



**GREATER SUDBURY POLICE SERVICES BOARD**  
**WEDNESDAY, APRIL 19, 2023 – 10 A.M.**  
**Alex McCauley Boardroom/Zoom**

**PUBLIC AGENDA**

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<b>5</b>	<b>Declarations of Conflict of Interest</b>		
<b>6</b>	<b>Adoption of Minutes – March 15, March 20, March 23, March 28, and April 11, 2023</b>	<b>Motion</b>	
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## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE:</b> April 12, 2023
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>NOTES OF APPRECIATION</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Public Trust & Accountability <b>Goal:</b> 2 - Focus on community engagement through visibility, accessibility and recruitment	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

### RECOMMENDATION:

#### FOR INFORMATION

### CURRENT SITUATION:

**Sergeants Robert Spec and Chris Hart, along with Constables Alexandru Ivanov, Melissa Cropp, Karly Gosselin, and Mark Kovala**

A grateful community member contacted GSPS to convey her sincere thanks to Sergeants Robert Spec and Chris Hart along with Constables Alexandru Ivanov, Melissa Cropp, Karly Gosselin, and Mark Kovala for their care and concern shown during their response to wellness check call.

The individual had called in and requested a wellness check on an elderly friend who was unwell. The officers contacted her the next morning after notifying the next-of-kin to let her know they had found the community member deceased in their apartment.

**Constable Justin Lussier**

Councillor Deb McIntosh wrote a note of thanks for Constable Justin Lussier for attending the South End Community Action Network (CAN) meeting at the end of March. He provided an update on issues of note and answered questions from the residents in attendance.





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: April 14, 2023</b>
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>BLUE LINE ROOKIE OF THE YEAR AWARD: CST. ANIK DENNIE</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Our Members & Our Inclusive Workplace <b>Goal:</b> 3 - Improved member recognition, succession planning and career development opportunities	
Prepared by:  Sharon Baiden Chief Administrative Officer 	Recommended by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

#### FOR INFORMATION

### BACKGROUND:

*Blue Line* magazine, Canada's law enforcement magazine, holds an annual rookie of the year contest. Cst. Anik Dennie, a three-year member of the Service, was nominated by Cst. Darryl Rivers for her leadership skills and her efforts for advocating for Indigenous voices and for greater cultural awareness with the police service.

### CURRENT SITUATION:

Blue Line had a panel of three judges evaluate all nominees. Cst. Dennie was announced as the winner in the March/April 2023 issue of *Blue Line*. A copy of the article is attached. The article was also covered on [Sudbury.com](https://www.sudbury.com).



**2023  
BLUE LINE  
ROOKIE  
OF THE YEAR  
AWARD**

# Strengthening relationships with a diverse community

Cst. Anik Dennie awarded *Blue Line's* 2023 Rookie of the Year title **By Brittani Schroeder**

**A**nik Dennie didn't always know she wanted to be a police officer. In fact, when she left high school, she followed the path of academia, first earning her bachelor's degree in health promotion, then her master's in human kinetics, where she learned a lot about the preventative aspects of health. Near the end of her undergraduate studies, Dennie started volunteering with the Greater Sudbury Police Service's (GSPS) diversity and inclusion committee as a community member. "I had never really thought about a career in policing before this," she says.

Dennie went on a ride along with an officer as she continued her work with the diversity and inclusion committee at GSPS. This is where she first learned of the problems in the Greater Sudbury community and the over-representation of Indigenous people in the justice system. She also discovered the multiple options and units that exist for a police officer, and "got excited at the idea of joining the team." Still, she decided to complete her masters first, then worked as a health promoter for a while before realizing she wasn't making the kind of impact in her community that she wanted to. Dennie took the leap and applied to

GSPS. She started out as a special constable in the courts and was later hired on as a police constable. Dennie has been a member of the police service since January 2020.

## **An Indigenous past, present and future**

Dennie is Métis, as are her parents, and her partner is an Anishnaabe kwe. "As sad as it is to say, racism is alive and well in the Greater Sudbury area. Because of the colour of my skin, I present as white, and therefore I haven't had to deal with racism aimed at me. However, once I learned of the racism that my partner has faced – and still faces – I grew very upset. Soon after this realization, the first 215 children were found at the site of the former residential school in Kamloops, B.C., and my feelings intensified," she says.

Dennie spoke with her colleagues about the residential schools, and she found that many didn't know much on the topic. "This made me sad, because Indigenous people represent about 13 per cent of the population in Greater Sudbury."

Dennie learned quickly that her anger, her sadness, didn't get her anywhere. She instead wanted to raise awareness within the GSPS of the differences they could make in their community when it came to truth and reconciliation. "I initially wanted to make a provincial-wide challenge for all police services in Ontario, but it was quickly brought to my attention that you can't eat an elephant in one sitting. In other words, I needed to downsize the idea to our police service for a trial run."

This is where Dennie created, developed and implemented the first annual Truth and Reconciliation Relay for the GSPS. The goal of the relay was to collectively reach 10,000 kilometers, which represented one kilometer per child that never returned home from Canadian residential schools. Participating GSPS members also completed a one-hour training course on Truth and Reconciliation through the Canadian Police Knowledge Network (CPKN). After completing the training, each participant reviewed the 97 recommendations from the Truth and Reconciliation: Calls to Action Report. The participant would then select one recommendation that spoke to them and reflect on how they could implement the action in their daily lives. Each participant committed to a kilometer target that they would strive to achieve through walking, running or cycling from Sept. 1 to 30, 2022.

Each week during the month of September, Dennie sent out more educational

material on Canadian Residential Schools, and planned and facilitated group walks to locate various geocached rocks painted with the seven grandfather teachings. The participants were encouraged to share their successes of participation through selfies with the rocks and to post their weekly milestones of kilometers reached.

“In a way, I needed to organize this for myself, to find a way to get through the anger. I wanted to ensure that when a call comes in to the station and involves other Indigenous people, my colleagues understand the effects of intergenerational trauma on people, and bring that understanding – rather than judgement – to the call,” says Dennie. In total, the Truth and Reconciliation Relay had 112 participants logging 12,331 kms.

“Cst. Dennie’s professionalism and compassion, her commitment to teamwork, her influence on improving relationships with Indigenous people and diverse communities, and her extraordinary impact both inside and outside the service are a role model for others,” says contest judge Christine Silverberg.

**“Dennie has made a tremendous impact on all those she works with as well as the community she polices.”**

**– Chief Paul Pedersen, Greater Sudbury Police Service**

#### **Volunteering in a range of programs**

In addition to her time spent on the Truth and Reconciliation Relay, Dennie spends time volunteering in a variety of programs within the GSPS and the Greater Sudbury community.

Mooz Atkinsonmaaget Maa Aki is a pilot project and a collaboration between the GSPS, Niijaansinaanik Child and Family Services, Nogdawindamin Family and Community Services, Kina Gbehzgomi Child and Family Services, and the Ministry of Natural Resources and Forestry. It was spearheaded by Cst. Darryl Rivers, the Indigenous Liaison Officer for the GSPS. The goal is to share culture around the moose hunt and the

seven grandfather teachings, and to build and rebuild relationships with kids in care.

“Most of these kids have had negative experiences with police; they see us as the ones that took them away from their families. So the goal of the program is for the children to see us as people, not just uniforms; to build meaningful relationships with the children so that they know that if they need the police, they can turn to us,” says Dennie. She shared that one particular youth started the program and her most common phrase was “I can’t do it”. By the end of the summer, it changed to, “I did it, did you see?”

“I am so proud of all these kids. Some of them started by being very apprehensive around us, and by the end, one of the kids said that he wanted to become a police officer. I also feel like I learned just as much as the kids, though. Sitting through the seven grandfather teachings and the teachings out on the land. To reconnect with nature. Learn about harvesting a moose. I didn’t grow up learning any of the Métis teachings of culture, so I feel like I also did a lot of growing this summer with the kids.”

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"You can see just how dedicated, passionate and caring she is as an officer and a person," says contest judge Armand La Barge.

Dennie has participated in the GSPS Intercultural Ride Along program, where GSPS officers are partnered up with international students who mostly come from areas where police corruption is rampant. The student Dennie was paired up with was from Africa, and they did two ride alongs together, each lasting just under 12 hours. "I forget how exciting this job can be—even the mundane calls. But to this student, everything was so fascinating," she says. "I've had the privilege of never having to know what corruption is inside the police service, so listening to her stories, it made a lot of sense. It opened my eyes to why there is a fear of the police, and it's helped me greatly during my time on the force so far. So, we both taught each other something."

Dennie is also a committed member of Greater Sudbury Police women's hockey team. This community sport initiative has a focus on youth engagement through the par-

ticipation of playing hockey games with various youth organizations and high schools.

"Cst. Dennie has demonstrated a dedication to her community, and to driving change within the community in a manner that brings credit to her police service and will continue to produce tangible results for many years. Her leadership, her drive and her professionalism make her an outstanding Rookie of the Year winner," says contest judge Peter German.

### It's all about teamwork

Cst. Dennie had no idea that she'd been nominated for the *Blue Line* Rookie of the Year award, and when she found out that she'd been nominated and won, at first, she felt "weird." "Since becoming an officer, everything I do is with a team. We're a family. It's very different from academia, where you're in it for yourself. Being an officer is a teamwork thing, and I really enjoy that. So, of course, it's amazing to be winning this award and it's incredibly humbling, but I also want to highlight just how amazing the team I work with is." ■

## THANK YOU TO THE 2023 PANEL OF JUDGES



**Christine Silverberg** served as Chief of the Calgary Police Service from 1995 to 2000. Christine then became a lawyer. In 2021, Christine was awarded an Honorary Doctor of Laws (LL.D.) in honour of her outstanding contributions.



**Peter German** was a member of the RCMP for 31 years, serving as Deputy Commissioner West and later as Regional Deputy Commissioner (Pacific) for Correctional Service Canada. He currently practices law, and is president of the International Centre for Criminal Law Reform at the University of British Columbia.



**Armand La Barge** is the retired Chief of York Regional Police in Ontario. He is the past president of the OACP, the Ontario director of the CACP, and he was an associate member of the First Nation Chiefs of Police Association.



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## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: April 14, 2023</b>
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2023 ONTARIO POLICE MEMORIAL CEREMONY OF REMEMBRANCE</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Our Members & Our Inclusive Workplace <b>Goal:</b> 3 - Improved member recognition, succession planning and career development opportunities	
Prepared by:  Sharon Baiden Chief Administrative Officer 	Recommended by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**FOR INFORMATION**

### CURRENT SITUATION:

The Ontario Police Memorial is taking place on Sunday, May 7, 2023, at Queen's Park for the 24<sup>th</sup> Annual Ceremony of Remembrance.

The invitation is attached. Each Service is asked to confirm their approximate attendance numbers by Friday, April 28, 2023.



March 20, 2023

CHIEFS OF POLICE  
OPP COMMISSIONER  
RCMP COMMISSIONER

**RE: 2023 ONTARIO POLICE MEMORIAL CEREMONY OF REMEMBRANCE**

On **Sunday, May 7, 2023 at 11am**, police officers, families and friends will gather outside at the Ontario Police Memorial Site at Queen's Park, for the 24<sup>th</sup> Annual *Ceremony of Remembrance*.

I look forward to the attendance and participation of you and your Police Service at this year's Ceremony. On behalf of the Ontario Police Memorial Foundation, I seek your support in bringing the Ceremony to the attention of your active and retired members and encouraging their participation. This year, printed posters for the Ceremony are available by request only, please contact Tanis Hurst at [thurst@tpa.ca](mailto:thurst@tpa.ca) for a pdf file or printed copy of the poster.

The parade mustering location will be in the northeast quadrant of Queens Park Crescent, between Wellesley and the north end of Queens Park. The parade step-off point will be at the north end of Queen's Park Cres near the 48<sup>th</sup> Highlanders of Canada Regimental Memorial. Due to security road closures, there will be **absolutely no vehicle access** permitted south of Bloor St or access to Queen's Park Cres after 9:15am, so please time your arrivals accordingly. Ample street parking and parking lots are available within walking distance to the mustering point. **Parade participants are to assemble at this point no later than 9:30am for an approximate march-off at 10:15am.** A Command Post will be present to assist members attending this location. **There will be a mandatory briefing for all Officers in Charge of their individual Units and Services prior to the step off. This briefing will be conducted at the TPS Command Post opposite the Royal Ontario Museum at 9:30am.**

Each Service is asked, if possible, to provide their Service's approximate attendance numbers to Tanis Hurst via email at [thurst@tpa.ca](mailto:thurst@tpa.ca) by Friday, April 28, 2023.

Each Police Service, named on the Memorial, is asked to provide two officers for the Guard of Honour. Please forward their names to Sgt. Jeff Burke, of the London Police Service by email at [jburke@londonpolice.ca](mailto:jburke@londonpolice.ca), and Sgt. Dan Quigly (ret), by email at [daniel.quigley@rogers.com](mailto:daniel.quigley@rogers.com) by **Friday, April 3, 2023**. There is a **mandatory** rehearsal for Guard of Honour members at 2pm on **Saturday, May 6, 2023**, at the Ontario Police Memorial site. **Those who do not attend, will not be permitted to participate in the Ceremony as Guard of Honour members.**





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE:</b> April 12, 2023
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2022 PROPERTY AND EVIDENCE CONTROL AUDIT</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Public Trust & Accountability <b>Goal:</b> 1 - Enhance public trust through transparency and accountability	
Prepared by:  Robert Norman Inspector, Strategic Operations	Recommended by:  Paul Pedersen Chief of Police

### RECOMMENDATION:

**THAT the Board receives the report on the results of the 2022 annual audit of the Property and Evidence Control function for information.**

### BACKGROUND:

Section 35 of the *Adequacy and Effectiveness of Police Services Regulation O. Reg 03/99* states that every Board and Chief of Police shall implement a quality assurance process relating to the delivery of adequate and effective police services and compliance with the *Police Services Act* and its regulations.

The Police Services Board Policy pertaining to the Collection, Preservation, and Control of Evidence and Property requires that the Chief of Police ensures that an annual audit of all property/evidence held by the Police Service is conducted by a member(s) not routinely or directly connected with the property/evidence control function and that the results are reported to the Board.

The Greater Sudbury Police Service is responsible for the care and control of all seized evidence and found property which comes into the Officers' custody during their tours of duty. Procedures are in place to guide the activities of staff in relation to property and evidence that comes into the possession of the Police Service.

The review considered Ministry Policing Standards and Sections 132, 133, and 134 of the *Police Services Act* dealing with property that comes into the possession of the Police Service. Also used as reference were the Greater Sudbury Police Service's Policy and Procedure relating to the Collection, Preservation, and Control of Evidence and Property and Property Exhibit Tracking. All these guiding documents complement one another to effectively handle the seizure, retention, and disposition of property/evidence that is in possession of the Police Service.

The purpose of the "Property and Evidence Control" Audit was to provide an objective examination of items secured under the care of the Greater Sudbury Police Service and to provide an assessment on its control, retention, and disposal. The secondary purpose of an audit is to assist the Service by identifying and evaluating significant exposures to risk and contributing to the improvement of management of such risks.

**Audit Objectives:**

1. To assess Greater Sudbury Police Service policies and procedures and determine if they are in compliance with the provincial standards.
2. To assess whether general property (evidence) is retained or disposed of in accordance with the *Police Service Act* and the Greater Sudbury Police Service by-laws, policies, and procedures.
3. To review continuity of evidence practices and to ensure such processes meet the requirements of the judicial system.
4. To examine whether key risk factors with respect to contaminated property, flammables, and hazardous materials are adequately segregated and stored in a safe environment and that risk factors are mitigated.
5. To inspect the Property and Evidence Department facilities and determine if all potential liability factors are being addressed.
6. To physically examine the process of property logging and storage in the Property and Evidence Department of the Greater Sudbury Police Service and identify any issues.



### **Audit Scope:**

Based on a risk analysis, the scope of the Audit was a physical examination of the Property and Evidence Department in the secure section of the Lionel E. Lalonde Centre (LEL) in Azilda, and its functions in the following areas:

- Safety of staff and other people utilizing or accessing the facilities
- Security of the facilities and the individual storage areas within
- Continuity of evidence, and
- Proper storage and handling of evidence.

### **Audit Methodology:**

The methodologies used in the audit included physical examination of the facilities, physical observations of the evidence, interviews with staff, review of policies and procedures, tracking of evidence log processes, and tracking and retrieval of random samples of evidence.

### **CURRENT SITUATION:**

The **fieldwork component** of the audit was completed on January 18<sup>th</sup>, 2023 and was performed with minimal disruption to the Property and Evidence Department. As has been noted in previous audits, the work area was found to be secure, very clean, and well organized; items were in place, property and equipment were properly stored, and employees were adequately trained on property procedures. The retrieval of the selected items went very well with no major complications or issues encountered.

One item of note was in relation to a previous Audit for 2019, where it was observed by the auditor that a ceiling area located over the cage section of the Property and Evidence Department had suffered water damage. This issue had since been reported to be repaired. The Property supervisor had submitted a Help Desk ticket to have a portion of the shelving and articles moved to an adjacent location to ensure that the articles were not damaged should there be a re-occurrence. This section contained articles which may be involved in court proceedings. This issue was rectified during 2022, as the shelving and articles previously contained within this section were moved to a new and secure location.

It was also noted that the heating system in main vault #2 was not functional, and as a result this work area was observed to have cooler temperatures than other areas in the Department. Attempts have been made to repair the issue, unfortunately, replacement parts are no longer

made for the heater in place. Portable heaters are being used in the interim to maintain the temperature above freezing, thus making it more comfortable for staff working within the area.

Another concern of note that was learned during Property staff interviews was that the Royal Bank of Canada was no longer accepting monies that were seized during drug trafficking investigations and had been ordered forfeited by the involved judicial authorities. These monies, as per the *Seized Property Management Act (SPMA)* (1993), are to be transferred to the Government of Canada's Seized Property Management Directorate. The Property Supervisor worked with the Seized Property Management Department to identify a one-time temporary solution for the monies that were involved. The Property Supervisor is working with our Finance Department to find an alternate and more permanent solution.

An examination was conducted that involved articles of property and property tags selected during this year's random sampling process. While conducting the physical Audit, the auditor examined 100 items of property and their related property tags and determined that all the general property sampled had the property tags filled out accurately and completely, and the information, such as occurrence number, description of the property, the assigned property number, and officer's name were all legible. The audit of the selected items confirmed that all were readily located in the proper specified storage location as per the NICHE Records Management System (RMS).

The **office work component** of the audit consisted of utilizing NICHE RMS to conduct queries on each item that was the subject of the review to determine if further retention of the items was required or if the item should have been disposed of. The purpose of this was to determine whether the item was being retained in compliance with all by-laws and procedures, whether the investigation dealing with the exhibit had been concluded or was still ongoing, whether the exhibit was still required for any court proceedings or any other form of hearings, or whether the item could be returned to its owner or otherwise disposed of.

This information is necessary to ensure compliance with Greater Sudbury Police Service by-laws and procedures dealing with the retention of property. Unnecessary retention of property contravenes the retention by-laws and may also be a burden on the financial resources of the Service as it requires an increase in storage area and creates unnecessary work for the staff. The Property clerks can only dispose of the property item under the authority of a court order (such as a forfeiture order, a disposition order, etc.) or a report from the investigating officer and/or the involved supervisor.

This segment of the audit identifies the efficiency and effectiveness of the system as a whole. It provides the Auditor with the information required to make an analysis of the

system and will enable the Auditor to identify the problems and issues which are prevalent and prevent the system to work as efficiently as it can.

Using the NICHE RMS database, each item that was randomly selected was queried to determine certain key elements such as:

- Is the investigation concluded or is it ongoing?
- Have the charges, if any, been dealt with by the courts, by other means, or are they pending?
- Have warrants been issued for the accused?
- Have any judicial orders been issued by a judiciary at the time of sentencing such as a forfeiture order or disposition order, etc.?
- If the investigation has been concluded, are there any existing reasons to warrant the further retention of the property?
- Has the investigating officer submitted a report dealing with the disposition of the property?
- Has the Supervisor created an assignment on the Property and Evidence Department Niche task list regarding the disposition of the property?

Of the 100 articles of property that were reviewed, the following was observed:

- **Sixty-eight** involved property that was being retained as per reports by investigating officers in compliance with ongoing court proceedings or retention by-laws.
- **Sixteen** involved investigations that had been concluded, or incidents where retention of the property was no longer required; however, the investigating Officer had not submitted a supplementary report regarding the disposition of property. (The Auditor e-mailed the involved Officers/Supervisors).
- **Sixteen** involved investigations where tasks had been assigned to Property for disposal of articles; however, they had not been disposed of yet.

The Auditor learned that in many cases where the Property Department has been requested to dispose of items by the reporting Officer, the Officers do not provide current contact information, nor do they inquire with the owner if they want the property items returned. In addition, there is often a delay due to the assigned auction company only attending a limited number of times per year.

In 2022, the Auditor observed that GSPS has been consistent with the number of items submitted to the Property and Evidence Department that had been either disposed of or retained in accordance with procedures and by-laws. This year the Auditor observed that **68** out of 100 articles selected had been retained in adherence to procedures and by-laws, whereas in 2021, the Auditor observed there were **72** items. The Auditor did observe a slight increase in the number of items retained in Property and Evidence Control, which were no longer required; however, the reporting Officer had not dictated a report to have the items disposed of.

In 2022, the Auditor observed **16** items, while in 2021 the Auditor observed only **15**. As indicated previously, Officers were sent e-mails to dispose of these property items accordingly.

In 2022, a total of **5591** property items were tagged in Property, and the Property Department disposed of **6403** property items. As of the February 6<sup>th</sup>, 2023, there were **396** outstanding tasks on the Property Department task screen, with a slight increase potentially due to court cases gradually being resolved after COVID, and more tasks generated to Property as a result. The number of property items that were tagged indicates a slight decrease in the number of exhibits submitted to Property, but the disposal statistic reflects a consistent effort to address outstanding assignments. In 2021, there were **356** outstanding tasks.

As was found in the Property Audit in previous years, the Auditor reported that the procedure involving the drug processing room requires updating; however, this has not yet been completed. The drug property procedure is currently under review with the policy analyst and as it stands a Standard Operating Procedure governing the operation of the room.

#### **SUMMARY:**

During the **field work component** of the Audit, the work area in the Property and Evidence Department was found to be secure, very clean and well organized; items were in place, property and equipment were properly stored and employees were adequately trained on property procedures. The retrieval of the selected items went very well with no complications or issues encountered.

During the **office work component** of the Audit, the Auditor found that the majority of property items within the Property and Evidence Department (68%) had been retained and/or disposed of according to the related procedures and by-laws. The remaining property items reviewed, for the most part, involved incidents where tasks had been created for the Property and Evidence Department without supporting information or had not been dictated as such by the reporting Officers involved. It should be noted once again that this Department was observed to make a



conscious and successful effort in decreasing their outstanding task list and destroying or returning property items to their rightful owners.

In relation to a review of current procedures that involves the management and disposal of property, the Auditor learned that Policy Analyst is endeavouring to finalize and update procedures while working with the Property and Evidence Department to do so. The development is currently at the review stage with Ministry of the Attorney General to ensure the retention timelines are aligned with recommended practices. At the completion of this review stage it will be forwarded to Senior Leadership for review, before being presented to the Police Service Board.

The Service is committed to maintaining compliance and meeting the responsibilities established through the *Police Services Act*, the Adequate and Effectiveness of Police Services *O.Reg 03/99*, Ministry Standards, and the Service's policies and procedures.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: March 21, 2023</b>
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2022 WORKPLACE VIOLENCE AND HARASSMENT REPORT</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Public Trust & Accountability <b>Goal: 1 - Enhance public trust through transparency and accountability</b>	
Prepared by:  Sharon Baiden Chief Administrative Officer 	Recommended by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board receives the 2022 Workplace Violence and Harassment Report.**

### BACKGROUND:

The Greater Sudbury Police Services Board adopted the Workplace Violence and Harassment Policy GSPSB 010 on June 8, 2010, revised September 21, 2016. The Policy was adopted in order to comply with both the Occupational Health and Safety Act and the Ontario Police Health and Safety Committee's Guidance Note pertaining to Violence and Harassment Prevention at Police Facilities.

The Board is committed to providing a safe and healthy work environment for members of the Service and is committed to the prevention of workplace violence and harassment. The Board recognizes that unwanted behaviours in the workplace must be addressed early to minimize the potential for workplace harassment to lead to violence.

In accordance with its Policy, the Chief reports to the Board on an annual basis the effectiveness of the Workplace Violence and Workplace Harassment Programs. In the report, the Board is updated on the total number and type of complaints received and the disposition of such complaints; and the total number and types of complaints ordered investigated pursuant to an

order received under Section 55.3(1) of the Occupational Health and Safety Act and the associated expenses.

**CURRENT SITUATION:**

GSPS is committed to GSPS is committed to a environment that is free of harassment and discrimination. This is achieved through training, procedures, and Human Resources Practices.

Specific procedures that support its commitment to a workplace that is free of harassment and discrimination include but are not limited to the following:

- Bias Neutral Policing
- Supervision
- Disconnecting from Work
- Promotional Process
- Workplace Accommodation
- Civilian Position Selection Process
- Tenure and lateral Transfers
- Pregnancy Accommodation
- Employee Assistance Program
- Equal Opportunity
- Workplace Violence
- Workplace Discrimination and Harassment
- Respectful Conduct in the Workplace

On an ongoing basis, procedures are reviewed and updated accordingly.

Service practices are informed through the diligent efforts of Advisory Committees which promotes continuous listening, learning and changing. These groups consist of vibrant and dedicated teams working collaboratively and proactively to positively influence our activities. Our key committees are:

- Diversity Advisory Committee
- Indigenous Advisory Committee
- Chief's Youth Advisory Committee

The longstanding work of our Inclusion Committee has led the way with many proactive workplace initiatives. This group is one of our standing Reform Working Groups with a focus on Authentic Inclusion, Gender Equity and Harassment-free Workplace. This group has a primary focus on identifying barriers and/or gender bias in our systems for recruiting, hiring transferring,

promoting and retaining women. There is an emphasis and commitment on closing the gap between structural inclusion through policy and authentic inclusion of weaving a positive, obstacle-free work environment into our organizational culture.

This year as part of our comprehensive examination of workplace inclusion at GSPS, through the Authentic Inclusion and Anti-Racism Reform Working Groups, several focus groups were held which provided the opportunity for members to express their views on feelings of belonging, inclusion, and harassing activities in the workplace. The review was comprehensive and established 12 recommendations to make GSPS a more inclusive workplace with specific reference to EDI and a proactive focus.

These will include reviews of policies, procedures, training, and cultural awareness This group is now taking those recommendations and will develop action plans for implementation. Further information on these areas will be provided in the upcoming reporting period.

Our Working Groups which are comprised of both internal and external representation will continue to lead this important work. Sub-committees will be established with short- and long-term goals being set which will guide the implementation of the work. On-going reports will be provided to the board on progress being made.

The Office of Special Projects continues to lead EDI work within the Service. Recently, GSPS was successful in securing funding from the Northern Ontario Heritage Fund Corporation for an Equity, Diversity and Inclusion Intern who will work closely with the Authentic Inclusion Working Group in continuing to develop an EDI Strategy in support of a harassment free and inclusive workplace. Efforts continue to ensure that the Special Projects Office is adequate resourced to carry out its important work.

As part of on-boarding, all new staff, auxiliary, and students in 2022 received training on the Workplace Harassment Procedure, Respectful Workplace and conduct expectations. Avenues for reporting any such concerns are also emphasized and members are assured they can speak to supervisors, Human Resources, and colleagues about any concerns.

All members have viewed our training video entitled Creating Awareness and Understanding of the Transgender Community. This is a video that was made in Sudbury in partnership with TG InnerSelves. A nationally recognized production, it was also adopted by the Ontario Police Training Video Alliance to support police training in the province.

Human Resources staff and supervisory personnel work collaboratively to identify issues, friction, and concerning behaviours as soon as possible and help to mediate issues before they even arise.





An Alternative Dispute Resolution process is invoked where possible to assist in resolving workplace conflicts quickly and with respectful professionalism.

In addition, all new Supervisory staff receive online training in relation to their responsibilities under the Occupational Health and Safety Act. Respectful Workplace conduct and proper adherence to the Workplace Harassment Procedure is also discussed in a session with Human Resources.

In 2022, there was one Harassment and Discrimination complaint between members which required investigation both internally and by an outside party. The complaint was deemed to be “unfounded.”



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: April 13, 2023</b>
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2022 ANNUAL USE OF FORCE REPORT</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Policing with Excellence & Professionalism <b>Goal: 1 -</b> Effective and efficient deployment of resources	
Prepared by:  Sara Cunningham Deputy Chief of Police	Recommended by:  Paul Pedersen Chief of Police

### RECOMMENDATION:

**THAT the Board receives the 2022 Use of Force report in accordance with the *Equipment and Use of Force Regulation 926 of the Police Services Act* and in accordance with the Board's Policy on Use of Force under By-Law 2003-1.**

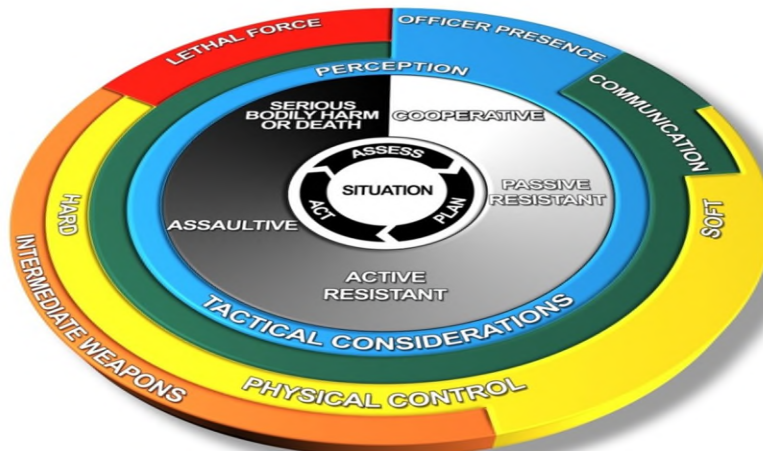
### BACKGROUND:

Use of Force Reports were introduced by the Ontario Provincial Government as a mechanism for a Police Service to gather information on and to review an officer's Use of Force in a particular incident and if necessary, provide counselling or training to that officer.

The Training and Professional Development Branch receives the reports and conducts an analysis of each around the use of force. The purpose is to monitor for trends and identify any issues of concern. These trends are incorporated into Use of Force training and Service policies when appropriate.

The Ontario Use of Force Model (2004) was developed to assist in the Training of Officers and as a reference when making decisions and explaining their actions with respect to a Use of Force. The model does not justify and Officer's actions.

## **Ontario Use of Force Model (2004)**



**The officer continuously assesses the situation and selects the most reasonable option relative to those circumstances as perceived at that point in time.**

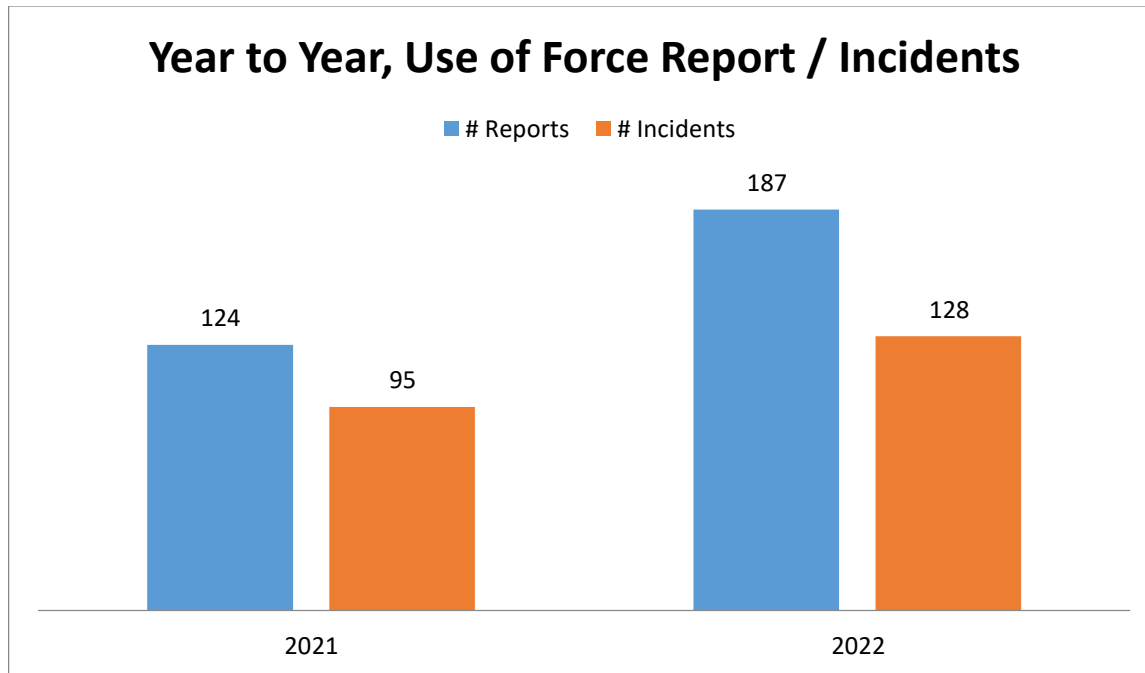
Use of Force Reporting requires Officers to submit Use of Force reports under certain circumstances. A report is submitted when a member: uses physical force on another person that results in injury or a complaint of injury; uses Oleoresin Capsicum aerosol spray/foam operationally; uses a weapon other than a firearm (Baton) on another person; deploys a Conducted Energy Weapon (CEW) in either Full Deployment, Demonstrated Force Presence, or Drive Stun modes; draws a handgun in the presence of a member of the public; points a firearm at a person; discharges a firearm; deployment of an ARWEN (POU/TAC); and the release of a police canine resulting in an injury.

### **CURRENT SITUATION:**

During 2022, a total of 187 reports were submitted regarding 128 incidents. The majority of the data collected reflects the number of reports submitted and **not** the number of incidents. This is because there are occasions where multiple reports are submitted for a single incident, when more than one officer is involved in that single incident. The reports have been analyzed in the context of the following indicators as indicated on the Use of Force report form:

- ✓ Incident Time
- ✓ Type of Incident
- ✓ Perceived Subject Race

- ✓ Type of Force Used
- ✓ Injuries Sustained

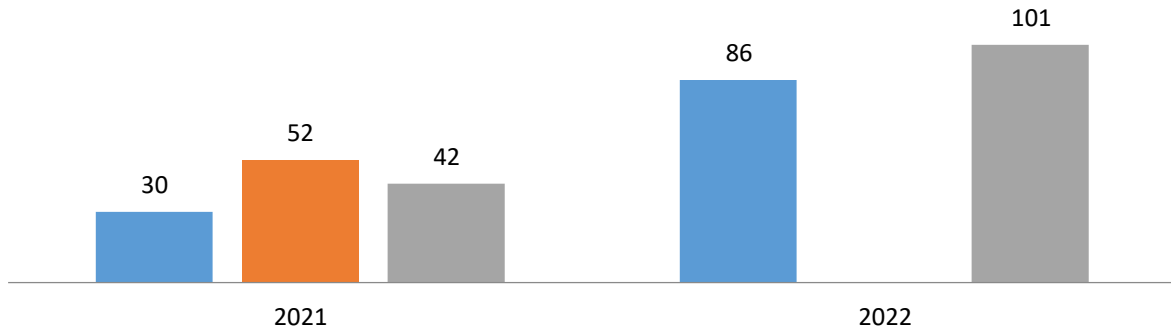


### **Incidents by Time & Season**

The reports submitted are ***now*** broken down into 2 time periods, designated as follows: Days (0700-1900 hours); and Nights (1900-0700 hours). These time periods more closely reflect the two common shifts worked by Front Line Patrol Officers. Officers submitted the highest number of Use of Force reports during nightshift hours in 2022, due to a higher number of high-risk calls being received during that time period.

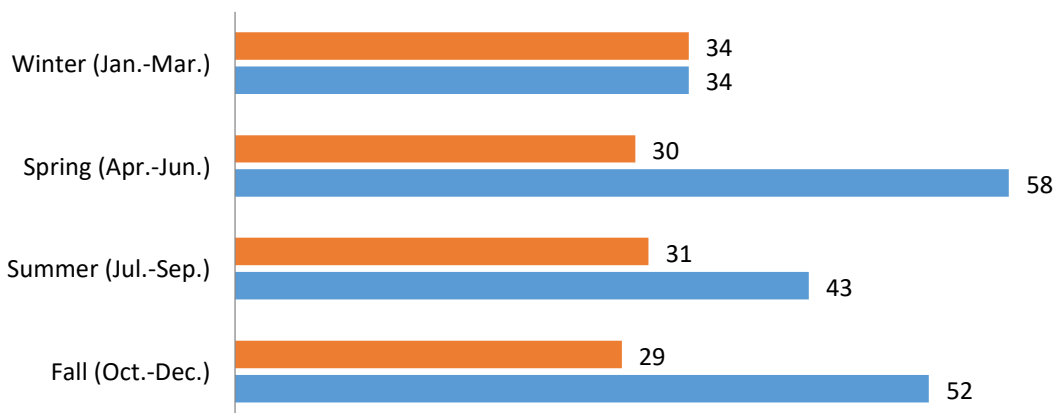
### Use of Force Reports by Time of Day

■ Days 0800-1600 / 2022 (0700-1900) ■ Afternoons 1600-0000  
■ Nights 0000-0800 / 2022 (1900-0700)



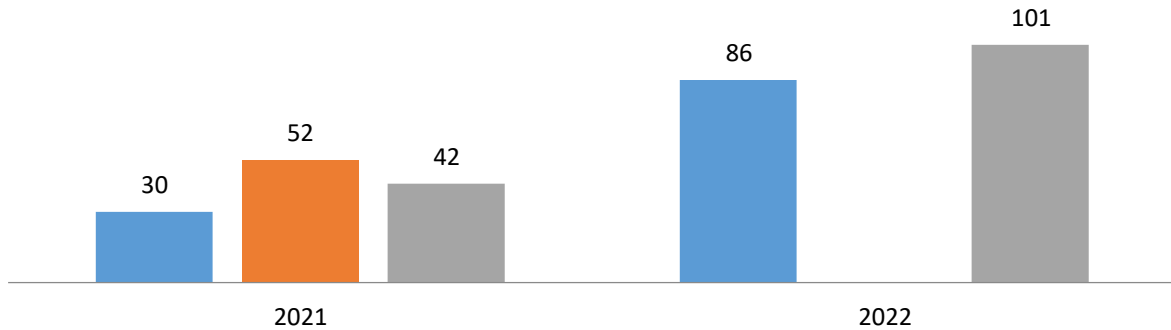
### Use of Force Reports by Season

■ 2021 Reports ■ 2022 Reports



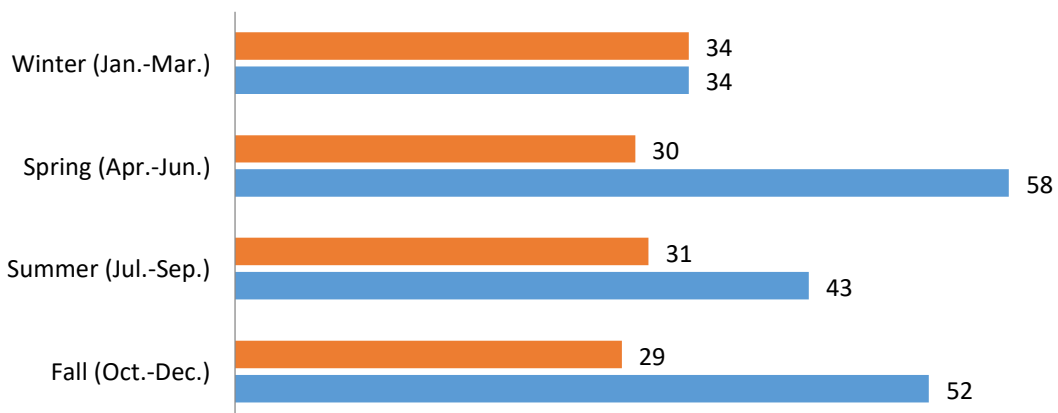
### Use of Force Reports by Time of Day

■ Days 0800-1600 / 2022 (0700-1900) ■ Afternoons 1600-0000  
■ Nights 0000-0800 / 2022 (1900-0700)



### Use of Force Reports by Season

■ 2021 Reports ■ 2022 Reports



### **Type of Incident**

This table indicates the type of incident the officer(s) were responding to which resulted in a Use of Force Report being submitted. The table below shows, in descending order, for that particular year, the number of Use of Force Reports submitted for the incident types.

<b>Type of Incident</b>	<b>2021</b>	<b>Type of Incident</b>	<b>2022</b>
Weapons Call	38	Weapons Call	32
Domestic Disturbance	19	MHA	26
Other	11	Injured Animal	10
Other Disturbance	7	Domestic Disturbance	9
MHA	7	Arrest Warrant	7
Traffic	6	Other	6
Attempt Suicide	5	Robbery	5
Search Warrant	5	Unwanted Person	4
Unwanted Person	5	Suspicious Person	3
Break & Enter	4	Search Warrant	3
Alarm	3	Other Disturbance	3
Arrest Warrant	3	Serious Injury	3
Injured Animal	2	Traffic	2
Theft	2	High Risk Takedown	2
Holding Cells (HQ & Courts)	2	Threats	2
Suspicious Person	2	Pursuit/ Stolen MV	2
Robbery	1	Theft	2
Home Invasion	1	Break & Enter	2
Threats	1	High Risk Vehicle Stop	1
		Mischief	1
		Escape Custody	1
		Impaired Driver	1
		Holding Cell (HQ/Courts)	1
Total	95	Total	128

Types of incidents that were categorized as **“Other”** or **“Other Disturbance”** are incidents that may not be as common, such as: disturb the peace, drug incidents, family dispute, unknown disturbance, barricaded persons, arson, check wellbeing, flight from police, motor vehicle collisions and neighbour disputes.

The two main Incident Types that impacted the Use of Force counts in 2022 were Mental Health (+19 incidents) and Injured Animal (+8 Incidents). With respect to Mental Health incidents, the increase can be attributed to the overall increase in mental health calls for service. In 2022, GSPS received 2,782 Mental Health calls for service, which is a 65% increase compared to 2021 (+1,107 calls). There were also a number of instances with repeat individuals who are known to be violent and/or carry weapons where police are called to assist other agencies to ensure the safety of their staff.

Of the mental-health related incidents that resulted in Use of Force, 40% involved CEW Demonstrate. This involves simply showing the CEW as a compliance measure which is often effective in bringing about compliance. These situations usually involve situations where the person in crisis was holding a knife and refusing to drop it, or the person in crisis was becoming increasingly aggressive towards officers (e.g., lunging at officers).

The Training and Professional Development Branch has worked diligently to encourage the proper use of CEW in Use of Force situations rather than physical contact. The option to use the CEW provides officers with the ability to control a subject's behaviour without having immediate physical contact.

During annual training, all force options are presented through instruction and practical scenario-based exercises. The CEW affords officers the option for compliance with no physical contact. This has increased the use of this option which is used particularly in response to mental health related calls for service, as many of these involve apprehensions under the Mental Health Act. 37% of these incidents involved the Deployment of the CEW, which were in situations where an aggressive person in crisis was of larger stature who continued to ignore commands and posed a risk to officers, person in crisis enticing violence (e.g., wanting to be shot), or posed a significant risk to public safety (e.g., getting out of restrains and wielding a knife). There were 2 instances where police used 'gunpoint', which were in situations where the person in crisis had a firearm (both actual and self-claimed).

With respect to the increase in Injured Animal, this increase can largely be attributed to the overall increase in traffic compared to 2021 where there were still various COVID-19 measures in place.

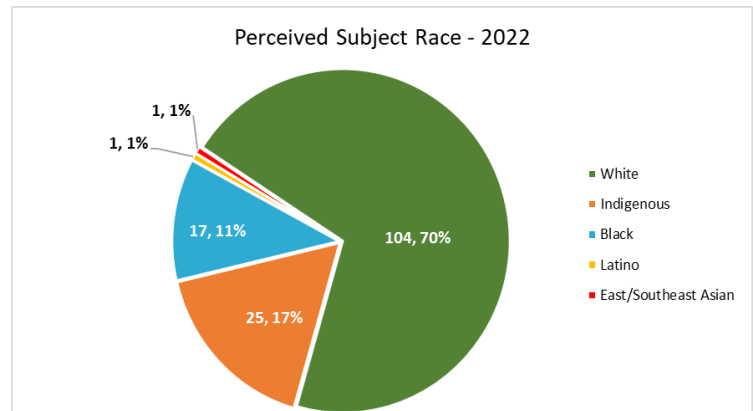
### **Perceived Subject Race**

Under O. Reg. 267/18, the Ministry of the Solicitor General is required to collect the Participant Observer Information (i.e., police service members' perception) regarding the race of individuals in respect of whom a Use of Force Report is completed, and any other information set out in the report that the police service is legally required to provide to the ministry, excluding the individuals' names as of January 1<sup>st</sup>, 2020.

For the 2022 year, the stats relative to subject race were collected in such a manner to accurately reflect the **actual** numbers of individuals encountered by officers. Of the 147 subjects encountered, they were identified by the involved officers as being:



White – 104 times (70%)  
Indigenous – 25 times (17%)  
Black – 17 times (11%)  
Other minorities – 1 time (1%)



Based on Statistics Canada's 2021 Census, Black community members account for approximately 2.5% of the City of Greater Sudbury's population.<sup>1</sup> However, individuals with the perceived race of Black accounted for 11% of the Use of Force incidents in 2022. It is important to note that of the individuals who were identified to have the perceived race of Black, 71% of these individuals reside outside of Sudbury, such as in the Greater Toronto Area and the Hamilton area. Of the individuals who identified to have the perceived race of Black and are not residents of Sudbury, 90% were involved in high-risk warrants calls, either involving drug trafficking or human trafficking, and are known to carry weapons. These calls for service are intelligence-led and involve multiple police agencies working together to keep community members safe.

Statistics Canada's 2021 Census reported that Indigenous community members account for approximately 11% of the City of Greater Sudbury's population.<sup>2</sup> Based on the Use of Force data for 2022, individuals with the perceived race of Indigenous accounted for 17% of interactions. Of those individuals with the perceived race of Indigenous, some were involved in multiple interactions, especially in relation to mental health. Of the 25 interactions, 52% involved risks to both public and officer safety, especially in instances where the individual was in possession of a weapon, such as a knife or a firearm.

### **Type of Force Used**

Officers have several options available to them when responding to a situation or call requiring a Use of Force. These options range from Officer Presence in conjunction with effective tactical communication, to empty hand techniques (soft and hard), intermediate weapons (soft and hard), Conducted Energy Weapons (CEW), to the drawing, pointing, and discharging of a firearm. When describing the type of force used, an officer can indicate more than one type, the order it was used, and whether it was effective or not. The force used as being effective or not is measured through the perception of the officer applying the force. Officers will use more than

<sup>1</sup> Statistics Canada. (2022). *Focus on geography series, 2021 Census population. Greater Sudbury*. <https://www12.statcan.gc.ca/census-recensement/2021/as-sa/fogs-spg/page.cfm?topic=10&lang=E&dguid=2021A00053553005>

<sup>2</sup> Ibid

one force option available to them if the initial force option is not effective, or they are required to transition to a more appropriate force option depending on the constantly evolving incident they are involved in.

A total of 87 reports were submitted in 2022 where officers drew, pointed, or discharged a firearm. Of these reports, 63 involved pointing a firearm, 14 involved drawing a handgun and 10 involved discharging a firearm. Every time a firearm was discharged, it was for the humane dispatching of an injured animal

The Conductive Energy Weapon (CEW) was indicated as being utilized as a force option in 91 reports in 2022, 62 of those were Demonstrated Force Presence (displaying CEW, on/off, but **not** firing a cartridge or using a Drive Stun), 29 usages were from Full Deployments (firing a cartridge or Drive-Stun). In comparison, in 2021 there were 50 reports submitted indicating CEW usage; 33 indicated Demonstrated Force Presence, 17 were from Full Deployments. Overall, CEW usage is up from last year, and even when compared to years previous. This is likely the result of increased encounters with violent individuals and officers becoming more aware of the CEW's capabilities, especially as a form of de-escalation. Demonstrated Force Presence and De-escalation techniques were used in the majority (68%) of the situations where a CEW was part of the Use of Force incident.

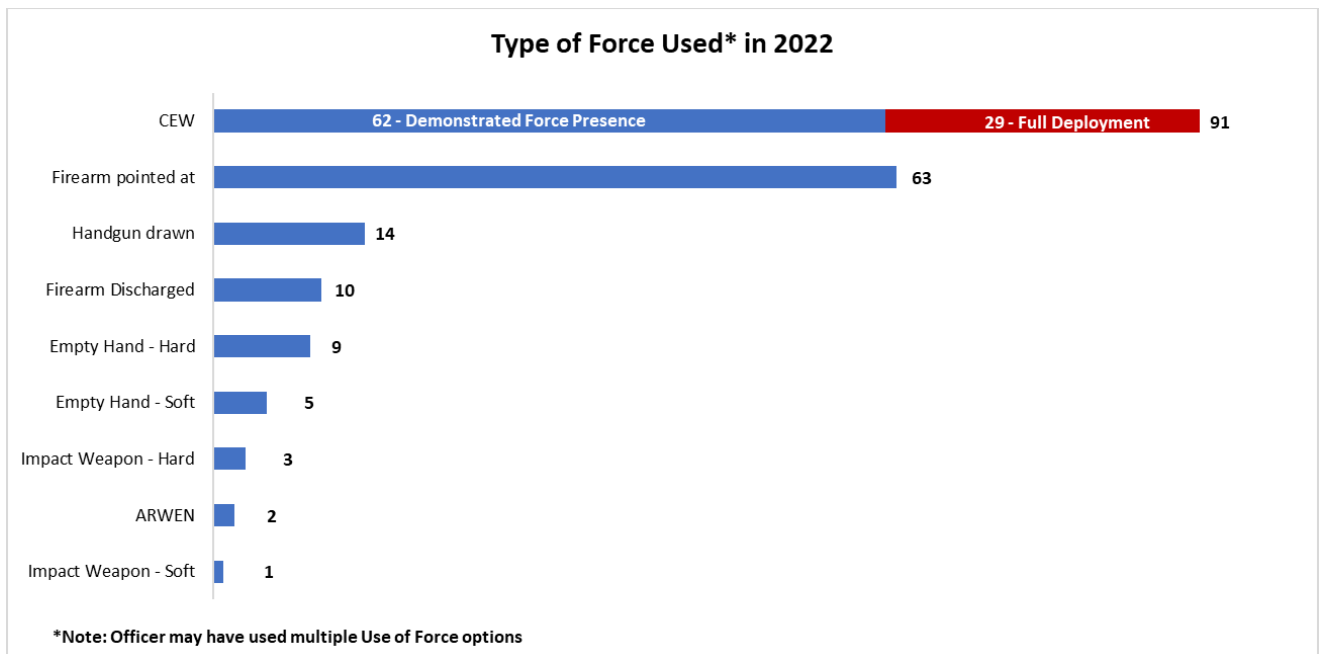
Empty hand techniques, which can be either soft (physical escort and control) or hard (physical strikes and joint manipulation), were indicated on 14 reports in 2022. In 2021, there were 36 reports indicating empty hand techniques. This is a decrease in hand-to-hand altercations with subjects but is still in line with current use of force training being implemented, which stresses the importance of de-escalation techniques and maintaining time and distance with combative subjects.

Police canines were **not** utilized as a force option in 2021 and historically have not been used as a Use of Force option *to any excess*.

"Other" is selected when the force option utilized was other than the listed options on the face of the Use of Force Report. It should be noted that CEW use is also listed as "other" on reports as it is not listed as an option on the face of the report but is tracked separately. The Oleoresin Capsicum (OC) aerosol weapon (foam/spray) was **not** used in 2022, and the ASP baton was utilized three times in 2022 as a force option. These options have continued to show lessened usage since the full deployment of CEWs to frontline officers in 2015.

The Patrol Carbine continues to be an effective tool that has been available to Officers since 2016. It is utilized in emergency situations involving serious threats to officer and public safety such as active shooters, high risk vehicle stops, and armed barricaded persons. The Colt C8 MRR semi-

automatic rifle provides accurate long range shooting capabilities to officers where normally only the Service Pistol is available, as well as having a higher ammunition capacity and flashlight illumination capabilities. Patrol Carbine Officers (PCO) are issued tourniquets for emergency field first aid and utilize ceramic plates while deployed with a carbine for additional officer safety in high-risk situations. In 2022, Patrol Carbines were mentioned in 13 incidents, all being weapons/high risk calls. Only two incidents involved discharging a patrol carbine, to dispatch wounded animals.



### **Reason for Using Force**

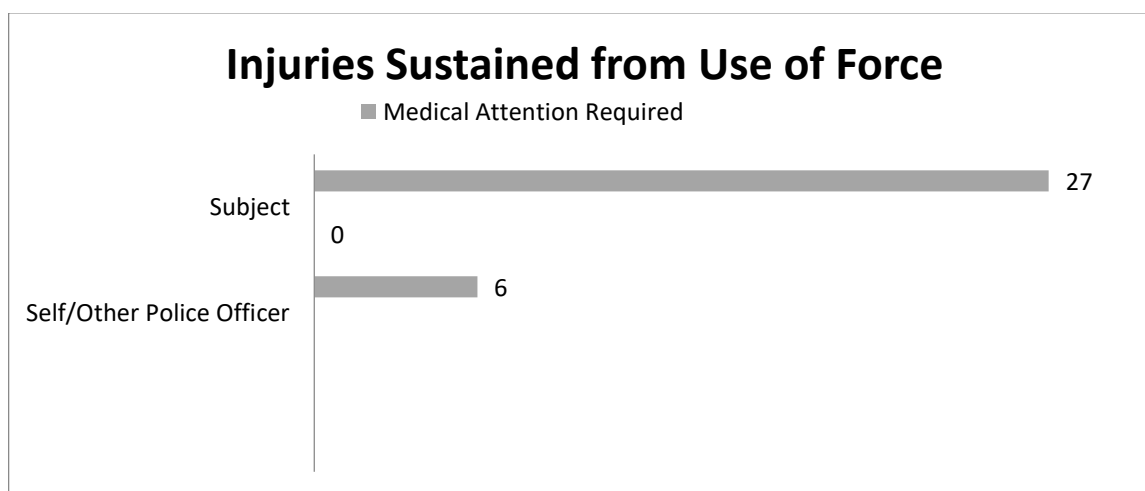
In conjunction with using force, officers must indicate on the report *the reason* for the force being used. Officers list only the initial reason for using force on a report and must choose from a list of options. The most common reasons Officers used force on a subject were:

- “Effecting the arrest”
- “Protect Self”
- “Protect Public”

### **Injuries Sustained and Medical Attention Sought**

Officers submitting Use of Force reports also indicated whether anyone, including themselves, another officer, a third party, or the subject received an injury because of the use of force **during an incident**. Also, whether any medical attention was sought for the injuries.

In 2022, 6 officers received minor injuries requiring medical attention. Subjects were reported as receiving an injury 27 times. Interesting to note, is that CEW probe removal, *when required*, must be done by a medical professional, and thus qualifies as an injury requiring medical attention. CEW “Full Deployment” was used 29 times. This demonstrates how subjects requiring medical attention (27 times) is directly proportional to CEW use. A third party was not indicated as receiving any injuries in 2022.



## **CONCLUSION:**

The annual use of force report is more than an opportunity to review numbers and analyze situations where officers are required to intervene during difficult fast evolving situations that are at times unavoidable. This document provides insight to those events and provides us, as an organization, an opportunity to learn from these occurrences. Training can also be adjusted to deal with situations safely, efficiently, and effectively. While, at first, it may appear that our numbers have increased substantially when compared to 2021, we must realize that 2021 was a unique year with all aspects of Policing being affected by the Pandemic. When the numbers for 2022 are compared to years prior to the Pandemic, we can see that the numbers have not changed dramatically.

Continuing with the recommendations made in the 2014 Iacobucci Report “Police Encounters with People in Crisis,” as well as the 2016 Ombudsman of Ontario Report “A Matter of Life and Death,” the Training Branch will continue to implement training for all members using this latest information, research, trends, and best practices available to policing.

The emphasis of GSPS Use of Force Training is always centered on public/officer safety and utilizing de-escalation techniques. These techniques include attempts to appear non-threatening and demonstrate calm assertiveness through posture and facial expressions. Using appropriate communication skills and tactics to resolve situations with minimal force or chance of injuries. The goal is to move every situation from a state of high tension to a state of reduced tension for everyone involved. Current de-escalation techniques combined with officer safety tactics are continually researched and implemented in annual scenario based In-Service Training.



In-Service training consists of scenario based interactive training conducted indoors/outdoors and with the aid of our Video Training Simulator. The Training scenarios are designed to make it “as real as possible” with heightened stressors and critical decision-making processes built in. De-Brief sessions are conducted after all Training scenarios.

The Training and Professional Development Branch will continue to monitor Use of Force Reports for trends and patterns.

The Use of Force, Training and Reporting methods used by members of GSPS follow the Provincial Use of Force Standards Manual, the *Police Services Act*, Greater Sudbury Police Service Procedure ADM012 and best practices.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: March 21, 2023</b>
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2022 MISSING PERSONS ANNUAL REPORT</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Public Trust & Accountability <b>Goal:</b> 1 - Enhance public trust through transparency and accountability	
Prepared by:  Sara Cunningham Deputy Chief of Police	Recommended by:  Paul Pedersen Chief of Police

### RECOMMENDATION:

**THAT the Board receives this 2022 Missing Persons Annual Report in accordance with the requirement of the *Missing Persons Act, 2018* Section 8.**

### BACKGROUND:

The *Missing Persons Act, 2018* came into force on **July 1, 2019**.

The *Act* assists police officers responding to missing persons occurrences by providing them with the ability, in certain circumstances, to:

- Obtain a court order for a person or entity to produce records that would assist in locating a missing person;
- Obtain a search warrant to allow entry onto a premises to locate a missing person; and
- Make an urgent demand for records without judicial authorization.

The *Act* also sets out tests to obtain judicial authorization to access records, search premises, and to execute urgent demands for records.

The regulation provides operational clarity regarding urgent demands for records and annual reports.

### ***Urgent Demands for Records***

Under section 5 of the *Act*, an officer who makes an urgent demand for records is required to provide a written report which outlines the records that were demanded and how the urgent demand for records were met. They must also make reasonable efforts to provide notice to a person whose information has been produced from an urgent demand for records.

The regulation specifies the officer has to provide a written report within 30 days of making an urgent demand for records and the protocol for providing notice to a person including a description of the information the officer accessed contact information. The notice may be provided verbally or in writing.

### ***Annual Reports***

Under section 8 of the *Act*, police services are required to report annually on the use of urgent demands for records by members of the police service. This includes:

- The total number of urgent demands made that year and the number of missing persons investigations to which they related; and,
- A description of the types of records specified in the urgent demands for records made in that year.

The regulation also specifies that a copy provided to the appropriate entity (police services board, entity, or Minister), and that the report be made available to the public by posting it on a website by June 1 in the year the report is received.

In addition to the contents required under subsection 8(4) of the *Act*, the annual report must also contain the total number of times that different types of records listed in subsection 4(2) of the *Act* were specified in the urgent demands made in that year and if applicable, a description of any types of records not listed in subsection 4(2) of the *Act*.

The *Ministry* has developed forms to access the powers afforded by the *Act* and to assist in meeting reporting requirements. The forms include:

- Information to Obtain a Warrant Authorizing Entry
- Warrant Authorizing Entry, issued by the Justice
- Information to Obtain an Order for the Production of Records
- Order for the Production of Records, issued by the Justice
- Urgent Demands for Records, issued by the officer to demand records from a person or entity

<b>SUBJECT:</b> <b>2022 MISSING PERSONS ANNUAL REPORT</b>	<b>Page 3</b>
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#### **CURRENT SITUATION:**

The 2022 *Missing Persons Act* Report on Urgent Demands for Records for January 1 to December 31, 2022, has been completed with the following results:

These results will be forwarded to the Solicitor General no later than June 1 as is required under the Act.

<i><b>MISSING PERSON ACT URGENT DEMANDS FOR RECORDS</b></i>	
<b>Total Number of Urgent Demands</b>	<b>7</b>
<b>Records containing contact information or other identifying information (subscriber information – name, address, phone number, email address)</b>	<b>4</b>
<b>Records of telecommunications or records that contain other electronic communications information, including information about signals related to a person's location (account activity data – IP addresses, timestamps, location data)</b>	<b>1</b>
<b>Number of Missing Persons Investigations – Demands</b>	<b>6</b>

A copy of the full report is attached and will be posted publicly and submitted to the Ministry.



In accordance with O.Reg.182/19 under the *Missing Persons Act, 2018* the contents included in this report must be prepared by April 1 of each year, and made publicly available by June 1 of each year.

## Data Collection

### Period of data collection

Start Date (yyyy/mm/dd)

2022/01/01

End Date (yyyy/mm/dd)

2022/12/31

Name of Police Force

Greater Sudbury Police Service

### Detachment Location (if applicable)

Unit Number

Street Number

190

Street Name

Brady Street

PO Box

City/Town

Sudbury

Province

Ontario

Postal Code

P3E 1C7

Total Number of Urgent Demands made

7

Number of Missing Persons Investigations in which a demand was made

6



### Types of records specified in the urgent demands and total number of times that each type of record was included in the urgent demands

Records	Description	Total number of times demanded
Records containing contact information or other identifying information		
Photos, videos, or other records containing visual representation		
Records of telecommunications or records that contain other electronic communications information, including information about signals related to a person's location	Cell phone activity and location ping (3), social media activity including IP addresses and location data (1)	4
Records of employment information		
Records of personal health information within the meaning of the <i>Personal Health Information Protection Act, 2004</i>	Admission/discharge records during specified time range.	1
Records related to services received from a service provider as defined in subsection 2(1) of the <i>Child, Youth and Family Services Act, 2017</i>		
Records that related to a student of an educational institution		
Records containing travel and accommodation information		

Records	Description	Total number of times demanded
Records of financial information	<a href="#">Recent account activity/transactions</a>	2
Other records		



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: April 6, 2023</b>
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>SUPPORTING ONTARIO'S FIRST RESPONDERS ACT</b> <b>2022 POST TRAUMATIC STRESS DISORDER (PTSD) PREVENTION PLAN ANNUAL UPDATE</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Public Trust & Accountability <b>Goal:</b> 1 - Enhance public trust through transparency and accountability	
Prepared by:  Holly Bilodeau Manager of Human Resources and Professional Development    Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police  

### RECOMMENDATION:

**THAT the Board receives the 2022 Post Traumatic Stress Disorder Prevention Plan annual update for information.**

### BACKGROUND:

In April 2016, the province passed the Supporting Ontario's First Responders Act which amended the Workplace Safety and Insurance Act. This new legislation created a presumption that post-traumatic stress disorder (PTSD) diagnosed in first responders is work-related. The presumption allows for faster access to WSIB benefits, resources, and

timely treatment. The Act is part of the Province's strategy to prevent or mitigate the risk of PTSD and to provide first responders with faster access to treatment and the information they need to stay healthy.

The diagnosis of PTSD must be made by a psychiatrist or psychologist and be consistent with the Diagnostic and Statistical Manual of Mental Disorders.

In accordance with the Act, employers of workers covered under the PTSD presumption were required to provide the Minister of Labour with information on their workplace post-traumatic stress disorder prevention plans by April 23, 2017. Given that police (including Sworn officers and dispatchers) are one of the specific groups covered under the PTSD, the Board was required to submit such a Plan.

In order to assist employers to design a PTSD Prevention Plan and Program, the Public Services Health and Safety Association served as a resource for providing information on PTSD established framework and was used as a guide to assist in developing plans.

The Service has a long history and commitment to the psychological health and wellbeing of members throughout their career. A range of programs and supports are in place to support member wellness and aimed at preventing PTSD.

At their meeting of April 19, 2017, the Board adopted the Service's Post Traumatic Stress Disorder Prevention Plan in accordance with Supporting Ontario's First Responders Act. The Plan details the various programs and services the Service has available to address member wellness. These avenues are both reactive and proactive inclusive of education initiatives to increase awareness and reduce the stigma around mental health and to promote an environment that supports mental health interventions. On an annual basis, in accordance with the Plan the Board is provided with an annual update.

#### **CURRENT SITUATION:**

In accordance with its Plan, the Service continues to take a holistic approach to addressing member wellness, occupational stress injuries and PTSD. In 2019, the organizational chart was formalized to ensure member wellness is in the forefront with an emphasis on wellness, education and support. This is identified in the Organizational Chart depicted in an oval shape which envelops the organization.

Internally primarily through Human Resources, a number of services are also available to members:

- Recruitment, Orientation, and Coaching
- Retirement Planning
- Peer Support Team Referrals
- Early and Safe Return to Work
- Regular Health and Safety reviews
- Health and Wellness Committee
- Membership on the Authentic Inclusion Team
- Assistance with navigating access to employment related sponsored benefits including services of a Psychologist

Additionally, in partnership with the Sudbury Police Association (SPA), Human Resources provides members with required resources and forms via the SPA website which facilitates member's access to information from home.

With the establishment of our Wellness Coordination Officer, access to mental health supports is accessible and readily available. Many early intervention practices continue to be implemented through this area.

This position serves in a variety of capacities:

- Acts in the capacity of Peer Support Team Coordinator, Critical Incident Stress Debriefing Coordinator and our Health & Wellness Team Co-Chair.
- Coordinates wellness activities with a focus on members
- Provides daily peer support, non-clinical counselling, in-vivo exposures; through reactive, pro-active and follow-up measures.
- Key component of on-boarding new members
- Provides psychological referrals, mental health and resilience training
- Establishes personal training programs, as well as fitness & nutritional guidance through custom planning. It is estimated that roughly 60-70% of our membership have utilized the support services provided by our wellness coordinator.

In 2022, through the Wellness Coordination Officer, the following was achieved.

- Provided on-going fitness and nutritional resources along with member and applicant fitness testing. Having an on-site gym facilitates access for members around the 7/24-hour clock which aligns with shift work and ability to engage in physical activities.
- In 2022, a total of 6 Warrior's Coffee sessions were held at the Sudbury Police Association Hall. Open to all members. This provides an opportunity to meet as a group

and discuss various topics informally such as health coping, depression, anxiety, PTSD, mental health supports, workplace stress and spousal relationships.

- Meets with Pre and Post OPC Cadets to discuss issues of Health and Wellness, signs and symptoms of stress/PTSD, and resources available to them
- Provides individual Peer Support to members who are off on Short Term Disability, Long Term Disability, and WSIB
- Continued participation, along with two other internal members on the Communities of Practice provincial working group consisting of WSIB, medical and mental health professionals and first responders.
- Assisted with the reintegration and return to work planning for members.
- Continues to co-chairs the internal Member Wellness Reform Group which was launched in the latter part of 2020. This group coordinates all internal activities around member wellness ensuring solid communications around member wellness and strives to ensure member needs are served. The group seeks to commission internal initiatives that promote and respond to member health and wellness activities to ensure an inclusive workplace focused on reducing stigma relating to member wellness and prevention of burnout.

Our Health and Abilities Claims Coordinator manages absences due to illness, early and safe return to work through a holistic approach to wellness. Supervisors identify and submit Supervisor's Report of Work Injury/Illness for occupational stress injuries which trigger WSIB claims management through this area. Members booking off work continue to be provided a resource list with contact information that outlines all the programs and support available to them. This list is updated regularly.

Presently in development, is our Resiliency Program which will assist in members returning to work following an Occupational Stress Injury or long-term absence due to legislative leave such as Pregnancy or Parental leaves. These will be tailor made programs to ensure a smooth early and safety return to work through re-integration supports. Led through wellness and Human Resources. A Sergeant has been assigned who will be the lead coordinator.

The Service continues to have a suite of mental health support services available and may be summarized as follows:

### **Employee Assistance Program**

ComPsych Limited provides the Employee Assistance Program (EAP) for the Service. They offer confidential and professional support, guidance, and counselling (and referrals when required) for personal challenges to members and their family.

- Trauma – Post Traumatic Stress Disorder Intervention
- Family and Marriage problems
- Parenting and Elder Care Support
- Stress Related Problems
- Gambling Addictions
- Legal and Financial Assistance
- Bullying and Harassment
- Anxiety and Depression
- Substance Abuse – Alcohol/Drug Use
- Eldercare
- Grief and Other Loss Counselling
- Emotional Issues
- Work-related Issues
- Life Transition including retirement

An online EAP Application is available for members to download.

### **Psychological, Psychotherapeutic and Social Work Support**

Significant efforts are made to ensure the psychological health of members is maintained. Pre-hire, police officers must participate in a psychological screening and one-on-one visit with the Service Psychologist. Once hired, all recruits meet with the Service Psychologist prior to attending the Ontario Police College, on their return, and one year following return. Communicators who are involved in dispatching police calls also receive the support of our Service Psychologist through in-service training.

The current Collective Agreement provides for a maximum of \$7,000 in 2023 to offset costs associated with psychological and now social work and psychotherapeutic services which were expanded in the last renewal collective agreement. Members who spent their entitled allotment had additional funding provided through the Service. Additionally, Psychotherapy which is a highly subscribed service in the treatment of PTSD specifically was not covered under

the plan. Again, these costs were provided for members requiring assistance. This limit will increase to \$10,000 per calendar year in 2024.

Through collective bargaining in 2022, there was a strong commitment to improve the annual allotment for these services and to also expand the services to include therapists, psychiatrists, psychotherapist, and social workers.

Annual wellness checks are encouraged for all members. Some areas identified as high risk for potential harmful psychological effects participate in more structured programs with the Service Psychologist. These are areas such as Forensics, Cybercrime, Major Crime, and Traffic Services.

A list of Psychologist and associated specialties are maintained which assist with appropriate referrals.

### **Peer Support Team**

Our Peer Support Team prides an “in-house resource consisting of specially trained members to assist members to access services. These members assist with proactive reach outs, and connecting with members regularly. In 2022, there were 372 formal peer connection check-ins logged. There were six new peer support team members trained and added to the team.

The Police Association led Reach Out Team also complements the work of the Peer Support Team.

### **Incident Debriefing Team**

The incident Debriefing team focuses on peer led emotional debriefings in conjunction with our service chaplains and/or psychologist following a critical incident. These are led by members with highly specialized training and skills. The team provides immediate peer support and access to resources for members who have been involved in potentially traumatic events. The goal is to monitor members post event and off support services where identified. Three debriefings were held in 2022.



### **Training, Education and Awareness**

All new recruits as part of their Basic Constable Training Program at the Ontario Police College receive the Road to Mental Readiness (R2MR) training.

A wellness package is provided including a copy of Kevin Gilmartin's Emotional Survival for Law Enforcement provided to all new members.

The Service's goal has been to promote a cultural shift which supports greater acceptance of the importance of psychological health and to reduce the stigma surrounding mental health issues and seeking help. Ongoing annual in-service training will also include education and awareness sessions on mental health and wellness with specific emphasis on observing signs and signals of distress to ensure early intervention.

Members are introduced to all workplace policies and procedures that address wellness including our respectful workplace, harassment and discrimination, occupational illnesses and injuries and early and safe return to work. These are designed to promote and support a healthy work environment physically, mentally and emotionally.

The Service is fully committed to the psychological health and wellness of its members. A number of programs and procedures are in place to assist members. Proper resourcing in this area is a priority and will continue to realize increased investment. The most recently negotiated Collective Agreements provides for increases in the annual allotment of services of a Psychologist. As well, the Service supports members through rapid access and financial support where required.

Our onboarding was expended to include a psychotherapist who specializes in mindfulness, stress reduction and sleep this year with very positive feedback from members.

On an ongoing basis, the Service reviews best practices and addresses identified gaps. Since the adoption of the Plan, the Service has undertaken the following activities.

### **Mental Health Reform Working Group**

This group oversees and leads wellness initiatives at GSPS. Through continual examination of best practices in the field, this group regularly introduces new services and invites participation also in research in the area.

### **Training Programs**

Our police training officer program ensures new members received specialized guidance and training both pre and post Basic Constable Training. There are open discussions about stress, conflict, job requirements and concerns. Plans are individualized to ensure learner needs are met. There are continual review and ongoing plan revisions. This is coupled with ongoing coaching and supervision at the Division level

All divisions have tailored training matrixes to support member learning and adaptation to their unique work settings.

### **GSPS Member Only Website**

GSPS maintains its own wellness website for members and their families. This provides access to health and wellness information as well as social events.

### **Spiritual Team**

The Spiritual Team formerly known as the Chaplaincy Program provides spiritual and emotional support for the well-being of our members. The team was trained in the Police Chaplaincy Program to understand how to better assist our members with their job specific challenges. As of 2022, there are four members of the Spiritual Team. Our team also assists at ceremonial functions police funerals, marriages and other special events.

### **Enriched Academy**

This newly introduced program in partnership with the Sudbury Police Association is designed to support member financial health. It provides both independent, group and one-one one coaching and counselling around financial support. Members and their families are invited to subscribe at no cost.

### **Wellness Rooms**

There are two wellness rooms located at our 128 Larch Street location. These are comfortable spaces for members to have private time individually or with a peer.. These are available 24 hours a day.

### **Reward and Recognition**

- Annual Awards
- Our Shared Commitment Awards
- Nickel Model Awards
- Volunteer Awards
- Recognition
- Promotion
- Retirements
- Commendation

### **Working Groups and Initiatives**

- Ongoing participation on the on the Provincial Occupational Stress Injury Working Group and new in 2022, a provincial Disability Management Working Group within Policing.
- Promotion of the “Before Occupational Stress” (BOS) by Wounded Warriors Canada, designed to provide public safety personnel with theoretical, practical, and experiential learning to enhance their resilience and mental health.

### **Health and Wellness Committee (Blue Balance Wellness)**

- This group continues to develop new workplace initiatives. The Committee meets monthly focusing on a holistic approach to wellbeing of its members. In 2022, the Committee welcomed new members.
- Continued to update the private Health and Wellness Facebook page for members and their immediate family members. Posts included sharing mental health events, motivation quotes, articles, and resources.
- Continued to maintain the Health and Wellness Website that was launched in 2020. The website allows for members and their families to access information on wellness from home.

- Lunch and learns hosted through Blue Balance, topics included Fitness and the PIN Test and Nutrition.
- Launched the Blue Balance Fitness Challenge in January 2022
- Made available End the Stigma Lanyards which were well subscribed
- Wallet Resource Cards were updated

The Service strives to develop and have all of our programs guided by our RICH values of Respect, Inclusivity, Courage and Honesty. Through the collective efforts of many the Services is ensuring proactive research best practices in the prevention of occupational stress injuries and to the treatment of post-traumatic stress incidents. Members' health and wellness remains a top priority and systems to support staff are available to assist in maintaining their health.



Our range of services continues to grow and evolve in order to ensure continually planning to ensure fitness for duty and overall organizational wellness.

Our full scope of services is presented as follows:





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE:</b> April 10, 2023
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2022 CHIEF'S COMPLAINTS ANNUAL REPORT</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Public Trust & Accountability <b>Goal:</b> 1 - Enhance public trust through transparency and accountability	
Prepared by:  Inspector Norman Strategic Operations	Recommended by:  Paul Pedersen Chief of Police

### RECOMMENDATION:

**THAT the Greater Sudbury Police Services Board receives the 2022 Chief's Complaints annual report in accordance with Section 76 of the *Police Services Act*.**

### BACKGROUND:

Section 76 of the *Police Services Act* states that a Chief of Police may make a complaint under this section about the conduct of a police officer employed by their police force, other than the Deputy Chief of Police, and shall cause the complaint to be investigated and the investigation to be reported in a written report.

Upon making a complaint about the conduct of a police officer, the Chief shall promptly give notice of the substance of the complaint to the police officer unless, in the Chief's opinion, to do so might prejudice an investigation into the matter.

If at the conclusion of the investigation the Chief believes on reasonable grounds that the police officer's conduct constitutes misconduct or unsatisfactory work performance, he shall hold a hearing into the matter.

If the Chief is of the opinion that there was misconduct but that it was not of a serious nature, the Chief may resolve the matter informally without holding a hearing if the officer consents to the proposed resolution.

A *Notice of Hearing* must be served or take place within six months of the day on which the facts on which the complaint is based first came to the attention of the Chief. If six months have elapsed, the Chief must advise the Board of the reason for the delay and the Board must be of the opinion that the delay was reasonable.

#### **CURRENT SITUATION:**

In 2022, the Professional Standards Bureau investigated four (4) new Chief's Complaints. Three (3) complaints are pursuant to Section 76 of the *Police Services Act*. One (1) is a Civilian Investigation pursuant to the *Civilian Discipline Process HR025*. This total is three (3) more than the number of Chief's Complaints investigated in the previous year.

A previous Chief's Complaint from 2021 was concluded in a Hearing ending in October 2022. This hearing resulted in guilty pleas in relation to two (2) charges of *Discreditable Conduct*. The penalty of this hearing is currently being appealed and will be completed in 2023.

#### Section 76 Police Services Act Investigations

The three new investigations in 2022 were resolved in the following manner:

- Complaint involving three allegations of *Discreditable Conduct*, all three unsubstantiated. This investigation was conducted by Peel Regional Police and was concluded on the 12<sup>th</sup> of July 2022.
- Complaint involving one allegation of *Discreditable Conduct* was substantiated. This complaint was resolved by *Informal Resolution* pursuant to Section 76 (10) of the *Police Services Act* resulting in forfeiture of 12 hours, concluding on the 1<sup>st</sup> of December 2022.
- Complaint involving one allegation of *Discreditable Conduct*; one count unsubstantiated. This investigation was concluded on the 7<sup>th</sup> of December 2022.

In addition, one Chief's complaint was halted pursuant to Section 90 (1) *resignation of police officer* wherein the Service lost jurisdiction.

- Complaint involving an allegation of *Discreditable Conduct - Harassing*. This investigation was halted on the 9<sup>th</sup> of February 2022.

The following table illustrates the classifications of Misconduct contrary to the Code of Conduct, *Ontario Regulations 286/10, Police Services Act of Ontario*, investigated by the Professional Standards Bureau in 2022 as compared to 2021.

O Reg	COMPLAINT ALLEGATION CLASSIFICATION	2022	2021
268/10 2(1)(a)	Discreditable Conduct	5	3
268/10 2(1)(b)	Insubordination	0	0
268/10 2(1)(c)	Neglect of Duty	0	0
268/10 2(1)(d)	Deceit	0	0
268/10 2(1)(e)	Breach of Confidence	0	0
268/10 2(1)(f)	Corrupt Practice	0	0
268/10 2(1)(g)	Unlawful / Unnecessary Exercise of Authority	0	0
268/10 2(1)(h)	Damage to Property/Equipment	0	0
268/10 2(1)(i)	Consumption of Alcohol	0	0
PSA s.63	Service / Policy Complaint	0	0
	<b>Total Allegations</b>	<b>5</b>	<b>3</b>

#### Civilian Discipline Process HR025 Investigations



In 2022, the Professional Standards Bureau was directed to investigate one (1) Chief's Complaint with regards to alleged misconduct involving a civilian member of the Greater Sudbury Police Service.

The investigation found the allegations of *Breach of Trust – Rules of Professional Conduct, Division V, Section 3(1)* unsubstantiated and *Breach of Trust – Oath of Secrecy* substantiated.

Sanctions against this member included forfeiture of 32 hours.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: April 12, 2023</b>
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>DONATIONS RESERVE FUND REQUESTS</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Collaborative CSWB for Greater Sudbury <b>Goal: 3 -</b> Invest in our community's future through innovative youth services and initiatives	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

### RECOMMENDATION:

**THAT the Board approve the following donations with funds drawn from the Donations Reserve Fund:**

**\$2,500 in support of Afrofest Sudbury 2023 Art Workshops**

**\$250 in support of the Joan Mantle Music Trust**

**\$1,500 in support of the India-Canada Association of Sudbury**

### BACKGROUND:

Since 2002, the Board has maintained a Donations Reserve Fund that is utilized to assist in community safety and wellbeing initiatives in support of youth, crime prevention activities, or any other purposes as deemed suitable by the Greater Sudbury Police Services Board or those specifically targeted by the donor.

A component of this Fund is the Chiefs Youth Initiative Fund which was established for the exclusive purpose of providing financial resources to youth related initiatives within the community.



When considering request for funds, the Board takes into account initiatives supporting community-oriented policing that involves a co-operative effort on the part of the Greater Sudbury Police Service and youth in the community, initiatives benefiting children and/or youth and/or their families, initiatives addressing violence prevention or prevention of repetition of violence or the root causes of violence, initiatives that focus on marginalized or underprivileged youth, and sponsorship of educational events.

**CURRENT REQUESTS:**

Requests for funding consideration have been received.

The balance in the Donations Reserve Fund on March 31, 2023, is \$127,694.96.

**\$2,500 in support of Afrofest Sudbury 2023 Art Workshops**

Afrofest Sudbury is a non-profit annual community festival established in 2018. It is aimed at celebrating African culture through music, food, dance, fashion, art and craft in the Greater Sudbury Area. The goal is to share experience of the rich Afro culture while offering opportunities for African creatives, businesses and performing artists to showcase their skills, craft, products, and services.

**\$250 in support of the Joan Mantle Music Trust**

The 2022-2023 school year marks the 15<sup>th</sup> anniversary of the Joan Mantle Music Trust. The Trust support music education in the Rainbow District School Board by allocating funds to purchase new instruments and musical equipment for schools.

**\$1,500 in support of the India-Canada Association of Sudbury**

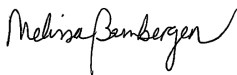


The India-Canada Association strives to preserve and promote the rich and diverse cultural heritage of India and to foster collaboration among people of Indian origin and the broader Canadian community.

The Association is holding their Annual Youth Festival celebrated on Saturday, June 10, 2023, at the Caruso Club.

They have requested financial assistance to assist with the costs of hosting this event. The Board has supported this event in the past.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: April 5, 2023</b>
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2022 POLICE SERVICE BOARD RESERVE FUND YEAR END</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Public Trust & Accountability <b>Goal: 1 -</b> Promote a culture of trust through transparent communication	
Prepared by:  Melissa Bamberger Manager of Finance   Sharon Baiden Chief Administrative Officer	Recommended by:   Paul Pedersen Chief of Police

### RECOMMENDATION:

**THAT the Board receives the Police Services Board Reserve Fund report for the period January 1 to December 31, 2022, for information.**

### BACKGROUND:

The City of Greater Sudbury Bylaw #2020-125 establishes and continues Reserves, Reserve Funds, and Trust Funds for the City of Greater Sudbury.

One such reserve fund is the Police Services Board Reserve Fund which is funded from the Greater Sudbury Police Services (GSPS) Board on-line auctions. In addition, monies are recovered through interest earned and monies recovered as a result of seized property. This Reserve Fund is to be used for charitable or other events the Board deems suitable including any purpose that GSPS considers in public interest in accordance with Section 132/133 of *Police Services Act*.

**CURRENT SITUATION:**

The Board Trust Reserve Fund is used for any purpose that the Board considers in the public interest in accordance with Sections 132 and 133 of the *Police Services Act* and for such charitable events as deemed suitable by the Board without further authorizations by Council.

Activities for the 2022 year are summarized in Appendix "A." Revenues and Expenditures are detailed which will show only a net revenue gain of approximately of \$112. the prior year, which left the overall fund balance relatively unchanged. The closing balance as at December 31, 2022, was \$36,632.76.

As can be noted, the Board continued to support a number of very worthy community activities as detailed in the report.

Revenue gains and losses are closely linked to the ability to find and return items to rightful owners. Locating the lawful owners of property has improved over the years resulting in much less property going to public auction. Additionally, there is variation in monies deposited through seizures. The fund also receives investment interest.

## **APPENDIX A**



### **GREATER SUDBURY POLICE SERVICES BOARD BOARD TRUST RESERVE FUND**

**YEAR-END  
Decemer 31, 2022**



## Greater Sudbury Police Services Board Board Trust Reserve Fund

<b>Balance 2021 Year End</b>	<b>\$ (36,520.64)</b>
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### 2022 Revenue

Auction Proceeds	\$ (6,109)
Seized Monies	\$ (2,971)
Reserve Fund Interest	\$ (832)
<b>2022 Total Revenue</b>	<b>\$ (9,912.12)</b>

### 2022 Expenditures




Northern Ontario Canadian Police Curling Association Nationals	\$ 1,300.00
Coldest Night of the Year	\$ 1,000.00
PLAY Program	\$ 1,500.00
Walk for Alzheimer's	\$ 1,000.00
Can-Am Games 2022	\$ 1,000.00
6th Annual Guardians Run - Draft an Athlete	\$ 500.00
SPA Men's Hockey	\$ 2,000.00
SPHL	\$ 1,500.00
Walk for Alzheimer's	\$ (1,000.00)
Walk for Alzheimer's	\$ 1,000.00

<b>2022 Total Expenses</b>	<b>\$ 9,800.00</b>
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<b>Balance 2022 Year End</b>	<b>\$ (36,632.76)</b>
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## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: April 5, 2023</b>
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2022 POLICE SERVICE DONATIONS RESERVE FUND YEAR END</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Public Trust & Accountability <b>Goal:</b> 1 - Promote a culture of trust through transparent communication	
Prepared by:  Melissa Bamberger Manager of Finance  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

### RECOMMENDATION:

**THAT the Board receives the Police Services Donations Reserve Fund report for the period January 1 to December 31, 2022, for information.**

### BACKGROUND:

The City of Greater Sudbury Bylaw #2020-125 establishes and continues Reserves, Reserve Funds, and Trust Funds for the City of Greater Sudbury.

The Police Service has a number of such Reserves included in this bylaw one of which is the Police Services Donations Reserve Fund. This Reserve is under control of the Police Services Board and to be used for crime prevention initiatives, initiatives supporting community-oriented policing that involves a co-operative effort on the part of the Greater Sudbury Police Service and youth in the community, initiatives benefitting children and/or youth and/or their families, initiatives addressing violence prevention or prevention of repetition of violence or the root causes of violence, initiatives that focus on marginalized or underprivileged youth, and sponsorship of educational events.

**SUBJECT:****2022 POLICE SERVICE DONATIONS RESERVE FUND YEAR END****Page 2****CURRENT SITUATION:**

The Police Services Donations Reserve Fund is maintained by annual contributions of excess donation proceeds net of expenditures in any given year. The primary source of revenue generation is the annual Community and Police Gala. Since the pandemic the Gala has been placed on hold and consequently, revenues there have been little contributions to this Reserve. In 2023, the Gala will proceed which will generate additional revenues in support of the Chief's Youth Initiative Fund.

Monies are used for the purpose as set out above and deemed suitable by the Greater Sudbury Police Services Board without further authorization from Council.

Many of the funds drawn from this Reserve are used in support of activities as determined appropriate through the Chief's Youth Advisory Committee and crime prevention activities. Requests for funds are regularly reviewed by the Board based on applications detailing the purpose and use of said funds.

This is a working reserve with funds dispersed throughout the year based on Board resolution. On an annual basis, the Board is provided with a report of summarizing annual transactions all of which were authorized throughout the year. Please see Appendix 'A' attached.

This year, the fund is down by \$19,904 over the previous year with a year-end balance of \$139,482.32. This is attributed primarily to the main fundraiser being the Gala not having been held.

It is important to note that funds through this Reserve continues to support many community activities, particularly in support of youth engagement which has yielded many positive results and does not impact the Operating Budget. A net draw from the Chief's Youth Initiative Fund in the amount of \$26,287.

Appendix A as attached provides details of the fund revenues and disbursement.

## **APPENDIX A**



# **GREATER SUDBURY POLICE SERVICES DONATIONS RESERVE FUND**

**YEAR-END  
December 31, 2022**



**Donations Reserved Fund  
OVERVIEW DECEMBER 31ST, 2022**

2021 Opening Balance	\$	(159,386.23)
Donations Reserve Fund Expenses	\$	32,844.80
Donations Reserve Fund Donation Revenue	\$	(9,310.81)
Reserve Fund Interest	\$	(3,630.08)
**Pending Expense (Not Posted to GL)	\$	-
Pending Revenue	\$	-
Pending Journal Entry - move CYAC Pizza to operating	\$	-
	\$	(139,482.32)

**Chief Youth Initiatives Fund  
OVERVIEW DECEMBER 31ST, 2022**

2021 Opening Balance	\$	(62,832.83)
CYIF Expenses	\$	29,383.02
CYIF Donation Revenue	\$	(1,665.00)
Reserved Fund Interest	\$	(1,431.04)
Pending Expense	\$	-
Pending Revenue	\$	-
Pending Journal Entry	\$	-
	\$	(36,545.86)

\$ -



## Police Services Donations Reserve Fund

<b>Balance 2021 Year End</b>	<b>\$ (159,386.23)</b>	<b>\$ (159,386.23)</b>
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### 2022 Revenue

Youth Initiatives	\$ (1,665.00)	
Shop with a Cop	\$ (2,150.00)	
SPYDR Mountain Bike Program	\$ (5,495.81)	
Reserve Fund Interest	\$ (3,630.08)	
<b>2022 Total Revenue</b>		<b>\$ (12,940.89)</b>


### 2022 Expenditures

Youth Initiatives	\$ 29,383.02	
Shop with a Cop	\$ 3,147.07	
SPYDR	\$ 234.71	
GSPS Multicultural Board	\$ 80.00	
<b>2022 Total Expenses</b>		<b>\$ 32,844.80</b>

<b>Balance 2022 Year End</b>	<b>\$ (139,482.32)</b>	<b>\$ (139,482.32)</b>
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## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE:</b> April 6, 2023
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2022 BOARD EXPENSES</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Public Trust & Accountability <b>Goal:</b> 1 - Enhance public trust through transparency and accountability	
Prepared by:  Matthew Gatien Board Administrator	

### RECOMMENDATION:

**FOR INFORMATION**

### BACKGROUND:

Section 31 (5) of the *Police Services Act* requires the Board to ensure that its members undergo training and further Board Policy 016 respecting Board Member Training supports a commitment to training, education and development in support of learning for its members. Expenses for same are guided by Policy 011.

The Board is also encouraged to participate in attending at community functions in their role as a Board Member for which there may be associated costs.

### CURRENT SITUATION:

2022 saw the return of in-person gatherings for most of the conferences and events that the Board traditionally attends. As such, the annual conferences from the PAO, OAPSB, and CAPG were all held both virtually and in-person in 2022. The Greater Sudbury Police Services Board attended all conferences, as they are excellent learning and training opportunities for Board members and staff.

<b>SUBJECT:</b> <b>2022 Board Expenses</b>	<b>Page 2</b>
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Events such as the Crime Stoppers Proclamation, Multicultural Lunch, Media Conferences and Funding Announcements, Volunteer Appreciation, GSPS Annual Awards Night, Red Ribbon Campaign, and many others were still smaller events or virtual this past year.

Vice Chair Caldarelli served on the Board of Directors for the Ontario Association of Police Services Boards and attended these meetings at no cost to the Service.

This past year, expenses associated with Board member attendance at various conferences, meetings, and events have been recorded. The attached report provides details for 2022.

# GREATER SUDBURY POLICE SERVICES BOARD

## 2022 EXPENSES

Updated December 7, 2020

### ***SIZER***

DATE	EVENT	TOTAL EXP
Mar 7-8, 2022	PAO Conference	1,805.48
	OAPSB Spring	
May 26-27, 2022	Conference	1,375.65
Sept. 8-12, 2022	CAPG Conference	2,828.32
	OAPSB Labour	
Nov. 8-10, 2022	Conference	399.48
Sept. - Dec. 2022	Board Book Delivery	100.00
	<b>TOTAL</b>	<b>\$ 6,508.93</b>

### ***CALDARELLI***

DATE	EVENT	TOTAL EXP
Mar. 7-8, 2022	PAO Conference	1,532.09
	OAPSB Spring	
May 26-27, 2022	Conference	0.00
Sept. 8-12, 2022	CAPG Conference	2,828.32
Oct. 19, 2022	Zone 1A meeting	179.3
	OAPSB Labour	
Nov. 8-10, 2022	Conference	154.93
	Monthly Board	
Jan. - Dec. 2022	Book Delivery	300.00
	<b>TOTAL</b>	<b>\$ 4,994.64</b>

**BOIS**

DATE	EVENT	TOTAL EXP
Mar 7-8, 2022	PAO Conference (virtual)	789.87
13-Apr-22	Misc. Office Expenses	399.44
Sept. 8-12, 2022	CAPG Conference (virtual)	565.00
Nov. 8-10, 2022	OAPSB Labour Conference	224.87
Jan. - Dec. 2022	Monthly Board Book Delivery	300.00
TOTAL		\$ 2,279.18

**PORATTO-MASON**

DATE	EVENT	TOTAL EXP
Mar 7-8, 2022	PAO Conference (virtual)	789.87
Jan. - Dec. 2022	Monthly Board Book Delivery	300.00
TOTAL		\$ 1,089.87

**VAGNINI**

DATE	EVENT	TOTAL EXP
	No conference attendance or Board book delivery	0.00
	<b>TOTAL</b>	<b>\$ -</b>
<hr/> <hr/>		

**LANDRY-ALTMANN**

DATE	EVENT	TOTAL EXP
	No conference attendance or Board book delivery	0.00
	<b>TOTAL</b>	<b>\$ -</b>
<hr/> <hr/>		




**LEFEBVRE**

DATE	EVENT	TOTAL EXP
	No conference attendance or Board book delivery	0.00
	<b>TOTAL</b>	<b>\$ -</b>
<hr/> <hr/>		

**2022 TOTAL EXPENSES****\$14,872.62**



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>		<b>DATE:</b> April 12, 2023	
<b>PUBLIC</b>			
<b>SUBJECT:</b> <b>STRATEGIC DIRECTION UPDATE</b>			
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Public Trust & Accountability <b>Goal:</b> 3 - Embrace community input through community engagement			
<b>Prepared by:</b>   Robert Norman Inspector, Strategic Operations   Matthew Gatien Board Administrator		<b>Recommended by:</b>   Paul Pedersen Chief of Police	

### RECOMMENDATION:

#### FOR INFORMATION

### BACKGROUND:

In 2000, the Provincial Adequacy Standards Regulation for Police Services was introduced, which included a framework for Business Planning. In accordance with this Regulation, Police Services Boards are required to develop Business Plans at minimum, every three years. The Regulation also requires Police Service Boards to enter into a protocol with its municipal council that sets out the date by which the business plan will be provided to the municipal council and the responsibility for making the plan public.



Subsequently, a protocol was signed between the City of Greater Sudbury and the Greater Sudbury Police Services Board whereby both parties agreed that the Business Plan shall be provided to the City of Sudbury Clerk by March 31st in the first year of the business cycle, and to the public no later than 30 days following it being released to the City of Greater Sudbury Clerk.

The 2019-2021 Business Plan was the Board's seventh Plan that was prepared since the introduction of the Provincial Adequacy Standards. Preparation for the current Plan has been delayed due to the ongoing pandemic and staff changes in key planning positions. In 2021, we were not able to complete an environmental scan, however, are advancing the processes involved, including public consultations/surveys, reviewing relevant legislation, a review of the 2019-2021 Strategic Direction, national, provincial and local trends as well as internal consultations with GSPS members. We are expecting to receive feedback from residents, businesses, school boards, diverse community partners and stakeholders, city councilors, GSPS members, and Board members. The 2019-2021 Strategic Direction outlines the GSPS *Our Shared Commitment Model* for the City of Greater Sudbury through four strategic priorities: *Our Members and Our Inclusive Workplace, Public Trust & Accountability, Collaborative CSWB for Greater Sudbury, and Policing with Excellence & Professionalism*. This Plan guided GSPS over the previous three years.

The planning and finalization process for the upcoming Business Plan (2022-2024) would ordinarily have been completed in 2021. The unforeseen global COVID-19 Pandemic and subsequent priorities impacted not only the GSPS planning timelines but also the public. The community's focus during the Pandemic was directed to personal safety and well-being and avoidance of the Pandemic. The Provincial lockdowns and resulting stress and anxiety would likely have affected public availability as well as their perceptions throughout this period. This would also have affected the public's ability to provide meaningful feedback during the consultation process. The public's level of engagement/input, particularly from marginalized communities, is a critical element of the environmental scan. The data collected may well have been inaccurate, and considerations for inclusive and diverse representations would have been compromised had the Scan been completed during this period.

In April 2022, the Board agreed to revise the current Strategic Direction from 2019-2021 to 2019-2022, to allow a proper environmental scan and evaluation of that scan to update the Strategic Direction.

**CURRENT SITUATION:**

The Strategic Direction committee has entered into a Request for Quotation process to engage a consultant to assist with final stages of the Strategic Direction update. The Board will be notified of the successful proponent.



# **GREATER SUDBURY POLICE SERVICES BOARD**

## **REPORT FROM THE CHIEF OF POLICE**

**April 2023**



## **GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT**

### **MINISTRY UPDATES (excerpts from Ministry Communiqués)**

#### **Updated Protocol on the Disclosure of Police Records to the Ontario Parole Board**

The OPB (Ontario Parole Board) announced a change in practice pursuant to Ontario *Ministry of Correctional Services Act* Regulation 778, which included providing disclosure of parole files, upon request, to parole applicants and their legal representatives. Subsequently, the ministry reviewed and updated its policies and procedures by developing a pre-parole report (PPR) that summarizes information in the parole file. The updates standardize the information-sharing process and introduce efficient disclosure of information to parole applicants, their legal representatives, and provincial parole authorities administered by the OPB. There will be no impact to the existing information sharing processes between the ministry and police services.

The new PPR facilitates a summary report to support the OPB's risk-based decision-making process without compromising privacy rights and disclosure of sensitive information. The protocol does not include Correctional Services of Canada, where disclosure processes with police services will remain the same.

#### **Request to distribute information to police services regarding the *Forensic Laboratories Act, 2018***

The *Forensic Laboratories Act, 2018*, along with its regulations, have been proclaimed to come into force on January 1, 2024. This timeframe is intended to provide a robust transition period leading up to the in-force date, ensuring that the sector has time to come into compliance with the *Act* and its regulations.

Please note that this *Act* will only apply to Forensic Identification Units if they operate a laboratory that conducts tests in any of the following categories of tests for the purpose of a legal proceeding, other legal purpose, or pursuant to an order of a court or other lawful authority:

- Forensic toxicology tests that detect or identify the presence of alcohol, drugs, or poisons in human biological samples, other than an analysis or test that is conducted with an approved screening device.
- Forensic biology tests that identify human bodily substances, or compare human DNA profiles, to determine associations between items, places, and people.

Drug analysis or profiling tests to identify or quantitate drugs or controlled substances. Affected laboratories will have to meet certain test result reporting requirements laid out in section 3 of the *Act* and section 5 of O. Reg. 286/22, and will have to be accredited to a standard prescribed in sections 3 and 4 of O. Reg. 286/22.

## **GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT**

### **Update on POA Modernization and Streamlining Initiatives (Proclamation of Clerk of the Court Amendments and Repeal of Early Resolution Provisions)**

#### Implementation of Amendments to Allow for Clerk Review of Reopening Applications

Currently, the POA allows a defendant convicted of either failing to respond to a charge laid by certificate of offence, or failing to appear for a hearing or early resolution meeting, to apply to have the conviction struck and matter reopened.

Effective September 22, 2023, clerks of the court will grant, but not deny, applications to strike a conviction on a ticket, if satisfied that the defendant, through no fault of their own, missed a notice or was unable to attend a meeting or hearing related to the ticket. If the clerk is not able to grant the application and strike the conviction, the clerk must forward the application to a justice of the peace to make the determination whether to grant or deny the request for a reopening.

#### Repeal of the Bill 177 Early Resolution Reforms

Effective March 22, 2023, amendments to section 5.1 of the Act, together with previously proposed sections 5.2 to 5.5 are repealed, although they had not yet come into force. These previously proposed amendments would have changed the “early resolution” process in ways that are no longer desired by stakeholders.

### **Ministry Planned Inspections of Municipal Police Services and the Ontario Provincial Police (OPP): 2023-24**

The Ministry of the Solicitor General has planned inspections of all municipal police services and the OPP for the remainder of 2023 and into 2024.

Starting in late March 2023, pilot inspections will be conducted at selected police services followed by inspections of all the remaining police services in Ontario and the OPP.

The commencement of the inspections will be conducted prior to the in-force date of the Community Safety and Policing Act (CSPA) and therefore the inspections will be conducted pursuant to subsection 3(2) of the Police Services Act (PSA).

As you know, subsection 3(2) of the PSA states the duties and the powers of the Solicitor General are to conduct a system of inspection and review of police services across Ontario.

The intended topics of inspection for 2023 and into 2024 are as follows:

- Public Order Units
- Chief of Police Annual Report to the Police Services Board (O. Reg 3/99 section

## **GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT**

- 31)
- General Regulation Part VIII Investigation of Certain incidents by Chief of Police (O. Reg 268/10 Section 34)
- Follow up to the Major Case Management Inspection

The inspections will start with the Public Order Units followed by the Chief's Annual Reporting, then the requirement to report SIU findings, and concluding with a follow up to the previous inspection on Major Case Management. In order to meet the projected timelines, the inspections will potentially overlap.

Further communication regarding the initiation of the inspection program will be forthcoming to each individual police service.

In addition to the inspection program, the ministry will be requesting a copy of all current municipal/OPP agreements for sharing police services. In anticipation of the CSPA, section 7 of the PSA will evolve into section 14 of the CSPA. Collection of this information will be included in a detailed follow up communique.

# **GREATER SUDBURY POLICE SERVICES BOARD**

## **CHIEF'S REPORT**

### **OPERATIONAL UPDATES**

#### **PATROL OPERATIONS – Inspector John Valtonen**

Our Patrol Operations members continue to respond to calls for service as well as conducting pro-active and focused patrols. Some recent significant incidences that our members responded to with urgency and professionalism.

##### **Taking a Water Pistol to the Mall**

In the late afternoon of the 10th of April, Police were alerted to a male seen walking into the New Sudbury Centre Shopping Mall with what appeared to be a handgun. Initial report indicated he was carrying it in such a manner that he was trying to hide it. The male had exited the mall and was stopped by police. A water gun was located in the possession of the individual.

##### **Pellet Gun Hike at Kivi Park**

Midday on the 10th of April, Police were called to Kivi Park to a report of two males walking with what was believed to be a shotgun. Patrol Officers along with ERU members located the two males in possession of a pellet gun. Public safety was at the forefront of all actions.

##### **Motor Vehicle Collision While Attempting To Evade Police**

On the 8th of April, Patrol Officers attended for a disturbance near the Laurentian Conservation Hiking Trails off South Bay Road. An adult male party was found in a vehicle and attempted to flee police, striking the police cruiser and then a snowbank. No one was injured during the incident and damage to the police vehicle was minor. The male was apprehended under the Mental Health Act with Criminal Charges pending.

#### **9-1-1 EMERGENCY COMMUNICATIONS CENTRE- Manager Andrea Savage**

For the month of March 2023, the 9-1-1 Emergency Communications Centre (ECC) managed 21,656 calls. Of those answered, 5463 were 911 calls. Approximately 7900 Police events were generated, 879 of which were high priority calls for service. (Priority 1s and 2s). This is an increase of 20% from last month. The ECC also managed another 685 incidents for Fire services, 328 of which were priority calls for Fire Services.

April 9-15<sup>th</sup> we celebrated National Public Safety Telecommunicators Week. Our Communicators are recognized for their compassion and professionalism in all that they do. This week gives us the opportunity to applaud their outstanding performance and devotion to duty. Together we thank them for always being there. We have received thanks and appreciation from various organizations and members within the Service.

## **GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT**

We also celebrated the retirement of long-serving member Manon Belyea last month.

We have started our kick-off meetings with Netagen, Geomant, and Komputel. We have also begun discussions with Bell in relation to our ESInet onboarding process. As a result, GSPS is well positioned for the transition to NG911.

We have scheduled our second recruitment drive date for May 11, 2023. Past recruitment drives have been quite successful given the ongoing success of our new members. Our 8 new part time members continue to excel through their training modules.

### **CRIMINAL INVESTIGATIONS DIVISION (CID) – Inspector Jerry Willmott**

#### **Major Crime**

##### **R v. Wright / Renee Sweeney Homicide**

The GSPS Major Crime Unit worked collaboratively with the Crowns office regarding the homicide trial of Renee Sweeney.

On March 29<sup>th</sup> a jury found Steven Wright, 43 of the second-degree murder of Renee Sweeney. Sweeney was murdered at the video store where she worked Jan. 27, 1998. Wright was an 18-year-old high school student at the time of the murder. A sentencing date has yet to be determined.

##### **Attempt Murder at 128 Larch**

On March 21<sup>st</sup> a 39-year-old male was viciously attacked by two males and a female in the laneway outside of 128 Larch Street. The victim was struck multiple times with a tire iron and hatchet and robbed of his personal belongings. The victim sustained serious but non-life-threatening injuries.

As a result of an investigation by the Major Crime Unit a 31- and 33-year-old male as well as a 35-year-old female have been arrested and charged with Attempted Murder as well as weapons and drug offences in connection to this incident

#### **Integrated Crime Section**

##### **Break Enter and Robbery Unit**

- To date in 2023 the BEAR unit has recovered approximately \$30000.00 in stolen property

##### **Drug Enforcement Unit**

- On March 29<sup>th</sup>, 2023, the Drug Enforcement Unit (DEU) concluded an investigation that started in August 2022.
- The investigation into the criminal enterprise of drug trafficking, further evolved into a collaborative partnership with the O.P.P. - Provincial Guns & Gangs Unit to assist with the activity spanning into the GTA.



## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- As a result, warrants were executed in Sudbury, Toronto, and Ajax.
  - 6 Individuals identified in the drug trafficking operation were arrested
    - 3 in Sudbury and 3 in the GTA
  - Seized was approximately 2.7 kilograms of cocaine, nearly 300 grams of fentanyl, total value of the drugs is estimated at approximately \$380,000
  - Also seized was a loaded 9mm magazine, over \$97,000 in Canadian currency and \$1000.00 in counterfeit currency.
- To date in 2023 GSPS has seized \$1,121,554.20 in drugs.

### CopLogic Update

GSPS is proud to announce the recent launch of our Human Trafficking Coplogic reporting last week.

Over the next several weeks the Service will be expanding it's Coplogic Reporting Portal with **2** new report types being made available for the public to use: **Hate Motivated Crimes and Sextortion**. These portals will be available for those who wish to report historical or non-emergent information or calls for service.

Expanding the Coplogic Reporting portal will ensure information and calls for service are directed to the appropriate investigative units, improve efficiency in responding to calls for service and enhance overall service delivery. It will also reduce call volume for Patrol Operations and the 911 ECC which will give them a greater capacity to respond to urgent calls for service.

## **SPECIALIZED OPERATIONS – Inspector Dan Despatie**

### Community Mobilization Section (CMS) & Community Engagement Section (CES)

Our community response unit continues to work collaboratively with many com-munity partners through pro-active and focused patrols while assisting Patrol Operations with calls for Service.

### **Statistics**

- 4 – Foot Patrols
- 73 - Bike Patrols
- 8 – Mobile Crisis Rapid Response Team (MCRRT) Calls
- 28 – Enhanced Mobile Crisis Rapid Response Team (EMCRRT) Calls
- 9 – 911MCRRT calls
- 347 – Focused Patrols
- 75 – Community meetings
- 18 - Community events
- 3 – Youth referral

## **GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT**

- 5 - Ongoing Youth Referrals through the Youth Criminal Justice Act (YCJA) Youth Referral Program (YRP)
- 11 – Violent Threat Risk Assessment (VTRA)
- 25 –Ongoing VTRA
- 13 – Presentations to Rapid Mobilization Table (RMT)
- 231 – Assist Patrol with calls for service (CFS)
- 40 – Crime Stoppers tips
- 12 – Senior's referrals
- 36 – Panhandlers moved along
- 36 – Panhandlers warned
- 1 – Panhandlers charged

### **Initiatives**

- Participated in the International Student Ride Along Program concluding event
- Participated in the MKWA Program orientation
- Facilitated an Elder Abuse presentation at Care Partners Class
- Conducted a joint Alcohol Gaming Commission of Ontario (AGCO) St-Patrick's Day initiative
- Participated in the Chief's Youth Advisory Committee (CYAC) Meeting
- Facilitated the Free to Be Me Symposium at Cambrian College regarding internet safety
- Conducted a Crime Stoppers presentation a Markstay Seniors Home with OPP
- Facilitated several Fraud presentations at the various locations: Renaissance Senior Group, Amberwood Suites for Seniors, 1920 & 1960 Paris Street with Sudbury Housing and March of Dimes, Finlandia, Ukrainian Seniors Center, Seniors Fair at Club 50 Chelms-ford, Regent Manor and at 720 Bruce Street with Sudbury Housing and CMHA

## **INTEGRATED OPERATIONS – Inspector Marc Brunette**

### **Traffic Management Unit**

#### **Statistics**

- 138 Provincial Offence Notices (PON)
- 61 Part III summonses
- 23 stunt driving charges
- 4 suspended drivers charged
- Year-to-date: TMU has laid 512 charges under the Provincial Offences Act

TMU were called out to investigate two (2) serious injury MVC's. One was the fatality at MR 55/McGill and the other was on MR 80 at Donaldson.

A total of 35 drivers were charged with impaired by drugs / over 80 Service-wide in the month of March:

## **GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT**

- 24 Alcohol Impaired arrests
- 11 Drug Impaired arrests
- 17 ASD, 7 SFST & 8 DRE tests were conducted

### **Initiatives**

- TMU conducted a one day distracted driving blitz in March where 25 drivers were charged
- TMU conducted 5 Ride Spot Checks. The spot checks resulted in 5 impaired drivers being arrested (including 1 novice driver) and the following charges laid: 10 Over 80/Impaired CCC, 1 Dangerous Driving, 3 three-day suspensions, 3 suspended driving, 2 no insurance.

### **Emergency Response Unit**

#### **Statistics**

- Calls for Service: 217
- K9 Callouts: 15
- Focus Patrols: 19
- Search Warrants: 1

#### **Incidents of Interest**

Weapons - Ambulance Assistance call where information received was there was a male party who had sustained multiple stab wounds to his abdomen and serious injuries to his head. ERU members entered the residence to ensure the safety of individuals & seven individuals were located inside the unit. A number of parties were arrested and charged.

Missing Persons - A person with Alzheimer's and part of Project Lifesaver was reported missing. ERU members were engaged and located the lost person.

Weapons-: Information received was that a person exited a residence and began yelling racialized remarks to the victims and at one point pointed a firearm and threatened to shoot them. ERU arrested the suspect at gun point and he was charged accordingly.

Weapons / Mental Health The complainant contacted police to report her partner was threatening to commit suicide with a gun. The subject had barricaded himself in the residence. ERU were able to safely evacuate witnesses and entered the residence to apprehend the subject under the Mental Health Act.

Warrants- Information received that a group of males from southern Ontario were trafficking cocaine and Fentanyl in our jurisdiction. ERU supported the execution of the Search Warrants & two males were arrested. Illicit drugs, cash and other evidence was seized.

## **GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT**

### **K-9**

Stolen Auto - K9 was requested to assist in tracking an accused who fled from a stolen motor vehicle. The accused was located and subsequently charged with several offences, including Operation while impaired.

Weapons - K9 was requested to assist ERU with a stabbing incident where the residence was fully contained.

Mental Health – An ERU call out where K9 was requested to assist with a barricaded suicidal party with firearms. K9 Royal was used as containment. Male party apprehended under the Mental Health Act.

Unlawfully at Large – K9 assisted with locating a youth who was unlawfully at large after leaving Northern Youth Services without authorization.

Intimate Partner Violence- K9 was requested to assist with locating a male party involved in a Domestic Dispute who fled the scene and is wanted on 3 First Instance Warrants.

Robbery- K9 was requested to assist with tracking 2 robbery suspects.

Drugs -K9 was requested to assist with drug detection of cocaine

Attempt Murder - K9 assisted with clearing a motor vehicle being driven by persons involved in an attempted murder. Pistol and other weapons were located.

### **Rural CRU Statistics**

#### **Motorized Snow Vehicle Initiatives**

- Call for Service Abandon Vehicle call White Water Lake, Azilda
- Call for Service abandon snow mobile in the Wahnapiatae area
- Five (5) MSV Patrols
  - 415 Kilometers of OFSC prescribed trail patrolled
  - 106 contacts with snowmobilers
  - 5 – 72 hour notices issued &
  - 2 – PON's

#### **Liaison Team**

Liaison Team members attended Indian Farm Protest at the New Sudbury Shopping Center

- 40 people attended (no issues)
- 20 vehicles

## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

### SAR

Missing Person – a 69 year old woman with advanced Alzheimer's was located as a result of SAR effort. She was located wet and cold, waist deep in the snow down a small embankment near a hydro pole line. She had been missing for 3 hours and was found 5.4 km from her residence, well outside the 75% search area of 2.4 km radius. Once the Project Lifesaver signal was detected, police located the individual within 25 minutes

### CORPORATE COMMUNICATIONS

#### Closing Ceremony for the Intercultural Ride Along and Job Shadowing Program – March 10

On March 10, we had the concluding ceremony for our annual Intercultural Ride Along and Job Shadowing program in partnership with YMCA of Northeastern Ontario-Employment and Immigrant Services, Cambrian College, Laurentian University and Collège Boréal. Each international newcomer in the program was paired with a GSPS Officer or Civilian for a ride along or job shadow as a way to foster cultural awareness, trust, and relationship-building.

It has been a pleasure getting to know international newcomers over the last few months. Breaking down barriers, building positive relationships, and growing as a Service and Community - that's what the program is all about.



We thank participants for their courage and willingness to share their personal experiences and insights with us as well as for their openness to learn about policing in Canada.

Coming to a new country with new languages, new people, and new laws to learn can be a daunting experience. We're very happy to have the opportunity to meet newcomers in person, and show them that our police service is here to help and keep them safe. This is how we all work together collaboratively - bridging cultures and developing mutual respect for one another.

Thank you to everyone who volunteered their time to take part in this important experience. Special thank you to dancers of the Nasha Rodyna Dance Ensemble - St. Mary's School of Ukrainian Dance for their impressive performances.



## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

### **Cambrian College Pow Wow – March 24**

Chi-Miigwetch, to Cambrian College for inviting us to its annual pow wow. This year's theme was "Unity in Preserving Mother Earth".

Today, the Rainbow District School Board and Sudbury Catholic Schools were welcomed with over 1,500 students and staff in attendance.

### **Retirement Manon Belyea – March 30**

Congratulations to 911-ECC Communicator Manon Belyea on her retirement after 30 amazing years as part of the lifeline between the community and the police. Manon has always been an incredible and positive person. She leaves the profession in a better place thanks to her dedication. Wishing Manon all the best in this next phase of her life.



### **Graduation at Ontario Police College – March 31**

Congratulations to our newest recruits on graduating from Ontario Police College! Welcome to GSPS, Cadet Kyle Bellefeuille and Cadet Samantha Bechard.

### **Sikh Heritage Month – April**

## **GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT**

We were honoured to attend the flag raising and Celebration of Sikh Heritage Month in the Tom Davies Square. April as Sikh Heritage Month, a time to reflect on and celebrate the contributions that Sikh Canadians have made to Canada's social, economic and cultural fabric.

As your police service, our mission is to set out in our RICH values of Respect, Inclusivity, Courage and Honesty and to build meaningful relationships and bridges of trust with the diverse communities of Greater Sudbury.

We acknowledge the positive relationship that has been built between the Sikh community and the Greater Sudbury Police Service and we're thankful to have Sikh representation within our organization on our Diversity Advisory Committee.

Through our Diversity Advisory Committee, we continue to review and update policies and procedures with an emphasis on respectful interactions and communications with people of diverse cultures and religions. Our goal is to provide respectful and culturally appropriate service to the communities we serve.

Thank you again for inviting us to attend this morning's flag raising in honour of Sikh Heritage Month.



### **Winter SPYDR at Kivi Park – April 4**

Sudbury Police Youth Dirt Riders (SPYDR) is a free mountain bike program for Sudbury youth ages 12-17, who are deserving and in need of an opportunity to participate in a free athletic activity while interacting with police in a positive environment.

Run by GSPS School Resource Officers, Youth Safety Coordinators as well as current and retired GSPS members, the program teaches youth about proper bike inspection and maintenance; introduction to bike components; riding abilities; bike repairs; team building and self-confidence.



## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Since being launched in 2011, the program has really taken off with many of our Sworn, Civilian, Auxiliary and Retired Members volunteering their time to this fantastic program. SPYDR includes both a summer program on mountain bikes and winter program on fat bikes.

The SPYDR program is just one of the ways the Greater Sudbury Police Service focuses on community safety and well-being. Through programs such as SPYDR, we're able to connect and build bridges with youth in our community.



Huge thanks to the Sudbury Lions Club for their generous donation to our SPYDR program, as well as Kivi Park and Adventure365!

### Constable Anik Dennie – Blue Line Rookie of the Year – April 4



We are proud to announce that Constable Anik Dennie is this year's recipient of the Rookie of the Year Award presented annually by Blue Line Magazine, Canada's law enforcement magazine. Constable Dennie was one of 20 national nominees submitted for this prestigious award and was the unanimous

winner as voted on by a panel of law enforcement experts.

Cst. Dennie was nominated for her commitment and dedication to improving relationships with Indigenous people; effectively serving her community through her involvement in the Mooz Atkinsonmaaget Maa Aki (Moose Who Teaches Land Survival); and her leadership in the creation, development, and implementation of the first annual Truth and Reconciliation Relay for GSPS. She was also recognized for her participation in our Intercultural Ride Along program and the women's hockey team. Cst. Dennie continues to embody our RICH values of Respect, Inclusivity, Courage and Honesty in all she does.



## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

### Launch of “Guiding Our Path – Together We Heal” Toolkit and Online Reporting Option for Human Trafficking – April 6

In the last year, the Greater Sudbury Police Service has conducted 93 Human Trafficking-related investigations resulting in 20 Human Trafficking-related charges being laid. During this time, 71 Survivors of Human Trafficking have been identified however a number of these individuals are not residents of Greater Sudbury as Human Trafficking is a multi-jurisdictional crime where traffickers move from city to city, within the province and throughout Canada.

GSPS is dedicated to a Survivor-centred approach incorporating crime prevention, education and increased awareness of reporting processes. In 2021, through partnerships with Shkagamik-Kwe Health Centre, N'Swakamok Native Friendship Centre, Sudbury and Area Victim Services, and with the funding support of the Government of Ontario, GSPS began the Trauma Informed Indigenous Prevention and Support (TIIPS) project lead through our Indigenous Liaison Unit.

Through this project, GSPS in collaboration with our community partners was given the opportunity to develop and offer various educational tools to enhance community awareness in hopes that the information will educate, assist with prevention, and offer support to frontline workers who work with those who are at risk of, or have been affected by exploitation and violence.

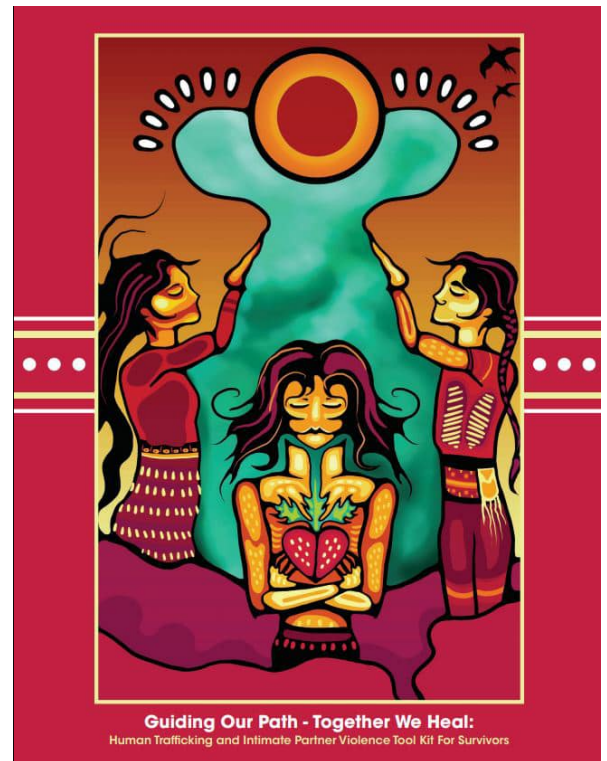
This toolkit was developed with the help of many community partners including Shkagamik-Kwe Health Centre, N'Swakamok Native Friendship Centre, Sudbury and Area Victim Services, Atikameksheng Anishnawbek Restorative Justice, the Indigenous Advisory Committee and those with lived-experience. Designed by artist Raven Debassige, the artwork on the toolkit depicts the protection of the Heartberry and the empowering nature of external support, love, and care.

Through consultation with our community partners and based on the success of making Sexual Assault reportable online, we felt as though this was an innovative step towards enhancing community safety and well-being.

We will continue to learn from those with lived-experience and those who provide support services to Survivors in order to better serve our community.

### National Public Safety Telecommunicators Week – April 9-15

Our 911 Emergency Communications Centre is staffed 24 hours a day, seven days a week, 365 days a year. Our Communicators and Dispatchers answer 911 and non-emergency calls while dispatching Police and Fire Services. They also ensure the safety of our Officers who are responding to active and evolving situations.



## **GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT**

This National Public Safety Telecommunicators Week, we thank our Communicators and Dispatchers for their vital service.

911 Dispatchers and Communicators make quick, high-stakes decisions that help protect the public and first responders in critical moments. They are a calm voice during a crisis, a lifeline for those in need and a fundamental part of police operations.

We celebrate and thank our 911 Dispatchers and Communicators who dedicate their lives to serving the public and ensuring our community members' safety. They are the unsung heroes!

### **Swearing-in of New Special Constables – April 11**

Congratulations to our newest Special Constables who were officially sworn in by Her Worship Justice of the Peace Sharon Ashick on April 5th, 2023.

From left to right: Ayla Belisle, Roch Dubuc, Chris Ford and Kyriakos Peristeridis. Welcome to GSPS.



**Let's also keep our mental wellbeing in mind and stay healthy.**

**We will all get through this together!**

**Stay home! • Stay safe! • Stay positive!**