



**GREATER SUDBURY POLICE SERVICE BOARD
WEDNESDAY, DECEMBER 17, 2025 – 10 A.M.
Alex McCauley Boardroom/Zoom**

PUBLIC AGENDA

ITEM		MOTION	PAGE(S)
1	Motion to Meet IN CAMERA	Motion	
2	Matters Arising From In Camera		
3	Land Acknowledgement		
4	Roll Call		
5	Declarations of Conflict of Interest		
6	CONSENT AGENDA	Motion	1-3
6.1	Adoption of Minutes – October 15, November 7, and December 3, 2025	Motion	
6.2	Accept Consent and Discussion Agenda – December 17, 2025	Motion	
6.3	Notes of Appreciation		4
6.4	Staffing and Deployment Update		5-7
6.5	Continuing Education Update		8-9
6.6	Fee Schedule Update		10-12
6.7	AODA Update	Motion	13-50
6.8	OAPSB Membership Report	Motion	51
6.9	OAPSB Labour Conference Update		52-53
6.10	Board Policies and By-Laws Update (also see Addendum)	Motion	54-55
6.11	Board Correspondence		56-64

Continued on next page ...

	DISCUSSION AGENDA		65
7	Reports		
7.1	360 Support First Update		66-69
7.2	Strategic Direction Touchpoint Survey Update		70-75
8	Agreements		
8.1	Axon Contract Amendment		76-78
9	Finance Reports		
9.1	Donations Reserve Fund Report	Motion	79-82
9.2	Board Reserve Trust Fund Report	Motion	83-84
10	Board Reports		
10.1	Board Correspondence – Zone 1A	Motion	85-139
10.2	Report from the Board Administrator		140
11	Report from the Chief		141-167
12	New Business		
13	Date of Next Meeting		
	January 21, 2026		
14	Adjournment	Motion	
15	ADDENDUM		
	Board Policy and By-Law Manual Updates		

CONSENT AGENDA



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: December 10, 2025

Prepared by: Matthew Gatien, Board Administrator

SUBJECT: Consent Agenda – December 2025

ACTION: For Approval

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board receives and/or approves Consent Agenda items 6.1-6.11.

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 December 17, 2025, Consent Agenda:

- Adoption of Minutes – October 15, November 7, and December 3, 2025
- Accept Consent and Discussion Agenda – December 17, 2025
- Notes of Appreciation
- Staffing and Deployment Update
- Continuing Education Update
- Fee Schedule Update
- AODA Update
- OAPSB Membership Report

SUBJECT: Consent Agenda – December 2025

- OAPSB Labour Conference Update
- Board Policies and By-Laws Update
- Board Correspondence



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: December 4, 2025

Prepared & Recommended by: Sara Cunningham, Chief of Police

SUBJECT: Notes of Appreciation

ACTION: For Information

CURRENT SITUATION:

Constable Jason Freimanis

A mother expressed her gratitude to Constable Freimanis for his kindness and professionalism while investigating a motor vehicle collision involving her daughter, a young and inexperienced driver. His calm presence, reassurance, and compassion made a meaningful difference, helping her feel more at ease.

Sergeant Ali Shirazi & Sergeant Jason Gagne

While navigating an intersection near Costco, an appreciative driver commended officers for their effective and safe direction, even offering a thumbs-up to fellow motorists who followed their guidance.

Constable Michael Babij, Constable Nicholas Buttazzoni, Constable Cole Lalande, Constable Alex Mathias, Constable Luc Paquin, CSP Lise Landry

An elderly community member expressed her sincere gratitude to the officers and CSP Landry for the care and compassion shown to her husband of 56 years during his transition to long-term care. Their assistance and support greatly eased the process for her.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: December 4, 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:
Trottier, Sebastien	30-October-25	Part-Time Property Clerk
McAllister, Leah	30-October-25	Part-Time Communicator
Edens, Kaylyn	30-October-25	Part-Time Communicator
Pelland, Aline	30-October-25	Part-Time Communicator
Polano-Newell, Sara	30-October-25	Part-Time Communicator
Phillips, Jordan	12-November-25	Part-Time Communicator
Kuzenko, Megan	20-November-25	Cadet
Pilon, Cody	20-November-25	Cadet
Chard, Susan	20-November-25	Cadet
Austin, Jacob	20-November-25	Cadet
Vaudry, Kyle	20-November-25	Cadet

And further, that the Board receives notice of the following resignations/retirements:

Name:		Effective:	Position:
Despatie, Daniel	Retirement	14-October-25	Inspector
Singh, Rajatpreet	Resignation	24-October-25	Constable
Joshi, Amit	Resignation	24-October-25	Constable

SUBJECT: Staffing/Deployment Update

Keogh-Bateman, Matthew	Resignation	22-November-25	Part-Time Special Constable/Court Security
Pileggi, Albert	Retirement	28-November-25	Full-Time Special Constable/Court Security
Joly, Ruth	Retirement	01-December-25	Constable
Bortot, Sandro	Retirement	01-December-25	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.

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 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 December 4th, 2025.

FULL-TIME COMPLEMENT

	Budgeted		Notes	
	Authorized	Actual	Long-term Leave	Secondment
SWORN	303	306	(13)	(1)
POLICE PROFESSIONALS	147	147	0	
TOTAL	450	453	0	(1)

SUBJECT: Staffing/Deployment Update

We have successfully met our objective of hiring 30 new Officers over the past three years. Similar to many Police Services, we continue to experience staffing challenges resulting from long-term medical leaves. To mitigate these gaps, we have exceeded our authorized strength. As illustrated in the chart above, 13 sworn members of our 306 actual count are currently on long-term medical leaves of one year or more. Our ongoing priority is to proactively recruit in anticipation of upcoming retirements and to ensure coverage for members on extended leaves of absence.

TABLE B: New Hires

Name:	Start Date:	Position:
Trottier, Sebastien	30-October-25	Part-Time Property Clerk
McAllister, Leah	30-October-25	Part-Time Communicator
Edens, Kaylyn	30-October-25	Part-Time Communicator
Pelland, Aline	30-October-25	Part-Time Communicator
Polano-Newell, Sara	30-October-25	Part-Time Communicator
Phillips, Jordan	12-November-25	Part-Time Communicator
Kuzenko, Megan	20-November-25	Cadet
Pilon, Cody	20-November-25	Cadet
Chard, Susan	20-November-25	Cadet
Austin, Jacob	20-November-25	Cadet
Vaudry, Kyle	20-November-25	Cadet

TABLE C: Retirements/Resignations:

Name:		Effective:	Position:
Despatie, Daniel	Retirement	14-October-25	Inspector
Singh, Rajatpreet	Resignation	24-October-25	Constable
Joshi, Amit	Resignation	24-October-25	Constable
Keogh-Bateman, Matthew	Resignation	22-November-25	Part-Time Special Constable/Court Security
Pileggi, Albert	Retirement	28-November-25	Full-Time Special Constable/Court Security
Joly, Ruth	Retirement	01-December-25	Constable
Bortot, Sandro	Retirement	01-December-25	Constable



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: December 10, 2025

Prepared and Recommended by: Sara Cunningham, Chief of Police

SUBJECT: 2024 – 2025 Continuing Education Tuition Reimbursement

ACTION: For Information

BACKGROUND:

In support of the Board's commitment to members of the Service in pursuit of furthering their educational standing, the Board adopted a Continuing Education Tuition Reimbursement policy. This policy is designed to encourage members to further their education relative to their career within the Service. The policy provides for reimbursement to members who have initiated self-study with approval for such reimbursement made in the context of available financial resources. Further, in considering such requests, priority is given to courses which directly benefit the Service.

On an annual basis through the operating budget, an estimated \$5,000 is designated for continuing education purposes to defray professional development expenditures for courses taken by personnel.

In 2001, the Board adopted a Continuing Education policy that provided a number of guidelines for reimbursement including a cap per course of \$500. The costs eligible for reimbursement are for tuition only. Additional expenses such as books, supplies, equipment, lodging, meals, and travel are not considered as part of the subsidy.

In 2010, an amendment was made to the policy limiting the maximum claim entitlement per individual to \$1,000 per year unless otherwise authorized by the Board.

In 2017, a further amendment was made to the policy increasing the maximum reimbursement per course to \$600 and a maximum per individual per year to \$1,200. The Board also designated authority for approval to the Chief of Police.

In 2022, with approval from the Board, the minimum years of service required to qualify for reimbursement was lessened from 5 years to 3 years, working a minimum of 24-hours per week.

SUBJECT: Supplemental 2023-2024 Continuing Education Tuition Reimbursement

CURRENT SITUATION:

A total of 6 members submitted Requests for Reimbursement. The courses completed are generally relative to individualized work areas, and members have demonstrated an application of these skills to enhance performance within the Service.

All of the successfully completed courses were approved for reimbursement.

The following chart summaries the allocations through the fund in recent years:

YEAR	AMOUNT
2025	\$2,406.50
2024	\$4,513.26
2023	\$8,962.12
2022	\$7,517.50
2021	\$1,810.20
2020	\$3,272.20



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: December 17, 2025

Prepared by: Célyne Piché, Manager of Information Management

Recommended by: Sara Cunningham, Chief of Police

SUBJECT: 2026 Fee Schedule

ACTION: For Approval

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board approves the amendment to 'Schedule A' of By-Law 2009-3 (and its successor, By-Law 2025-004) as attached. This amendment increases the fees currently charged for services by 3% effective January 1, 2026; and further:

THAT the fee schedule be amended to remove the following fees in the Schedule:

<i>Motor Vehicle Collision Report (MVCR)</i>	<i>\$63.00</i>
--	----------------

BACKGROUND:

Fee Adjustment and Authority Under the Municipal Act

Section 391(1.1) of the *Municipal Act* authorizes local Boards, including Police Services Boards, to pass a By-Law that imposes fees for services or activities provided. By-Law 2009-3 was established by the Greater Sudbury Police Services Board to set fees for various services offered by the Greater Sudbury Police Service, in accordance with the Act.

Section 4 of By-Law 2009-3 specifies that the fees listed in Schedule "A" are to be automatically adjusted for inflation each year on January 1, starting from January 1, 2010.

SUBJECT: 2026 Fee Schedule

The adjustment is determined by the Chief Financial Officer/Treasurer based on the greater of:

- A 3% increase, or
- The September Stats Canada Consumer Price Index (CPI) for all items.

However, notwithstanding Section 4, the rates for paid duty assignments will be adjusted according to the terms of the Collective Agreement between the Board and the Sudbury Police Association, and not based on the CPI. Additionally, a minimum charge of three hours applies for all paid duty assignments.

CURRENT SITUATION:

Background for the one item removed from the 2026 Fee Schedule:

Motor Vehicle Collision Report (MVCR): Effective 2026, the Greater Sudbury Police Service will no longer provide Motor Vehicle Collision Reports (SR-LD-401). These reports are available directly through Ontario's Ministry of Transportation, which has a greater interest in these records.

Individuals requiring a copy of a collision report can obtain it through Service Ontario's website.

The current MTO fees are:

- **\$18.00** for a certified copy
- **\$12.00** for an uncertified copy

These fees are nominal compared to the Greater Sudbury Police Service's previous charges. As a result of this change, the corresponding fee in the fee schedule is no longer required and has been removed.

Fee Adjustment Overview for 2026

The Greater Sudbury Police Service has been advised that a 3% fee adjustment will apply for the 2026 Fee Schedule. All fees have been rounded to facilitate the exchange of money. This increase will take effect on January 1, 2026.

Effective January 1st 2026, the fees for services provided by the Greater Sudbury Police Service as approved by the Police Services Board will be as follows:

Service	Subtotal	HST	Total
Records Check & Fingerprints			
Record Check (CRC/CRJMC/VSC)	\$ 44.00		\$ 44.00
Record Check - Student (for school purposes)	\$ 29.00		\$ 29.00
Record Check - VSC Volunteer	\$ 29.00		\$ 29.00
Record Check - CRC/CRJMC Volunteer with organization letter (PRCRA Bill 13)-no charge	\$ -		\$ -
Record Check - Extra Copies	\$ 5.00		\$ 5.00
Record Check - Expedited	\$ 38.00		\$ 38.00
Broad (Exempted) Record Checks	\$ 73.00		\$ 73.00
Adoption/Parent Custody/Foster Parent/Kinship/Name Change (CRJMC with fingerprints)	\$ 73.00		\$ 73.00
Non-Parent Custody/Access (CLRA)- Includes fingerprints	\$ 73.00		\$ 73.00
Record Suspension, Local Police Record Check	\$ 44.00		\$ 44.00
Report Requests			
Occurrence List	\$ 67.26	\$ 8.74	\$ 76.00
General Occurrence Reports (GOR)	\$ 67.29	\$ 8.75	\$ 76.00
GOR - Other Related Reports	\$ 30.97	\$ 4.03	\$ 35.00
Witness Statement (per statement)	\$ 31.86	\$ 4.14	\$ 36.00
Officer's Notebook Notes (per officer)	\$ 67.26	\$ 8.74	\$ 76.00
Photographs, Electronic Reproduction (up to 10 photos)	\$ 28.32	\$ 3.68	\$ 32.00
Photographs - Additional Cost per Image	\$ 4.42	\$ 0.58	\$ 5.00
Recordings, Electronic Reproduction (Audio/Video)	\$ 68.14	\$ 8.86	\$ 77.00
Body Worn Camera/In Car Camera Video Footage	\$ 68.14	\$ 8.86	\$ 77.00
Reconstruction Report	\$ 2,697.35	\$ 350.66	\$ 3,048.01
Reconstruction Supplementary Report (Hourly Charge)	\$ 33.63	\$ 4.37	\$ 38.00
Executive Summary Report (Hourly Charge)	\$ 33.63	\$ 4.37	\$ 38.00
Scene Measurements, Map Overlay and Data	\$ 886.73	\$ 115.27	\$ 1,002.00
Motor Vehicle Inspection Report (per vehicle)	\$ 182.30	\$ 23.70	\$ 206.00
Other services			
Destruction of Fingerprints and Photograph Application	\$ 40.71	\$ 5.29	\$ 46.00
Statistical Information (Fee per hour - 1/2 hour minimum)	\$ 105.00	\$ -	\$ 105.00
Project LIFESAVER Annual Fee	\$ 245.00	\$ -	\$ 245.00
Verified Security Alarm Response Program			
False Alarm Dispatch Fee	\$ 160.00	\$ 20.80	\$ 180.80
Cancelled Accepted False Alarm Dispatch Fee	\$ 80.00	\$ 10.40	\$ 90.40
Paid Duty fees - 01 January 2023			
Paid Duty Hourly Rate - Constable*	\$ 80.09	\$ 10.41	\$ 90.50
Paid Duty Hourly Rate - Sergeant*	\$ 91.62	\$ 11.91	\$ 103.53
Paid Duty Hourly Rate - Staff Sergeant*	\$ 101.03	\$ 13.13	\$ 114.16
Paid Duty Cruiser Fee Per Hour	\$ 35.68	\$ 4.64	\$ 40.32
Paid Duty Boat, Trailer & Tow Vehicle Fee Per Hour (Minimum 3 hour charge)	\$ 87.31	\$ 11.35	\$ 98.66
Paid Duty Administration Fee - fee equals 20% of total contract	\$ -	\$ -	\$ -

*Notwithstanding Section 4 of By-Law 2009-3, paid duty rates shall be adjusted in accordance with the collective agreement between the Board and the Sudbury Police Association in effect at the time of the paid duty assignment and not the Consumer Price Index. **A minimum three (3) hour charge shall apply.**



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: December 3, 2025

Prepared by: Holly Bilodeau, Manager of Human Resources

Recommended by: Sara Cunningham, Chief of Police

SUBJECT: Accessibility for Ontarians with Disabilities Act – Integrated Accessibility Standards

ACTION: For Approval

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board accepts this Accessibility for Ontarians with Disabilities Act, 2005 (AODA) update for information.

BACKGROUND:

The *Accessibility for Ontarians with Disability Act 2005 (AODA)* came into effect in June 2005. The goal of the AODA is to ensure that all Ontarians with disabilities have full and equal access to goods, services, facilities, accommodations, employment, building structures, and premises. Full accessibility was to be achieved by January 1, 2025. The primary purpose of the *Act* is to develop, implement, and enforce accessibility through five sets of standards as follows:

- General Requirements/Customer Service Standard
- Information and Communications Standards
- Employment Standards
- Transportation
- Built Environment – Design of Public Space

In January 2008, the Accessibility Standards for Customer Service, *Ontario Regulation 429/07* came into force. Subsequently, on December 12, 2011, the Board adopted the Customer Service Policy GSPSB – POLICY 021 to comply with the Regulation.

In July 2011, the Integrated Accessibility Standards, *Ontario Regulation 191/11* came into force which combined the Transportation, Information and Communications, and the

SUBJECT: Accessibility for Ontarians with Disabilities Act – Integrated Accessibility Standards

Employment Standards. Further, in December 2012, *Ontario Regulation 413/12* amended the Integrated Accessibility Standards Regulation to incorporate the Built Environment Standards.

One of the requirements under the *Integrated Accessibility Standards Regulation* (IASR) is to create, put into practice, maintain, and document a multi-year accessibility plan. In 2014, the Police Services Board approved the Greater Sudbury Police Service's Multi-Year Accessibility Plan 2014-2021, in accordance with the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA) and the *Integrated Accessibility Standards Regulation* (IASR). In 2021, the Greater Sudbury Police Service's Multi-Year Accessibility Plan 2022-2025 was implemented.

In July 2016, the Accessibility Standards for Customer Service, *Ontario Regulation 429/07* was revoked, and the Accessibility Standards for Customer Service were incorporated into the Integrated Accessibility Standards *Ontario Regulation 191/11*. The regulatory references in both policies were updated to coincide with *Ontario Regulation 191/11*.

The Accessibility Policy GSPSB – POLICY was also amended in relation to who may provide documentation for service animals confirming that the person requires the animal for reasons relating to their disability. *O. Reg 191/11* provides for an expanded list of health professionals other than just a physician or a nurse or a doctor who can provide such documentation.

CURRENT SITUATION:

It is a requirement of the *Integrated Accessibility Standards Regulation* (IASR) to report on an annual basis on the progress of the measures taken to implement the Plan.

By the end of the month, the Accessibility Compliance Report will be uploaded to the provincial website.

Attached is the Multi-Year Accessibility Plan (2022 to 2025) and the running 2025 Annual Updates. The plan is also posted on the corporate website and made available in an accessible format, upon request.



Greater Sudbury Police Service Annual Accessibility Status Report 2025

The following represents the Annual Accessibility Status Report detailing the progress of measures taken by the Greater Sudbury Police Service to implement the strategies outlined in the 2022-2025 Multi-Year Accessibility Plan.

The purpose of this report is to make the public aware of the Greater Sudbury Police Service's progress with regards to steps to prevent and remove barriers and meet requirements under the AODA.

The *Accessibility for Ontarians with Disability Act, 2005* (AODA) came into effect on June 13, 2005. The goal of the AODA is to ensure that all Ontarians with disabilities have full and equal access to goods, services, facilities, accommodations, employment, building structures, and premises. Full accessibility is to be achieved by January 1, 2025. The primary purpose of the Act is to develop, implement, and enforce accessibility through five sets of standards as follows:

- Customer Service
- Transportation
- Information and Communications
- Employment
- Built Environment

In January 2008, the *Accessibility Standards for Customer Service, Ontario Regulation 429/07* came into force.

Subsequently, on December 12, 2011, the Board adopted the Customer Service Policy GSPSB – POLICY 021 to comply with the Regulation.

In July 2011, the *Integrated Accessibility Standards, Ontario Regulation 191/11* came into force which combined the Transportation, Information and Communications, and the Employment Standards.

Further, on December 17, 2012, *Ontario Regulation 413/12* amended the Integrated Accessibility Standards Regulation to incorporate the Built Environment Standards.

One of the requirements under the Integrated Accessibility Standards Regulation (IASR) is to create, put into practice, maintain, and document a multi-year accessibility plan.

In 2014, the Police Service Board approved the Greater Sudbury Police Service's Multi-Year Accessibility Plan 2014-2020, in accordance with the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA) and the *Integrated Accessibility Standards Regulation* (IASR).

In July 2016, the Accessibility Standards for Customer Service, Ontario Regulation 429/07 was revoked, and the Accessibility Standards for Customer Service were incorporated into the *Integrated Accessibility Standards Ontario Regulation 191/11*. The regulatory references in both policies have been updated to coincide with *Ontario Regulation 191/11*.

Further, the Accessibility Policy GSPSB – POLICY 021 was amended in relation to who may provide documentation for service animals confirming that the person requires the animal for reasons relating to their disability. Amendments to *O. Reg 191/11* now provide for an expanded list of health professionals other than just a physician, nurse, or doctor who can provide such documentation.

These amendments were reported to the Board at their November 2016 meeting.

The following highlights the actions taken by the Greater Sudbury Police Service to comply within the five standards from January 1st, 2024, to December 31, 2024. They are organized under the accessibility standards of the AODA.

2025 Accessibility Status Update:

1. Accessibility Standards – Customer Service

In 2008, the Accessibility Standard for Customer Service was the first of five sets of standards to be issued by the Provincial Government in support of the AODA. The Greater Sudbury Police Service is committed to ensuring that all members of the public receive a fair customer service experience that meets their needs.

Status Update:

The Greater Sudbury Police Service has continued to comply with the requirements of the Customer Service Standard as outlined in the 2022-2025 Multi-Year Plan. In addition, we have taken several other actions to further our compliance of this standard.

- Provided AODA Customer Service Training for all new members and volunteers:
 - (2025) Training to a total of **51** students and new employees
 - (2024) Training to a total of **49** students and new employees, and **33** new volunteers
 - (2023) Training to a total of **55** students and new employees, and **7** new volunteers
 - (2022) Training to a total of **52** new volunteers, students, and new employees
 - (2021) Training to a total of **39** new volunteers, students, and new employees
 - (2020) Training to a total of **50** new volunteers, students, and new employees
 - (2019) Training to a total of **100** new volunteers, students, and new employees.
 - (2018) Training to a total of **89** new volunteers, students, and new employees
- Continue to review customer feedback and take appropriate action.
 - Feedback has been very favourable and Access to Information staff continue to hear that the public is pleased with the services available.
 - Since 2020, Access to Information forms and application processes have now been moved to an online platform, which eases accessibility to members of the public with accessibility constraints, and those wishing not to come into public spaces due to health concerns.
 - A supply of prescription eyeglasses and are available at the counter for public use.
 - Staff members offer to verbally assist the public who identify with literacy disabilities.
 - Larger print documents are available on request

2. Integrated Accessibility Standards – General Requirements

In 2011, the *Integrated Accessibility Standard Regulation* was enacted and is a consolidation of accessibility standards in the following five areas: General, Information and Communications, Employment, Transportation, and the Built Environment. The General Requirements are regulatory requirements that apply across all standards in this regulation.

Status Update:

- Provided AODA Integrated Accessibility Standards Training for all new members and volunteers.
 - (2025) Integrated Standards Training to a total of **51** students and new employees
 - (2024) Integrated Standards Training to a total of **49** students and new employees, and **33** new volunteers.
 - (2023) Integrated Standards Training to a total of **55** students and new employees, and **7** new volunteers.
 - (2022) Integrated Standards Training to a total of **52** new volunteers, students, and new employees.
 - (2021) Integrated Standards Training to a total of **39** new volunteers, students, and new employees.
 - (2020) Integrated Standards Training to a total of **50** new volunteers, students, and new employees.
 - (2019) Integrated Standards Training to a total of **100** new volunteers, students, and new employees.
 - (2018) Integrated Standards Training to a total of **89** new volunteers, students, and new employees.
- Additional resources were made available to our members in our online 'Accessibility' folder including:
 - A large print library containing accessibility documents available to the public in 16pt, 18pt, and 20pt font.
 - Audio formats library containing accessibility documents available to the public in audio format.
- (2021) All documents on our external website were remedied to be compliant with AODA standards and requirements. Members in Human Resources, Corporate Communications, and the Board Administrator participated and completed Accessible Document Training to ensure ongoing compliance on our website.

3. Integrated Accessibility Standards – Information and Communications

The Greater Sudbury Police Service is committed to ensuring information and communications are made available and in an accessible format for people with disabilities.

Status Update:

- Implementation of a Corporate Services Division S.O.P outlining the procedure for 'Providing Alternative Formats to Customers'.
- Edited all Greater Sudbury Police Service YouTube videos available to the public to include closed captioning features.
- Refresh of the GSPS external website, making it easier to navigate and completely accessible on mobile devices and desktop computers.

4. Integrated Accessibility Standards – Employment Standards

The Greater Sudbury Police Service is committed to inclusive employment practices that ensure the processes of recruiting, hiring, communicating with, and retaining employees with disabilities fulfills the intent of the Ontario Human Rights Code.

Status Update:

The Greater Sudbury Police Service has continued to comply with the requirements of the Employment Standards as outlined in the Multi-Year Accessibility Plan. In addition, GSPS has also taken several other actions to further compliance.

- In 2025, a review and minor updates to the Board Policy and Service procedures, as well as the Service Excellence Survey. Addition of an accessibility representative to the Chief's Diversity Advisory Committee (DAC) to provide feedback and guidance related to customer service and accessibility.
- In 2021, all job postings on our external website were remedied to be compliant with AODA standards and requirements. Members in Human Resources participated and completed Accessible Document Training to ensure ongoing compliance on the jobs and opportunities pages on our external website.
- In 2020, due to COVID-19, many of our members were required to commence working from home. Human Resources consulted with these members, ensuring their ergonomic needs were met in their home workspaces. Documentation was created for members on how to ergonomically set up a workspace, and members who required special equipment (chairs, desks, computer equipment, keyboards) were provided this equipment.
- In 2020, created a Service Animal Procedure. Service members/coworkers were educated utilizing a video entitled "Do's and Don'ts for Interacting with a Service Animal" Posters were also created to provides members with instructions on how

to interact with a member and their Service Animal. We currently have two Support Animals in our workplace.

- In 2019, Human Resource Staff participated in a Webinar by the Canadian Centre for Diversity and Inclusion (CCDI) entitled “Accessibility-Navigating a World Filled with Barriers” to enhance their understanding of how to meet the needs of those with disabilities.
- Ongoing partnership with March of Dimes. In September 2019, the Service participated in the March of Dimes Disability Skills and Work Program by providing a participant 24 weeks of work experience in our Training Branch, to introduce them to employment opportunities, and the skills needed to succeed in our organization.
- Continue to utilize an Ergonomic Testing Area in the Human Resources Branch to ensure we properly meet the accommodation needs of applicants with disabilities.
- Continued notification to employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website.
- Continued to have individuals participating in the assessment or recruitment process complete a Performance Declaration to provide or arrange for suitable accommodations as required.
- Continued notification to successful applicants of our policies for accommodating employees with disabilities.
- Provided information regarding the provision of job accommodations during the Human Resources Orientation Program.
- Continued the provision of an ‘Employee Workplace Emergency Response Plan’ to those employees who have informed Human Resources of their personal disability. This has also been added to the Return-to-Work process should a member need an Employee Workplace Emergency Response Plan.
- In conjunction with Acclaim Disability Management Services, progress has continued to:

- Develop individual accommodation plans for employees with disabilities.
- Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations.
- Continued to institute the practices and provisions used with external applicants when members compete in the Promotional Competition Process, Internal Hiring Processes, or when being redeployed.

5. Integrated Accessibility Standards – Transportation

The Greater Sudbury Police Service does not participate in any activities that fall under the Transportation Standards; therefore, this section does not apply to the Service.

6. Design of Public Spaces Standards – Accessibility Standards for the Built Environment

The Accessibility Standards for the Built Environment was the last standard to become law and is also part of the Integrated Accessibility Standards. The Greater Sudbury Police Service is committed to ensuring that any new buildings and/or renovations will not create any new barriers for persons with disabilities. Furnishings throughout offices are designed and installed to meet specific member needs and to address accommodation requirements specifically.

Reviewing and Monitoring the Accessibility Plan

The Greater Sudbury Police Service's Multi-Year Accessibility Plan will be reviewed and updated at least once every five years. In addition, an Annual Status Report will be completed to document the progress and measures taken to meet the requirements of the Integrated Accessibility Standards Regulation.



Greater Sudbury Police Service

Multi-Year Accessibility Plan

2022-2025

Updated: December 2025

Table of Contents

Table of Contents.....	1
Statement of Commitment from our Executive Team:	2
Introduction:	2
Background:	2
Ontario Regulation 429/07	3
Ontario Regulation 191/11	3
Amendments.....	3
Definitions:.....	3
Greater Sudbury Police Service- Accessibility Policies.....	5
Authentic Inclusion Team	6
Monitoring/ Evaluating.....	6
Part 1: General Standards.....	7
Part 2: Information and Communication.....	12
Part 3: Employment Standards	14
Part 4: Transportation.....	17
Part 5: Built Environment.....	17
Conclusion:.....	17
Feedback:	17
Appendix: Proactive Initiatives:	18
Revision Updates:	28

Statement of Commitment from our Executive Team:

The Greater Sudbury Police Service proudly serves our community to ensure the safety and security of residents and business partners. Our organizational values demonstrate our mutual respect for the community and each other. We value the unique qualities of our members and communities by promoting an inclusive environment guided by fairness, respect, equity, and dignity.

Due to the increase of public awareness surrounding disabilities and the subsequent decrease of the stigma associated with disclosing disabilities, in addition to an aging population, the number of persons with disabilities is expected to grow. We provide equitable access to programs, service goods and facilities based on the principles of dignity, independence, fairness, and inclusivity to all citizens of the City of Greater Sudbury. While this plan is designed to strive for services that are accessible for persons with disabilities, the outcomes benefit all community members.

In our pursuit of open, fair, and accountable policing, we will continue to identify, prevent, and remove barriers to access services. We invite feedback from the community and our members on how we are meeting your needs and what we can do to improve our performance.

Sara Cunningham
Chief of Police

Natalie Hiltz
Deputy Chief of Police

Introduction:

Section one of the *Ontario Human Rights Code* states that “Every person has a right to equal treatment with respect to services, goods and facilities, without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability”.

In June 2005 the Accessibility for Ontarians with Disabilities Act became law to specifically address the prevention of barriers for people with disabilities to ensure they had equal access to goods, services, and facilities. This provincial law required all organizations, including the Greater Sudbury Police Service to develop a multi-year accessibility plans to help make Ontario accessible by 2025.

Background:

The purpose of the AODA is to address discrimination against persons with disabilities by developing and enforcing specific standards of accessibility, to ensure barrier-free access to goods and services, facilities, accommodation, employment, buildings, structures, and premises in Ontario. To date, the AODA includes *Ontario Regulation 429/07 - Accessibility Standards for Customer Service* and *Ontario Regulation 191/11- Integrated Accessibility Standards*.

Ontario Regulation 429/07

The Accessibility Standards for Customer Service, *Ontario Regulation 429/07*, became law on January 1, 2008, and was the first of five sets of standards to be issued by the Provincial Government in support of the AODA. The Regulation establishes accessibility standards for customer service and applies to every designated public sector organization, and to every other person or organization that has at least one employee in Ontario that provides goods or services to members of the public or other third parties.

Ontario Regulation 191/11

The Integrated Accessibility Standards, *Ontario Regulation 191/11*, became law on July 1, 2011, and was the second Regulation under the AODA comprising of three standards: Information and Communications, Employment Standards and Transportation.

Amendments

On December 17, 2012, *Ontario Regulation 413/12* amended the Integrated Accessibility Standards Regulation to incorporate the Built Environment Standards. In June 2016, Ontario Regulation 165/16 further amended the 191/11 and combined the general requirements and five accessibility standards, to be implemented through a phased-in approach. The five accessibility standards are: Information and Communications, Employment, Transportation, Design of Public Spaces and Customer Service.

The Greater Sudbury Police Service's Multi-Year Accessibility Plan (2022-2025) outlines our initiatives and implementation plan to meet the legislative requirements, preventing and removing barriers to ensure both an accessible organization and delivery of services.

Definitions:

Accessible Formats:

Means accessible formats that may include, but are not limited to, large print, recorded audio, electronic formats, braille, and other formats usable by persons with disabilities.

Accessibility Plan:

Means a multi-year plan approved by the Greater Sudbury Police Services Board and made available to the public that outlines the Service's strategy to prevent and remove barriers to meet the requirements under the AODA.

AODA:

AODA means the *Accessibility for Ontarians with Disabilities Act*.

Assistive Device:

Means a technical aid, communication device or medical aid that is used to increase, maintain or improve the functional abilities of people with disabilities. Assistive Devices include, but are not limited to; wheelchairs, walkers, canes, oxygen tanks, hearing aids, etc.

Barrier:

Means anything that prevents a person with a disability from fully participating in all aspects of society because of their disability, including physical, architectural, information and communications, attitudinal, technological, and organizational barriers.

- (a) Physical and architectural barriers are features of buildings or spaces that cause problems for persons with disabilities
- (b) Information and Communication barriers arise when a person cannot easily understand information
- (c) Attitudinal barriers are those assumptions and actions that discriminate against persons with disabilities
- (d) Technological barriers occur when a technology is not designed to support various assistive devices
- (e) Organizational barriers are an organization's policies, practices or procedures that discriminate against people with disabilities

Communication:

Means the interaction between two or more persons or entities, or any combination of them, where information is provided, sent, or received.

Communication Supports:

Means communications supports that may include, but are not limited to captioning, alternative and augmentative communication supports, plain language, sign language and other supports that facilitate effective communication.

Dignity:

Means service is provided in a way that allows the person with a disability to maintain self-respect and receive respect from others.

Disability:

Means

- (a) Any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical coordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance of a guide dog or other animal or on a wheelchair or other remedial appliance or device,
- (b) A condition of mental impairment or developmental disability,
- (c) A learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,
- (d) A mental disorder, or
- (e) An injury or disability for which benefits were claimed or received under the insurance plan established under the *Workplace Safety and Insurance Act, 1997*.

Information:

Means data, facts and knowledge that exist in any format, including text, audio, digital or images that conveys meaning.

Equal Opportunity:

Means service is provided to a person with a disability in such a way that they can access goods and services equal to that given to others.

Guide Dog:

Means a guide dog as defined in the *Blind Persons Rights Act*: a dog trained as a guide for a blind person, having qualifications prescribed by the Regulations.

Independence:

Means when a person with a disability is able to do things on their own without unnecessary assistance or interference from others.

Integration:

Means service is provided in a way that allows persons with disabilities to benefit from the same services, in the same place and in the same or similar manner as other customers unless an alternate measure is necessary to enable a person with a disability to access goods or services.

Kiosk:

Means an interactive electronic terminal, including a point-of-sale device, intended for public use that allows users to access one or more services or products, or both.

Service Animal:

Means an animal used by a person with a disability where it is readily apparent that the animal is used by the person for reasons relating to his or her disability; or the person provides a letter from a physician or nurse confirming that the person requires the animal for reasons relating to the disability.

Support Person:

Means, in relation to a person with a disability, another person who accompanies him or her in order to help with communication, mobility, personal care or medical needs or with access to goods or services.

Unconvertible:

Means information or communications that are unconvertible due to the infeasibility of converting the information or communications.

Greater Sudbury Police Service- Accessibility Policies

The Greater Sudbury Police Services Board and the Greater Sudbury Police Service are committed to meeting the accessibility needs of people with disabilities in a timely and proactive manner and will use reasonable efforts to provide equitable access to programs, services, goods, and facilities provided by the Board and the Service that respects a person's dignity and independence.

The Greater Sudbury Police Services Board and the Greater Sudbury Police Service provide quality customer service. All members, volunteers, agents, and persons working on behalf of the Greater Sudbury Police Service shall provide services and assistance in a manner that respects the dignity, independence, integration, and equality of opportunity of persons with disabilities.

The Greater Sudbury Police Services Board shall ensure that all its public meetings, functions, workshops, and community events are held in locations that are accessible for people with disabilities and that a person with a disability shall be allowed to utilize assistive devices or be accompanied by a guide dog, service animal or support person when attending such events.

The Greater Sudbury Police Services Board and the Greater Sudbury Police Service will establish basic principles for achieving and maintaining accessibility by meeting the legislative requirements of *Ontario Regulation 429/07* and *Ontario Regulation 191/11*.

Authentic Inclusion Team

The accessibility initiatives conducted by our Service will belong to the portfolio of the Greater Sudbury Police Service’s Authentic Inclusion Team. Our internal activities around respect in an environment where diversity and inclusiveness are integrated in the day-to-day operations of our business. Our team is committed to community outreach, training our members, and appreciating and promoting an environment free of discrimination and harassment.

Monitoring/ Evaluating

Through our commitment to the City of Greater Sudbury and continuous improvement, we (GSPS) will monitor and evaluate this plan annually. As we move forward to meeting the needs of all citizens, we will revise, update, and adjust our plans to meet the ever changing needs and demands of our community.

Multi-Year Plan Accessibility Plan

Due to our inclusive culture and proactive initiatives outlined in the in the **Appendix: “Proactive Initiatives Section”**, our Service reaches a high level of compliance with the AODA Regulations. The charts below outline all Regulation requirements under the AODA and our related level of compliance. Additionally, the column “Implementation Status” describes the past work we have achieved related to the AODA and the future tasks we will work diligently to complete. Together the tables summarize our Multi-Year Plan which will be led by our Inclusion Team for the entire Service, to best serve the citizens of the City of Greater Sudbury and help make Ontario accessible by 2025.

Part 1: General Standards

Accessibility for Ontarians with Disabilities Act (AODA) integrated Accessibility Standards – General Standards/Customer Service Ontario Regulation 191/11			
Item	Requirement, Regulation Section and Implementation Date	Action Required	Implementation Status
1	Establishment of Policies, Practices and Procedures (s.3) January 1, 2010 COMPLIANT	<ul style="list-style-type: none"> Develop and implement policies, practices and procedures that govern the provision of goods and services to persons with disabilities. Include policies dealing with assistive devices. Have document of such policies, practices, and procedures available upon request to the public 	<ul style="list-style-type: none"> The Greater Sudbury Police Services Board adopted Customer Service Policy GSPSB-Policy 021 December 12th, 2011, to comply with Regulation. Section 2.d. of Policy 021 deals specifically with assistive devices. As per the notice on the Service's website the Policy is available to members of the public upon request.
2	Use of Service Animals and Support Persons (s.4) January 1, 2010 COMPLIANT	<ul style="list-style-type: none"> Ensure persons with service animals can enter the premise(s) with service animals, unless excluded by law in which case other measures will be made available to enable the person to obtain services. Ensure persons accompanied by a support person are permitted to enter the premise(s) together and are able to have access to each other. Prepare one or more documents describing the policies, practices, and procedures with respect to service animals and support persons 	<ul style="list-style-type: none"> The Service has addressed the use of service animals and support persons in both its Customer Service Policy (021) section 2. f-i., as well as its Customer Service Procedure (ADM 006) in sections 8 and 9 respectively Service animals and support persons are also addressed in the Service's Prisoner Care and Control Procedures (ADM002) As per the notice on the Service's website Policy 021 and Procedure ADM 006 are available to members of the public upon request.

3	<p>Notice of Temporary Disruptions (s.5) January 1, 2010 COMPLIANT</p>	<ul style="list-style-type: none"> • Post notice of a temporary disruption impacting the public on the website and/or at a conspicuous place on the premise(s) • Include: information about the reason for the disruption, its anticipated duration and a description of alternative facilities or services, if any, that are available in the notice • Create a document outlining the steps that will be taken in relation to a temporary disruption; this document must be available upon request to the public 	<ul style="list-style-type: none"> • The Service has addressed the Notice of Temporary Disruption regulation in both its Policy 021 section 2.j. and Procedure ADM 006 Section 10 • A document outlining the steps to be taken by the Service during a temporary disruption is located in the Accessibility Folder on the Public Drive; the document is available to the public upon request. • In the event of a temporary disruption notice shall be provided to the public via news releases, the web site and postings in the main lobby
4	<p>Training for Staff, etc. (s.6) January 1, 2010 COMPLIANT</p>	<ul style="list-style-type: none"> • Ensure that every person that deals with the public or develops procedures receives up-to-date training on the following matters: <ul style="list-style-type: none"> ○ How to interact and communicate with persons with various types of disabilities, persons who use assistive devices, and persons who require assistance of a service animal or support person ○ How to use equipment/ devices made available on the premise(s) ○ What to do if a person with a particular type of disability is having difficulty accessing goods/services ○ Changes to policies, practices, and procedures • Create a training policy and a document summarizing the content and dates of training for members. • Keep records of the training completed by members 	<ul style="list-style-type: none"> • Training meeting the Regulation standards was provided to all members of the Service during the year 2010. • The Service ensures all new individuals that begin representing/working for the Service complete the "Accessible Customer Service" training. • All records are maintained in members' personnel files and on OSL. • Accessibility training has been included in the Service's Skills Development and Training Plan

5	Feedback Process for Providers of Goods and Services (s.7) January 1, 2010 COMPLIANT	<ul style="list-style-type: none"> Establish a process for receiving and responding to feedback regarding the way goods and services are provided to persons with disabilities. Make information about the process readily available to the public; the process must allow persons to submit feedback in person, by telephone, in writing or by email. Create a document that outlines the feedback process and specifies the actions that will be taken if a complaint is received; upon request this document must be provided to the public 	<ul style="list-style-type: none"> As per procedure ADM 006 section 11, the Service accepts feedback in a variety of formats in accordance with the regulation. All feedback is directed to the Manager of Information Management who shall review the feedback and ensure follow up and acknowledgement of receipt of the feedback is provided to the person as soon as practicable. The Service has developed a Customer Service survey to collect feedback- accessibility questions are included in the survey. A document describing the feedback process is located in the Accessibility Folder on the Public Drive and is available to the public upon request.
6	Notice of Availability of Documents (s.8) January 1, 2010 COMPLIANT	<ul style="list-style-type: none"> Notify the public that documents required by this regulation are available upon request by posting information at a conspicuous location and on the website 	<ul style="list-style-type: none"> The Service has issued a statement on their website communicating the availability of its documents to the public. Any requests that are made will be forwarded to the Manager of information Management as per Procedure ADM006 section 12
7	Format of Documents (s.9) January 1, 2010 COMPLIANT	<ul style="list-style-type: none"> Ensure documents requested by the public under this Regulation are provided in a format that takes into account a person's disability by agreeing upon the appropriate format 	<ul style="list-style-type: none"> As stated in the Service's Procedure ADM 006 section 12, all requests related to the Regulation shall be forwarded to the Manager of Information Management who shall take the appropriate action to comply with the request

Accessibility for Ontarians with Disabilities Act (AODA)
Integrated Accessibility Standards
General Requirements
Ontario Regulation 191/11

Item	Requirement, Regulation Section and Implementation Date	Action Required	Implementation Status
8	Establishment of Accessibility Policies (s.3) January 1, 2013 COMPLIANT	<ul style="list-style-type: none"> Develop, implement, and maintain policies governing how accessibility will or has been achieved in relation to the requirements of the Regulation. Include a statement of commitment to meet accessibility needs of persons with disabilities in a timely manner. The document outlining the policies will be made available to the public, in accessible formats, upon request 	<ul style="list-style-type: none"> An Accessibility Policy 026 was presented to the Greater Sudbury Police Services Board. Key features address all requirements under the Regulation. As per the notice on the Service's website the Policy is available to members of the public upon request.
9	Accessibility Plans (s.4) January 1, 2013 COMPLIANT	<ul style="list-style-type: none"> Establish, implement, maintain, and document a multi-year accessibility plan, which addresses strategies to prevent and remove barriers. Review and update plan every five years, in addition to preparing an annual status report that describes the progress of the plan. Post the multi-year plan and the annual status reports on the website, and provide both in an accessible format upon request 	<ul style="list-style-type: none"> Update the plan every December and in addition to annually reporting to the Board. The Accessibility Report provided to the Board will be included in the published Annual Report by the Service As per item 6, notice and availability of the plan and annual status report will be conducted in the same manner.
10	Procuring or Acquiring Goods, Services, or Facilities, etc. (s.5) January 1, 2013 COMPLIANT	<ul style="list-style-type: none"> Incorporate accessibility criteria and features when procuring or acquiring goods, services, or facilities, except where it is not practicable to do so. In such a case, an explanation as to why it is not practicable shall be provided to the public (upon request) 	<ul style="list-style-type: none"> The Service's procurement occurs through the City of Greater Sudbury which has established accessibility criteria within their processes of acquiring goods/services

11	Self-Service Kiosks (s.6) January 1, 2014 COMPLIANT	<ul style="list-style-type: none"> Design, procure, and acquire self-service kiosks with regard to the accessibility for persons with disabilities 	<ul style="list-style-type: none"> The Service currently has two Cop-Logic self-service kiosks; both are accessible. The Service will ensure that any additional kiosks that are procured to provide services to its stakeholders are equipped with accessibility features
12	Training (s.7) January 1, 2014 COMPLIANT	<ul style="list-style-type: none"> Train all members and volunteers on the requirements of the accessibility standards in the Integrated Accessibility Standard Regulation and on the Human Rights Code as it pertains to persons with disabilities. Ensure training is appropriate to the duties of the employees and volunteers. Keep training records for all individuals trained 	<ul style="list-style-type: none"> The Service has been providing In-Service Sensitivity and Awareness Training since 2005 to all members. The Service is in the process of creating an internal training video that presents information on the requirements of the Regulation. Training records will be kept in the same manner as described in item 4.

Part 2: Information and Communication

Accessibility for Ontarians with Disabilities Act (AODA) Integrated Accessibility Standards Information and Communications Ontario Regulation 191/11			
Item	Requirement, Regulation Section and Implementation Date	Action Required	Implementation Status
13	Feedback (s.11) January 1, 2014 COMPLIANT	<ul style="list-style-type: none"> Establish a process for receiving and responding to feedback in a manner that is accessible to persons disabilities. Notify the public about the availability of accessible formats and communication supports in the process 	<ul style="list-style-type: none"> The Service has developed a feedback process which is outlined in Procedure ADM 006 section 11. All feedback is directed to the Manager of Records and Customer Service, who will appropriately address the feedback in a timely manner. The Service has posted a notice on its website indicating to the public the availability of its documents in accessible formats
14	Accessible Formats and Communication Supports (s.12) January 1, 2015 COMPLIANT	<ul style="list-style-type: none"> Upon request, provide or arrange for the provision of accessible formats and communication supports, in a timely manner, that takes into account the requestors accessibility needs at a cost not exceeding the regular cost charged to others. Consult with the requestor to determine the suitable accessible format or communication support. Notify the public of the availability of such formats and supports 	<ul style="list-style-type: none"> As stated in the Service's Procedure ADM 006 section 12- requests for documents shall be forwarded to the Manager of Records and Customer Service who is then responsible for consulting the requestors and providing the requested document in a format that takes into account the person's disability. The Service has posted a notice on its website indicating to the public the availability of its documents in accessible formats. The Service will be providing training in the use of appropriate language when referring to people with disabilities

15	Emergency Procedure, Plans or Public Safety Information (s.13) January 1, 2012 COMPLIANT	<ul style="list-style-type: none"> • Provide any emergency procedures, plans or public safety information, made available to the public in accessible formats or with appropriate communication supports upon request 	<ul style="list-style-type: none"> • The Greater City of Sudbury has accessible emergency plans available on their website: http://www.greatersudbury.ca/living/emergency-preparedness/emergency-plans/ • All public safety material produced by the Greater Sudbury Police Service is available upon request in a format suitable to the needs of a person with a disability.
16	Accessible Websites and Web Content WCAG 2.0 Level A (s.14) January 1, 2014 COMPLIANT WCAG 2.0 Level AA January 1, 2021 COMPLIANT	<ul style="list-style-type: none"> • Ensure all new websites and web content meets Web Content Accessibility Guidelines (WCAG) 2.0 Level A initially; later increasing to Level AA • Ensure all public websites and web content posted after January 1, 2021, conforms to WCAG 2.0 Level AA, other than criteria 1.2.4 (captions) and 1.2.5 (pre-recorded audio descriptions) 	<ul style="list-style-type: none"> • The Service's online provider, eSolutions, will have the upgrades to the website framework to meet Level AA compliance standards by December 15th, 2014. • Following December 15th, 2014 the Service's website will also have the necessary software tools to review page content to validate compliance. • Staff have completed training on the process of making website content compliant- this process will take place during the 2016 year. • In 2021, The Service's online provider remedied all public documents on the external GSPS website to ensure compliance. Our external website conforms with WCAG 2.0 Level AA.

Part 3: Employment Standards

Accessibility for Ontarians with Disabilities Act (AODA) Integrated Accessibility Standards Employment Standards Ontario Regulation 191/11			
Item	Requirement, Regulation Section and Implementation Date	Action Required	Implementation Status
17	General Recruitment (s.22) January 1, 2014 COMPLIANT	<ul style="list-style-type: none"> Notify employees and the public about availability of accommodation for applicants with disabilities in the recruitment process 	<ul style="list-style-type: none"> A statement is posted on the Service's website to notify employees and the public of this standard as follows: <i>"Appropriate accommodations will be provided upon request throughout the hiring process as required under the Greater Sudbury Police Services Employment Accommodation Policy and the Accessibility for Ontarians with Disabilities Act (AODA)."</i>
18	Recruitment, Assessment or Selection process (s.23) January 1, 2014 COMPLIANT	<ul style="list-style-type: none"> Notify the individuals selected to participate in an assessment or recruitment process that accommodations are available upon request in relation to the materials or processes to be used Consult with the applicant if a request is made, to provide or arrange for the provision of a suitable accommodation(s) in a manner that takes into account the applicant's accessibility needs 	<ul style="list-style-type: none"> A statement is attached to the notice indicating an individual has been chosen to compete in the selection process. As stated in HR 010 applicants are accommodated as required during the recruitment process provided, they meet the bona-fide occupational requirements for the position
19	Notice to Successful Applicants (s.24) January 1, 2014 COMPLIANT	<ul style="list-style-type: none"> When making offers of employment, notify successful applicant of its policies for accommodating employees with disabilities 	<ul style="list-style-type: none"> A statement is included in all offers of employment as follows: <i>"The Greater Sudbury Police Service is committed to providing a supportive work environment. There are policies and practices in place for accommodating Employees with disabilities. Should you require a specific accommodation during your employment please advise the Human Resources Branch."</i>

20	Informing Employees of Supports (s.25) January 1, 2014 COMPLIANT	<ul style="list-style-type: none"> • Inform employees, as soon as practicable after they begin their employment, of policies used to support employees with disabilities. • Provide updated information to employees whenever there is a change to existing policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability 	<ul style="list-style-type: none"> • The Human Resource Department Orientation Program provides this information to new members. • Whenever Accessibility information is updated, all members are notified via email or through appropriate training and information will be posted on our internal website.
21	Accessible Formats and Communication Supports for Employees (s.26) January 1, 2014 COMPLIANT	<ul style="list-style-type: none"> • Consult with the employee(s) to provide or arrange for the provision of accessible formats and communication supports, for: <ul style="list-style-type: none"> ○ Information that is needed in order to perform the employee's job ○ Information that is generally available to employees in the workplace • Consult with the employee making the request to determine the most suitable format 	<ul style="list-style-type: none"> • Upon request from an employee the Service will follow the procedures explained in item 14 to ensure employees have access to information in accessible formats
22	Workplace Emergency Response Information (s.27) January 1, 2012 COMPLIANT	<ul style="list-style-type: none"> • Provide individualized workplace emergency response information, as soon as practicable after becoming aware, to employees who have a disability that is necessary of such information. • If the individual requires assistance, with their consent, provide the workplace emergency response information to the person designated to provide assistance to this individual. • Review the individualized information when: <ul style="list-style-type: none"> ○ The employee moves to a different location. ○ The employee's overall accommodation needs or plans are reviewed. <p>Review of general emergency response policies are occurring</p>	<ul style="list-style-type: none"> • To ensure a disabled member's safety, an individual emergency response plan is developed in consultation with the member. • With the member's consent, the plan is shared with those members who have agreed to be tasked with the responsibility of ensuring the members safety

23	Documented Individual Accommodation Plans (s.28) January 1, 2014 COMPLIANT	<ul style="list-style-type: none"> Develop a written process for the development of documented individual accommodation plans for employees with disabilities. The process should include all elements under section 28 of the Regulation 	<ul style="list-style-type: none"> In consultation with Acclaim Disability Management Services members requiring accommodation shall have document plans developed, reviewed, acknowledged, and agreed upon.
24	Return to Work Process (s.29) January 1, 2014 COMPLIANT	<ul style="list-style-type: none"> Develop, document, and implement a return-to-work process for employees who have been absent from work due to a disability and require disability-related accommodations in order to return to work. The return-to-work process should include all elements under section 29 	<ul style="list-style-type: none"> All Return-to-Work programs are developed through Human Resources and documented, reviewed, acknowledged, and signed off by members
25	Performance Management, Career Development and Advancement, and Redeployment (s.30-32) January 1, 2014 IN PROGRESS	<ul style="list-style-type: none"> Take accessibility needs and individual accommodation plans into account during performance management, while providing career development and advancement and when redeploying employees with disabilities 	<ul style="list-style-type: none"> The new performance management system is scheduled in early 2026. During the review it will be considered how to best include section 30. All positions are posted and filled through a job competition, which includes the provisions from item 18 and 19.

Part 4: Transportation

The City of Greater Sudbury provides accessible transportation to the City of Greater Sudbury citizens; the Greater Sudbury Police Service does not offer services that are related to the Transportation standards.

Part 5: Built Environment

The Greater Sudbury Police Service strives to provide accessible built environments which meet the needs of persons with disabilities. All new construction that will take place on behalf of the Greater Sudbury Police Service will comply with the Built Environment Standards.

Conclusion:

The Greater Sudbury Police Service will continue to review and identify any gaps in service to continue to meet our legislative requirements, meeting the needs of individuals, removing, and preventing barriers to accessibility in a timely and proactive manner.

Feedback:

Please let us know what you think about the Greater Sudbury Police Service's "2022-2025 Multi-Year Accessibility Plan" or request a copy of the plan in an accessible format by contacting the Manager of Information Management:

Manager of Information Management

Greater Sudbury Police Service

190 Brady Street

Sudbury ON, P3E 1C7

Telephone: 705-675-9171

Electronic Mail: gspsmail@gsps.ca

To view this plan online visit: www.gsps.ca

Appendix: Proactive Initiatives:

The Greater Sudbury Police Service has a long-standing history of addressing the needs of disabled persons through a variety of measures. Numerous long standing Service Procedures, as amended from time to time, include the provision of policing services to persons with disabilities:

- Prisoner Care and Control
- Prisoner Transportation
- Missing Persons
- Elder and Vulnerable Adult Abuse
- Search of Persons
- Police Response to Persons who are Emotionally Disturbed or have a Mental Illness or Developmental Disability
- Equal Opportunity
- Hate/Bias Motivated Crime/Hate Propaganda
- Sexual Assault Investigations

Additionally, several initiatives and educational topics have been implemented to enhance our Service delivery to persons with disabilities, they can be summarized in the chart below:

YEAR	INITIATIVES
1985	<ul style="list-style-type: none"> • Acquired and installed a Teletypewriter (TTY) for use by hearing or speech impaired individuals. <i>(The TTY number is published in the telephone book and on the Service's Website)</i>
2003	<ul style="list-style-type: none"> • Provided Sensitivity Training "The Police and the Disabled" to all sworn personnel which included: <ul style="list-style-type: none"> ○ Sensitivity and awareness issues regarding persons with disabilities ○ Awareness of the different persons with disabilities we may encounter. ○ The application of proper control and approach techniques when dealing with persons with disabilities
2004	<ul style="list-style-type: none"> • Purchased two wheelchairs – one standard and one transport chair to be utilized for persons in custody with disabilities, if required • Modified public washroom to convert it to a barrier free environment
2006	<ul style="list-style-type: none"> • Developed a protocol with the Canadian Hearing Society for the provision of interpreters, when required. • Implemented a Diabetic Food Cabinet for persons in custody with diabetes. • Installed an automatic door opener on main door to HQ facility elevators. • Installed an automatic door opener on entrance door to the secure area on the Administrative (5th) Floor. • Amended Prisoner Care and Control Procedure (ADM002) to update procedures for dealing with prisoners with disabilities and the provision of diabetic meals
2007	<ul style="list-style-type: none"> • Implemented Workplace Accommodation Procedure (HR010) • Implemented Bias Free Policing Procedure (ADM026) • Provided Bias Free Policing Training to all sworn members. • Implemented Workplace Discrimination and Harassment Procedure (OHS015) • Developed an Individual Fire Safety/Evacuation Plan for a disabled intern student

2008	<ul style="list-style-type: none"> • Provided training to members on visually impaired individuals by the Canadian National Institute for the Blind (CNIB) • Implemented Equal Opportunity Procedure (HR021) • Provided training to members by the Alzheimer's Society
2009	<ul style="list-style-type: none"> • Provided training to members in partnership with the Independence Centre and Network (ICAN) on working with persons with physical disabilities. • Altered the procurement process to include accessibility in accordance with the AODA
2010	<ul style="list-style-type: none"> • Provided training to members on: <ul style="list-style-type: none"> ○ Police and people with physical disabilities ○ Mental Health and Addictions ○ AODA Accessibility Standards for Customer Service • Implemented new Income Protection Plan and associated accommodation services through Manulife. • Amended Non-Occupational Illnesses/Injuries, Absences from Work and Attendance Management Procedure (HR001) accordingly. • Adopted Board Policy GSPSB – POLICY 010 in relation to Workplace Violence and Harassment
2011	<ul style="list-style-type: none"> • Implemented Autism Registry • Adopted Board Policy GSPSB – POLICY 021 in relation to Accessible Customer Service • Updated the Corporate Website to include information on Accessibility to comply with the Accessible Customer Service Standards
2012	<ul style="list-style-type: none"> • Provided training to members on Mental Health and Addictions • Implemented Accessible Customer Service Procedure (ADM006)
2013	<ul style="list-style-type: none"> • Established an account with Lockerby Taxi for transportation of disabled prisoner when required. • Amended Prisoner Transportation Procedure (ADM025) accordingly
2014	<ul style="list-style-type: none"> • Provided training to members on Mental Health Communication and Awareness • Retained Acclaim Disability Management Services to manage member accommodation needs. • Amended Non-Occupational Illnesses/Injuries, Absences from Work and Attendance Management Procedure (HR001) accordingly. • Presented Board Policy GSPSB – POLICY 026 in relation to Accessibility to the Board • Presented amended Board Policy GSPSB – POLICY 021 to the Board • Provided training to Senior Command/Inclusion Team on <i>O. Reg 191/11</i> Integrated Accessibility Standards • Provided training to designated members on Website Content Management to ensure compliance with the Regulation. • The City of Greater Sudbury's Purchasing By-Law, which governs the Police Service, was amended to include accessibility statements. <ul style="list-style-type: none"> ○ <i>"In accordance with the OADA, the City will have regard to the accessibility for persons with disabilities in respect of Goods, Services or Construction purchased by the City."</i>

	<ul style="list-style-type: none"> ○ <i>"The City and all Suppliers who provide Goods, Services or Construction to the City shall comply with the AODA"</i>
2015	<ul style="list-style-type: none"> • Developed and implemented a Corporate Services Division S.O.P outlining the procedure involving "Notifying the Public of a Planned/Unplanned Temporary Disruption." • Provided AODA Customer Service Training for all new members and volunteers. • Updated training records to determine which employees still require AODA Customer Service Training. • Developed and implemented a Corporate Services Division S.O.P outlining the procedure for "Receiving Feedback from the Public" and continued to review customer feedback and take appropriate action. • Implemented a revised Accessibility Policy 026 that addresses all the new requirements under the Integrated Accessibility Standards Ontario Regulation 191/11. In addition, this policy was made available to the public upon request. • Developed a 2014-2021 Multi-Year Accessibility Plan that was made available to the public on the Service's website, or in an accessible format upon request. • Continued our ongoing commitment to In-Service Sensitivity and Awareness Training by providing our members with "Road to Mental Readiness Training." • Added additional resources for our members in our "Accessibility" folder including: <ul style="list-style-type: none"> • A large print library - containing accessibility documents available to the public in 16pt, 16pt, and 20pt font. • Purchased software to allow us to develop a Support Library of accessibility documents for the public in alternative formats – including audio and large print documents. • Developed and implemented a Corporate Services Division S.O.P outlining the procedure for "Providing Alternative Formats to Customers." • Edited all Greater Sudbury Police Service YouTube videos available to the public to include closed captioning features. • Participated in the YELLOWCARD Campaign for Special Olympics to end the use of the R-Word in everyday conversation. • Continued to notify employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website. • Continued to have individuals selected to participate in the assessment or recruitment process to complete a Performance Declaration to provide or arrange for suitable accommodations, as required. • Continued to notify successful applicants of our policies for accommodating employees with disabilities. • Provided information regarding the provision of job accommodations during the Human Resources Orientation Program • Continued to provide employees who have informed Human Resources of their personal disability a "Employee Workplace Emergency Response Plan." • In conjunction with Acclaim Disability Management Services, we have continued to: <ul style="list-style-type: none"> • Develop individual accommodation plans for employees with disabilities.

	<ul style="list-style-type: none"> • Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations. • Continued to institute the same practices and provisions as we use with external applicants when members compete in the Promotional Competition Process or when being redeployed.
2016	<ul style="list-style-type: none"> • Provided AODA Customer Service Training for all new members and volunteers. • Training to a total of 53 new volunteers, students, and new employees. • Continue to review customer feedback and take appropriate action. • Feedback has been very favourable and Customer Service staff continue to hear that the public is pleased with the services available. • Spare prescription eyeglasses and are available at the counter for public use. • Staff offer to verbally assist members who identify with literacy disabilities. • Larger print documents are available on request. • Additional resources available to our members in our 'Accessibility' folder including: <ul style="list-style-type: none"> ○ A large print library containing accessibility documents available to the public in 16pt, 16pt, and 20pt font. ○ Audio formats library containing accessibility documents available to the public in audio format. • All training records have been updated in the Service's OSL system. • Implementation a Corporate Services Division S.O.P outlining the procedure for "Providing Alternative Formats to Customers." • Edited all Greater Sudbury Police Service YouTube videos available to the public to include closed captioning features. 2016 6,414 views, 301 used closed captioning. • Continued notification to employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website. • Continued to have individuals participating in the assessment or recruitment process to complete a Performance Declaration in order to provide or arrange for suitable accommodations as required. • Continued notification to successful applicants of our policies for accommodating employees with disabilities. • Provided information regarding the provision of job accommodations during the Human Resources Orientation Program • Continued the provision of an 'Employee Workplace Emergency Response Plan' to those employees who have informed Human Resources of their personal disability. • In conjunction with Acclaim Disability Management Services, progress has continued to: <ul style="list-style-type: none"> • Develop individual accommodation plans for employees with disabilities. • Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations.

	<ul style="list-style-type: none"> Continued to institute the practices and provisions used with external applicants when members compete in the Promotional Competition Process, Internal Hiring Processes, or when being redeployed
2017	<ul style="list-style-type: none"> Provided AODA Customer Service Training for all new members and volunteers. New: (2017) Training to a total of 67 new volunteers, students, and new employees. (2016) Training to a total of 53 new volunteers, students, and new employees. Continue to review customer feedback and take appropriate action. Feedback has been very favourable and Customer Service staff continue to hear that the public is pleased with the services available. A supply of prescription eyeglasses and are available at the counter for public use. Staff offer to verbally assist members who identify with literacy disabilities. Staff have received and assisted over 15 requests this year. Larger print documents are available on request. Additional resources were made available to our members in our on-line 'Accessibility' folder including: <ul style="list-style-type: none"> A large print library containing accessibility documents available to the public in 16pt, 16pt, and 20pt font. Audio formats library containing accessibility documents available to the public in audio format. Provided AODA Integrated Accessibility Standards Training for all new members and volunteers. Training to a total of 53 new volunteers, students, and new employees. Implementation a Corporate Services Division S.O.P outlining the procedure for "Providing Alternative Formats to Customers." Edited all Greater Sudbury Police Service YouTube videos available to the public to include closed captioning features. New: (2017) Acquirement of an Ergonomic Testing Area in the Human Resources Branch to ensure we properly meet the accommodation needs of applicants with disabilities New (October 2017) Participated in the March of Dimes Disability Mentorship Day. Provided GSPS with the opportunity to mentor a person with a disability, to introduce them to employment opportunities, and the skills needed to succeed in our organization. Continued notification to employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website. Continued to have individuals participating in the assessment or recruitment process to complete a Performance Declaration to provide or arrange for suitable accommodations as required. Continued notification to successful applicants of our policies for accommodating employees with disabilities. Provided information regarding the provision of job accommodations during the Human Resources Orientation Program Continued the provision of an 'Employee Workplace Emergency Response Plan' to those employees who have informed Human Resources of their personal

	<p>disability. This has also been added to the Return-to-Work process should a member need an Employee Workplace Emergency Response Plan.</p> <ul style="list-style-type: none"> • 2017- One member identified a need to have a specific workplace emergency response plan. • In conjunction with Acclaim Disability Management Services, progress has continued to: <ul style="list-style-type: none"> ○ Develop individual accommodation plans for employees with disabilities. ○ Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations. • Continued to institute the practices and provisions used with external applicants when members compete in the Promotional Competition Process, Internal Hiring Processes, or when being redeployed
2018	<ul style="list-style-type: none"> • New: (2018) Training to a total of 89 new volunteers, students, and new employees • Continue to review customer feedback and take appropriate action. • Feedback has been very favourable and Customer Service staff continue to hear that the public is pleased with the services available. • A supply of prescription eyeglasses and are available at the counter for public use. • Staff offer to verbally assist members who identify with literacy disabilities. Staff have received and assisted over 20 requests this year between 2018-2019 • Larger print documents are available on request. • New: (2018-2019) Human Resources continues to utilize an Ergonomic Testing Area in the Human Resources Branch to ensure we properly meet the accommodation needs of applicants with disabilities. • Continued notification to employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website. • Continued to have individuals participating in the assessment or recruitment process to complete a Performance Declaration to provide or arrange for suitable accommodations as required. • Continued notification to successful applicants of our policies for accommodating employees with disabilities. • Provided information regarding the provision of job accommodations during the Human Resources Orientation Program • Continued the provision of an 'Employee Workplace Emergency Response Plan' to those employees who have informed Human Resources of their personal disability. This has also been added to the Return-to-Work process should a member need an Employee Workplace Emergency Response Plan.
2019	<ul style="list-style-type: none"> • New 2019 Human Resource Staff participated in a Webinar by the Canadian Centre for Diversity and Inclusion (CCDI) entitled "Accessibility-Navigating a World Filled with Barriers" to enhance their understanding of how to meet the needs of those with disabilities. • Provided AODA Customer Service Training for all new members and volunteers. • New: (2019) Training to a total of 100 new volunteers, students, and new employees.

	<ul style="list-style-type: none"> • Implementation a Corporate Services Division S.O.P outlining the procedure for 'Providing Alternative Formats to Customers'. • Edited all Greater Sudbury Police Service YouTube videos available to the public to include closed captioning features. • New (September 2019-current) Participating in the March of Dimes Disability Skills and Work Program by providing a participant 24 weeks of work experience in our Training Branch, to introduce them to employment opportunities, and the skills needed to succeed in our organization. • New (2019) Created of a new Service Animal Procedure to further support members who require an accommodation that includes a Service Animal. • New (2019) Creation of a "Do and Don't" training video that provides members with instructions on how to interact with a member and their Service Animal. • In conjunction with Acclaim Disability Management Services, progress has continued to: <ul style="list-style-type: none"> • Develop individual accommodation plans for employees with disabilities. • Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations. • Continued to institute the practices and provisions used with external applicants when members compete in the Promotional Competition Process, Internal Hiring Processes, or when being redeployed
2020	<ul style="list-style-type: none"> • (2020) Training to a total of 50 new volunteers, students, and new employees • New (2020) Due to COVID, Customer Service forms and application processes have now been moved to an online platform, which eases accessibility to members of the public with accessibility constraints, and those wishing not to come into public spaces due to health concerns. • New (2020) As a result of COVID many non-essential Service Personnel were required to commence working from home. Human Resources consulted with these members, ensuring their ergonomic needs were met in their home workspaces. Documentation was created for members on how to Ergonomically Set Up a Workspace, and members who required special equipment (chairs, desks, computer equipment, keyboards) were provided this equipment. • New (2020) Currently we have one member who has returned to work with a Service Animal. This process was conducted in accordance with our newly created Service Animal Procedure. Service members/coworkers were educated utilizing a video entitled "Do's and Don'ts for Interacting with a Service Animal" Posters were also created to provides members with instructions on how to interact with a member and their Service Animal.
2021	<ul style="list-style-type: none"> • Training to a total of 34 new volunteers, students, and new employees • Continued notification to employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website. • Continued to have individuals participating in the assessment or recruitment process to complete a Performance Declaration to provide or arrange for suitable accommodations as required. • Continued notification to successful applicants of our policies for accommodating employees with disabilities.

	<ul style="list-style-type: none"> • Provided information regarding the provision of job accommodations during the Human Resources Orientation Program • Human Resources continued to consult with members working from home to ensure their ergonomic needs were met. Documentation provided and available on how to properly set up a workspace and equipment. • In conjunction with Acclaim Disability Management Services, progress has continued to: <ul style="list-style-type: none"> ○ Develop individual accommodation plans for employees with disabilities. ○ Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations. • From January to June, through a third-party contractor, all documents on the external GSPS were remedied to be compliant with AODA standards and requirements. • Continue to use YouTube function to ensure compliance, including closes-captioned features. • Social Media videos and “stories” now included the close-captioned features. • In July, Human Resources, Corporate Communications, Board Administrator and the EA to the CAO and Deputy Chief participated and completed <i>Accessible Document Training</i> hosted a third by in ensure compliance for our website. • Continue to use YouTube function to ensure compliance, including closes-captioned features.
2022	<ul style="list-style-type: none"> • Training to a total of 52 new volunteers, students, and new employees • Continued notification to employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website. • Continued to have individuals participating in the assessment or recruitment process to complete a Performance Declaration to provide or arrange for suitable accommodations as required. • Continued notification to successful applicants of our policies for accommodating employees with disabilities. • Provided information regarding the provision of job accommodations during the Human Resources Orientation Program • In conjunction with Acclaim Disability Management Services, progress has continued to: <ul style="list-style-type: none"> ○ Develop individual accommodation plans for employees with disabilities. ○ Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations. • Continued use of accessibility functions on the Service’s Website and Social Media pages.
2023	<ul style="list-style-type: none"> • Training a total of 55 students, and new employees, 7 new volunteers. • Continued notification to employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website.

	<ul style="list-style-type: none"> Continued to have individuals participating in the assessment or recruitment process to complete a Performance Declaration to provide or arrange for suitable accommodations as required. Continued notification to successful applicants of our policies for accommodating employees with disabilities. Provided information regarding the provision of job accommodations during the Human Resources Orientation Program In conjunction with Acclaim Disability Management Services, progress has continued to: <ul style="list-style-type: none"> Develop individual accommodation plans for employees with disabilities. Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations. Continued use of accessibility functions on the Service's Website and Social Media pages. In-house ergonomic workspace assessments conducted, members educated on how to make their workspaces more accessible and/or to accommodate a return-to-work plan.
2024	<ul style="list-style-type: none"> Training a total of 49 students and new employees, 33 new volunteers. Continued notification to employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website. Continued to have individuals participating in the assessment or recruitment process to complete a Performance Declaration to provide or arrange for suitable accommodations as required. Continued notification to successful applicants of our policies for accommodating employees with disabilities. Provided information regarding the provision of job accommodations during the Human Resources Orientation Program In conjunction with Acclaim Disability Management Services, progress has continued to: <ul style="list-style-type: none"> Develop individual accommodation plans for employees with disabilities. Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations. Continued use of accessibility functions on the Service's Website and Social Media pages.
2025	<ul style="list-style-type: none"> Training a total of 51 students and new employees. Continued notification to employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website. Continued to have individuals participating in the assessment or recruitment process to complete a Performance Declaration to provide or arrange for suitable accommodations as required. Continued notification to successful applicants of our policies for accommodating employees with disabilities.

	<ul style="list-style-type: none"> • Provided information regarding the provision of job accommodations during the Human Resources Orientation Program • In conjunction with Acclaim Disability Management Services, progress has continued to: <ul style="list-style-type: none"> ○ Develop individual accommodation plans for employees with disabilities. ○ Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations. • Continued use of accessibility functions on the Service's Website and Social Media pages. • Update to the Service Excellence Survey. • In-house ergonomic workspace assessments conducted, members educated on how to make their workspaces more accessible and/or to accommodate a return-to-work plan. • Accessibility representative added to the Chief's Diversity Advisory Committee (DAC) to provide real-time feedback and guidance related to customer service and accessibility. • Review of the Police Services Board Policy – GSPSB026 – Accessibility
--	---

Revision Updates:

YEAR	CHANGES
2014	Posted Date Accessibility Policy Adopted Customer Service Policy Revised Canadian Hearing Society Service Agreement June 2014
2015	Board Update December 8, 2015 Initiatives Tables Updated
2016	Board Report December 8, 2016 Initiatives Tables Updated Customer Service Policy Revised Accessibility Policy Revised
2017	Board Report December 11, 2017 Initiatives Tables Updated
2018	Initiatives Tables Updated
2019	Board Report November 13, 2019 Initiatives Tables Updated
2020	Board Report December 2, 2020 Initiatives Tables Updated
2021	Board Report December 2021 Initiatives Tables Updated
2022	Board Report January 2022 Initiatives Tables Updated
2023	Board Report January 2023 Initiatives Tables Updated
2024	Board Report February 2024 Initiatives Tables Updated
2025	Board Report March 2025 Initiatives Tables Updated
2025	Board Report December 2025 Initiatives Tables Updated



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: October 31, 2025

Prepared by: Matthew Gatien, Board Administrator

SUBJECT: 2026 Ontario Association of Police Service Boards and OAPSB Zone 1A Membership

ACTION: Approval

RECOMMENDATION:

THAT the Board approves the annual Ontario Association of Police Services Boards (OAPSB) and OAPSB Zone 1A membership fees of \$12,252.30 for the period of January 1 to December 31, 2025.

BACKGROUND:

The Ontario Association of Police Services Boards (OAPSB) is the leading voice of police governance in Ontario. OAPSB serves members and stakeholders as well as the general public by helping local police services boards fulfill their legislated responsibilities, by providing training and networking opportunities, and facilitating the transfer of knowledge, and advocating for improvements in public safety laws and regulations, practices and funding mechanisms.

CURRENT SITUATION:

The OAPSB has sent out their 2026 membership invoices. The fee for services employing over 300 members is \$10,710 for 2026. With taxes the total is \$12,102.30. This is a small increase from last year's membership fee of \$11,865.00.

This year the OAPSB is including Zone fees in the membership renewal, simplifying the process and eliminating the traditional separate Zone invoices. Our Zone fee for belonging to Zone 1A continues to be \$150. The total fee for both for 2026 is \$12,252.30.

Board members are encouraged to visit the OAPSB website at www.oapsb.ca.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: December 5, 2025

Prepared by: Matthew Gatien, Board Administrator

SUBJECT: OAPSB Labour Conference Update

ACTION: For Information

BACKGROUND:

Every fall the Ontario Association of Police Service Boards holds their Fall Labour Seminar to discuss trends in collective bargaining and other employment issues of note for police service boards.

CURRENT SITUATION:

This year the Board Administrator and Board bargaining advisors attended the OAPSB Fall Labour Seminar November 25-26 in Mississauga. The conference was very informative, especially as the Board was still in bargaining discussions with the Associations. Staff took in the following sessions:

- OAPSB Updates for 2026
- OMERS Update
- Ending the Cycle of Renting Officers and Reactive Hiring
- How the Inspectorate of Policing Supports Police Boards as Employers
- Policing for the Future: Why Innovation Isn't Optional
- Measuring the Impact of Policing
- Enhancing Bargaining Outcomes in Ontario's Policing Sector
- Police Board Governance and Building Trust Between the Police Chief and Board
- Police Chief Performance Management to Drive Shared Commitments and Outcomes

The sessions were very informative for all who attended as collective bargaining continues for all who attended. They helped shore up staff's knowledge on current bargaining issues and provided ideas for future initiatives of the Board and Service. Conference highlights include the Bargaining Outcomes, IOP, and Police Board

SUBJECT: OAPSB Labour Conference Update

Governance and Building Trust Between the Police Chief and Board presentations. All provided interesting ideas for advancing Board initiatives and modern governance.

As well, the OAPSB noted that in 2026 their name will change to Police Governance Ontario (PGO), and that moving forward the labour conference will be joined with the Police Association of Ontario Employment Conference allowing for more collaboration between Boards, Associations, and Service members.

All presentation materials have been shared with the Board.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: December 17, 2025

Prepared by: Matthew Gatien, Board Administrator

Recommended by: Krista Fortier, Member

SUBJECT: Board Policy Review

ACTION: For Approval

RECOMMENDATION:

THAT the Greater Sudbury Police Board approve the changes to Board Policies 002-032 as detailed herein; and

THAT the Board rescind GSPSB Policies 012 and 013; and

THAT the Board approve new policies 033-044 as detailed herein; and

THAT the Board approve changing the Board policy numbering to PSBXXX for all Board policies to follow Service policy naming convention; and

THAT the Board rescind all current Board by-laws; and

THAT the Board approve Board by-laws 2025-001 through 2025-012; and

THAT the Board approve change the Board by-law numbering to YEAR-XXX to follow Service policy naming convention.

BACKGROUND:

As part of the Board's obligations under legislation, the Board must create and maintain policies to help govern the operations of the Board and the Service. This was previously legislated under the *Police Services Act*.

The *Community Safety and Policing Act* required that Boards both update their existing policies and create new ones to ensure that all Board responsibilities detailed under the

SUBJECT: Board Policy Review

CSPA were captured. The requirements for these policies are detailed under sections, 28, 45, 46, and the attached Regulations of the *CSPA*.

CURRENT SITUATION:

Following the enforcement of the *CSPA*, Board staff undertook a comprehensive review of all Board policies and by-laws to ensure their compliance with the new Act.

Ministry stakeholders, Service partners, and fellow Board staff around the province were engaged to ensure that new requirements and best practices were incorporated into the new policies that the Board is required to have.

All current Board policies have been reviewed and updated. New policies were created to reflect requirements in the *CSPA*. The current policies that have been updated are policies 002-032. Policies 033-044 are new and detail new policy responsibilities under the *CSPA*. Policy 013 relating to misconduct is being rescinded as there are 3 new policies dealing with misconduct under new directions in the *CSPA*.

By-Law 2025-007 is a full replacement of the former By-Law 2003-1, and discusses provision of adequate and effective policing. This replacement was done as a result of the significant changes in the *CSPA* as to what is detailed under adequate and effective policing

All policies except Policy 001 are attached for the Board's review and approval. Policy 001 deals with inclusion, diversity, equity, anti-racism, and accessibility, and is still being reviewed by the Service's advisory committees and EDI staff before being presented to the Board.

The full Board Policy and By-Law package is attached as an addendum to the meeting agenda.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: December 10, 2025

Prepared by: Matthew Gatien, Board Administrator

SUBJECT: Board Correspondence

ACTION: For Information

CURRENT SITUATION:

The Board received correspondence from the CAPG with the application package to host the 2027 CAPG conference. The package is attached for the Board's review.

The Board also received correspondence from members of City Council inquiring about speed enforcement further to City budget deliberations and the removal of the automated speed enforcement (ASE) camera.

Gatien, Matthew

From: Stephen Reid <sreid@capg.ca>
Sent: Wednesday, November 12, 2025 2:00 PM
Subject: Request for Proposal to Host 2027 CAPG Annual AGM and Conference
Attachments: 2027 CAPG AGM and Conference.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

ATTENTION: This email originated from a sender outside of the GSPS. Please avoid clicking links or opening attachments from external senders unless you are certain it is safe to do so. **BE CAREFUL** - If you are unsure, please contact CIT.

Afternoon Everyone,

As per the CAPG policies and procedures, we are launching a call for Request for Proposals (RFP) for a member city to host the 2027 AGM and Conference. The event is expected to be approximately 3 full or 2.5 days.

All the key details are in the attached RFP document.

All proposals are due no later than April 1, 2026 so that the CAPG Board of Directors can select the successful bid and announce it at the 2026 August CAPG AGM and Conference in Edmonton.

Please let me know if you have any questions.

Thanks, Stephen

--

Stephen Reid, PhD
Chief Executive Officer
Canadian Association of Police Governance
78 George Street, Suite 204
Ottawa, Ontario
K1N 5W1

(416) 435 4455 (c)



A national organization dedicated to excellence in Police Governance in Canada

REQUEST FOR PROPOSALS, 2027

37TH ANNUAL CONFERENCE





ABOUT OUR ANNUAL CONFERENCE

Since 1990, the Canadian Association of Police Governance (CAPG) has held an annual professional development conference in various locations across Canada. The Board of Directors of CAPG invites proposals for the four-day CAPG 37th Annual Conference to be held in August of 2027. The Conference has attracted up to 250 participants and has provided extensive workshops, training sessions, panel discussions and plenary presentations to further the professional development of those involved in civilian oversight and governance of municipal police. CAPG works to ensure that conferences are held in various regions of Canada in order to meet the needs of our geographically diverse membership and provide access to the opportunities afforded by the conference.

Some of the goals of CAPG in holding annual conferences are to provide:

- Specific, up to date, training workshops for civilian governors of policing, members of government entities that are concerned with and/or oversee policing policy, community members and members of police services.
- Opportunities to meet and interact with leaders in the civilian governance community regarding current topics in police oversight.
- Educational and organizational materials to bring back to your community.
- Information on what communities need to know to establish or refine their board/commission policies and procedures.
- Dialogue between members of police boards and commissions and leaders in policing.

BENEFITS OF HOSTING

- When police governors from across Canada gather in your city for the CAPG Annual conference, the benefit to your local economy is between \$200,000 and \$300,000.
- Conference events include: 400 plus hotel room nights; breakfasts, lunches, dinners; companion tours; entertainment and transportation. Additional economic benefits are gained when delegates shop, dine out and a large percentage of delegates add vacation time to their trip.
- Local suppliers supply gifts, delegate bags, printing, signage, and other conference related materials.
- In addition to the expected financial and business rewards that come with bringing any conference to a locale, the CAPG conference provides a unique opportunity to the host city to highlight existing or emerging policing programs in your area.

HOTEL REQUIREMENTS

COMPANION PROGRAM

- Select venue(s) or hire a tour company that offers tours that work with the conference schedule.
- Transportation between the venue(s) and the hotel.
- Manage all aspects of the companion's program to ensure it operates smoothly.

OFF SITE HOST EVENT/DINNER

Work with the CAPG Conference Committee to:

- Select venue
- Determine transportation between the venue and the hotel
- Plan catering and entertainment liaise with the venue staff

TOTAL ROOM BLOCK APPROX ROOM NIGHTS

- Night 1 - 50 rooms
- Night 2 - 125 rooms

MEETING SPACE

- Approx 100 people on Day 2
- Approx 200 people on Days 3 - 5
- Breakout Rooms TBD

ADDITIONAL SPACES

- Registration area, Days 1 - 4
- Display space for conference sponsors
- Space for networking activities
- Office / Storage close to registration area

- Night 3 - 125 rooms
- Night 4 - 100 rooms

DECISION PROCESS

The proposal will be evaluated on the following criteria:

Amenities, Attractions and Services

If your city or province is planning a special celebration in 2027 hosting the CAPG Conference might tie in as part of the overall festivities. Please take this opportunity to highlight what makes your city a great choice for the Conference.

Location

Ease of CAPG members to travel to the chosen site will be a determining factor if all remaining criteria are equal between bidders.

Responsiveness

Based on submitting proposals on time, openness to questions on aspects of the proposal and a demonstration by the host City, Police Board or Commission of willingness to engage in all aspects of the planning and development process.

Meeting and Function Spaces

Ability to meet all requirements including separate meal space from plenary room.

Room Rate

Competitive rates are encouraged.

Catering

Food costs are also a determining factor.

Incentives

Rebates for rooms, free parking, bonus room, and free meeting space are all factors that will determine the awarding of the contract.

SCHEDULE OF EVENTS

DAY 1, AUGUST 2027

Arrival/Prep Day

Conference team meets to put together delegate bags,
organize signage and tour facilities
Delegates begin to arrive
Registration for delegates at hotel



DAY 2, AUGUST 2027

CAPG Annual Conference 1st Day

Host Dinner (offsite). 6:00 – 9:30 pm

DAY 3, AUGUST 2027

CAPG Annual Conference 2nd day

Evening event (offsite). 6:00 – 9:00 pm



DAY 4, AUGUST 2027:

CAPG Annual Conference 3rd day

Evening event (offsite). 6:00 – 9:00 pm



TENDER PROCESS

- RFP to be sent by email to all CAPG Members by November 15, 2025.
- Proposals are due (electronic format) by April 1, 2026.
- CAPG Board will review proposals received at the May 2026 Board of Directors meeting.
- The Board/Commission chosen to host will be notified by May 31, 2026.

PREVIOUS AND FUTURE LOCATIONS

1990 - ST. JOHN'S, NFLD
1991 - LONDON, ON
1992 - VICTORIA, BC
1993 - HALIFAX, NS
1994 - MONTREAL, PQ
1995 - REGINA, SK
1996 - OTTAWA, ON
1997 - VICTORIA, BC
1998 - NIAGARA FALLS, ON
1999 - EDMONTON, AB
2000 - SAINT JOHN, NB

2001 - SASKATOON, SK
2002 - OTTAWA, ON
2003 - HALIFAX, NS
2004 - VANCOUVER, BC
2005 - OTTAWA, ON
2006 - EDMONTON, AB
2007 - CALGARY, AB
2008 - TORONTO, ON
2009 - SYDNEY, NS
2010 - SAINT JOHN, NB
2011 - REGINA, SK

2012 - VICTORIA, BC
2013 - SASKATOON, SK
2014 - HALIFAX, NS
2015 - YORK REGION, ON
2016 - OTTAWA, ON
2017 - MONTREAL, QUE
2018 - WINNIPEG, MB
2019 - CALGARY, AB
2020 - VICTORIA, BC (VIRTUAL)
2021 - OTTAWA, ON (VIRTUAL)
2022 - SASKATOON, SK
2023 – ST. JOHN'S, NFLD
2024 – HALIFAX, NS
2025 - VICTORIA BC
2026 - EDMONTON, AB

DISCUSSION AGENDA



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: December 8, 2025

Prepared by: Barry Ornella, Inspector of Community Safety & Wellbeing (CSWB) Division

Recommended by: Sara Cunningham, Chief of Police

SUBJECT: Support FIRST for 360° Community Safety (Support FIRST Strategy)

ACTION: For Information

BACKGROUND:

At present, the opioid-related death rate in Greater Sudbury remains over 3 times the provincial average, and accidental overdose is the leading cause of death among individuals 50 years of age and younger.

Geographically, downtown Greater Sudbury is a compact urban core with high population density located within the larger city limits of Greater Sudbury. On an average day, those living, working, or frequenting the downtown core are likely to encounter public open-air drug use, hand-to-hand drug transactions, substance intoxication and associated delirium, excessive littering, discarded drug paraphernalia and used needles, loitering, panhandling, and trespassing.

The prevalence of open-air drug use and associated social disorder in the downtown core perpetuates a sense of fear and a subsequent reluctance for many to visit our once vibrant downtown.

CURRENT SITUATION:

While public health measures are crucial to address the opioid crisis in our community, the police also have a critical role to play in reducing open-air drug use. While enforcement alone cannot solve the complex challenges facing the community, we continue to leverage in-scope police work to strive for a balanced approach—one that emphasizes compassion and support for 360° community safety which includes our most vulnerable. This supportive initiative promotes a healthy and safe coexistence within our

SUBJECT: Accessibility for Ontarians with Disabilities Act – Integrated Accessibility Standards

many diverse communities and distinguishes between vulnerable individuals in need of support and those that engage in dangerous behaviors that threaten public safety.

In recent years, open-air drug use and related social disorder in the downtown has escalated to a saturation point seriously undermining public safety and collective well being for those who live, work, and visit downtown Greater Sudbury.

SUPPORT FIRST FOR 360° COMMUNITY SAFETY INITIATIVE:

To address concerns around open drug use, the Greater Sudbury Police Service launched a 30-day Support FIRST initiative under the 360° Community Safety framework. This program adopts a compassionate, community-based approach prioritizing health and social supports before enforcement. The goal is to connect individuals struggling with addiction to essential services—such as housing, food, and treatment—rather than defaulting to the justice system.

Enforcement and arrest are considered only when individuals repeatedly refuse assistance, continue open drug use, and pose a significant risk to public safety. Through collaboration with local organizations, officers engage directly with vulnerable individuals, offering pathways to recovery and stability. The initiative focuses on diversion over detention, aiming to build trust, reduce harm, and promote a safe, healthy, and vibrant downtown Sudbury.

In November 2025, the Greater Sudbury Police Service launched our Support First initiative, a place-based approach to deploying police resources in high-risk areas to manage the high incidents of open-air drug use and related crime and social disorder. This initiative was an “all of service” approach at GSPS actioned by members of the following Police Divisions:

- Patrol Operations
- Community Mobilization Unit (CMU)
- Enhanced Mobile Crisis Rapid Response Team (EMCRRT)
- Indigenous Liaison Office (ILO)
- Integrated Traffic Safety Unit (ITSU)
- Drug Enforcement Unit (DEU)

During this initiative, officers engaged and consulted with both our housed and unhoused populations both in the Downtown and Energy Court to build trust, legitimacy, and establish open lines of communication. Clear police messaging of support and expectations were communicated about the Support First initiative to ensure those who choose to openly consume drugs in public spaces within the downtown know and understand that open drug use is no longer tolerated.

Police adopted a phased approach to transition our street level engagement with individuals openly consuming drugs from an initial education and referral phase through

SUBJECT: Accessibility for Ontarians with Disabilities Act – Integrated Accessibility Standards

to the final phase of enforcement of the *Controlled Drugs and Substances Act* (CDSA) for those trafficking drugs within the downtown.

At every stage of our engagement, referrals to supports for addictions, mental health, and housing were woven into our interactions with the vulnerable sector.

Additionally, officers were tasked with conducting “community check-ins” at various businesses within the downtown that are known high-risk areas for drug use and social disorder.

RESULTS:

This initiative saw a marked decrease in open-air drug use in public spaces in the downtown during a 4-week period. Officers actively and compassionately engaged individuals openly consuming drugs, initiating referrals to appropriate community supports while seizing drugs and paraphernalia – and making arrests when necessary. **The following are key highlights of the SUPPORT First Initiative for 360 Community Safety:**

- ✓ **238** total focused police engagements/contacts
- ✓ **166** general area checks within downtown
- ✓ **68** community check-ins with downtown businesses
- ✓ **59** interactions with individuals openly consuming drugs
- ✓ **190** support referrals made
- ✓ **30** referrals accepted
- ✓ **103** referrals declined
- ✓ **57** referrals had an unknown outcome
- ✓ **13** warnings and **1** Trespass to Property Act charge

Drug enforcement results include:

- ✓ **18** warnings for drug possession
- ✓ **2** arrests for drug trafficking
- ✓ **1** arrest for possession for the purpose of trafficking
- ✓ **2** arrests for drug possession
- ✓ **1** loaded 9mm handgun seized (incident to arrest)

Drug Seizures include:

- ✓ **41** grams of powder cocaine
- ✓ **10.2** grams of crack cocaine
- ✓ **17.3** grams of Fentanyl
- ✓ **11** Percocet pills
- ✓ Total street estimated street value: **\$6,905**
- ✓ Confiscated drug paraphernalia included **15** syringes and **33** drug pipes

SUBJECT: Accessibility for Ontarians with Disabilities Act – Integrated Accessibility Standards

Open-Air Drug Use Trends:

- Week 1: **26** reported occurrences
- Week 2: **16** occurrences (**38%** reduction compared to week 1)
- Week 3: **8** occurrences (**69%** reduction compared to week 1)
- Week 4: **7** occurrences (**73%** reduction compared to week 1)

Of the **57** total occurrences, only **31.5%** were reported by the public; the remainder were identified through proactive officer patrols.

Year-over-Year Comparison (November 2024 vs. November 2025)

- **57%** increase in Focused Patrols
- **17%** decrease in unwanted person calls
- **159%** increase in drug offence calls
- **45%** decrease in ambulance assistance calls
- **71%** decrease in break & enters

Ongoing Community Engagement:

GSPS is committed to regular foot and bike patrols in the Downtown core GSPS officers continue to:

- Build trust with residents and business owners
- Respond quickly to crimes in progress
- Connect vulnerable community members with community supports
- Apprehend and arrest individuals who pose elevated risks to public safety

ACTION: Building on Results for Sustainable Long-Term Strategies

The Support FIRST initiative marks a significant advancement in reducing open-air drug use in downtown Greater Sudbury through strong police-community collaboration. This evidence-based approach emphasizes education, awareness, and connecting individuals struggling with addiction to appropriate community supports - aligning with our commitment to Community Safety and Well-Being.

The success of this program reflects authentic partnerships across multiple sectors and GSPS Divisions. Its principles have been integrated into daily operations, with frontline officers and Community Safety and Well-Being teams continuing proactive, upstream engagement to ensure vulnerable individuals receive timely support during street-level interactions.

Looking ahead, GSPS remains committed to addressing public drug use with compassion and awareness. The Support FIRST: 360° Strategy will serve as a foundation for sustained police-community engagement into 2026 and beyond, fostering a safe, healthy, and vibrant Greater Sudbury.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: December 8, 2025

Prepared By:

Marc Brunette, Superintendent
Matthew Gatien, Board Administrator

Recommended By: Sara Cunningham, Chief of Police

SUBJECT: Residential & Business Survey Update

ACTION: For Information

BACKGROUND:

In September 2025, GSPS launched two community policing touchpoint surveys - one residential, the other business. This, and future touchpoints, will help us measure where we are succeeding and where we can improve as we work to uphold our mission, vision, and values. The surveys closed on October 15, 2025.

The survey was conducted through the use of ThoughtExchange, an anonymous online platform, and was distributed through Corporate Communications, Senior Leadership, media outlets, and The City of Greater Sudbury.

The residential touchpoint survey had a total of 1,377 responses (+53% responses compared to 2022) and the business touchpoint survey had a total of 239 responses (+139% compared to 2022).

SUBJECT: Residential & Business Survey Update

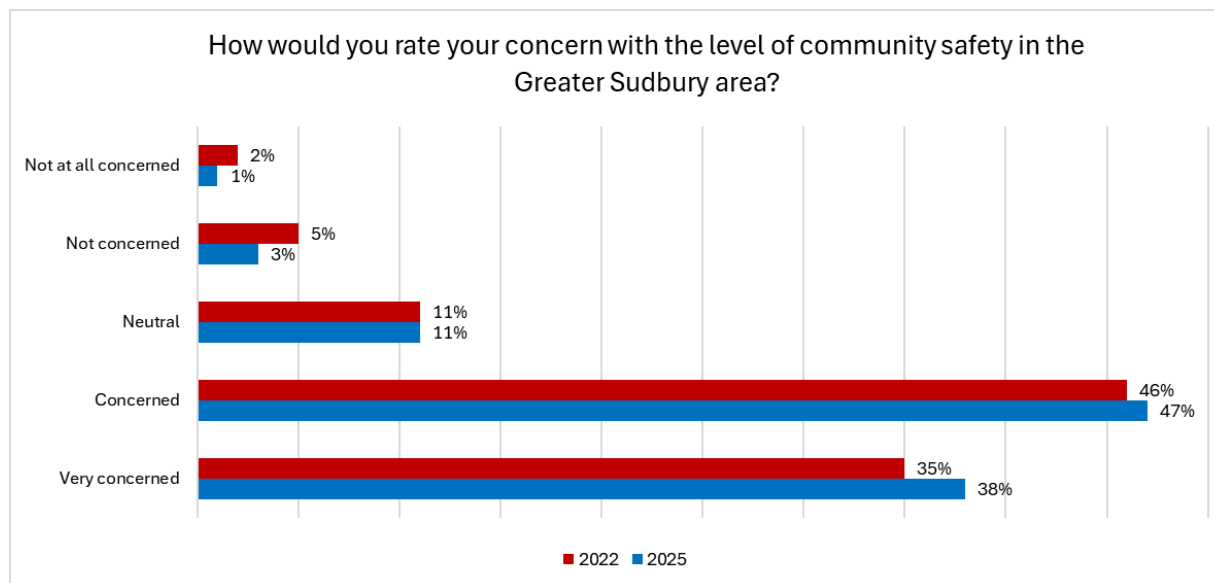
CURRENT SITUATION:

When asked *'In your opinion, what are important issues that impact community safety and well-being in the Greater Sudbury area? Please check all that apply'*, Addictions/substance use was the highest (83%). We cannot necessarily compare to the previous survey due to the previous one only allowing participants to select one option.

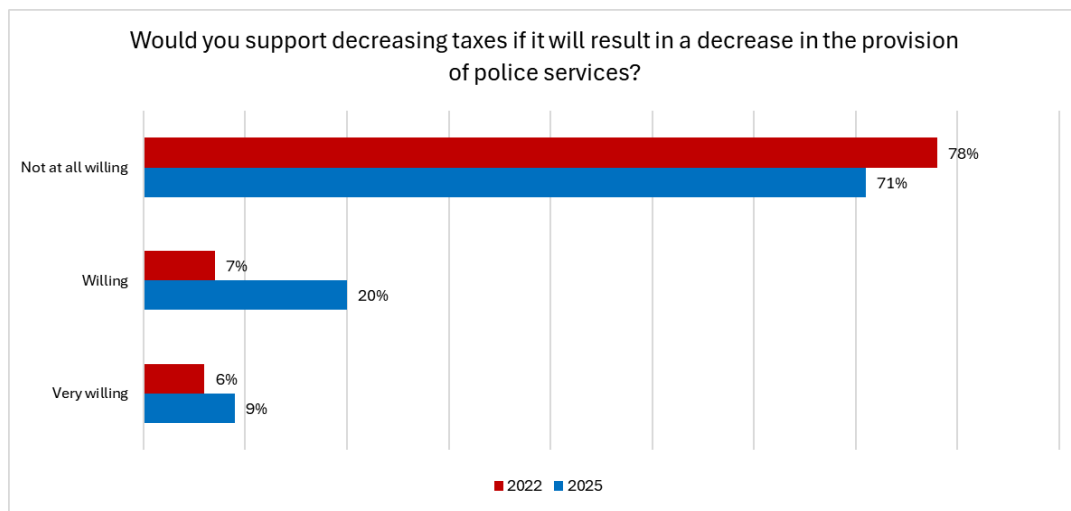
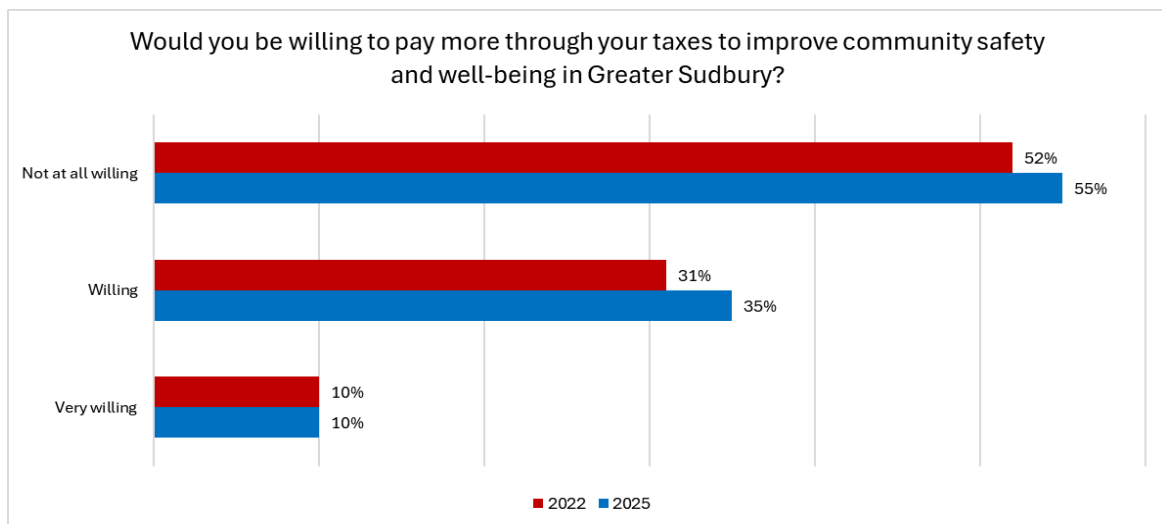
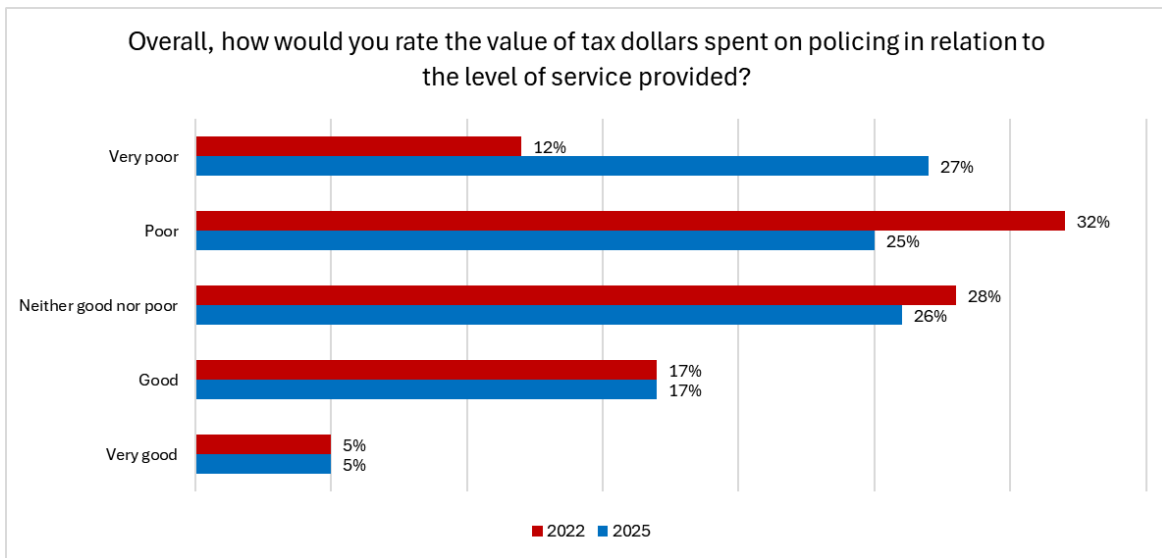
%		Answer (Multiple select)
83%	(1049)	Addictions/substance use
76%	(966)	Drug trafficking
49%	(624)	Illegal firearms/guns
41%	(515)	Intimate partner violence
73%	(929)	Homelessness
53%	(669)	Human trafficking
48%	(610)	Impaired driving
54%	(678)	Mental health
64%	(805)	Property crimes (includes crimes such as break and enters, theft from vehicles, shoplifting, mischief, property damage)
53%	(673)	Social disorder (includes loitering, panhandling)
42%	(533)	Traffic issues (includes speeding, distracted driving)
58%	(736)	Violent crime (includes assault, harassment, homicide, sexual assault, threats, robbery)
7%	(90)	Other

Residential:

There are differences in findings between the two time periods for the residential survey; however, it is important to note that the sample size in 2025 was larger compared to 2022, which can impact the percentages.



SUBJECT: Residential & Business Survey Update



SUBJECT: Residential & Business Survey Update

Overall, how would you rate the value of tax dollars spent on policing in relation to the level of service provided?

In what area of the City do you reside?	Overall, how would you rate the value of tax dollars spent on policing in relation to the level of service provided?					Total
	Very poor	Poor	Neither good nor poor	Good	Very good	
Azilda		19.2% (5)	30.8% (8)	30.8% (8)	11.5% (3)	7.7% (2)
Capreol		33.3% (9)	25.9% (7)	37.0% (10)	3.7% (1)	N/A
Chelmsford		14.3% (3)	14.3% (3)	19.0% (4)	28.6% (6)	23.8% (5)
Coniston		37.5% (6)	25.0% (4)	25.0% (4)	12.5% (2)	N/A
Copper Cliff		7.1% (1)	42.9% (6)	14.3% (2)	28.6% (4)	7.1% (1)
Dowling		N/A	50.0% (3)	50.0% (3)	N/A	N/A
Fairbanks		N/A	N/A	N/A	N/A	N/A
Falconbridge		N/A	N/A	N/A	N/A	N/A
Garson		24.1% (13)	33.3% (18)	20.4% (11)	14.8% (8)	7.4% (4)
Hanmer		24.5% (24)	24.5% (24)	31.6% (31)	16.3% (16)	3.1% (3)
Levack		42.9% (3)	14.3% (1)	28.6% (2)	14.3% (1)	N/A
Lively		30.4% (14)	15.2% (7)	26.1% (12)	21.7% (10)	6.5% (3)
McRae Heights		N/A	40.0% (2)	40.0% (2)	N/A	20.0% (1)
Naughton		42.9% (3)	42.9% (3)	14.3% (1)	N/A	N/A
Onaping Falls		50.0% (5)	10.0% (1)	20.0% (2)	10.0% (1)	10.0% (1)
Skead		25.0% (2)	25.0% (2)	12.5% (1)	25.0% (2)	12.5% (1)
Sudbury (e.g., south end, New...)		25.3% (155)	24.0% (147)	25.6% (157)	20.4% (125)	4.7% (29)
Val Caron		42.3% (22)	19.2% (10)	15.4% (8)	15.4% (8)	7.7% (4)
Wahnapitae		26.7% (4)	20.0% (3)	40.0% (6)	6.7% (1)	6.7% (1)
Whitefish		50.0% (4)	12.5% (1)	37.5% (3)	N/A	N/A
Worthington		N/A	N/A	N/A	N/A	N/A
Prefer not to shar		46.2% (18)	20.5% (8)	25.6% (10)	2.6% (1)	5.1% (2)
Total		27.0% (291)	24.0% (259)	26.1% (281)	17.5% (189)	5.3% (57)

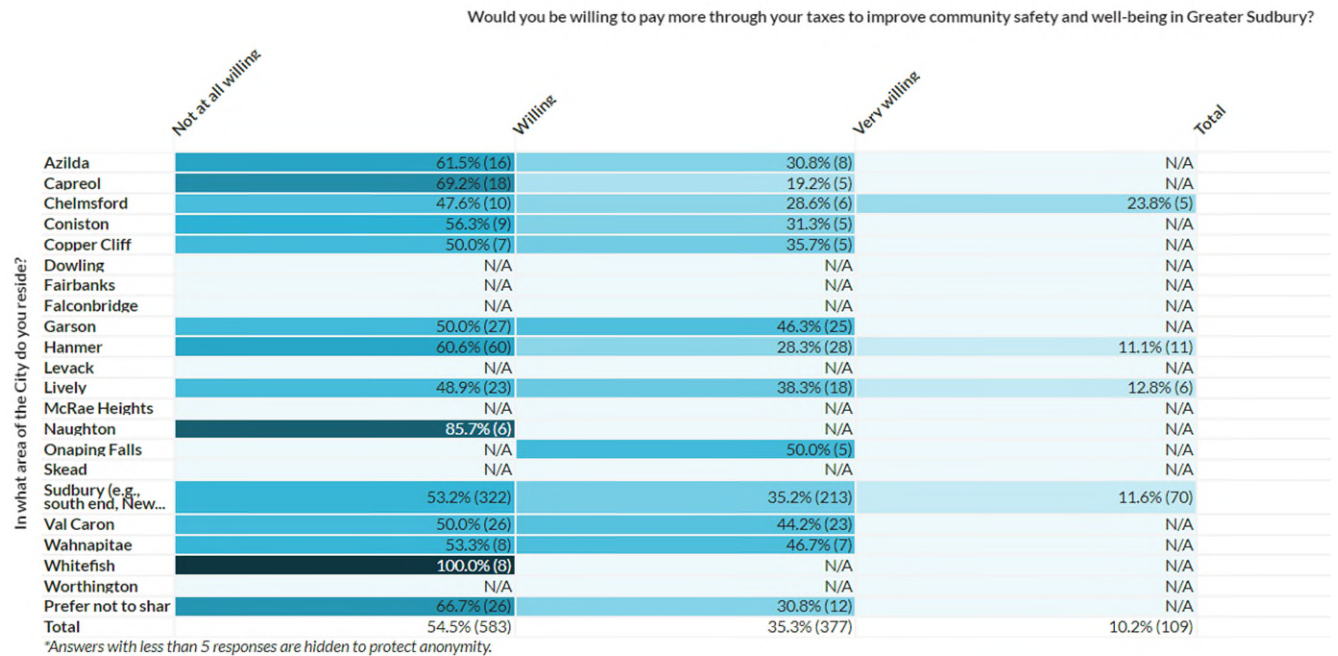
*Answers with less than 5 responses are hidden to protect anonymity.

Would you support decreasing taxes if it will result in a decrease in the provision of police services?

In what area of the City do you reside?	Would you support decreasing taxes if it will result in a decrease in the provision of police services?			Total
	Not at all willing	Willing	Very willing	
Azilda		80.8% (21)	19.2% (5)	N/A
Capreol		65.4% (17)	26.9% (7)	N/A
Chelmsford		81.0% (17)	N/A	N/A
Coniston		75.0% (12)	N/A	N/A
Copper Cliff		78.6% (11)	N/A	N/A
Dowling		N/A	N/A	N/A
Fairbanks		N/A	N/A	N/A
Falconbridge		N/A	N/A	N/A
Garson		78.0% (39)	N/A	14.0% (7)
Hanmer		74.0% (71)	19.8% (19)	6.3% (6)
Levack		85.7% (6)	N/A	N/A
Lively		73.9% (34)	15.2% (7)	10.9% (5)
McRae Heights		N/A	N/A	N/A
Naughton		N/A	N/A	N/A
Onaping Falls		90.0% (9)	N/A	N/A
Skead		75.0% (6)	N/A	N/A
Sudbury (e.g., south end, New...)		70.3% (419)	21.3% (127)	8.4% (50)
Val Caron		68.0% (34)	16.0% (8)	16.0% (8)
Wahnapitae		60.0% (9)	N/A	N/A
Whitefish		N/A	N/A	N/A
Worthington		N/A	N/A	N/A
Prefer not to shar		59.0% (23)	23.1% (9)	17.9% (7)
Total		71.4% (749)	19.5% (205)	9.1% (95)

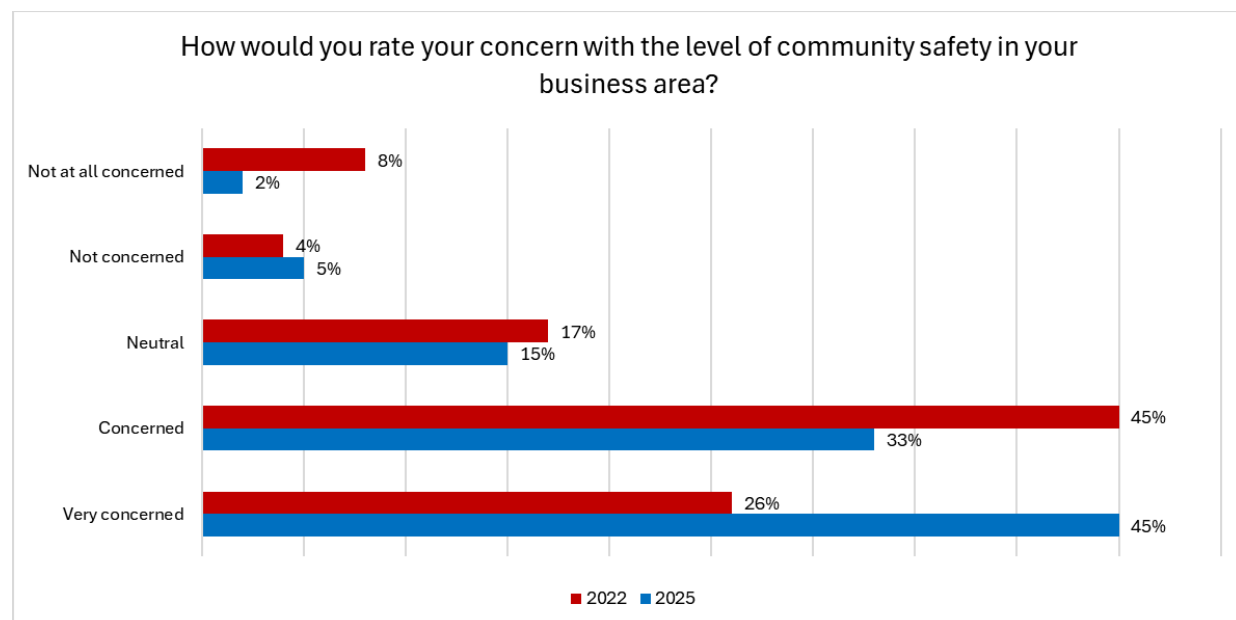
*Answers with less than 5 responses are hidden to protect anonymity.

SUBJECT: Residential & Business Survey Update



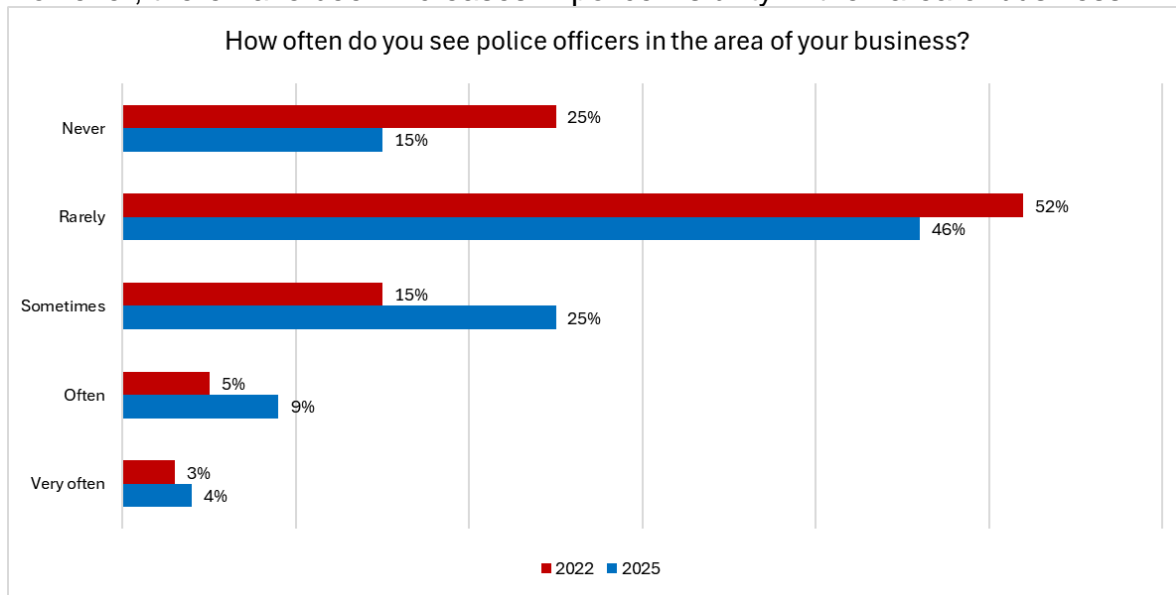
Business:

Business owners report feeling very concerned about the level of community safety in their business area (45% in 2025 vs 26% in 2022).



SUBJECT: Residential & Business Survey Update

However, there have been increases in police visibility in their area of business.





GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: December 12, 2025

Prepared by:

Nathan Dokis, Manager of Communications and Information Technology
Marc Brunette, Superintendent

Recommended by: Sara Cunningham – Chief of Police

SUBJECT: Officer Safety Package 10: Axon Contract Amendment

ACTION: For Approval

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board approve the amendment to the existing Axon contract to transition from the Taser 7 platform to the Taser 10 Conducted Energy Weapon system, including the adoption of the Officer Safety Plan 10 package and Virtual Reality training modules, effective January 1, 2026, at a program cost of \$3,822,186.27 (HST excluded).

BACKGROUND:

Throughout 2020 and 2021, the Greater Sudbury Police Service (GSPS) and the Police Service Board underwent a series of deliberations and decisions regarding the implementation of Body-Worn Cameras (BWCs), a Digital Evidence Management System (DEMS), and upgrades to Conducted Energy Weapons (CEWs).

During the 2021 budget deliberations in January 2021, the Board received the Capital Budget Plan for 2021-2025, which included a request to consider the implementation of BWCs, DEMS, and CEW upgrades as a capital expense.

In August 2021, the Board entered into a five-year lease agreement with Axon Public Safety Canada Inc. for the CEW Taser 7 Fleet, with a total cost of \$1,348,226.

SUBJECT: Officer Safety Package 10: Axon Contract Amendment

In October 2021, the Board rescinded a previous resolution and reviewed the new recommendation to enter into a lease agreement with Axon Public Safety Canada Inc. spanning over six years, which included the CEW Taser 7 Fleet (and the addition of BWCs).

CURRENT SITUATION:

Since the preparation of the September and October 2024 Body-Worn Camera (BWC) implementation updates, the Greater Sudbury Police Service has advanced contract discussions with Axon Public Safety Canada Inc. to modernize the Service's Conducted Energy Weapon (CEW) program. As part of this modernization, GSPS is looking to amend the existing Axon contract to transition from the Taser 7 platform to the Taser 10 system and to incorporate Axon's Virtual Reality (VR) Training Suite into annual recertification and scenario-based training.

The Taser 10 system provides extended range, improved probe deployment accuracy, and enhanced de-escalation capability. Aligning this transition with the ongoing Body-Worn Camera (BWC) phased rollout supports operational consistency, unified training, integrated digital evidence workflows, and long-term fiscal responsibility.

The amended contract includes the Officer Safety Plan 10 bundle, consolidating CEWs, BWCs, DEMS licensing, LiveStream functionality, cloud storage, and VR training into one integrated package.

Key updates from the amended contract include:

- Taser 10 deployment and certification program, including training cartridges, inert cartridges, Live Duty magazines, holsters, batteries, and replacement access programs.
- Officer Safety Plan 10, bundling CEWs, BWCs, DEMS licensing, LiveStream capability, and unlimited cloud storage.
- Virtual Reality training modules, supporting recurring annual scenario-based training focused on de-escalation, crisis response, and mental-health interactions.
- Updated delivery schedules for Taser 10 hardware, Axon Body 4 cameras, multi-bay docks, and associated software licensing.

SUBJECT: Officer Safety Package 10: Axon Contract Amendment

- Contract alignment beginning January 1, 2026, with a cost of \$3,822,186.27, excluding HST.

Payment Summary for Amended Axon Contract:

The amended program costs associated with the transition to Taser 10, Officer Safety Plan 10, and VR training modules are outlined below. These figures reflect the subtotals in Axon Quote.

Year	Total
2025	-\$43,598.38
2026	\$713,728.66
2027	\$742,277.81
2028	\$771,968.92
2029	\$802,847.68
2030	\$834,961.58
Total	\$3,822,186.27

These costs represent the complete financial commitment for the amended 63-month program commencing January 1, 2026.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: December 9, 2025

Prepared and Recommended by: Sara Cunningham, Chief of Police

SUBJECT: Donations Reserve Fund Requests

ACTION: For Approval

RECOMMENDATION:

That the Board authorize the Donations Reserve Fund Requests as outlined in the report and approve payment in the requested amounts.

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 Fund Requests

CURRENT SITUATION/REQUESTS:

Requests for funding consideration have been received.

The balance in the Chief's Youth Initiative Fund on November 30, 2025, was **\$49,368.70.**

\$1,000 in support of the Memoirs Across Generations initiative

Memoirs Across Generations is an innovative 18-week intergenerational program designed to connect Lasalle Secondary School students with seniors living at Finlandia Village. Through storytelling and guided memoir activities, seniors share life experiences while students build empathy, respect, and communication skills.

The program provides students with a structured, supervised evening program that reduces idle time, disengagement, and the risk of negative behaviours. It will take place at Finlandia Village with the students coming to meet with residents in the nursing home and independent apartments. With intentional facilitation, journaling, and project based learning, students stay occupied, motivated and safe while making meaningful contributions to their community.

This program has been running at Finlandia Village, in partnership with Lasalle, since 2007. It has been very successful helping students understand seniors and give them a place to focus their attention.

Across Canada, many youth face challenges with engagement outside of school hours. Research consistently shows that unsupervised and unstructured time increases the risk of youth - becoming involved in risky or disruptive behaviour, struggling academically due to lack of structured activities, and experiencing strained relationships with authority figures, including police.

At the same time, seniors often experience loneliness, social isolation, and a lack of purpose. Many want opportunities to share their stories and wisdom but lack platforms to connect with young people. This program addresses both needs simultaneously: students gain a safe, supervised, and constructive outlet, while seniors gain companionship and recognition of their value to the community.

\$1,000 in support of the 2023 CSPGNO Tournoi des étoiles hockey tournament

Each year since 2012, the conseil scolaire publique du Grand Nord de l'Ontario (CSPGNO) organizes a provincial elementary hockey tournament for students in grades 7 and 8. The tournament enables children who do not have the opportunity to play organized sports to participate, promotes physical activity, and encourages camaraderie. There are many divisions to accommodate every team and player. High school students' volunteer time towards earning community hours, provides a sense of

SUBJECT: Donations Reserve Fund Requests

purpose, develops responsibility, and teaches essential life skills. Ice time alone at the various arenas cost \$15,000.

This year's tournament will be held March 24 and 25, 2026, at Countryside, Carmichael, McLelland, and Garson arenas.

\$500 in support of the GSPS Ladies Hockey Team "Sudbury Cruisers"

The Greater Sudbury Police Women's Hockey Team was established to promote policing as a profession and breakdown barriers with female high school students. Each year GSPS Women's Team partners with local high schools and youth. Through hockey games participation and further after-game relationship building with the youth this initiative has had a positive impact on female youth within the City.

\$3,000 in support of the 2025 Shop with a Cop Program

In 2008, the Greater Sudbury Police Service launched the Shop with a Cop Program. Participating children are identified by schools, churches and social service agencies. Each child is partnered with a member of the Police Service and provided with \$100 for the purchase of gifts for their family for the Festive Season. The event includes breakfast and a gift for each child. The program provides an opportunity for the youth to become better acquainted with law enforcement personnel building positive relationships with underprivileged children, their families, and the community. Sergeant Bob Weston is very happy to report that the Program continues to be an overwhelming success and is now in its 18th year. This year's event is scheduled for Thursday December 18, 2025.

\$500 in support of the YWCA Geneva House Season of Giving Basket-Making Event

The Greater Sudbury Police Service is proud to host a Season of Giving: Basket-Making event in support of YWCA Geneva House, an emergency shelter that provides safety and hope for women and children escaping abuse/violence. As we head into the holiday season, our goal is to create baskets filled with essentials and comfort items for those staying at the shelter during this critical time.

Supporting Geneva House aligns with our commitment to protecting vulnerable members of our community and addressing the root causes of violence. Intimate partner violence and child abuse are serious issues that impact families and community well-being. By partnering with organizations like the YWCA, we strengthen trust, foster collaboration, and work together to create safer spaces for women and children. These relationships are essential in reducing harm, empowering survivors, and ensuring that every individual has the opportunity to live free from fear.

SUBJECT: Donations Reserve Fund Requests

This initiative is more than a seasonal gesture—it reflects our ongoing dedication to community partnerships that make a real difference. Together, we can provide comfort, hope, and safety during the holidays and beyond.

\$2,000 in support of the Sudbury Playground Hockey League (SPHL) Police Cup

This year marks the 72nd anniversary of the Sudbury Playground Hockey League (SPHL). In partnership with the Greater Sudbury Police Service, the SPHL is proud to announce the return of the Police Cup in Sudbury for the 14th time after a 2-year break due to the pandemic. The Police Cup is the highlight of the season for the nearly 400 Sudbury Playground Hockey League (SPHL) players, ranging from 4 to 16 years of age. The SPHL believes that hockey should be available to anyone who is interested in playing and that they will always be interested in the player and not in the player's ability. The SPHL continues to keep registration fees to a minimum while continuing to provide youth in our community with the opportunity to participate in the greatest game on earth.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: September 10, 2025

Prepared by: Matthew Gatien, Board Administrator

Recommended by: Sara Cunningham, Chief of Police

SUBJECT: Board Trust Reserve Fund Requests

ACTION: For Approval

RECOMMENDATION:

That the Board authorize the Board Reserve Trust Fund Requests as outlined in the report and approve payment in the requested amounts.

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/REQUESTS:

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.

The balance in the Board Trust Reserve Fund on November 30, 2025, was **\$10,064.00**.

SUBJECT: Board Trust Reserve Fund Requests

\$2,000 in support of the GSPS Women's Hockey Team

For the 2022-2023 seasons the Greater Sudbury Police Service Women's hockey team did receive \$2500 from the board that was greatly appreciated.

The Greater Sudbury Police Service Women's hockey team is looking forward to representing the Greater Sudbury Police Service with pride at the 2026 International Police Hockey Tournament in Mississauga. This would be the sixth time that Sudbury's Police Women's Hockey Team would be competing in the tournament. In Ottawa in 2020, our women lost in the finals competing at a high level and putting Sudbury Police on the map for women's hockey. In 2023, in Waterloo, the team won the women's recreational division. In 2024, the team was bumped up to the competitive division where we exceeded expectations and made the top 4, and in 2025, the team won the women's recreational division for a second time.

\$2,000 in support of the GSPS Men's Hockey Team

Members of the Greater Sudbury Police Service Men's Hockey team have represented Sudbury at this international tournament with pride and dignity for several years. The team was able to win the "Elite" division, the highest division in Canada, by beating other services such as Toronto, York and Halton with assistance from the board in 2024.

Over 100 teams from police services across Canada and United States attend this International Police Hockey tournament. Every year the tournament hosts, this year being the Peel Regional Police Service, donates the proceeds to various local charities. Between the years of 2009-2026, the tournament has raised approx. \$486,500 for local charities.

The Greater Sudbury Police Men's Competitive Hockey team is requesting the assistance of the Greater Sudbury Police Services Board in order to reduce the cost per player. This is a chance for Sudbury to be represented on an international scale (as this is an International Police Hockey Tournament). In 2024 the team, city, and service were recognized for winning the top division in a segment of "Hockey Night In Canada." The tournament is a charitable tournament, and the team members are looking forward to representing not only the Police Services Board, and Service, but the City of Greater Sudbury with pride and dignity while in Mississauga.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: December 8, 2025

Prepared by: Matthew Gatien, Board Administrator

Recommended by: Gerry Lougheed, Jr., Chair

SUBJECT: Ontario Association of Police Service Boards (OAPSB) Zone 1A Letters of Support

ACTION: For Discussion and Approval

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board support the Prescription Diversion Project and endorse the letter of support

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board support the Provincial Bail Notification Program and endorse the letter of support.

BACKGROUND:

The fall OAPSB Zone 1A meeting took place November 20-21, 2025, in North Bay. Unfortunately, no members from GSPSB were able to attend. Matters of note for Boards are discussed, along with Zone specific issues, and joint sessions with the Ontario Association of Chiefs of Police (OACP) Zone 1A attendees.

CURRENT SITUATION:

Following the meeting Zone Chair Bill Hagborg forwarded three items that were discussed during a joint session with the OACP: Prescription Diversion Project, Provincial Bail Notification Program, and the letters opposing the closure of Cecil Facer from GSPSB and the North Bay Police Service Board.

**SUBJECT: Ontario Association of Police Service Boards (OAPSB) Zone 1A
Letters of Support**

The Zone Chair asked that all Boards in the Zone consider passing motions supporting the issues.

The associated draft Letters of Support and information packages for both initiatives are attached for the Board's review. Recommended motions for the first two initiatives are noted above. The Board will not review the third item sent from the Zone as they were the initiators of the move to keep Cecil Facer open.

The North Bay Police Service Board's letter regarding the closure of Cecil Facer is also attached for information.



GREATER SUDBURY POLICE SERVICE BOARD **DRAFT**

190 rue Brady Street
Sudbury, Ontario
P3E 1C7

Tel/tél: Administration
705.675.9171

Fax: Administration
705.674.7090

December 17, 2025

The Honourable Vijay Thanigasalam
Associate Minister of Mental Health and Addictions
Ministry of Health, Frost Building South
7 Queen's Park Crescent
Toronto, ON M7A 1Y7

Jamie West
MPP Sudbury
Room 347
Main Legislative Building, Queen's Park
Toronto, ON
M7A 1A5

Frances Gélinas
MPP Nickel Belt
Room 316
Main Legislative Building, Queen's Park
Toronto, ON
M7A 1A5

On behalf of the Greater Sudbury Police Service Board, I am pleased to offer this letter in strong support of the **Prescription Diversion Project: Partnership and Collaboration "the birth of change."** Please find a copy of the project outline attached.

Across Ontario and beyond, powerful prescription drugs are being diverted almost immediately after purchase. The medications being diverted pose a risk to individuals who are not regular consumers, often very young clients. There are various reasons why clients divert their prescriptions, such as for basic needs like food and shelter, generating income to cover expenses, or exchanging prescriptions for other drugs like fentanyl. However, the primary motivation appears to be strictly profit, as clients sell their prescriptions to others to make money. Additionally, some believe these prescriptions are safer options compared to the unregulated drug supply.

Our members, our service, our safety & well-being ~ Our Shared Commitment
www.gsps.ca





GREATER SUDBURY POLICE SERVICE BOARD

190 rue Brady Street
Sudbury, Ontario
P3E 1C7

Tel/tél: Administration
705.675.9171

Fax: Administration
705.674.7090

We have been informed that the Public Prosecution Service of Canada (PPSC) is aware of this issue and is committed to supporting police services in investigating and prosecuting such cases.

A copy of our **December 17, 2025**, Board resolution in support of this project is being shared with the Ontario Association of Police Service Boards (OAPSB).

Thank you for your consideration. The Greater Sudbury Police Service Board is committed to working collaboratively and constructively with the OAPSB and with provincial ministries to support this important and urgently needed project.

Sincerely,

Gerry Lougheed, Jr.
Chair

Our members, our service, our safety & well-being ~ Our Shared Commitment
www.gsps.ca





COMMUNITY DRUG STRATEGY NORTH BAY & AREA

November 21, 2025

To: Ontario Association of Police Service Boards
Zone 1A

From: Detective Brad Reaume
North Bay Police Service
135 Princess St. West, North Bay, ON. P1B 6C2
705-497-5555 ext. 7441 (work)
breaume@northbaypolice.on.ca

Patricia Cliche Reg. N.
Community Drug Strategy- North Bay & Area
1270 Hwy 17 East, North Bay, ON. P1A 0A4
705-840-7272 (mobile)
Pat17@sympatico.ca

Topic: Prescription Diversion Project: Partnership and Collaboration “the birth of change.”

Across Ontario and beyond, powerful prescription drugs are being diverted almost immediately after purchase. The medications being diverted pose a risk to individuals who are not regular consumers, often very young clients. There are various reasons why clients divert their prescriptions, such as for basic needs like food and shelter, generating income to cover expenses, or exchanging prescriptions for other drugs like fentanyl. However, the primary motivation appears to be strictly profit, as clients sell their prescriptions to others to make money. Additionally, some believe these prescriptions are safer options compared to the unregulated drug supply.

We have been informed that the Public Prosecution Service of Canada (PPSC) is aware of this issue and is committed to supporting police services in investigating and prosecuting such cases.

Please support the Partnership and Collaboration - “the birth of change” - to ensure the approval of the current regulations. Thank you for your time and dedication to public safety.

Detective Brad Reaume
Patricia Cliche Reg. N.



District of Nipissing

Partnership and Collaboration “the birth of change”



Det. B. Reaume
Co-Chair

COMMUNITY
DRUG STRATEGY
NORTH BAY & AREA

Ms. P. Cliche, R.N.
Co-Chair

Prescription Diversion Project
November 2025

Partnership and Collaboration
“the birth of change”

Table of Contents

Heading	Page(s)
Location of Project	Page 3
Definition of Prescription Diversion	Page 3
Background	Pages 3-5
Goal of Prescription Diversion	Page 5
Objective of Prescription Diversion	Page 5
Deliverables	
• Addiction Physicians	Page 5
• Pharmacy Outlets	Pages 5-6
• Regulatory recommendations	Pages 6-7
○ Formulary adjustments	Page 6
○ Dispensing Regulations	Page 6
○ Enhanced Pain Management Options	Page 7
○ Alternatives to Opioid Detoxification	Page 7
Other Recommendations and Prevention Strategies	Page 7
Actions to Address the Proposal	Page 7
Appendices	Page 8
Appendix A: Slide Deck – Diversion North Bay <i>ppt.</i>	
Appendix B: Media Release	
Appendix C: Prescription Diversion Membership	
Appendix D: Motion for approval	

Partnership and Collaboration *“the birth of change”*

Location of Project:

The Prescription Diversion project is underway in the Nipissing District, located in Northeastern Ontario, established in 1858. The district seat is North Bay. North Bay is a diverse community with a population of 52,662 and a regional trading area of 112,000, covering the districts of Nipissing, Parry Sound, Timmins, Temiskaming Shores, and Cobalt.

The North Bay Census Agglomeration includes the Municipalities of East Ferris, Callander, and the Townships of Bonfield and Chisholm. Unorganized townships include Nipissing North and the Municipality of Powassan. As of the 2021 Census, the total population of North Bay, CA is 71,736.

English is the primary language, with a smaller French-speaking community. Indigenous people comprise 10.7% of the population, with the majority identifying as First Nations.

Three general hospitals operate in the Nipissing District: North Bay Regional Health Centre, West Nipissing General Hospital, and Mattawa General Hospital.

The region receives policing services from the North Bay Police Service, Ontario Provincial Police, both municipal and regional offices, and the Anishinabek. Police Service.

Definition of Prescription Diversion:

Diversion occurs when a prescription holder receives medication from a pharmacist/dispenser and is then traded or sold. This may come in many forms, as low-impactful as a benefit holder assisting a family member with costs or non-narcotic medication.

Diversion is the illegal distribution or abuse of prescription drugs, or their use is not intended by the prescriber. The vast majority of diversion includes the sale or trade of prescribed narcotics for currency or a more desired narcotic like fentanyl and analogs of fentanyl.

Background:

In February 2025, the Street Crime Unit of the North Bay Police Service recognized that Prescription Diversion within the community was continuing to increase. Detective Brad Reaume reported that he had been informed by a dealer that he had arrested “that everyone diverts their medication”. This person continued to relay statements such as they are like “candy on the streets, kids are buying them,” and “you're doing the same thing you did with oxy's all over again.”

During the execution of several search warrants, 8mg Dilaudid pills and prescription bottles were found routinely, and during one search warrant, over 1000 pills were discovered.

Hydromorphone is being sold and traded for a preferred narcotic- Fentanyl (Analog). The pills are then sold for a profit to low-tolerance individuals and introduction to substance abusers. A concerning factor is that young people are seeking out dealers to purchase these pills.

Methadone, a Schedule II narcotic used to treat Opioid use disorder, is also sold and traded for the preferred drug of choice. **(See Appendix A: Slide deck *Diversion North Bay.ppt*)**

In February 2025, a series of meetings took place with various stakeholders and partners to begin addressing the issue strategically. Detective Brad Reaume and Patricia Cliche from the

Partnership and Collaboration *“the birth of change”*

Community Drug Strategy – North Bay & Area assumed the roles of Chairs for the Prescription Diversion Project.

A series of meetings from February through to March 10, 2025, were hosted with addiction physicians presenting the issue and soliciting input and recommendations from the prescribers. Also in February, an awareness letter, “Withdraw Management & Opiate Prescribing Issue,” was sent to all addiction physicians as well as to the Department of General & Family Practice at the North Bay Regional Hospital.

On May 2, 2025, Detective Brad Reaume and Pat Cliche met with our local MPP, Vic Fedeli, to communicate the issue of diversion and address some regulatory changes. MPP Fedeli advised us to speak directly to the staff at the Ministry of Mental Health and Addictions, and that at the first opportunity, he would pass on information to the Associate Minister Honourable Vijay Thanigasalam.

On May 27, 2025, a Media Release was posted to communicate and raise awareness around the issue of diversion and the types of medications that are a risk to individuals who are not regulated consumers. **(See Appendix B: Media Release)**

During July 2025, we had the opportunity to discuss the issue of Prescription Diversion via a virtual platform with three staff members from the Ministry of Mental Health and Addictions. The meeting was an opportunity to discuss future steps and plans regarding the North Bay project, ensuring to share and keep the Ministry up to date on plans and progress.

In our past experiences with our development of Bill 33 – Safeguarding our Communities Act, it was realized that the pharmacists were Gatekeepers to assist in the success of projects. We scheduled two meetings with all our local pharmacy outlets to seek their recommendations to address this concern.

First meeting was held on April 10 with some suggested recommendations, and on August 28, 2025, a large symposium with pharmacists, enforcement, addiction physician from Sudbury, partners from the local Mental Health & Addiction Committee and a Lived experience person who stated she had lost two partners to overdose but that she had “trafficked her prescriptions over 10,000 times.” The participants revealed crucial facts relating to actual diversion, indicating that prescription holders quickly (within 24 hours) divert their prescriptions for sale or trade. This key fact is supported by police investigations, where diverted medications were discovered and supports the regulatory changes recommended.

This issue of diversion is also not isolated to one community; it is widespread across the province. In Timmins, Police seized \$1.26 million in drugs and arrested 22 people, the result of a major drug operation in Timmins and Attawapiskat First Nation. Project Albion was conducted in conjunction with the Timmins Police Service, the Ontario Provincial Police, and it began in September 2024. They also seized \$100,000 in cash. Among the drugs seized were: fentanyl, crystal methamphetamine, methamphetamine pills, cocaine, oxycodone (Percocet and

Partnership and Collaboration *“the birth of change”*

OxyContin pills), hydromorphone pills, morphine pills, psilocybin, lorazepam, Ritalin, MDMA, two motor vehicles, a rifle, a conducted energy weapon, and various paraphernalia consistent with drug trafficking.

Finally, in London, Ontario, CBC news reported on July 8, 2024, that about half of the opioids seized by London, Ont., police last year were prescribed Dilaudids.

Dilaudids made up roughly 15,000 of the hydromorphone pills seized in 2023.

Goal for Prescription Diversion:

To work with various community pharmacists, prescribers and committee members to explore potential best practices/strategies and regulatory options that may mitigate the impact of prescription diversion.

Objective for Prescription Diversion:

To convene working forums with identified pharmacists, prescribers and committee members under one umbrella to focus on the issues surrounding prescription diversion and then to develop multiple strategies aimed at reducing or eliminating the issue.

Deliverables: (Strategies-Recommendations)

(A) Recommendations: Addiction Physicians on March 10, 2025

1. Utilization of screening tool by all prescribing physicians in our area to ensure consistent screening of all clients.
2. Prescribing physicians will schedule and document a call-back screening program as a pilot.
3. The NBPS will notify the individual physician via a private text with a photo of all and any identified prescription bottles discovered during a search. It is the responsibility of the physician to then notify and speak to the client. (A legal discussion currently ongoing to determine if this contravenes privacy regulation)
4. Future meetings will be arranged with the community pharmacy outlets.
5. Suggestions that we re-initiate the return of Methadone bottles to the pharmacy or clinics used.

(B) Recommendations: Pharmacy Outlets on April 30, 2025

1. Return of Methadone Bottles to the pharmacy or clinic, but must be consistent across all pharmacy outlets. Develop a Best Practice regulation so that all outlets are compliant.
2. **Call-back** process for a pre-determined time period. Zero tolerance policy for clients if not compliant; they will be obligated to speak to their physician and be subject to a quantitative urine sampling investigation. The pharmacy will do if funding is available for consultation fees, which will sufficiently interfere with hydromorphone diversion.
3. Investigate the feasibility of a written, signed contract between the patient and physician. Violation of regulations will result in the immediate termination of the prescription.
4. Remove Dilaudid 8 mg (Hydromorphone) from provincial pharmacy coverage, **OR** develop a standard and accepted callback regulation requiring prescribers to call back

Partnership and Collaboration
“the birth of change”

patients on a random basis to demonstrate the medication has not been diverted. This will be done on a no less than 4 times per year, and there shall be no announcement of this regulation.

5. Physicians, when prescribing, observe the client taking Kadian. This will **eliminate** Kadian in our communities.

(C) Recommendations: August 28, 2025

Regulatory Recommendations for Prescription Diversion

Opioid diversion poses a significant risk to both public health and community safety. Our committee believes that these recommendations strike a balance between ensuring appropriate access to necessary pain medications and safeguarding our communities from the risks associated with diversion. A multifaceted approach will also provide patients with safer, evidence-based alternatives for managing pain and addictions.

All pharmacy outlets in Ontario must remain consistent and compliant with all approved regulations regarding prescription diversion.

1. Formulary Adjustments

- **Delist from the Ontario Drug Benefit (ODB) Formulary**
 - Dilaudid (hydromorphone) 8mg tablets: DIN 00786543 and all its generic interchangeables
 - Hydromorph Contin 24mg (DIN 02125382) and 30mg (DIN 02125390), and 4.5 mg (DIN 02359502) capsules with all their generic interchangeables
- **Restrict access to higher-strength formulations from General Benefits to Limited Use (LU) or Exceptional Access Program (EAP)**
 - Dilaudid 4 mg tabs (DIN 00125121) and all its generic interchangeables
 - Hydromorph Contin 18mg caps (DIN 02243562) and all its generic interchangeables

2. Dispensing Regulations

- If Kadian is to be provided, the administration **must be observed**. There is to be no take-home prescription. Exceptions under certain circumstances, such as when the provider is closed for the weekend.
- Implement legislation limiting opioid dispensing to a **maximum 14-day supply**
- Establish a **random “call-back” program**, allowing pharmacists/physicians to request that patients return their dispensed opioid medications in their original containers for verification and count
- A **nominal \$5:00 fee** would be reimbursed under ODB for each callback, limited to four (4) callbacks per client per year
- Require that all **methadone carry bottles be returned** with their original label intact for patients to receive their next carry supply.

Partnership and Collaboration

“the birth of change”

3. Enhanced Pain Management Options

- Expand provincial coverage to support a multifaceted approach to acute pain management to include:
- Addition of non-opioid options to the ODB formulary, muscle relaxants, tramadol, and tramacet, anti-inflammatories such as ketorolac
- Short-term coverage for physiotherapy, chiropractic care, massage therapy, and psychotherapy

4. Alternatives to Opioid Detoxification

- Explore and implement non-opioid-based approaches to detoxification, reducing reliance on opioids in the recovery pathway.

(D) Other recommendations and suggested prevention strategies

- Legislative changes are needed, such as delisting higher strengths of opioids and limiting prescription quantities to reduce diversion and encourage reflection on dosage choices.
- Improve regulations and reporting mechanisms to address prescription diversion and trafficking.
- Review concerns around the lack of coverage for alternative pain management treatments, suggesting this contributes to addiction issues and the need to consider broader healthcare system reforms.
- Potential strategies to detect and prevent prescription diversion, including the use of technology for remote medication monitoring.
- Reporting of physicians if it is known that they are aware their client is diverting their medication and ignore the issue. Should they be reported to their college for them to review their practice?
- A creation of a clear reporting channel for pharmacists and physicians that can be implemented quickly.
- The need to address this issue proactively to avoid legal challenges, similar to a Class Action suit with Oxycodone.

Actions to Address Prescription Diversion

1. Seek approval from the Ministry of Mental Health and Addictions for our submitted Proposal of September 18, 2025. and presently the latest format Partnership and Collaboration – “the birth of change”
2. Increase public education and awareness not only in schools but also among the general public.
3. The need to review and recommend some mandatory guidelines for the use of Methadone, such as the actual consulting during treatment and determining the length of time that a client remains on Methadone.
4. Seek approval and letters of support from various partnerships throughout our Province.

Partnership and Collaboration
"the birth of change"

Appendices:

Appendix A: Slide Deck – Diversion North Bay ppt.

Appendix B: Media Release

Appendix C: Prescription Diversion Membership

Appendix D: Sample Motion to approve Prescription Diversion Submission



Diversion Trends – North Bay April 30 2025



Diversion – is the trade/sale of prescribed medications

Alarming conversations with traffickers who have expressed concerns “They’re flooding the streets like candy” “Kids are asking for them”

“Your doing the same thing you did with oxys”



Phone 705-4
Methadose (Unflavoured)
Methadone Hydrochloride
80 MG Mfr: MAL
DRINK ENTIRE CONTENTS OF BOTTLE
REFRIGERATED (120MG IN ORANGE DRINK)
OBSERVE DAILY IN PHARMACY / LAST
01/2025; Ingest Date: 31-12-2024
All Refills Expired

PHARMASAVE
Methadose (Unflavoured)
Methadone Hydrochloride
120 MG Mfr: MAL
DRINK ENTIRE CONTENTS OF BOTTLE
REFRIGERATED (120MG IN ORANGE DRINK)
OBSERVE MON/WED/SAT IN PHARMACY
DOSE : DECEMBER 22/24; Ingest Date: 22-12-2024
All Refills Expired

PHARMASAVE
Methadose (Unflavoured)
Methadone Hydrochloride
120 MG Mfr: MAL
DRINK ENTIRE CONTENTS OF BOTTLE
REFRIGERATED (120MG IN ORANGE DRINK)
OBSERVE MON/WED/FRI IN PHARMACY
DOSE : DECEMBER 29/24; Ingest Date: 29-12-2024
All Refills Expired

PHARMASAVE
Methadose (Unflavoured)
Methadone Hydrochloride
120 MG Mfr: MAL
DRINK ENTIRE CONTENTS OF BOTTLE
REFRIGERATED (120MG IN ORANGE DRINK)
OBSERVE MON/WED/FRI IN PHARMACY
DOSE : DECEMBER 29/24; Ingest Date: 29-12-2024
All Refills Expired

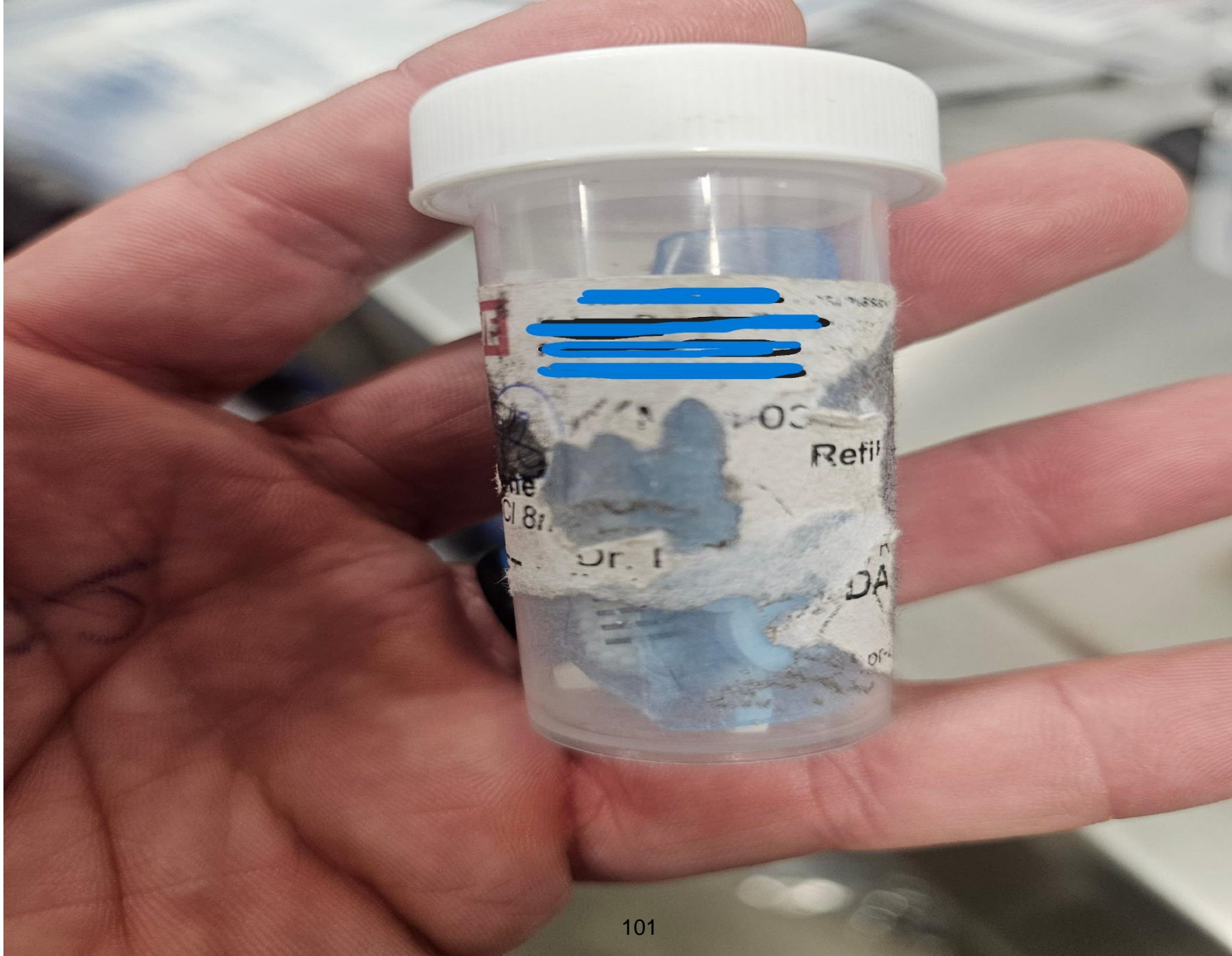
PHARMASAVE
Methadone DF/SF
Dye Free, Sugar Free
10 ML Mfr: MAL
100MG METHADONE IN JUICE
CONTENTS OF BOTTLE MAY CAUSE
SOMEONE OTHER THAN THE PATIENT
TO BE FATAL TO CHILD OR ADULT
Ingest Date: Sun 01-12-2024

PHARMASAVE
Methadose (Unflavoured)
Methadone Hydrochloride
80 MG Mfr: MAL
DRINK ENTIRE CONTENTS OF BOTTLE
REFRIGERATED (80MG IN ORANGE DRINK)
OBSERVE DAILY IN PHARMACY
DOSE : JAN 12/2025; Ingest Date: 12-01-2025

PHARMASAVE
Methadose (Unflavoured)
Methadone Hydrochloride
80 MG Mfr: MAL
DRINK ENTIRE CONTENTS OF BOTTLE
REFRIGERATED (80MG IN ORANGE DRINK)
OBSERVE SATURDAY IN PHARMACY
DOSE : JAN 24/25; Ingest Date: 24-01-2025

PHARMASAVE
Methadose (Unflavoured)
Methadone Hydrochloride
10mg/mL
Mfr: ODN
2024, DRINK THE
MIXED WITH JUICE ONCE
MAY CAUSE SERIOUS
OTHER THAN THE PATIENT
DOSE : 16-12-2024

PHARMASAVE
12 ML Odan-Methadose (Unflavoured)
Methadone Hydrochloride
120MG (DEC 06 - JAN 09, 2025)
CONTENTS MIXED WITH JUICE
METHADONE MAY CAUSE
SOMEONE OTHER THAN THE PATIENT
TO BE FATAL TO CHILD .. KEEP
INCREASE; Ingest Date: 08-12-2024



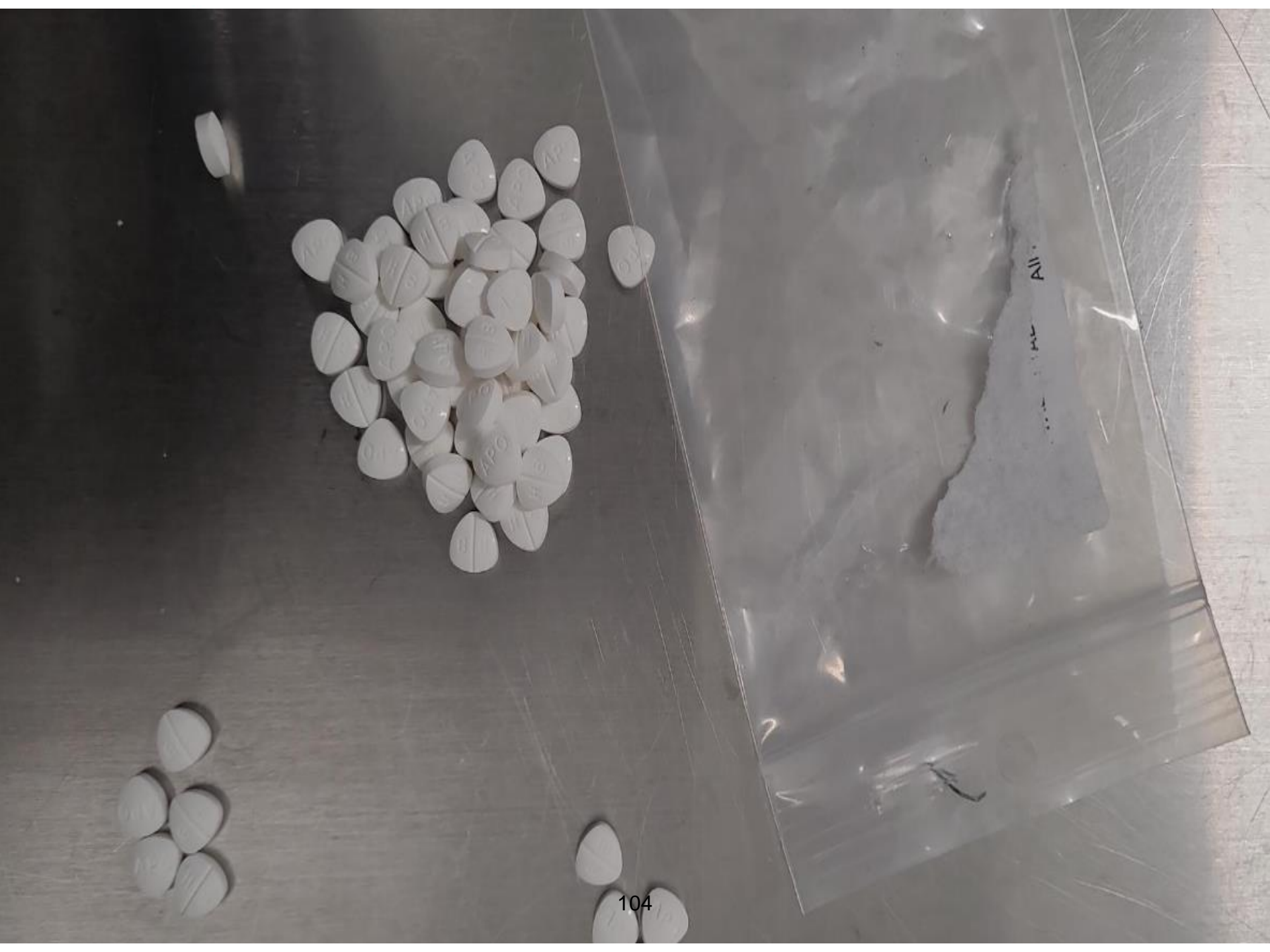
D6



D7







BUPRENORPH/NALOX 8MG/2MG

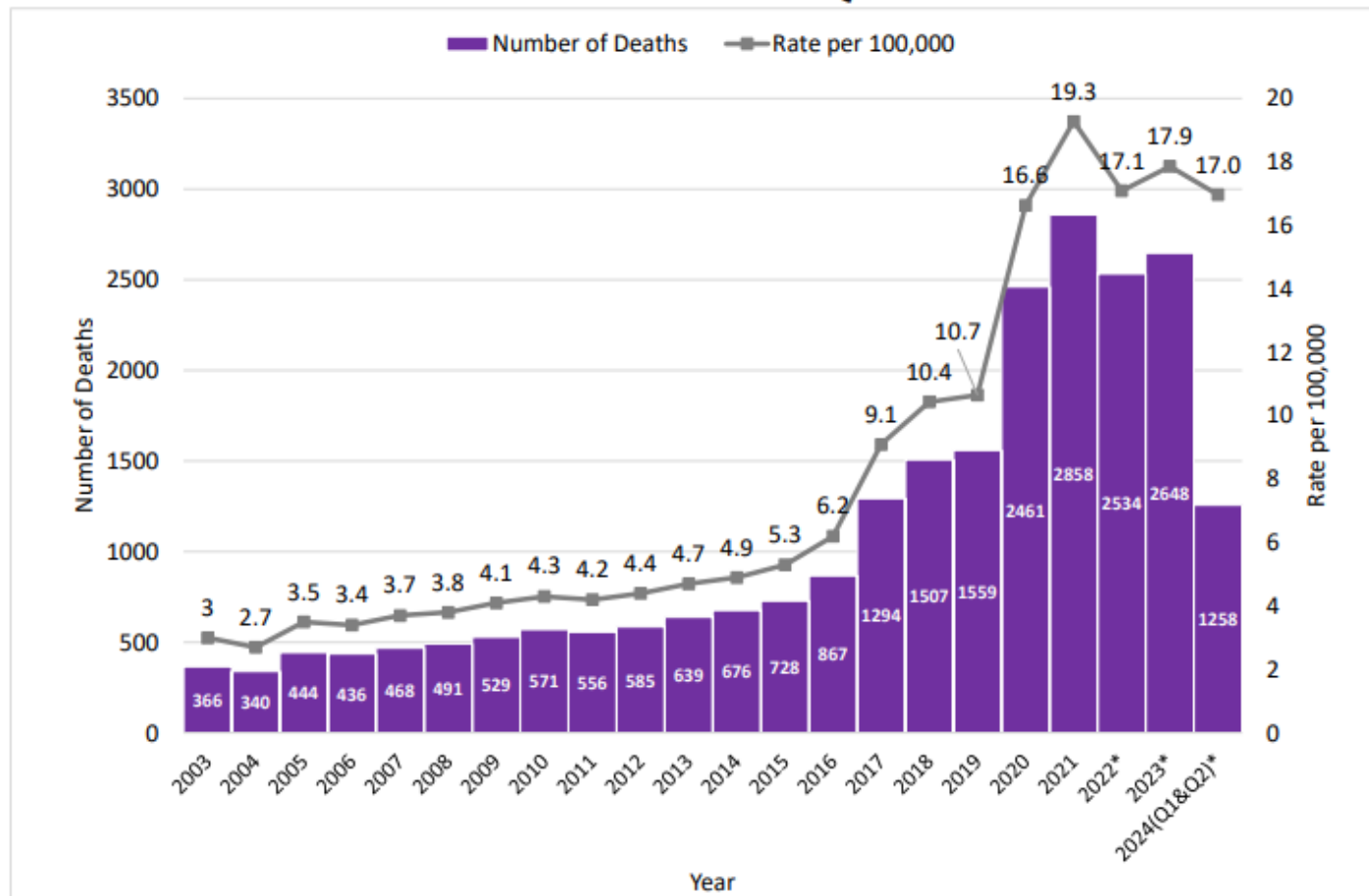
TEVA-BUPRENORPH/NALOXONE 8/2 MG

Qty: 90 TAB

**DISSOLVE 1 TABLET
UNDER THE TONGUE 3
TIMES DAILY (90 TABLETS
EVERY 30 DAYS)**

DR. W. Graham

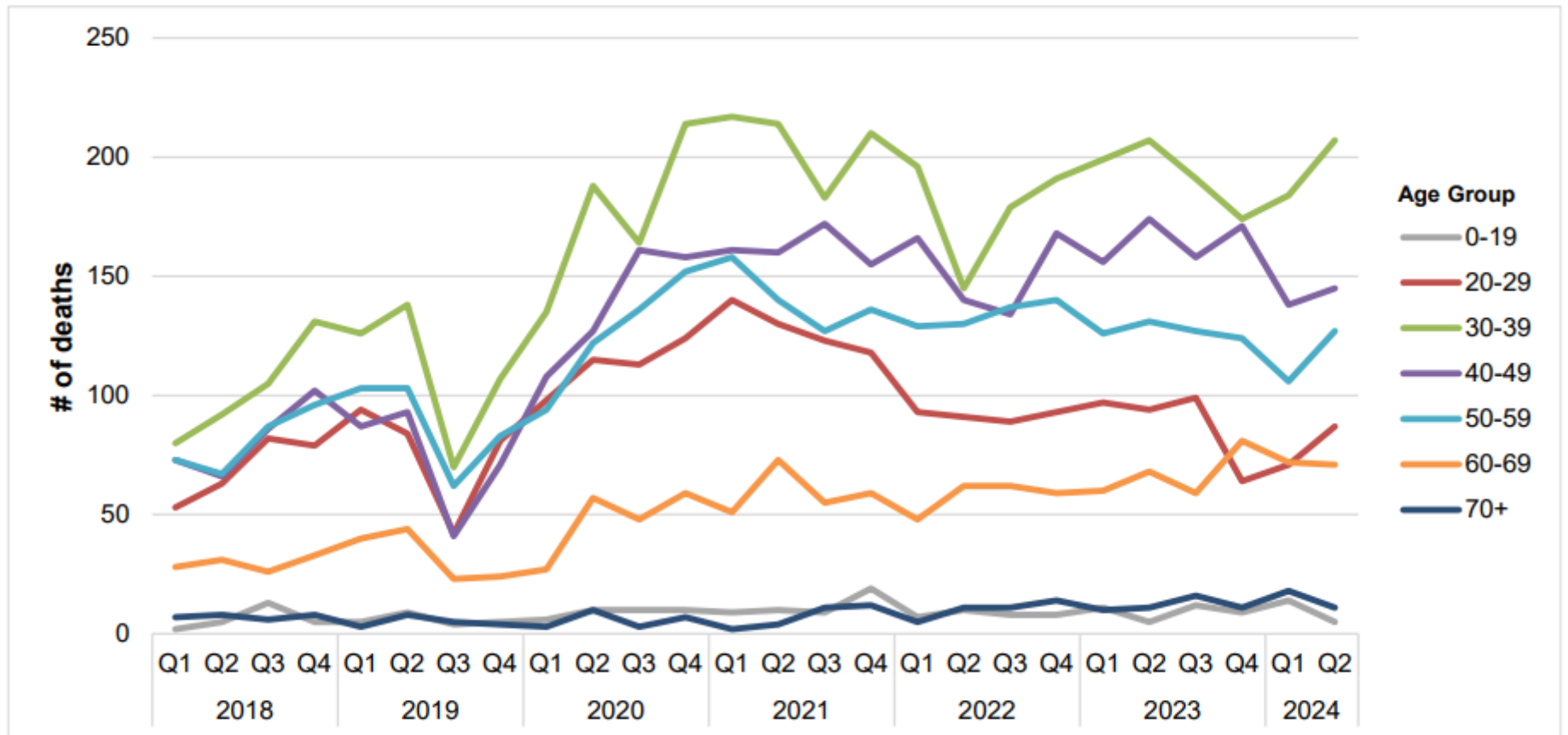
Opioid toxicity deaths in Ontario by year, 2003-2024 Q2



In **2021**, the mortality rate for opioid toxicity in Ontario was **19.3** per 100,000 population; **more than double** the rate in 2017 (9.1).

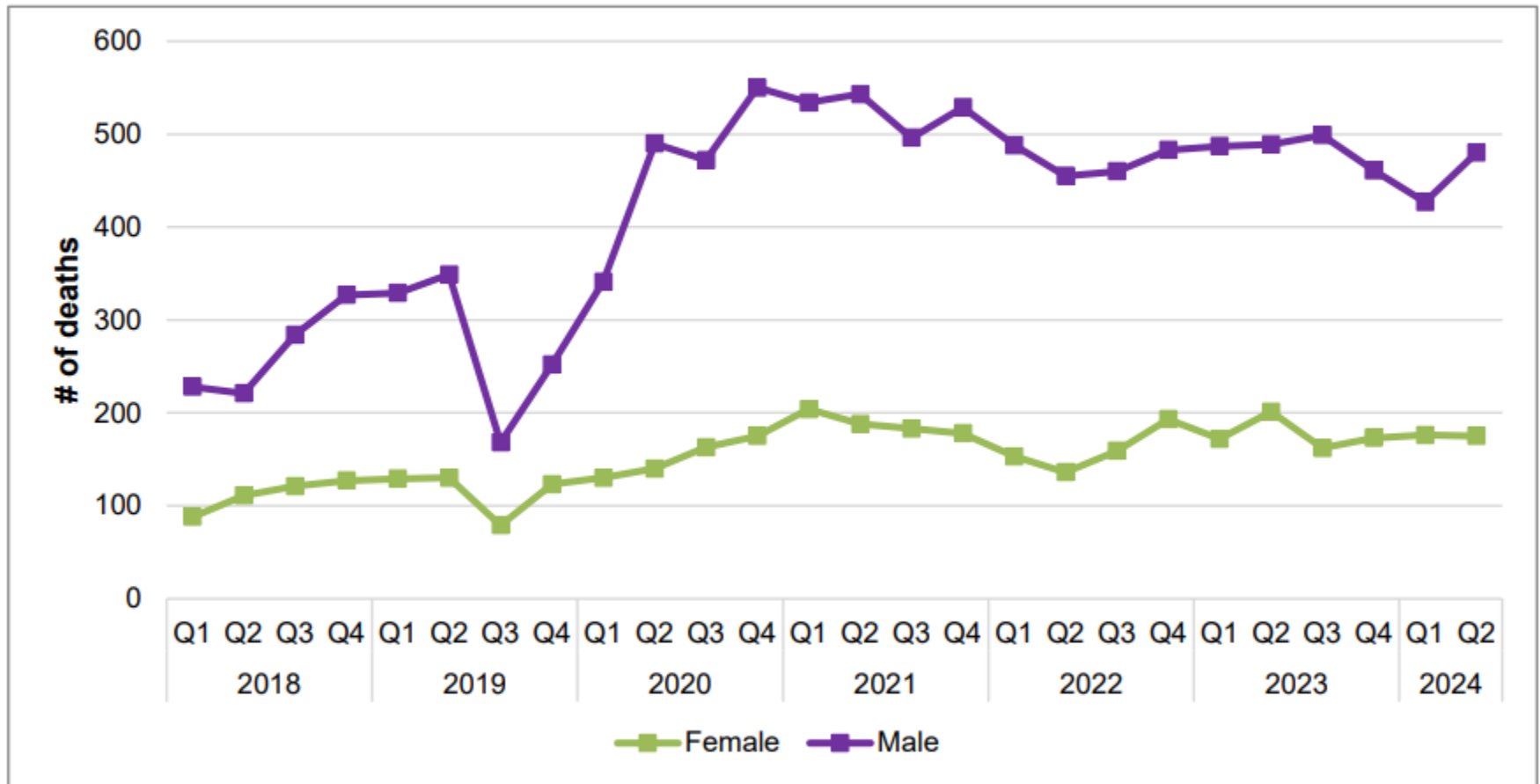
In **2024(Q1&Q2)**, the mortality rate has **decreased by 12%** compared to 2021, however remains **59% higher** than in 2019.

Opioid toxicity deaths in Ontario by age group, 2018-2024 Q2



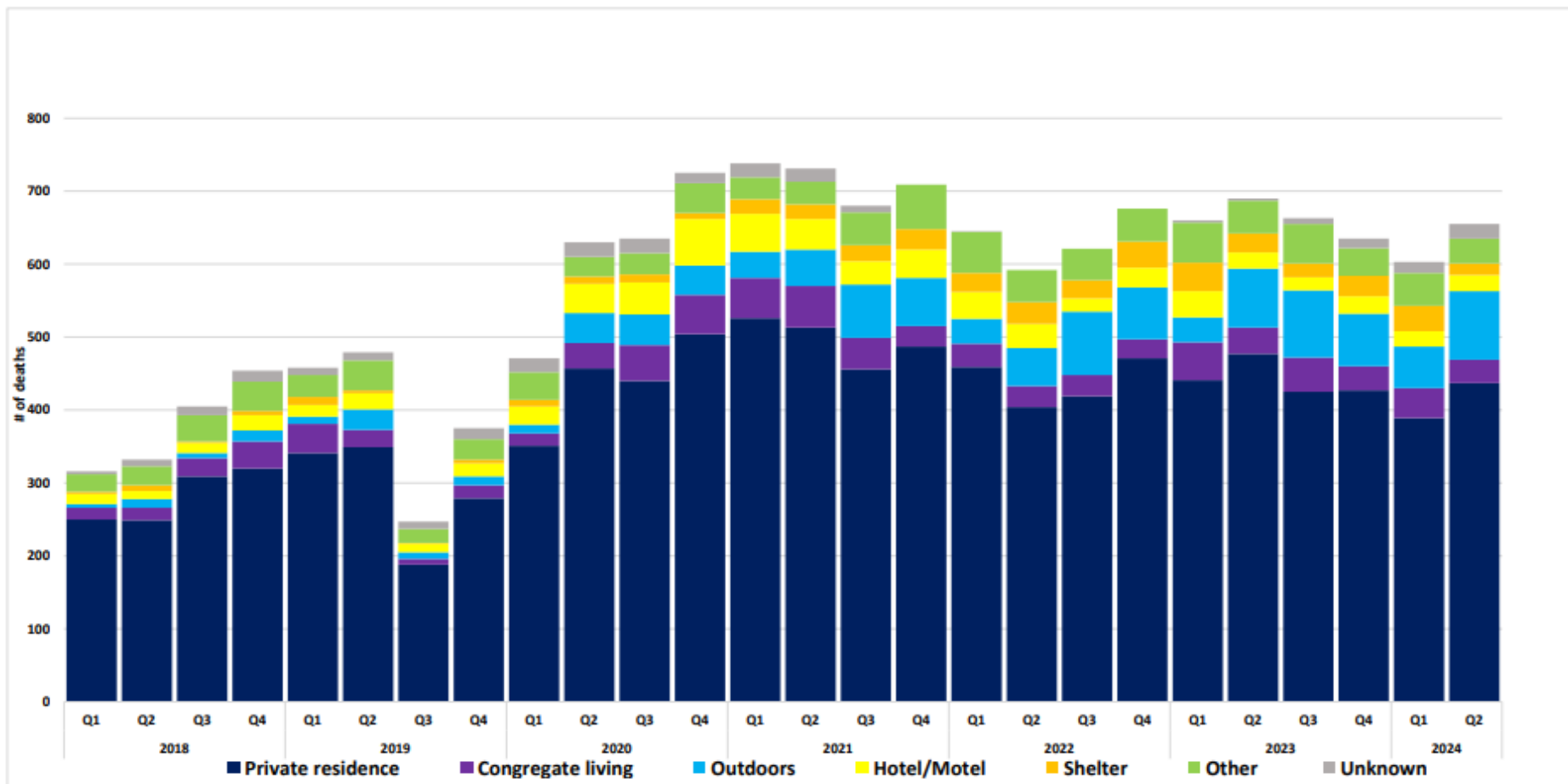
Age groups **30-59** continue to be **most impacted**, accounting for 73% of deaths in Q2 2024.

Opioid toxicity deaths in Ontario by sex, 2018-2024 Q2



3 in 4 deaths have been among **males** since the start of the pandemic.

Locations of Incident among Opioid Toxicity Deaths in Ontario, 2018-2024 Q2



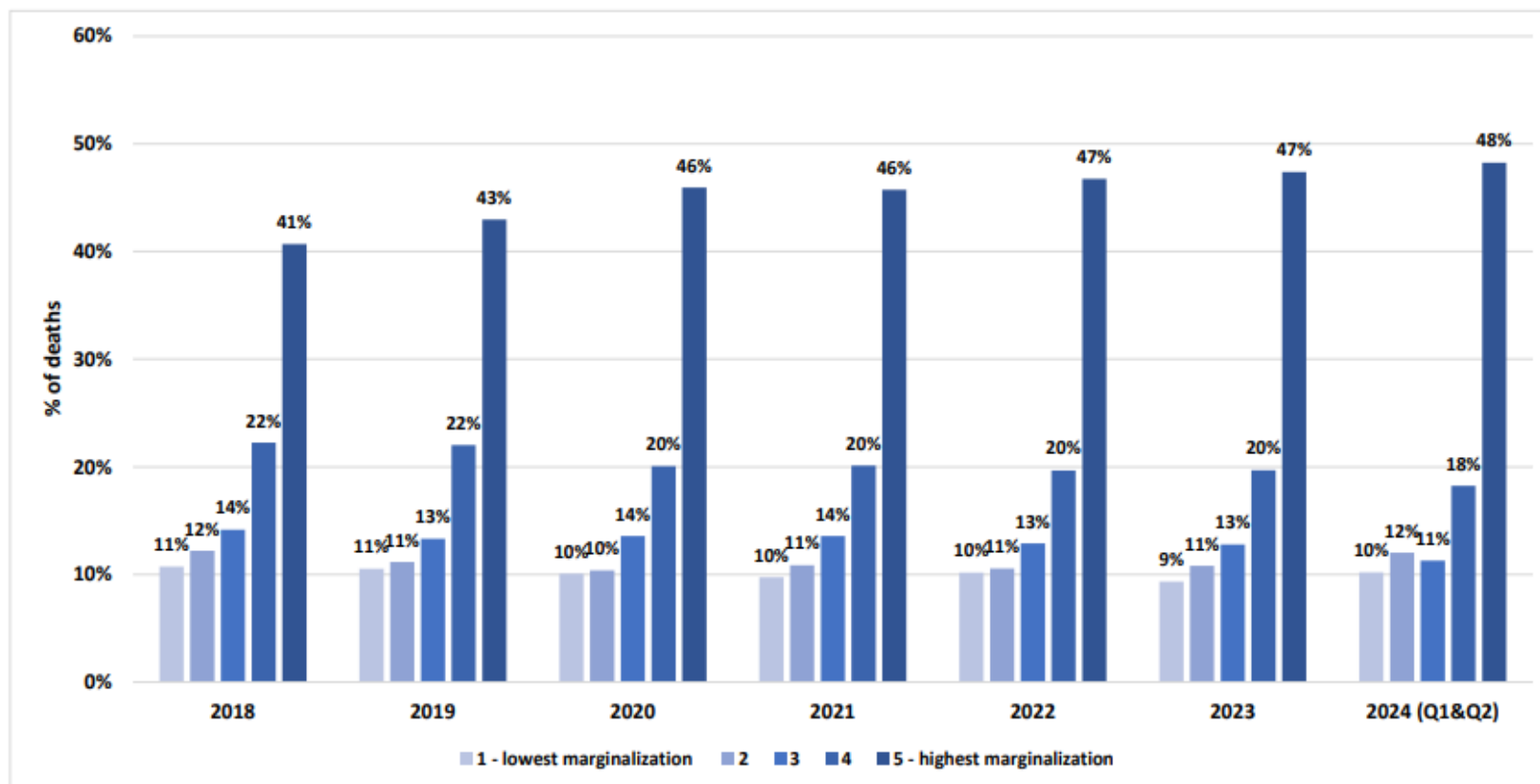
The majority of fatal opioid toxicity events (nearly 7 in 10) occur in private residences.

Source: Office of Chief Coroner (OCC) - Data effective October 28, 2024.

Includes confirmed and probable opioid toxicity deaths and ongoing investigations where information may be pending. Data is preliminary and subject to change.

'Other' locations of incident include: Correctional Facility, in Custody, Hospital/Clinic, in a Vehicle, Public building, and Industrial (Construction Site, Factory, Plant, Warehouse, Mine)

Material Resources Marginalization Index among opioid toxicity deaths in Ontario, 2018-2024 Q2



Nearly half of all opioid toxicity deaths occur among people living in areas experiencing the highest level of material resource marginalization (i.e., extreme difficulty attaining basic material needs).

Source: Office of Chief Coroner (OCC) - Data effective October 28, 2024. Includes confirmed and probable opioid toxicity deaths and ongoing investigations where information may be pending. Data are preliminary and subject to change.

Based on postal code of residence where available; if missing, then postal code of incident is used. The [2021 Ontario Marginalization \(ON-MARG\) Index](#) uses dissemination area (defined as a "relatively stable geographic unit with average population of 400 to 700 persons") and material resources quintiles. The material resource dimension is related to poverty and the inability to attain basic material needs such as housing, food, clothing, and education. It is a known limitation that ON-MARG may not be able to accurately represent Indigenous reserves, Indigenous people living off reserve or institutionalized populations (nursing homes, penitentiaries etc.) due to how the information is collected in the census.

Substances involved in opioid toxicity deaths in Ontario, 2018-2024 Q2

	% of Opioid Toxicity Deaths by Year						
	2018	2019	2020	2021	2022	2023	2024 (Q1&Q2)
Non-Pharmaceutical Opioids							
Total fentanyl/Fentanyl analogues	67.9	75	85.7	88.8	83.4	86.2	83
Fentanyl	64.4	53.4	85.5	87.9	81.8	82.3	76.2
Carfentanil	6.3	31.4	0.5	4.3	7.6	3.1	1.5
Other Fentanyl Analogues**	1.4	1.3	1.2	0.6	1.7	22	24.2
Detection of Fluorofentanyl*	0	0	0	0.8	6.4	42.5	47.6
Detection of Butyryl/Isobutyryl/Methyl-fentanyl*	0	0	0	0	0	1.3	27.8
Nitazenes*	0	0	0	0.2	0.8	0.6	0.9
Heroin	7.2	4.1	1.7	0.8	0.4	0.7	0.8
Opioids Indicated for Pain							
Codeine	4.6	2.6	1.9	1.4	1.5	1.4	1.5
Oxycodone	11.1	9.1	4.9	3.8	5.7	4.6	5.3
Hydromorphone	10.8	10.1	6.1	5.9	6.9	7.5	8.4
Tramadol	1.1	0.6	0.4	0.2	0.4	0.4	0.6
Morphine	10.7	8	5.2	4	5.7	5.4	5
Opioid Agonist Treatment							
Methadone	12.9	12.9	10.4	10.3	9.5	8.7	10.1
Buprenorphine	0.1	0.3	0.3	0.1	0.1	0.4	0.4
Other Substances							
Total Stimulant(s)	43.5	48.3	56.9	59.3	59.9	67.3	66.7
Methamphetamine	16.3	20.5	25.8	30.2	32.1	34.9	36.2
Cocaine	32.2	34.4	41.6	40	39.6	47.9	45.1
Other Stimulants	2.4	1.4	1.7	1.2	1.3	2.2	2.3
Alcohol	13.7	12.6	12.8	10.6	12.2	11.6	10.3
Benzodiazepines	11.9	8.4	9.1	11.1	11.2	31.8	43.1
Detection of nonpharmaceutical benzodiazepines*	32.7	29.8	45	63.8	48.8	64.7	64
Detection of xylazine*	0	0	0.2	2.1	2.5	3.1	4

Fentanyl continues to contribute to the majority (76.2%) of opioid toxicity deaths.
Stimulants are involved in nearly 7 in 10 opioid toxicity deaths.

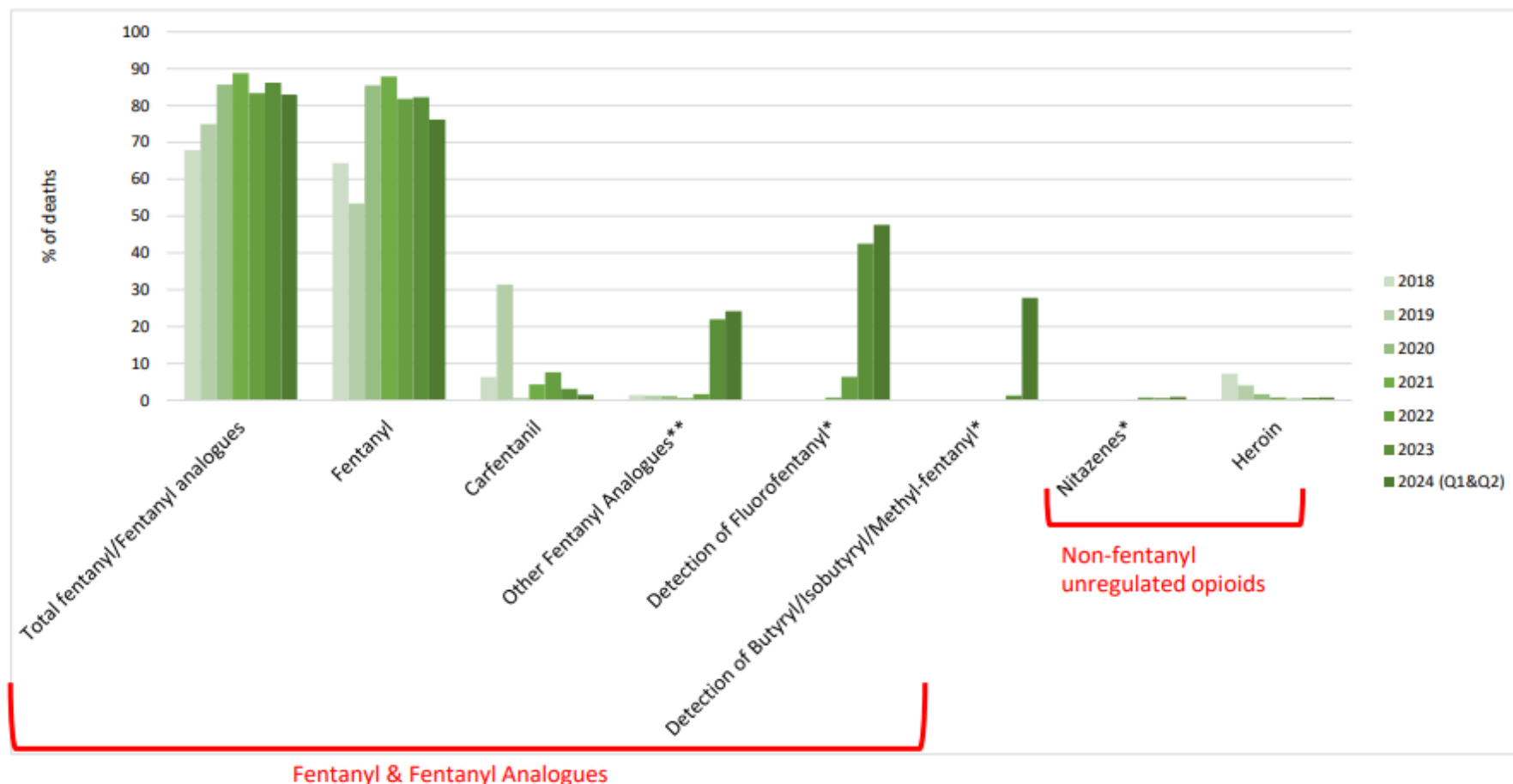
Source: Office of Chief Coroner (OCC) - Data effective October 28, 2024.

Includes confirmed opioid toxicity deaths only. Data are preliminary and subject to change. Data reflect substances attributed to cause of death unless otherwise indicated.

*Due to evolving toxicology methods and best practices around quantifying and defining toxic levels of non-pharmaceutical fentanyl analogues, nitazenes, non-pharmaceutical benzodiazepines, and xylazine, these substances may not be consistently characterized in the cause of death.

**Includes Para-fluorobutyryl Fentanyl, Cyclopropylfentanyl, Furanylfentanyl, Despropionyl Fentanyl, Furanyl UF 17, Butyryl/Isobutyryl/Methyl-fentanyl, Fluorofentanyl, and Acetylfentanyl

Unregulated Opioids Involved in Opioid Toxicity Deaths in Ontario, 2018-2024 Q2



In 2024 to date (Q1&Q2):

Fentanyl/Fentanyl Analogues are attributed to over 4 in 5 opioid toxicity deaths.

Fluorofentanyl is detected in nearly half of opioid toxicity deaths.

Butyryl/Isobutyryl/Methyl-fentanyl is detected in nearly 3 in 10 opioid toxicity deaths.

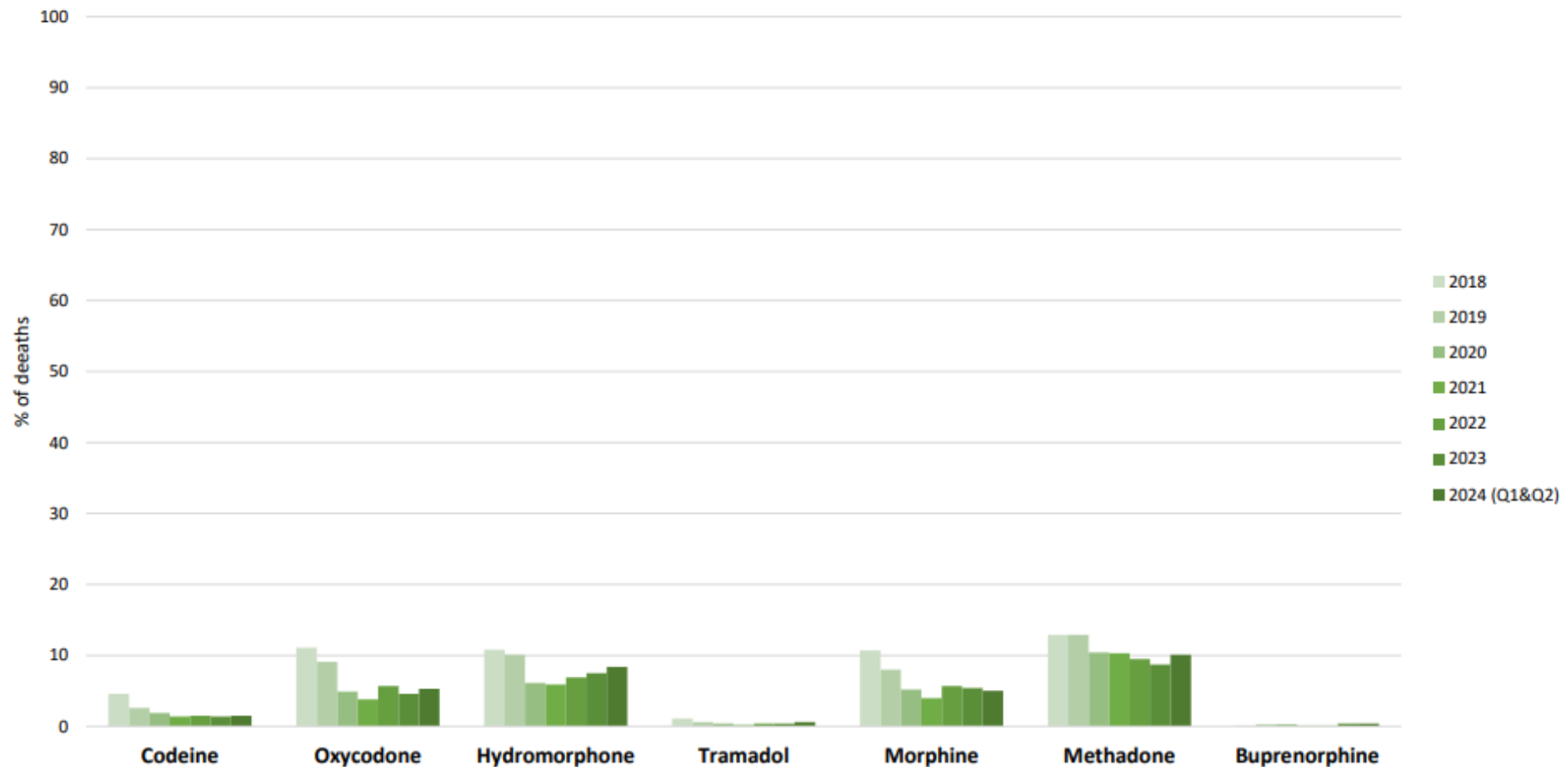
Source: Office of Chief Coroner (OCC) - Data effective October 28, 2024.

Includes confirmed opioid toxicity deaths only. Data are preliminary and subject to change. Data reflect substances attributed to cause of death unless otherwise indicated.

**Due to evolving toxicology methods and best practices around quantifying and defining toxic levels of novel fentanyl analogues, nitazenes, non-pharmaceutical benzodiazepines, and xylazine, these substances may not be consistently characterized in the cause of death.*

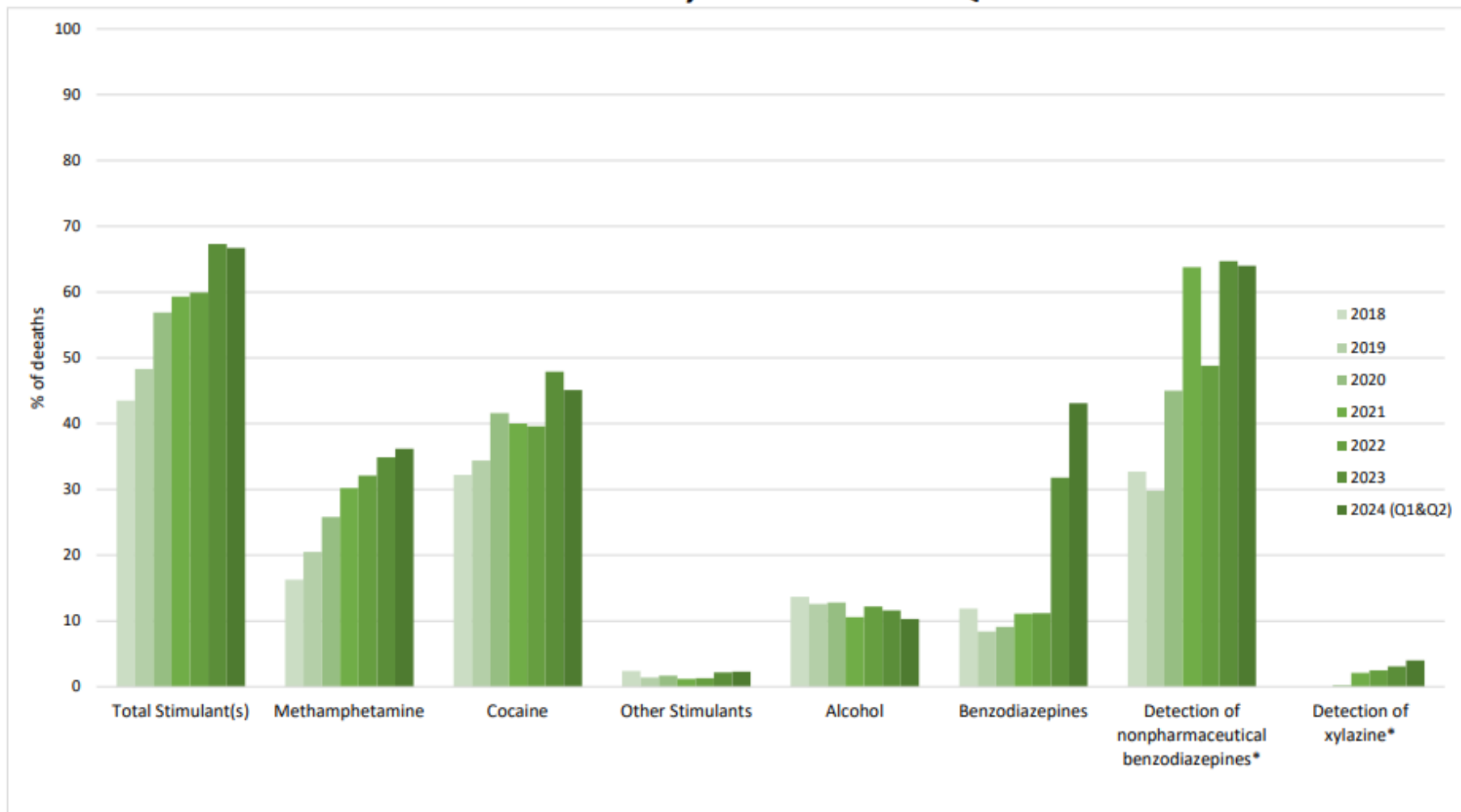
***Includes Para-fluorobutyryl Fentanyl, Cyclopropylfentanyl, Furanylfentanyl, Despropionyl Fentanyl, Furanyl UF 17, Butyryl/Isobutyryl/Methyl-fentanyl, Fluorofentanyl, and Acetylfentanyl*

Regulated Opioids Involved in Opioid Toxicity Deaths in Ontario, 2018-2024 Q2



Regulated Opioids in the absence of fentanyl are attributed to death in less than 1 in 6 in opioid toxicity deaths (Q1&Q2 2024).

Other Substances Involved in Opioid Toxicity Deaths in Ontario, 2018-2024 Q2



Benzodiazepines are involved in over 3 in 5 opioid toxicity deaths (Q1&Q2 2024).
Cocaine is involved in over 2 in 5 opioid toxicity deaths (Q1&Q2 2024).

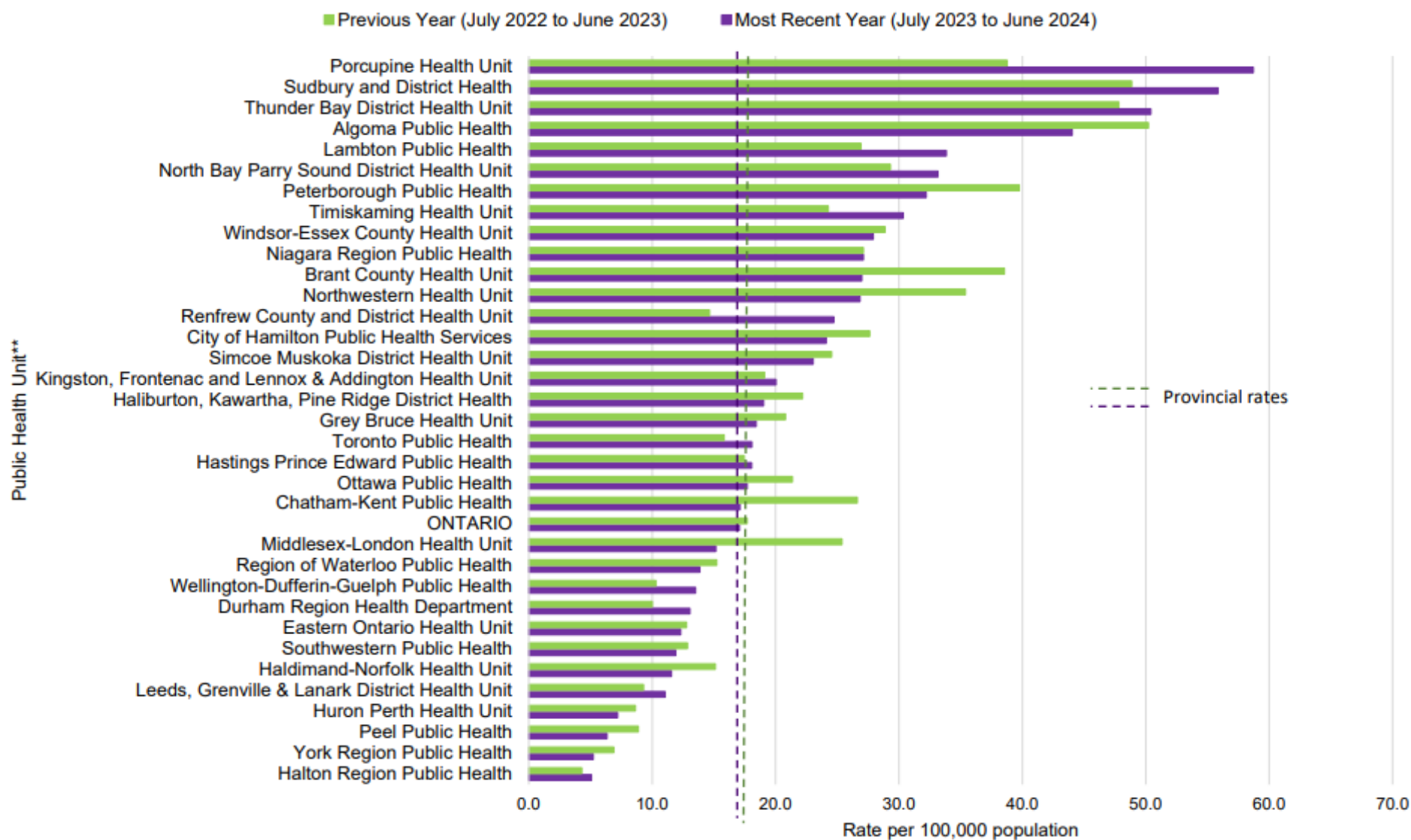
Source: Office of Chief Coroner (OCC) - Data effective October 28, 2024.

Includes confirmed opioid toxicity deaths only. Data are preliminary and subject to change. Data reflect substances attributed to cause of death unless otherwise indicated.

**Due to evolving toxicology methods and best practices around quantifying and defining toxic levels of novel fentanyl analogues, nitazenes, non-pharmaceutical benzodiazepines, and xylazine, these substances may not be consistently characterized in the cause of death.*

Opioid toxicity mortality rate by PHU region - Annual

Most recent two years of data available*



Opioid Toxicity Mortality Rate by Census Subdivision (CSD)

Ten (10) CSDs with the highest mortality rates in 2024 Q1&Q2:

Census Subdivision**	Opioid toxicity* mortality rate per 100,000 population (annualized)	Number of Opioid toxicity deaths
SAULT STE. MARIE	64.2	24
THUNDER BAY	59.6	33
SARNIA	56.7	21
TIMMINS	52.4	11
PETERBOROUGH	51.5	22
NORTH BAY	47.8	13
ORILLIA	46.3	8
GREATER SUDBURY	45.0	38
WINDSOR	41.7	48
BRANTFORD	40.8	22
<i>Ontario (for reference)</i>	17.0	1258

Source: Office of Chief Coroner (OCC) - Data effective October 28, 2024.

*Includes both confirmed and probable opioid-related deaths; **preliminary and subject to change.**

**Based on location of incident. Among CSDs with >30,000 population.



Contact Information

Det Brad Reaume –

breaume@northbaypolice.on.ca



MEDIA RELEASE

North Bay Police Service

COMMUNITY DRUG STRATEGY NORTH BAY & AREA

For immediate release

on May 27, 2025

Media Release “Prescription Diversion”

The North Bay Police Service has identified an increased presence of diverted prescription opioids within the North Bay community. Prescribed substances such as hydromorphone, morphine sulphate, and medications for Opiate Agonist Treatment are frequently encountered in drug investigations, and there have recently been significant quantities showing up in police investigations revealing evidence of diversion. Diversion occurs when an individual, who is prescribed medication, sells, trades, or gives their narcotics to someone else. Once these narcotics enter the community, they pose a risk to individuals who are not regulated consumers.

To address this growing concern, the Community Drug Strategy and North Bay Police have been working with local prescribers and pharmacists, to explore potential prevention strategies and regulatory options that may mitigate the impact of prescription diversion in both the community and surrounding areas. Everyone involved has expressed a strong willingness to partner in identifying and implementing solutions.

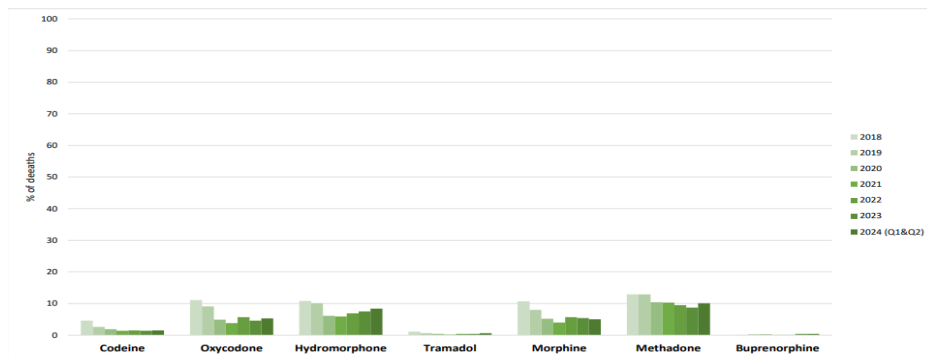
Medications are a vital part of our lives and are essential for effectively treating various conditions and diseases. When medications are no longer needed or have expired, it is imperative that you dispose of them safely and properly.

Proper disposal is crucial to prevent the accidental or intentional misuse of medications. Take action by dropping off your unused or expired medications at participating pharmacies where this service is available free of charge any day of the week.

Remember, selling your prescription medications is not just discouraged; it is illegal under the Control Drugs and Substance Act (CDSA) and carries serious penalties. Make the responsible choice and dispose of medications correctly.

According to the Office of the Chief Coroner, Regulated Opioid use is involved in just under one in 6 deaths

**Regulated Opioids Involved in Opioid Toxicity Deaths
in Ontario, 2018-2024 Q2**



Regulated Opioids in the absence of fentanyl are attributed to death in less than 1 in 6 in opioid toxicity deaths (Q1&Q2 2024).

Source: Office of Chief Coroner (OCC) - Data effective October 28, 2024.
Includes confirmed opioid toxicity deaths only. Data are preliminary and subject to change. Data reflect substances attributed to cause of death unless otherwise indicated.

15

For further inquiries please contact:

Patricia Cliche: Chairperson, Community Drug Strategy, North Bay & Area

Email: pat17@sympatico.ca

Phone: 705-840-7272

Det. Sgt. Brad Reaume: Street Crime Unit, North Bay Police Service

Email: breaume@northbaypolice.on.ca

Phone: 705-497-5555 ext. 7441

Prescription Diversion Project Membership

Name	Agency	Contact Information
Pat Cliche -Co- Chair	Community Drug Strategy	Pat17@sympatico.ca 705-472-8172. Home 705-840-7272. Mobile 705-472-4422. Fax
Detective Sgt. Brad Reaume Co-Chair	North Bay Police Service	breaume@northbaypolice.on.ca 705-497-5555 ext. 7441 705- 845-1097 mobile
OPP	To be announced	
Constable Tyler Commanda	Anishinabek Police Services	tcommanda@apcops.org 705-472-0270
Shelley Ortepi	Callander IDA 93 Main St. #412	Shelley.ortepi@gmail.com 705-752-3388. Work 705- 471-7190. Mobile
Mary Genevieve Godreau Kmith	Shoppers Drug Mart Associate 1247 Josephine Street and 664 276 Lakeshore Drive	mgodreau@shoppersdrugmart.ca 705-497-8542 and 705-476-3244. ext.33. work 705-471-4911. Mobile
Pam Simpson	Pharmasave Robinson's 2547 Trout Lake Road	Pam.simpson@robpharm.ca 705- 495-4515 705- 493-1515
Dr. Michael Franklyn	Addiction Medicine Physician From Sudbury – works in addictions, Corrections, mental health, COMPASS youth hub and teaches at NOSM	mfranklyn@nosm.ca 705-626-8833

Prescription Diversion Motion

We, the undersigned, formally support the motion for “Partnership and

Collaboration – the birth of change” passed on the date of November 21, 2025, in North Bay, Ontario.

Moved by: _____

Seconded by: _____

Name of Agency/Organization

Partnership and Collaboration
"the birth of change"



Detective Brad Reaume
North Bay City Police
705- 497-5555 ext. 7441
breaume@northbaypolice.on.ca

**COMMUNITY
DRUG STRATEGY**
NORTH BAY & AREA

Ms. Patricia Cliche – RN
Community Drug Strategy Committee
705-840-7272 – Mobile
pat17@sympatico.ca



GREATER SUDBURY POLICE SERVICE BOARD

DRAFT

190 rue Brady Street
Sudbury, Ontario
P3E 1C7

Tel/tél: Administration
705.675.9171

Fax: Administration
705.674.7090

December 17, 2025

The Honourable Michael Kerzner
Solicitor General
Ministry of the Solicitor General
25 Grosvenor Street, 18th Floor
Toronto, ON M7A 1Y6

The Honourable Zee Hamid
Associate Solicitor General for Auto Theft and Bail Reform
Ministry of the Solicitor General
25 Grosvenor Street, 18th Floor
Toronto, ON M7A 1Y6

Jamie West
MPP Sudbury
Room 347
Main Legislative Building, Queen's Park
Toronto, ON
M7A 1A5

Frances Gélinas
MPP Nickel Belt
Room 316
Main Legislative Building, Queen's Park
Toronto, ON
M7A 1A5

On behalf of the Greater Sudbury Police Service Board, I am pleased to offer this letter in strong support of **Victim Crisis Assistance Ontario (VCAO)** agencies across the province and the development of a coordinated **Provincial Bail Notification Program**.

VCAO organizations are essential partners in community safety and well-being. They provide immediate, trauma-informed support to individuals and families affected by crime and tragic circumstances, often at the most vulnerable moments in their lives. Their staff and volunteers work closely with police services to ensure survivors receive

Our members, our service, our safety & well-being ~ Our Shared Commitment

www.gspss.ca





GREATER SUDBURY POLICE SERVICE BOARD

190 rue Brady Street
Sudbury, Ontario
P3E 1C7

Tel/tél: Administration
705.675.9171

Fax: Administration
705.674.7090

timely safety planning, crisis intervention, and connections to critical supports. This partnership enhances our ability to respond effectively, reduces risk, and strengthens trust with those we serve.

Timely and reliable bail notification is a vital component of victim safety. The current system is inconsistent across jurisdictions and leaves survivors at risk when they are not informed of release conditions or bail decisions that may impact their safety planning. A province-wide bail notification program, led in partnership with VCAO agencies, will ensure victims receive clear, coordinated, and rapid notification, regardless of where the offence occurred or where the accused is released. This is not only a matter of safety but also an essential part of ensuring victims' rights, dignity, and confidence in the justice system.

The Greater Sudbury Police Service Board fully supports:

1. **Strengthened investment in VCAO agencies**, recognizing them as critical frontline partners in community safety and in supporting survivors of crime.
2. **A standardized, province-wide bail notification system**, designed in partnership with police services, VCAOs, and justice partners to promote timely communication, reduce risk, and improve outcomes for victims.
3. **Ongoing collaboration between police and VCAO**, including shared training, coordinated response models, and information pathways that improve both public safety and victim care.

VCAO agencies deliver high-quality services that directly complement police response. A provincial bail notification program will further enhance our collective ability to keep communities safe and uphold the rights of survivors. We urge the Government of Ontario to move forward with the development, implementation, and sustainable funding of this program.

Our members, our service, our safety & well-being ~ Our Shared Commitment
www.gspss.ca





GREATER SUDBURY POLICE SERVICE BOARD

190 rue Brady Street
Sudbury, Ontario
P3E 1C7

Tel/tél: Administration
705.675.9171

Fax: Administration
705.674.7090

Thank you for your consideration. The Greater Sudbury Police Service Board is committed to working collaboratively and constructively with our VCAO partners and with provincial ministries to support this important and urgently needed initiative.

Sincerely,

Gerry Lougheed, Jr.
Chair

Our members, our service, our safety & well-being ~ Our Shared Commitment
www.gsps.ca





BAIL REFORM

**ON
VSP** | Ontario Network
of Victim Service Providers

2025

WWW.VICTIMSERVICESONTARIO.CA
VSND.CA

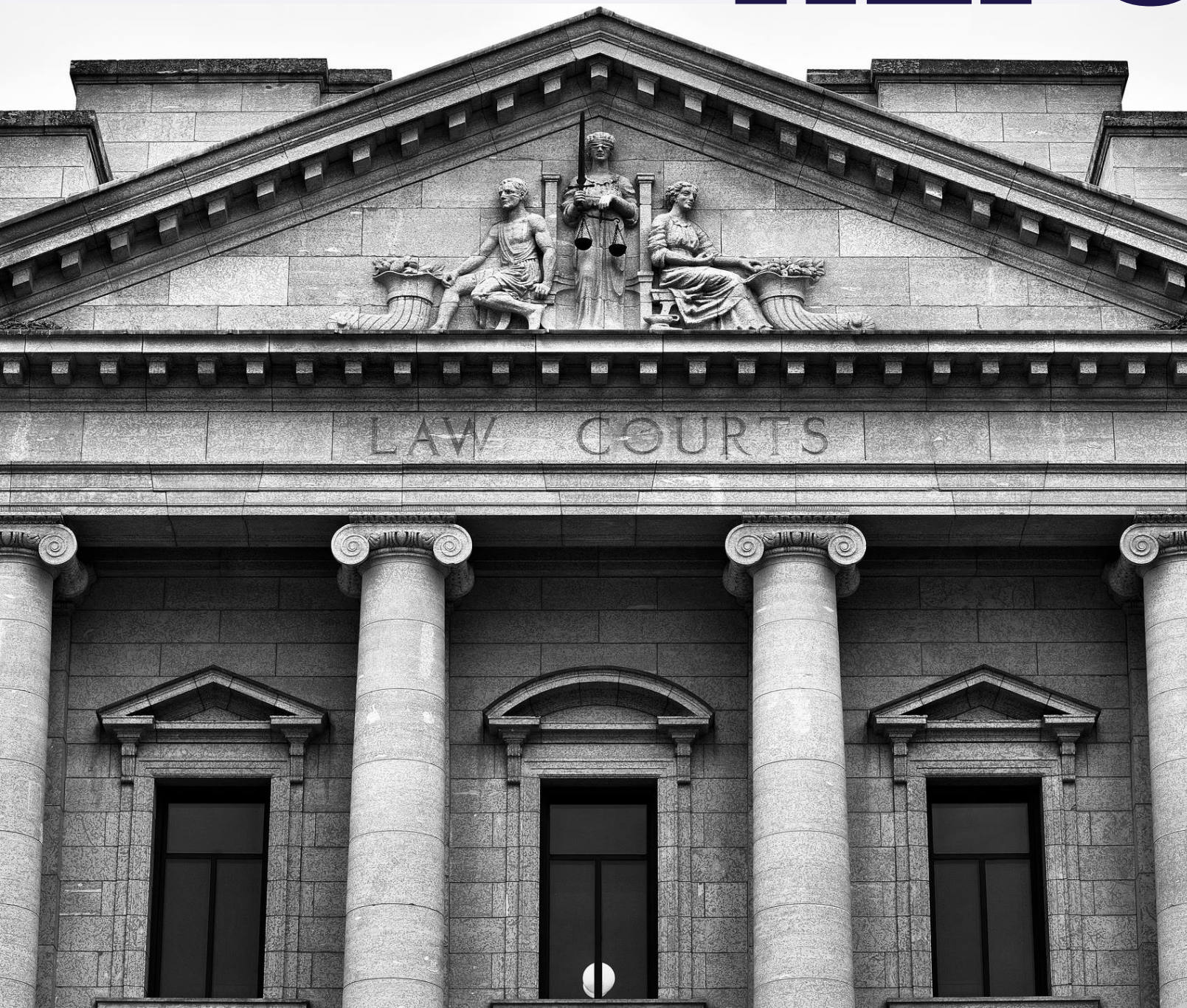




The Ontario Network of Victim Service Providers (ONVSP) is a unifying umbrella organization representing 41 distinct Victim Service agencies across the province. Each of these locations brings unique strengths, perspectives, and community-based approaches to supporting individuals affected by crime and tragic circumstances.



THE ONTARIO BAIL REFORM LANDSCAPE



A SHIFTING LANDSCAPE

- Public pressure for tougher bail conditions
- Focus on repeat and violent offenders
- Gaps in victim notification identified
- Growing attention from government and media



THE PROBLEM WE FACE

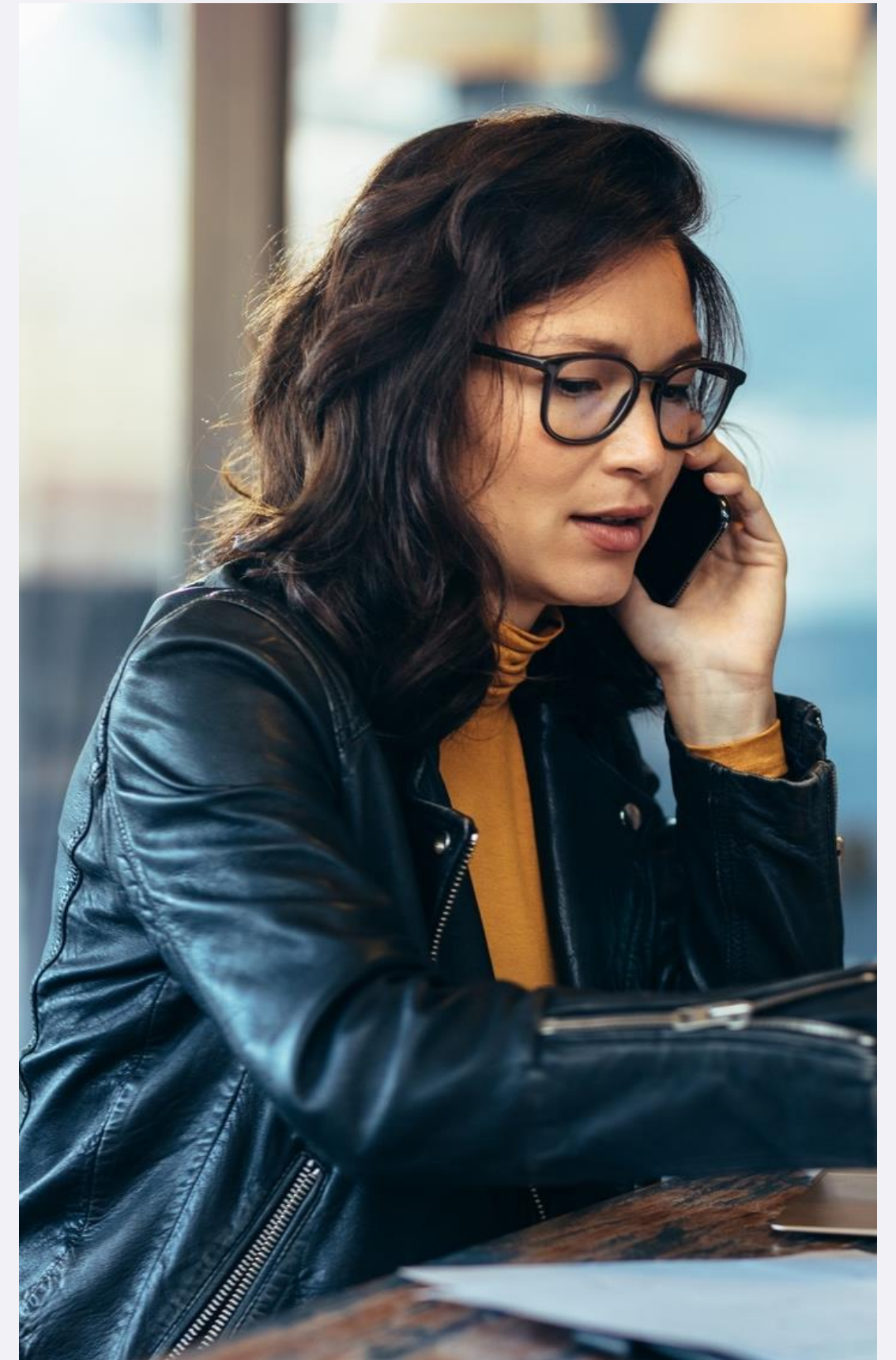
THE NOTIFICATION GAP

- Victims not notified of bail decisions or release conditions
- No standardized provincial process
- Inconsistent safety planning and referrals
- Survivors left in danger, retraumatized, or unaware

THE ONVSP SOLUTION

REAL-TIME VICTIM IDENTIFICATION PROGRAM

- Standardized, real-time victim notification
- Province-wide program, led by VCAO agencies
- Trauma-informed and culturally responsive
- Integrates with police, bail courts, and Crown



CORE PROGRAM FEATURES

WHAT IT LOOKS LIKE

- Bail court presence
- Direct access to release decisions and conditions
- Real time survivor follow-up
- Referrals to safety planning and supports
- Secure database for tracking and coordination



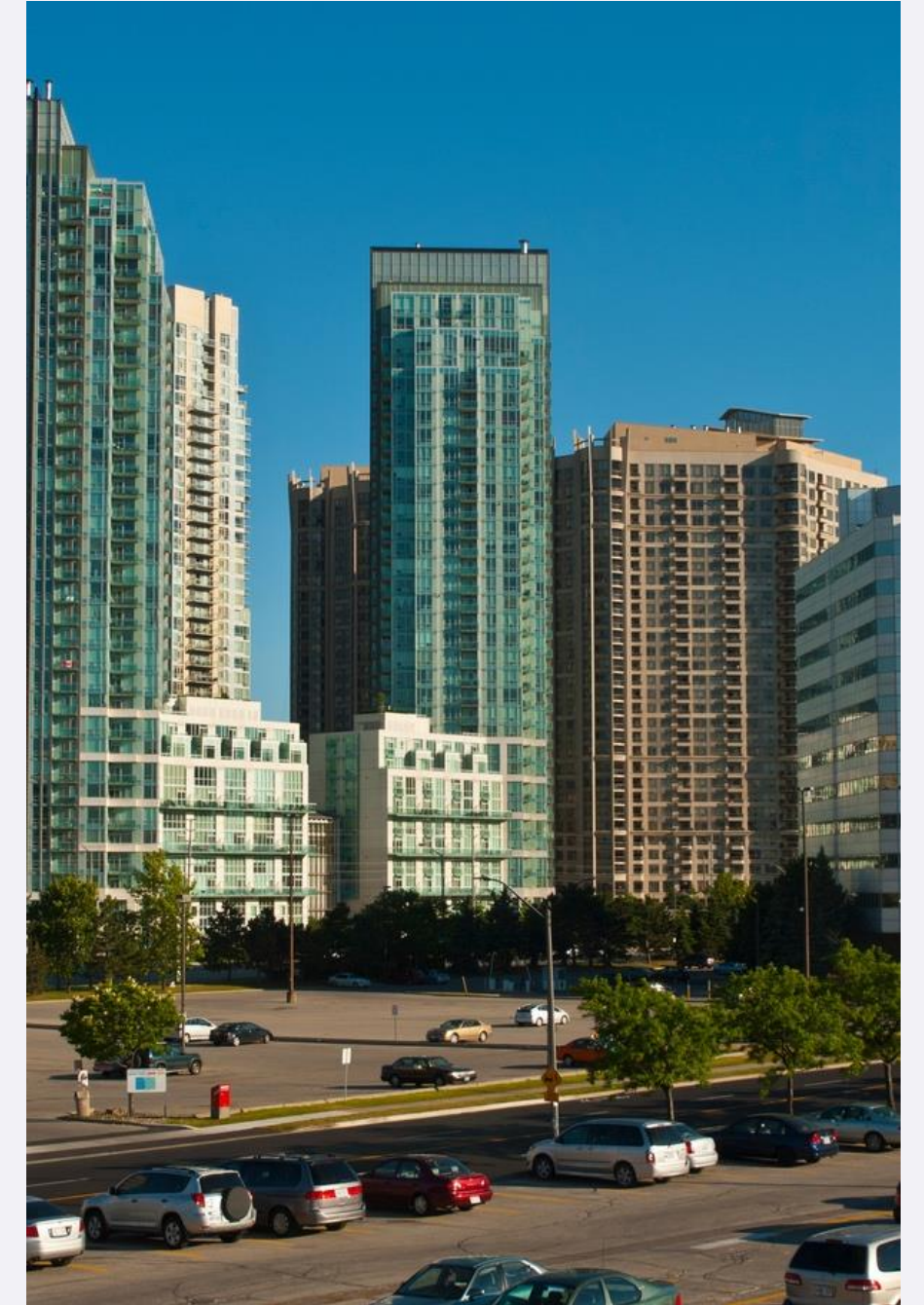


01

- VS of Brant
- Small-to-medium site
- Established in 2000
- Noted increased risk of perpetrators returning to victims' homes post-release
- Reduced risk through notification process

02

- VS of Peel - 40+ years of continuous Bail Court Notification & Advocacy
- Proven outcomes: fewer missed notifications, enhanced survivor safety, proactive partnership with Crown and Police



EXISTING MODELS IN ONTARIO

PROVEN OUTCOMES: FEWER MISSED NOTIFICATIONS, BETTER SAFETY PLANNING, STRONG POLICE-COURT COLLABORATION

OUR ASK TO GOVERNMENT

WHAT WE'RE CALLING FOR

- Funding for program expansion and staffing
- Policy support to standardize notification
- Provincial endorsement of VCAO as lead
- Integration with bail courts and police





OACP

ENDORSEMENT

- OACP has endorsed the ONVSP plan to implement a standardized, province wide bail notification system.
 - equitable service across Ontario
 - alignment of best practices
 - real time notification
- Recognizing the role Victim Service providers play in ensuring safety and well-being of survivors.

NEXT STEPS



WHERE WE GO FROM HERE

- Continue to enrich partnerships with your local VCAO
 - Referrals
 - Fundraise
 - VCAO staff embedded in units
- Advocate for VCAO bail notification

THANK YOU

2025

THANK YOU FOR YOUR PARTNERSHIP

- Together, we're building safer communities
- Questions or ideas? Contact kjodouin@vsnd.ca

ON VSP | Ontario Network
of Victim Service Providers





North Bay Police Service

P.O. Box 717, 135 Princess Street West, North Bay, ON P1B 8J8
705-497-5555 FAX 705-497-5591
northbaypolice.ca

Daryl Longworth
Chief of Police

Michael Dazé
Deputy Chief of Police

October 10, 2025

The Honourable Michael Kerzner Solicitor General
Ministry of the Solicitor General
25 Grosvenor Street,
18th Floor Toronto, ON
M7A 1Y6

The Honourable Michael Parsa
Minister of Children, Community and Social Services Ministry of Children, Community and
Social Services
438 University Avenue, 7th Floor
Toronto, ON
M7A 2R9

Subject: Opposition to the Planned Closure of Cecil Facer Youth Centre

Dear Minister Kerzner and Minister Parsa,

On behalf of the North Bay Police Services Board, I am writing to express our deep concern and strong opposition to the planned closure of Cecil Facer Youth Centre, scheduled for 2027. As Northern Ontario's only youth detention facility for males aged 12–17, Cecil Facer is a critical component of the justice and rehabilitation system in our region. Its closure will have significant and negative repercussions for youth, families, police services, and the justice system across Northern Ontario and in particular the North Bay Police Service (NBPS)

Operational Impacts on Policing and Community Safety

The closure of Cecil Facer will create substantial operational hardships for the NBPS and other Northern Ontario police services. In 2025 to date the NBPS completed 6 transports of youth detainees to and from Cecil Facer in all weather conditions, 129 kilometres each way for a total of 774 kilometers. This number although small in 2025 also requires the use of 2 members of the NBPS, normally Special Constables for a period of 3 hours each member has a cost of \$48.83 (salary and percentage in lieu of benefits) per hour for a total cost of each escort of approximately \$292.98, plus fuel. The time that these members are on the road transporting the youth in custody, has a further cost as the NPBS requires

additional staffing to ensure the security of the North Bay Court House is properly staffed in their absence.

In 2024 the NBPS had a total of 7 youth in custody transports to and from Cecil Facer, with the same amount of time and distance as outlined above.

With the distances of northern Ontario in 2025 to date the NBPS has had to transport other youth in custody particularly female youths out-of-jurisdiction including 1 to Sault Ste Marie a distance of 435 km one way, and over 5 hours of driving time each way in all weather conditions. We have also had to transport 2 female youth in custody to Thunder Bay and return, a driving distance of 1105km one way with a driving time of 12 hours in good weather. The Thunder Bay youth in custody transports because of the extreme distance now requires flights each way, which the Ministry pays for including the hourly wages, meals and lodging for the 2 Special Constables who are required to stay overnight.

As previously stated, each transport requires a minimum of two Special Constables, removing personnel from local community safety duties for extended periods. This will significantly increase staffing pressures, overtime costs, and operational risks.

Financial Hardships

The existing Court Security and Prisoner Transport Program has already resulted in annual shortfalls for the NBPS. For the last decade and more the funding allocations to the NBPS from the Ministry have fallen consistently short of actual expenditures. Adding extended and more frequent prisoner transports will only exacerbate this structural funding gap and place an unsustainable financial burden on municipal taxpayers.

Human and Community Impacts

Beyond operational and financial concerns, the closure of Cecil Facer will harm vulnerable youth and their families. Proximity to family and guardians is vital to rehabilitation and reintegration. Forcing youth to serve custodial sentences far from their home communities will:

- Sever critical family and cultural support systems;
- Create significant barriers to visitation, often making it impossible;
- Impose psychological and emotional tolls on youth already at risk; and
- Undermine principles of rehabilitation central to the Youth Criminal Justice Act.

Further the youth are often released from the facility they are located at, by video, the burden then falls to the Ministry and Childrens Aid Society, both government funded to return the youth to their home communities. This further burdens the taxpayers, although not through the law enforcement stream.

North Bay Police Services Board Position

The North Bay Police Services Board firmly believes that closing Cecil Facer will have disproportionate and harmful consequences for Northern Ontario communities. It is not in the best interests of the youth, our members or the province as a whole to transport youth the distance of Cecil Facer, let alone the only other detention facilities in the north. Should the removal of youth from the communities of the north happen in the Greater Toronto Area, the distance that it does in the north that it would receive extensive negative attention.

This decision prioritizes administrative convenience over the well-being of youth, families, and communities, while further straining already underfunded police resources.

We strongly urge the Government of Ontario to reconsider the planned closure and to maintain Cecil Facer Youth Centre as a critical Northern Ontario institution that supports both public safety and youth rehabilitation.

We thank you for your attention to this matter and request an opportunity to meet and discuss viable alternatives.

Respectfully submitted,

Rich Stivrins
Chair,
North Bay Police Services Board



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: December 10, 2025

Prepared by: Matthew Gatien, Board Administrator

SUBJECT: Report from the Board Administrator

ACTION: For Information

CURRENT SITUATION:

Major highlights from the October meeting to present are below:

- Board policy and by-law revisions completed
- Labour relations research and participation
- Employee relations meetings
- Attended Member Awards and Welcome Ceremony
- Attended Remembrance Day Ceremony with Service contingent
- Budget meetings
- Board meeting prep
- Staff Holidays Cookies and Coffee prep and coordination with Service staff

CHIEF OF POLICE REPORT

GREATER SUDBURY POLICE SERVICES BOARD

December 2025



Chief Sara Cunningham

COMMUNITY SAFETY & WELL-BEING

Barry Ornella

Inspector

COMMUNITY MOBILIZATION SECTION (CMS)**360 Support First Initiative**

Through the month of November, members of CMS, Emergency Mobile Crisis Rapid Response Team (EMCRRRT), Integrated Traffic Safety Unit (ITSU), Drug Enforcement Unit (DEU) and Patrol Operations participated in the 360 Support First Initiative. The goal of this initiative was to address open-air drug use and other social disorder issues in the downtown. The results of the initiative include:

- **238** Focused Patrols and **59** Person Stops conducted
- **190** referrals for services offered, **30** accepted, **103** declined, **57** undetermined
- **57** occurrences of open-air drug use, with a steady reduction over the month (**73%** reduction from week 1 to week 4)
- **8** individuals arrested for drug offences including possession and trafficking charges
- Total drug seizures include **41g powder cocaine**, **10.2g crack cocaine**, **17.3 g Fentanyl**, **11 Percocet pills**, as well as a **loaded 9mm Glock handgun**
- **1 TTPA** charge for refusal to leave premise when directed
- Reduction in calls for service compared to November 2024 include:
 - ✓ **71%** decrease in break and enter calls
 - ✓ **17%** decrease in unwanted persons calls

Bail Compliance & Warrant Apprehension Project

From November 26th to December 5th members of CMS, School Resource Officers (SRO), and the Emergency Response Unit (ERU) conducted several compliance checks and executed arrest warrants on individuals released on bail in our community for serious violent crimes. The results of the project include:

- **82** total compliance checks completed
- **68** individuals in compliance of release conditions
- **52** individuals arrested on outstanding warrants
- **17** new charges laid for non-compliance
- **82%** of individuals found to be bail-compliant

GREATER SUDBURY POLICE SERVICES BOARD – CHIEF’S REPORT

- 6 individuals were non-compliant resulting in 1 arrest and 5 warrant requests
- 52 arrest warrants executed including 6 for Intimate Partner Violence (IPV) offences
- 20 new charges generated during project
- Total drugs seizures during the project include:
 - ✓ 41 grams powder cocaine
 - ✓ 10.2 grams crack cocaine
 - ✓ 17.3 grams Fentanyl
 - ✓ 11 Percocet pills

On November 29th, members of CMS and the Alcohol and Gaming Commission of Ontario (AGCO) conducted Liquor License & Control Act (LLCA) compliance checks. The results of this initiative include:

- 43 licensed establishments checked for LLCA compliance
- Non-compliance infractions at 3 establishments include serving liquor to minors, overservice of liquor, and permitting liquor consumption where not authorized.
- 1 individual arrested on an outstanding warrant request
- 1 individual arrested for impaired driving in the downtown

Sgt. Matt Hall Awarded 2025 YMCA Peace Medal

On November 25th, Sgt. Matt Hall was awarded the 2025 YMCA Peace Medal during the 25th Anniversary celebration for the YMCA Centre for Life. Sgt. Hall was recognized for his contributions in building relationships, fostering trust, and addressing downtown challenges with compassion and professionalism.

COMMUNITY ENGAGEMENT SECTION (CES)

Crime Prevention Week

November is Crime Prevention Month which kicked off with Crime Prevention Week taking place from November 2nd to 8th. This year’s theme of Crime Prevention Week was *“Recognizing Crime Prevention Initiatives”*. The CES team along with Corporate Communications coordinated several messaging initiatives on social media that highlighted the many crime prevention strategies that GSPS implements across our Service.

Speed Watch Initiative – Citizens on Patrol Speed Watch

This fall, the Citizens on Patrol (COP) program introduced Speed Watch, an evidence-based initiative targeting high-risk speeding areas identified by the Integrated Traffic Safety Unit (ITSU). COP volunteers monitor vehicle speeds using radar and record data - such as speed, vehicle type, and conditions - via the Speed Watch App, ensuring no personal information is collected. Findings are shared with ITSU to guide future traffic enforcement priorities.



Fall Speed Watch deployments:

- October 28th – Dell Street near Queen Elizabeth II School - **120** vehicles observed
- October 28th – Frood Road near St. David School - **193** vehicles observed
- November 12th - Attlee Street at Lexington Street - **62** vehicles observed
- November 13th - Frood Road at St. David School - **59** vehicles observed
- November 14th - Edward Street at Notre Dame de la Merci Church Coniston - **6** vehicles observed
- November 14th - Second Avenue Coniston - **61** vehicles observed
- November 26th - Cote Boulevard near St. Jacques Church Hanmer - **41** vehicles observed

INDIGENOUS LIAISON UNIT (ILO)

Tree of Hope Lighting

On November 16th, the annual ‘Tree of Hope’ ceremony in honor of MM1WG2S+ took place at GSPS Headquarters. This event included traditional drumming, a sacred fire, and prayers. An estimated 30 community members were in attendance.

Indigenous Liaison Officer Transition

On December 3rd, Cst. Darrell Rivers completed his final shift as Indigenous Liaison Officer. Cst. Rivers leaves his mark of passion and dedication towards our Indigenous community on the ILO portfolio. His successor Cst. Katrina Pitawanakwat will undoubtedly continue the proud tradition of ambassadorship between the GSPS and our Indigenous communities.

COURTS BRANCH

Out-of-Town Youth Prisoner Escorts

In the month of November, Special Constables performed three out-of-town escorts for persons remanded to a youth detention centre, which include:

- November 4 - one female youth escorted to Thunder Bay, ON (flight)
- November 18 - one female youth escorted to Brampton, ON
- November 27 - one female youth escorted to Thunder Bay, ON (flight)

Single-Point Entry

Courts Security personnel continue to manage single-point entry, consisting of four Special Constables wanding and physically searching personal baggage of all members of the public entering the courthouse.

In early 2026, this process will transition to the permanent single-point entry process which will include a walk-through metal detector and X-ray baggage scanning for all individuals entering the courthouse.

PROPERTY & EVIDENCE CONTROL SECTION

Annual Firearms Destruction

In November, the Property & Evidence Control Department conducted its annual destruction of seized firearms exhibits that have been forfeited for destruction through the court process. A total of **230** firearms, including handguns and long arms, were destroyed.

EMERGENCY COMMUNICATIONS

Andrea Savage

Manager / Police Professional

The 911 Emergency Communications Centre triaged **6,508** 911 calls in the month of October, and **5,910** 911 calls in the month of November.

PATROL OPERATIONS & COMMUNICATIONS

Chris Brown

Inspector

E Platoon – Police Reporting Centre (PRC)

Officers assigned to E Platoon - Police Reporting Unit work to create service delivery efficiencies, via alternative resource deployment for lower priority calls for service that *do not* require 911 Emergency Police response. E Platoon members take low-threshold complaints by telephone and online via online reporting, completing reports and follow-ups as required. As a result, incidents are diverted away from emergency front-line response creating more capacity in our front lines in navigating the volume of police calls for service. Our E Platoon – Police Response Unit offers an alternative to 911 Emergency Police Response ensuring the most efficient use of personal resources and equipment in a 4600 sq/km jurisdiction – a critical function for our Police Service.

Rubicon Software: Empowering Modern Policing

The GSPS implemented new Rubicon online reporting software in October 2025. Rubicon is a known and trusted public safety platform designed for online incident reporting. Rubicon offers an online portal for community members to report incidents, share evidence such as pictures and videos, and receive feedback from E Platoon staff. Rubicon also has a bulletin management system that generates bulletins to be shared internally and with other police services. Analytics are applied to the bulletins to identify potential suspects and key information.

Rubicon is a cutting-edge software solution designed to streamline and enhance law enforcement operations. Rubicon integrates data management, analytics, and real-time communication into a single software platform. This technological advancement improves access to critical information within the GSPS and moves us forward in our continued pursuit of modernization.

Rubicon assists GSPS from incident reporting and case management to resource allocation and compliance tracking. Rubicon simplifies complex workflows, reducing administrative burdens and connects people to real time information. In connecting people, processes, and technology, Rubicon empowers police services to operate more efficiently, collaborate seamlessly, and supports us in our commitment to delivering transparent, accountable policing.

Staffing

E Platoon is staffed by 16 members – 13 sworn police officers and 3 Community Safety Personnel (CSPs). Triaged incidents are sent to E Platoon for dispatch and/or further investigation, diverting calls away from front-line Patrol members.

Noteworthy Events that Occurred within Patrol Operations:

360 Support First Initiative

- **Situation:** Patrol members worked alongside CSWB and ITSU members during the 360 Support First initiative to reduce open-air drug use in the downtown. Officers engaged individuals throughout our downtown core while supporting, educating, providing Community Service referrals, and laying charges as required.

**See the full CSWB summary for details.

Environmental Protection Act – Hazardous Materials Dumped in Local Creek

- **Situation:** On October 24, 2025, Patrol members attended the Petro Canada on Regent Street for a hazardous situation. A tow truck operator was observed dumping garbage cans of gasoline into a creek.
- **Response:** Officers arrived on scene and located the tow truck driver. Video footage confirmed the driver’s actions. The driver mistakenly filled the truck with gasoline, rather than diesel fuel and siphoned gas out from the tank, deliberately dumping the gasoline in the nearby creek.
- **Result:** Officers charged the driver under the Environmental Protection Act. Environmental agencies and the City of Greater Sudbury were notified. The tow company was tasked with hiring an environmental service to clean the creek and area.

Attempt Murder - Stabbing

- **Situation:** On November 29, 2025, Patrol members attended an address near Lorne Street for a weapons complaint - a stabbing in progress.
- **Response:** Officers arrived on scene and located a victim with multiple stab wounds. The victim’s injuries were life threatening and required immediate medical intervention. Patrol members secured the scene and started the investigation. The suspect was determined to be a tenant in the same building.
- **Result:** Patrol members arrested the suspect on scene. The suspect was charged accordingly.

CRIMINAL INVESTIGATIONS DIVISION

Jerry Willmott

Inspector

MAJOR CRIME SECTION

Double Homicide on Paris Street – Four Arrested, Two Suspects Outstanding

- **Situation** - On August 29, 2025, emergency services responded to multiple 911 calls reporting gunfire at 1960A Paris Street. Callers indicated that one female victim was deceased inside an apartment, and a male victim was deceased in the hallway of the same floor.
- **Response** - Officers arrived at the 9th floor and confirmed two fatalities: a 41-year-old female, located inside the apartment, and a 29-year-old male, located in the hallway outside the unit. CCTV footage revealed that five individuals were involved - three persons rushed inside, and an exchange of gunfire erupted. All five suspects fled moments later. Two additional unidentified males were later seen collecting belongings from another apartment before fleeing. The deceased male was identified as having ties to the Greater Toronto Area (GTA), while the female victim was a resident of Greater Sudbury.
- **Community Engagement & Support** - Following this Double Homicide, GSPS combined efforts with Sudbury Housing Officials, Bylaw Enforcement, and Sudbury and Area Victim Services for a community forum to address safety concerns and support residents.
- **Outcome** - To date, four individuals have been charged in connection with the investigation:
 - 24-year-old woman (GTA): *Accessory After the Fact to Murder* — for assisting one of the male suspects in leaving Sudbury and returning to the GTA.
 - 32-year-old woman (Sudbury): *Accessory After the Fact* — for tampering with evidence related to the offence.
 - 44-year-old man (Sudbury): *First-Degree Murder* — believed to be one of the two individuals who knocked on the apartment door, initiating the deadly confrontation.
 - 26-year-old man (GTA): *Two counts of Second-Degree Murder* — arrested by Canada Border Services upon re-entry to Canada following travel abroad.

Ongoing Investigation - Detectives are actively working with the Toronto Police Service Guns and Gangs Unit to identify and locate two outstanding male suspects. The investigation remains active and complex.

INTEGRATED CRIME SECTION

Drug Trafficking Operation Leads to Major Seizure on Bruce Avenue

- **Situation** - On October 9, 2025, Detectives from the Greater Sudbury Police Service Drug Enforcement Unit (DEU) concluded a targeted investigation into individuals suspected of trafficking illicit drugs within the community. Members of the Emergency Response Unit (ERU) and K9 Unit executed a Controlled Drugs and Substances Act (CDSA) warrant at a residential unit on Bruce Avenue. Seven individuals were located inside the apartment and arrested for drug-related offences.
- **Response** – A search of the residence and the individuals resulted in the seizure of approximately **90 grams of cocaine, 28 grams of fentanyl**, and a substantial amount of Canadian currency, with an estimated street value of **\$12,000**. As a result of the investigation, a 29-year-old male and a 36-year-old male, both from Southern Ontario, were charged under the Controlled Drugs and Substances Act (CDSA) and the Criminal Code of Canada with the following offences:
 - Possession of a Schedule I Substance for the Purpose of Trafficking – Cocaine
 - Possession of a Schedule I Substance for the Purpose of Trafficking – Fentanyl
 - Possession of Property Obtained by Crime Over \$5,000

BEAR Unit Investigation Leads to Recovery of Stolen Property and Multiple Charges

- **Situation** - On October 4, 2025, officers responded to a Break and Enter at a residence in the South End of Greater Sudbury where a significant amount of jewelry and electronic equipment had been stolen. During the ongoing investigation, the Break Enter and Robbery (BEAR) Unit identified a suspect believed to be responsible and linked the individual to another residential Break and Enter that occurred on October 1, 2025.
- **Response** - On October 16, 2025, BEAR officers executed a search warrant at the suspect’s residence. Two individuals were taken into custody. During the search, officers located and seized the following items connected to the incidents:
 - Clothing worn during the offences
 - Jewelry stolen during the incidents
 - Electronic equipment stolen during the incidents

The total estimated value of the recovered property was **\$73,250**.

Outcome - As a result of the investigation:

- One individual was charged with multiple offences including Break and Enter, Theft Over \$5,000, Possession of Property Obtained by Crime, and Trafficking Property Obtained by Crime. The individual was held for a bail hearing.
- A second individual was charged with Possession of Property Obtained by Crime and released on an Undertaking with a future court date.

Human Trafficking Investigation Results in Sex-Related Offence Convictions

- **Situation** - In January 2023, Human Trafficking investigators began an investigation involving two vulnerable females living in Sudbury who were believed to be trafficked by the same person.
- **Response** - While utilizing a survivor-centered approach, the victim’s trust was earned by the Investigators, Sudbury Area Victims Services (SAVS) workers, and the Crown Attorneys. As a result, a 36-year-old male was arrested for numerous charges including Trafficking in Persons and Sexual Assault. Search Warrants were written & executed and electronic devices were analyzed resulting in evidence obtained to support the offences being investigated.
- **Outcome** - In October 2025, the accused plead guilty to Sexual Assault with two different victims and Making Obscene Video relating to recording sexual encounters, during a Superior Court trial receiving 2 years of additional custody on top of 2 ½ years of pre-trial custody. Human Trafficking investigators provided support to the victims throughout the investigation and trial, beginning the lifelong process of healing for the two survivors.

Human Trafficking Community Outreach to Raise Awareness

- **Situation** - On September 27, 2025, Detective Constable Mauro Gianfrancesco attended St. Kevin’s Church in Hanmer to provide Human Trafficking awareness. This included an afternoon of discussions surrounding recognizing the signs and how to report information to police coinciding with the ongoing ‘Know the Signs, Make the Call’ campaign.
- **Response** - Approximately 40 people were in attendance encompassing the various areas of the Catholic Diocese of Sault Ste. Marie which includes Sudbury, Sault Ste. Marie, Algoma, Nipissing District, and Manitoulin Island.
- **Outcome** - Human trafficking remains significantly under-reported, and police-reported cases represent only a small fraction of the true scope of the crime. The Greater Sudbury Police Service remains committed to a survivor-centered approach grounded in four key pillars: Prevention, Protection, Prosecution, and Partnership.

Drug Education and Community Awareness

- **Situation** - Recently, several community organizations and local businesses have requested information regarding drug trends. The Drug Enforcement Unit’s primary function is the disruption of the supply of illicit drugs to our community. As an organization we recognize the importance of the DEU’s role in addressing the demand as well. As part of our commitment to the community regarding education and awareness regarding drug use, several presentations have been facilitated by members of the DEU, including the Detectives and Supervisors.
- **Response** - Oral and visual presentations have been designed to meet the requests of the community partners and local businesses. Several presentations have already been conducted and will continue throughout the remainder of 2025.

CDSA Search Warrant Leads to Arrest of Two from the GTA

- **Situation** - Members of the DEU learned that a male was trafficking cocaine and fentanyl from an apartment located on Bruce Avenue in Sudbury. Intelligence combined with ongoing complaints from the City of Greater Sudbury By-Law Department, prompted officers to initiate an investigation into suspected illegal drug activity.
 - **Response** - Officers conducted a review of video surveillance from the Bruce Avenue apartment and observed numerous individuals entering the unit with cash and then proceeding to the stairwell to smoke drugs on tin foil. The primary suspect was also observed frequenting the apartment. Based on the available information and corroborating surveillance evidence, investigators formed reasonable grounds to believe the suspect was committing the offence of Possession of a Schedule I Substance for the Purpose of Trafficking (cocaine and fentanyl). On October 9, 2025, a Controlled Drugs and Substances Act (CDSA) search warrant was granted and executed by members of the Emergency Response Unit (ERU).
 - **Outcome** - Seven individuals were located inside the unit and placed under arrest. The investigation determined that two males from the Greater Toronto Area were responsible for the trafficking activity; the remaining five were released at the scene. The two accused were charged with multiple offences, including:
 - Possession of a Schedule I Substance for the Purpose of Trafficking
 - Possession of Property Obtained by Crime
- During the execution of the CDSA search warrant, officers seized:
- Approximately **93 grams of cocaine**
 - **28 grams of fentanyl**
 - Approximately **\$8,000** in Canadian currency
 - Scales, packaging materials, and cell phones

BEAR Unit Seizes over \$200,000 in Stolen Property During Search Warrant in Wahnapiatae

- **Situation** - In June 2025, an investigation began into a male party being in possession of trailers believed to be obtained by the commission of an offence.
- **Response** - Members of the BEAR Unit conducted both mobile and static surveillance where it was confirmed that the male party was in possession of stolen property. As a result, a Search Warrant was granted for a property in Wahnapiatae.
- **Outcome** - On August 9, 2025, the Search Warrant was executed where several pieces of stolen equipment were located (including a Kubota Tractor, Four-Wheeler, several utility trailers, and an enclosed trailer). The items recovered were stolen from residents across the province. The recovered value of the property exceeded \$200,000. A male party from Wahnapiatae has been charged with 5 counts of Possession of Property Obtained by Crime over \$5,000.

GREATER SUDBURY POLICE SERVICES BOARD – CHIEF’S REPORT

Through a lengthy process, evidence collection, analysis, and collaboration with partnering agencies, members of the BEAR Unit identified and arrested the individual believed to be responsible for these offences. Their diligent efforts not only brought a suspect into custody but also led to the recovery of approximately \$200,000 worth of stolen property, returning valuable items to their rightful owners and reinforcing our commitment to community safety and well-being.

BEAR Unit Recovers \$73,250 in Stolen Property After Residential Break-and-Enters

Situation - On October 4, 2025, the Greater Sudbury Police Service received a report of a Break and Enter in Greater Sudbury. More than \$150,000 in jewelry and electronics had been stolen from the residence.

- **Response** - Members of the BEAR Unit conducted a neighborhood canvass, seeking potential witnesses and surveillance footage. Through this investigative work, officers were able to identify a suspect and motor vehicle connected to the offence. During the investigation, the BEAR Unit learned that the suspect was also implicated in an unrelated police investigation and had been recently arrested for Fraud.
- **Outcome** - On October 16, 2025, members of the BEAR Unit arrested the male suspect as he attempted to pawn approximately \$10,000 worth of stolen jewelry. A search warrant was subsequently executed at his residence, where officers recovered clothing worn during the Break and Enter, along with stolen jewelry and electronic equipment. The total value of recovered property is **\$73,250**. The male has been charged with:
 - Break and Enter – Commit Indictable Offence ×2
 - Theft Over \$5,000
 - Possession of Property Obtained by Crime
 - Trafficking in Property Obtained by Crime

Internet Child Exploitation (ICE) Unit Project LAUNCH

- **Situation** - In 2024, the Toronto Police Service Internet Child Exploitation (ICE) Unit launched a proactive initiative aimed at addressing youth who were actively sharing intimate content online across platforms such as Instagram, Snapchat, TikTok, Xbox Live, Signal, Discord, and Reddit. ICE investigators compiled a list of young persons who were self-exploiting online and conducted in-person visits to discuss the risks and long-term consequences of their actions. This initiative was presented at the Provincial Strategy Team Lead meeting, where it was agreed that the program would be expanded to include all partner Police Services across the Province.
- **Response** - The Greater Sudbury Police Service ICE Unit participated in Project LAUNCH, which ran from September 22 to September 26, 2025. The primary objective of the project was education rather than enforcement, with key messages focused on:

GREATER SUDBURY POLICE SERVICES BOARD – CHIEF’S REPORT

- Promoting healthy, respectful, and caring relationships.
- Reinforcing that it is acceptable to say “no” to sharing intimate content or giving in to peer pressure.
- Highlighting that once images or videos are shared online, they are no longer private, and youth should carefully consider the potential consequences of their distribution.
- **Outcome** - A total of five youth in the community were identified, engaged, and educated by members of the ICE Unit. Their parents were present throughout and expressed appreciation for the proactive and supportive approach taken by officers.

INTEGRATED OPERATIONS

Robert Norman**Inspector****OVERVIEW**

Across October and November, the Integrated Operations Division maintained a strong operational tempo, focusing on specialized enforcement, tactical readiness, and strategic community engagement. Units continued to support high-risk investigations, traffic safety priorities, joint enforcement initiatives, and focused visibility deployments consistent with the Service’s Strategic Direction. The reporting period saw increased impaired-driving activity, multiple tactical operations led by ERU, significant drug and weapons-related investigations, and sustained community presence across the city.

INTEGRATED TRAFFIC SAFETY UNIT (ITSU) – TRAFFIC MANAGEMENT UNIT**Enforcement Activity**Provincial Offence Notices (PONs) & Part III Summonses

- October: **34** PONs and **27** Part III summonses
- November: **23** PONs and **26** Part III summonses
- Year-to-Date: **1,569** POA charges laid by ITSU

Motor Vehicle Collisions (MVCs)

- October: **1** serious personal-injury MVC, **0** fatal MVCs
- November: **2** fatal MVCs, **0** serious personal-injury MVCs
- Remotely Piloted Aircraft System (RPAS) was deployed **7** times across both months for collision documentation and evidence capture.

Impaired Driving – Service-Wide

- October: **20** impaired drivers (**16** alcohol, **5** drug)
 - November: **22** impaired drivers (**12** alcohol, **9** drug, **1** refusal)
- Approved Screening Device (ASD), Standard Field Sobriety Test (SFST), and Drug Recognition Exam (DRE) testing continued to support these investigations across the Service.

Festive RIDE Campaign Launch

GREATER SUDBURY POLICE SERVICES BOARD – CHIEF’S REPORT

On November 26, GSPS officially launched the 2025 Festive RIDE Campaign, initiating enhanced seasonal impaired-driving enforcement. Regular RIDE spot checks are now occurring weekly throughout the holiday season, supported by ITSU and frontline officers to increase deterrence, visibility, and community safety during this high-risk period. This year’s campaign is also strengthened through our ongoing partnerships with Canadian Blood Services, Mothers Against Drunk Driving (MADD), and Safe Ride Home Sudbury, all of whom play an important role in promoting sober driving and reinforcing our shared commitment to safer roadways.

Stunt Driving & High-Risk Driving

- October: **7** stunt-driving charges (**6** in <80 km/h zones)
 - November: **8** stunt-driving charges (**5** in <80 km/h zones)
- Most occurred in 60 km/h zones.

Additional aggressive-driving enforcement in November resulted in:

- **31** speeding charges
- **7** cell phone offences
- **4** red-light violations
- **1** careless driving charge
- Additional unsafe lane and pedestrian-crossover-related offences

School Bus & Seasonal Enforcement

- October: **6** school-bus-related charges, with **6** complaints under investigation.
 - November: **3** school-bus charges, including **1** careless-driving offence.
- Key enforcement areas included 1960 Paris Street, Garson, and Azilda.

ATV/UTV Enforcement

Focused patrols occurred in Lively, Garson/Falconbridge, Capreol, Kukagami Lake, and Chelmsford. While most outcomes were educational, officers laid several licensing and document-related charges where appropriate.

INTEGRATED TRAFFIC SAFETY UNIT (ITSU) – SPECIAL ENFORCEMENT UNIT

Throughout both months, the Special Enforcement component of ITSU provided broad support to Patrol and Investigative Units, including off-road enforcement, search operations, and joint-agency initiatives.

Operational Highlights:

- Assisted with the search for **two stolen vehicles** and **one stolen excavator**, utilizing ATVs and off-road capability.
- Participated in two major searches:
 - Coniston – male located deceased

- Whitson Lake – male located
- Conducted **focused patrols** in Garson, Lively, Hanmer, Val Caron, and Chelmsford.
- Supported a Joint Forces Operation with MNR in Chelmsford (six ATVs stopped; no charges).
- Engaged in meetings with **Glencore** regarding trespassing and safety concerns on industrial property, and assisted with removal of unhoused persons from restricted areas.

Support 360 – ITSU November Enforcement Summary

In November, ITSU—including the Traffic Management Unit (TMU) and Special Enforcement—provided coordinated support to Support 360, delivering enhanced visibility, targeted enforcement, and focused patrols within and surrounding the downtown core.

ITSU members:

- Conducted high-visibility mobile and foot patrols to support DEU’s work targeting drug-distribution pathways into the downtown core.
- Monitored and disrupted vehicle-based trafficking behaviour in laneways, surface lots, corridors, and known hot-spot locations.
- Addressed spillover impacts outside the core, including unsafe driving behaviours and roadway-safety concerns linked to panhandling and increased foot traffic.
- Ensured all interactions with vulnerable community members were carried out using a support-first, harm-focused approach aligned with the Service’s philosophy.
- Provided timely reports and situational updates to support intelligence-led deployment adjustments.

ITSU’s integrated presence strengthened deterrence, enhanced community visibility, and supported the overall effectiveness of Support 360 throughout November.

EMERGENCY RESPONSE UNIT (ERU)

October & November Summary

ERU maintained a high level of activity across both months, responding to high-risk incidents and providing specialized support to Patrol, CID, BEAR, DEU, ICE, and partner agencies.

Operational Activity:

- October:
 - **4** search warrants
 - **3** significant tactical incidents
 - **3** Tactical Emergency Medical Service (TEMS) deployments
 - **11** K9 deployments
- November:
 - **198** calls for service

GREATER SUDBURY POLICE SERVICES BOARD – CHIEF’S REPORT

- **3** search warrants
- **1** high-risk vehicle takedown
- **3** significant tactical incidents
- **3** TEMS deployments
- **11** K9 requests

Significant Incidents:

Drug Trafficking & CDSA Investigations

- October: ERU assisted DEU with a major CDSA warrant on Bruce Avenue, resulting in arrests, drug seizures, and recovery of a large quantity of currency.
- November: A CDSA warrant on Paris Street yielded suspected crack cocaine, oxycodone tablets, and \$14,803 in Canadian currency.

High-Risk Vehicle Stops

- In November, ERU assisted OPP with a coordinated high-risk vehicle stop on Hwy 69 involving subjects with outstanding trafficking-related warrants. A second vehicle travelling in tandem was stopped and a firearm located.

Violent Offender & Weapons Incidents

- October: ERU assisted CID with the arrest of a violent offender wanted for attempted murder, weapons offences, theft, and probation breaches.
- November: ERU executed a warrant in Hanmer, locating the accused hiding in attic insulation alongside a large aggressive dog.

Barricaded Person – Mental Health Crisis

- October: Officers resolved a barricaded-person incident in Garson involving a woman in crisis armed with a bat. Tactical entry and a Conducted Energy Weapon (CEW) deployment were required.

Child Exploitation – ICE Support

- November: ERU executed a search warrant in Greater Sudbury related to child-exploitation offences. A loaded firearm was seized, and two individuals arrested.

Search & Rescue / Missing Persons

- October: ERU assisted Patrol and Search and Rescue (SAR) in Wanup after a water-related emergency. OPP divers later recovered the individual.

K9 UNIT

K9 teams were heavily engaged over both months supporting offender tracking, evidence searches, and missing-person investigations. Their contributions also increased safety during tactical and high-risk incidents.

Notable deployments included:

- A 3km track of a suspect who rammed a police cruiser and attempted to flee on foot.
- Locating a suicidal female who had fled into the bush during a mental-health crisis.
- Evidence recovery searches involving firearms, clothing, and break-and-enter investigations.

Community Engagement

Members across the Division continued to support community-safety initiatives and visibility efforts, including:

- Enhanced presence within the Support 360 footprint in November.
- Peaceful protest support through PLT.
- Joint work with Glencore, MNR, school boards, and community partners to address safety concerns, trespassing, and off-road enforcement issues.
- Continued high-visibility enforcement in school zones, rural communities, and high-complaint locations.

These engagements strengthened community trust and delivered on our Strategic Direction of working together to support a safer, healthier community.

CORPORATE COMMUNICATIONS


Kaitlyn Dunn


Supervisor

Crime Prevention Week – November 2-8

We’re proud to join communities across Ontario in promoting this year’s theme: “Working Together to Protect Ontario.”

Crime Prevention Week is a powerful reminder of what we can achieve when police services and community organizations unite to build safer, stronger, and more resilient neighbourhoods. It’s about collaboration, education, and proactive action.

 Crime prevention is all about stopping crime before it starts. By raising awareness and sharing practical safety tips, we empower you to make smart choices that protect yourself and others.


 All week long, we’ll be sharing safety tips, photos, and virtual ride-alongs with our Officers. Stay tuned!


 Remember: Crime prevention starts with you.


Whoop Whoop – that’s the sound of traffic enforcement (video) – 34,735 views

Note; School Bus Safety Week video 102,812 views and Stop for School Bus – It’s the law video 123,690 views


As part of [#CrimePreventionWeek](#), Sergeant Ramsay conducted a focused patrol this morning to help keep our roads safe and our community protected. Today’s infractions included:

 Distracted Driving – Eyes on the road, not your phone.

 Unsafe Lane Changes – Always check your blind spots and signal your intention to merge.

 Failing to Stop at Pedestrian Crosswalks – A few seconds of patience can prevent a lifetime of consequences.

 Failure to Display Two Licence Plates – Front and back, it’s the law.

 Standing on the Roadway or Median to Solicit – This behaviour is prohibited for safety reasons. Keep clear of traffic zones.

Drive safe, Sudbury!

Rubireports: Reporting Sensitive Incidents

In addition to non-emergent reports such as property crimes, fraud, and traffic enforcement, our new online reporting platform - Rubireports - offers a confidential, trauma-informed pathway for reporting sensitive incidents handled by our Criminal Investigations Division. These include:

- Hate crimes and hate-motivated incidents
- Sexual assault
- Human trafficking

Developed in collaboration with community partners, these enhanced options prioritize discretion and survivor well-being. Reports in these categories are sent directly to specially trained detectives, reducing the need for survivors to repeatedly share their experiences. Individuals can report when they feel ready, from any safe location, without initiating a visible (marked) police response.

Member Welcome and Recognition Ceremony – November 5

We celebrated:

- 🏅 Years of committed service from our long-standing members
- 🏅 A promotion that marks the next chapter in leadership - Sergeant Dave Hamilton
- 🏅 Warm welcomes to our newest recruits – 10 new Constables and 9 new Special Constables
- 🏅 Heartfelt farewells to those retiring after years of impactful service

A special highlight of the evening was the presentation of the Sgt. Todd Lefebvre Community Champion Memorial Award to Cst. Richard Therrien. This award recognizes a member who exemplifies compassion, community spirit, and unwavering commitment to making a difference – values that Sgt. Lefebvre lived by and that Cst. Therrien continues to embody every day.

To all our members – past, present, and future – thank you for your service and courage.

Downtown Walk Along (video) – 86,453 views

Cst. Powell conducted a focused patrol in the downtown core, liaising with community partners as part of the many proactive efforts led by the GSPS Community Response Unit (CRU). This reel offers a behind-the-scenes glimpse into the response to a property theft call - from taking audio statements and reviewing surveillance footage to note-taking, arrest procedures, prisoner transport to police headquarters, and the



GREATER SUDBURY POLICE SERVICES BOARD – CHIEF’S REPORT

handling of recovered property. These actions reflect GSPS’s ongoing commitment to increasing police presence and visibility in the downtown core.

On any given day, people downtown may witness open drug use, intoxication, littering, loitering, panhandling, trespassing, and property crimes such as theft and mischief. The GSPS Downtown Visibility and Safety Initiative aims to restore safety and accountability in public spaces. We believe safety means more than just avoiding harm - it also includes feeling safe and confident in public spaces. The community’s concerns about safety downtown are real and should not be ignored.

Through regular foot and bike patrols, CRU officers:

- ✓ Build trust with residents and businesses
- ✓ Respond to crimes in progress
- ✓ Apprehend individuals who pose elevated risks to public safety
- ✓ Connect vulnerable community members with important resources

Together, we are working to hold offenders accountable, strengthen relationships, and enhance public safety in our downtown core.

Safe Ride Home Sudbury Launch – November 7

At the Greater Sudbury Police Service, we see the devastating impact of impaired driving far too often. In 2024, we responded to 308 impaired-related incidents and laid 500 charges. In 2025 so far: 293 incidents and 496 charges.

That’s why we’re pleased to partner with Safe Ride Home Sudbury.

Each year, 350+ volunteers help over 8,000 Sudburians get home safely in their own vehicles during the festive season. This initiative shows what’s possible when law enforcement, volunteers, sponsors, and community members unite.

As we enter the festive season, expect increased enforcement. Our message is clear:

- Impaired driving is a crime.
- Expect to see police anywhere, anytime.

If you suspect someone is driving impaired, call 9-1-1.

■ Safe Ride Home Sudbury runs Nov 28 – Dec 31, 2025.



Sudbury Multicultural and Folk Arts Association Gala – November 8

Chief Sara Cunningham and members of the Greater Sudbury Police Service proudly attended the [Sudbury Multicultural and Folk Arts Association](#) Gala at the Caruso Club. The evening brought together community leaders, cultural organizations, and residents to celebrate the rich diversity that defines Greater Sudbury.

Chief Cunningham delivered remarks highlighting the importance of inclusion, equity, and cultural understanding in building a safer, more connected community.

The Sudbury Multicultural & Folk Arts Association plays a vital role in helping newcomers integrate, access services, and share their heritage with the broader community. GSPS is proud to stand alongside them in promoting cross-cultural inclusion and ensuring that all residents feel a sense of belonging.

As part of its ongoing commitment to equity and inclusion, GSPS continues to build partnerships with cultural organizations, offer newcomer outreach programs such as our Intercultural Ride Along & Job Shadow Program, and ensure its services reflect the diversity of the community it serves.

Together, we are working toward a Greater Sudbury where everyone feels welcome, valued, and safe.



Remembrance Day – November 11

The Greater Sudbury Police Service stood in solemn reflection at the Civic Remembrance Day service at the Sudbury Arena, followed by the [Lockerby Legion Branch 564](#) ceremony. Together, we honoured the brave souls who gave their lives for our freedoms, and those whose lives have been forever changed by war, conflict, and service.

Their courage; their sacrifice; their legacy - must never be forgotten.

We gathered not only to commemorate the fallen, but to reaffirm our commitment to peace and gratitude. In unity and remembrance, we pay tribute to all who have served - in times of war, in moments of peace, and in the quiet resilience of everyday duty.



Lest we forget. [#CanadaRemembers](#) [#RemembranceDay2025](#)

Intercultural Ride Along and Job Shadowing Program Launch

We’re proud to have officially launched the 2025-26 Intercultural Ride Along & Job Shadow Program with a successful orientation night!

This unique initiative is designed to build bridges between our police service and international newcomers to Greater Sudbury. Over the coming months, participants will have the opportunity to ride along with officers, shadow various roles within our organization, and gain firsthand insight into how policing works in Canada.

We’re excited to welcome this year’s cohort and look forward to meaningful conversations, shared learning, and building trust.

To all our participants: thank you for joining us. We understand that moving to a new country can be overwhelming, and we’re honoured to show you that our police service is here to support and keep you safe.

Thank you to our community partners:

- [YMCA of Northeastern Ontario-Employment and Immigrant Services](#)
- [Cambrian College](#)
- [Laurentian University - Université Laurentienne](#)
- [Collège Boréal](#)

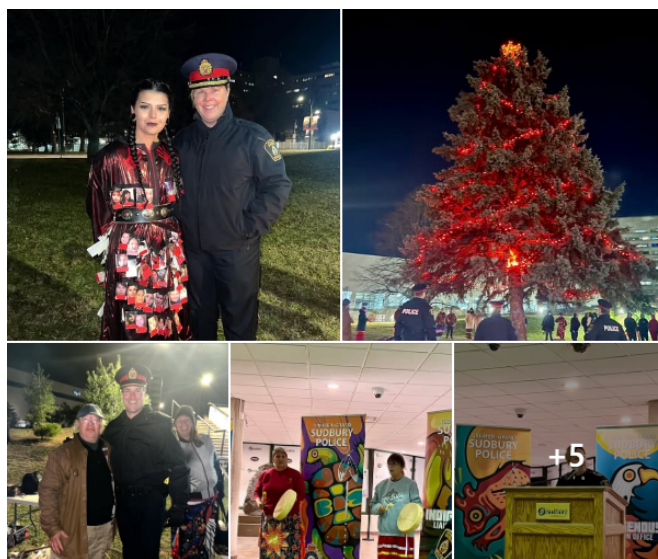
Tree of Hope Lighting Ceremony – November 16

Thank you to everyone who joined us for our 5th Annual MMIWG2S+ Tree of Hope Lighting Ceremony, held in partnership with the N’Swakamok Indigenous Friendship Centre and the Family Information Liaison Unit (FILU). This gathering was in honour and remembrance of Missing and Murdered Indigenous Women, Girls, and 2SLGBTQI+ people (MMIWG2S+).

We also acknowledge the important work of the Thunder Bay Police Service and the Thunder Bay community, who began this initiative six years ago. Since then, the Tree of Hope has grown into a province-wide tradition. Last night at 7 p.m., GSPS proudly joined 30 other police services across Ontario in lighting our trees together in solidarity.

A special thank you to Troy Tait at Tait Power for helping us light the tree.

This ceremony is more than symbolic – it is a call to action and a reminder of the work that lies ahead. GSPS remains committed to truth and reconciliation, addressing systemic issues, and building meaningful



GREATER SUDBURY POLICE SERVICES BOARD – CHIEF’S REPORT

partnerships with Indigenous communities. Real progress requires listening, learning, and continuous action.


Together, with our community and policing partners across Ontario, we can illuminate a path forward – a path of hope, healing, and justice.

Smile Cookie Holiday Campaign (video) – 22,746 views

 Caught red-handed... with icing sugar! Chief Cunningham is decorating cookies for a cause. 

GSPS is proud to support the [Tim Hortons](#) Holiday Smile Cookie Campaign, happening now through November 23rd.

Every single cookie makes a difference – with 100% of proceeds going directly to [Children's Aid Society of Sudbury & Manitoulin](#) and [Tim Hortons Foundation Camps](#).

Join us in making the holidays brighter for children and families in our community. Pick up your Holiday [#SmileCookie](#) today and share the joy! 

Launch of Answer the Call Video Series (teaser and Part I) – 25,267 views & 23,035 views

Is policing your calling? Answer the call with the Greater Sudbury Police Service. 

Stay tuned for our new mini-series – meet our officers, hear their stories, and discover the journey behind the badge.

Sergeant Matt Hall Awarded YMCA Peace Medal

the Greater Sudbury Police Service was proud to join our community partner, [YMCA](#) of Northeastern Ontario, in celebrating 25 years of the Centre for Life - a vital hub for community services, health and wellness, family support, and social connection.

A special highlight of the event was our very own Sergeant Matt Hall being honoured with the YMCA Peace Medal, recognizing his outstanding dedication to ensuring the safety and well-being of everyone in our downtown core. Sgt. Hall has worked tirelessly to build positive relationships with residents, businesses, and community organizations, fostering trust and collaboration while addressing challenges with compassion and professionalism.

GREATER SUDBURY POLICE SERVICES BOARD – CHIEF’S REPORT

We are grateful for the YMCA’s continued leadership in building stronger, healthier communities, and we congratulate them on this incredible milestone! 🎉



Festive Reduce Impaired Driving Everywhere (RIDE) Launch – November 26

we launched the Festive RIDE Campaign and paused to honour the lives of Caitlin Jelley, Jazmine Houle, Steven Philippe, DJ Hancock, and Adam Hirschfeld – five members of our community tragically taken by impaired drivers.

Through partnerships with organizations like Safe Ride Home Sudbury, we’re committed to providing education, awareness, and practical solutions.

Safe Ride Home Sudbury offers a free service throughout the festive season, ensuring everyone has access to a safe way home. This year, the service runs November 28 – December 31.

If you plan to drink or consume substances:

- Arrange a designated driver
- Use public transit
- Call a cab or rideshare
- Take advantage of Safe Ride Home Sudbury

Throughout the festive season, expect to see increased RIDE checks across Greater Sudbury.

GREATER SUDBURY POLICE SERVICES BOARD – CHIEF’S REPORT

During the 2024 Festive RIDE Campaign, officers conducted 13 RIDE checks, stopping 3,243 vehicles.

Our message is clear: police can be anywhere, anytime.

We thank our partners for their dedication to road safety:

- [City of Greater Sudbury](#)
- [Ontario Provincial Police](#)
- [Safe Ride Home Sudbury](#)
- [MADD Canada](#)
- [Public Health Sudbury & Districts](#)
- [Canadian Blood Services](#)



Together, we can make this festive season safe for everyone.

Return of Constable Nickel – December 1 (video) – 33,057 views

🌟🌟 He's back! After a long journey from the North Pole, our very own Elf on the Shelf, Cst. Nickel, has returned to Greater Sudbury just in time for the holiday season. 🌨️❄️

Throughout December, you'll spot Cst. Nickel bringing smiles, laughter, and safety reminders!

Stay tuned to see where Cst. Nickel will appear next! 👁️🌟

Return of Fire and Ice Charity Hockey Game

🔥🏒 IT'S BACK!

👤 vs 👤 The Fire & Ice Charity Hockey Game returns Friday, January 30, 2026 at the Sudbury Arena in support of Northern Ontario Families of Children with Cancer.

🌟 Watch Sudbury's police and firefighters face off in an epic battle on the ice - all for a worthy cause!

📅 Date: Friday, Jan 30, 2026

🕒 Doors Open: 5:30 PM | Puck Drop: 6:30 PM

🎫 Tickets: \$10 General Admission → <https://shorturl.at/8RQ02>

Seats sell out FAST — grab yours today!

GREATER SUDBURY POLICE SERVICES BOARD – CHIEF’S REPORT

🌟 WIN BIG! Share & like this post + follow the Fire & Ice Charity Hockey Game page for your chance to win a corporate suite & 10 tickets!

Proudly supported by: [SWSE](#) • [Crosstown Chevrolet](#) • [Pro Hockey Life](#) • Bob’s Service Centre • [C.B Landscaping INC.](#) • [Manitoulin Transport](#) • [Freelandt Caldwell Reilly LLP](#) • [RHP Training Centre](#) • Don’s Pizza Sudbury • BrokerLink • A.J. Stone Company • Black Fly Beverage Company

[Sudbury Professional Fire Fighters Greater Sudbury Police Service](#)

8th Annual Pure Country Diaper Drive-by

❄️ Cold temperatures, warm hearts! ❤️

Chief Sara Cunningham and Constable Nickel braved the chill to drop off diapers and wipes at the 8th Annual Diaper Drive-By hosted by [Sudbury's Pure Country](#) supporting the [Pregnancy Care Centre & Infant Food Bank](#).

This year’s goal: 1,000 cases of diapers—with a special need for sizes 4, 5, and 6.

📍 Main Drop-Off Events

Dec. 8: 5 a.m. – 12 p.m.

Dec. 10: 12 p.m. – 7 p.m.

Dec. 12 (Finale): 5 a.m. – 12 p.m.

Location: behind Swiss Chalet, New Sudbury Centre parking lot, 1349 LaSalle Blvd

Can’t make it? Donations accepted at:

- ✅ All Sudbury Shoppers Drug Mart locations
- ✅ Pass It On Undercoating (875 Notre Dame Ave, Unit 302)
- ✅ Gem Sewing (2141 Lasalle Blvd)
- ✅ Health Tweak (1322 Martindale Rd)

💰 Monetary donations: Visit Pregnancy Care Centre (1032 Lasalle Blvd, weekdays 10 a.m.–3 p.m.) or donate online: <https://www.canadahelps.org/en/dn/11544>

Let’s come together to make a difference for local families! 🍼

