

PUBLIC ACCOUNTABILITY

Complaints and Discipline Process

Greater Sudbury Police Service Board

March 12, 2015

Superintendent Sheilah Weber



Agenda

- History
- Supervision
- Chief's Complaint/Public Complaint
- Reporting to the Board
- Analysis of Trends / Risk Management
- Identification of Training issues



POLICING BY CONSENT

- ❑ 1829 Sir Robert Peels Principles of Law Enforcement
- ❑ Policing with and for the Community



“the police are the public and that the public are the police”



Legislative Framework

- Ontario Ministry of Labour
 - Employment Standards
 - Occupational Health and Safety Act

- Collective Agreements

- Ontario Human Rights Code

- Ontario Police Services Act



Legislative Framework

- Board Governance and Board Policy

- Criminal Code, Highway Traffic Act, CDSA
(Just like everyone else)

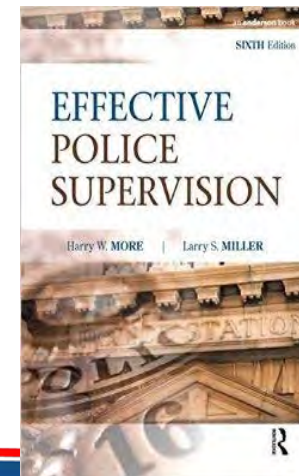
- Police Services Act
 - Misconduct



Oversight Performance Management

Police Supervision

Adequate and effective supervision is prescribed by Regulation



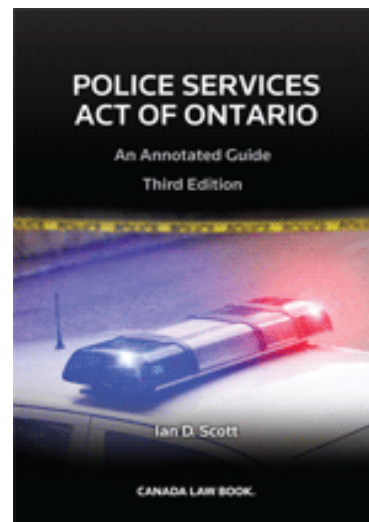
Oversight

PART 5 Complaints

- Chief's Complaint
- Public Complaint through Office of the Independent Police Review Director



Oversight Investigation/Resolution



Chief's Complaints → Professional Standards



Oversight

POLICE CONDUCT

POLICE SERVICES ACT

Code of Conduct

- ✓ Discreditable Conduct / Insubordination / Neglect of Duty / Deceit / Breach of Confidence / Corrupt Practice / Unlawful or Unnecessary Exercise Of Authority / Damage to Clothing or Equipment / Consuming Drugs or Alcohol in a manner prejudicial to duty.



Oversight Investigation/Resolution

OIPRD



Service / Policies



Conduct



Oversight Investigation/Resolution

Ontario Civilian Police Commission

Independent oversight agency



Oversight Investigation and Resolution

Special Investigations Unit (SIU)

- ➔ Criminality
- +
- ➔ Serious Injury
- ➔ Death
- ➔ Sexual Assault



PUBLIC/BOARD REPORTING

TRANSPARENCY

FAIRNESS

ACCOUNTABILITY



OIPRD Statistics

COMPLAINT CLASSIFICATION	2014	2013
Abuse of Authority	4	5
Assault	0	0
Breach of Confidence	3	1
Corrupt Practice	0	2
Discreditable Conduct	12	4
Excessive Force	1	3
False Arrest	0	0
Harassment	2	1
Incivility	13	3
Neglect of Duty	7	6
Service / Policy Complaint	2	5
Sex Assault	0	0
Threatening	0	1
Damage to Property	0	1
TOTAL	44	32
Substantiated	1	0



CHIEF'S COMPLAINTS Statistics

CHIEF'S COMPLAINTS	2014	2013
Abuse of Authority	0	1
Assault	0	1
Breach of Confidence	0	1
Corrupt Practice	0	1
Discreditable Conduct	3	2
Excessive Force	1	0
Deceit	0	1
Harassment	2	1
Incivility	1	1
Neglect of Duty	2	5
Service / Policy Complaint	0	2
Insubordination	0	0
Unsatisfactory Work Performance	0	1
Damage to Property	0	1
TOTAL	9	18



Impact on Our Police Discipline



Summary

- Supervision
- Oversight
- PSB is both proactive & reactive
- Deter – Investigate - Reintegrate



Our Community = Our Commitment

- Noble Profession
- RICH Values
- Actions of one affects others



QUESTIONS

