



GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY, APRIL 16, 2025 – 10 A.M.
Council Chambers, Tom Davies Square/Zoom

PUBLIC AGENDA

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GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: April 8, 2025

Prepared by: Matthew Gatien, Board Administrator

Recommended by: Gerry Lougheed, Jr., Chair

SUBJECT: Board Response to January 2025 DEU Presentation

ACTION: For Approval

RECOMMENDATION:

WHEREAS in 2021 the Mayor of Greater Sudbury released a statement committing the City to working with community partners to advance our efforts on treatment, prevention and harm reduction locally; and

WHEREAS Public Health Sudbury and Districts passed “Motion #14-21: Local and Regional Opioid Crisis: Sounding the alarm” affirming a deepening drug crisis in the Sudbury area; and

WHEREAS Public Health Sudbury and Districts passed “Motion #39-23: Drug/Opioid Crisis Leadership Summit” for a local leadership summit on the escalating drug toxicity crisis; and

WHEREAS the Summary Report of the Greater Sudbury Summit on Toxic Drugs was released in early 2024; and

WHEREAS the Board received a presentation on January 22, 2025, from the GSPS Drug Enforcement Unit (DEU) reviewing the current state of drug issues in Greater Sudbury, including the seizure of over 2,000 grams of fentanyl in 2024; now therefore

THAT the Greater Sudbury Police Service Board recognize the undue burden the Toxic Drug Crisis places on community services in Greater Sudbury, including health services, policing services, and community assistance services, and declares the Toxic Drug Crisis in Sudbury an epidemic; and further

SUBJECT: Board Response to January 2025 DEU Presentation

THAT in light of this epidemic, the Board requests that the Government of Ontario and other vested stakeholders increase the funding and resources for such services to meaningfully address and end this epidemic in Ontario; and

THAT this motion be forwarded to the Ministry of the Solicitor General and the City of Greater Sudbury.

BACKGROUND:

As toxic drug issues continue to be a major issue in Greater Sudbury, the Board requested that the Chief prepare a presentation reviewing drug issues in the city and how the Service addresses those issues when they come under their purview. This presentation was given to the Board by Service staff in January 2025.

CURRENT SITUATION:

Following the presentation, the Board felt a response from the Board was necessary to assist in drawing attention to and helping to increase the resources made available in all communities to help address this issue in communities across Ontario and Canada at large.

Today's motion aims to add the Board's voice to those already addressing the government and lend credence to the urgent need for an increased response to the drug crisis in Greater Sudbury.

CONSENT AGENDA



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: April 9, 2025

Prepared by: Matthew Gatien, Board Administrator

SUBJECT: Consent Agenda – April 2025

ACTION: For Approval

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board receives and/or approves Consent Agenda items 7.1-7.10.

CURRENT SITUATION:

For the purposes of convenience and for expediting meetings, matters of business of repetitive or routine nature are included in the Consent Agenda, and all such matters of business contained in the Consent Agenda are voted on collectively.

A particular matter of business may be singled out from the Consent Agenda for debate or for a separate vote upon the request of any Member. In the case of a separate vote, the excluded matter of business is severed from the Consent Agenda, and only the remaining matters of business contained in the Consent Agenda are voted on collectively.

Each and every matter of business contained in the Consent Agenda is recorded separately in the minutes of the meeting.

The following items are included in the April 16, 2025, Consent Agenda:

- Adoption of Minutes – March 18, 2025
- Accept Consent and Discussion Agenda – April 16, 2025
- Board Directions to the Chief
- Notes of Appreciation
- Staffing and Deployment Update
- 2024 Public Complaints Annual Report
- 2024 Chief's Complaints Annual Report

SUBJECT: Consent Agenda – April 2025

- 2024 Collection of Identifying Information in Certain Circumstances Annual Report
- 2025 Ontario Police Memorial Ceremony of Remembrance
- 2024 Board Expenses



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: April 8, 2025

Prepared by: Matthew Gatien, Board Administrator

SUBJECT: Directions to the Chief – April 2025

ACTION: For Information

BACKGROUND:

Pursuant to Section 40 (9) of the *Community Safety and Policing Act*, the Board shall publish notice of directions to the Chief of Police.

CURRENT SITUATION:

The Board did not make any requests of the Chief at the March 2025 meeting.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: March 7, 2025

Prepared & Recommended by: Sara Cunningham, Chief of Police

SUBJECT: Notes of Appreciation

ACTION: For Information

RECOMMENDATION: THAT the Greater Sudbury Police Service Board receives the Notes of Appreciation summary for information.

CURRENT SITUATION:

Sergeant Chad Boyd

An elderly citizen wrote to convey her appreciation for the exemplary service provided by Sgt. Boyd during a recent interaction regarding her family member. The citizen was promptly contacted by Sgt. Boyd, treated in a courteous and respectful manner. She was very grateful for his kindness and professionalism throughout their interaction.

Thank-you, Sgt. Boyd, for leaving a positive and meaningful impact!

Constable Shankey Dahiya & Constable Darcy Godin

A healthcare professional extended her appreciation for the outstanding work of Cst. Dahiya and Cst. Godin during an incident at a Health Sciences North site. Their professionalism and compassion greatly assisted a youth in crisis who was at risk of violence. Due to their patience and care, the situation was de-escalated allowing the youth to be safely transported by paramedics. It was noted that the officers calm and respectful approach made a significant difference.

Thank-you, Constables Dahiya and Godin, for your empathetic approach!

SUBJECT: Notes of Appreciation

Constable Denis Savoie & Constable Ryan Smith

A spectator at a local public event wished to thank Cst. Savoie and Cst. Smith for their impressive conduct in dealing with a volatile situation at the venue. An individual in distress had been nearby causing a disturbance. The officers calmly approached the individual to chat, while clearing the area of nearby spectators for safety reasons. The officers were able to successfully and gently remove the individual from the venue without further commotion.

Thank-you, Constables Savoie and Smith, for your professionalism and actions resulting in a peaceful outcome!



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: April 8, 2025

Prepared by: Holly Bilodeau, Manager of Human Resources

Recommended by: Sara Cunningham, Chief of Police

SUBJECT: Staffing/Deployment Update

ACTION: For Approval

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board, in accordance with Section 37(1)(b) of the *Community Safety and Policing Act*, hereby receives notice of the hiring of the following members:

Name:	Start Date:	Position:
Dobbins, Michael	03-April-25	Part-Time Special Constable/Court Security
Dave, Om	03-April-25	Temporary Full-Time Equipment and Supplies Assistant

And further, the Board receives notice of the resignation or retirement of the following members:

Name:		Effective:	Position:
Robillard, Stefanie	Resigned	21-February-25	Part-Time Communicator
Deraiche, Cody	Resigned	17-March-25	Constable
Read, Gerard	Resigned	08-April-25	Full-Time Special Constable

BACKGROUND:

Section 37 of the *Community Safety and Policing Act* sets out the Board's responsibilities with respect to the provision of adequate and effective police service in the municipality.

SUBJECT: Staffing/Deployment Update

More particularly under Section 37, the Board appoints and accepts resignations of members of the Service.

Each year, the Service develops a Recruitment Plan in accordance with anticipated attrition through resignation and/or retirement. New positions are also identified where required and filled accordingly. Recruiting efforts are ongoing continually to ensure staffing levels are maintained.

During budget deliberations for the 2023 budget, the Board adopted a strategic staffing plan which will increase the Service strength by ten in 2023, ten in 2024, and an additional ten in 2025. Recruiting efforts have been underway to meet the new hiring targets and to be responsive to ongoing attrition through resignation and retirement. As soon as last day at work notices have been given, efforts are made to identify the replacement member.

CURRENT SITUATION:

The following tables summarize appointments, resignations, and retirements since the last report to the Board. Unless otherwise stated, the appointments are full-time.

TABLE A: GSPS Authorized Strength on April 8th, 2025.

FULL-TIME COMPLEMENT

	Budgeted		Notes	
	Authorized	Actual	Non-medical LOA	Secondment
SWORN	304	296	0	(1)
POLICE PROFESSIONALS	147	146	0	
TOTAL	451	442	0	(1)

The additional staff in accordance with the staffing plan approved by the Board were budgeted starting in June 2023.

On January 1st, 2025, our Sworn Authorized strength increased by 10, four which were approved in the 2023 budget year and six approved during the 2024-2025 budget submission. We are currently in the background stages of our selection process for the June 2025 OPC intake, with a request of eight seats in the Basic Constable Training program. In addition, we have already started to pre-screen for the September 2025 intake. Our Police Professional authorized strength increased in January 2025 by two to 147, with the addition of two Full-Time Forensic Specialists who started their training program on April 7th, 2025. We have a Full-Time Human Resources Administrator starting

SUBJECT: Staffing/Deployment Update

on April 15th, 2025, that will bring our actual number to 147 for Police Professionals. Our focus continues to be to hire for the Sworn budget increases, and proactively to hire for upcoming retirements, and to replace members on extended leaves of absence.

TABLE B: New Hires

Name:	Start Date:	Position:
Dobbins, Michael	03-April-25	Part-Time Special Constable/Court Security
Dave, Om	03-April-25	Temporary Full-Time Equipment and Supplies Assistant

TABLE C: Retirements/Resignations:

Name:		Effective:	Position:
Robillard, Stefanie	Resigned	21-February-25	Part-Time Communicator
Deraiche, Cody	Resigned	17-March-25	Constable
Read, Gerard	Resigned	08-April-25	Full-Time Special Constable



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: April 2, 2025

Prepared by: Marc Brunette, Inspector – Strategic Operations

Recommended by: Sara Cunningham, Chief of Police

SUBJECT: 2024 Annual Report of Public Complaints

ACTION: For INFORMATION

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board receive the 2024 Annual Report of Public Complaints pursuant to Section 31(1)(j) of the *Police Services Act*, and Section 12(1)(b) of the *Community Safety and Policing Act*.

BACKGROUND:

On April 1, 2024, the *Community Safety and Policing Act*, 2019 (CSPA) replaced the *Police Services Act*, 1990 (PSA). The Greater Sudbury Police Service (GSPS) has been working to ensure our practices and procedures comply with the CSPA.

The CSPA introduced significant reforms in handling police misconduct, focusing on transparency, accountability, and reinforcing trust between law enforcement and the communities they serve. It established a more rigorous, clear, and transparent process for investigating complaints and misconduct, ensuring that investigations are carried out in a timely and fair manner. The legislation mandates enhanced oversight mechanisms, including the establishment of independent review bodies with the authority to conduct investigations, recommend disciplinary actions, and oversee the implementation of these recommendations. Furthermore, the CSPA emphasizes the importance of training and education for police officers on ethical conduct, human rights, and community engagement, aiming to prevent misconduct before it occurs. This approach not only addresses the immediate concerns related to police misconduct, but also seeks to foster a culture within law enforcement that prioritizes respect, dignity, and the protection of all individuals' rights.

SUBJECT: 2024 Annual Report of Public Complaints

It is important to note that comparing misconduct data under the CSPA to prior years under the PSA will have to be interpreted with caution, as there will be different thresholds and inclusion criteria.

The CSPA allows for a transition period for misconduct complaints to be completed and as such, the former Office of Independent Police Review Director (OIPRD) has been replaced with the Law Enforcement Complaints Agency (LECA).

Ontario Regulation 125/24 outlines transitional matters in relation to the definition of Misconduct that occurred prior to the enactment of the CSPA. If the act or omission constitutes Misconduct as described in section 80 of the Police Services Act, formed part of a series of events that continued on or after the transition date, and would constitute Misconduct as defined in the CSPA subsection 2(1), will be deemed Misconduct.

Further, for complaints initiated prior to April 1, 2024, they will continue to be investigated under the PSA. Upon the completion of the investigation if a hearing is required, the matter will continue according to the PSA with minor adjustments; the Complaints Director will apply to the Chair of the Arbitration and Adjudication Commission to appoint an adjudicator.

Police Service Act (PSA) matters:

Section 31(1)(j) of the PSA requires the Police Service Board to review the Chief's administration of the complaints system under Part V and receive regular reports from the Chief.

Section 58 of the PSA permits any member of the public to make complaints to the Director. Further, it divided complaints into those involving procedures or services provided by a police service, and those involving the conduct of a police officer. After April 1, 2024, Policy and Service complaints were redirected to the Inspector General of Policing pursuant to section 107(1)(d) of the CSPA.

Service Complaints:

Service Complaints received from LECA that involved an act or omission prior to April 1, 2024, require a written response outlining reasons and outcome within 60 calendar days after receipt of the complaint. The Chief of Police shall receive a written report of the investigation and ensure outcomes are reported back to LECA and the Complainant.

Conduct Complaints:

Upon conclusion of the investigation and on review of the written report, the Chief will determine if misconduct is unsubstantiated or substantiated.

If the Chief of Police is of the opinion that the complaint is unsubstantiated, the Chief shall take no action in response to the complaint and shall notify the Complainant, the officer who is the subject of the complaint, and the LECA Director in writing. In addition, the

SUBJECT: 2024 Annual Report of Public Complaints

Complainant is advised of their right to ask the LECA to review the decision within 30 days of receiving the notice.

If at the conclusion of the investigation the Chief of Police believes there are reasonable grounds that the police officer's conduct constitutes misconduct or unsatisfactory work performance, and the conduct is of a serious nature, the Chief shall hold a hearing into the matter.

If the Chief of Police is of the opinion that there was misconduct, but that it was not of a serious nature, the Chief may resolve the matter informally without holding a hearing. This can occur if the Officer and the Complainant consent to the proposed resolution. If the Officer and Complainant consent to the informal resolution of a matter, the Chief of Police shall give notice of the resolution to the LECA and shall provide the Director with information with respect to any penalty imposed or action taken.

The Chief of Police remains responsible for discipline and the holding of disciplinary hearings. Disposition of misconduct hearings resulting from public complaints must be reported to the LECA for publication on their website.

Community Safety and Policing Act (CSPA) matters:

Public Complaints are divided amongst two oversight agencies, namely, the Inspectorate of Policing (IoP), and the Law Enforcement Complaints Agency (LECA) and can be initiated by a member of the public. Each agency manages different types of complaints and are outlined into Service Complaints and Conduct Complaints.

The IoP is outlined in Part VII of the CSPA, where the duties of the Inspector General are listed. Complaints regarding the procedures established by a Chief of Police or services provided by a Police Service are received by the IoP. They can investigate these complaints by retaining them, referring them to a neighboring Police Service, or referring them to the Police Service Board in which the complaint is about.

The LECA is outlined in Part XIII of the CSPA, where the duties of the Director are listed. Complaints regarding the conduct of police officers are received by the Director of LECA. They manage complaints from the public and can investigate the complaints by retaining them, referring them to a neighbouring police service, or referring them to the Police Service of the involved officer(s).

CURRENT SITUATION:

Police Service Act (PSA) matters that occurred prior to April 1, 2024:

In 2024, the GSPS received a total of thirty-six (36) public complaints related to incidents that occurred prior to April 1, 2024. This number includes two (2) Service Complaints received from LECA (formally OIPRD). Also reported are eight (8) Conduct Complaints and one (1) Service Complaint from 2023 that were still under investigation and concluded in 2024.

SUBJECT: 2024 Annual Report of Public Complaints

LECA Complaints pursuant to the PSA	2024
Number of Complaints Received	45
<i>Conduct</i>	42
<i>Service</i>	3
Number of Complaints Screened Out	16
<i>Conduct</i>	16
<i>Service</i>	0

Community Safety and Policing Act (CSPA) matters that occurred on or after April 1, 2024:

In 2024, the Greater Sudbury Police Service received a total of thirty-three (33) public complaints related to incidents that occurred on or after April 1, 2024. Comparing data from 2023 to 2024 is challenging as the legislation has changed and involves other oversight agencies.

LECA Complaints pursuant to the CSPA	2024
Number of Complaints Received	33
<i>LECA - Conduct</i>	33
<i>IoP - Service</i>	0
Number of Complaints Screened Out	23
<i>LECA - Conduct</i>	23
<i>IoP - Service</i>	0

Dispositions:

Police Service Act (PSA) matters that occurred prior to April 1, 2024:

Of the thirty-six (36) public complaints received in 2024 through the LECA, 48% were screened out by the LECA, meaning the complaint was found to be frivolous, vexatious, made in bad faith, or was determined by the Director not to be in the Public Interest to pursue.

Complaint Dispositions	2023	2024
Section 60: Screened out by the LECA ⁺	53	16
Section 72: Director request to stop investigation	4	1
Service Complaints - Withdrawn	2	1
Service Complaints - Action Taken	0	0
Service Complaints - No Action Taken	5	2
Conduct Complaints - Substantiated	0	1
Conduct Complaints - Unsubstantiated	8	12

SUBJECT: 2024 Annual Report of Public Complaints

Conduct Complaints - Withdrawn	5	4
Informal Resolution/Resolved	2	0
Early Resolution	1	1
Lost Jurisdiction (resignation)	0	0
Under Investigation	6	7
TOTAL COMPLAINTS	86	45
<p>Note + Complaints are not dealt with pursuant to a determination made by the LECA in accordance with Section 60 of the Police Services Act of Ontario (i.e., the complaint was found to be frivolous, vexatious, made in bad faith, or was determined by the Director not to be in the Public Interest to pursue).</p> <p>Note * This includes 5 complaints received in 2023 that were concluded in 2024.</p>		

Community Safety and Policing Act (CSPA) matters that occurred on or after April 1, 2024:

Of the thirty-three (33) public complaints through the LECA, 70% were screened out by the LECA, meaning the complaint was found to be frivolous, vexatious, made in bad faith, or was determined by the Director not to be in the Public Interest to pursue.

Complaint Dispositions	2023	2024
Section 158: Screened out by the LECA ⁺	53	23
Section 64: Director request to stop investigation	4	1
Conduct Complaints - Substantiated	0	0
Conduct Complaints - Unsubstantiated	8	0
Conduct Complaints - Withdrawn	5	2
Informal Resolution/Resolved	2	0
Early Resolution	1	0
Lost Jurisdiction (resignation)	0	0
Under investigation	6	14
TOTAL COMPLAINTS	86	33
<p>Note + Complaints are not dealt with pursuant to a determination made by the LECA in accordance with Section 158 of the Community Safety and Policing Act of Ontario (i.e., the complaint was found to be frivolous, vexatious, made in bad faith, or was determined by the Director not to be in the Public Interest to pursue).</p>		

SUBJECT: 2024 Annual Report of Public Complaints

Service Complaints:

Police Service Act (PSA) matters that occurred prior to April 1, 2024:

None of the Service Complaints were substantiated or resulted in action taken by the Police Service. Four (4) Service Complaints were investigated, and a letter was forwarded to the complainant and the LECA outlining the outcome of the investigation with reasons.

Community Safety and Policing Act (CSPA) matters that occurred after April 1, 2024:

No Service or Procedure Complaints were received from the Inspectorate of Policing in 2024.

Conduct Complaints:

The Professional Standards Bureau (PSB) received Conduct Complaints in the following manner:

Police Services Act matters that occurred prior to April 1, 2024:

- Sixteen (16) were not dealt with pursuant to a determination made by the LECA in accordance with Section 60 of the *Police Services Act of Ontario* (the complaint was found to be frivolous, vexatious, made in bad faith, or was determined by the Director not to be in the Public Interest to pursue) and screened out.
- No complaints were discontinued at the request of the LECA in accordance with Section 72 of the *Police Services Act of Ontario* (direct the complaint to be dealt with as specified by the Director).
- Four (4) complaints were withdrawn by the complainant after analysis and discussion with Professional Standards investigators.
- Twelve (12) conduct complaints were investigated and determined to be unsubstantiated, with an investigative report forwarded to the complainant and the LECA. Eight (8) of these complaints were from 2023 and concluded in 2024.
- One (1) complaint was resolved with the complainant through the LECA's Early Resolution process.
- No complaints were resolved with the complainant through the LECA's Informal Resolution process.
- Seven (7) complaints are currently under investigation, to be completed in 2025.
- One (1) complaint was investigated and determined to be substantiated, with an investigative report forwarded to the complainant and the LECA. (This will be further detailed below in the Allegations).

SUBJECT: 2024 Annual Report of Public Complaints

The GSPS received two requests for review in 2024, both stemming from 2023 complaints that were completed in 2024. The LECA requested and reviewed the entire investigative file and all three requests for review resulted in an agreed disposition of unsubstantiated.

Community Safety and Policing Act (CSPA) matters that occurred on or after April 1, 2024:

- Twenty-three (23) were not dealt with pursuant to a determination made by the LECA in accordance with Section 158 of the *Community Safety and Policing Act of Ontario* (the complaint was found to be frivolous, vexatious, made in bad faith, or was determined by the Director not to be in the Public Interest to pursue) and screened out.
- One (1) was discontinued at the request of the LECA in accordance with Section 164 of the *Community Safety and Policing Act of Ontario* (Director has caused the complaint to be discontinued).
- Two (2) complaints were withdrawn by the complainant after analysis and discussion with Professional Standards investigators.
- No complaints were resolved with the complainant through the LECA's Early Resolution process.
- No complaints were resolved with the complainant through the LECA's Informal Resolution process.
- No conduct complaints were substantiated or unsubstantiated, as the remaining complaints were ongoing at the end of 2024.
- Fourteen (14) complaints are currently under investigation, to be completed in 2025.

Police Service Act (PSA) matters that occurred prior to April 1, 2024:

In 2024, there were sixty-four (64) allegation types classified by the LECA. The LECA can have multiple allegation types for a single complaint (e.g., Discreditable Conduct and Neglect of Duty). GSPS also collects data in relation to complaints that are screened out, withdrawn, and/or involve multiple officers that result in multiple misconduct allegations (e.g., Neglect of Duty complaint involving 5 officers will be counted as 5 Neglect allegations).

There were 160 allegations in the complaints received in 2024. In 2023, the total number of allegations was 140 for the entire year. There were nine (9) complaints in 2024 that involved three or more officers with multiple allegations. These nine complaints account for ninety-six (96) of the allegations.

SUBJECT: 2024 Annual Report of Public Complaints

The following table illustrates the breakdown of the different allegation classifications in relation to the public complaints that were received in 2024.

Police Services Act	COMPLAINT ALLEGATION CLASSIFICATION	2024	
		LECA Allegation Type ⁺	# of Allegations [*]
O. REG 268/10 2(1)(a)	Discreditable Conduct	20	55
O. REG 268/10 2(1)(b)	Insubordination	0	4
O. REG 268/10 2(1)(c)	Neglect of Duty	23	38
O. REG 268/10 2(1)(d)	Deceit	2	5
O. REG 268/10 2(1)(e)	Breach of Confidence	2	4
O. REG 268/10 2(1)(f)	Corrupt Practice	1	1
O. REG 268/10 2(1)(g)	Unlawful / Unnecessary Exercise of Authority	12	53
O. REG 268/10 2(1)(h)	Damage to Property/Equipment	0	0
O. REG 268/10 2(1)(i)	Consumption of Drug / Alcohol	0	0
PSA	Service / Policy Complaint	4	4
TOTAL ALLEGATIONS		64	160
Note + Allegation Types by the OIPRD are for substantiated and unsubstantiated outcomes only. A single allegation can have multiple Allegation Types. Note * Includes all allegations brought forward, including those that are withdrawn and screened out and otherwise not captured by OIPRD. A single allegation can involve multiple misconduct allegations against multiple officers.			

The one complaint investigated in 2024 that was substantiated involves one officer, and includes one allegation:

Ontario Regulation 268/10 Section 2(1)f(v) Any police officer commits misconduct if he or she engages in corrupt practice, in that he or she, improperly uses his or her character and position as a member of a police force for private advantage.

This complaint was resolved by Informal Resolution pursuant to Section 66(4) of the *Police Services Act* resulting in the forfeiture of hours.

Community Safety and Policing Act (CSPA) matters that occurred on or after April 1, 2024:

In 2024, there were 84 allegations in the complaints received in 2024.

SUBJECT: 2024 Annual Report of Public Complaints

The following table illustrates the new breakdown of the different allegation classification types in relation to public complaints that were received in 2024.

In 2024, the most reported complaint is the allegation of officer's conduct undermines, or is likely to undermine public trust in policing, accounting for 45% of allegations. Closely reported is the allegation of failure to perform duties appropriately, accounting for 42% of allegations.

<u>O.Reg 407/23 Conduct of Police Officers</u>		<u>2024</u>	
		<u>LECA Allegation Type +</u>	<u># of Allegations *</u>
<i>Compliance with Laws</i>			
Sec. 2	<i>Shall comply with CSPA and Regulations made under it</i>	0	0
Sec. 3	<i>Shall comply with SIU Act</i>	0	0
Sec. 4	<i>Found Guilty of Offence under CC, CDSA, CA</i>	0	0
<i>Human Rights and the Charter</i>			
Sec. 5	<i>Contravene the Human Rights Code</i>	2	5
Sec. 6	<i>Infringe or deny a person's rights or freedoms under the Canadian Charter of Rights and Freedoms</i>	0	0
<i>Interactions with the Public</i>			
Sec. 7	<i>Unlawful arrest</i>	0	0
Sec. 8	<i>Unlawful detention (physical or psychological)</i>	3	3
Sec. 9	<i>Neglect the health or safety of individual in custody</i>	0	0
Sec. 10	<i>Undermines, or is likely to undermine, public trust in policing.</i>	15	38
Sec. 11	<i>Use excessive force</i>	0	0
Sec. 12	<i>Use abusive language or abusive treatment with any person</i>	3	3
Sec. 13	<i>Conceal Officer's name, Officer's badge number, Name of police service</i>	0	0
<i>Integrity</i>			
Sec. 14	<i>Solicits, offers, or takes a bribe</i>	0	0
Sec. 15	<i>Accepts gratuity or present</i>	0	0
Sec. 16	<i>Uses position as a police officer to 1. Benefit themselves or 2. Interfere with the administration of justice.</i>	0	0
Sec. 17	<i>Discloses information obtained in the course of their duties to public</i>	0	0

SUBJECT: 2024 Annual Report of Public Complaints

Sec. 18	<i>Access, collect, use, disclose, alter, retain, or destroy information obtained or made available in the course of their duties</i>	0	0
Performance of Duties			
Sec. 19	<i>Fail to perform their duties appropriately</i>	17	35
Sec. 20	<i>Failed to take notes</i>	0	0
Sec. 21	<i>Impaired by alcohol or drugs while on duty</i>	0	0
Sec. 22	<i>Failed to report conduct of another Police Service member's misconduct.</i>	0	0
Sec. 23	<i>Left an area, detachment, detail, or other place of duty</i>	0	0
Sec. 24	<i>Unlawfully spoke to the media about a matter connected with their police service</i>	0	0
Sec. 25	<i>Absent without authorization</i>	0	0
Sec. 26	<i>Insubordinate</i>	0	0
Sec. 27	<i>Failed to comply with the procedures established by their chief of police</i>	0	0
Sec. 28	<i>Lost or cause damage to clothing, equipment or other property issued to them</i>	0	0
Sec. 29	<i>Failed to report any loss or damage to clothing, equipment</i>	0	0
Sec. 30	<i>Engage in workplace violence or workplace harassment, including workplace sexual harassment</i>	0	0
Sec. 31	<i>Deceive or mislead any person in relation to the officer's duties, employment, or the administration of justice</i>	0	0
TOTAL ALLEGATIONS		40	84
<p>Note + Allegation Types by the OIPRD are for substantiated and unsubstantiated outcomes only. A single allegation can have multiple Allegation Types.</p> <p>Note *Includes all allegations brought forward, including those that are withdrawn and screened out and otherwise not captured by OIPRD. A single allegation can involve multiple misconduct allegations against multiple officers.</p>			



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: April 2, 2025

Prepared by: Marc Brunette, Inspector - Strategic Operations

Recommended by: Sara Cunningham, Chief of Police

SUBJECT: 2024 Chief's Complaints Annual Report

ACTION: For Information

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board receive the 2024 Chief's Complaints Annual Report.

BACKGROUND:

On April 1, 2024, the *Community Safety and Policing Act (CSPA), 2019*, replaced the *Police Services Act (PSA), 1990*. The investigations reported will be categorized as PSA Complaints pursuant to Section 76 and CSPA Complaints pursuant to Section 198.

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

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

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

If the Chief of Police believes on reasonable grounds that the police officer's conduct constitutes misconduct or unsatisfactory work performance that is not serious in nature,

SUBJECT: 2024 Chief's Complaints Annual Report

the Chief may resolve the matter informally without holding a hearing if the officer consents to the proposed resolution.

A *Notice of Hearing* must be served or take place within six months of the day on which the complaint first came to the attention of the Chief of Police. If six months has elapsed, the Chief must then advise the Board of the reason for the delay.

Since April 1st, 2024, the CSPA describes the duty of the Chief of Police to provide notice to the Complaints Director. A Chief of Police, a Police Service Board, or the Minister must provide notice of conduct that constitutes misconduct to the Complaints Director in the following circumstances.

1. The Chief of Police, the Police Service Board or Minister reasonably suspects that,
 - i. the conduct constitutes misconduct, and
 - ii. the conduct was directed at or otherwise directly affected a member of the public who would be authorized to make a complaint about the conduct to the Complaints Director.

Pursuant to the CSPA, upon receipt of notification from the Chief of Police, the Director will notify the Chief of Police whether an investigation will be conducted pursuant to section 161 (without a public complainant) or whether the Chief can continue under section 198.

The CSPA states a Chief of Police may conduct an investigation in order to determine if a police officer who is a member of the Chief's Police Service, other than a Deputy Chief of Police, has engaged in conduct that constitutes misconduct or unsatisfactory work performance.

The Chief of Police shall promptly give notice of the complaint to the police officer unless, in the Chief's opinion, to do so might prejudice an investigation. A written report shall be endeavored to be completed within one-hundred and twenty (120) days summarizing the findings of the investigation. If the timing requirements are not met, the Chief of Police shall give notice of a status update to the individual being investigated every thirty (30) days until the investigation is complete.

Upon completion of the investigation, if the Chief of Police is of the opinion that there was misconduct, the Chief may resolve the matter informally without holding a hearing if the officer consents to the proposed resolution. If the Chief of Police is of the opinion that there was misconduct, and the appropriate disciplinary measure is demotion or termination of the officer's employment, the Chief may apply to the Commission Chair to appoint an adjudicator to hold a hearing into the matter.

SUBJECT: 2024 Chief's Complaints Annual Report

CURRENT SITUATION:

In 2024, the Professional Standards Bureau investigated twelve (12) new Chief's Complaints. Seven (7) complaints are pursuant to Section 76 of the PSA, two (2) complaints are pursuant to Section 198 of the CSPA, and three (3) are Civilian investigations pursuant to the Civilian Discipline Process described in Procedure HR025. This is a decrease by one complaint compared to 2023.

The seven (7) complaints pursuant to Section 76 of the *Police Services Act* in 2024 were resolved in the following manner:

1. Complaint involved two allegations of *Discreditable Conduct*, both of which were substantiated. This complaint was resolved by Informal Resolution pursuant to Section 76(10) of the *Police Services Act* resulting in a forfeiture of hours. This investigation concluded on March 27, 2024.
2. Complaint involved one allegation of *Discreditable Conduct* and was substantiated. The allegation of *Discreditable Conduct* is being resolved by a Formal Hearing pursuant to Section 76(9) of the *Police Services Act*. The next scheduled hearing date is May 13, 2025.
3. Complaint involved one allegation of *Discreditable Conduct* which was unsubstantiated. This investigation was concluded on July 3, 2024.
4. Complaint involved one allegation of *Discreditable Conduct* and was substantiated. This complaint was resolved by Informal Resolution pursuant to Section 76(10) of the *Police Services Act* resulting in direction to undergo treatment.
5. Complaint involved three allegations of *Discreditable Conduct* and one count of *Insubordination*. The police service lost jurisdiction of this investigation on January 3, 2025, pursuant to section 90 of the *Police Services Act*.
6. Complaint involved one allegation of *Discreditable Conduct* and one count of *Insubordination*. The police service lost jurisdiction of this investigation on January 3, 2025, pursuant to section 90 of the *Police Services Act*.
7. Complaint involved three allegations of *Discreditable Conduct* and one count of *Insubordination*. The police service lost jurisdiction of this investigation on January 3, 2025, pursuant to section 90 of the *Police Services Act*.

The following table outlines the allegations investigated by the Professional Standards Bureau for 2024 pursuant to section 76 of the *Police Services Act*. It is important to note that an investigation can have multiple allegations.

SUBJECT: 2024 Chief's Complaints Annual Report

O. REG	COMPLAINT ALLEGATION CLASSIFICATION	2024
268/10 2(1)(a)	Discreditable Conduct	12
	<i>Substantiated</i>	4
	<i>Unsubstantiated</i>	1
	<i>Loss of Jurisdiction</i>	7
	<i>Ongoing</i>	0
268/10 2(1)(b)	Insubordination	3
	<i>Substantiated</i>	1
	<i>Unsubstantiated</i>	0
	<i>Loss of Jurisdiction</i>	3
268/10 2(1)(c)	Neglect of Duty	0
	<i>Substantiated</i>	0
	<i>Unsubstantiated</i>	0
268/10 2(1)(d)	Deceit	0
	<i>Substantiated</i>	0
	<i>Unsubstantiated</i>	0
268/10 2(1)(e)	Breach of Confidence	0
	<i>Substantiated</i>	0
	<i>Unsubstantiated</i>	0
268/10 2(1)(f)	Corrupt Practice	0
	<i>Substantiated</i>	0
	<i>Unsubstantiated</i>	0
268/10 2(1)(g)	Unlawful / Unnecessary Exercise of Authority	0
	<i>Substantiated</i>	0
	<i>Unsubstantiated</i>	0
268/10 2(1)(h)	Damage to Property/Equipment	0
	<i>Substantiated</i>	0
	<i>Unsubstantiated</i>	0
268/10 2(1)(i)	Consumption of Drug / Alcohol	0
	<i>Substantiated</i>	0
	<i>Unsubstantiated</i>	0
TOTAL ALLEGATIONS		15

The two complaints pursuant to Section 198 of the *Community Safety and Policing Act in 2024* were resolved in the following manner:

1. Complaint involves one allegation of conduct that undermines, or is likely to undermine, public trust in policing. The misconduct investigation is stayed pursuant to section 199(3) of the CSPA due to an ongoing criminal trial and will resume once the criminal matter is concluded.
2. Complaint involves one allegation of conduct that undermines, or is likely to undermine, public trust in policing. The misconduct investigation was substantiated and resulted in a forfeiture of hours.

SUBJECT: 2024 Chief's Complaints Annual Report

<u>O Reg 407/23 Conduct of Police Officers</u>			<u>2024</u>		
			<u>Substantiate</u> <u>d</u>	<u>Unsubstantiate</u> <u>d</u>	<u>Ongoing</u> <u>g</u>
Compliance with Laws	Sec . 2	Shall comply with CSPA and Regulations made under it	0	0	0
	Sec . 3	Shall comply with SIU Act	0	0	0
	Sec . 4	Found Guilty of Offence under CC, CDSA, CA	0	0	0
Human Rights and the Charter	Sec . 5	Contravene the Human Rights Code	0	0	0
	Sec . 6	Infringe or deny a person's rights or freedoms under the Canadian Charter of Rights and Freedoms	0	0	0
Interactions with the Public	Sec . 7	Unlawful arrest	0	0	0
	Sec . 8	Unlawful detention (physical or psychological)	0	0	0
	Sec . 9	Neglect the health or safety of individual in custody	0	0	0
	Sec . 10	Undermines, or is likely to undermine, public trust in policing.	1	0	1
	Sec . 11	Use excessive force	0	0	0
	Sec . 12	Use abusive language or abusive treatment with any person	0	0	0
	Sec . 13	Conceal Officer's name, Officer's badge number, Name of police service	0	0	0
Integrity	Sec . 14	Solicits, offers or takes a bribe	0	0	0
	Sec . 15	Accepts gratuity or present	0	0	0
	Sec . 16	Uses position as a police officer to 1. Benefit themselves or 2. Interfere with the administration of justice.	0	0	0
	Sec . 17	Discloses information obtained in the course of their duties to public	0	0	0
	Sec . 18	Access, collect, use, disclose, alter, retain or destroy information obtained or made available in the course of their duties	0	0	0

SUBJECT: 2024 Chief's Complaints Annual Report

Performance of Duties	Sec . 19	<i>Fail to perform their duties appropriately without lawful excuse</i>	0	0	0
	Sec . 20	<i>Failed to take notes</i>	0	0	0
	Sec . 21	<i>Impaired by alcohol or drugs while on duty</i>	0	0	0
	Sec . 22	<i>Failed to report conduct of another Police Service member's misconduct.</i>	0	0	0
	Sec . 23	<i>Left an area, detachment, detail or other place of duty</i>	0	0	0
	Sec . 24	<i>Unlawfully spoke to the media about a matter connected with their police service</i>	0	0	0
	Sec . 25	<i>Absent without authorization</i>	0	0	0
	Sec . 26	<i>Insubordinate</i>	0	0	0
	Sec . 27	<i>Failed to comply with the procedures established by their chief of police</i>	0	0	0
	Sec . 28	<i>Lost or cause damage to clothing, equipment or other property issued to them</i>	0	0	0
	Sec . 29	<i>Failed to report any loss or damage to clothing, equipment</i>	0	0	0
	Sec . 30	<i>Engage in workplace violence or workplace harassment, including workplace sexual harassment</i>	0	0	0
	Sec . 31	<i>Deceive or mislead any person in relation to the officer's duties, employment, or the administration of justice</i>	0	0	0
	TOTAL ALLEGATIONS		1	0	1



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: April 2, 2025

Prepared by: Marc Brunette, Inspector - Strategic Operations

Recommended by: Sara Cunningham, Chief of Police

SUBJECT: 2024 Annual Report – Collection of Identifying Information in Certain Circumstances – Prohibition and Duties

ACTION: For Information

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board receives the 2024 Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties report in accordance with the Board's Policy GSPSB-027.

BACKGROUND:

On January 1, 2017, Ontario Regulation 58/16 made under the *Police Services Act* (PSA) in relation to the *Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties* came into effect. This legislation provides police officers with direction relating to the attempted collection of identifying information about an individual in certain circumstances governed by the Regulation.

On April 1, 2024, the *Community Safety and Policing Act* (CSPA) came into force. As a result, *Ontario Regulation 58/16* was revoked and replaced by *Ontario Regulation 400/23*.

Application

The Regulation outlines the application and reads as follows:

2. (1) This Regulation applies with respect to an attempt by a police officer to collect identifying information about an individual from the individual, if that attempt is done for the purpose of,
 - (a) inquiring into offences that have been or might be committed;

SUBJECT: 2024 Annual Report – Collection of Identifying Information in Certain Circumstances – Prohibition and Duties

- (b) inquiring into suspicious activities to detect offences; or
- (c) gathering information for intelligence purposes.

The Regulation also contains several exemptions, prohibitions, and duties surrounding the collection of identifying information. The Regulation does not apply to:

1. An attempted collection made by a police officer for the purpose of investigating an offence when the officer reasonably suspects an offence has been or will be committed.
2. An attempt by a police officer to collect identifying information from an individual if:
 - (a) the individual is legally required to provide the information to a police officer;
 - (b) the individual is under arrest or is being detained;
 - (c) the officer is engaged in a covert operation;
 - (d) the officer is executing a warrant, acting pursuant to a court order, or performing related duties; or
 - (e) the individual from whom the officer attempts to collect information is employed in the administration of justice or is carrying out duties or providing services that are otherwise relevant to the carrying out of the officer's duties.

This legislation was introduced in Ontario by the provincial government as a mechanism for Police Services to gather information in a manner which supports and adheres to the principles of equity and fairness contained in the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code. GSPS Board Policy 027 and GSPS Procedure INT010 both titled *Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties* were developed to ensure compliance with the Regulation. The interactions that are governed by the Regulation are defined in the Service procedure as a “Regulated Interaction”.

An electronic Collection of Identifying Information in Certain Circumstances (CIICC) Submission Form has been created for officers to complete following a Regulated Interaction. Completed CIICC Submission Forms are required to be verified. During the verification process the Regulated Interaction will be deemed to be either a Compliant or Non-Compliant Regulated Interaction based on its compliance with the Regulation.

Ontario Regulation 58/16 and Ontario Regulation 400/23 provides direction to the Chief of Police to provide an annual report to the Police Service Board.

CURRENT SITUATION:

As the seventh reporting period, January 1 through December 31, 2024, is now complete, the following information is being provided in compliance with the annual reporting requirements of the Ontario Regulation 58/16 of the PSA & Ontario Regulation 400/23 of the CSPA. Both Regulations are titled *Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties*.

SUBJECT: 2024 Annual Report – Collection of Identifying Information in Certain Circumstances – Prohibition and Duties

During 2024, zero (0) CIICC reports were submitted.

Attempted Collections vs Collections - CIICC

This table represents a comparison of the number of Regulated Interactions where an attempt to collect identifying information was made and how many resulted in an actual collection of information. In 2024, there were 0 attempts to collect identifying information and 0 collections of identifying information.

2024	Attempted Collections	Collections
Total	0	0

Exemptions used in a Regulated Interaction

The Regulation affords officers in specific circumstances the ability to not provide the involved individual with all the information and duties as required.

Examples of these exemptions are in situations where a police officer has a reason to believe that informing the individual:

- might compromise the safety of an individual;
- would likely compromise ongoing police investigation(s);
- might allow a confidential informant to be identified; or
- might disclose the identity of a person contrary to the law, including disclosing the identity of a young person contrary to the *Youth Criminal Justice Act* (Canada).

The Annual Report must include the number of times these exemptions were used during a Regulated Interaction.

This table represents how many times the above exemptions were used to not provide one of the following duties to an individual:

Duty to	Number of Exemptions
Inform the individual that he or she is not required to provide identifying information to the officer	0
Inform the individual why the police officer is attempting to collect identifying information about the individual	0

The Regulation also provides officers in specific circumstances the ability to not offer to provide a CIICC Receipt as required to the involved individual. Examples of these

SUBJECT: 2024 Annual Report – Collection of Identifying Information in Certain Circumstances – Prohibition and Duties

exemptions are in situations where a police officer has a reason to believe that continuing to interact with the individual:

- might compromise the safety of an individual; or
- might delay the officer from responding to another matter that should be responded to immediately.

The Annual Report must include the number of times these exemptions were used during a Regulated Interaction.

This table represents how many times the above exemptions were used to not offer a CIICC Receipt to an individual:

Duty to	Number of Exemptions
Offer to give the individual a document that provides a record of the attempt to collect identifying information	0
Give the individual such a document if the individual indicates that he or she wants it	0

Regulated Interactions - Gender

When submitting a CIICC submission form, the involved officer must indicate the perceived gender of the individual at the time of the attempted collection.

The following table represents a breakdown of those individuals by gender:

Regulated Interaction	Male	Female	Transgender, non-binary or other gender identity
Total	0	0	0

Regulated Interactions – Age Groups

When submitting a CIICC submission form, the involved officer must indicate the perceived age of the individual at the time of the attempted collection.

The following table represents a breakdown of individuals by age group:

Age Groups	Total
0 - 19	0
20 - 29	0
30 - 39	0
40 - 49	0
50 - 59	0

SUBJECT: 2024 Annual Report – Collection of Identifying Information in Certain Circumstances – Prohibition and Duties

60 - 69	0
70 - 79	0
80 or over	0

Regulated Interaction – Racialized Groups

When submitting a CIICC submission form, the involved officer must indicate the perceived racial group of the individual at the time of the attempted collection. A racialized group means a group of individuals identified by one of the following race categories, as set out with respect to the collection of Participant Observer Information (POI) in the data standards established under section 6 of the *Anti-Racism Act*, 2017.

The following table represents a breakdown of the individuals by perceived racial group:

Racialized Groups	Total
White	0
Indigenous (First Nations, Metis & Inuit)	0
Latino	0
Middle Eastern	0
Black	0
South Asian	0
East/Southeast Asian	0
Total	0

Racialized Groups - Narrative

In this reporting period, there were 0 interactions determined to be Regulated.

Regulated Interaction – Area of Collection

When submitting a CIICC submission form, the involved officer must indicate the neighbourhoods or areas where collections were attempted and the number of attempted collections in each neighbourhood or area. For this, patrol zones were utilized as the defining areas of contact.

The following table represents a breakdown of those patrol zones and where Regulated Interactions occurred or were attempted:

Patrol Zone	Total
Zone 20	0
Zone 30	0
Zone 40	0
Zone 50	0
Zone 60	0
Zone 11	0

SUBJECT: 2024 Annual Report – Collection of Identifying Information in Certain Circumstances – Prohibition and Duties

Zone 12	0
Zone 13	0
Zone 14	0
Zone 15	0

Regulated Interaction – Submissions Determined to be Non-Compliant Collections

The Regulation requires that every submission is reviewed to ensure that every aspect of the legislation has been properly applied. During this review, if the Regulated Interaction is found to be Non-Compliant with the legislation, the information is secured from access as restricted information.

The following table represents a breakdown of the Regulated Interactions and the number that were deemed to be Non-Compliant during the verification process:

CIICC Submissions	Regulated Interaction	Incidents of Contact
Compliant	0	0
Non-Compliant	0	0

Regulated Interactions – Annual Audit Review

The Regulation requires that at least once a year a detailed review of an appropriately sized sample of entries of identifying information from the database is conducted to ensure regulatory compliance.

This review was conducted and the original findings of the verifier with respect to Compliant and Non-Compliant submissions have been confirmed.

Regulated Interactions – Access to Restricted CIICC Submissions

The Regulation does permit in specific situations for the Chief of Police to grant permission to access restricted information. The legislation outlines the conditions that must be met to provide this review, and are as follows:

- for the purpose of an ongoing police investigation,
- in connection with legal proceedings or anticipated legal proceedings,
- for the purpose of dealing with a complaint under Part V of the *Act* or for the purpose of an investigation,
- to prepare the Annual Report,
- for the purpose of complying with a legal requirement, or
- for the purpose of evaluating a police officer's performance.

There were no requests submitted in 2024 to access restricted information.

SUBJECT: 2024 Annual Report – Collection of Identifying Information in Certain Circumstances – Prohibition and Duties

Conclusion

During 2024, the seventh year of *Ontario Regulation 58/16* and first year of *Ontario Regulation 400/23* being implemented, the Greater Sudbury Police Service has continued to dedicate many resources to ensure that areas in which more discussion or training are required have been identified. Training has been developed and provided to all officers to understand the application and interpretation of the Regulation.

The Service will continue to review all CIICC Form submissions to ensure compliance with the duties of the Regulation and address any issues that are of concern. The review process and methods employed when dealing with CIICC submissions is in accordance with *Ontario Regulation 58/18* of the PSA, with *Ontario Regulation 400/23* of the CSPA, and Police Service Procedures.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: April 7, 2025

Prepared & Recommended by: Sara Cunningham, Chief of Police

SUBJECT: 2025 Ontario Police Memorial Ceremony of Remembrance

ACTION: For Information

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board receives this report for information.

BACKGROUND:

The Ontario Police Memorial Foundation was jointly formed nearly 25 years ago by the Police Association of Ontario (PAO), Ontario Provincial Police Association (OPPA), Toronto Police Association (TPA), Ontario Senior Officers' Police Association (OSOPA), and the Ontario Association of Chiefs of Police (OACP).

The Foundation organizes and hosts the annual Ceremony of Remembrance in Toronto which falls on the first Sunday of May. Policing personnel, some from across the country, in addition to friends and family of the fallen, gather to honour and pay tribute to Ontario officers who have been killed in the line of duty.

CURRENT SITUATION:

The Ontario Police Memorial is taking place on Sunday, May 4th, 2025, at Queen's Park in Toronto for the 26th Annual Ceremony of Remembrance.

GSPS members are honoured to attend in a show of solidarity and support for our fallen.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: April 8, 2024

Prepared by: Matthew Gatien, Board Administrator

SUBJECT: 2024 Board Expenses

ACTION: For Information

BACKGROUND:

Section 35 (2) of the *Community Safety and Policing Act* requires the Board to ensure that its members undergo training and further Board Policy 016 respecting Board Member Training supports a commitment to training, education, and development in support of learning for its members. Expenses for same are guided by GSPSB Policy 011.

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

CURRENT SITUATION:

In 2024 the Greater Sudbury Police Service Board had representatives at all major conferences that Boards in Ontario attend (PAO, OAPSB, and CAPG), as they are excellent learning and training opportunities for Board members and staff.

Events such as the Member Awards, International Day for the Elimination of Racial Discrimination, Media Conferences and Funding Announcements, GSPS Annual Community and Awards Gala, and the Tree of Hope ceremony were all saw Board members attend.

Chair Lougheed served on the Board of Directors for the Ontario Association of Police Service Boards in 2024 and attended these meetings at a reduced cost to the Board.

This past year, expenses associated with Board member attendance at various conferences, meetings, and events have been recorded. The attached report provides details for 2024.

GREATER SUDBURY POLICE SERVICES BOARD
2024 EXPENSES
Updated March 31, 2025

SIZER

DATE	EVENT	TOTAL EXP	REGIST	CLAIMED
Jan-Apr, Nov., 2024	Monthly Board Book Delivery	\$ 155.40	-	\$ 155.40
Feb 25-28	CSPA Summit	\$ 865.02	\$ 791.00	\$ 1,656.02
May 4-5	Ontario Police Memorial	\$ 1,012.73	-	\$ 1,012.73
Aug 7-11	CAPG Conference	\$ 2,846.73	\$ 1,006.25	\$ 3,852.98
	Meetings with Board members	\$ 371.73	-	\$ 371.73
Aug. 6, 2024	Chief Farewell Dinner	\$ 329.35	-	\$ 329.35
Sept. 28-29	National Police Memorial	\$ 355.57	-	\$ 355.57

TOTAL **\$ 5,936.53** **\$ 1,797.25** **\$ 7,733.78**

LOUGHEED

DATE	EVENT	TOTAL EXP	REGIST	CLAIMED
Jan. - Jun., Sept., Oct., Dec. 2024	Monthly Board Book Delivery	\$ 167.85	-	\$ 167.85
Jun 3-5	OAPSB Spring Conf. (canc. Fee 50%)	-	\$ 423.75	\$ 423.75

TOTAL **\$ 167.85** **\$ 423.75** **\$ 591.60**

LEFEBVRE

DATE	EVENT	TOTAL EXP	REGIST	CLAIMED
Jan. - May, Nov., 2024	Monthly Board Book Delivery	\$ 149.16	-	\$ 149.16
				\$ -

TOTAL **\$ 149.16** **\$ -** **\$ 149.16**

FORTIER

DATE	EVENT	TOTAL EXP	REGIST	CLAIMED
Jan. - Jun., Sept., Dec. 2024	Monthly Board Book Delivery	\$ 248.60	-	\$ 248.60
Feb 25-28	CSPA Summit	\$ 869.54	\$ 791.00	\$ 1,660.54

TOTAL **\$ 1,118.14** **\$ 791.00** **\$ 1,909.14**

POLAND

DATE	EVENT	TOTAL EXP	REGIST	CLAIMED
Jan. - Jun., Sept., Dec. 2024	Monthly Board Book Delivery	\$ 621.50	-	\$ 621.50
Feb 25-28	CSPA Summit	\$ 865.02	\$ 791.00	\$ 1,656.02
Jun 3-5	OAPSB Spring Conf.	\$ 1,014.63	\$ 847.50	\$ 1,862.13
Nov. 26-27	50% cancellation OAPSB fall	-	\$ 394.94	\$ 394.94

TOTAL **\$ 1,014.63** **\$ 2,033.44** **\$ 2,257.07**

2024 TOTAL EXPENSES **\$ 8,386.31**

REGISTRATIONS **\$ 5,045.44**

CLAIMED **\$ 13,431.75**

DISCUSSION AGENDA



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: April 4, 2025

Prepared by: Holly Bilodeau, Manager of Human Resources

Recommended by: Sara Cunningham, Chief of Police

SUBJECT: Supporting Ontario's First Responders Act – 2024 Post-Traumatic Stress Disorder (PTSD) Prevention Plan – Annual Update

ACTION: For Information

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board receives the 2024 Post-Traumatic Stress Disorder Prevention Plan annual update for information.

BACKGROUND:

In April 2016, the province passed the *Supporting Ontario's First Responders Act* which amended the *Workplace Safety and Insurance Act*. This new legislation created a presumption that Post-Traumatic Stress Disorder (PTSD) diagnosed in first responders is work-related. The presumption allows for faster access to WSIB benefits, resources, and timely treatment. The *Act* is part of the Province's strategy to prevent or mitigate the risk of PTSD and to provide first responders with faster access to treatment and the information they need to stay healthy.

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

In accordance with the *Act*, employers of workers covered under the PTSD presumption were required to provide the Minister of Labour with information on their workplace Post-Traumatic Stress Disorder prevention plans by April 23, 2017. Given that identified police personnel are one of the specific groups covered under the PTSD, the Board was required to submit such a Plan.

SUBJECT: 2024 Post-Traumatic Stress Disorder (PTSD) Prevention Plan – Annual Update

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

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

CURRENT SITUATION:

The Greater Sudbury Police Service continues to take a holistic approach to addressing and assisting our member's overall wellbeing.

Internally, several services are available to members:

- Recruitment, Orientation, and Coaching
- Retirement Planning
- Peer Support Team Referrals
- Early and Safe Return to Work
- Health and Wellness Committee
- Assistance with navigating access to employment-related sponsored benefits including services of a Psychologist.

Through our **Wellness Coordination Officer**, access to mental health supports is accessible and readily available. Many early intervention practices continue to be implemented through this area. This position serves in a variety of capacities:

- Acts in the capacity of Peer Support Team Coordinator, Critical Incident Stress Debriefing Coordinator, and our Health & Wellness Team Co-Chair.
- Coordinates wellness activities with a focus on members.
- Provides daily peer support, non-clinical counselling, in-vivo exposures; through reactive, proactive, and follow-up measures.
- Assist with the onboarding wellness chat for new members.
- Provides psychological referrals, mental health, and resilience training.
- Establishes personal training programs, as well as fitness and nutritional guidance through custom planning.

In 2024, through the Wellness Coordination Officer, the following was achieved:

- Provided on-going fitness and nutritional resources along with member and applicant fitness testing. Having an on-site gym facilitates access for members around the 7/24-hour clock which aligns with shift work and ability to engage in

SUBJECT: 2024 Post-Traumatic Stress Disorder (PTSD) Prevention Plan – Annual Update

physical activities. **In 2024, 50 personal training plans and over 15 nutritional plans were developed by the Wellness Coordination Officer.**

- **In 2024, a total of 16 Warrior's Coffee sessions were held at the Sudbury Police Association Hall.** This event is open to all members and provides an opportunity to meet as a group and discuss various topics informally such as health, coping, depression, anxiety, PTSD, mental health supports, workplace stress, and spousal relationships.
- A private Warrior's Coffee session was developed exclusively for members off on a form of leave from the workplace.
- Meets with pre- and post-OPC Cadets to discuss issues of Health and Wellness, signs and symptoms of stress/PTSD, and resources available to them.
- Provides individual Peer Support to members who are off on Short Term Disability, Long Term Disability, and WSIB.
- Continued participation on the Communities of Practice provincial working group consisting of WSIB, medical and mental health professionals, and first responders.
- Assisted with the reintegration and return to work planning for members.
- Facilitated three critical incident debriefings for both Sworn and Police Professional members.

Our **Health and Abilities Claims Coordinator** manages absences due to illness, and early and safe return to work through a holistic approach to wellness. Supervisors identify and submit Supervisor's Report of Work Injury/Illness for occupational stress injuries which trigger WSIB claims management through this area. Members booking off work continue to be provided a resource list with contact information that outlines all the programs and support available to them. This list is updated regularly. Our HR Health and Abilities Claims Coordinator remains actively involved on the Provincial Occupational Stress Injury Working Group (formed in 2022), a provincial Disability Management Working Group within Policing.

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

Employee Assistance Program

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

- Trauma – Post Traumatic Stress Disorder Intervention
- Family and Marriage problems
- Parenting and Elder Care Support
- Stress Related Problems
- Gambling Addictions
- Legal and Financial Assistance
- Bullying and Harassment
- Anxiety and Depression

SUBJECT: 2024 Post-Traumatic Stress Disorder (PTSD) Prevention Plan – Annual Update

- Substance Abuse – Alcohol/Drug Use
- Eldercare
- Grief and Other Loss Counselling
- Emotional Issues
- Work-related Issues
- Life Transitions including retirement

An EAP Application is available for members to download on their mobile devices.

Psychological, Psychotherapy, and Social Work Support

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

The current Collective Agreement provides for a maximum of \$10,000 to offset costs associated with psychological services. Members who spent their entitled allotment had additional funding provided through the Service.

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

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

Peer Support Team

Our Peer Support Team prides an “in-house resource consisting of specially trained members to assist members to access services. These members assist with proactive reach outs and connecting with members regularly. **In 2024, the Service launched a new version of our Peer Support Application - “Peer Connect”. Through the App, the Peer Support Team achieved the following in 2024:**

- 492 Members supported.
- 531 Connection Forms completed.
- 50 follow-ups made through the App.
- 79 Check-ins.
- 3 immediate peer support requests.
- 51 check-in recommendations made.
- 349 proactive check-ins.
- 38% of GSPS members are signed up in the Application.

SUBJECT: 2024 Post-Traumatic Stress Disorder (PTSD) Prevention Plan – Annual Update

In 2024, eight new members were added to our Peer Support Team. Meetings were held throughout the year and covered topics such as communication, App training, and supporting members through the Short Term and WSIB process.

Incident Debriefing Team

The incident Debriefing team focuses on peer led emotional debriefings in conjunction with our service chaplains and/or psychologist following a critical incident. These are led by members with highly specialized training and skills. The team provides immediate peer support and access to resources for members who have been involved in potentially traumatic events. The goal is to monitor members post event and offer support services where identified. **Three formal debriefings were held in 2024.**

Training, Education, and Awareness

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

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

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

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

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

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

Mental Health Reform Working Group

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

SUBJECT: 2024 Post-Traumatic Stress Disorder (PTSD) Prevention Plan – Annual Update

Training Programs

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

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

GSPS Member Wellness Nexus Page

Our former GSPS Member Wellness website page was rebranded and transferred to our new Nexus platform in 2024. The page provides our members access to health and wellness information and includes information on resources, fitness, nutrition, and wellbeing.

Spiritual Team

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

Enriched Academy

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

Wellness Rooms

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

Awards and Recognition

- Annual Member Awards
- Community and Police Gala
- Recognition & Welcome Ceremonies
- Nickel Model Awards

SUBJECT: 2024 Post-Traumatic Stress Disorder (PTSD) Prevention Plan – Annual Update

- “In the Spotlight” on the Nexus
- Divisional Recognition
- Promotions
- Retirements
- Commendations

Health and Wellness Committee (Blue Balance Wellness)

This group is comprised of internal members and continues to develop new workplace initiatives.

In 2024, the Blue Balance Wellness Committee:

- Continued to promote the “End the Stigma” lanyards, available for purchase through Equipment and Supplies Services.
- Hosted the Wellness Table at both Police HQ and LEL – a table with healthy snacks, refreshments, inspiring quotes, and resources.
- Promoted the Greater Sudbury Police Service Battle for the Fittest in which 95 PIN Tests were completed.
- Hosted the second Annual PTSD Awareness Walk in June 2024 with over 150 participants.
- Hosted the Bell Let’s Talk Colouring Lunch in January 2024.
- Hosted the Blue Balance – Gratitude Secret Santa Cards in December.

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

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

Presently in development is our Reintegration Program which will assist in members returning to work following an Occupational Stress Injury or long-term absence due to legislative leave such as Pregnancy or Parental leaves. These will be tailor-made programs to ensure a smooth early and safe return to work through re-integration supports.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: April 3, 2025

Prepared by: Marc Brunette, Inspector – Strategic Operations

Recommended by: Sara Cunningham, Chief of Police

SUBJECT: 2024 Property and Evidence Control Audit

ACTION: For Information

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board receives the report on the results of the 2024 Annual Property and Evidence Control Function Audit for information.

BACKGROUND:

Ontario Regulation 392/23: Adequate and Effective Policing (General) prescribes standards for adequacy and effectiveness of police services.

Section 23 of the Adequacy Regulation requires every Police Service Board and Chief of Police to implement a quality assurance process relating to the provision of adequate and effective policing and compliance with the *Community Safety and Policing Act* (CSPA) and the Regulations.

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

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

SUBJECT: 2024 Property and Evidence Control Audit

This review considered Ministry Policing Standards, Sections 6.(1) 4 and 23 of the Adequacy Regulation and Sections 258, 259, and 260 of the *Community Safety and Policing Act* dealing with property that comes into the possession of the Police Service. Also used as reference were Greater Sudbury Police Service's Procedures relating to Property and Evidence Control and Property Exhibit Tracking. These guiding documents complement one another to effectively handle the seizure, retention, and disposition of property/evidence that is in possession of the Police Service.

The purpose of the Property and Evidence Control audit was to provide an objective examination of items secured under the care of the GSPS and to provide an assessment of its control, retention, and disposal.

The secondary purpose of the audit was to assist the Police Service by identifying and evaluating significant exposures to risk and contributing to the improvement and management of such risks.

Audit objectives:

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

Audit scope:

Based on risk analysis, the scope of the audit was a physical examination of the Property and Evidence Control Unit in the secure section at District II of the Lionel Lalonde Centre, and its functions in the following areas:

- Safety of staff and other people utilizing or accessing the facilities
- Security of the facilities and the individual storage areas within

SUBJECT: 2024 Property and Evidence Control Audit

- Continuity of evidence
- Proper storage and handling of evidence

Audit Methodology:

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

CURRENT SITUATION:

The fieldwork component of the audit was completed on April 2, 2025, and was performed with minimal disruption to the Property and Evidence Control Unit. As has been noted in previous audits, the work area was found to be secure, very clean, and well organized; items were in place, property and equipment were properly stored, and employees were adequately trained on property procedures. The retrieval of the selected items went very well with no complications or issues encountered.

In the 2023 audit, it was reported that portable heaters were being used in the Property and Evidence Control Unit as the heating system in main vault #2 was not functional. There were ongoing discussions with the landlord (City of Greater Sudbury) on problem-solving the concern with review of various options including the installation of a new stand-alone heating system. These discussions remain ongoing as no solution has been attained; the portable heaters remain in use to make it a more comfortable work environment for staff.

The auditor observed that some property storage areas are limited in space due to the growing number of items being held by the Police Service and in adherence to current retention by-laws. Property and Evidence Control Unit staff had already cleared a room dedicated to intake of firearms expected to be surrendered to the Police Service under the Assault-Style Firearms Compensation Program (ASFCP), thus further limiting space.

An examination was conducted that involved articles of property and property tags selected during this year's random sampling process. While conducting the physical audit, the auditor examined 100 items of property and their related property tags and determined that all the general property sampled had the property tags filled out accurately and completely, and the information, such as occurrence number, description of the property, the assigned property number, and officer's name were all legible. It should be noted that the accuracy in property details is significantly enhanced due to current Property and Evidence Control Unit staff review of property and the related tags following submission by officers. Each submission is reviewed to ensure consistency and accuracy with the actual property item and with NICHE Records Management System (RMS) property reports. The audit of the selected items confirmed that all were readily located in the proper specified storage location as per the NICHE Records Management System (RMS).

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The office work component of the audit consisted of utilizing the NICHE Records Management System (RMS) to conduct queries on each of the 100 items that was the subject of the review to determine if further retention of the item was required or if it should have been disposed of. The purpose of this was to determine whether the item was being retained in compliance with the various by-laws and procedures, whether the investigation dealing with the exhibit had been concluded or was still ongoing, whether the exhibit was still required for any court proceedings or any other form of hearings, or whether the item could be returned to its owner or otherwise disposed of.

This information is necessary to ensure compliance with GSPS by-laws and procedures dealing with the retention of property. Unnecessary retention of property contravenes the retention by-laws and may result in the following: the Service requiring an increase in storage space for all additional property items seized, property may be held longer than needed and there may be a delay in getting property back to its owner. It also creates unnecessary work for the staff who are required to monitor the property, re-organize for consolidation, follow-up with officers for dispositions, and return property to its owner. Property and Evidence Control Unit members only dispose of the property under the authority of a court order, such as a forfeiture order, a disposition order, etc., or a report from the investigating officer and/or the involved supervisor.

This segment of the audit identifies the efficiency and effectiveness of the system. It provides the auditor with the information required to analyze the system and will enable the auditor to identify the problems and issues which are prevalent and prevent the system from working as efficiently as it can.

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

- Is the investigation concluded or is it ongoing?
- Have the charges, if any, been dealt with by the courts, by other means, or are they pending?
- Have warrants been issued for the accused?
- Have any judicial orders been issued by a judiciary at the time of sentencing such as a forfeiture order or disposition order, etc.?
- If the investigation has been concluded, are there any existing reasons to warrant the further retention of the property?
- Has the investigating officer submitted a report dealing with the disposition of the property?
- Has the supervisor created an assignment on the Property and Evidence Control Unit Niche task list (Ghost #19) regarding the disposition of the property?

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

- 80 articles involved property that was being retained as per reports by investigating officers in compliance with ongoing court proceedings or retention by-laws.

SUBJECT: 2024 Property and Evidence Control Audit

- 14 articles involved investigations that had been concluded, or incidents where retention of the property was no longer required. In some of these instances, the Unit is waiting for the investigating officer to update the disposition of property, while in other instances, the Unit has been tasked to dispose of the articles.
- 6 articles involved property being held pending issues with forfeiture orders or Ministry of the Attorney General (MAG) approval. Authorization from MAG is required prior to execution of a forfeiture order which has been issued by the court. MAG provides direction to the Police Service where the property ordered forfeited is currently held and in their possession for the disposition under the related court order. Forfeiture orders must be processed by MAG before any of such forfeited items can be dealt with, and this causes some delay in disposal. The auditor notes that this may cause delays in disposal of property secured by the Police Service.

Another observation was made that currently there may be different retention requirements depending on the item type, court cases, and court orders and rulings that may dictate item retention, such as a Justice ordering items to be forfeited or released. Additionally, officers assigned to an investigation are generally required to update item dispositions and authorize items for disposal where no forfeiture order was issued. In many instances, the officers are notified by Property and Evidence Control Unit members once the court matter is concluded and requests disposition of property.

It is expected that the adoption of proposed retention by-laws and updated procedures relating to property and evidence may assist with some of these issues. As well, it is expected to provide more clarity related to retention guidelines, disposal, and disposal dates, which will be easier for members to determine. Additionally, the Property and Evidence Control Unit currently houses a significant number of property items related to historical investigations, for example homicides and sexual assaults, where the current retention period is twenty-five years, and for some investigations the retention period is indefinite. These items require significant storage space as well. The proposed retention by-laws may alleviate this as well.

The proposed retention by-laws, developed to encompass the province's best practices, are currently being reviewed by the GSPS and will be forwarded to the Executive Team for final approval. Once implemented, procedure revisions should follow.

In **2024**, the auditor observed that **80** out of **100** property items were retained in adherence to procedures and by-laws, whereas in **2023**, the auditor observed there were **48** out of **100** items that were retained appropriately. This is a substantial increase in compliance.

The auditor observed that **6** out of **100** property items involved officers being tasked with disposition of the property item, however the tasks had not been concluded. For **1** property item, although the matter had been concluded in court, no task had been created for the officer to dispose of the item. In another instance out of the 6, the officer was

SUBJECT: 2024 Property and Evidence Control Audit

tasked by their supervisor with making further efforts to locate the owner of the property, however had not yet done so. The remaining five instances involved officers failing to address dated property disposal tasks initiated by Property and Evidence Control Unit members; e-mails were sent to each of these officers (and one to a supervisor as the officer had retired) to ensure that appropriate action was taken, and related reports were submitted.

In **2024**, the auditor observed that **7** property items were not disposed of although the reporting officers had requested their disposal, and where a task had been created for the Property and Evidence Control Unit. In **2023**, the auditor observed **15 items** that had not been disposed of following a request by the officer. **2024** showed a noticeable improvement. The auditor learned that in some of the **2024** occurrences, the reporting officer provided inadequate or no direction to the property owners in how to retrieve the property, others that involved ongoing related investigations, or other items being held in adherence to the proposed retention by-laws (proposed retention by-law guidelines differ from current by-laws).

In **2024**, there were **5,807** new property entries inventoried by Property and Evidence Control Unit members, a decrease from **2023** where **6,019** new entries were inventoried. In addition to this, in **2024**, Property and Evidence Control Unit members disposed of **4,652** items, a decrease from **2023** where **5,580** items were disposed of.

The Property and Evidence Control Unit Supervisor reported the following:

- Changes in staffing within the Property and Evidence Control Unit may have been a contributing factor to the decrease in the number of property items disposed of during 2024. There was a temporary loss of three full-time experienced Unit members, with one permanent member remaining. The inexperienced members who replaced two of the three experienced members were not as familiar with processes, received ongoing training, and conducted tasks more slowly. The training process for one member takes one year to complete and for them to be proficient in their role.
- When vacancies are announced ahead of time, which occurred in all three temporary loss situations, and the position is filled, the Property and Evidence Control Unit would benefit by there being an immediate move to train that member in the role. Most often the role is filled internally resulting in some delay in their new assignment with the Property and Evidence Control Unit. It is challenging to maintain the levels established by more experienced personnel when training is incomplete or minimal due to time constraints.
- Further, the Unit currently has a posting for a part-time clerk position that is expected to close in the near future.

SUBJECT: 2024 Property and Evidence Control Audit

- The Property and Evidence Control Unit Drug Clerk and Firearms Clerk roles previously allowed them the opportunity to assist in general property tagging and disposals while completing their own primary tasks; however, their tasks have become more complex, leaving little to no opportunities to utilize these members for any tasks associated to general property. In **2024**, there were **552** firearms submitted by officers, whereas in **2023**, there were **525** firearms submitted to the Property and Evidence Control Unit. The number of drug submissions also increased in 2024.
- One potential explanation for the increase in the number of firearms being retained in GSPS custody is that firearm owners who have been charged criminally in Intimate Partner Violence occurrences often surrender or have firearms seized, which are then held until the conclusion of court proceedings. In the past, it was lawful for the firearms to be retained by relatives/friends of the accused holding a valid Possession Acquisition License. Currently, at the conclusion of court proceedings, a Quit Claim is signed by the original owner who must obtain a License Verification Number (LVN) from the Royal Canadian Mounted Police and must provide the name of the transferee to the Firearms Liaison Officer. This is to ensure that the transferee is not residing with the original owner and is a suitable candidate, and the transferee makes an appointment with the Property and Evidence Control Unit to retrieve the firearms and ammunition. This process causes a delay in disposal of these firearms.

At the time of this audit, there were **428** outstanding assignments on the Property and Evidence Control Unit task list relating to the disposal of property, spanning from 2020 to the current date. **62** of the **428** outstanding assignments have been reviewed by the Property and Evidence Control Unit Supervisor and have been assigned future review dates in adherence to the new proposed retention by-laws. This leaves **366** outstanding tasks for **2024**. This is a substantial decrease in outstanding assignments for the Property and Evidence Control Unit. There were **646** outstanding property-related tasks at the time of the **2023** Field audit.

SUMMARY:

Based on the audit objectives, the Property and Evidence Control Unit is managing and meeting an acceptable level of practices and meeting required standards.

In the assessment of whether general property/evidence is retained or disposed of in adherence to the *Community Safety and Policing Act*, its Regulations, and Greater Sudbury Police Service procedures, the auditor found that the majority of property articles reviewed during this audit had been retained and/or disposed of appropriately.

The current Property and Evidence Control Procedure (PRP 002) was last revised on March 26, 2025, ensuring compliance with the *Community Safety and Policing Act* and

SUBJECT: 2024 Property and Evidence Control Audit

its Regulations and consistency with provincial standards. Additionally, this Procedure will be reviewed again once the proposed retention by-laws are approved.

Despite the changes in case law and technology, the Property and Evidence Control Unit's current process for the continuity of evidence appears to be operating effectively. The audit of the work area in the Property and Evidence Control Unit was found to be secure, very clean, and well organized; items were in place, property and equipment were properly stored, and employees were adequately trained on procedures. The retrieval of the selected items went very well with no complications or issues encountered. No issues were observed in relation to the process of property logging; this is largely due to the dedicated staff in the Property and Evidence Control Unit conducting their reviews. All items appeared to be stored properly and in accordance with procedures and regulations and in a safe and secure manner.

The GSPS is committed to maintaining compliance and meeting the responsibilities established through the CSPA and its Regulations, Ministry Standards, and the Police Service's procedures.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: April 4, 2025

Prepared by: Holly Bilodeau, Manager of Human Resources

Recommended by: Sara Cunningham, Chief of Police

SUBJECT: Equity, Diversity, and Inclusion Annual Report

ACTION: For Information

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board receives this Annual Report on Equity, Diversity, and Inclusion for information.

BACKGROUND:

The Greater Sudbury Police Service (GSPS) has been working to build on the rich history of Equity, Diversity, and Inclusion (EDI) efforts undertaken by past leaders and advocates. The Police Service Board and the leadership at GSPS understand that embedding EDI throughout the whole organization is a critical component of evolving as a Service and emphasizes the importance of providing inclusive service, as well as providing a workforce that understands and represents the community we serve, as it is an increasingly diverse region.

The following report captures an overview of the continued EDI efforts by the Greater Sudbury Police Service in 2024.

CURRENT SITUATION:

Highlights for 2024:

- Indigenous Advisory Committee meetings held throughout the year.
- Diversity Advisory Committee meetings throughout the year.
- Chief's Youth Advisory Committee met regularly.
- International Day for the Elimination of Racism Gala held March 21st, 2024.

SUBJECT: Equity, Diversity, and Inclusion Annual Report

- All new procedures and/or updates to existing ones continue to have an EDI and 2SLGBTQIA+ lens applied.
- Law Enforcement Touch Run – Special Olympic Events - Polar Plunge, Motorcycle Ride
- 4th Mooz Akinonmaaget Maa Aki (Moose Hunt) 2024 Program completed.
- Participated in Canada Day Celebrations
- Fourth Annual Tree of Hope event for MMIWG2S+
- Hiring of Full-Time Equity, Diversity, and Inclusion Strategist in July 2024.
- OACP Equity, Diversity, and Inclusion Course for Equity, Diversity, and Inclusion Strategist
- Renewed membership with the Canadian Centre for Diversity and Inclusion which provides access to training and educational resources.
- The long-standing M’Kwa Opportunity Circle program successfully completed.
- The Trauma Informed Indigenous Prevention and Support grant-funded program hosted a Human Trafficking Conference.
- Proceeds of Crime grant awarded to the Indigenous Liaison Office to expand the Moose Hunt Program. This included the incorporation of a restorative justice aspect and new partnerships with Restorative Justice Sudbury, the Crown Attorney’s Office, and Atikameksheng Restorative Justice.
- Proceeds of Crime grant funding also provided Trauma Informed Training for our Criminal Investigations Department.
- Proceeds of Crime grant funded program hosted the first annual Indigenous Liaison Officer conference. Indigenous Liaison Officers from across Ontario attended.
- The Intercultural Ride-Along and Job Shadowing program launched, operating from October 2024 to March 2025, with representation from GSPS, Laurentian University, Cambrian College, College Boreal, and YMCA Newcomers.
- Third Annual Truth and Reconciliation Relay and closing ceremonies.
- EDI is continuing the work of developing Internal Support Networks (ISN) which are voluntary and designed to help specific self-identified groups share information and experiences. Women in Leadership ISN has hosted two events.
- GSPS PRIDE breakfast held in June for our members.
- GSPS PRIDE BBQ held during Sudbury Pride Week in July for our members and their families.
- Ribbon Skirt event held for our Number One Dress Uniform
- Continuous engagement with established Internal Reform Working Groups, Authentic Inclusion, Gender Equity and Harassment Free Workplace, Antiracism, and Community Response to Mental Health. In 2025, our reform groups will become the newly developed Inclusion, Diversity, Equity, Accessibility and Anti-Racism (IDEAA) Committee.
- Strategic Operations Inspector continued engagement with the Ontario Association of Chiefs of Police (OACP) EDI working group and the Canadian Safety Knowledge Alliance (CKSA) for racialized police relations.
- Sergeant and EDI Strategist continued to engage with the OACP EDI working group.

SUBJECT: Equity, Diversity, and Inclusion Annual Report

- Continued implementation of Indigenous teachings, specifically Ceremonial Smudges and use of the Eagle Feather into investigative approaches.
- The Service was gifted two Eagle Feathers and held a gifting celebration as well as a feasting for the feathers.
- CID began using the Indigenous Cultural Interview Room for victim interviews.
- Indigenous Liaison Office partnered with community organizations to bring a Lacrosse Program to Indigenous Youth.
- Began work on three-year Equity, Diversity, and Inclusion Strategy that incorporates the needs of both our internal members and the community.
- Expanded Indigenous Awareness Training to three days as part of police recruit development with a specific focus on history and Indigenous community resources. Additionally, visits with the Indigenous communities that are part of Sudbury were coordinated.
- Implemented the Places of Worship Experience and Bias training for all new recruits.
- Unconscious biases training for all interview panelists.
- 2SLGBTQIA+ SaferSpaces training for all supervisors.
- Community Safety events held for the 2SLGBTQIA+ community.
- Robinson-Huron Treaty Annuity community safety presentations.
- Robinson-Huron Treaty Annuity Lunch and Learns for internal members.
- Sudbury Local Immigration Partnership attendance.
- First Annual Menorah Lighting ceremony attended.

Some priorities for the upcoming months have been identified and have been implemented for 2025:

- Ontario Police College Diversity Training roll out to all Sworn officers.
- Development of Equity, Diversity, and Inclusion training as part of our onboarding program for all new members to GSPS.
- EDI training for Police Professional Supervisors
- Expansion of a Places of Worship tour for police service members
- Completion and implementation of the three-year EDI Strategy and Action Plan
- Development of an IDEAA committee
- Participation in external Community of Practice for Equity, Diversity, and Inclusion.

For 2025, the Greater Sudbury Police Service will continue to champion Equity, Diversity, and Inclusion as central tenets of its operations and community interactions. Leveraging the groundwork laid in previous years, as well as the newly dedicated Equity, Diversity, and Inclusion Strategist, GSPS is deepening its commitment to EDI initiatives.

Through enhanced recruitment, training, and community partnerships we will continue to prioritize Equity, Diversity, and Inclusion. This commitment reflects an ongoing effort to not only mirror the community's diversity but also to foster a more inclusive and equitable environment. Through these actions, GSPS is steadfast in its dedication to strengthening community trust and ensuring a safer, more connected Greater Sudbury for everyone.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: April 9, 2025

Prepared and Recommended by: Sara Cunningham, Chief of Police

SUBJECT: Donations Reserve Trust Fund Requests

ACTION: For Approval

RECOMMENDATION:

THAT the Board approve the following donation with funds drawn from the Donations Reserve Trust Fund:

\$650 in support of the Stronger Together: Youth Leading the Way event

\$3,031.31 from the Mason Family Donation to the SBF Basketball Mentorship Program.

BACKGROUND:

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

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

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

SUBJECT: Donations Reserve Trust Fund Requests

CURRENT SITUATION/REQUESTS:

Requests for funding consideration have been received.

The balance of the Chief's Youth Initiative Fund on March 31, 2025, was **\$2,422.07**.

\$650 in support of the Stronger Together: Youth Leading the Way event

This event is the Chief Youth Advisory Committee's second in-person event since 2019. Based on feedback received CYAC has focused this year's event on safety. This event will highlight the importance of personal safety, online safety, and road safety. Four students from grade 10 or 11 from all high schools within Greater Sudbury are invited to attend, for a total of 50. Students who attend will relay messaging to their peers. This will create a positive view on how police are involved in the community, crime prevention, and give an overall different perspective on the policing profession.

\$3,031.31 from the Mason Family Donation to the SBF Basketball Mentorship Program

In 2012 the Service received \$5,000 for basketball-related youth programs. That year a basketball camp was held, receiving part of the funds donated. The remaining funds are being donated to the Sudbury Basketball Facility (SBF) Mentorship Program to assist youth who might otherwise not have access to such a program. The program aims to engage youth in structured basketball training, mentorship, and life-skills development.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: April 2, 2025

Prepared by: Matthew Gatien, Board Administrator

Recommended by: Gerry Lougheed, Jr., Chair

SUBJECT: Board Reserve Trust Fund Requests

ACTION: For Approval

RECOMMENDATION:

THAT the Board approve the following donation with funds drawn from the Police Services Board Reserve Trust Fund:

\$1,500 in support of Mousseau's Mission

BACKGROUND:

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

One such reserve fund is the Police Services Board Trust Reserve Fund which is funded from the Greater Sudbury Police Services (GSPS) Board on-line auctions. In addition, monies are recovered through interest earned and monies recovered as a result of seized property. This Reserve Trust Fund is to be used for charitable or other events the Board deems suitable including any purpose that GSPS considers in public interest in accordance with Section 258-259 of the *Community Safety and Policing Act*.

CURRENT SITUATION:

The Board Trust Reserve Fund is used for any purpose that the Board considers in the public interest in accordance with Sections 258 and 259 of the *Community Safety and Policing Act* and for such charitable events as deemed suitable by the Board without further authorizations by Council.

Requests for funding consideration have been received.

SUBJECT: Board Reserve Trust Fund Requests

The balance in the Board Trust Reserve Fund on March 31, 2025, was **\$22,876.95.**

\$1,500 in support of Mousseau's Mission

"Mousseau's Mission" is a project organized to bring Service Members together and give back to the community, specifically the Elgin Street Mission. The 3-month pilot project will include the following: each month, current and retired members of the Service will come together to bake 500 cookies for the Elgin Street Mission. Other local organizations such as All Nations Church regularly bake for the mission and have proudly baked over 50,000 cookies to date. This community initiative has proven to be a positive and uplifting project for the community of Greater Sudbury.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: April 9, 2025

Prepared and Recommended by: Matthew Gatien, Board Administrator

SUBJECT: Report from the Board Administrator

ACTION: For Information

CURRENT SITUATION:

Major highlights from the March meeting to present are below:

April 2025

- Finalized follow-up from March 2025 Board meeting
- Prepared Board agendas for April 2025 meeting
- Assisted with and attended Spring Welcome Ceremony for New Members
- Finalizing Board corporate branding project
- Policy project on track for review and approval in June 2025
- Board labour relations projects continuing with labour relations committee
- Board webpage updates completed
- Meeting with CAPG Executive staff working group



GREATER SUDBURY POLICE SERVICES BOARD

REPORT FROM THE CHIEF OF POLICE

April 2025



GREATER SUDBURY POLICE SERVICES BOARD

CHIEF'S REPORT

COMMUNITY SAFETY & WELL-BEING

During the month of March, members participated in several Community Meetings and Community Events, throughout Greater Sudbury to engage our community with safety promotion, crime and victim prevention education and awareness services. Several events specifically involved youth engagement in strengthening police-youth relations and community trust.

Ontario Police Week: Police Week is scheduled for May 11th to the 17th and will be held at Cambrian College. Opening day will consist of an information fair open to the public that showcases various career options linked to policing as well as a competition dedicated to high school students interested in a career in policing.

An information fair will be held in the Fireside Lounge at Cambrian College where tables will be set up for GSPS and Cambrian College members. Members will be available for public engagement and questions relating to their specific career in policing as well as Cambrian College representatives showcasing programs offered relating to policing.

In addition, as in years past, GSPS emergency vehicles and demonstrations will be available to the public outside in the Cambrian College parking lot. There will be advertising and more information to come with a comprehensive schedule leading up to Police Week. Looking forward to another successful event for 2025!

529 Garage Program: The 529 Garage Program is a public facing service for bicycle owners and provides the Greater Sudbury Police with bicycle data and analytics to find crime trends and patterns to help support police in solving these crimes and increase our collective work in returning bikes to their owners. This is a police-community partnership that prevents and solves crime together – as a “Shared Commitment” through deploying a bike identifier called “529 Shields”

529 Shields are tamper-resistant decals that provide an additional identifier to bikes that indicate when a bike is registered to the program through a QR Code that acts as a deterrent and protective “shield” to discourage and prevent bike theft. The shield assists police in identifying lost or stolen bicycles easily as serial numbers on bicycles are often hard to identify or not available and help facilitate bike recovery and return to the rightful owner.

Our 529 Garage Police - Community launch and subsequent registration events are being planned for this Spring in engaging our Bicycling Community. Cyclists will have the information they need to reduce the risk of bike theft and increase the chance of bike recovery. Shields will be available for purchase online and in bike shops and will be used as incentives for cyclists to register at registration events in partnership with our business and retail community. Please watch for our awareness campaign coming soon.

Bail Compliance & Apprehension Program:

This month members of the CSWB team continued their work in supporting the Bail Compliance and Apprehension program in the City of Greater Sudbury to ensure offenders and violent offenders in

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

violation of their bail conditions are being held accountable to the justice system and our community. Several compliance checks, warrants executed, offenders held for bail and new charges were generated. In March members operationally supported the *Safer Streets, Safer Community Impact Initiative* that was implemented via the Criminal Investigations Division. Please See CID section for details.

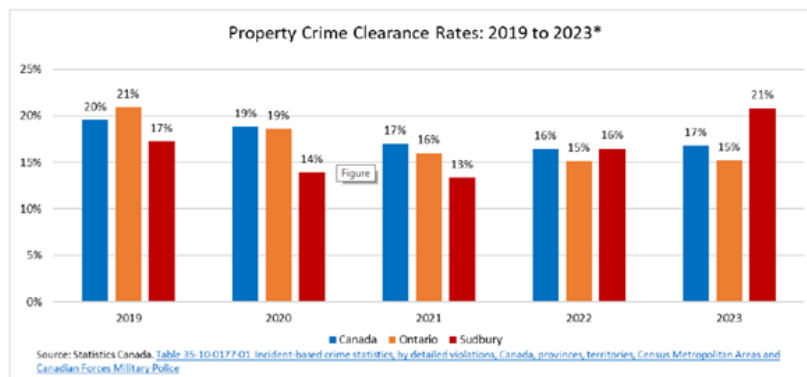
PATROL OPERATIONS & COMMUNICATIONS

CopLogic, PCRC & our New E Platoon:

Currently, Our PCRC Unit is being transitioned to re-branded newly formed E Platoon. The PCRC unit empowers members who are operationally non-deployable to our front lines to remain operational performing meaningful and impactful work. Currently PCRC Officers report to the Lionel E. Lalonde Building as new “E Platoon” workspace is renovated within our 190 Brady Street Police Facility.

Officers assigned to the PCRC, directly contribute to improving efficiencies, service delivery, and alternative resource deployment. In doing so, a high number of incidents are diverted from front-line Patrol members. They perform a critical function for our service. E Platoon members take low-threshold complaints by telephone and online via CopLogic, completing reports and follow-ups as required. E Platoon is staffed by 16 members – 13 sworn police officers and 3 Community Safety Personnel (CSPs). During March 1 to March 31, triaged incidents went to PCRC for dispatch and/or further investigation diverting calls away from front line emergency priority call response staff.

Low threshold reports continue to be filed and triaged through our online reporting system, CopLogic that are then directed to our dedicated team of PCRC / E-Platoon Officers. Several of our reports include property related crimes. See the below figure from Stats Canada on our current property crime clearance/solvency rates that have increased in recent years to be above the Ontario and National averages.



GREATER SUDBURY POLICE SERVICES BOARD

CHIEF'S REPORT

Noteworthy Events that Occurred within Patrol Operations:

Break and Enter

- **Situation:** Patrol members attended an alarm break-in call at a business in the South End.
- **Response:** The investigation determined the suspect broke into the store, stealing thousands of dollars of product. The suspect also attempted to break into another nearby business.
- **Result:** Officer determined the suspect entered a nearby apartment building. Further investigation revealed an address of interest. A search warrant was executed. All stolen property was recovered. The suspect was arrested and charged accordingly.

Disturbance – Methamphetamine Lab Located (See also Criminal Investigations – DEU)

- **Situation:** Patrol members attended an address in Chelmsford for a disturbance. Two males were reportedly fighting in a residence.
- **Response:** Officers attended and investigated. While on scene, officers located a suspected methamphetamine lab in the residence. The scene was secured and held for further investigation.
- **Result:** Members of the DEU executed a search warrant. Located: methamphetamine, 2 long guns, scales, approximately \$100,000 in cash.

INTEGRATED OPERATIONS

Distracted Driving Enforcement High Visibility Campaign

Our Distracted Driving Enforcement High Visibility Campaign took place in March 2025 during which time the Integrated Traffic Safety Unit conducted enforcement efforts while strategically deployed across the city, informed by traffic collision data, community feedback, and officer observations of high-risk driving behavior. Targeted enforcement was conducted in areas with elevated traffic volumes and a history of distracted driving concerns that include Barry Down Road, Lasalle Boulevard, Brady Street, Kathleen Street and Kingsway and Regent/Bouchard.

Additional charges were laid in areas including Notre Dame, Paris Street, Falconbridge Highway, and the South End, supporting a city-wide approach to the initiative.

The campaign included a combination of stationary and mobile enforcement, with both marked and unmarked vehicles utilized to improve officer visibility and detect violations. The campaign also integrated public education, with safety messaging amplified via GSPS social media platforms and outreach to schools and community organizations. Several charges were laid on behalf of the community in regard to excessive speed, loss of traction and dangerous maneuvers to name a few. This initiative demonstrates the ongoing importance of high-visibility enforcement and proactive policing in addressing distracted driving. The data collected will support the continued identification of problem areas and inform the deployment of future traffic safety operations.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

In addition to this Campaign aggressive and high-risk driving behaviors were targeted through proactive enforcement of stunt driving-related offences under the Highway Traffic Act. The March enforcement data illustrates a continued presence of stunt driving behavior across both arterial roads and city streets. The Greater Sudbury Police Service will continue targeted enforcement efforts and education initiatives to deter aggressive driving, particularly among young and novice drivers. Officer vigilance and high-visibility patrols remain essential tools in improving road safety and protecting the public.

Community Safety Initiative: Reduce Impaired Driving Everywhere (RIDE):

The Greater Sudbury Police Service conducted Reduce Impaired Driving Everywhere (RIDE) programs in March 2025, aimed at identifying impaired drivers and deterring high-risk driving behaviors. The initiatives took place in both high-traffic and strategic locations across the city. The March 2025 RIDE programs yielded strong public safety outcomes.

GSPS RIDE programs remain an essential component of our traffic safety strategy. March's results reflect the Service's continued commitment to removing impaired drivers from the road, enhancing community safety, and supporting Ontario's broader safer roadways objectives. Greater Sudbury Police Service continued its strategic enforcement of impaired driving laws, aligning with provincial road safety priorities. The month's efforts reflect a balanced combination of proactive RIDE checks and reactive enforcement, resulting in the detection several impaired drivers.

The Greater Sudbury Police Service remains steadfast in its approach to impaired driving enforcement, blending technology, training, and visibility. We continue to prioritize high-risk corridors and leverage the full spectrum of enforcement tools to reduce impaired-related harm. Our strategy will remain focused on, Supporting RIDE initiatives year-round, Expanding DRE and SFST training among frontline officers, engaging in public education campaigns, particularly targeting youth and novice drivers and collaborating with community partners to promote prevention and awareness.

2024 Suspect Apprehension Pursuits & Fail to Stop Annual Summary

Under the Community Safety and Policing Act (CSPA), 2019, police services in Ontario are required to report and monitor Suspect Apprehension Pursuits (SAP) and Fail to Stop (FTS) incidents to ensure transparency, accountability, and adherence to public safety protocols. These incidents involve high-risk interactions between officers and motor vehicle drivers and must be managed with strict regard for officer and public safety.

Definitions:

- **Fail to Stop (FTS):** A Fail to Stop incident occurs when a motorist does not comply with an officer's lawful direction to stop their vehicle, but no pursuit is initiated. Officers may choose not to pursue based on risk assessment, identification of the driver, or alternative strategies for apprehension.

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- **Suspect Apprehension Pursuit (SAP):** A pursuit occurs when a police officer actively follows a motor vehicle that is attempting to evade police, typically at increased speeds or through evasive actions. Pursuits are governed by strict policies and terminated if the risk to public safety outweighs the benefit of immediate apprehension.

The Greater Sudbury Police Service (GSPS) remains committed to adhering to provincial regulations and internal policy frameworks that prioritize the safety of officers, community members, and suspects in all vehicles stop scenarios.

Summary of 2024 Incidents	Total Fail to Stop Incidents	6
	Total Pursuits Initiated	1
	Total Reported Incidents	7

The relatively low number of pursuits reflects the Service's focus on minimizing high-risk engagements while still addressing unlawful or dangerous driving behaviors.

The Emergency Response Unit (ERU):

ERU continues to enhance public safety by providing specialized support for frontline officers and addressing high-risk situations with precision and efficiency. The unit's contributions reflect GSPS's strategic commitment to community safety, operational excellence, and fostering trust through effective policing strategies.

Incidents of Interest:

Drug Offences

- Situation: Early 2025, the Drug Unit received information on a drug trafficker operating in Sudbury.
- Response: Surveillance was conducted. ERU members executed a vehicle stop with three individuals.
- Outcome: All three were arrested and charged; officers seized 236 grams of cocaine, steroids, bear spray, and over \$2,500 in cash.

Police Pursuit

- Situation: Police pursuit involved vehicle was located abandoned near MR35 and Big Nickel Mine Dr.
- Response: ERU & K9 Bolt were dispatched; officers observed footprints leading into a wooded area.
- Outcome: Two suspects were tracked and arrested by K9 Bolt and ERU & held for bail.

Weapons Complaint

- Situation: Caller reported someone in their apartment with a firearm before disconnecting the call.
- Response: ERU and the Integrated Operations Inspector responded, contained the area, and evacuated nearby units.
- Outcome: Two individuals were arrested; a firearm was recovered, and both parties were charged and held for bail.

Drug Warrant Execution

- Situation: Drug Enforcement investigators developed information about trafficking activity in the Lively area, supported by surveillance.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- Response: ERU executed a Controlled Drugs and Substances (CDSA) warrant at a residence and arrested a male suspect.
- Outcome: Officers seized suspected cocaine, a laptop, and over \$13,000 in cash. The male was charged with trafficking and property offences and held for bail.

Tactical Call – Armed Suspect

- Situation: A suspect involved in a pursuit broke into a camp on Panache Lake, accessed a firearm, and discharged it into the air.
- Response: Patrol, K9, and ERU established containment and prepared for tactical deployment.
- Outcome: The suspect surrendered peacefully and was taken into custody without further incident.

CRIMINAL INVESTIGATIONS

Targeted Enforcement “Impact” Initiative in Downtown Leads to Significant Arrests and Drug Seizures

In response to rising concerns about drug-related crime in the downtown core, GSPS identified individuals involved in trafficking, bail compliance violations, and outstanding arrest warrants as well as conducted a targeted enforcement initiative in downtown Sudbury from February 24 to March 7, 2025. This operation focused on disrupting organized crime networks, apprehending high-risk offenders, and removing dangerous drugs from the streets. Members of the Integrated Crime Section and Community Response Unit: Outcomes - Key enforcement actions included:

Outcome:	Execution of arrest warrants	57
	Arrest of individuals on new and outstanding charges	61
	Charges, Criminal Code and the Controlled Drugs and Substances Act	52
Seized:	Cocaine	301 g
	Fentanyl	268 g
	Methamphetamine	210 g
	Proceeds of crime	\$9,051
	Total estimated street value	\$76,800

This initiative led to the removal of dangerous substances from circulation, reducing the risk of overdose deaths and associated criminal activity in Greater Sudbury. The arrests disrupted organized crime activities and reinforced GSPS's commitment to holding offenders accountable while enhancing community safety.

Additionally, GSPS continues to focus on prevention and intervention through the Bail Compliance and Warrant Apprehension Program, which targets high-risk offenders to prevent further criminal activity. Our approach recognizes that enforcement alone is not sufficient; collaboration with healthcare providers, social services, and community organizations remains essential to addressing the root causes of drug-related crime.

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Officers Locate Clandestine Methamphetamine Laboratory in Chelmsford

Situation: On March 2, 2025, officers from Patrol Operations were dispatched to an address in Chelmsford in response to an assault complaint. Upon arrival, officers located an active methamphetamine laboratory. Given the potential hazards associated with illicit drug production, officers took immediate action to secure the area and ensure public safety.

Response: Officers arrested a 56-year-old male at the scene began the process of obtaining a search warrant. On March 5, 2025, Detectives from the DEU received judicial authorization to search the property. Officers executed the warrant, taking necessary precautions due to the presence of potentially dangerous chemicals.

Result: During the search, officers confirmed the existence of a clandestine methamphetamine laboratory. Investigators seized approximately:

- 210 grams of crystal methamphetamine (estimated street value of \$20,000)
- A conducted energy weapon
- Two long guns and accompanying ammunition
- Various scales and chemical precursors associated with drug production
- A large sum of cash (believed to be over \$100,000), suspected to be proceeds of crime

As a result of the investigation, the 56-year-old male has been charged with the following offences under the Controlled Drugs and Substances Act (CDSA) and the Criminal Code of Canada:

1. Possession of a Schedule I Controlled Substance for the Purpose of Trafficking, to wit: Methamphetamine
2. Production of a Controlled Substance, to wit: Methamphetamine
3. Possession of Property Obtained by Crime over \$5,000
4. Unauthorized Possession of Firearms (x2)
5. Possession of a Prohibited Weapon



Sudbury Man Convicted of Second-Degree Murder in Fatal Stabbing and Hit-and-Run

On September 7, 2021, at an Esso gas station in Sudbury, an altercation occurred between Kyle Smith (36) and Patrick McGregor. During a struggle inside McGregor's red Dodge Magnum, Smith stabbed McGregor

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

in the neck. After McGregor exited the vehicle and collapsed on Lasalle Boulevard, Smith took control of the car and ran over him.

Smith admitted to causing McGregor's death but pleaded not guilty to Murder and Dangerous Driving causing Bodily Harm. He testified that he acted in self-defense while attempting to retrieve his chain and claimed the stabbing was accidental. The Crown presented evidence, including surveillance footage, to challenge Smith's account. After three weeks of testimony, the jury deliberated for five hours before reaching a verdict.

Kyle Smith was found guilty of Second-Degree Murder. His conviction carries an automatic life sentence, with parole eligibility to be determined at a later sentencing hearing. McGregor's family expressed relief and gratitude for the verdict.

Guilty Plea in the Murder of Kanika Arora

On August 11, 2022, during the early morning hours, 35-year-old Hatinder Sharma returned to his residence in Greater Sudbury, where he became involved in a heated argument with his wife, Kanika Arora. The situation escalated, and Sharma fatally strangled Kanika.

The Greater Sudbury Police Service conducted a thorough investigation, ensuring all evidence was gathered to support the pursuit of justice. Our officers worked diligently to hold Sharma accountable for his actions.

On March 10, 2025, Sharma pleaded guilty to Second-Degree Murder. While no legal outcome can undo this tragedy, this conviction ensures that Kanika's voice was heard.

Project Steel: Striking Back Against Child Exploitation

Situation: The Greater Sudbury Police Service and the Ontario Provincial Police (OPP) has announced significant results in the fight against online child exploitation through Project Steel, a coordinated national operation aimed at identifying and apprehending individuals who prey on children. This initiative was part of the Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet (Provincial Internet Child Exploitation Strategy).

Law enforcement agencies proactively and reactively investigated individuals involved in the creation, possession, and distribution of child sexual abuse material. As a result, numerous victims were identified and safeguarded, while comprehensive victim support services were provided to those affected.

As part of Project Steel, police services participating in the Provincial Internet Child Exploitation Strategy carried out extensive investigations, leading to significant enforcement actions, 31 victims identified, 20 children safeguarded, 40 individuals arrested, 151 charges laid, and 686 electronic devices seized.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Violent Repeat Offender Identified: A particularly alarming case involved the arrest of a repeat violent offender who had previously served a significant prison sentence for sexual offences.

To enhance child safety, the public is encouraged to stay informed and report any concerns related to child exploitation. Resources such as the Canadian Centre for Child Protection and cybertip.ca provide valuable information and reporting mechanisms.

CORPORATE COMMUNICATIONS

March Past and Review Ceremony – March 19

Chief Sara Cunningham had the honour of attending the March Past and Review Ceremony at the Ontario Police College in Aylmer.

A warm welcome to the newest members of the GSPS family: Cadets Surinderjit Singh, Amit Joshi, Tyler Maki, Faizan Shabbir, and Rajapreet Singh!

We are excited to see you uphold the values of respect, inclusivity, courage, and honesty as you serve and protect our community.



Interested in becoming a police officer with the Greater Sudbury Police Service? Visit our website.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Meals on Wheels Initiative – March 20



GSPS Inspector Dan Despatie and Senior Liaison Lise Landry had the privilege of joining the Meals on Wheels team to help deliver warm, nutritious meals. It was an honour to support such an incredible initiative that truly makes a difference in our community.

Meals On Wheels - Sudbury began as a grassroots pilot project in 1971 with the simple but powerful goal of helping people maintain their independence by providing daily, hot, nutritious meals right to their doorsteps. Over the years, this program has grown to serve hundreds of local residents each week, ensuring they have access to delicious, healthy meals.

The impact of Meals on Wheels goes far beyond just providing food; it's about building connections, showing kindness, and supporting our neighbours in their time of need.

Thank you to Meals on Wheels for all that you do, and to everyone involved in making this program a success.

International Day for the Elimination of Racial Discrimination – March 21 (video)

March 21st marks the International Day for the Elimination of Racial Discrimination—an important reminder for all of us to reflect, reaffirm, and take action in the fight against racism, discrimination, and intolerance.

Today, the GSPS Diversity Advisory Committee (DAC), in partnership with the Sudbury Multicultural and Folk Arts Association (SMFAA), had the privilege of hosting a special luncheon with GSPS members and international newcomers.

The event featured an insightful panel discussion with three newcomers to Sudbury, as well as engaging one-on-one conversations between GSPS personnel and the international community.

By listening to these lived experiences, we can improve, adapt, and build a more responsive and inclusive police service.

On the International Day for the Elimination of Racial Discrimination—and every day—let's work together to break down barriers, foster understanding, and create a safer, more united community where everyone feels seen, heard, and safe.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

2025 MKWA Opportunity Circle – Mentorship Program Launch – March 28

This is an annual program offered through our Indigenous Liaison Unit in partnership with our four local school boards. Youth in grades 10-12 are paired with GSPS officers from now until May and get to participate in a variety of events including orientation, presentations, two ride-alongs, and a closing ceremony.



MKWA is a partnership that was formed in 2005 to create learning opportunities for First Nation, Métis, and Inuit students living in the City of Greater Sudbury and surrounding areas who may wish to pursue a career in the justice sector. It also serves to establish meaningful relationships between students and police officers.

This program assists us in humanizing the uniform and affording youths the opportunity to understand and experience the policing profession, but also provides our officers with invaluable insight from youths living in Greater Sudbury.

Miigwetch to this year's participants and we look forward to sharing these experiences with you.

K9 Macaroni (April Fools) – April 1 (video with 12M views)

It is with great pride that we introduce the newest member of our esteemed Canine Unit—Macaroni, a 4-year-old pug who is an invaluable asset to our operations, offering capabilities that set her apart from any other member of the service.

Despite her compact size, she possesses a remarkable talent for navigating tight and confined spaces—areas that even the most seasoned officers would find difficult to access.

Whether it's a hidden compartment in a vehicle, a narrow ventilation shaft, or a crawlspace in a building, Macaroni is there, snout first, with unparalleled precision.

Additionally, Macaroni has a unique deployment option that enhances her capabilities. When traditional ground-based methods are not enough, she can be deployed via drone into hard-to-reach locations, providing us with critical surveillance and intelligence in areas that are otherwise inaccessible to human officers.

Her size, though often underestimated, is a tactical advantage in its own right. Macaroni can easily blend into environments where a larger presence would draw unwanted attention. This makes her the perfect

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

asset for undercover operations or covert surveillance in crowded, high-traffic areas. Her ability to remain unnoticed while still performing with extraordinary effectiveness allows us to execute operations with a level of discretion that would be impossible with traditional methods.

Her skills are a testament to the evolving role of law enforcement canines, and we are confident that Macaroni will continue to serve with distinction, enhancing our ability to keep our community safe.

Welcome to the team, K9 Macaroni!