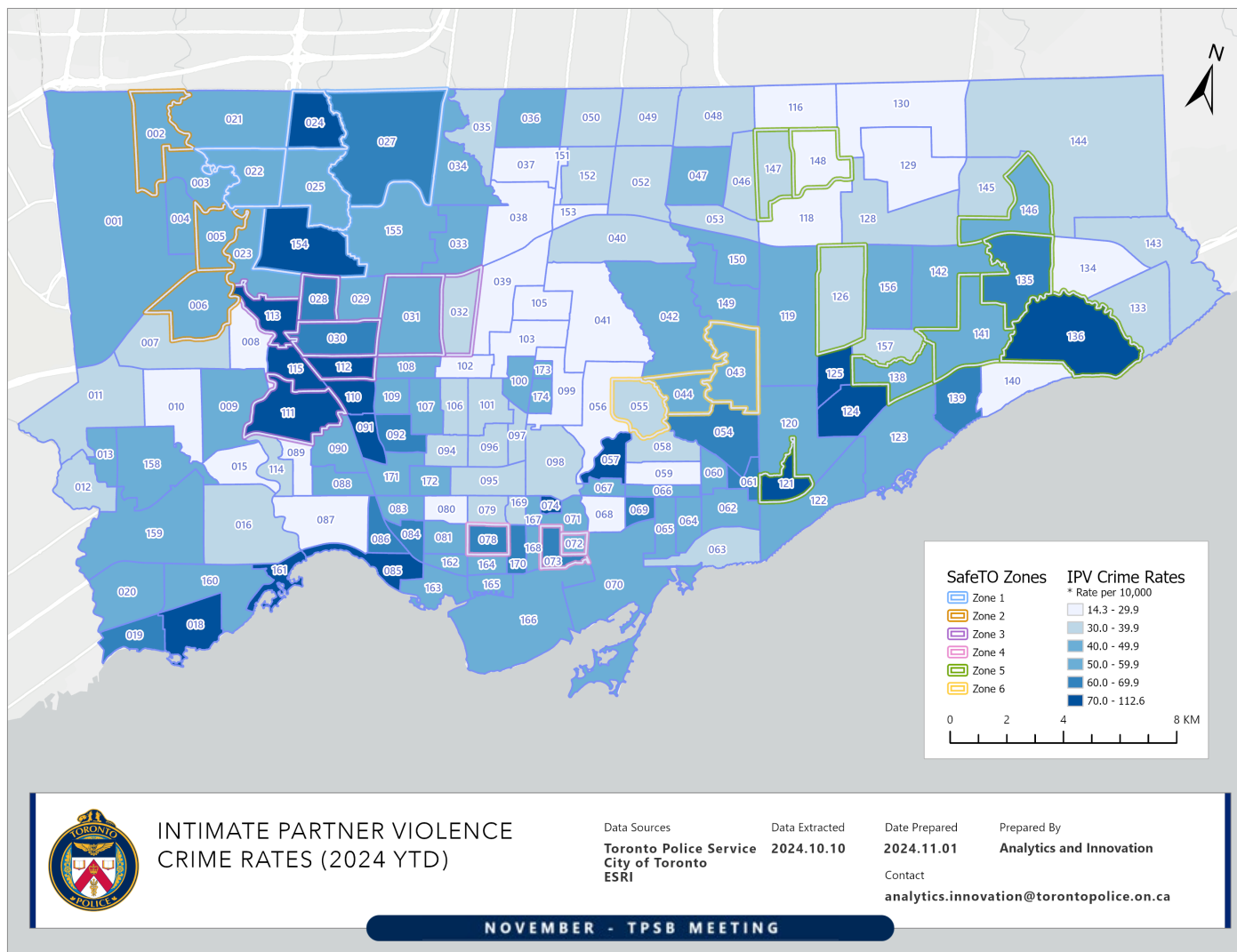
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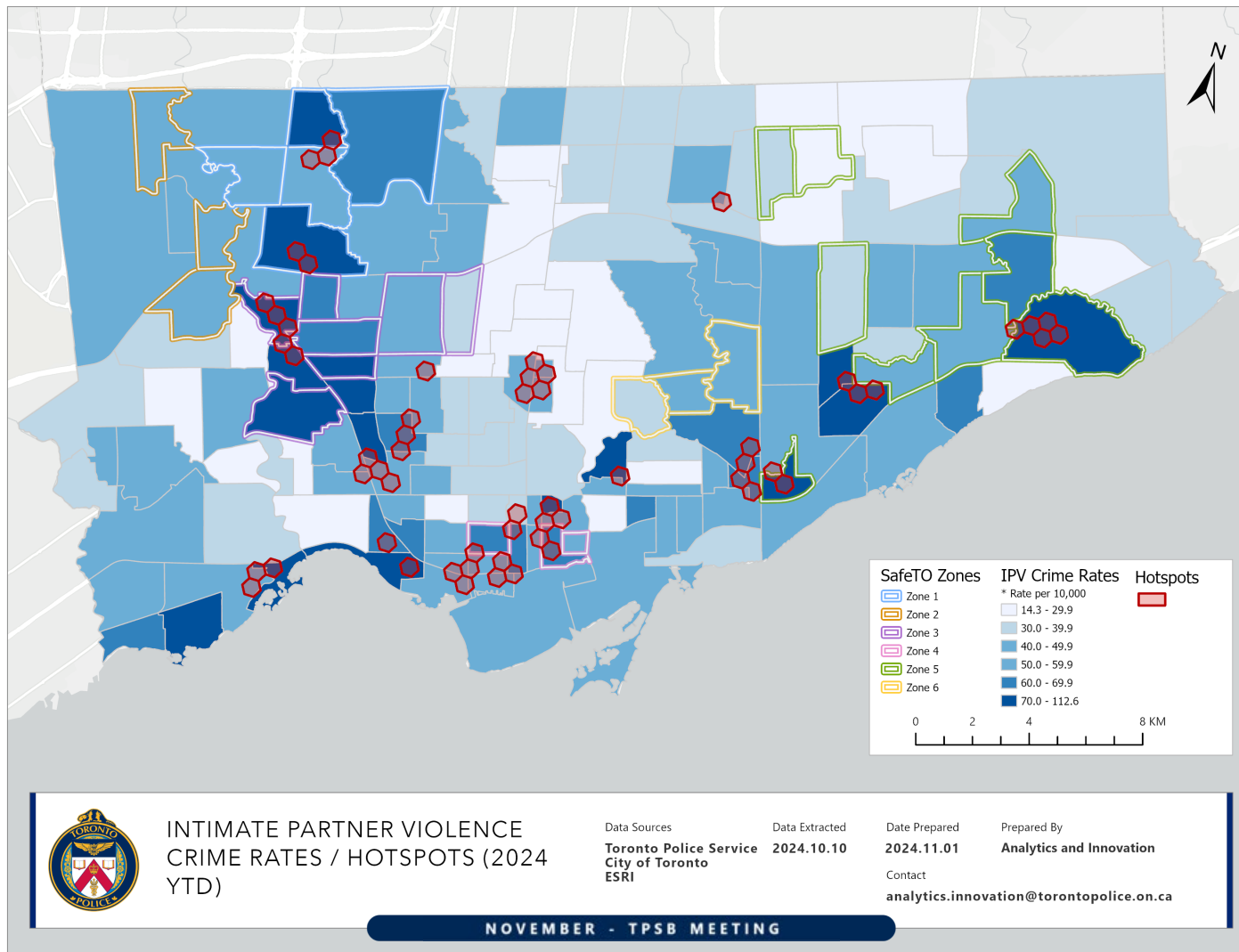
analytics.innovation@torontopolice.on.ca

NOVEMBER - TPSB MEETING











PUBLIC REPORT

October 24, 2024

To: Chair and Members
Toronto Police Service Board

From: Dubi Kanengisser
Executive Director

Subject: Notice of Proposed Revisions to the Board's Procedural By-law

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Summary:

This report provides notice to the Board for proposed revisions to By-law No. 161 (Procedural By-law). The proposed revisions will clarify the process for discussing matters before the Board, and better align it with the processes in place at City Council meetings, to increase the efficiency of Board discussions.

Discussion:

Background

The Procedural By-law governs the proceedings of the Board and its committees. Section 26.2 of the Procedural By-law requires that the Board will only consider amendments to the Bylaw if a previous regular Board meeting received notice of the proposed amendments.

Proposed Amendments

The proposed Procedural Bylaw includes a replacement for section 20 (titled "Rules of Debate at the Board") and a revision for subsection 21.1 (under "Voting").

Section 20 has been redrafted to improve the clarity of the process for Board discussions, and to facilitate more efficient discussion. This includes implementing a per Board Member limit of five minutes for questions and five minutes for speaking on every agenda item. As is always the case, the Board retains the ability to resolve to waive any rule, for example, to allow for a second round of questions if necessary.

Toronto Police Service Board

40 College Street, Toronto, Ontario M5G 2J3 | Phone: 416-808-8080 Fax: 416-808-8082 | www.tpsb.ca

Section 20.1 has been revised to establish a clearer process and avoid uncertainty with regards to voting on motions.

Conclusion:

This report gives notice to the Board of proposed amendments to the Procedural By-law. A copy of the draft revised Procedural By-law is attached as Appendix A. The proposed amendments will be brought before the Board for its consideration at its December 2024 meeting.

Recommendation(s):

It is recommended that the Board receive this report.

Financial Implications:

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

Respectfully submitted,

Dubi Kanengisser
Executive Director

Attachments:

Appendix A: Draft Revised Procedural Bylaw

APPENDIX A

PROCEDURAL BY-LAW TPSB

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TORONTO POLICE SERVICE BOARD

BY-LAW NUMBER 161

A By-Law to Govern the Proceedings of the Toronto Police Service Board and its Committees

1. PREAMBLE

- 1.1 Subsection 22(1) of the *Community Safety and Policing Act* (the Act) provides that there will be a police service board for every municipality that maintains a police force.
- 1.2 Subsection 46(1) of the Act provides that a board will establish its own rules and procedures in performing its duties under the Act.
- 1.3 The Toronto Police Service Board wants to establish rules governing the conduct of its meetings and other related matters.
- 1.4 The Toronto Police Service Board wants to ensure that those rules reflect the principles of accessibility, responsiveness and accountability to the community, fairness, respect and full debate in the conduct of its meetings and flexibility in responding to changing circumstances at meetings of the Board.
- 1.5 The Toronto Police Service Board wants to ensure that the application and interpretation of the procedural rules contained in this by-law are consistent with the principles set out above.

NOW THEREFORE, the Toronto Police Service Board hereby enacts as follows:

2. INTERPRETATION

- 2.1 This By-law will be interpreted to be consistent with the following principles:
 - (a) The majority of Members have the right to decide;
 - (b) The minority of Members have the right to be heard;
 - (c) All Members have the right to information to help make decisions, unless otherwise prevented by law;
 - (d) Members have a right to an efficient meeting;
 - (e) All Members have the right to be treated with respect and courtesy; and
 - (f) All Members have equal rights, privileges and obligations, subject to additional rights, privileges and obligations granted to the Chair

under this By-law or other Board resolution.

3. DEFINITIONS

3.1 In this By-law:

- (a) “Act” means the Community Safety and Policing Act, 2019, as amended;
- (b) “Agenda Deadline” means the time by which reports or requests must be received in order to be considered by the Chair as a potential matter for an upcoming Board meeting agenda;
- (c) “Board” means the Toronto Police Service Board;
- (d) “Board Administrator” means the administrator of the Board;
- (e) “Business Days” means calendar days exclusive of Saturdays, Sundays and statutory holidays in the Province of Ontario;
- (f) “By-law” means this by-law as amended from time to time;
- (g) “Chair” means the Member elected as Chair of the Board pursuant to subsection 36(1) of the Act;
- (h) “Chief” means the Chief of the Toronto Police Service;
- (i) “Committee” means a committee of the Board which is established by the Board in accordance with the Act and section 10;
- (j) “Confidential Meeting” and “Confidential Agenda” mean a meeting of the Board, or a portion of a meeting, that is closed to the public, and the associated list of items to be considered at the confidential meeting;
- (k) “Council” means the Council of the City of Toronto;
- (l) “Deputation” means an address to the Board or its Committees at the request of a person or representative of a group or organization wishing to speak;
- (m) “Executive Director” means the Executive Director of the Board;
- (n) “Improper Conduct” means behaviour which causes any obstruction to the deliberations or proper conduct of a meeting;
- (o) “Member” means a member of the Board;
- (p) “motion to defer” means a motion made for the purpose of disposing of a matter with or without any proposed amendment, by delaying its consideration indefinitely or until some specified time or event;

- (q) “motion to receive” means a motion made for the purpose of acknowledging receipt of a particular item and placing the item in the records of the Board for future reference;
- (r) “motion to refer” means a motion made for the purpose of disposing of a matter under consideration, with or without any proposed amendment, by referring it and seeking its consideration by any designated Committee, advisory panel, body or official;
- (s) “point of order” means the raising of a question for the purpose of calling attention to any departure from the terms of this By-law or the customary modes of proceedings in debate or in the conduct of the Board’s business;
- (t) “point of procedure” means a question directed to the Chair to obtain information on the rules of the Board bearing on the business at hand in order to assist a Member to make an appropriate motion, raise a point of order or understand the effect of a motion;
- (u) “Presentation” means an address to the Board or Committee at the request or invitation of the Board or a Committee;
- (v) “Quorum” means a majority of the Members of the Board pursuant to section 43(2) of the Act;
- (w) “Recorded Vote” means a vote for which the Board Administrator records all Members present and how they voted; and
- (x) “Vice-Chair” means the Member elected as the Vice-Chair of the Board pursuant to subsection 36(2) of the Act.

3.2 In this By-law, words importing the singular number include the plural and vice-versa, and all references to gender will be read as gender neutral.

4. APPLICATION

- 4.1 Subject to section 4.3, the rules of procedure set out in this By-law will be observed in all proceedings of the Board, and will govern the order and dispatch of business conducted by the Board.
- 4.2 The rules of procedure contained in this By-law, with necessary modifications, are likewise applicable to a Committee.
- 4.3 All points of order or procedure for which rules have not been provided in this By-law will be decided by the Chair, as far as is reasonably possible, first, in accordance with the established rules of City of Toronto Council and second, in accordance with the rules of parliamentary procedure as contained in Robert’s Rules of Order.
- 4.4 The Board may waive any rules of procedure established by this By-law as

it considers appropriate.

4.5 Notwithstanding section 4.4, the Board cannot waive the following rules:

- (a) Meetings open to the public (section 13);
- (b) Quorum necessary for Board and committee meetings (section 15);
- (c) Reconsidering decisions (section 22); and
- (d) Amending the procedure by-law (section 26).

5. ELECTION OF CHAIR AND VICE-CHAIR

5.1 In accordance with subsections 36(1) and (2) of the Act, the Members of the Board will, at the first public meeting of the Board in each calendar year, elect from amongst its Members present, a Chair and Vice-Chair for the year, in the following manner:

- (a) The election of Chair and Vice-Chair will be conducted by the Board Administrator;
- (b) The Board Administrator will call for nominations;
- (c) Nominations will require a mover and seconder;
- (d) Every nominee will be asked by the Board Administrator if they accept their nomination;
- (e) Prior to the vote being taken, when there is more than one nominee, each nominee will be given an opportunity to speak to the nomination for up to five (5) minutes. Candidates will be called upon in alphabetical order of their surname;
- (f) After the nominees have completed their speeches, or, when there is only one nominee, once there are no more nominations, a vote will be taken;
- (g) If there are more than two nominees who choose to accept their nomination and upon the first vote no nominee receives the majority required for election, the name of the nominee receiving the least number of votes will be dropped and the Board will proceed to vote again and continue to do so until either,
 - (i) A nominee receives the majority required for election; or
 - (ii) It becomes apparent by reason of an equality of votes that no nominee can be elected.
- (h) Where the votes cast in a vote under this section are equal for all the candidates:

- (i) if there are three or more candidates nominated or remaining, the Board Administrator will by lot select one such candidate to be excluded from subsequent voting; or
 - (ii) if only two candidates remain, the tie will be broken and the position of Chair filled by the candidate selected by lot conducted by the Board Administrator.
- (i) For the purpose of subsection (i), “lot” means the method for determining the candidate to be excluded or the candidate to fill the position, as the case may be, by placing the names of the candidates on equal size pieces of paper placed in a box and one name being drawn by the Board Administrator.

6. DUTIES OF THE CHAIR

6.1 The Chair of the Board will:

- (a) preside at all meetings of the Board;
- (b) open the meeting of the Board by taking the chair and calling the Members to order;
- (c) receive and submit all motions presented by the Members;
- (d) put to vote all motions which are duly made and announce the result;
- (e) decline to put to a vote motions which infringe upon the rules of procedure or which are beyond the jurisdiction of the Board;
- (f) ensure that the Members, when engaged in debate, act within the rules of procedure;
- (g) enforce, on all occasions, the observance of order and decorum at a meeting;
- (h) call by name any Member persisting in breach of the rules of procedure and order them to vacate the room in which the meeting is being held;
- (i) advise the Board on any point of order as necessary;
- (j) adjourn the meeting upon motion duly made when the business is concluded;
- (k) adjourn the meeting or suspend or recess the meeting for a time to be specified by the Chair, if considered necessary;
- (l) act as the spokesperson for the Board or designate the Vice-Chair or the Executive Director to do so;

- (m) represent the Board at public or official functions or designate another Board Member or the Executive Director to do so;
- (n) sign all documents for, and on behalf of, the Board including but not limited to by-laws, resolutions, orders, and agreements which have been approved by the Board;
- (o) perform any and all other duties when directed to do so by motion of the Board; and
- (p) where appropriate, expel or exclude from a meeting any person for Improper Conduct.

7. DUTIES OF THE VICE-CHAIR

- 7.1 When the Chair is absent or refuses to act, the Vice-Chair will act in their place, and, while acting, will have the authority, rights, duties and powers of a Chair.
- 7.2 If the position of Chair becomes vacant, the Vice-Chair, if willing, will act in their place and assume the position of Chair for the remainder of the term until an election is held at the first meeting in the calendar year. If the Vice-Chair assumes the position of Chair, an election will be held for the position of Vice-Chair at the next regular meeting. If the Vice-Chair declines to assume the position of Chair, the Members will elect an interim Chair in accordance with the procedures set out in section 5 of this By-law.

8. AGENDA

- 8.1 The Board Administrator will prepare an agenda, for approval by the Executive Director and the Chair, in that order, for the use of the Members at the meetings of the Board:
 - 1. Call to Order
 - 2. Declarations of Interest
 - 3. Verbal Update from the Chief
 - 4. Confirmation of the Minutes from the Previous Meeting
 - 5. Presentations
 - 6. Reports Deferred from Previous Meetings
 - 7. Items for Consideration
 - 8. Confidential Items
 - 9. Adjournment

- 8.2 Each regular meeting will include a public and confidential agenda, as prepared by the Board Administrator and approved by the Chair.
- 8.3 Information on a confidential agenda of the Board will be marked "Confidential".
- 8.4 Any Member may submit an item to be put on an agenda provided that:
- a. The request is received in writing by the Executive Director prior to the Agenda Deadline;
 - b. The requested item contains a recommendation with supporting information; and
 - c. The matter for consideration is within the jurisdiction of the Board.

Any request that meets the above criteria will be placed on the agenda for the next scheduled Board Meeting.

- 8.5 The agenda for each regular meeting will be available to each Member at least five (5) clear Business Days preceding the day appointed for the holding of the meeting.
- 8.6 The public agenda for regular board meetings will be posted on the Board's website no later than five (5) clear Business Days prior to the Board meeting.
- 8.7 The Board will deal with matters in the order established on the agenda. The Board may consent to alter the established order to facilitate the business of the meeting.
- 8.8 Any Member may add new business to the agenda after the Agenda Deadline if it relates to an urgent matter and the Board consents to the addition.
- 8.9 The Chair will use their reasonable efforts to satisfy the notice provisions set out in this section. Failure to satisfy any of the notice provisions contained in this section does not invalidate the meeting or any proceeding at the meeting.

9. MINUTES

- 9.1 The Board Administrator will cause minutes to be taken of each meeting of the Board, which will include:
- (a) the place, date and time of the meeting;
 - (b) the name of the Chair and the attendance of the Members, the Executive Director, senior staff of the Toronto Police Service, names of presenters and persons making deputations;

- (c) the confirmation and correction, if required, of the minutes of the previous meeting;
 - (d) declarations of interest; and
 - (e) in accordance with section 43(4) of the Act, a record without note or comment of all resolutions, decisions and other proceedings at the meeting.
- 9.2 Unless otherwise decided by the Board, the minutes of each Board meeting will be submitted for confirmation or amendment to the Board at its next regular meeting or as soon thereafter as is reasonably practicable.
- 9.3 The draft public minutes of the Board, as approved by the Chair, will be posted on the Board's website.

10. COMMITTEES OF THE BOARD

- 10.1 The Board may, subject to the requirements of section 42 of the Act, establish a committee by by-law, and appoint two or more Members to a Committee to exercise any authority conferred on the Board in order to address any matter within the jurisdiction of the Board.
- 10.1A The Board may appoint one or more additional members, who are not Members of the Board, to a committee, as long as a majority of the committee is composed of Members of the Board.
- 10.2 The rules governing the procedures of the Board and the conduct of Members will be observed in all Committee meetings so far as they are applicable.
- 10.3 The Chair will be an ex-officio Member of any Committee appointed pursuant to section 10.1 and will be entitled to vote as a Member of any such Committee.
- 10.4 The Board will appoint Members to Committees for a specified period of time.
- 10.5 The Board will appoint a Chair of each Committee.
- 10.6 Members who are not Members of a specific Committee may attend meetings of that Committee and may, with the consent of the Chair of that Committee, take part in the discussion, but will not be counted in the quorum or entitled to make motions or to vote at these meetings.
- 10.7 Committee members may deal directly with the Chief or their designates, or members of the Command Team or their designates, when the Committee requires the assistance of the Toronto Police Service.
- 10.8 The Committee will report on its work to the Board as directed by the Board.

- 10.9 The Board may establish, by by-law, ad hoc Committees of limited duration, to inquire and report on a particular matter or concern. An ad hoc Committee will dissolve automatically upon submitting its final report to the Board.

11. REGULAR MEETINGS OF THE BOARD

- 11.1 The regular meetings of the Board will be held at least four times each year pursuant to subsection 43(1) of the Act or more frequently at the direction of the Board.
- 11.2 The Board will hold its regular public meetings according to the schedule and at locations set annually and approved by the Board, or at such other place or time as may be determined by the Board.
- 11.3 Regular meetings will not be scheduled for a time which conflicts with a regular meeting or a meeting previously called of the Council of the City of Toronto or any of its committees on which Members sit.
- 11.3A Where the Chair determines that a regular meeting must be rescheduled after the approval of the schedule, the meeting will not be called for a time which a Board Member has indicated they cannot accommodate without their written consent.
- 11.4 The Chair will preside at all Board meetings. In the event the Chair does not attend a meeting at which they are to preside within thirty (30) minutes after the time appointed for the meeting, the Vice-Chair will call the Members to order and will preside until the arrival of the Chair. Where the Executive Director advises the Vice-Chair that the Chair has provided notice that they will not attend, the thirty minutes wait time may be waived by resolution of those Members in attendance. If the Chair and Vice-Chair are not in attendance within thirty (30) minutes after the time appointed for the meeting, then, provided that a Quorum is present, those Members in attendance will, by resolution, appoint one of themselves to act as Acting Chair for that meeting or until the arrival of the Chair or Vice-Chair.
- 11.5 The Board may alter the meeting schedule as it considers necessary.

12. SPECIAL MEETINGS OF THE BOARD

- 12.1 The Chair may, at any time, call a special meeting of the Board on twenty-four hours' notice and will do so whenever requested in writing by a majority of the Members of the Board.
- 12.2 The Board Administrator may give notice of special meetings to the Members of the Board by electronic means.
- 12.3 The notice calling a special meeting of the Board will state the business to be considered at the special meeting and no business may be considered at a special meeting of the Board other than that specified in the notice, unless approved by the Board.

- 12.4 Special meetings will not be called for a time which conflicts with a regular meeting or a meeting previously called of the Council of the City of Toronto or any of its committees on which Members sit, unless all City Councillors who are also Members consent to the time of the special meeting.
- 12.5 Notwithstanding any other provision contained in this section, the Chair may cancel a special meeting if they called the meeting. The Chair may only cancel a special meeting that was requested by the Members if a majority of the Members consent to the cancellation.

13. PUBLIC AND CONFIDENTIAL MEETINGS

- 13.1 Meetings of the Board will be open to the public except as authorized by subsections 44(2), (3) or (6) of the Act.
- 13.2 No people other than Members and those permitted by the Board will attend confidential meetings, and all others will vacate the meetings when asked by the Chair.
- 13.3 All information pertaining to a confidential meeting will be treated as confidential by all persons in attendance unless the Board agrees to disclose it publicly.
- 13.4 During a confidential meeting, the Board may move any item from the confidential agenda to a public agenda.

13.A ELECTRONIC MEETINGS

- 13.A.1 The Board may, at the direction of the Chair, hold a regular or special meeting where some or all Members participate electronically and are not physically present in the same location.
- 13.A.2 Where a meeting is being held in accordance with section 13.A.1:
- (a) notice of the meeting and instructions on how members of the public can view and/or participate in the meeting will be included in the agenda and/or notice for the meeting;
 - (b) any Member participating in the meeting electronically will be deemed present for the purposes of Quorum under section 15 of the By-law, voting under section 21 of the By-law and for all other purposes; and
 - (c) this By-law will apply to the meeting with any other necessary modifications as may be required.

14. CALLING MEETINGS TO ORDER

- 14.1 As soon as possible after the hour fixed for a meeting of the Board, and where a quorum is present, the Chair will take the chair and call the meeting to order.

15. QUORUM

- 15.1 If a Quorum for either a regular or special Board meeting is not present within thirty (30) minutes of the time fixed for the commencement of the meeting, or the resumption of a meeting after an adjournment or recess, the Board Administrator will record the names of the Members present and the meeting will stand adjourned until the time identified in a motion to “fix the time to which to adjourn”, or the next regular meeting of the Board.
- 15.2 If Quorum is lost during a meeting of the Board, the Chair will, upon determining that a Quorum is not present, request the Board Administrator to call for a Quorum period of fifteen (15) minutes, or until a Quorum is present, whichever is sooner.
- 15.3 If there is still no Quorum of the Board after fifteen (15) minutes, the meeting will stand adjourned and the Board Administrator will record the names of the Members present. In this case, all unfinished business will be carried forward to the next meeting of the Board.

16. CONFLICT OF INTEREST DISCLOSURE

- 16.1 Members will be governed by the Municipal Conflict of Interest Act, R.S.O. 1990, c. M.50, as amended.
- 16.2 To fulfill the Board's function pursuant to Part X of the Act (Public Complaints) or Part XII (Discipline and Termination), Members should not take part in the administration of Part X or Part XII matters if they have a personal interest or where they may be perceived as having a personal interest or bias.
- 16.3 The Board Administrator will record in reasonable detail, the particulars of any disclosure of conflict of interest made by a Member, and the particulars will appear in the minutes of that meeting of the Board.

17. HEARING OF PUBLIC DEPUTATIONS AT BOARD MEETINGS

Items on the Public Agenda

- 17.1 Persons wishing to make a deputation to the Board regarding an item on the public meeting agenda may be heard with the permission of the Chair provided the following requirements are met:
 - (a) the request must be received no later than noon on the business day preceding the day of the meeting;

- (b) the request must be made to the Board Administrator in a form prescribed by the Board;
- (c) the request must set out the particulars of the matter and include a copy of any materials that will be presented; and
- (d) the request must indicate the name, and at least one of either the telephone number or email address of the person who will speak to the matter.

17.2 Repealed

17.3 Repealed

No Deputations on Items on a Confidential Agenda

17.3A Persons may not make deputations to the Board with regard to items listed on a confidential agenda.

General Rules for Deputations

17.4 Unless otherwise directed by the Board, deputations will be restricted to five (5) minutes and will be addressed only to the stated business. The time allotted for any deputation may be extended or reduced as considered necessary at the discretion of the Board.

17.5 A deputation on behalf of any organization or group may be made by more than a single representative but the entire submission on behalf of an organization or group will be limited to five (5) minutes. If a person is speaking both on their own behalf and as a representative of an organization or group, the entire submission will be limited to five (5) minutes.

17.6 Upon the completion of a deputation to the Board, any discourse between Members and the persons making the deputation will be limited to Members asking questions for clarification for up to five (5) minutes. Members of the Board will not enter into debate with the person making the deputation.

17.7 Requests to make a deputation after the meeting has commenced will be considered by the Chair and approved at their discretion.

17.8 A person making a deputation will not:

- (i) speak disrespectfully of any person;
- (ii) use offensive words or language;
- (iii) speak on any subject other than the subject for which they have received approval to address the Board;

- (iv) speak concerning the conduct of a police officer or make a complaint against a police officer or member of the Toronto Police Service, staff and Members of the Board; or
- (v) disobey the rules of procedure or a decision of the Chair.

17.9 The Chair may curtail any deputation or debate during a deputation for Improper Conduct or any other breach of this By-law and where, after giving a caution, the Chair rules that the deputation is concluded, the person or persons appearing will immediately withdraw.

Use of translator

17.10 A person making a deputation may use a translator, and the translation time does not count towards the five-minute limit.

18. CONDUCT OF THE PUBLIC

18.1 Members of the public in attendance at a meeting will not:

- (a) address the Board without permission;
- (b) bring signage, placards or banners into meetings and will refrain from any activity or behaviour that would interfere with Board deliberations; or
- (c) engage in Improper Conduct.

19. CONDUCT OF MEMBERS

19.1 No Member will:

- (a) use offensive words or language in meetings of the Board;
- (b) speak on any subject other than the subject in debate;
- (c) criticize any decision of the Board at a meeting except for the purpose of moving that the question be reconsidered; or
- (d) disobey the rules set out in this By-law or a decision of the Chair on questions of order or procedure as set out in this By-law or resolution of the Board, or on the interpretation of the rules of the Board.

19.2 If a Member persists in a breach of section 19.1 after having been called to order by the Chair, the Chair shall without debate put the question, "Shall the member be ordered to leave for the rest of the meeting?" to a vote.

19.3 If the Board votes in the affirmative, the Chair shall order the Member to leave for the rest of the meeting.

19.4 If the Member apologizes, the Chair, with the approval of the Board, may

permit the Member to return to the meeting.

20. RULES OF DEBATE AT THE BOARD

20.1 Debate on each item will follow the following order, as applicable:

- (a) Presentation
- (b) Deputations
- (c) Questioning
- (d) Speaking
- (e) Voting

20.2 A Member may ask a question only for the purpose of obtaining information relating to the matter then under discussion.

20.3 Questions may only be asked of:

- (a) the Chair;
- (b) an official of the Toronto Police Service or the City of Toronto Legal Division or the Executive Director or their designate; and
- (c) an individual giving a presentation.

20.4 A Member's questions, inclusive of the answers to them, may not exceed a total of five (5) minutes on each item on the agenda.

20.5 Before speaking to an item on the agenda, every Member will first receive recognition from the Chair and then the Member will address the Chair.

- (a) When two or more Members wish to speak, the Chair will designate the Member who, in the Chair's opinion, first requested to speak as the Member who speaks first.
- (b) For each matter under consideration, the Chair will maintain a list of Members who have requested to speak and will designate Members to speak in accordance with that list.
- (c) A Member who submitted a motion in accordance with sections 21.4–21.4C below may speak on the motion.
- (d) A Member may speak on an agenda item, inclusive of presenting any motion submitted under sections 21.4–21.4C, for up to five (5) minutes.

20.6 When a Member is speaking, no other Member will interrupt them except to raise a point of order.

20.7 Any Member may require a motion under discussion to be read at any time during the debate but not so as to interrupt a Member while speaking.

20.8 When a Member made a motion, any Member may:

- (a) Ask questions of the Member who made the motion for the purpose of clarifying the motion, and such questions and the answers to them, may not exceed a total of three (3) minutes; and
- (b) Speak on the motion for up to three (3) minutes, before the motion is put to a vote.

20.9 A Member who made a motion may agree, further to the debate, to revise the motion without a vote, in which case only the revised motion will be put to a vote.

20.10 The following matters may be introduced by Members at a meeting of the Board without written notice and without the consent of the Board:

- (a) a point of order or procedure;
- (b) a motion to suspend or not follow a rule of procedure;
- (c) a motion to recess or adjourn the meeting;
- (d) a motion that the vote on a matter be taken; and
- (e) other motions of a purely procedural nature.

21. VOTING

21.1 The Chair will ensure that all Members who wish to speak on a matter have spoken and that the Members are ready to vote and will then put the matter to a vote, in the following order:

- (a) Motion to refer the item.
- (b) Motions to amend other motions submitted under sections 21.4–21.4C.
- (c) Motions submitted under sections 21.4–21.4C.
- (d) Motion to receive or approve the item (as amended, if applicable).

21.2 Every Member present at a meeting of the Board when a question is put will vote on the question, unless legally prohibited, in which case the fact of the prohibition will be recorded in the Minutes of the meeting.

21.3 The matter put to a vote will be in the form of a motion addressing the matter then under consideration.

21.4 Any Member may submit a motion relating to any item on the Agenda by providing a copy to the Executive Director for circulation among Members.

21.4A The Chair may refuse to put to a vote any motion submitted in relation to an item on the agenda if the Chair determines that the motion is not relevant to the matter under consideration.

21.4B A Member may appeal the decision of the Chair under section 21.4A to the Board, and the Board, if appealed to, will decide the question without debate and its decision will be final.

21.4C Where a motion is submitted after the meeting has commenced, the Executive Director will inform the Chair of the submission, and the Chair, when necessary, may declare a recess for a duration to be determined by the Chair, to allow the Executive Director and the Board Administrator to prepare the motion and circulate it to Members.

21.5 If there is more than one motion with respect to a matter, the Board Administrator will receive all motions and read the various motions to the Members prior to the vote being taken.

21.6 When a vote is taken, and a Member requests a Recorded Vote, the Board Administrator will record each Member's vote.

21.7 Any motion on which there is an equality of votes will be deemed to be lost.

22. RECONSIDERATIONS

22.1 Subject to section 22.1, after any matter has been decided, any Member may move a motion for reconsideration of the matter.

22.2 In the case of a Recorded Vote, after any matter has been decided, any Member who voted with the majority may move a motion for a reconsideration of the matter.

22.3 No discussion of the matter will occur until the motion for reconsideration is carried.

23. POINTS OF ORDER AND PROCEDURE

23.1 Subject to being overruled by a majority vote of the Members, which vote will be taken without debate, the Chair

- (a) will maintain order and preserve decorum of the meeting;
- (b) will rule upon points of order and points of procedure without debate or comment, other than to state the applicable rule;
- (c) will rule as to whether a motion or proposed amendment is in order or out of order; and

(d) may call a Member to order.

23.2 When a Member raises a point of order or procedure, he or she will ask leave of the Chair to do so, and after leave is granted, will state the point of order to the Chair and request the Chair's ruling on the point.

23.3 A Member may further address the Chair on the same point of order or procedure for the purpose of appealing to the Board from the Chair's decision.

23.4 If no member appeals, the decision of the Chair will be final.

23.5 The Board, if appealed to, will decide the question without debate and its decision will be final.

23.6 Whenever any point of order or point of procedure is raised by a Member, it will be immediately taken into consideration and ruled upon by the Chair, and subject to appeal in accordance with section 23.3, the Chair's ruling is final.

23.7 When the Chair considers that the integrity of the Chief of Police or other official has been impugned or questioned by a Member, the Chair may permit the Chief or other official to make a statement to the Board on the matter.

24. BY-LAWS

24.1 Every by-law when introduced, will be in typewritten form and will contain no blanks except such as may be required to conform to accepted procedure or to comply with the provisions of any Act, and will be complete with the exception of the number and the date of the by-law.

24.2 Every by-law which has been passed by the Board will be numbered, dated and signed by the Chair and Executive Director, and will be filed in the Board office.

25. RECORDING DEVICES

25.1 The use of cameras, recording equipment, television cameras and any other device of a mechanical, electronic or similar nature used for recording the proceedings of a meeting by members of the public, including the news media, must be used in accordance with the directions of the Board.

26. AMENDMENTS TO BY-LAW

26.1 To pass a motion to amend or repeal this By-law requires a two-thirds vote of Members present.

26.2 The Board will only consider amendments or repeal of this By-law at a Board meeting if a previous regular Board meeting received notice of the

proposed amendment or repeal.

27. **ADMINISTRATION**

27.1 That By-law No 107 is hereby repealed.

27.2 This By-law will come into force upon the date immediately following the Board meeting at which it is enacted.

28. **EFFECTIVE DATE**

This by-law is hereby enacted by the Toronto Police Service Board on this ____ day of _____.

Chair

Executive Director



PUBLIC REPORT

October 30, 2024

To: Chair and Members
Toronto Police Service Board

From: Councillor Shelley Carroll
Member

Subject: Multi-Year Hiring Plan – Update

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Discussion:

At its meeting of April 30, 2024, the Toronto Police Service Board directed the Chief of Police to create a Multi-Year Hiring Plan to support long-term financial and operational planning and create an opportunity for common understanding and alignment between the Board, the City and the Service in fulfilling their shared statutory mandate to ensure there is adequate and effective policing in Toronto (Min. No. P2024-0430-11.0. refers).

The Board last considered an update at its meeting of September 12, 2024 and adopted the following recommendation (Min. No. P2024-0912-4.2.):

Direct the Chief of Police, in consultation with the City's Chief Financial Officer, to update the Budget Committee at its October 2nd, 2024 Budget Committee meeting with a hybrid option that is guided by the principles of Adequate and Effective Policing, and also considers:

- a. information provided by the City on its ability to pay,
- b. the need to address the current Officer-to-Population ratio, and
- c. anticipated collective bargaining impacts and the strategic goals of the Service.

Over the last two months, work has progressed on a hybrid option based on the principles of Adequate and Effective Policing and considering the City's ability to pay in the context of collective bargaining impacts.

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Conclusion:

This motion seeks to provide an opportunity for an update from the Chief of Police and to allow further discussion in advance of the 2025 Budget.

Recommendation(s):

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

Financial Implications:

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

Respectfully submitted,

Councillor Shelley Carroll
Member, Toronto Police Service Board



PUBLIC REPORT

October 15, 2024

To: Chair and Members
Toronto Police Service Board

From: Dubi Kanengisser
Executive Director

Subject: **Amendment to Board By-law No. 162 (Committees By-law) – Appointments Committee**

Purpose: ☐ Information Purposes Only ☒ Seeking Decision

Recommendation:

This report recommends that the Board amend By-law No. 162 (Committees By-law) section 2.1 by adding the underlined:

“The Board establish a committee named Appointments Committee, and delegates to this Committee the power to appoint Members of the Service as police officers, special constables and auxiliary officers, except for appointments to the rank of Inspector and above, which shall be approved by the Board.”

Financial Implications:

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

Summary:

The Appointments Committee was delegated the authority to appoint Members of the Service as police officers, as a measure for improving efficiency in carrying out the Board’s business and in deploying newly trained Service Members. This report recommends expanding the delegated authority to include the appointment of Service Members as special constables and auxiliary officers.

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Discussion:

Background

The *Community Safety and Policing Act, 2019* (the Act), requires that boards appoint all Special Constables employed by their respective services or by special constable employers within their area of jurisdiction, and all Auxiliary Members of the services. The Act further establishes that a board may delegate any of its powers only to a committee composed of a minimum of two board members.

On April 30, 2024, the Toronto Police Service Board (the Board) approved By-law No. 162 (Committees By-law), establishing the Appointments Committee, which was delegated the power to appoint members of the Service as police officers (Min. No. P2024-0430-3.0). The Committee is composed of the Chair and Vice-Chair of the Board.

Special Constables and Auxiliary Members

Special Constables constitute a unique category of law enforcement. Section 92 of the Act allows the Board to appoint a special constable for the period, area and purpose that the Board considers appropriate. O. Reg. 396/23 under the Act defines the functions of Special Constables as follows:

- Providing security in relation to premises
- Assisting police officers with performing policing functions, such as assisting with investigations into criminal offences or missing persons
- Preparing and serving summonses or other legal documents
- Executing warrants or other court orders
- Laying charges while acting under the direction of a police officer
- Swearing informations
- Searching, ensuring secure custody of and transporting individuals who are in custody
- Directing traffic
- Providing witness protection

Auxiliary Members are uniformed volunteers who support the Service in delivering crime prevention programs, and assist at large-scale events such as parades and operational call-outs in search of missing people, under the direction or supervision of a police officer also on duty. Auxiliary Members are prepared for their work through training at the Toronto Police College, and after graduation, they are assigned to a Division or another unit, which becomes their home base. Auxiliary Members assignments may include, among others:

- Distributing crime prevention material;
- Conducting Crime Prevention Through Environmental Design (CPTED) audits;
- Providing retail robbery prevention awareness and assisting in installing crime prevention tools;
- High visibility patrols in communities;

- Community engagement during parades and community events;
- Participating in food drives, toy drives, warm clothing donations, bike rodeos; and
- Participating in Lockdown and Active Attacker scenario training.

Delegation of Power

As the Board Office and the Office of the Chief continue to study the Act and its regulations, new opportunities for streamlining processes and enhancing efficiency continue to be identified.

The current process for the appointment of Special Constables and Auxiliary Members of the Service would entail that fully trained Special Constables and Auxiliary Members may not be able to be deployed for as long as two months while they await appointment by the Board at the next Board Meeting. Delegating the power of appointment to the Appointments Committee will facilitate a more streamlined process wherein the Committee may meet immediately following the conclusion of every training class to consider the list of candidates for appointment, confirm that they have met all the requirements in the Act, and approve the appointments as appropriate.

Conclusion:

To ensure fully trained Special Constables and Auxiliary Service Members can be deployed efficiently, while ensuring effective oversight of the Service, it is recommended that the Board delegate the power to appoint Special Constables and Auxiliary Members to its Appointments Committee.

Respectfully submitted,

Dubi Kanengisser
Executive Director

Attachments:

Draft revised By-law No. 162

TORONTO POLICE SERVICE BOARD
BY-LAW NUMBER 162

A By-Law to Establish Committees of the Toronto Police Service Board

1. PREAMBLE

- 1.1 Subsections 42(1)(a), (3)(a) and (4) of the *Community Safety and Policing Act* (*Act*) provides that the Board may, by by-law, establish a committee and delegate any of the Board's powers under the *Act* to the committee composed of at least two Members of the Board, except where a committee's only power is to bargain under Part XIII of the *Act*, in which case only one Member is required to sit on the committee.
- 1.2 Subsection 42(2) of the *Act* provides that the by-law made under subsection (1) may govern the name, powers, duties and quorums of the committee, as well as the composition of the committee, subject to the requirements of the *Act*.
- 1.3 The Toronto Police Service Board wants to establish committees to facilitate the meaningful and efficient consideration of certain matters under the Board's authority.

NOW THEREFORE, the Toronto Police Service Board hereby enacts as follows:

2. APPOINTMENTS COMMITTEE

- 2.1 The Board establish a committee named Appointments Committee, and delegates to this Committee the power to appoint Members of the Service as police officers, special constables and auxiliary officers, except for appointments to the rank of Inspector and above, which shall be approved by the Board.
- 2.2 The *Appointments Committee* shall be composed of the Chair and Vice-Chair of the Board, as elected in accordance with the *Act*.
- 2.3 The *Appointments Committee* shall report all its decisions to the Board at the next regular Board Meeting.
- 2.4 The *Appointments Committee* shall meet from time to time as necessary.
- 2.5 The quorum for a meeting of the *Appointments Committee* is two committee members.

3. BARGAINING COMMITTEE

- 3.1 The Board establishes a committee named *Bargaining Committee*, and delegates to this committee the power to bargain under Part XIII of the *Act*.
- 3.2 The *Bargaining Committee* shall be composed of the Chair, as elected in accordance with the *Act*, plus one additional member.

3A. BUDGET COMMITTEE

- 3A.1 The Board establishes a committee named Budget Committee, for the purpose of reviewing the Toronto Police Service's capital, operating, and the Parking Enforcement Unit's budget requests as well as the Board's operating budget request, and make recommendations to the Board;
- 3A.2 The Budget Committee shall be composed of at least three Board Members, to be appointed by resolution for a term of one year.
- 3A.3 The quorum for a meeting of the Budget Committee is two committee members.

3B. Human Resources Committee;

- 3B.1 The Board establishes a committee to be called the Human Resources Committee, for the purpose of reviewing all human resource matters for which the Board is responsible, ensuring that the Board's oversight responsibilities in human resource matters are fulfilled with the utmost diligence and ethical standards;
- 3B.2 The Human Resources Committee shall be composed of at least two Board Members, including the Chair or their delegate, who will each have a term that coincides with the term of the Board Members' tenure with the Board. Additional Board Members may be appointed at the Board's discretion by resolution; and
- 3B.3 A majority (50% +1) of the members of the Human Resources Committee constitutes a quorum of the Committee.

4. ADMINISTRATION

- 4.1 This by-law may be cited as the *Committees By-law*.
- 4.2 This By-law will come into force upon the date immediately following the Board meeting at which it is enacted.

5. **EFFECTIVE DATE**

This by-law is hereby enacted by the Toronto Police Service Board on this ____
day of _____.

Chair

Executive Director

DRAFT



PUBLIC REPORT

September 20, 2024

To: Chair and Members
Toronto Police Service Board

From: Dubi Kanengisser
Executive Director

Subject: Toronto Police Service Board – 2025 Meeting Schedule

Purpose: ☐ Information Purposes Only ☒ Seeking Decision

Recommendation(s):

This report recommends that the Toronto Police Service Board (Board) approve the 2025 meeting schedule as outlined in this report.

Financial Implications:

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

Discussion:

Background

The Board bases its annual schedule of meetings on a number of factors, including the days that are least likely to conflict with the schedule of meetings of Toronto City Council, standing committees of Council, Community Councils and other committee meetings; annual key conferences for Board Members; and other significant events which Board Members and the Chief of Police are expected to attend.

In July 2006, in order to recognize culturally-significant days, the Board approved a Policy indicating that it would attempt to avoid scheduling meetings involving the public on these days. A list of the days formally recognized as “culturally significant” was also approved as part of that Policy.

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Although the Board attempts to follow its schedule of meetings as much as possible once it has been established, there may be circumstances which result in changes on short notice during the year. In those circumstances, the Board Office will provide public notice of any change at the soonest possible opportunity, and in accordance with the requirements of the *Community Safety and Policing Act, 2019*.

Discussion:

In establishing the Board meeting schedule for 2025, the Board Office reviewed the current 2025 schedule of meetings developed by the City of Toronto, the dates upon which culturally-significant holidays will be observed in 2025, and the dates of key conferences that Board Members or the Chief of Police may attend during the year.

Board Meeting Schedule – 2025

Based on the foregoing, I am proposing the following dates for meetings of the Board in 2025:

Tuesday, January 14
Tuesday, March 4
Thursday, April 10
Wednesday, May 14
Thursday, June 12
Thursday, July 17
Thursday, September 11
Monday, October 6
Thursday, November 6
Thursday, December 11

As the year progresses, there may be some dates when certain Board Members may not be able to attend a meeting due to personal or business commitments. Nevertheless, the meeting dates, as proposed, should be confirmed at this time in order to establish a regular cycle of meetings prior to the New Year, and so that members of the public are aware of these dates.

Times and Locations of Board Meetings

The Board is committed to holding meetings in a manner that is accessible for the public. In order to make it more accessible for others to participate in the meetings, we have been holding the Board meetings using the hybrid format, allowing members of the public to provide deputations virtually or in person. Public meetings, whether in-person, virtual or hybrid, are livestreamed on YouTube through a link on the Board's website ([tpsbc.ca](https://www.tpsb.ca)). Agendas for public meetings are also posted to the Board's website in advance of Board meetings.

All public meetings are scheduled to begin at 9AM. However, the Board will transition to an in-camera session shortly after the start of each meeting. The public will be informed of the estimated time for the resumption of the public portion. If any changes to the

schedule are necessary, we will notify the public in advance by posting updates on our website.

Conclusion:

It is recommended that the Board approve the 2025 meeting schedule, as outlined above.

Respectfully submitted,

Dubi Kanengisser
Executive Director



PUBLIC REPORT

October 1, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: **Contract Extension and Increase with LexisNexis Claims Solutions Inc. for the Coplogic Incident Reporting System Software Licensing, Support and Maintenance**

Purpose: ☐ Information Purposes Only ☒ Seeking Decision

Recommendations:

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

- (1) approve a contract extension with LexisNexis Claims Solutions Inc. (LexisNexis) for software licensing, support and maintenance for the Coplogic Incident Reporting System (CopLogic) for one year commencing January 1, 2025 and ending December 31, 2025 at a cost of \$38,850, with options to extend for an additional two, one-year periods at a cost of \$83,700, for a total cost of approximately \$122,550 (excluding taxes);
- (2) authorize the Chair to execute all required agreements and related documents on the behalf of the Board, subject to approval by the City Solicitor as to form; and
- (3) authorize the Chief to exercise the option to extend, subject to business need, budget availability and satisfactory performance by the vendor.

Financial Implications:

The Coplogic system was acquired in 2009, and the spend to date has been \$501,490. The projected spend from 2025 until 2027 is \$122,550 as outlined in

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the table below. As a result, the total estimated cumulative spend to 2027 is \$624,040 (excluding taxes).

The 2025 support and maintenance cost for Coplogic, to be provided by LexisNexis, will be \$38,850 and is included in the 2025 operating budget request. Future year costs will be included in the respective operating budget requests. The estimated cost for the next three years is outlined in the table below:

Estimated Cost (excluding tax):

Year	Cost
2025	\$38,850
2026 (1 st Option Year)	\$40,800
2027 (2 nd Option Year)	\$42,900
Total	\$122,550

Summary:

The purpose of this report is to request the Board's approval for an extension and increase to the current contract with LexisNexis for the Coplogic system software licensing, support and maintenance, at a total cost of \$38,550 for the period of January 1, 2025 to December 31, 2025, \$40,800 for the period of January 1, 2026 to December 31, 2026 and \$42,900 for the period of January 1, 2027 to December 31, 2027.

Discussion:

Background

The Coplogic system was selected in December 2009 in response to Request for Proposal (R.F.P.) #1109645-09 that the Toronto Police Service (Service) issued for an Internet Incident Reporting System, to provide the public with an online method to report less urgent occurrences.

Coplogic is a web-based application that allows the public to file simple incident reports. These reports, after approval by Service officers, are automatically routed to the Versadex Records Management System (R.M.S.) to be transcribed, stored as General Occurrence (G.O.) reports and processed as occurrences. In 2014, LexisNexis acquired Coplogic Inc., and became the exclusive provider of software licensing, support and maintenance for the Coplogic software.

The Coplogic Online Reporting System is a core business system that is utilized by Communications Services. It provides citizens with the capability to file online reports for the following incident types:

- Lost Property (Under \$5,000)
- Damage to Vehicle (Under \$5,000)
- Local Neighbourhood Traffic Issues or Concerns
- Fraud (Under \$5,000)
- Graffiti
- Theft (Under \$5,000)
- Theft from Vehicle (Under \$5,000)
- Theft of Gas (From a Gas Station) and
- Vulnerable Persons Registry.

As part of Information Technology Command's (I.T.C.) Platform and Transformation Program, the Service has started replacing Coplogic components with the Microsoft Power Apps Platform. The Parking Complaints module, which was formerly a component of the Coplogic system, was transitioned to the Microsoft Power Apps Platform at the end of 2023, and reports are now automatically sent to the Computer Aided Dispatch (C.A.D.) system. This eliminates the need for manual entry to the C.A.D. system and saves the time/personnel required to take the report in person or over the phone. The Service is currently reviewing and replacing all Coplogic components, and the process is expected to be completed in the next two to three years.

Relevant Board Policies and Compliance

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

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

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

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

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

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

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

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

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

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

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

Conclusion:

It is recommended that the Board approve one year contract extension to the current contract with LexisNexis for software licensing, support and maintenance for the Coplogic system, commencing January 1, 2025 to December 31, 2025, with options for two one-year extensions for a total cost of \$122, 550.

Chief Information Officer Colin Stairs and Chief Administrative Officer Svina Dhaliwal will be in attendance to respond to any questions from the Board.

Respectfully submitted,

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



PUBLIC REPORT

October 1, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: **Contract Extension and Increase with Infor Canada Ltd for the Time and Resource Management System Software Licensing, Maintenance and Support**

Purpose: ☐ Information Purposes Only ☒ Seeking Decision

Recommendations:

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

- (1) approve a three-year contract extension with Infor Canada Ltd. (Infor) for software licensing, maintenance and support for the Time and Resource Management System (T.R.M.S.), commencing January 1, 2025 and ending December 31, 2027, for a total cost of approximately \$1.3 Million (M) (excluding taxes); and
- (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.

Financial Implications:

The Toronto Police Service (Service) has been using the T.R.M.S. since 2001. Since that time, the Service has spent approximately \$3.6M for the acquisition, implementation and ongoing software licensing, maintenance and support.

The annual software licensing, maintenance and support costs for the T.R.M.S. for the next three years are summarized in Table1 below. Funding for these expenditures will be included in the respective operating budgets each year.

Toronto Police Service Board

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Table 1 - Estimated Cost (excluding tax):

Year	Cost
2025	\$401,300
2026	\$421,400
2027	\$442,500
Total	\$1,265,200

Summary:

The purpose of this report is to request the Board's approval for a contract extension and increase to the current contract with Infor for software licensing, maintenance and support for the T.R.M.S. at an estimated cost of \$1.3M for the period January 1, 2025 and ending December 31, 2027.

Discussion:

Background

The T.R.M.S., implemented in August 2003, collects and processes time and attendance data, administers time banks, and assists in the deployment and pay of members. Employee information is imported from the PeopleSoft Human Resource Management System (H.R.M.S.) into the T.R.M.S. to facilitate critical human resource management processes.

Specifically, the T.R.M.S:

- supports all Bargaining Unit rules and functions;
- creates and displays employee schedules and assignments, tracks worked hours and exceptions to schedules and charges the hours worked against metrics such as specific jobs, projects, or departments;
- automatically increments or decrements banked days/hours based on entitlements and time reported on timesheets; and
- through the Court module, allows for court kiosk entries, court card administration, and court scheduling based on members' availability.

The T.R.M.S. was acquired in 2001 as the result of a Request for Proposal (R.F.P.) process, # 9144-01-7589, which resulted in a contract being awarded to Workbrain Inc (Min. No. P290/01 refers).

In April 2007 Workbrain Inc. was acquired by Infor. This software is now owned and exclusively distributed by Infor.

The Service has been renewing the software licensing, maintenance and support for the T.R.M.S. from Workbrain and later Infor every year since it was acquired.

The most recent contract extension was approved by the Board at the September 27, 2021 Board Meeting, for a three-year period from 2022 to 2024, for a total amount of \$1,096,500 (excluding taxes) (Min. No. P2021-0927-7.0 refers).

Relevant Board Policies and Compliance

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

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

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

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

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

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

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

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

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

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

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

Conclusion:

For the reasons outlined above, it is recommended that the Board approve a three-year contract extension and increase to the current contract with Infor for T.R.M.S. software licenses, maintenance and support at an estimated cost of \$1.3M for the period of January 1, 2025 to December 31, 2027.

Chief Information Officer Colin Stairs and Chief Administrative Officer Svina Dhaliwal will be in attendance to respond to any questions from the Board.

Respectfully submitted,

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



PUBLIC REPORT

October 1, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Contract Extension and Increase with Oracle Corporation Inc. for PeopleSoft Resources Management System Software Licensing, Maintenance and Support

Purpose: ☐ Information Purposes Only ☒ Seeking Decision

Recommendations:

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

- (1) approve a three-year contract extension with Oracle Corporation Canada Inc. (Oracle) for software licensing, and maintenance and support for the PeopleSoft Human Resources Management System (H.R.M.S.) commencing January 1, 2025 and ending December 31, 2027, for a total cost of approximately \$2.2 Million (M) (excluding taxes);
- (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 to exercise the option to extend, subject to business need, budget availability and satisfactory performance by the vendor.

Financial Implications:

PeopleSoft H.R.M.S total spending from 2008 amounted to \$8.1M (excluding taxes) and was included in the operating and capital budget each year.

The annual software licensing, maintenance and support costs for the PeopleSoft H.R.M.S. are summarized in Table 1 and will be included in the respective operating budget year. Based on previous experience with the vendor, an eight percent yearly cost increase is anticipated.

Toronto Police Service Board

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Table 1 - Estimated Cost Summary

Year	Cost (excl. taxes)
2025	\$678,500
2026	\$733,000
2027	\$791,500
Total	\$2,203,000

Summary:

In 1993, a Request for Proposal (R.F.P.) was issued for PeopleSoft H.R.M.S. software, which resulted in a contract being awarded to Oracle for PeopleSoft (Min. No. P440/93 refers). This software is owned and exclusively distributed by Oracle.

The purpose of this report is to request the Board's approval for a contract extension and increase to the current non-competitive contract with Oracle for the PeopleSoft H.R.M.S. software licensing, and maintenance and support at an estimated cost of \$2.2M for the period of January 1, 2025 to December 31, 2027.

Discussion:

Background

The Human Resource Management System (H.R.M.S.), considered the backbone of the Toronto Police Service organization, plays a critical role in shaping company culture, managing talent, and driving business success. The enterprise solution is comprised of the following modules:

- Human Resources Management (H.R. core)
- Recruitment running two eRecruit sites: internal and external
- Payroll Management
- Benefits (Base and Administration for employees and retirees)
- ePerformance
- Talent Management
- Enterprise Learning Management (E.L.M.) used by the Toronto Police Service College
- Employee Self-Services
- Manager Self-Services

- Integration with external agencies: Government of Canada, Canada Revenue Agency (C.R.A.), Government of Ontario, City of Toronto (S.A.P.), Royal Bank of Canada, Green Shield Canada, United Way, Ontario Municipal Employees' Retirement System (O.M.E.R.S.), Canadian Police Knowledge Network (C.P.K.N.), Toronto Police Association (T.P.A.) and internal systems: Time and Resource Management System (T.R.M.S.), Parklane, Pay Duty Management System (P.D.M.S.), Asset Inventory Management System (A.I.M.S.) and Active Directory. H.R.M.S. is the H.R. data source for ninety plus applications.
- PeopleTools: People Code, Integration Broker, Application Engine/Packages and BI Publisher.

The application is used to manage and administer all employee information from hire to termination/retirement.

Relevant Board Policies and Compliance

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

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

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

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

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

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

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

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

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

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

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

Conclusion:

For the reasons outlined above, it is recommended that the Board approve a three-year contract extension to the current contract with Oracle for PeopleSoft H.R.M.S. software licensing, and maintenance and support at an estimated cost of \$2.2M for the period of January 1, 2025 to ending December 31, 2027.

Mr. Colin Stairs, Chief Information Officer, and Ms. Svina Dhaliwal, Chief Administrative Officer, will be in attendance to respond to any questions from the Board.

Respectfully submitted,

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



PUBLIC REPORT

October 1, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: **Contract Extension and Increase with Paradigm Business Systems North America for the Asset Inventory Management System Software Licensing, Maintenance and Support**

Purpose: ☐ Information Purposes Only ☒ Seeking Decision

Recommendations:

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

- (1) approve a contract extension with Paradigm Business Systems North America (Paradigm) for software support and maintenance for the Asset Inventory Management System (A.I.M.S.), commencing January 1, 2025 to December 31, 2025 for a cost of \$84,000, with options for two one-year extensions at a cost of \$168,000, for a total three-year cost of \$252,000 (excluding taxes);
- (2) authorize the Chair to execute all required agreements and related documents on the behalf of the Board, subject to approval by the City Solicitor as to form; and
- (3) authorize the Chief to exercise the options to extend, subject to business need, budget availability and satisfactory performance by the vendor.

Financial Implications:

The cumulative costs to implement licenses and maintain the A.I.M.S. software since November 2005 when the software was first purchased, including the 2024

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renewal for support and maintenance, is approximately \$2.3 Million (M). This includes the initial cost of \$857,000 to purchase and install the software.

A.I.M.S. is a proprietary software that is exclusively distributed by Paradigm including software support and maintenance.

The annual costs for software support and maintenance for A.I.M.S. are summarized in the table below. Future year costs will be included in the respective operating budget requests.

Estimated Cost (excluding tax):

Year	Cost
2025	\$84,000
2026 (1 st Option Year)	\$84,000
2027 (2 nd Option Year)	\$84,000
Total	\$252,000

Summary:

The purpose of this report is to obtain the Board's approval for a contract extension and increase to the current contract with Paradigm for software support and maintenance and for the A.I.M.S., commencing January 1, 2025 to December 31, 2025 with options for two one-year extensions.

Discussion:

Background

In February 2005, the Toronto Police Service (Service) issued Request for Proposal (R.F.P.) #1049674-05 for A.I.M.S. software, which resulted in a contract being awarded to Paradigm (Min. No. P356/05 refers).

The A.I.M.S. software manages financial information and tracks movement history of assets, including firearms, vehicles, radios, laser radar detectors, conducted energy weapons, etc. for the Service. In addition, the system manages and tracks firearm repairs and provides reporting to different custodial units.

A.I.M.S. is used extensively by the Service's members, recording roughly 3,000 transactions per day. The A.I.M.S. is stable and provides unlimited licensing. A new 3-tier web-based version is available for a free upgrade with the current licensing package. The new web version will be deployed Service-wide by the end of 2024.

A.I.M.S. is a proprietary software that is exclusively distributed by Paradigm including software support and maintenance.

Relevant Board Policies and Compliance

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

- '15.1 A non-competitive procurement may be undertaken where both the proposed non-competitive procurement and the vendor can be justified in good faith, based on one or more of the following considerations.*
 - ...*
 - (c) The existence of exclusive rights such as a patent, copyright, license or warranty restrictions.'*

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

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

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

- '20.5 Where any purchase has been authorized under this by-law, those persons authorized to make the Award may, upon being satisfied that increases are required, authorize expenditures that exceed the original approved Contract Value at the time of Award, provided that any additional expenditures cumulatively shall not exceed the lesser of:*
 - (a) fifteen percent (15%) of the total cost of the original approved Contract Value at the time of Award; and*
 - (b) the authority of that person as set out in section 20.3.'*

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

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

Conclusion:

For the reasons outlined above, it is recommended that the Board approve a contract extension and increase to the current contract with Paradigm for software support and maintenance for the A.I.M.S., commencing January 1, 2025 to December 31, 2025, with options for two one-year extensions, at an estimated cost of \$252,000 over the three year period.

Chief Information Officer Colin Stairs and Chief Administrative Officer Svina Dhaliwal will be in attendance to respond to any questions from the Board.

Respectfully submitted,

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



Wendy Walberg LL.B., LL.M., C.S.
City Solicitor
Legal Services
55 John Street
Stn. 1260, 26th Flr., Metro Hall
Toronto ON M5V 3C6
Tel. (416) 392-8047
Fax (416) 397-5624

Reply To: Allyson Amster (she/her/hers)
Tel: (416) 396-7142
E-Mail: Allyson.Amster@toronto.ca

October 23, 2024

To: Chair and Board Members
Toronto Police Service Board

From: Wendy Walberg
City Solicitor, Legal Services

**Subject: Agreement with Toronto Transit Commission Regarding
Special Constables**

Recommendation:

It is recommended that the Board:

- (1) approve the agreement between the Board and the Toronto Transit Commission regarding the appointment and governance of special constables, attached as Appendix "A" to this report;
- (2) forward the draft agreement to the Solicitor General for their information;
- (3) authorize the Chair to execute the agreement on behalf of the Board, on terms and conditions satisfactory to the Chair and in a form satisfactory to the City Solicitor.

Financial Implications:

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

Background/Purpose:

At its meeting held on October 7, 2013, the Board approved a request from the Toronto Transit Commission ("TTC") to initiate a new special constable agreement between the

Board and the TTC. At its meeting held on December 12, 2013, the Board approved an agreement between the Board and the TTC that set out each party's obligations under the TTC's special constable program. That agreement was executed on May 15, 2014 and remains in place today. The Board has similar agreements with other third-party entities that employ special constables.

The Toronto Police Service ("TPS") advised the Board that the Solicitor General requires agreements between the Board and special constable employers be updated to reflect the enactment of the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1 ("CSPA"), which created a new legal framework for entities that employ special constables (referred to as "special constable employers" under the CSPA). The Board was advised that the TPS and the TTC were in the process of drafting a new agreement (the "Agreement") to reflect the CSPA, and the parties also used this opportunity to address certain issues that have emerged over the years, such as granting special constables powers under the Highway Traffic Act and clarifying investigations into complaints.

The Board and the TTC have now settled on the terms and conditions set out in the Agreement, and the purpose of this report is to obtain the Board's approval, as well as authority for the Chair, on behalf of the Board, to execute the Agreement.

Discussion:

The TPS has spent over a year developing a new agreement in anticipation of the enactment of the CSPA. Once the CSPA was enacted, the TPS then proceeded to finalize the Agreement. The Agreement remains similar to the previous agreement between the Board and the TTC.

The Special Constable Liaison Office will administer the Agreement on behalf of the TPS and the Board. The Special Constable Liaison Office maintains the partnerships between the TPS and special constable employers. This includes administering the application process, training and the exchange of information between the TPS and special constable employers.

The Agreement sets out, among other things, the following:

- the appointment process;
- the powers of special constables employed by the TTC;
- the obligations of the TTC to supervise and hold special constables accountable;
- the process to be followed with respect to complaints about a special constable employed by the TTC, including a complaints procedure;
- the identification, uniforms and equipment of the special constables employed by the TTC;
- the processes to be followed regarding exchange of information;
- training requirements for special constables employed by the TTC; and
- the reporting requirements of the TTC and special constables employed by the TTC.

Under the Police Services Act, R.S.O. 1990, c. P.15, the Solicitor General was required to approve the Board's appointment of special constables, but was not required to approve an agreement between the Board and an entity that employed special constables. Notwithstanding that, in practice the Board had historically sought approval of the Solicitor General for these agreements on the basis that the agreements were intertwined with the Solicitor General's approval of appointments. The requirement that the Solicitor General approve the Board's appointment of special constables was removed with the enactment of the CSPA. However, the Solicitor General is required to approve who may become a special constable employer. Given the historical practice and the Solicitor General's oversight over special constable employers, it is recommended if the Board approves the Agreement, it should provide the draft Agreement to the Solicitor General for their information before execution. Once the TTC and the Board execute the Agreement, the TTC can then submit its application to the Ministry of the Solicitor General to become a special constable employer and then submit applications to the Board for the appointment of special constables.

Conclusion:

The parties have now settled on the terms and conditions set out in the Agreement attached as Appendix "A" and it is recommended that the Board approve the Agreement and authorize the Chair, on behalf of the Board, to execute the Agreement.

The Chief has been consulted in the preparation of the Agreement.

Deputy Robert Johnson will be in attendance to respond to any questions that the Board may have in regard to this report.



Wendy Walberg
City Solicitor

THIS AGREEMENT MADE THIS DAY OF , 20

BETWEEN:

TORONTO POLICE SERVICE BOARD
(the "Board")

- and -

TORONTO TRANSIT COMMISSION
(the "TTC")

BACKGROUND:

- A. The Toronto Police Service Board (the "Board") is responsible for the provision of adequate and effective police services in the City of Toronto pursuant to the provisions of Part III of the *Community Safety and Policing Act, 2019*, S.O. 2019, c. 1, Sched. 1, (the "*CSPA*").
- B. The Toronto Police Service delivers police services to the City of Toronto in accordance with the *CSPA*.
- C. The Toronto Transit Commission is a local passenger transportation commission operating within the Greater Toronto Area. The TTC is an agency of the City of Toronto and operates a transit system pursuant to the provisions of the *City of Toronto Act, 2006*, S.O. 2006, c. 11, Schedule A, as amended (the "*COTA*").
- D. The TTC has the authority to enact by-laws regulating the use of its transit system in accordance with s. 143 and Part XV of the *COTA* and has enacted TTC By-law No. 1, a by-law regulating the use of the Toronto Transit Commission local passenger transportation system.
- E. The TTC, upon the execution of this Agreement, will submit an application to the Minister requesting designation as a special constable employer.
- F. The TTC has established the Special Constable Service to provide security in the protection of individuals and assets on TTC Property, as defined below, and to also perform security functions with respect to TTC Property and assets, in order to ensure that TTC Property and assets are protected. The Special Constable Service's training team operates out of the Operations Training Centre and employs Special Constables as trainers.
- G. The Board has the authority, pursuant to section 92 of the *CSPA*, to appoint individuals as special constables, for such period, area, and purpose that the Board considers appropriate.

- H. The Parties previously entered an agreement, dated May 15, 2014, to provide for the appointment, governance and performance of special constables at the TTC.
- I. Pursuant to that agreement, the TTC currently employs personnel within the TTC as Special Constables, which personnel are currently appointed as Special Constables under the *CSPA*.
- J. The TTC wishes to continue to have the personnel it currently employs, appointed as Special Constables within the geographical area of the City of Toronto identified in this Agreement.
- K. The Board considers it appropriate to continue to have TTC personnel employed within the TTC appointed as Special Constables in order to provide the security functions of a TTC Special Constable set out below in this Agreement.
- L. The Parties wish to establish a new agreement to provide for the appointment, governance and performance of TTC Special Constables.
- M. On April 1, 2024, the *CSPA* and regulations made thereunder came into effect, amending policing legislation in the province including the replacement of the *Police Services Act*, R.S.O. 1990 Chap. P-15.

NOW, THEREFORE, IN CONSIDERATION OF the mutual covenants set forth below, the Parties agree as follows:

ARTICLE 1 - DEFINITIONS AND INTERPRETATION

1.1 In this Agreement,

“**Act**” or “**regulation**” are defined in the *Interpretation Act*, R.S.C., 1985, c. I-21, or, as defined in section 87 of the *Legislation Act*, 2006, S.O. 2006, c. 21, Schedule F, whichever applies.

“**Agreement**” means this Agreement setting out the requirements relating to the appointment of persons employed by the TTC as special constables in accordance with section 92 of the *CSPA*.

“**Chief**” means the Chief of Police for the Toronto Police Service.

“**City of Toronto**” means the city as defined in subsections 125(1) and (2) of the *City of Toronto Act*, 2006, S.O. 2006, c.11, Schedule A (“*COTA*”), as amended and contained within the geographical boundaries of Steeles Avenue, south to Lake Ontario and between the east side of Etobicoke Creek and Highway 427, over to the west side of the Rouge River and Rouge Park.

“**Claims**” has the meaning as set out in section 15.4 of this Agreement.

“Code of Conduct” means the written direction that the TTC shall have in accordance with sections 4.23 and 7.3 of this Agreement and the *CSPA* setting out the roles and responsibilities of the Special Constables.

“Complaint” means a written and signed allegation from:

- a) a member of the public concerning the conduct of a Special Constable;
- b) a member of the public concerning the policies of, or the services or programs provided by, the TTC with respect to Special Constables;
- c) sources internal to the TTC concerning the conduct of a Special Constable; or
- d) sources internal to the Service concerning the conduct of a Special Constable.

“Complaints Investigation Procedure” means the complaint investigation procedure developed in accordance with Article 11 and Schedule “D” of this Agreement.

“Equipment” means the equipment and vehicles used by Special Constable in the performance of their duties, as identified in Article 12 of this Agreement.

“Fresh Pursuit” has the meaning as set out section 6.9 of this Agreement.

“Initial Term” has the meaning as set out in section 6.1 of this Agreement.

“Indemnified Parties” has the meaning as set out in sections 15.4 of this Agreement.

“Minister” means the Minister of Community Safety and Correctional Services or any other Minister responsible for special constables under the *CSPA*.

“Ministry” means the Ministry of the Minister or any other ministry responsible for Special Constables under the *CSPA*.

“Officer-in-Charge” means the officer for the time being in command of the Service responsible for the lock-up or other place to which an accused is taken after arrest or a peace officer designated by them for the purposes of this Part who is in charge of that place at the time an accused is taken to that place to be detained in custody.

“Parties” means collectively the Board and the TTC, and **“Party”** means either the Board or the TTC.

“Renewal Term” has the meaning set out in section 6.1 of this Agreement.

“Schedules” means the following Schedules to this Agreement:

- Schedule “A” – TTC Special Constable Acknowledgment Form;

- Schedule “B” – Training Requirements;
- Schedule “C” – Response and Reporting Requirements;
- Schedule “D” – Complaints Investigation Procedure Criteria; and
- Schedule “E” – Directing Traffic Guidelines.

“Service” or “TPS” means the Toronto Police Service.

"Special Constable Liaison Office" means the liaison officer(s) designated by the Chief pursuant to section 2.4 of this Agreement.

“Training Requirements” means the mandatory training courses developed by the TTC for Special Constables in accordance with Article 13 and Schedule “B” to this Agreement and the training required by the *CSPA*.

“TTC Property” means all lands, facilities, structures and vehicles owned, leased, occupied or maintained by the TTC in the City of Toronto.

“Special Constable” means a person who has been appointed by the Board as a Special Constable for TTC in accordance with section 92 of the *CSPA* with powers and duties as set out in the appointment and this Agreement.

Any technical term used in this Agreement that is not defined will have the generally accepted policing or technical meaning given to such term.

- 1.2 The division of this Agreement into Articles, Sections, Schedules (A – E) and the insertion of headings are for convenience and reference only and shall not affect the construction or interpretation of this Agreement.
- 1.3 In this Agreement, words in the singular include the plural and vice versa and words in one gender include all genders and **"includes"** or **"including"** mean **“including without limitation”** and is not to be construed as limiting any general statement which it follows to the specific or similar items or matters immediately following it.
- 1.4 This Agreement, including all Schedules and Attachments hereto, constitutes the entire agreement between the Parties pertaining to the subject matter hereof and supersedes all prior agreements, understandings, negotiations and discussions, whether oral or written, of the Parties and there are no representations, warranties, conditions or other agreements between the Parties in connection with the subject matter hereof except as specifically set forth herein.
- 1.5 This Agreement shall be governed by and construed in accordance with the laws of the Province of Ontario and the federal laws of Canada applicable therein.

ARTICLE 2 - ADMINISTRATION OF AGREEMENT

- 2.1 (a) If this Agreement is breached by the TTC and such breach is not rectified to the

satisfaction of the TPS within thirty (30) days after written notice of such breach is given by the TPS to the TTC, the Board may:

- (i) amend the certificate of appointment issued by the Board for any Special Constable, either individually or collectively as the case may be, in accordance with section 93 of the *CSPA*;
 - (ii) suspend or terminate the Special Constable appointment of any Special Constable, either individually or collectively as the case may be, subject to the requirements set out in section 94 of the *CSPA*; and
 - (iii) terminate this Agreement.
- (b) If this Agreement is breached by a Special Constable, the Board may suspend or terminate their appointment immediately, subject to the requirements set out in section 94 of the *CSPA*.
- 2.2 This Agreement may be amended from time to time by written consent of the Parties.
- 2.3 For the purposes of the administration of this Agreement, the Board may designate the Chief to perform some or all of the Board's administrative functions under this Agreement, and will notify the TTC accordingly.
- 2.4 The Chief may designate one or more members of the Service as Special Constable Liaison Officers with respect to one or more operational aspects of this Agreement as specified from time to time, and will notify the TTC accordingly.
- 2.5 For the purposes of the administration of this Agreement, the TTC may perform some or all of the TTC's administrative functions under this Agreement, and will notify the Board accordingly.
- 2.6 The TTC may designate one or more members of the TTC as a liaison officer with respect to one or more operational aspects of this Agreement as specified from time to time, and will notify the Chief accordingly.
- 2.7 The Board, or its designate, may audit the TTC in order to ensure compliance with the terms and conditions of this Agreement and any appointment of a Special Constable. The compliance audit shall be conducted in a manner that minimizes disruptions to the TTC's operations.
- 2.8 Should any dispute arise between the TTC and the Service in respect to the administration of this Agreement delegated by the Board and the TTC pursuant to this Article, it shall be resolved by discussion between their respective liaison officers, failing which it will be referred to the Chief and the TTC for resolution.
- 2.9 The TTC and the Board acknowledge and agree that the TTC currently operates facilities in

areas outside the City of Toronto and that nothing in this Agreement shall prevent the TTC from applying to other police service boards to confer special constable authority on a Special Constable with respect to areas outside the City of Toronto. This Agreement shall not apply to activities undertaken by the TTC or Special Constables which are outside the City of Toronto and governed by another agreement with a police service board.

ARTICLE 3 - NUMBER OF SPECIAL CONSTABLES AND CANDIDATES
FOR THE APPOINTMENT OF TTC SPECIAL CONSTABLES

- 3.1 The Parties agree that the total number of special constables that the TTC intends to employ as Special Constables shall be in accordance with the authorization issued by the Minister.
- 3.2 The TTC agrees that it shall adhere to the authorization issued by the Minister for the number of Special Constables in TTC's employ and the TTC shall provide the TPS with a copy of the Minister's authorization, and any amendments to it.
- 3.3 If the TTC determines that it requires an increase to the number of Special Constables in its employ, the TTC shall submit an amended application to the Minister in accordance with the *CSPA*.
- 3.4 The TTC shall ensure that all candidates for appointment as Special Constables meet all of its own internal selection criteria for employment and the requirements of the *CSPA* before it offers the candidate for consideration for appointment.
- 3.5 In addition to section 3.4 of this Agreement, the TTC shall not put candidates forward to the Board for appointment or reappointment as a Special Constable unless the TTC is authorized as a Special Constable employer, if so required, in accordance with the *CSPA*. The TTC shall only put candidates forward to the Board for appointment or reappointment as Special Constables in accordance with the terms and conditions of the TTC's authorization as a Special Constable employer, and shall notify the Board should the terms and conditions of the TTC's authorization as a Special Constable employer change at any time during the Initial Term or any Renewal Term.
- 3.6 At the recommendation of the Chief, the Board may appoint an applicant who has been put forward by the TTC for appointment as a Special Constable in accordance with the *CSPA*, and who has met the qualifications set out in this Agreement.
- 3.7 Notwithstanding any of the foregoing, the term of appointment for any individual as a Special Constable made under this Agreement prior to the *CSPA* coming into force shall not run longer than the term permitted under subsection 92(12) of the *CSPA*.

- 3.8 The TTC shall ensure each Special Constable is aware of and understands the provisions of this Agreement relating to their powers and duties as a Special Constable and is provided with a copy of the Agreement and the Schedules and shall complete the Acknowledgement Form appended to this Agreement as Schedule “A”.
- 3.9 When considering an applicant as a new hire to the TTC as a Special Constable, the TTC shall refrain from hiring an applicant, or providing an applicant with an offer of employment, or providing the applicant with a conditional offer of employment, prior to the completion of a Service background investigation conducted by the Service on behalf of the TTC.
- 3.10 For greater clarity, offers of employment or conditional offers of employment referred to in section 3.9 of this Agreement, shall only be provided by the TTC to applicants who have successfully passed a Service background investigation and in accordance with Article 4 of this Agreement.

ARTICLE 4 - APPOINTMENTS AND BACKGROUND INVESTIGATIONS PROCESS

- 4.1 The TTC shall, at its own expense, conduct or cause to be conducted for each applicant such background investigations and tests as the Board requires to determine the suitability of the applicant to be a special constable.
- 4.2 In addition to the requirements as set out in section 3.4 of this Agreement, the TTC must be satisfied with the good character, reputation, and suitability of each applicant before their candidacy for appointment as a special constable is considered. To be considered for appointment, an applicant must:
- (a) be an employee of the TTC (where an applicant is already an employee of the TTC and they wish to now apply to be a TTC Special Constable) or be offered employment as a Special Constable by the TTC;
 - (b) have passed all background investigations, and security clearances conducted by or on behalf of the TTC and/or the Service, as applicable;
 - (c) successfully complete all training provided by or through the TTC for applicants, including the training identified in Schedule “B”, as amended from time to time; and
 - (d) meet the requirements of the *CSPA*, including any prescribed training or other requirements.
- 4.3 The TTC shall ensure that the Service’s background investigation process is included as part of the TTC’s competitive hiring process, in conjunction with the TTC’s other standards when considering employment.

- 4.4 If the results of the background investigations for an applicant are unsatisfactory to the TTC, the TTC shall not put forward that applicant for appointment as a Special Constable to the Chief for recommendation, or to the Board for approval.
- 4.5 The Board may choose not to appoint an applicant as a Special Constable if the results of the background investigations for that applicant are unsatisfactory to the Board, in its sole and unfettered discretion.
- 4.6 The TTC agrees that all requests for the detailed results of the Service's background investigation on an applicant will be denied and the TTC shall advise the applicant if they were successful or unsuccessful in the applicant process.
- 4.7 The Board and the TTC shall each be responsible for maintaining all documentation and information relating to the application and appointment of Special Constables, in accordance with all applicable privacy legislation.
- 4.8 As part of its background investigation of an applicant, the TTC will require applicants to complete the Preliminary Background Questionnaire ("PBQ"), and any other related background documentation that the Board requires to be completed in the Board's unfettered discretion, and the TTC will adhere to the following guidelines in administering the PBQ to enhance the integrity of applicant information:
- The TTC shall appoint one or more employees who will be responsible for the administration of the application process relating to the PBQ who will be trained by the Service (the "Applicant Administrators").
 - Only Applicant Administrators trained by the Service shall conduct the application process.
 - An Applicant Administrator shall ensure that the candidates complete the appropriate paperwork themselves.
 - Any questions from the candidate shall only be answered by an Applicant Administrator.
 - An Applicant Administrator shall supervise a candidate at all times during the completion of the application paperwork.
 - When the candidate has completed all of the application paperwork, an Applicant Administrator shall review the documents for completeness, accuracy, and legibility.
 - An Applicant Administrator shall ensure that the candidate understands and signs the Service waiver form authorizing a background investigation to be conducted.
- 4.9 The Service shall provide the TTC with a copy of the complete application form, Service guidelines and PBQ.
- 4.10 The TTC shall not use the Service's PBQs or any other Service records for any purpose other than what is intended in this Agreement.

- 4.11 The TTC shall not screen out applicants based on the information contained in a PBQ.
- 4.12 The TTC shall retain and/or purge all PBQs and related documentation for applicants in accordance with law applicable to the TTC and their policies and/or procedures.
- 4.13 The TTC shall provide to the Board for consideration in respect of each applicant:
 - (a) the results of its background investigations set out in section 4.1 of this Agreement;
 - (b) completed waivers and consent forms signed by the applicant to authorize such background investigations; and
 - (c) written confirmation of the applicant's successful completion of the Ministry required training, as outlined on the application or any training requirements in the *CSPA*, and prior to the applicant's appointment.
- 4.14 The Board may request such further or other information as it requires in respect of an applicant and the TTC shall provide such information if requested.
- 4.15 The TTC undertakes that it will make best efforts to ensure that all information provided for the Board to consider regarding an applicant shall be true, accurate and reliable.
- 4.16 Subsequent to the submission of the materials as set out in section 4.13 of this Agreement, the TTC shall:
 - (a) provide to the Board any up-dated, or material, information the TTC receives about an applicant, as it is received;
 - (b) advise if any of the previously submitted information about an applicant is/was inaccurate; and/or
 - (c) advise if an applicant no longer wishes to proceed further in the process.
- 4.17 If any misrepresentation or omission is discovered by the Board to have been made in connection with any applicant, including the answers supplied to the background investigations referred to in this Article, whether or not the TTC was aware of the misrepresentation or omission at the time of making the request for appointment or providing the information to the Chief or the Board, the Board may immediately suspend or terminate the appointment of that Special Constable subject to the requirements set out in section 94 of the *CSPA*.
- 4.18 The TTC shall be solely responsible for all expenses associated with the application and appointment process.
- 4.19 The Service may recover costs from the TTC for any background investigation conducted by the Service concerning an applicant or a Special Constable provided that the Service

gives the TTC at least thirty (30) days' notice containing an estimate of those costs and allows the TTC an opportunity to raise any concerns it may have regarding the estimated costs.

- 4.20 The TTC may elect to withdraw the applicant from consideration for appointment or re-appointment. In such event, the TTC will provide the Service with written notice of such withdrawal and the Service shall not proceed with the background investigation or be entitled to recover any costs from the TTC with respect to such background investigation where such investigation has not commenced.
- 4.21 The TTC shall administer oaths or affirmations of office and secrecy for all Special Constables, as required by the Ministry and in accordance with subsection 95(4) of the *CSPA* and related regulations.
- 4.22 The TTC shall advise the Board forthwith, in writing, when an individual that has been appointed as a special constable pursuant to this Agreement:
- (a) ceases to be employed by the TTC;
 - (b) is no longer employed within the TTC's Special Constable Service (or any other successor unit, department or group responsible to provide law enforcement and security functions within the TTC); or
 - (c) is suspended from performing their duties as a Special Constable.
- 4.23 In addition to the Code of Conduct for Special Constables in accordance with Ontario Regulation (O Reg) 410/23, the TTC shall have a Code of Conduct setting out the roles and responsibilities of a Special Constable which shall require a Special Constable to comply with the terms and conditions of this Agreement and the Code of Conduct. A copy of the Code of Conduct shall be provided to each Special Constable and to the Board.

ARTICLE 5 - RE-APPOINTMENT PROCESS

- 5.1 For all Special Constables, the TTC shall initiate both the re-appointment and background investigation process six (6) months prior to the expiry of the current status of a Special Constable.
- 5.2 All re-appointment requests shall be submitted to the Service's Special Constable Liaison Officer and shall include the following:
- Special Constable renewal waiver;
 - completed PBQ (as set out in section 4 of this Agreement);
 - copy of driver's license (for background check).

Omission of any of the items shown in this section 5.2, may result in delays in the Service conducting its background investigation on the Special Constable.

- 5.3 The Parties agree that in the absence of an existing agreement, no Special Constable status will be granted to any TTC candidates and if a candidate is not an employee of the TTC, no Special Constable status will be granted, pursuant to subsection 92(11) of the *CSPA*.

ARTICLE 6 - PERIOD, AREA AND PURPOSE OF APPOINTMENT

- 6.1 This Agreement commences on the date of its final execution by the Parties and continues for a period of five (5) years (the “Initial Term”) and shall automatically renew, on the same terms, or as modified in writing by the Parties in accordance with its terms, for successive five (5) year terms (the “Renewal Terms”) unless terminated by one of the Parties upon ninety (90) days written notice to the other Party (collectively the “Term”).
- 6.2 Not less than six (6) months prior to the end of the Initial Term and Renewal Terms, respectively, the Service and the TTC will work collaboratively to conduct a review of this Agreement and the Special Constables, including, but not limited to, the TTC Special Constable strength, complaints and the TTC’s Special Constable Service.
- 6.3 The Ministry may be notified of the termination of this Agreement as soon as is reasonably practicable.
- 6.4 The Board considers it appropriate that a Special Constable who is performing the normal duties of a Special Constable,
- (i) has, in relation to an offence under any other "Act or regulation" the powers and obligations of a peace officer under sections. 495 to 497 of the *Criminal Code* apply to the Special Constable as if they are a peace officer,
 - (ii) has the powers of a police officer for the purposes of sections 16 and 17 of the *Mental Health Act*, R.S.O. 1990, c. M.7, as amended,
 - (iii) has the powers of a police officer for the purposes of subsections 31(2), 42(2), 43(2), 48(1), 61(1) and (2), and 62 of the *Liquor Licence and Control Act*, S.O. 2019, c. 15, Sched. 22, as amended,
 - (iv) has the powers of a police officer for the purposes of sections 9 and 10 of the *Trespass to Property Act*, R.S.O. 1990, c. T.21, as amended, and
 - (v) has the powers of a police officer for the purposes of subsections 134(1), 134(2) and 134.1(1) of the *Highway Traffic Act*, R.S.O. 1990, c. H.8.
- 6.5 Prior to any Special Constable exercising any authority under the *Highway Traffic Act*, every Special Constable will:
- (a) be provided with the necessary practical training in the direction of traffic as outlined in Schedule “B” to this Agreement.

- (b) utilize the current guidelines for directing traffic utilized by the Service, as identified in Schedule “E” to this Agreement.
- 6.6 A Special Constable may not use any power conferred on that Special Constable pursuant to section 92 of the *CSPA* for the enforcement of the *Criminal Code* for the sole purpose of looking for evidence of a criminal offence.
 - 6.7 A Special Constable shall only use the powers conferred on the Special Constable while in uniform.
 - 6.8 Except where there are circumstances giving rise to a Fresh Pursuit, the powers conferred by way of this Agreement only extend to TTC Property under control of the TTC and situated within the boundaries of the City of Toronto.
 - 6.9 A Special Constable is in Fresh Pursuit of a person where,
 - (a) a Special Constable is proceeding to lawfully arrest a person whom they find committing an offence for which that person may lawfully be arrested pursuant to section 495 of the *Criminal Code* and the person takes flight or otherwise escapes lawful custody; or,
 - (b) a Special Constable believes on reasonable grounds that,
 - (i) a person may lawfully be arrested pursuant to section 495 of the *Criminal Code*, or is a person who is to be, or, is being, lawfully arrested pursuant to section 495 of the *Criminal Code*, takes flight to avoid arrest, and
 - (ii) a person is escaping from and is freshly pursued by persons who have lawful authority to arrest that person.
 - 6.10 A Special Constable who is in Fresh Pursuit of a person, may pursue that person off TTC Property, within the City of Toronto and arrest that person after the person takes flight, or otherwise escapes lawful custody, and the Special Constable retains the powers conferred by their appointment as a Special Constable in accordance with this Article in relation to that person. At no time may a Special Constable engage in a motor vehicle pursuit.
 - 6.11 Where a young person within the meaning of the *Youth Criminal Justice Act*, S.C. 2002, c. 1 as amended, (the *YCJA*) is dealt with by a Special Constable in the course of carrying out their duties, all provisions of the *YCJA* apply. Nothing within this Agreement affects or changes the statutory requirements and obligations of the *YCJA* in relation to young persons.

ARTICLE 7 - ACCOUNTABILITY AND RISK MANAGEMENT

- 7.1 The TTC shall be accountable to the Board for all actions taken in relation to the exercise of the powers granted by this Agreement by both the TTC and the Special Constables.

- 7.2 The TTC shall ensure that Special Constables comply with the applicable sections of the *CSPA*, relating to their appointment as a Special Constable, the applicable regulations thereunder, all internal policies and procedures of the TTC, and all Service policies, standards, and procedures applicable to the duties, powers, and responsibilities of Special Constables as provided to the TTC in accordance with this Article, including any directives or policies of the Board for any Special Constable appointed by the Board.
- 7.3 At all times during the Term, the TTC shall maintain adequate and effective supervision of any employee who has been appointed as a Special Constable by the Board pursuant to this Agreement. The TTC shall, at a minimum, establish and maintain:
- (a) written policies and procedures with respect to the duties, powers and responsibilities of Special Constables;
 - (b) a Code of Conduct for Special Constables, as described in section 4.23 of this Agreement;
 - (c) a written procedure for supervising and evaluating Special Constables' exercise of powers; and
 - (d) a complaints process regarding all matters relating to the conducts of special constables; and,
 - (e) a written investigation and disciplinary process regarding all matters relating to any allegation of improper exercise of any power or duty of a Special Constable as granted pursuant to this Agreement.
- and any other documentation or other requirements in accordance with the *CSPA*. Copies of all materials identified in this section shall be provided to the Service and the Board.
- 7.4 The TTC shall ensure that a Special Constable, or an employee of the TTC, does not harass, coerce or intimidate, or attempt to harass, coerce or intimidate, any other person in relation to a Complaint made or investigated by the Service or the TTC.
- 7.5 The TTC and Special Constables shall cooperate with the Service in any matter where a Special Constable has been involved in an investigation.
- 7.6 The TTC and Special Constables shall cooperate with the Service and the Special Investigations Unit (SIU) in any matter where the SIU has invoked its mandate and a Special Constable has been designated as a material witness, or the procedural requirements of the *CSPA*.
- 7.7 The TTC and Special Constables shall cooperate with the Service, the Complaints Director, or the Inspector General as required under subsection 98(5) of the *CSPA*.

**ARTICLE 8 - TRANSPORTATION OF PERSONS
DETAINED IN CUSTODY AND PROPERTY SEIZED AS EVIDENCE**

- 8.1 When a Special Constable arrests an individual or has an individual in custody, a Special Constable shall report the incident to the Service utilizing the then current reporting process utilized by the Service as identified in Schedule "C" to this Agreement. The Special Constable shall submit all necessary written documentation to the Service relating to the incident.
- 8.2 With the authorization of the Officer-in-Charge, or their designate, of the Police Division or Unit of the Service where the person is arrested, the Special Constable may transport the individual arrested or in custody to a police facility, medical facility, or as otherwise directed by the Officer-in-Charge, or their designate. No person arrested shall be transported by the Special Constable without the authority of the Officer-in-Charge, or their designate.
- 8.3 At no time shall a Special Constable transfer a person in custody to another police service or detention centre, beyond the boundaries of the City of Toronto.
- 8.4 A Special Constable shall transport persons detained in custody according to the Service's policies, standards and procedures referred to in sections 10.1 and 10.2 of this Agreement.
- 8.5 Property seized from persons in custody or as evidence by a Special Constable shall be turned over to the Service if the person from whom it was seized is being held in custody by the Service, or, if the Service is taking over the investigation of the offence, subject to the direction of the Officer-in-Charge, or their designate, who has oversight of the investigation.
- 8.6 The Special Constable shall obtain direction from the Officer-in-Charge, or their designate, for property seized from persons in custody or as evidence by a Special Constable that is not to be turned over to the Service. For property seized that is not to be turned over to the Service, it shall be stored, preserved, and disposed of by the TTC in a manner consistent with the Service's policies and procedures for such property.
- 8.7 Special Constables shall not seize evidence, unless the seizure of the evidence is related to the exercise of their authority and/or such seizure is required to prevent the evidence from being lost, damaged, or destroyed.

ARTICLE 9 - INCIDENT RESPONSE

- 9.1 The TTC recognizes that the Service has responsibility for responding to and investigating criminal occurrences on, or in relation to, TTC Property, including all actual or potential incidents of violence involving weapons and all violent incidents where an injury has occurred or is likely to occur.
- 9.2 Subject to the powers granted to a Special Constable, as set out in section 6.4 of this

Agreement, and in accordance with O Reg 396/23, or any subsequent amendments made to O Reg 396/23, in the performance of their duties set out in this Agreement, a Special Constable shall:

- (a) provide security relating to TTC Property.
- (b) assist police officers in performing policing functions in relation to TTC Property, including assisting with investigations into criminal offences or missing persons.
- (c) for the purposes of section 9.2 (b) of this Agreement, assist with investigations may include,
 - i. interviewing members of the public regarding alleged offences or missing persons,
 - ii. detaining, arresting or releasing individuals while acting under the direction of a police officer,
 - iii. securing or preserving evidence under the direction of a police officer,
 - iv. seizing or storing evidence under the direction of a police officer,
 - v. securing crime scenes, and
 - vi. storing or processing evidence under the direction of a police officer.
- (d) prepare and serve summonses or other legal documents.
- (e) execute warrants or other court orders on TTC Property.
- (f) lay charges while acting under the direction of a police officer.
- (g) swear information.
- (h) direct traffic on TTC Property.
- (i) subject to section 9.2 (j) of this Agreement, perform law enforcement functions in relation to an incident on TTC Property while not acting under the direction of a police officer.
- (j) a Special Constable performing law enforcement functions in relation to an incident in accordance with section 9.2 (i) of this Agreement, shall transfer responsibility for law enforcement functions in relation to the incident to a member of the police service responsible for the area in which the incident occurred,
 - i. promptly where a person has been arrested or detained,
 - ii. in relation to an investigation other than an investigation into a breach of a municipal by-law or a provincial offence that may be prosecuted under Part I of the *Provincial Offences Act*, R.S.O. 1990, c. P.33 after interviewing any involved persons and collecting any evidence that may be collected without a warrant, and
 - iii. in all other circumstances, in accordance with any requirements set out in

the procedures governing the performance of the duties of a Special Constable that are established pursuant to this Agreement.

- (k) perform policing functions, other than law enforcement functions, that do not otherwise fall within a purpose for which the Special Constable may act as a Special Constable in relation to incidents that require a policing response and that occur on TTC Property, until members of a police service are able to respond to the incident.

9.3 Notwithstanding section 9.2 (j)(ii) of this Agreement, a police officer shall always have control of the incident or investigation, unless the Officer-In-Charge, or their designate, directs a Special Constable to do otherwise.

9.4 Incidents listed in section 9.5 of this Agreement shall forthwith be reported to the Service by a Special Constable and a police officer requested to attend to commence an investigation.

9.5 A Special Constable must request police attendance in the circumstances identified below. Where a police officer is unable to attend, the Special Constable shall forthwith contact the Service's Officer-In-Charge, or their designate, of the Police Division in which the incident occurred and follow that Officer's direction:

- All serious offences, which offences are defined as any offence under any Act or regulation for which the maximum period of punishment is imprisonment for five years or more;
- Any crime in relation to a child or youth under the age of 18 including sexual, and physical abuse, child pornography and abduction;
- Any offences of a sexual nature including assault, human trafficking, and sexual services for consideration;
- Proceeds of crime investigations, including stolen or crime vehicles;
- Gambling;
- Elder abuse;
- Gang related investigations;
- Missing persons;
- Where weapons (used in the commission of an offence), explosives or radioactive materials are involved;
- Attempted suicides or unnatural deaths;

- Intimate partner violence;
 - Hate crime;
 - Arson;
 - Any suspicious incidents, including any suspicious incidents that may or may not involve terrorism;
 - Any incident involving a firearm; and
 - Liquor related offences, except for a provincial offence notice.
- 9.6 Every arrest by a Special Constable and every investigation of a criminal offence conducted by a Special Constable shall be reported to the Service by a Special Constable utilizing the current reporting process utilized by the Service as identified in Schedule "C" to this Agreement.
- 9.7 If no member of the Service attends in response to a call:
- (i) if the occurrence is a hybrid offence, as defined in the *Criminal Code*, or an indictable criminal offence, the attending Special Constables shall,
 - (a) if an arrest is made, or an investigation of the offence is commenced, by the Special Constables, inform the Service's Officer-in-Charge, or their designate, of the Police Division in which the incident occurred of the circumstances, and shall follow their instructions, or those of their designate, regarding further investigation or action; or
 - (b) if no further action is required by the Special Constables upon arrival, note and report the incident in accordance with the provisions of section 9.6 of this Agreement.
 - (ii) if the occurrence is not a hybrid offence, as defined in the *Criminal Code*, or an indictable criminal offence, the attending Special Constable(s) shall proceed with the investigation of the occurrence in accordance with the TTC's policies and procedures referred to in section 10.4 of this Agreement, and in accordance with their duties and obligations as set out in this Agreement.
- 9.8 If the Service attends, Special Constables shall inform the first attending police officer of the circumstances, provide assistance and follow their instructions regarding further action.
- 9.9 Each TTC business day, the TTC shall forward to the Service, through the Special Constable Liaison Office, a written report detailing all arrests, investigations, occurrences and instances of traffic direction in which Special Constables have been involved within the

previous twenty-four (24) hour period, including the badge number of any member of the Service consulted by, or giving direction to, Special Constables in respect of any arrest, occurrence, major incident or instances of traffic direction detailed in the report.

- 9.10 The TTC shall require that a Special Constable complete the Service's "Use of Force Report" form, which form is based on the form in the Government of Ontario Central Forms Repository, on every occasion that "use of force" options are exercised in accordance with Service Procedure 15-01, Incident Response (Use of Force/De-Escalation) & Equipment. The use of force reports shall be provided by the TTC to the Service as soon as possible.
- 9.11 The TTC shall ensure that incidents of a criminal nature reported to a Special Constable, if not responded to by Service personnel, are made the subject of a report and submitted to the Officer-in-Charge, or their designate, of the Police Division where the incident occurred.
- 9.12 The TTC shall provide to the Board an annual report with statistical information including information regarding enforcement activities, training, use of force activities, supervision, complaints, and other issues of concern to the Parties and such further categories of information as may be requested by the Board or the Chief, from time to time.
- 9.13 At any time, if requested by the Board, the TTC shall report to the Board on any aspect of this Agreement, including its operation and administration, within the time specified by the Board in such request.

ARTICLE 10 - EXCHANGE OF INFORMATION

- 10.1 All Service policies, standards, and procedures applicable to the duties, powers, and responsibilities of Special Constables, including any directives or policies of the Board generally governing any Special Constables appointed by the Board, in effect as of the date of the execution of this Agreement, shall be forwarded to the TTC by the Board within thirty (30) days of the date of execution of this Agreement.
- 10.2 Prior to any amendment or modification to any policy, standard, or procedure referred to in section 10.1 of this Agreement and applicable solely to the Special Constables, the Board agrees to consult with the TTC.
- 10.3 The Service will provide the TTC with any amended or modified policies, standards, or procedures referred to in section 10.1 of this Agreement on an annual basis or more frequently if required by the amendment or modification.
- 10.4 The TTC's current enforcement policies, rules, standards, and procedures for Special Constables will be provided to the Board and the Service within thirty (30) days of the date of the execution of this Agreement.
- 10.5 The TTC shall consult with the Board and the Service prior to changing its enforcement policies, rules, standards, or procedures for Special Constables and shall forward copies of any such change to the Board and the Service upon its enactment by the TTC.

- 10.6 The TTC and the Service shall review all policies, standards, rules or procedures applicable to the duties, powers and responsibilities of the TTC's Special Constables under this Article to ensure that they comply with the requirements of the *CSPA* and its regulations. Should amendments to the policies, standards, rules or procedures be needed to ensure compliance with the *CSPA* and its regulations, the TTC and Service agree that the TTC or Service shall amend them in order to ensure compliance and provide the other Party with notice of any needed amendments and copies of such updated policies, standards, rules or procedures upon enactment or adoption.
- 10.7 For the sole purpose of carrying out their duties under this Agreement, Special Constables may be provided by the Service with such confidential police information requested by them, subject to the unfettered discretion of the Service to refuse to provide some or all such information.
- 10.8 The TTC shall ensure that its Special Constables maintain the confidential nature of the information referred to in section 10.7 of this Agreement and shall comply with the provisions of the *Municipal Freedom of Information and Protection of Privacy Act*, or other applicable privacy legislation, in this regard.
- 10.9 When considering personal information sharing for the purposes of this Agreement, other than as identified in this Agreement, the TTC and the Service will satisfy itself that the sharing is lawful. Where information is sought and received, the disclosing entity will ensure its own lawful authority to share the subject information. Sharing, publication, dissemination, use or disclosure of any shared personal information may only occur with the written consent of the TTC or the Service that originally provided the information or as may be legally required.
- 10.10 Neither Party will disclose any document(s) or property owned by the other Party or that has been prepared by a member of the other Party, unless legally required by due process (summons, subpoena, order, etc.). If one Party is requested to disclose documents or property that is owned by the other Party or prepared by an employee or member of the other Party, the Party receiving the request to disclose the property or document, shall advise the other Party as soon as possible. For the purposes of this section, "Party", when used in respect to the Board, includes the Service.
- 10.11 The Parties recognize the importance of and need for timely and appropriate exchanges of information and agree to inform the other of material matters relevant to this Agreement, not otherwise addressed in this Agreement, as soon as practicable. For the purposes of this section, "Party", when used in respect to the Board, includes the Service.
- 10.12 Without limiting the obligations as set out in section 10.11 of this Agreement, the TTC undertakes to maintain the confidential nature of any Confidential Information obtained through the provisions of any memorandum of understanding as between the Board or the Service and the TTC. For the purpose of this section 10.12, "Confidential Information" means all information or material that is of a proprietary or confidential nature, regardless

of whether it is identified as proprietary or confidential and includes personal information about an identifiable individual, but excludes information that, (a) was already known to the receiving Party prior to the disclosure; (b) is or becomes publicly known through no fault or omission attributable to the receiving Party; (c) is rightfully given to the receiving Party from sources independent of the other Party; (d) is required to be disclosed by law; or (d) is independently developed by a Party without the use of any information provided by the other Party.

- 10.13 The TTC shall not construe the information sharing parameters contained in this Agreement as establishing a general information sharing arrangement between the Parties.
- 10.14 The TTC shall at all times be governed by the provisions of the *Youth Criminal Justice Act* S.C. 2002, c.1. in the management, storage and sharing of information in relation to any young person's records.
- 10.15 No Canadian Police Information Centre ("CPIC") information will be shared under this Agreement to the TTC. The TTC is responsible for entering into a separate agreement with the RCMP for CPIC access.
- 10.16 Unless explicitly set out under this Agreement, information obtained by the TTC or a Special Constable from the Service shall not be used or shared by the TTC for any employment purpose.
- 10.17 With the exception of the existing special constable agreement between the Board and the TTC, this Agreement does not supersede any other memoranda of understanding or agreement(s) already established between the TTC and the Board or the Service.
- 10.18 The Parties agree that nothing in this Agreement, including any omissions, shall be construed to supersede or bypass the requirements of law, specifically the *CSPA* and its regulations.

ARTICLE 11 - INVESTIGATION OF COMPLAINTS

- 11.1 The Parties agree that all Complaints concerning a Special Constable or the TTC regarding subject matter covered by the Agreement shall be investigated in accordance with the *CSPA* and its regulations.
- 11.2 The TTC shall investigate all Complaints in accordance with its Complaints Investigation Procedure, except for Complaints that may constitute criminal conduct or is criminal in nature.
- 11.3 Upon receipt of any non-criminal Complaint concerning the conduct of a Special Constable or the TTC regarding subject matter covered by the Agreement, the TTC shall notify the Service's Special Constable Liaison Office within ten (10) days from the submission of the Complaint.

- 11.4 Subject to section 11.2 of this Agreement, upon receiving a Complaint that may constitute criminal conduct or is criminal in nature concerning a Special Constable, the TTC shall forward the Complaint to the Service's Special Constable Liaison Office immediately from the submission of the complaint and the Service shall investigate the Complaint.
- 11.5 Where a non-criminal Complaint is to be investigated by the TTC, the TTC shall provide the Board with the results of the investigation, in writing, within one hundred and twenty (120) days from the date the Complaint was received by the TTC.
- 11.6 If a Complaint being investigated by the TTC needs to be, at the determination of the TTC, postponed or suspended, the TTC shall provide the Service's Special Constable Liaison Office with notification and details relating to the postponement/suspension, and shall provide the Service's Special Constable Liaison Office with updates on the postponement/suspension of the investigation every thirty (30) days until the postponement/suspension of the investigation ends.
- 11.7 Where a Complaint being investigated by the TTC exceeds one hundred and twenty (120) days, the TTC shall provide the Service with a status update every thirty (30) days, beyond the initial one hundred and twenty (120) days set out in section 11.5 of this Agreement.
- 11.8 Where the TTC's investigation set out in section 11.5 of this Agreement is not completed within two hundred and forty (240) days from the date that the Complaint was received by the TTC, the TTC shall provide the Service's Special Constable Liaison Office with a report of the outstanding investigation. The Special Constable Liaison Office may prepare a board report for the Board.
- 11.9 After review of the board report referred to in section 11.8 of this Agreement, the Board may immediately:
 - (i) grant an extension to the TTC to complete an investigation that has been postponed or suspended, which extension shall not exceed one hundred and twenty (120) days from the date the Board has provided approval to the TTC of the extension;
 - (ii) suspend the appointment process for the TTC Special Constable's until the outstanding Complaint(s) are finalized by the TTC and reported to the Board and the complainant; or
 - (iii) terminate the Agreement, in accordance with section 2.1(a) of this Agreement, if the TTC continues to not comply with the timelines outlined in this section.
- 11.10 Pursuant to section 11.5 of this Agreement, if the TTC has not completed the investigation in one hundred and twenty (120) days, the TTC shall provide the Service's Special Constable Liaison Office with a report of the outstanding investigation. The

Service's Special Constable Liaison Office may prepare a board report for the Board and, after reviewing the board report, the Board may take any of the options set out in section 11.9 of this Agreement.

- 11.11 The TTC shall have a written Complaint Investigation Procedure relating to any Complaint concerning the conduct of a Special Constable or the policies of, or the services or programs provided by, the TTC with respect to Special Constables. The Complaints Investigation Procedure shall be established consistent with the criteria set out in Schedule "D" of this Agreement and this Article and a copy shall be provided to the Service and the Board. The Complaint Investigation Procedure shall include a review process which shall be undertaken by the Office of the Ombudsman of the City of Toronto, or such other independent third party selected jointly by the Parties. The review undertaken under this section 11.11 will be limited to the issue of whether the TTC has complied with the TTC Complaint Investigation Procedure. The TTC Complaint Investigation Procedure shall be made available to the public including through the TTC's public website – www.ttc.ca.
- 11.12 The TTC shall not utilize any third party to conduct investigations outlined in this Article.
- 11.13 At any time, whether before, during or after completion of the TTC's investigation of a Complaint concerning a Special Constable or before the making of any findings on the Complaint investigation by the TTC, the Board, in its sole discretion, may request the Service to undertake an investigation of the Complaint concerning the conduct of a Special Constable.
- 11.14 Subject to any applicable laws, in addition to any findings of misconduct following a Complaint investigation pursuant to sections 11.3 or 11.4 of this Agreement, the TTC shall immediately forward to the Board, for the Board's review and action, any information the TTC receives or has in its possession concerning misconduct or alleged misconduct, including a breach of any provision of this Agreement by a Special Constable whether allegedly committed before or after the date of their appointment as a Special Constable, occurring up to one (1) year prior to the date of their appointment as a Special Constable pursuant to this Agreement and from the date of execution of this Agreement forward, which has not resulted in a Complaints investigation by either the Service or the TTC in accordance with sections 11.3 or 11.4 of this Agreement.
- 11.15 Upon being provided with a finding of misconduct by a Special Constable or a substantiated Complaint regarding the policies of, or the services provided by, the TTC, pursuant to sections 11.3 or 11.4 of this Agreement, or, with information regarding misconduct by a Special Constable, pursuant to section 11.14 of this Agreement, the Service's Special Constable Liaison Office, in consultation with the Service's Professional Standards Unit, shall prepare a report to the Board if the Service deems a suspension or termination of a Special Constable's appointment is required.
- 11.16 After review of the board report referred to in section 11.15 of this Agreement, the Board may immediately:

- (i) suspend or terminate that Special Constable's appointment subject to the requirements set out in section 94 of the *CSPA*; and
 - (ii) in the case of a substantiated Complaint regarding the policies of, or the services provided by, the TTC with respect to Special Constables, terminate the Agreement in accordance with section 2.1(a) of this Agreement.
- 11.17 The Service may recover costs from the TTC for any Complaint investigation conducted by the Service concerning a Special Constable or the TTC provided that the Service gives the TTC at least thirty (30) days written notice containing an estimate of those costs and allows the TTC an opportunity to raise any concerns it may have with the estimated costs.
- 11.18 Special Constables shall, upon becoming aware of the following, notify an immediate supervisor forthwith:
- (a) when they are charged with a provincial offence, other than a violation of the *Highway Traffic Act* for which no power of arrest is provided; or
 - (b) when they are suspected of, under investigation for, or charged with, a criminal offence.
- 11.19 When a supervisor from the TTC is advised of an incident as described in section 11.18 of this Agreement, the supervisor shall ensure that the Service's Special Constable Liaison Office is immediately notified utilizing the reporting requirements in accordance with Article 9.

ARTICLE 12 - IDENTIFICATION, EQUIPMENT AND UNIFORMS **OF TTC SPECIAL CONSTABLES**

- 12.1 Upon the appointment by the Board of a TTC employee as a special constable in accordance with Article 4, the applicant shall be identified as a Special Constable with the powers and duties of a Special Constable under their appointment and this Agreement.
- 12.2 The TTC shall ensure that a Special Constable carries photographic identification at all times while on duty that indicates their status as a Special Constable. The identification shall include:
- (a) the name of the Special Constable;
 - (b) a colour photograph of the Special Constable;
 - (c) clear indication that the identification is issued to a Special Constable with the words "Special Constable" prominently displayed;
 - (d) the appointing authority (Toronto Police Service Board);

(e) signature of the TTC or any TTC designate; and

(f) the expiry date of the Special Constable appointment;

- 12.3 A Special Constable may only be issued with the following equipment by the TTC, in accordance with the *CSPA*, at the time of appointment and after completion of training:

Use of Force:

- a) oleoresin capsicum (OC) spray/foam and holder;
- b) expandable baton and holder;

Optional Equipment to be issued (and only on approval of the Chief of Police):

- c) handcuffs, handcuff pouch and handcuff key;
- d) memobook;
- e) mobile phone;
- f) shoulder flashes;
- g) personal protective equipment, including,
 - i) a whistle;
 - ii) vest, providing full coverage of the upper torso (front, back and over the shoulders) including stripes/bands of retro-reflective performance materials which complies with the requirements of Canadian Standards Association standard *Z96 High-Visibility Safety Apparel* for a Class 2 garment;
 - iii) white gloves;
 - iv) high-visibility gloves;
 - v) flashlight;
 - vi) portable communication device to be used in accordance with the all rules and regulations as set out by the Ministry of Labour, *Occupational Health and Safety Act*, R.S.O., 1990, c O.1.;
 - vii) body armour;
 - viii) body worn camera; and/or
 - ix) in-car camera system.

- 12.4 All Equipment, uniforms and insignia issued to or worn by a Special Constable shall be paid for by the TTC.
- 12.5 All Equipment, uniforms and insignia issued to or used by a Special Constable in the performance of their duties shall comply with the recommendations contained in the *CSPA*, O Reg 86/24 and any other requirements as established by the Board.
- 12.6 No substantial change or modification in any Equipment or uniform will be made without the TTC submitting a written submission to the Service, outlining the reason for the change, and before the request is approved by the Chief.
- 12.7 When an individual's status as a Special Constable has expired, been terminated or suspended, the TTC shall ensure that the individual returns their Special Constable identification to the

TTC.

- 12.8 The TTC shall not display or use the word “police” on any of its vehicles, uniforms, insignia, or other materials. Special Constables shall not identify or otherwise represent themselves to the public as a police officer.
- 12.9 When in uniform and on duty as a Special Constable, a Special Constable is prohibited from identifying themselves as a police officer or in any way portraying themselves as a police officer or as an employee or member of the Toronto Police Service.
- 12.10 Nothing in this Agreement shall be interpreted to deem an applicant or a Special Constable to be an employee or member of the Toronto Police Service.
- 12.11 The identification and equipment of Special Constables as set out under this Agreement shall run congruently with the identification of special constables under the *CSPA*.
- 12.12 All vehicles used by Special Constables in the performance of their duties outlined in this Agreement, shall be decal in accordance with specifications in the *CSPA*.

ARTICLE 13 - TRAINING

- 13.1 The TTC is, and shall remain, responsible for the training of applicants and Special Constables in accordance with training standards prescribed by the Service, as modified from time to time, with the approval by the Board, for Special Constables based on their duties, powers, and responsibilities. The minimum Training Requirements are more particularly set out in Schedule “B”.
- 13.2 The TTC shall ensure that Special Constables complete all provincially mandated training that is not already included in this Agreement.
- 13.3 Every applicant being considered for appointment as a special constable shall be trained, and every Special Constable shall remain trained, in all components of their duties, powers, and responsibilities in accordance with the Training Requirements. Each applicant and Special Constable shall have successfully completed the Training Requirements.
- 13.4 The TTC shall inform the Board and the Service of changes and updates to the Training Requirements, which information shall include a detailed explanation and rationale as to the change and update to the Training Requirements, and, provided the Board has approved such changes and updates, the TTC shall forthwith provide such modified or additional training to its applicants and Special Constables.
- 13.5 All costs and expenses associated with the training of applicants and Special Constables shall be paid for by the TTC.
- 13.6 With the exception of provincially mandated training, where an applicant or Special Constable provides evidence, satisfactory to the Board, that the applicant or Special

Constable has already completed some or all of Training Requirements, the Board will consider if an applicant or Special Constable needs to repeat the training based on their duties, powers and responsibilities as a Special Constable.

- 13.7 The TTC shall designate an employee as a Training Liaison, who shall be responsible for ensuring training is conducted in relation to any changes in legislation, Service rules, governance, the Service's reporting process and upgrades to reporting mechanisms.
- 13.8 The Service may recover costs from the TTC for any in-class and practical training provided by the Service to Special Constables specific to the *Highway Traffic Act* powers granted to Special Constables under this Agreement, provided that the Service gives the TTC at least thirty (30) days' notice containing an estimate of those costs and allows the TTC an opportunity to raise any concerns it may have regarding the estimated costs.

ARTICLE 14 - MEDIA AND COMMUNICATIONS

- 14.1 Special Constables, or any representative of the TTC, shall refrain from commenting to the media on any matter involving the exercise of a Special Constable's duties and obligations, as set out in this Agreement, without first contacting the TTC's Media Relations. "Commenting to the media" includes conducting news conferences and interviews, issuing news releases and the use of social media such as blogs, social networking sites or any other similar platform.
- 14.2 The TTC's Media Relations will consult with the Service's Corporate Communications Unit before the release of any comment to the media on any matter involving the exercise of a Special Constable's duties and obligations, as set out in this Agreement.
- 14.3 The TTC shall ensure that a Special Constable's use of social media will be in accordance with Service Procedure 17-13 – Social Media.

ARTICLE 15 - INSURANCE AND INDEMNITY

- 15.1 At all times during the Term, the TTC agrees to provide and maintain in force, at its own expense, a minimum of \$5,000,000.00 per occurrence limit of Commercial General Liability insurance coverage, and shall file with the Board a certificate of insurance.
- 15.2 The insurance policy maintained by the TTC in accordance with section 15.1 of this Agreement shall include the following:
 - (i) name the Board, the Service (including the Chief and all members of the Service), the Province of Ontario and the Minister as additional insureds;
 - (ii) personal injury liability; a cross-liability/severability of interest; broad form contractual liability; contingent employer's liability; and non-owned automobile liability; and

- (iii) the insurer will endeavour to provide thirty (30) days' prior written notice of cancellation to the Board.

At the expiry date of the policy, the TTC shall provide a certificate evidencing renewal or replacement to the Board prior to the expiration date of the original policies, without notice or request by the Board.

- 15.3 The Board acknowledges and agrees that the deductible amounts of the insurance policies as noted above shall be borne by the TTC.
- 15.4 The TTC shall indemnify and save and hold harmless the Board, the Chief, the Crown in Right of Ontario, and all members of the Service (the "Indemnified Parties") from and against all loss, liability, damage, expenses or costs (the "Claims") which the Indemnified Parties or any of them may incur arising out of or related to the activities of the TTC and its employees appointed as Special Constables, save and except to the extent that any Claims arise from the negligent act or omission of any of the Indemnified Parties.
- 15.5 If any of the Indemnified Parties are, without liability on their part, made a party to any litigation commenced by or against the TTC and/or the TTC's said employees (excepting litigation commenced by the TTC against the Board) the TTC shall,
 - (i) protect, indemnify and hold harmless the Indemnified Parties; and
 - (ii) pay all costs, expenses and reasonable legal fees that may be incurred by any of the Indemnified Parties in enforcing the terms, covenants and conditions of this Agreement, unless a court shall decide otherwise.
- 15.6 The provisions of sections 15.4 and 15.5 of this Agreement shall survive the termination or expiry of this Agreement.

ARTICLE 16 - NOTICE

- 16.1 Any notice, demand or other communication (in this section 16.1, a "notice") required or permitted to be given or made hereunder shall be in writing and shall be sufficiently given or made if:
 - (a) delivered in person during normal business hours on a business day and left with a receptionist or other responsible employee of the relevant Party at the applicable address set forth below;
 - (b) sent by prepaid first class mail; or
 - (c) sent by any electronic means of sending messages, including facsimile transmission, which can produce a paper record (in this section 16.1, "Electronic Transmission") during normal business hours on a business day;

in the case of a notice to the Board, to:

Toronto Police Service Board
40 College Street
Toronto, ON M5G 2J3
Attention: Executive Director
Fax No.: 416-808-8082

and, in the case of a notice to the TTC, to:

Toronto Transit Commission
1900 Yonge Street
Toronto, Ontario M4S 1Z2
Attention: General Counsel
Email: Michael.Atlas@ttc.ca
Phone No.: 416-393-3854

Each notice sent in accordance with this section 16.1 shall be deemed to have been received:

- (a) on the day it was delivered;
- (b) at start of business on the third business day after it was mailed (excluding each business day during which there existed a general interruption of postal services due to strike, lockout or other cause); or
- (c) on the same day that it was sent by Electronic Transmission or at the start of business on the first business day thereafter if it was sent after 4:00 pm or if the day on which it was sent was not a business day.

Either Party may change its address for notice by giving notice to the other Party (as provided in this section 16.1).

ARTICLE 17 - GENERAL PROVISIONS

- 17.1 If any of the provisions or part thereof contained in this Agreement is found by a court of competent jurisdiction to be invalid, illegal or unenforceable in any respect, the validity, legality or enforceability of the remaining provisions or parts thereof contained herein shall not be in any way affected or impaired thereby.
- 17.2 No supplement, modification or termination of this Agreement shall be binding unless executed in writing by the Party to be bound thereby.
- 17.3 No waiver of or consent to depart from the requirements of any provision of this Agreement shall be binding against either Party unless it is in writing and is signed by the Party giving it. Such waiver or consent shall be effective only in the specific instance and for the specific purpose for which it has been given and shall not be deemed or constitute a waiver of any other provisions (whether or not similar) nor shall such waiver constitute

a continuing waiver unless otherwise expressly provided. No failure on the part of either Party to exercise, and no delay in exercising, any right under this Agreement shall operate as a waiver of such right. No single or partial exercise of any such right shall preclude any other or further exercise of such right or the exercise of any other right.

- 17.4 This Agreement may be executed in any number of counterparts. Either Party may send a copy of its executed counterpart to the other Party by facsimile transmission or by email in .pdf format instead of delivering a signed original of that counterpart. Each executed counterpart (including each copy sent by facsimile transmission or email) shall be deemed to be an original; all executed counterparts taken together shall constitute one agreement.

IN WITNESS WHEREOF the parties have executed this Agreement.

) **TORONTO POLICE SERVICE BOARD**
)
)
)
) Per: _____
)
)
) **TORONTO TRANSIT COMMISSION**
)
)
)
) Per: _____

**SCHEDULE “A” – TTC SPECIAL CONSTABLE
ACKNOWLEDGEMENT FORM**

In accordance with the Agreement between:

TORONTO POLICE SERVICE BOARD

- and -

TORONTO TRANSIT COMMISSION

I acknowledge that:

1. The Toronto Transit Commission (“TTC”) has submitted my name to the Toronto Police Service Board (the “Board”) for appointment as a special constable in accordance with section 92 of the *Community Safety and Policing Act, 2019*, S.O. 2019, c. 1, Sched. 1 (“CSPA”), to assist in carrying out the duties of a TTC Special Constable.
2. The TTC has provided me with a copy of the Agreement between the TTC and the Board as it relates to my appointment as a TTC Special Constable.
3. The TTC has provided me with a copy of the TTC’s Code of Conduct as it relates to the roles and responsibilities of a TTC Special Constable.
4. The TTC has notified me of my responsibilities regarding the powers and duties assigned to me as a TTC Special Constable and my obligation to adhere to the terms and conditions of the Agreement between the TTC and the Board.
5. I am aware of the obligations under the *CSPA* and its regulations as they relate to the functions, obligations and duties of a TTC Special Constable.

Name of Applicant

Date

Witness

Date

**SCHEDULE “B”- TRAINING REQUIREMENTS
(ARTICLE 13)**

TRAINING

- B.1 The TTC shall ensure every applicant and every Special Constable is trained to standards prescribed by the Service, and the requirements of the Ministry, in order to fulfill the duties, powers and responsibilities of a Special Constable. The TTC shall further ensure that every applicant and every Special Constable is trained in accordance with the requirements of the *CSPA*.
- B.2 The TTC shall submit annually to the Special Constable Liaison Office of the Service a copy of course outlines, course curricula and, when requested by the Service, lesson plans and course instructors' curriculum vitae. The Service's Toronto Police College (“TPC”) will review these materials to ensure that the training being provided by the TTC to applicants and Special Constables complies with the training standards prescribed by the Service and the requirements of the *CSPA*. Where the training standards prescribed by the Service and the requirements of the *CSPA* are in conflict with the *CSPA*, the Parties agree that the requirements of the *CSPA* will govern.
- B.3 The TPC will ensure that the course outlines, course curricula and, when requested, lesson plans and course instructors curriculum vitae, are kept secure with access only to those Service members authorized.
- B.4 Representatives from the Service may, at their discretion, attend in-class academic courses and use of force training sessions in person to offer feedback on training.
- B.5 The Service and the TTC shall seek out opportunities to keep each other updated on changes in training, Service procedures, case law or any other material changes that may have an effect on Special Constables' performance of their duties and responsibilities.
- B.6 The TTC shall notify the Special Constable Liaison Office of any additional training that should be provided to its Special Constables. If, upon reviewing this request for additional training, the Special Constable Liaison Office, in consultation with the TPC, determines the additional training is outside of the scope of the Special Constables' duties and responsibilities, it shall be submitted to the Board for approval.

B.7 The TTC shall ensure every Special Constable is trained in the following topics and which training,

- a) shall be determined in consultation with the Service;
- b) shall be included in the TTC's syllabus, and
- c) may change in accordance with the *CSPA*:

COURSE OFFERINGS
Arrest Authorities
Arrest/Search Incident to Arrest
Canadian Police Information Centre (CPIC) Use
Case Preparation Provincial Offences
Collection of Identifying Information Under Certain Circumstances
Communicable Diseases
Community Mobilization/Community Policing
Controlled Drugs and Substances Act
Crime Scene Management
Criminal Offences
Equity, Inclusion & Human Rights
Persons in Crisis/Mental Health Act
Ethics and Professionalism in Policing
Field Interviewing/Taking Statements
First Aid/CPR
Highway Traffic Act
Introduction to Law
Liquor Licence and Control Act
Memorandum Books/Note-Taking
Occurrence/Report Writing/Field Information Report
Prioritizing De-escalation and De-escalation Techniques
Provincial Offences Act
Radio Communications
Search and Seizure Authorities
Sex Offences
TTC Special Constable Status – Roles & Responsibilities
Taking Statements

Testimony/Criminal/Provincial Justice System/Rules of Evidence
Trespass to Property Act
Use of Force Legislation and Reporting
Vehicle Operations
Young Persons and the Law

INCIDENT RESPONSE TRAINING
Use of Force Authorities
Ontario Public-Police Interactions Training Aid
Conflict Prevention and De-escalation
Passive /Active Restraints
Strikes/Blocks
Baton Training
Escapes From Common Grabs
Ground Defence
Ground Pins
Oleoresin Capsicum (OC) Spray/Foam
Active Attacker Training
Edged Weapon Awareness

**SCHEDULE “C” - RESPONSE AND REPORTING REQUIREMENTS
(ARTICLE 9)**

**PROCEDURE FOR REPORTING INCIDENTS AND GUIDELINES FOR
ACTION**

As provided for in the *CSPA*, the Service has primary responsibility for responding to calls for service relating to TTC Property. Nothing in this Agreement shall be interpreted so as to restrict the authority of the Service to address this responsibility. Article 6 of the Agreement continues to apply.

- C.1 In all circumstances in which the Special Constables assist Service personnel in the conduct of an investigation, the Special Constables will, in addition to any TTC internal reporting requirements and in addition to the completion of detailed notes regarding the incident, complete a detailed Service Supplementary Report utilizing the current reporting process utilized by the Service for submission to the assigned Service investigator.
- C.2 Where a Special Constable, as a function of their normal duties, comes into possession of information relevant to incidents being investigated by the Service, they will immediately submit a Service Supplementary Report with specific notice to the assigned Service investigator. Where the information is of an urgent nature, they shall immediately contact the Officer-in-Charge, or their designate.
- C.3 A Special Constable who concludes that a situation is a serious threat to personal and/or public safety based on the reasonable judgment of a trained special constable, shall disengage from the situation and in each case, and where appropriate, the Special Constable will:
- render assistance to the victim,
 - take precautions to ensure the safety of the members of the public,
 - advise the Service of the situation and ascertain if a police officer will be attending,
 - secure the area of the investigation to prevent any destruction of evidence and maintain the integrity of the situation scene,
 - identify witnesses, and
 - complete memo book notes detailing their involvement.
- C.4 Situations may arise that are not covered by this Schedule “C”. In these instances the investigating Special Constable (s), should consult with the Officer-in-Charge, or their designate, of the Police Division where the incident occurred.

SEARCH INCIDENT TO ARREST

C.5 When searching an arrested person, a Special Constable shall:

- (a) Only conduct a search subsequent to arrest as authorized by common law; and
- (b) Only conduct protective searches, as defined in Common Law and the Charter of Rights and Freedoms, which involves the search of clothing, including pockets, that does not include the removal of any clothing except outerwear such as jackets, hats and/or gloves/mittens, in accordance with Service Procedure 01-02, Search of Persons.

CALL FOR SERVICE

C.6 When receiving a call for service which may be related to a criminal offence, Special Constables shall:

- (a) Immediately notify the Service's Communications Services Unit of the incident;
- (b) Attend the scene of the incident.
- (c) Not conduct any form of forensic work or photograph any evidence, individuals, or scenes relating to an incident to which the police have been called, unless otherwise requested or directed by the Service's Forensic Identification Services Unit or the Officer-in-Charge, or their designate, of the Police Division in which it occurred.

USE OF FORCE

C.7 Special Constables shall submit a Use of Force Report to the Service in accordance with O Reg 926/90 through the Officer-in-Charge of the Police Division, or their designate, where the force was used and in accordance with Service Procedure 15-01, Incident Response (Use of Force/De-Escalation) & Equipment.

**SCHEDULE “D” - COMPLAINTS INVESTIGATION PROCEDURE CRITERIA
(ARTICLE 11)**

PUBLIC COMPLAINTS INVESTIGATION PROCEDURE

- D.1 The TTC shall ensure that it has a Public Complaints Procedure for receiving, investigating, and adjudicating Complaints from members of the public and others concerning the policies of the TTC related to, or services provided by, or the conduct of, a Special Constable.

The TTC’s Public Complaints Procedure shall be consistent with the principles set out in this Schedule.

- D.2 The TTC shall ensure that its Public Complaints Procedure contains the following elements:

- (a) Promotes public awareness of the Complaint process, including posting of the Public Complaints Procedure on the TTC website – www.ttc.ca;
- (b) A process for members of the public to file a Complaint to the TTC in either writing, in person, by telephone, or by electronic means, concerning its policies relating to the TTC’s Special Constables, or the services provided by, or the conduct of a Special Constable;
- (c) A process regarding the disclosure of professional misconduct that is alleged to have been engaged in by a Special Constable, including:
 - i. A procedure to address how a member or former member of the Service, or a Special Constable or former Special Constable, may make disclosures of professional misconduct, including giving directions as to the persons to whom disclosures may be made;
 - ii. A procedure to protect the identities of persons involved in the disclosure process, including persons who make disclosures, witnesses and persons alleged to be responsible for professional misconduct; and
 - iii. A procedure to provide for exceptions to be made to procedures described in clause (ii) where the interests of fairness require that a person’s identity be disclosed to one or more persons;
- (d) All Complaints received concerning the conduct of a Special Constable or the policies of, or the services provided by, the TTC with respect to Special Constables, shall be forwarded to the Service’s Special Constable Liaison Office on the prescribed form within the timelines shown in sections 11.3 and 11.4 of this Agreement;
- (e) Every Complaint investigated by the TTC shall be investigated by a designated

Complaint Coordinator of the TTC, that is independent of the Special Constable Service who has been trained by the Service's Professional Standards Unit;

- (f) Complaints shall not be investigated by a third party agency on behalf of the TTC.
- (g) Every Complaint that the TTC investigates shall be investigated and reported on, in writing to the Service's Special Constable Liaison Office, within one hundred and twenty (120) days from the date the Complaint was received by the TTC. If the Complaint investigation is not able to be completed within one hundred and twenty (120) days, the TTC shall notify the Service and complainant, in writing, before the one hundred and twenty (120) day investigation period has expired;
- (h) Where a Complaint being investigated by the TTC exceeds one hundred and twenty (120) days, the TTC shall provide the Service and the complainant with a status update every thirty (30) days, beyond the initial one hundred and twenty (120) days in section 11.7 of this Agreement.
- (i) The complainant shall be kept advised of the outcome of the investigation of the Complaint; and
- (j) There shall be a review process available to complainants to consider whether the TTC has complied with this Public Complaints Procedure. This review shall be undertaken by the Office of the Ombudsman of the City of Toronto or such other independent third party selected jointly by the parties if the Office of the Ombudsman declines or is unable to undertake the review process. The Office of the Ombudsman shall provide the results of the review to the TTC and the TTC shall provide the Board with a copy of the review results.

SCHEDULE “E” – TTC SPECIAL CONSTABLES DIRECTING TRAFFIC (ARTICLE 6)

- E.1 The TTC shall ensure every Special Constable is trained in traffic direction in accordance with the training provided by the Service.
- E.2 The TTC shall ensure every Special Constable wears the personal protective equipment referred to in section 12.3 of this Agreement when performing traffic direction.
- E.3 Special Constables shall only perform traffic direction duties on the TTC premises, in accordance with the O Reg 396/23.
- E.4 Where a situation originates on TTC Property, but continues outside of the TTC premises or requires a response immediately within the vicinity of TTC property, Special Constables shall be permitted to direct traffic beyond TTC premises in order to fulfill the specific traffic direction situation where authorized by their certificate of appointment to do so.
- E.5 If road closures are required for any special events or parades being conducted on TTC Property, the Special Constable shall forthwith contact the Service’s Communications Services Call Centre to advise of the circumstances for the suggested road closure. The TTC shall ensure that the necessary permits are issued for the road closure.
- E.6 Prior to a Special Constable performing any traffic direction, the Special Constable shall forthwith contact the Service’s Communications Services Call Centre to advise of the circumstances, duration of duty and contact information, and shall follow their instructions, or those of their designate, regarding traffic direction in the area in question.
- E.7 When performing traffic direction, a Special Constable shall always be cognizant of the safety to motorists, pedestrians and the Special Constable, taking into consideration road, weather, and traffic conditions.
- E.8 Special Constables shall notify the Service’s Communications Services Call Centre when traffic direction or road closure is no longer required at that location.
- E.9 Each TTC business day, the TTC shall forward to the Service, through the Special Constable Liaison Office, a written report detailing all instances of traffic direction or road closures performed by a Special Constable within the previous twenty-four (24) hours. The written report shall include the event number assigned at the time the Special Constable called the Service’s Communication Services Call Centre and the badge number of any member of the Service consulted by a Special Constable in respect to traffic direction on or around any roadway which directly or indirectly impacts the flow of traffic around TTC Property.



PUBLIC REPORT

October 11, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Request for Funds: Chief's Gala in Support of Victim Services Toronto

Purpose: ☐ Information Purposes Only ☒ Seeking Decision

Recommendation:

This report recommends that the Toronto Police Service Board (Board) approve an additional expenditure in the amount of \$5 thousand (K) from the Board's Special Fund, less the return of any funds not used, to support the annual Chief's Gala in Support of Victim Services Toronto.

Financial Implication:

The Board's Special Fund will be reduced by an additional \$5K if this request is approved.

Summary:

The Board Policy regarding the Special Fund provides delegated authority to the Chair and the Vice Chair to approve expenditures from the Board's Special Fund for a total amount not to exceed \$5K. The Service's annual Chief's Gala in Support of Victim Services Toronto is an external event hosted annually for Victim Services Toronto.

Discussion:

Background

This request for funding from the Board's Special Fund has been reviewed to ensure that it meets the criteria set out in the Board's Special Fund Policy and is consistent with

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the Service's goals, which includes embracing partnerships and creating safe communities. Victim Services Toronto provides trauma-informed support and advocacy, in the moment, for any person in Toronto who has experienced crime or sudden tragedy. They also work to prevent violence through community engagement.

History of Toronto Police Service Board Funding of Chief's Gala in Support of Victim Services Toronto post-pandemic: Requested, Received						
	Requested	Received	Requested	Received	Requested	Received
	2022	2022	2023	2023	2024	2024
VST Chief's Gala	4,000	4,000	4,000	2,000	2,000	2,000
Total		\$4,000		\$4,000		\$2,000

In 2023, Victim Services Toronto hosted the eighteenth in-person Chief's Gala event to an audience of over 1,500 attendees, with a blend of external guests and civilian and uniformed members of all ranks, at the Beanfield Centre. The Board has been supporting this event since its inception 18 years ago with a \$4,000.00 contribution, which at the time was considered a sponsorship, as tables were \$2,000.00. Over the past 18 years, table and sponsorship packages have increased and this year's table costs will be \$7,000.00, with sponsorships starting at \$10,000.00. The event has always provided the Board with a table and sponsorship regardless of the contribution. For this year's contribution, the Board has reduced their support to \$2,000.00. The \$2,000.00 will not cover the actual table costs for this event. Event organizers are therefore requesting that the Board provide an additional \$5,000.00 in contribution, which would bring the total to \$7,000.00 for this year; the cost of a table.

The feedback from this event in 2023 was resoundingly positive, raising over \$850,000.00 in profit in support of Victim Services Toronto.

The Chief's Gala is taking place on November 28, 2024 at the Beanfield Centre. The event is open to both external and internal guests.

Conclusion:

The Chief's Gala in support of Victim Services Toronto is a marquee event in the City of Toronto and the largest police fundraiser in the county. Guests will be in attendance to support victims of crime and sudden tragedies, as well as the extensive victim centric programs that are provided to the community.

It is recommended that the Board approve this request.

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

Respectfully submitted,

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



PUBLIC REPORT

November 1, 2024

To: Chair and Members
Toronto Police Service Board

From: Dubi Kanengisser
Executive Director

Subject: Request for Special Funds: South Asian Internal Support Network Gala

Purpose: ☐ Information Purposes Only ☒ Seeking Decision

Recommendation(s):

This report recommends that, as an exception to the Board's Special Fund Policy, that the Board approve an expenditure from the Special Fund in the amount of \$560.00, to purchase a table at the South Asian ISN Gala.

Financial Implications:

If the recommendation contained within this report is approved, the Special Fund will be reduced by the amount of \$560.00. The current balance of the Special Fund is approximately \$488,736.

Summary:

This report outlines a proposal to sponsor the upcoming gala organized by the Toronto Police Service - South Asian Internal Support Network (SAIL-I.S.N.) on November 15, 2024, and to distribute tickets to support community engagement.

Discussion:

Background

The SAIL-I.S.N. gala celebrates South Asians in policing and promotes diversity within law enforcement, and is expected to attract several hundred attendees, including police personnel, business leaders, and community members from across Ontario. Proceeds from the gala will

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partially benefit the South Asian Women's Centre (S.A.W.C.), which empowers women through various programs and services.

Relevant Board Policies and Compliance

This report is in compliance with the requirements of the Board's Special Fund Policy.

The Gala

This year's Gala will take place on Saturday, November 15, 2024, at the Woodbine Banquet Hall. By sponsoring the Gala, the Board can foster its commitment to diversity and community engagement.

Conclusion:

It is, therefore, recommended that the Board approve an expenditure from the Special Fund in the amount of \$560.00, to purchase a table at the South Asian I.S.N. Gala.

Respectfully submitted,

Dubi Kanengisser
Executive Director



PUBLIC REPORT

October 16, 2024

To: Chair and Members
Toronto Police Service Board

From: Dubi Kanengisser
Executive Director

Subject: 2023 Body-Worn Camera Audit

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Summary:

The purpose of this report is to provide the Toronto Police Service Board (Board) with the *2023 Body Worn Camera Audit* report, prepared by the Toronto Police Service's Audit & Quality Assurance unit.

Discussion:

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

Conclusion:

It is recommended that the Board receive this report.

Ms. Angela Schieda, Manager, A&QA will be in attendance to answer any questions that the Board may have regarding this report.

Recommendation:

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

Financial Implication:

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

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Respectfully submitted,

Dubi Kanengisser
Executive Director

Attachment:

Body-Worn Camera Audit - 2023



Toronto Police Service

Body-Worn Camera Audit – 2023

Audit and Quality Assurance

Approved by the Executive Assurance Committee on June 7, 2023.

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

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Body-Worn Camera Audit – 2023

Background

The Toronto Police Service (the Service) completed its roll out of body-worn cameras (B.W.C.) in May 2022. The purpose of this audit is to fulfill the requirements outlined in the Toronto Police Services Board (the Board) B.W.C. Policy, which outlines several categories of recordings against which predefined tests must be applied.

Section 38 of the Board B.W.C. Policy states that an annual audit of B.W.C. recordings must be conducted that tests meta-data for: all incidents where a complaint under the Police Services Act (P.S.A.) was filed, all incidents where an investigation was initiated by the Special Investigations Unit (S.I.U.) or Office of the Independent Police Review Director (O.I.P.R.D.), a sample of incidents initiated by a call for service, a sample of incidents not initiated by a call for service (non-call for service) and a sample of incidents for which a use of force form was completed.

At the time of this audit, discussions between the Service and the Board were ongoing in relation to the Board requirement to test meta-data for “all incidents” related to P.S.A. complaints and S.I.U. or O.I.P.R.D. investigations, therefore this work was excluded from the scope of the audit.

Scope

The scope of this audit included B.W.C. activity from April 1, 2022 – December 31, 2022. Sampling included 90 B.W.C. calls for service recordings, 90 B.W.C. non-calls for service recordings and 75 B.W.C. for use of force incident recordings.

Interviews and consultations were conducted with members of East Field Command, West Field Command, Field Services and the B.W.C. Project Team. Information was also obtained through:

- data and configuration information from Evidence.com (inventory status and assignment, B.W.C. logs, B.W.C. recordings, Axon Performance);
- data from the Human Resources Management System (B.W.C. training details, member's assigned unit and group, movement into Primary Response Unit or Public Safety Response);
- data from the Professional Standards Information System (limited to identifying B.W.C. recordings required by the B.W.C. Policy);
- data from Intergraph Computer Aided Dispatch and Versadex (event details and attached Memorandum Book notes);
- 2021 Audit of Body Worn Cameras Final Report;

- Axon Performance Guide and Axon Camera Reference Template;
- Body Worn Camera User Course Training Standard;
- Police Services Act, R.S.O. 1900, c. P.15, as amended, s.31(1)(c);
- Municipal Freedom of Information and Protection of Privacy Act, R.S.O. 1990, c.M.56;
- Youth Criminal Justice Act, S.C. 2002, c.1;
- The Board B.W.C. Policy; and Service Procedures 15-01 Incident Response, 15-16 Equipment, 15-20 Body Worn Camera, 17-02 Information Breaches and the Service's Information Security Policy.

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

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

Conclusion

Overall, the findings in this report represent a moderate risk to the Service. The report contains eight recommendations and seven compliance issues.

The highest area of non-compliance was notifying the public of the B.W.C. recording. Low rates of non-compliance were found for the following procedural requirements: activating the B.W.C., deactivation upon conclusion of the interaction, obstructing the B.W.C. lens, unjustified muting and unnecessary access to recordings.

Instances of Axon Signal Sidearm malfunctions were also identified in this review.

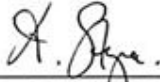
Service Procedure 15-20, Body Worn Camera (S.P. 15-20) and the Board B.W.C. Policy permit muting the B.W.C. to discuss protected investigative techniques away from the public. Recent court decisions and other Canadian Police Services' B.W.C. procedures propose the use of muting beyond the scope stipulated in S.P. 15-20.

In many instances, it could not be determined if muting was used appropriately as officers did not provide a comment explaining the reason for the use of the muting function as required by S.P. 15-20.

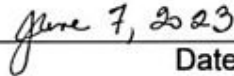
The Service is in compliance with fulfilling requests for recordings from the S.I.U. The O.I.P.R.D. document exchange platform does not allow for the review of the specific evidentiary material disclosed to the O.I.P.R.D.; therefore, A.&Q.A. cannot provide assurance that the disclosed material consisted of B.W.C. recordings.

The Service is also in compliance with current retention and destruction practices.

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



Dana Styra, CPA, CA, CBV, CFE, CRMA
Chief Audit Executive
Manager, Audit and Quality Assurance



Date

Objective 1

To determine if the B.W.C. recording begins prior to the beginning of the interaction with the member of the public, and if not, that a satisfactory explanation for the failure to activate the B.W.C. before the interaction began was provided in accordance with the Service's procedure.

Compliance Issues

Issue #1

The Board B.W.C. Policy requires that Service Procedure "specify when a body-worn camera must be activated, so that Service Members will activate their body-worn camera prior to the beginning of all direct interactions with the public that are undertaken in whole or in part to further a valid law enforcement purpose...".

S.P. 15-20 requires, in part, a police officer equipped with a B.W.C. to start a recording prior to arriving at a call for service, at the earliest opportunity, prior to any contact with a member of the public, where that contact is for an investigative or enforcement purpose, regardless of whether or not the person is within camera view.

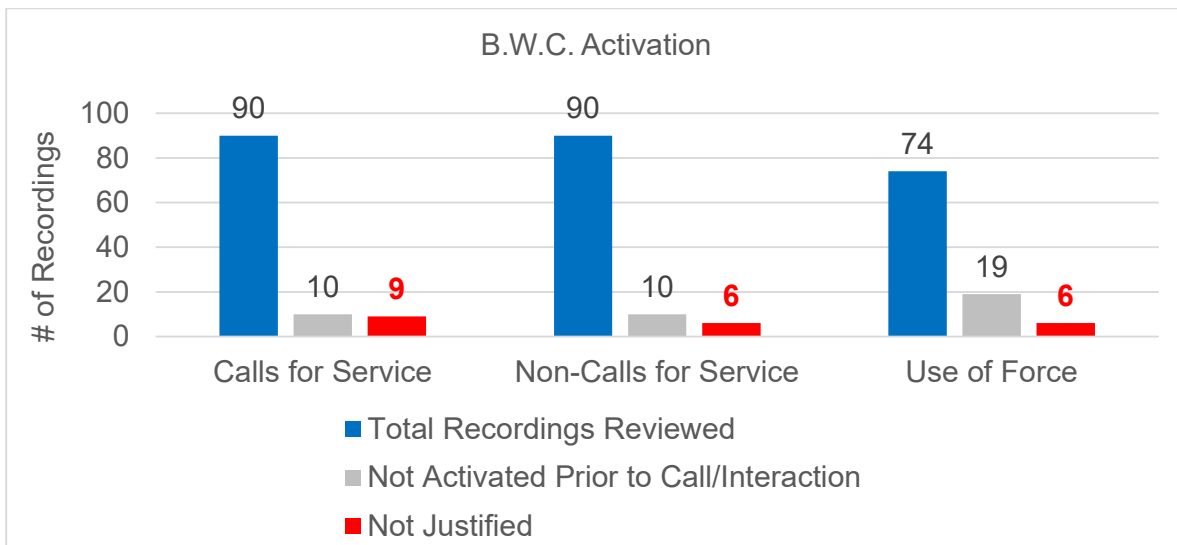
For the purpose of this audit, when officers were attending a call for service, A.&Q.A. measured compliance against the activation requirement in S.P. 15-20, as it exceeds the standard outlined in the Board B.W.C. Policy.

A.&Q.A. acknowledged that there were circumstances that justified non-activation of the B.W.C. prior to the beginning of an interaction with the public, including unexpected and immediate high-risk situations. Other situations included:

- the member of the public appearing unexpectedly and the officer turning on the camera as soon as they could;
- interaction was being captured on an in-car camera recording;
- the recording was the second of two videos for the same event and the initial recording captured the start of the incident/interaction;
- officers were involved in an immediate high-risk situation such as a gunpoint arrest or foot pursuit; and
- Axon Signal Sidearm (S.S.A.) malfunction (discussed further in the Additional Findings section on page 5).

In a total of 254 recordings reviewed, there were 39 instances where the B.W.C. was not turned on prior to the interaction with the public. Of those instances, 21 were not justified, representing 8% overall non-compliance.

The following chart contains a breakdown of the findings for 90 calls for service, 90 non-calls for service and 74 use of force incidents:



Management Response from East Field Command, West Field Command and Field Services:

Audit and Quality Assurance were invited to present the non-compliance report at the Staff Superintendent's bi-weekly Community Safety Command (C.S.C.) meeting with all the Unit Commanders on Tuesday April 18th, 2023. Following the C.S.C. meeting, an email will be sent to all Unit Commanders reminding them to address all members within their command. This can be accomplished through written communication, on parades, or a combination of both.

Assist in establishing a standardized process for Supervisory review of B.W.C. and heightened monitoring to ensure issues are addressed as they arise.

Finally, liaise with the Governance working team to ensure the content contained within the new procedures best represents the needs of the members and stakeholders.

Additional Finding – Axon Signal Sidearm (S.S.A.)

The S.S.A. should only trigger the B.W.C. to record when a firearm is removed from the holster.

During the review of B.W.C. recordings, A.&Q.A. identified two instances where the S.S.A. did not operate as expected:

- In one instance, the S.S.A. did not activate the B.W.C. upon removal of the firearm from the holster during a gunpoint arrest. Had the officer not realized the B.W.C. was not recording and manually activated it, this high risk incident would not have been recorded;
- In a second instance, the S.S.A. triggered the activation of the B.W.C. five times, indicating the firearm was removed from the holster, when in fact, the firearm was not removed from the holster at any time during the call for service. Similar

S.S.A. malfunctions could result in a B.W.C. being activated when procedurally prohibited.

A.&Q.A. notified the Toronto Police College (T.P.C.) B.W.C. training coordinator and B.W.C. project team of these findings. Subsequently, A.&Q.A. was advised of another reported malfunction of the S.S.A., which activated the B.W.C. on several occasions when the officer was removing the B.W.C. from the docking station.

The vendor has identified various circumstances that may cause the S.S.A. to malfunction. These include firmware issues, major impact, the B.W.C. being submerged, low battery power, a sensor being loose or not installed correctly, a sensor installed in a non-approved holster or incorrect bracket used to install the sensor or the sensor being used outside the allowable temperature range.

The error rate regarding false positives where the B.W.C. is activated when the firearm or conducted energy weapon (C.E.W.) is not drawn or instances where the B.W.C. is not activated when the firearm or C.E.W. is drawn is unknown at this time.

According to the T.P.C. B.W.C. training coordinator, as of December 12, 2022, approximately 207 out of 2000 Service issued holsters were equipped with the S.S.A. The Service had an additional 2000 S.S.A. sensors in storage and will be acquiring 250 more at a cost of approximately \$290 per unit.

The number of documented errors that came to A.&Q.A.'s attention are relegated to three instances at the time of this report. The B.W.C. project team has reached out to Axon regarding a resolution.

Recommendations

Recommendation #1

Risk Rating: **Low**

That the Superintendent, Toronto Police College, ensure officers equipped with Signal Sidearm equipped holsters are made aware of the potential risk of non-activation of the body-worn camera when un-holstering and the potential for automatic activation while a Conducted Energy Weapon or firearm remains holstered.

Management Response from the Toronto Police College:

All officers equipped with S.S.A. are provided with a comprehensive explanation, demonstration and verification of the technology pairing. They are further provided "troubleshooting" support in regards any non activation / activation.

In addition to the above methods of ensuring officers equipped with S.S.A. are made aware of the potential risks, the College will be communicating these risks by E-Update as well as individual email correspondence to equipped members.

Additional Finding – Board Policy/Service Procedure

The Board B.W.C. Policy also requires the Chief to ensure the Service conducts an annual audit "which ensures that the recording begins prior to the beginning of the interaction with the member of the public, and if not, that a satisfactory explanation for the failure to activate the B.W.C. before the interaction began was provided in accordance with the Service's Procedure".

A review of S.P. 15-20 revealed that there is currently no requirement to provide a satisfactory explanation for the failure to activate the B.W.C. before the interaction began, as required by the Board B.W.C. Policy.

Recommendation #2

Risk Rating: **Low**

That the Staff Superintendent, Strategy Management review and amend Service Procedure 15-20, Body Worn Camera to include a requirement to record a satisfactory explanation if a body-worn camera is not activated prior to an interaction with a member of the public, in order to align with the Toronto Police Services Board Body-Worn Camera Policy.

Management Response from Strategy Management:

The Inspector Business Relationship Management (M. Patterson), is working with Special Counsel & Strategic Advisor to the Chief (J. Cornish) to review the Audit recommendations and align the Board B.W.C. Policy with Service Procedure 15-20 Body Worn Camera. Ongoing meetings are currently being scheduled and conducted. Timeline to be determined.

Additional Finding – B.W.C. Activation Requirements

The requirement in S.P. 15-20 exceeds that of the Board B.W.C. Policy with respect to when the B.W.C. is to be activated. The Board Policy requires activation prior to the beginning of all direct interactions with the public to further a law enforcement purpose, while S.P. 15-20 requires, in part, activation:

- prior to arriving at a call for service
- at the earliest opportunity, prior to any contact with a member of the public where that contact is for an investigative or enforcement purpose, regardless of whether or not the person is within camera view

Activation per S.P. 15-20 reduces the likelihood of a recording starting late or being missed altogether if an interaction begins immediately upon arrival; however, the recording could begin considerably earlier than when the officer has a direct interaction with the public. In addition, an officer could conceivably be compliant with the Board Policy but not with S.P. 15-20 if they record the interaction with the public but activate the B.W.C. after arriving at a call for service.

This discrepancy was raised with the B.W.C. project team for review and consideration for alignment of S.P. 15-20 and the Board Policy.

Objective 2

To determine if the subject of the recording is informed at the earliest opportunity in the interaction that the interaction is being recorded for video and audio.

Compliance Issues

Issue #2

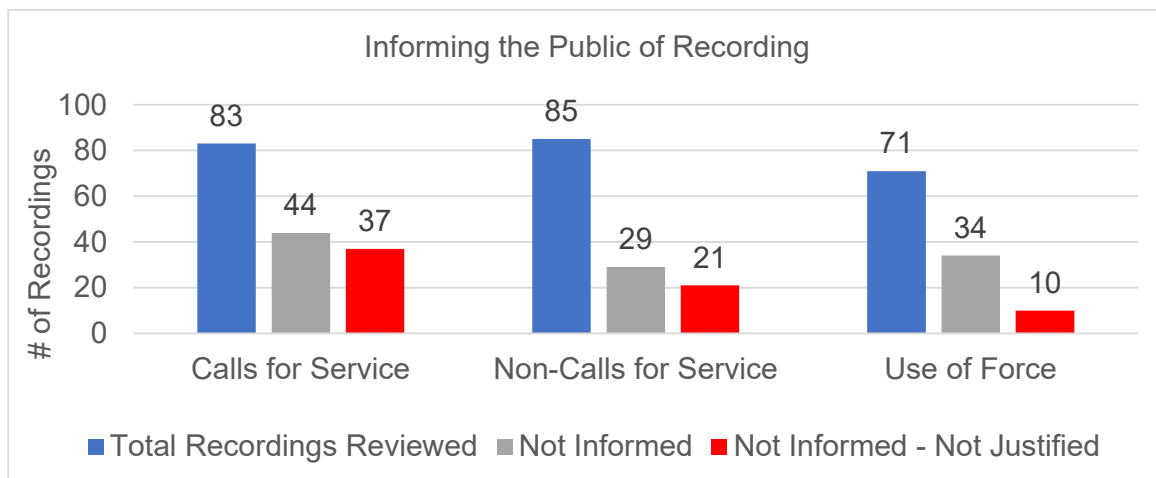
The Board B.W.C. Policy requires the Chief to ensure the Service conducts an annual audit which ensures that the subject of the recording is informed at the earliest opportunity that the interaction is being recorded for video and audio.

S.P. 15-20 requires a police officer, at the earliest opportunity, to advise members of the public they are interacting with that their B.W.C. is recording and that they are being recorded.

A.&Q.A. recognized that certain circumstances would justify not informing the public of the recording, including instances where the notification was done by another officer on scene and/or officers being involved in high stress, high risk situations at the onset of the interaction (e.g. gunpoint arrests, Taser deployments, high risk vehicle stops or physical altercations).

A total of 254 recordings were reviewed and 239 of those recordings involved direct interaction with the public. There were 107 instances where the subject of the recording was not informed they were being recorded and 68 of those instances were not justified, representing 28% overall non-compliance.

The following chart contains a breakdown of the findings for 83 calls for service, 85 non-calls for service and 71 use of force incidents:



Management Response from East Field Command, West Field Command and Field Services:

Same response as issue #1.

Recommendations

Recommendation #3

S.P. 15-20 requires a police officer, at the earliest opportunity, to advise members of the public they are interacting with that their B.W.C. is recording and that they are being recorded.

Review of use of force incident recordings indicate there is a risk that an officer may forget to notify members of the public that they are being recorded due to the high stress involved in those incidents.

Given the high stress/officer safety component in incidents involving a use of force, it was justifiable that officers were not informing members of the public that they were being recorded. Recordings revealed that once the situation was controlled, it was common practice for an officer to read the arrested subject's Rights to Counsel verbatim from the Memorandum Book.

Adding a reminder immediately preceding the Rights to Counsel section in the Memorandum Book may mitigate the risk of non-compliance with notifying the arrested subject of the B.W.C. recording and may reduce the risk of statements and utterances from accused parties not being admitted in court.

Risk Rating: **Medium**

That the Staff Superintendent, Strategy Management include a notification of body-worn camera recording immediately preceding the Rights to Counsel section in the next publication of the Memorandum Book.

Management Response from Strategy Management:

There is a current review underway for re-printing the Service memo-book. Recommendation 3 will be implemented with the appropriate text added to the memo-book pages rendering (pages 4-5 of the book). Publication is anticipated by the summer of 2023.

Recommendation #4

As a best practice, members should be continually trained and kept up to date on the functionality and procedural requirements of B.W.C.s.

- Ongoing B.W.C. training is not provided by the T.P.C.; one-time training is provided on use of the B.W.C. in the initial B.W.C. mandatory training course, which is also included in recruit training.

Once operational in the field, officers may develop habits that could lead to non-compliance, which may continue if not corrected. Given the greater scope and breadth of B.W.C. usage and the potential for further usage, incorporating elements of B.W.C. into existing training may be beneficial to enhancing officers' awareness and building muscle memory when using the B.W.C.

Risk Rating: **Medium**

That the Superintendent, Toronto Police College, include elements of body-worn camera into the In-Service Training Program, recruit training and any other relevant course(s) to address areas of high non-compliance with Service Procedure 15-20, Body Worn Camera.

Management Response from the Toronto Police College:

The Toronto Police College has included elements of B.W.C. into several courses. B.W.C. have been incorporated into our Post Ontario Police College Cadet Program, during Dynamic Simulation Training (D.S.T.) with In-Service members and during the Taser 7 New User Course.

The technology will also be leveraged during Lateral and Reintegration Courses.

Recommendation #5

Two recommendations from the 2021 B.W.C. Audit required the development and implementation of a standardized methodology for supervisory reviews of B.W.C. recordings and a standardized technical solution to track, report and retain those reviews. A final technical solution had not been implemented at the time of this audit and was not expected to be implemented in the foreseeable future.

To assist supervisors in their monthly reviews to identify potential training or discipline issues, and correct habits that could lead to ongoing non-compliance, it is recommended that an interim solution be developed until a final solution is implemented.

Risk Rating: **Medium**

That the Inspector, Business Relationship Management, in conjunction with the Staff Superintendents of East Field Command, West Field Command and Field Services, implement an interim standardized solution for tracking, reporting and retaining supervisory reviews of body-worn camera recordings, including standardized criterion for reviews, pending implementation of Recommendations 7 and 8 of the 2021 Body Worn Camera Audit.

Management Response from Business Relationship Management:

The interim solution was rolled out Service wide on April 1st, 2023. Training and support was provided and will continue as needed.

The goal is to move all B.W.C. supervisor review to “Axon Performance” which is currently on track to be in development 12-18 months from now.

Objective 3

To determine if any obstruction of the B.W.C. lens or gaps in the recording are justified and of reasonable duration.

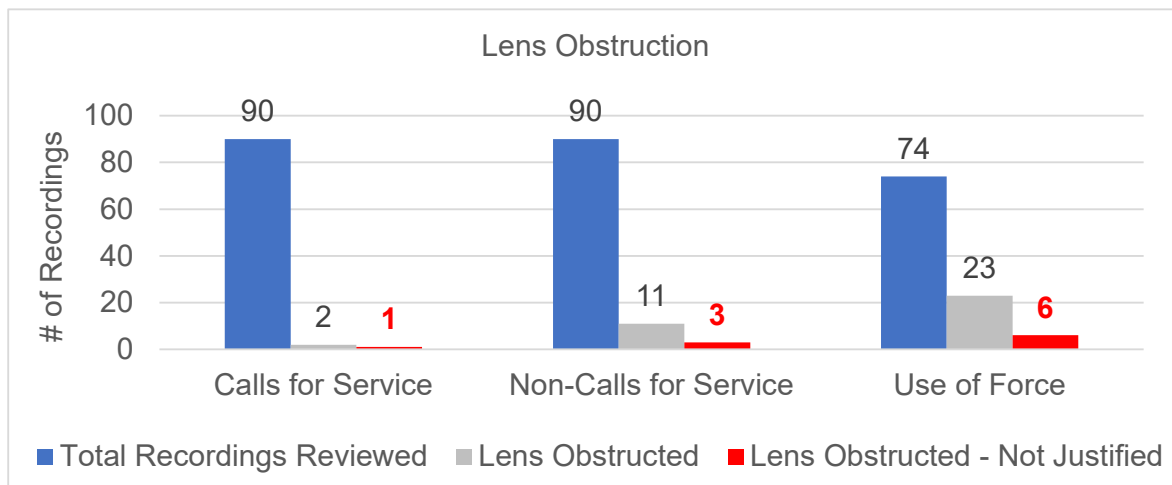
Compliance Issues

Issue #3

The Board B.W.C. Policy requires the Chief to ensure the Service conducts an annual audit which ensures that any obstruction of the lens or gaps in the recording are justified and of reasonable duration.

In 254 recordings reviewed, there were 36 instances where the B.W.C. lens was obstructed. Of those instances, 10 were not justified, representing 4% overall non-compliance.

The following chart contains a breakdown of the findings for 90 calls for service, 90 non-calls for service and 74 use of force incidents:



Management Response from East Field Command, West Field Command, Field Services:

Same response as issue #1.

Issue #4

S.P. 15-20 requires that when a B.W.C. is recording, the recording not be stopped, muted or deliberately repositioned until the event has concluded or involvement in that event has concluded, with the following exceptions:

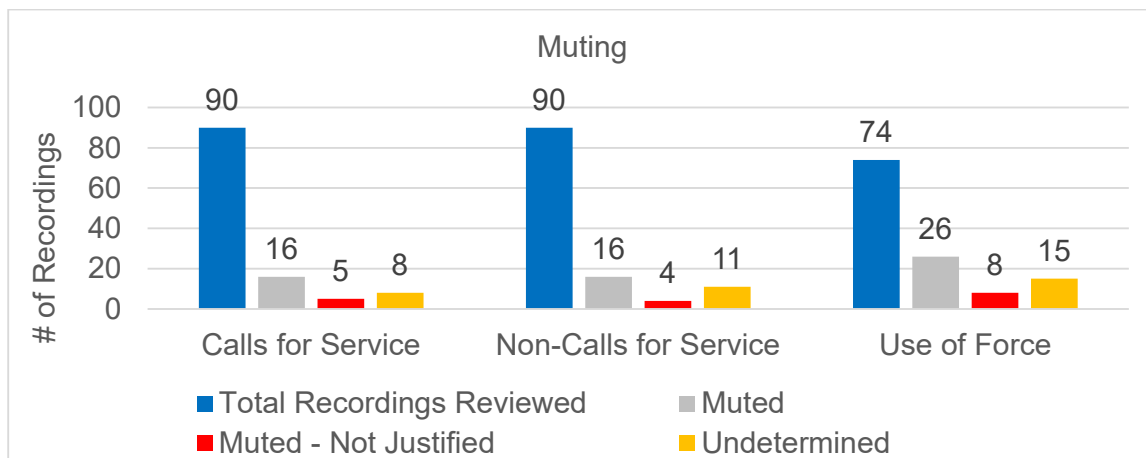
- when booking/handling a prisoner within a Service facility where there is a reasonable belief that other recording equipment is in use and it would not benefit the investigation and/or officer safety to have the two systems recording simultaneously;
- discussions between Service members about protected investigative techniques, where those discussions are taking place away from any member of the public;
- any interactions with an undercover operator that are taking place away from any member of the public;
- an officer is offering confidentiality to a person or is engaged with a person who is known to be a Confidential Source and the officer is dealing with that person as such;
- it is momentarily necessary to obstruct the video to protect the dignity of another person; and
- directed to do so by a supervisor applying the criteria in Items 5, 6 or 7 of Service Procedure 15-20.

A.&Q.A. assessed whether the muting was justified, unjustified or undetermined as follows:

- Justified - no public present while muted and the officer states into the B.W.C. prior to muting that they are muting for “investigative” or similar.
- Unjustified - public is present while muted (regardless of whether officer states into the recording prior to muting the reason for muting).
- Undetermined - no public present and no reason stated into recording as to why it was muted.

In 254 recordings reviewed, there were 58 instances where the B.W.C. was muted. Of those instances, 34 instances of muting were undetermined and 17 instances were not justified, representing 7% overall non-compliance.

The following charts contain a breakdown of findings for 90 calls for service, 90 non-calls for service and 74 use of force incidents:



Management Response from East Field Command, West Field Command, Field Services:

Same response as issue #1.

Additional Finding – Audible Statement

Issue #5

S.P. 15-20 requires that prior to stopping your B.W.C. recording in accordance with Items 5, 6 or 7 of the procedure, a member shall record a brief audible statement indicating the reason why the B.W.C. is being stopped or its recording functions limited, except where doing so would breach a duty to protect a confidential source.

Although not identified as an audit objective required by the Board B.W.C. Policy, significant non-compliance was identified.

- In 39 out of 58 instances of muting, no audible statement was made indicating the reason the B.W.C. was muted, representing 67% non-compliance.

Management Response from East Field Command, West Field Command, Field Services:

Same response as issue #1.

Additional Finding – Muting

The Service does not have provisions within procedure to allow for muting during administrative conversations between officers away from the public.

In a recent decision in *R v Mohamed*, 2022 (Ontario), the judge disagreed with the defense position that muting the B.W.C. violated the accused party's Charter of Rights and Freedoms under sections 7, 8, 9, 10(b) and 11(d). However, the judge did acknowledge that the officers' were non-compliant with the B.W.C. procedure and stated "the officers' choices appear to me to reflect mainly a mistaken assumption that the audio function intended to capture only verbal interactions between officers and the public when the policy actually allows only more circumscribed exceptions to continuous recording." Specifically, the judge was referring to S.P. 15-20, section 7, which allows "discussions between Service members about protected investigative techniques." A similar verdict was rendered in *R v Saunders*, 2021 (Alberta).

Such verdicts as a result of B.W.C. procedural non-compliance with respect to muting for administrative purposes can severely harm officer credibility and negatively affect the outcome of the case.

Review of B.W.C. procedures from Peel Regional Police Service and Durham Regional Police Service determined that these Services had provisions within their respective procedures to allow for muting during administrative conversations between officers away from the public. Furthermore, S.P. 15-20 prohibits the recording of administrative

discussions within a police facility, therefore, it is conceivable that administrative discussions taking place at any location away from the public, should not be recorded.

The results of this audit thus far have shown the majority of muting instances occurred away from members of the public for administrative conversations amongst officers or muting when performing administrative functions in the police car, such as writing offence notices, away from members of the public.

Recommendations

Recommendation #6

Risk Rating: **Medium**

That the Staff Superintendent, Strategy Management review and amend Service Procedure 15-20, Body Worn Camera to address recent court decisions related to muting and its operational use for investigative/ administrative conversations/functions while away from any member of the public.

Management Response from Strategy Management:

The Inspector Business Relationship Management (M. Patterson), is working with Special Counsel & Strategic Advisor to the Chief (J. Cornish) to review the Audit recommendations and align the Board B.W.C. Policy with Service Procedure 15-20 Body Worn Camera. Ongoing meetings are currently being scheduled and conducted. Timeline to be determined.

Recommendation #7

S.P. 15-20 does not define "Protected Investigative Techniques" in relation to muting, which could result in misinterpretation of the procedure and potential non-compliance.

Risk Rating: **Medium**

That the Staff Superintendent, Strategy Management revise Service Procedure 15-20, Body Worn Camera to define "Protected Investigative Techniques".

Management Response from Strategy Management:

The Inspector Business Relationship Management (M. Patterson), is working with Special Counsel & Strategic Advisor to the Chief (J. Cornish) to review the Audit recommendations. Ongoing meetings are currently being scheduled and conducted. Timeline to be determined.

Objective 4

To determine if the B.W.C. recording ends after the interaction with the member of the public has ended or after conditions for an exception in accordance with section 7 of the Board's B.W.C. Policy have been established.

Compliance Issues

Issue #6

The Board B.W.C. Policy requires a recording to end after the interaction has ended or after conditions for an exception in accordance with section 7 of the Board B.W.C. Policy have been established.

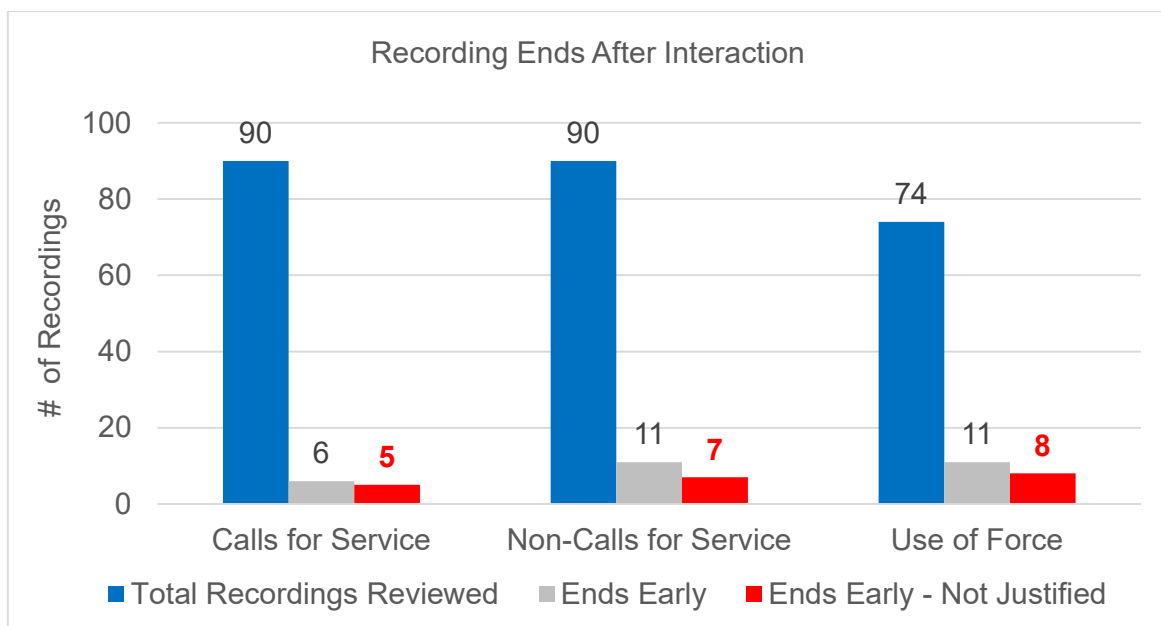
S.P. 15-20 requires that a police officer equipped with a B.W.C. ensure the totality of any interaction is recorded unless exempt in items 5, 6, or 7 of the procedure.

Justified circumstances where recordings ended prior to the completion of the interaction with the public included:

- an instance of user error where the officer appeared to be muting his camera and accidentally turned it off;
- a camera turned off in a physical struggle and turned back on shortly thereafter;
- an incident where an interaction had ended and the subject reappeared unexpectedly at which point the camera was turned back on; and
- an officer turned off the recording to take photos of victim's torso injuries, likely to protect the dignity of the person.

In a total of 254 recordings reviewed, 28 recordings ended prior to the completion of the interaction with the public. Of those recordings, 20 instances were not justified in ending prematurely, representing 8% overall non-compliance.

The following chart contains a breakdown of the findings for 90 calls for service, 90 non-calls for service and 74 use of force incidents:



Management Response from East Field Command, West Field Command, Field Services:

Same response as issue #1.

Objective 5

To determine if all access to B.W.C. recordings was justified and necessary.

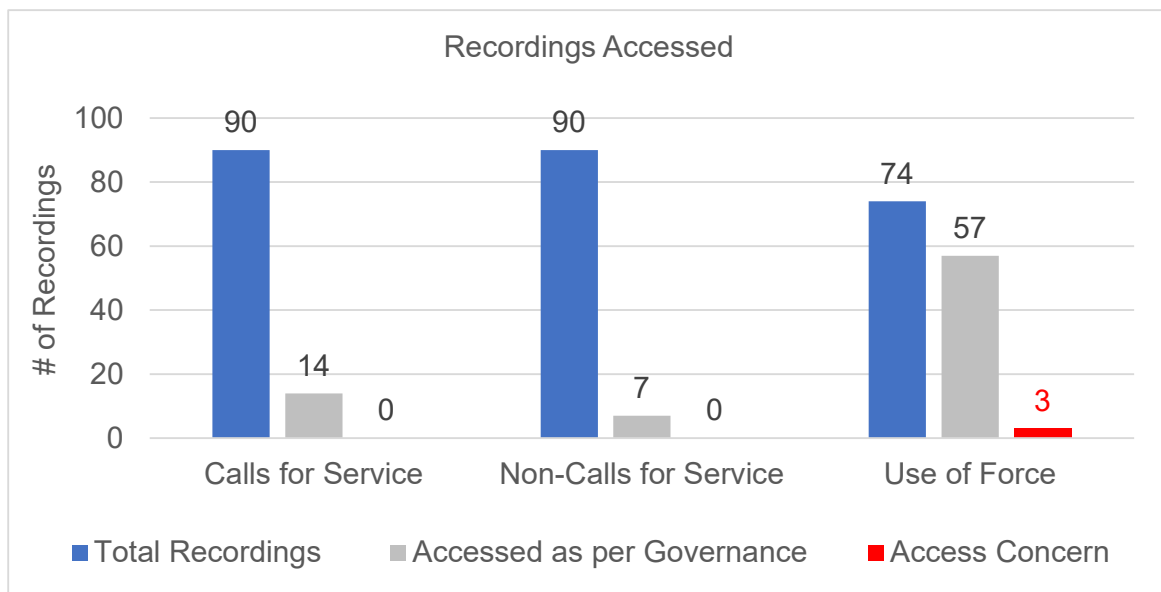
Compliance Issues

Issue #7

S.P. 15-20 requires that access to or viewing of B.W.C. records only be allowed to members of the Service with a specific role in relation to the records justifying and necessitating such access.

Of 254 recordings reviewed, 78 were accessed by members of the Service. Further review found that access to three (4%) of those recordings was not justified or necessary in accordance with S.P. 15-20. Use of force access issues included officers not connected to the occurrence viewing the recordings out of interest and for personal edification.

The following chart contains a breakdown of the findings for 90 calls for service, 90 non-calls for service 74 and use of force incidents:



Management Response from East Field Command, West Field Command, Field Services:

Same response as issue #1.

Objective 6

To determine if all requests for recordings from the Special Investigations Unit (S.I.U.) or the Office of the Independent Police Review Director (O.I.P.R.D.) were fulfilled in full and in a timely manner.

Positive Finding

Section 38 (b)(vi) of the Board B.W.C. Policy states the Chief will ensure the Service conducts an annual audit which ensures that all requests for recordings from the S.I.U. or O.I.P.R.D. were fulfilled in full and in a timely manner.

S.P. 15-20 section titled "Use and Disclosure (External) B.W.C. Recordings," states members of bodies responsible for independent oversight of police (e.g. O.I.P.R.D. and S.I.U.) who are conducting an investigation and who have grounds to believe that the B.W.C. recordings include evidentiary materials shall have access to such recordings.

As per normal audit practices, A.&Q.A. selected a number of S.I.U. and O.I.P.R.D. disclosure requests for review.

- Of the 10 randomly sampled S.I.U. disclosure requests reviewed, all 10 were fulfilled and sent to the S.I.U. within zero to four days of the request date.

Recommendations

Recommendation #8

O.I.P.R.D. requests for disclosure is a multi-faceted process. A.&Q.A. conducted a review of 15 requests for disclosure from the O.I.P.R.D. Records revealed that some evidentiary materials had been disclosed; however, the details of the disclosure are not retained as part of the current process. The O.I.P.R.D. document exchange platform provides for secure file transfer to the O.I.P.R.D. that is one directional and does not allow for a review of sent files to conclusively determine if recordings were disclosed in full. As a result, A.&Q.A. cannot provide assurance that the disclosed material consisted of B.W.C. recordings.

Risk Rating: **Medium**

That the Staff Superintendent, Professionalism and Accountability examine the feasibility of developing a process to record and track the details of Body-Worn Camera recordings provided to the Office of the Independent Review Director.

Management Response from Professionalism and Accountability:

A review of the disclosure process between the Professional Standards Investigative Unit (P.R.S. I.N.V.) and the Office of the Independent Police Director (O.I.P.R.D.) confirms that the process, one completely designed and facilitated by the O.I.P.R.D., does not allow for an audit function that is acceptable to Audit and Quality Assurance. However, the same review confirms that P.R.S. I.N.V. has in fact disclosed all materials

as required and within the legislated time frames. Professionalism and Accountability will endeavour to implement a system, through collaboration with Technology and Innovation Command, which will allow for this audit requirement to be automated.

Objective 7

To determine if the Service is in compliance with required retention and destruction practices.

Positive Finding

S.P. 15-20 states that “all BWC records shall be retained for a minimum of two (2) years plus one (1) day (which ensures the records are retained for the duration of the general limitation period established by the Limitations Act, 2002, S.O. 2002, c.24, Sched. B) and then securely destroyed, absent a circumstance that triggers a longer retention period.”

- As per the Policing Applications Unit, B.W.C. retention rules have yet to be established; in the interim, B.W.C. recordings have a default setting of indefinite retention.

The Service has three administrative accounts that have access to delete files from Evidence.com and controls are in place to allow for the proper deletion of recordings.

- A deletion report from Evidence.com for the period of January 1, 2022 - December 31, 2022 identified one B.W.C. recording that was deleted with a notation indicating that the B.W.C. was activated in error. No issue was identified with the deletion.



PUBLIC REPORT

October 10, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Semi-Annual Report: Publication of Expenses – January 1 to June 30, 2024

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Summary:

The purpose of this report is to advise the Board of the expenses incurred by Board and Service members during the period of January 1 to June 30, 2024.

Discussion:

The Board's policy on Publication of Expense Details requires that expenses of the following individuals be reported to the Board on a semi-annual basis;

- Board Members
- Chief and Command Officers
- Excluded members at level of X40 and above
- Members in the rank of Staff Superintendent and Director

The expenses to be published are in three areas;

- business travel;
- conferences and training; and
- hospitality and protocol expenses

Attached to this report as Appendix A are the expenses, for the first half of 2024 for the applicable Service and Board members. The attachment shows the total for each member as well as a breakdown based on the three categories of expenses. The publication of this information will be available on the Board and Service's internet sites.

Toronto Police Service Board

40 College Street, Toronto, Ontario M5G 2J3 | Phone: 416-808-8080 Fax: 416-808-8082 | www.tpsb.ca

The expenses of 31 members are included in this report, in alphabetical order, and total \$69,538.55.

Background

Relevant Board Policies and Compliance

This report is in compliance with Board's Policy (Min No. P18/12 refers).

Conclusion:

This report contains details for the three categories of expenses incurred by Board and Service members, for the period of January 1 to June 30, 2024.

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

Recommendation:

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

Financial Implications:

Expenses reported in this report have been covered in the 2024 operating budgets and/or collectively bargained Senior Officer professional development fund.

Respectfully submitted,

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

Attachments:

Appendix A – Toronto Police Service and Toronto Police Service Board Expense Publication Summary – January 1 to June 30, 2024

Appendix A

Toronto Police Service and Toronto Police Services Board
Expense Publication Summary
Period: January 1 to June 30, 2024

Member	Expenses Reported
Barredo, Francisco	\$320.06
Baus, Jacqueline	\$4,825.20
Belanger, Donald	\$0.00
Brillinger, Chris	\$0.00
Burnside, Jon	\$0.00
Carroll, Shelley	\$0.00
Casselman, Nancy	\$1,516.25
Cheng, Lily	\$0.00
Code, Peter	\$1,550.95
Cornish, James	\$213.70
Dawson, Shannon	\$2,801.81
Demkiw, Myron	\$2,946.59
Dhaliwal, Svina	\$862.32
Grant, Cindylou	\$41.43
Gray, Pauline	\$1,233.54
Johnson, Robert	\$16,080.75
Kanengisser, Dubi	\$2,250.93
Khow, SieWing	\$686.88
Kostakis, Evangelia	\$979.53
Matthews, Joseph	\$5,458.17
Migliore, Nicola	\$0.00
Morgan, Ann	\$2,068.38
Morley, Amber	\$25.00
Nicol, Brett	\$506.16
Pogue, Lauren	\$3,182.14
Skinner, Kelly	\$6,867.78
Sparkes, Allison	\$0.00
Spencer, Nadine	\$1,475.52
Stairs, Colin	\$4,017.61
White, Deidra	\$3,363.21
Williams, Ian	\$6,264.64
Total Expenditures Reported	\$69,538.55



**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Public Safety Operations
Member: Barredo, Francisco
Job Title/Rank: Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conferences and training expenses for this period.	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Jun 6	York Regional Police meeting in Toronto, ON	\$320.06
		\$320.06

Member Total	\$320.06
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Strategy Management
Member: Baus, Jacqueline
Job Title/Rank: Acting Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Jun 17-22	Canadian Association of Chiefs of Police (C.A.C.P.) Police Executive Mentorship Program in Calgary, AB	\$4,825.20
		\$4,825.20

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$4,825.20
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: People and Culture
Member: Casselman, Nancy
Job Title/Rank: Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Feb 26	Police Association of Ontario (P.A.O.) 2024 Employment Conference in Toronto, ON	\$356.16
Feb 27-28	Ontario Association of Chiefs of Policing (O.A.C.P.) Community Safety and Policing Act (C.S.P.A.) Summit in Toronto, ON	\$356.16
Apr 16-17	O.A.C.P. 2024 Leadership Forum in Vaughan, ON	\$803.93
		\$1,516.25

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$1,516.25
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Professionalism & Accountability
Member: Code, Peter
Job Title/Rank: Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Feb 14-16	Order of Merit of the Police Forces Ceremony in Ottawa, ON	\$1,019.19
Apr 2-4	Ontario Association of Chiefs of Police (O.A.C.P.) 2024 Annual Committee meeting in Blue Mountain, ON	\$175.60
		\$1,194.79

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Feb 27-28	O.A.C.P. Community Safety and Policing Act (C.S.P.A.) Summit in Toronto, ON	\$356.16
		\$356.16

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$1,550.95
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Chief's Office
Member: Cornish, James
Job Title/Rank: Strategic Advisor to the Chief of Police

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
May 11	Law Society of Ontario (L.S.O.) Criminal Law Refresher 2024 Webinar	\$213.70
		\$213.70

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$213.70
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Professionalism & Accountability
Member: Dawson, Shannon
Job Title/Rank: Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Apr 11-15	International Association of Chiefs of Police (I.A.C.P.) Policy Council Midyear meeting in Grapevine, TX	\$2,478.79
May 22-24	University of Chicago Crime Lab Policing Leadership Academy (P.L.A.) Graduation in Chicago, IL	\$156.81
		\$2,635.60

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conferences and training expenses for this period.	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
May 11	Meagan Bebenek Foundation 2024 Walk & HUG Event in Toronto, ON	\$16.21
May 15	Annual Police Excellence Awards in Toronto, ON	\$150.00
		\$166.21

Member Total	\$2,801.81
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Chiefs Office
Member: Demkiw, Myron
Job Title/Rank: Chief of Police

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Feb 8	Public Safety Canada (P.S.C.) National Summit on Combatting Auto Theft in Ottawa, ON	\$834.69
Mar 3-8	World Police Summit in Dubai, UAE	\$708.75
May 21-25	Major Cities Chiefs Association (M.C.C.A.) 2024 Chiefs Leadership Development meeting in Vancouver, BC	\$1,403.15
		\$2,946.59

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$2,946.59
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Corporate Services Command
Member: Dhaliwal, Svina
Job Title/Rank: Chief Administrative Officer

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Feb 26	Police Association of Ontario (P.A.O.) 2024 Employment Conference in Toronto, ON	\$356.16
Feb 27-28	Ontario Association of Chiefs of Policing (O.A.C.P.) Community Safety and Policing Act (C.S.P.A.) Summit in Toronto, ON	\$356.16
		\$712.32

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
May 15	Annual Police Excellence Awards in Toronto, ON	\$150.00
		\$150.00

Member Total	\$862.32
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Finance & Business Management
Member: Grant, Cindy
Job Title/Rank: Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Jan 23	City of Toronto Budget Committee meeting in Toronto, ON	\$19.82
Feb 14	City of Toronto Council Business meeting in Toronto, ON	\$21.61
		\$41.43

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conferences and training expenses for this period.	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$41.43
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Detective Operation
Member: Gray, Pauline
Job Title/Rank: Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Apr 2-3	Canada Border Services Agency (C.B.S.A.) Project Vector Conference in Montreal, QC	\$1,146.04
		\$1,146.04

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conferences and training expenses for this period.	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Mar 28	Ontario Women in Law Enforcement (O.W.L.E.) Advisory Board meeting in Toronto, ON	\$87.50
		\$87.50

Member Total	\$1,233.54
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Specialized Operations Command
Member: Johnson, Robert
Job Title/Rank: Deputy Chief

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Jan 9-11	50th Canadian Integrated Response to Organized Crime (C.I.R.O.C.) meeting in Montreal, QC	\$1,146.81
Feb 8	Public Safety Canada (P.S.C.) National Summit on Combatting Auto Theft in Ottawa, ON	\$877.09
Feb 14-16	Major Cities Chiefs Association (M.C.C.A.) Winter meeting in Charlotte, NC	\$2,639.62
Feb 29	National Integrated Safety and Security (I.S.S.U.) Lead meeting in Toronto, ON	\$18.01
Mar 19	Be on the Lookout (B.O.L.O.) Business meeting in Toronto, ON	\$10.00
Mar 21	Business Improvement Area (B.I.A.) meeting in Toronto, ON	\$13.50
Mar 11-16	Counter Terrorism Preparedness Network (C.T.P.N.) 2024 Annual Conference in London, UK	\$4,877.10
Apr 14	Combined Forces Special Enforcement Unit (C.F.S.E.U.) Executive Steering Committee meeting in Toronto, ON	\$9.01
May 8-10	Vancouver Police Service Foundation Gala in Vancouver, AB	\$2,032.54
May 14	Toronto Police Service (T.P.S.) Command Off-site Business meeting in Toronto, ON	\$18.01
May 17	Community Safety meeting in Toronto, ON	\$13.50
Jun 3-6	Canadian Integrated Response to Organized Crime (C.I.R.O.C.) 51st meeting in Quebec City, QC	\$1,715.54
		\$13,370.73

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Feb 27-28	Ontario Association of Chiefs of Policing (O.A.C.P.) Community Safety and Policing Act (C.S.P.A.) Summit in Toronto, ON	\$356.16
Jun 8-12	O.A.C.P. Annual Conference in London, ON	\$2,011.65
		\$2,367.81



**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Specialized Operations Command
Member: Johnson, Robert
Job Title/Rank: Deputy Chief

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Jan 20	Ontario Public Service Employees Union (O.P.S.E.U.) Assistant Deputy Minister Retirement event in Toronto, ON	\$70.00
Apr 11	T.P.S. City Wide Prayer Walk in Toronto, ON	\$8.10
Apr 11	Royal Canadian Military Institute (R.C.M.I.) Vimy Event in Toronto, ON	\$81.00
May 15	Annual Police Excellence Awards in Toronto, ON	\$150.00
Jun 14	First Responder Appreciation and Pride Event 2024 in Toronto, ON	\$25.01
Jun 17	T.P.S. National Indigenous Peoples Day Celebration in Toronto, ON	\$8.10
		\$342.21
Member Total		\$16,080.75



**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Toronto Police Service Board
Member: Kanengisser, Dubi
Job Title/Rank: Executive Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Feb 26	Police Association of Ontario (P.A.O.) 2024 Employment Conference in Toronto, ON	\$356.16
Feb 27-28	Ontario Association of Chiefs of Policing (O.A.C.P.) Community Safety and Policing Act (C.S.P.A.) Summit in Toronto, ON	\$356.16
Apr 3	Coalition for Canadian Police Reform (C.C.P.R.) Preventing Unnecessary Escalation of Force and Rebuilding Webinar	\$25.00
Jun 3-5	Ontario Association of Police Services Boards (O.A.P.S.B.) Spring Conference in Blue Mountatin, ON	\$1,513.61
		\$2,250.93

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$2,250.93
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Legal Services
Member: Khow, Sie-Wing
Job Title/Rank: Acting General Counsel

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Feb 27-28	Ontario Association of Chiefs of Policing (O.A.C.P.) Community Safety and Policing Act (C.S.P.A.) Summit in Toronto, ON	\$356.16
Apr 30-May 2	Osgoode Hall Law School Charter Essentials for Investigators Webinar	\$330.72
		\$686.88

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$686.88
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Toronto Police Service Board
Member: Kostakis, Lisa
Job Title/Rank: Board Member

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Feb 26	Police Association of Ontario (P.A.O.) 2024 Employment Conference in Toronto, ON	\$356.16
Feb 27-28	Ontario Association of Chiefs of Policing (O.A.C.P.) Community Safety and Policing Act (C.S.P.A.) Summit in Toronto, ON	\$356.16
		\$712.32

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Jan 1-Apr 30	Various Toronto Police Service (T.P.S.) events in Toronto, ON	\$267.21
		\$267.21

Member Total	\$979.53
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Strategy Management
Member: Matthews, Joseph
Job Title/Rank: Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
May 14	Toronto Police Service (T.P.S.) Command Off-site Business meeting in Toronto, ON	\$22.51
		\$22.51

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Feb 27-28	Ontario Association of Chiefs of Policing (O.A.C.P.) Community Safety and Policing Act (C.S.P.A.) Summit in Toronto, ON	\$356.16
May 29-31	Police Executive Research Forum (P.E.R.F.) 2024 Annual Conference in Orlando, FL	\$2,926.81
Jun 8-12	O.A.C.P. Annual Conference in London, ON	\$2,002.69
		\$5,285.66

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
May 15	Annual Police Excellence Awards in Toronto, ON	\$150.00
		\$150.00

Member Total	\$5,458.17
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Toronto Police Service Board
Member: Morgan, Ann
Job Title/Rank: Board Member

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Mar 23-27	Toronto Police Service (T.P.S.) Collective Bargaining meeting in Toronto, ON	\$2,004.69
		\$2,004.69

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conferences and training expenses for this period.	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
May 15	Annual Police Excellence Awards in Toronto, ON	\$24.40
May 29	Toronto Police Association (T.P.A.) Retirement Dinner in Toronto, ON	\$39.29
		\$63.69

Member Total	\$2,068.38
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Toronto Police Service Board
Member: Morley, Amber
Job Title/Rank: Board Member

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Apr 3	Coalition for Canadian Police Reform (C.C.P.R.) Preventing Unnecessary Escalation of Force and Rebuilding Webinar	\$25.00
		\$25.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$25.00
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: West Field Command
Member: Nicol, Brett
Job Title/Rank: Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Feb 27-28	Ontario Association of Chiefs of Policing (O.A.C.P.) Community Safety and Policing Act (C.S.P.A.) Summit in Toronto, ON	\$356.16
		\$356.16

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
May 15	Annual Police Excellence Awards in Toronto, ON	\$150.00
		\$150.00

Member Total	\$506.16
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Community Safety Command
Member: Pogue, Lauren
Job Title/Rank: Deputy Chief

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Feb 15-16	Order of Merit of the Police Forces in Ottawa, ON	\$955.57
Mar 24-27	Ontario Association of Chiefs of Police (O.A.C.P.) Board of Directors, Chief Executive Officer (C.E.O.) Day in Ottawa, ON	\$725.28
		\$1,680.85

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Jun 8-12	Royal Canadian Mounted Police (R.C.M.P.) Pearls in Policing Conference in Vancouver, BC	\$1,144.53
		\$1,144.53

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Mar 1	Aide-de-Camp Event in Toronto, ON	\$9.45
Mar 6	Consulate General of Turkey meeting in Toronto, ON	\$36.09
May 3	Ontario Women in Law Enforcement (O.W.L.E.) Service Award Gala in Toronto, ON	\$126.07
May 15	Annual Police Excellence Awards in Toronto, ON	\$150.00
Jun 14	First Responder Appreciation and Pride Event 2024 in Toronto, ON	\$25.01
June 17	Toronto Police Service (T.P.S.) National Indigenous Peoples Day Celebration in Toronto, ON	\$10.14
		\$356.76

Member Total	\$3,182.14
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: East Field Services
Member: Skinner, Kelly
Job Title/Rank: Acting Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Jan 24	Toronto Police Service (T.P.S.) Community Outreach Response Engagement (C.O.R.E.) Team meeting in Toronto, ON	\$19.14
May 7	T.P.S. C.O.R.E. Team meeting in Toronto, ON	\$20.71
May 28	T.P.S. C.O.R.E. Team meeting in Toronto, ON	\$20.71
		\$60.56

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Apr 11-20	Australian Institute of Police Management (A.I.P.M.) Global Policing Innovation Exchange Leadership Programme (G.P.X.L.P.) in Sydney, AU	\$5,847.03
Jun 9-12	Ontario Association of Chiefs of Police (O.A.C.P.) Annual Conference in London, ON	\$941.28
		\$6,788.31

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Mar 19	Guest Speaker at University of Toronto (U of T) in Toronto, ON	\$10.81
Jun 10	Media Interview C.O.R.E. in Toronto, ON	\$8.10
		\$18.91

Member Total	\$6,867.78
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Toronto Police Service Board
Member: Spencer, Nadine
Job Title/Rank: Board Member

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Feb 26	Police Association of Ontario (P.A.O.) 2024 Employment Conference in Toronto, ON	\$356.16
Feb 27-28	Ontario Association of Chiefs of Policing (O.A.C.P.) Community Safety and Policing Act (C.S.P.A.) Summit in Toronto, ON	\$356.16
Mar 19-21	Canadian Institute for Public Safety Research and Treatment (C.I.P.S.R.T.) Symposium in Ottawa, ON	\$763.20
		\$1,475.52

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$1,475.52
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Information & Technology Command
Member: Stairs, Colin
Job Title/Rank: Chief Information Officer

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Jan 29-31	Motorola Innovation Center Tour and Chicago Police Department visit in Chicago, IL	\$1,711.18
		\$1,711.18

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Feb 25-28	Canadian Association of Chiefs of Police (C.A.C.P.) Information Technology (I.T.) Summit in Vancouver, BC	\$2,306.43
		\$2,306.43

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$4,017.61
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Information Technology Services
Member: White, Deidra
Job Title/Rank: Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Feb 29-Mar 1	Canadian Association of Chiefs of Police (C.A.C.P.) Information & Communications Technology (I.C.T.) Committee meeting in Vancouver, BC	\$752.51
Mar 3-6	Information Technology Sub-Committee (I.T.S.C.) and National Police Information Service Advisory Board (N.P.I.S.A.B.) meeting in Ottawa, ON	\$234.14
		\$986.65

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Feb 25-28	C.A.C.P. Information Technology (I.T.) Summit in Vancouver, BC	\$2,376.56
		\$2,376.56

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$3,363.21
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**Toronto Police Service
Senior Staff Expenses
For the period of January 1, to June 30, 2024**

Unit: Information Management
Member: Williams, Ian
Job Title/Rank: Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Apr 16-19	Canadian Association of Chiefs of Police (C.A.C.P.) Police Information & Statistics Committee (P.O.L.I.S.) meeting in Ottawa, ON	\$1,527.18
May 6-8	C.A.C.P. P.O.L.I.S. Liason Officers Committee (L.O.C.) meeting in Ottawa, ON	\$1,523.77
		\$3,050.95

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
Feb 25-28	C.A.C.P. Information Technology (I.T.) Summit in Vancouver, BC	\$3,213.69
		\$3,213.69

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$6,264.64
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PUBLIC REPORT

October 10, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Annual Report on Training and Development – 2023

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendation:

This report recommends that the Toronto Police Service Board receive the following report.

Financial Implications:

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

Summary:

The Toronto Police Service is committed to being a recognized national and global leader in police training, education and the professional development of its members, with particular emphasis on training that focuses on community engagement, de-escalation, persons-in-crisis interactions, equity, inclusion, and human rights. The Toronto Police Service, through the leadership of the Toronto Police College, meets, and often exceeds, the legislatively required training needs of its sworn officers and civilian professionals by providing quality internal and external learning and development opportunities.

Toronto Police Service Board

40 College Street, Toronto, Ontario M5G 2J3 | Phone: 416-808-8080 Fax: 416-808-8082 | www.T.P.S.b.ca

Discussion:

The Toronto Police College (T.P.C.) is committed to training its uniform officers and civilian professionals using a variety of methods tailored to meet the diverse learning needs of a large urban police service and community. This report is divided into two sections, accompanied by two appendices, and provides a comprehensive overview of the T.P.C.'s training and evaluation efforts.

Proudly, in 2023, the T.P.C. delivered 1,256 training sessions to 53,841 participants and facilitated an additional 468 external training sessions to 8,674 participants.

Part 1: 2023 Training Section Highlights

Part 2: 2023 Level 3 - Post-Course Effectiveness Study produced by the Toronto Police College.

Appendix A: Detailed Findings of the 2023 Level 3 - Post-Course Effectiveness Study produced by the Toronto Police College.

Appendix B: Provides a summary list of all courses completed by all Toronto Police Service members in 2023.

Background & Training Highlights

How We Train

Training at the Toronto Police Service (T.P.S.) is delivered via various platforms, including traditional in-class instruction held at the T.P.C., unit-specific and specialized training held outside of the T.P.C., e-learning courses, professional development opportunities (which are facilitated by the People Strategy & Performance Unit) and through external partner learning opportunities. Each year, the T.P.C. integrates input from internal and external stakeholders and community advisory panels to refine the curriculum and address the evolving training needs of the T.P.S. and the communities we serve.

As a recognized national leader in police training and curriculum development, the T.P.C. explores various forms of content delivery, leveraging technology, and creating innovative e-learning modules delivered via the Canadian Police Knowledge Network (C.P.K.N.). These modules enhance the professional development of all members, internal and external to the Service, and are widely requested by police services across Canada. For example, in 2023, e-learning modules that were developed and released to members included Body-Worn Camera Use, Gender Diversity and Trans Inclusion, Introduction to the Indigenous Experience, Foundations of Islam and Addressing Islamophobia, and the Military Veterans Wellness Program. A comprehensive list of e-learning modules is included in Appendix B.

The T.P.C. remains committed to training our leaders. In 2023, the T.P.C. continued to maintain strong academic partnerships with accredited institutions including the University of Toronto, the Toronto Metropolitan University, York University, and the Humber Institute of Technology and Advanced Learning. These partnerships provide members with access to leadership training opportunities and support the internal

development of T.P.S. leadership programs. The academic expertise leveraged from these partnerships also assists the T.P.C. when conducting transfer of learning assessments.

Additionally, the T.P.C. coordinates executive leadership training for T.P.S. leaders, facilitating provincial, national, and global professional development opportunities. These opportunities often immerse T.P.S. members with police leaders from other parts of the country and world, exposing them to critical issues impacting the policing profession. For example, in 2023, T.P.S. leaders attended the 16th Annual Pearls in Policing Conference in Sydney, Australia, focusing on next-generation policing concepts, including political polarization, technological innovation, climate change, economic inequality, and global conflict.

How We Measure Effectiveness

Community consultation plays a critical role in this process, fostering a co-design, co-develop, and in many cases, a co-delivery framework that helps maintain the confidence of the community and professional and academic partners. By integrating modern and diverse learning methods and evaluation practices, the T.P.S. aims to equip its members with the skills, knowledge, and attitudes necessary to serve the community effectively, ethically, and respectfully.

A strong emphasis is placed on transfer of learning and the evaluation of training effectiveness. The Kirkpatrick Model, a comprehensive evaluation framework used by the T.P.C., measures four levels of learning: reaction, learning, behaviour, and results. This model allows the T.P.C. to assess participant satisfaction, knowledge acquisition, behaviour changes, and the overall impact of training as it relates to planned outcomes.

The majority of courses delivered by the T.P.C. undergo the first two levels of evaluation (reaction and learning) at a minimum. In 2023, the T.P.C. produced a Level 3 - Post-Course Effectiveness Study (Part 2 and Appendix A) to determine whether frontline members effectively applied the knowledge gained during day-one of the Annual In-Service Training (I.S.T.) Program. The study focused on behavioural changes resulting from three selected training modules: Peer Intervention, Centering Black Experiences, and Indigenous Experiences. In summary, the results demonstrated that over 90% of respondents indicated that “they have made an active effort to be aware of their own biases” and 86.71% of respondents stated that “they respond to situations using a trauma-informed approach that involves empathy, understanding, and active listening.” The results confirm that the T.P.C.’s training positively influenced officers’ decision-making processes and helped challenge cultural norms in the workplace. This study also recognized barriers, including limited opportunities for the application of training depending on role, and limits associated with knowledge retention. A detailed analysis of these findings is included in Appendix A. Positive results and areas identified for improvement help T.P.C. curriculum specialists design courses that are effective for our members and supported by our communities.

As noted above, the Service is committed to being recognized as national and global leaders in police training, education and the professional development of its members, with particular emphasis on training that focuses on community engagement, de-escalation, persons-in-crisis interactions, equity, inclusion, and human rights. This

commitment is significant because of its alignment with Justice Gloria J. Epstein's Report on "*The Independent Civilian Review into Missing Person Investigations*," specifically Missing and Missed Recommendation 116 (Epstein, 2018) and is further emphasized in the Service's Equity Strategy, "The Road to Creating an Inclusive Workplace and Fairness in Community Safety".

In response to the Board's 81 recommendations on police reform, the T.P.S. and Humber Institute of Technology and Advanced Learning (I.T.A.L.) entered into a Memorandum of Understanding (M.O.U.) to facilitate an independent academic review and evaluation of the training offered at the T.P.C. The M.O.U. aims to enhance the effectiveness and impact of current training programs, starting with a review of the I.S.T. Program - a mandatory three-day program for all active frontline officers, and also partially delivered to Special Constables. This opportunity for independent assessment will also assist the T.P.C. to develop a standardized system for collecting, analyzing, and evaluating training data, ensuring that training at the T.P.C. establishes a practical and academic rigor that is recognized by our members, other police services and our communities. The evaluation framework is particularly sensitive to training related to persons-in-crisis and anti-Black and anti-Indigenous racism. This independent academic review and evaluation underscores the T.P.S.'s commitment to improving frontline service delivery through effective knowledge transfer and professional development. The final report is scheduled for completion by December 2025.

How We Modernize

The T.P.C. is committed to continuous learning and modernization and promotes training in areas such as innovation and technology integration. For instance, in 2023 the T.P.C. provided sector-leading training in areas such as Body-Worn Camera Systems, Automatic License Plate Reader Technology, and Criminal Investigations. Modernization efforts also included ongoing training in peer-intervention, trauma-informed policing practices, de-escalation, enhanced investigative capabilities, and fostering inclusive and respectful interactions with community members. These trainings are mutually supportive and in combination contribute to the above priorities, having positive impact on overall community safety and wellbeing.

In October 2023, the T.P.C. operationalized the Technology Integration Section. The Technology Integration Section is composed of five specially trained members that are committed to helping those who work on the frontline leverage more value from technology. Members of this section work with internal and external stakeholders to identify technological gaps in training and educate members in the use of in-the-field digital tools such as body-worn cameras, automatic license plate readers, and drone technology. This section is committed to integrating technologies into training at the recruit level, in annual training, and in all offerings delivered by the T.P.C.

In addition, in 2023, priorities which focused on trust-building and professionalization were enhanced as a result of the Gender Diversity and Trans Inclusion Project (G.D.T.I.), led by the Equity, Inclusion, and Human Rights Unit. This training consisted of mandatory e-learning modules for all members, focusing on Equity, Trans Inclusion, and Human Rights. The training was co-developed with external consultants and a community advisory committee. The G.D.T.I. was featured at the 2023 World LGBTIQ+

Conference in Australia, where the T.P.S. shared the project with global law enforcement agencies. Such efforts are reflected in the T.P.C.'s ongoing commitment to supporting safer communities by ensuring that training mandates are continuously evolving, fostering inclusivity, and building trust with communities it serves.

How We Collaborate

The T.P.C. stands out as a leader in police training due to its ability to integrate community lived experiences, mental health awareness, and equity-focused concepts into various training courses, including recruit training and the Annual I.S.T. Program. In 2023, this community-focused approach helped drive the T.P.S. SAFE-T.O. mandate, enhancing community safety and wellbeing and contributing to a more modern, compassionate, innovative, and inclusive police service.

In 2023, the T.P.C. offered a Community Experience Program to police cadets in partnership with the Community Partnerships and Engagement Unit. This program, developed as a result of a number of reform recommendations, introduces cadets to community leaders and support agencies who reinforce the central theme of “bias free policing.” Presenters include Black, Indigenous, and L.G.B.T.Q2S.+ community leaders and representatives from youth, housing, mental health and addiction, and children’s aid agencies, including Midaynta Mending the Crack in the Skye, the Catholic Children’s Aid Society, Roots Mental Health Services, Interval House, and the Youth Association for Academics, Athletics, and Character Education. Presenters also include a Holocaust Survivor who speaks to Holocaust Education, Jewish Heritage, and Human Rights. Cadets also receive an immersive experience upon arrival at their assigned Divisions, continuing planned experiences with marginalized and vulnerable community members and their advocates, social agencies, and subject matter experts. Complementary to the above, new Inspectors receive leadership training, which includes presentations from Black, Indigenous, and L.G.B.T.Q2S.+ community members and immersive experiences, including a planned engagement for the day in “The Village” – recognized as the historic home of Toronto’s L.G.B.T.Q2S.+ communities.

To enhance collaborative efforts, the 2023 I.S.T. Program highlighted partnerships and offered training with community-focused organizations such as the Gerstein Crisis Centre and the Toronto Community Crisis Service. Additionally, the I.S.T. program educated and connected frontline officers to culturally responsive referral programs that include Indigenous-led and Black-led organizations and accompanying mental health supports.

In 2023, the T.P.C. regularly collaborated with municipal, provincial, and federal police services and agencies to co-instruct and co-develop training as the subject matter experts. Prominent collaborations included training in equity, inclusion, human rights and specialized and investigative training.

In a further example of intentional global reach and partnership, the T.P.C., through the International Associations of Chiefs of Police (I.A.C.P.) engaged in the participation and development of the Officer Exchange Program with the United Arab Emirates Ministry of Interior (M.O.I.). The exchange program is intended to reflect the T.P.S.'s commitment to global collaboration, cultural knowledge exchange, and the adoption of best practices in policing.

How We Professionalize

The T.P.C. continues to advance the professionalization and academic rigor of its instructors and leadership. The Training Standards Section at T.P.C. is civilian-led and staffed by subject matter experts in adult education and training. These experts, include curriculum design specialists, researchers, e-learning specialists, and equity, inclusion, and human rights instructors, who maintain the highest standards of academic principles and practical training methodologies. Continued advancements in the professionalization and longevity of instructors, curriculum developers, and leaders at the T.P.C. promote best-in-class training and consistency in curriculum development and delivery. The T.P.C. continues to set new benchmarks that fuse academia, expertise, evidence-based learning, and professional knowledge in all training delivered at the T.P.C.

Summary of New Programming and Initiatives for 2023

In 2023, the following new programming and initiatives were launched or significantly redeveloped by training sections at the T.P.C. Detailed descriptions of each section, including highlights are included in Part 1 of this report.

Training Section	2023 Program/Initiative
Leadership and Member Development and Training Standards Sections	Annual In-Service Training (all sections), Fair and Unbiased Policing Course
Armament Section	Public-Police Interaction Model Consultation and Training
Leadership and Member Development Section	Peer Intervention, Indigenous Experiences and Centering Black Experiences
Leadership and Member Development and Training Standards Sections	Cybersecurity Awareness, Trauma Informed Care, Digital Multimedia Collection using Axon, Foundations of Islam & Addressing Islamophobia
Investigative Section	Beyond Trauma Informed Training, "Follow the Money" Symposium
Technology Integration Section	Body-Worn Camera Statements and Redactions.
Training Standards Section	Memorandum of Understanding with Humber College - Evaluation of Transfer of Learning.
Incident Response Training Sections	Practical Active Attacker Scenarios, Peer Intervention, Anti-Black Racism Scenarios, Gender Diversity and Trans-Inclusion Scenarios, and Mental Health and Crisis Awareness Course, High-Risk Vehicle Takedown Training in response to carjackings.

In addition to the table above, the Ontario Major Case Management and Sexual Assault Investigators courses, along with Human Trafficking investigations, have been among the most highly sought-after courses by external police agencies. These courses have been instrumental in equipping investigators with specialized skills necessary for addressing complex, sensitive and high-risk cases. Furthermore, the High-Risk Vehicle Takedown Training was expanded to include divisional major crime units, as a response to the increase in carjacking investigations.

Conclusion:

This report provides the Toronto Police Service Board (Board) with an overview of the training delivered by the Toronto Police College during 2023.

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

Respectfully submitted,

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

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Part 1 - 2023 Training Section Highlights - Toronto Police College

Training at the T.P.C. is divided into the following sections:

- Administrative Support
- Armament
- Police Vehicle Operations
- Community Policing
- Incident Response Training
- Investigative Training
- Leadership and Member Development
- Special Constable Training Unit (formerly Courts Training Unit)

In late 2023, in line with modernization and professionalization plans, the T.P.C. operationalized two new sections: The Training Standards Section and the Technology Integration Section.

The mandate of the Training Standards Section is to ensure that the curriculum provided by the T.P.C. is evidence-based, community-informed, and academically-oriented. This section takes the lead in evaluating transfer of knowledge, member experience, and training effectiveness. Members assigned to this section are learning experts, and include curriculum design specialists, researchers, and e-learning specialists who maintain the highest standards of academic principles and practical training methodologies.

The Technology Integration Section is dedicated to helping members increase their digital accessibility and competence. Members of this section work with internal and external stakeholders to identify technological gaps in training and train members in the use of in-the-field digital tools such as body-worn cameras, automatic license plate readers, and drone technology. This section is committed to integrating technologies into training at the recruit level, in annual training, and in other platforms, including e-training. Members of the section recently launched a Technology Liaison Program to connect frontline units across the Service with training and technology integration opportunities.

Since the Training Standards and Technology Integration sections were newly introduced in late 2023, more in-depth annual highlights will be included in the “Toronto Police College Annual Report on Training – 2024”.

Below, annual highlights of each section for 2023 are presented. For additional reference, detailed functions of each section can be found in previous Board reports (Min. No. P104/20 refers).

Administrative Support Section

The Administration team manages budget, purchasing, course enrolment, records, and classroom allocation to ensure efficient operations. The section also oversees First Aid, Occupational Health and Safety, and facility maintenance, prioritizing safety and functionality to support the Service's objectives.

In 2023, the Administrative Support Section undertook the Accessibility for Ontarians with Disabilities Act (A.O.D.A) compliance project at the T.P.C. In collaboration with Facilities Management, this extensive construction project insured that the T.P.C. met Ontario's design of public spaces and the Ontario Building Code.

The Administrative Support Section was tasked with delivering comprehensive Occupational Health and Safety (O.H.S.) training. The role of the O.H.S. instructor involves leading sessions tailored for both incoming recruits and existing members and has a central aim of enriching their comprehension of the Occupational Health and Safety Act. The curriculum for this training covers a diverse spectrum of subjects, encompassing workplace harassment, workplace sexual harassment, distinct hazards tied to various roles, the entitlements and safeguards granted by the Act, and the appropriate utilization of safety equipment. Furthermore, members undergo training that delves into the precise policies and protocols established by the Toronto Police Service concerning occupational health and safety.

The Administrative Support Section is accountable for delivering First Aid training. In the year 2023, a total of 2,084 members completed or renewed their First Aid training through courses facilitated by St. John Ambulance. This training regimen incorporated vital skills such as operating automated external defibrillators, administering Naloxone, and performing cardiopulmonary resuscitation. Among the participants, 40 members underwent specialized Marine First Aid training. An additional 296 members received specialized instruction on Naloxone administration as well as the management of alcohol withdrawal symptoms.

Armament Section

The Armament team is responsible for setting and maintaining firearms and tactical training standards for the Service. The team provides instructor-level training, oversees specialized firearms programs, and manages the issuance, maintenance, and records of Service weapons and use-of-force options.

The Armament Section continued to see an increase in program delivery of both regular and specialized training courses throughout 2023.

Key training sessions included:

- Cadet Pistol Training
- Firearms Training (Lateral Officers, Reintegration, Glock 27, Carbine)
- Less Lethal and Lethal Shotgun Courses

- Critical Incident and Return-to-Work Sessions (Exposure Scenarios)

In 2023, 13 'Carbine C8 New User' courses and 75 'Carbine C8 Requalification Sessions' were completed.

The Armament section also managed the Conducted Energy Weapon (C.E.W.) program, training over 2,000 members and overseeing equipment management.

In 2023, members of the Armament Section collaborated with police services from across Ontario and the Ontario Police College to develop the new Ontario Public-Police Interactions Training Aid, emphasizing safety, de-escalation, and relational approaches.

De-escalation can be defined as the use of verbal and non-verbal strategies intended to prevent conflict or reduce the intensity of a situation without the application of force and, if force is necessary, reducing the amount of force if viable. (Ontario Public-Police Interaction Training Aid, 2023)

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

The Police Vehicle Operations Section (P.V.O.) manages specialized vehicle training programs for uniform and civilian members and include:

- Marked and Unmarked Police Vehicles and Motorcycles
- Advanced Bicycle and Driving Courses
- Wagons, Trucks, and Property Vehicles
- Advanced Bicycle and Driving Courses
- Crowd Management, Command Post, and Emergency Driving Courses

This section is also responsible for the provincially mandated delivery of Suspect Apprehension Training.

All Police Constable, Special Constable, Parking Enforcement Officer, and selected Civilian new hires are required to attend Police Vehicle Operations and are provided specialized driver training relevant to their position. Police training is designed to increase officer safety and reduce risk to the public through collision avoidance and pursuit driver training.

The Police Vehicle Operations Section ensures that training provided by the T.P.C. is in compliance with Service Governance as well as Provincial Adequacy Standards. Members are provided classroom training and one-on-one training, including remedial sessions when identified.

In 2023, 24 vehicle operation training sessions were provided to Police Constable new hires and 7 sessions to District Special Constables. In addition 6 training sessions of

bicycle patrol, 3 sessions of advance bicycle patrol, and 2 sessions of police motorcycle training were provided to members of the Service.

Community Policing Section

The Community Policing Section is responsible for delivering professional, academic and fitness training to new hires, including Police Recruits, Lateral Entry Officers, and Auxiliary Police Recruits. Importantly, this section is responsible for the performance of recruits at the T.P.C. and at the Ontario Police College (O.P.C.). Members of this section provide ongoing professional training, guidance, counselling, and mentoring to all recruits and new hires, addressing any learning, cognitive, and physical barriers to ensure their success.

Members of the Community Policing Section are seconded to the O.P.C. to support the Basic Constable Training program and the performance of recruits who participate in the program.

In the spring of 2023, the Ontario Government announced the addition of a fourth recruit intake to the O.P.C. schedule, set to begin in 2024. This required modifications to training schedules, equipment and uniform allocations, and other training-related processes throughout 2023.

In addition to training new hires, the section houses physical fitness and wellness coordinators for all Service members. The coordinators support wellness initiatives, focusing on fitness, nutrition, fatigue management, and work-life balance. Physical fitness and wellness is a key component of the training for all new hires, ensuring they are prepared for the demands of their future roles.

Members of the Community Policing Section also support the development, and delivery of the 'Uniform Coach Officer Training Program'. In 2023, members of this section delivered five 'Uniform Coach Officer Training Courses', resulting in the certification of 150 new Coach Officers. These officers play a critical role in the field training of new recruits.

Recruit Highlights

In 2023, this section oversaw the training of 498 cadets, 15 laterally hired experienced officers and 60 new Auxiliary Police Officers.

Incident Response Training Section

The Incident Response Training (I.R.T.) Section equips officers with essential skills for daily fieldwork, focusing on de-escalation and use-of-force decision-making. They provide annual refresher training in firearms, defensive tactics, and response to persons-in-crisis.

The I.R.T. Section continues to deliver specialized training to frontline officers, recruits, and Special Constables. Specialized training includes Use of Force, de-escalation, mental health, conflict prevention, and dynamic simulation training. In 2023, there was a continuation of the full three-day In-Service Training (I.S.T.) Program that was delivered

throughout 2022 and required to remedy the backlog caused by COVID-19 restrictions. This was necessary to ensure members met mandatory annual recertification in Use of Force and other curriculum requirements, including equity, inclusion, and human rights, de-escalation, mental health, and legal training.

In 2023, the I.R.T. Section played a key role in training six streams: Police Officers, Police Recruits, Special Constables, Parking Enforcement Officers, Auxiliary Police Officers, and Lateral Officers. Additionally, as discussed above, support was provided to the Armament Section to assist with C8 carbine training.

Notably, members of the I.R.T. Section also collaborated with the O.P.C. to develop the 2023 Ontario Public-Police Interactions Training Aid, emphasizing life preservation, public and officer safety, conflict prevention, and de-escalation. This new Training Aid replaced the Ontario Use of Force Model (2004) and incorporated principles co-established by the I.R.T. Section.

In 2023, the I.R.T. section hosted 'Observation and Training Awareness Days' for oversight bodies, stakeholders, and community members, including the Ontario Human Rights Commission, City of Toronto Legal Department, and the Toronto Police Service Board's Mental Health and Addictions Advisory Panel. Additionally, members of the I.R.T. section regularly collaborated with other sections at the T.P.C. contributing to a training feedback loop that is incorporated into current and future course delivery. For instance, collaboration has led to the development of dynamic simulation training scenarios that provide realistic interactions with racialized and vulnerable persons.

The I.R.T. Section also incorporated 'Active Bystander Training' in scenario-based training, reinforcing an officer's duty to intervene when necessary and to uphold the Core Values of the Service.

A detailed list of the courses delivered in 2023 by the I.S.T. section is found in Appendix B.

Investigative Training Section

The Investigative Training Section provides officers with comprehensive criminal investigative training, covering topics such as major case management, interviewing, and sensitive crime investigations. This section ensures investigators meet Provincial investigative standards through specialized instruction from experienced detectives, instructors, and expert speakers.

In 2023, the Investigative Section continued to enhance investigative training courses, focusing on the development of officers' investigative skills. A key initiative in 2023 was the integration of "Beyond Trauma Informed Training" across all investigative courses, particularly in the Intimate Partner Violence, Sexual Assault Investigators, and General Investigators courses. This training was embedded into curriculum to ensure a trauma-informed perspective is central to all training.

The Investigative Section also introduced new technological tools to support investigative work in the field. This included training on taking statements using body-

worn cameras, employing redaction tools for captured footage, and utilizing analytics through 'Information Dashboards'. These innovations were specifically integrated into the General Investigators Course to enhance investigative capabilities.

Throughout 2023, members of the Investigative Section continued to lead the way in delivering investigative training, actively holding seminars, conferences and courses to support investigators from our Service and from other jurisdictions. Subject matter delivery ranged from core developmental courses, provincially certified trainer courses, provincially accredited courses, facilitated courses for Specialized Investigative Units and Professional Standards, and operational courses that require a high degree of previous investigative experience.

In November 2023, the Investigative Training Section hosted the "Follow the Money" Symposium at the T.P.C., which attracted approximately 200 participants from the T.P.S. and other agencies. Guest speakers included representatives from FINTRAC, federal and provincial prosecutors, Scotiabank, C.R.A., Grant Thornton LLP, and the T.P.S. Asset Forfeiture Unit. The seminar focused on methods for obtaining data, enhancing investigations, and presenting evidence in court to support prosecutions.

In 2023, members of the Investigative Section continued to support the Missing and Missed Investigations Team (M.M.I.T.) in collaboration with the O.P.C. and other agencies across the Province. The section supported the development of a 'Missing Persons Course', which responds to Recommendations 117 and 118 of the "Missing and Missed - Report of The Independent Civilian Review into Missing Person Investigations" (Epstein, 2018).

The Investigative Training Section also pivots to meet crime trends and community needs. In response to the increase in carjacking and vehicle thefts experienced in 2022 and 2023, the Investigative Section in collaboration with the I.R.T. Section delivered 'High-Risk Vehicle Takedown Training' to members of the Carjacking Task Force. This task force included members from the T.P.S., other G.T.A. police services, and the Ontario Provincial Police.

Finally, the Investigative Section continued to serve as a training hub of Ontario Major Case Management.

Leadership & Member Development

The Leadership and Member Development team provides training on ethics, human rights, and professionalism to both uniform and civilian members, ranging in rank. They aim to foster a culture of respect and accountability within the Service, with a goal of enhancing community trust.

In 2023, the primary responsibility of this section was the development and delivery of Day-One of the Annual In-Service Training (I.S.T.) Program for all frontline Police Officers and Special Constables. This training encompasses crucial topics such as procedural justice, trauma-informed policing practices, centering Black experiences, the Indigenous experience, peer intervention and the use of the R.E.A.C.T. model, and rights to counsel training.

The training offered during Day-One of I.S.T. is informed by many sources, including community stakeholders and consultative committees, and aligns with historical and more recent training recommendations, including the '81 Recommendations for Police Reform'. An iterative collaboration process ensures that all training is co-developed, co-designed and in some cases co-delivered in inclusive, relevant, and responsive ways, supporting the diverse needs of learners and our communities.

Day-One of I.S.T. training is delivered by specialized Equity, Inclusion and Human Rights (E.I.H.R.) Instructors and members with diverse policing backgrounds. Collectively these specialists bring expertise and professional insight to the training landscape, ensuring that the content, delivery methods, and materials are sensitive to various cultural, social, and identity-related factors. The instructors assigned to this section play a pivotal role in shaping the curriculum, pedagogy, and evaluation strategies, fostering an environment where all participants feel valued and represented.

A number of stakeholders, including community members contributed professional experiences, lived experiences, and perspectives to the curriculum. This holistic input helped to shape the curriculum, identify local challenges and opportunities, and make the training experience authentic and relevant. When community members are included in the training development process, member offerings are more reflective of the actual needs and aspirations of those the training aims to serve. Collaboration helps identify blind spots, ethical considerations, and promotes best practices in equity, diversity, and inclusion education.

In 2023, Day-One of the I.S.T. training was enhanced and included critical topics such as anti-Black racism, anti-Indigenous racism, police resiliency and peer intervention principles and practices.

Through this section, the T.P.C. continues to develop e-learning training modules that are specific to the needs of our Service members and communities. In addition, the section collaborates with the Canadian Police Knowledge Network (C.P.K.N.) and other partners to co-create and support new offerings that serve the policing community provincially and nationally.

In 2023 the Leadership & Member Development Section released a new training program titled, 'Peer Intervention'. This course was developed with a goal of training members to be 'active bystanders' and to intervene during instances of poor peer behaviour. The training is designed to prevent mistakes, misconduct, harm to the community, and to support the overall wellness of our members. The R.E.A.C.T model, which stands for Recognize, Evaluate, Action, Compassion, and Talk is incorporated into peer intervention training and provides a structured approach to responding thoughtfully and empathetically in challenging circumstances.

This training was originally given during the 'Fair and Unbiased Policing Course' which is received by new members and due to outstanding positive feedback, was soon after expanded into several other training areas, including training to Senior Officers, Coach Officers and Special Constables.

Throughout 2023, 'Peer Intervention' training was delivered to a total of 4,295 officers (Constables and Supervisors), 389 recruits, 120 Senior Officers and 196 civilian members. Moving forward, all new members will receive this training via the 'Fair and Unbiased Policing Course'.

Fair and Unbiased Policing Training

In 2023, the Leadership & Member Development Section continued to deliver the Fair and Unbiased Policing Course for newly hired Police Officers, Special Constables, Communications Operators, and Parking Enforcement Officers. The mandatory five-day course promotes equity, inclusion, and ethical law enforcement principles. The course is co-developed with community and Service stakeholders, subject matter experts, and employs a data-driven approach. This industry-leading course addresses modern day policing complexities in a diverse society and promotes community health and wellbeing.

The Fair and Unbiased Police Training Course aligns with the Toronto Police Service Board's recommendations for Police Reform, focusing on Recommendation 53 (a-c). It covers key topics such as Emotional Intelligence, Ethical Policing, Peer Intervention, Race-Based Data, Anti-Black Racism, Anti-Indigenous Racism, Workplace Violence and Harassment; including Sexual Harassment, Suicide Awareness, and Mental Health and Addictions. It also includes sensitivities to communities such as the L.G.B.T.Q2S+, and Persons with Disabilities. This curriculum plays a pivotal role in nurturing an inclusive environment and culture, bridging gaps, and fosters an improved understanding of Toronto's diverse, multi-faith, and multi-faceted communities.

An evaluation framework to measure efficacy was included in the delivery of the Fair and Unbiased Policing Course. The framework employed pre- and post-assessments and quizzes to gauge the training's ongoing impact.

Throughout 2023, the Fair and Unbiased Policing Course was delivered to 389 police recruits and 196 civilian members.

In alignment with Recommendation 53 (d), the T.P.C. will continue to develop the next stage of this training to include a refresher course and offerings to additional members of the Service.

Special Constable Training Section

The Special Constable Training Section is responsible for the training and requalification of members across all four of the Service's Special Constable positions: Court Officer, District Special Constable, Divisional Booker and Document Services Officer. Further, the Special Constable Training Section delivers recruit and requalification training. They also provide defensive tactics training for specialized roles and develop and deliver Coach Officer Programs.

Between February and November of 2023, the Special Constable Training Section requalified a total of 674 members in provincially mandated use of force. In addition, defensive tactics training was provided to 289 Parking Enforcement Officers. This was a

key training initiative implemented in response to an increasing trend in assaults of Parking Enforcement Officers.

As a prerequisite to working in any of the Service's booking halls, the Special Constable Training Section facilitated several Booking Hall Safety Courses to a total of 94 members made up of Special Constables and police officers.

Over the course of 2023, two classes, totaling 111 new Special Constable Generalists, were on-boarded, trained and graduated by this section.

Lastly, the Special Constable Training Section ensured that 612 Special Constables received Equity, Inclusion and Human Rights (E.I.H.R.) training over the course of 2023.

Corporate Leadership & Business (Soft Skills) Training – People Strategy & Performance Unit

Most medium to large organizations offer two main types of training for their employees: technical and corporate. Technical training is job-specific and typically designed and led by individuals with expertise in the relevant skills and knowledge needed for specific roles.

Corporate training, on the other hand, has a broader focus and includes leadership and business (soft) skills development for employees across all roles. These courses are designed and delivered by subject matter experts in their respective fields. At the T.P.S., the People Strategy & Performance Unit (P.S. & P.) is responsible for creating, delivering, and assessing learning programs that support the T.P.S.'s talent management and organizational culture efforts. This includes offerings for both uniformed and civilian members on topics such as, change management, project management, performance goal setting, and foundational leadership development. (See Appendix B for a full list of course offerings and participation rates). Additionally, the unit has designed several customized training programs, often combining in-person and e-learning methods, along with individual or group coaching sessions.

Many professionals, including those in law enforcement, struggle with how to approach difficult conversations. To address this gap and in alignment with T.P.S goal to improve trust in and within the Service, P.S. & P. introduced the Master Difficult Conversations training course in 2023. This internally facilitated course has provided over 200 participants with a practical, easy-to-follow framework that can be applied to nearly any difficult conversation. In addition, the use of real-life scenarios and expert H.R. and Labour Relations facilitators, contributed to a 15% increase in knowledge for all participants.

To further support our goal of increasing professionalization, training on Effective Business Writing was planned and developed in 2023 and will be introduced in 2024. This 1-day program is intended to provide participants the knowledge and skills needed to increase the clarity and succinctness of professional written documents.

In 2023, both the Toronto Police College and the People Strategy & Performance Unit collaborated to deliver offerings of senior and executive level leadership training and programs to members. These programs included the Police Executive Research Forum, the FBI National Academy, the Major Cities Chiefs Association Police Executive Leadership Institute Program, the Canadian Association of Chiefs of Police Global Studies Program, the Pearls in Policing Program, and the Ontario Association of Chiefs of Police Rotman Police Leadership Program.

Part 2 - 2023 Post Course Effectiveness Study

Transfer of learning assessments – from the training environment to the field - is a complex task. Numerous external and internal factors impact the activities and decision-making processes of frontline members. While it might be possible to infer that enhancements in performance stem from training, substantiating a direct cause-and-effect relationship can be difficult. In order to effectively address this issue, the T.P.C. applies the four-level Kirkpatrick Hierarchy of Evaluation which includes the following:

Level 1: Reaction

Did participants find the program positive and worthwhile? This level of evaluation, which occurs during and after the course, has many subparts relating to course content including format, the approach taken by the facilitator, physical facilities and audio-visual aids.

Level 2: Learning

Did participants learn? This level of evaluation determines whether a change in knowledge, skills, or attitude has occurred during and at the end of the training. To determine if there has been a change in one's knowledge, skills, or attitude, evaluations are conducted at the beginning of the course, during, and at the conclusion of the course.

Level 3: Transfer of Learning

Did the learning translate into changed behaviours in the workplace? This level of evaluation determines whether the knowledge, skills, or change in attitude acquired during training is later applied in the work environment. Methods used to conduct this level of evaluation include course surveys that are sent to learners approximately six months after the completion of the course and interviews of learners by the course coordinators.

Level 4: Results of Learning

Did the program have the desired impact? Such an evaluation can be conducted between six months to over a year after training completion. This level is more related to organizational outcomes and change measures rather than changes demonstrated by individual learners. Depending on the complexity of the training, this level of assessment is more complex, long in duration, and requires a greater allocation of resources than the previous three levels. These evaluations constitute part of a comprehensive, long-term analysis conducted on specific programs.

Annually, the T.P.C. conducts a Level 3 Transfer of Learning Evaluation on select courses. In 2023, the T.P.C. selected Day 1 of the 2023 In Service Training (I.S.T.) Program for assessment, emphasizing an evaluation of the efficacy of knowledge retention and practical application. The evaluation aimed to gauge the extent to which the knowledge, skills, or changes in attitude acquired during training were implemented within the participants' respective work environments. Day 1 of the 2023 I.S.T. was selected due to its consistent, mandatory, high and recurring annual participation.

Critical to the evaluation's success was the augmentation of post-course feedback rate among participants.

Scope

The 2023 Transfer of Learning Evaluation aimed to measure the degree to which uniform members (Frontline Officers and Special Constables) were able to apply what they learned during Day 1 of the 2023 I.S.T. Program to their day-to-day work. The study focused on specific behavioural changes of three of the modules delivered:

1. Peer Intervention
2. Centering Black Experiences
3. Indigenous Experience

In alignment with the Kirkpatrick Hierarchy of Evaluation for Level 3 measurement, critical behaviours were identified for each module. Participants were asked to self-measure specific behavioural changes that were identified as key indicators of the learning outcomes. Members were also asked to identify any barriers that may exist when applying the training to their job. In addition, this year's survey sought out member's perceptions on the alignment of training with organizational policies and procedures and its impact on organizational culture.

Methodology

The evaluation was conducted via a digital survey presented as an in-class activity during the 2024 I.S.T. Program (the following year).

Between May 13th and July 15th 2024, attendees of 24 sessions were provided time at the beginning of class to complete the survey. Members were instructed to scan the QR code using their Service-issued Connected Officer device. Members were informed that the survey was anonymous.

Of the 1,123 members who attended these sessions, 1,036 completed the survey, resulting in an overall survey response rate of 92%.

Summary of Findings

Seventy-five percent of respondents indicated that they were able to successfully apply what they learned from the Peer Intervention module over the course of the last year. This rate dropped to slightly above fifty percent from training received from the Centering Black Experiences module and Indigenous experiences.

With respect to all three modules, the majority of respondents indicated that the information they learned have influenced their decision making on the job (68.97% for Peer Intervention, 60.62% for Indigenous Experience and 57.51% for Centering Black Experiences). Further, over 90% of respondents indicated that they have made an active effort to be aware of their own biases and 86.71% of respondents stated that they respond to situations using a trauma-informed approach that involves empathy, understanding, and active listening.

Additionally, over 60% of members are able to identify comments, actions and behaviours that perpetuate harmful stereotypes toward Indigenous Peoples and Black individuals and communities. Respondents also indicated that the training during the Centering Black Experiences and Indigenous Experiences modules has influenced the way they have interacted with people when in the field.

The majority of respondents agree that the training received during Day-1 of the 2023 I.S.T. Program has positively contributed to organizational culture within their unit/division.

Finally, over half of respondents agree that there are organizational policies and procedures in place to monitor, promote and support the application of the concepts covered in each of the three modules of Day-1 of the 2023 I.S.T. Program.

Detailed findings for each of the three selected modules can be found in Appendix A below.

Conclusion of the Study

The 2023 Post Course Effectiveness Study provided valuable insights into how respondents applied key learnings from the Centering Black Experiences, Peer Intervention, and Indigenous Experiences modules. The evaluations show that training significantly improved decision-making, heightened awareness of harmful stereotypes, and encouraged trauma-informed practices. Most respondents believed the training positively influenced organizational culture, reinforced by relevant policies. However, some challenges were noted, including limited opportunities to practice skills and knowledge retention over time.

Appendix A: Detailed Findings 2023 Post Course Effectiveness Study

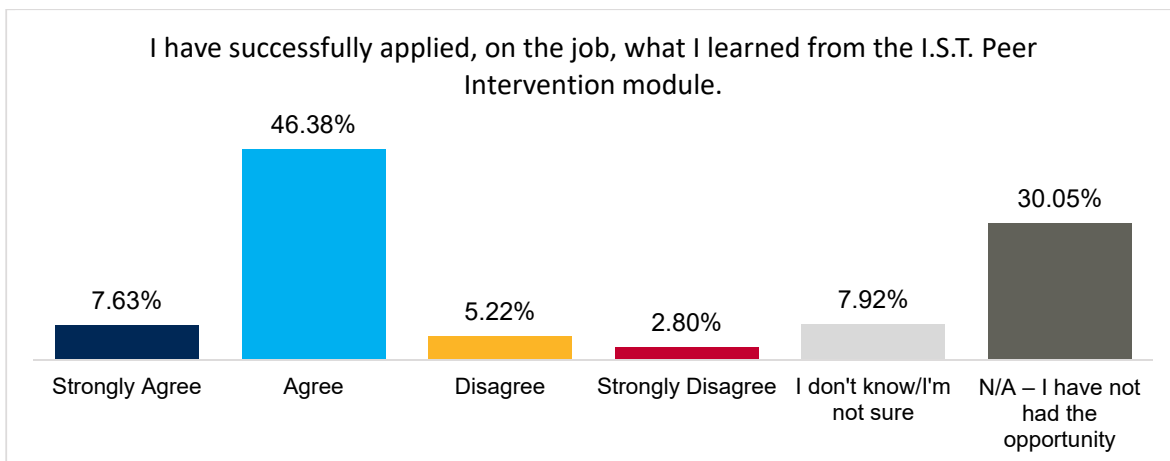
Findings by Selected Module

Responses to each question from the survey are summarized and/or provided verbatim in the following pages. Not all questions were answered by all respondents. The proportions noted in this report reflect those respondents who provided a response to the question.

Peer Intervention

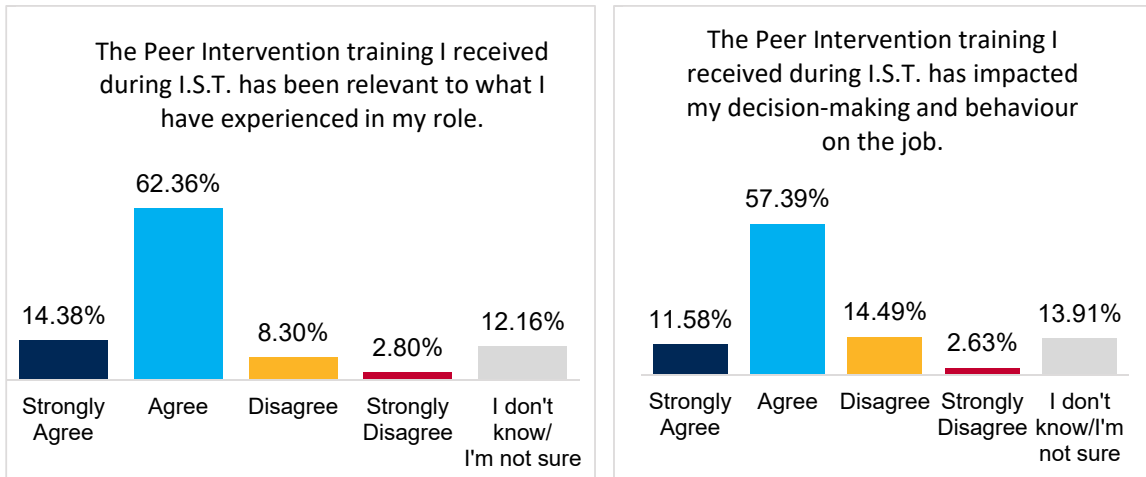
When asked whether they have successfully applied, on the job, what they learned from the I.S.T. Peer Intervention module, over half of respondents (54.01%) indicated that they “Strongly Agree” or “Agree” with the statement. When excluding those who did not have the opportunity to apply what was learned (30.05%), this represents 77% of respondents.

Only 8.02% of respondents did not apply what they learned from the Peer Intervention module.

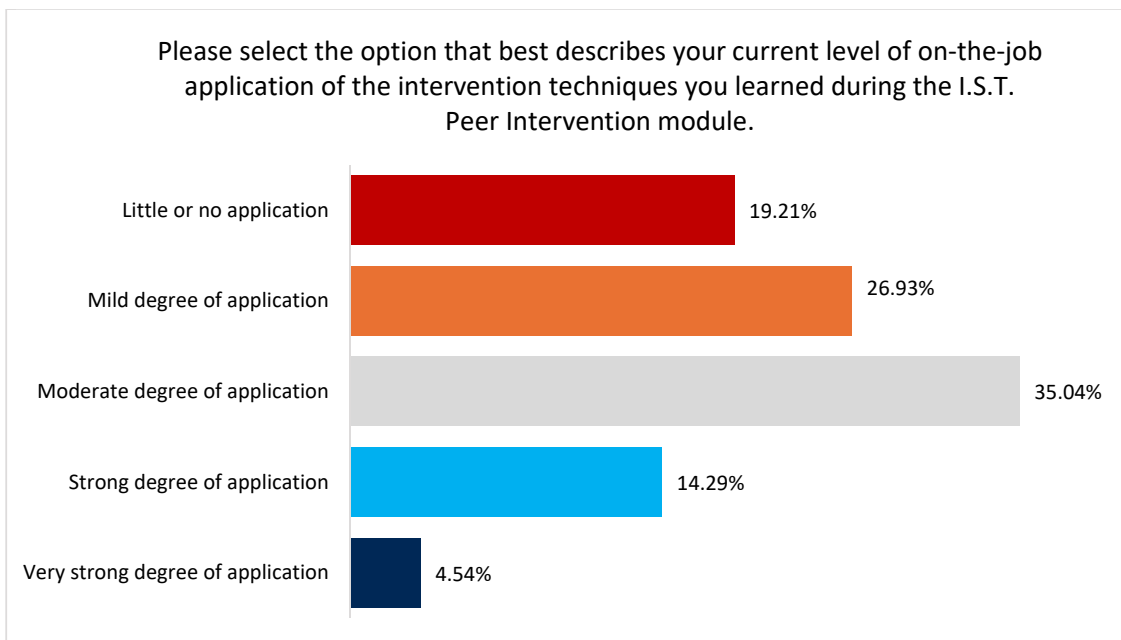


When asked whether Peer Intervention training has been relevant to what they experienced in their role, over three quarters of respondents (76.74%) indicated that they “Strongly Agree” or “Agree” with the statement.

68.97% of respondents 'Agree' (57.39%) or 'Strongly Agree' (11.58%) that the training received during the Peer Intervention training has impacted their decision making and behaviour while on the job.



When asked to describe their current level of on-the-job application of the intervention techniques learned during the Peer Intervention module, 80.79% of respondents indicated they have applied this model, with 35.04% indicating a moderate degree of application and 18.83% indicating a strong (14.29%) or very strong (4.54%) degree of application.



Of the 19.21% of members who indicated little or no application, 80.50% indicated that they have not had an opportunity to apply it and 9% indicated that they do not remember what they learned. Other responses are listed below:

Please indicate the reason(s) why you have not applied the intervention techniques you learned during the I.S.T. Peer Intervention module. (select all that apply)	Percentage
I have not had the opportunity to apply the intervention techniques.	80.50%
I do not remember what I learned.	9.00%
I have other, higher priorities.	5.00%
Other (please specify)	4.50%
I don't think what I learned will work.	3.50%
There is not an adequate system of accountability to ensure the application of what I learned.	2.50%
I do not have the necessary knowledge and skills.	1.00%
I do not have a clear picture of what is expected of me.	0.50%
I do not have the human support to apply what I've learned.	0.50%

Note: numbers will not add up to 100% as respondents could select multiple reasons.

Respondents who selected "Other" provided responses such as: not having taken the training yet, not remembering taking the training, and that the training was not relevant to their role.

Intervention Techniques Used

Members who indicated that they had applied the intervention techniques learned during the Peer Intervention module were asked to identify which techniques, provided during the training program, they used. Of the 541 members who responded to this question, the most common techniques used were: verbal de-escalation/directives to stop behaviour (64.62%), non-verbal signals or behaviours (50.47%) and subtle physical intervention (33.52%). All responses have been included in the table below.

You indicated that you have had an opportunity to use the intervention techniques you learned during the I.S.T. Peer Intervention module. Which of the following techniques did you use? (select all that apply)	Percentage
Non-verbal signals or behaviours (i.e., made eye contact, head, or hand gestures).	64.62%
Verbal de-escalation/directives to stop behaviour (i.e., direct verbal confrontation).	50.47%
Subtle physical intervention (i.e. hand on shoulder to guide behaviour).	33.52%
Recruited others to help intervene (i.e., requested backup or support from colleagues).	26.26%
Diversion/Distracton (i.e., interrupted the situation without direct confrontation).	24.02%
Separating the parties involved in the situation.	23.09%
Brought the situation to the attention of a supervisor.	14.15%
Used physical restraint.	12.48%

Note: numbers will not add up to 100% as respondents could select multiple reasons.

Reasons for Intervening

Members who had an opportunity to apply the intervention were asked why they chose to intervene. The most common reason for intervening was feeling empathy for the person(s) involved (50.56%), followed closely by caring about the person(s) involved (46.11%) and feeling confident that they had the skills needed for a proper intervention (46.67%). All responses have been captured in the table below:

You indicated that you have had an opportunity to use the intervention techniques you learned during the I.S.T Peer Intervention module. Why did you choose to intervene? (select all that apply)	Percentage
I felt empathy for the person(s) involved.	50.56%
I felt a personal responsibility for the wellbeing of the people involved.	39.07%
I care about the person(s) involved.	46.11%
I felt confident that I had the skills needed for a proper intervention.	46.67%
I felt that I would be supported by my colleagues during/after intervening.	27.78%

I felt that I would be supported by my supervisors for intervening.	19.26%
Other (please specify)	1.48%

Note: numbers will not add up to 100% as respondents could select multiple reasons.

Respondents who selected “Other” provided responses such as: didn’t want the officer involved to suffer any consequences, duty to assist, and feeling the issue could be resolved through intervention.

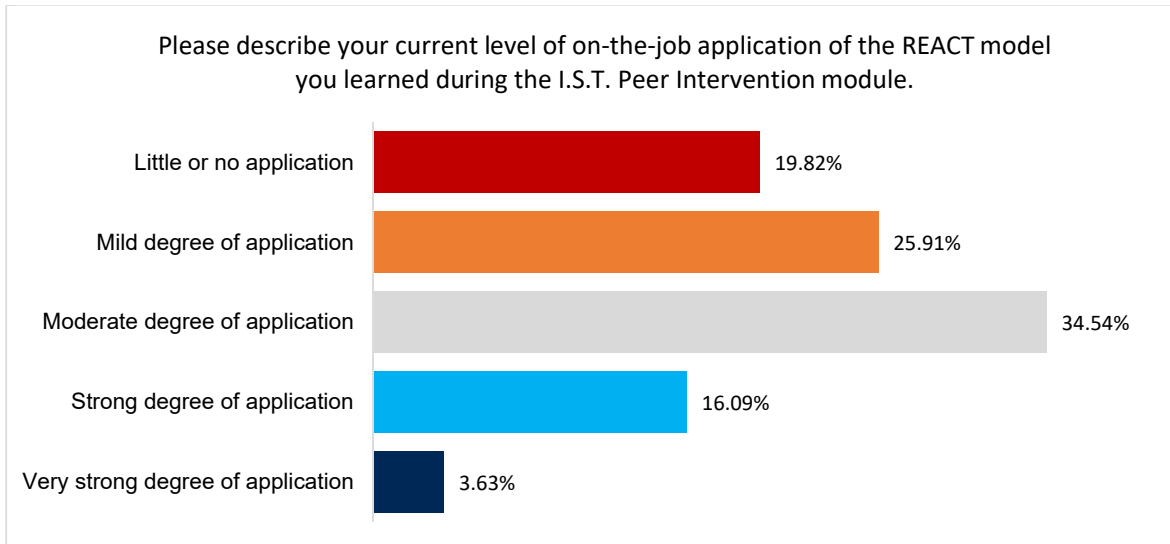
Inhibitors to Intervention

Members who had an opportunity to apply the intervention techniques but chose not to were asked what stopped them from intervening. While only 10 members responded to this question, a variety of inhibitors were identified which have been summarized in the table below. The most common inhibitor was fear of being disciplined.

If you did have an opportunity to apply the intervention techniques you learned during the I.S.T. Peer Intervention module, but chose not to, what stopped you? (select all that apply)	Percentage
I was afraid of being disciplined for intervening.	30%
I did not believe it was my responsibility to intervene.	20%
I wasn’t sure if intervention was needed.	20%
Fear of being isolated or ostracized at work.	20%
I was afraid intervening would negatively impact my career.	20%
I was afraid I would not be supported by my supervisors.	20%
Other officers were aware of the situation and did not intervene.	10%
I didn’t know what to do.	10%
The person(s) involved outranked me.	10%

Note: numbers will not add up to 100% as respondents could select multiple reasons.

When asked to describe their current level of on-the-job application of the R.E.A.C.T. model, 80.17% of respondents indicated they have applied this model. 34.54% of respondents indicated a moderate degree of application and 19.72% indicated a strong (16.09%) or very strong (3.63%) degree of application.



Of the 19.82% of members who indicated little or no application of the R.E.A.C.T. model, 84.26% have not had an opportunity to apply it and 14.21% did not remember what they learned. Other responses are listed below:

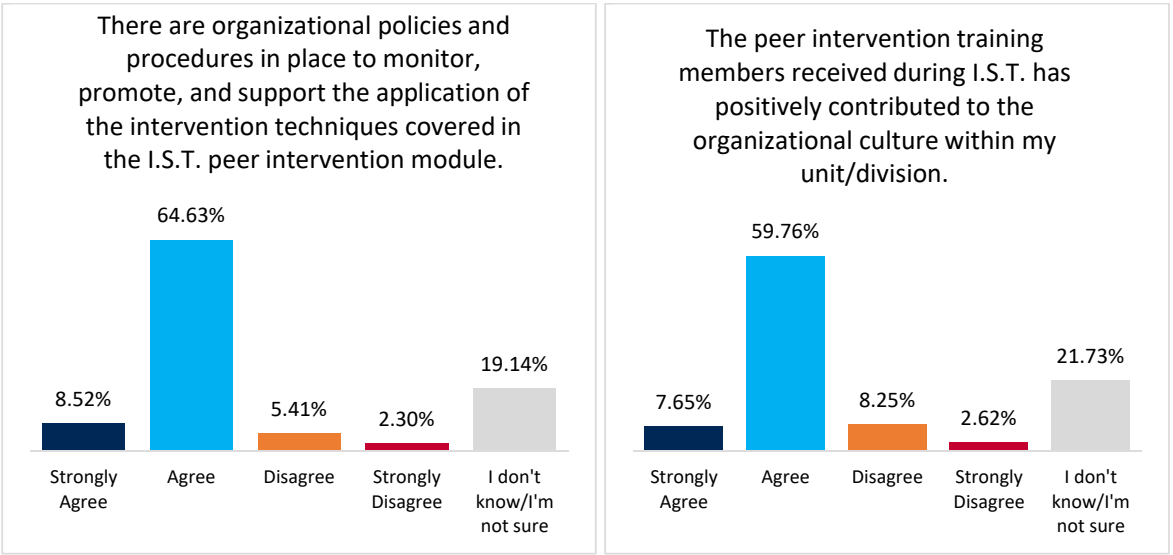
Please indicate the reason(s) why you have not applied the R.E.A.C.T. model you learned during the I.S.T. Peer Intervention module (select all that apply).	Percentage
I have not had the opportunity to apply the R.E.A.C.T. model.	84.26%
I do not remember what I learned.	14.21%
Other (please specify)	5.08%
I don't think what I learned will work.	2.54%
I do not have a clear picture of what is expected of me.	1.52%
I do not have the necessary knowledge and skills.	1.02%
I have other, higher priorities.	0.51%
There is not an adequate system of accountability to ensure the application of what I learned.	0.51%

Note: numbers will not add up to 100% as respondents could select multiple reasons.

Respondents who selected “Other” provided responses such as: not relevant, not applicable to current role, and not remembering having taken Peer Intervention training altogether.

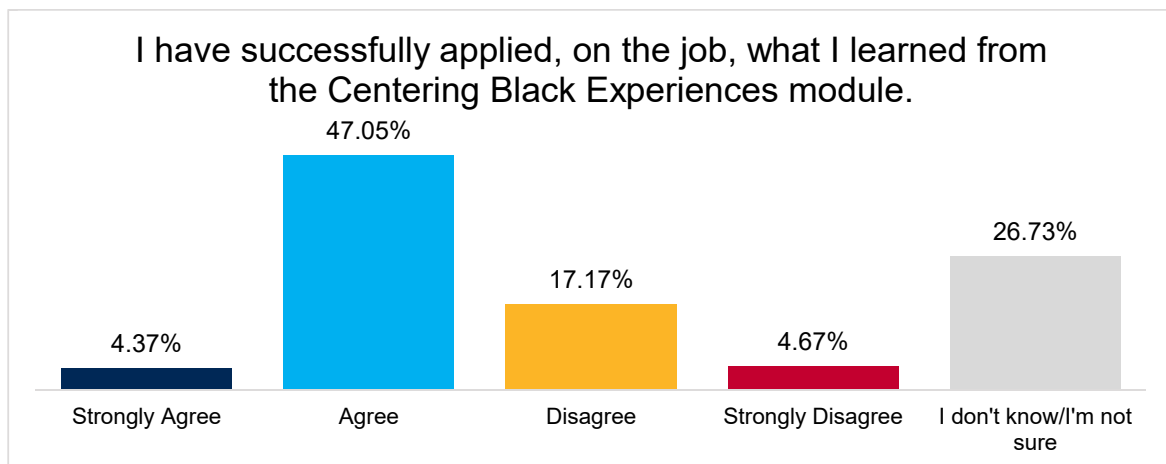
To conclude this section of the survey, members were asked for their perception on how the Peer Intervention training had impacted organizational culture and if this training is reinforced by organizational policies and procedures.

73.15% of respondents believe that there are organizational policies and procedure in place to monitor, promote, and support the application of the intervention techniques covered in the Peer Intervention module. 67.41% of respondents believe that this training has positively contributed to the organizational culture within their unit/division.

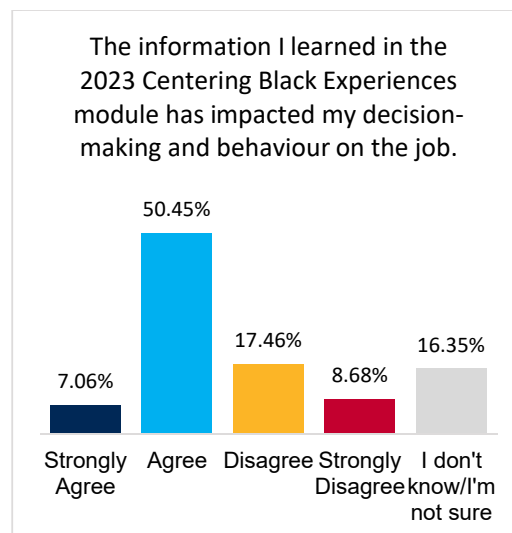
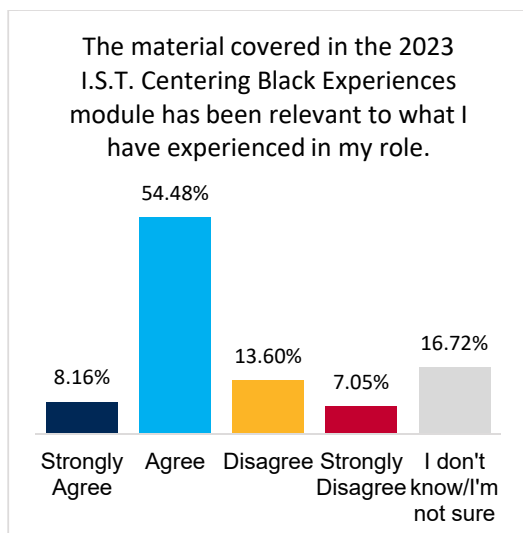


Centering Black Experiences

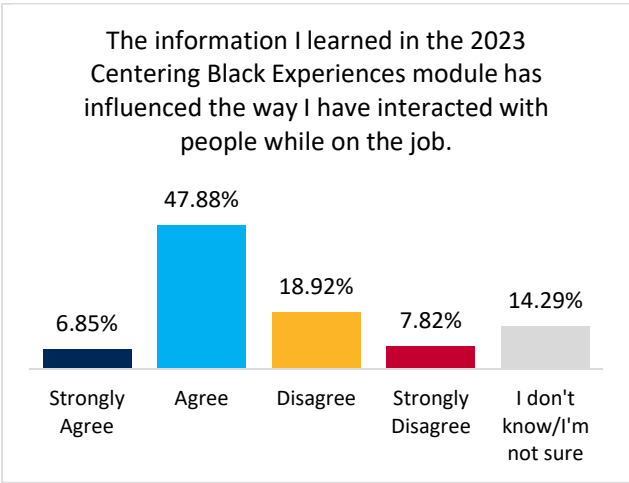
When asked whether they have successfully applied, on the job, what they learned from the Centering Black Experiences module, over half of respondents (51.42%) indicated that they “Strongly Agree” or “Agree” with the statement. Over a quarter of respondents (26.73%) did not know/ were not sure, which could be attributed to not remembering what was learned, as seen in follow up questions, below. 62.64% of respondents believe the Centering Black Experiences module has been relevant to what they have experienced in their role.



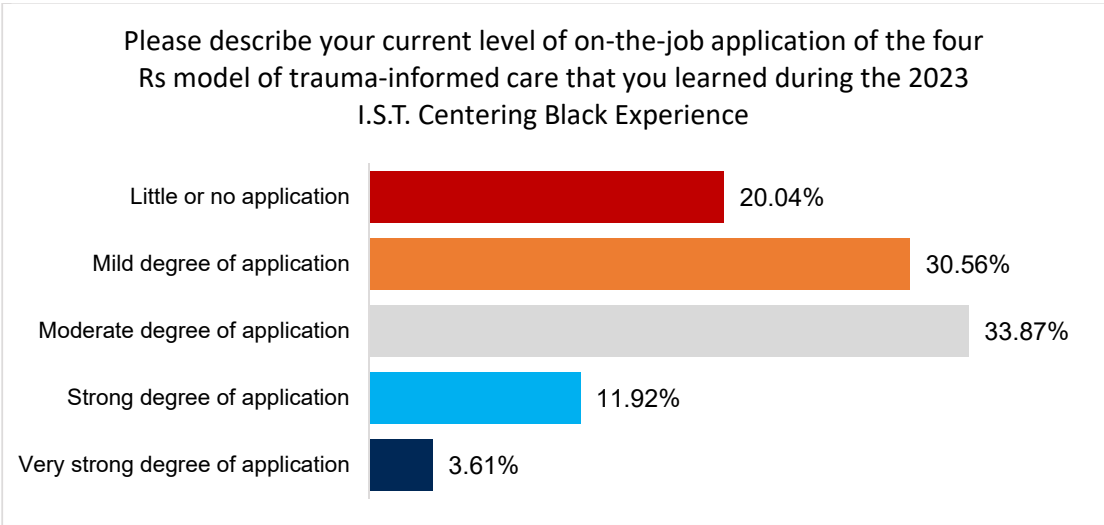
57.51% of respondents ‘Agree’ (50.45%) or ‘Strongly Agree’ (7.06%) that Centering Black Experiences module impacted their decision making and behaviour while on the job.



54.73% of respondents 'Agree' (47.88%) or 'Strongly Agree' (6.85%) that the module has influenced the way they have interacted with people while on the job.



When asked to describe their current level of on-the-job application of the four Rs model of trauma-informed care, 79.96% of respondents indicated they have applied this model with 33.87% indicating a moderate degree of application and 15.53% indicating a strong (11.92%) or very strong (3.61%) degree of application.



Of the 20.04% of members who indicated little or no application, 73.60% indicated that they have not had an opportunity to apply it, 11.68% indicated that they do not remember what they learned and 6.09% selected that they have had other, higher priorities. The full list of reasons for not applying the four R's are included in the table below.

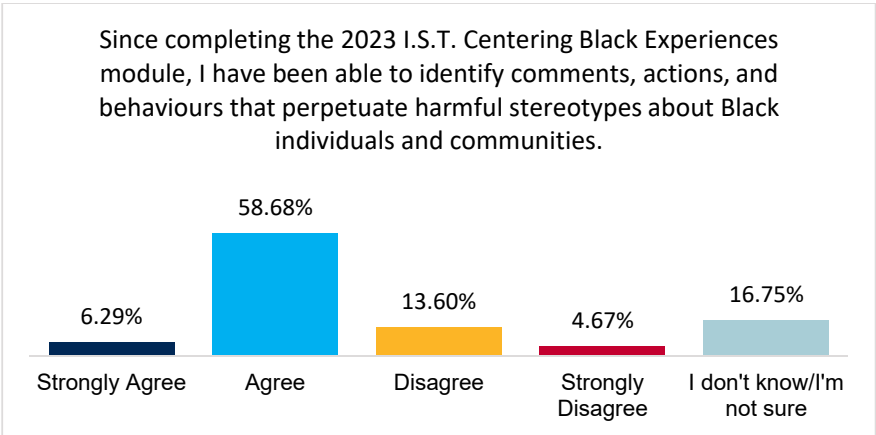
Please indicate the reason(s) why you have not applied four R's model of trauma-informed care (Realize, Recognize, Respond, Resist Re-Traumatization) that you learned during the 2023 I.S.T Centering Black Experiences	Percentage
I have not had the opportunity to apply it.	73.60%
I do not remember what I learned.	11.68%
I have other, higher priorities.	6.09%
I don't think what I learned will work.	5.08%
I do not have a clear picture of what is expected of me.	2.03%
There is not an adequate system of accountability to ensure the application of what I learned.	2.03%
I do not have the human support to apply what I've learned.	1.02%
I do not have the necessary knowledge and skills.	0.51%
I do not have the necessary resources to apply what I've learned.	0.51%
Other (please specify)	8.63%

Note: numbers will not add up to 100% as respondents could select multiple reasons.

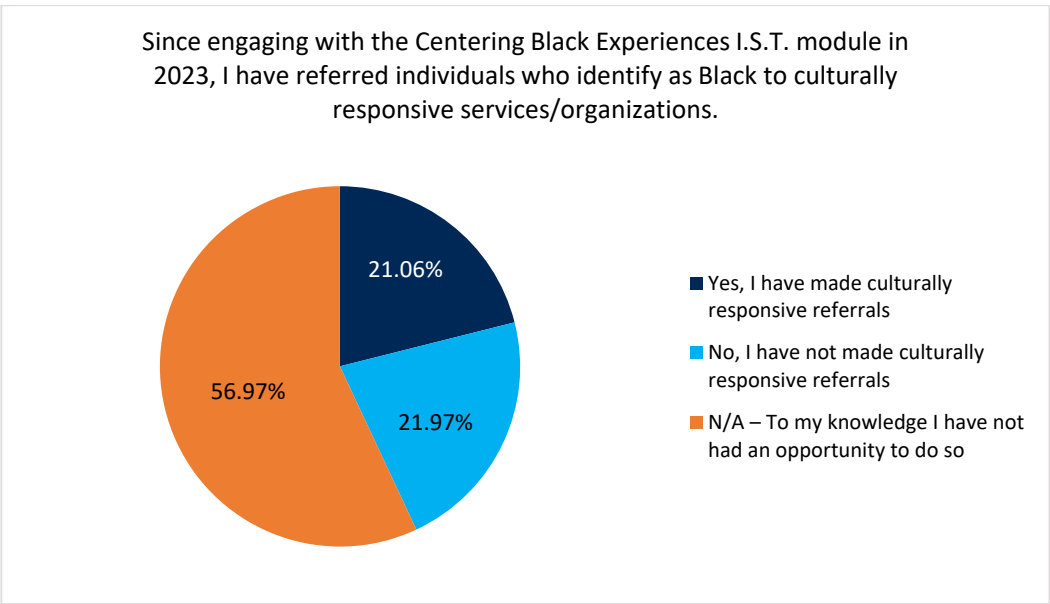
Respondents who selected "Other" provided responses such as:

- They were already applying this prior to the training
- They treat everyone the same/as they would like to be treated
- This is not relevant or applicable to their current role
- The training was only an introduction to the topic

Since completing the training, 64.97% of respondents have been able to identify comments, actions, and behaviours that perpetuate harmful stereotypes about Black individuals.

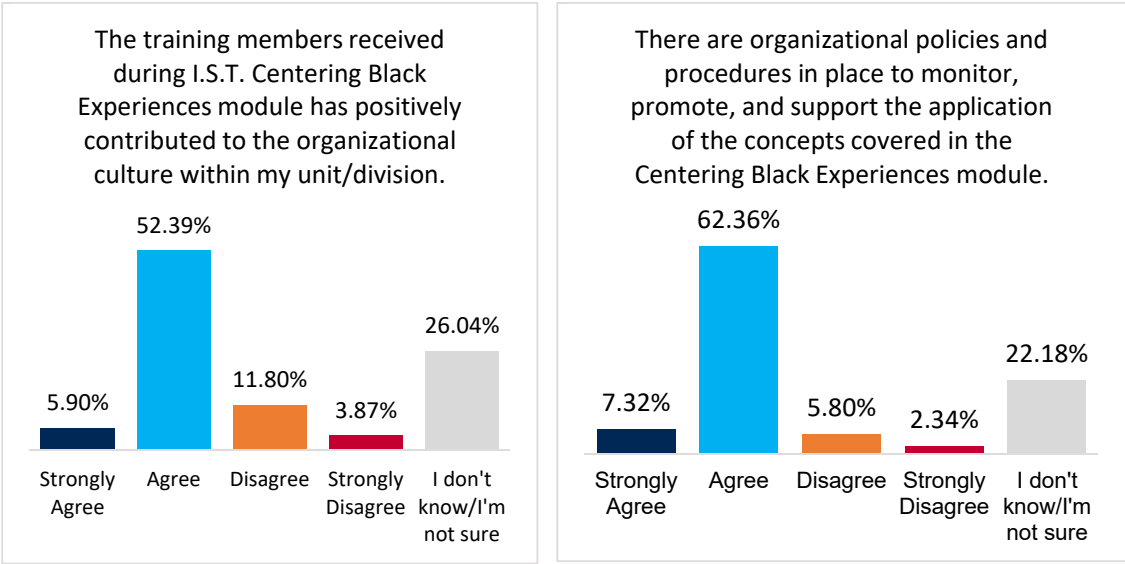


Members were asked if they have referred individuals who identify as Black to culturally responsive services/organizations. Of the 984 members who responded to this question, 424 (43.03%) indicated having an opportunity to make a referral. In those instances, 207 (21.06%) of the members did make a culturally responsive referral.



To conclude this section of the survey, members were asked for their perception on how this training had impacted organizational culture and if this training is reinforced by organizational policies and procedures.

69.68% of respondents believe that there are organizational policies and procedure in place to monitor, promote, and support the application of the concepts covered in the Centering Black Experiences module. 58.29% of respondents believe that this training has positively contributed to the organizational culture within their unit/division.

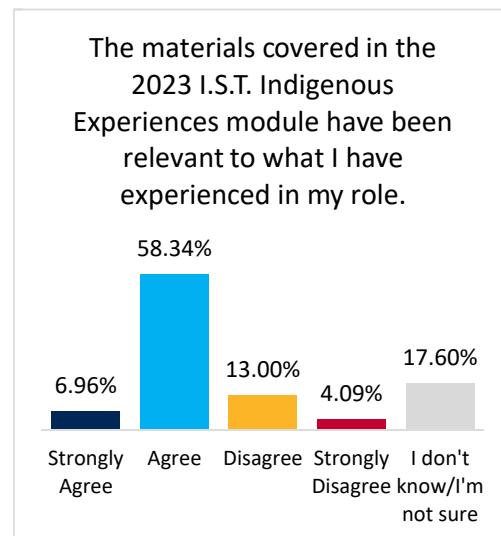
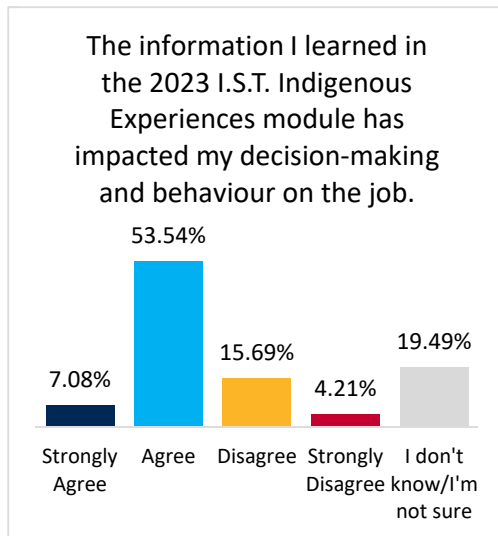


Indigenous Experience

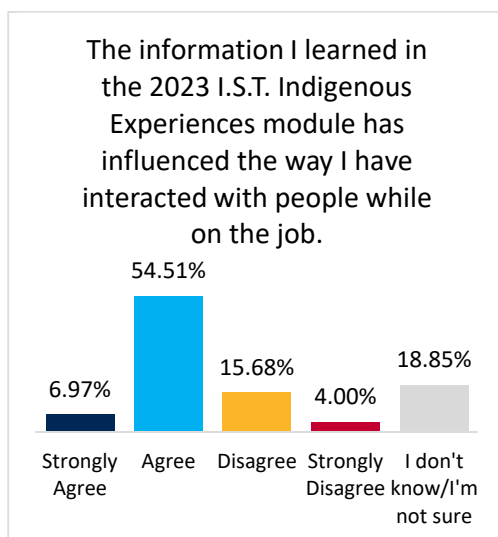
Over 60% of respondents believe the Indigenous Experiences module has been relevant to what they have experienced in their role, impacted their decision-making and behaviour, and influenced the way they have interacted with people while on the job.

60.62% of respondents 'Agree' (53.54%) or 'Strongly Agree' (7.08%) that the I.S.T. Indigenous experience module impacted their decision making while on the job.

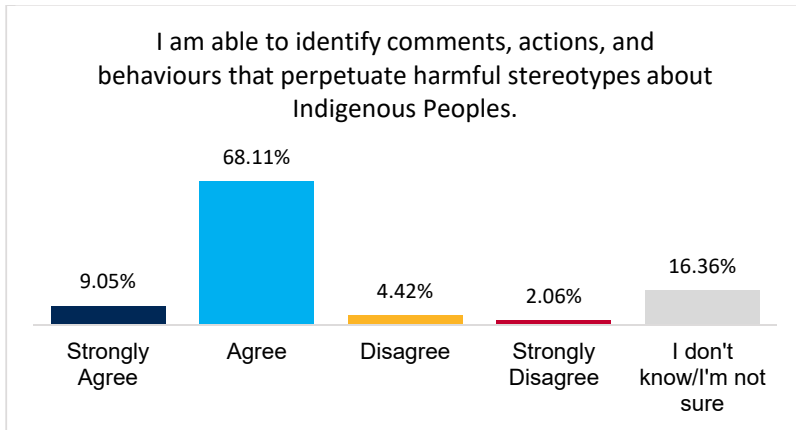
65.3% of respondents 'Agree' (58.34%) or 'Strongly Agree' (6.96%) that the materials covered in this module have been relevant to what they experienced in the field.



61.48% of respondents indicated that the information learned during the Indigenous Experience module influenced their interactions with people while on the job.

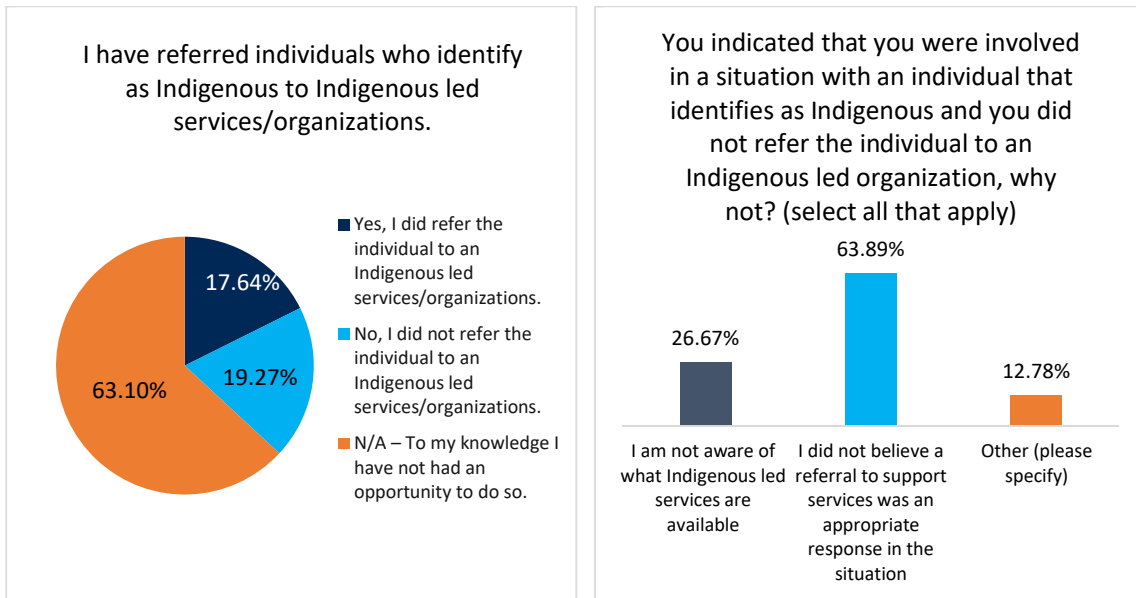


Over three quarters (77.16%) believe they are able to identify comments, actions, and behaviours that perpetuate harmful stereotypes about Indigenous Peoples and 46.1% of members have developed relationships/built connections with members of the Indigenous community.



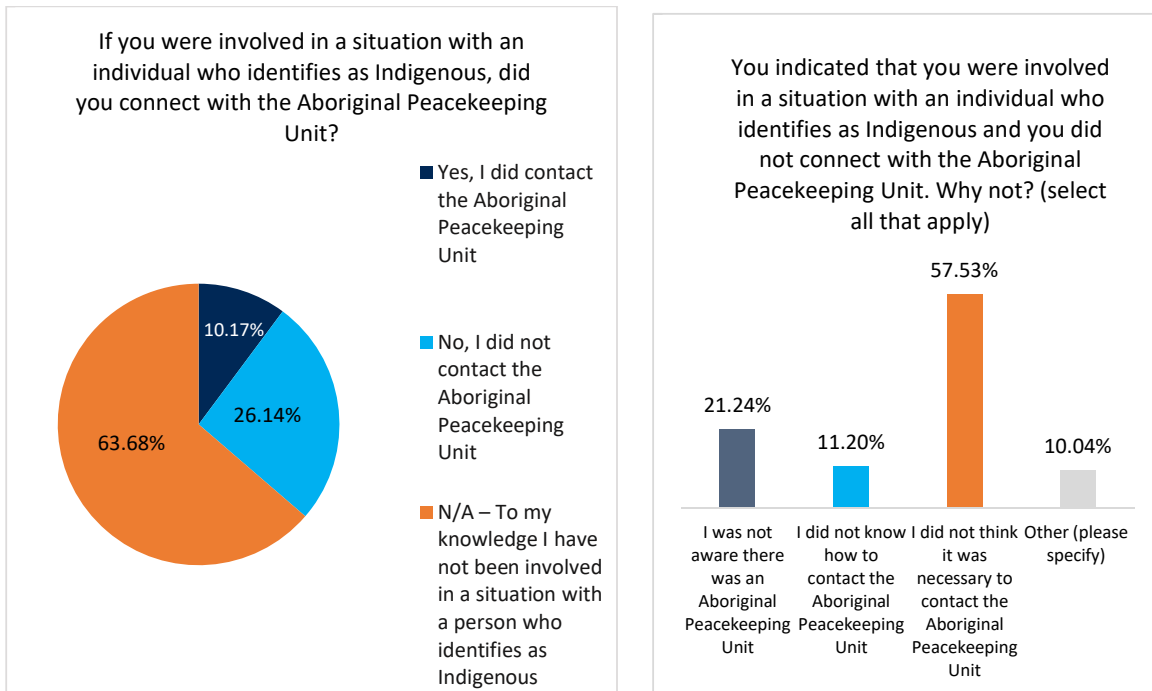
Members were asked if they have referred individuals who identified as Indigenous to Indigenous led services/organizations. Of the 982 members who responded to this question, only 362 indicated having an opportunity to make a referral. In those instances, 173 (17.62%) of members did refer to an Indigenous led service/organization. Of the 189 (19.27%) members who indicated that they did not refer the individual, 63.89% believed that a referral to support services was not an appropriate response in the situation and 26.67% were not aware of what services were available. The 12.78% who indicated 'Other' provided the following reasons:

- The individual was already in contact with an Indigenous organization.
- The individual refused any help.
- The individual was referred to victim services.
- There was not an opportunity to do so.
- The situation did not warrant a referral.



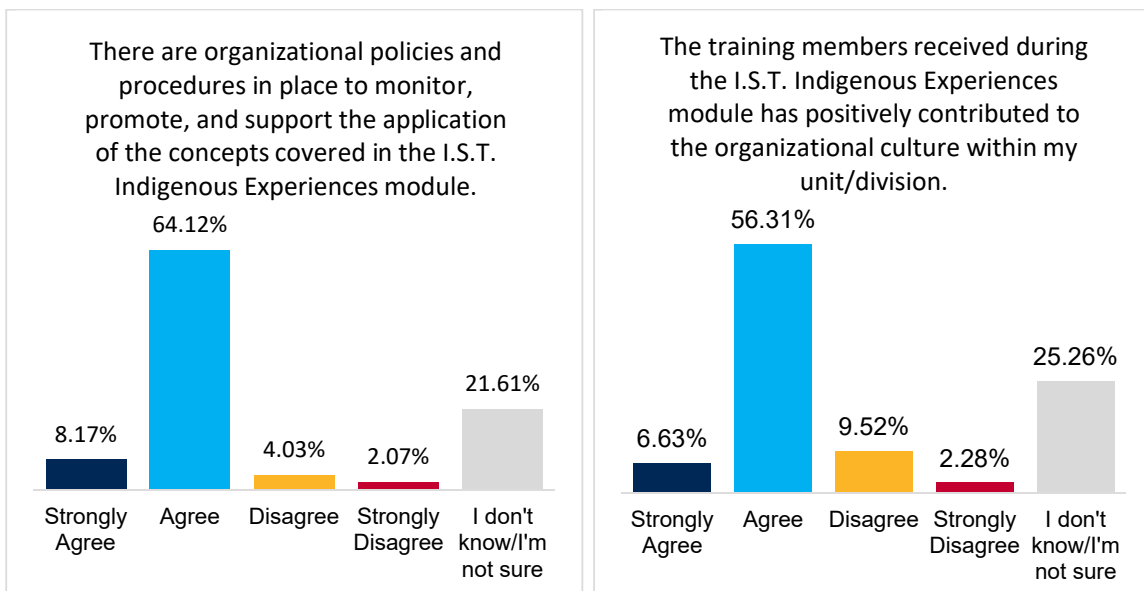
While only 10.17% of respondents indicated having connected with the Aboriginal Peacekeeping Unit (A.P.U.), this represents 28.01% of members who were involved in a situation with an individual who identified as Indigenous. Of the 259 members (71.98%) who indicated that they did not connect with the APU, 57.53% did not think it was necessary, 21.24% were not aware of the unit and 11.20% did not know how to contact the APU. 10.04% indicated other reasons which included:

- The individual was already familiar with the unit
- The situation was resolved without the need for the A.P.U.
- Utilized the division's Aboriginal Liaison instead
- Did not require the service of the A.P.U.
- Did not think the A.P.U. would be of assistance or open to helping
- Privacy reasons
- Did not think to reach out



To conclude this section of the survey, members were asked for their perception on how this training had impacted organizational culture and if this training is reinforced by organizational policies and procedures.

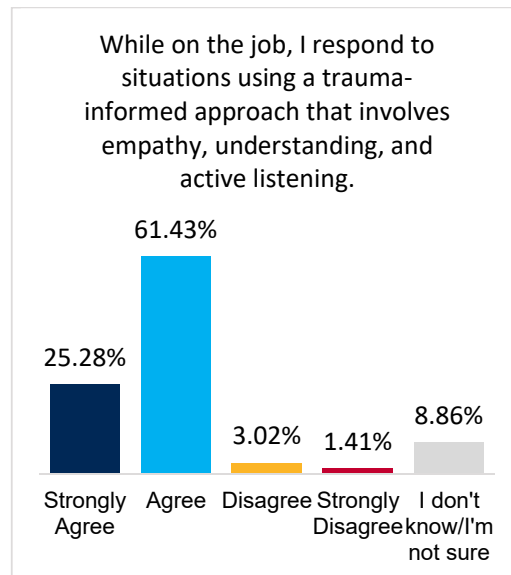
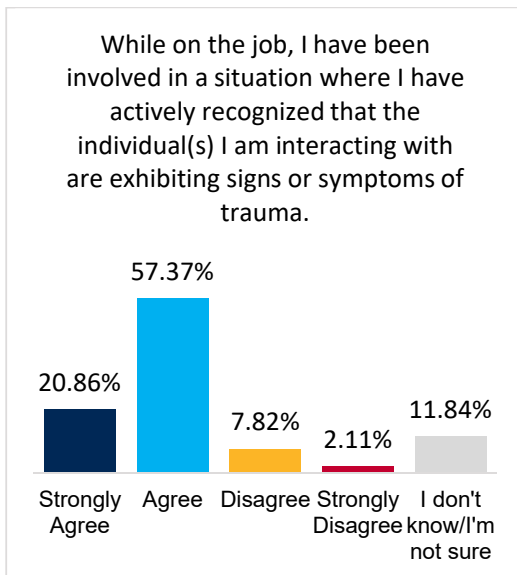
72.29% of respondent believe that there are organizational policies and procedure in place to monitor, promote, and support the application of the concepts covered in the Indigenous Experience module. 62.94% of respondents believe that this training positively contributed to the organizational culture within their unit/division.



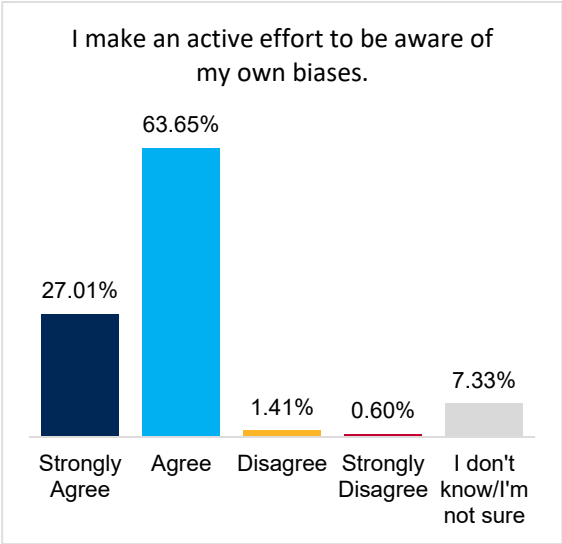
Trauma-Informed Practice and Bias

Trauma-Informed Practice and Bias-free policing were key learning objectives in both the Centering Black Experiences and Indigenous Experience modules. Members were asked three questions to gauge their application of these concepts while on the job.

78.23% of respondents indicated that they have been involved in a situation where they actively recognized that the individual(s) was exhibiting signs or symptoms of trauma. In addition, 86.71% of respondents respond to situations using a trauma-informed approach, while on the job.



When asked whether they make an active effort to be aware of their own biases, over 90% of respondents selected 'Agree' (63.65%) or 'Strongly Agree' (27.01%). Only 2% disagreed with the statement, while the remainder selected "I don't know/I'm not sure."



Appendix B: 2023 Courses Delivered by the Toronto Police College (T.P.C.) and Canadian Police Knowledge Network (C.P.K.N.)

Category type	Definition
Section/Unit	This refers to the section or unit that delivers training.
Course	This is an identification code that is unique from other courses and is re-used from session to session.
Title	The title provides readers with a brief description of the material covered in each course.
No. of participants	This represents the number of service members who completed courses and trainings.

Section	Course	Title	Sessions	No. of Participants
Administrative	TO0002	Emergency Services Sector Police Specific Hazards	2	24
Administrative	TR0001	First Aid Automated External Defibrillator (A.E.D) and Cardio Pulmonary Resuscitation (C.P.R.) C	100	1141
Administrative	TR0004	First Aid Renewal	18	92
Administrative	TM0113	Health and Safety for Supervisor	7	6
Administrative	S00237	Human Resource Management System (H.R.M.S.) for Training Instructors	9	15
Administrative	TO0001	Joint Health and Safety (J.H.S.) Certification Part 1	2	24
Administrative	100042	Joint Health and Safety (J.H.S.) Certification Refresher	3	15
Administrative	100041	Naloxone Alcohol Withdrawal Syndrome (A.W.S.) Presentation	20	500
Administrative Total			161	1817
Armament	TF0028	C8 Carbine Requalification	51	775
Armament	TF0035	C8 Carbine Rifle User	12	233
Armament	100069	CZ Scorpion E.V.O. Requalification	1	5
Armament	TF0010	Glock 27 Compact	4	47
Armament	TF0002	Less Lethal Shotgun New User	25	240
Armament	TU0084	Less Lethal Shotgun Requalification	38	475
Armament	TF0004	Maschinenpistole 5 (MP5) Recertification	1	5
Armament	100086	Reintegration Course	2	1
Armament	TF0039	Taser 7 Conducted Energy Weapon (C.E.W.)	75	1034
Armament	110025	Taser 7 Instructor	1	13
Armament Total			210	2828

Section	Course	Title	Sessions	No. of Participants
Community Policing	TO6001	Auxiliary Recruit Training	1	30
Community Policing	TH0036	Crime Prevention through Environmental Design	2	36
Community Policing	100039	Direct Entry Versadex Introduction	3	24
Community Policing	100093	Electronic Data Capture (E.D.C.) Disclosure Training	54	742
Community Policing	TR0026	Lateral Entry Police Constable	2	11
Community Policing	TM0107	Post-Aylmer Recruit Training	3	372
Community Policing	TM0026	Pre-Aylmer Recruit Training	2	265
Community Policing	TM0027	Uniform Coach Officer	5	145
Community Policing	100039	Versadex for Investigators	3	24
Community Policing Total			75	1649
Incident Response Team	TO0071	Auxiliary Use of Force Requalification	11	197
Incident Response Team	TU0076	Booking Hall Safety Versadex	11	215
Incident Response Team	TF0038	Glock 27 Requalification	78	423
Incident Response Team	TU0088	In Service Training Program	82	4129
Incident Response Team	TU0080	Patch Use of Force - 90 Day Recertification	13	53
Incident Response Team	TU0061	Reset Use of Force	2	26
Incident Response Team	TU0070	Senior Officer Use of Force	35	87
Incident Response Team	TF0037	X2 Taser Requalification	80	1553
Incident Response Team	TF0032	X2 Taser User Course	1	2
Incident Response Team		Remedial De-Escalation Training		2

Section	Course	Title	Sessions	No. of Participants
Incident Response Team Total			313	6687
Investigative	TC0131	Confidential Informer Management System	3	0
Investigative	I00019	Covert Operation Handler		2
Investigative	TC0052	Death Investigators	6	65
Investigative	TC0003	Drug Investigation	4	59
Investigative	110004	Explosive Familiarization for Investigators	1	16
Investigative	TC0043	Financial Crimes	1	0
Investigative	TC0013	General Investigators Blended	7	193
Investigative	TC0127	High Risk Vehicle Takedown	8	95
Investigative	TC0125	Human Trafficking Investigations	4	24
Investigative	TC0111	Impaired Driving Investigation	8	166
Investigative	TC0042	Intimate Partner Violence	5	118
Investigative	TC0003	Introduction to Drug Investigators	4	59
Investigative	TC0110	Investigative Interviewing Part 1	4	55
Investigative	TC0116	Investigative Interviewing Part 2	4	41
Investigative	P00036	Major Case Management		2
Investigative	TC0130	Ontario Major Case Management (O.M.C.M.) and Power Case Command	9	116
Investigative	TC0124	Plainclothes Investigator and Source Handler	4	88
Investigative	TC0108	Police Services Act Course	1	29
Investigative	100031	Provincial Statutes Seminar	7	131
Investigative	TC0091	Search Warrant Drafting	7	73
Investigative	TC0092	Sexual Assault Investigators	6	85
Investigative	TC0027	Sexual Assault Investigator's Update	1	42
Investigative	100032	Traffic Generalist Seminar	5	64
Investigative	TC0128	Youth Crime Investigator	3	25
Investigative (Conference)	110023	Art Crime Conference	1	72
Investigative (Conference)	110024	Follow The Money	1	58
Investigative Total			102	1548
Learning, Development & Standards	100045	Body Worn Camera User Training	32	646
Learning, Development & Standards	TM0032	Effective Presentation	4	21
Learning, Development & Standards	LDS008	Effective Teaching for Adult Learners	5	43

Section	Course	Title	Sessions	No. of Participants
Learning, Development & Standards	TH0031	Ethics and Inclusivity	7	125
Learning, Development & Standards	TM0122	Occupational Health and Safety for Workers	7	7
Learning, Development & Standards	100033	Special Constable E.I.H.R.	62	621
Learning Developments & Standards Total			117	1463
Police Vehicle Operations	TV0057	Advanced Bicycle Patrol	4	17
Police Vehicle Operations	TV0025	All-Terrain Vehicle Course	8	31
Police Vehicle Operations	TV0028	Bicycle Instructor	2	9
Police Vehicle Operations	TV0023	Bicycle Patrol Officer	71	207
Police Vehicle Operations	TV0064	Bicycle Patrol Recertification	49	169
Police Vehicle Operations	TV0052	Blue Card	0	255
Police Vehicle Operations	TV0001	Civilian Driving	35	234
Police Vehicle Operations	TV0020	Command Post Course	4	3
Police Vehicle Operations	TV0058	Motorcycle V.I.P. Escort	1	8
Police Vehicle Operations	TV0003	Police Officers Vehicle Operations	8	34
Police Vehicle Operations	TV0072	Post Ontario Police College (O.P.C.) Recruit Vehicle Ops	24	335
Police Vehicle Operations	TV0042	Safe Skills Emergency Driving	37	95
Police Vehicle Operations	TV0061	Side by Side All-Terrain Vehicle	3	6
Police Vehicle Operations	TV0068	Trailer	4	5
Police Vehicle Operations	TV0019	Truck (Wagon) Operator	16	18
Police Vehicle Operations	TV0041	Truck Operator Train Trainer	3	6
Police Vehicle Operations Total			269	1432
Special Constables	110013	Evidence.com for District Special Constables	6	139

Section	Course	Title	Sessions	No. of Participants
Special Constables	110022	Special Constable Patch program	1	20
Special Constables Total			7	159
TOTAL			1258	17713

This table is a listing of e-learning modules available to Toronto Police Service members on the Canadian Police Knowledge Network (CPKN)

Section	Course	Title
		Accessibility of Ontarians with Disabilities
Canadian Police Knowledge Network	TP3032	Accessibility of Ontarians with Disabilities (A.O.D.A.) Module Three (3) – Part 1
Canadian Police Knowledge Network	TP3035	Accessibility of Ontarians with Disabilities (A.O.D.A.) Module Three (3) – Part 4
Canadian Police Knowledge Network	TP3020	Accessibility of Ontarians with Disabilities (A.O.D.A.) - Working Together
Canadian Police Knowledge Network	TP3033	Accessibility of Ontarians with Disabilities (A.O.D.A.) Module Three (3) – Part 2
Canadian Police Knowledge Network	TP3034	Accessibility of Ontarians with Disabilities (A.O.D.A.) Module Three (3) – Part 3
		Diversity, Equity, Inclusion, & Anti-Racism Training Modules
Canadian Police Knowledge Network	TP3063	Let's Talk How Anti-Black Racism (A.B.R.) Impacts Policing
Canadian Police Knowledge Network	CP8307	Anti-Racism for Workplaces
Canadian Police Knowledge Network	CP8106	Hate and Bias Crime Investigation
Canadian Police Knowledge Network	CP8182	Autism Spectrum Disorder
Canadian Police Knowledge Network	TP3069	Gender Diverse Trans Inclusion Civilians Part 1
Canadian Police Knowledge Network	TP3070	Gender Diverse Trans Inclusion Uniform and Special Constables Part 1
Canadian Police Knowledge Network	TP3073	Gender Diversity and Trans Inclusion Uniform and Special Constables Part 2
Canadian Police Knowledge Network	TP3021	Hindu Religion: Items of Religious Significance
Canadian Police Knowledge Network	TP3016	Sikh Religion: Items of Religious Significance
Canadian Police Knowledge Network	TP0001	Foundations Islam and Addressing Islamophobia
Canadian Police Knowledge Network	TP3025	Items of Religious Significance: Islam
Canadian Police Knowledge Network	TP3066	Introduction to the Indigenous Experience
Canadian Police Knowledge Network	TP0054	Race Based Data Collection
Canadian Police Knowledge Network	CP8308	Managing Unconscious Bias
		Weapons and Safety Modules
Canadian Police Knowledge Network	OP9013	Edged Weapons
Canadian Police Knowledge Network	CP8037	Firearms Verification
Canadian Police Knowledge Network	TP3050	Spit Shield Training

Section	Course	Title
Canadian Police Knowledge Network	TP3056	Body Worn Camera e-Learning
Canadian Police Knowledge Network	TP3065	Handheld Metal Detector Training
		Health and Safety Trainings
Canadian Police Knowledge Network	CP8125	Supervisor Health and Safety - in 5 Steps
Canadian Police Knowledge Network	TP3026	Worker Health and Safety Awareness in 4 Steps
		Police Investigations
Canadian Police Knowledge Network	CP8183	Cybercrime Investigations Level 1
Canadian Police Knowledge Network	TP3074	Cybersecurity Awareness – Phishing Module
Canadian Police Knowledge Network	CP8180	Basic Online Investigations
Canadian Police Knowledge Network	TP0056	Search of Persons 2020
Canadian Police Knowledge Network	TP3064	Search of Persons Update
Canadian Police Knowledge Network	TP3068	Missing Persons Training Video
		Ontario Police Video Training Alliance (O.P.V.T.A.):
		<i>O.P.V.T.A. Crisis Response Modules</i>
Canadian Police Knowledge Network	OP9019	Volume 090 Suicide Intervention
Canadian Police Knowledge Network	OP9079	Volume 153 Chemical Suicide
Canadian Police Knowledge Network	OP9020	Volume 091 Death Notification
Canadian Police Knowledge Network	OP9051	Volume 132 Sexual Assault
Canadian Police Knowledge Network	OP9075	Volume 133 Human Trafficking
Canadian Police Knowledge Network	OP9028	Volume 105 Terrorism
Canadian Police Knowledge Network	OP9022	096 Child Exploitation
Canadian Police Knowledge Network	OP9027	104 Domestic Violence
Canadian Police Knowledge Network	OP9008	063 Active Killers
Canadian Police Knowledge Network	OP9047	128 Trauma Doesn't Bleed
		<i>O.P.V.T.A. Weapons and Safety Training Modules</i>
Canadian Police Knowledge Network	OP9046	Conducted Energy Weapon (C.E.W.) Tactics
Canadian Police Knowledge Network	OP9013	Edged Weapons
Canadian Police Knowledge Network	OP9024	Volume 097 Seized Firearm Safety
Canadian Police Knowledge Network	OP9042	123 Firearm Seizures
Canadian Police Knowledge Network	OP9017	087 Characteristics of Armed Persons
		<i>O.P.V.T.A. Drug Awareness and Offence Modules</i>
Canadian Police Knowledge Network	OP9032	Prescription Drug Enforcement
Canadian Police Knowledge Network	OP9036	117 Psychosis
Canadian Police Knowledge Network	OP9003	037 Crack
Canadian Police Knowledge Network	OP9052	Volume 135 Impaired Driving
Canadian Police Knowledge Network	OP9080	Volume 152 Fentanyl
		<i>Additional O.P.V.T.A. Modules</i>
Canadian Police Knowledge Network	OP9021	104 Foot Pursuit

Section	Course	Title
Canadian Police Knowledge Network	OP9083	Volume 155 X2 C.E.W.
Canadian Police Knowledge Network	OP9002	038 Sins of Testifying
Canadian Police Knowledge Network	OP9040	121 Training to Succeed
Canadian Police Knowledge Network	OP9012	Volume 070 Conditional Sentences
Canadian Police Knowledge Network	OP9076	Volume 148 Investigative Detention Articulation
Canadian Police Knowledge Network	OP9000	Volume 024 Life in the Fast Lane
Canadian Police Knowledge Network	OP9001	Volume 030 Blue Canaries
Canadian Police Knowledge Network	OP9006	Volume 055 Guaranteed Safe Arrival
Canadian Police Knowledge Network	OP9016	Volume 083 First Officer to Scene
Canadian Police Knowledge Network	OP9059	Volume 100 Plastic Attack
Canadian Police Knowledge Network	OP9066	Volume 108 Investigative Detention W.I.W.
Canadian Police Knowledge Network	OP9035	Volume 116 Building Searches
Canadian Police Knowledge Network	OP9043	Volume 124 From Call to Court
Canadian Police Knowledge Network	OP9044	Volume 124 The Balanced Life
Canadian Police Knowledge Network	OP9048	Volume 129 Suspect Apprehension Pursuits
Canadian Police Knowledge Network	OP9049	Volume 130 Search Manager for Policing
Canadian Police Knowledge Network	OP9050	Volume 131 Entry Warrants
Canadian Police Knowledge Network	OP9055	Volume 137 Traffic Stop Articulation
Canadian Police Knowledge Network	OP9056	Volume 138 Every Step Counts
Canadian Police Knowledge Network	OP9054	Volume 140 Freeman on the Land
Canadian Police Knowledge Network	OP9067	Volume 141 Reliability Credibility
Canadian Police Knowledge Network	OP9071	Volume 144 Confidential Informant
Canadian Police Knowledge Network	OP9074	Volume 145 Metal Thefts Affect
Canadian Police Knowledge Network	OP9073	Volume 146 Aftermath
Canadian Police Knowledge Network	OP9072	Volume 147 Ebola 2014: Lessons
Canadian Police Knowledge Network	OP9025	098 Field Interviews
Canadian Police Knowledge Network	OP9031	109 Spontaneous Disorder
Canadian Police Knowledge Network	OP9033	112/113 Faith Diversity
Canadian Police Knowledge Network	OP9041	122 Search of Persons
		Crisis Response
Canadian Police Knowledge Network	CP3801	Trauma-Informed Approach, Using Trauma Informed Approach
Canadian Police Knowledge Network	CP8304	Using a Trauma-Informed Approach
Canadian Police Knowledge Network	CP8190	Crisis Intervention and De-Escalation
Canadian Police Knowledge Network	CP8191	Epilepsy and Seizure Response Training
		Paid Duty Modules
Canadian Police Knowledge Network	TP3061	Paid Duty Management System - Training and Terms of Agreement
Canadian Police Knowledge Network	TP3075	Paid Duty M.L.S.E. Venue T.R.N.
Canadian Police Knowledge Network	TP3076	Paid Duty Mobile Escort T.R.N.
Canadian Police Knowledge Network	TP3030	Police and Community Interaction

Section	Course	Title
		Additional C.P.K.N. Modules
Canadian Police Knowledge Network	CP8268	Intro to Cannabis Legislation
Canadian Police Knowledge Network	TP3051	Introduction to Federal and Ontario Cannabis Legislation
Canadian Police Knowledge Network	TP3067	Show Cause and Synopses Drafting
Canadian Police Knowledge Network	CP8157	Risk Effective Decision Making
Canadian Police Knowledge Network	CP8137	Suspect Apprehension Pursuit Basic Refresher
Canadian Police Knowledge Network	CP8077	Suspect Apprehension Pursuit Version Four (4) Refresher Online
Canadian Police Knowledge Network	TP3056	Coroner's Inquest - Chapman
Canadian Police Knowledge Network	TP3081	Digital Multimedia Collection
Canadian Police Knowledge Network	TP3071	Military Veterans Wellness Program
Canadian Police Knowledge Network		I.M.S. 100 - Introduction to Incident Management System
Canadian Police Knowledge Network	TP3082	In Car Camera Upgrade 2023
Canadian Police Knowledge Network	TP3037	Incident Management System (I.M.S.) - 100 - Final Assessment
Canadian Police Knowledge Network	TP3062	Information Security Learning Series
Canadian Police Knowledge Network	TP3052	Versadex (V.D.X.) Supervisor Review of General Occurrence (G.O.)
Canadian Police Knowledge Network	TP3077	Visual Line-of-Sight (V.L.O.S.) Remotely Piloted Aircraft Systems (R.P.A.S.) Regulations & Enforcement
Total Completion		34782

APPENDIX B-1: 2023 Courses Delivered by Toronto Police Service Units (T.P.S.)

Units	Title	No. of participants
Accounting Services	Systems Applications & Product	37
Accounting Services Total		37
Communications	Com Op Coach & Mentoring Course	56
Communications	Communication Supervisor Systems/Unit Training	4
Communications	Police Com/ Call Taker Course	22
Communications	Police Com/ Dispatcher Course	13
Communications Total		95
Community Partnership & Engagement Unit	Mobile Crisis Intervention Team	35
Community Partnership & Engagement Unit	Neighbourhood Community Officer	42
Community Partnership & Engagement Unit	Violence Threat Risk Assessment Level 1	83
Community Partnership & Engagement Unit	Violence Threat Risk Assessment Level 2	87
Community Partnership & Engagement Unit Total		247
Corporate Communications	Social media in Communications	177
Corporate Communications Total		177

Units	Title	No. of participants
Emergency Management & Public Order	Family Liaison Officer Program	25
Emergency Management & Public Order	First Responder Operational Search Tactics	117
Emergency Management & Public Order	Immediate Action/Rapid Deployment	42
Emergency Management & Public Order	Incident Command 200	32
Emergency Management & Public Order	Less Lethal Weapons Requalification Public Order Unit (P.O.U.)	24
Emergency Management & Public Order	Master Difficult Conversations	189
Emergency Management & Public Order	O.P.O.A.C. – P.O.C.M. Basic Course	60
Emergency Management & Public Order	P.O.U. - Block A Training	231
Emergency Management & Public Order	P.O.U. - Block B Training	305
Emergency Management & Public Order	P.S.U. - Use of Force/Fitness Requalification	236
Emergency Management & Public Order	P.S.U. Incident Management System 200	98
Emergency Management & Public Order	P.S.U. Incident Management System 300	16
Emergency Management & Public Order	Public Order & Crowd Management Enhanced Operations & Tactics	57
Emergency Management & Public Order	S.A.R.T.O.P.O. and G.P.S. for Search Managers	25
Emergency Management & Public Order Total		1457
Emergency Task Force	Advanced Sniper/Observer Course E.T.F.	9
Emergency Task Force	Advanced Tactical Rope Access	8
Emergency Task Force	Basic Tactical Orientation E.T.F.	11
Emergency Task Force	E.T.F. Tactical Commander	8
Emergency Task Force	E.T.F. Urban Containment	11
Emergency Task Force	Hostage Rescue E.T.F.	13
Emergency Task Force	Tactical Rope Access Basic E.T.F.	12
Emergency Task Force	Tactical Rope Access Instructor	6
Emergency Task Force	Tactical Rope Instructor	5
Emergency Task Force	Use of Force E.T.F.	91
Emergency Task Force Total		174
Forensic Identification Services	Intellibook/Livescan Fingerprint	107
Forensic Identification Services	Scenes of Crime Officers Course	45
Forensic Identification Services Total		152
Intelligence Services	Advanced Online Invest IV	21
Intelligence Services	Online Investigations L 2& 3	115
Intelligence Services Total		136
Marine Unit	MARINE Basic First Aid	25
Marine Unit Total		25
Parking Enforcement	Parking Enforcement Officer Recruit Training	113
Parking Enforcement	P.E.O. Training Program	298
Parking Enforcement Total		411

Units	Title	No. of participants
People Strategy & Performance	Advanced Leadership Development	16
People Strategy & Performance	Change Management	66
People Strategy & Performance	Coaching at TPS	57
People Strategy & Performance	Conflict Resolution	88
People Strategy & Performance	Is Management for Me?	48
People Strategy & Performance	Foundations of Leadership Development	78
People Strategy & Performance	Master Difficult Conversations	186
People Strategy & Performance	Performance Goal Setting	63
People Strategy & Performance	Process Management	39
People Strategy & Performance	Project Management	38
People Strategy & Performance Total		679
Police Dog Services	P.D.S. - Gen Purpose Dog Training	1
Police Dog Services	Police Dog Services Explosive & Firearm Detection Dog	2
Police Dog Services Total		3
Records Management Services	Transcription	8
Records Management Services Total		8
Special Constables	Courts X-Ray Safety Awareness	91
Special Constables	District Special Constable Patrol	62
Special Constables	Document Services Officer Program	14
Special Constables	Prisoner Transportation Section Wagon Video Course	96
Special Constables	Security Control Rooms: Ontario Court of Justice, Toronto	24
Special Constables	Special Constable Incident Response Training	694
Special Constables	Special Constable Recruit Program	82
Special Constables Total		1063
Staff Planning	Sergeant & Staff Sergeant Promotional Exam	501
Staff Planning Total		501
Traffic Services	At Scene Collision Investigation	26
Traffic Services	Basic Camera Operator Level 1	14
Traffic Services	Child Restraint Technician Course	8
Traffic Services	Collision Reconstruction IV	27
Traffic Services	Laser LIDAR - Theory	372
Traffic Services	M/C Ops Requalification L1	0
Traffic Services	Mobile Radar - Theory	74
Traffic Services	Motorcycle VIP Escort Refresh	20
Traffic Services	Operation Pipeline/Convoy	1
Traffic Services	Police Motorcycle Instructor	2
Traffic Services	Police Motorcycle Operator L1	3

Units	Title	No. of participants
Traffic Services	Police Motorcycle Operator Level 2	8
Traffic Services	Practical Traffic Direction	181
Traffic Services	Standardized Field Sobriety Testing	81
Traffic Services	Stationary Radar - Theory	73
Traffic Services	Technical Collision Invest	20
Traffic Services	T.S.V. – A.S.D. Alcotest 6820	220
Traffic Services Total		1130
Wellness Unit	Before Operational Stress	8
Wellness Unit	Before Operational Stress Research	2
Wellness Unit	Police Range Safety First Aid	10
Wellness Unit	Y.I.P.I. 1st Aid & C.P.R./A.E.D.	211
Wellness Unit Total		231
Canadian Police College	Cyber Crime Investigators	4
Canadian Police College	Advance Open-Source Intelligence	4
Canadian Police College	Basic Bloodstain Pattern Recognition	1
Canadian Police College	Canadian Internet Child Exploitation	1
Canadian Police College	Court Expert and Testimony	1
Canadian Police College	Crisis Negotiator Refresher	38
Canadian Police College	Crisis Negotiators	5
Canadian Police College	Digital Technologies for Investigations	5
Canadian Police College	Financial Investigations	2

Units & Conferences, Seminars & Continuing Education

Unit	Title	No. of Participants
Canadian Police College	Advance Open-Source Intelligence	4
Canadian Police College	Basic Bloodstain Pattern Recognition	1
Canadian Police College	Canadian Internet Child Exploitation	1
Canadian Police College	Court Expert and Testimony	1
Canadian Police College	Crisis Negotiator Refresher	38
Canadian Police College	Crisis Negotiators	5
Canadian Police College	Cyber Crime Investigators	4
Canadian Police College	Digital Technologies for Investigations	5
Canadian Police College	Financial Investigations	2
Canadian Police College	Forensic Identification	3
Canadian Police College	Improvised Explosives Devices to Police Explosive Technician – I.E.D. Recognition & Reconstruction	1
Canadian Police College	Internet Evidence Analysis	1
Canadian Police College	Police Explosives Technicians	2
Canadian Police College	Police Explosives Validation	1
Canadian Police College	Strategic Policing Through Action and Character Leadership Development	1
Canadian Police College	Tactical Intelligence Analysis	2
Canadian Police College	Tactical Police Explosive Technician	1
Canadian Police College	Unsolved and Historical Death Investigations	2
Canadian Police College	Using the Internet as an Intelligence Tool	7
Canadian Police College	Vehicle Theft Investigation Techniques	2
Canadian Police College	Violent Offenders Behaviour	1
Canadian Police College Total		85
Ontario Police College	Advanced Friction Ridge Analysis	2
Ontario Police College	Basic Bloodstain Pattern Recognition	4
Ontario Police College	Basic Constable Training	332
Ontario Police College	B.C.T. - Equivalency Exam	3
Ontario Police College	Bloodstain Pattern U-study Pro	1
Ontario Police College	C.E.W. Master Trainer	16
Ontario Police College	Chemical Treatment & Fluorescent Techniques	1
Ontario Police College	Communication Centre Supervisor Course	10
Ontario Police College	Criminal Investigations Working Group	1
Ontario Police College	Disaster Victim Identification	2
Ontario Police College	DNA-DB WCS Train/Trainer	1
Ontario Police College	Drug Investigation	6
Ontario Police College	Firearms Analyst	5
Ontario Police College	Forensic Identification	5
Ontario Police College	Forensic Identification Recertification	1
Ontario Police College	Forensic Recovery of Human Remains	3

Unit	Title	No. of Participants
Ontario Police College	Forensic Shooting Scene Examiner	1
Ontario Police College	Friction Ridge Analysis	3
Ontario Police College	Hate Crime	3
Ontario Police College	Homicide Investigation	2
Ontario Police College	IC 400 Instructor	1
Ontario Police College	I.M.S. 100 - Introduction to Incident Management System	4
Ontario Police College	Incident Command 100	246
Ontario Police College	Incident Command 200	33
Ontario Police College	Incident Command 300	1
Ontario Police College	Incident Command 400	3
Ontario Police College	Managing Investigations Using PowerCase	6
Ontario Police College	Officer Safety Facilitator	1
Ontario Police College	Ontario Police CollegeVA - CIICC 2022	3
Ontario Police College	Ontario Police CollegeVA – O.C. Spray Exam	1
Ontario Police College	Ontario Police CollegeVA IMS 100 Final Test	129
Ontario Police College	Ontario Police CollegeVA S.A.P. Training	23
Ontario Police College	Police Vehicle Ops Facilitator	1
Ontario Police College	PowerCase for the Command Training	1
Ontario Police College	PPITT/Train the Trainer	1
Ontario Police College	Scenes of Crime Officer Trainer	1
Ontario Police College	Shotgun Instructor Course	3
Ontario Police College	Synthetic Drug Operations	2
Ontario Police College	Synthetic Drug Ops Re-Certification	1
Ontario Police College	Train the Trainer Seminar	16
Ontario Police College	Use of Force Trainer	4
Ontario Police College Total		883
Criminal Intelligence Service of Ontario	C-24 Lawful Justification	12
Criminal Intelligence Service of Ontario	Confidential Informant Development	2
Criminal Intelligence Service of Ontario	Digital Surveillance Photograph	3
Criminal Intelligence Service of Ontario	Introduction to Intelligence	1
Criminal Intelligence Service of Ontario	Lawful Justification Training Course	1
Criminal Intelligence Service of Ontario	Mobile Surveillance	22
Criminal Intelligence Service of Ontario Total		41
Conferences - Seminars & Continuing Education Courses	12th Annual Human Trafficking Conference	1

Unit	Title	No. of Participants
Conferences - Seminars & Continuing Education Courses	1st Responder Mental Health Conference	3
Conferences - Seminars & Continuing Education Courses	2023 Annual Training	1
Conferences - Seminars & Continuing Education Courses	2023 Association of Local Government Auditors Conference	1
Conferences - Seminars & Continuing Education Courses	2023 Canada Privacy Symposium	1
Conferences - Seminars & Continuing Education Courses	2023 DEF CON 31	1
Conferences - Seminars & Continuing Education Courses	2023 FOIPN Conference	5
Conferences - Seminars & Continuing Education Courses	2023 Leadership Forum	1
Conferences - Seminars & Continuing Education Courses	2023 LEARN Conference	1
Conferences - Seminars & Continuing Education Courses	2023 Media Relations Officer	1
Conferences - Seminars & Continuing Education Courses	2023 O.A.C.P. Annual Conference	1
Conferences - Seminars & Continuing Education Courses	2023 Robbery Conference	4
Conferences - Seminars & Continuing Education Courses	2023 Spring Workshop	9
Conferences - Seminars & Continuing Education Courses	2023 WREX Conference	2
Conferences - Seminars & Continuing Education Courses	Accessible PDF Documents	1
Conferences - Seminars & Continuing Education Courses	A.C.E.s & Early Trauma	2
Conferences - Seminars & Continuing Education Courses	Active Attacker	47
Conferences - Seminars & Continuing Education Courses	Active Shooter Prevention	0
Conferences - Seminars & Continuing Education Courses	Active Shooter: What Can You Do	0
Conferences - Seminars & Continuing Education Courses	Adaptive Leadership	1
Conferences - Seminars & Continuing Education Courses	Adjudication for Administrative Agencies, Boards and Tribunals	2
Conferences - Seminars & Continuing Education Courses	Admin Professionals Conference	1
Conferences - Seminars & Continuing Education Courses	Administering Microsoft Exchange	2
Conferences - Seminars & Continuing Education Courses	Adobe Photoshop/ Forensic Video	1
Conferences - Seminars & Continuing Education Courses	Advance Search Warrant Drafting	1
Conferences - Seminars & Continuing Education Courses	Advance Wiretap/ Electronic Surveillance Inc.	1

Unit	Title	No. of Participants
Conferences - Seminars & Continuing Education Courses	Advanced Bloodstain Pattern Analysis	1
Conferences - Seminars & Continuing Education Courses	Advanced Collision Recon CDR App	4
Conferences - Seminars & Continuing Education Courses	Advanced Crisis Negotiators	1
Conferences - Seminars & Continuing Education Courses	Advanced IC System for Command	1
Conferences - Seminars & Continuing Education Courses	Advanced Wireless Communications Operator.	1
Conferences - Seminars & Continuing Education Courses	Adverse Childhood Experiences	1
Conferences - Seminars & Continuing Education Courses	Agile Fundamentals	1
Conferences - Seminars & Continuing Education Courses	Agile Project Management	23
Conferences - Seminars & Continuing Education Courses	AHJ - SPFX Pyrotechnics in CN	1
Conferences - Seminars & Continuing Education Courses	ALGA 2023 Conference	1
Conferences - Seminars & Continuing Education Courses	An Intro to Drug Categories Part 1	1
Conferences - Seminars & Continuing Education Courses	An Intro to Drug Categories Part 2	1
Conferences - Seminars & Continuing Education Courses	Anti-Racism Foundation	1
Conferences - Seminars & Continuing Education Courses	A.O.D.A.	1
Conferences - Seminars & Continuing Education Courses	A.P.C.O. Canada Conference & Tradeshow	1
Conferences - Seminars & Continuing Education Courses	A.P.C.O. Canada EduCentre	1
Conferences - Seminars & Continuing Education Courses	Applied Digital Geography GIS	1
Conferences - Seminars & Continuing Education Courses	ArcGIS Desktop Spatial Analysis	1
Conferences - Seminars & Continuing Education Courses	ArcGIS Online Basics	1
Conferences - Seminars & Continuing Education Courses	ArcGIS Pro Basics	1
Conferences - Seminars & Continuing Education Courses	ARCGIS Pro: Working with Model Builder	2
Conferences - Seminars & Continuing Education Courses	Arizona Vortex	1
Conferences - Seminars & Continuing Education Courses	A.S.D. accuracy check	35
Conferences - Seminars & Continuing Education Courses	Aspire to Lead Chinese Canadians Leaders' Summit	1
Conferences - Seminars & Continuing Education Courses	Aspiring Leaders Journey	2

Unit	Title	No. of Participants
Conferences - Seminars & Continuing Education Courses	Assessment Professional Train	1
Conferences - Seminars & Continuing Education Courses	Asset Forfeiture	1
Conferences - Seminars & Continuing Education Courses	ASTRO 25 ISSI 8000/CSSI 8000	1
Conferences - Seminars & Continuing Education Courses	Autism/ Neurodiversity in the Workplace	1
Conferences - Seminars & Continuing Education Courses	A.W.S. Public Sector Symposium	1
Conferences - Seminars & Continuing Education Courses	Axon Accelerate 2022	1
Conferences - Seminars & Continuing Education Courses	Axon Body Worn Camera 3 Instructor	1
Conferences - Seminars & Continuing Education Courses	Azure Fundamentals Certification	1
Conferences - Seminars & Continuing Education Courses	Basic SOI Specialist	1
Conferences - Seminars & Continuing Education Courses	Basics Geographic Coordinate	1
Conferences - Seminars & Continuing Education Courses	Behavioural Event Interview Technique	11
Conferences - Seminars & Continuing Education Courses	Beyond Trauma Informed: Best Practices for Victim Interviewing and Evidence Based Investigations	2
Conferences - Seminars & Continuing Education Courses	Bias in Traffic Cases	1
Conferences - Seminars & Continuing Education Courses	Board Level Repair	2
Conferences - Seminars & Continuing Education Courses	Bridging the Knowledge Gap	1
Conferences - Seminars & Continuing Education Courses	Build GeoProcessing Models ArcGIS Pro	1
Conferences - Seminars & Continuing Education Courses	Building A Case Against Hate	2
Conferences - Seminars & Continuing Education Courses	Building Reprocessing Models Using ArcGIS Pro	3
Conferences - Seminars & Continuing Education Courses	Building Web Apps with ArcGIS Experience Builder	2
Conferences - Seminars & Continuing Education Courses	C24 - Lawful Justification Training	6
Conferences - Seminars & Continuing Education Courses	C4C Police Jiu-Jitsu Level 1	1
Conferences - Seminars & Continuing Education Courses	Calculating Density ArcGIS	1
Conferences - Seminars & Continuing Education Courses	CALEO 2023 Conference	1
Conferences - Seminars & Continuing Education Courses	Canadian Firearms Safety Course	1
Conferences - Seminars & Continuing Education Courses	Cannabinoids in Impaired driving	1

Unit	Title	No. of Participants
Conferences - Seminars & Continuing Education Courses	Capital Asset Management Plan	1
Conferences - Seminars & Continuing Education Courses	CAPP/SAS 2023 Conference	2
Conferences - Seminars & Continuing Education Courses	Carbine Instructor Development	2
Conferences - Seminars & Continuing Education Courses	CARVER Assessment Professional	1
Conferences - Seminars & Continuing Education Courses	Certified Change Practitioner	1
Conferences - Seminars & Continuing Education Courses	Certified Ethical Hacker	1
Conferences - Seminars & Continuing Education Courses	Certified Info Security Manager	1
Conferences - Seminars & Continuing Education Courses	Certified Scrum Master Training	1
Conferences - Seminars & Continuing Education Courses	Chainalysis Cryptocurrency Fundamentals Certification (C.C.F.C.)	2
Conferences - Seminars & Continuing Education Courses	Change Management	2
Conferences - Seminars & Continuing Education Courses	C-IED Interoperability Exercise	1
Conferences - Seminars & Continuing Education Courses	CIND820 Big Data Analytics	1
Conferences - Seminars & Continuing Education Courses	CI-Real Time Crime Center Operations	4
Conferences - Seminars & Continuing Education Courses	Cisco Certified Network Association	1
Conferences - Seminars & Continuing Education Courses	CISM	1
Conferences - Seminars & Continuing Education Courses	Code 4 Concepts (C4C)	10
Conferences - Seminars & Continuing Education Courses	Collision Investigation	1
Conferences - Seminars & Continuing Education Courses	Committee of Youth Officers	1
Conferences - Seminars & Continuing Education Courses	Compassion to Action Education	1
Conferences - Seminars & Continuing Education Courses	Comprehensive Victim Interview	1
Conferences - Seminars & Continuing Education Courses	CompTIA Network	4
Conferences - Seminars & Continuing Education Courses	Computer Forensics Examiner	1
Conferences - Seminars & Continuing Education Courses	Confidential Informer Development	2
Conferences - Seminars & Continuing Education Courses	Constable Selection System	2
Conferences - Seminars & Continuing Education Courses	Counteracting Unconscious Bias	1

Unit	Title	No. of Participants
Conferences - Seminars & Continuing Education Courses	Courtroom Testimony for Expert Witnesses	2
Conferences - Seminars & Continuing Education Courses	Covert Install Countermeasures	1
Conferences - Seminars & Continuing Education Courses	Covert Operations Handler	4
Conferences - Seminars & Continuing Education Courses	COYO conference	1
Conferences - Seminars & Continuing Education Courses	Creating & Editing Data ArcGIS	1
Conferences - Seminars & Continuing Education Courses	Creating and Sharing GIS Content	1
Conferences - Seminars & Continuing Education Courses	Creating Python Scripts ArcGIS	1
Conferences - Seminars & Continuing Education Courses	Creating/Editing Data ArcGIS Pro	1
Conferences - Seminars & Continuing Education Courses	Crisis Communications Boot Camp	1
Conferences - Seminars & Continuing Education Courses	Crisis Communications Conference for Emergency	1
Conferences - Seminars & Continuing Education Courses	Crisis Negotiators Introduction	1
Conferences - Seminars & Continuing Education Courses	Critical Incident Management	2
Conferences - Seminars & Continuing Education Courses	Cyber Day Conference	75
Conferences - Seminars & Continuing Education Courses	Cyber Security Specialization	1
Conferences - Seminars & Continuing Education Courses	Data Analysis w/Kibana-Virtual	1
Conferences - Seminars & Continuing Education Courses	Data Modeling Training	35
Conferences - Seminars & Continuing Education Courses	Data Story Workshop	1
Conferences - Seminars & Continuing Education Courses	Design & Implement MS Azure AI	1
Conferences - Seminars & Continuing Education Courses	Design Thinking Leadership	1
Conferences - Seminars & Continuing Education Courses	DevLearn Conference & Expo 2023	1
Conferences - Seminars & Continuing Education Courses	Diversity, Equity, and Inclusion	1
Conferences - Seminars & Continuing Education Courses	DRE Training (Theory Portion)	1
Conferences - Seminars & Continuing Education Courses	DRE Vital Signs: Unmasked Qs	1
Conferences - Seminars & Continuing Education Courses	Drug Recognition Expert	1
Conferences - Seminars & Continuing Education Courses	Drug Recognition Expert (D.R.E.) Basics	1

Unit	Title	No. of Participants
Conferences - Seminars & Continuing Education Courses	Drug Recognition Expert (D.R.E.) Certification	4
Conferences - Seminars & Continuing Education Courses	DV 2000 DVI with DVR Examiner	1
Conferences - Seminars & Continuing Education Courses	DV200 Digital Video INV DVR	1
Conferences - Seminars & Continuing Education Courses	Easter CAN Versadex Conference	1
Conferences - Seminars & Continuing Education Courses	Editing Basics in ArcGIS Pro	3
Conferences - Seminars & Continuing Education Courses	Effective Reporting with Power BI	1
Conferences - Seminars & Continuing Education Courses	Elasticsearch Engineer	3
Conferences - Seminars & Continuing Education Courses	Elevating Strategic Thinking	1
Conferences - Seminars & Continuing Education Courses	EM 125 - Exercise Programs: An Introduction	1
Conferences - Seminars & Continuing Education Courses	EM 200 - Basic Emergency Management	2
Conferences - Seminars & Continuing Education Courses	EM 300 - Community Emergency Management Coordinator	2
Conferences - Seminars & Continuing Education Courses	Emergency Services Working Grp	1
Conferences - Seminars & Continuing Education Courses	Emerging Technological Trends	2
Conferences - Seminars & Continuing Education Courses	Equity, Diversity, and Inclusion Training Course	2
Conferences - Seminars & Continuing Education Courses	Executive Global Program	1
Conferences - Seminars & Continuing Education Courses	Executive Strategic Management	1
Conferences - Seminars & Continuing Education Courses	F5 Networks Administering	3
Conferences - Seminars & Continuing Education Courses	FA & RFA Safety Course	2
Conferences - Seminars & Continuing Education Courses	Face Comparison/Identification	1
Conferences - Seminars & Continuing Education Courses	Facial Identification Juvenile Foundation	1
Conferences - Seminars & Continuing Education Courses	Facial Identification Juvenile Refresher	1
Conferences - Seminars & Continuing Education Courses	FBI Advanced Sniper Course	1
Conferences - Seminars & Continuing Education Courses	FIND Adapted Training	1
Conferences - Seminars & Continuing Education Courses	Firewall 11.0 Essentials	2
Conferences - Seminars & Continuing Education Courses	First Aid CPR Level C	1

Unit	Title	No. of Participants
Conferences - Seminars & Continuing Education Courses	First Time Manager Journey	1
Conferences - Seminars & Continuing Education Courses	Fitness Appraisers Course	1
Conferences - Seminars & Continuing Education Courses	FIVE with AMPED Five	1
Conferences - Seminars & Continuing Education Courses	FME Basic Training	11
Conferences - Seminars & Continuing Education Courses	FOCUS Table Presenter Workshop	114
Conferences - Seminars & Continuing Education Courses	Force Science Certificate	1
Conferences - Seminars & Continuing Education Courses	Force Science Certification	1
Conferences - Seminars & Continuing Education Courses	Forcible Entry	1
Conferences - Seminars & Continuing Education Courses	Forensic Image & Video Enhancement	1
Conferences - Seminars & Continuing Education Courses	Forensic Video Analysis Level 1	1
Conferences - Seminars & Continuing Education Courses	Forklift(ROW)+Fall Protection	2
Conferences - Seminars & Continuing Education Courses	Fostering an Inclusive Climate	1
Conferences - Seminars & Continuing Education Courses	Foundations of Digital Strategy	1
Conferences - Seminars & Continuing Education Courses	FP SEA Info Session	1
Conferences - Seminars & Continuing Education Courses	Frontline Fundamentals: Strat.	1
Conferences - Seminars & Continuing Education Courses	Fundamentals Internal Audit	1
Conferences - Seminars & Continuing Education Courses	Fundamentals of Statistics for Data	1
Conferences - Seminars & Continuing Education Courses	GEO Interpolation: Introduction	1
Conferences - Seminars & Continuing Education Courses	GeoProcessing Using ArcGIS Pro	1
Conferences - Seminars & Continuing Education Courses	Geostatistical Interpolation	1
Conferences - Seminars & Continuing Education Courses	Getting Started with Data Management	1
Conferences - Seminars & Continuing Education Courses	Getting Started with Geodatabs	2
Conferences - Seminars & Continuing Education Courses	Getting Started with Geoprocessing	1
Conferences - Seminars & Continuing Education Courses	Getting Started with Mapping & Visualization	1
Conferences - Seminars & Continuing Education Courses	Getting Started with Spatial Analysis	1

Unit	Title	No. of Participants
Conferences - Seminars & Continuing Education Courses	Getting Started with the Geodatabase	3
Conferences - Seminars & Continuing Education Courses	GIS ArcGIS Pro	1
Conferences - Seminars & Continuing Education Courses	GIS Basics	1
Conferences - Seminars & Continuing Education Courses	GIS for Climate Action	0
Conferences - Seminars & Continuing Education Courses	GIS Interpolation: Intro	1
Conferences - Seminars & Continuing Education Courses	Gladue Principles	1
Conferences - Seminars & Continuing Education Courses	Global Knowledge CompTIA Network	1
Conferences - Seminars & Continuing Education Courses	Google: Foundations: Data	1
Conferences - Seminars & Continuing Education Courses	Guth Model 12V500 Simulator	1
Conferences - Seminars & Continuing Education Courses	HDI Support Center Analyst	3
Conferences - Seminars & Continuing Education Courses	Hexagon Public Safety User2023	1
Conferences - Seminars & Continuing Education Courses	HOPE - Harm to Older persons evaluation	1
Conferences - Seminars & Continuing Education Courses	Horizontal Gaze Nystagmus	1
Conferences - Seminars & Continuing Education Courses	Human Trafficking Conference	2
Conferences - Seminars & Continuing Education Courses	Human Trafficking Detection	1
Conferences - Seminars & Continuing Education Courses	IACA Training Conference	2
Conferences - Seminars & Continuing Education Courses	IACP Conference	1
Conferences - Seminars & Continuing Education Courses	IAPRO Conference	1
Conferences - Seminars & Continuing Education Courses	ICP (ICAGILE Certified Pro)	1
Conferences - Seminars & Continuing Education Courses	IIA Toronto Chapter Symposium	3
Conferences - Seminars & Continuing Education Courses	ILC for Intelligence Analyst	1
Conferences - Seminars & Continuing Education Courses	IM Specialized Journey - DA&M	1
Conferences - Seminars & Continuing Education Courses	Imagery in Action	0
Conferences - Seminars & Continuing Education Courses	Impaired Driving/Traffic Safe	1
Conferences - Seminars & Continuing Education Courses	Implicit 4 letters (Bias)	1

Unit	Title	No. of Participants
Conferences - Seminars & Continuing Education Courses	Improving Engagement	1
Conferences - Seminars & Continuing Education Courses	IMS 100 - Introduction to Incident Management	144
Conferences - Seminars & Continuing Education Courses	IMS 100 - Introduction to Incident Management (Self Study)	41
Conferences - Seminars & Continuing Education Courses	IMS 200 - Basic Incident Management System	4
Conferences - Seminars & Continuing Education Courses	IMS 200 - Basic Incident Management System (Virtual)	7
Conferences - Seminars & Continuing Education Courses	IMS 200 - Incident Management System	9
Conferences - Seminars & Continuing Education Courses	IMS 300 - Intermediate Incident Management System	29
Conferences - Seminars & Continuing Education Courses	Indigenous Canada	1
Conferences - Seminars & Continuing Education Courses	Inspect & Maintain Steel Storage	1
Conferences - Seminars & Continuing Education Courses	Inspecting & Maintaining SSRs	2
Conferences - Seminars & Continuing Education Courses	Inspector Onboarding Training, Intentional Leadership Seminar	91
Conferences - Seminars & Continuing Education Courses	Integrating Data ArcGIS Pro	1
Conferences - Seminars & Continuing Education Courses	Intentional Leadership	1
Conferences - Seminars & Continuing Education Courses	Intercept of Private Communication	5
Conferences - Seminars & Continuing Education Courses	Intermediate Leadership Program	1
Conferences - Seminars & Continuing Education Courses	Internal Auditing	1
Conferences - Seminars & Continuing Education Courses	International Counter Terrorism Conference	1
Conferences - Seminars & Continuing Education Courses	International Leadership	1
Conferences - Seminars & Continuing Education Courses	International Parking & Mobility Institute	2
Conferences - Seminars & Continuing Education Courses	Intoxilyzer 8000c (QBT) Course	1
Conferences - Seminars & Continuing Education Courses	Intro to Adobe Premiere	1
Conferences - Seminars & Continuing Education Courses	Intro to Data Engineering	1
Conferences - Seminars & Continuing Education Courses	Intro to Geostatistical Interpolation	1
Conferences - Seminars & Continuing Education Courses	Intro to the National IMS-700B	1
Conferences - Seminars & Continuing Education Courses	Introduction to Holocaust Education	2

Unit	Title	No. of Participants
Conferences - Seminars & Continuing Education Courses	Introduction to Technical Investigations	1
Conferences - Seminars & Continuing Education Courses	Introduction to the Junos Operating System (IJOS)	1
Conferences - Seminars & Continuing Education Courses	Invictus	1
Conferences - Seminars & Continuing Education Courses	Islamophobia and Gender	1
Conferences - Seminars & Continuing Education Courses	Kidnap Team Commander	1
Conferences - Seminars & Continuing Education Courses	Law of Policing	1
Conferences - Seminars & Continuing Education Courses	Lead innovation in info Management	1
Conferences - Seminars & Continuing Education Courses	Leadercamp on-demand: Women in Leadership - Let's Move the Needle	1
Conferences - Seminars & Continuing Education Courses	Leadership & No-Blame Problem Solving	0
Conferences - Seminars & Continuing Education Courses	Leadership Development Core	1
Conferences - Seminars & Continuing Education Courses	Leadership In Administration	1
Conferences - Seminars & Continuing Education Courses	Leadership in Contemporary Workplaces	1
Conferences - Seminars & Continuing Education Courses	Leadership in Counter Terrorism	1
Conferences - Seminars & Continuing Education Courses	Leading Across Cultures	1
Conferences - Seminars & Continuing Education Courses	Leading and Managing Change	1
Conferences - Seminars & Continuing Education Courses	Leading Organizational Change	1
Conferences - Seminars & Continuing Education Courses	Level 3: Forensic Video/Image	1
Conferences - Seminars & Continuing Education Courses	Leveraging GIS for Multi-Agency Response to Significant Incidents	1
Conferences - Seminars & Continuing Education Courses	Location-Enabling Data	1
Conferences - Seminars & Continuing Education Courses	LVMPD/LINCT-AA Intl Counterterrorism	1
Conferences - Seminars & Continuing Education Courses	Managing Digital Forensic Lab	1
Conferences - Seminars & Continuing Education Courses	Managing a Forensic Laboratory	1
Conferences - Seminars & Continuing Education Courses	Managing Pressure and Stress	1
Conferences - Seminars & Continuing Education Courses	Marijuana & Driving Webinar	1
Conferences - Seminars & Continuing Education Courses	Mastering The Art Of influence	1

Unit	Title	No. of Participants
Conferences - Seminars & Continuing Education Courses	Mental Health First Aid	1
Conferences - Seminars & Continuing Education Courses	Mental Health First Aid Veteran Community	2
Conferences - Seminars & Continuing Education Courses	Metis 101: Metis Justice Program	35
Conferences - Seminars & Continuing Education Courses	Microsoft Azure Security	1
Conferences - Seminars & Continuing Education Courses	Microsoft Excel 365 Part 1	1
Conferences - Seminars & Continuing Education Courses	Microsoft Excel 365 Part 2	1
Conferences - Seminars & Continuing Education Courses	Microsoft Excel 365 Part 3	1
Conferences - Seminars & Continuing Education Courses	Microsoft Identity & Access	1
Conferences - Seminars & Continuing Education Courses	Microsoft Power BI Data Analyst	1
Conferences - Seminars & Continuing Education Courses	Missing Persons Investigators	1
Conferences - Seminars & Continuing Education Courses	Mobile Devices Forensics (MDF)	4
Conferences - Seminars & Continuing Education Courses	Mobile Outreach Surveillance	1
Conferences - Seminars & Continuing Education Courses	Motivational Interviewing	1
Conferences - Seminars & Continuing Education Courses	MS Excel Pivot Tables	1
Conferences - Seminars & Continuing Education Courses	NA Active Assailant Conference	1
Conferences - Seminars & Continuing Education Courses	National Crisis Negotiator Course	1
Conferences - Seminars & Continuing Education Courses	Neoliberalism and Government	1
Conferences - Seminars & Continuing Education Courses	NRP/OPP Anti Terror & AS Conference	2
Conferences - Seminars & Continuing Education Courses	Nutanix Enterprise Cloud Admin	2
Conferences - Seminars & Continuing Education Courses	ODARA 101	2
Conferences - Seminars & Continuing Education Courses	OFVAA Annual Training	1
Conferences - Seminars & Continuing Education Courses	OMRON Conference	1
Conferences - Seminars & Continuing Education Courses	ON Data Analytic Conference	4
Conferences - Seminars & Continuing Education Courses	ONGIA 2023 Annual Conference	3
Conferences - Seminars & Continuing Education Courses	ONGIA Conference	2

Unit	Title	No. of Participants
Conferences - Seminars & Continuing Education Courses	Ontario Mental Health Conference	1
Conferences - Seminars & Continuing Education Courses	Ontario Traffic Manual (OTM) Book 7 Training	3
Conferences - Seminars & Continuing Education Courses	OTI- Human Trafficking	1
Conferences - Seminars & Continuing Education Courses	OWLE Training Day 2023	8
Conferences - Seminars & Continuing Education Courses	PELI Program Session 1	1
Conferences - Seminars & Continuing Education Courses	Pivot Tables for Excel	1
Conferences - Seminars & Continuing Education Courses	PMP Certificate	1
Conferences - Seminars & Continuing Education Courses	PMP Exam Prep	2
Conferences - Seminars & Continuing Education Courses	Police Agent Handler	1
Conferences - Seminars & Continuing Education Courses	Police Executive Research Forum	1
Conferences - Seminars & Continuing Education Courses	Police Leadership Program	1
Conferences - Seminars & Continuing Education Courses	Police Tech Conference & Expo	2
Conferences - Seminars & Continuing Education Courses	Power BI Fundamentals-End User	1
Conferences - Seminars & Continuing Education Courses	Preparing and Responding to Active Shooter Incidents	0
Conferences - Seminars & Continuing Education Courses	Preventing Harassment at Work	1
Conferences - Seminars & Continuing Education Courses	Privacy Program Management	1
Conferences - Seminars & Continuing Education Courses	Professional Day Workshop	1
Conferences - Seminars & Continuing Education Courses	Program & Portfolio Management	1
Conferences - Seminars & Continuing Education Courses	Project Lifesaver 2023	1
Conferences - Seminars & Continuing Education Courses	Project Management, Leadership, and Communication	2
Conferences - Seminars & Continuing Education Courses	PSN-Police Innovation Showcase	4
Conferences - Seminars & Continuing Education Courses	Python Data Wrangling Training	1
Conferences - Seminars & Continuing Education Courses	Python for Everyone	5
Conferences - Seminars & Continuing Education Courses	Query Reporting Tools Ed 1	1
Conferences - Seminars & Continuing Education Courses	Radicalization to Violence	1

Unit	Title	No. of Participants
Conferences - Seminars & Continuing Education Courses	Rapid DNA Program	5
Conferences - Seminars & Continuing Education Courses	Recon -3D	1
Conferences - Seminars & Continuing Education Courses	Reconstruction with CDR Applications	4
Conferences - Seminars & Continuing Education Courses	RED Kidnap Negotiators Course	2
Conferences - Seminars & Continuing Education Courses	Responding to Sextortion ROAC	1
Conferences - Seminars & Continuing Education Courses	SAR Line Officer Training Ver2	0
Conferences - Seminars & Continuing Education Courses	School Lockdown Training	21
Conferences - Seminars & Continuing Education Courses	Security Centre 5.x Omnicast	2
Conferences - Seminars & Continuing Education Courses	Sharing Maps and Layers with ArcGIS Pro	2
Conferences - Seminars & Continuing Education Courses	Sharp/Edged Weapons Instructor	1
Conferences - Seminars & Continuing Education Courses	Shot Show	1
Conferences - Seminars & Continuing Education Courses	Spatial Data Science	1
Conferences - Seminars & Continuing Education Courses	SQL Fundamentals	1
Conferences - Seminars & Continuing Education Courses	SQLite	2
Conferences - Seminars & Continuing Education Courses	Stanhope Conference	1
Conferences - Seminars & Continuing Education Courses	STOP The Bleed	1
Conferences - Seminars & Continuing Education Courses	Strong Cities Workshop	1
Conferences - Seminars & Continuing Education Courses	Suicide Alertness for Everyone	1
Conferences - Seminars & Continuing Education Courses	Suicide First Aid	1
Conferences - Seminars & Continuing Education Courses	Surveillance Photography	3
Conferences - Seminars & Continuing Education Courses	Symbolizing Map Layers	1
Conferences - Seminars & Continuing Education Courses	Tactical Emergency Casualty Care	1
Conferences - Seminars & Continuing Education Courses	Tactical Emergency Casualty Care (TECC) Duty to Act	36
Conferences - Seminars & Continuing Education Courses	Tactical Trauma Care	1
Conferences - Seminars & Continuing Education Courses	Tactical Trauma Care	1

Unit	Title	No. of Participants
Conferences - Seminars & Continuing Education Courses	Tactical Trauma Care & T3 2304	4
Conferences - Seminars & Continuing Education Courses	Tactical Weapon Instructor	1
Conferences - Seminars & Continuing Education Courses	Take a Deep Breath and Manage	1
Conferences - Seminars & Continuing Education Courses	Taser Annual Operator Update	1
Conferences - Seminars & Continuing Education Courses	Taser X2 CEW Training Update	1
Conferences - Seminars & Continuing Education Courses	Taser X26P CEW Training Update	1
Conferences - Seminars & Continuing Education Courses	TaserCon	1
Conferences - Seminars & Continuing Education Courses	TCM Annual Training	1
Conferences - Seminars & Continuing Education Courses	Technical Techniques Orientation	1
Conferences - Seminars & Continuing Education Courses	Telling Stories with GIS Maps	1
Conferences - Seminars & Continuing Education Courses	Terrorist Trends & Tactics	120
Conferences - Seminars & Continuing Education Courses	Terrorist Trends and Tactics Presentation Specialized and Detective Operations	121
Conferences - Seminars & Continuing Education Courses	The Addicted Brain	1
Conferences - Seminars & Continuing Education Courses	The Art of Staying Focused	1
Conferences - Seminars & Continuing Education Courses	Third Party Risk Management	1
Conferences - Seminars & Continuing Education Courses	Threat Assessment & Management	55
Conferences - Seminars & Continuing Education Courses	Threat Assessment & Management	1
Conferences - Seminars & Continuing Education Courses	Threat Assessment/ Management Found	1
Conferences - Seminars & Continuing Education Courses	TIC Module 1 (Trauma informed)	1
Conferences - Seminars & Continuing Education Courses	Toronto CBRNE Technician	2
Conferences - Seminars & Continuing Education Courses	Toronto Joint Chemical, Biological, Radiological, Nuclear, and high yield Explosives (CBRNE) Team Training	1
Conferences - Seminars & Continuing Education Courses	TPS- Leadership Foundations Program	1
Conferences - Seminars & Continuing Education Courses	Trans Inclusion Symposium	2
Conferences - Seminars & Continuing Education Courses	Vehicle-Based Incident, Management Risk	1
Conferences - Seminars & Continuing Education Courses	Video Management SC-OTC-001-5.10	2

Unit	Title	No. of Participants
Conferences - Seminars & Continuing Education Courses	Violence Threat Risk Assess Level 1	2
Conferences - Seminars & Continuing Education Courses	Violence Threat Risk Assess Level 2	2
Conferences - Seminars & Continuing Education Courses	VMware vSphere: Install	4
Conferences - Seminars & Continuing Education Courses	WHIMS 2015 AIX Safety	0
Conferences - Seminars & Continuing Education Courses	Working Heights/Mobile Elevate	12
Conferences - Seminars & Continuing Education Courses	X-Ways Forensics	1
Conferences - Seminars & Continuing Education Courses	X-Ways Forensics Level I	2
Conferences - Seminars & Continuing Education Courses Total		1556



PUBLIC REPORT

October 16, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: 2023 Annual Use of Force Report

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendation:

It is recommended that the Toronto Police Service Board receive this report.

Financial Implications:

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

Summary:

This is an Annual Report, which provides an overview of use of force training, updates to governance, and a five-year statistical comparison and trend analysis in regard to all levels of reported use of force incidents involving members of the Toronto Police Service (Service).

Background:

This is the second Annual Report to the Toronto Police Service Board (Board). Prior to 2022, use of force reporting was included as one chapter of the overall Corporate Risk Management Annual Report. The Toronto Police College (T.P.C.) previously provided

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stand-alone reporting on conducted energy weapon (C.E.W.) use but now provides annual reporting on all things use of force related.

In addition to providing an overview of use of force related training and updates to Service governance, this report provides a five-year statistical comparison (where available) and trend analysis in regards to all levels of reportable use of force incidents involving members of the Service.

Conclusion:

This report provides the Board with an overview of 2023 use of force.

Ms. Svina Dhaliwal, Chief Administrative Officer and Acting Superintendent Paul Rinkoff of the Toronto Police College will be in attendance to answer any questions that the Board may have in regard to this report.

Respectfully submitted,

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

Toronto Police Service

Annual Use of Force Report (2023)



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Summary of Use of Force Statistics and Key Findings

In 2023, there were 1,322 use of force incidents. In absolute terms, use of force incidents decreased by 4.7% (1,387) compared to 2022, and by 12% (1,495) compared to 2019. Since 2019, the number of use of force incidents has been declining. This decline is notable when considering that the demands for policing have been increasing and there are a greater number of officers deployed.

In 2023¹:

- the City grew by 4.2% (125,756);
- calls for service attended increased by 5.7% (407,543);
- violent calls² increased by 7.6% (35,991); and
- arrests increased by 21.5% (31,768).

Population Growth and Uniform Strength

In 2023, the City of Toronto's population grew by 4.2% (125,756) when compared to 2022 and by 5.8% (171,620) when compared to 2019. The growth experienced in 2023 is the largest annual percentage increase observed during the last five years. In comparison, Uniform strength (number of police officers) to support this growth in population increased by 2.7% in 2023 from 5,156 uniform officers to 5,295. Since 2019, uniform strength increased by 8.1% from 4,896 uniform officers to 5,295. Importantly, the data suggests that when correlating uniform strength at points in time, the number of use of force incidents, including conducted energy weapon deployments, does not appear to be driven by increases in Uniform strength. This conclusion is corroborated throughout this report.

Use of Force Incidents and Calls for Service Attended

- Calls for service attended increased by 5.7% from 385,609 calls in 2022 to 407,543 calls in 2023.
- In 2023, there were 1,322 use of force incidents, representing 0.32% of all calls for service attended, compared to 0.36% in 2022 and 0.35% in 2019. This represents a declining trend.

Persons in Crisis (P.I.C.) Calls and Mental Health Apprehensions (M.H.A.s)

- P.I.C. calls decreased by 4.5% in 2023 when compared to 2022, but increased by 2.2% when compared to 2019. The decrease in the number of P.I.C. related calls

¹ Statcan.gc.ca

² See Supplemental Data Section for Parameters

for service attended may be attributed to the Service's call diversion efforts and greater public awareness of other services such as 2-1-1.

- Mental Health Apprehensions (M.H.A.s) also decreased by 6%, from 13,589 in 2022 compared to 12,772 in 2023. When compared to 2019, 2023 M.H.A.s represent a 6.7% increase.

Conducted Energy Weapons (C.E.W.) Officer Use Rates

- In 2023, the Service had 3,480 C.E.W. licensed officers. This represents a 20.5% increase since 2022 and an 86.4% increase in CEW licensed officers since 2019.
- In 2019, with 1,867 licensed officers, the C.E.W. usage rate per officer (deployments compared to licensed users) was 33.8% or 631 deployments - the highest annual rate over the last five years.
- By 2023, and with nearly double the number of C.E.W. licensed officers since 2019, the C.E.W. usage rate per officer has been the lowest over the past five years at 18.4% or 642 deployments. This represents a decrease of 22.6% since 2022 and a decrease of 45.4% since 2019.
- Deployments include Full Deployment, Drive Stun Mode, and Demonstrated Force Presence, which are further outlined in the Conducted Energy Weapon section.

Key Conclusions

Use of force incidents decreased by 4.7% in 2023 when compared to 2022, accounting for 0.32% of all calls for service attended. The decrease in use of force incidents occurred in a year where the city population increased by 4.2%, uniform officer strength increased by 2.7%, calls for service increased by 5.7%, violent calls increased by 7.6% and arrests increased by 21.5%. Although the Service has doubled the number of C.E.W. licensed officers since expanding its use to frontline police constables, the rate of C.E.W. deployments has been steadily declining over the last five years with 2023 having the lowest rate of use at 18.4% or 642 deployments. Despite increases in demand, population, Uniform strength, calls for service, arrests and C.E.W. users, the Service's overall number of use of force incidents are declining. The data that supports these key conclusions is included below in Table 1.1.

Table 1.1 – A five-year comparison of Use of Force Incidents

Indicator	2019	2020	% Chg	2021	% Chg	2022	% Chg	2023	% Chg	5 Yr Average	Chg 2019-2023
Uniform Officers	4,896	5,061	3.4%	4,972	-1.8%	5,156	3.7%	5,295	2.7%	5,076	8.1%
Use of Force Incidents	1,495	1,368	-8.5%	1,248	-8.8%	1,387	11.1%	1,322	-4.7%	1,364	-11.6%
Calls for Service	423,858	412,332	-2.7%	398,144	-3.4%	385,609	-3.1%	407,543	5.7%	405,497	-3.8%
% of Use of Force Incidents per Call Attended	0.35%	0.33%	-5.7%	0.31%	-6.1%	0.36%	16.1%	0.32%	-11.1%	0.33%	-8.6%
Violent Calls	36,412	31,741	-12.8%	30,338	-4.4%	33,442	10.2%	35,991	7.6%	33,585	-1.2%
Non-Violent Calls	387,446	380,591	-1.8%	367,806	-3.4%	352,167	-4.3%	371,552	5.5%	371,912	-4.1%
Arrests	27,177	21,999	-19.1%	22,499	2.3%	26,143	16.2%	31,768	21.5%	25,917	16.9%
Persons in Crisis Calls For Service (PIC)	30,892	33,143	7.3%	35,393	6.8%	33,071	-6.6%	31,571	-4.5%	32,814	2.2%
Mental Health Apprehensions (MHAs)	11,969	12,409	3.7%	14,272	15.0%	13,589	-4.8%	12,772	-6.0%	13,002	6.7%
City of Toronto Population*	2,939,364	2,952,366	0.4%	2,917,666	-1.2%	2,985,228	2.3%	3,110,984	4.2%	2,981,122	5.8%
Conducted Energy Weapon (CEW)	2019	2020	% Chg	2021	% Chg	2022	% Chg	2023	% Chg	Average	Chg 2019-2023
Licensed Users (At Year End)	1,867	2,322	24.4%	2,460	5.9%	2,888	17.4%	3,480	20.5%	2,603	86.4%
Individual Deployments	631	604	-4.3%	603	-0.2%	688	14.1%	642	-6.7%	634	1.7%
% of Officer Use Rate	33.8%	26.0%	-23.0%	24.5%	-5.8%	23.8%	-2.8%	18.4%	-22.6%	25.3%	-45.4%

Use of Force Governance

Changes to and the Introduction of the Ontario Public-Police Interactions Training Aid

In May of 2023, The Ministry of the Solicitor General replaced the Ontario Use of Force Model (2004) with the Ontario Public-Police Interactions Training Aid. The aid depicts the process by which an officer assesses, plans and responds to situations that threaten officer and public safety. A copy of this aid is appended to Service Procedure 15-01 “Incident Response (Use of Force/De-Escalation)” and is attached to this report as Appendix A.

The training aid is represented by a framework document and a graphic (Appendix A). Together they are designed to assist both police officers and the public in their understanding of how an officer may respond during an interaction. The aid emphasizes that in any interaction with the public, an officer should continually monitor themselves, the subject, the situation, assess the circumstances as they develop, and engage in a relational approach with the subject and other members of the public if appropriate. A

relational approach to public-police interactions emphasizes fairness, respect, empathy, and voluntary subject cooperation, without the use of force, whenever feasible. Trauma-informed training that is provided at the T.P.C. complements this approach. However, on occasion police officers may find themselves in a situation where the use of force may be necessary. The legal principles of necessity, proportionality and reasonableness governs any use of force by police.

Ultimately, the goal of any police interaction with the public is a cooperative, respectful, and peaceful outcome. A variety of factors influences this goal, such as the availability of time, resources, an immediate need for police action, and the behavior of the individuals involved.

The aid promotes continuous critical assessment and evaluation of every situation and will assist members to understand and make use of de-escalation and communication tools along with a range of force options in order to respond to potentially violent situations. It is not intended to serve as a justification for a member's use of force, nor does it prescribe specific response options appropriate to any given situation. However, the aid does provide a valuable framework for understanding and articulating the events associated with an incident involving a member's use of force.

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

An officer's perception interrelates with situational, behavioral, and strategic factors and affects their belief regarding the ability to respond to the situation. Factors including, but not limited to size, strength, overall fitness, personal experience, skill level, fears, fatigue or injury, work or personal stressors, positioning, vision and training. All of these factors are unique to the individual officer and may affect perceptions of the situation.

These impact factors are integral to situations where force may be required as they shape an officer's determination regarding force necessity and type. As officer safety is an essential factor in the overall goal of public safety, it is a significant component of the assessment process described in the Ontario Public-Police Interactions Training Aid. As a result of the close relationship between officer and public safety, when reporting uses of force it is common for officers to note "protect self" as the primary reason for using force. It should be noted that members have the responsibility to use only that force which is necessary to bring an incident under control effectively and safely.

Updates Relating to Toronto Police Service Use-Of-Force Governance

In 2022, in response to Recommendation No. 49 of the Toronto Police Services Board recommendations on policing reform, Service Procedure 15-01 entitled “Use of Force” was revised in alignment with Toronto Police Services Board policy and Provincial Adequacy Standards with additional input from Service Use of Force experts. The new Service procedure was named “Incident Response (Use of Force/De-Escalation)”.

The importance of de-escalation and communication is strongly emphasized in the new Service procedure. An excerpt from the introduction reads as follows:

“De-escalation and communication are core tools. De-escalation and communication methods must be considered continuously and used, where possible, even after use of force has occurred. Officers shall, in all situations involving the use of force, consider de-escalation tactics; including disengagement predicated on the philosophy that protection of human life is a core duty of the police”.

Amendments designed to enhance supervision, accountability, and the importance of de-escalation in regard to reporting use of force include the following:

- A supervisor, upon receipt of a use of force report shall, in addition to ensuring the report is completed accurately and in accordance with this procedure, review all available Body Worn Camera (B.W.C.) and In Car Camera (I.C.C.) footage of all of the officers involved in the incident.
- A supervisor, upon receipt of a use of force report shall notify the Unit Investigating Officer and/or the Unit Complaint Coordinator (U.C.C.) of the submission of the use of force report.
- When a probationary constable has been involved in a use of force incident, a supervisor shall conduct a review of the incident, the B.W.C. and the I.C.C. (if applicable) with the probationary constable. This review shall be conducted to ensure alignment with prescribed training and regulations and shall consider the principles of fair and impartial policing: to recognize implicit biases and implement controlled responses in decision-making.
- The Unit Investigating Supervisor/Unit Complaint Coordinator, upon being notified of a use of force submission shall:
 - commence a review of the circumstances and appropriateness of the level of force used during an incident.
 - review all available Body Worn Camera footage of the officers involved in the incident.
 - take appropriate action, if a training issue has been identified, or a misconduct has occurred.

Use of Force Governing Authorities

This section provides a list of governing authorities that regulate use of force as it applies to Service members.

Federal: Criminal Code.

Provincial: Anti-Racism Act, 2017; Police Services Act; Police Services Act, O. Reg. 3/99, Adequacy & Effectiveness of Police Services; Police Services Act, O. Reg. 268/10; Police Services Act, O. Reg. 926/90, Equipment and Use of Force, Special Investigations Unit Act, 2019.

Other: Ontario Use of Force Model; Policing Standards Manual.

Toronto Police Services Board Policies: T.P.S.B. Policy Race-Based Data Collection, Analysis and Public Reporting; T.P.S.B. Policy Use of Force.

The T.P.S.B. Use of Force Policy can be viewed at [Toronto Police Service Board - Use of Force \(tpsbc.ca\)](https://www.tpsb.ca/Use-of-Force)

Service Procedures: 04–02 Death Investigations; 04–21 Gathering/Preserving Evidence; 08–04 Members Involved in a Traumatic Critical Incident; 10–06 Medical Emergencies; 13–16 Special Investigations Unit; 13–17 Notes and Reports; 14–20 Auxiliary Members; 15–02 Injury/Illness Reporting; 15–03 Service Firearms; 15–04 C-8 Rifle; 15–05 Shotgun; 15–06 Less Lethal Shotguns; 15–08 MP5 Submachine Gun; 15–09 Conducted Energy Weapon; 15–10 Suspect Apprehension Pursuits; 15–16 Uniform, Equipment and Appearance Standards; 15–20 Body Worn Camera; 16–07 Collection, Analysis and Reporting of Race and Identity-Based Data; 17–03 Requests Made for Information Under the Municipal Freedom of Information and Protection of Privacy Act

Service Forms: TPS 105 Injury/Illness Report; TPS 584 Conducted Energy Weapon Use Report; TPS 586 Firearm Discharged Report; TPS 649 Internal Correspondence; Use of Force Report.

Additional Use of Force Training Requirements

The equipment and Use of Force Regulation (Ontario Regulation 926/90 prohibits a member of a police service from using force on another person unless the member has successfully completed the prescribed use of force training course. Use of force re-qualification is mandatory for every member who uses, or may be required to use force, or carry a weapon. Each member must successfully pass the re-qualification course every 12 months at T.P.C. termed In-Service Training (I.S.T).

In-Service Training (I.S.T.) for Toronto Police Service (T.P.S.) Members

Police use of force training in the province of Ontario is mandated and informed by the Ministry of Community Safety and Correctional Services: Policing Standards Manual.

T.P.S. sworn members attend the Toronto Police College on an annual basis in order to receive practical, provincially mandated training and yearly qualifications on firearms, intermediate weapons and physical control techniques.

During In-Service Training, officers are guided and influenced to approach incidents with a “de-escalation mindset” and to use behavioral influence strategies to gain compliance, whenever possible. Members are trained to assess, plan and act and to continuously reassess and adjust strategies and reactions as appropriate to the situation and that any level of force used must be:

- Reasonable
- Proportionate
- Necessary
- Justified

An integral component of the I.S.T. program is a focus on mental health crisis and awareness, de-escalation, peer intervention, and crisis resolution. The research and development of this training has been largely guided by the T.P.S. Mental Health and Addictions Panel (formerly the Police Services Board Mental Health Sub-Committee).

De-escalation is defined by the Ontario Police College as:

“The use of verbal and non-verbal strategies, intended to prevent escalation or reduce the intensity of a situation without the application of force, and, if force is necessary, reducing the amount of force, if reasonably safe to do so”.

De-escalation is similarly defined in T.P.S. Procedure 15-01 Incident Response (Use of Force/De-Escalation) as:

“...verbal and non-verbal strategies intended to reduce the intensity of a conflict or crisis encountered by the police, with the intent of gaining compliance without the application of force, or if force is necessary, reducing the amount of force so as not to exceed the amount of force reasonably required”.

Equipment and Use of Force

Members receive an annual overview of the Ontario Public-Police Interactions Training Aid (replaced the Ontario Use of Force Model in mid-2023), T.P.S. firearm procedures, managing imminence, subject control, less lethal use of force options, excited delirium and positional asphyxia and use of force reporting. Members must successfully demonstrate proficiency in the use of their assigned firearm as well as the use of various intermediate weapons and physical defense tactics and control techniques.

A significant portion of the training is dedicated to practical scenarios, both indoors and outdoors.

Dynamic Scenario Judgement Training

This training component involves placing participants in various realistic scenarios in the Toronto Police College (T.P.C.) outdoor/indoor training environments. At the end of these sessions, participants are able to identify given situations and demonstrate the appropriate use of force responses. Participants must be able to articulate the situational/tactical considerations, subject behaviors, available de-escalation techniques, appropriate alternative response strategies and justification for the level of force used.

Dynamic Simulation Training –Video Training

Members participate in interactive video scenarios, which range from simple everyday engagements to high-risk situations. As with the outdoor/indoor scenario training, this portion focuses on judgement training which involves placing participants in various realistic scenarios in the T.P.C. video training environment. Members must be able to properly identify each situation and demonstrate the appropriate use of force response. Participants must sufficiently articulate the situational/strategic considerations, subject behaviors, available de-escalation techniques, appropriate alternative response strategies and the justification for the level of force used. In 2022, a scenario requiring participants to recognize the need to engage in situational peer intervention was developed and was added into the 2023 I.S.T. training.

Wellness Supports

The Service has several health and wellbeing supports available to members following any form of critical incident, including those that involve use of force. These supports include: Critical Incident Support through the Critical Incident Support and Peer Support Volunteer program, follow-up with a Service psychologist, gradual re-entry into the workplace including one-on-one training and exposure with a use of force instructor at the T.P.C. The Service is also reviewing the Early Intervention Program through the Professional Standards Information System (P.S.I.S.) to identify additional opportunities to offer wellbeing supports to members at pre-identified times and thresholds.

Updates to Use of Force Reporting

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

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

Note: For the purpose of reporting a use of force incident, the definition of a weapon includes a police dog or police horse that comes into direct physical contact with a person and that person sustains a resulting injury, which requires the services of a physician, nurse or paramedic.

A Team U.F.R. is restricted to members of the Emergency Task Force (E.T.F.) and the Public Safety Unit (P.S.U.). As per T.P.S. Procedure 15-01 Incident Response (Use of

Force/De-Escalation), an incident in which force was used by one of these members as defined above, or the use of a CEW as a demonstrated force presence requires a separate U.F.R. from each individual member involved.

Reports are forwarded to the Toronto Police College and are reviewed by the use of force analyst to assist in identifying possible equipment or training issues and to assist in further developing the training program. The use of force analyst electronically transmits the data from U.F.R.s to the Ministry of the Solicitor General. Once this is done, the U.F.R. and C.E.W. reports are sent to Risk Management – Analysis and Assessment and the information is captured in the Professional Standards Information System (P.S.I.S.) for further statistical analysis and reporting.

Engaging the 2023 Modernized Ministry of the Solicitor General Use of Force Report

On January 1st, 2023, all Ontario police services began using a new, modernized use of force report. Members of the Toronto Police College were part of a long-term working group (steered by the Ministry of the Solicitor General), and substantially contributed to the process which developed this new form.

The new form gathers more in-depth socio-demographic information. This was in response to public consultations and interest from communities that sought to better understand who is involved in use of force incidents and help identify how to better de-escalate situations involving persons from different socio-demographic groups. As of January 1, 2023, expanded data collection includes an officer's perception of race, age, and gender when they have used force in the performance of their duties. A link to the Ministry of the Solicitor General's open source Police Use of Force Race-Based Data is provided here:

<https://data.ontario.ca/dataset/police-use-of-force-race-based-data>

The Toronto Police Service also publishes reported Use of Force Incidents in relation to a number of variables, including perceived race. The link is provided here:

<https://data.torontopolice.on.ca/pages/2baf820f6c6049f1a3a449171b186078>

The new report collects significantly more data points than the previous version and it supports the Service's ongoing commitment to transparency and accountability as we expand the types of data we collect and analyze through the 'Race and Identity-based Collection Strategy'.

The addition of numerous new fields in the modernized report presents some challenges when comparing the data from 2023 with that of previous years, which was collected on the now retired, much more limited form. In the following pages, we will endeavor to address some of the obvious year-to-year variances observed in the included tables.

The new report provides significant improvements over the previous version. It is intuitive, responsive and flows logically. Feedback from the field has been very positive.

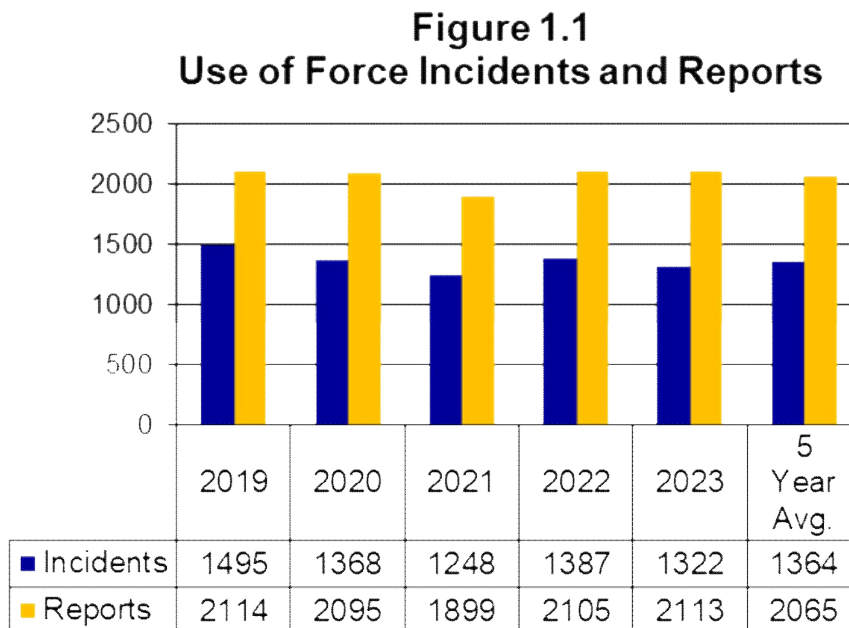
Members report that the new form is much easier to complete and that the report itself is an exercise in concise articulation of the reason(s) force was used. Notably, the number of reporting errors have drastically decreased which has significantly reduced the amount of time required for reports to be approved by the Use of Force Analyst and then sent to the Ministry of the Solicitor General. In April 2022, the analyst completed an audit on use of force report submissions (old report) and found that 62% of submissions contained at least one error. A review of 2023 submissions found that the error rate had been reduced to 11%.

Overall Use of Force Trend Analysis

The use of force incidents detailed in this report pertain to T.P.S. members only and includes only those incidents that require the submission of a U.F.R. This group includes both officers and certain civilian members who have received training in the use of force (such as Special Constables). Additional statistical data is located in the Supplementary Data section of this report.

Use of Force Incidents and Reports

In 2023, 2,113 U.F.R.s were submitted, representing 1,322 separate incidents where force was used. The number of incidents in 2023 decreased by 4.7 % compared to use of force related incidents in 2022. The number of individual applications of reportable force increased marginally by 0.38%. Figure 1.1 compares the number of reports submitted and the number of incidents annually from 2019-2023.



Use of Force Options

The most frequent use of force option indicated on U.F.R.s in 2023 was pointing a firearm, similar to 2022. Broken down by firearm type, this includes the pointing of a handgun, rifle, shotgun, and less lethal shotgun, used in 39%, 14.3%, 2.3%, and 1.9% of incidents respectively. The type of pointed firearm was not previously distinguished in reporting prior to 2023, therefore comparisons of firearm type cannot be made in this instance when compared to 2022 or years prior.

In 2023, the use of a C.E.W. was the second most frequent use of force option, used in 29.6% of incidents compared to 31.7% in 2022. Physical control tactics have remained one of the top uses of force in 2023 (third most frequent option), used in 27% of incidents, compared to 20% in 2022.

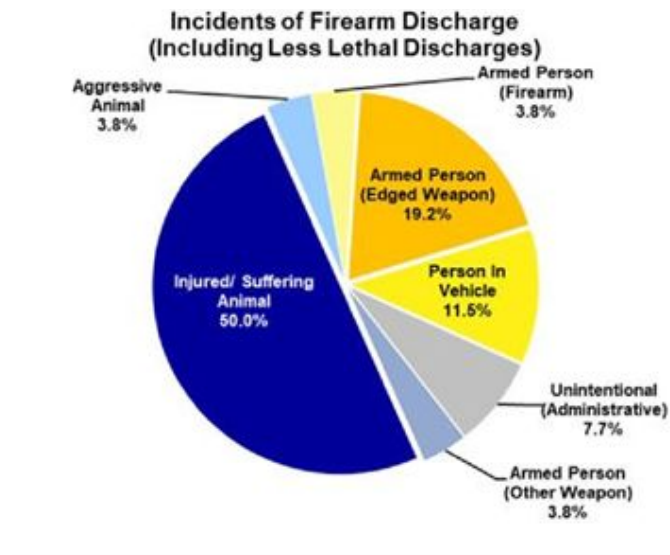
Officers are not required to complete a U.F.R. when physical control options (including handcuffing a subject) are the only use of force option used and there are no resulting injuries requiring medical attention from a certified medical practitioner (physician, nurse or paramedic). Use of force options employed by officers in 2023, including those reported above, are tabled in the Supplementary Data section of this report.

Firearm Discharges

In 2023 there were 24 instances in which individual officers discharged their firearms (three of these instances involved the discharge of a less lethal shotgun), a 14% decrease compared to 2022 where there were 28 individual firearm discharges.

Figure 1.2 illustrates the various types of reasons for firearm discharges, including less lethal firearm discharges and the afforded percentages.

Figure 1.2 Incidents of Firearm Discharge



Conducted Energy Weapons

In May of 2018, the T.P.S. launched the expansion of the C.E.W. program. Prior to this expansion program, only uniform frontline supervisors, members of the E.T.F., and supervisors in high-risk units such as the Hold-Up Squad, Intelligence and the Organized Crime Enforcement Unit carried C.E.W.s. To date, this expansion program has delivered C.E.W. training to over 3500 frontline police constables. C.E.W. expansion supports the Service's commitment to engage with members of the public by non-lethal means, while still protecting the community and the officers sworn to protect and serve.

All C.E.W. training is delivered by a Ministry-certified use of force instructor on the specific device used and approved by the Service. For initial training, authorized Service officers receive 20 hours of training, which is 8 hours longer than the provincial standard. This training includes theory, practical scenarios and a written examination. The additional 8 hours includes in-class instruction that emphasizes judgement training, decision making and de-escalation, and is conducted in accordance with the guidelines established by the Ministry. Officers are also required to complete a 1-hour online tutorial prior to attending C.E.W. training at the T.P.C. Recertification training takes place at least once every 12 months, in accordance with Ministry guidelines and Ontario Regulation 926 of the *Police Services Act* (P.S.A.)

Service training emphasizes that before a C.E.W. is used against any subject, officers should consider de-escalation as a first priority whenever it is safe and practical to do

so. Other operational considerations include disengagement, distance, time, cover, concealment and the use of other force options, when appropriate.

When the frontline C.E.W. expansion commenced in 2018, the X2 model was the common shared asset used by frontline officers. In 2021, the Service began transitioning to a newer version – the T7. These devices are not shared assets and are individually issued. As of Dec 31, 2023, 2,509 members had been trained on this newer platform. The T.P.C. intends to have all front line C.E.W. users completely transitioned to the T7 by the end of 2024.

In 2023 (Table 1.2), 642 C.E.W.s were deployed, compared to 688 uses in 2022. Of the 642 deployments in 2023, 622 occurred during a use of force incident; in comparison to 668 deployments during a use of force incident in 2022, (this represents a 7% decrease). The distinction is made to account for accidental/unintentional discharges. In 2023, there were 20 accidental discharges, representing 3% of all reports involving C.E.W.s. In 2022, there were also 20 accidental discharges. Every one of the accidental discharges in 2023 occurred inside a secure area of a police facility during mandatory spark (function) testing.

Table 1.2 Annual C.E.W. Usage

Annual C.E.W. Usage	2019	2020	2021	2022	2023
Licensed users (at year end)	1867	2322	2460	2888	3480
Individual Deployments	631	604	603	688	642
C.E.W. Related Events	557	488	478	530	516

Despite an increase in the number of C.E.W. users, the Service has seen a proportionate decrease of individual C.E.W. deployments by 22.56% (deployments compared to licensed users).

When compared to 2022, there was a decrease in C.E.W. usage in Drive Stun Mode (3.4% vs 4.79% all C.E.W. uses) and Full Deployment + Drive Stun Mode (1.6% vs 2.84%).

In 2023, 72.18% of the C.E.W. reports involved a “demonstrated force presence”, comparable to 65.87% in 2022. C.E.W. Full Deployments were the second highest type of deployment and accounted for 22.82% of the 622 uses in 2023 (accidental deployments excluded). This figure is down from 26.5% in 2022.

Table 1.3 illustrates the type of C.E.W. used operationally in the past five years. Accidental discharges have been excluded from this table in order to provide an accurate depiction of C.E.W. use during actual use of force incidents.

Table 1.3 *Operational C.E.W. Deployments

Type of Use	2019		2020		2021		2022		2023	
Demonstrated Force Presence (DFP)	442	70.05%	426	70.53%	396	68.15%	440	65.87%	449	72.18%
Full Deployment (FD)	158	25.04%	132	21.85%	130	22.38%	177	26.50%	142	22.82%
Drive Stun Mode (DSM)	12	1.90%	25	4.14%	33	5.68%	32	4.79%	21	3.4%
Full Deployment + Drive Stun Mode	19	3.01%	21	3.48%	22	3.79%	19	2.84%	10	1.6%
Total deployments in use of force incidents	631	100%	604	100%	581	100%	668	100%	622	100%

*The 20 accidental discharges in 2022 and 2023 are not included in this table.

When necessary and justified, full deployment is the most effective application of the C.E.W. This provides officers greater distance and increases the spread of the probes promoting a larger area of neuromuscular incapacitation. However, there are several factors that impact the effectiveness of a C.E.W. in full deployment. If the person is wearing heavy/bulky or loose clothing, probes may not penetrate the layers or a single probe can miss or be deflected from the target. Also, the conducting wires are breakable so contact during full deployment may be interrupted, allowing the person to once again become assaultive. Officers may have to also apply a drive stun mode (third point of contact) to maintain control of the individual. This explains the instances where full deployment and drive stun modes were used in combination. Table 1.4 illustrates the above.

Table 1.4 Overall C.E.W. Effectiveness

MODE OF USE	2019			2020			2021			2022			2023		
	Yes	No	% Effective	Yes	No	% Effective	Yes	No	% Effective	Yes	No	% Effective	Yes	No	% Effective
D.F.P.	398	44	90.04	384	42	90.14	344	52	86.86	387	53	87.95	402	47	89.53%
F.D.	94	40	70.15	90	42	68.18	98	32	75.38	132	45	74.57	107	35	75.35%
D.S.M.	23	8	74.19	24	1	96.0	29	4	87.87	26	6	81.25	19	2	90.46%
F.D. + D.S.M.	19	5	79.16	15	6	71.42	13	9	59.09	11	8	57.89	6	4	60%

Table 1.5 refers to subject behavior as perceived by the C.E.W. user in operational deployments. The Ontario Public-Police Interactions Aid and related definitions is found in Appendix “A”.

Table 1.5 Perceived Subject Behavior at Time of C.E.W. deployment

Subject Behaviour	2019		2020		2021		2022		2023	
	#	%	#	%	#	%	#	%	#	%
Passive Resistant	76	12.04	98	16.23	105	18.08	96	14.37	103	16.6%
Active Resistant	86	13.63	109	18.05	135	23.23	82	12.28	83	13.3%
Assaultive	294	46.60	230	38.1	227	39.07	271	40.56	223	35.8%
Serious Bodily Harm/Death	172	27.25	151	25.0	111	19.1	211	31.59	197	31.7%
Not Applicable *	3	0.48	16	2.62	3	.52	8	1.2	16	2.6%
Total Deployments	631	100	604	100	581	100	668	100	622	100

*N/A indicates uses on animals or instances in which the perceived behavior was not recorded – i.e.: C.E.W. displayed on arrival due to nature of event and compliance is automatic.

In situations where an individual is displaying passive or active resistance, Service procedure prohibits officers from using a C.E.W. in any manner other than a demonstrated force presence.

In 35.8% of incidents, officers perceived the subject’s behavior to be assaultive and in 31.7% of incidents, officers believed the behavior included was likely to cause serious bodily harm or death to another person or to themselves.

For all events attended by members in 2023 (407,543), 516 involved the deployment of one or more C.E.Ws. The C.E.W. was used in 0.13% of all calls for service attended. Contrasting C.E.W. use with violent calls attended (35,991), this value increases to 1.43%.

Conducted Energy Weapons and Persons in Crisis

Police officers frequently interact with people who are in crisis, under the influence of drugs and/or alcohol or experiencing a mental health issue, as well as any combination of these factors. Prior to 2022, the Service had continued to see a year-over-year increase in calls for service related to Persons in Crisis (P.I.C.). This trend was interrupted in 2022, as officers attended 33,071 calls for service involving a P.I.C., (35,393 in 2021) which represents a 6.55% decrease from 2021. P.I.C. related calls

declined again in 2023 with officers attending 31,571 such events, a decrease of 4.5% from 2022.

In 2023, of the 622 operational uses of a C.E.W., 235 or 37.8% involved persons whom officers believed were in crisis. Overall, however, a C.E.W. was deployed in 0.74% of all P.I.C. calls for service attended in 2023. This represents a negligible decrease of 0.12% when compared to 2022, which saw 286 uses, or 0.86% of the total. It can therefore be said that the Service attended 1,500 fewer calls for service involving P.I.C. when compared to 2022, along with a proportional decrease in related C.E.W. use.

Table 1.6 shows the type of C.E.W. use on P.I.C. who may or may not have also been perceived to be under the influence of the effects of alcohol and/or drugs. In 65.53% of 2023 deployments, the type of use was reported to be demonstrated force presence.

Table 1.6 Type of C.E.W. Use on Persons in Crisis

Type of Use on P.I.C.	2019		2020		2021		2022		2023	
	#	%	#	%	#	%	#	%	#	%
Demonstrated Force Presence (DFP)	147	66.53	106	62	152	59.84	153	53.51	154	65.53%
Full Deployment (FD)	63	28.5	47	27.5	81	31.89	111	38.82	76	32.34%
Drive Stun Mode (DSM)	11	4.97	5	2.9	14	5.51	14	4.89	5	2.13%
Full Deployment + Drive Stun	*	0	13	7.6	7	2.76	8	2.78	0	0
Total Uses on P.I.C.	221	100	171	100	254	100	286	100	235	100%

*In 2019, combinations for this category were not reported.

Subject Condition at Time of C.E.W. Use

Officers often interact with people who are in crisis, under the influence of drugs and/or alcohol, or experiencing a mental health issue, as well as any combination of these. Officers categorize their perception of the condition of the person at the time of C.E.W. use in the applicable sections of the Conducted Energy Weapon Use Report (Form 584). An officer's perception is based on experience, knowledge, training and observations made at the time of the incident. For the purpose of C.E.W. reporting, a P.I.C. also includes any person who has mental health issues. Below are the definitions of the various terms.

- **Person in Crisis***
Means a member of the public whose behavior brings them into contact with emergency services, either because of an apparent need for urgent care within the mental health system, or because they are otherwise experiencing a mental, emotional or substance use crisis involving behavior that is sufficiently erratic,

threatening or dangerous that emergency services are called in order to protect the person or those around them. This includes persons who may require assessment under the Mental Health Act (M.H.A.)

*Definition found in Procedure 06-04 'Persons in Crisis'

- Alcohol
A person is believed to be under the influence of alcohol.
- Drugs
A person is believed to be under the influence of drugs

Table 1.7 categorizes officer perceptions of the condition of the person at the time of C.E.W. use over a five year period.

Table 1.7 C.E.W. Deployments and Subject Condition

Subject Condition	2019		2020		2021		2022		2023	
	#	%	#	%	#	%	#	%	#	%
Alcohol Only	66	10.46	64	10.59	57	9.81	38	5.69	69	11.1
Alcohol + Drugs	56	8.87	26	4.30	18	3.10	23	3.44	33	5.4
Alcohol + Drugs P.I.C.	23	3.65	22	3.64	18	3.10	25	3.74	19	3.2
Alcohol + P.I.C.	25	3.96	23	3.81	20	3.44	17	2.54	18	2.8
Drugs	51	8.08	58	9.60	31	5.33	64	9.58	56	9.0
Drugs + P.I.C.	48	7.61	14	2.32	55	9.46	53	7.94	37	5.9
P.I.C.	165	26.15	165	27.32	161	27.72	191	28.60	161	25.8
Not Applicable	197	31.22	232	38.42	221	38.04	257	38.47	229	36.8
Total Uses	631	100	604	100	581	100	668	100	622	100

It should be noted that of the 235 C.E.W. uses on P.I.C., there were no injuries sustained apart from the typical transitory probe marks or minor burns commonly associated with full deployments and drive stuns. In fact, between January 1st and December 31st, 2023, there were no reported injuries (apart from probe/burn marks) directly related to C.E.W. use in general.

C.E.W. Effectiveness on Persons in Crisis

In 2015, the Service began tracking and reporting on the effectiveness of C.E.W. use on

P.I.C. In 2023, of the 235 incidents where the involved subjects were described as being in crisis, or being in crisis and under the influence of drugs and/or alcohol, 78% of these deployments were deemed to have been effective.

Table 1.8 displays the relative effectiveness of C.E.W. use on P.I.C. Effectiveness can be described as bringing the member under control safely and effectively. The variation in effectiveness is explained above.

Table 1.8 C.E.W. Effectiveness on P.I.C.

2019			2020			2021			2022			2023		
Yes	No	% Effective	Yes	No	% Effective	Yes	No	% Effective	Yes	No	% Effective	Yes	No	% Effective
224	37	85.82	134	37	78.36	205	49	80.71	239	47	83.6	184	51	78

C.E.W. use and Mental Health Act Apprehensions

These incidents describe situations where a person was apprehended under the *Mental Health Act* (M.H.A.) and transported to a psychiatric facility for assessment. Out of 516 events involving a C.E.W., 163 or 31.58% resulted in apprehensions under the M.H.A. This represents a 3.28% increase in C.E.W. related apprehensions from 2022. The data only shows the apprehensions themselves and does not capture the results of the assessment by a physician.

Not all P.I.C. that come into contact with police result in apprehensions under the M.H.A. An apprehension may not occur if a P.I.C. voluntarily attends a hospital for assessment or if, during their interactions with police, they are no longer displaying behavior consistent with the grounds required for a M.H.A. apprehension. Officers are trained that C.E.W. use is in response to the person's behavior and not because of the person's condition.

De-escalation and C.E.W. Use

Of the 622 operational deployments, officers reported using or attempting to use de-escalation techniques in 594 of these incidents. This represents 95.4% of the total and a decrease of 0.8% from 2022 (96.2%). When completing the C.E.W. report (Form 584), an officer is required to indicate whether or not de-escalation techniques were used or attempted. If the member selects "no" a dropdown field appears in which the member is required to indicate "Imminent threat-immediate action required", or enter another explanation in the space provided. In 2023, "imminent threat-immediate action required" accounted for 26 of the deployments where de-escalation was not attempted. The remaining two uses involved situations where the perceived threat was an animal.

Governance, Changes to C.E.W. Procedure and Reporting

Since the beginning of the front line C.E.W. expansion in 2018, Service procedure 15-09 has had numerous amendments and additions. In August of 2022, a field was added to the C.E.W. Use Report, for the reporting officer to indicate if they were Body Worn Camera (B.W.C.) equipped. In addition, a field was added for supervisors to indicate whether or not they reviewed the B.W.C. footage related to the deployment.

Presently, there is no other force option (including firearms) used by T.P.S. members that requires such extensive reporting and multiple layers of oversight, as does the C.E.W. A member deploying a C.E.W. must notify both the Communications dispatcher and their supervisor of all uses, including demonstrated force presence. The officer in charge of the unit in which the member works must also be notified. The Communications supervisor must notify the officer in charge of the Toronto Police Operations Center (T.P.O.C.) of instances where a C.E.W. was deployed in the full deployment or drive stun mode.

The Toronto Police Service is one of the only agencies in Ontario that requires its members to complete a C.E.W. Use Report in addition to a Use of Force Report when the device is deployed. Up until recently, the Service's C.E.W. report captured several data points (including de-escalation attempts) that were not available on the Use of Force Report. On January 1st, 2023 the Ministry introduced a "Modernized Use of Force Report" which has since been in use by all Ontario police services. Almost all of the information contained on the Service's C.E.W. report is now captured on the new Use of Force Report. However, the CEW report still captures three data points that the Use of Force report does not:

- If the subject was perceived to be in crisis, under the influence of alcohol or adulterants or any combination of mental crisis and alcohol or drugs.
- If the subject was apprehended under the Mental Health Act.
- The exact location of probe and/or drive stun contacts with the subject.

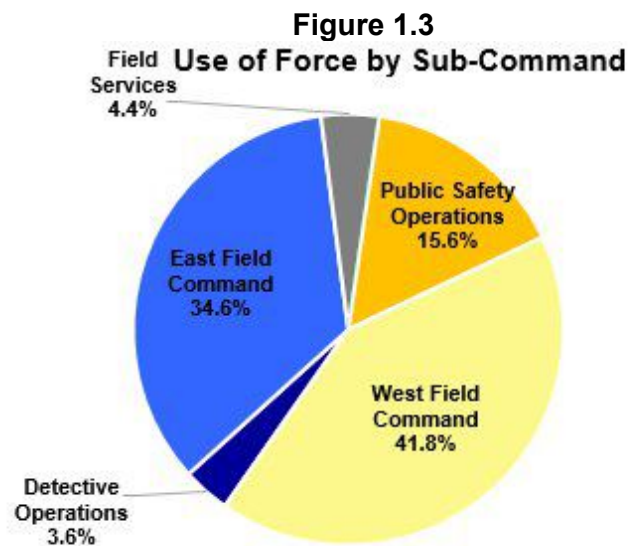
Reasons for Using Force

The Use of Force Report issued by the Ministry of the Solicitor General permits the selection of multiple reasons for using force. The following reasons for using force appear on the report in the following order: Effect Arrest, Prevent an Offence, Prevent Escape, Protect Other Officer(s), Protect Public (including victims), Protect Self, Protect Subject(s), Unintentional and Other. Officers are instructed to check off every reason that factored into the decision to use force for a given incident. Most reports received indicate multiple reasons for which force was used. It should be noted that the Professional Standards Information System (P.S.I.S.) in which the U.F.R. statistics are entered, permits the entry of only one reason for the use of force. Thus, a breakdown of the reasons for using force by percentage is not possible because an attempt to extract the reasons will only show the first option chosen and will not accurately reflect the totality of reasons that informed a given decision to use force. A request has been made

with the PSIS software vendor to modify the program so that this data can be accurately extracted and thoroughly reported on for future Board reports.

Use of Force by Sub-Command

Members of West Field Command submitted 41.8% of all U.F.R.s in 2023. Members of East Field Command submitted 34.6% of U.F.R.s in 2023. Members of Public Safety Operations (primarily members of the Emergency Task Force (E.T.F.)) were responsible for submitting 15.6% of all U.F.R.s. in 2023. Please see Figure 1.3 below for a full breakdown.



Officer Assignment Analysis

In 2023, officers carrying out duties of patrol was the most common assignment at the time of a use of force incident (67.9%), which is comparable to the previous year (66.5% in 2022). The second most common assignment for an officer, was classified as tactical (15%), the majority of which involve E.T.F. operations. Investigations (drug related and other) represented 6.6% of officer assignments. Table 1.9 further illustrates the type of member assignments at the time of the use of force incident. Some of the 2023 fields have values of zero because terms used in the older version of the use of force report have since been renamed. For example, on the new report, 'General Patrol' was replaced with 'patrol' and 'foot patrol' falls under the category of 'Community Oriented/Directed'. Officer assignments are indicated under the Officer Duties column and the percentage of officers engaged in those duties are indicated in the columns to the right from 2019 to 2023.

Table 1.9 Officer Assignments at Time of Use of Force Incident

Officer Duties at Time of Incident										
Officer Duties	2019		2020		2021		2022		2023	
	#	%	#	%	#	%	#	%	#	%
Administrative	0	0	0	0	0	0	0	0	2	0.1
Canine	0	0	0	0	0	0	0	0	4	0.2
Community Liaison School Res	0	0	0	0	0	0	0	0	3	0.1
Community Oriented/Directed	0	0	0	0	0	0	0	0	47	2.2
Court Security	0	0	0	0	0	0	0	0	1	0.0
Crowd Control	11	0.5	0	0	0	0	0	0.0	0	0.0
Directed Patrol	11	0.5	3	0.1	6	0.3	2	0.1	0	0.0
Foot Patrol	63	3	42	2.0	53	2.8	25	1.2	0	0.0
General Patrol	1284	60.7	1293	61.7	1083	57.0	1399	66.5	0	0.0
Investigation (CIB/Major Crime)	0	0	0	0	0	0.0	0	0.0	114	5.4
Investigation - Drugs	6	0.3	19	0.9	13	0.7	4	0.2	9	0.4
Investigation - Other	184	8.7	180	8.6	213	11.2	161	7.6	14	0.7
Mental Health/Mobile Crisis	0	0	0	0	0	0.0	0	0.0	2	0.1
Off-Duty	1	0.0	0	0.0	1	0.1	1	0.0	2	0.1
Other Type Of Assignment	103	4.9	77	3.7	84	4.4	60	2.9	30	1.4
Paid Duty	7	0.3	11	0.5	12	0.6	13	0.6	18	0.9
Patrol	0	0	0	0	0	0.0	0	0.0	1434	67.9
PDS/Mounted	13	0.6	5	0.2	5	0.3	9	0.4	1	0.0
Prisoner Transport/Care Control	0	0	0	0	0	0.0	0	0.0	2	0.1
Public Order	0	0	0	0	0	0.0	0	0.0	3	0.1
Special OPS	3	0.1	0	0	0	0.0	1	0.0	95	4.5
Tactical	415	19.6	437	20.9	421	22.2	414	19.7	317	15.0
Traffic Patrol	13	0.6	28	1.3	8	0.4	16	0.8	15	0.7
Total # of Reports	2114	100.0	2095	100.0	1899	100.0	2105	100.0	2113	100.0

Categorizing Use of Force Incidents

The Modernized Use of Force report introduced several new incident categories to more accurately reflect the types of calls and situations police officers are encountering. While this has been an improvement, there are challenges presented when it comes to comparing some of the statistics to previous years. For instance, in 2022, ‘Weapon-related’ calls for service accounted for the largest proportion of use of force incidents (34.8%). For 2023, we see that number is at 24.1%. However, if we combine this number with the value associated with the ‘violent crime/assault/serious injury’ category (added in 2023), it shows 38.2%, which is slightly above the average for past reporting periods. Calls for service related to the execution of a warrant accounted for the second largest category at 18.3%, an increase compared to the previous year (15.6% in 2022). Use of force incidents categorized as “other” accounted for 8.8% of those that occurred in 2023. The “other” category includes homicide-related calls, address checks and other types of calls for service that did not fit or were perceived as not fitting in any of the categories in the drop down menu on the report.

Table 2.1 categorizes the types of incidents where use of force was used by members as explained above.

Table 2.1 Categorizing of Use of Force Incidents

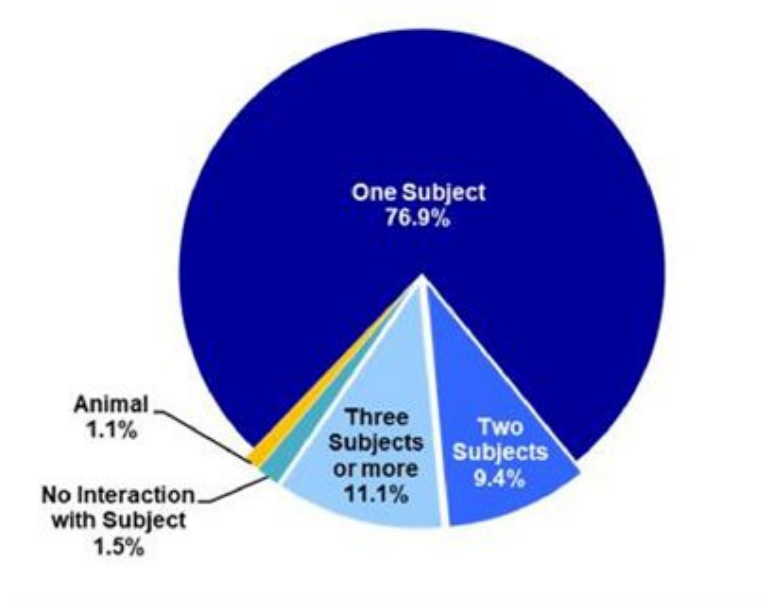
Category of Incidents Where Force Used										
Type of Incident	2019		2020		2021		2022		2023	
	#	%	#	%	#	%	#	%	#	%
Animal Related	16	1.1	10	0.7	18	1.4	13	0.9	12	0.9
Arrest/Prisoner Related	32	2.1	16	1.2	10	0.8	5	0.4	11	0.8
Barricaded Subject	0	0.0	0	0.0	0	0.0	0	0.0	20	1.5
Break And Enter	53	3.5	42	3.1	36	2.9	61	4.4	0	0.0
Disturbance	0	0.0	0	0.0	0	0.0	0	0.0	81	6.1
Drug Related	12	0.8	8	0.6	5	0.4	4	0.3	0	0.0
Intimate Partner Violence	44	2.9	34	2.5	35	2.8	45	3.2	45	3.4
Investigation	0	0.0	0	0.0	0	0.0	0	0.0	29	2.2
Person in Crisis / Wellness Check	144	9.6	77	5.6	84	6.7	104	7.5	140	10.6
Pursuit	8	0.5	8	0.6	2	0.2	4	0.3	0	0.0
Robbery Call	65	4.3	43	3.1	23	1.8	41	3.0	0	0.0
Search Warrant/Warrant Related	246	16.5	283	20.7	254	20.4	216	15.6	242	18.3
Stolen Vehicle	45	3.0	36	2.6	32	2.6	38	2.7	98	7.4
Suspicious Person Call	21	1.4	18	1.3	11	0.9	14	1.0	0	0.0
Traffic Stop	38	2.5	38	2.8	29	2.3	42	3.0	23	1.7
Unknown Trouble Call	25	1.7	32	2.3	11	0.9	21	1.5	0	0.0
Violent Crime/Assault/Serious Injury	66	4.4	51	3.7	34	2.7	55	4.0	186	14.1
Wanted Person	55	3.7	30	2.2	20	1.6	25	1.8	0	0.0
Weapons Call	406	27.2	409	29.9	429	34.4	497	35.8	319	24.1
Other	219	14.6	233	17.0	215	17.2	202	14.6	116	8.8
Total # of Incidents	1495	100.0	1368	100.0	1248	100.0	1387	100.0	1322	100.0

Note: Several of the above 2023 columns have zeros listed because the Ministry of the Solicitor General stopped using certain terms and introduced new ones into its modernized use of force report. 'Hard' and 'soft' open hand techniques were replaced with various types of physical control such as 'strikes', 'grounding' and 'joint locks'. 'Impact weapon hard' and 'soft' were replaced with 'baton-hard' or 'soft', 'shield', and 'other impact weapon'.

Number of Subjects Involved per Incident

As illustrated in Figure 1.4 below, out of the 1322 use of force incidents in 2023 (twenty incidents were excluded as they were unintentional use of force incidents), 97.4% involved contact with subjects. Of these incidents, 76.9% involved a single subject and 20.5% involved two or more subjects. Animals (the dispatching of sick and injured animals for humane purposes or aggressive animals posing a threat to the community) account for 1.1% of use of force incidents in 2023. With the introduction of the Modernized Use of Force report in 2023, a field was added to account for reportable use of force incidents where contact with subject(s) was not made. An example of such would be as follows: An officer attends a call for a report of "sounds of gunshots". When the officer arrives on scene, they draw their firearm (drawing a handgun triggers requirement for report if observed by a member of the public) to protect themselves and others, but finds that the subject(s) are no longer on scene or learn that the caller(s) confused the sound of fireworks or some other noise with gunshots. These types of instances accounted for 1.5% of all reported use of force incidents.

Figure 1.4 Number of Subjects per Incident



Perceived Weapons Carried by Subject

Officers are trained to complete U.F.R.s identifying what weapons (if any) they perceived subjects to have or have at hand at the moment the decision was made to use force. It should be noted that subjects might be perceived to be carrying multiple weapons in a single incident. Statistical data concerning categories of incidents and weapons carried by subjects is further detailed in the Supplementary Data Section of this report.

Summary of Injuries

Officers are required to record any injuries sustained by any party directly involved in a use of force incident and furthermore, whether medical attention was required as a result. Reports submitted in 2023 indicate that citizens were injured in 6% (80 of 1322) use of force events. Of the 80 incidents where citizens were injured, 73 led to some level of *medical attention being required. Officers were injured in 3% of use of force incidents in 2023 (39 out of 1322). Furthermore, officers required medical attention in 35 of those incidents. Table 2.2 illustrates injuries in relation to use of force incidents.

***In the reporting instruction guide, the Ministry of the Solicitor General defines a reportable injury as one requiring medical treatment, which includes an intervention, ongoing medical monitoring, or supervision by a physician, nurse or paramedic in relation to the injury.**

Table 2.2 Use of Force Injuries

Incidents with Subject Injuries						
	2019	2020	2021	2022	2023	Change from 2022 (%)
No Injuries	1253	1147	1084	1156	1242	7.4%
Injuries	242	221	164	231	80	-65.4%
Total Incidents	1495	1368	1248	1387	1322	-4.7%
	2019	2020	2021	2022	2023	Change from 2022 (%)
Medical Attention Required						
No	27	47	21	52	7	-86.5%
Yes	215	174	143	179	73	-59.2%
Total Incidents	242	221	164	231	80	-65.4%

Incidents with Officer Injuries						
	2019	2020	2021	2022	2023	Change from 2022 (%)
No Injuries	1426	1281	1179	1299	1283	-1.2%
Injuries	69	87	69	88	39	-55.7%
Total Incidents	1495	1368	1248	1387	1322	-4.7%
	2019	2020	2021	2022	2023	Change from 2022 (%)
Medical Attention Required						
No	24	35	30	51	4	-92.2%
Yes	45	52	39	37	35	-5.4%
Total Incidents	69	87	69	88	39	-55.7%

* Prior to 2023 members consistently reported being confused by the injury section of the older version of the use of force report. There was also confusion as to what constituted medical treatment (i.e.: being seen by a paramedic and not treated as opposed to being both seen and treated). These issues were addressed in the lead up to the modernized report and as a result, the injury section is now much easier to complete. Also, in 2023, the Ministry provided an updated, clear explanation of what constitutes medical treatment. Moving forward, we expect to see greater accuracy and much less variance when comparing injury stats year to year.

Supplementary Data Section

Use of Force Options Employed										
Type of Force Used	2019		2020		2021		2022		2023	
	#	%	#	%	#	%	#	%	#	%
Conducted Energy Weapons										
Demonstrated Presence	442	20.9	418	20.0	401	21.1	440	20.9	449	21.2
Drive Stun	31	1.5	44	2.1	37	1.9	32	1.5	21	1.0
Full Deployment	132	6.2	150	7.2	124	6.5	177	8.4	142	6.9
Full Deployment + Drive Stun	26	1.2	21	1.0	22	1.2	19	0.9	10	0.5
Physical Control										
Hard	57	2.7	57	2.7	82	4.3	90	4.3	0	0.0
Soft	350	16.6	354	16.9	280	14.7	267	12.7	0	0.0
Both Hard and Soft	87	4.1	78	3.7	70	3.7	65	3.1	0	0.0
Escort Techniques	0	0.0	0	0.0	0	0.0	0	0.0	81	3.8
Grounding	0	0.0	0	0.0	0	0.0	0	0.0	232	11.0
Joint Locks	0	0.0	0	0.0	0	0.0	0	0.0	24	1.1
Pinning	0	0.0	0	0.0	0	0.0	0	0.0	119	5.6
Pressure Points	0	0.0	0	0.0	0	0.0	0	0.0	24	1.1
Strikes	0	0.0	0	0.0	0	0.0	0	0.0	71	3.4
Other Physical Control	0	0.0	0	0.0	0	0.0	0	0.0	21	1.0
Firearms										
Firearm Discharge - Intentional	21	1.0	14	0.7	22	1.2	18	0.9	21	1.0
Firearm Pointed at Person	1015	48.0	1016	48.5	852	44.9	948	45.0	0	0.0
Firearm Drawn (Not Pointed)	232	11.0	331	15.8	265	14.0	311	14.8	0	0.0
Handgun Pointed at Person	0	0.0	0	0.0	0	0.0	0	0.0	824	39.0
Handgun Drawn (Not Pointed)	0	0.0	0	0.0	0	0.0	0	0.0	260	12.3
Rifle Pointed at Person	0	0.0	0	0.0	0	0.0	0	0.0	302	14.3
Shotgun (Lethal) Pointed at Person	0	0.0	0	0.0	0	0.0	0	0.0	48	2.3
Impact Weapons Used										
Impact Weapon Hard	12	0.6	11	0.5	21	1.1	12	0.6	0	0.0
Impact Weapon Soft	15	0.7	6	0.3	9	0.5	8	0.4	0	0.0
Impact Weapon Both Hard and Soft	2	0.1	2	0.1	1	0.1	0	0.0	0	0.0
Baton - Hard	0	0.0	0	0.0	0	0.0	0	0.0	15	0.7
Baton - Soft	0	0.0	0	0.0	0	0.0	0	0.0	11	0.5
Shield	0	0.0	0	0.0	0	0.0	0	0.0	4	0.2
Other Impact Weapon	10	0.5	3	0.1	1	0.1	1	0.0	2	0.1
Less Lethal Shotgun										
Less Lethal Discharge	9	0.4	2	0.1	8	0.4	5	0.2	3	0.1
Less Lethal Point at Person	30	1.4	34	1.6	40	2.1	48	2.3	40	1.9
Oleoresin Capsicum Spray	18	0.9	18	0.9	39	2.1	12	0.6	12	0.6
Other Type of Force	3	0.1	3	0.1	3	0.2	6	0.3	3	0.1
Police Dog	13	0.6	8	0.4	6	0.3	3	0.1	2	0.1
Total Use of Force Reports										
	2019		2020		2021		2022		2023	
	2114		2095		1899		2105		2113	

Note: An officer may employ multiple force options in a single use of force incident. As such, the total number of force options may exceed the total number of use of force incidents in a given year. The above chart reflects the percentage of time a force option is used in comparison to the total number of annual use of force reports. For example, in 2023, Conducted Energy Weapons were used 449 times as a demonstrated presence within the 2113 use of force reports (21.2% of reports). Accidental/Unintentional uses of force have been removed from the total.

Perceived Weapons Carried by Subject										
Type of Weapon	2019		2020		2021		2022		2023	
	#	%	#	%	#	%	#	%	#	%
Animal - No Weapon	6	0.4	4	0.3	3	0.2	8	0.6	5	0.4
Baseball Bat/Club	44	2.9	25	1.8	28	2.2	31	2.2	51	3.9
Bottle	4	0.3	3	0.2	8	0.6	5	0.4	2	0.2
Knife/Edged Weapon	351	23.5	329	24	285	22.8	399	28.8	365	27.6
Firearms										
Handgun (Semi-Auto/Pistol)	777	51.9	819	59.9	718	57.5	636	45.9	822	62.2
Long Gun (Rifle/Shotgun)	49	3.2	60	4.4	44	3.5	61	4.4	53	4.0
Other-Firearm	33	2.2	60	4.4	4	0.3	14	1.0	2	0.2
None	143	9.6	189	13.8	259	20.8	230	16.6	459	34.7
Other	74	4.9	101	7.4	100	8.0	109	7.9	86	6.5
Unknown	720	48.2	477	34.9	376	30.1	449	32.4	108	8.2
Total Use of Force Incidents										
	2019		2020		2021		2022		2023	
	1495		1368		1248		1387		1322	

Note: A single use of force incident may involve multiple subjects, with multiple weapons. As such, the total number of perceived weapons carried by subjects may exceed the total number of use of force incidents in a year. The above chart reflects the percentage of time a perceived weapon is involved in comparison to the total number of annual use of force incidents. For example, in 2023, a subject was perceived to be either carrying, concealing or otherwise have ready access to an edged weapon, 365 times during a total of 1322 incidents (or in 27.6% of all incidents).

Category of Incidents Where Force Used										
Type of Incident	2019		2020		2021		2022		2023	
	#	%	#	%	#	%	#	%	#	%
Animal Related	16	1.1	10	0.7	18	1.4	13	0.9	12	0.9
Arrest/Prisoner Related	32	2.1	16	1.2	10	0.8	5	0.4	11	0.8
Barricaded Subject	0	0.0	0	0.0	0	0.0	0	0.0	20	1.5
Break And Enter	53	3.5	42	3.1	36	2.9	61	4.4	0	0.0
Disturbance	0	0.0	0	0.0	0	0.0	0	0.0	81	6.1
Drug Related	12	0.8	8	0.6	5	0.4	4	0.3	0	0.0
Intimate Partner Violence	44	2.9	34	2.5	35	2.8	45	3.2	45	3.4
Investigation	0	0.0	0	0.0	0	0.0	0	0.0	29	2.2
Person in Crisis / Wellness Check	144	9.6	77	5.6	84	6.7	104	7.5	140	10.6
Pursuit	8	0.5	8	0.6	2	0.2	4	0.3	0	0.0
Robbery Call	65	4.3	43	3.1	23	1.8	41	3.0	0	0.0
Search Warrant/Warrant Related	246	16.5	283	20.7	254	20.4	216	15.6	242	18.3
Stolen Vehicle	45	3.0	36	2.6	32	2.6	38	2.7	98	7.4
Suspicious Person Call	21	1.4	18	1.3	11	0.9	14	1.0	0	0.0
Traffic Stop	38	2.5	38	2.8	29	2.3	42	3.0	23	1.7
Unknown Trouble Call	25	1.7	32	2.3	11	0.9	21	1.5	0	0.0
Violent Crime/Assault/Serious Injury	66	4.4	51	3.7	34	2.7	55	4.0	186	14.1
Wanted Person	55	3.7	30	2.2	20	1.6	25	1.8	0	0.0
Weapons Call	406	27.2	409	29.9	429	34.4	497	35.8	319	24.1
Other	219	14.6	233	17.0	215	17.2	202	14.6	116	8.8
Total # of Incidents	1495	100.0	1368	100.0	1248	100.0	1387	100.0	1322	100.0

Violent Call Types

Assault
 Assault in Progress
 Assault Just Occurred
 Child Abuse
 Domestic Assault
 Elder Abuse
 Fight
 Homicide
 Intimate Partner Assault
 Person Gone Berserk
 Person with a Gun
 Person with a Knife
 Robbery
 Sexual Assault
 Sexual Assault on a Child
 Shooting
 Stabbing
 Violent Behaviour
 Wounding

Appendix “A” – Ontario Public-Police Interactions Training Aid

The Training Aid below and additional information from the Ministry of the Solicitor General can be found at:
<https://www.tps.ca/media/procedures/da5ce613-1d0c-43a2-96ab-227560a8fedd.pdf>



Subject's Behavior/Threat Level

A person's behavior during a use of force incident within the context of the Ontario Public-Police Interactions Training Aid (2023) is described under the following categories

- Cooperative

Subject complies with a lawful request

- Passive Resistant

The subject refuses, with little or no physical action, to cooperate with an officer's lawful direction. This can assume the form of a verbal refusal or consciously contrived physical inactivity.

- Active Resistant

The person uses non-assaultive physical action to resist an officer's lawful direction. Examples would include pulling away to prevent, or escape control, or overt movements such as walking or running away from an officer.

- Assaultive

The person attempts to apply, or applies force to any person, or attempts or threatens by an act or gesture to apply force to another person, if they have, or cause that other person to believe upon reasonable grounds that they have the present ability to carry-out their purpose. Examples include kicking and punching but may also include aggressive body language that signals the intent to assault.

- Serious Bodily Harm or Death

The person exhibits actions that the officer reasonably believes are intended to, or are likely to cause serious bodily harm or death to any person, including themselves. Examples include assaults with a weapon or actions that would result in serious injury to an officer or member of the public, and include suicide attempts by that person.



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September 26, 2024

To: Chair and Members
Toronto Police Services Board

From: Wendy Walberg
City Solicitor

Reference: Inquest into the Death of Unidentified Male
Verdict and Recommendations of the Jury

Recommendation:

We recommend that the Board receive the recommendations of the Jury and request a report from the Chief of Police on the feasibility, usefulness, and implementation of those directed at the Toronto Police Service.

Background/Purpose:

This report summarizes the outcome of the inquest into the death of the Unidentified Male ("Mr. Doe"), who was shot by Toronto Police Service Emergency Task Force Police Constable Jason Cawthorne on June 17, 2016 after Mr. Doe ran at PC Cawthorne with a large kitchen knife raised above his head. At the inquest, Coroner's Counsel Kate Forget entered a narrative document into evidence, attached, which sets out the circumstances of Mr. Doe's death. The facts contained in this document were agreed to by all parties for the purposes of the inquest.

The inquest was held from September 16 to 24, 2024. The inquest was presided over by Presiding Officer Robert Macklin. In addition to the Board, the Empowerment Council, the Chief of Police and five involved officers (ETF Police Constables Jason Cawthorne, Michael Fonseca and Calum de Haartog, ETF Sergeant Tim Daly, and Detective Constable Gregory Small) were granted standing. The Empowerment Council was represented by Anita Szigeti. The Chief was represented by Jerry Leung of the Toronto Police Service Legal Services Unit. Sergeant Daly and PC Fonseca were represented by

Jimmy Lee, and PC Cawthorne, PC Fonseca and DC Small were represented by Gary Clewley.

The scope of the inquest was limited to police training and practices concerning interactions with, and the potential apprehension of, high risk persons.

The Jury heard from five witnesses: DC Small (of the TPS's Sex Offender Registry Enforcement Unit), Sergeant Daly, PC de Haartog, PC Fonseca, and Dean Streefkirk, Incident Command Program Coordinator/Lead Instructor at the Ontario Police College.

Executive Summary:

The Jury delivered a verdict of death from multiple gunshot wounds by means of homicide, which is not a finding of legal culpability and was expected by all parties.

The parties provided input into five proposed recommendations—including four directed at the Toronto Police Service—which were put to the Jury.

Ultimately, the Jury made 10 recommendations, six of which are directed to the Toronto Police Service. The remaining recommendations are directed at the Ministry of Health, the Ontario Police College and the Ministry of the Solicitor General.

Of the six recommendations directed at the Toronto Police Service, four were adopted either with slight amendments or without any amendment from the slate of proposed recommendations put to the Jury. The remaining two recommendations were of the Jury's own design.

The Verdict:

A copy of the Jury's verdict, delivered on September 24, 2024, including its recommendations, is attached for your review. We have summarized it below.

A. *The Five Statutory Questions*

The Jury answered the five statutory questions as follows:

Name of Deceased:	Unidentified Male ¹
Date and Time of Death:	June 17, 2016
Place of Death:	20 Starview Lane, Toronto
Cause of Death:	Gunshot wounds to the face, chest and left upper arm

¹ Mr. Doe had been living as an unidentified person for several years prior to his death, but was well known to both the Toronto Police Service and the Canadian Pacific Police Service. Mr. Doe refused to provide any identifying information to police and mental health professionals, and was identified by his fingerprints and a date of birth assigned to him by the Toronto Police Service based on an estimate of his age.

By What Means: Homicide (this is not a finding of legal culpability but rather a characterization of the means of death)

B. The Jury Recommendations

In addition to determining the five questions, the Jury made recommendations directed at preventing deaths in similar circumstances and other matters arising out of the inquest.

The Jury ultimately made 10 recommendations, six of which are directed to the Toronto Police Service. It chose to adopt wholesale two of the proposed recommendations (see #2 and #4 below). It made slight amendments to two of the proposed recommendations (see #1 and #3 below). Recommendations #5 and #6 are of the Jury's own design.

The full list of the Jury's recommendations is attached for your review. The recommendations directed at the Toronto Police Service are as follows (with the Jury's amendments to the proposed recommendations highlighted for ease of reference):

To the Toronto Police Service:

1. Expand supportive and advisory resources available to ETF teams, particularly during the risk assessment and deployment planning process. This may include drawing from existing crisis support services (e.g. Toronto Community Crisis Services). Review applicable procedures and policies to ensure they allow for this.
2. Emphasize or continue to emphasize a trauma informed approach to interactions with members of the public, including in high-risk situations.
3. Incorporate those with lived experience of mental health issues, mental health crisis, and police interaction in Crisis Negotiation training and ETF training.
4. Keeping all participants' safety in mind, continue to encourage the TPS and ETF to make referrals to FOCUS tables and consider a means to identify persons with repeated high-risk interactions for referral.
5. Consider revision of Policy 10-05 (Incidents Requiring the Emergency Task Force) to change current reference to "psychiatric support" to "mental health support" to allow for use of a broader range of mental health professionals and community-based supports.
6. Consider establishing a policy requiring at least half of all ETF team members at any deployment be trained in crisis negotiation, in addition to the Team Leader and Sergeant.

Recommendation #5 refers to the part of Toronto Police Service Procedure 10-05 which provides: "ETF can initiate paramedic and psychiatric support when necessary." We

heard in evidence that the ETF routinely consults with Dr. Peter Collins, a forensic psychiatrist employed by the Ontario Provincial Police, prior to attending high risk calls involving persons with mental health issues, and that Dr. Collins was consulted by ETF Sergeant Daly prior to attending this call. We also heard from ETF officers that they make inquiries of others as necessary and as possible, and that the ETF is generally open to input from anyone who can help them best approach a particular call. Recommendation #5 appears to stem from the Jury's belief that Mr. Doe was suffering from some undiagnosed mental health issues, and their belief that the ETF could only benefit from increased access to and familiarity with mental health and other community-based supports and resources.

With respect to recommendation #6, we heard in evidence that several ETF officers on this call – likely at least half of the deployed officers – had crisis negotiation training and that, while not a requirement, the ETF generally has a redundant number of crisis negotiation trained officers on most calls, if not all calls. We believe this recommendation stems from the Jury's belief that the ETF can only benefit from maximizing the number of crisis negotiation trained officers on a call.

Conclusion:

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

Prepared by:

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Wendy Walberg

City Solicitor, City of Toronto

ENCL/

1. Narrative document entered into evidence at the inquest;
2. Jury verdict and recommendations

CORONER'S COURT
IN THE MATTER OF the *Coroners Act*, R.S.O. 1990, c.37
AND IN THE MATTER OF
The Inquest into the Death of the Unidentified Male

NARRATIVE

For the purposes of the Inquest into the Death of the Unidentified Male, it is formally admitted pursuant to section 44(b) of the *Coroners Act*, as fact without need for further proof thereof, that:

Fatal Shooting and Briefings on June 17, 2016:

1. The unidentified male was fatally shot at 20 Starview Lane, Toronto, Ontario on June 17, 2016, by PC Cawthorne. The location of the shooting was west of the train tracks behind St. Basil-The-Great College School, a Catholic Secondary School.
2. On scene at the fatal shooting were members of the Toronto Police Service Emergency Task Force (ETF), the Toronto Police Service Sex Crimes Unit (SCU), officers from the Canadian Pacific Police Service (CPPS), and paramedics from Toronto Paramedic Services.
3. Emergency first aid was administered on scene by Bruce J. Campbell, a tactical advanced care paramedic, of the Toronto Paramedic Services. Mr. Campbell called the Sunnybrook Base Hospital and spoke to Dr. Dominick Shelton who pronounced the unidentified male's death at 8:54am.
4. Prior to the fatal shooting, a briefing concerning the unidentified male was held on the morning of June 17, 2016, that included members of the ETF team, the SCU, and officers with the CPPS. The briefing was held to devise a plan to approach the unidentified male and arrest him without incident.
5. A report that was completed by Constable de Hartog, following the fatal shooting, indicated that the briefing at 31 Division began at 7:09am by SCU and was completed at 7:25am. Detective Constable Small (8716) from the Sex Offender Registry Enforcement Unit spoke during the briefing.
6. Constable de Hartog's report indicated that following the initial briefing, a tactical briefing was held with members of the ETF that began at 7:44am and was

completed at 7:55am. The Sergeant of the ETF was Sgt. Daley. Members of the ETF were listed as follows:

- PC Fonseca (5390)
- PC Cawthorne (8917)
- PC Jackson (5290)
- PC Valledor (7843)
- PC Cameron (9698)
- PC Jarvis (8876)
- PC Boyce (9266)
- PC de Hartog (7697)

7. Officers then attended the scene at 8:15am.

8. The unidentified male had previous interactions with the Toronto Police Service that were discussed during the briefing. Two of the interactions that were discussed included the following:

- The unidentified male was previously shot by PC Cameron (9698) on January 6, 2012, in the area of the Crossroads Plaza at 2625 Weston Road. At the time, the unidentified male advanced towards police officers while holding a knife and did not respond to police commands. The unidentified male was transported to a hospital and survived.
- On March 26, 2015, officers from the SCU, including Detective Constable Small (8716), 12 Division officers, and a Canadian Pacific Peace Officer attended 20 Starview Lane, approached the unidentified male, and identified themselves as Toronto Police Officers. The unidentified male grabbed a baseball bat, began swinging the baseball bat, and advanced towards the officers. The officers backed away with their firearms drawn and requested assistance from the ETF who arrived on scene. The unidentified male continued to swing the baseball bat and advanced towards the ETF. The ETF deployed the Arwen and a conducted electrical weapon ("Taser") numerous times. The unidentified male fell to the ground after being tasered. Officers were able to effect an arrest without further incident. A knife was found on the unidentified male's person.

Investigations that followed the Unidentified Male's death

Special Investigations Unit

9. As the unidentified male's death involved police use of force, the Special Investigations Unit (SIU) was contacted, and they assumed responsibility for the subsequent investigation.
10. The SIU is a civilian law enforcement agency, independent of the police, that conducts investigations into specific circumstances involving police, including where death has resulted. In such circumstances, the SIU conducts a full investigation, including the collection of evidence and witness interviews. Once the investigation is completed, if the Director forms the opinion that a criminal offence has been committed by a police officer, he or she will charge the officer. The Director did not charge PC Cawthorne or any of the other officers involved in this incident.
11. The SIU arrived on scene after the unidentified male was shot and commenced their investigation.
12. The SIU investigation determined that the firearm that was used was a Glock 9mm service pistol. Five cartridges were located at the scene. As a result, the evidence suggested PC Cawthorne likely fired his service weapon five times.

Coroner's Investigation

13. Following the unidentified male's death, a coroner's investigation was commenced by Dr. Mark Glube. Dr. Glube attended the scene and noted that identification of the deceased was unknown and that attempts to identify him using fingerprint analysis was not successful.
14. The unidentified male's body was transferred to the Provincial Forensic Pathology Unit for postmortem examination. The post-mortem examination was conducted by Dr. Toby H. Rose, Deputy Chief Forensic Pathologist of the Ontario Forensic Pathology Service, on June 18, 2016.
15. Dr. Rose's report noted that the unidentified male was shot by police and that a conducted electrical weapon ("Taser") was discharged at the scene. She also noted that he had been shot four years previously in the chest, arms, and torso.
16. Dr. Rose's postmortem examination revealed four gunshot wounds:
 - Gunshot wound of left side of face, perforating back of neck

- Gunshot wound of central chest, penetrating right back side of chest
 - Two gunshot wounds of left upper arm/axilla (armpit), with re-entry: one perforating right side of chest, one penetrating right side of chest
17. Dr. Rose's opinion was that the first gunshot wound was medically significant and possibly fatal, the second gunshot wound injured the heart and was fatal, and that the third and fourth shots injured the left humerus and left and right lungs and were fatal.
18. Dr. Rose concluded that the unidentified male's cause of death was gunshot wounds to face, chest, and left upper arm.
19. Samples of the unidentified male's blood and urine were sent to the toxicology department of the Centre of Forensic Sciences for testing. It was determined that he had no common intoxicating substances in his system at the time of his death.

Background of the Unidentified Male

20. A number of attempts were made over the years to identify the male with no success.
21. Probation records from 2005 and onwards revealed that the unidentified male's date of birth was assigned by police as the date of his first arrest, and the year of his date of birth was assigned by estimating his age at the time of his arrest.
22. Probation records also indicated that there were questions about the unidentified male's mental health and that he was often mute or would say very little during appointments.
23. Further records reveal that the unidentified male was assessed at the Whitby Mental Health Centre in 2006, when he was before the courts. It was noted that he "presented an usual challenge" and remained "a mystery." He had been assessed on two prior occasions, also in 2006, and responded to only a few words in total. During his assessment at the Whitby Mental Health Centre, it was noted that his presentation left open a couple of diagnostic possibilities including a primary psychotic disorder such as schizophrenia or that he may have been wilfully and selectively mute.
24. Records also indicated that the unidentified male provided different names to service providers over the years. A report from 2013, when the unidentified male was before the courts, indicated that his identity could not be confirmed. The report noted that he engaged with social workers and doctors at various points over the

years. It was noted that one social worker, in 2013, wondered if he had incurred a head injury or suffered severe trauma as he had little memory.

25. Other probation records detailed that the unidentified male accessed some services. It was also noted that he refused other services, including mental health services, that were offered to him over the years.

Steps Taken to Identify the Unidentified Male:

26. In addition to what is outlined above, the following non-exhaustive list of steps were taken to attempt to identify him following his death:

- June 2016 - SIU issued a news release with photographs and reported aliases requesting the public's assistance in identifying the male.
- June 2016 - SIU requested assistance from The International Criminal Police Organization (INTERPOL). INTERPOL issued a Black Notice to request assistance from other agencies in identification of the male. A Black Notice is issued by INTERPOL to seek information about unidentified bodies.
- June 2016 - SIU requested assistance from Canadian Border Services Agency (CBSA) to identify the male.
- April 2023 - the Office of the Chief Coroner requested that Toronto Police Service conduct genetic genealogy testing on the male. In January 2024, the genetic genealogical investigation revealed semi-distant relatives are in Vietnam and/or Vietnamese diaspora living in the U.S. Based on the limited availability of governmental records, his identity could not be confirmed.
- January 2024 – the unidentified male's prints were run through the Immigration, Refugee and Citizenship Canada and Canadian Border Service Agency databases and no match was revealed.
- January 2024 - the Office of the Chief Coroner contacted the United States Consulate requesting assistance to identify the male. The request was forwarded to the Embassy in Vietnam. To date, no positive identification has been made.
- February 2024 - it was confirmed that the unidentified male's dental records are maintained for future comparison in the Dental Identification Program managed by Western University.

- February 2024 - it was confirmed that the unidentified male's DNA is on file at both the Centre of Forensic Services local database and the National DNA databank managed by the RCMP for future comparison.
- February 2024 – an investigator from the Office of the Chief Coroner attended a possible former workplace of the unidentified male and it was determined that the business and building no longer exist.
- June 2024 - two photographs of the unidentified male were supplied to York Regional Police to run through their Facial Recognition software. No matches were identified.



Office of the
Chief Coroner
Bureau du
coroner en chef

Verdict of Inquest Jury Verdict de l'enquête

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

We the undersigned / Nous soussignés,

_____ of / de Toronto, ON
_____ of / de Toronto, ON
_____ of / de Toronto, ON
_____ of / de Etobicoke, ON
_____ of / de Etobicoke, ON

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

Surname / Nom de famille
Unidentified Male

Given Names / Prénoms

aged / à l'âge de unknown held at / tenue à 25 Morton Shulman Ave (Virtually), Ontario

from the / du 16th September to the / au 24 September 20 24

By / Par Richard Macklin

Presiding Officer for Ontario
président pour l'Ontario

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

Name of Deceased / Nom du défunt
Unidentified Male

Date and Time of Death / Date et heure du décès
17 June 2016

Place of Death / Lieu du décès
20 Starview Lane, Toronto, ON

Cause of Death / Cause du décès
Gunshot wounds to face, chest and left upper arm

By what means / Circonstances du décès
Homicide

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

Original confirmed by jurors / Original confirmé par les jurés

The verdict was received on the / Ce verdict a été reçu le 24 day of / (Day / Jour) September 20 24 (Month / Mois)

Presiding Officer's Name (Please print) / Nom du président (en lettres
moulées)
Richard Macklin

Date Signed (yyyy/mm/dd) / Date de la signature (aaaa/mm/dd)
24 September 2024

Presiding Officer's Signature / Signature du président

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



Office of the
Chief Coroner
Bureau du
coroner en chef

Verdict of Inquest Jury Verdict de l'enquête

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

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

Unidentified Male

JURY RECOMMENDATIONS RECOMMANDATIONS DU JURY

To the Toronto Police Service:

1. Expand supportive and advisory resources available to ETF teams, particularly during the risk assessment and deployment planning process. This may include drawing from existing crisis support services (e.g. Toronto Community Crisis Services). Review applicable procedures and policies to ensure they allow for this.
2. Emphasize or continue to emphasize a trauma informed approach to interactions with members of the public, including in high-risk situations.
3. Incorporate those with lived experience of mental health issues, mental health crisis, and police interaction in Crisis Negotiation training and ETF training.
4. Keeping all participants' safety in mind, continue to encourage the TPS and ETF to make referrals to FOCUS tables and consider a means to identify persons with repeated high-risk interactions for referral.
5. Consider revision of Policy 10-05 (Incidents Requiring the Emergency Task Force) to change current reference to "psychiatric support" to "mental health support" to allow for use of a broader range of mental health professionals and community-based supports.
6. Consider establishing a policy requiring at least half of all ETF team members at any deployment be trained in crisis negotiation, in addition to the Team Leader and Sergeant.

To the Ministry of Health:

7. Identify services that a person can be referred to by police following an incident or interaction with police that results in an injury or traumatic experience.

To the Ontario Police College:

8. Incorporate those with lived experience of mental health issues, mental health crisis, and police interaction in Incident Command training.
9. Continue to foster interprofessional collaboration between police, mental health, and community service providers in training, emphasizing trauma informed approaches and practices.

To the Ministry of the Solicitor General:

10. Consider the creation of a provincial clinical support roster that provides 24/7 on-call coverage and allows for direct access to a range of mental health professionals by all provincial police services.

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

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



PUBLIC REPORT

September 26, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Injury of Complainant 2024.13

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendation:

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

Financial Implications:

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

Summary:

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

Discussion:

Background

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

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assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Toronto Police Service (T.P.S.) procedures
- Special Investigations Unit Act (S.I.U.A.) 2019

S.I.U. Terminology

Complainant – Refers to the Affected Person

SO – Subject Official

WO – Witness Official(s)

ETF – Emergency Task Force

GGTF – Guns and Gangs Task Force

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated July 2, 2024, Director Joseph Martino of the S.I.U. advised, *"The file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject official."*

The following *S.I.U. Incident Narrative and Analysis and Director's Decision* has been reprinted from the S.I.U. Director's report, number 24-TCI-107, which can be found via the following link:

[Special Investigations Unit -- Director's Report Details, Case Number: 24-TCI-107 \(siu.on.ca\)](https://siu.on.ca/SIU-Director-Report-Details-Case-Number-24-TCI-107)

S.I.U. Incident Narrative

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

In the morning of March 5, 2024, the TPS ETF was enlisted by the Guns and Gangs Task Force to assist in the execution of a search warrant at a residence near Lakeshore Boulevard West and Park Lawn Road, Toronto. The target of the warrant was the Complainant, thought involved in a recent carjacking in which the victim had been pistol whipped.

The ETF, including the SO, arrived at the address shortly before 9:00 a.m. The door of the unit was forced open, a distraction device was deployed and officers announced their presence before entering. WO #1 found the Complainant sitting on the bed inside the unit's bedroom and guided him to the floor. The two found themselves in a tight space between the bed and a dresser. WO #1 struggled to bring the Complainant's hands behind his back. The SO entered the bedroom, positioned himself by the Complainant's head and, from a standing position, placed his right foot on his head. The Complainant reacted by bringing his hands up to his head in a defensive posture. The SO would re-position his right foot on the Complainant's head, keeping it pinned to the floor, on several more occasions before the Complainant's hands were cuffed behind the back.

The Complainant was taken to hospital following his arrest and diagnosed with a broken nose”.

Analysis and Director's Decision

“The Complainant was seriously injured in the course of his arrest by TPS officers on March 5, 2024. The SIU was notified of the incident and initiated an investigation naming the SO the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant's arrest and injury.

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

The SO and the ETF officers were lawfully placed and in the execution of their duties throughout the series of events culminating in the Complainant's arrest. The decision to deploy the ETF, and their dynamic entry into the residence and subsequent arrest of the Complainant, were reasonable and lawful. There was a search warrant in effect naming the Complainant, whom they had reason to believe was armed with a firearm, as the subject in a violent carjacking incident.

With respect to the force brought to bear by the SO in aid of the Complainant's arrest, the evidence falls short of reasonably establishing it was unlawful. According to one version of events, though the Complainant did not resist the officers on the floor, one of them repeatedly stomped on his head, resulting in his broken nose. This account, however, is contested by the evidence of WO #1, who first physically engaged the Complainant. He says that the officers had difficulty securing the Complainant's arms on the floor. While the struggle to control the Complainant was ongoing, according to WO #1, the SO kept the Complainant's head pinned to the floor with a foot; there was no stomping action. The video footage did not capture the SO's conduct without interruption and, therefore, did not fully resolve the conflict in the evidence. It did depict the SO, initially, lifting his right foot a short distance and bringing it down with moderate force towards the Complainant's head. Later, the officer seemed to reposition his right

foot on top of the head without any stomping action. Given the need to quickly subdue the Complainant to mitigate the risk of his accessing a firearm, and the tight quarters in which the officers found themselves, pinning the Complainant to the floor to restrict his movements, including by applying pressure to the head, was not an unreasonable tactic in the circumstances. The moment the Complainant was in handcuffs, the foot was removed. As I am unable to reasonably conclude with any confidence that one version of events is any more accurate than the other, the evidence of excessive force is insufficiently cogent to be put to the test by a court.

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

Summary of the Toronto Police Service’s Investigation

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

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

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

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons)
- Procedure 01-03 (Persons in Custody);
- Procedure 02-18 (Executing a Search Warrant);
- 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 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-17 (In-Car Camera System), and
- Procedure 15-20 (Body-Worn Camera).

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

- Special Investigations Unit Act, 2019

Conclusion:

The investigation of the P.R.S. – S.I.U. Liaison determined that the T.P.S. policies and procedures associated with this custody injury were lawful, in keeping with current

legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The P.R.S. – S.I.U. Liaison investigation determined that the conduct of all the designated officials was in compliance with T.P.S. Procedures and the officers' training.

The Complainant was seriously injured in the course of his arrest by TPS officers on March 4, 2024. The S.I.U. was notified of the incident and initiated an investigation naming a member as the subject official.

During the Complainant's arrest, the subject official did apply a measure of mediated force to the Complainant's head with his foot. This manner in which the force was applied was corroborated from several B.W.C. This application was reviewed and deemed to be reasonable, necessary and proportional given the threat level of the warrant, the dynamic nature of the confrontation and the small confined space where the Complainant was arrested.

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

Respectfully submitted,

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



PUBLIC REPORT

September 26, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

**Subject: Chief's Administrative Investigation into the Vehicle
Death of Complainant 2024.15**

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendation:

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

Financial Implications:

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

Summary:

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

Discussion:

Background

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

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assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Toronto Police Service (T.P.S.) procedures
- Special Investigations Unit Act (S.I.U.A.), 2019

S.I.U. Terminology

Complainant 1 – Refers to the Affected Person operating the Mercedes SUV

Complainant 2 – Refers to the Affected Person operating the Honda Odyssey

SO – Subject Official

WO – Witness Official(s)

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated July 11, 2024, Director Joseph Martino of the S.I.U. advised, *"In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject officials."*

The following *S.I.U. Incident Narrative and Analysis and Director's Decision* has been reprinted from the S.I.U. Director's report, number 24-TVD-119, which can be found via the following link:

[Special Investigations Unit -- Director's Report Details, Case Number: 24-TVD-119 \(siu.on.ca\)](https://siu.on.ca/SIU-Reports/24-TVD-119-Director-Report-Details)

S.I.U. Incident Narrative

"In the morning of March 13, 2024, Complainant #1 was operating a stolen Mercedes Benz SUV in Toronto. He was speeding northward on Scunthorpe Road, north of Milner Avenue, and had blown through a stop sign when he came across two marked southbound TPS cruisers.

The lead cruiser, operated by the SO, maneuvered partially into the northbound lane with its emergency lights on in front of the SUV. Complainant #1 swerved to the left and around the passenger side of the SO's cruiser. It also accelerated past the second cruiser, operated by WO #3, before continuing northbound.

The officers turned to follow the SUV and proceeded north on Scunthorpe Road. They each brought their cruisers to a stop at a red light at the roadway's intersection with Sheppard Avenue East and reported via radio what had just occurred.

Meanwhile, Complainant #1 had turned east onto Sheppard Avenue East and then south onto Markham Road, colliding with a southbound vehicle in the process. Complainant #1 continued south on Markham Road at speeds approaching 140 km/h and beyond. At the Milner Avenue intersection, about half-a-kilometer from Sheppard Avenue East, Complainant #1 sped into the intersection on a red light and collided with an eastbound vehicle – a Honda Odyssey – making a left turn onto northbound Markham Road.

The Odyssey then collided with another eastbound vehicle. The SUV went airborne and struck a tractor-trailer transport truck stopped in the northbound curb lane of Markham Road.

A police cruiser, with WO #5 and WO #1 in it, was stopped in the northbound left-turn lane of Markham Road at Milner Avenue at the time of the incident. They broadcast the collision and then exited theirs to render aid.

The SO and WO #3 were still stopped at the Scunthorpe Road and Sheppard Avenue East intersection when they heard the broadcast. They proceeded to the scene of the collision and also rendered assistance.

Complainant #1 suffered traumatic injuries in the collision resulting in his death. The driver of the Odyssey – Complainant #2 – suffered serious injuries resulting in multiple surgeries and an extended stay in hospital.”

Analysis and Director’s Decision

“Complainant #1 was killed and Complainant #2 seriously injured in a motor vehicle collision on March 13, 2024, in Toronto. As the vehicle Complainant #1 was driving was briefly engaged by a TPS cruiser moments before the collision, the SIU was notified of the incident 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 Complainant #1’s death and Complainant #2’s injuries.

The offences that arise for consideration are dangerous driving causing bodily harm and dangerous driving causing death contrary to sections 320.13(2) and (3) of the Criminal Code, respectively. As offences of penal negligence, a simple want of care will not suffice to give rise to liability. Rather, the offences are predicated, in part, on conduct that amounts to a marked departure from the level of care that a reasonable person would have observed in the circumstances. In the instant case, the issue is whether there was a want of care in the manner in which the SO operated his vehicle, sufficiently egregious to attract criminal sanction that caused or contributed to the collision. In my view, there was not.

Having observed the SUV committing traffic infractions on Scunthorpe Road, the SO was within his rights in attempting to stop the vehicle and investigate its driver.

The decision made to intervene, the SO comported himself with due care and regard for public safety. He activated his emergency lights and positioned his cruiser into the SUV's path of travel leaving its driver space and time to come to a safe stop. Thereafter, when Complainant #1 drove past his cruiser, the SO performed a safe turn to follow the SUV but did not engage in a pursuit. In fact, he was still stopped on Scunthorpe Road at Sheppard Avenue East, about 700 meters from the site of the collision when it occurred. Moments later, on hearing of the collision, the SO drove without incident to the intersection of Milner Avenue and Markham Road. On this record, it is apparent that the SO did not cause or contribute to the collision in any fashion that could attract criminal sanction.

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

Summary of the Toronto Police Service's Investigation

The P.R.S. – S.I.U. Liaison conducted an administrative investigation as required by provincial legislation. This investigation was reviewed by the Traffic Services (T.S.V.) as is required by Procedure 13-16 (Special Investigations Unit).

This investigation examined the circumstances of the vehicle 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 07-03 (Life Threatening/Fatal Collisions);
- Procedure 07-12 (Theft of Vehicles);
- Procedure 10-01 (Emergency Incident Response);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-10 (Suspect Apprehension Pursuits);
- Procedure 15-17 (In-Car Camera System), and
- Procedure 15-20 (Body-Worn Camera).

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

- Special Investigations Unit Act, (S.I.U.A.) 2019;
- Ontario Regulation 266/10 (Suspect Apprehension Pursuits)

Conclusion:

The P.R.S. – S.I.U. Liaison and T.S.V. investigation determined that the T.P.S. policies and procedures associated with this vehicle death / vehicle injury were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The P.R.S. – S.I.U. Liaison and T.S.V. investigation determined that the conduct of all the designated officials was in compliance with T.P.S. Procedures and the officers' training.

This investigation determined that the actions of *"the Subject Official did not cause or contribute to the collision in any fashion"*.

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

Respectfully submitted,

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



PUBLIC REPORT

September 26, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Chief Administrative Investigation of the Alleged Sexual Assault to Complainant 2024.32

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendation:

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

Financial Implications:

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

Summary:

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

Discussion:

Background

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

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assault, provincial legislation requires the chief of police of the relevant police service to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Toronto Police Service (T.P.S.) procedures
- Special Investigations Unit Act (S.I.U.A.), 2019

S.I.U. Investigative Conclusion:

In a letter to the Chief of Police dated September 11, 2024, Director Joseph Martino of the S.I.U. advised, *"The file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges in this case."*

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

Terminology:

Complainant – Refers to the Affected Person

B.W.C. – Body Worn Camera

Incident Narrative

On May 15, 2024, the T.P.S. received a report of an alleged sexual assault from the Halton Regional Police Service (H.R.P.S.) Professional Standards Bureau.

H.R.P.S. had received a report from staff at the Vanier Centre for Women that the complainant, who was in custody at the facility had reported that she had been sexually assaulted by T.P.S. officers when she was arrested on May 11, 2024.

It was confirmed that on May 11, 2024, officers from 14 Division had attended an address in 14 Division and had arrested the Complainant for assaulting a police officer in April 2024.

The complainant was arrested without incident and her arrest and search was captured on the B.W.C. of the arresting and searching officers.

The complainant was ultimately remanded into custody and transported to the Vanier Centre where she reported to staff that she had been sexually assaulted by several officers while standing outside of a police vehicle prior to being transported to the division.

The S.I.U. was notified by the T.P.S. and it invoked its mandate.

The S.I.U. did not designate any member of the T.P.S. in relation to this allegation.

During the S.I.U. investigation into this allegation, the Complainant recanted her allegation against the officers which was supported by the B.W.C. video of the arrest and search of the Complainant.

Summary of the Toronto Police Service's Investigation

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

This investigation was reviewed by Specialized Criminal Investigations – Sex Crimes Unit in accordance to T.P.S. Procedure 13-16 (Special Investigations Unit).

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

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

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 01-03 (Persons In Custody);
- Procedure 05-05 (Sexual Assault);
- Procedure 06-04 (Person in Crisis);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-17 (In-Car Camera System); and
- Procedure 15-20 (Body-Worn Camera).

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

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

Conclusion:

The P.R.S – S.I.U. Liaison investigation determined that the T.P.S. policies and procedures associated with this alleged sexual assault were lawful, in keeping with

current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The P.R.S – S.I.U. Liaison investigation determined the conduct of the involved 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.

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

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

Respectfully submitted,

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