

Ministry of the  
Attorney General

Legal Services Branch

Ministry of Community Safety and  
Correctional Services

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Direction des services juridiques

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Writer's Direct Line : (416) 326-1237

March 23, 2012

Mr. Lloyd Tapp  
252 Angeline Street North  
Lindsay ON K9V 4R1

**Via Courier**

Dear Mr. Tapp;

**Re: Michael Jack v. HMQ**  
**Tribunal File Number: 2010-07633-I**

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Please find enclosed a copy of additional documents from the Ontario Provincial Police (OPP) produced to you in accordance with the OPP's on-going disclosure obligations. Enclosed you will find the following:

1. Analysis of case load
2. Notes of Jason Potsma
3. Email dated August 5, 2008
4. Documents relating to a criminal harassment incident
5. Documents relating to a motor vehicle incident
6. A 233-10
7. OPP orders from 2009

You will also find enclosed a copy of correspondence that we have provided to the Tribunal today.

Yours truly,

Lynette D'Souza  
Counsel

*Encl.*

cc. Human Rights Tribunal of Ontario

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March 23, 2012

**HAND DELIVERED**

**Richard Hennessy, Registrar**  
Human Rights Tribunal of Ontario  
655 Bay Street, 14<sup>th</sup> Floor  
Toronto, ON M7A 2A3

2012 MAR 23 PM 12:49  
RECEIVED  
H R T O  
T D P O

Dear Mr. Hennessy;

**Re: Michael Jack v. HMQ**  
**Tribunal File Number: 2010-07633-I**

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Further to our correspondence of March 20, 2012 and March 21, 2012, this is to clarify that the version of Schedule 1 filed with the Tribunal on March 21, 2012 is different from the version that was delivered to Mr. Jack's representative. The differences arise from the reference and inclusion of information that is considered confidential. This information has not been referenced or included in the Schedule 1 provided to Mr. Jack's representative. For the completion of the Tribunal's record, please find attached a copy of the Schedule 1 that was delivered to Mr. Jack's representative.

Should you have further questions, please contact me at (416) 326-1237.

Yours truly,

A handwritten signature in black ink, appearing to read "L. D'Souza", written over a horizontal line.

Lynette D'Souza  
Counsel

Encl.



# Analysis of case load

Ontario Provincial Police

Printed: August 19, 2009, 15:24 by #9740 FLINDALL, R.

Summary for: Period from 2009/06/09 00:00 to 2009/08/09 00:00

Officer: **JACK, MICHAEL**Employee No.: **12690**

Classification	Reported Time	Incident No.	Incident Zone	Incident Type	Assm / Report	Incident Status	Status Date
Dispatched officer	2009/06/09 16:59	SP09123337	Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 80946	911 call/911 hang-up [8892]	Appr NR	Complete - solved (non-criminal)	2009/06/10
Dispatched officer; Reporting officer	2009/06/10 16:36	SP09124113	Area: 3120, Duty locn: 1121	Fraud	Init rpt / GENRL, WITSTMT (2)	Clr other: Departmental discretion	2009/07/29
Dispatched officer; Reporting officer	2009/06/10 20:20	SP09124279	Area: 1044, Duty locn: 1105	Missing person located	Init rpt / GENRL	Complete - solved (non-criminal)	2009/06/12
Dispatched officer; Reporting officer	2009/06/10 20:32	SP09124289	Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 1	Traffic enforcement - H.T.A. <i>3 DAY -</i>	Init rpt	Complete - solved (non-criminal)	2009/06/11
Dispatched officer; Reporting officer	2009/06/11 19:33	SP09125123	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80939	Threats	Init rpt / GENRL, WITSTMT (3)	Unfounded	2009/06/16
Dispatched officer	2009/06/13 06:27	SP09126525	Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 80831	Police assistance	Appr NR	Complete - solved (non-criminal)	2009/06/15
Dispatched officer	2009/06/13 08:51	SP09126606	Area: 1807, Duty locn: 1100, Beat: 30, ESZ: 403761	Dangerous conditions	Appr NR	Complete - solved (non-criminal)	2009/06/15
Dispatched officer; Reporting officer	2009/06/13 09:23	SP09126632	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80795	Mischief	Init rpt / GENRL, SUPPL(2)	Complete - unsolved	2009/08/13
Dispatched officer	2009/06/13 09:51	SP09126652	Area: 1045, Duty locn: 1103, Beat: 30a, ESZ: 80572	Motor vehicle collision <i>Follow to close</i>	Appr NR	Complete - solved (non-criminal)	2009/06/15
Dispatched officer	2009/06/13 10:33	SP09126689	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80795	Motor vehicle collision	Appr NR	Complete - solved (non-criminal)	2009/06/15
Arresting officer	2009/06/14 22:21	SP09128330	Area: 1045, Duty locn: 1103, Beat: 30a, ESZ: 80433	Bail violations	ARREST	Cleared by charge	2009/06/16
Dispatched officer	2009/06/15 05:33	SP09128468	Area: 1045, Duty locn: 1103, Beat: 30a, ESZ: 80635	Police assistance	Appr NR	Complete - solved (non-criminal)	2009/06/15
Dispatched officer; Reporting officer	2009/06/15 07:15	SP09128485	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80946	Theft	Init rpt / GENRL	Cleared by charge	2009/06/19
Dispatched officer; Reporting officer	2009/06/15 09:15	SP09128555	Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 80966	Traffic complaint	Init rpt / GENRL	Complete - solved (non-criminal)	2009/06/19
Dispatched officer; Reporting officer	2009/06/15 10:44	SP09128628	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80795	Trouble with youth [8535]	Init rpt / GENRL	Complete - solved (non-criminal)	2009/06/20
Dispatched officer; Reporting officer	2009/06/15 12:00	SP09128692	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80966	Duplicate occurrence [8899]	Init rpt	Unfounded	2009/06/16
Dispatched officer; Reporting officer	2009/06/15 12:28	SP09128714	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80946	Theft	Init rpt / GENRL	Cleared by charge	2009/06/19
Dispatched officer	2009/06/15 16:01	SP09128905	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 81304	Motor vehicle collision	Appr NR	Complete - solved (non-criminal)	2009/06/16
Dispatched officer; Reporting officer	2009/06/20 06:45	SP09133087	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 81305	Theft	Init rpt / GENRL	Complete - unsolved	2009/06/20
Reporting officer	2009/06/20 07:13	RM09072518		Duplicate occurrence [8899]	Appr NR, Init rpt / EXTDOC, GENRL	Complete - unsolved	2009/06/20
Dispatched officer; Reporting officer	2009/06/20 07:50	SP09133110	Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 80722	Prevent breach of peace	Init rpt / GENRL	Complete - solved (non-criminal)	2009/06/25

Low sensitivity

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Dispatched officer; Reporting officer	2009/06/20 12:17	SP09133301	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 81304	Theft	Init rpt / GENRL	Complete - unsolved	2009/06/22
Dispatched officer	2009/06/21 07:06	SP09134097	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80742	Motor vehicle collision	Appr NR	Complete - solved (non-criminal)	2009/06/22
Dispatched officer; Reporting officer	2009/06/21 11:08	SP09134212	Area: 3120, Duty locn: 1121, Beat: 40b, ESZ: 80329	Property related	Init rpt / GENRL	Complete - solved (non-criminal)	2009/07/04
Dispatched officer; Reporting officer	2009/06/21 11:46	SP09134243	Area: 1044, Duty locn: 1105	Domestic dispute [8506]	Init rpt / GENRL, PERSON	Complete - solved (non-criminal)	2009/06/24
Dispatched officer	2009/06/21 16:27	SP09134463	Area: 1045, Duty locn: 1103, Beat: 30, ESZ: 80572	Police assistance	Appr NR	Complete - solved (non-criminal)	2009/06/22
Dispatched officer; Reporting officer	2009/06/23 17:41	SP09136208	Area: 1045, Duty locn: 1103, Beat: 30a, ESZ: 80433	B-E bus/res/oth	Followup, Init rpt / EXTDOC, GENRL, SUPPL	Complete - unsolved	2009/06/29
Dispatched officer	2009/06/24 09:46	SP09136700	Area: 1044, Duty locn: 1105, ESZ: 1	Motor vehicle collision	Appr NR	Complete - solved (non-criminal)	2009/06/24
Dispatched officer	2009/06/24 14:47	SP09136963	Area: 3120, Duty locn: 1121, Beat: 40b, ESZ: 80584	Alarm	Appr NR	Complete - solved (non-criminal)	2009/06/24
Dispatched officer	2009/06/24 15:30	SP09137011	Area: 1045, Duty locn: 1103	Municipal by law	Appr NR	Complete - solved (non-criminal)	2009/06/25
Dispatched officer	2009/06/24 16:40	SP09137078	Area: 1045, Duty locn: 1103, Beat: 30a, ESZ: 80668	Police assistance	Appr NR	Complete - unsolved	2009/06/25
Dispatched officer; Reporting officer	2009/06/25 16:13	SP09138020	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80939	Mischief	Init rpt / GENRL	Complete - unsolved	2009/06/30
Dispatched officer; Reporting officer	2009/06/29 18:51	SP09142236	Area: 1044, Duty locn: 1105	Noise complaint	Init rpt / GENRL	Complete - solved (non-criminal)	2009/06/30
Dispatched officer; Reporting officer	2009/06/29 22:07	SP09142379	Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 80934	Disturb the peace	Init rpt / GENRL	Clr other: Departmental discretion	2009/07/06
Dispatched officer; Reporting officer	2009/06/30 00:19	SP09142467	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80939	B-E bus/res/oth	Init rpt / EXTDOC, GENRL, SUPPL	Complete - unsolved	2009/07/04
Dispatched officer	2009/06/30 21:57	SP09143263	Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 80821	Traffic complaint	Appr NR	Complete - unsolved	2009/07/01
Arresting officer	2009/07/01 01:04	SP09143389	Area: 1215, Duty locn: 1J00, Beat: 30, ESZ: 70125	Arson		Cleared by charge	2009/07/02
Dispatched officer	2009/07/01 01:42	SP09143413	Area: 1215, Duty locn: 1J00, Beat: 30, ESZ: 70295	Duplicate occurrence [8899]	Appr NR	Complete - solved (non-criminal)	2009/07/01
Dispatched officer; Reporting officer	2009/07/01 01:44	SP09143416	Area: 1044, Duty locn: 1105, Beat: 20, ESZ: 15029	Mischief	Init rpt / GENRL	Complete - unsolved	2009/07/06
Dispatched officer	2009/07/01 02:07	SP09143423	Area: 1044, Duty locn: 1105	Animal complaint	Appr NR	Complete - solved (non-criminal)	2009/07/01
Assisting officer	2009/07/01 02:50	SP09143438	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80934	Suspicious person [8507]		Clr other: CSC involved in other incidents	2009/07/04
Dispatched officer; Reporting officer	2009/07/03 16:52	SP09146028	Area: 1044, Duty locn: 1105	Neighbour dispute [8547]	Followup, Init rpt / GENRL, SUPPL, WITSTMT (3)	Complete - solved (non-criminal)	2009/07/05
Dispatched officer	2009/07/03 18:17	SP09146112	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80652	Police information	Appr NR	Complete - solved (non-criminal)	2009/07/07
Dispatched officer; Reporting officer	2009/07/04 00:23	SP09146471	Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 80946	Assault	Init rpt / GENRL, VIC(2), WITSTMT	Clr other: Complainant declines to lay charges	2009/07/04
Dispatched officer	2009/07/04 02:15	SP09146547	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80722	Police assistance	Appr NR	Complete - solved (non-criminal)	2009/07/07
Dispatched officer	2009/07/04 21:50	SP09147373	Area: 1044, Duty locn: 1105	Phone calls	Appr NR	Complete - solved (non-criminal)	2009/07/07
Dispatched officer	2009/07/04 22:45	SP09147426	Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 80835	Noise complaint	Appr NR	Complete - solved (non-criminal)	2009/07/07
Dispatched officer; Reporting officer	2009/07/05 00:42	SP09147540	Area: 1045, Duty locn: 1103, Beat:	Theft	Init rpt / GENRL	Complete - unsolved	2009/07/05

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Dispatched officer	2009/07/05 18:08	SP09148185	30, ESZ: 80668 Area: 1045, Duty locn: 1103, Beat: 30, ESZ: 80635	Police information	Appr NR	Complete - solved (non-criminal)	2009/07/07
Dispatched officer; Reporting officer	2009/07/05 19:03	SP09148241	Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 80652	Police assistance	Init rpt / GENRL	Complete - solved (non-criminal)	2009/07/05
Dispatched officer	2009/07/05 20:48	SP09148336	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80651	Police assistance	Appr NR	Complete - solved (non-criminal)	2009/07/07
Dispatched officer; Reporting officer	2009/07/05 23:49	SP09148468	Area: 1045, Duty locn: 1103, Beat: 30, ESZ: 80663	Attempt or threat of suicide	Init rpt / GENRL	Unfounded	2009/07/06
Dispatched officer; Reporting officer	2009/07/06 03:28	SP09148553	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80968	Impaired/over 80 <i>Over 80 Disobey stop sign Speeding Insurance</i>	Init rpt / ARREST, GENRL, PERSON, WITSTMT	Cleared by charge	2009/07/09
Dispatched officer; Reporting officer	2009/07/08 14:01	SP09150521	Area: 3120, Duty locn: 1121, Beat: 40b, ESZ: 80347	Theft	Init rpt / GENRL, PERSON, SUPPL (6), WITSTMT	Clr other: Complainant declines to lay charges	2009/08/18
Dispatched officer; Reporting officer	2009/07/08 16:55	SP09150668	Area: 1045, Duty locn: 1103	B-E bus/res/oth	Init rpt / EXTDOC	Complete - unsolved	2009/07/09
Dispatched officer	2009/07/08 18:02	SP09150708	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 81305	911 call/911 hang-up [8892]	Appr NR	Complete - solved (non-criminal)	2009/07/09
Dispatched officer	2009/07/08 19:48	SP09150782	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80821	Police assistance	Appr NR	Complete - solved (non-criminal)	2009/07/09
Dispatched officer; Reporting officer	2009/07/09 17:37	SP09151516	Area: 1044, Duty locn: 1105	Neighbour dispute [8547]	Init rpt / GENRL	Complete - solved (non-criminal)	2009/07/13
Dispatched officer	2009/07/09 22:25	SP09151738	Area: 1040, Duty locn: 1104	Traffic control	Appr NR	Complete - solved (non-criminal)	2009/07/13
Dispatched officer	2009/07/09 23:41	SP09151784	Area: 1042, Duty locn: 1102, Beat: 20b, ESZ: 80736	Police assistance	Appr NR	Complete - solved (non-criminal)	2009/07/13
Dispatched officer	2009/07/10 00:56	SP09151829	Area: 1044, Duty locn: 1105, Beat: 20, ESZ: 15029	Alarm	Appr NR	Complete - solved (non-criminal)	2009/07/13
Dispatched officer	2009/07/13 03:54	SP09154944	Area: 1807, Duty locn: 1100, Beat: 30, ESZ: 403807	Motor vehicle collision <i>hit charge</i>	Appr NR	Complete - solved (non-criminal)	2009/07/13
Dispatched officer; Reporting officer	2009/07/13 08:54	SP09155028	Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 80968	Mischief	Init rpt / GENRL	Complete - unsolved	2009/07/13
Dispatched officer	2009/07/14 05:32	SP09155763	Area: 1802, Duty locn: 1J00, Beat: 30, ESZ: 70166	Motor vehicle collision <i>hit charge</i>	Appr NR	Complete - solved (non-criminal)	2009/07/14
Dispatched officer	2009/07/14 08:44	SP09155836	Area: 1044, Duty locn: 1105	Motor vehicle collision <i>hit charge</i>	Appr NR	Complete - solved (non-criminal)	2009/07/15
Dispatched officer	2009/07/14 10:45	SP09155921	Area: 1044, Duty locn: 1105	Traffic complaint	Appr NR	Unfounded	2009/07/15
Dispatched officer	2009/07/14 11:20	SP09155948	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80779	Alarm	Appr NR	Complete - solved (non-criminal)	2009/07/14
Dispatched officer; Reporting officer	2009/07/17 09:41	SP09158516	Area: 1040, Duty locn: 1104, Beat: 40a, ESZ: 80383	B-E bus/res/oth	Init rpt / EXTDOC	Complete - unsolved	2009/07/17
Dispatched officer; Reporting officer	2009/07/17 11:40	SP09158600	Area: 1045, Duty locn: 1103, Beat: 30, ESZ: 80433	Threats	Init rpt / GENRL, SUPPL	Unfounded	2009/07/19
Dispatched officer; Reporting officer	2009/07/17 11:55	SP09158613	Area: 1040, Duty locn: 1104, Beat: 40a, ESZ: 80441	Neighbour dispute [8547]	Init rpt / GENRL	Complete - solved (non-criminal)	2009/07/19
Dispatched officer; Reporting officer	2009/07/18 13:52	SP09159819	Area: 1045, Duty locn: 1103	B-E bus/res/oth	Init rpt / EXTDOC	Complete - unsolved	2009/07/19
Dispatched officer	2009/07/19 13:16	SP09160870	Area: 1044, Duty locn: 1105	911 call/911 hang-up [8892]	Appr NR	Complete - solved (non-criminal)	2009/07/20
Dispatched officer; Reporting officer	2009/07/19 14:51	SP09160962	Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 80821	Traffic hazard - Vehicle/Debris/Animal/Pedestrian [8894]	Init rpt / GENRL	Complete - solved (non-criminal)	2009/08/10
Dispatched officer	2009/07/19 15:07	SP09160975	Area: 1045, Duty locn: 1103, Beat: 30, ESZ: 80433	Police information	Appr NR	Complete - solved (non-criminal)	2009/07/20
Assisting officer	2009/07/19 18:40	SP09161144	Area: 1040, Duty locn: 1104, Beat: 40a, ESZ: 80441	Neighbour dispute [8547]		Cleared by charge	2009/07/24
Dispatched officer	2009/07/23 08:56	SP09164282	Area: 1044, Duty	Motor vehicle collision	Appr NR	Complete - solved	2009/07/24

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Dispatched officer; Reporting officer	2009/07/23 12:53	SP09164458	locn: 1105, Beat: 30b, ESZ: 80821 Area: 1054, Duty locn: 1105, Beat: 20, ESZ: 15038	Harassment	(non-criminal) Followup, Init rpt / ARREST, GENRL, PERSON, VIC, WITSTMT (5)	Cleared by charge	2009/07/24
Dispatched officer	2009/07/24 17:20	SP09165592	Area: 1215, Duty locn: 1J00	Police assistance	Appr NR	Complete - solved (non-criminal)	2009/07/27
Dispatched officer	2009/07/27 21:44	SP09168979	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80946	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/07/28
Dispatched officer	2009/07/27 21:51	SP09168984	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80795	911 call/911 hang-up [8892]	Appr NR	Complete - solved (non-criminal)	2009/07/28
Dispatched officer	2009/07/27 22:09	SP09168994	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80913	Alarm	Appr NR	Complete - solved (non-criminal)	2009/07/28
Dispatched officer	2009/07/28 16:52	SP09169653	Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 80835	Property related	Appr NR	Complete - solved (non-criminal)	2009/07/29
Dispatched officer	2009/07/31 18:00	SP09172640	Area: 1054, Duty locn: 1105	Motor vehicle collision	Appr NR	Complete - solved (non-criminal)	2009/08/04
Dispatched officer; Reporting officer	2009/08/01 00:53	SP09173128	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80835	Assault	Court, Init rpt / ARREST, GENRL, PERSON, VIC, WITSTMT (2)	Cleared by charge	2009/08/01
Dispatched officer	2009/08/02 00:19	SP09174321	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80722	Noise complaint	Appr NR	Complete - solved (non-criminal)	2009/08/04
Dispatched officer	2009/08/02 01:06	SP09174372	Area: 1045, Duty locn: 1103, Beat: 30a, ESZ: 80433	Noise complaint	Appr NR	Complete - solved (non-criminal)	2009/08/04
Dispatched officer	2009/08/02 01:38	SP09174402	Area: 1045, Duty locn: 1103	Police assistance	Appr NR	Complete - solved (non-criminal)	2009/08/04
Dispatched officer	2009/08/02 01:50	SP09174411	Area: 1502, Duty locn: 1100, Beat: 30, ESZ: 80759	Trouble with youth [8535]	Appr NR	Complete - solved (non-criminal)	2009/08/04
Dispatched officer	2009/08/02 16:10	SP09174905	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80775	Property related	Appr NR	Complete - solved (non-criminal)	2009/08/04
Dispatched officer; Reporting officer	2009/08/02 18:40	SP09175042	Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 80652	Police assistance	Init rpt / GENRL	Complete - solved (non-criminal)	2009/08/02
Dispatched officer	2009/08/02 23:31	SP09175313	Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 80946	911 call/911 hang-up [8892]	Appr NR	Complete - solved (non-criminal)	2009/08/04
Dispatched officer	2009/08/03 00:26	SP09175350	Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 80968	Mental health act	Appr NR	Complete - solved (non-criminal)	2009/08/03
Dispatched officer	2009/08/05 21:27	SP09178135	Area: 1045, Duty locn: 1103, Beat: 30a, ESZ: 80635	Animal complaint	Appr NR	Complete - solved (non-criminal)	2009/08/06
Reporting officer	2009/08/05 21:56	RM09092516	Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 80790	Harassment	Init rpt / GENRL, VIC(2)	Not cleared (continuing)	2009/08/11
Arresting officer; Reporting officer	2009/08/06 02:07	SP09178258	Area: 1054, Duty locn: 1105	Impaired/over 80 <i>CRIDE - Anne</i>	Init rpt / ARREST, GENRL, SUPPL	Cleared by charge <i>imp 1 over 80 - drwn none</i>	2009/08/06
Dispatched officer	2009/08/06 19:36	SP09178823	Area: 1044, Duty locn: 1105	Property related	Appr NR	Complete - unsolved	2009/08/07
Dispatched officer	2009/08/06 22:16	SP09178960	Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 80722	Unwanted person [8546]	Appr NR	Complete - solved (non-criminal)	2009/08/07
Dispatched officer; Reporting officer	2009/08/06 22:19	SP09178964	Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 80722	B-E bus/res/oth	Followup, Init rpt / ARREST (2), EXTDOC, PERSON (4), SUPPL, WITSTMT (2)	Cleared by charge	2009/08/07

# Low sensitivity



# Low sensitivity

Dispatched officer	2009/08/08 12:02	SP09180494	Area: 1045, Duty locn: 1103, Beat: 30, ESZ: 80332	Police information	Appr NR	Complete - solved (non-criminal)	2009/08/10
Dispatched officer	2009/08/08 13:53	SP09180612	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80934	Motor vehicle collision 130 HHT	Appr NR	Complete - solved (non-criminal)	2009/08/10
Dispatched officer	2009/08/08 15:21	SP09180702	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80934	Traffic enforcement - H.T.A. Smoking	Appr NR	Complete - solved (non-criminal)	2009/08/10

Occurrences:	101
Dispatches:	94
Assignments:	103
Reports:	100
Non-Rpt Occ. With No Dispatch Detail:	0

## Officer totals

Occurrences:	101
Dispatches:	94
Assignments:	103
Reports:	100
Non-Rpt Occ. With No Dispatch Detail:	0

ASSISTS. 2  
REP-43  
N.R-56  
10  $\phi$

# Low sensitivity

## Analysis of case load

Ontario Provincial Police

Printed: February 16, 2012, 23:32 by #9740 FLINDALL, R.

Summary for: Period from 2009/06/09 00:00 to 2009/08/09 00:00

Officer: **FILMAN, SHAUN DAVID**Employee No.: **11212**

Classification	Reported Time	Incident No.	Incident Zone	Incident Type	Assm / Report	Incident Status	Status Date
Arresting officer; Assisting officer; Investigator; Reporting unit	2009/06/10 18:57	RM09068257	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80946	Theft	Court, FYI, Followup (2) / ARREST, GENRL, NOTES, PERSON, SUPPL(2)	Cleared by charge	2009/06/29
Arresting officer; Assisting officer	2009/06/11 18:55	SP09125099	Area: 1055, Duty locn: 1111, Beat: 1110C, ESZ: 81077	Domestic dispute [8506]		Cleared by charge	2009/06/11
Dispatched officer; Investigator	2009/06/14 16:46	SP09128064	Area: 1045, Duty locn: 1103, Beat: 1130a, ESZ: 80668	Traffic complaint		Complete - unsolved	2009/06/20
Dispatched officer; Reporting officer	2009/06/16 00:21	SP09129233	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80946	Duplicate occurrence [8899]	Init rpt.	Complete - solved (non-criminal)	2009/09/03
Dispatched officer; Investigator	2009/06/18 15:37	SP09131455	Area: 1802, Duty locn: 1100, Beat: 1110, ESZ: 1422005500	Traffic complaint		Complete - unsolved	2009/06/19
Dispatched officer; Reporting officer	2009/06/19 06:26	SP09131939	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80831	Theft	Followup, Init rpt / ARREST (2), GENRL, PERSON (4)	Cleared by charge	2009/06/20
Dispatched officer; Reporting officer	2009/06/19 09:51	SP09132056	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80946	Duplicate occurrence [8899]	Init rpt	Complete - solved (non-criminal)	2009/09/03
Dispatched officer	2009/06/19 15:07	SP09132330	Area: 1045, Duty locn: 1103, Beat: 1130A, ESZ: 80668	Other provincial statutes	Appr NR	Complete - solved (non-criminal)	2009/06/22
Dispatched officer	2009/06/19 15:22	SP09132340	Area: 1045, Duty locn: 1103	R.I.D.E. [8870]	Appr NR	Complete - solved (non-criminal)	2009/06/22
Dispatched officer	2009/06/20 06:49	SP09133092	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 81305	Motor vehicle collision	Appr NR	Complete - solved (non-criminal)	2009/06/22
Assisting officer	2009/06/20 07:50	SP09133110	Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 80722	Prevent breach of peace		Complete - solved (non-criminal)	2009/06/25
Dispatched officer; Reporting officer	2009/06/20 08:27	SP09133122	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 81305	Property related	Init rpt / GENRL	Complete - solved (non-criminal)	2009/06/20
Dispatched officer; Reporting officer	2009/06/20 15:14	SP09133447	Area: 1045, Duty locn: 1103, Beat: 30a, ESZ: 80734	Sudden death	Init rpt / GENRL, HOM/SD	Complete - solved (non-criminal)	2009/06/20
Dispatched officer	2009/06/21 07:51	SP09134106	Area: 1045, Duty locn: 1103, Beat: 30, ESZ: 100705	Police assistance	Appr NR	Complete - solved (non-criminal)	2009/06/22
Dispatched officer; Reporting officer	2009/06/21 09:38	SP09134147	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80946	Duplicate occurrence [8899]	Init rpt	Cleared by charge	2009/09/27
Dispatched officer; Reporting officer	2009/06/21 10:05	SP09134166	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80946	Duplicate occurrence [8899]	Init rpt	Cleared by charge	2009/06/24

Low sensitivity



# Low sensitivity

Dispatched officer; Reporting officer	2009/06/21 10:05	SP09134169	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80946	Duplicate occurrence [8899]	Init rpt	Cleared by charge	2009/06/24
Dispatched officer; Reporting officer	2009/06/21 10:56	SP09134202	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80779	B-E bus/res/oth	Init rpt / EXTDOC	Complete - unsolved	2009/06/24
Dispatched officer; Reporting officer	2009/06/21 11:09	SP09134213	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80946	Theft	Init rpt / GENRL	Complete - unsolved	2009/09/27
Dispatched officer; Reporting officer	2009/06/21 12:26	SP09134273	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80946	Theft	Init rpt / GENRL	Complete - unsolved	2009/07/28
Dispatched officer	2009/06/21 13:40	SP09134328	Area: 1044, Duty locn: 1105, Beat: 1130b, ESZ: 80913	Motor vehicle collision	Appr NR	Complete - solved (non-criminal)	2009/06/22
Dispatched officer	2009/06/21 14:23	SP09134362	Area: 1502, Duty locn: 1170, Beat: 1199a, ESZ: 80759	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/06/22
Dispatched officer	2009/06/21 15:43	SP09134423	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80835	911 call/911 hang-up [8892]	Appr NR	Complete - solved (non-criminal)	2009/06/22
Dispatched officer	2009/06/21 15:46	SP09134426	Area: 1044, Duty locn: 1105	Duplicate occurrence [8899]	Appr NR	Complete - solved (non-criminal)	2009/06/22
Dispatched officer; Reporting officer	2009/06/23 21:07	SP09136389	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80742	Family dispute [8888]	Init rpt / GENRL	Complete - solved (non-criminal)	2009/06/29
Dispatched officer	2009/06/25 11:06	SP09137712	Area: 1045, Duty locn: 1103, Beat: 30, ESZ: 80635	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/06/25
Dispatched officer	2009/06/28 08:39	SP09140866	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80939	Traffic hazard - Vehicle/Debris/Animal/Pedestrian [8894]	Appr NR	Complete - solved (non-criminal)	2009/06/29
Dispatched officer	2009/06/28 10:35	SP09140952	Area: 3120, Duty locn: 1121, Beat: 1140B, ESZ: 80382	Municipal by law	Appr NR	Complete - solved (non-criminal)	2009/06/29
Dispatched officer; Reporting officer	2009/06/28 12:01	SP09141038	Area: 3120, Duty locn: 1121, Beat: 1140B, ESZ: 80329	Police assistance	Init rpt / SUPPL	Complete - solved (non-criminal)	2009/06/29
✓ Assisting officer	2009/06/28 13:07	SP09141095	Area: 1045, Duty locn: 1103, Beat: 1130A, ESZ: 80572	Assault		Complete - unsolved	2009/07/01
Dispatched officer	2009/06/28 15:41	SP09141237	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80946	Police assistance	Appr NR	Complete - solved (non-criminal)	2009/06/29
Dispatched officer	2009/06/29 21:56	SP09142371	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80821	Police assistance	Appr NR	Complete - solved (non-criminal)	2009/06/30
Dispatched officer; Reporting officer	2009/07/02 19:16	SP09145191	Area: 1045, Duty locn: 1103, Beat: 30a, ESZ: 80572	Motor vehicle collision	Init rpt	Complete - solved (non-criminal)	2009/12/16
Dispatched officer	2009/07/03 18:53	SP09146145	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80939	Police assistance	Appr NR	Complete - solved (non-criminal)	2009/07/07
Dispatched officer; Reporting officer	2009/07/03 22:51	SP09146391	Area: 1040, Duty locn: 1104	Motor vehicle collision	Court, Init rpt / GENRL, SUPPL(3)	Cleared by charge	2009/07/04
Dispatched officer	2009/07/04 11:46	SP09146817	Area: 1045, Duty locn: 1103, Beat: 1130a, ESZ: 80332	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/07/07
Dispatched officer	2009/07/04 22:44	SP09147424	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80742	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/07/07
Dispatched officer	2009/07/05 00:48	SP09147543	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80851	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/07/07
Dispatched officer	2009/07/05 02:42	SP09147625	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 81305	Suspicious vehicle [8532]	Appr NR	Complete - solved (non-criminal)	2009/07/07
✓ Arresting officer;	2009/07/05 18:09	SP09148186	Area: 1039, Duty	Family dispute [8888]		Complete - solved	2009/07/05

# Low sensitivity

# Low sensitivity

Assisting officer			locn: 1101, Beat: 1120A, ESZ: 80806			(non-criminal)	
Arresting officer; Dispatched officer; Reporting officer	2009/07/05 19:21	SP09148258	Area: 1045, Duty locn: 1103, Beat: 1130A, ESZ: 80635	Assault	Init rpt / ARREST, GENRL, NOTES, PERSON (2)	Cleared by charge	2009/07/06
Dispatched officer	2009/07/05 23:58	SP09148477	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80831	Alarm	Appr NR	Complete - solved (non-criminal)	2009/07/07
Dispatched officer	2009/07/06 02:32	SP09148542	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80795	Alarm	Appr NR	Complete - solved (non-criminal)	2009/07/07
Breath tech	2009/07/06 03:28	SP09148553	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80968	Impaired/over 80		Cleared by charge	2009/07/09
Dispatched officer	2009/07/08 18:10	SP09150713	Area: 1045, Duty locn: 1103, Beat: 1130A, ESZ: 80569	Police assistance	Appr NR	Complete - solved (non-criminal)	2009/07/09
Dispatched officer	2009/07/08 18:18	SP09150721	Area: 1045, Duty locn: 1103, Beat: 30, ESZ: 80734	Phone calls	Appr NR	Complete - solved (non-criminal)	2009/07/09
Dispatched officer; Reporting officer	2009/07/08 20:41	SP09150823	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80779	Family dispute [8888]	Init rpt / GENRL	Complete - solved (non-criminal)	2009/07/27
Dispatched officer	2009/07/09 00:50	SP09150989	Area: 1045, Duty locn: 1103, Beat: 1130A, ESZ: 80668	Police information	Appr NR	Complete - solved (non-criminal)	2009/07/09
Dispatched officer	2009/07/09 01:55	SP09151015	Area: 1053, Duty locn: 1100, Beat: 1199, ESZ: 15526	Police information	Appr NR	Complete - solved (non-criminal)	2009/07/09
Dispatched officer	2009/07/09 18:02	SP09151537	Area: 1045, Duty locn: 1103, Beat: 1130A, ESZ: 80332	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/07/13
Dispatched officer	2009/07/09 19:17	SP09151581	Area: 1045, Duty locn: 1103, Beat: 1130A, ESZ: 80636	Suspicious person [8507]	Appr NR	Complete - solved (non-criminal)	2009/07/13
Dispatched officer	2009/07/09 21:52	SP09151711	Area: 1044, Duty locn: 1105	911 call/911 hang-up [8892]	Appr NR	Complete - solved (non-criminal)	2009/07/13
Dispatched officer	2009/07/09 23:20	SP09151772	Area: 3120, Duty locn: 1121, Beat: 40b, ESZ: 80584	Suspicious person [8507]	Appr NR	Complete - solved (non-criminal)	2009/07/13
Dispatched officer	2009/07/10 01:01	SP09151831	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80934	Alarm	Appr NR	Complete - solved (non-criminal)	2009/07/13
Assisting officer; Witness	2009/07/19 16:39	SP09161061	Area: 1807, Duty locn: 1100, Beat: 1130, ESZ: 2627002500	Impaired/over 80		Cleared by charge	2009/07/19
Assisting officer	2009/07/22 05:10	SP09163278	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80795	Attempt or threat of suicide		Complete - solved (non-criminal)	2009/07/22
Dispatched officer; Reporting officer	2009/07/22 11:30	SP09163478	Area: 1045, Duty locn: 1103, Beat: 30a, ESZ: 80663	Sexual assault	Init rpt / GENRL, SUPPL	Cleared by charge	2009/09/27
Dispatched officer; Reporting officer	2009/07/22 16:39	SP09163771	Area: 1055, Duty locn: 1111, Beat: 10c, ESZ: 70500	Impaired/over 80	Init rpt / ARREST, NOTES, PERSON	Cleared by charge	2009/07/29
Dispatched officer	2009/07/22 17:06	SP09163802	Area: 1053, Duty locn: 1100, Beat: 1110A, ESZ: 81302	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/07/23
Dispatched officer	2009/07/23 07:17	SP09164236	Area: 1045, Duty locn: 1103, Beat: 30, ESZ: 80572	Prevent breach of peace	Appr NR	Complete - solved (non-criminal)	2009/07/23
Dispatched officer	2009/07/23 07:35	SP09164244	Area: 1044, Duty locn: 1105	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/07/24
Dispatched officer	2009/07/23 11:54	SP09164405	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ:	Police assistance	Appr NR	Complete - solved (non-criminal)	2009/07/24

# Low sensitivity



# Low sensitivity

Dispatched officer	2009/07/23 13:15	SP09164472	80939 Area: 1045, Duty locn: 1103, Beat: 30, ESZ: 80635	Police assistance	Appr NR	Complete - solved (non-criminal)	2009/07/24
Reporting officer	2009/07/23 15:09	RM09086688	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80790	Fraud	Init rpt / GENRL	Complete - unsolved	2009/09/27
Dispatched officer	2009/07/27 19:01	SP09168813	Area: 1040, Duty locn: 1104, Beat: 1120C, ESZ: 80578	911 call/911 hang-up [8892]	Appr NR	Complete - solved (non-criminal)	2009/07/28
Dispatched officer	2009/07/28 17:26	SP09169687	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80939	Other criminal code	Appr NR / SUPPL(2)	Complete - unsolved	2009/08/22
Dispatched officer; Reporting officer	2009/07/28 22:29	SP09169953	Area: 1502, Duty locn: 1100	Family dispute [8888]	Init rpt / GENRL	Complete - solved (non-criminal)	2009/07/29
✓ Assisting officer	2009/07/31 16:17	SP09172526	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80939	Noise complaint		Complete - solved (non-criminal)	2009/08/01
Dispatched officer	2009/07/31 23:47	SP09173057	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 100664	Noise complaint	Appr NR	Complete - solved (non-criminal)	2009/08/04
✓ Assisting officer	2009/08/01 00:53	SP09173128	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80835	Assault	WITSTMT (2)	Cleared by charge	2009/08/01
Dispatched officer	2009/08/01 17:22	SP09173827	Area: 1045, Duty locn: 1103, Beat: 1130A, ESZ: 80663	Property related	Appr NR	Complete - solved (non-criminal)	2009/08/04
✓ Assisting officer	2009/08/01 19:18	SP09173937	Area: 1045, Duty locn: 1103, Beat: 30, ESZ: 80668	R.I.D.E. [8870]		Complete - solved (non-criminal)	2009/08/06
Dispatched officer	2009/08/01 20:03	SP09173995	Area: 2, Duty locn: 1100, Beat: 30, ESZ: 80734	Traffic hazard - Vehicle/Debris/Animal/Pedestrian [8894]	Appr NR	Complete - solved (non-criminal)	2009/08/04
✓ Assisting officer	2009/08/01 22:07	SP09174153	Area: 3120, Duty locn: 1121, Beat: 1140B, ESZ: 80382	Attempt or threat of suicide		Complete - solved (non-criminal)	2009/08/02
Dispatched officer; Reporting officer	2009/08/01 22:49	SP09174203	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80742	Traffic enforcement - H.T.A.	Init rpt	Cleared by charge	2009/08/31
Dispatched officer	2009/08/01 23:23	SP09174253	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80722	Noise complaint	Appr NR	Complete - solved (non-criminal)	2009/08/04
Dispatched officer	2009/08/02 00:45	SP09174348	Area: 3120, Duty locn: 1121, Beat: 1140b, ESZ: 80382	Noise complaint	Appr NR	Complete - solved (non-criminal)	2009/08/04
Dispatched officer	2009/08/02 02:45	SP09174456	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80779	Disturb the peace	Review / GENRL	Cleared by charge	2009/11/15
Dispatched officer; Reporting officer	2009/08/02 17:17	SP09174969	Area: 1045, Duty locn: 1103, Beat: 1130A, ESZ: 80734	Marine	Init rpt / GENRL	Cleared by charge	2009/09/27
Dispatched officer	2009/08/02 18:44	SP09175045	Area: 1045, Duty locn: 1103, Beat: 1130A, ESZ: 80734	Alarm	Appr NR	Complete - solved (non-criminal)	2009/08/04
Dispatched officer	2009/08/02 21:49	SP09175209	Area: 1045, Duty locn: 1103, Beat: 30, ESZ: 80635	Animal complaint	Appr NR	Complete - solved (non-criminal)	2009/08/04
Dispatched officer	2009/08/02 22:20	SP09175243	Area: 1044, Duty locn: 1105	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/08/04
Dispatched officer	2009/08/02 23:12	SP09175292	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80722	Noise complaint	Appr NR	Complete - solved (non-criminal)	2009/08/04
Dispatched officer; Reporting officer	2009/08/03 00:24	SP09175349	Area: 1044, Duty locn: 1105	Bail violations	Init rpt / ARREST, GENRL	Cleared by charge	2009/08/03
Dispatched officer	2009/08/05 19:03	SP09178028	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80939	Theft	Appr NR	Complete - unsolved	2009/08/06
Dispatched officer	2009/08/05 19:26	SP09178049	Area: 1044, Duty locn: 1105, Beat:	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/08/06

# Low sensitivity

# Low sensitivity

Dispatched officer	2009/08/05 20:45	SP09178107	30b, ESZ: 80779 Area: 1207, Duty locn: 1J10	Police assistance	Appr NR	Complete - solved (non-criminal)	2009/08/06
Breath tech	2009/08/06 02:07	SP09178258	Area: 1054, Duty locn: 1105	Impaired/over 80	PERSON	Cleared by charge	2009/08/06
Assisting officer	2009/08/06 16:40	SP09178691	Area: 1053, Duty locn: 1100, Beat: 1199, ESZ: 15496	Police assistance		Complete - solved (non-criminal)	2009/08/20
Dispatched officer	2009/08/06 20:15	SP09178863	Area: 1053, Duty locn: 1100, Beat: 1199, ESZ: 15503	Police information	Appr NR	Complete - solved (non-criminal)	2009/08/07
Dispatched officer	2009/08/06 20:28	SP09178874	Area: 3120, Duty locn: 1121, Beat: 1140B, ESZ: 80357	Police assistance	Appr NR	Complete - solved (non-criminal)	2009/08/07
Dispatched officer	2009/08/06 21:47	SP09178932	Area: 1032, Duty locn: 1F03, Beat: 20, ESZ: 81235	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/08/07
Dispatched officer	2009/08/06 22:13	SP09178959	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80831	Noise complaint	Appr NR	Complete - solved (non-criminal)	2009/08/07
Dispatched officer	2009/08/06 22:16	SP09178960	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80775	Unwanted person [8546]	Appr NR	Complete - solved (non-criminal)	2009/08/07
Arresting officer; Assisting unit	2009/08/06 22:19	SP09178964	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80722	B-E bus/res/oth		Cleared by charge	2009/08/07
Dispatched officer	2009/08/06 22:45	SP09178983	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80722	Police information	Appr NR	Complete - solved (non-criminal)	2009/08/07
Dispatched officer; Reporting officer	2009/08/07 03:12	SP09179088	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80831	Impaired/over 80	Init rpt / ARREST, NOTES, PERSON	Cleared by charge	2009/08/11
Dispatched officer	2009/08/07 05:29	SP09179114	Area: 1213, Duty locn: 1J00, Beat: 1J20, ESZ: 70051	Alarm	Appr NR	Complete - solved (non-criminal)	2009/08/07

Occurrences: 98  
 Dispatches: 82  
 Assignments: 87  
 Reports: 50  
 Non-Rpt Occ. With No Dispatch Detail: 2

## Officer totals

Occurrences: 98  
 Dispatches: 82  
 Assignments: 87  
 Reports: 50  
 Non-Rpt Occ. With No Dispatch Detail: 2

N.R - 54  
 ASSIST - 15  
 REP - 26  
95

ALMAN.

Low sensitivity



# Analysis of case load

Ontario Provincial Police

Printed: February 16, 2012, 23:30 by #9740 FLINDALL, R.

Summary for: Period from 2009/06/09 00:00 to 2009/08/09 00:00

Officer: **PAYNE, Jennifer**Employee No.: **9931**

Classification	Reported Time	Incident No.	Incident Zone	Incident Type	Assm / Report	Incident Status	Status Date
Dispatched officer	2009/06/15 10:45	SP09128629	Area: 1050, Duty locn: 1106, Beat: 10, ESZ: 81102	Motor vehicle collision	Appr NR	Complete - solved (non-criminal)	2009/06/15
✓ Assisting officer	2009/06/15 13:18	SP09128757	Area: 1050, Duty locn: 1106, Beat: 10b, ESZ: 81124	Impaired/over 80		Cleared by charge	2009/06/15
Dispatched officer	2009/06/16 10:42	SP09129434	Area: 1050, Duty locn: 1106, Beat: 1110B, ESZ: 81048	911 call/911 hang-up [8892]	Appr NR	Complete - solved (non-criminal)	2009/06/16
Dispatched officer	2009/06/16 15:27	SP09129678	Area: 1050, Duty locn: 1106, Beat: 10b, ESZ: 81102	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/06/17
Dispatched officer	2009/06/16 15:59	SP09129710	Area: 1803, Duty locn: 1100, Beat: 10b, ESZ: 81062	Motor vehicle collision	Appr NR	Complete - solved (non-criminal)	2009/06/17
Dispatched officer; Reporting officer	2009/06/19 09:20	SP09132025	Area: 1040, Duty locn: 1104, Beat: 1120C, ESZ: 80778	Mischief	Init rpt / GENRL	✓ Complete - unsolved	2009/06/25
Dispatched officer; Reporting officer	2009/06/19 11:38	SP09132158	Area: 1802, Duty locn: 1100, Beat: 1120, ESZ: 80639	Motor vehicle collision	Init rpt	✓ Complete - solved (non-criminal)	2009/06/19
✓ Assisting officer	2009/06/20 08:36	SP09133130	Area: 1040, Duty locn: 1104, Beat: 1120C, ESZ: 80778	Weapons		Complete - solved (non-criminal)	2009/06/20
Dispatched officer; Reporting officer	2009/06/20 12:34	SP09133315	Area: 1039, Duty locn: 1101, Beat: 20a, ESZ: 80910	B-E bus/res/oth	Init rpt / EXTDOC	✓ Not cleared (continuing)	2009/06/21
Dispatched officer	2009/06/20 16:38	SP09133539	Area: 1042, Duty locn: 1102, Beat: 1110A, ESZ: 81302	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/06/22
Dispatched officer	2009/06/20 16:59	SP09133553	Area: 1039, Duty locn: 1101, Beat: 1120A, ESZ: 80852	Police assistance	Appr NR	Complete - solved (non-criminal)	2009/06/22
Reporting officer	2009/06/21 11:06	RM09074703	Area: 1042, Duty locn: 1102, Beat: 1120B, ESZ: 81431	Police assistance	Init rpt / GENRL	✓ Complete - solved (non-criminal)	2009/06/25
Dispatched officer	2009/06/21 14:24	SP09134363	Area: 1040, Duty locn: 1104, Beat: 1120C, ESZ: 80578	Motor vehicle collision	Appr NR	Complete - solved (non-criminal)	2009/06/22
Dispatched officer	2009/06/21 15:27	SP09134413	Area: 1040, Duty locn: 1104	Unwanted person [8546]	Appr NR	Complete - solved (non-criminal)	2009/06/22
Dispatched officer	2009/06/21 16:20	SP09134454	Area: 1802, Duty locn: 1100	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/06/22
Dispatched officer; Reporting officer	2009/06/25 07:54	SP09137552	Area: 1045, Duty locn: 1103, Beat: 1130A, ESZ: 80619	Theft	Init rpt / GENRL	✓ Complete - unsolved	2009/06/25
Dispatched officer; Reporting officer	2009/06/25 09:03	SP09137603	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 81305	Traffic complaint	Init rpt	✓ Complete - solved (non-criminal)	2009/07/17
Dispatched officer	2009/06/25 11:24	SP09137732	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80835	911 call/911 hang-up [8892]	Appr NR	Complete - solved (non-criminal)	2009/06/25
Dispatched officer	2009/06/25 12:02	SP09137773	Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 1	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/06/25
Dispatched officer	2009/06/25 13:26	SP09137852	Area: 1045, Duty locn: 1103, Beat: 1130A, ESZ: 80635	Motor vehicle - abandoned	Appr NR	Complete - solved (non-criminal)	2009/06/26
Investigator	2009/06/25 14:18	SP09137905	Area: 1040, Duty locn: 1104, Beat: 1120c, ESZ: 80639	Traffic enforcement - other	ARREST	✓ Cleared by charge	2009/06/25
Dispatched officer	2009/06/25 15:37	SP09137990	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80913	Police information	Appr NR	Complete - solved (non-criminal)	2009/06/26

Low sensitivity

# Low sensitivity

Dispatched officer; Reporting officer	2009/06/29 09:35	SP09141819	Area: 3121, Duty locn: 1121, Beat: 21, ESZ: 15043	Weapons	Init rpt / GENRL	✓ Complete - solved (non-criminal)	2009/06/30
Dispatched officer; Reporting officer	2009/06/29 11:10	SP09141879	Area: 1045, Duty locn: 1103, Beat: 1130A, ESZ: 100707	B-E bus/res/oth	Init rpt / GENRL	✓ Complete - unsolved	2009/07/01
✓ Assisting officer	2009/06/29 18:23	SP09142215	Area: 1502, Duty locn: 1100, Beat: 30, ESZ: 80756	Police assistance		Complete - solved (non-criminal)	2009/06/30
Dispatched officer	2009/06/29 23:15	SP09142434	Area: 1502, Duty locn: 1100, Beat: 30, ESZ: 80756	Family dispute [8888]	Appr NR	Complete - solved (non-criminal)	2009/06/30
✓ Arresting officer	2009/07/01 01:04	SP09143389	Area: 1215, Duty locn: 1J00, Beat: 1J30, ESZ: 70125	Arson		Cleared by charge	2009/07/02
Dispatched officer	2009/07/01 01:32	SP09143408	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80835	Animal complaint	Appr NR	Complete - solved (non-criminal)	2009/07/02
Dispatched officer; Reporting officer	2009/07/01 02:50	SP09143438	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80934	Suspicious person [8507]	Init rpt / GENRL	✓ Clr other: CSC involved in other incidents	2009/07/04
Dispatched officer; Reporting officer	2009/07/03 20:10	SP09146236	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80808	Property related	Init rpt / GENRL	✓ Complete - solved (non-criminal)	2009/07/05
Dispatched officer; Reporting officer	2009/07/03 21:08	SP09146289	Area: 1045, Duty locn: 1103, Beat: 1130A, ESZ: 100707	Sudden death	Init rpt / EXTDOC (2), MISPER, WITSTMT (4)	✓ Complete - solved (non-criminal)	2009/07/05
Dispatched officer	2009/07/04 06:58	SP09146622	Area: 1045, Duty locn: 1103, Beat: 1130A, ESZ: 100707	Police information	Appr NR	Complete - solved (non-criminal)	2009/07/04
Dispatched officer	2009/07/04 23:17	SP09147450	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80779	Property check	Appr NR	Complete - solved (non-criminal)	2009/07/07
Dispatched officer	2009/07/12 19:52	SP09154733	Area: 1045, Duty locn: 1103, Beat: 1130A, ESZ: 80569	Trouble with youth [8535]	Appr NR	Complete - solved (non-criminal)	2009/07/13
Dispatched officer	2009/07/13 11:11	SP09155123	Area: 1042, Duty locn: 1102, Beat: 20b, ESZ: 81431	Motor vehicle collision	Appr NR	Unfounded	2009/07/15
Dispatched officer; Reporting officer	2009/07/13 12:40	SP09155199	Area: 1045, Duty locn: 1103, Beat: 1130A, ESZ: 80619	Mischief	Init rpt / GENRL, SUPPL	✓ Complete - unsolved	2009/07/18
Dispatched officer	2009/07/13 13:34	SP09155242	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80946	911 call/911 hang-up [8892]	Appr NR	Complete - solved (non-criminal)	2009/07/14
Dispatched officer	2009/07/13 13:45	SP09155253	Area: 1055, Duty locn: 1111, Beat: 1110C, ESZ: 70506	Suspicious person [8507]	Appr NR	Complete - solved (non-criminal)	2009/07/15
Dispatched officer	2009/07/13 14:37	SP09155287	Area: 1801, Duty locn: 1J00, Beat: 30, ESZ: 70203	Police information	Appr NR	Complete - solved (non-criminal)	2009/07/15
Dispatched officer; Reporting officer	2009/07/14 09:50	SP09155881	Area: 3120, Duty locn: 1121, Beat: 1140b, ESZ: 80584	B-E bus/res/oth	Init rpt / EXTDOC, GENRL	✓ Complete - unsolved	2009/07/18
Dispatched officer	2009/07/14 12:15	SP09155981	Area: 1053, Duty locn: 1100, Beat: 14, ESZ: 15496	Police information	Appr NR	Complete - solved (non-criminal)	2009/07/15
Dispatched officer	2009/07/14 14:00	RM09082590	Area: 1045, Duty locn: 1103, Beat: 1130A, ESZ: 80734	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/07/14
Dispatched officer	2009/07/14 14:59	SP09156104	Area: 1045, Duty locn: 1103, Beat: 1130a, ESZ: 80433	Alarm	Appr NR	Complete - solved (non-criminal)	2009/07/15
Dispatched officer	2009/07/14 16:23	SP09156174	Area: 1211, Duty locn: 1J00, Beat: 1J99, ESZ: 70144	Motor vehicle collision	Appr NR	Complete - solved (non-criminal)	2009/07/15
Dispatched officer	2009/07/17 08:39	SP09158476	Area: 1039, Duty locn: 1101, Beat: 20, ESZ: 80852	Motor vehicle collision	Appr NR	Complete - solved (non-criminal)	2009/07/21
Dispatched officer	2009/07/17 12:49	SP09158663	Area: 1045, Duty locn: 1103, Beat: 1130A, ESZ: 80636	Animal complaint	Appr NR	Complete - solved (non-criminal)	2009/07/18
Dispatched officer	2009/07/17 14:23	SP09158741	Area: 1054, Duty locn: 1105, Beat: 20, ESZ: 15038	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/07/21
Dispatched officer	2009/07/17 14:53	SP09158773	Area: 3120, Duty locn: 1121, Beat: 1140B, ESZ: 80584	Alarm	Appr NR	Complete - solved (non-criminal)	2009/07/21
Dispatched officer	2009/07/18 07:55	SP09159525	Area: 1045, Duty	Traffic control	Appr NR	Complete - solved	2009/07/21

Low sensitivity



# Low sensitivity

			locn: 1103, Beat: 30a, ESZ: 80433			(non-criminal)	
Dispatched officer	2009/07/18 10:30	SP09159622	Area: 1045, Duty locn: 1103, Beat: 1130a, ESZ: 80332	Police information	Appr NR	Complete - solved (non-criminal)	2009/07/21
Dispatched officer	2009/07/18 12:28	SP09159740	Area: 3120, Duty locn: 1121, Beat: 1140b, ESZ: 80584	911 call/911 hang-up [8892]	Appr NR	Complete - solved (non-criminal)	2009/07/21
Dispatched officer	2009/07/19 10:53	SP09160755	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80835	Marine	Appr NR	Complete - solved (non-criminal)	2009/07/21
Dispatched officer	2009/07/19 12:17	SP09160814	Area: 1045, Duty locn: 1103, Beat: 30a, ESZ: 80635	Motor vehicle collision	Appr NR	Complete - solved (non-criminal)	2009/07/21
Dispatched officer	2009/07/19 15:56	SP09161024	Area: 3120, Duty locn: 1121, Beat: 1140B, ESZ: 80329	911 call/911 hang-up [8892]	Appr NR	Complete - solved (non-criminal)	2009/07/21
Dispatched officer	2009/07/19 17:11	SP09161085	Area: 3120, Duty locn: 1121, Beat: 40, ESZ: 80329	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/07/21
Dispatched officer	2009/07/22 07:57	SP09163311	Area: 1045, Duty locn: 1103, Beat: 30a, ESZ: 80663	Alarm	Appr NR	Complete - solved (non-criminal)	2009/07/22
Dispatched officer	2009/07/22 08:14	SP09163315	Area: 3120, Duty locn: 1121	Motor vehicle collision	Appr NR	Complete - solved (non-criminal)	2009/07/22
Dispatched officer; Reporting officer	2009/07/22 10:20	SP09163412	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80652	Suspicious person [8507]	Init rpt / GENRL	Complete - solved (non-criminal)	2009/07/28
Dispatched officer	2009/07/22 11:44	SP09163488	Area: 1807, Duty locn: 1100, Beat: 1130, ESZ: 2627008100	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/07/22
Dispatched officer	2009/07/22 12:55	SP09163552	Area: 1807, Duty locn: 1100, Beat: 40, ESZ: 403814	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/07/22
Dispatched officer	2009/07/22 13:08	SP09163560	Area: 1045, Duty locn: 1103	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/07/22
Dispatched officer	2009/07/23 08:52	SP09164279	Area: 1053, Duty locn: 1100, Beat: 1110A, ESZ: 81302	Motor vehicle collision	Appr NR	Complete - solved (non-criminal)	2009/07/27
Dispatched officer	2009/07/23 11:30	SP09164386	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 81305	Traffic control	Appr NR	Complete - solved (non-criminal)	2009/07/27
Dispatched officer; Reporting officer	2009/07/23 11:56	SP09164406	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80939	Theft	Followup, Init rpt / GENRL, WITSTMT	Cleared by charge	2009/08/06
Dispatched officer	2009/07/23 13:03	SP09164459	Area: 1044, Duty locn: 1105, Beat: 1130b, ESZ: 80821	Motor vehicle collision	Appr NR	Complete - solved (non-criminal)	2009/07/27
Dispatched officer	2009/07/23 15:16	SP09164560	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80934	Motor vehicle collision	Appr NR	Complete - solved (non-criminal)	2009/07/27
Dispatched officer	2009/07/23 15:38	SP09164581	Area: 3120, Duty locn: 1121, Beat: 1140B, ESZ: 80382	911 call/911 hang-up [8892]	Appr NR	Complete - solved (non-criminal)	2009/07/27
Dispatched officer	2009/07/23 16:50	SP09164639	Area: 1044, Duty locn: 1105, Beat: 1130b, ESZ: 80939	Motor vehicle collision	Appr NR	Complete - solved (non-criminal)	2009/07/27
Dispatched officer	2009/07/23 17:20	SP09164662	Area: 1044, Duty locn: 1105, Beat: 1130b, ESZ: 80939	Motor vehicle collision	Appr NR	Complete - solved (non-criminal)	2009/07/27
Dispatched officer; Reporting officer	2009/07/27 21:25	SP09168960	Area: 1044, Duty locn: 1105	Impaired/over 80	Init rpt / ARREST	Cleared by charge	2009/07/27
Dispatched officer	2009/07/28 19:51	SP09169802	Area: 1044, Duty locn: 1105, Beat: 1130b, ESZ: 80722	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/07/29
Dispatched officer	2009/07/28 20:44	SP09169844	Area: 1045, Duty locn: 1103, Beat: 30a, ESZ: 80734	Alarm	Appr NR	Complete - solved (non-criminal)	2009/07/29
Dispatched officer; Reporting officer	2009/07/28 22:08	SP09169931	Area: 1044, Duty locn: 1105, Beat: 30b, ESZ: 80795	Traffic enforcement - H.T.A.	Init rpt / ARREST, GENRL	Complete - solved (non-criminal)	2009/07/29
Dispatched officer	2009/07/31 16:17	SP09172526	Area: 1044, Duty locn: 1105, Beat: 1130B, ESZ: 80939	Noise complaint	Appr NR	Complete - solved (non-criminal)	2009/08/01
Dispatched officer	2009/07/31 23:55	SP09173070	Area: 1042, Duty locn: 1102, Beat: 20b, ESZ: 81430	Traffic complaint	Appr NR	Complete - solved (non-criminal)	2009/08/06
Assisting officer	2009/08/01 00:53	SP09173128	Area: 1044, Duty locn: 1105, Beat:	Assault	WITSTMT (2)	Cleared by charge	2009/08/01

## Low sensitivity

# Low sensitivity

Dispatched officer	2009/08/01 02:18	SP09173194	1130B, ESZ: 80835 Area: 1044, Duty locn: 1105, Beat:	Noise complaint	Appr NR	Complete - solved (non-criminal)	2009/08/01
Dispatched officer	2009/08/01 19:18	SP09173937	1130B, ESZ: 80779 Area: 1045, Duty locn: 1103, Beat: 30, ESZ: 80668	R.I.D.E. [8870]	Appr NR	Complete - solved (non-criminal)	2009/08/06
Dispatched officer	2009/08/01 19:47	SP09173974	Area: 1045, Duty locn: 1103, Beat: 21, ESZ: 15396	Police assistance	Appr NR	Complete - solved (non-criminal)	2009/08/01
Assisting officer	2009/08/01 22:07	SP09174153	Area: 3120, Duty locn: 1121, Beat: 1140B, ESZ: 80382	Attempt or threat of suicide		Complete - solved (non-criminal)	2009/08/02

Occurrences:

Dispatches:

Assignments:

Reports:

Non-Rpt Occ. With No Dispatch Detail:

80

72

74

28

1

## Officer totals

Occurrences:

80

Dispatches:

72

Assignments:

74

Reports:

28

Non-Rpt Occ. With No Dispatch Detail:

1

ASSIST. - 2  
 N.R. - 56  
 REPORT - 18  
 80

PAY NR

56 NR.  
 16 REP.  
 24 REP

# Low sensitivity



# Charge Analysis Report (By Officer)

Ontario Provincial Police

Printed: 2009/08/19 15:23 by 9740

For the time period from:

2009/06/09 to 2009/08/09

Officer: **#12690 JACK, MICHAEL**

Police unit: [Member of] PETERBOROUGH  
COUNTY PLAT A (453 LANSLOWNE  
ST E, PETERBOROUGH, ON Canada  
(PETERBOROUGH O. P. P) (Area:  
1053, Duty locn: 1100) )  
[Member of] PETERBOROUGH  
COUNTY DETACHMENT  
ADMINISTRATION (453  
LANSLOWNE ST E,  
PETERBOROUGH, ON Canada  
(PETERBOROUGH O. P. P) (Area:  
1053, Duty locn: 1100) )

Charge statute/section/description	Date Charged	Sex	Adult/Youth
CC 253(1)(b) Exceed 80 Milligrams Blood Alcohol Content / Motor Vehicle	2009/07/06	M	Adult
CC 380(1) Fraud - Under \$5000	2009/07/13	M	Adult
CC 380(1) Fraud - Under \$5000	2009/07/13	M	Adult
HTA 136(1)(a) Disobey stop sign - fail to stop	2009/07/06	M	Adult
HTA 128 Speeding 1 - 49 Km/h over posted limit	2009/07/06	M	Adult
CAIA 3(1) Fail to surrender insurance card	2009/07/06	M	Adult
CC 253(1)(a) Impaired Operation / Motor Vehicle / Alcohol	2009/08/06	M	Adult
CC 253(1)(b) Exceed 80 Milligrams Blood Alcohol Content / Motor Vehicle	2009/08/06	M	Adult
HTA 32(1) Drive motor vehicle - no licence	2009/08/06	M	Adult
CC 264(2)(d) Criminal Harassment - threatening conduct	2009/07/23	M	Adult
CC 266 Assault	2009/08/01	M	Adult
CC 348(1)(b) Break, Enter a place - commit indictable offence	2009/08/06	M	Youth
CC 129(a) Obstruct/Resist Peace Officer	2009/08/06	M	Youth
CC 348(1)(b) Break, Enter a place - commit indictable offence	2009/08/06	M	Youth
CC 348(1)(b) Break, Enter a place - commit indictable offence	2009/08/06	M	Youth
CC 348(1)(b) Break, Enter a place - commit indictable offence	2009/08/06	M	Youth
CC 348(1)(b) Break, Enter a place - commit indictable offence	2009/08/07	M	Adult

Charges laid:    Males    Females    Totals:

Adults:            12            0            12

Youths:           5            0            5

Totals:            17           0            17

0315	00	0500	0000	28.30	AA909
				R days	

31 Aug 59

[illegible]

**JASON POSTMA**  
Provincial Constable  
Peterborough County Detachment  
ONTARIO PROVINCIAL POLICE

53 Lansdowne St. E.  
eterborough, Ontario  
[9] 6Z6

Tel: (705) 742-0401  
Fax: (705) 742-9247  
jason.postma@ontario.ca

OPP 24 Hour Police Service, ComCentre 1-888-310-1122





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OPP 24 Hour Police Service, ComCentre 1-888-310-1122

[REDACTED]

[REDACTED]

1400 Tele conference  
MSP's office with SSG Cohen  
- present was  
S Sgt / Sgt Plindl  
PC Pilman PC Nie  
- re. PC Jack  
- SSG Cohen asked



**JASON POSTMA**  
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Peterborough County Detachment  
ONTARIO PROVINCIAL POLICE

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OPP 24 Hour Police Service, ComCentre 1-888-310-1122

that the new shift  
he made with the who  
his coach is  
if not Rich, who  
his assigned coach is

- detect 1
- lying 2
- accountability 3
- driving
- Work improvement

ans



Haennel, Steve (JUS)

From: Thomas, Sandy (JUS)  
Sent: August 5, 2008 7:43 PM  
To: Trivett, Glenn (JUS)  
Cc: Haennel, Steve (JUS)  
Subject: Fw: Upcoming recruit

Fyi

This is new recruit for Aug - Steve looked his file all is clean - good employment record etc

We are going to have Denis look at his file and perhaps talk to him. Can you discuss anything further you want done with Steve.

I have asked Det to keep us apprised of anything further - suggested supervisor tak him out.

Sandy

-----  
Sent from my BlackBerry Wireless Handheld

-----Original Message-----

From: Rathbun, Brad (JUS)  
To: Thomas, Sandy (JUS); Johnston, Mike P. (JUS); Campbell, Ron (JUS)  
CC: Haennel, Steve (JUS)  
Sent: Tue Aug 05 18:12:05 2008  
Subject: RE: Upcoming recruit

I just spoke with PC Pollock, who did have JACK ride with him yesterday. As with the first officer, JACK made it a point to take Pollock into his residence and show him his collection of firearms. PC POLLOCK is standing beside me, echoing the concerns as to why this recruit made it such a point to show off these firearms.

JACK is looking for more ride-alongs, and the officers he's been out with feel it would be appropriate if a supervisor or current Coach Officer were to go out with him and see if the behavior remains consistent, and see if other independent officers have similar concerns.

Sgt Rathbun.

-----Original Message-----

From: Thomas, Sandy (JUS)  
Sent: August 5, 2008 11:01 AM  
To: Johnston, Mike P. (JUS); Rathbun, Brad (JUS); Campbell, Ron (JUS)  
Cc: Haennel, Steve (JUS)  
Subject: Re: Upcoming recruit

Mike

I will have Steve look into this for you - thanks for bring this to our attention.

Sandy

-----  
Sent from my BlackBerry Wireless Handheld

-----Original Message-----

From: Johnston, Mike P. (JUS)  
To: Johnston, Mike P. (JUS); Rathbun, Brad (JUS); Campbell, Ron (JUS)  
CC: Thomas, Sandy (JUS); Haennel, Steve (JUS)  
Sent: Tue Aug 05 10:58:54 2008  
Subject: RE: Upcoming recruit

Steve

Forwarded to you as per Sandy's out of office message

Mike

-----Original Message-----

From: Johnston, Mike P. (JUS)  
Sent: Tuesday, August 05, 2008 10:57 AM  
To: Rathbun, Brad (JUS); Campbell, Ron (JUS)  
Cc: Thomas, Sandy (JUS)  
Subject: RE: Upcoming recruit

Sandy

Please see Sgt Rathburn's concerns about this future recruit coming to Peterborough Detachment.

Mike

-----Original Message-----

From: Rathbun, Brad (JUS)  
Sent: Tuesday, August 05, 2008 12:01 AM  
To: Campbell, Ron (JUS)  
Cc: Johnston, Mike P. (JUS)  
Subject: Upcoming recruit

S/Sgt Campbell: On one of our recent shifts I met a gentleman who is apparently coming to our detachment from the next recruitment class. He did a ride-along with our shift and I would like to talk to you about some concerns that have been raised.

Apparently he is a Russian male who has also spent time in the Israeli Army, with the name of Michael JACK (DOB: 16-Dec-1972)

In my short encounter he made a comment about how he likes guns.

He commented about guns continuously during his ride-along. He apparently has 32 registered guns. His obsession with guns was quite disturbing. He also mentioned the persons he killed (shot) during his time in the Army. The officer he rode with will make notes with all concerns, should this be required.

A concern by the officer was what the result would be in making command staff aware of an officer's "instincts" that were a bit "hair raising".

As I was being told, I felt that these points should at least be looked into or brought to the attention of our recruiting department.

I understand this recruit may be riding with PC Pollock today (05 Aug 2008).

Sgt Rathbun



## Case file synopsis

Ontario Provincial Police

Printed: 2012/02/29 14:11 by 9740

Case file: C09030576: SP09164458; [REDACTED]

Author: #12690 JACK, M.

Report time: 2009/07/24 10:56

Entered by: #12690 JACK, M.

Entered time: 2009/07/24 10:56

Remarks:

## Crown Brief Synopsis

R Vs. [REDACTED]

Accused: [REDACTED]

OIC: P/C Michael Jack, Badge # 12690

Charge: Criminal Harassment - threatening conduct Sec. 264(2)(d) CC

Date / Time: Between September 10 2007 and July 23 2009

Location: [REDACTED]

History: [REDACTED] and [REDACTED] owe [REDACTED], who is [REDACTED] brother, approximately CA \$100,000. The money was borrowed to purchase and develop a Fife's Bay marina between the years of 1990 and 2005. [REDACTED] owned and operated the marina until 2005 when the marina was lost to a power-of-sale. In the fall 2006 [REDACTED] signed off his mortgage on the marina thus leaving his money unsecured. On September 09, 2007 there was a fire on [REDACTED] farm and the barn where the marina equipment was stored burned down. The barn was underinsured and approximately half-a-million dollar worth of marina equipment, including all the records, were lost in the fire. The day after the fire [REDACTED] demanded all his money back and reportedly has since been engaging in various forms of threatening and harassing conduct towards members of [REDACTED] family.

Synopsis: Immediately after the fire [REDACTED] banned [REDACTED] family from coming over for Christmas and for other family gatherings, which were normally held at their father's place on [REDACTED]

In the fall of 2007, [REDACTED] phoned all [REDACTED] relatives to tell them how bad and unkind [REDACTED] were.

Since September 2007, [REDACTED] has taken [REDACTED] to civil court for frivolous things even after he had been told they were passed the statute of limitations.

In June 2008, [REDACTED] sent a letter to the local township stating that [REDACTED] had a non-conforming building.

In May 2008 and in the fall of 2008, [REDACTED] sent two letters to the Ministry of Environment stating that [REDACTED] were taking contaminated soil from the marina and putting it on their farm.

In January 2009, [REDACTED] attended [REDACTED] former place of employment at

[redacted] and spoke with the secretary [redacted] about [redacted].  
[redacted] left [redacted] frightened and concerned for [redacted] safety.  
[redacted] subsequently advised [redacted] to get a peace bond against [redacted].

In April 2009 [redacted] accused [redacted] of stealing his boat motor from his house. City of Kawartha Lakes OPP officer subsequently attended and searched [redacted] farm buildings. Nothing was found.

In July 2009 [redacted] mailed at least 7 registered letters to the immediate members of [redacted] family with old family pictures in which [redacted] faces were blacked and/or cut out as if they did not exist anymore.

[redacted] was the God father of [redacted] and in one of the letters, [redacted] returned his Godparent certificate back to [redacted] with an X drawn through it with his initials on it.

[redacted] has taken pictures of [redacted] farm without their consent.

[redacted] has been sitting in his truck at the parking lot at [redacted] place of employment, at times parking right in front of her and staring her down.

[redacted] harassing actions have been escalating and they seem to be going to the dark side. The past couple of years have been both painful and emotional for [redacted] family and [redacted] has been seeing a psychologist to help in dealing with the stress.

[redacted] believe that [redacted] is unstable and are frightened of him.

[redacted] has a black belt in Taekwondo and is the registered owner of 16 firearms.

On July 20<sup>th</sup> 2009 [redacted] filed for bankruptcy and were very concerned what [redacted] might do when he got the bankruptcy notice. [redacted] family feared that when [redacted] got the bankruptcy notice it would be a breaking point and he was going to get physical.



## Witness/Victim List

Ontario Provincial Police

Printed: 2012/02/29 14:11 by 9740

Case file: C09030576: SP09164458; [REDACTED]

### Witnesses

#### Name

#### Contact Information

[Res] [REDACTED]

[Res] (Voice) [REDACTED]

[Res] [REDACTED]

[Res] [REDACTED]

[Res] [REDACTED]

[Res] [REDACTED]

[Res] (Voice) [REDACTED]

[Other] (Cellular phone) [REDACTED]

[Res] [REDACTED]

[Res] (Voice) [REDACTED]

JACK, MICHAEL

[Res] 1049 PRIMROSE LN, SMITH-ENNISMORE-  
LAKEFIELD TWP, PETERBOROUGH ON Canada K9J  
6X5 Route: RR 4 Postal dist: PETERBOROUGH  
[Res] (Voice) (705) 740-5765

[Res] [REDACTED]

[Res] (Voice) [REDACTED]

### Victims

#### Name

#### Contact Information

[Res] [REDACTED]

[Other] (Cellular phone) [REDACTED]

## General Occurrence Report

Ontario Provincial Police

Printed: 2012/02/29 14:11 by 9740

Occurrence: SP09164458 Harassment @2009/07/23 12:53

Author: #12690 JACK, M.

Report time: 2009/07/23 19:03

Entered by: #12690 JACK, M.

Entered time: 2009/07/23 19:03

Remarks:

**BENCHMARK:** No

**COMPLAINT:** On Thursday, June 23rd, 2009 at approximately 13:00 hrs, the complainant [REDACTED] and her husband, [REDACTED], walked into the Peterborough County O.P.P. detachment to report a harassing conduct by her brother, [REDACTED] over a period of almost two years. The complainant wished to speak with an officer.

**INCIDENT LOCATION:** [REDACTED]

**HISTORY:** [REDACTED] owe [REDACTED], who is [REDACTED] brother, approximately CA \$100,000. The money was borrowed to purchase and develop a Fife's Bay marina between the years of 1990 and 2005. [REDACTED] owned and operated the marina until 2005 when the marina was lost to a power-of-sale. In the fall 2006 [REDACTED] signed off his mortgage on the marina thus leaving his money unsecured. On September 09, 2007 there was a fire on [REDACTED] farm and the barn where the marina equipment was stored burned down. The barn was underinsured and approximately half-a-million dollar worth of marina equipment, including all the records, were lost in the fire. The day after the fire [REDACTED] demanded all his money back and reportedly has since been engaging in various forms of threatening and harassing conduct towards members of [REDACTED] family.

**INVESTIGATION:** On Thursday, June 23rd, 2009 at approximately 13:05 hrs P/C Jack took a video/audio recorded sworn statement from [REDACTED]. In the provided statement [REDACTED] indicated all of the above. The complainant initially declined to lay charges and wished to wait for a day and attempt to resolve the matter within the family. The [REDACTED] left Peterborough County O.P.P. detachment at approximately 14:20 hrs.

At approximately 18:00 hrs [REDACTED] attended Peterborough County O.P.P. detachment and decided to go ahead with the charges of Criminal Harassment against [REDACTED] brother [REDACTED]. At this time P/C Jack obtained signed written statements from [REDACTED] and [REDACTED] in which they advised of their concern of the [REDACTED] conduct and their fear for their safety.

On Friday, July 24th at 10:25 hrs P/C Jack spoke with [REDACTED] on the phone. [REDACTED] advised P/C Jack that they and their daughters had just received a total of 4 letters by registered mail from [REDACTED]. In the letter received by [REDACTED] there were more family pictures with [REDACTED] faces blacked out.

At 15:09 hrs P/C Jack was able to locate [REDACTED] and spoke with him on the phone.



P/C Jack advised [REDACTED] of the complaint against him and requested him to attend Peterborough County O.P.P. for investigation. [REDACTED] advised he was going to attend in half-an-hour.

At 16:32 hrs [REDACTED] attended Peterborough County O.P.P. detachment and was arrested for Criminal Harassment.

At 16:55 hrs P/C Jack released [REDACTED] on a PTA with an OIC Undertaking with the first appearance date on Thursday, 27th of August, 2009 at 09:00 hrs.

At 17:03 hrs P/C Jack asked [REDACTED] why he mailed old family pictures to [REDACTED] family members with [REDACTED] faces blacked out. [REDACTED] advised P/C Jack that he should have probably not done that and should have just burned them. [REDACTED] refused to provide any further statements and advised P/C Jack that he would have his lawyer take a look at the charge later.

At 18:46 hrs P/C Jack and [REDACTED] attended [REDACTED] residence and seized 16 registered firearms under Sec.117.04(2) CC.

[REDACTED] was very polite and cooperative throughout all time.

**ACCUSED:** [REDACTED]

**WITNESSES:**

**CHARGES:** Criminal Harassment - threatening conduct, Sec. 264(2)(d) CC

**PROPERTY:** Firearms

**VEHICLES:** N/A

**SUPPORT UNITS:** N/A

**CPIC:** Accused added on CPIC as charged.

**NOTIFICATION:** Sgt. Flindall through Niche.

**DISTRIBUTION:** Detachment level

**FOLLOW-UP:** N/A

## Arrest Report

Ontario Provincial Police

Printed: 2012/02/29 14:11 by 9740

Arrestee:

Occurrence: SP09164458 Harassment @2009/07/23 12:53

Author: #12690 JACK, M.

Report time: 2009/07/24 19:40

Entered by: #12690 JACK, M.

Entered time: 2009/07/24 19:40

Arrest time: 2009/07/24 16:34

Place of Arrest:

Arresting officer: #12690 JACK, M., #12690 JACK, M., #12690 JACK, M.

Type: Reasonable grounds

Warrant number:

Release time: 2009/07/24 16:55

Disposition: Promise to appear

Release officer: #12690 JACK, M.

Fingerprint date:

Court date: 2009/08/27 09:00

Court  
room: 2

Property bag number:

Property description:

Property taken by officer:

Cash taken: \$

Cash taken by officer:

Remarks:

Off/Chg Date	Occ. #	Status	Offence/Charge Summary
2009/07/23	SP09164458	Withdrawn	CC 264(2)(d) Criminal Harassment - threatening conduct (Adult) » 2009/10/28 [S] Withdrawn (810 PB 12 MOS) / [Cond: Other] 810 PB 12 MOS

On the 24th of July 2009 at approximately 16:32 hrs [REDACTED] attended Peterborough County O.P.P. detachment. [REDACTED] was being sought for Criminal Harassment.

At 16:32 hrs P/C JACK advised [REDACTED] about the charge laid against him and at 16:34 hrs P/C JACK placed [REDACTED] under arrest for Criminal Harassment. At 16:34 hrs [REDACTED] was read his rights to counsel to which he stated he understood and refused to speak with a lawyer. At 16:46 hrs [REDACTED] was cautioned to which he stated he understood.



At 17:00 hrs [REDACTED] surrendered his PAL [REDACTED] to P/C JACK.

At 17:03 hrs P/C JACK asked [REDACTED] why he mailed old family pictures to [REDACTED] family members with [REDACTED] faces blacked out. [REDACTED] advised P/C JACK that he should have probably not done that and should have just burned them. [REDACTED] refused to provide any further statements and advised P/C JACK that he would have his lawyer take a look at the charge later. [REDACTED] was very polite and cooperative throughout all time.

At 16:55 hrs P/C JACK released [REDACTED] on a PTA with an OIC Undertaking with the first appearance date on Thursday, 27th of August, 2009 at 09:00 hrs.

## Witness Statement

Ontario Provincial Police

Printed: 2012/02/29 14:11 by 9740

Witness: [REDACTED]

Occurrence: SP09164458 Harassment @2009/07/23 12:53

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Statement taker: #12690 JACK, M.

Statement time: 2009/07/23 13:05

Entered by: #12690 JACK, M.

Entered time: 2009/07/23 00:00

Remarks:

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Almost two years ago we started having family problems with my brother [REDACTED]. It is over money. We owe him money and it has been a constant form of harassment. He has been a thorn in our side.

In 1990 we bought a marina and [REDACTED] lent us some money for it. We have since have been making payments and in 2005 we decided to develop marina and it went amok. We lost the marina to a power of sale.

Since that time we moved all our belongings into a barn on our farm

On September 9<sup>th</sup> 2007 our son was welding his truck and the barn just caught on fire and went up very quickly. We lost approximately half-a-million dollar worth of stuff in the fire.

The day after the fire something just triggered in [REDACTED] that he wanted all of his money back. He assumed that we would get a whole whack of insurance money, but we were underinsured. Ever since then, he has not been speaking to us, but he has been harassing us. He has been staking me and sending letters, and just today my daughter received this stack of letters with [REDACTED] and my pictures blackened out and/or cut out.

In this time period he has also tried to get us through civil court, but it is not working for him, so his anger level has been escalating.

He has also tried to get us through township and other government agencies like the Ministry of Environment.

He sits at my work sometimes. He is unstable and I am frightened of him. We borrowed about \$130,000 in the beginning back in 1990. Then we borrowed few extra amounts throughout the years. We lost all our records in the fire so we do not have any accurate records. We think we owe him somewhere around \$90,000 to \$100,000. That is what we reported to the bankruptcy people.

The harassment started the day after the fire. He came over and made a stupid comment about my son losing his motorcycle in the fire. I replied with a sarcastic note, which I cannot recall, but it was unkind. He lost his switch and he stopped talking to us. He demanded his money back. The insurance was in our



son's name [REDACTED] did not care whose name it was in, he just wanted the money.

Everything was fine before the fire, and then as if a switch was flipped, he changed overnight. Prior to the fire, he had been unkind to other family members, but never to us.

[REDACTED] has sent letters to the township saying that we have non-conforming building. They have come out and inspected it and it was fine. We do not know what he was trying to accomplish. He wrote a letter to the township twice.

In the spring 2008 and in the fall 2008 he phoned the Ministry of Environment saying we are taking contaminated soil from the marina and putting it on the farm. We had the MOE down doing tests and inspections.

He has taken us to court twice for frivolous things because he knows he has no claim with the hundred thousand dollars because it is really tied to the marina.

Prior to the fire, there was something else that must have gotten him worried. we were the first mortgage on marina. My father was the second mortgage on marina because we borrowed money from him [REDACTED] was the third mortgage on marina. When we started to develop marina in 2005, my father and [REDACTED] both signed off on the mortgages. I think he must have felt he made a mistake signing off on the mortgage and that got him worried.

After the fire he banned us from coming over for Christmas and for other family gatherings.

He is just tracking us, which is odd. He sits in front of our farm and takes pictures.

He spied on our oldest daughter [REDACTED] and our youngest daughter [REDACTED] He just goes and stares at them and intimidates them.

We have not spoken with him since 2007.

He has written and phoned to all the relatives saying what kind of bad people we are.

He disallowed me to see my aunts and uncles.

He was the god father of one of our children and he sent this certificate back with an X drawn through it.

His actions seem to be escalating and it seems to be going to the dark side.

Our daughter got 2 or 3 envelopes from [REDACTED] and we got 3.

[REDACTED] has gone to [REDACTED] old places of work and phoned his friends trying to tell them what kind of bad person he is.

Our main fear is that he is going to a point where is ig going to get physical. He

has a black belt in Taekwondo. He has twenty guns sitting in his house, he is a hunter.

When he gets a bankruptcy notice in a short while we feel that it will be a breaking point and he is going to do something. He should be receiving the notice by the end of next week. We are certain he should receive his letter that we filed for bankruptcy.

One of my sisters advised us to seek help from police to put an end to it because he is not dealing with it in a mature sound way.

All we want for him to take a different route to work, stop sending mail to us and our daughter.

He does not have a course of action at this moment. His only course of action is his anger.

Our faces on the pictures are blacked out as we do not exist anymore.



**Property -- Occurrence: SP09278848 / OPP / Motor vehicle collision / 2009/12/02 06:32**

Type	Class	Desc.	Serial State #	Location Tag #	Notes
1) Cannabis (marihuana)	Evidence; Found; Seized		Disposed		
2) Other article: Drug accessory	Evidence; [BONG] Seized		Disposed		(4 pieces of glass and 2 bowls from bong. )

## General Occurrence Report

Ontario Provincial Police

Printed: 2012/03/13 10:08 by 371074

Occurrence: SP09278848 Motor vehicle collision @2009/12/02 06:32

Author: #10517 NIE, R.

Report time: 2009/12/02 06:28

Entered by: #10517 NIE, R.

Entered time: 2009/12/02 16:39

Remarks:

**BENCHMARK:** No

**COMPLAINT:** PC Neamtz while enroute to a paid duty eastbound on Highway 7 came across a collision that had just occurred and contacted PCC requesting assistance.

**INCIDENT LOCATION:** Highway 7 west of the 8th Line of Asphodel, Asphodel-Norwood Township

**HISTORY:** N/A

**INVESTIGATION:** At approximately 0630hrs PC Neamtz was enroute to a paid duty in Havelock when she came upon a collision scene in which the entire highway was blocked. A 1999, red Dodge Dakota pickup bearing Ontario licence #851 7XR was positioned eastbound in the westbound lane. The damage consisted of the front end being smashed inwards completely with parts of the engine, etc. all over the ground. Oil and other fluids could be seen leaking from under the vehicle. The drive shaft and spare tire had also been torn from the vehicle and were spread across the road. The driver of this vehicle [REDACTED] was trapped in the vehicle and was being removed by fire and paramedic personnel.

The second vehicle involved, a 2010 yellow school bus with Ontario licence #BN5 315, owned by Ellwood Hamilton Bus Lines, was positioned facing southbound in the ditch on the south side of the road. The bus had 42 students and 2 teachers along with the driver, [REDACTED]. The damage to the bus consisted of the front end being smashed to the extent that the front bumper and shroud of the bus had been torn off. The fuel line had been punctured while entering the ditch causing approximately 70 gallons of diesel fuel to spill into the ditch. The Ministry of Environment was contacted as a result.

At 0650hrs PC Nie and PC Jack arrived at scene to assist. Sgt. Butorac was notified and attended as well. Arrangements were made to had traffic rerouted around the collision scene by using the 7th and 8th Lines of Asphodel.

The driver of the pickup truck was transported by EMS #4508 to Highway 7 and County Road 38 where he was airlifted to Sunnybrook Hospital in Toronto with life-threatening injuries. Paramedics at the scene advised that his leg had been severely crushed as a result of the impact.

Three students, [REDACTED] and [REDACTED] were transported to Campbellford Hospital by EMS #4513 with minor injuries. Three more students, [REDACTED] and [REDACTED] were transported to Peterborough Regional Health Centre by EMS #4500 with minor injuries. The bus driver, school teacher [REDACTED] and one other student attended hospital with minor injuries as well.

Information received from several witnesses at the scene indicated that the driver of the pickup truck, for an unknown reason, crossed the centre line onto the eastbound shoulder and then



swerved back into his lane. Upon observing this maneuver, the bus driver swerved to avoid a collision and both vehicles collided almost in the centre of the roadway.

PC Downs and PC Blackman attended to complete a reconstruction of the collision. During inspection of the vehicles, some items were discovered inside the pickup truck. Two small Ziploc bags of what appeared to be marijuana residue were located in the glove box area in front of the passenger seat. In the rear of the pickup truck behind the passenger seat, a set of coveralls and a winter jacket were located. Upon checking the pockets PC Blackman located a small Ziploc bag containing what appeared to be marijuana bud. This was seized by PC Jack and upon returning to detachment was found to be approximately 2.3 grams in weight.

At 0947hrs Keith Jamieson attended from the Ministry of Environment to view the scene. He liaised with the bus company owner, [REDACTED] and discussed how the area would be cleaned after the bus was removed.

At 0955hrs Jason Brydges from the MTO attended and completed a mechanical inspection of the school bus. He reviewed the log book and after checking the bus found no visible defects other than the damage from the collision.

At 1107hrs Neil Wilcox from Environmental Solutions attended the scene at the request of the insurance company for the bus company. Frank Crowley, of Berlett and Leonard Insurance Adjusters attended the scene as well on behalf of the bus company. A second company, Detox Environmental, attended with Wilcox to assist with the cleanup. Drain Bros. was then sub-contracted to bring equipment to remove the contaminated soil and replace it with clean top soil.

At 1353hrs the pickup truck was towed to Fitzsimmons garage at the request of PC Downs and followed by Sgt. Butorac. At 1422hrs seal #2G04101 was placed on the garage door pending a mechanical inspection.

At 1358hrs Wayne's towing removed the school bus and towed it back to Ellwood Hamilton Bus Lines yard.

At 1523hrs the offices left the scene and the road was completely re-opened.

A check with Sunnybrook hospital at 1630hrs revealed that [REDACTED] had just finished surgery and was in critical but stable condition.

Investigation continuing and further witness statements to be taken.

**WITNESS STATEMENTS:** several

**SUSPECT(S)/SUSPECT VEHICLE:** [REDACTED]

**PROPERTY:** 2.3 grams marijuana seized

**SUPPORT UNITS:** Reconstruction traffic unit

**CPIC:** N/A

**NOTIFICATION:** Sgt. Butorac, Sgt. Smith, Duty officer

**DISTRIBUTION:** N/A

## Supplementary Occurrence Report

Ontario Provincial Police

Printed: 2012/03/13 10:05 by 371074

Occurrence: **SP09278848 Motor vehicle collision @2009/12/02 06:32**

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Author:	#10517 NIE, R.	Report time:	2010/03/19 00:00
Entered by:	#10517 NIE, R.	Entered time:	2010/04/21 10:39
Remarks:	CFS results received and reviewed with crown		

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On 15MAR10 PC Nie received the final results from CFS in relation to the case. An initial report was completed that was dated 23FEB10 and signed by Forensic Toxicologist Jean-Paul Palmentier - CFS File No. 09-10793 JPP. This initial reported confirmed that 2ng/ml of Tetrahydrocannabinol (THC) was found in the blood sample. There was no alcohol located in the blood sample.

An amended report was completed on 11MAR10 and forwarded to PC Nie. It stated that the initial report had been sent out with analytical findings missing from the original. The amended report would now reflect this change. The amended report include a second item found in the red blood cells. The sedative Bromazepam was located - it is a prescription medication that is used to treat anxiety. The report stated that further analysis could not be completed as there was insufficient sample to do this. Therefore, no exact amount could be determined. As a result, only a general opinion about the effects of this drug could be given and not a concrete answer for this specific driver and collision.

The toxicologist confirmed with PC Nie that the amount of THC detected was consistent with [REDACTED] having smoked a joint of marijuana the night before the collision as he had explained in his statement. The toxicologist also advised that it would not be an amount significant enough to cause impairment.

On 16MAR10 PC Nie met with Crown Shonagh Pickens. As a result of the information received from CFS it was agreed that no criminal charge would be laid as it could not be proven beyond a reasonable doubt in relation to any impairment by drug.

On 19MAR10 PC Nie met with Provincial Crown Andrew Fordham. The case was reviewed and once the Reconstruction report was completed a decision on an appropriate HTA charge would be made.





## GENERAL INFORMATION FORM

Bureau / Region Central

Date: 01 Sep 09

Member FLINDFALL, Rob	Badge # 9740
Supervisor Campbell, Ron	Badge # 6385

CRITERIA		SUB CATEGORIES	
Job Knowledge & Skills	<input checked="" type="checkbox"/>	Attitude Towards Learning	<input type="checkbox"/>
Problem Solving	<input type="checkbox"/>		
Communication Skills	<input type="checkbox"/>	Oral Communication	
Leadership Skills	<input checked="" type="checkbox"/>	Delegation/Supervision	
Interpersonal Attributes	<input type="checkbox"/>	Interpersonal Relations	
Personal Impact	<input type="checkbox"/>	Demeanour	
Other	<input type="checkbox"/>	Judgement	

RATING
Does Not Meet Requirements

### NARRATIVE ( Incident # Optional )

Inc # SP09164458, SP09175128, RM09092516

#### Background:

As a result of many discussions, emails and directives shift supervisors were to monitor and screen Crown briefs of their members prior to them being submitted.

In July 2009 it was stressed again the importance of Shift supervisors reviewing the briefs and ensuring they contained the required information to warrant charges and provide proper disclosure as the Court Office would be reduced by one member. This would make it all the more important that shift supervisors review members work.

In August 2009 Cst. Mike Jack had been identified by his supervisors as having many issues including his job knowledge as related to federal statutes.

Again increasing the diligence required in the review of his work.

In this time frame Sgt Flindall had received an email from the Court Officer advising of short comings of a Crown brief submitted by the member. Not having reviewed the briefs I spoke to Sgt Flindall about this on the date the message was sent. Sgt Flindall advised he had reviewed the matters and it was simply a issue of the style or wording of the synopsis and he would look at it but the matter was a legitimate charge.



## GENERAL INFORMATION FORM

It was not 15 minutes later Head Crown Attorney Brian Gilkinson contacted me to complain not only about the two briefs listed but a 3rd brief that has been the result of an ongoing complaint and neighbour dispute between two residents of Emerald Island and also a letter from the local MPP to the Solicitor General and our Professional Standards Bureau. Mr. Gilkinson was very clear that grounds did not exist for charges in any of these cases and the person who submitted them did not know the elements of the offences.

Sgt Flindall was to oversee the creation of an information brief concerning the possibility of the OPP laying charges of Criminal Harassment in this case.

In addition to this I from the direction of the Detachment Commander reviewed all incidents involving the two parties and reviewed each and every recorded RMS report on the OPP system but the City of Peterborough. In addition I met with one of the complainants and reviewed the case with him. During this review the complainant asked that the DVD statements given to the OPP be viewed by the OPP as they eluded to more evidence that the summary printed on RMS for the information brief. As a result of this request Sgt Flindall was requested to review these DVD's as well.

On the 31st of August 2009 Sgt Flindall advised he was too busy to review the DVD's while working the weekend.

Cst Jack is a probationary officer and by Sgt Flindall's own admission the briefs were lacking and ultimately he was the person responsible for review of the submissions prior to them being submitted.

Attached are Sgt Flindall's comments in relation to work completed by the member.

"I have reviewed all of the documentation and correspondence, including emails from Ron and Brian who have summed up the situation perfectly. I am in agreement that there is simply not enough information to proceed with a criminal harassment charge at this time. In review of PC JACK's statements, not only in this matter but a few other matters I am reviewing, he has done a poor job in attempting to elicit the basic required information that one would expect to garner from victim/witnesses. I can only chalk this up to inexperience. "

Aggravating to me is that this duty entrusted to Sgt Flindall was not done but in addition to my own scheduled duties I have provided at least 12 hours of my time which should have been completed by him.

I was also able to review the briefs on 31 August 2009 and found that should they have been reviewed it was obvious the briefs lacked information, and corroboration.

The following information was provided by the Court Officers and Crown.

ROB - I have not dove in totally in this file, but see a couple issues that need addressing right away. PC JACK is the OIC.

SP09164458

1 - brief jacket says "no" record, yet inside the pkg there appears to be a record with a couple of convictions. It appears solid, but I did not see the cni page that would contain the acc fps to verify this is HIS record. Also, its in French. We might want to take the initiative to translate it in writing into English??

2 - we seized firearms under 117 and have filed a return to jp. I see no indication of a "WEAPONS PROHIBITION" application under 117. we have 30 days to file that application from the date of the seizure, or we have to give the guns back. Date of arrest is 24jul09.

HBBR





## GENERAL INFORMATION FORM

Re: Constable Michael Jack

To: Staff Sergeant Campbell and Sergeant Flindall

Hello Ron and Robert,

May I respectfully suggest that Constable Jack needs some guidance?

I am seeing a bit of an ongoing pattern in his work that raises concerns.

Referring to the most recent file on an accused, William Stephenson SP09173128.

First Appearance is August 27.

I got the Information sworn this morning. Following which, the file was returned by CAO staff to the OPP Court Office to be reviewed.

There are apparently five witnesses and one complainant.

o The statement of the complainant is not present in the file

o Notes: Copies of notebook notes with author unknown ( however, probably Jennifer Payne.

I will label as probably a simple oversight on her part)

Perhaps of more concern are deficiencies in the synopsis of the circumstances. I am wondering if it might be appropriate for Constable Jack to inform the reader who the players are? There are five witnesses indicated in the witness list and one complainant, none of which are identified in the synopsis.

The synopsis, as you will see, concludes with " Then Connery's family and friends went to the main office to see the resort manager who contacted the police."

This synopsis lacks the basic principles of the conclusion i.e. the arrest . Who, What, Where, When, How and Why.

Similarly, in the case of John Williamson SP09164458, the synopsis in this case contains a significant amount of irrelevant information. There is little provided on the allegation of Criminal Harassment.

In fact, I got the Information sworn yesterday, however in review, I have a very uncomfortable feeling about it and will discuss it further with the CAO as the file has been forwarded. I have read this synopsis more carefully and I would go as far as to suggest the charge of Criminal Harassment should be withdrawn on August 27. I will let a CA review.

Sergeant Flindall, may I ask you to view the two occurrences and to consider my thoughts.

William Stephenson SP09173128

John Williamson SP09164458

Thank you,

Bob

This is to acknowledge the brief you submitted for review by this office. You requested that it be considered in determining whether or not charges are justified. This brief does not constitute a Crown brief capable of doing so at this point. Consider the following:

1. the synopsis makes a series of statements of conclusion about what Mr. Anderson has done in the past.
2. the video statement summaries of Julie Woodhouse and Jeffrey Standaert are similar.
3. the witness statements provided by Mr. Standaert are either character references for him or are so vague in the incidents they describe that they can not be related to any specific allegation stated in the synopsis.

You need to define the complaint(s) of illegal behaviour and then investigate to see if you can obtain evidence that relates specifically to each of those complaints. This evidence needs to include more than just Mr. Standaert or Ms. Woodhouse. They will be viewed by the court as adversaries of Mr. Anderson and as such their evidence will be tempered, as will his, by the fact that they all have "axes to grind" in making the other side out to be the culprit.



## GENERAL INFORMATION FORM

Therefore, in addition to defining the complaint(s), you need to analyse the assertions of the complainants and identify areas where you should be able to find other evidence to confirm or refute the complaint(s).

For instance, with regard to Mr. Standaert's statement:

1. narrow down the "one point" he saw Anderson prowling by night. There must be police records that prove the date if there was a police warning given to Anderson or to refute the allegation of Standaert if it did not happen. Get a statement from the officer involved as to all that was said and whether or not there was evidence that justified the warning. Secure all evidence/statements that can verify the incident.
2. identify who at Standaert's place of employment received calls from Anderson, how many were made, when and what was said. Who from the PLCPS cautioned Anderson and why? Get all possible evidence /statements/records to verify the incident's). Remember it is the repeated nature of any type of harassing conduct that makes the case. You need evidence to establish that.
3. the children should have been able to see Anderson taking pictures. While they are not truly independent, they are still witnesses. I need further information regarding the court appearance you refer to and those that were involved. Some times and dates would help. You can contact court services for a check of their records if Standaert can't help.
4. The allegation of Anderson delivering mail to Mrs. Standaert and then attempting to force his way into the house has no flesh to the bare bones statement. Was she the only witness? What was said by both parties? Do we know why Anderson would have delivered mail to people he so obviously, on their evidence, wants to bother? Were any admissions made to others afterward that verify his visit there?
5. You need to take the same approach to each and every assertion of fact in the synopsis or in a statement made to you.

This will involve checks with the township personnel, neighbours, Standaert's employer (MNR), other officers all with a view to corroborating any allegation that you feel constitutes an offence. This office will be more than happy to assist in prosecuting offences where a thorough investigation has been done and charges are deemed warranted, however, there is precious little in the material you have submitted that will discharge the Crown's burden of proof at a trial. We cannot afford to waste trial time on a tag team match between the Andersons and the Standaerts and Woodhouses. Too many allegations have flown back and forth, including the prior charging of Mr. Standaert before there was clear and cogent evidence that he had committed a criminal offence. Any charge based on his complaint now will be viewed by the Andersons, and perhaps the court, as payback. There is a natural tendency to avoid these messy neighbour disputes in the hopes that things will calm down. That leads to a lack of thorough and corroborative police investigation and a response from the Crown that if there is no independent evidence distinguishing the good guys from the bad guys the case will go nowhere.

Do not suggest to the Standaerts that the Crown will not prosecute their complaints. That is not the reality of the situation. This office will prosecute any complaint, including theirs, if the investigation can be viewed as thorough and corroborative of those complaints. Without that type of investigation judges will castigate the Crown for what it did not do to assist the court in coming to conclusions beyond a reasonable doubt.

Brian Gilkinson,  
Crown Attorney

In my view Sgt Flindall does not demonstrate in these examples KSA of his position nor has he monitored the outcome of his delegation effectively.





## GENERAL INFORMATION FORM

**DISCLOSURE DATE:**

01 Sep 09

**DISCLOSED BY:**

**M.R.J. Campbell #6385 S/Sgt.**

**MEMBER'S SIGNATURE**

---



## 0.1: INTRODUCTION TO POLICE ORDERS

### 0.1.1: COMMISSIONER'S MESSAGE

*Ethics (Behaviours)  
Underlying The  
Promise*

*Accountability (Professional Excellence)*

I will:

- as a supervisor, make "people management" my top priority; address performance expectations clearly, consistently, directly, constructively and in a timely fashion; provide specific feedback to staff on what they did to achieve, exceed or fall short of expectations.

*Continuous Learning (Professional And Personal Development)*

I will:

- share with others the benefit of my experience, knowledge and skills; seek feedback on my performance;

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## 0.1: INTRODUCTION TO POLICE ORDERS

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### 0.1.2: THE PROMISE OF THE OPP (VALUES AND ETHICS)

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As an organization, the OPP commits to working continually to earn the confidence of the citizens of and visitors to Ontario—a confidence that will not be taken for granted. The OPP fulfils this commitment by providing the best and most professional service possible, and by striving to build a culture of trust, and open and honest dialogue, with the communities it serves and among the people it employs. The organization commits to creating and sustaining a positive working environment in which every employee has equal opportunity to fulfil his/her potential within the profession.

Each OPP employee and volunteer appreciates the vital role he/she plays in protecting the fundamental rights of all people in Ontario. As such, each commits to always putting the interests of the public and the OPP's Vision and Mission before any personal and private interest, and to demonstrate pride in his/her profession and the OPP through personal conduct that reflects a belief in the following OPP values and ethics:

- professionalism;
- accountability;
- diversity;
- respect; and
- excellence.

#### **Ethics (Behaviours) Underlying The Promise**

##### **Professionalism**

Each employee shall:

- project a positive, professional image: attitude, appearance and demeanour;
- build effective teams;
- seek out the experience, knowledge and skills of others in the community;
- take a stand on values/principles, even when it is difficult to do so;
- ensure there is consistency between what is said and done;
- be honest, courteous, trustworthy and keep his/her word; dedicated, diligent and disciplined in all dealings;
- make good use of constructive criticism;
- do his/her very best to make a positive difference each day;
- seek to understand and provide service consistent with the needs, expectations and priorities of his/her customers, staff, and team;
- exercise humility and self-control/discipline;



- demonstrate strong inter-personal and communication skills; and
- be clear that to accept free *perks* or *professional courtesies* may lead to a sense of entitlement or indebtedness that could potentially compromise the public's trust in the ability of the police officer to remain objective and impartial in the exercise of his/her duties;

**Accountability** Each employee shall:

- be accountable for his/her own actions and those of his/her staff;
- take care of him/herself, e.g. recognize when he/she needs help (professionally and personally) and be willing to seek help; maintain a work-life balance;
- advance corporate direction and policies;
- take personal responsibility for his/her career and personal development and seek out learning opportunities;
- debrief to learn from both success and failure; learn by reflecting on personal contributions to either; look for the positive in learning, especially from failure and disappointment; apply learning to future actions;
- encourage discussion of ethical dilemmas, i.e. ***doing the right thing, not just doing things right***;
- assume his/her rightful share of the work and pitch in to help others;
- admit when he/she does not have an answer; seek out appropriate information/people;
- know when to take initiative and be an independent thinker, and when to take direction;
- take personal responsibility and initiative, e.g. follow up on all inquiries (complaints, requests), provide progress reports/helpful information, inquire if there is anything else he/she can do to be helpful, ***go the extra mile***; explain, as appropriate, why certain processes/actions are necessary; and
- as a supervisor, make ***people management*** his/her top priority; address performance expectations clearly, consistently, directly, constructively and in a timely fashion; provide specific feedback to staff on what they did to achieve, exceed or fall short of expectations.

**Diversity** Each employee shall:

- seek to understand different perspectives, cultures, lifestyles, creeds and apply that understanding to effect quality policing;
- identify candidates for recruitment to enhance the diversity of the OPP workforce reflective of the communities we serve;
- protect the rights of all people in an equitable and consistent manner;
- maintain an open mind; be impartial and non-judgmental; be aware of and manage his/her personal biases or attitudes, e.g. stereotypes;





- treat others as they would want to be treated: victims and accused (their families and communities), colleagues and staff, regardless of gender, race, ethnicity, ability, age, etc.; enable others to maintain his/her dignity even in the face of adversity;
- adjust the way he/she works (behave and communicate) by appropriately accommodating others' basic human rights; and
- respect the individual dignity and strengths of all people.

**Respect** Each employee shall:

- have the courage to confront those who violate democratic, human and civil rights of others;
- understand consequences for others of when/how he/she expresses personal feelings and opinions; try to understand the underlying feelings of others; try to anticipate others' reactions to his/her behaviour or comments, e.g. jokes;
- appreciate the state of mind of people *in crisis* or with a problem they consider very serious; help to calm and diffuse emotions in a crisis; help vulnerable people to feel safe and secure;
- put him/herself in the shoes of others; understand things from the perspective of customers and colleagues;
- be thoughtful about both what he/she says and *how* he/she communicates, i.e. be sensitive to inadvertent or subtle messages, terms or labels; avoid potentially hurtful rumours and gossip; maintain confidentiality;
- build respectful relationships by being approachable, friendly, cheerful, welcoming, sincere, enthusiastic;
- be accessible; maintain an *open door policy*; make time to know his/her staff, colleagues and communities; ensure regular face-to-face contact; collaborate and co-operate;
- strengthen respectful relationships with:
  - colleagues, especially those who may feel vulnerable or at a disadvantage because of his/her employment status, e.g. new recruit, volunteer, civilian, contract employee or because of his/her background, e.g. race, gender, ethnicity;
  - First Nations communities and First Nations policing partners;
  - police services boards;
  - policing advisory committees and community partners;
  - justice sector partners; and
  - federal and municipal police services; and
- recognize the positive contributions of others; thank people; demonstrate his/her trust in others by acknowledging his/her strengths, skills and expertise.

**Excellence** Each employee shall:



- support the OPP Auxiliary and community volunteers;
- lead by example; always try to be a good role model;
- share with others the benefit of his/her experience, knowledge and skills; seek feedback on his/her performance;
- work to understand underlying causes of social disorder and crime in order to be more effective on the job;
- learn from and forgive honest errors;
- be patient and as flexible as possible;
- stay current with changes in his/her field and more broadly the profession and organization;
- involve people from the community and concerned agencies in a partnership to prevent, identify and resolve issues of crime, traffic and social order;
- be familiar with and make appropriate referral to community resources and agencies; and
- look beyond the status quo to improve his/her skills and knowledge; always seek to improve what and how he/she can contribute, e.g. creative solutions, better approaches, new technologies/tools.





## 0.1: INTRODUCTION TO POLICE ORDERS

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## 0.1.2: THE PROMISE OF THE OPP (VALUES AND ETHICS)

***The Promise***

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As an organization, the OPP commits to working continually to earn the confidence of the citizens of and visitors to Ontario—a confidence that will not be taken for granted. The OPP fulfils this commitment by providing the best and most professional service possible, and by striving to build a culture of trust, and open and honest dialogue, with the communities it serves and among the people it employs. The organization commits to creating and sustaining a positive working environment in which every employee has equal opportunity to fulfil their potential within the profession.

As an OPP employee and volunteer, I appreciate the vital role I play in protecting the fundamental rights of all people in Ontario. I therefore commit to always putting the interests of the public and the OPP's Vision and Mission before any personal and private interest. And I promise that I will always demonstrate pride in my profession and the OPP through personal conduct that reflects my belief in the value of:

- accountability;
- respectful relationships;
- fairness, courage and caring;
- continuous learning; and
- diversity.

***Ethics (Behaviours)  
Underlying The  
Promise******Accountability (Professional Excellence)***

I will:

- project a positive, professional image: attitude, appearance and demeanour;
- lead by example; always try to be a good role model;
- be accountable for my own actions and those of my staff;
- advance corporate direction and policies;
- assume my rightful share of the work and pitch in to help others;
- admit when I don't have an answer; seek out appropriate information/people;
- know when to take initiative and be an independent thinker, and when to take direction;
- take a stand on values/principles, even when it's difficult to do so;
- ensure there is consistency between what I say and do;
- be honest, courteous, trustworthy and keep my word, dedicated, diligent and disciplined in all my dealings; make good use of constructive criticism;
- do the very best I can to make a positive difference each day;



- seek to understand and provide service consistent with the needs, expectations and priorities of my customers, staff, and team;
- take personal responsibility and initiative, e.g. follow up on all inquiries (complaints, requests), provide progress reports/helpful information, inquire if there is anything else I can do to be helpful, "go the extra mile"; explain, as appropriate, why certain processes/actions are necessary;
- be clear that to accept free "perks" or "professional courtesies" may lead to a sense of entitlement or indebtedness that could potentially compromise the public's trust in my ability to remain objective and impartial in the exercise of my duties;
- protect the rights of all people in an equal and consistent manner; and
- as a supervisor, make "people management" my top priority; address performance expectations clearly, consistently, directly, constructively and in a timely fashion; provide specific feedback to staff on what they did to achieve, exceed or fall short of expectations.

***Respectful Relationships (Strong And Positive)***

I will:

- 
- be approachable, friendly, cheerful, welcoming, sincere, enthusiastic;
  - demonstrate strong inter-personal and communication skills;
  - be accessible; maintain an "open door policy"; make time to know my staff, colleagues and communities; ensure regular face-to-face contact; collaborate and co-operate;
  - support the OPP Auxiliary and community volunteers;
  - strengthen relationships with our:
    - First Nations communities and First Nations policing partners;
    - police services boards;
    - policing advisory committees and community partners;
    - justice sector partners; and
    - federal and municipal police services;
  - involve people from the community and concerned agencies in a partnership to prevent, identify and resolve issues of crime, traffic and social order;
  - be familiar with and make appropriate referral to community resources and agencies;
  - recognize the positive contributions of others; thank people; demonstrate my trust in others by acknowledging their strengths, skills and expertise; and
  - build effective teams.

***Fairness, Courage And Caring (Empathy And Compassion)***

I will:





- have the courage to confront those who violate democratic, human and civil rights of others;
- maintain an open mind; try to be impartial and non-judgmental; be aware of and manage my personal biases or attitudes, e.g. stereotypes;
- understand consequences for others of when/how I express my personal feelings and opinions; try to understand the underlying feelings of others; try to anticipate others' reactions to my behaviour or comments, e.g. jokes;
- appreciate the state of mind of people "in crisis" or with a problem they consider very serious; help to calm and diffuse emotions in a crisis; help vulnerable people to feel safe and secure;
- learn from and forgive honest errors;
- be patient and as flexible as possible;
- put myself in the shoes of others; understand things from the perspective of my customers and colleagues;
- treat all others with equality, as I would want my loved ones and myself to be treated: victims and accused (their families and communities), colleagues and staff, regardless of gender, race, ethnicity, ability, age, etc.; enable others to maintain their dignity even in the face of adversity;
- support colleagues, especially those who may feel vulnerable or at a disadvantage because of their employment status, e.g. new recruit, volunteer, civilian, contract employee or because of their background, e.g. race, gender, ethnicity;
- exercise humility and self-control/discipline; and
- be thoughtful about both what I say and "how" I communicate, i.e. be sensitive to inadvertent or subtle messages, terms or labels; avoid potentially hurtful rumours and gossip; maintain confidentiality.

#### ***Continuous Learning (Professional And Personal Development)***

I will:

- take personal responsibility for my career and personal development; seek out learning opportunities;
- debrief to learn from both success and failure; learn by reflecting on my personal contributions to either; look for the positive in learning, especially from failure and disappointment; apply learning to future actions;
- encourage discussion of ethical dilemmas, i.e. "doing the right thing, not just doing things right";
- share with others the benefit of my experience, knowledge and skills; seek feedback on my performance;
- seek out the experience, knowledge and skills of others in the community;
- work to understand underlying causes of social disorder and crime in order to be more effective on the job;



- take care of myself, e.g. recognize when I need help (professionally and personally) and be willing to seek help; maintain a work-life balance;
- stay current with changes in my field and more broadly the profession and organization; and
- look beyond the status quo to improve my skills and knowledge; always seek to improve what and how I can contribute, e.g. creative solutions, better approaches, new technologies/tools.

***Diversity (In Society & My Workplace)***

I will:

- seek to understand different perspectives, cultures, lifestyles, creeds and apply that understanding to effect quality policing;
- identify candidates for recruitment to enhance the diversity of the OPP workforce reflective of the communities we serve;
- adjust the way I work (behave and communicate) by appropriately accommodating others' basic human rights; and
- respect the individual dignity and strengths of all people.

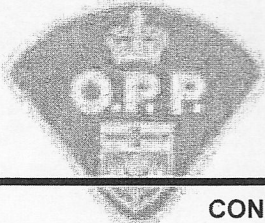




## 6.1: ORGANIZATION

### 6.1.10: ROLE

#### *Sergeant-Major*



The sergeant-major is responsible for the co-ordination and investigation of complaints against the conduct of employees. Sergeants major will assign and supervise investigators, monitor investigations, manage administrative and personnel processes for investigators, and assign and supervise Workplace Discrimination and Harassment Complaint investigations where a member is the respondent. They will also provide assistance and guidance to bureaus, regions and detachments regarding proactive strategies to reduce complaints.

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## 2.2: COMMUNICATIONS/DISPATCH

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### 2.2.10: RADIO TRANSMISSION

#### *Message*

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A message transmitted over the OPP radio system shall be in clear, professional and precise language. The radio communication shall be in English, the language of administration of the Ontario government, in order to ensure that communication may be understood by every employee. Information shall be communicated in a direct manner without speculation or comment, except as may be necessary for the circumstance.

When transmitting, an employee shall:

- pronounce each word distinctly;
- speak in a regular monotone;
- avoid any word that may cause ambiguity;
- be impersonal; and
- upon request, repeat any difficult portion of a message.





## 2.51: SUPERVISION—MEMBER

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### 2.51.1: PERFORMANCE MANAGEMENT PROGRAM

#### **Probationary Constable Performance Evaluation**

A coach officer shall complete all monthly performance reviews for a probationary constable assigned to them using information gathered during the evaluation month.

#### **Evaluation Form**

Form PCS066P—Probationary Constable Performance Evaluation is available on the OPP CDB intranet website.

#### **Multiple Supervisors**

Where a member was supervised by more than one supervisor/coach officer during the evaluation period, the current supervisor, commenting on Form PCS066P—Probationary Constable Performance Evaluation, shall confer with such other supervisors/coaching members to ensure maximum evaluation input.

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#### **Evaluation Report Months**

Form PCS066P—Probationary Constable Performance Evaluation has a drop down box for **report month**. This indicates the number of months since the recruit's date of appointment. The first evaluation report (following Ontario Police College (OPC) Basic Constable Training) will therefore be the **fifth** month, second evaluation the **sixth** month, etc. The dates for the evaluations should correspond with the OPP date of appointment for the recruit, e.g., if the date of appointment is August 30th, then the **fifth** month evaluation will be due January 30th, the **sixth** month will be due February 28th, etc.

#### **Disclosure of Evaluation**

The immediate supervisor shall meet with the probationary constable to review each evaluation prior to submission to the detachment commander. At the discretion of the supervisor, the coach officer shall also be present at the meeting.

#### **Recommending Permanent Status**

All sub-categories in Form PCS066P—Probationary Constable Performance Evaluation, when recommending permanent status (usually the tenth month), shall have a specific example of work performance. It is important that there be sufficient documentation supporting the recommendation for permanency.

*Examples for the Form PCS066P may be taken from any of the previous monthly evaluations.*

#### **Minimum Achievement**

Probationary constables shall achieve **Meets Requirements** in all sub-categories of the Form PCS066P—Probationary Constable Performance Evaluation, in order to be recommended for permanent status.

#### **Review of Evaluation by Regional Commander**

The completed Form PCS066P—Probationary Constable Performance Evaluation shall be forwarded to the regional commander, where it shall be reviewed and appropriate comments added.

#### **Member's Comments**

Where the contents of the evaluation causes concern, the member who is the subject of the review may outline such concern by commenting on Form PCS066P—Probationary Constable Performance Evaluation.

#### **Filing**

A completed Form PCS066P—Probationary Constable Performance Evaluation shall be considered confidential and placed in the employee's individual staff record.

**Annual Inquiry**

An annual inquiry of the most appropriate police information systems including Canadian Police Information Centre (CPIC), Niche Records Management System (Niche RMS), or Provincial Automated Registration Information System (PARIS) shall be conducted on all members. The specifics obtained shall not be referenced on the member's staff personal file/document, including Form PCS066P—Probationary Constable Performance Evaluation.







## 6.4: HUMAN RESOURCES

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### 6.4.8: PROBATIONARY CONSTABLE

#### Probationary Period

Pursuant to the PSA, each new probationary constable is appointed to the probationary staff by Management Board Secretariat (MBS) for a period not to exceed one year.

#### Failure to Meet Requirements of Position

Where a probationary constable fails to meet the requirements of their position during the probationary period, they may be released from employment by their bureau/regional commander for failure to demonstrate the required competence.

#### Posting

A probationary constable shall be posted only to a detachment or RHQ unit commanded by a member of at least sergeant rank. The following table sets out ratio guidelines for probationary constables to provincial constables:

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PROVINCIAL CONSTABLES	PROBATIONARY CONSTABLES	PROVINCIAL CONSTABLES	PROBATIONARY CONSTABLES
6-9	1	37-43	6
10-16	2	44-49	7
17-23	3	50-56	8
24-29	4	57-63	9
30-36	5	64-70	10

The Provincial Commander, Field Operations may vary the guidelines where circumstances require.

#### Assignment

##### Daylight

Upon completion of eight weeks service at a detachment, a probationary constable may, subject to meeting requirements on the Form PCS066P—Probationary Constable Performance Evaluation, be permitted to work alone on patrol during daylight hours provided the member's coach officer or another member on duty is readily available in the same patrol area.

##### Night Time

Upon completion of four months service at a detachment, a probationary constable may, subject to meeting requirements on the Form PCS066P—Probationary Constable Performance Evaluation (and cognizant of two member scheduling, in Police Orders, Chapter 2, Community Patrol) be permitted to work alone during hours of darkness provided the member's coach officer or another member on duty is readily available in the same patrol area.

##### Variance

The detachment commander, on the advice of the coach officer and accountable supervisor, may waive the above requirements, where previous police experience is involved. Such approval shall be considered only on an



individual basis. The regional commander shall be notified of this decision on a Form PCS066P—Probationary Constable Performance Evaluation.

### **Recruit Field Training Program—Detach ment**

#### **Responsibilities**

##### **Supervisor**

An immediate supervisor shall:

- be responsible for the supervision of the Recruit Field Training Program and monitoring the coach officer and probationary constable as they progress through the Recruit Field Training Manual;
- ensure that a probationary constable is offered every opportunity to participate actively with their coach officer in all phases of detachment work;
- confer with the respective coach officer when commenting on the probationary constable's Form PCS066P—Probationary Constable Performance Evaluation; and
- ensure the continuing compatibility between the probationary constable and their coach officer. In instances where it becomes clear that an irresolvable conflict exists, the supervisor shall recommend to the detachment commander that the probationary constable be re-assigned to another coach officer forthwith.

##### **Detachment Commander**

A detachment commander is responsible for the overall development of each probationary constable and shall:

- select a coach officer utilizing the coach officer competency model;
- assign each probationary constable to a coach officer;
- where advised by an accountable supervisor that an irresolvable conflict exists between the probationary constable and their coach officer, re-assign the probationary constable to another coach officer forthwith;
- ensure that duty schedules are arranged so the coach officer and probationary constable work corresponding shifts, where practical;
- ensure that the Form PCS066P—Probationary Constable Performance Evaluation is completed in accordance with the Probationary Constable Guidelines; and
- review, comment and forward Form PCS066P—Probationary Constable Performance Evaluation to the regional commander each month.

##### **Supplemental Training**

An employee in the detachment possessing specific skills/knowledge may be detailed to supplement the training given to a probationary constable, duty schedule permitting.

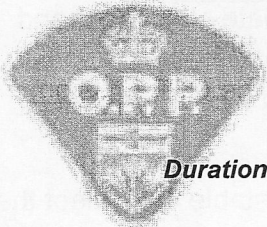
##### **Review by Region**

The regional commander, or designate, shall review/comment/distribute Form PCS066P—Probationary Constable Performance Evaluation. The original





copies shall be forwarded to GHQ to the attention of the Commander, CDB. Copies shall be retained at the detachment and region in a secure location.

**Diversity Awareness****Duration**

Once a probationary constable is posted to a detachment, the detachment commander, the accountable supervisor and coach officer shall ensure that the probationary constable is made aware of the diverse make-up of the community, including, but not limited to First Nations and other diverse groups within a detachment's boundaries. Arrangements shall be considered for the probationary constable to meet and work with as many diverse groups as practicable. This will enable the probationary constable to foster awareness, increase understanding and build relationships of mutual understanding and respect.

The duration of these assignments shall be for a reasonable period as determined by the detachment commander in consultation with the coach officer and must be completed before the probationary constable's ten-month evaluation.

**Noted on PCS066**

The coach officer shall indicate on Form PCS066P—Probationary Constable Performance Evaluation that this assignment has been completed.

**Orientation to Provincial Communication Centre**

Once a probationary constable is posted to a detachment, the detachment commander and coach officer shall ensure that the probationary constable attends an orientation day at their respective Provincial Communication Centre (PCC). This will enable the probationary constable to gain first-hand experience in understanding the operations of the PCC and enhance their awareness of the complexity of the operator role and responsibilities.

**Duration**

The duration of this assignment shall be one shift and shall be completed before the probationary constable is recommended for permanency.

**Noted on PCS066**

The coach officer shall indicate on Form PCS066P—Probationary Constable Performance Evaluation that this assignment has been completed.

**Guidelines**

Guidelines for completing Form PCS066P—Probationary Constable Performance Evaluation can be found on the Career Development Bureau Intranet Website.

**Coach Officer****Selection**

A regional/detachment commander shall, when recommending a member to perform the role of coach officer, consider whether that member:

- demonstrates the desire/willingness/ability to accept the responsibilities of a coach officer as listed in the Recruit Field Training Program and meets the required level for a coach officer in the competency model;
- possesses the desire/ability to transmit their knowledge to others;
- has an awareness of detachment objectives;
- understands OPP policy and relevant statute law;
- has a good reputation with other detachment members and within the community; and
- displays loyalty to the OPP and superior officers.



**Responsibility** The coach officer shall be responsible for:

- developing a plan of training suited to the probationary constable's needs, and detachment priorities, in accordance with the Recruit Field Training Program;
- completing a monthly Performance Evaluation Report on Form PCS066P—Probationary Constable Performance Evaluation for submission to the probationary constable's immediate supervisor and detachment commander at the end of each month; and
- ensuring the probationary constable is familiar with the OPP Mission Statement contained in Police Orders.



**Probationary  
Officer Suitability**

To qualify for certification of suitability, a probationary constable shall meet the following conditions:

- completion of not less than one year of meeting requirements as determined by Form PCS066P—Probationary Constable Performance Evaluation; and
- completion of the Ontario Police College's Constable Training Program with an average mark of 75 per cent or higher in each subject and awarded a certificate.

**Appointment—  
Regular Staff**

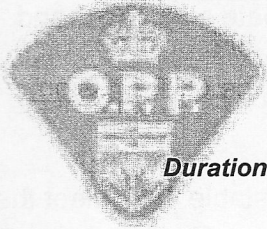
The appointment of a member to regular staff becomes effective one year from the date of appointment to probationary staff. This is effected through an order-in-council which is issued upon the submission of a certificate of qualification, which in turn is contingent upon a certification of suitability issued by the Commissioner.





copies shall be forwarded to GHQ to the attention of the Commander, CDB. Copies shall be retained at the detachment and region in a secure location.

***Diversity Awareness***



***Duration***

Once a probationary constable is posted to a detachment, the detachment commander, the accountable supervisor and coach officer shall ensure that the probationary constable is made aware of the diverse make-up of the community, including, but not limited to First Nations and other diverse groups within a detachment's boundaries. Arrangements shall be considered for the probationary constable to meet and work with as many diverse groups as practicable. This will enable the probationary constable to foster awareness, increase understanding and build relationships of mutual understanding and respect.

The duration of these assignments shall be for a reasonable period as determined by the detachment commander in consultation with the coach officer and must be completed before the probationary constable's ten-month evaluation.

***Noted on PCS066***

The coach officer shall indicate on Form PCS066P—Probationary Constable Performance Evaluation that this assignment has been completed.

***Orientation to Provincial Communication Centre***

***Duration***

Once a probationary constable is posted to a detachment, the detachment commander and coach officer shall ensure that the probationary constable attends an orientation day at their respective Provincial Communication Centre (PCC). This will enable the probationary constable to gain first-hand experience in understanding the operations of the PCC and enhance their awareness of the complexity of the operator role and responsibilities.

The duration of this assignment shall be one shift and shall be completed before the probationary constable is recommended for permanency.

***Noted on PCS066***

The coach officer shall indicate on Form PCS066P—Probationary Constable Performance Evaluation that this assignment has been completed.

***Guidelines***

Guidelines for completing Form PCS066P—Probationary Constable Performance Evaluation can be found on the Career Development Bureau Intranet Website.

***Coach Officer***

***Selection***

A regional/detachment commander shall, when recommending a member to perform the role of coach officer, consider whether that member:

- demonstrates the desire/willingness/ability to accept the responsibilities of a coach officer as listed in the Recruit Field Training Program and meets the required level for a coach officer in the competency model;
- possesses the desire/ability to transmit their knowledge to others;
- has an awareness of detachment objectives;
- understands OPP policy and relevant statute law;
- has a good reputation with other detachment members and within the community; and
- displays loyalty to the OPP and superior officers.

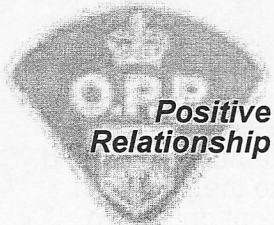


## 6.10: PROFESSIONALISM IN THE OPP

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### 6.10.1: INTRODUCTION

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The conduct of an employee, both on and off duty, is scrutinized and applied to the OPP as a whole. The more professional the conduct, the higher the public's confidence and co-operation. Similarly, this generates greater personal pride in the employee and the OPP.

Positive relationships are essential to our business. Such relationships depend on mutual respect and understanding, appropriate attitudes and behaviours.

This policy outlines employee's and manager's responsibilities as they pertain to our conduct, our relationships with one another and the public, and the means by which we shall resolve complaints.

### 6.10.2: CONTEXT

#### **Legal Context**

An employee upholds public trust and provides the highest level of quality service consistent with their oath of allegiance and oath of secrecy as stated in the Public Service of Ontario Act (PSOA) and the Police Services Act (PSA), as applicable. The highest standard of professionalism in policing enhances our opportunity to maintain a positive workplace, protect human rights, prevent discrimination and harassment.

The right of every person to equal rights and opportunities, as a beneficiary of policing services and as an employee, is enshrined in federal and provincial law. The PSA directs police to safeguard rights guaranteed by both the Canadian Charter of Rights and Freedoms (Charter) and the Ontario Human Rights Code (Code).

More specifically, the Charter declares:

*"Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law..."*

The Code affirms:

*"... it is public policy in Ontario to recognize the dignity and worth of every person and to provide equal rights and opportunities without discrimination".*

Regulations made under the PSA define a code of conduct for every police officer.

#### **Policy Context**

Professionalism in policing is also supported by Ontario Public Service (OPS) policies which apply to every OPP employee and with which every OPP employee shall be familiar. These policies aim to:

- avoid situations where an employee's private interests may be incompatible or in conflict with their public service responsibilities (Conflict of Interest and Post-Service Directive);
- prevent workplace discrimination and harassment (Workplace Discrimination and Harassment Prevention (WDHP) Policy);





- make human resource decisions based on merit (Equal Opportunity Operating Policy);
- identify, eliminate and prevent every employment barrier (Equal Opportunity Operating Policy); and
- provide employment accommodation for people with disabilities (Employment Accommodation for People with Disabilities Operating Policy).

### 6.10.3: ACCOUNTABILITY

#### **Employee**

Each employee should regard the discharge of duties as a public trust and recognize their responsibilities as a public servant (refer to the OPS Accountability Directive for more information). In carrying out duties, an employee is accountable for:

#### **Professional Ethics**

- promoting a positive professional image;
- serving with honesty and integrity, in a manner that places public interest above personal interests;
- behaving above reproach both on and off duty and not bringing discredit upon the reputation of the OPP;
- maintaining their composure in a trying situation, and refraining from using profane, abusive or insulting language;
- respecting the dignity of the OPP and its uniform;
- treating the public and employees in an impartial manner, in administering a program and service and responding to a problem;
- refraining from discrimination and harassment, including an offensive remark or any other action, both in the workplace and during service delivery;
- refraining from illegal profiling;
- demonstrating courage in confronting others when behaviour, policies or practices are inconsistent with human rights laws and the OPP's espoused ethics, values and policies;

#### **FIPPA**

- providing full disclosure of publicly accessible information while respecting statutory, e.g. Freedom of Information and Protection of Privacy Act (FIPPA), regulatory or administrative rules governing confidentiality and the protection of privacy;

#### **Conflict Of Interest**

- promptly bringing to the attention of their manager/supervisor any real, perceived or potential conflict of interest as described in the Code of Conduct in the OPP.

#### **Manager/ Supervisor**

A manager/supervisor is accountable for promoting the highest standards of conduct possible within the OPP by:

#### **Positive Workplace**

- being a leader who creates and maintains a positive working environment free of discrimination and harassment and prevents unacceptable behaviour from occurring;
- ensuring each employee knows that discrimination and harassment are not tolerated;



**Performance  
Management**

- ensuring each employee knows that illegal profiling is not tolerated;
- creating a forum for staff to discuss ethical issues and dilemmas, encouraging people to bring issues forward and acting on those issues;
- helping each employee recognize and speak out appropriately against inappropriate behaviour;
- proactively monitoring the workplace to identify and address any potential issue;
- acting quickly, appropriately and objectively to resolve conflict and stop unacceptable behaviour as soon as possible upon becoming aware of it, i.e. not waiting to receive a complaint, so unacceptable behaviour will not escalate or be perceived to be condoned;
- restoring or improving a positive workplace relationship when an allegation, policy violation and/or their investigation have disrupted these relationships;
- treating people fairly, with dignity and respect, and ensuring all workplace practices allow each employee an equal opportunity to participate;

**Conflict Of Interest**

- clarifying expectations regarding performance and behaviour in the workplace and holding each employee accountable for both;
- developing the knowledge and skills of every employee;
- providing ongoing, honest and constructive performance feedback;
- recognizing noteworthy performance;
- taking the appropriate action on a real, perceived or potential conflict of interest as described in the Code of Conduct for the OPP;

**More Information**

- contacting the WDHP Information and Referral Service; and
- referring to Workplace Discrimination and Harassment Prevention in the OPS: A Manager's Guide and to the OPP Focus on Professionalism web site for more information.

#### 6.10.4: PREVENTING DISCRIMINATION & HARASSMENT

**Provider of  
Policing Service**

As a provider of a policing service to the public, the OPP strives to:

- provide the best possible service in a fair and equitable manner to every community and individual within its jurisdiction; and
- maintain a respectful and co-operative relationship with all communities, valuing their diversity, and thereby fostering the kind of community support that is essential to effective policing.

**Employer**

As an employer, the OPP strives to:

- implement fair and equitable employment practices for everyone's benefit;





**Commitment**

- support a positive and respectful workplace that is free from discrimination and harassment;
- undertake a range of preventative measures, especially communicating with every employee about this policy and the general effect of discrimination and harassment; and
- prevent, identify and correct actions of one employee towards another that, left unchecked, would result in employment-related discrimination and harassment.

*Note: for definitions and prohibited conduct and grounds of employment-related discrimination and harassment, refer to Workplace Discrimination and Harassment Prevention (WDHP) Policy or Workplace Discrimination and Harassment Prevention in the OPS: A Manager's Guide.*

As both a provider of a policing service and as an employer, the OPP is committed to:

- zero tolerance of discrimination and harassment, i.e. appropriate action will be taken to address any incidence of discrimination or harassment;
- appropriate proactive, prevention-oriented and cost-effective service;
- alternate dispute resolution process; and
- resolution of discrimination and harassment, as soon as possible, and in a way that least disrupts ongoing working relationships.

### 6.10.5: COMPLAINT PROCESS

The Commander, Professional Standards Bureau (PSB) shall be responsible for the administration and monitoring of the complaint process. The process is now a single system incorporating both public complaint and internal complaint investigations. The change results from the 1997 amendments to the PSA, eliminating a separate public complaints system.

The Investigation Section of PSB is responsible for conducting and overseeing complaint investigations to ensure fairness and consistency of treatment to the public, our employees and the OPP. In addition, the Section conducts or oversees investigations into complaints of "workplace harassment" and violations of the Ontario Human Rights Code.

The Commander, PSB, shall conduct a yearly analytical review of all complaints to identify areas of concern to the Commissioner.

#### **Internal Complaint**

**Application**

This policy concerning an internal complaint applies to all employment-related complaints, including a WDHP complaint and a complaint involving an auxiliary member or volunteer. All employees are encouraged to determine the nature of the concern and to answer any questions or resolve the concern if appropriate.

**Former Employee**

This policy also applies to a complainant who is a former employee, auxiliary member or volunteer, generally within six months of separation from the OPP.



### *Resolution Process*

#### *Time Frame*

A complaint should be raised immediately but not later than six months of an alleged offence. Any situation older than six months that comes to a supervisor's attention may be addressed if there is a strong reason for the complainant not acting sooner and if an appropriate resolution is feasible given the passage of time.

#### *Multiple Redress*

Resolution processes under this policy do not preclude, where applicable, a complainant making use of other collectively bargained (grievance) and statutory rights, e.g. anyone may file a complaint under the Ontario Human Rights Code and, where the respondent is a police officer, under the PSA.

#### *Goals*

The goals of the resolution process are to:

- determine the problem, complaint, or issue;
- meet the interests of the parties to the complaint and the organization, in the most effective and least adversarial way possible and in a way that least disrupts ongoing relationships;
- stop the conflict or inappropriate behaviour and/or correct the problem;
- restore or improve positive workplace relationships, as soon as possible; and
- prevent recurrences of the conflict or inappropriate conduct.

#### *Process Characteristics*

The resolution process shall be:

- fair;
- responsive;
- timely;
- confidential;
- professional;
- impartial;
- consistently applied; and
- shall aim to preserve the dignity, self-respect and rights of all parties.

#### *Options*

The four resolution options are:

- direct management action;
- alternative dispute resolution (ADR);
- investigation; and
- police referral.







## Responsibilities

**Employee** An employee shall:

- know and discharge their rights and responsibilities under this policy, legislation and OPS policies and directives including, but not limited to, the following:
  - Ontario Human Rights Code;
  - PSA and regulations;
  - Accountability Directive;
  - Equal Opportunity Operating Policy;
  - (Workplace Discrimination and Harassment Prevention (WDHP) Policy);
  - Employment Accommodation for People with Disabilities Operating Policy;
  - Conflict of Interest and Post-Service Directive; and



In addition to the above, an employee, auxiliary member or volunteer is encouraged to:

- let the alleged offender know about the unwelcome conduct or action and its impact;
- quickly notify the first level of management not involved in the complaint, i.e. free of bias and conflict of interest, about allegations; and
- make use of resources which provide neutral and confidential information about this policy and resolution options, e.g. the WDHP Information and Referral Services.

**Manager/Supervisor** A manager/supervisor shall:

- ensure that the workplace is free from discrimination and harassment, including clarifying the types of workplace behaviour expected under this policy;
- ensure that everyone under their command:
  - knows and discharges their rights and responsibilities under this policy, legislation and OPS policies and directives; and
  - knows about resources which provide neutral and confidential information about this policy and resolution options;
- upon becoming aware of a potential inappropriate workplace behaviour, engage in preliminary fact-finding and assessment about the nature of the issue in order to determine next steps;
- declare a potential conflict of interest where the manager is, or may be perceived to be, either condoning or directly involved with an allegation (in such a case, another manager must take over responsibilities associated with a resolution);



### **Resolution Process**

#### **Time Frame**

A complaint should be raised immediately but not later than six months of an alleged offence. Any situation older than six months that comes to a supervisor's attention may be addressed if there is a strong reason for the complainant not acting sooner and if an appropriate resolution is feasible given the passage of time.

#### **Multiple Redress**

Resolution processes under this policy do not preclude, where applicable, a complainant making use of other collectively bargained (grievance) and statutory rights, e.g. anyone may file a complaint under the Ontario Human Rights Code and, where the respondent is a police officer, under the PSA.

#### **Goals**

The goals of the resolution process are to:

- determine the problem, complaint, or issue;
- meet the interests of the parties to the complaint and the organization, in the most effective and least adversarial way possible and in a way that least disrupts ongoing relationships;
- stop the conflict or inappropriate behaviour and/or correct the problem;
- restore or improve positive workplace relationships, as soon as possible; and
- prevent recurrences of the conflict or inappropriate conduct.

#### **Process Characteristics**

The resolution process shall be:

- fair;
- responsive;
- timely;
- confidential;
- professional;
- impartial;
- consistently applied; and
- shall aim to preserve the dignity, self-respect and rights of all parties.

#### **Options**

The four resolution options are:

- direct management action;
- alternative dispute resolution (ADR);
- investigation; and
- police referral.







- determine which resolution option is best suited to effectively resolve the complaint/issue by considering the needs, interests and goals of the parties and the nature, severity and complexity of the issue;
- initiate the appropriate resolution option, in consultation with the appropriate resources as needed;
- advise everyone under their command not to threaten or retaliate against any complainant, respondent or witness to a complaint; and
- for a WDHP complaint resolved at any stage:
  - complete the WDHP Incident/Complaint Tracking Form; and
  - forward the form in a confidential envelope to the Commander, Career Development Bureau (CDB) who shall forward quarterly reports to the Ministry of Public Safety and Security, Human Resources Branch, Attention: Policy/Program Advisor, WDHP.

**Employer**

The OPP will make available resources that can provide neutral and confidential information about this policy and resolution options, e.g. the WDHP Information and Referral Service.

**Employees Lodging Complaints**

Where any OPP employee wishes to lodge a complaint concerning the conduct of another OPP employee they shall submit a memorandum outlining the specifics of the complaint through their immediate supervisor. Upon receipt, the supervisor shall consult with the detachment commander and the detachment commander shall forward the complaint to the Commander, PSB as an internal complaint.

If circumstances are such that this process is not appropriate for the employee, particularly in cases where the respondent of the complaint is the complainant's immediate supervisor or detachment commander, the complaint may be forwarded directly to the respective sergeant major.

**Professional Standards Bureau Notification**

A manager/supervisor shall immediately notify the Professional Standards Bureau (PSB) sergeant major where an allegation:

- involves comments or conduct that may constitute a criminal act; or
- could lead to discipline if substantiated.

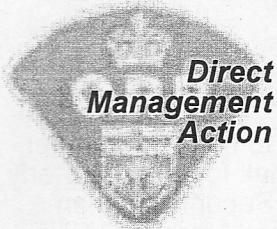
**Manager/Supervisor**

A manager/supervisor shall ensure that:

- a criminal allegation is dealt with in the normal manner;
- duty reports are not requested until PSB has been contacted;
- witness(es) are not interviewed, except as necessary regarding short-lived evidence, or after discussion with PSB;
- every reasonable step is taken to secure and preserve evidence that might otherwise be lost;
- every reasonable step is taken to gather background information and evidence that the complainant can provide, for example, copies of photographs and witness statements;



- any OPP record that relates to the event is collected including: copies of notebook entries, occurrence reports, traffic reports, PCC tapes, in-car video tapes, and any other relevant information;
- the complainant and respondent are advised that PSB is being consulted; and
- once PSB has been notified, the complaint investigation will not be continued without the approval of PSB.



A manager/supervisor shall:

- address issues personally and directly by:
  - calling attention to the event, indicating it is unacceptable behaviour;
  - taking action to ensure unacceptable behaviour is modified;
  - following-up to ensure unacceptable behaviour is not repeated; and
  - informing and educating employees about unacceptable behaviour;
- if at all unclear about how to proceed, consult resources that can provide neutral and confidential information about this policy and resolution options, in order to avoid prejudging a situation or inadvertently making things worse;
- ensure that all employees know the ways in which workplace complaints can be resolved and of their right to be accompanied by another person when attending a discussion related to this policy (any costs incurred in exercising this right will be at the employee's own expense);
- practice progressive discipline, as required; and
- document the incident, including the resolution action taken.

**Time frame**

Unless the situation warrants immediate referral for formal alternate dispute resolution or investigation, a manager/supervisor shall attempt to resolve complaints within **four** weeks of becoming aware of an issue. While every effort must be made to comply with this time frame, failure to do so does not void the process.

**Alternative  
Dispute  
Resolution**

When applying the alternative dispute resolution option, a manager/supervisor shall:

- encourage and support parties to resolve issues and conflict co-operatively, voluntarily and on their own, if possible, but shall still follow up and reinforce positive resolutions/behaviour; or
- mediate a resolution with the parties, where the issue is not of a complex or serious nature.

**Manager, Alternative  
Dispute Resolution,  
HRB**

A manager/supervisor considering mediation may consult with the Manager, Alternative Dispute Resolution–HRB or refer to Workplace Discrimination and Harassment Prevention in the OPS: A Manager's Guide.





**Time Frame** Mediation shall be completed within three weeks of a manager/supervisor assigning a complaint to a provider of alternate dispute resolution services, unless extenuating circumstances exist, such as one person being ill. While every effort must be made to comply with this time frame, failure to do so does not void the process.

### Investigation



#### Consult

A manager/supervisor shall consult with PSB to determine if an investigation is required where:

- one or both parties are unwilling to participate in ADR;
- management needs to determine the facts of an allegation;
- there is a significant power imbalance between respondent and complainant;
- an attempt to resolve the complaint/issue through the ADR process has been unsuccessful; or
- the allegation is serious enough that, if proven, could result in management taking disciplinary/corrective action.

**Cooperation** A manager/supervisor shall cooperate with the PSB investigator by sharing information, discussing issues and providing their opinion on issues that arise during the investigation.

**Confidentiality** A manager/supervisor shall ensure the confidentiality of information.

**ADR** Where an investigation is initially chosen as the option for resolving conflict, PSB and the manager/supervisor may refer the complaint/issue for ADR, where appropriate.

**Time Frame** An investigation shall be:

- assigned to an investigator no later than two weeks after deciding that a complaint/issue will be investigated; and
- completed and a final report submitted within 12 weeks of assigning an issue or complaint to an investigator, unless there are extenuating circumstances.

**Notification** Parties to an investigation and their managers/supervisors shall be notified of the outcome of an investigation within six weeks of an investigation report being finalized and, where the allegation has been upheld, the notification should indicate that discipline has been imposed and/or other appropriate action has been taken.

While every effort must be made to comply with these time frames, failure to do so does not void the process.

**Police Referral** A manager/supervisor shall refer a complaint to the police agency with jurisdiction where a comment or conduct may constitute a criminal act. One or more of the other resolution options may be used concurrently with a police referral.



**Documentation**

There must be no reference to an issue or complaint under this policy in an employee's personnel file 291-00 file, unless disciplinary action was taken against the employee. All other related documentation shall be securely maintained separately from an employee's personnel file, in the employee's personnel evaluation file—233 10 file, or AP 66 file for an auxiliary member, with access restricted to those persons who need the record to perform necessary and appropriate functions. Documentation maintained in the 233 10 or AP 66 file shall be retained and disposed of in accordance with the Records Maintenance Manual.







## 6.16: OPP VEHICLES

### 6.16.4: USE OF OPP VEHICLE

- Safe Operation** An employee shall operate an OPP vehicle in a manner that demonstrates legal, safe and appropriate driving practices to the general public.
- Accountability** Notwithstanding exceptions contained in the Highway Traffic Act (HTA) and operational requirements, employees are always accountable for their driving behaviour and may be called upon to justify deviation from the law.
- Use of Emergency Equipment** A member is legally permitted to exceed the speed limit in response to an emergent occurrence. This of course is not without risk and therefore OPP vehicles are equipped with emergency lights and other related equipment to reduce the danger to the member and the public.
- Emergency equipment shall be activated when required by law and when otherwise responding to an emergent occurrence, particularly if the driving practice is a marked departure from what the public would expect to see from a police vehicle on patrol.

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## 6.18: INFORMATION TECHNOLOGY

### 6.18.2: E-MAIL

**Supervisor** A supervisor who is notified:



- by an employee that they received an inappropriate e-mail shall:
  - notify the Justice Enterprise Technology Support Centre to log the event; and
  - for serious cases where discipline may be appropriate, or where there may be a Workplace Discrimination and Harassment Prevention (WDHP) complaint, notify their respective commander in accordance with Police Orders, Chapter 6, Professionalism in the OPP; and

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