

GREATER SUDBURY POLICE SERVICES BOARD WEDNESDAY, MAY 15, 2024 – 10 A.M. Alex McCauley Boardroom/Zoom

PUBLIC AGENDA

| ITEM | | MOTION | PAGE(S) |
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| 4 | Roll Call | | |
| 5 | Declarations of Conflict of Interest | | |
| 6 | CONSENT AGENDA | Motion | 1-2 |
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| 6.2 | Accept Consent and Discussion Agenda – May 15, 2024 | | |
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| 12 | Report from the Chief | | 58-80 |
| 13 | New Business | | |
| 14 | Date of Next Meeting | | |
| | June 19, 2024 | | |
| 15 | Adjournment | Motion | |



GREATER SUDBURY POLICE SERVICE BOARD REPORT

| ACTION: FOR APPROVAL | DATE: May 8, 2024 |
|--|-------------------|
| PUBLIC | |
| SUBJECT: | |
| CONSENT AGENDA – MAY 2024 | |
| | |
| STRATEGIC DIRECTION 2019-2022 | |
| Strategic Theme: Policing with Excellence & | k Professionalism |
| Goal: 1 - Effective and efficient deployment | of resources |
| , , | |
| Prepared by: | |
| What Pro Calaba | |
| Matthew Gatien | |
| Board Administrator | |
| - | - |

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board receives and/or approves Consent Agenda items 6.1 to 6.6.

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 May 15, 2024, Consent Agenda:

- Adoption of Minutes April 17, 2024, and April 22, 2024
- Accept Consent and Discussion Agenda May 15, 2024

| SUBJECT: | Page 2 | |
|-----------------------------|--------|--|
| CONSENT AGENDA – APRIL 2024 | | |

- Board Directions to Chief
- Inspector General Correspondence
- CAPG Nominations



GREATER SUDBURY POLICE SERVICE BOARD REPORT

| dvancements for improved function and |
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RECOMMENDATION:

FOR INFORMATION

BACKGROUND:

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

At the March Board meeting the Board requested the Chief to prepare the following:

 That a report on implementing the Recommendations for Change from the Renfrew County Inquest be prepared for the May 2024 Board meeting

CURRENT SITUATION:

Chief's staff have provided the Intimate Partner Violence Report for the May Board meeting.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

| ACTION: FOR INFORMATION | DATE: May 3, 2024 |
|-------------------------|-------------------|
|-------------------------|-------------------|

PUBLIC

SUBJECT:

INSPECTOR GENERAL CORRESPONDENCE: ONTARIO POLICE MEMORIAL FOUNDATION CEREMONY OF REMEMBRANCE

STRATEGIC DIRECTION 2024-2027

Strategic Theme: Our Members

Goal: 3 - Authentic inclusion and support for physical & psychological safety and well-being

Prepared by:

Matthew Gatien

Board Administrator

RECOMMENDATION:

FOR INFORMATION

CURRENT SITUATION:

The Board received the attached correspondence from Inspector General Ryan Teschner regarding the Ontario Police Memorial Foundation Ceremony of Remembrance.



Inspectorate | Service d'inspection des services policiers

General of Policing

25 Grosvenor Street 25, rue Grosvenor 15 Floor

Toronto ON M7A 1Y8 Toronto ON M7A 1Y8

Office of the Inspector Bureau de Linspecteur général des services policiers

15e étage

May 3, 2024

Dear Chiefs of Police and Board Chairs,

On behalf of the Inspectorate of Policing, we would like to extend our gratitude for your commitment to service, and the service of your sworn and civilian members who selflessly risk their lives everyday to protect our communities.

This weekend, the Inspectorate of Policing pays tribute to the officers who made the ultimate sacrifice while serving our communities. The impact of these losses is, and remains profound: on the families and loved ones of those lost; on the fellow police service members those we lost served alongside; and, on Ontarians', who recognize that a sacrifice was made to keep them safe.

I, along with Deputy Inspector of Policing Joseph Maiorano, will stand alongside you and your members at this Sunday's Annual Ontario Police Memorial Foundation Ceremony of Remembrance, to mourn, to remember and to pay tribute.

The officers who died in the line of duty, and whose names will be read out on Sunday, will not be forgotten.

They are, and remain, Heroes in Life, Not Death.

Sincerely,

Ryan Teschner

Inspector General of Policing of Ontario



GREATER SUDBURY POLICE SERVICE BOARD REPORT

| ACTION: FOR INFORMATION | DATE: May 3, 2024 | |
|---|---|--|
| PUBLIC | | |
| SUBJECT: CAPG AWARD FOR EXCELLENCE IN POLICE GOVERNANCE NOMINATIONS | | |
| STRATEGIC DIRECTION 2024-2027 Strategic Theme: Our Members Goal: 3 - Authentic inclusion and support fo | or physical & psychological safety and well-being | |
| Prepared by: | | |
| Matthew Gatien Wouther South | | |

RECOMMENDATION:

Board Administrator

FOR INFORMATION

BACKGROUND:

Each year at its annual conference the CAPG gives out awards for excellence in police governance.

CURRENT SITUATION:

The Board received the attached correspondence from the CAPG notifying the Board nominations for the CAPG Award for Excellence in Police Governance are open.

Gatien, Matthew

From: Canadian Association of Police Governance (CAPG) <communications@capg.ca>

Sent: Thursday, May 2, 2024 4:47 PM

To: Gatien, Matthew

Subject: Nominations Are Now Open!

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.

The following message is an exclusive CAPG membership communication sent solely to our designated CAPG liaison(s). Please distribute this email to all relevant members of your organization.

Good Day,

Introduced in 2013 by the Canadian Association of Police Governance (CAPG), the CAPG Award for Excellence in Police Governance recognizes and highlights an individual for their significant contributions, commitment, and leadership towards the enhancement of civilian police governance in Canada. Those selected for the awards will be recognized and presented their award at a formal dinner held this year at the Immigration Museum on Friday, August 9, 2024 during the CAPG Conference in Halifax.

Nominations for the Excellence in Police Governance Award can be submitted by CAPG members in good standing, including members of the Police Boards & Commissions, Committees and Working Groups.

The award has been extended to include the following Categories of Excellence:

- 1. **Staff Award** An individual employed by a police governance body that has devoted their time and efforts to move the mark in police governance
- 2. **Director Award** Past or present director of a police governance board,

commission, or advisory committee that has devoted their time and efforts to move the mark in police governance

3. **Partnership & Leadership Award** - An individual or organization that has provided its time or services to CAPG or to the enhancement of civilian police governance in Canada

CRITERIA

The nominee should demonstrate some or all of the following:

- A passion for the enhancement of police governance
- Consistent effort to work proactively to improve police governance and bring change that will enhance public safety
- Exemplary collaborative leadership
- Shares insights and educates/mentors others on the principles of good governance
- Fosters meaningful relationships based on inclusion, diversity, and representation of views among stakeholders (community, police, government)
- Consistently challenges, inspires or motivates others to a work together
- Shows a high level of integrity and ethical standards
- Values tradition, while encouraging innovation and the courage to pursue a vision for a better future

Nominees must not have received a CAPG award previously, and they cannot be serving as a current CAPG board director.

Nomination Requirements

Nominators must be CAPG members currently in good standing, committee members or Board/Commission members and must provide the following:

• Completed award nomination form.

A brief statement citing the accomplishments that make the nominee deserving

of this award.

Nominations should be specific about the achievements for which the award is

proposed. A concise summary of the nominee's achievements is most helpful.

Accomplishments should be linked to work specific to police governance and the

category for which they are being nominated.

• The nomination must be endorsed by at least one letter of support, including one

from the board/commission chair or organizational equivalent.

Only complete nominations will be considered. (Please see the attached forms

below).

Recognition:

Recipient(s) may be recognized at the CAPG Annual Meeting and/or

Conference, on our website and social media platforms.

Recipient(s) and nominating organizations will be notified in advance.

All nominations must be received by 5:00 pm ET on June 1, 2024

Please submit either by fax or email to:

Stephen, Executive Director, CAPG

Email: sreid@capg.ca

CAPG 2024 Call for Nominations

CAPG 2024 Partnership & Leadership Award Form

3 9

CAPG 2024 Staff Award Form CAPG 2024 Director Award Form Connect with Leading Voices in Police Governance We have some exciting new sponsorship opportunities to share! Contact us if you would like to sponsor this or one of our other other events or publications. Copyright © 2024 Canadian Association of Police Governance, All rights reserved. You are receiving this email because you are a Member of CAPG. Our mailing address is: Canadian Association of Police Governance 78 George Street Suite 204 Ottawa, ON K1N 5W1 Canada Add us to your address book unsubscribe from this list update subscription preferences × x x



GREATER SUDBURY POLICE SERVICE BOARD REPORT

| ACTION: FOR INFORMATION | DATE: May 9, 2024 | |
|--|-------------------|--|
| PUBLIC | | |
| SUBJECT: RENFREW COUNTY CORONOR'S INQUEST | | |
| STRATEGIC DIRECTION 2024-2027 Strategic Theme: Our Service Goal: 1 - Use data and analysis, research & strong evidence base for responsible resources deployment & risk mitigation | | |
| Prepared by: | Recommended by: | |
| Atro- | La Ledva | |
| Natalie Hiltz Deputy Chief of Police - Operations | Paul Pedersen | |
| bepaty efficion folice operations | Chief of Police | |

RECOMMENDATION:

FOR INFORMATION

BACKGROUND:

On June 28, 2022, the Office of the Chief Coroner released the verdict of a Coroner's Inquest into the violent deaths of Carole Culleton, Anastasia Kuzyk, and Nathalie Warmerdam which occurred on September 22, 2015, at the hands of the same former intimate partner in Eastern Ontario's Renfrew County. This Inquest provided 86 recommendations for change in navigating the challenge of eliminating Intimate Partner Violence in the province of Ontario. Please see the full report and recommendations here: 2022.coroner's inquests' verdicts and recommendations ontario.ca

Recommendations are wide sweeping and broad, with several directed towards agencies including Police, Probation and Parole, Ministry of the Attorney General, Ontario Chief Firearms Officers, and the Canadian Federal Government. Key themes established from the broad

spectrum of 86 recommendations determined to be "within scope" of influence of the Greater Sudbury Police Service have been identified as follows:

- Safety
- 2. Education and Training
- 3. Intervention
- 4. Measures Addressing Perpetrators of IPV
- 5. Accountability and Oversight
- 6. System Approaches / Collaborations and Communication

1. Safety

Our Service works collaboratively in several community partnerships that include Sudbury & Area Victim Services (SAVS), the Victim/Witness Assistance Program (VWAP), and the Intimate Partner Violence Court Program to ensure our services include support to IPV survivors throughout the court process. Our partnerships are built around ensuring that victims have access to the most appropriate services.

SAVS is a trusted community-based non-profit organization that provides free and confidential assistance to victims of crime and sudden tragedy through immediate crisis response, intervention, and prevention services. SAVS also ensures victims are informed throughout the process if the offender is not arrested at the time, a warrant is issued, an arrest takes place, and/or when release occurs through the courts. The victim is continuously updated on the accused's conditions of release, and safety planning is conducted to ensure victim safety.

VWAP is a court-based program that provides information, help, and support to victims and witnesses of crime so they can understand and participate in the criminal court process. They offer emotional support throughout the court process and can refer victims to community agencies, including Indigenous and other culturally specific agencies, and for additional services and supports if needed, such as counselling and safety planning.

The Intimate Partner Violence Court Program provides teams of specialized personnel, including Police, the Crown Attorney, VWAP staff, Probation services, Partner Assault Response (PAR) Program staff, and community agencies, who work together to ensure priority is given to the safety and needs of Intimate Partner Violence victims and their children. Bench warrants issued for IPV charges are flagged by Court Coordinators to ensure police awareness when an individual is wanted for IPV charges and has yet to be taken into custody. Alternate methods are provided for testifying in high-risk cases where fear of retaliation is a major concern. Victims and witnesses can be provided the opportunity to provide evidence remotely be it through video or audio.

| SUBJECT: RENFREW COUNTY CORONOR'S INQUEST | Page 3 |
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2. Education and Training

Member training, education, and development is a critical component to effective service delivery and excellence in navigating IPV investigations. Enhanced training is provided to our officers in developing IPV specialists. Members of the Intimate Partner Violence (IPV) Unit take part in extra training through Ontario Police College (OPC) approved Intimate Partner Violence courses. This provincial educational training facility also provides Intimate Partner Violence training for recruits, frontline supervisors, and Intimate Partner Violence Investigators. Training and educational materials are constantly reviewed to ensure they are up to date to facilitate police understanding of victimization, and to ensure police are responding in a trauma-informed, compassionate, and appropriate manner to survivors of intimate partner violence and sexual assault.

Trauma-informed practices are key to police training to ensure officers understand why survivors may recant or may not cooperate with criminal investigations and investigators. Officers are taught best practices for navigating these investigative challenges throughout the investigation while being responsible for the prosecution of perpetrators. Training is also reviewed and updated to consider and include recommendations from Inquests. The Basic Constable Training (BCT) program at OPC includes victim-focused and sensitivity components.

Police are not the sole proprietors of safety promotion or victim and crime prevention when it comes to IPV. GSPS partners with the Young Women's Christian Association (YWCA Sudbury) and local School Boards through our Police Liaison Program as well as with Sudbury Counselling Services. Through a strong YWCA Sudbury partnership, we are participating in an education campaign for elementary and post-secondary school students within our region on healthy relationships and consent. GSPS is also working with the YWCA Sudbury on their "The Power of Being a Girl" and "Boys 4 Real" conferences which encourage people and communities to identify realistic and sustainable alternatives to violence. Our School Liaison Officers (SROs), through the Community Engagement Section (CES), function as a conduit to reach out to students in the area and provide a way for students to ask questions and interact with police in addition to providing information surrounding consent and violence prevention. Lastly, GSPS is currently exploring training opportunities with Sudbury Area Counselling Services and SAVS to gain a better understanding and perspective of victims and perpetrators involved in IPV situations.

It is through several collaborative community partnerships that we can promote awareness about IPV and reach a larger cross-section of our Sudbury population in teaching how to seek support, recognize risk factors and warning signs of IPV, and bystander engagement.

| SUBJECT: RENFREW COUNTY CORONOR'S INQUEST | Page 4 |
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3. Intervention

In the City of Greater Sudbury, a common framework exists to review high-risk cases and coordinate resources in enforcement and prosecution initiatives to hold high-risk IPV perpetrators and violators accountable through our H.A.R.T - IPV (High Risk Action Review Team), Bail Compliance and Warrant Apprehension Program (BCWA), and Intensive Serious Violent Crime Bail Teams (ISVCBT).

H.A.R.T operates in the Sudbury District to help criminal justice and community agencies review high-risk cases and coordinate services regarding safety. It consists of teams of specialized personnel, including Police, the Crown Attorney, Victim Witness Assistance Program (VWAP) staff, and community agencies. A H.A.R.T review can occur where there are charges laid and the case meets their established criteria.

The Ontario government is improving the way its probation service monitors high-risk perpetrators of IPV. This is being accomplished through the strengthening of the province's bail system with the creation of the Bail Compliance and Warrant Apprehension (BCWA) Program. The Greater Sudbury Police Service have established a dedicated BCWA team to monitor individuals that commit serious offences of a violent or sexual nature to ensure that these offenders comply with their bail conditions. Internally, GSPS flags individuals involved and charged with IPV that pose a risk to safety or that are repeat offenders.

It's recognized that repeat offenders are knowledgeable of the court process and can manipulate or bend the rules to continue victimization. Intensive Serious Violent Crime Bail Teams (ISVCBT) have been established in the North Region with four dedicated Assistant Crown Attorneys that handle bail matters involving serious and violent crimes. Violent repeat offenders within the sexual assault and IPV spectrum are identified, and their court cases are assigned to a dedicated Crown for prosecution and bail compliance.

4. Measures Addressing Perpetrators of IPV

Under the direction of our Police Services Board, the Greater Sudbury Police Service moved away from a narrow approach to IPV survivor prevention and protection and adopted a philosophical shift within our Strategic Direction from "victim-centered" to becoming "harm focused, human-centered". This shift acknowledges and supports innovative initiatives and programs that include perpetrator work in preventing, interrupting, and reducing the cycle of Intimate Partner Violence. Many perpetrators of violence in the home have experienced victimization in their life through unreported actual and/or vicarious trauma. Within our violence reduction efforts, our approach to ending violence has now begun to include those who perpetuate it.

Prevention is a key piece in adequate and effective policing under police adequacy standards. This piece is critical in our service delivery in recognizing that while we must remain firm in our pledge to hold offenders accountable, we also must be cognizant that working with perpetrators is a key piece to victim prevention, protection, and support. This is an important conceptual shift to addressing offenders' pre-offence violence.

GSPS remains committed to strengthening our relationships with our community partners navigating perpetrator supports. We continue to reach out to our community to continuously build those networks and partnerships through meetings and site visits, ensuring we are collectively working towards innovative wrap-around holistic supports for perpetrators. GSPS has reached out to other services across the province, recently attending Peel Regional Police Service, North Bay Police Service, and Halton Regional Police Service to explore alternative methods of service delivery and service excellence surrounding victim and perpetrator support.

GSPS are actively participating members of the Coalition to End Violence Against Women and also support the Partner Assault Response Program (PARS), a court mandated program offered to men and women in response to intimate partner violence-related charges or convictions. All referrals are made through the Courts or Probation and Parole offices. In the perpetrator space, this Inquest identified the need for a hotline that individuals experiencing frustration and/or violence within a relationship can access to obtain counselling services before a situation escalates. We are currently exploring new partnerships with Sudbury Area Counselling Services surrounding education and support services for perpetrators pre-offence to assist in minimizing destabilizing factors for perpetrators that increase IPV risk.

5. Accountability and Oversight

Current societal attitudes do not demonstrate a clear understanding that IPV is a very real threat, instead viewing it as personal and private business of couples that occurs behind closed doors.

Fortunately, on November 7, 2023, Mayor Paul Lefebvre, on behalf of the City of Greater Sudbury, joined nearly one hundred other municipalities across the province in declaring IPV an epidemic. This declaration became part of a larger wave leading to the Provincial Government declaring IPV an epidemic in Ontario. The recommendations also encouraged the evaluation of the effectiveness of existing policies related to IPV in the City of Greater Sudbury.

In January 2024, the Greater Sudbury Police Service, through the leadership of the Police Services Board, also declared IPV an epidemic following the declaration made by the City of Greater Sudbury. GSPS is committed to continually analyzing and adapting our response to IPV. We have

| SUBJECT: RENFREW COUNTY CORONOR'S INQUEST | Page 6 |
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provided the framework within our policies to ensure that all IPV calls are responded to in accordance with established priority levels even if the call is disconnected, withdrawn, or received by a third party who may or may not identify themselves. This includes calls relating to a possible breach of bail, parole, or probation conditions. Now <u>under no circumstances</u> shall an IPV incident be cancelled. Officers shall lay charges <u>in all cases</u> of intimate partner violence where there are reasonable grounds to do so. Officers shall physically attend every report of IPV, and every reasonable effort shall be made to locate and apprehend the suspect. The Investigating Officer shall consult with the victim throughout the process when determining what conditions of release may be required, also ensuring that effective safety planning is conducted. In situations that have an elevated risk, or a repeat offender is involved, all officers shall ensure that other members of the Service are advised through a radio broadcast, line-up, email, or any other method that is appropriate as soon as practicable.

6. System Approaches / Collaborations and Communication

In our pursuit of continuous improvement in our service delivery and policing excellence, GSPS works together collaboratively with community partners and through academic consult for effective and sustainable solutions. GSPS has sought out legitimate, credible resources steeped in best practice, evidence-based and research-driven data for a trauma-informed training approach for officers. Through subject matter experts and provision of extra training for officers, we are cultivating a trauma-informed and knowledge-driven response to both victims and perpetrators of IPV.

The recommendations speak to the need for police to work closely with media partners and social media to ensure broadcasts and information is shared promptly in the interest of public safety. GSPS has active accounts across social media platforms and remains vigilant with the release of information related to major cases and ongoing investigations with a heightened awareness of community safety impacts. The recommendations also speak to a need for restorative justice. There is a need to meet with the community that surrounds the accused. Involving the police, accused, and community to provide mediation with offenders throughout their charge(s) and court process will ensure the offender understands the impacts of the offence personally, financially, and psychologically.

The Inquest recommended that IPV become integrated into the Municipal Community Safety and Wellbeing Plan. While IPV is inclusive of the scope of the Committee through Crime and Victim Prevention and Violence Reduction Services, GSPS is open to exploring the idea of the creation of an IPV Steering Committee within this framework to better serve the community. Recommendations of the Inquest identified the need for IPV-dedicated Crowns. We do have

| SUBJECT: RENFREW COUNTY CORONOR'S INQUEST | Page 7 |
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dedicated IPV Crowns in Sudbury who collaborate with Police and VWAP, continuously flagging IPV victims/offenders to enhance safety for the victim.

WHERE WE ARE NOW & WHERE WE ARE GOING

The Greater Sudbury Police Service's Intimate Partner Violence Unit is operating within the framework of the recommendations outlined in the 2022 Renfrew Coroner's Inquest. In pursuit of Police Excellence, in partnership with our community, our work and Service have addressed and will continue to address identified issues that fall within our scope of influence in Policing. Our Officers recognize that we must continue to work collaboratively with community agencies, partners, and stakeholders within social and judicial networks to ensure that we are effectively preventing, disrupting, and reducing Intimate Partner Violence in our community. We continue to strive to improve our service delivery through well informed and innovative work that includes public education campaigns and awareness of IPV, strengthening of judicial partnerships to ensure bail compliance and offender accountability, and increasing supports for victims and perpetrators through collaborative community partnerships and municipal committees to break cycle of violence.

Greater Sudbury Police Service's objective when investigating Intimate Partner Violence calls for service is to reduce harm and victimization and prevent crime while holding offenders accountable.



GREATER SUDBURY POLICE SERVICES BOARD REPORT

| ACTION: FOR INFORMATION | DATE: May 15, 2024 |
|--|---|
| PUBLIC | |
| SUBJECT: NOTES OF APPRECIATION | |
| STRATEGIC DIRECTION 2024-2027 Strategic Theme: Our Members Goal: 2 - Member acknowledgement, success | ession planning, development, and retention |
| Prepared by: | Recommended by: |
| A Chining f | Sed Sedura |
| Sara Cunningham | Paul Pedersen |
| Deputy Chief of Police - Administration | Chief of Police |

RECOMMENDATION:

FOR INFORMATION

CURRENT SITUATION:

Constable Marc Savignac

Constable Savignac received a note of thanks for attending a recent CAN meeting in Coniston to present on emergency management and preparedness. Attendees provided positive feedback and were appreciative for the education and knowledge he provided.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

| ACTION: FOR INFORMATION | DATE: May 15, 2024 |
|--|--|
| PUBLIC SUBJECT: POLICE WEEK 2024 | |
| STRATEGIC DIRECTION 2024-2027 Strategic Theme: Our Safety & Well-Being Goal: 2 - Promote community safety initiati and victimization | ves focused on the reduction of violence, crime, |
| Prepared by: | Recommended by: |
| SSA | San Sedura |
| Dan Despatie | Paul Pedersen |
| Inspector of Specialized Operations | Chief of Police |

RECOMMENDATION:

FOR INFORMATION

BACKGROUND:

Police Week is held annually during the third week of May. During this week, Police Services across Ontario highlight their Service, personnel, initiatives, and accomplishments. Police Week also coincides with Peace Officers Memorial Day, which is recognized internationally on May 15th.

CURRENT SITUATION:

This year, Police Week is May $12^{th} - 18^{th}$. The theme is "Join Policing: Keep Ontario Safe", which highlights the important role that police members play in community safety, and how community members can join this rewarding profession.

In celebration, GSPS is hosting a variety of events open to the public throughout the week:

| SUBJECT: | |
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| POLICE WEEK 2024 | |
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| Date | Time | Location | Event |
|----------------------|---------------------|----------------------------------|---|
| Sunday, May 12 | 10am – 8pm | New Sudbury | Colouring Contest – "Draw |
| | | Shopping Centre | Yourself as a Police Officer" |
| | 10am -1pm | Ramakkos | Boating Safety |
| | 1:30pm – 3:30pm | Regent St. Canadian Tire | Boating Safety |
| Monday, May 13 | 9:30am – 11:30am | Ecole Notre Dame – Hanmer | Role of a Police Officer presentation |
| | 10am - 8pm | New Sudbury Shopping Centre | Colouring Contest, Recruitment Booths and Displays for Various Units, Cupcakes table, Police Vehicles, Forensics Demo |
| | 10:30am- 11:30am | Sudbury Secondary School | Fireside Chat/Coffee with a Cop Recruitment Chat with select students |
| | 11:40am | Loellen Park Secondary School | 'Senior Assassin' Discussion with students |
| | 5:30pm - 8pm | New Sudbury | Opening Ceremonies |
| | | Shopping Centre | |
| | 6pm | New Sudbury Shopping Centre | Police Motorcycle Demo |
| Tuesday, May 14 | 10am - 8pm | New Sudbury Shopping Centre | Colouring Contest, Bike Patrol, Forensics Demo, Recruitment Booths, Displays for Various Units |
| | 10am | YMCA Newcomers | Presentation on laws and the roles of Police |
| Wednesday, May 15 | 10am - 8pm | New Sudbury Shopping Centre | Colouring Contest, Forensics Demo, Recruitment Booths and Displays for Various Units |
| | 5:30pm- 7:30pm | LEL Fire Tower | Emergency Response Unit Demonstrations and Displays |
| | 6pm – 7:30pm | Holy Cross | Recruitment themed Parent Council presentation |
| Thursday, May 16 | 9am - 11am | Bishop Alexander Carter | Fireside Chat/Coffee with a Cop Recruitment Chat |
| | 9am - 2pm | 190 Brady St. | MKWA Closing Ceremony |

| SUBJECT: POLICE WEEK 2024 | Page 3 |
|---------------------------|--------|
| TOLIGE WEEK EVE | |

| | 10am - 2pm | New Sudbury Canadian Tire | ATV Presentation and Display |
|------------------|--------------------------------|-------------------------------------|--|
| | 10am-8pm | New Sudbury Shopping Centre | Colouring Contest, Recruitment Booths and Displays for Various Units, Forensics Demo |
| | 5pm | Caruso Club | Community and Police Awards Gala *By ticket purchase only* |
| Friday, May 17 | 8am-3pm | Cambrian College | Chief's Youth Advisory Council Event – Building Positive Relationships, Internet Safety, Resilience and Relationship Building |
| | 11am - 1pm and 4pm - 6pm | Chelmsford Canadian Tire | Water Safety Presentation |
| Saturday, May 18 | 10am - 12pm | 128 Larch St. and Rainbow Routes | 2.2 km Police Museum Heritage Walk, Museum Tour, Refreshments, and Giveaways *Registration through Rainbow Routes* |



GREATER SUDBURY POLICE SERVICES BOARD REPORT

| ACTION: FOR INFORMATION | DATE: May 6, 2024 |
|---|--|
| PUBLIC | |
| SUBJECT: 2023 PROPERTY AND EVIDENCE CONTROL | AUDIT |
| STRATEGIC DIRECTION 2024-2027 Strategic Theme: Our Service Goal: 1 - Use data and analysis, research & deployment & risk mitigation | strong evidence base for responsible resources |
| Prepared by: | Recommended by: |
| | Le Ledura |
| Robert Norman | Paul Pedersen |
| Inspector of Strategic Operations | Chief of Police |

RECOMMENDATION:

THAT the Board receives the report on the results of the annual audit of the 2023 Property and Evidence Control function.

BACKGROUND:

Section 35 of the Adequacy and Effectiveness of Police Services Regulation O. Reg 03/99 states that every Board and Chief of Police shall implement a quality assurance process relating to the delivery of adequate and effective police services and compliance with the Police Services Act and its regulations.

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

| SUBJECT: 2023 PROPERTY AND EVIDENCE CONTROL AUDIT | Page 2 |
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The Greater Sudbury Police Service is responsible for the care and control of all seized evidence and found property which comes into the officers' custody during their tours of duty. Procedures are in place to guide the activities of staff about property and evidence that comes into the possession of the Police Service.

The review considered Ministry Policing Standards and Sections 132, 133, and 134 of the *Police Services Act* dealing with property that comes into the possession of the Police Service. Also used as reference were the Greater Sudbury Police Service's policy and the Service's Procedure relating to the Collection, Preservation, and Control of Evidence and Property and Property Exhibit Tracking. All these guiding documents complement one another to effectively handle the seizure, retention, and disposition of property/evidence that is in possession of the Police Service.

The purpose of the "Property and Evidence Control" Audit was to provide an objective examination of items secured under the care of the Greater Sudbury Police Service and to provide an assessment of its control, retention, and disposal. The secondary purpose of an audit is to assist the Service by identifying and evaluating significant exposures to risk and contributing to the improvement of management of such risks.

Audit objectives:

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

| SUBJECT: 2023 PROPERTY AND EVIDENCE CONTROL AUDIT | Page 3 |
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AUDIT SCOPE:

Based on risk analysis, the scope of the audit was a physical examination of the Property and Evidence Department in the secure section of the Lionel Lalonde Centre (LEL) in Azilda, and its functions in the following areas:

- · Safety of staff and other people utilizing or accessing the facilities
- · Security of the facilities and the individual storage areas within
- · Continuity of evidence
- · Proper storage and handling of evidence

AUDIT METHODOLOGY:

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

CURRENT SITUATION:

The **fieldwork component** of the audit was completed on April 10th, 2024, and was performed with minimal disruption to the Property and Evidence Department. As has been noted in previous audits, the work area was found to be secure, very clean and well organized; items were in place, property and equipment were properly stored, and employees were adequately trained on property procedures. The retrieval of the selected items went very well with no complications or issues encountered.

In the 2022 audit report, the heating system in main vault #2 was not functional, and as a result, this work area was observed to have cooler temperatures than other areas in the Department. Attempts have been made to repair the issue, unfortunately, replacement parts are no longer made for the heater in place. Portable heaters are being used in the interim to maintain the temperature above freezing, thus making it more comfortable for staff working within the area. This issue is still ongoing within main vault #2, with a discussion with the landlord (City of Sudbury) on problem-solving the concern with reviewing various options including the installation of a new standalone heating system.

The trial of a temporary solution proved effective and was permanently adopted for handling seized funds. In the 2022 audit, it was learned the Royal Bank of Canada ceased accepting forfeited monies from drug trafficking investigations, necessitating compliance with the Seized Property Management Act (SPMA) (1993). These funds are designated for transfer to the

Government of Canada's Seized Property Management Directorate. Collaborating with the Directorate, the Property Supervisor devised a temporary solution, subsequently endorsed as a permanent measure.

An examination was conducted that involved articles of property and property tags selected during this year's random sampling process. While conducting the physical audit, the auditor examined 100 items of property and their related property tags and determined that all the general property sampled had the property tags filled out accurately and completely, and the information, such as occurrence number, description of the property, the assigned property number, and officer's name were all legible. The audit of the selected items confirmed that all were readily located in the proper specified storage location as per the NICHE Records Management System (RMS).

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

This information is necessary to ensure compliance with Greater Sudbury Police Service by-laws and procedures dealing with the retention of property. Unnecessary retention of property contravenes the retention by-laws and may result in the Service requiring an increase in storage space for all additional property items seized. It also creates unnecessary work for the staff as they have to monitor the property, re-organize for consolidation, follow up with officers for dispositions and the return of property. The clerks can only dispose of the property under the authority of a court order (such as a forfeiture order, a disposition order, etc.) or a report from the investigating officer and/or the involved supervisor.

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

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

| SUBJECT: 2023 PROPERTY AND EVIDENCE CONTROL AUDIT | Page 5 |
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- Is the investigation concluded or is it ongoing?
- Have the charges, if any, been dealt with by the courts, by other means, or are they pending?
- Have warrants been issued for the accused?
- Have any judicial orders been issued by a judiciary at the time of sentencing such as forfeiture order or disposition order, etc.?
- If the investigation has been concluded, are there any existing reasons to warrant the further retention of the property?
- Has the investigating officer submitted a report dealing with the disposition of the property?
- Has the supervisor created an assignment on the Property and Evidence Department Niche task list regarding the disposition of the property?

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

- <u>Forty-eight items</u> involved property that was being retained as per reports by investigating officers in compliance with ongoing court proceedings or retention bylaws.
- <u>Thirty-seven items</u> involved investigations that had been concluded, or incidents where retention of the property was no longer required; however, the investigating officer had not submitted a supplementary report regarding the disposition of property.
- <u>Fifteen items</u> involved investigations where tasks had been assigned to Property for disposal of articles; however, they had not been disposed of.

In 2023, the auditor observed that **48** out of 100 articles were retained in adherence to procedures and by-laws, whereas in 2022 the auditor observed there were 68 items. This is a noticeable decrease in compliance.

As indicated, **37** items of property were retained where officers did not complete a task to provide the property disposition. The auditor did observe a slight increase in the number of items retained in Property and Evidence Control which were no longer required as officers are failing to manage their property tasks.

In 2023, the auditor observed **15** property items that were not disposed, while in 2022 the auditor observed only 16. The auditor learned that in many cases where the Property Unit has been requested to dispose of items by the reporting officer, quite often the property owner does not have an address as they may be homeless. In addition, the process of disposing of the property requires a third-party agency to properly dispose of or auction items. These third-

| SUBJECT: 2023 PROPERTY AND EVIDENCE CONTROL AUDIT | Page 6 |
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party agencies' attendance is in some cases every few months which results in items remaining on property shelves.

In 2023, there were **6019** property tags submitted to the Property and Evidence Department by officers, some of which had multiple items attached. In addition to this, the GSPS Property unit disposed of **5580** items, a decrease from 2022 where **6403** items were disposed of. Also, at the time of the audit there were **646** outstanding assignments on the Property and Evidence Department task list relating to the disposal of property, spanning from the current date. In 2022 at the time of audit, **396** property-related tasks were outstanding.

In speaking with the Property Supervisor, Lucia Taskinen, about the increase in outstanding tasks, it was learned that intermittent staffing shortages through the transfer of 2 members from Property and the loss of an accommodated sworn members was a contributing factor in the backlog. Also, the process for tasking the Property Department comes from multiple persons in the workflow, which in some cases causes duplication.

The Property Department has added 2 replacement members for the transfer positions. The training phase of each of the new members has contributed to some of the backlog in processing property. The current training process takes one year for a new member to complete to be proficient in the Department. Over the last year there has been an increase in the seizure of firearms. In 2023, there were 525 firearms brought into the Police Service. In comparison, in 2022, the Service brought in 423 firearms. The process required for a firearm brought into the Service requires a dedicated staff member, which creates less support for general property processing. In addition, the workload across the organization has impacted Property's ability to address property concerns such as the dictation backlog in Records Management. Throughout 2023 there were instances where the dictations were 6 months behind, which is a point in the workflow for disposition of property. Members of the Property team worked with data entry clerks to review the backlog to find property-related reports and a member of the Property team transcribed them to complete the Property tasks. Lastly, in 2023, our Police Service saw a 9% increase in calls for service from 2022, which created heightened demands on our resources. This resulted in officer availability being limited to address Property tasks and fulfilling report obligations.

As was found in the Property Audit in 2020, the auditor reported that the procedure involving the drug processing room had not been completed. This has since been completed with the issuance of OHS031 in November 2023.

SUMMARY:

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

The current procedure was last revised in February 2011 and is due for a revisit once the new retention by-laws that were developed with the Province's best practices are approved. These new by-laws are currently being reviewed by our legal team after which it will be forwarded to the Executive Team for review and approval. With the changes in case law, technology, and logistics of Property Department location, the current process for the continuity of evidence appears to be operating in an effective matter.

In the assessment of whether general property/evidence is retained or disposed of by the Police Services Act and by-laws, the auditor found that the majority of property items within the Property and Evidence Department (48%) had been retained and/or disposed of according to the related procedures and the by-law. The remaining property items reviewed, for the most part, involved incidents where tasks had been created for the Property and Evidence Department without supporting information or had not been dictated as such by the reporting officers involved.

The audit of the work area in the Property and Evidence Department was found to be secure, very clean and well organized; items were in place, property and equipment were properly stored, and employees were adequately trained on property procedures. The retrieval of the selected items went very well with no complications or issues encountered. Based on the WHMIS training provided by the Service, items appear to be stored properly and in accordance with procedures and regulations.

The Service is committed to maintaining compliance and meeting the responsibilities established through the *Police Services Act*, the Adequate and Effectiveness of Police Services *O. Reg 03/99*, Ministry Standards, and the Service's policies and procedures.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

| ACTION: FOR INFORMATION | DATE: May 8, 2024 |
|---|---|
| PUBLIC SUBJECT: 2023 WORKPLACE VIOLENCE AND HARASS | MENT REPORT |
| STRATEGIC DIRECTION 2024-2027 Strategic Theme: Our Members Goal: 3 - Authentic inclusion and support fo | or physical & psychological safety and well-being |
| Prepared by: Blodeau Holly Bilodeau Manager of Human Resources and Professional Development | Paul Pedersen Chief of Police |
| Sara Cunningham Deputy Chief of Police - Administration | |

RECOMMENDATION:

THAT the Board receives the 2023 Workplace Violence and Harassment Report.

BACKGROUND:

The Greater Sudbury Police Services Board adopted the Workplace Violence and Harassment Policy GSPSB 010 on June 8, 2010, and is currently under review for compliance with the new CSPA guidelines. 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.

The Board is committed to providing a safe and healthy work environment for members of the Service and is committed to the prevention of workplace violence and harassment. The Board

SUBJECT: Page 2 2023 WORKPLACE VIOLENCE AND HARASSMENT REPORT

recognizes that unwanted behaviours in the workplace must be addressed early to minimize the potential for workplace harassment to lead to violence.

In accordance with its Policy, the Chief reports to the Board on an annual basis the effectiveness of the Workplace Violence and Workplace Harassment Programs. In the report, the Board is updated on the total number and type of complaints received and the disposition of such complaints; and the total number and types of complaints ordered investigated pursuant to an order received under Section 55.3(1) of the *Occupational Health and Safety Act* and the associated expenses.

CURRENT SITUATION:

GSPS is committed to GSPS is committed to an environment that is free of harassment and discrimination. This is achieved through training, procedures, and Human Resources practices.

Specific procedures that support its commitment to a workplace that is free of harassment and discrimination include but are not limited to the following:

- Bias Neutral Policing
- Supervision
- Disconnecting from Work
- Promotional Process
- Workplace Accommodation
- Civilian Position Selection Process
- Tenure and lateral Transfers
- Pregnancy Accommodation
- Employee Assistance Program
- Equal Opportunity
- Workplace Violence
- Workplace Discrimination and Harassment
- Respectful Conduct in the Workplace

On an ongoing basis, procedures are reviewed and updated accordingly.

Service practices are informed through the diligent efforts of Advisory Committees which promotes continuous listening, learning, and changing. These groups consist of vibrant and dedicated teams working collaboratively and proactively to positively influence our activities. Our key committees are:

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| 2023 WORKPLACE VIOLENCE AND HARASSMENT REPORT |
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- Diversity Advisory Committee
- Indigenous Advisory Committee
- Chief's Youth Advisory Committee

The longstanding work of our Inclusion Committee has led the way with many proactive workplace initiatives. This group is one of our standing Reform Working Groups with a focus on Authentic Inclusion, Gender Equity and Harassment-free Workplace. This group has a primary focus on identifying barriers and/or gender bias in our systems for recruiting, hiring transferring, promoting and retaining women. There is an emphasis and commitment on closing the gap between structural inclusion through policy and authentic inclusion of weaving a positive, obstacle-free work environment into our organizational culture.

This year as part of our comprehensive examination of workplace inclusion at GSPS, through the Authentic Inclusion and Anti-Racism Reform Working Groups, several focus groups were held which provided the opportunity for members to express their views on feelings of belonging, inclusion, and harassing activities in the workplace. The review was comprehensive and established 12 recommendations to make GSPS a more inclusive workplace with specific reference to EDI and a proactive focus. This work remains ongoing.

These will include reviews of policies, procedures, training, and cultural awareness. This group is now taking those recommendations and will develop action plans for implementation. Further information on these areas will be provided in the upcoming reporting period.

Our Working Groups which are comprised of both internal and external representation will continue to lead this important work. Sub-committees will be established with short- and long-term goals being set which will guide the implementation of the work. On-going reports will be provided to the board on progress being made.

The Office of Special Projects continues to lead EDI work within the Service. Recently, GSPS was successful in securing funding from the Northern Ontario Heritage Fund Corporation for an Equity, Diversity and Inclusion Intern who will work closely with the Authentic Inclusion Working Group in continuing to develop an EDI Strategy in support of a harassment free and inclusive workplace. Efforts continue to ensure that the Special Projects Office is adequately resourced to carry out its important work.

As part of on-boarding, all new staff, auxiliary, and students receive training on the Workplace Harassment Procedure, Respectful Workplace and conduct expectations. Avenues for reporting any such concerns are also emphasized and members are assured they can speak to supervisors,

| SUBJECT: 2023 WORKPLACE VIOLENCE AND HARASSMENT REPORT | Page 4 |
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Human Resources, and colleagues about any concerns. Our GSPS procedure is reviewed annually.

All members have viewed our training video entitled Creating Awareness and Understanding of the Transgender Community. This is a video that was made in Sudbury in partnership with TG Innerselves. A nationally recognized production, it was also adopted by the Ontario Police Training Video Alliance to support police training in the province.

Human Resources staff and supervisory personnel work collaboratively to identify issues, friction, and concerning behaviours as soon as possible and help to mediate issues before they even arise. An Alternative Dispute Resolution process is invoked where possible to assist in resolving workplace conflicts quickly and with respectful professionalism.

In addition, all new Supervisory staff receive online training in relation to their responsibilities under the *Occupational Health and Safety Act*. Respectful Workplace conduct and proper adherence to the Workplace Harassment Procedure is also discussed in a session with Human Resources.

In 2023 all Supervisory staff received Harassment training with two main focuses. *Preventing and Responding to Harassment* with topics including understanding harassment, its impact & why it persists, barriers to eliminating harassment, and a supervisor's duty to facilitate a harassment-free workplace. The second focus being on *Psychological Health and Safety in the Workplace* — The goal of this training is to equip supervisors in creating & maintaining a psychologically safe workplace, where supervisors will acquire tools for preventing psychological harm while supporting employee mental health.

In 2023, there was one Harassment and Discrimination complaint between members which was investigated. Following investigation, the complaint was founded, and the misconduct investigation is ongoing.



GREATER SUDBURY POLICE SERVICES BOARD REPORT

| ACTION: FOR INFORMATION | DATE: May 7, 2024 | | |
|--|---|--|--|
| PUBLIC SUBJECT: STAFFING/DEPLOYMENT UPDATE | | | |
| STRATEGIC DIRECTION 2024-2027 Strategic Theme: Our Members Goal: 2 - Member acknowledgement, succession planning, development, and retention | | | |
| Prepared by: Holly Bilodeau Manager of Human Resources and Professional Development | Recommended by: Paul Pedersen Chief of Police | | |

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board, in accordance with Section 37 of the *Community Safety and Policing Act*, hereby approves the appointment of the following members:

| Name: | Start Date: | Position: |
|----------------|-------------|-----------|
| Babij, Michael | 06-May-24 | 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.

| SUBJECT: STAFFING/DEPLOYMENT UPDATE | Page 2 |
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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. The objective is to bring on five cadets in June and in September 2024. Recruiting efforts have been underway to meet the new hiring targets and to be responsive to ongoing attrition through resignation and retirement. As soon as last day at work notices have been given, efforts are made to identify the replacement member.

CURRENT SITUATION:

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

TABLE A: GSPS Authorized Strength on May 7th, 2024

FULL-TIME COMPLEMENT

| | Budgeted | | Notes | |
|----------|------------|--------|-----------------|------------|
| | Authorized | Actual | Non-medical LOA | Secondment |
| SWORN | 283 | 283 | (1) * | (2) |
| CIVILIAN | 142 | 140 | 0 | |
| TOTAL | 425 | 423 | (1) | (2) |

^{*}There is one non-medical Leave of Absence (LOA) which has been replaced so the actual strength has not been impacted.

The additional staff in accordance with the staffing plan approved by the Board were budgeted started in June 2023. Final selection is currently underway for our June 2024 intake at the Ontario Police College.

TABLE B: Appointments

| Name: | Start Date: | Position: |
|----------------|-------------|-----------|
| Babij, Michael | 06-May-24 | Constable |

TABLE C: Retirements/Resignations:

| Name: | Effective: | Position: |
|-------|------------|-----------|
| | | |



| ACTION: FOR APPROVAL | DATE: May 8, 2024 | | | |
|--|--|--|--|--|
| PUBLIC SUBJECT: DONATIONS RESERVE TRUST FUND REQUE | STS | | | |
| STRATEGIC DIRECTION 2024-2027 Strategic Theme: Our Safety & Well-Being Goal: 1 - Collaborative community and academic partnerships for sustainable solutions | | | | |
| Prepared by: Sara Cunningham Deputy Chief of Police - Administration | Recommended by: Paul Pedersen Chief of Police | | | |

RECOMMENDATION:

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

\$2,000 in support of Camp Quality

\$2,500 in support of the GSPS S.P.Y.D.R. Program

BACKGROUND:

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

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

When considering request for funds, the Board takes into account initiatives supporting community-oriented policing that involves a co-operative effort on the part of the Greater

| SUBJECT: DONATIONS RESERVE TRUST FUND REQUESTS | Page 2 |
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| | |

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/REQUESTS:

Requests for funding consideration have been received.

The balance of the Chief's Youth Initiative Fund on April 30, 2024, was \$13,320.07.

\$2,000 in support of Camp Quality

Camp Quality is a volunteer-driven, non-profit charitable organization empowering kids with cancer across Canada to turn life's challenges into adventures. Their summer camps for children and youth aged 7 to 17 are designed to meet the unique physical, social, and psychological needs of campers who include children and youth with cancer and blood disorders, their siblings, and sometimes, bereaved siblings.

\$2,500 in support of the GSPS S.P.Y.D.R. Program

The S.P.Y.D.R. program (Sudbury Police Youth Dirt Riders) is a free mountain bike program for youth ages 12-17 created by Greater Sudbury Police Service. The program focuses on youth in our community who we believe to deserve and be in need of an opportunity to participate in a free athletic activity while interacting with police in a positive environment. Youth are referred by Greater Sudbury Police members or other community partners/agencies.

The program is held at multiple bicycle trails in our community. In the past, the bike rides were at Adanac, Kivi Park, Laurentian, Moonlight, Fielding Park and Walden Mountain Bike Club. This year due to some COVID-19 restrictions we are looking to attend trails within the New Sudbury area for easier transportation for parents to drop off and pick up. The program will be held on Thursday afternoons from 1100 to 1400 hrs.

The youth will benefit greatly from this program and will learn numerous skills such as proper bike inspection & maintenance, introduction to bike components, rules of the road, riding abilities, bike repairs, team building and an opportunity to build self-confidence and resiliency.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

| ACTION: FOR APPROVAL | DATE: May 8, 2024 | | |
|--|-------------------|--|--|
| PUBLIC SUBJECT: BOARD TRUST RESERVE FUND REQUESTS | | | |
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| STRATEGIC DIRECTION 2024-2027 | | | |
| Strategic Theme: Our Safety & Well-Being Goal: 1 - Collaborative community and academic partnerships for sustainable solutions | | | |
| | | | |
| Prepared by: | Recommended by: | | |
| Sara Cunningham | Paul Pedersen | | |
| Deputy Chief of Police - Administration | Chief of Police | | |

RECOMMENDATION:

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

\$5000 in support of Safe Ride Home Sudbury

\$1000 in support of the 2024 YWCA "Women of Distinction" Awards Gala

\$500 in support of the Sudbury Defeat Depression campaign

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*.

| SUBJECT: BOARD TRUST RESERVE FUND REQUESTS | Page 2 |
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CURRENT SITUATION:

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

Requests for funding consideration have been received.

The balance in the Board Trust Reserve Fund on April 30, 2024, was \$39,379.92.

\$5000 in support of Safe Ride Home Sudbury

'Safe Ride Home Sudbury' is a service that offers a free, volunteer-driver service to any individual who has been drinking. Your personal car will be parked in your driveway and you will be escorted to your door.

For over 25 years, Safe Ride Home Sudbury has been dedicated to the fight against impaired driving. In line with our mission, we are in the planning stages for this year's campaign to ensure safety on our roads.

The sponsorship funds provided by the Greater Sudbury Police Service will be utilized to support various aspects of the initiative, including their participation in the RIDE Program (year-round), a broad and far-reaching advertising strategy to educate as many Greater Sudburians as possible, and to also continue to provide thier valuable service during the holiday season to prevent impaired driving.

\$1000 in support of the 2023 YWCA "Women of Distinction" Awards Gala

The YWCA of Sudbury grew from a 1952 concerned citizens Rooms Registry Committee providing safe housing for girls and women in Sudbury. Over the years, the YWCA has been instrumental in addressing current needs of the community and empowering women and their families to reach their full potential.

The YWCA holds an annual 'Women of Distinction Awards Gala' celebrating women who help make a difference in the lives of girls and women. Funds raised cover cost of presenting 'Power of Being a Girl' and 'Boys4Real' conferences.

| SUBJECT: BOARD TRUST RESERVE FUND REQUESTS | Page 3 |
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\$500 in support of the Sudbury Defeat Depression campaign

As Northern Initiative for Social Action (NISA)'s biggest fundraiser of the year, Sudbury Defeat Depression allows NISA's many programs that support those struggling with their mental health, to be sustained. This includes programs like our Mental Health and Addictions Program, which supports people who are navigating the criminal justice system, specifically for those on probation or parole, and our Warm Line, which regularly connects with and supports people in crisis, both of which directly reduces police intervention. We also have an Addiction and Medicine Unit, Social Justice program, and our outreach team CMHA Sudbury/Manitoulin's housing program, which also actively supports people who may otherwise require assistance by the police.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

SUBJECT:
ANNUAL BURSARY FUND INCREASE PROPOSAL FOR SUDBURY SCHOOL BOARDS BY THE DIVERSITY ADVISORY COMMITTEE

STRATEGIC DIRECTION 2024-2027
Strategic Theme: Our Service
Goal: 3 - Focus on priority populations with acutely elevated risk, including vulnerable adults, children, and young persons

Prepared by:

Recommended by:

Paul Pedersen Chief of Police

RECOMMENDATION:

Robert Norman

FOR INFORMATION

Inspector of Strategic Operations

BACKGROUND:

The Diversity Advisory Committee provides advice to the Chief of Police on ways of enhancing relations between ethnic/racial minorities and police. The mandate includes assessing the implementation of employment equity, advising, and assisting in the development and training of all Service members, liaising between police and the community on racism and discrimination, and responding to issues identified by the Advisory Committee.

Since April of 2017 the Board has authorized funds from the Donations Reserve Fund to support a Diversity Advisory Committee Education Bursary program. The Donation Reserve Fund is utilized to assist in crime prevention initiatives at the discretion of the Police Services Board and Chief of Police.

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| ANNUAL BURSARY FUND INCREASE PROPOSAL FOR SUDBURY SCHOOL BOARDS BY | |
| THE DIVERSITY ADVISORY COMMITTEE | |
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A total of 6 bursaries have been provided to students to assist in investing in youth education for expenses associated with post-secondary school, trades, or employment. Education and investment in youth has proven to yield positive results in terms of criminal activity deterrence and prevention.

CURRENT SITUATION:

The Diversity Advisory Committee (DAC) proposed an annual increase in the bursary funds for Grade 12 students across the four school boards in Sudbury. This initiative is designed to financially support and recognize students who have demonstrated a commitment to promoting diversity, inclusion, and cultural acceptance in their schools and communities.

Objective:

- Goal: To consistently enhance educational opportunities each year for students who
 actively participate in diversity and inclusion initiatives.
- Purpose: To support the yearly transition of students from secondary school to postsecondary education, trade school, or apprenticeships, thereby easing the financial burden associated with further education.

Bursary Details:

- Total Fund: \$4,000 annually, allocated as \$1,000 per school board each year.
- Use of Funds: The bursary can be used for expenses related to post-secondary education, including tuition, books, and other educational materials.

Eligibility Criteria:

- Applicants must be residents of the City of Sudbury and be earning an Ontario Secondary School Diploma by June of the application year.
- Candidates should demonstrate a significant commitment to diversity, inclusive practices, and cultural acceptance in their school or community.
- Candidates demonstrate alignment with GSPS RICH Values Respect, Inclusivity, Courage and Honesty
- Applicants must provide secondary school transcripts and submit between one and five letters of support from teachers, counselors, or community leaders.
- Applicants must be in good academic standing.

Budget Breakdown:

• The total annual amount requested is \$4,000, with each of the four school boards receiving a \$1,000 bursary.

| SUBJECT: ANNUAL BURSARY FUND INCREASE PROPOSAL FOR SUDBURY SCHOOL BOARDS BY | Page 3 |
|---|--------|
| THE DIVERSITY ADVISORY COMMITTEE | |

Implementation Plan:

- The bursary will be announced and promoted annually through school boards, social media, and community networks to ensure maximum reach and impact.
- Applications will be collected, reviewed, and approved by the Diversity Advisory Committee in conjunction with school board representatives.

Measurement of Success:

- Success will be measured by the number of applications received and the bursaries awarded each year.
- A post-award report will be generated annually to assess the impact on the recipients and their educational journey.

This enhancement was authorized though the delegated authority for the Board through Chief Pedersen. The enhancement of the annual bursary amount by the Diversity Advisory Committee signifies a long-term commitment to supporting and recognizing the efforts of young individuals who are making a difference in fostering inclusive and diverse environments. This recurring financial assistance not only aids in their educational pursuits but also promotes a broader culture of inclusivity and acceptance within the Sudbury community. This consistent support is expected to have a cumulative positive impact, encouraging more students to engage in diversity-related activities and initiatives which enhances over all community safety and well-being.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

| ACTION: FOR APPROVAL | DATE: May 8, 2024 | | |
|--|-------------------|--|--|
| PUBLIC | | | |
| SUBJECT: 2024 CAPG CONFERENCE SUPPORT | | | |
| STRATEGIC DIRECTION 2019-2022 | | | |
| Strategic Theme: Public Trust & Accountab | • | | |
| Goal: 1 - Enhance public trust through transparency and accountability | | | |
| | | | |
| Prepared by: | | | |
| Wouther Saken | | | |
| Matthew Gatien | | | |
| Board Administrator | | | |

RECOMMENDATION:

THAT the Board approves a \$500 donation to the 2024 Canadian Association of Police Governance (CAPG) to assist with the costs of the conference in Halifax, NS, 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 on August 8-11 in Halifax, NS. The theme for 2022 is 'Where Governance Meets Public Safety: Transforming Policing In Canada.'

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.

Traditionally the Board provides financial assistance in the amount of \$500.





2024 CAPG Conference SPONSORSHIP APPLICATION

ORGANIZATION INFORMATION

| Company Nam | ne: | | | |
|---------------|---|--------------|-------------------------|--------------|
| Address: | | Te | elephone: | |
| City: | Province/St | ate: P | ostal/Zip Code: | |
| Primary Conta | ct: | Т | itle: | |
| E-mail: | | (| Cell Phone: | |
| | | | | |
| SPONSORS | SHIP OPPORTU | NITIES | | |
| Champio | on Sponsor \$15,00 | 00 | Exhibitor Package | \$2000 |
| Advocate | e Sponsor \$10,00 | 00 | Friend Sponsor | \$1,000 |
| Cultivato | or Sponsor \$5,00 | 00 | | |
| Order online | OF PAYMENT at CAPGConference capg.ca or by fax to | | irn completed form by e | e-mail to |
| MasterCar | rd Visa | Cheque | Electronic Fur | nds Transfer |
| Card Number | r: | Expiry Date: | 3-Digit Code: | |
| Billing Addre | SS: | | | |
| Cardholder's | Name: | | Signature: | |



35th Annual Conference CANADIAN ASSOCIATION OF POLICE GOVERNANCE

CAPG.CA







CAPG 35TH ANNUAL CONFERENCE

Where **Governance**Meets **Public Safety**

TRANSFORMING POLICING IN CANADA

AUGUST 8 - 11, 2024

CAPG 34TH Annual Conference Aug 8-11, 2024

Westin Nova Scotian Hotel & Conference Centre

The Canadian Association of Police Governance (CAPG) Conference is the leading educational event in the police governance sector in Canada. The CAPG Annual 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.

We are excited to offer our highly regarded in-person conference format on the historic shores of the Atlantic Ocean. To maintain the affordability, ease, and interactive nature of our event, we will simultaneously offer a virtual option to our delegates.

We are also excited to partner with the First Nations Police Governance Council who will also be holding their conference at the same venue on August 8 during the day.



CAPG: Who We Are

The Canadian Association of Police Governance (CAPG) is the only national organization dedicated to excellence in police governance in Canada. Founded in 1989 with the goal to improve the effectiveness of civilian bodies that govern local police services, we have since grown to represent 80% of municipal police service oversight bodies throughout Canada.

500

Directors

30,000

Sworn Officers

12,000

Civilian Officers

80%

of Canadian Municipal Police Services with civilian oversight are represented by CAPG

OUR Mission

The Canadian Association of Police Governance works collaboratively and proactively with members and partners to enhance civilian governance of policing in Canada.

our Reach

As a national association, CAPG has a wide reach with a diverse audience. We connect with decision makers, police board and commission members, chiefs of police, business leaders, academics and government officials throughout the country. CAPG has over 80 active member organizations representing more than 500 directors, 30,000 sworn officers and 12,000 civilian officers across Canada.



FIRST NATIONS Partnerships





The First Nations Police Governance Council (Council) is a unique partner within the Canadian Association of Police Governance (CAPG). The mandate of the FNPGC is to provide a focus on First Nations governance issues on a national level. The Council provides a forum for all First Nations Police Governance Boards to provide input and access resource information on First Nations police governance models and practices. The Council acts as an advocate in areas on First Nations police governance requirements.

We are excited FNPGC will be hosting their conference at The Westin Nova Scotian on August 8 with a wide range of topics and presentations for its members and CAPG members (conference fee separate from CAPG fee).



Why Choose Us?

Public scrutiny of policing has placed increased demands on municipal, provincial, and national police services, and consequently on their boards and commissions, resulting in a need for constant information exchange and training for members of police governing bodies. The CAPG is the sole venue for this exchange. CAPG offers many resources to Canada's police governance community, including a variety of webinars, governance summits, publications, events and an elearning portal that is exclusively for members.

Since 1989, we have helped develop a network for police governance throughout Canada. Policing is a 15 billion dollar sector, and CAPG works diligently to improve police governance and public safety by engaging with Canada's diverse communities and police services.





CAPG HAS MORE THAN





SPONSORSHIP Benefits



Credibility Credibility

Enhance your reputation and forge a stronger relationship within the police goverance membership community by aligning your support towards building a strong police governance model in Canada.



CONNECT WITH A NATIONAL AUDIENCE Build Connections

Engage with leading voices in police governance and gain access to the latest research, discussions and presentations relevant to police governance and public safety.



CROSS-CANADA EXPOSURE Brand Visibility

Elevate your company's brand through CAPG events. Your company name and logo will be promoted on publications including the CAPG public website, social media and at the event itself.





Strategy

Communications and marketing efforts will create maximum awareness and position the 2024 CAPG Conference on the national stage. The strategy will combine and integrate the following elements:

MARKETING COLLATERAL

Branded electronic materials will be used to endorse our conference, highlighting key activities and speakers. These will be shared via direct email and the conference website.

MEDIA COVERAGE

CAPG events are covered by various national media publications.

SOCIAL MEDIA

LinkedIn, X and Facebook will all play a major role in the campaign. Event hashtags will be utilized to encourage delegate interaction and enhance audience participation and engagement.

WEBSITE

In addition to serving as a key marketing tool, the website is the premier source of conference information and is updated regularly.

DIRECT MARKETING

Frequent email blasts update registered delegates with general information, latest news, key dates, and program and speaker details. This ensures delegates remain engaged leading up to the conference.



SHOWCASE Your Brand

Exhibitor Package \$2,000

Exhibitors are given an exclusive opportunity to build a dedicated space to express themselves and personally connect with delegates (Includes meals and all evening events.)



Personal Contact

Bringing a face and name to your brand will foster relationships with your audience



Presence

Show your commitment and support the community that supports your business.



Education

Learn what's happening in police governance and how you can be part of it.



Generate Leads

A one-stop exhibition enables you to secure qualified leads in one place.



Buzz

With the attention of your audience, launch a new product, service or marketing campaign.



Sales

Promote new services or demonstrate new products and equipment.



Sponsor Streams

CHAMPION SPONSOR \$15,000

Prioritized listing as a Champion Sponsor on all printed and online media, including the conference website, program and/or schedule, e-blasts and post-conference report. Also includes:

- Five-minute speaking opportunity to introduce one keynote speaker
- One complimentary conference registration including evening events
- One free virtual conference registration (for up to 5 people)
- One insert in delegate welcome bags
- Company logo featured on conference website and virtual attendee hub
- Logo on banner in plenary room
- Logo on poster at registration desk
- Logo and recognition at one evening activity
- Logo prominently featured on conference app
- Prioritized recognition on social media
- Optional exhibitor table

ADVOCATE SPONSOR \$10,000

Prioritized listing as an Advocate Sponsor on all printed and online media, including the conference website, program and/ or schedule, e-blasts and post-conference report. Also includes:

- · Listing on website and virtual attendee hub
- One free virtual conference registration (for up to 5 people)
- Logo on banner in plenary room
- Logo featured on conference app
- Recognition on CAPG's social media profile

CULTIVATOR SPONSOR \$5,000

Listing as a Cultivator Sponsor on all promotional material

including online media, including the conference website, program and/or schedule, e-blasts and post-conference report. Also includes:

- Logo on banner in plenary room
- · Recognition on CAPG's social media
- Logo featured on conference app

FRIEND SPONSOR \$1,000

Listing as a Friend Sponsor on all promotional material including online media,including the conference website, program and/or schedule.

SPONSOR A Conference Event

| Pre-Conference Workshop for new Board & Commission Directors | \$2,000 |
|--|---------|
| Welcome Reception at Alexander Keith's Brewery | \$2000 |
| Coffee Breaks (each x5) | \$1000 |
| Lunch (each x2) | \$3,500 |
| Dinner Pier 21 | \$7,500 |

Contact us to create a customized sponsorship package.



ADDITIONAL SPONSORSHIP AND Cross-Promotion Opportunities

MORE ADVERTISING = MORE DISCOUNTS

If you are interested in advertising through multiple CAPG outlets, please contact us to discuss how we can meet your advertising needs and to apply further discounts to your unique package.



CROSS-PROMOTION SPONSORSHIPS

Promote your event or business on our platform and vice-versa. Contact us for specific pricing and sizes of our crosspromotional packages.



MEDIA SPONSORSHIPS

Promote our events on your platform and have your logo showcased as a Media Sponsor on our website and in conference promotional material.



MONTHLY WEBINAR SERIES

Our twice-monthly webinars bring many national police governance stakeholders and partners together to explore a variety of themes of interest to our community. Our aim is to provide concrete resources to boards and other stakeholders to help in the development of effective governance.



QUORUM - WEEKLY GOVERNANCE **NEWSLETTER**

CAPG's poplar in-depth weekly news clipping service is offered to our growing extended community of over 1,400 subscribers. Through Quorum, you have the chance to build awareness and recognition of your brand among hundreds of police governance professionals. Quorum has an open rate 3% higher than the industry average.



HOST CANADA'S ONLY NATIONAL POLICE Governance Conference in Your City!

A UNIQUE OPPORTUNITY TO SHOWCASE THE WORK YOU'RE DOING IN POLICE GOVERNANCE

Together, the Host and CAPG have a unique opportunity to showcase Canadian governance of policing at its very best. That's why your branding and expertise will be featured throughout the conference to provide insight support, credibility and networking opportunities for everyone. Some of those opportunities include:

- Working with the CAPG Conference Committee and Executive Director to oversee all aspects of planning, budgeting and the development of the conference program.
- Showcase your organization with opportunities such as speaker introductions, exhibitor tables and off site functions.
- Enjoy complimentary conference registrations for your Board, including evening activities.
- Have your logo featured in all promotional material, on any virtual platforms and in person throughout the venue.

REQUEST AN RFP PACKAGE

For more information on the current benefits, duties and financial obligations involved in hosting a future conference, please contact us.



CONTACT US

Stephen Reid, Executive Director Email: sreid@capg.ca | X: @csdreid

Logan MacInnis, Communications
Email: communications@capg.ca

Contact us to build your custom sponsorship experience or claim your Sponsorship Package now





Canadian Association of Police Governance

78 George Street, Suite 204 Ottawa, Ontario K1N 5W1 T: (613) 344-2384 | F. (613) 344-2385



GREATER SUDBURY POLICE SERVICES BOARD

REPORT FROM THE

CHIEF OF POLICE

May 2024



MINISTRY UPDATES (excerpts from Ministry Communiqués)

Police Week 2024: May 12-18, 2024

Provincial Theme "Join Policing: Keep Ontario Safe"

Police Week is an annual recognition week that focuses on increasing community awareness and acknowledgement of police services, while strengthening partnerships between police and those they serve. It is an opportunity to commend all members of police services for their strong commitment to keeping Ontario safe.

Since 1970, Police Week has taken place in May to coincide with Peace Officers Memorial Day, which is internationally recognized on May 15. As such, May 12 to 18, 2024, will be designated Police Week in Ontario.

The provincial theme for 2024 is "Join Policing: Keep Ontario Safe". This year's theme provides an opportunity to use in-person events, social media, or other platforms to celebrate the policing profession in an effort to bring awareness to the profession and increase recruitment, while highlighting how our police services continue to keep our province safe.

2024–25 Constable Joe MacDonald Public Safety Officers' Survivors Scholarship Fund (CJMPSOSSF) Call for Applications

The CJMPSOSSF was established in recognition of the tremendous sacrifice made by our public safety officers and their families to keep Ontario safe. It is a demonstration of the esteem that the people of Ontario have for public safety officers.

The CJMPSOSSF is available to spouses and children of public safety officers who died in the line of duty. The scholarship may be used for tuition, textbooks and eligible living expenses for programs leading to a degree or a diploma at an approved Canadian postsecondary educational institution. To date, the CJMPSOSSF has provided financial assistance to 100 recipients to obtain a postsecondary education. Additional details regarding eligibility criteria can be found in the attached 2024–25 CJMPSOSSF Guidelines.

For the purposes of the CJMPSOSSF, a public safety officer may include a municipal or provincial police officer, First Nation Officer, auxiliary member of a police force or special constable (acting with the powers of a police officer at the time of his/her death) firefighter, correctional officer, probation officer, parole officer, or youth worker.

SPECIALIZED OPERATIONS

Dan Despatie

Inspector

COMMUNITY MOBILIZATION & COMMUNITY ENGAGEMENT

The Specialized Operations team continues to provide high visible proactive patrols both on foot and bike while also responding to high complaint areas. This includes Focused Patrols in the downtown core that include enforcement-related activities such as the execution of arrest warrants in ensuring individuals are brought to court to answer to outstanding criminal charges.

Community Engagement and Community Mobilization Officers routinely work in partnership with community partners in addressing issues of community safety utilizing problem-solving strategies and proactive initiatives in a manner consistent with "Our Shared Commitment to Community Safety and Well-being" Model. This problem-solving approach maintains a focus on reducing risk, collaborative intervention, community partnerships, and education and enforcement.

The situations our officers attend daily have become increasingly complex and have pushed the bounds of a traditional police mandate when it comes to mental health and addictions. Members of the Specialized Operations team continue to work collaboratively with our health partners in delivering our Alternative Crisis Response programs to effectively navigate immediate mental health and/or addictions-related crisis calls in our community.

Specialized Operations personnel within our Community Engagement Section continued to engage and partner with our community through attending and participating in several initiatives throughout April that included:

- A presentation at the French School Board Leadership Meeting
- Attended a Chief's Youth Advisory Council (CYAC) Meeting
- Attended a Bruce Street Meeting
- Attended the Flour Mill CAN Meeting
- Attended the Community Mobilization Sudbury Steering Committee Meeting
- Participated in Parent Council Event at the Sudbury Catholic School Board
- Conducted Volunteer Appreciation Week tours and photos at GSPS with new volunteers
- Hosted summer student interviews
- Participated in "Free to Be Me" event at Rainbow School Board
- Participated in "Headstrong" event preparation
- Participated in a school lockdown drill at French School Board office
- Participated in a school lockdown drill at local French elementary school
- Attended a meeting with local business owners at Staples on Notre-Dame Avenue
- Hosted monthly Auxiliary Meeting

- Attended a Safe Schools Conference in North Bay in relation to the Northeast Region School Protocol
- Work on the GSPS Bail Compliance and Warrant Apprehension Program implementation

Equipment

 Through grant funding, new cameras were secured for the Bail Compliance and Warrant Apprehension Program

COURTS SECTION

Prisoner Management

The Greater Sudbury Police Service Courts Section is responsible for the management of prisoners in custody who are required to appear in various types of Court. These individuals are primarily received through two main points of incarceration.

Greater Sudbury Police Service (GSPS) represents the number of prisoners managed through the Bail and Weekend WASH Court processes. These occur through virtual appearances from GSPS Headquarters, and the custodies are managed in-person by GSPS Special Constable Staff. For the month of April there were **131 (-5 from last month)** custodies put through these processes.

Sudbury District Jail In-Person (SDJ-IP) – represents the number of prisoners managed through both Bail and continued Court appearance processes in which the individual has remained in custody at the SDJ. These are the in-person court appearances at the Courthouse managed by GSPS Sworn and Special Constable Staff. For the month of April there were **366 (+65 from last month)** custodies were managed through these processes.

*Excluded from the total numbers are Bail Hearing Add-ons, OPP custodies, and custodies added through additional in-custody court appearances.

Case/Crown Brief Management

The Greater Sudbury Police Service Court Clerks are, as part of their duties, responsible for the preparation and management of all court briefs that are required. These include Arrests, Summons Requests, Warrant Requests and Bench Summons issued by a Judge and involve both Criminal Code and Provincial Act Offences. These briefs are managed through four main streams: E-Intake Briefs, Portal Briefs, Bench Warrants and Bench Summons.

E-Intake Brief – **305** (+6 monthly increase) is the amount of Crown Briefs in the month of April that have been processed and submitted electronically to the Justice of the Peace and, once signed, to the Crown Attorney.

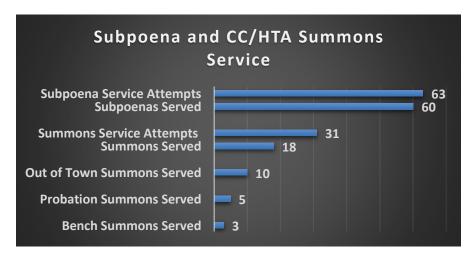
Portal Brief – **7 (+1 monthly increase)** is the amount of Crown Briefs, based on the type or the offences involved that had to be processed and then the information had to be taken to a Justice of the Peace in-person to be signed. Once completed, through a hybrid model of hardcopy and electronic copy the remaining brief is forwarded directly to the Crown Attorney for the month of April.

Bench Warrants – **76 (-6 decrease)** Bench Warrants were issued by the presiding Judge for an accused person for failing to attend court. This initiates an administrative process for the GSPS Clerk involving the original Crown Brief and once complete is forwarded to CPIC to identify the accused as wanted.

Bench Summons – **2** Bench Summons were issued by the presiding Judge for an accused person in lieu of a Bench Warrant. This initiates an administrative process for the GSPS Clerk along with the then requirement for service of the summons on the individual for the month of April.

Subpoena and CC/HTA Summons Service

The Greater Sudbury Police Service Courts Section provides at minimum one full-time Special Constable (resource dependent) to the position of Subpoena/Summons Server. This position is responsible for the service of court issued witness subpoenas and non-violent Criminal Code and Provincial Offence Act Summons. The Sudbury Courthouse issues most of these Summonses; however, they can also be received from Probation, outside Police agencies and those issued by the Judge in lieu of a Bench Warrant.



Bail Safety Officer

The Bail Safety Officer position was realigned with the Courts Section in the Organizational Chart. This member collaborates directly with the Bail Crown and the Victim Witness Assistance Program

(VWAP) daily during the Bail court process. The primary responsibilities are to ensure victim's safety concerns are met through conducting a checklist/interview designed for this purpose. The Bail Safety Officer will make well-supported bail recommendations by measuring the risk of release of the accused, based on their investigation. The Bail Safety Officer is also responsible to ensure safety planning in cases where the offender is released. This position is a direct support to frontline resources by assisting in continuing investigations. During the month of April, the Bail Safety Officer managed:



Property & Evidence Control Section

The Property & Evidence Control Section continue to support Operations and Courts in various capacities. Noteworthy items include intake of **49 (+5 increase)** firearms, **109 (+32 increase)** drug exhibits and **323 (+92 increase)** general property exhibits during the month of April.

Property & Evidence Control Section personnel continued to support operational, and court demands in April.

EMERGENCY COMMUNICATIONS

Andrea Savage Manager

Total Call Volume:

In April, the 9-1-1 Emergency Communications Centre (ECC) managed **23,330** (+451 increase) phone calls in comparison to 23,446 in April of 2023. This included **5,577** 911 calls in comparison to 6,145 in April of 2023, a difference of 568.

Verified Alarm Response:

Since the implementation of our Verified Alarm Response Program (VARP), calls for service have continued to decline significantly, creating process and resource efficiencies in diverting calls away from frontline emergency response. We responded to **72** alarm calls in April, in comparison to 238 in April of 2023, a decrease of 166.

911 Priority Calls / Ambulance Assist:

The 9-1-1 ECC generated **7,480** (+91 increase) calls for service, **53** of which were Priority 1 calls and **782** Priority 2 calls for service. Of the Priority 2 calls, **119** (15%) were requests from EMS for assistance.

In April, our communicators dispatched our officers to several crisis situations including 22 sudden deaths, 34 violent persons in crisis, and 46 suicide/suicidal ideations and harm to self. Mental Health and Addictions-related calls continue to be high (274+64) that includes both violent and non-violent people in crisis.

Intimate Partner Violence Data:

9-1-1 ECC personnel dispatched frontline officers to **101** "in progress" Intimate Partner Violence incidents where both parties were present during the incident.

New and Current Initiatives:

The dedicated staff and management of the 9-1-1 Emergency Communications Center continue to work together on the following initiatives to improve and modernize our area of work:

- New CAD map testing.
- Collaboration with EMS in considering options, through information sharing, in mitigating safety risks to first responders.
- NG911 working towards compliance.

PATROL OPERATIONS

John Valtonen Inspector

Weapons Call in Capreol

In the early morning of April 5, a 25-year-old male contacted GSPS advising a male arrived at his residence in Capreol pointing a firearm yelling at him to get on the ground. The accused left prior to police arrival but was contained at another Capreol residence and surrendered to police a short time later. A replica air soft firearm was seized by police. No injuries were sustained by any involved parties. The accused male was charged with weapons related offences.

High Speed and Assault Police

In the early evening of April 8, a Patrol Officer observed a male, later positively identified as a 39-year-old male, driving a motorcycle westbound on MR 35 travelling at a speed of 138km/hr. in a posted 80 km/hr. zone. A Patrol Officer initiated a traffic stop and observed the suspect drive the motorcycle into the tree line and flee on foot. The Officer located the accused and while placing him under arrest was confronted with the male wanting to engage in a full-on fight resisting arrest. The officer deployed a Controlled Energy Weapon (CEW) and at one point during the altercation, the accused took control of the Officers' CEW and turned it towards the Officer delivering multiple shocks to the Patrol Officer and then biting the Officer in the face. In the end, the Patrol Officer was able to control the accused and turn him over to arriving Officers. The male is facing multiple Assault and Driving offences. The Officer attended HSN for treatment and has recovered.

Search for Person in Crisis

In the early evening of April 7, Patrol Officers were dispatched to a Family Dispute in Minnow Lake where a young female left the residence and fled into the woods stating she was going there to die. Patrol Officers contained the area and supported the Canine Unit as they searched for the female. After a 7.9 km track, the female was safely located, apprehended, and transported to HSN for medical intervention.

Disturb the Peace and Assault Police

In the early morning hours of April 21, Patrol Officers were called to a Val Caron residence regarding a major Disturbance involving a large group of teenage youths fighting. Upon arrival, they were immediately met by the adult complainant who stated there was a lone male who had sustained a head injury and was screaming uncontrollably. Patrol Officers approached the male and found him lying on his back on the ground unresponsive. While attempting to awake the

accused, he suddenly stood up and lunged towards the Patrol Officer. The male punched the Officer in the head before being able to be placed under arrest. The male was subsequently transported to HSN for further medical assessment. The Officer was not seriously injured in the incident.

Child Luring – 13-year-old

On the April 22, a 13-year-old female was headed home from school when she was propositioned by a 26-year-old male who was at a bus stop. The accused followed her and ran past her, at which point he stopped and proceeded to pull down his pants and expose himself to the victim. The victim contacted police, who attended the area and began looking for the male in the trails near the end of the Terry Fox ball fields. Patrol Officers located the accused a short time later, dressed as the victim had described. The accused was arrested for sex-related offences and was held for bail.

Day Robbery/Forcible Confinement

On April 30, a 47-year-old accused attended the victim's residence and assaulted them by punching them numerous times in the head. The suspect stole the victim's keys and wallet and tied the victim to a chair with electrical cords. The suspect left the area and the victim contacted police. The victim did not require medical care. The accused had left the scene prior to police arrival and subsequently an arrest warrant was issued for Robbery and Forcible Confinement.

Calls for Service for April 2024: 4,561

Types of Calls (All Priorities):

| UNWANTED PERSON | 316 |
|--------------------------------|-----|
| MENTAL | 274 |
| VIOLENT* | 241 |
| TRAFFIC COMPLAINT | 252 |
| INTIMATE PERSON VIOLENCE (IPV) | 236 |

^{*}Includes: Assault, Harassment, Robbery, Sexual Assault, Threats

INTEGRATED OPERATIONS

Marc Brunette Inspector

TRAFFIC MANAGEMENT UNIT

Mandatory Alcohol Screening

Six years ago in 2018, legislation around Mandatory Alcohol Screening (MAS) was enacted that provided officers with the authority to make a breath demand through an Approved Screening Device (ASD) without having suspicion of alcohol while driving.

At the Greater Sudbury Police Service, this investigative tool is leveraged to compliment current services provided in promoting and enforcing traffic safety, including rules of the road and equipment enforcement, under the Ontario Highway Traffic Act.

Training & Equipment - Capacity Building

Our current level of police capacity to detect and deter Impaired Driving is high. GSPS via Integrated Operations has worked diligently in building this capacity through ensuring increased accessibility to screening equipment, as well as enhanced training in Standard Field Sobriety Tests (SFST), Drug Recognition Experts (DRE), and Approved Screening Devices (ASD). Officers are relied upon to make critical assessments during their traffic stops to determine if alcohol testing is relevant to driving offence(s) they are navigating at the time of the traffic stop.

GSPS is aligned with provincial best-practices and is well equipped with 35 Alcohol Screening Devices for use by all our frontline officers. All officers have received the requisite training for effective use of these instruments. GSPS have a number of active officers who have received additional specialized training including:

- o **7** Drug Recognition Experts (with 2 more going for qualification in 2024)
- 47 Standard Field Sobriety Test officers

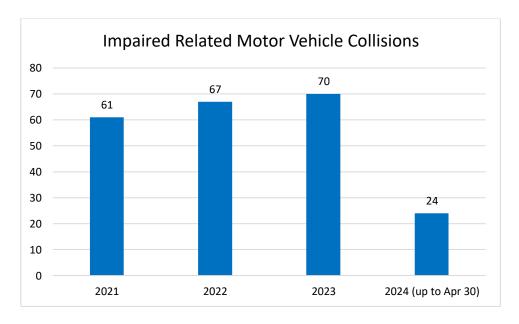
Enforcement

Impaired Driving continues to be the leading cause of criminal death in Canada according to 2021 updates from Canadian Government websites using Statistics Canada data. The most recent data

available is from 2019 that reports 155 Canadian deaths from impaired driving across the country.

In the City of Greater Sudbury, impaired driving continues to be a community risk. GSPS officers have laid **45** Impaired Operation / Over 80 charges (by alcohol and/or drug) in 2024. To date this year, **35** Breath Tests, **17** SFST, and **10** DRE's were conducted.

From January 1, 2021, to April 30, 2024, there have been **222** impaired driving-related motor vehicle collisions. The highest year was 2023, with **70** motor vehicle collisions involving impaired driving.



Of the 222 incidents, **10** resulted in significant injuries. Of those 10 incidents, **7** involved the driver sustaining significant injuries. **1** incident resulted in the death of the other driver.

Initiatives – Daily Street Enforcement/ Focused Patrols

In April 2024, the TMU participated in an initiative assisting the Central Community Response Unit (CRU) in the Flour Mill and Donovan areas of Greater Sudbury. TMU officers conducted daily enforcement in the areas of King Street and Notre Dame Avenue, Kathleen Street, and Jean Street near Burton Avenue. The results of the initiative are as follows:

10 Focused Patrols Conducted:

- 2 in the Flour Mill
- 7 in the Donovan
- 1 general patrol for Stunt Driving, suspended drivers, and other traffic enforcement.

In addition to these efforts, the TMU performed **19** other Focused Patrols in other areas of Greater Sudbury including **6** in the South End.

Commercial Motor Vehicle Enforcement & Education Initiative

TMU also conducted a Commercial Motor Vehicle Enforcement & Education initiative in April with the Ministry of Transportation and Ontario Provincial Police. The results are as follows:

- Total CMVs stopped and inspected: 87
- Charges Laid: 42
- Vehicles found to be in unsafe condition and removed from the road: 5
- Number of suspended drivers charged: 4
- Number of distracted drivers charged for using handheld communication device: 6

EMERGENCY RESPONSE UNIT

Statistics

- Calls for Service: 177 (+56 increase from March)
- K9 Requests: 8 (+3)
- Focused Patrols: 10 (+5)
 - o 9 were conducted in the Flour Mill area
 - Complaints about Social Disorder and Property Crimes
- Search Warrants: 1 (+2)
- TEMS (Tactical paramedic) Deployments: 3
- Total Requests for Assistance from Investigative Units: 5

Incidents of Interest:

Weapons

Information was received that EMS attended to an address on Bruce Avenue for a male party who had a seizure and found to be in possession of a firearm. ERU officers attended along with Patrol Operations officers and located a semi-automatic handgun with an extended capacity magazine. An adult male was arrested and charged with a number of offences including:

- Possession of a Weapon for Dangerous Purpose;
- Carry Concealed Weapon;
- Unauthorized Possession of a Firearm;
- Knowledge of Unauthorized Possession of a Firearm;

- Possession of a Prohibited or Restricted Firearm with Ammunition;
- Possession of a Prohibited Device or Ammunition; and
- Possession of a Schedule I Substance for the Purpose of Trafficking Cocaine.

The accused was held for bail.

Person in Crisis

An adult suicidal male was last seen heading into a wooded area. The K9 Team supported by ERU conducted a track and located the individual where he was apprehended under the Mental Health Act and transported to hospital for assessment and assistance.

Assault with a Weapon

ERU officers were dispatched to a Police Information call. Information was received that the victim was selling an item on Facebook Marketplace when a verbal dispute ensued with a potential buyer. The victim provided the suspect their address and both parties made arrangements to engage in a physical altercation; however, the suspect arrived with 2 additional subjects. The victim was struck across the face with a bar and shot multiple times with a handgun style BB gun. One of the suspects brandished a knife towards the victim. All 3 subjects fled the scene. All 3 suspects were located, arrested, charged, and held for bail.

High Risk Search Warrant

ERU supported the Guns & Gangs Team and executed a Search Warrant in Greater Sudbury. Information was received that persons were in possession of firearms and ammunition. ERU attended and executed the search warrant without incident. No illegal firearms were located.

Intimate Partner Violence (IPV) – Assist OPP

The OPP requested that the GSPS ERU execute a Feeney Warrant at a residence in Lively to arrest an adult male believed to be violent. The warrant was issued as a result of an Intimate Partner Violence investigation that occurred in OPP jurisdiction. ERU officers executed the warrant and arrested the subject without incident and turned him over to OPP.

Weapons

Patrol Operations officers requested assistance to arrest a young person for weapons-related offences. A Feeney Warrant was obtained and ERU arrested the subject without incident.

Weapons – Assist OPP

The OPP requested ERU for a high-risk dog track resulting from a pursuit where the subject fled from vehicles known to have weapons and drugs. ERU officers supported by a GSPS K9 Team responded in the Alban, Ontario area to support the OPP.

Weapons

Information was received that a male subject pointed a firearm at the victim/complainant. The subject then fled the area and barricaded himself in his residence. ERU officers contained the scene and negotiated the subject to peacefully surrender.

CANINE (K9) TEAM

Monthly Activities:

- Fleeing Subject K9 located a subject who fled the scene after sexually assaulting the victim.
- **Investigative Support** K9 supported Detectives during a sexual assault investigation by clearing an area of interest for articles.
- Missing Suicidal Youth K9 assisted in tracking and locating a missing suicidal youth.
- Clothing Search K9 searched for clothing from a crime believed to be in a wooded area. K9 also conducted crime scene containment where an adult male was wanted and known to carry weapons.
- **Article Search** K9 conducted an article search to support a murder investigation where a firearm was used.
- **Containment** K9 conducted containment to support the OPP Northeast Provincial Guns and Gangs Enforcement Team in executing a search warrant.
- Assist Other Agency K9 assisted the OPP with clearing and searching a motor vehicle.
 Occupants who were wanted and known to be armed with weapons had abandoned the vehicle.

RURAL COMMUNITY RESPONSE UNIT (MARINE / OFF-ROAD / SNOWMOBILE)

Statistics

- 86 Calls for Service
- 11 Focused Patrols (Off-Road Vehicles)
- 8 Provincial Offence Notices
- 7 Criminal Code charges
- Preparations are underway for the annual Kids, Cops, and Fishing initiative

EMERGENCY MANAGEMENT AND PREPAREDNESS

- Community outreach work with the Greater Sudbury Emergency Management & Preparedness Group led by the City of Greater Sudbury.
- Preparation for Emergency Preparedness Week May 5-11

LIAISON TEAM (LT)

The Liaison Team continues to liaise with the Intelligence Unit with respect to any potential demonstrations that would affect our community.

Carbon Tax Protest:

On April 1st officers monitored Carbon Tax Protest. No issues presented.

Pro-Palestine Demonstration:

The Liaison Team officers continue to monitor the Pro-Palestine demonstration.

CRIMINAL INVESTIGATIONS

Jerry Willmott

Inspector

MAJOR CRIME SECTION

The Greater Sudbury Police Service Criminal Investigation Division is committed to serving and protecting in partnership with our communities. Compassionate: We act with empathy, sensitivity, and compassion to support our members and victims of crime. Dedicated: We are relentless in our pursuit of offenders and committed to quality service.

Rohan Williams Homicide Investigation

On May 31, 2022, Officers were dispatched to a Person Welfare Check at a residential building on Elm Street as an individual living in one of the units had not been seen in a few days. When Officers arrived on the scene and entered the unit, they located a deceased adult male. Based on the evidence collected at the crime scene and injuries that were discovered during the postmortem conducted through the Coroner's Office, the death of the 50-year-old man is being investigated as a homicide. The postmortem confirmed that he had died from gunshot wounds. The Greater Sudbury Police Service continues to seek information in relation to the murder of 50-year-old Rohan Williams. Rohan Williams was also known to his acquaintances by several assumed names including 'Frank,' 'Dante,' 'Nathan', and 'Richmond.' Although it has been nearly two years since Rohan Williams was murdered, the Greater Sudbury Police Service Major Crime Section remains committed to solving his murder and bringing those responsible to justice. Investigators have interviewed several witnesses and we continue to seek any information from the public relating to his murder.

A dedicated tipline has been established for this investigation. Anyone with information regarding the murder of Rohan Williams is encouraged to contact the tipline at 705-675-9171 extension 2320 or Crime Stoppers at 705-222-8477.

60-Year-Old Man Charged with Numerous Sexual Violence-Related Offences

On April 9, 2024, Detectives from the Integrated Crime Section of our Criminal Investigation Division began an investigation into an individual believed to have committed numerous historical sexual violence-related offences against individuals under the age of 18. Detectives

arrested and charged a 60-year-old male with the following offences under the Criminal Code of Canada:

- Sexual Assault
- Publication of Intimate Images without Consent
- Voyeurism x2
- Possession of Child Pornography
- Makes, Prints, Publishes, or Possesses for the Purpose of Publication any Child Pornography
- Uttering Threats to Cause Death or Bodily Harm
- Breach of Firearms Regulation-Store firearm or restricted weapon

Indecent Exposure, Youth Propositioned for Sex Acts

On April 22, 2024, police received information that a youth was approached by an individual while walking on a trail in the area of the Terry Fox Sports Complex. The individual followed the youth for a short time before approaching the youth, asking for sexual favours, and exposing himself. The youth left the area and contacted police who



arrived a short time later and entered the trails to locate the individual.

Officers located the individual believed to be responsible and placed him under arrest. A 28-year-old has been charged with:

- Indecent Act to a Person Under the Age of 16
- Invitation to Sexual Touching
- Criminal Harassment-Engage in Threatening Conduct, and
- Communicate with Anyone Under 18-years for the Purpose of Obtaining Sexual Services

INTEGRATED CRIME SECTION

The Integrated Crime Section aims to identify and disrupt organized crime in Greater Sudbury through innovative technology, collaborative partnerships, and traditional Policework resulting in the seizure of illegal drugs, prohibited firearms, and proceeds of crime, in addition to the arrest of offenders holding them accountable for their criminal activities.

Human Trafficking Video

As part of a grant-funded Project (Project Empower - completed in 2023), one of GSPS's performance objectives was to develop a training/educational video for human trafficking awareness.

In partnership with the Greater Sudbury Anti-Human Trafficking Coalition, SAVS, Sudbury Rainbow Crime Stoppers, and Black Rock Media (a local professional video production company), a video was created that will be shared publicly through Corporate Communications and our community partners for use as a training aid within GSPS.

The Greater Sudbury Police Service continues to build and work within partnerships with aims to build a network of support to foster prevention and provide awareness and intervention to those at risk, victims, and survivors of Human Trafficking in Sudbury.

The video took 2 years to produce. The video includes interviews with the following community members:

- Survivor Jessica Esmond-Solomon
- Chief Paul Pedersen
- Chelsea Gauthier Indigenous Trauma Prevention and Support Coordinator
- Cst. Darrell Rivers Indigenous Liaison Officer
- o D/Cst. Stephane Brouillette HT Investigator
- o Dr. Theresa Marsh Psychotherapist
- o Dr. Dilusha Thiyagaratnam Addiction Medicine
- Kaylin Edens Sudbury Women's Centre
- Tiffany Pyoli York Anti-Human Trafficking Coordinator SAVS

The HT training video is very comprehensive and is a valuable training tool. It is currently 18 minutes long. A more condensed version is being discussed to be used as a Public Service Announcement embedded within the GSPS website and Social Media accounts.

The Greater Sudbury Police Service is immensely proud of this video. Each individual spoke with authentic professionalism, empathy, and compassion. The video demonstrates such collaboration between police, partner agencies, and academia with a focus through the Indigenous lens that really highlights that GSPS is on the right path to reconciliation.

CORPORATE COMMUNICATIONS

Kaitlyn Dunn

Supervisor

National Public Safety Telecommunicators Week – April 14-20

Our 911 Emergency Communications Centre (ECC) is staffed 24 hours a day, seven days a week, 365 days a year. Our Communicators and Dispatchers answer 911 and non-emergency calls while dispatching Police and Fire Services. They also ensure the safety of our Officers who are responding to active and evolving situations.

Today marks the beginning of National Public Safety Telecommunicators Week, April 12-20, 2024.

This National Public Safety Telecommunicators Week, we thank our Communicators and Dispatchers for their vital service.

911 Dispatchers and Communicators make quick, high-stakes decisions that help protect the public and first responders in critical moments. They are a calm voice during a crisis, a lifeline for those in need and a fundamental part of police operations.

We celebrate and thank our 911 Communicators and Dispatchers who dedicate their lives to serving the public and ensuring our community members' safety. They are the unsung heroes!

#NPSTW2024

National Volunteer Week – April 14-20

During National Volunteer Week 2024, we recognize the importance and impact of every volunteer. We truly value our GSPS volunteers. They selflessly give of their time and efforts to help us serve and improve the safety and wellbeing of our community.

Thank you, volunteers, for your hard work and dedication.

Volunteering at GSPS will help you develop skills, build confidence, make new friends, and give you the satisfaction of knowing that you are making an important difference in the lives of others.

If you've ever considered becoming a GSPS volunteer, visit our website to learn more about the various Volunteer programs we offer: https://www.gsps.ca/.../volunteer-opportunities.aspx...

#NVW2024 #EveryMomentMatters
Constable Rouleau ROCKS!!! (Sudbury
Marathon) – video (close to \$4,000 donated
thus far)

"Throughout my life, I've witnessed the triumphs, struggles and heartbreaking losses experienced by those affected directly and indirectly by cancer. These cumulative experiences have ignited a profound determination in me to make a difference, aiming to contribute in any way possible to alleviate the burden that this disease places on so many lives.



On the 26 May 2024, I'll be running the SudburyRocks Race, Run or Walk Marathon in full police uniform and boots.

To me, running a marathon mirrors the arduous journey of battling cancer. Both journeys are fraught with numerous highs and lows, testing one's physical and mental resilience. However, in both, the key is to keep moving forward, step by step, day by day, despite the obstacles and setbacks encountered along the way. Each kilometre conquered in a marathon, like each day or treatment endured in the fight against cancer, brings us closer to the finish line.

As part of our journey, I'll be raising money for the Northern Cancer Foundation. Please follow the link should you wish to support me in doing so: https://raceroster.com/.../pledge/participant/25296235

Donors will receive a tax receipt following the event.

I see this as an opportunity to create a ripple effect of motivation, positivity, and empowerment within our community, regardless of your physical abilities. Set your own goals and pursue them relentlessly without comparing yourself to those around you. Don't be shy or intimidated, I assure you the running community is unbelievably inclusive and supportive.

With that said, please consider joining me or signing up to travel, walk, and/or run any distance you're capable of. If for whatever reason you're unable to participate, your willingness to volunteer or attend for encouragement are equally as meaningful to everyone involved.

For those unable to donate, participate or attend, I have one more favour/request. If you're willing, please share any personal stories/pictures—whether they're about yourself, someone you know, or someone you've known—who has faced the ultimate battle against cancer. I promise I will personally read each story. In addition to my own, these stories will serve as

profound motivation as I prepare for and undertake my endeavour. I'll hold them close in my thoughts and dedicate my run to those who are/have fought valiantly against this disease. Emails are also welcomed from those inspired to sign up, attend, or volunteer in any capacity to: Sudbury.Rocks.Rouleau@gmail.com
Thank you."

- Constable Michael Rouleau, Greater Sudbury Police Service

Distracted Driving Awareness Month – April

Did you know? In Canada, distracted driving contributed to an estimated 22.5% of fatal collisions and 25.5% of serious injury collisions in 2021.

Although actions such as eating, drinking, grooming, smoking, reading, and reaching for objects are not part of Ontario's #DistractedDriving law, you can still be charged with careless driving or dangerous driving if you endanger others because of any kind of distraction.

This also includes distraction caused by both hand-held (e.g., phone) or hands-free (e.g., Bluetooth) devices.

If convicted of careless driving, you may receive:

- six demerit points
- fines up to \$2,000 and/or
- a jail term of six months
- a licence suspension of up to two years

If convicted of dangerous driving, you could face a jail term of up to 10 years for causing bodily harm or up to 14 years for causing death.

Stay focused while driving.

#DistractedDrivingAwarenessMonth

Deputy Chief Cunningham Appointed as the Honourary Lieutenant-Colonel of Sudbury's Irish Regiment of Canada – April 25

She was honoured to take on this new leadership role following the footsteps of her father and grandfather, who both had extensive military service with the Irish Regiment and the Copper Cliff Highlanders.

The Irish Regiment is not only a respectable military unit but an avid supporter and participant of charitable community events, such as the annual Sudbury Polar Plunge and the Sudbury

ROCKS Relay. The Irish Regiment's avid community presence and dedication to helping others is truly remarkable.

Deputy Chief Cunningham is grateful for the opportunity to accept this leadership position and will continue to serve with nobility and honour.



Diversity Advisory Committee Bursary

Each year, our Diversity Advisory Committee (DAC) recognizes outstanding grade 12 students in Sudbury who have demonstrated a commitment to diversity, inclusive practices, and cultural acceptance in their school and/or in their community.

The Greater Sudbury Police Service will be awarding one bursary of \$1,000 for each of the four school boards within the City of Sudbury, totaling \$4,000 for the community. The bursary may be used for expenses associated with post-secondary education, trades school or apprenticeship.

To be eligible, the student must be a resident of Greater Sudbury and earning an Ontario Secondary School Diploma by June 2024.

For more details, visit our website at: https://www.gsps.ca/.../diversity-advisory-committee-dac...

Applications will be accepted until noon on Friday, June 14th, 2024.

Smile Cookie Campaign

Smile Cookies are back! (1)



From April 29th-May 5th, when you buy a Tim Hortons #SmileCookie, 100% of the proceeds support local charities and community groups including Health Sciences North Foundation and the Sudbury Food Bank.

Get yours before they're gone!



First Responders Day - May 1

Today we acknowledge the courage and professionalism of First Responders - the everyday heroes who dedicate their lives to protecting and ensuring the wellbeing of others.

Thank you Police, Fire, Paramedics, Communicators, Medical professionals, and all frontline workers who keep community members safe in the City of Greater Sudbury and across the nation. You are the first on scene in a crisis; the ones who help people through their lowest and darkest moments; the saving hand. Thank you for all that you do.



#FirstRespondersDay

Police Week Opening Ceremonies

Police Week 2024 is quickly approaching! This year's Police Week theme is "Join Policing: Keep Ontario Safe" and highlights policing as a career and public service.

Don't miss the Greater Sudbury Police Service opening ceremony at the New Sudbury Centre on Monday, May 13th, 2024, from 5:30 – 8:00 p.m.

You'll have the opportunity to meet members of the police service, check out our vehicles & equipment and watch an exciting motorcycle demo!

We look forward to seeing you there. Thank you for your ongoing support.

#PoliceWeek2024 #SudburyPolice