



GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY May 18, 2016 4:00 P.M.
Police Headquarters, Alex McCauley Boardroom, 5th Floor

PUBLIC AGENDA

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4	Declarations of Conflict of Interest	
5	Presentations	
	2015 Crime Statistics - Chief Paul Pedersen	
	Street Checks - Chief Pedersen	
6	Consent Agenda	Motion
	Adoption of Minutes - April 20, 2016	
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- 2016 / 2017 Operation Red Nose

11 **Operational Update - Deputy Chief Lekun**

12 **New Business**

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Next meeting Wednesday June 22, 2016

14 **Adjournment**

Motion



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: May 11, 2016
PUBLIC	
SUBJECT: 2015 INFORMATION PRIVACY COMMISSION ANNUAL REPORT	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Ongoing Best Practices	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board receives this 2015 Privacy Commission Annual Report for information.

BACKGROUND:

The *Municipal Freedom of Information and Protection of Privacy Act* applies to local government institutions including Municipalities, police services boards, school boards, conservation authorities, boards of health, and transit commissions.

The *Act* gives individuals the right to request access to municipal government information including most general records and records containing their own personal information. The *Act* also requires that local government institutions protect the privacy of an individual's personal information existing in government records.

The *Act* includes a privacy protection system which the government must follow to protect an individual's right to privacy.

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The system includes rules regarding the collection, retention, use, disclosure, and disposal of personal information in the government's custody or control.

If an individual feels their privacy has been compromised by a government institution governed by the *Act*, they may register a complaint to the Information and Privacy Commissioner who may investigate.

CURRENT SITUATION:

All institutions covered by the *Municipal Freedom of Information and Protection of Privacy Act (MFIPPA)* are required to submit their statistics by March 1 of each year even if no requests are received during the previous calendar year. The IPC provides an online Statistics Submission Website for inputting statistical data.

Institutions must include in their report:

- the number of requests for access under *MFIPPA*;
- the number of refusals under *MFIPPA* including the provisions under which the refusal was made and the number of occasions on which each provision was invoked;
- the number of uses or purposes for which personal information is disclosed where the use or purpose is not included in the personal information bank index under *MFIPPA*;
- the amount of fees collected; and
- other information indicating the effort to put into practice the purposes of these statutes.

In order to remain in compliance with the *Act*, the noted statistics shall be submitted to the Commission.

Attached is a table summarizing the 2015 statistics to be submitted to the IPC.



Description	Personal Information	General Information
Total New Requests received in 2015	13	26
Carry-overs from 2014	2	1
Source of Requests:		
Individual	12	23
Business	1	3
Time to Complete:		
30 days or less	13	22
31 – 60 days	0	2
61 – 90 days	0	2
90 days or over	0	0
Disposition of Requests:		
All information disclosed	0	6
Information disclosed in part	11	10
No Information disclosed	1	6
Requests withdrawn/abandoned	1	3
Transfer to another agency		1
Carried forward from 2015	2	1
Exemptions Claimed:		
Law Enforcement	12	12
Personal Privacy	N/A	12
Personal Information	12	N/A
The <i>Act</i> does not apply	1	1
Labour relations	0	0
Refuse to confirm or deny	0	0
Fees Collected:		
Application Fees	\$55.00	\$110.00
Additional Fees	\$59.20	\$400.90

In order to remain in compliance with the *Act*, the noted statistics shall be submitted to the Commission.

For the purpose of comparison to the 2014 data, this is a 34% increase in request for information.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: APPROVAL	DATE: May 11, 2016
PUBLIC	
SUBJECT: 2016 EXCESS HOURS OF WORK – MINISTRY APPROVAL	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Workplace Strategies	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board receives the 2016 annual report confirming compliance with *Employment Standards Act – Approval for Excess Weekly Hours.*

BACKGROUND:

On April 26, 2004, the Government of Ontario introduced Bill 63, the *Employment Standards Amendment Act (Hours of Work and Other Matters), 2004*. This proposed legislation came into force on January 1, 2005. There are two main areas of the *Act* that are affected by Bill 63:

- 1) excess hours of work agreements; and
- 2) overtime averaging agreements.

The legislation did not take away the ability of employers and employees to enter into these types of agreements. However, Bill 63 does require that these types of agreements receive approval from the Director of Employment Standards.

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Some of the key features relating to these agreements are listed below:

- Agreements must still be entered into with employees for excess hours of work and overtime averaging;
- Director approval is required for excess hours in a work week and overtime averaging;
- Director approval is **not** required for agreements relating to excess hours of work in a day;
- Hours of work agreements must state a specified number of hours the employee can be required to work;
- Hours of work agreements up to 60 hours per week can last for a period of up to 3 years;
- Hours of work agreements in excess of 60 hours per week can last for a period of one year;
- There are posting requirements in the workplace for applications, approvals, and refusals.

CURRENT SITUATION:

Bill 63 excess hours agreement only affects the civilian members of the Police Service as sworn members are exempt from the *Employment Standards Act*.

Since the inception of Bill 63, the Greater Sudbury Police Services Board has entered into an agreement with the Sudbury Police Association and received approval from the Director of Employment Standards to allow certain civilian positions the ability to work hours in excess of 48 hours.

A renewal approval was recently granted for excess hours for the following positions:

- Communicators (weekly maximum 66 hours per week)
- Communications Supervisors (weekly maximum 66 hours per week)

This approval valid through to April 12, 2017



- Info Systems Technicians (weekly maximum 60 hours per week)
- Transcribers (weekly maximum 60 hours per week)
- CPIC Operators (weekly maximum 60 hours per week)
- Court Security (weekly maximum 60 hours per week)

This approval valid through to April 12, 2019

This report serves to confirm compliance with legal responsibility under Bill 63 *Employment Standards Act* – Approval for Excess Weekly Hours.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: May 11, 2016
PUBLIC	
SUBJECT: 2016 JANUARY – APRIL STAFFING / DEPLOYMENT UPDATE	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Leadership Development and Succession Planning	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board, in accordance with Section 31(1) (a) of the *Police Services Act*, hereby appoints members of the Greater Sudbury Police Service on the dates specified; and further

THAT the Board hereby accepts the resignations of members from the positions on the effective dates specified.

BACKGROUND

Section 31 (1) of the *Police Services 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 31 (1) (a), the Board appoints and accepts resignations of members of the Service. The purpose of the report is to highlight the current strength of the Greater Sudbury Police Service and to bring forward appointments, resignations, and retirements since January 1 to April 30, 2016.

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CURRENT SITUATION:

Each year, the Service develops a Sworn Officer Hiring Plan in accordance with anticipated attrition through resignation and/or retirement. The plan is designed to ensure authorized strength is maintained. Hiring of new members includes direct entry officers, those having completed basic constable training and having gained experience from other police services. New recruits join the Service as a Cadet. These members generally join the Service approximately two weeks to one month prior to attending the Ontario Police College allowing for an initial orientation period.

Likewise, civilian hiring is influenced by many factors including resignation and retirement in addition to growth and pressures in certain support service areas. Civilian hiring taps both internal and external candidates. Full-time positions are generally filled by internal members. Such successful competitions will generally create vacancies leading to other competitions in a domino type of effect.

With the introduction of the Community Safety Personnel program, several positions were filled internally which did create significant movement of civilian personnel into new jobs. One CSP was secured externally, that being Corporate Communications which was posted during the noted reporting period. As well, a full-time crime analyst was recruited externally.

The Service is represented by diverse backgrounds, a broad inventory of languages, skills, knowledge, and experience.

The following will serve as an overview of such changes to the organization.

TABLE A: GSPS Authorized Strength at April 30th, 2016

FULL TIME COMPLEMENT

	Budgeted		Notes		
	Authorized	Actual	Non-medical LOA	Medial LOA LTD	Secondment
SWORN	264	264	0	0	(3)
CIVILIAN	119	121	0	2	(0)
TOTAL	383	385	0	2	(3)

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TABLE B: Appointments

Hires for the period of January 1 to April 30, 2016

Effective Date	Status	Assignment
04 January 2016	Civilian	Crime Analyst
11 February 2016	Civilian	Training Branch Coordinator
11 February 2016	Civilian	Special Constable
11 February 2016	Civilian	Special Constable
11 February 2016	Civilian	Programmer Analyst
11 February 2016	Civilian	Network Technician
11 February 2016	Civilian	Facilities Assistant
29 February 2016	Civilian (PT)	Armourer
29 February 2016	Civilian (PT)	CSP – Youth Safety Coordinator
29 February 2016	Civilian (PT)	Help Desk Technician
01 March 2016	Civilian	Communications Manager
11 April 2016	Civilian	CSP – Corporate Communications
23 March 2016	Civilian (PT)	Transcriber
25 April 2016	Civilian 2 year contract	Aboriginal Women Victim Coordinator

TABLE C: Resignations/Retirements

Resignations/retirement for the period of January 1 to April 30, 2016:

Effective Date	Status	Years of Service	Reason for Leaving
26 February 2016	Sworn	10.5 years	Resigned
31 March 2016	Sworn	31 years	Retired
31 March 2016	Sworn	26.5 years	Retired
29 April 2016	Sworn	28 years	Retired

TABLE D: Secondments/Non-Medical LOA

Term	Type of Leave
April 1/15 to March 31/18	Secondment – O.P.P.
November 2/15 to TBD	Secondment – O.P.P.
January 2015 to December 2016	Secondment – O.P.C.




SUMMARY:

This report summarizes the activities that have occurred in the first trimester of 2016 relative to staffing and deployment. Staff has worked collectively to ensure strategic goals and priorities are met. The Board will be provided with updates three times a year on hiring and deployment of new sworn officer and civilian members. These updates will be provided in the month following the previous four months on the following schedule:

Date Tabled with Board	Category of New Member	Hiring Timeframe
May	Sworn/Civilian	January to April
September	Sworn/Civilian	May to August
January	Sworn/Civilian	September to December



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: May 11, 2016
PUBLIC	
SUBJECT: FINAL DISPOSITION OF FOUND OR SEIZED MONEY	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Mobilizing and Engaging Our Community Goal: Crime Prevention Initiatives	
Prepared by:  Lucia Taskinen Property Supervisor	Approved by:  Paul Pedersen Chief of Police
Reviewed and Recommended by:  Sharon Baiden Chief Administrative Officer	

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board accepts for deposit to the Board Trust Fund \$3,899.46 in unclaimed funds.

BACKGROUND:

Section 132, 133 and 134 of the *Police Services Act* of Ontario deals with all property in the possession of a Police Force.

In particular **Section 133(1)** deals with money and states:

This section applies to money that comes into the possession of a police force under circumstances described in paragraph 1 or 2 of subsection 132(1).

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Paragraph 1 of 132(1) states:

The property was stolen from its owner or was found abandoned in a public place, and the chief of police is unable to determine who owns it.

Paragraph 2 of 132(1) states:

The property was seized by a member of the police force in the lawful execution of his or her duties, all legal proceedings in respect of the property have been completed, there is no court order for its disposition and there is no legal requirement, apart from this section, that it be retained or disposed of.

Section 133(3) then addresses the use of this money and states:

If three months have elapsed after the day the money came into the possession of the police force and the owner has not claimed it, the Board may use it for any purpose that it considers in the public interest

From time to time money is found, by various individuals, and turned over to police in an attempt to return it to its rightful owner. In many cases, the police are unable to determine the rightful owner. If no individual comes forward to attempt to claim this money, it remains in the possession of the police and is subsequently turned over to the Police Services Board.

In addition, officers arrest individuals for offences and seize money that is suspected of being obtained through illegal occurrences. In these instances, the Property Branch holds the money seized until the courts order it to be forfeited to the Crown. If no such order is made, the money remains in Property until such time as the individual that it was seized from attends to claim the money. If the individual does not make any attempts to claim the money and police are unable to locate the individual, the money remains in the possession of the police and is subsequently turned over to the Police Services Board.



CURRENT SITUATION:

The above monies being submitted to the Board at this time have come into the possession of the Police Service over the last few years through incidents of found or seized money. All attempts to locate the proper owners have been unsuccessful and no claims or inquiries for this outstanding currency were ever made by persons involved. As well, any court matter that may have been associated to this money has been concluded.

A portion of the money for deposit may also be from beer bottles returned for refund.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: May 11, 2016
PUBLIC	
SUBJECT: 2016 CANADIAN ASSOCIATION OF POLICE GOVERNANCE CONFERENCE	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves the attendance of Members to be named at the Canadian Association of Police Governance Annual General Meeting and Conference August 12-14, 2016 in Ottawa, Ontario with funds to be drawn from the Board Operating Account.

BACKGROUND:

The Canadian Association of Police Governance is a national organization dedicated to excellence in police governance established in 1989. The CAPG represents more than 75 municipal police boards and commissions in Canada and works to achieve highest standards as a national voice of civilian oversight

Each year the CAPG hosts an annual General Meeting and Conference.

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SUBJECT: 2016 CANADIAN ASSOCIATION OF POLICE GOVERNANCE CONFERENCE	Page 2
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CURRENT SITUATION:

The 26th annual conference will be held August 12 - 14, 2016 in Ottawa, Ontario. This year's theme is 'Ethics in Policing and the Role of Governance'. The conference Agenda is attached.

All Board Members are encouraged to attend this conference which is being held in Ontario this year. Please confirm interest in attending.



ETHICS IN POLICING AND THE ROLE OF GOVERNANCE

The CAPG Conference is a leading event in the police governance sector. Now entering its 27th year, the Annual CAPG Conference is held over a three day period during which delegates are encouraged to network, discuss, engage, and discover the rich community we continue to foster. Don't miss out on the 2016 CAPG Conference, taking place August 12 - 14 at the Château Laurier in Ottawa, ON.

- **INSPIRING SPEAKERS AND NETWORKING RECEPTION**
- **ENGAGING PLENARY AND GROUP DISCUSSIONS WITH THOUGHT LEADERS AND FIELD EXPERTS**
- **SKILL BUILDING WORKSHOPS TO HELP DELEGATES DEVELOP CONCRETE SKILLS**



CAPG CONFERENCE 2016
ETHICS IN POLICING AND THE ROLE OF GOVERNANCE
DRAFT PROGRAM



DEDICATED TO EXCELLENCE IN POLICE GOVERNANCE

WWW.CAPG.COM

CAPG Conference 2016 – Ethics in Policing and the Role of Governance

Draft Program

** Please note that this is a draft program and is subject to change. Speakers are to be confirmed. **

Thursday, August 11

12:00 – 5:00 pm

Conference Registration

5:30 – 7:00 pm

Welcoming Reception at Ottawa City Hall (tentative)

7:00 pm

Ottawa Dine Around

Conference delegates will receive information and the Ottawa Delegate Insider Badge in advance and in their delegate package, entitling you and a companion to discounts at a variety of restaurants. Just present your delegate badge at the restaurant when you arrive. Reservations may be required at participating restaurants, so please call ahead.

Friday, August 12

7:30 am – 4:00 pm

Conference Registration

7:30 – 8:30 am

Hot Buffet Breakfast

8:30 – 8:45 am

OFFICIAL OPENING CEREMONIES

8:45 – 10:15 am

Plenary Session: Ethics in Policing and the Role of Governance

Keynote Speaker: Jack Hoban, author of “The Ethical Warrior”

In his book, *The Ethical Warrior*, Jack Hoban talks about the concept of “life value”, which means treating people with dignity and respect. Police governors have a role to play in ensuring that their Chief of Police embraces and espouses that concept, and that the members of the police service understand and practice it. Jack Hoban was shaped by service in the U.S. Marine Corps among other unique experiences. He now delivers a revolutionary view of moral values for our time epitomized by the Ethical Warrior – protector of self and others as equal human beings. His book addresses important questions such as: Is there a true north on the moral compass? How do we reject our tendency to dehumanize others not of our “in-group” and respect true human equality? How do we do “the right thing” under the stresses of everyday life?

10:15 – 10:45 am

Refreshment and Stretch Break

10:45 – 12:15 pm

Plenary Session: Ottawa Police Service Ethics Program

Speakers: Staff Sergeant Pete Danyluk, Ethics Coordinator, Ottawa Police Service, and Dr. Stephen McGuire, Director, Center on Values & Ethics, Carleton University

In 2012 the Ottawa Police Service (OPS) launched a unique program in Canadian policing that outlines the critical role a strong and commonly understood set of ethics plays. It identifies the values and principles considered fundamental for all members of the Service in pursuing the highest ethical standards, individually and collectively. The speakers will talk about its origins, development and objectives. They will also address the role that police boards can play. There will be a concurrent break-out session on Saturday for delegates interested in further discussing the board's role on this subject and developing policy to address concerns.

12:15 – 1:15 pm

Lunch

1:15 – 2:30 pm

Plenary Session: Body Worn Cameras – What Boards Should Know

Panel Speakers: Sergeant Greg Brown, Ottawa Police Service, a Police Association representative, and a representative from another Police Service.

Police governors responsible for making policies on issues of public contention, such as body worn cameras, need to carefully weigh the pros and cons before making a decision on permitting their use. The speakers will share their observations about the impact on the behaviour of police officers when wearing body worn camera, the pros and cons, and the ethical issues they present. There will be a concurrent break-out session on Saturday for delegates interested in further discussing the board's role on this subject and developing policy to address concerns.

2:30 – 2:45 pm

Refreshment and Stretch Break

2:45 – 4:15 pm

Plenary Session: Race-Based Data Collection Project

Speakers: Professor Lorne Foster, York University Project Research Team, and Inspector Pat Flanagan, Ottawa Police Service

In 2012 the Ottawa Police Services Board agreed, as part of a Settlement in a human rights complaint with the Ontario Human Rights Commission,

to the Ottawa Police Service (OPS) conducting a two-year project in which officers would record data on the perceived race of individuals in traffic-related stops. The results of the project, to be released in a report this summer, were compiled and analyzed by the York University Project Team that worked with the OPS. Hear about the lessons learned through the project that police governors should be aware of, and how it touches on other related topics such as carding and profiling.

5:30 – 6:00 pm

Transportation to Host Board Night Event

6:00 – 8:30 pm

Host Board Night – Ottawa Police Services Board, Horticulture Building, Lansdowne Park

Delegates and companions are invited to join us at an indoor garden party / picnic with dinner and entertainment.

Saturday, August 13

8:00 am – 4:00 pm

Conference Registration

7:45 – 8:45 am

Hot Buffet Breakfast

8:45 – 9:45 am

Plenary Session: Social Media and Implications for Policing and Police Governance (tentative)

9:45 – 10:00 am

Refreshment and Stretch Break

10:00 – 11:45 am

Break-Out Sessions: Small, Medium, Large & First Nations Police Service Boards

11:45 – 12:45 pm

Buffet Lunch

12:45 – 2:15 pm

CONCURRENT SESSIONS

1. Ethics in Policing: Policy Discussion
2. Body Worn Cameras: Policy Discussion
3. Top 5 Reasons Officers Get in Trouble
4. Reasons Board Members Get in Trouble

2:15 – 2:30 pm

Refreshment and Stretch Break

2:30 – 4:00 pm

CONCURRENT SESSIONS

1. Ethics in Policing: Policy Discussion
2. Body Worn Cameras: Policy Discussion
3. Top 5 Reasons Officers Get in Trouble
4. Reasons Board Members Get in Trouble



6:00 – 7:00 pm	Cocktail Reception
7:00 – 11:00 pm	Dinner & Entertainment

Sunday, August 14

7:30 – 8:30 am	Hot Buffet Breakfast
8:30 – 10:15 am	CAPG ANNUAL GENERAL MEETING This session is restricted to voting delegates who are full members of the CAPG and their Board staff.
10:15 – 10:30 am	Refreshment and Stretch Break
10:30 am – 12:30 pm	Joint Plenary Session with CACP Delegates



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 13, 2016
PUBLIC	
SUBJECT: CORRESPONDENCE	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Developing Workplace Strategies	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

A letter was received from the Ministry of Community Safety and Correctional Services regarding the Court Security and Prisoner Transport Program (CSPT).

The Ministry is advising that funding for the program for 2016 has increased.

The letter is attached.

Ministry of Community Safety
and Correctional Services

Ministère de la Sécurité communautaire
et des Services correctionnels



Office of the Minister

Bureau du ministre

25 Grosvenor Street
18th Floor
Toronto ON M7A 1Y6
Tel: 416-325-0408
Fax: 416-325-6067

25, rue Grosvenor
18^e étage
Toronto ON M7A 1Y6
Tél. : 416-325-0408
Télééc. : 416-325-6067

RECEIVED
Chief of Police

MC-2015-2617

APR 11 2016

[Signature]
Greater Sudbury Police Service

MAR 30 2016

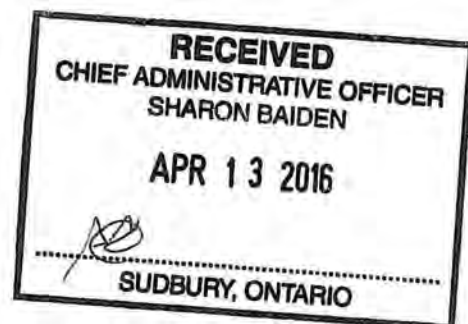
Chief Paul Pedersen
Greater Sudbury Police Service
190 Brady Street
Sudbury ON P3E 1C7

Dear Chief Pedersen:

Thank you for your letter regarding your allocation of community safety funding under the Ministry of Community Safety and Correctional Services ensuring the Greater Sudbury Police Service (GSPS) has more resources focused on building stronger, safer communities by building partnerships with GSPS and municipal police services across the province.

With respect to the Court Security and Prisoner Transportation (CSPT) Program, please be assured that your allocation will increase to \$1,588,872 this year, subject to the province receiving the necessary appropriation from the Ontario Legislature, as outlined in the contractual agreement. Please note that your allocation for the CSPT Program in the amount of \$1,350,541, stated in my letter of June 30, 2015, is a conversion from your 2015 and 2016 allocations to align with the ministry's 2015/16 fiscal year from April 2015 to March 2016. It is calculated based on 75% of your 2015 allocation of \$1,271,097 (April – December, 2015) plus 25% of your 2016 allocation of \$1,588,872 (January – March, 2016).

You will note that the overall combined funding available for your service is an increase from 2014/15. This increase is part of our efforts to develop a more proactive, collaborative and community-focused approach to community safety by providing opportunities for police services to work with local groups to develop programs to reduce crime and help build safer and healthier communities. This approach will support the development of an outcomes-based funding model for community safety and well-being priorities, which is a key part of our Strategy for a Safer Ontario.

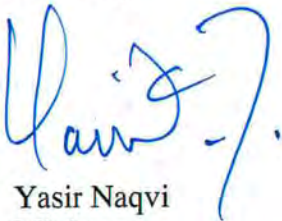


Mr. Paul Pedersen
Page 2

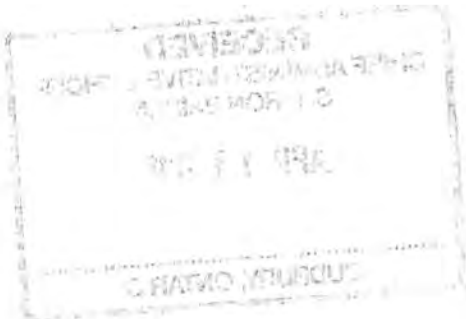
We are committed to working with municipalities and police services to ensure policing is sustainable and responsive to locally-identified needs. The ministry is moving towards community safety and well-being initiatives that will focus on collaborative partnerships that include police and other sectors such as education, health care and social services to make communities safer. These initiatives will also allow communities to identify their risks, mobilize the proper resources, and proactively and collaboratively make their communities safer along with support from their local police service. Moving away from a one-size-fits-all approach will ensure every community has the opportunity to implement projects that best suit their local needs to enhance safety and well-being.

Thank you again for writing

Sincerely,





Yasir Naqvi
Minister





GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: May 11, 2016
PUBLIC	
SUBJECT: NOTES OF APPRECIATION	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Acknowledging Exceptional Efforts	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

CURRENT SITUATION:

An email message was received from members of the Donovan Elm West Community Action Network sending their appreciation for Constable Kevin Tremblay's presentation to their group. Tremblay provided information on how to make the area a better, safer place to live. "The group applauded him. I wanted to be sure you were aware just how awesome all your staff are."



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: May 11, 2016
PUBLIC	
SUBJECT: COLLISION REPORTING CENTRE AGREEMENT	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Strategic Focus on Road Safety Initiatives	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board extends the Agreement with Sudbury Accident Support Services Limited (ASSI) for the purpose of operating a Collision Reporting Centre for a further five year period effective June 1, 2016.

BACKGROUND:

Accident Support Services International (ASSI) Limited has established 'one stop collision reporting' through a unique partnership involving the police, the insurance industry, and private enterprise thereby setting the standard for the professional Collision Reporting Centre (CRC).

These Centres operate in many Police Services throughout Ontario where the police no longer attend at the scene of property damage collisions where there are no injuries. Citizens are asked to exchange information with the other involved parties and then are directed to attend a Collision Reporting Centre.

The service is provided at no cost to the Board.

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In October 2007, the Greater Sudbury Police Service opened a Collision Reporting Centre in partnership with Sudbury Accident Support Services Limited for a period of six months in the form of a pilot project.

In 2011, the Service and Sudbury Accident Support Services entered into an Agreement to establishing a more permanent operation. These Agreements take on a standard form across the province with tailoring to the specific city in which the Centre operates.

The Agreement was for a period of five years with an option for a further five-year extension.

In 2014, Accident Support Services International began submitting electronic collision reports directly to the MTO which has made the reporting of such collisions more efficient.

CURRENT SITUATION:

Operation of the Collision Reporting Centre over the last five years has seen improved customer service and reduced wait times for the public with the use of state of the art collision management solutions. This service has also provided cost containment measures for the Police and insurance industries.

Since its inception, statistics on self-reported collisions have been maintained as follows:

YEAR	SELF-REPORTED COLLISIONS
2016	915 (to date)
2015	2,089
2014	2,017
2013	1,947
2012	1,762
2011	1,844

It is recommended that the Board approves a five-year extension with Accident Support Services for the provision of service in the Collision Reporting Centre.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: May 11, 2016
PUBLIC	
SUBJECT: STATISTICS CANADA AGREEMENT	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board enters into an Agreement with Statistics Canada regarding the disclosure of policing information for the Re-contact Project.

BACKGROUND:

The Canadian Centre for Justice Statistics (CCJS), a division of Statistics Canada, in partnership with the federal, provincial, and territorial governments responsible for the for the administration of justice in Canada, is mandated to provide information to the justice community and the public on the nature and extent of crime and victimization in Canada.

The CCJS received a request from the justice community to develop a project on recidivism – reoffending after prior contact with the criminal justice system. A detailed project proposal for the delivery of indicators was created. The first phase was completed in 2012. Phase II was launched in 2013 with evaluation studies aimed at testing linkages between policing-courts, courts-corrections, and corrections-policing.

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Phase III will seek to extend phase II and finalize the baseline business rules for matching within and across justice surveys and finalizing the indicators established in earlier phases of the project. The evaluation studies will utilize Municipal data.

Statistics Canada requires Sudbury policing information under the custody and control of the Municipality in order to carry out its duties under the *Statistics Act*. The *Act* authorizes the Chief Statistician to collect, compile, analyze, abstract, and publish statistics in relation to law enforcement and the administration of justice and corrections information.

CURRENT SITUATION:

Policing data will be provided to CCJS on a one-time only extract intended for the purpose of the present study and will not be part of any regular submissions.



Disclosure of information to Statistics Canada will assist in the collection and provision of high quality and timely statistics. Statistics Canada will only release or publish Statistical Aggregates that do not directly or indirectly identify a person except in accordance with subsection 17(2) of the *Act*. Written consent will be obtained from any persons named in the information for release.

Should Statistics Canada determine that the information is no longer required to meet its mandate, the relevant provisions of the *Library and Archives Act* as well as Statistics Canada's *Policy on Information Management* will be applied to determine the required retention period of the information. Once the expiry date is reached, information will be destroyed or returned to the Municipality as directed.

The Agreement between the Greater Sudbury Police Services Board and Statistics Canada will be for a term of six years.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: May 11, 2016
PUBLIC	
SUBJECT: LAURENTIAN UNIVERSITY STUDENT PLACEMENT	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Mobilizing and Engaging Our Community Goal: Building Sustainable Networks	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board enters into an agreement with Laurentian University for the purpose of providing ongoing student placement experiences.

BACKGROUND:

The Greater Sudbury Police Service has a long history of providing valuable work placement experiences for students from high schools, Colleges and the Universities.

The primary purpose of such placements is to assist young persons with their life career pursuits and/or program of study.

CURRENT SITUATION:

Laurentian University has requested the Service provide placement experiences with their students in the School of Social Work. Placement includes the fulfilment of hours of work through field placements.

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SUBJECT: LAURENTIAN UNIVERSITY STUDENT PLACEMENT	Page 2
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During the placement, the student is supervised and evaluated by both a member of the Police Service and a University Faculty Advisor.

Any written work developed as a result of the placement will be subject to the approval of the Greater Sudbury Police Service and Laurentian University.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: May 11, 2016
PUBLIC	
SUBJECT: WORKPLACE VIOLENCE AND HARASSMENT POLICY	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Workplace Strategies	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves the amended Workplace Violence and Harassment Policy GSPSB – POLICY 010, as attached.

BACKGROUND:

The Greater Sudbury Police Services Board adopted the Workplace Violence and Harassment Policy on June 8, 2010. The Policy was adopted in order to comply with both the Occupational *Health and Safety Act* and the Ontario Police Health and Safety Committee's Guidance Note pertaining to Violence and Harassment Prevention at Police Facilities.

CURRENT SITUATION:

The *Ontario Human Rights Code* has been amended to include “gender identity and gender expression” in the definition of prohibited grounds.

The policy with respect to Workplace Violence and Harassment includes the definition of prohibited grounds and as such has been revised to mirror the current definition in the *Ontario Human Rights Code*.



GREATER SUDBURY POLICE SERVICES BOARD POLICY

SUBJECT: WORKPLACE VIOLENCE AND HARASSMENT	NUMBER: GSPSB – POLICY 010
ORIGINATING DATE: June 8 th , 2010	REVISED DATE:
REPORTING REQUIREMENTS: Annual	

1. **POLICY STATEMENT:**

- (1) The Greater Sudbury Police Services Board is committed to providing a safe and healthy work environment for the members of the Greater Sudbury Police Service and is committed to the prevention of workplace violence and harassment.
- (2) The Board recognizes that unwanted behaviours in the workplace must be addressed early to minimize the potential for workplace harassment to lead to workplace violence.
- (3) Workplace violence and workplace harassment are serious conduct issues that may constitute a violation of the *Criminal Code*, the *Ontario Human Rights Code* or the *Occupational Health and Safety Act*.
- (4) The Board shall not tolerate or condone workplace violence or harassment and will take all reasonable steps to protect the members of the Service from workplace violence or harassment and shall ensure that all incidents of workplace violence or harassment are responded to in accordance with law.
- (5) This policy is adopted to comply with the provisions of the *Occupational Health and Safety Amendment Act (Violence and Harassment in the Workplace) 2009*.

2. **DEFINITIONS:**

(1) **HARASSMENT:**

- (a) As defined by the *Occupational Health and Safety Act*, means engaging in a course of vexatious comment or conduct against a worker in the workplace that is known or ought to be known to be unwelcome.
- (b) Workplace harassment may be an action or behaviour related to the prohibited grounds under the *Ontario Human Rights Code*. Workplace harassment may also include harassment of a personal or emotional nature which is unrelated to the prohibited grounds of discrimination.

(2) MEMBER:

Means all employees of the Greater Sudbury Police Service including temporary, contract, part-time staff, placement students and volunteers.

(3) PERSONAL OR EMOTIONAL HARASSMENT:

Means an action or behaviour unrelated to the prohibited grounds of the *Ontario Human Rights Code* that causes a member to have anxiety or stress while at the workplace and affects the member's performance of their duties. Examples include, but are not limited to:

- (a) Persistent verbal abuse;
- (b) Unwelcome, unwanted or inappropriate jokes;
- (c) Taunting;
- (d) Derogatory or dismissive comments;
- (e) Displaying offensive or derogatory material;
- (f) Gestures that are insulting or belittling;
- (g) Bullying;
- (h) Conduct that shuns or excludes the member;
- (i) Persistently disrupting a member's work, workspace or equipment;
- (j) Interfering with a member's personal property;
- (k) Abuse of authority wherein a person with authority over the member improperly or unreasonably uses that power and authority to interfere with the member's performance, to threaten or negatively influence the member's career or job assignment or to threaten the economic livelihood of the member; and
- (l) Any other conduct or behaviour that creates an intimidating, offensive or hostile work environment.

(4) PROHIBITED GROUNDS:

- (a) Under the *Ontario Human Rights Code* means race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, same sex partnership status, family status, or disability (handicap).

(5) WORKPLACE VIOLENCE:

As defined by the *Occupational Health and Safety Act*, means:

- (a) The exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker,
- (b) an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker,

- (c) a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.

(6) WORKPLACE:

Means all premises or locations where business or work-related social activities are conducted, including external training facilities and any other location members may be assigned during periods of secondment. Workplace violence and harassment can also include incidents that occur outside of the workplace which are the result of employment responsibilities or employment relationships.

3. **WORKPLACE VIOLENCE AND HARASSMENT PROCEDURES:**

(1) The Chief of Police shall:

- (a) Ensure that this policy is posted in a conspicuous place in the workplace.
- (b) Dedicate sufficient attention, resources, and time to identify and address factors that contribute to workplace violence and harassment.
- (c) Take all reasonable steps to protect members of the Service from workplace violence or harassment.
- (d) Ensure that the safety of all members is addressed during the course of an investigation into workplace violence. Members may be reassigned in the interests of safety.
- (e) Ensure that members who have been exposed to workplace violence or harassment are provided with appropriate assistance and support.
- (f) Ensure that no offensive or derogatory material is displayed in the workplace.
- (g) Develop and implement written procedures with respect to workplace violence and harassment and ensure the procedures are reviewed annually.
- (h) Ensure that the members of the Service are educated with respect to the procedures.
- (i) Ensure that the procedures address the circumstances under which a member may refuse to work when workplace violence is likely to endanger the member.
- (j) Ensure that the right to refuse work is subject to Section 43(1) and 43(2)(a) of the *Occupational Health and Safety Act*, which stipulates that anyone employed in a police service cannot assert the right to refuse work when the particular job or task is inherent in the worker's work; is a normal condition of the worker's employment; or

when a refusal to work would directly endanger the life, health or safety of another person.

- (k) Ensure that the operational policing duties in relation to an investigation into workplace violence are addressed in a manner that is free of any conflict of interest.
- (l) Ensure that the response to an allegation against a sworn member is in compliance with Part V of the *Police Services Act*.
- (2) The Chief of Police may appoint a member in the workplace to act as a workplace coordinator with respect to workplace violence and harassment.

4. **WORKPLACE VIOLENCE PROGRAM:**

- (1) The Chief of Police shall develop and maintain a program with respect to workplace violence that shall include, but is not limited to:
 - (a) Measures and procedures to identify and control the risks identified in the workplace risk assessment as likely to expose a member to physical injury;
 - (b) Measures and procedures to communicate to members any information in the Service's possession regarding factors contributing to workplace violence;
 - (c) Measures and procedures for summoning immediate assistance when workplace violence occurs or is likely to occur;
 - (d) Measures and procedures for members to report incidents or complaints of workplace violence to the employer or person in authority;
 - (e) Set out how the Police Service will investigate and deal with incidents or complaints of workplace violence; and
 - (f) Include any prescribed elements.
- (2) The Chief of Police shall provide a member with information and instruction that is appropriate for the member on the contents of the procedures and program with respect to workplace violence and any other prescribed information or instruction.
- (3) The Chief of Police shall consider and take action where necessary on the observations and recommendations of Command Staff, the Joint Health and Safety Committee and the members.

5. **WORKPLACE ASSESSMENT OF RISKS OF VIOLENCE:**

- (1) The Chief of Police shall ensure that a workplace risk assessment is undertaken. This assessment shall consider the risks of workplace violence that may arise from the nature of the workplace, the type of work or the conditions of work.
- (2) The Chief of Police shall ensure that the workplace risk assessment take into account the following considerations:
 - (a) Circumstances that would be common to similar workplaces;
 - (b) Circumstances specific to the workplace; and
 - (c) Any other prescribed elements.
- (3) The Chief of Police shall ensure the results of the workplace violence risk assessment are provided to the Joint Occupational Health and Safety Committee.
- (4) The Chief of Police shall reassess the risks of workplace violence at minimum, once annually or as often as is necessary to ensure that the related procedures and program continue to protect workers from workplace violence.

6. **DOMESTIC VIOLENCE:**

- (1) The Chief of Police shall ensure that measures are in place to address the risk of domestic violence in the workplace.
- (2) The Chief of Police shall take every precaution reasonable in the circumstances for the protection of a member where another member becomes aware or ought reasonably to be aware of domestic violence that would likely expose a member to physical injury that may occur in the workplace.

7. **DUTY TO DISCLOSE PERSONAL INFORMATION:**

- (1) The Chief of Police shall ensure that a member receives information, including personal information, related to a risk of workplace violence from a person with a history of violent behaviour if the member can be expected to encounter that person in the course of the member's work, and the risk of workplace violence is likely to expose the member to physical injury.
- (2) The Chief of Police shall ensure, if the circumstances require the disclosure of personal information, that no person in authority discloses more personal information that is reasonably necessary to protect the member from physical injury.
- (3) The Chief of Police shall ensure that any disclosure of personal information is in compliance with the provisions of the *Police Services Act* and the *Municipal Freedom of Information and Protection of Privacy Act*.

8. **WORKPLACE HARASSMENT PROGRAM:**

- (1) The Chief of Police shall develop and maintain a program to implement the workplace harassment procedure as prescribed by the *Occupational Health and Safety Act*.
- (2) The Chief of Police shall ensure the program includes, but is not limited to the following:
 - (a) Measures and procedures for members to report incidents of workplace harassment to the employer or supervisor;
 - (b) Measures and procedures for the investigation of incidents and complaints of workplace harassment; and
 - (c) Any prescribed elements.
- (3) The Chief of Police shall ensure that members are provided with information and training with respect to the content of the procedure and program with respect to workplace harassment and any other prescribed information.

9. **TRAINING:**

The Chief of Police shall provide information, instruction and training on the factors that contribute to workplace violence, including but not limited to:



- (1) The nature and extent of workplace violence and how members may be exposed to it;
- (2) The communication systems established to inform members about workplace violence;
- (3) Information on what constitutes workplace violence and on the means of identifying the factors that contribute to workplace violence;
- (4) The workplace violence prevention measures that have been developed; and
- (5) The Service's procedures for reporting on workplace violence or the risk of workplace violence.

10. **REPORTING:**

The Chief of Police shall report to the Board, on an annual basis, on the effectiveness of the Workplace Violence and Harassment Programs including the total number and type of complaints received and the disposition of such complaints.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: May 11, 2016
PUBLIC	
SUBJECT: 2016 CAPG CONFERENCE SUPPORT	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves a \$500 donation to the 2016 Canadian Association of Police Governance (CAPG) to help defray the cost of organizing the conference in Ottawa, Ontario with funds to be drawn from the Police Services Board operating account.

CURRENT SITUATION:

The Canadian Association of Police Governance has scheduled their annual conference in August 12 - 14, 2016 and hosted by the Ottawa Police Services Board. The theme this year is 'Ethics in Policing and the Role of Governance'.

The CAPG annual conference is considered an excellent opportunity for Police Board members for educational and networking opportunities and for bringing strong grassroots and civilian perspective to critical policing issues. Their ultimate objective is to offer a program for delegates that is affordable, provides rich dialogue and education, and showcases the host city. With cost increasing, they are asking for our financial support.

In the past the Board has provided financial assistance in the amount of \$500.

April 6, 2016

Greater Sudbury Police Services Board
190 Brady Street
Sudbury Ontario P3E 1C7

Dear Ms. Caldarelli,

RE: Support for the 27th Annual Conference of the Canadian Association of Police Governance

I am writing to request your support for the 27th Annual Conference of the Canadian Association of Police Governance (CAPG). The conference, hosted by the Ottawa Police Services Board (OPSB), will take place in Ottawa, Ontario, on August 12 – 14, 2016. This year the conference explores the theme of Ethics in Policing and the Role of Governance.

As the national voice for civilian oversight of municipal police in Canada, the CAPG's Annual Conference provides a forum for discussion and exchange of best practices, emerging trends, and the future of policing and police governance in Canada. For over a quarter of a century, the CAPG has delivered a sector-leading conference that is affordable, provides rich dialogue and education, and give delegates a chance to experience the host city.

The Organizing Committee been working hard to deliver a value-driven conference program for our delegates. With each session topic anchored to its relevance to police oversight authorities, we have invited academics, field experts, and thought-leaders to present different perspectives on ethics in policing and the role of governance. Some of our sessions include:

- Ottawa Police Service Ethics Program
- Body Worn Cameras – What Boards Should Know
- Race-Based Data Collection Project
- Reforming Policing in Ontario
- Ethics in Policing: Policy Discussion
- Body Worn Cameras: Policy Discussion
- Top 5 Reasons Officers Get in Trouble
- Reasons Board Members Get in Trouble

On Sunday, August 14, the CAPG and the Canadian Association of Chiefs of Police (CACCP) will hold a Joint Plenary Session. This will be the first time that the CAPG and CACCP hold a session of its kind, and provides a unique opportunity for the various stakeholders from the policing sector to discuss the issues that policing and police governance face.

Support from our Members has been instrumental in maintaining and improving the quality of the Annual Conference. As an unfunded Association, we look to our membership to assist us in delivering our premier conference through financial support. Members have shown their generosity and commitment to the program by sponsoring coffee breaks, hospitality suites, lunches or simply contributing whatever their budget can manage. This support helps the CAPG in covering the costs of putting together a first rate conference program and, more importantly, keeps the registration

fees for our delegates to a level that even the smallest of police boards are able to afford.

I hope that you will consider supporting the CAPG's 27th Annual Conference. Your support demonstrates that you value the contributions police boards make in our own communities and across the country, and for the work the CAPG does in presenting a united voice on national issues.



I hope to see you and your colleagues in Ottawa this August!



Rob Stephanson, FCPA, FCGA, President



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: May 11, 2016
PUBLIC	
SUBJECT: CHIEF'S YOUTH INITIATIVE FUND REQUESTS FOR FUNDING	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Youth Crime Prevention Initiatives	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approve the following donations with funds drawn from the Chief's Youth Initiative Fund:

\$300 in support of the 2016 Rayside Neighbourhood Team Bike Rodeo

BACKGROUND:

Since 2002, the Board has maintained a Donations Reserve Fund that is utilized to assist in crime prevention initiatives at the discretion of the 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.

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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.

CURRENT SITUATION:

One request for funding consideration from the Chief's Youth Initiative Fund has been received.

2016 Rayside Neighbourhood Team Bike Rodeo

The Rayside Balfour Youth Action Network provides a safe, comfortable environment offering quality youth programs, resources, and information relating to topics of importance that will help with making sound and healthy choices.

The Chelmsford Neighbourhood Team is providing youth the opportunity to attend a bike rodeo sponsored by and held at the Rayside Balfour Youth Centre on June 4, 2016. They will learn the laws of cycling and participate in an obstacle course. They will also have a chance to win one of six brand new bicycles. Lunch will be provided.

RAYSIDE NEIGHBOURHOOD TEAM 2016 BIKE RODEO





GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: May 11, 2016
PUBLIC	
SUBJECT: BOARD TRUST FUND REQUEST FOR FUNDING	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Crime Prevention Initiatives	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board approve the following donations with funds drawn from the Board Trust Fund:

\$1,000 in support of 2016 – 2017 Operation Red Nose

BACKGROUND:

The Greater Sudbury Police Services Board maintains a Trust Fund to deposit funds received pursuant to Sections 132 and 133 of the *Police Services Act* to be used for any purpose the Board considers is in the public interest and for such charitable events as the Board deems suitable.

When considering requests, the Board shall give preference to funding requests that fall into one of the following categories:

- Community Relations through Involvement with Police Related Organizations
- Board/Police Service Relations

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- Public Education/Awareness
- Special Board Requirements

CURRENT SITUATION:

One request for funding consideration from the Board Trust Fund has been received.

2016-2017 Operation Red Nose

The Operation Red Nose program is a combination of raising public awareness against drinking and driving and providing financial support to the local community. It is a free, confidential, volunteer-driver service offered to any individual who has been drinking or who simply does not feel fit to drive their vehicle home. Your personal car will be parked in your driveway and you will be escorted to your door. They'll even drive your babysitter home (as long as one parent accompanies the driver).

Operation Red Nose continues to participate with the Greater Sudbury Police Service's Traffic Unit on a number of occasions with the R.I.D.E. Program during the holiday season. This enables them to spread their message in a fun and positive manner to plan a ride home. Free Tim Horton's coffee cards are distributed as thanks to sober drivers.

Awareness in the media and the popularity of this program has increased volunteer participation and distribution of cards each year.

With the support of GSPS, we are able to continue to deliver our important message.



On behalf of the Greater Sudbury Police Service, Operation Red Nose and Tim Hortons, please accept this small token of appreciation for making the right choice to not drink and drive this holiday season.

We remind everyone to plan ahead.

Call a friend, call a cab or call
Operation Red Nose at 675-NOSE.



Please enjoy your \$2 TimCard.

Easily reloadable at timhortons.com
or at participating restaurants.