

**Michael Jack v. Her Majesty the Queen in Right of Ontario as represented by the Ministry of Community Safety and Correctional Services and operating as the Ontario Provincial Police.**

**ANTICIPATED EVIDENCE OF: Rui F. Pacheco**

**12-Jan-2012**

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I have been a police officer for 25 years, 10 of which have been with Peel Regional Police. I was promoted to the rank of Sergeant on February 19th, 2001. I am in my eleventh year as an OPP Sergeant

I am currently with the Brant Detachment of the OPP and hold the rank of Sergeant.

By virtue of my experience in my rank, I have personal knowledge of how the OPP operates and governs their officers.

In my experience, the OPP is an organization that places complete support in their coach officers, supervisors and managers to the point that Command Staff in Regional Headquarters (when it comes to performance evaluations) simply rubber stamp Detachment manager's comments in performance evaluations and documentations.

I have witnessed and experienced Detachment managers and/or unit commanders follow a play book of sorts in which they do to not readily accept accommodation requests, but rather cause an effect on the officer's working environment and or workload in a manner that the officer would rescind the request and furthermore, other officers wouldn't want to consider requesting accommodations.

It is an unwritten policy with the OPP Detachment operations that coach officers and/or a representative officer must always strive to attend the graduation ceremonies (or whatever ceremony prior to them attending their detachment) of their respective recruits.

It is also an OPP/Detachment policy or a requirement of Police Orders to ensure each and every recruit officer is made to feel comfortable and welcome at their home detachment especially on their first day of work.

It is a contravention of Police Orders, Workplace Discrimination and Harassment Policy and the Police Services Act to nick name a recruit especially if the nick name is racially derogatory. This would be a WDHP violation of many prohibited grounds, such as race, place of origin, ethnic origin, or ancestry.

It is a requirement of Police Orders and/or detachment policies that recruit officers during their probationary period have monthly evaluation meetings with their coach officers along with their supervisors (when possible) to go over and provide assistance where needed. In the event there is an issue with the recruits' performance, the issued must be identified as either a training issue or disciplinary issue, and then a corrective developmental plan must be submitted, monitored and followed up on to determine progress of the identified issue.

It is an OPP policy to not humiliate any officer especially a probationary officer.

It is an OPP policy to ensure every category of a probationer's performance evaluation is never a copy of the previous evaluation rather where there is no supportive information to simply place a notation of

something to the effect of 'due to the lack of relevant information during this evaluation period there is nothing to effect the previous evaluation rating in this category.'

As a Sergeant it is important to treat all employees with dignity and respect. It is also a responsibility of a Sergeant to not condone any WDHP violations, ensure the workplace is not poisoned, and to ensure that the work environment is free of harassment and discrimination and to take corrective action if it is not.



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