



**GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY, JANUARY 18, 2023 – 10 A.M.
Alex McCauley Boardroom/Zoom**



PUBLIC AGENDA

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7	Accept Consent and Discussion Agenda – January 18, 2023	Motion	
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GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 11, 2023
PUBLIC	
SUBJECT: INTRODUCTION OF EXPERIENCED OFFICERS	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 3 - Improved member recognition, succession planning and career development opportunities	
Prepared by: Sharon Baiden Chief Administrative Officer 	Recommended by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board receives and confirms the appointment of the following Constables:

Constable Kairene Alisappi
Constable Jeremiah Cooper
Constable Michael Sparks
Constable Stephanie Sparks
Constable Marc Andre Vaillancourt

BACKGROUND:

In accordance with the Service's annual hiring plan, members are hired to ensure staffing levels are maintained. Most specifically, in 2022, the Service had an authorized strength of 272 sworn members. Vacancies are filled in accordance with approved budgets.

CURRENT SITUATION:



As a result of recent retirements and resignations, vacancies had been created that allowed for the hiring of new officers. Five experienced members were recruited and commenced their

employment December 8, 2022. They are in the final stages of completing their GSPS orientation and will soon be assigned to Patrol Operations.

These members were previously approved for hire by the Board through the usual appointment process. January 18, 2023, these members will be on hand for introduction to the Board.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 11, 2023
PUBLIC	
SUBJECT: INTRODUCTION OF NEW OFFICERS	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 3 - Improved member recognition, succession planning and career development opportunities	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board receives and confirms the appointment of the following Constables:

Constable Darcy Godin
Constable Patrick Whalen
Constable Alexandru Ivanov

BACKGROUND:

In accordance with the Service's annual hiring plan, members are hired to ensure staffing levels are maintained. Most specifically, the Service has an authorized strength of 272 sworn members. Staffing levels are maintained in accordance with approved budgets and in response to vacancies created through attrition and retirement.

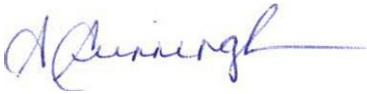

CURRENT SITUATION:

In August 2022, the Board authorized the appointment of the above noted members. Each attended the Ontario Police College for participation in the Basic Constable Training (BCT) Program. In December all were successful in the BCT and were sworn in as 4th Class Constables. They currently are participating in the POST OPC training program and will start with their respective platoons in Patrol Operations in the next two weeks.

All three will be on hand for introduction to the Board on January 18, 2023.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 12, 2023
PUBLIC	
SUBJECT: 2022 ANNUAL REPORT ON PUBLIC COMPLAINTS	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Public Trust & Accountability Goal: 1 - Enhance public trust through transparency and accountability	
Prepared by:  Sara Cunningham Deputy Chief of Police	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board receive the 2022 Annual Report on Public Complaints pursuant to Section 31(1)(j) of the *Police Services Act* for information.

BACKGROUND:

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

Section 58 of the *Police Services Act* permits any member of the public to make complaints to the Independent Police Review Director. Further, it divides complaints into those involving policies or services provided by a police force, and those involving conduct of a police officer.

The Office of the Independent Police Review Director (OIPRD) is an independent civilian agency whose goal is to provide an objective and impartial office to accept, process and oversee the investigations of public complaints against Ontario's police.

Third party complaints may now be accepted, provided that the complainant was in some way affected by the incident. Complaints must be completed on forms provided by the OIPRD and may be submitted to any police service in Ontario or online to the OIPRD at their website.

Once a complaint is accepted by the OIPRD, it may be assigned to the associated police service, another police service or may be investigated by the OIPRD directly. The oversight role continues throughout the investigation with an update required at the 45-day mark and investigations shall be completed at 120 calendar days after receipt of complaint, unless an extension is granted.

Upon receipt of a complaint from the OIPRD, the Chief of Police shall cause all complaints to be investigated and must receive a written report of the investigation.

Policy/Service Complaints:

The *Police Services Act* requires the Chief of Police to submit a written report to the Board regarding every complaint about the policies of or services provided by the police force and the disposition of same.

Conduct Complaints:

If at the conclusion of the investigation and on review of the written report, the Chief is of the opinion that the complaint is unsubstantiated; the Chief shall take no action in response to the complaint and shall notify the Complainant, the Officer who is the subject of the complaint and the Independent Police Review Director in writing. The Complainant receives a copy of the written report and is advised of their right to ask the OIPRD to review the decision within 30 days of receiving the notice.

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

If the Chief is of the opinion that there was misconduct but that it was not of a serious nature, the Chief may resolve the matter informally without holding a hearing if the Officer and the Complainant consent to the proposed resolution.

If the Officer and Complainant consent to the informal resolution of a matter, the Chief shall give notice of the resolution to the OIPRD and shall provide the Director with information with respect to any penalty imposed or action taken.

The Chief of Police remains responsible for discipline and the holding of disciplinary hearings.

Disposition of misconduct hearings resulting from public complaints must be reported to the OIPRD for publication on their website.

CURRENT SITUATION:

In 2022, the Greater Sudbury Police Service received a total of forty-nine public complaints through the OIPRD; six of which were Service complaints. As such, there has been an increase of two complaints received from 2021 to 2022. One of the Service/Policy Complaints was substantiated or resulted in action taken by the Service.

The Professional Standards Bureau received the complaints in the following manner:

- Twenty-eight were not dealt with pursuant to a determination made by the OIPRD in accordance with Section 60 of the *Act* (*the complaint was found to be frivolous, vexatious, made in bad faith, or was determined by the Director not to be in the Public Interest to pursue*) and screened out;
- Six complaints were withdrawn by the complainant after analysis and discussions with Professional Standards investigators;
- Three conduct complaints were investigated and determined to be unsubstantiated, or no action required with an investigative report forwarded to the complainant and the OIPRD;
- One service complaint was investigated and determined to be unsubstantiated, or no action required with a letter forwarded to the complainant and the OIPRD;
- One complaint was resolved with the complainant through the OIPRD's *Informal Resolution* process; and
- Nine complaints are currently under investigation, to be completed in 2023.


The following table illustrates the breakdown of the different classifications in relation to the public complaints that were investigated in 2022. It is important to note that some complaints have multiple allegations.

O Reg	COMPLAINT ALLEGATION CLASSIFICATION	2022
268/10 2(1)(a)	Discreditable Conduct	17
268/10 2(1)(b)	Insubordination	0
268/10 2(1)(c)	Neglect of Duty	35
268/10 2(1)(d)	Deceit	0
268/10 2(1)(e)	Breach of Confidence	3
268/10 2(1)(f)	Corrupt Practice	0
268/10 2(1)(g)	Unlawful / Unnecessary Exercise of Authority	12
268/10 2(1)(h)	Damage to Property/Equipment	0
268/10 2(1)(i)	Consumption of Alcohol	0
PSA s.63	Service / Policy Complaint	6
	TOTAL ALLEGATIONS	73

COMPLAINT DISPOSITION	2022
Section 60 (screened out)	28
Withdrawn	6
Service Action	1
Service Inaction	1
Conduct Substantiated	0
Conduct Unsubstantiated	3
Informal Resolution/Resolved	1
Lost Jurisdiction (resignation)	0
Under investigation	9
TOTAL COMPLAINTS	49



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 12, 2023
PUBLIC	
SUBJECT: CONTINUING EDUCATION BOARD POLICY	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 3 - Improved member recognition, succession planning and career development opportunities	
Prepared by: Sharon Baiden Chief Administrative Officer 	Recommended by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board approve the amended Continuing Education Tuition Reimbursement Policy GSPSB – Policy 003

BACKGROUND:

The Board's Continuing Education Policy has been in effect since 2001. Periodically the Board undertakes a review of its policies in the context of current trends and issues. The last review of this particular Policy was in 2017, when the Board adopted an increase to the annual entitlement for reimbursement for those enrolled in continuing education on an independent self-directed basis. At that time, the allocation per course was increased from \$500 to \$600 per course to a maximum \$1,000 and \$1,200 per annum respectively.

During the pandemic the opportunities for online learning increased substantially which has facilitated access to courses and specialized training which may be of interest to members.

The distribution of funds in any given year is based on a review by the Chief of Police for relevance to the member's practice, both current and potential future work with GSPS.

The current policy details various eligibility criteria, most specifically the length of employment tenure as follows:

(4) *To qualify for consideration for tuition reimbursement, the Member must be a permanent full-time member or a part time member that meets the following criteria:*

- (a) *Has been employed with the Service for a minimum of five (5) years; and*
- (b) *Regularly works a minimum of twenty-four (24) hours per week.*

...

(8) *Should a member terminate their employment with the Greater Sudbury Police Service within twenty-four (24) months of course completion, the Member shall be required to repay the reimbursed fees received during the final twenty-four (24) months of employment with the Service to the Board.*

Many police services also have continuing education policies as a means of supporting ongoing professional development outside that which is provided as part of the specific position.

CURRENT SITUATION:

A review of the policy has been undertaken and it is recommended that the following revisions be made as a means of further encouraging Continuing Education:

- (4) To qualify for consideration for tuition reimbursement
 - a: the Member must be a permanent full-time member
 - b. the Member must be a part-time member that meets the following criteria:
 - (i) Has been employed with the Service for a minimum **three years**, and
 - (ii) Regularly works a minimum of twenty-four (24) hours per week.



- (8) Should a member terminate their employment with the Greater Sudbury Police Service within **thirty-six (36)** months of course completion, the Member shall be required to repay the reimbursed fees received during the final **thirty-six (36)** months of employment with the Service to the Board.

In addition, a review of current tuition costs per course through Colleges and Universities has also been undertaken. While there is a range, the current reimbursement at \$600 per course is very reasonable and in line with the norm.

The Board Administrator has also made application for consideration under the Policy and revisions will also be made to extend inclusion of the Board Administrator to the provisions of the Policy with the Board being the sole authority to approve or deny such requests.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 11, 2023
PUBLIC	
SUBJECT: 2022 CONTINUING EDUCATION	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 3 - Improved member recognition, succession planning and career development opportunities	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board received the 2022 Continuing Education Tuition Reimbursement report for information.

BACKGROUND:

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

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

In 2001, the Board adopted a Continuing Education Policy that provided a number of guidelines for reimbursement including a cap per course of \$500. The costs eligible for reimbursement are for tuition only. Additional expenses such as books, supplies, equipment, lodging, meals, and travel are not considered as part of the subsidy. In 2010, an amendment was made to the policy limiting the maximum claim entitlement per individual to \$1,000 per year unless otherwise authorized by the Board.

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

CURRENT SITUATION:

A total of 11 members submitted claims through the Continuing Education Program. The courses are generally relative to individualized work areas and members have demonstrated an application of these skills to enhance performance within the Service.



All of the successfully completed courses were approved for reimbursement.

The following summarizes the allocations through the fund in recent years:

YEAR	AMOUNT
2022	\$7,517.50
2021	\$1,810.20
2020	\$3,272.20



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 11, 2023
PUBLIC	
SUBJECT: 2022 ANNUAL REPORT ON SECONDARY ACTIVITIES	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 1 - Promote a culture of trust through transparent communication	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board receives the 2022 Annual Report on Secondary Activities for information.

BACKGROUND:

Under Section 31 (1)(g) of the Police Services Act, the Board shall receive regular reports from the Chief of Police on disclosures and decisions made under section 49 of the Act which deals with secondary activities by members of the Police Service.

This legislative requirement is addressed in Board By-Law 2003-2 which establishes governance standards relating to the disclosure of secondary activities pursuant to the Police Services Act and Administration Procedure 024 in relation to Secondary Employment. Both of these documents address the requirement for members to follow with respect to applying for authorization to engage in secondary activities or to disclose full particulars of an activity they have already undertaken that may place the member in conflict with the Police Services Act.

There are specific requirements with regard to off-duty secondary activities for all members including temporary, contract, and term employees. This is to ensure that outside activities do not interfere with the member's duties or detract from public trust and community confidence in the Greater Sudbury Police Service.

In consideration of these guidelines, the Chief may grant approval provided the secondary activity does not contravene the restrictions set out in section 49(1) of the *Police Services Act* which states:

Restrictions on secondary activities

49. (1) A member of a police force shall not engage in any activity:
- (a) that interferes with or influences adversely the performance of his or her duties as a member of a police force, or is likely to do so;
 - (b) that places him or her in a position of conflict of interest, or is likely to do so;
 - (c) that would otherwise constitute full-time employment for another person; or
 - (d) in which he or she has an advantage derived from employment as a member of a police force.

Applications may also be denied for the following reasons:

- (a) Where the applicant has demonstrated a history of poor attendance or poor performance. Reference: P.S.A. s49(1)(a)
- (b) Where the secondary activity might bring discredit upon the member's reputation as an employee or upon the reputation of the Greater Sudbury Police Service. Reference: P.S.A s74(1)
- (c) Where it involves the use of programs, lesson plans, technology, materials, equipment services or procedures that are the property of the police service. Reference: P.S.A. s49(1)(d).

The Chief may use discretion on a case-by-case basis to determine if an application is likely to violate Section 49(1) of the Act.

CURRENT SITUATION:

The Police Services Act requires regular reporting to the Board on secondary activities of members. This report fulfills the Chief's reporting requirements on secondary activities for the period of January 1 to December 31, 2022. All these submissions were approved.

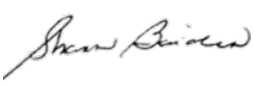

SUBJECT: 2021 ANNUAL REPORT ON SECONDARY ACTIVITIES	Page 3
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2022 Annual Secondary Activity Report – New Applications

ACTIVITY TYPE	UNIFORM	CIVILIAN
Teacher – Cambrian College	1	1
Sales Rep– MONAT Beauty Products		1
Facilitator – Cambrian College	1	
Desk Clerk – Fairfield Inn		1
Minister & Freelance Musician		1
Clerk – Quick Mart		1
Sales Rep – Bed & Bath		1
Online Sales – Private business		1
Instructor – Cross Fit Sudbury	1	



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION		DATE: January 11, 2023	
PUBLIC			
SUBJECT: ACCESSIBILITY OF ONTARIANS WITH DISABILITIES ACT UPDATE			
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 2 - Emphasize effective and efficient operational deployment processes			
Prepared by: Holly Bilodeau Manager of Human Resources and Professional Development  Sharon Baiden Chief Administrative Officer		Recommended by: Paul Pedersen Chief of Police 	

RECOMMENDATION:

THAT the Board accepts this Accessibility of Ontarians with Disabilities Act, 2005 (AODA) update for information.

BACKGROUND:

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

- Customer Service
- Transportation
- Information and Communications

- Employment
- Built Environment

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

In July 2011, the Integrated Accessibility Standards, Ontario Regulation 191/11 came into force which combined the Transportation, Information and Communications, and the Employment Standards. Further, in December 2012, Ontario Regulation 413/12 amended the Integrated Accessibility Standards Regulation to incorporate the Built Environment Standards.

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

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

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

CURRENT SITUATION:

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

Attached is the Multi-Year AODA 2022 to 2025 Plan and the 2022 running annual update. The plan is also posted on the corporate website and made available in an accessible format, upon request.



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REVISION UPDATES:

YEAR	CHANGES
2014	Posted Date Accessibility Policy Adopted Customer Service Policy Revised Canadian Hearing Society Service Agreement June 2014
2015	Board Update December 8, 2015 Initiatives Tables Updated
2016	Board Report December 8, 2016 Initiatives Tables Updated Customer Service Policy Revised Accessibility Policy Revised
2017	Board Report December 11, 2017 Initiatives Tables Updated
2018	Initiatives Tables Updated
2019	Board Report November 13, 2019 Initiatives Tables Updated
2020	Board Report December 2, 2020 Initiatives Tables Updated
2021	Board Report December 2021 Initiatives Tables Updated
2022	Board Report January 18, 2023 Initiatives Tables Updated

The Greater Sudbury Police Service's "2022-2025 Multi-Year Accessibility Plan", under the *Accessibility for Ontarians with Disabilities Act*, outlines our Service's priorities for accessibility which align with our Vision, Mission, and Values as well as sets the standard of the provision of our services to persons with disabilities.

Vision

We ensure community safety and well-being through collaborative partnerships, innovation and community engagement.

Mission

Ensuring a culture of trust through professional service while empowering our community to enhance safety.

Values

Proudly, we pursue our vision while living our "RICH" values:

Respect = our actions demonstrate our mutual respect for the community and each other.

Inclusivity = we value the unique qualities of our members and communities by promoting an inclusive environment guided by fairness, respect, equity and dignity.

Courage = we are committed to serving with distinction and pride for justice.

Honesty = we are professional, open, fair and accountable; ethically performing our duties with integrity and trust.

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Message from the Command Team:



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

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

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

Paul Pedersen
Chief of Police

Sara Cunningham
Deputy Chief of Police

Sharon Baiden
Chief Administrative Officer

Our Community ~ Our Commitment



Greater Sudbury Police Service- Accessibility Policies

- The Greater Sudbury Police Services Board and the Greater Sudbury Police Service are committed to meeting the accessibility needs of people with disabilities in a timely and proactive manner and will use reasonable efforts to provide equitable access to programs, services, goods, and facilities provided by the Board and the Service that respects a person's dignity and independence.
- The Greater Sudbury Police Services Board and the Greater Sudbury Police Service are dedicated to providing quality customer service. All members, volunteers, agents, and persons working on behalf of the Greater Sudbury Police Service shall provide services and assistance in a manner that respects the dignity, independence, integration, and equality of opportunity of persons with disabilities.
- The Greater Sudbury Police Services Board shall ensure that all its public meetings, functions, workshops, and community events are held in locations that are accessible for people with disabilities and that a person with a disability shall be allowed to utilize assistive devices or be accompanied by a guide dog, service animal, or support person when attending such events.
- The Greater Sudbury Police Services Board and the Greater Sudbury Police Service will establish basic principles for achieving and maintaining accessibility by meeting the legislative requirements of *Ontario Regulation 429/07* and *Ontario Regulation 191/11*.

Authentic Inclusion Team

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



Our motto and philosophy: "where an open mind is limitless"

The City of Greater Sudbury

Centrally located in Northeastern Ontario, the City of Greater Sudbury is composed of a rich mix of urban, suburban, rural, and wilderness environments. It is a vast territory whose historic settlement patterns have grown into communities which are spread across the Sudbury Basin.

The City of Greater Sudbury is 3,267 square kilometers in area, making it geographically the largest municipality in Ontario and the second largest in Canada with a low population density relative to its size. The municipality provides a broad range of services across a geography that is many times larger than most Southern Ontario municipalities. This presents unique challenges, some of which impact accessibility, particularly when it comes to movement and transportation as well as community-based access to services.

The City of Greater Sudbury is a multicultural and truly bilingual community with more than a quarter of its residents having French as their mother tongue and this is always considered when implementing information and communications strategies in support of accessibility.

In addition to being home to 160,275 citizens, the City of Greater Sudbury is a regional centre for financial and business services, tourism, health care and research, education, and government. Many of the half million residents of Northeastern Ontario from the Quebec border to the eastern shore of Lake Superior and from the James and Hudson's Bay coastlines to the Georgian Bay area travel to Sudbury and use services as varied as our transportation and medical systems.

The Greater Sudbury Police Service

The Greater Sudbury Police Service (GSPS) serves over the 160,000 residents in the City of Greater Sudbury. The Service is comprised of two main service delivery districts, with several units and numerous different positions to respond to the very different needs and expectations of the communities within this large municipal boundary. The Service operates primarily through three operational sites: police main headquarters operates out of the downtown core, administrative divisions in a downtown office complex, and a third operational centre runs as 'District #2' operating in Azilda. The Service has an authorized strength of 272 sworn, 130 civilians, and approximately 10 auxiliary officers. Staffing is supplemented with part-time civilian staff members as well. In addition, the Service has a number of volunteers who assist with our work. In 2022, the Service operated on a net budget of just under \$69,000,000.

Greater Sudbury Police Services Board

The Police Services Board is the civilian body governing the Greater Sudbury Police Service. The Board is responsible for the police budget, overseeing the Chief of Police, and is the employer for the members of the police service. The authority of the Board is established by Section 31 of the *Ontario Police Services Act*. The Greater Sudbury Police Services Board is composed of five members: two Provincial appointees, two Municipal Council appointees, and one community representative as appointed by Municipal Council. The Board recognizes the challenges involved in law enforcement created by changing environments, demographic shifts, emerging technologies, and evolving crime trends and patterns. They utilize their knowledge to provide direction and guidance to the Greater Sudbury Police Service to ensure adequate and effective police services are provided in accordance with the needs of the municipality. As civilian community members who represent the public's interests, the Police Services Board is committed to a high quality of community-based policing and excellence in police governance.

Monitoring/ Evaluating

Through our commitment to the City of Greater Sudbury and continuous improvement, the Multi-Year Accessibility Plan is monitored and evaluated annually.

In response to ever changing needs, the plan is revised and updated.

Accessibility for Ontarians with Disabilities Act

Section 1 of the *Ontario Human Rights Code* states that “Every person has a right to equal treatment with respect to services, goods and facilities, without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability”. In June 2005, the Accessibility for Ontarians with Disabilities Act became law to specifically address the prevention of barriers for people with disabilities to ensure they had equal access to goods, services, and facilities.

Persons with disabilities represent a significant and growing part of the population. As seen in the chart below, according to Statistics Canada and the Persons and Activity Limitation Survey (PALS), approximately 1.85 million people in Ontario live with a disability, representing 15.5% of Ontario’s population. It is estimated that there are approximately 25,037 citizens with disabilities currently living in the City of Greater Sudbury (CGS).

Population	PALS Prevalence of Disability as % of Population - Ontario	CGS Population	Estimate of CGS Population with a Disability
Total population	15.5 (2011)	160,275	24,843
Total population	15.5 (2020)	161,531	25,037

Accessibility issues are not limited to community members who have a disability. Improving accessibility will also positively impact other facets of society, including seniors, parents, friends, and families of persons with disabilities. *Accessibility for Ontarians with a Disability Act* (AODA) was passed in 2005 with a goal of enhancing accessibility in the province by developing, implementing and enforcing accessibility standards in order to achieve accessibility for Ontarians with disabilities regarding goods, services, facilities, information, accommodation, employment, buildings, structures and premises on or before January 2025.

The AODA is a law that allows the government to develop and enforce specific standards of accessibility. The standards are made into laws called “Regulations”, which provide detail to organizations on how to achieve accessibility at their place of employment. To date, the AODA includes *Ontario Regulation 191/11* and *Ontario Regulation 429/07*.

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

The Integrated Accessibility Standards, *Ontario Regulation 191/11*, became law on July 1, 2011, and was the second Regulation under the AODA comprising of three standards: Information and Communications, Employment Standards, and Transportation. On December 17, 2012, *Ontario Regulation 413/12* amended the Integrated Accessibility Standards Regulation to incorporate the Built Environment Standards.

All organizations, in both the private and public sector with one or more employees must meet all requirements set out under the Regulations to achieve the goal of creating an Accessible Ontario by the year 2025.

Definitions

ACCESSIBLE FORMATS:

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

ACCESSIBILITY PLAN:

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

AODA:

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

ASSISTIVE DEVICE:

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

BARRIER:

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

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

COMMUNICATIONS:

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

COMMUNICATIONS SUPPORTS:

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

DIGNITY:

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

DISABILITY:

Means

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

INFORMATION:

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

EQUAL OPPORTUNITY:

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

GUIDE DOG:

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

INDEPENDENCE:

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

INTEGRATION:

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

KIOSK:

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

SERVICE ANIMAL:

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

SUPPORT PERSON:

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

UNCONVERTIBLE:

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

Proactive Initiatives

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

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

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

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

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

Note: All new sworn personnel receive training and orientation in all topics previously covered by the Service at time of hire.

	<ul style="list-style-type: none"> ○ <i>"The City and all Suppliers who provide Goods, Services or Construction to the City shall comply with the AODA"</i>
2015	<ul style="list-style-type: none"> • Developed and implemented a Corporate Services Division S.O.P outlining the procedure involving "Notifying the Public of a Planned/Unplanned Temporary Disruption." • Provided AODA Customer Service Training for all new members and volunteers. • Updated training records to determine which employees still require AODA Customer Service Training. • Developed and implemented a Corporate Services Division S.O.P outlining the procedure for "Receiving Feedback from the Public" and continued to review customer feedback and take appropriate action. • Implemented a revised Accessibility Policy 026 that addresses all the new requirements under the Integrated Accessibility Standards Ontario Regulation 191/11. In addition, this policy was made available to the public upon request. • Developed a 2014-2021 Multi-Year Accessibility Plan that was made available to the public on the Service's website, or in an accessible format upon request. • Continued our ongoing commitment to In-Service Sensitivity and Awareness Training by providing our members with "Road to Mental Readiness Training." • Added additional resources for our members in our "Accessibility" folder including: <ul style="list-style-type: none"> • A large print library - containing accessibility documents available to the public in 16pt, 18pt, and 20pt font • Purchased software to allow us to develop a Support Library of accessibility documents for the public in alternative formats – including audio and large print documents. • Developed and implemented a Corporate Services Division S.O.P outlining the procedure for "Providing Alternative Formats to Customers." • Edited all Greater Sudbury Police Service YouTube videos available to the public to include closed captioning features. • Participated in the YELLOWCARD Campaign for Special Olympics to end the use of the R-Word in everyday conversation. • Continued to notify employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website • Continued to have individuals selected to participate in the assessment or recruitment process to complete a Performance Declaration in order to provide or arrange for suitable accommodations, as required. • Continued to notify successful applicants of our policies for accommodating employees with disabilities • Provided information regarding the provision of job accommodations during the Human Resources Orientation Program • Continued to provide employees who have informed Human Resources of their personal disability a "Employee Workplace Emergency Response Plan" • In conjunction with Acclaim Disability Management Services, we have continued to: <ul style="list-style-type: none"> • Develop individual accommodation plans for employees with disabilities

	<ul style="list-style-type: none"> • Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations • Continued to institute the same practices and provisions as we use with external applicants, when members compete in the Promotional Competition Process or when being redeployed
2016	<ul style="list-style-type: none"> • Provided AODA Customer Service Training for all new members and volunteers. • Trained a total of 53 new volunteers, students, and new employees. • Continued to review customer feedback and take appropriate action. • Feedback has been very favourable and Customer Service staff continue to hear that the public is pleased with the services available • Spare prescription eyeglasses are available at the counter for public use • Staff offer to verbally assist members who identify with literacy disabilities • Larger print documents are available on request • Additional resources available to our members in our 'Accessibility' folder including: <ul style="list-style-type: none"> • A large print library containing accessibility documents available to the public in 16pt, 18pt, and 20pt font • Audio formats library containing accessibility documents available to the public in audio format • In progress: all training records have been updated in the Service's OSL system. • Edited all Greater Sudbury Police Service YouTube videos available to the public to include closed captioning features. Out of 6,414 views in 2016, 301 used closed captioning. • Continued notification to employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website • Continued to have individuals participating in the assessment or recruitment process to complete a Performance Declaration in order to provide or arrange for suitable accommodations as required. • Continued notification to successful applicants of our policies for accommodating employees with disabilities • Provided information regarding the provision of job accommodations during the Human Resources Orientation Program • Continued the provision of an 'Employee Workplace Emergency Response Plan' to those employees who have informed Human Resources of their personal disability • In conjunction with Acclaim Disability Management Services, progress has continued to: <ul style="list-style-type: none"> • Develop individual accommodation plans for employees with disabilities • Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations • Continued to institute the practices and provisions used with external applicants when members compete in the Promotional Competition Process, Internal Hiring Processes, or when being redeployed

2017	<ul style="list-style-type: none"> • Provided AODA Customer Service Training for all new members and volunteers. • New: (2017) Training to a total of 67 new volunteers, students, and new employees. • Continued to review customer feedback and take appropriate action. • Feedback has been very favourable and Customer Service staff continue to hear that the public is pleased with the services available • A supply of prescription eyeglasses are available at the counter for public use • Staff offer to verbally assist members who identify with literacy disabilities. Staff have received and assisted over 15 requests this year. • Larger print documents are available on request • Additional resources were made available to our members in our online 'Accessibility' folder including: • A large print library containing accessibility documents available to the public in 16pt, 18pt, and 20pt font • Audio formats library containing accessibility documents available to the public in audio format • Provided AODA Integrated Accessibility Standards Training for all new members and volunteers. • Edited all Greater Sudbury Police Service YouTube videos available to the public to include closed captioning features. • New: (2017) Acquisition of an Ergonomic Testing Area in the Human Resources Branch to ensure we properly meet the accommodation needs of applicants with disabilities • New (October 2017) Participated in the March of Dimes Disability Mentorship Day. Provided GSPS with the opportunity to mentor a person with a disability, in order to introduce them to employment opportunities, and the skills needed to succeed in our organization. • Continued notification to employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website • Continued to have individuals participating in the assessment or recruitment process to complete a Performance Declaration in order to provide or arrange for suitable accommodations as required. • Continued notification to successful applicants of our policies for accommodating employees with disabilities • Provided information regarding the provision of job accommodations during the Human Resources Orientation Program • Continued the provision of an 'Employee Workplace Emergency Response Plan' to those employees who have informed Human Resources of their personal disability. This has also been added to the Return to Work process should a member need an Employee Workplace Emergency Response Plan. • 2017- One member identified a need to have a specific workplace emergency response plan. • In conjunction with Acclaim Disability Management Services, progress has continued to: • Develop individual accommodation plans for employees with disabilities
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	<ul style="list-style-type: none"> • Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations • Continued to institute the practices and provisions used with external applicants when members compete in the Promotional Competition Process, Internal Hiring Processes, or when being redeployed
2018	<ul style="list-style-type: none"> • Provided AODA Customer Service Training for all new members and volunteers. • New: (2018) Training to a total of 89 new volunteers, students, and new employees • Continued to review customer feedback and take appropriate action. • Feedback has been very favourable and Customer Service staff continue to hear that the public is pleased with the services available • A supply of prescription eyeglasses are available at the counter for public use • Staff offer to verbally assist members who identify with literacy disabilities. Staff have received and assisted over 20 requests this year between 2018-2019 • Larger print documents are available on request • New: (2018-2019) Human Resources continues to utilize an Ergonomic Testing Area in the Human Resources Branch to ensure we properly meet the accommodation needs of applicants with disabilities. • Continued notification to employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website. • Continued to have individuals participating in the assessment or recruitment process to complete a Performance Declaration in order to provide or arrange for suitable accommodations as required. • Continued notification to successful applicants of our policies for accommodating employees with disabilities • Provided information regarding the provision of job accommodations during the Human Resources Orientation Program • Continued the provision of an 'Employee Workplace Emergency Response Plan' to those employees who have informed Human Resources of their personal disability. This has also been added to the Return to Work process should a member need an Employee Workplace Emergency Response Plan.
2019	<ul style="list-style-type: none"> • New 2019 Human Resource Staff participated in a Webinar by the Canadian Centre for Diversity and Inclusion (CCDI) entitled "Accessibility-Navigating a World Filled with Barriers" to enhance their understanding of how to meet the needs of those with disabilities. • Provided AODA Customer Service Training for all new members and volunteers. • New: (2019) Training to a total of 100 new volunteers, students, and employees. • Edited all Greater Sudbury Police Service YouTube videos available to the public to include closed captioning features. • New (September 2019) Participated in the March of Dimes Disability Skills and Work Program by providing a participant 24 weeks of work experience in our Training Branch, in order to introduce them to employment opportunities and the skills needed to succeed in our organization. • New (2019) Created of a new Service Animal Procedure to further support members who require an accommodation that includes a Service Animal.

	<ul style="list-style-type: none"> • New (2019) Creation of a “Do and Don’t” training video that provides members with instructions on how to interact with a member and their Service Animal. • In conjunction with Acclaim Disability Management Services, progress has continued to: • Develop individual accommodation plans for employees with disabilities • Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations • Continued to institute the practices and provisions used with external applicants when members compete in the Promotional Competition Process, Internal Hiring Processes, or when being redeployed
2020	<ul style="list-style-type: none"> • (2020) Training to a total of 50 new students, and employees • March of Dimes employment Program continued. Participant retained on a part time basis following conclusion of grant funding. • New (2020) Due to COVID, Customer Service forms and application processes have now been moved to an online platform, which eases accessibility to members of the public with accessibility constraints, and those wishing not to come into public spaces due to health concerns. • New (2020) As a result of COVID, many non-essential Service Personnel were required to commence working from home. Human Resources consulted with these members, ensuring their ergonomic needs were met in their home workspaces. Documentation was created for members on how to Ergonomically Set Up a Workspace, and members who required special equipment (chairs, desks, computer equipment, keyboards) were provided this equipment. • New (2020) Currently we have one member who has returned to work with a Service Animal. This process was conducted in accordance with our newly created Service Animal Procedure. Service members/coworkers were educated utilizing a video entitled “Do’s and Don’ts for Interacting with a Service Animal”. Posters were also created to provides members with instructions on how to interact with a member and their Service Animal. • Renovated an office building to house a number of administrative divisions. All undertaken to ensure AODA Building Standards compliant.
2021	<ul style="list-style-type: none"> • Training to a total of 34 new students and employees • Continued notification to employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website. • Continued to have individuals participating in the assessment or recruitment process to complete a Performance Declaration in order to provide or arrange for suitable accommodations as required. • Continued notification to successful applicants of our policies for accommodating employees with disabilities • Provided information regarding the provision of job accommodations during the Human Resources Orientation Program • Human Resources continued to consult with members working from home to ensure their ergonomic needs were met. Documentation was provided and assistance available on how to properly set up a workspace and equipment.

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

Multi-Year Plan

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

Part 1: Customer Service

Accessibility for Ontarians with Disabilities Act (AODA) Accessibility Standards for Customer Service Ontario Regulation 429/07			
Item	Requirement, Regulation Section and Implementation Date	Action Required	Implementation Status
1	Establishment of Policies, Practices and Procedures (s.3) January 1, 2010 COMPLIANT	<ul style="list-style-type: none"> Develop and implement policies, practices and procedures that govern the provision of goods and services to persons with disabilities Include policies dealing with assistive devices Have document of such policies, practices and procedures available upon request to the public 	<ul style="list-style-type: none"> The Greater Sudbury Police Services Board adopted Customer Service Policy GSPSB-Policy 021 December 12th, 2011 to comply with Regulation Section 2.d. of Policy 021 deals specifically with assistive devices As per the notice on the Service's website the Policy is available to members of the public upon request
2	Use of Service Animals and Support Persons (s.4) January 1, 2010 COMPLIANT	<ul style="list-style-type: none"> Ensure persons with service animals can enter the premise(s) with service animals, unless excluded by law in which case other measures will be made available to enable the person to obtain services Ensure persons accompanied by a support person are permitted to enter the premise(s) together and are able to have access to each other Prepare one or more documents describing the policies, practices and procedures with respect to service animals and support persons 	<ul style="list-style-type: none"> The Service has addressed the use of service animals and support persons in both its Customer Service Policy (021) section 2. f-i., as well as its Customer Service Procedure (ADM 006) in sections 8 and 9 respectively Service animals and support persons are also addressed in the Service's Prisoner Care and Control Procedures (ADM002) As per the notice on the Service's website Policy 021 and Procedure ADM 006 are available to members of the public upon request

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

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

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

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

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

Part 2: Information and Communication

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

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

Part 3: Employment Standards

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

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

23	Documented Individual Accommodation Plans (s.28) January 1, 2014 COMPLIANT	<ul style="list-style-type: none"> Develop a written process for the development of documented individual accommodation plans for employees with disabilities. The process should include all elements under section 28 of the Regulation 	<ul style="list-style-type: none"> In consultation with Acclaim Disability Management Services members requiring accommodation shall have document plans developed, reviewed, acknowledged and agreed upon
24	Return to Work Process (s.29) January 1, 2014 COMPLIANT	<ul style="list-style-type: none"> Develop, document and implement a return to work process for employees who have been absent from work due to a disability and require disability-related accommodations in order to return to work The return to work process should include all elements under section 29 	<ul style="list-style-type: none"> All Return to Work programs are developed through Human Resources and documented, reviewed, acknowledged and signed off by members
25	Performance Management, Career Development and Advancement, and Redeployment (s.30-32) January 1, 2014 IN PROGRESS Priority for 2023	<ul style="list-style-type: none"> Take accessibility needs and individual accommodation plans into account during performance management, while providing career development and advancement and when redeploying employees with disabilities 	<ul style="list-style-type: none"> The performance management system is currently under review. During the review it will be considered how to best include section 30 in the system. This is a priority for 2023 All positions are posted and filled through a job competition, which includes the provisions from item 18 and 19

Part 4: Transportation

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



Part 5: Built Environment

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

In 2020, a third administrative services division was re-located to an office building. All space was fully renovated in compliance with the Built Environmental Standards.



Conclusion

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

Manager of Records and Customer Service

Greater Sudbury Police Service
190 Brady Street
Sudbury ON, P3E 1C7

Telephone: 705-675-9171

Electronic Mail: gspsmail@gsps.ca

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



Greater Sudbury Police Service Annual Accessibility Status Report 2022

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

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

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

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

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

In July 2011, the Integrated Accessibility Standards, *Ontario Regulation 191/11* came into force which combined the Transportation, Information and Communications and the Employment Standards. Further, on December 17, 2012, *Ontario Regulation 413/12* amended the Integrated Accessibility Standards Regulation to incorporate the Built Environment Standards.

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

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

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

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

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

The following highlights the actions taken by the Greater Sudbury Police Service to comply within the five standards from January 1, 2021, to December 31, 2022. They are organized under the accessibility standards of the AODA.

2021-2022 ACCESSIBILITY STATUS UPDATE:

1. Accessibility Standards – Customer Service

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

Status Update:

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

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

2. Integrated Accessibility Standards – General Requirements

In 2011, the Integrated Accessibility Standard Regulation was enacted and is a consolidation of accessibility standards in the following five areas: General, Information

and Communications, Employment, Transportation, and the Built Environment. The General Requirements are regulatory requirements that apply across all standards in this regulation.

Status Update:

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

- (2018) Integrated Standards Training to a total of **89** new volunteers, students, and employees

3. Integrated Accessibility Standards – Information and Communications

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

Status Update:

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

4. Integrated Accessibility Standards – Employment Standards

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

Status Update:

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

- (2021) All job postings on our external website were remedied to be compliant with AODA standards and requirements. Members in Human Resources, Administrator participated and completed *Accessible Document Training* to ensure ongoing compliance on the jobs and opportunities pages on our external website.
- In 2020, due to COVID-19, many of our members were required to commence working from home. Human Resources consulted with these members, ensuring their ergonomic needs were met in their home workspaces. Documentation was created for members on how to Ergonomically Set Up a Workspace, and members who required special equipment (chairs, desks, computer equipment, keyboards) were provided this equipment.

- In 2019, Human Resource Staff participated in a Webinar by the Canadian Centre for Diversity and Inclusion (CCDI) entitled “*Accessibility-Navigating a World Filled with Barriers*” to enhance their understanding of how to meet the needs of those with disabilities.
- Ongoing partnership with March of Dimes. In September 2019, the Service participated in the March of Dimes Disability Skills and Work Program by providing a participant 24 weeks of work experience in our Training Branch, in order to introduce them to employment opportunities, and the skills needed to succeed in our organization.
- In 2020, created a Service Animal Procedure. Service members/coworkers were educated utilizing a video entitled “Do’s and Don’ts for Interacting with a Service Animal” Posters were also created to provides members with instructions on how to interact with a member and their Service Animal. We currently have two Support Animals in our workplace.
- Continue to utilize an Ergonomic Testing Area in the Human Resources Branch to ensure we properly meet the accommodation needs of applicants with disabilities.
- Continued notification to employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website.
- Continued to have individuals participating in the assessment or recruitment process to complete a Performance Declaration in order to provide or arrange for suitable accommodations as required.
- Continued notification to successful applicants of our policies for accommodating employees with disabilities
- Provided information regarding the provision of job accommodations during the Human Resources Orientation Program
- Continued the provision of an ‘Employee Workplace Emergency Response Plan’ to those employees who have informed Human Resources of their personal disability. This has also been added to the Return to Work process should a member need an Employee Workplace Emergency Response Plan.
- In conjunction with Acclaim Ability Management Services, progress has continued to:
 - Develop individual accommodation plans for employees with disabilities

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

5. Integrated Accessibility Standards – Transportation

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

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

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

In 2020 the Service renovated office space off site to accommodate a number of administrative service divisions. All renovations were completed as required through the Public Spaces Standards.



Reviewing and Monitoring the Accessibility Plan

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

Attached to this report is the updated Multi-Year Accessibility Plan for the years 2022 to 2025.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 13, 2023
PUBLIC	
SUBJECT: 2021 DELEGATION OF SIGNING AUTHORITY	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Policing with Excellence & Professionalism Goal: 2 - Emphasize effective and efficient operational deployment processes	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board receives the 2021 Delegation of Signing Authority, Chief of Police GSPSB Policy – 030, semi-annual report July to December 2022, for information.

BACKGROUND:

Section 30 of the *Police Services Act* provides for a Police Services Board to contract, sue, and be sued in its own name. As a police service is not a legal entity, it may not enter into contracts in its own name or on behalf of the Board without its authorization.

The Board recognizes the need to ensure accountability in carrying out its statutory and administrative responsibilities. The Board also appreciates the need to advance its work and that of the Greater Sudbury Police Service in an efficient and timely manner.

The Board Chair is the designated signing authority for contracts, agreements, travel claims, vacation approvals for the Chief of Police, legal services, and reserve fund draws.

The Board recognizes the need to delegate signing authority to the Chief of Police or designate to ensure accountability in carrying out the operational responsibilities of the Board for matters necessary for the management of day-to-day operations.

SUBJECT:
2021 DELEGATION OF SIGNING AUTHORITY

Page 2

Where delegations of authority have been granted by the Board to the Chief of Police or designate, the delegation includes the authority to execute any related documents in the name of the Board unless the terms of the delegation require the signature of the Board. GSPSB – Policy 030 establishes clear direction on the delegation of signing authority for the Chief of Police.

CURRENT SITUATION:


Pursuant to the authority delegated to the Chief or Designated Official by the Board, the Chief of Police shall provide a report to the Board regarding all procurement contracts and agreements approved and executed by the Chief or Designated Official of an operational nature valued at less than \$50,000.

Items that have been effected for the period of July 1, 2022 to December 31, 2022:

Vendor	Purpose	VALUE
GHD Limited	Website Hosting	\$5,348.51
Rogers Digital Media	Radio Add	\$3,052.80
Johnson Controls Canada	Car Reader Room 312 190 Brady Street	\$6,991.55
CJMX-FM	Radio Add	\$2,019.43
CJRQ-FM	Radio Add	\$2,019.43
Rogers Digital Media	Radio Add	\$3,561.60
Hilton Garden Inn Sudbury	OACP Event	\$8,094.57
Superior Digital Solution/Xerox	2 Copiers	\$6,516.91
Hexagon	Extension of original Project	\$0.00
VNEXT IQ	Microsoft Implementation Consulting Services	\$14,544.03
New Sudbury Centre Inc	Shop with a Cop	\$0.00



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 10, 2023
PUBLIC	
SUBJECT: PAO CONFERENCE ATTENDANCE	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence & Professionalism Goal: 1 - Effective and efficient deployment of resources	
Prepared by:  Matthew Gatien Board Administrator	

RECOMMENDATION:

THAT the Board authorizes Members to attend the 2023 Police Association of Ontario Annual Employment Conference.

BACKGROUND:

Each year the Police Association of Ontario hosts an annual Employment Conference. Representatives from the Police Services Board, Administration, and Sudbury Police Association generally participate.

CURRENT SITUATION:



The Police Association of Ontario has set its annual employment conference for February 27 and 28, 2023, at the Sheraton Parkway in Richmond Hill. Conference attendees will hear from a slate of expert speakers, who will provide comprehensive updates from the police employment world and discuss the latest trends and emerging workplace issues in police labour relations.

Please confirm your attendance with the Board Administrator before February 3, 2023.

More information can be found here: <https://pao.ca/event/2023-employment-conference/>



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 12, 2023
PUBLIC	
SUBJECT: DONATIONS RESERVE FUND REQUESTS	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Collaborative CSWB for Greater Sudbury Goal: 3 - Invest in our community's future through innovative youth services and initiatives	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

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

\$900 in support of the Sudbury Wolves Indigenous Celebration Game – Chief's Youth Initiative Fund

BACKGROUND:

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

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

When considering request for funds, the Board takes into account initiatives supporting community-oriented policing that involves a co-operative effort on the part of the Greater Sudbury Police Service and youth in the community, initiatives benefiting children and/or youth

and/or their families, initiatives addressing violence prevention or prevention of repetition of violence or the root causes of violence, initiatives that focus on marginalized or underprivileged youth, and sponsorship of educational events.

CURRENT REQUESTS:

Requests for funding consideration have been received.

\$900 in support of the Sudbury Wolves Indigenous Celebration Game

The Sudbury Wolves are having an Indigenous Celebration Night where they will be showcasing Indigenous history, heritage, and diversity. Their home game is on Friday, January 27, 2023, against the Windsor Spitfires.

GSPS has partnered with 3 Indigenous Child Welfare agencies for other programs and would like to continue to strengthen relations. This will also continue to rebuild trust in police with the youth in care at those agencies.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 12, 2023
PUBLIC	
SUBJECT: BOARD TRUST RESERVE FUND REQUESTS	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Collaborative CSWB for Greater Sudbury Goal: 3 - Invest in our community's future through innovative youth services and initiatives	
Prepared by: Sharon Baiden Board Administrator	Recommended by: Paul Pedersen Chief of Police

RECOMMENDATION:

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

\$1300 in support of Cst. Kyle Chander (as part of Team Northern Ontario) to attend the Canadian Police Curling Association Nationals

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 132/133 of *Police Services Act*.

CURRENT SITUATION:

The Board Trust Reserve Fund is used for any purpose that the Board considers in the public interest in accordance with Sections 132 and 133 of the Police Services Act and for such charitable events as deemed suitable by the Board without further authorizations by Council.



Requests for funding consideration have been received.

\$1300 in support of Cst. Kyle Chander (as part of Team Northern Ontario) to attend the Canadian Police Curling Association Nationals

Cst. Kyle Chandler competed in the Northern Ontario Curling Association Provincials in December 2022. He and Team Northern Ontario is moving on to the Canadian Police Curling Association Nationals in Levis, QC, March 30-April 9, 2023. He has also requested sponsorship from the Sudbury Police Association. Other members of his team are engaging in a sponsorship campaign to alleviate costs of attending the event. Costs per member are in excess of \$2500/member, not including costs for food during the event timeframe. The requested sponsorship level would be "Gold," which would place the GSPS logo on event materials. The Board supported Cst. Chandler for this event last year in Nova Scotia.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 11, 2023
PUBLIC	
SUBJECT: STAFFING/DEPLOYMENT UPDATE	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 2 - Emphasize effective and efficient operational deployment processes	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board, in accordance with Section 31(1) (a) of the *Police Services Act*, hereby approves the appointment of the following members:

Name:	Start Date:	Position:
Doiron, Joelle	January 5, 2023	Customer Service Clerk

THAT the Greater Sudbury Police Services Board, in accordance with Section 31(1) (a) of the *Police Services Act*, hereby accepts the following resignation:

Topple, Kaylee	Retired: December 21, 2022	Customer Service Clerk
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BACKGROUND

Section 31 (1) of the *Police Services Act* sets out the Board's responsibilities with respect to the provision of adequate and effective police service in the municipality. More particularly under Section 31 (1) (a), the Board appoints and accepts resignations of members of the Service.

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.

The current authorized strength is 272 with an additional two positions that are funded temporarily increasing the strength to 274. Three members just returned from the Ontario Police College, having participated in the Basic Constable Training Program. With attrition, through resignations and both current and anticipated retirements, recruiting continues to focus on meeting our complement.

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 at January 11, 2023**FULL-TIME COMPLEMENT**

	Budgeted		Notes	
	Authorized	Actual	Non-medical LOA	Secondment
SWORN	272	272	(1)*	(1)
CIVILIAN	130	133*	0	(2)
TOTAL	402	405	0	(3)

*There is one non-medical LOA which has been replaced so has not impacted on actual strength. In addition, two civilians have been seconded to positions of crime analyst and have assumed these duties. Their salaries will be offset by grant funding. As well, three of the seven members that were granted full-time through bargaining have assumed their positions. Four are the subject of a competitive posting process.

TABLE B: Appointments:

Name:	Start Date:	Position:
Doiron, Joelle	January 5, 2023	Customer Service Clerk

SUBJECT: STAFFING/DEPLOYMENT UPDATE	Page 3
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TABLE C: Resignation:

Topple, Kaylee	Retired: December 21, 2022	Customer Service Clerk
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GREATER SUDBURY POLICE SERVICES BOARD

REPORT FROM THE CHIEF OF POLICE

January 2023



GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

MINISTRY UPDATES (excerpts from Ministry Communiqués)

Recent Amendments to the Highway Traffic Act and Provincial Offences Act

Amendments to Section 190 (6.1) and (6.2) of the Highway Traffic Act and to O. Reg. 555/06 (Hours of Service) related to out of service declarations for certain hours of service violations will come into force on January 1, 2023.

The changes provide clear legislative authority to support what officers currently do today via policy and set a clear legal obligation for the driver and the operator (carrier) for whom the driver works to comply with the out of service notice.

An officer who prohibits a driver from driving a commercial motor vehicle under subsection 190 (6.1) of the Highway Traffic Act must give the driver a written notice containing the following information:

- The provision contravened (e.g., drive more than 13 hours).
- The date, time and location of the contravention.
- The period for which the driver is prohibited from driving a commercial motor vehicle on the highway.

For Commercial Vehicle Safety Alliance-trained officers using Commercial Vehicle Inspection Reports, the officer will:

- Identify the violation (e.g., drive more than 13 hours).
- Identify the violation with an out of service condition "X"
- Write the period for which the driver is prohibited from driving a commercial motor vehicle and/or when the driver is eligible to drive again in the 'Remarks' section.

OPERATIONAL UPDATES

PATROL OPERATIONS – Inspector John Valtonen

Robbery With a Knife Leads To An Arrest With a Conducted Energy Weapon

On the evening of the 24th of December 2022, an adult male attended a downtown business and advised the staff he had a knife and demanded cash. The male threatened to stab store employees and security. He attempted to access the cash till and when unsuccessful, took merchandise and left. The accused was located by Patrol Officers while attempting to leave the building. He was observed carrying unknown items in his hands and ignored the officer's instructions. Due to the accused's behaviour and weapons information, a Conducted Energy Weapon (CEW) was deployed to take the 37-year-old male into custody

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without further incident. He did not require any further medical treatment and now faces a charge of Robbery along with other related criminal charges.

Kingsway Break & Enter and Arson Spree Stopped In Its Tracks

In the early evening hours of the 18th of December, Patrol Operations responded to a report of an arson at a Kingsway business. The investigators were able to secure valuable footwear evidence.

Later that same evening, Patrol Operations responded to a report of a Break and Enter at a business located on Barrydowne Road. An adult male broke through the roof exhaust vent falling through the ceiling into the store where an employee was working late. The worker confronted the male who then fled the scene. Containment was established and a male subject was located not far from the scene in a bus shelter with tools in his possession. The clothing matched the description and the footwear impressions at both crime scenes.

The male was arrested for Mischief under x3, Arson, Break& Enter, and Possession of break-in instruments. Subsequent investigation resulted in linking eight (8) other Break & Enter incidents in the area to this same suspect.

Impaired Driving Incident That Left a Trail of Damage

In the early morning hours of the 5th of January 2023, Patrol Operations Officers were advised of a vehicle driving on Valley View Drive missing a tire and had sparks coming from the vehicle. Officers located and stopped the vehicle and detected an odor of alcohol coming from the driver. A roadside screener was used and a Fail registered. The male driver was transported to Headquarters for an Intoxilyzer Test which resulted in blowing twice over the legal limit. Further investigation revealed the male had knocked over a light stand leaving debris from his vehicle at the scene. He was subsequently charged with Dangerous driving, Fail to Report, and Impaired Driving.

9-1-1 EMERGENCY COMMUNICATIONS CENTRE – Manager Andrea Savage

For the month of December 2022, the 9-1-1 Emergency Communications Centre (ECC) experienced steady call volumes managing a total of 22,433 calls which includes all lines that are answered by our Communicators: 911 and non-emergent calls, as well as all outgoing calls. The 9-1-1 ECC managed approximately 7133 Police events, 880 being high priority calls for service (Priority 1s and 2s). The ECC also managed another 725 incidents for Fire services, 57% of which were priority calls for Fire Services.

Early in the morning of December 13th, 2022, a senior citizen awoke and soon realized her husband was missing. Given the cold temperatures of the previous evening and the

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fact that her husband had Alzheimer's, locating him as quickly as possible was critical for his survival. The members of B Group have been recognized for their quick thinking and teamwork on this date, as their actions most certainly contributed to assisting teams on the ground in locating this gentleman quickly.

College Boreal Paramedic Students will be scheduled to do a sit along within the ECC. Initial introductions and orientation have been completed and we look forward to building a strong working relationship with our community College.

The 9-1-1 ECC continues to work on the following initiatives:

- NG 9-1-1 Training planning
- Mapping upgrade planning
- Transitioning to a new dispatching model

CRIMINAL INVESTIGATIONS DIVISION – Inspector Jerry Willmott

MAJOR CRIME

Double Homicide at Local Hotel

Around 2:02 am on December 20th, officers were dispatched to a local hotel in the city's South End following reports of an unresponsive man in the hallway who had sustained gunshot wounds. Responding officers located two deceased male victims in the hotel, being a 27-year-old male in the hallway and a 38-year-old male found in a nearby hotel room. Both victims had died because of gunshot wounds. Officers arrested a 33-year-old male as he was attempting to leave the property and located two loaded handguns in his backpack. Through an extensive investigation it was determined that the 33-year-old male had shot and killed both victims at the hotel. The 33-year-old male remains in custody currently.

Homicide at Rooming House

On December 23rd at around 1:51 am, officers responded to a rooming house on Notre Dame Avenue to assist EMS for an unresponsive 20-year-old male. This residence was

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occupied by students, including the 20-year-old male. In speaking to witnesses at the scene, officers learned that a short time prior the 20-year-old male had been assaulted by a 25-year-old male roommate within the residence, which resulted in the victim losing consciousness and subsequently dying. The victim's family and fellow roommates have been connected with support services. The 25-year-old male was arrested on scene for the murder of his roommate and remains in custody at this time.

Arrest of Drug Dealer in Waterloo Region for Manslaughter in Overdose Case

On December 15th, members of the GSPS Criminal Investigations Division attended Waterloo Region and arrested a high-level drug trafficker for Manslaughter in connection to the Fentanyl overdose death of a 48-year-old male that occurred in Sudbury in August of 2022. Investigators in collaboration with Waterloo Police Service successfully executed a search warrant at the accused's Waterloo residence and took him into custody. Officers seized over \$200K in cash and other offence related property, as well as a quantity of Cocaine. The accused remains in custody.

INTEGRATED CRIME SECTION

BEAR (Break Enter and Robbery) Unit

Members located and arrested a 38-year-old man wanted on 6 outstanding warrants for commercial Break and Enters he committed between August to November.

Following a Patrol Operation arrest of a 36-year-old man for Break and Enter into a business, BEAR members were able to link him to an additional 8 commercial Break and Enters and laid 11 additional charges.

SPECIALIZED OPERATIONS – Inspector Dan Despatie

Community Mobilization Section & Community Engagement Section

- **35** – Mobile Crisis Rapid Response Team (MCRRT) Calls. These are calls in which our officers attended and requested the assistance of a Mental Health clinician. These calls were diverted away from the Emergency Department and the individual

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- was provided with assistance through the clinician or referred to another community partner.
- **29** – Enhanced Mobile Crisis Rapid Response Team (EMCRRT) Calls. These are calls in which an officer and a clinician responded to together.
 - **28** community meetings and **3** community events attended, engaging with our citizens and partners.
 - **220** proactive community Focused Patrols conducted.

The following initiatives were undertaken:

- Participated in an Anti-Bullying Read-a-long initiative
- Assisted with a snowmobile presentation
- Conducted an Internet Safety presentation at the Adult Enrichment Centre
- Participated in the Shop with a Cop event

INTEGRATED OPERATIONS – Inspector Marc Brunette

Traffic Management Unit (TMU)

The Traffic Management Unit continued to enforce Highway Traffic Act laws.

In addition to 193 Provincial Offence Notices and 126 Part III Summonses, TMU officers laid 37 stunt driving charges and charged 16 suspended drivers. Year-to-date, the TMU has laid 1624 charges under the Provincial Offences Act (POA).

A total of 33 drivers were charged with impaired by drugs / over 80 Service-wide, which includes data from the RIDE Program initiative.

RIDE:

TMU focused on the Festive Ride Campaign during the month of December, statistics as follows:

- Ten RIDE Programs conducted
- 2187 vehicles checked

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- Fifty-Two (52) Approved Screening Device (ASD) Tests
- Eight (8) Intoxilyzer Tests
- Twelve (12) Standard Field Sobriety Test (SFST)/ Drug Recognition Expert (DRE) Tests conducted
- Six (6) Impaired Charges
- Five (5) Over 80 Charges
- Eight (8) Three Day Suspensions
- Two (2) 90 Day Suspensions
- Two (2) Novice Suspensions
- Nine (9) Criminal Code Charges
- Thirty-Two (32) Highway Traffic Act (HTA) Charges

Emergency Response Unit (ERU)

There were seven (7) significant tactical incidents, namely:

- **Search Warrants** - ERU assisted the BEAR Unit in arresting a person responsible for a shooting and searching a residence for evidence.
- **Robbery** – K9 Unit supported Patrol Operations during a robbery investigation.
- **Arrest Warrant** – ERU arrested a male believed to be armed with a handgun who was wanted by the OPP. Following the arrest, a search warrant was executed at a residence where a replica firearm was located.
- **Robbery** – ERU members arrested a male immediately following a robbery. A K9 track led officers to a residence where the suspect was located & arrested. Canadian currency and fentanyl were seized as evidence.
- **Break & Enter** – ERU members and K9 tracked a suspect from the scene of a Break and Enter and arrested a suspect.
- **Theft** – ERU members were dispatched to a panic alarm following the report of a theft. A canvass of the area and review of surveillance video led to the arrest of the suspect.
- **Arrest Warrant** – ERU members arrested a male on the strength of outstanding arrest warrants. Search incident to arrest resulted in the seizure of suspected fentanyl.

Rural Community Response Unit (CRU)

The Rural Community Response Unit responded to three (3) incidents of interest in December, as follows:

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- **A Snowmobile Safety Workshop** was presented to students at Larchwood Public School in Dowling.
- **Snowmobile Fatality** – Rural supported the TMU Motor Vehicle Collision – Fatality (MVC-F) Investigation on December 21st near Deschenes Road in Hanmer. While travelling at a high rate of speed with a passenger, the driver lost control of the snowmobile resulting in the driver striking a hydro pole. Unfortunately, the operator died of his injuries. The passenger also sustained injuries.
- **Missing Person / Search and Rescue (SAR)** – Overdue hunters were located north of Capreol by officers using Off-Road Vehicles. They were reported overdue by one day after their vehicle got stuck. Both hunters were found in good health.

CORPORATE COMMUNICATIONS

Shop with a Cop – December 19, 2022

The holidays are about spreading holiday cheer and the gift of giving. Today, several children from our community were paired with GSPS Officers to go on a shopping spree for our 15th annual Shop with a Cop event.

Every year, our Officers and Civilian members volunteer to participate in this event to help make the holidays just a little merrier for kids in our community. It's a great opportunity to build relationships with youth in our community.



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Each child was provided with a \$250 gift card and a backpack full of GSPS goodies. Cst. Nickel, our #ElfOnTheShelf, tagged along as well.

Thank you to our donors and sponsors - without you this special day could not be possible: Chief's Youth Initiative Council (CYIF), The Rick & Dan McDonald Memorial Foundation, the Sudbury Police Pensioners Association, the Polish Combatants Association, Manitoulin Transport, Anmar Mechanical & Electrical Contractors Ltd., and of course, The Kouzzina, for hosting us all for a delicious breakfast this morning.

Recon's Retirement – December 22, 2022

Happy Retirement K9 Recon.

This isn't goodbye, this is just "see you later" to our loyal and fearless K9 Recon as he officially begins his new stage of life, in retirement.

On behalf of the Greater Sudbury Police Service and the community we serve, we wish to extend our gratitude to Police service dog Recon, for his seven years of service, sacrifice, and dedication.

Thank you for keeping our community safe; and for your numerous successful tracks, building searches, and drug and firearms seizures.

Your nose and teeth will be missed.

We'd also like to thank Sergeant Greg Major for his dedication and service over the past 13 and a half years as a K9 handler. We know that you will continue to represent GSPS with pride and professionalism as you transition into your role as a Patrol Operations Supervisor.

From the bottom of our hearts, thank you.

Introduction of K9 Dusko – December 29, 2022

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

We are excited to introduce you to our second furry friend, Dusko.

Dusko is a year-and-a-half old Shepherd from Poland who is partnered with Constable Robinson.

Constable Robinson and Dusko returned from the 16-week dual purpose Patrol and Detector course with the Halton Regional Police Service at the beginning of December.



During the K9 course, Constable Robinson and Dusko trained in obedience and control, tracking, area searches, building searches, evidence searches, suspect and missing person searches, suspect apprehensions, detection of drugs, firearms and ammunition, and assisting specialized units during high-risk situations.

Dusko loves singing off-key to emergency sirens, staring deep into your soul, and chasing his ball.

Constable Robinson began his career with GSPS in 2004, spent seven years in our Emergency Response Unit and the last four years in our K9 Unit.

Last week, Constable Robinson and Dusko were essential in locating and arresting a man responsible for numerous commercial Break and Enters in the New Sudbury area.

Criminals beware, we have two good boys, Dusko and Royal on-duty with their K9 handlers and we are ready for 2023!

Honouring the Life of Constable Grezegorz “Greg” Pierzchala – January 4, 2023

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

On January 4, 2023, members of the Greater Sudbury Police Service joined our brothers and sisters in blue in the City of Barrie to honour the life of OPP Constable Greg Pierzchala.

The private funeral service will be livestreamed starting at 11:00 a.m. on the Ontario Provincial Police Facebook page for members of the public who wish to join in paying tribute to Constable Pierzchala.

Join us virtually as we honour the life of our fallen hero.

#HeroesInLife



First Responders Night – Wolves Game – January 6, 2023



Police Chief Paul Pedersen and Deputy Fire Chief Jesse Oshell joined us for tonight's ceremonial puck drop to honour our First Responders, accompanied by Mr. Miro Zulich representing the Sudbury Wolves on his 90th birthday.

Award of Excellence from Nigerian Community – January 7, 2023

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Our vision is to ensure community safety and well-being while living our RICH values (Respect, Inclusivity, Courage and Honesty).

Over the weekend, Chief of Police Paul Pedersen was proud to accept an Award of Excellence on behalf of GSPS from the Nigerian Community of Greater Sudbury. We are humbled and honoured to be recognized for our work in Community Policing.

Thank you, Queen, of our Chief's Youth Advisory Committee as well as Adejare Muniru Oduwole, President of NCAGS.



#Sudbury #SudburyPolice

Law Enforcement Appreciation Day – January 9, 2023

On this #LawEnforcementAppreciationDay, we thank our dedicated team at the Greater Sudbury Police Service, both Sworn and Civilian, for their commitment to protecting and serving our community.

Thank you to all #LawEnforcement personnel across #Ontario and throughout the nation. You are appreciated.



#SudburyPolice
#OnDutyForYou

January

Crime Stoppers Month –

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Did you know? Since its inception in 1987, Sudbury Crime Stoppers anonymous tipsters have helped solve over 4,140 cases, locate and arrest 384 fugitives, and assisted in the recovery of over \$53 million in cash, property, and drugs.

January is Crime Stoppers month and this year's theme is "Stand Up, Stand Together".

Police cannot be everywhere, but we are always somewhere. That is why organizations such as Crime Stoppers are so valuable. Crime Stoppers provides a safe and anonymous way for all citizens to help fight crime by passing on information to law enforcement agencies. Tipsters can report information about any illegal activity, wanted person, or missing person.

By providing information through Sudbury Crime Stoppers' secure phonenumber or online web form, Tipsters remain 100% anonymous and could be eligible for a cash reward of up to \$2,000.

If you have information about any crime, provide your anonymous tip by calling 705-222-8477 or going online at www.sudburycrimestoppers.com.



By working together with our community, we can combat crimes, break down barriers, and ensure that Greater Sudbury continues to be an inclusive and safe place for everyone.

Let's also keep our mental wellbeing in mind and stay healthy.

We will all get through this together!

Stay home! • Stay safe! • Stay positive!