



GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY DATE 10 A.M.
Zoom

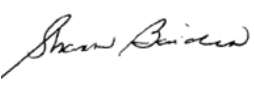

PUBLIC AGENDA

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	Wednesday, January 19, 2021		
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GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: November 5, 2021
PUBLIC	
SUBJECT: NOTES OF APPRECIATION	
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: FOR INFORMATION

CURRENT SITUATION:

Cst. McDonald, Cst. Lacasse and Amanda Kuhn

A community member wanted to thank GSPS personnel involved in an incident they had called police about. They advised the communicator was very polite and quick to dispatch the call. Officers spoke with the member demonstrating sincere concerns for their well-being.

Cst. Babij

A letter of thanks for outstanding service was received in relation to Cst. Babij's diligent action to a complaint received. Cst. Babij followed up right away with this call and contacted the complainant as soon as more information became available. The community member was extremely grateful for his swift, effective and efficient response.

Sgt. Slobodian, Cst. Joannette, Cst. Warnock and Cst. Laberge

A letter was received in appreciation for officers' compassion and professionalism while attending a call involving an individual with a mental health crisis. The situation could have had a worse outcome if officers handled it differently.



SUBJECT: NOTES OF APPRECIATION	Page 2
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Sgt. Ramsey

A letter of thanks was received for Sgt. Ramsey's quick response and expedient resolution to an issue regarding road safety in Whitefish



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: October 26, 2021
PUBLIC	
SUBJECT: ONTARIO STRATEGY TO END HUMAN TRAFFICKING	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Collaborative CSWB for Greater Sudbury Goal: 2 - Reduce victimization through collaborative solutions	
Prepared by: Sharon Baiden Chief Administrative Officer 	Recommended by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board enters into an Agreement with the Solicitor General – Ontario Provincial Police for funding in the amount of \$17,400 to assist with Ontario’s Strategy to End Human Trafficking.

BACKGROUND:

Human trafficking is a crime and human rights abuse that’s sometimes called “modern day slavery.”

There are different types of human trafficking that take place in Ontario including sex trafficking and labour trafficking. Forced marriage is also considered a form of human trafficking.

Traffickers control people in many ways, including psychological manipulation, emotional abuse, lies, addiction, threats, violence, isolation, and taking control of ID/documents and money.

Most of the people trafficked in Ontario are girls and women who are Canadian citizens or permanent residents. Human trafficking is a vastly under-reported crime in Ontario with about two-thirds of reported cases arising here.

Survivors often need intensive, specialized services and supports to rebuild their lives.



CURRENT SITUATION:

The Ontario Provincial Police is providing funding through the Provincial government – Ministry of the Solicitor General in its attempt to combat human trafficking. Funding has been allocated to offset partial costs of an officer's salary to enhance investigations and the prevention of this heinous crime.

Correspondence was received that funding was approved in the amount of \$17,400. These funds were used to offset costs associated with a coordinated approach to addressing human trafficking, creating and strengthening partnerships, and building bridges to work with survivors and apprehend traffickers.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 1, 2021
PUBLIC	
SUBJECT: SPECIAL INVESTIGATIONS UNIT UPDATE – OTHER CUSTODY DEATH	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 1 - Promote a culture of trust through transparent communication	
Prepared by: Sheilah Weber Deputy Chief of Police 	Recommended by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board receives this Special Investigations Unit (SIU) update on the other custody death for information

BACKGROUND:

On March 19, 2021 at 5:08 p.m., Greater Sudbury Police Service (GSPS) patrol officers responded to the Paris Street bridge (Bridge of Nations) as multiple calls were being received through 911 of a person sitting on the edge of the bridge. Officers arrived on scene shortly thereafter, and located a female party. Multiple officers responded to the scene. Initial attempts to speak with the female were met with her warning that if officers came any closer she would jump. As a result, and within minutes of arrival, on-scene officers requested the attendance of Crisis Negotiators. At approximately 5:21 p.m., two trained Crisis Negotiators commenced interaction with the female.

At one point during the course of negotiating with the female, she went outside of the railing and began to hold on with one arm. Officers continued to negotiate with her; however she refused to allow the officers to assist her. At 5:44 p.m., the female fell from the bridge approximately 12 metres onto the ground, and landed in between two train tracks. She was attended to by Greater Sudbury Emergency Medical Services (EMS) who were on scene, and transported to Health Sciences North (HSN), where she succumbed to her injuries and was pronounced deceased.

The Special Investigations Unit (SIU) was contacted and invoked their mandate. The SIU conducts Investigations of police officers involved in incidents of death, serious injury, and allegations of sexual assault to determine whether a criminal offence took place.

Under the *Police Services Act*, the SIU must determine based on the evidence gathered in an Investigations whether the officers have committed a criminal offence in connection with the death of the 43-year-old female. In July 2021, correspondence was received from the SIU indicating closure of the file as there were no reasonable grounds to proceed with criminal charges against the police officers involved in this case.

CURRENT SITUATION:

Whenever the SIU investigates an incident involving serious injury or death, provincial legislation requires the Chief of Police of the relevant police service to conduct an administrative Investigations, which considers officer conduct, procedures, training and equipment in relation to the incident.

In accordance with Section 34 of Ontario Regulation 267/10 of the *Police Services Act of Ontario*, an administrative review Investigations has been completed. Further to the SIU's determination that there was no criminal intent, the review determined that there was no misconduct on behalf of the involved officers.

The review also included an assessment of applicable procedures against the officers' actions, an analysis of equipment used and performance in accordance with prescribed training. The Investigations revealed that there was no violation of any policy or procedure, equipment or training.

There are suggested actions, which relate to the following: review and amendment of the Crisis Negotiation Procedure (MAJ011) to ensure alignment with Critical Incident Working Group Standards and best practices when dealing with critical incidents and persons in crisis, continued expansion of Mental Health First Aid training for GSPS members, continued Crisis Negotiation training for all members of the Tactical Unit, and assigning body-worn cameras to all Crisis Negotiators upon issuance.

The results of the findings are summarized as follows:

POLICY/PROCEDURE

A number of Procedures were reviewed; procedural requirements were found to be followed. The nature of the call, a high-risk suicidal individual, is within the criteria listed in the Tactical Unit's primary functions under their mandate as outlined in procedure. Tactical officers, who are trained to respond to such high-risk situations and conducted crisis negotiations, were immediately deployed and conducted negotiations as outlined in procedure and in the Crisis

Negotiation Manual. Greater Sudbury Police Service notified the SIU of the incident promptly and assisted in their Investigations as required by procedure and legislation.

MAJ011 – Crisis Negotiation

The Administrative Review determined that the Crisis Negotiation Procedure (MAJ011) had not been recently reviewed. Since this Procedure was last revised, the Province formed a Critical Incident Response Working Group to ensure consistent procedures and standards were established throughout the Province when dealing with Critical Incidents.

Recommendation #1: that the Integrated Operations Divisional Commander ensure that Procedure MAJ011 Crisis Negotiation is compliant with all Provincial Working Group standards.

Recommendation #2: that the Integrated Operations Divisional Commander in updating the MAJ011 Procedure ensure consistency with best practices for dealing with persons in crisis such as: the responsibility of the on scene senior ranking member, in consultation with the On Duty Patrol Staff Sergeant, to ensure that the number of members dispatched to attend the scene is limited to those that are required to maintain safety and security of those involved; that upon dispatch of a Crisis Negotiating Team, the Incident Commander shall consider requesting the attendance of a local Psychiatrist to attend the scene of negotiations to provide guidance and support to the Incident Commander and the Crisis Negotiating Team; and that the Negotiation Team and the Incident Commander shall, in consultation with the Psychiatrist (where applicable), determine if a Patrol/Tactical uniform response may serve as a deterrent to the negotiation strategy, and consider the use of a Non-uniform response i.e. plain clothes Crisis Negotiators.

The Review also determined that not all Emergency Response Units in the Province include trained Crisis Negotiators. The Greater Sudbury Police Service has thirty-three (33) members trained in Crisis Negotiation, sixteen (16) of whom are dually trained in Tactical Operations and Crisis Negotiation.

In this instance, as in critical incidents before, this has proven to be invaluable. Both Subject Officers received required training to conduct Crisis Negotiations; their training was current with required standards. In combination with training provided in their role as Tactical officers, they were well equipped to deal with this high-risk incident.

Recommendation #3: that the Integrated Operations Divisional Commander, through the Training Branch, continue to ensure that all Tactical Unit officers are trained in Crisis Negotiation, and complete refresher courses every three years as required by standards.

INV037 Police Response to Persons in Crisis

The Review learned that since the incident involving this female, INV037 was revised, and re-named as Police Response to Persons in Crisis. The revised procedure details a new partnership/MOU with Health Sciences North, the Mobile Crisis Rapid Response Team (MCRRT), which outlines a coordinated, effective and safe response to persons in crisis. “MCRRT is a support team comprised of a police officer and professional mental health Clinician who jointly respond to calls for service involving individuals with mental health and/or addiction issues or concerns, once the scene has been deemed safe”. The MCRRT can also respond to emergent calls for service involving individuals in crisis where immediate police response is necessary. Although MCRRT was not in place during this incident, it now provides officers with additional resources to be accessed when dealing with persons in crisis.

ADM043- Special Investigations Unit (SIU)

The Greater Sudbury Police Service notified the SIU of the incident promptly and held the scene under SIU arrived as required by procedure and legislation.

There are no recommendations regarding this Procedure, and no new revisions or procedures requirement recommendations.

EQUIPMENT REVIEW

Recommendation #4: that Strategic Operations ensures that Crisis Negotiators are individually equipped with body-worn cameras upon issuance.

According to the Crisis Negotiation Manual, *all conversations of the incident between the Crisis Negotiator Team and a subject, suspect/hostage shall be recorded wherever possible*. Though having a recording of the entire incident would not have altered the course or outcome of this interaction, a complete recording, which would have been available with body-worn cameras, would have depicted a more detailed and thorough account of the interaction between officers and the female.

A video recording of the interaction would likely have assisted the SIU Investigations into this matter. Additionally, body-worn camera video can be used for debriefing with involved members or those affected by critical incidents, as well as future training and learning for members.

Officers involved attended the scene in marked Police vehicles, Uniform dress with all Use of Force options including OC, Baton, CEW and Pistol.

TRAINING

The involved officers acted in accordance with current procedural and training standards for High Risk Suicidal Persons. The Review determined that the Subject Officers were current with respect to their mandated training for Crisis Negotiation.

Recommendation #5: Despite the fact that standards were followed, based on the Review, it is recommended that Strategic Operations, through the Indigenous Liaison Unit, ensures that Mental Health First Aid Training continues to be rolled out and expanded Service-wide over time.



This training is designed to provide attendees with a solid understanding of:

- engaging and evaluating the risk of suicide or harm,
- assisting the person to seek professional help,
- giving reassurance and information,
- listening without judgement and encouraging self-help strategies, and
- gathering community supports.

This training would provide officers with the skills and ability to have confident conversations about mental health with persons in crisis.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: November 5, 2021
PUBLIC	
SUBJECT: OCCUPATIONAL HEALTH AND SAFETY POLICY	
STRATEGIC DIRECTION 2019-2021 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 reapproves the Occupational Health and Safety Policy – GSPSB Policy 008 for 2021-2022 in its existing form.

BACKGROUND:

Section 25(2)(j) of the Occupational Health and Safety Act, requires the Board to prepare an Occupation Health and Safety Policy and maintain a program to implement that policy. The policy is required to be in writing and posted at conspicuous places in the workplace where workers can see it. Further, the Act requires the Board to review the policy at least once annually.

The Ontario Police Health and Safety Committee (OPHSC), established under Section 21 of the Act, develops guidance material to be approved by the Ministry of Labour for the purpose of clarifying the intent and provisions of the OHSA and regulations made under the Act as they apply to policing services in Ontario.

In 2014, the Joint Health and Safety Committee undertook a review of the policy to ensure compliance with the OHSA and the OPHSC sample policy. The policy was then revised to include the responsibilities of all workplace parties including supervisors and workers.

The Policy is reviewed each year.

CURRENT SITUATION:

October is recognized nationally as Healthy Workplace month and the Health and Safety policies are usually reviewed at this time.

The policy adopted for 2018 – 2019 by the Board remains fully compliant with both the Occupational Health and Safety Act and the Ontario Police Health and Safety Committee's Guidance Note and continues to follow best practices highlighted.

This year, our Joint Health and Safety Committee added two new members. Both members have completed Part One of the Health and Safety Certification Program. They are scheduled to complete Part Two in early 2022. The remainder of our Committee members have completed Part One and Two Health and Safety Certification Program with a focus on the Police Emergency Sector. Five members were subject to recertification in 2021. Training continues to be facilitated by the Public Services Health and Safety Association.

Since the beginning of the coronavirus pandemic, the Greater Sudbury Police Service's Joint Health and Safety Committee has worked closely with the COVID-19 Internal Task Force to ensure that best practices and policies were researched and developed. This partnership continued into this year to ensure that COVID-19 policies and practices are regularly updated and followed by members to ensure a safe and healthy workplace for all.

This year the JHSC was also actively involved in the research, evaluation and the roll-out of our new Service issued firearm. The transition to our new firearm started on October 26, 2021 and will continue into 2022.

The Greater Sudbury Police Service's Joint Health and Safety Committee continues to review Guidance Notes from the Ontario Police Health and Safety Committee (OPHSC) to ensure compliance. The OPHSC provides guidance notes to employers, supervisors, workers, joint health and safety committees and health and safety representatives about the importance of infection prevention and control to protect the health of workers.

The focus this year was Guidance Note Twenty – Confined Space Safety which was developed to provide information to all Police Services regarding Ontario Regulation 632/05 and the importance of health and safety procedures when encountering confined spaces. Section 21 deemed that all police service members, both Sworn and Civilian may face unique health and safety hazards when working around confined spaces. With this information all Sworn, Special Constables, Community Safety Personnel, Fleet, Property and Equipment and Supplies members were assigned mandatory confined spaces training through OPVTA on the CPKN Portal. This training is set to be completed by the beginning of December 2021.

The Joint Health and Safety Committee continues to work effectively to address and resolve issues as they arise for the safety and wellbeing of our personnel.

The Service's JHSC remains compliant with their responsibilities under the Occupational Health and Safety Act including regular meetings, inspections, and addressing issues as they arise.

The Joint Health and Safety Committee recommends that the policy as attached be readopted by the Board for 2021-2022.



GREATER SUDBURY POLICE SERVICES BOARD POLICY

SUBJECT: OCCUPATIONAL HEALTH AND SAFETY	NUMBER: GSPSB – POLICY 008
ORIGINATING DATE: June 11 th , 2009	REVISED DATE: June 11, 2014
REPORTING REQUIREMENTS: Annually	

1. **DEFINITIONS**

(1) **WORKER:**

In accordance with the *Occupational Health and Safety Act* and for the purpose of this policy, worker means a person who performs work or supplies services to the Greater Sudbury Police Services Board or the Greater Sudbury Police Service for monetary compensation.

(2) **OHSA:**

Means the *Occupational Health and Safety Act* for the Province of Ontario.

2. **POLICY STATEMENT:**

- (1) It is the policy of the Greater Sudbury Police Services Board to conduct all operations in a safe and healthy manner in order to prevent injury or illness to workers.
- (2) As required by the *OHSA*, the Greater Sudbury Police Services Board shall take every precaution reasonable in the circumstances for the protection of a worker.

3. **GUIDING PRINCIPLES:**

- (1) Every worker has a right to work in a healthy and safe environment.
- (2) Workers are encouraged to be actively involved in maintaining a healthy and safe environment.
- (3) Cooperation between the employer and workers is desirable in developing and maintaining healthy and safe workplaces.
- (4) The prevention of accidents, injury and occupational illness should be an integral consideration for all workplace activities.

- (5) An internal responsibility system, recognizing the roles of everyone in the workplace including workers, supervisors, and employers is the key to an effective health and safety program.

4. **KEY REQUIREMENTS - OHSA:**

- (1) Section 25(2) (i), of the *OHSA* requires the employer to post a copy of the OHSA and any explanatory material prepared by the Ministry of Labour, both in English and the majority language of the workplace, outlining the rights, responsibilities and duties of workers.
- (2) In addition to preparing, developing and maintaining an occupational health and safety policy, an employer must post this policy at a conspicuous location in the workplace, as required by section 25(2)(k).
- (3) Each of the workplace parties must comply with the minimum duties set out under the OHSA and other applicable regulations. Specifically, employers must comply with sections 25 and 26 of the *OHSA*, supervisors with section 27 *OHSA* and workers with section 28 OHSA.
- (4) The need to supplement these minimum requirements must be determined in light of specific workplace situations that may change and impact worker health and safety. As required under section 25(2) (h) of the *OHSA*, the employer shall take every precaution reasonable in the circumstances for the protection of a worker.
- (5) All workers (which may include managers and supervisors) must receive information, instruction and supervision on their health and safety at the workplace consistent with section 25(2)(a) of the *OHSA*.

5. **BOARD EXPECTATIONS:**

The Greater Sudbury Police Services Board expects the Police Service to provide for the following:

- (1) Ensure the specific safety measures and procedures are followed through adequate supervision.
- (2) Establish an effective internal responsibility system, whereby everyone clearly understands their responsibilities regarding the occupational health and safety of workers.
- (3) Involve all workers in health and safety through an effective health and safety committee where required.
- (4) Make the *Joint Health and Safety Committee* aware of safety reports, audits and hazards that a manager, supervisor or worker may be aware of, consistent with the internal responsibility system.

- (5) Provide ongoing training to heighten worker awareness of known and emerging health and safety hazards and maintain job skills and knowledge.
- (6) Review training reports to ensure training is meeting the needs of the safety program.
- (7) Develop and maintain open communication between all levels in the police service to encourage worker participation in the Police Service's health and safety program.
- (8) Annually review the police service's health and safety policy, program and operating procedures to maintain safety performance and ensure that the up-to-date policy is posted in a conspicuous place in the workplace.
- (9) Confirm workplace health and safety goals and monitor occupational health and safety reports on a regular basis or as the need arises.
- (10) Consult with all levels of the organization to ensure the health and safety program is effective and make changes as required.

6. BOARD EXPECTATIONS FOR SUPERVISORS:

- (1) The Board expects supervisors to play a role in the implementation of the occupational health and safety program in the work areas under their supervision.
- (2) Further, the Board expects police supervisors to:
 - (a) Comply with all applicable legal duties imposed under the *OHS*A and the regulations. Specifically, supervisors must comply with the obligations found in section 27 of the *OHS*A, which include taking every precaution reasonable in the circumstances for the protection of a worker.
 - (b) Address all health and safety complaints/recommendations without undue delay.
 - (c) Ensure that workers work in the manner and with the protective devices, measures and procedures required by the *OHS*A and its applicable regulations.
 - (d) Ensure that workers use or wear equipment, protective devices or clothing that the worker's employer requires to be used or worn.
 - (e) Ensure that workers are advised of potential or actual danger of which the supervisor is aware.
 - (f) Document and investigate all reported accidents and take appropriate corrective action, within their authority, to prevent a recurrence.

7. BOARD EXPECTATIONS FOR WORKERS:

- (1) The Board expects all workers to play a role in the implementation of the occupational health and safety program at the workplace.
- (2) Further, the Board expects all workers to:
 - (a) Comply with all applicable requirements of the *OHS*A and the regulations. Specifically, workers must comply with the legal obligations found in section 28 of the *OHS*A.
 - (b) Report any hazardous conditions to their immediate supervisor.
 - (c) Report any contraventions of the *OHS*A to their immediate supervisor.
 - (d) Not work or operate any equipment that may endanger the worker's safety or that of another worker.
 - (e) Not engage in pranks or feats of strength that may endanger the worker or other workers.
 - (f) Wear and care for protective devices and clothing provided by the employer, as instructed.
 - (g) Inspect their workplaces to identify and correct safety hazards within their authority and to make other hazards that they cannot correct known to the appropriate level of management.
 - (h) Not remove protective devices or make them ineffective when they are required by the regulations or by the Board unless an adequate temporary protective device is provided.

8. CHIEF OF POLICE:

To support this policy, the Chief of Police shall establish procedures that are consistent with this policy and comply with Sections 25, 26, 27 and 28 of the *OHS*A which outline the duties of employers, supervisors and workers under the *Act*.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 2, 2021
PUBLIC	
SUBJECT: ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT INTEGRATED ACCESSIBILITY STANDARDS	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Public Trust & Accountability Goal: 2 - Focus on community engagement through visibility, accessibility and recruitment	
Prepared by: Sharon Baiden Chief Administrative Officer	Recommended by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board accepts this 2020-21 *Accessibility of Ontarians with Disabilities Act, 2005 (AODA)* update for information.

BACKGROUND

The *Accessibility for Ontarians with Disability Act 2005 (AODA)* came into effect in June 2005. The goal of the *AODA* is to ensure that all Ontarians with disabilities have full and equal access to goods, services, facilities, accommodations, employment, building structures, and premises. Full accessibility 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 or a nurse or a doctor 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.

The attached 'Annual Accessibility Status Report 2020-2021' outlines the activities and accomplishments the Greater Sudbury Police Service has undertaken towards inclusion and

removing barriers of persons with disabilities. The plan is also posted on the corporate website and made available in an accessible format, upon request.

The Service is now just in the process of completing its annual compliance report for filing.



Greater Sudbury Police Service Annual Accessibility Status Report 2020-2021

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 2014-2021 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:

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- Transportation
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- Built Environment

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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).

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The Accessibility Policy GSPSB – POLICY was also amended in relation to who may provide documentation for service animals confirming that the person requires the animal for reasons relating to their disability. 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.

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, 2021. They are organized under the accessibility standards of the AODA.

2020-2021 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 2014-2021 Multi-Year Plan. In addition, we have taken several other actions to further our compliance of this standard.

- **2021** Human Resources, Corporate Communications, Board Administrator and the EA to the CAO and Deputy Chief participated and completed *Accessible Document Training* hosted by E-Solutions Group in ensure compliance for our website.
- **2019** Human Resource Staff participated in an 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.
 - (2021) Training to a total of **29** new employees and five students. Volunteer usage was primarily suspended due to COVID
 - (2020) Training to a total of **50** new volunteers, students, and new employees.
 - (2019) Training to a total of **100** new volunteers, students, and new employees.
 - (2018) Training to a total of **89** new volunteers, students, and new employeeContinue 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. This continues to be true throughout **2021**.
- In 2020 due to the COVID-19 Pandemic, 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 eye glasses and are available at the counter for public use
- Staff members offer to verbally assist the public who identify with literacy disabilities. Staff have received and assisted over 20 requests in 2018-2019. This service continues to be offered via phone since 2020 due to COVID.
- 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:

- **(2021)** Integrated Standards Training to a total of **34** new students, and employees
- **(2020)** Integrated Standards Training to a total of **50** new volunteers, students, and 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, 16pt, and 20pt font
 - Audio formats library containing accessibility documents available to the public in audio format
- Provided AODA Integrated Accessibility Standards Training for all new members and volunteers.
 - **(2021)** Integrated Standards Training to a total of **34** new students and employees
 - **(2020)** Integrated Standards Training to a total of **50** new volunteers, students, and new employees
 - **(2019)** Integrated Standards Training to a total of **100** new volunteers, students, and new employees
 - **(2018)** Integrated Standards Training to a total of **89** new volunteers, students, and new employees

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

7/10

‘Providing Alternative Formats to Customers’.

- Edited all Greater Sudbury Police Service YouTube videos available to the public to include closed captioning features.
- The website has been updated to ensure AODA compliance and testing continues to ensure compliance.

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.

- **(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, and keyboards) were provided this equipment. In **2021**, many members of the Service continue to work from home and continue to be provided ergonomic equipment for their duties.
- **(September 2019-2020)** Participating 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. He was hired as a part-time staff member following the placement.
- **(2020)** The Service developed a Service Animal Procedure. Service members/coworkers were educated utilizing a video titled ‘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. In **2020** and **2021** we welcomed a member back to work with a Service Animal.
- 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 Disability Management Services, progress has continued to:
 - Develop individual accommodation plans for employees with disabilities
 - Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability- required accommodations
- Continued to institute the practices and provisions used with external applicants when members compete in the Promotional Competition Process, Internal Hiring Processes, or when being redeployed

5. Integrated Accessibility Standards – Transportation

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

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

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

specific member needs and to address accommodation requirements specifically. Recently acquired space at 128 Larch Street for administrative office use primarily and the police museum was designed against all required building standards under the auspices of design and architectural standards. In 2021, staff had fully re-located to their space at 128 Larch Street. An analysis of HQ was undertaken to ease some of the pressures and in consideration of the AODA requirements.

Reviewing and Monitoring the Accessibility Plan

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



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: November 29, 2021
PUBLIC	
SUBJECT: 2021 CRIME PREVENTION WEEK UPDATE	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Collaborative CSWB for Greater Sudbury Goal: 1 - Strengthen partnerships & provide collaborative response as part of sustainable CSWB & Road Safety	
Prepared by: Sheilah Weber Chief Administrative Officer	Recommended by: Paul Pedersen Chief of Police

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

Crime Prevention Week took place from November 7th to 13th, 2021. This year's theme was "Safer Communities, Stronger Ontario."

This week provided an opportunity to showcase the successful collaborative efforts between Police Services and community organizations, working towards the common goal of preventing crime and creating safe, resilient communities.

CURRENT SITUATION:

Greater Sudbury Police Service hosted a virtual Crime Prevention Week for community residents in the City of Greater Sudbury.

A variety of topics and events took place throughout the week including internet & social media awareness, youth presentations, missing persons information, Corporate Communications ride-alongs with various GSPS branches, RIDE Program and Hunting Safety among others.

A two-day virtual workshop was presented by Dr. Lori Haskell on Understanding Complex Trauma in the context of Sexual Violence and Intimate Partner Violence which had 113 participants.

The Community Engagement Section provided several presentations to youth surrounding various topics such as Internet Safety and Cyberbullying. These presentations engaged approximately 337 youth from various schools throughout the City.

Corporate Communications conducted three ride-along programs throughout the week. Each session was highlighted on GSPS social media accounts.

- November 8th with the Community Response Unit where 14,632 people were reached
- November 9th with the Emergency Response Unit where 2,062 people were reached
- November 11th with the Intimate Partner Violence Unit where 11,323 were reached

The Traffic Management Unit prepared a Ride Anywhere Anytime media post in collaboration with their RIDE Program. During this program, 50 motor vehicles were stopped with one Provincial Offence Act ticket being issued. The social media posts reached 44,372 via Facebook and engaged 1,922 people.

Prize packs were organized and delivered to community members who participated in the “liking” and “sharing” of social media posts prepared by Greater Sudbury Police.

The Greater Sudbury Police Service Crime Prevention Week was very successful. Having the program delivered almost completely virtually was an effective method for reaching and educating the community.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: November 17, 2021
PUBLIC SUBJECT: STAFFING/DEPLOYMENT UPDATE	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 3 - Improved member recognition, succession planning and career development opportunities	
Prepared by: <div style="display: flex; align-items: center;"> <div style="margin-right: 20px;">Sharon Baiden Chief Administrative Officer</div> </div>	Recommended by: <div style="display: flex; align-items: center;"> <div style="margin-right: 20px;">Paul Pedersen Chief of Police</div> </div>

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:

Lecavalier Mathieu	December 9 th 2021	Experienced Officer
Topple, Kaylee	October 15 th 2021	Part Time Customer Service

And further that the Board accepts the following resignations and retirements:

McDonald, Derek	Resignation: October 4 th 2021	Part Time Fleet and Facilities
Brazzoni, Jessica	Resignation: October 7 th 2021	Part Time Court Clerk
Gall, Katherine	Resignation: October 22 nd 2021	EDI Intern
Zacerkowny, Steve	Retirement November 19 th 2021	PSB Assistant
Verigin, Brianna	Resignation: November 19 th 2021	Intel Analyst

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.

This year, the Service budgeted for two additional sworn members which increased the authorized strength to 272 and a net new four full-time communicators. The two sworn members have now been hired and are at the Ontario Police College attending for the Basic Constable Training Program. They are slated to return in December following which they will enter their Post OPC training program. Communicators were hired and commenced the training program which is set to conclude in December. Once complete, pending recommendation of supervisory personnel, these members will be positioned to compete for full-time employment.

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 November 30, 2021.

FULL-TIME COMPLEMENT

	Budgeted		Notes	
	Authorized	Actual	Non-medical LOA	Secondment
SWORN	273	272	0	(1)
CIVILIAN	130	126	0	
TOTAL	402	402	0	(1)

The additional sworn position will be funded through the Human Trafficking Grant which has increased our actual strength by one.

TABLE B: Appointments

SUBJECT: STAFFING/DEPLOYMENT UPDATE	Page 3
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Lecavalier Mathieu	December 9 th 2021	Experienced Officer
Topple, Kaylee	October 15 th 2021	Part Time Customer Service

TABLE C: Resignations



McDonald, Derek	Resignation: October 4 th 2021	Part Time Fleet and Facilities
Brazzoni, Jessica	Resignation: October 7 th 2021	Part Time Court Clerk
Gall, Katherine	Resignation: October 22 nd 2021	EDI Intern
Verigin, Brianna	Resignation: November 19 th 2021	Intel Analyst

TABLE D: Retirements:

Zacerkowny, Steve	Retirement: November 19, 2021	PSB
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GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 1, 2021
PUBLIC	
SUBJECT: FINANCE REPORT JANUARY 1 TO SEPTEMBER 30, 2021	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Public Trust & Accountability Goal: 1 - Enhance public trust through transparency and accountability	
Prepared by: Sharon Baiden Chief Administrative Officer 	Recommended by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board receives the January 1, 2021 to September 30, 2021 Finance Report for Information.

BACKGROUND:

At its January 12, 2021, meeting, the Board authorized a 2021 Operating Budget in the amount of \$65,726,611 after extensive deliberations and agreement on certain reductions in the areas of staffing levels, storefront locations, facilities debt re-payment financing and training. This budget was recommended to City Council for approval and was approved.

The 2021 year has continued to be affected by COVID-19 and associated global health and financial repercussions. Health-care and first response services have been particularly impacted. The Service has had to respond swiftly and proactively to the demands associated with the pandemic including reducing the onsite footprint, ensuring safe work spaces, with additional cleaning and disinfecting, sourcing PPE to ensure member access to necessary equipment, and providing parking in close proximity to headquarters for those who were required to come to work everyday. These efforts have proved to serve the organization very well with no known COVID-19 cases within our workplace.

SUBJECT:
FINANCE REPORT JANUARY 1 TO SEPTEMBER 30, 2021

Page 2

In recent weeks the number of cases of COVID has been rising disproportionately in Greater Sudbury. Members and their families have been impacted by these numbers. The Service has continued its diligence in all areas to ensure the safety of all.

The Service has continued to incur unavoidable spending with particular emphasis on facilities hardware, parking, cleaning/decontamination and PPE.

The table below summarizes COVID specific spending year to date.

Category	Amount	Percentage
Communications	\$ 788.48	0.26%
Hand sanitizer	\$ 1,210.78	0.41%
Miscellaneous	\$ 1,643.06	0.55%
Facilities optimizations	\$ 16,876.97	5.65%
Hardware/software	\$ 47,840.65	16.01%
Parking	\$ 56,663.97	18.96%
Cleaning/decontamination	\$ 80,758.44	27.02%
PPE	\$ 93,046.83	31.14%
Grand Total	\$ 298,829.18	100.00%

For reference purposes, below is the report of COVID spending as at November 6, 2020.

Category	Amount	Percentage
Dry cleaning	\$ 391.27	0.09%
Food	\$ 1,109.22	0.25%
Training	\$ 1,379.87	0.32%
Miscellaneous	\$ 3,776.83	0.87%
Communications	\$ 6,150.10	1.41%
Furniture/cots	\$ 7,390.78	1.69%
Hand sanitizer	\$ 9,779.76	2.24%
Parking	\$ 22,736.92	5.21%
Facilities optimizations	\$ 28,280.05	6.48%
Hardware/software	\$ 86,676.61	19.87%
Cleaning/decontamination	\$ 95,552.21	21.91%
PPE	\$ 172,887.23	39.64%
Grand Total	\$ 436,110.84	100.00%

As can be noted, spending is considerably down for the same period. This is largely due to inventories having been established for many consumable items such as PPE. The Service remains vigilant in monitoring and tracking supplies and consumption rates.

While inventories have now stabilized, so too have some unforeseen expenditures such as those that were incurred in order to quickly establish remote working solutions for several members. Staff have been returning to work in recent months; however as of November 29, members have been instructed to work from home again wherever possible due to recent recommendations from Public Health Sudbury and Districts.

With the increases in number of positive test cases in Sudbury, the Service continues to ensure the wearing of PPE, facility and vehicle decontamination requirements, and adherence to all protocols.

During the initial wave of COVID-19, late spring and summer months' member parking was paid by the Board. This continued until September 2021 when members started to return to the workplace.

Revenue losses have also been incurred as a result of COVID-19 through lost income in Police Record Checks and Paid Duty fees, however, many of these fees started to see a rebound this year. Significant Paid Duty revenues were received during the summer months with assignments associated to the provision of support to the Pikangikum evacuees in Sudbury this summer.

Spending to date and year to date forecasting is depicted below:

Cost Centre	Annual Budget	Year to Date Budget	Year to Date Actual	Variance	Year End Projections	Year End Variance %
Contr to Reserves and Cap	\$ 3,789,417.56	\$ 3,608,425.94	\$ 4,042,073.27	\$ (433,647.33)	\$ 3,519,467.68	-7.1%
Internal Recoveries	\$ 1,478,575.37	\$ 1,108,931.57	\$ 746,604.62	\$ 362,326.95	\$ 1,446,453.19	-2.2%
Operating Costs	\$ 6,491,164.26	\$ 5,510,496.91	\$ 6,040,272.06	\$ (529,775.15)	\$ 7,105,896.69	9.5%
Revenues	\$ (4,992,046.68)	\$ (4,011,485.54)	\$ (4,182,403.67)	\$ 170,918.13	\$ (5,070,553.65)	1.6%
Salaries & Benefits	\$ 58,959,500.23	\$ 44,087,264.68	\$ 44,326,582.91	\$ (239,318.23)	\$ 58,720,614.79	-0.4%
Grand Total	\$ 65,726,610.75	\$ 50,303,633.56	\$ 50,973,129.19	\$ (669,495.63)	\$ 65,721,878.70	0.0%

1. Contributions to Reserves/Capital: Contributions to capital reserve accounts are in keeping with budgeted allocations. The contribution to the building debt financing reserve will be reduced with the rental costs associated with 128 Larch Street in the operating account. The shortfall in the year to date relates to the delay in posting the Safe Restart monies to offset COVID costs year to date in the amount of \$443,348. These will be recovered by year-end.

2. Internal Recoveries: Internal recoveries which are expenses realized through charge-backs from the City are keeping within budgeted allocations. A significant revenue was attracted through paid duty related to the provision of security during the summer months at Laurentian University and the Holidays Inn in support of the Pikangikum. These funds were offset by spending in salaries by way of paid duty assignments.
3. Operating Costs: Operating costs to support COVID for the year are in line again this year with anticipated spending. Ammunition and vehicle maintenance charges are up year to date which will be offset by transfers to capital accounts by year end. Outside legal costs are also higher than budgeted due to ongoing labour relations and litigation matters. Expenses associated with unbudgeted grant funded programs are recorded to the operating costs center with offsets recorded in the revenue area.

Training and travel costs are down with the majority of conferences having been presented virtually. This has significantly reduced travel and accommodation costs. The virtual learning opportunities through conferences has remained however. The only professional development costs incurred this year related to the Police Association of Ontario Conference held in early March and the Labour Relations Conference which was held in November.

4. Revenues: Revenues are up both year-to-date and forecasted to year end due to grant funding applications being approved. The associated expenses are recorded, though operating revenues continue to be reflected at lower than budgeted specifically due to losses in revenue from Paid Duty, Contract Administration, Cruiser Rentals, and Clearance letters. With road construction projects having now started again, there has been a slight increase in Paid Duty assignments noted.
5. Salaries and Benefits: The main contributing factor to salaries showing a variance of overspending year to date is in relation to statutory deductions being expensed and associated budget amounts not yet posted. These align by year-end in terms of budgeted numbers. There have also been the paid duty salary expenses which are offset by the internal recoveries associated with Pikangikum security. Additionally there has been some gapping in hiring of communicators which has been offset by use of part-time staff which offsets some of the costs. Police Services Board spending is also in line with the budget year to date with the exception of salaries, which attracted more spending as a result of converting the Board Administrator to full-time.



Close monitoring of the budget continues as year end approaches. At this time, there are no unexpected variables or events, anticipated to change the projected course.

SUBJECT: FINANCE REPORT JANUARY 1 TO SEPTEMBER 30, 2021	Page 5
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Close monitoring of the budget continues as year end approaches. At this time, there are no unexpected variables or events, anticipated to change the projected course.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 1, 2021
PUBLIC	
SUBJECT: 2021 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 2021 Continuing Education Tuition Reimbursement report for information.

BACKGROUND:

In support of the Board's commitment to the 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 that being 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 two 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.


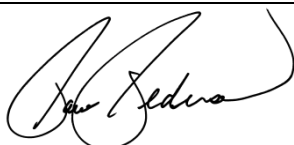
All of the successfully completed courses were approved for reimbursement.

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

YEAR	AMOUNT
2021	\$1,810.20
2020	\$3,272.20
2019	\$5,571.52



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: November 9, 2021
PUBLIC	
SUBJECT: DONATIONS RESERVE FUND REQUESTS	
STRATEGIC DIRECTION 2019-2021 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:

\$1,750 in support of Greater Sudbury Police Service hockey team to attend Tender Wishes Law Enforcement/Customs Charity Hockey Tournament

\$3,000 in support of the Greater Sudbury Police Service 2021 Shopping with Cops Program

BACKGROUND:

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

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

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

Two requests for funding consideration was received.

The balance in the Donations Reserve Fund on November 10, 2021 is \$152,513.46

Greater Sudbury Police Service hockey team to attend Tender Wishes Law Enforcement/Customs Charity Hockey Tournament - \$1,750

This longstanding tournament is in its 45th year is a fundraiser for the Tender Wishes Foundation, an organization based in Niagara Falls that grants wishes to children with terminal illnesses. Teams from the Greater Sudbury Police and formerly Sudbury Regional Police have attended and represented well at this event for 35+ years. To assist with the entry fee (\$750) plus accommodations and travel expenses for twelve members, we are requesting financial assistance of \$1,750.

2021 'Shopping With Cops' Program – \$3,000

In 2008, the Service launched the 'Shopping with Cops' Program Sudbury. Participating children are identified by schools, churches and social service agencies. Each child is partnered with a member of the Service and provided with \$100 for the purchase of gifts for their family for the Festive Season. The event includes breakfast and a gift for each child. The program provides an opportunity for the youth to become better acquainted with law enforcement personnel building positive relationships with underprivileged children, their families, and the community. Staff Sergeant Laura Wawryszyn is very happy to report that the Program continues to be an overwhelming success and is now in its 13th year. This year's event is scheduled for Friday, December 10, 2021.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: November 26, 2021
PUBLIC	
SUBJECT: 2022 ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS MEMBERSHIP	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence & Professionalism Goal: 2 - Reduce incidents of crime through education, prevention and intervention	
Prepared by: Matthew Gatien Board Administrator	

RECOMMENDATION:

THAT the Board approves the annual Ontario Association of Police Services Boards (OAPSB) membership fee of \$6,595.27 for the period of January 1 to December 31, 2022.

BACKGROUND:

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

CURRENT SITUATION:

The OAPSB membership fee has not increased for 2022.

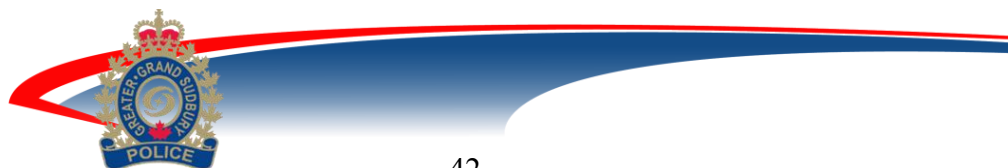
Board members are encouraged to visit the OAPSB website at www.oapsb.ca.



GREATER SUDBURY POLICE SERVICES BOARD

REPORT FROM THE CHIEF OF POLICE

December 2021



GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Welcome to the winter season in Northern Ontario! As the colder weather settles in and holiday planning begins, many will want to bring our communities together in celebration. You can be safe and eliminate the spread COVID-19 by continuing with social distancing and wearing masks. Our area has seen a surge in the number of positive cases and these measures are essential in combatting COVID-19.

The cold and the dark of the winter months can also increase feelings of isolation. Call your family, check on your neighbours, and in a safe way, we can ensure everyone is okay. Stay strong!

MINISTRY UPDATES (excerpts from Ministry Communiqués)

Ministry Updates are distributed with ongoing guidance, instruction, and dissemination of information. This report contains an overview of the content. Full copies are available for the Board upon request.

CRIME PREVENTION WEEK 2021 – PROVINCIAL THEME AND APPROACH

The week of November 7 to 13, 2021 was designated Crime Prevention Week in Ontario. Crime Prevention Week provided an opportunity to showcase the successful collaborative efforts between police services and community organizations as they work towards the common goal of preventing crime and creating safe, resilient communities across Ontario.

This year's provincial theme, **"Safer Communities, Stronger Ontario,"** enabled police services to promote the benefits of a collaborative response to local crime and social issues related to safety and well-being. Police services play a key role in promoting public safety alongside community partners in order to ensure those in need receive the right response, at the right time, and by the right service provider.

The Ministry used social media during Crime Prevention Week to showcase various government initiatives and investments on crime prevention and community safety and well-being. Services were encouraged to use the hashtag #CPWeek2021 to promote local initiatives, online events and activities that aligned with the provincial theme and demonstrated collaborative approaches to crime prevention and overall community safety and well-being.

REQUIREMENT FOR PROOF OF VACCINATION IN CERTAIN SETTINGS

In consultation with the Chief Medical Officer of Health (CMOH), the province required patrons to provide, at the point of entry, proof of identification and proof of being fully vaccinated against COVID-19 before entering certain businesses and organizations on September 22, 2021.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Specified businesses and organizations are responsible for reviewing and confirming the proof of identification and vaccination (or entitlement to an exemption) as outlined in Ontario Regulation 364/20 under the *Reopening Ontario (A Flexible Response to COVID-19) Act, 2020* (ROA).

The requirement to provide valid proof of being fully vaccinated against COVID-19 and identification under Ontario 364/20 only applies to patrons before they enter a specified business or organization. This requirement does not apply to law enforcement for the purpose of entering a specified business while exercising their lawful duties, including enforcement of the proof of vaccination requirements and other public health measures under the ROA.

The Chief Medical Officer of Health (CMOH) has the authority, under the Health Protection and Promotion Act, 1990, to issue a directive to any health care provider or health care entity respecting precautions and procedures to be followed to protect the health of persons anywhere in Ontario. On August 17, 2021, the CMOH issued Directive #6 for the following organizations to establish, implement and ensure compliance with a COVID-19 vaccination policy for its employees, staff, contractors, volunteers and students:

- Public Hospitals within the meaning of the Public Hospitals Act, 1990
- Service Providers in accordance with the Home Care and Community Services Act, 1994
- Local Health Integration Networks within the meaning of the Local Health System Integration Act, 2006 operating as Home and Community Care Support Services (providing community services and long-term care home placement services)
- Ambulance Services paramedics within the meaning of the Ambulance Act, 1990

Directive #6 does not apply to visitors, patients, or their supports, including law enforcement who may accompany or escort a patient or enter a facility while exercising their lawful duties.

PLAN TO SAFELY REOPEN ONTARIO AND MANAGE COVID-19 FOR THE LONG-TERM

In consultation with the Chief Medical Officer of Health, the government of Ontario has announced its Plan to Safely Reopen Ontario and Manage COVID-19 for the Long-Term. The plan will include a gradual and cautious approach to lifting remaining public health measures from Fall 2021 to Spring 2022.

On October 25, 2021 amendments to O.Reg 364/20 under the ROA made:

- **Removed capacity limit restrictions and physical distancing requirements** in most settings where proof of vaccination is required including, restaurants, bars, and other food or drink establishments, as long as they do not have dance facilities; sports and recreational fitness facilities (e.g., gyms); waterparks; casinos, bingo halls and other gaming establishments; and indoor meeting and event spaces; and

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- **Permitted the removal of capacity limit restrictions** that apply to certain indoor settings where proof of vaccination is not currently required (e.g. museums, galleries, aquariums, zoos, science centres, landmarks, historic sites, botanical gardens and similar attractions; religious services, rites or ceremonies, other than a private dwellings; fairs, rural exhibitions, festivals; boat tours, indoor tours or guided tours; amusement parks; personal care services; indoor clubhouse at outdoor recreational amenities; photograph studio; and open house events provided by real estate agencies), if the person responsible for the business or organization requires patrons to provide proof of vaccination (or entitlement to an exemption) on entry. In doing so, businesses or organizations are required to post signs at all entrances to the premises of the business or facility, in a conspicuous location visible to the public, that inform patrons that proof of vaccination is required to enter the premises.

Capacity limits continue to apply in some other settings where proof of vaccination is required including, bathhouses, sex clubs and strip clubs and food and drink establishments that have dance facilities.

This phased approach is guided by the ongoing assessment and monitoring of key public health and health care indicators, such as the identification of any new COVID-19 variants, increases in hospitalizations and ICU occupancy and rapid increases in transmission to ensure that public health and workplace safety measures are lifted safely.

Local compliance campaigns to support local businesses and organizations continue to be led by multi-ministry teams and provincial offences officers and occupational health and safety inspectors in partnership with local by-law enforcement personnel and public health officials, and with the support of local police services if and where necessary.

ERRONEOUS RELEASE NOTIFICATION PROTOCOL

In 2020, an Erroneous Release Working Group (“Working Group”) was established with representatives from the Ministry of the Solicitor General, the Ministry of the Attorney General, the Ministry of Children Community and Social Services, the Ontario Provincial Police, and Ontario Association of Chiefs of Police members from London Police Service and York Regional Police Service. The purpose of this Working Group was to develop a notification protocol regarding erroneous detentions and releases.

The Working Group meets monthly to discuss issues, share information, and work toward solutions that consider the safety of the public and the rights of the accused against unlawful detainment. The group recognizes that timely communications between all justice partners, both at the local and corporate level, is a crucial component of appropriately responding to errors that have occurred as well as to reducing further incidents of erroneous detentions and releases. The Working Group has drafted and agreed to the Erroneous Release Notification Protocol.

Police services are encouraged to meet with your local justice partners to discuss and implement the protocol. It is recognized that local modifications may be required to account for size and location.

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INCIDENT COMMAND TRAINING

The Ministry of the Solicitor General announced new series of Incident Command (IC) courses (IC100 to 300) offered by the Ontario Police College (OPC). These courses were developed in partnership with the Ontario Association of Chiefs of Police (OACP) who previously stewarded IC training.

A scaffolded approach to IC training ensures consistent use and understanding of IC terminology, concepts, and practices across all levels of Incident Commanders in Ontario as they perform four key functions at their level of command:

- Incident recognition and management;
- Direction and deployment of resources and personnel;
- Timely decision-making; and
- Post-incident follow-up.

The IC100 course is designed to familiarize officers at the constable level (and higher) with terminology and concepts foundational to IC from responding officer to executive commander.

IC100 is available as a free standalone online course for all Ontario police officers via the Ontario Police College Virtual Academy (OPCVA).

The IC200 course is directed at patrol sergeants and senior police supervisors and builds upon the foundational elements of IC100.

The IC300 course continues to build upon the training of IC200, preparing the responding duty officer to assume command of critical incidents until relieved or resolved.

These courses support the requirements of the Policing Standards Manual Guideline for Major Incident Command (ER-004). The training prepares officers to manage and mitigate major or critical incidents at their level of command.

RULES FOR AREAS AT STEP 3 AND AT THE ROADMAP EXIT STEP

In consultation with the Chief Medical Officer of Health, the following amendments have been made to O. Reg. 364/20.

Effective October 27, 2021:

- Remove the 100-person limit on outdoor organized public events. This amendment allows for Remembrance Day ceremonies and holiday parades and other outdoor organized public events provided they are in compliance with other requirements (e.g. relating to distancing and masks/face coverings)
- Require that every person wear a mask or face covering at outdoor organized public events, in addition to indoor organized public events, if they are unable to maintain at least 2 metres distance from others outside of their household, excluding caregivers, subject to the general exemptions for mask/face coverings

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- (e.g. children under age 2, people with medical conditions inhibiting their ability to wear a mask)
- Specify that the general capacity limit (i.e., the maximum is the number of people who can maintain physical distancing of 2 metres) applies only to indoor settings that are open to the public, unless otherwise specified.
 - Remove capacity limits and physical distancing requirements for post-secondary institutions providing in-person teaching or instruction outdoors to align with requirements for other sectors.
 - Clarify that no member of the public may attend a concert, event, performance or movie, whether seated or standing, without a reservation.
 - Remove requirement that motor vehicles maintain at least 2metres distance at drive-in and drive-through venues.
 - Clarify that the proof of vaccination signage required for wedding, funeral or religious services, rites, or ceremonies must be posted at all entrances to the room where the service, rite, or ceremony is happening rather than at all entrances to the premises.
 - Remove outdoor capacity limits in most other sectors where they remain, including for museums, amusement parks, fairs, tours and boat tours, to align with the lifted capacity for outdoor organized public events.
 - Permit indoor recreational amenities, such as mini putt and bowling, to opt-in to proof of vaccination requirements and impose a 50% capacity limit for those that do not opt-in.

SECONDMENT OPPORTUNITY WITHIN THE MCM PROGRAM AT OPC

The Ontario Police College (OPC) is seeking an individual to immediately assist with the delivery of Managing Investigations Using PowerCase and PowerCase for the Command Triangle courses.

Applicants for this assignment must meet the following qualifications:

- Successful completion of the Managing Investigations Using PowerCase course;
- Demonstrated proficiency in the use of the ministry approved software (PowerCase Classic and PowerCase Command); and
- Demonstrated proficiency in the application of the Ontario Major Case Management (MCM) Manual in major case investigations.

The following criteria will also be considered an asset:

- Successful completion of the Ontario Major Case Management Course;
- Successful completion of the Facilitating and Assessing Police Learning; and
- Demonstrated experience as a member of the Command Triangle in major case investigations and experience delivering training on the Major Case Management suite of courses.

The successful candidate will work closely with the MCM Training Coordinator at the OPC to deliver the above noted courses, conduct research, respond to inquiries, and liaise with police and community safety personnel. The successful candidate must be prepared and available to travel through the province of Ontario.

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CRISIS NEGOTIATOR COURSE

A new Crisis Negotiator (CN) course is being offered by the Ontario Provincial Police (OPC). This course was developed in partnership with subject matter experts (SME) from police services across the province and reflects current best practice in keeping with SME input and the CN training literature.

The CN course is directed at officers who are either members of a crisis negotiation team or deployed as members of emergency response units, which are also referred to as tactical and emergency response units.

The CN course offers instructional training in crisis negotiation theory, concepts, and tactics. For example, psychology of conflict management, communication skill and techniques, de-escalation, and crisis management are covered in the course. Practical exercises and scenario-based training are foundational to the course, which provides opportunities to develop CN knowledge and skills and apply theory to practice.

A pilot delivery of the course will be offered in early 2022. Additional information regarding dates will be forthcoming from the OPC Registration Office to Training Bureaus.

BCT PROGRAM ALLOCATION REQUEST FOR JANUARY 2022 INTAKE

All police services are advised to update and submit their requests for positions on the January 2022 intake of the Basic Constable Training Program.

To update requests for seats, training bureaus or other appropriate police service contacts are asked to log into the Ontario Police College's Virtual Academy (OPCVA) at <https://www.opcva.ca/course-allocations/service/basic-constable-training>.

All requests were to be submitted no later than November 12, 2021.

Confirmation of allocations for the January intake are targeted for release on the OPCVA by November 19, 2021. **Applications are due by December 8, 2021.**

FORMS UNDER THE POA TO INTRODUCE TEMPORARY INSERTS

The Ministry of the Attorney General was recently informed that the print vendors contracted by municipal POA courts ("Municipal Partners") are unable to complete the printing of the new Part I ticket book sets used in POA courts by the effective date of November 1, 2021.

O. Reg. 108/11: Forms was recently amended to authorize enforcement agencies to continue to use the old forms contained in ticket book sets after November 1, 2021, provided the newly regulated temporary inserts are served together with the current Part I offence notices and Part I summons. This temporary measure will expire on March 30, 2022 and may result in two different versions of the Part I ticket/summons in circulation. The amending regulation, O. Reg. 731/21, can be viewed online.

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The temporary new forms can be found on the Ontario Court Forms website.

Municipal POA courts are responsible for printing these inserts and delivering them to their enforcement agencies.

Early resolution court locations will be required to continue to print and issue the temporary insert (introduced on July 19, 2021) that advises defendants of remote proceeding information, in addition to these new forms.

BOOSTER DOSE OF COVID-19 VACCINE

The Ontario government expanded eligibility for booster doses of the COVID-19 vaccine to address groups of high-risk individuals which took effect November 6, 2021.

The province began offering booster doses of the COVID-19 vaccine to the following vulnerable populations if at least six months had passed since their last dose:

- Individuals aged 70 and over (born 1951 or earlier);
- Health care workers and designated essential caregivers in congregate settings (including long-term care home and retirement home staff and designated caregivers);
- Individuals who received a complete series of a viral vector vaccine (two doses of the AstraZeneca vaccine or one dose of the Janssen vaccine); and.
- First Nation, Inuit and Metis adults and their non-Indigenous household members.

For clarity, health care workers eligible for booster doses include police and special constables providing medical first response as part of their regular duties. Booster doses are offered to these groups based on evidence of gradual waning immunity six months after receiving their second dose and a high risk of severe illness from COVID-19.

COVID-19 VACCINE CLINIC SECURITY

The Ontario government in accordance with health sector and education partners, is engaged in clinic planning to support vaccine administration for children 5 to 11 years of age.

There is continued opposition to COVID-19 vaccines, vaccine mandates and policies vaccinations for children, as well as ongoing attempts by individuals and groups to disrupt clinic operations across the province. Due to this, security has been a key element of the 5-11 years of age clinic planning.

While positive local working relationships between law enforcement and public health authorities have been a feature of the province's pandemic response, local police of jurisdiction (POJ) engagement with respective Public Health Unit representatives remains crucial in this upcoming phase of COVID-19 vaccine administration in Ontario.

All POJs are encouraged to:

- Engage with PHU contacts to gain an understanding of local clinic operations, their security plans, and conduct site security assessments as appropriate;

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- Consider focused patrols and special attention to local vaccine clinics; and
- Share with the Ontario Provincial Police COVID-19 Critical Incident Management Team (OPP-CIMT) any threat information or reported security incidents.

To support security discussions, Ontario PHU representatives have recently been provided security briefings by the Office of the Provincial Security Advisor (OPSA) and the OPP-CIMT in coordination with the Ministry of Health. The core security messaging to PHU representatives has focused on prevention efforts and engagement with local POJ as follows:

- Engage local POJs on clinic plans;
- Advise POJs in advance regarding clinic locations and hours of operation;
- Report any security incidents to POJs in a timely fashion; and
- Employ paid duty officers or security guard services, as appropriate.

All PHUs have been provided supporting security guidance prepared by the OPP in coordination with the OPP-CIMT. The guidance material provided to PHUs is included as an attachment to this memo.

Any queries regarding COVID-19 vaccine clinic security planning, as well as any threat or incident reporting related to local vaccine clinic operations, can be forwarded to OPP.COVID.CIMT@opp.ca.

USE OF FORCE AND FIREARMS IN POLICING SERVICES – EXPIRY OF O. REG. 132/20

As of Tuesday, November 16, 2021 at 12:01am O. Reg. 132/20 – Use of Force and Firearms in Policing Services has expired.

This order allowed chiefs of police to continue to authorize members to perform duties involving use of force and to carry firearms provided they successfully completed prescribed training within 24 months of the authorization being made.

Despite delays in annual training as a result of the effects of the COVID-19 pandemic, police services have made significant progress towards bringing members into compliance with the prescribed training requirements. As a result, a further extension of the order was not sought.

The ministry recognizes and commends the efforts that enabled training activities to be sustained during this challenging period.

MCM PROVINCIAL SOFTWARE COORDINATOR SECONDMENT OPPORTUNITY

The Ontario Major Case Management (MCM) Unit is the centralized coordinating body to support police services in the consistent and systematic investigation of major cases across the province.

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The MCM Unit is seeking an experienced sergeant or detective with extensive applied knowledge of the minister-approved software (PowerCase) to join their dynamic team as the MCM Provincial Software Coordinator.

Many exciting initiatives are underway to modernize the Ontario MCM System. This requires a self-motivated individual who can showcase their innovative and strategic thinking skills to develop and implement modernization initiatives.

The MCM Provincial Software Coordinator is a key contributor to the success of the MCM System. They play a vital role in supporting police services to develop processes to integrate PowerCase into investigations of major cases. The MCM Provincial Software Coordinator also provides guidance and education on the features and functionality of PowerCase to effectively manage investigative information.

Qualified candidates interested in this two-year secondment opportunity are invited to submit a resume and letter of interest to D/Inspector Shelley Tarnowski, Director, Ontario Major Case Management at Shelley.Tarnowski@ontario.ca by **1600 hours, December 17, 2021**.

LLCA SHORT FORM WORDINGS AND POA REGULATIONS

Effective November 29, 2021 the *Liquor Licence and Control Act, 2019* (LLCA) and its regulations came into force and the *Liquor Licence Act* (LLA) and its regulations are repealed. The LLCA was enacted in 2019 and modernizes the legal framework for alcohol which had not been comprehensively updated for over forty years. The new legal framework makes it easier for businesses and consumers to better understand the rules, reduces red tape, increases flexibility for businesses to reflect the changing landscape of beverage alcohol, and creates greater consistency across licence and permit types.

Due to the proclamation of the LLCA and its regulations, Schedules 61, 62, 63 and 63.1 in Regulation 950 under the POA have been revoked and replaced by three new schedules to reflect the repeal of the LLA and enactment of the LLCA. The short form wordings have been updated to reflect the structure and language of the new legal framework.

The Chief Justice of Ontario has approved a new set fine order for offences under the LLCA, which are consistent with the set fines established for equivalent offences under the LLA. The new short form wordings and set fines will replace the existing ones upon proclamation of the new legal framework on November 29, 2021.

STRATEGIC DIRECTION UPDATE

The GSPS will very soon be updating our Strategic Direction, which will guide us from 2022 to 2024. The Strategic Direction will ensure transparency, equity, and consistency with key processes as we continue with strong community engagement and seek innovative ways to better our service. We have consulted with other Police Services and Police Service Boards and reviewed their Business Plans. Through Oracle Poll, we have assisted in creating three surveys, one for businesses, one for community members, and one for GSPS members. The surveys will provide us with invaluable feedback, including

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but not limited to: opinions of policing, satisfaction levels, and assistance with determining strategic priorities and with deployment of resources. The surveys are currently being reviewed by our Executive Team. We are also preparing for virtual community forums, which are tentatively scheduled to take place in January 2022. Once the surveys are finalized, we will be working with Oracle Poll to have the surveys distributed simultaneously as virtual community forums are being held to ensure that we reach the greatest number of community members and groups as is possible. To ensure participation, we have prepared a media release to inform the community about the surveys and forums, and have prepared the community invitations, while updating our community group contact list. The goal of this community outreach is to engage as many community members as we can, and are specifically asking for participation of marginalized and racialized members and persons with lived experiences to ensure comments and concerns are heard, including from our diverse and multicultural community.

OPERATIONAL UPDATES

PATROL OPERATIONS

Patrol Operations

SU20178464

On November 4th, 2021, a female called 911 advising that her adult daughter was trying to kill herself by stabbing at her wrists, neck & chest. Officers arrived on scene and located the female on the main floor of the home being restrained by her parents. She had sustained self-inflicted stab wounds to her neck, chest and wrists and was continuing to fight with police. The female lay face down in a pool of blood and refused to show her hands or surrender the knife, which was believed to be underneath her. Officers were able to gain control over her and administer emergency first aid as she had lost significant blood from cuts and stab wounds to her upper chest and neck. Once the scene was made safe, EMS arrived, continued treatment and rushed her to the hospital. At HSN, her injuries were considered to be life- threatening and she required emergency surgery. The on-scene actions taken by the officers undoubtedly helped save her life and illustrate the nature of some of the mental health related calls officers respond to.

Police Liaison Team

During the month of November, the Police Liaison team handled three large demonstrations requiring multiple officers to ensure the safety of participants and the public. On the 5 November 2021, officers monitored a demonstration at the entrance to Laurentian University. The organizer who had previously been barred from the university was protesting the implementation of a vaccine mandate preventing students, staff members, and professors with unknown or non-vaccinated status from attending the university. The event lasted from 3pm to 6pm consisting of an information picket of 45 people at the Ramsey Lake Road entrance.

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On the 23rd of November, Officers monitored a protest at the corner of Lasalle Blvd and Notre Dame Ave attended by 60 people. This event was to protest vaccination mandates in general and specifically those implemented at the CRA office and Pioneer Manor.

Finally on the 30th of November officers monitored a protest of 50 people in front of Police Headquarters at 190 Brady Street. The organizers of this event wished to serve the Chief of Police and Police Services Board, “common-law” documents accusing them of genocide and requesting an investigation. It should be noted that all three events were organized separately but were attended by many of the same individuals.

Search Management Team

In partnership with EMS, Cst. Savignac continues to train EMS technicians, completing another course session Nov 16-17, 2021 for Green Check GPS and Wilderness Survival.

This additional joint training will bring the number of certified EMS technicians closer to 50. These EMS technicians are the members who utilize their remote access equipment such as their GATOR and ARGO to bring medics into the woods. This training is critical to assist GSPS officers who locate missing or injured subjects and then require medics to be brought to that location to give treatment. After this is done, the subject can be rescued and removed from the bush with the EMS remote vehicles.

9-1-1 EMERGENCY COMMUNICATIONS CENTRE

Statistics:

- 9-1-1 ECC Managed 16,290 total phone calls for the month of November.
- 5,600 of those total phone calls were 9-1-1 Calls. This number is up slightly from October.
- Communicators from the 9-1-1 ECC managed over 7,000 events for policing and fire services.
- We hosted two excellent training days for the Communicators. This training encompassed the topics of Railway Safety (CP Police), Domestic Violence, Human Trafficking, Sexual Assault and Emergency Call Triaging Considerations.

Initiatives:

- New Calls for Service Model
- Installation of new Harris Radio Consoles (moving from Symphony to Maestro Model- February 2022 cutover).
- Training for new radio consoles has been completed for all Communicators
- New radio console configuration/training course for Supervisors will take place in December.

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CRIMINAL INVESTIGATIONS DIVISION

Major Crime

Man Arrested and Charged with Criminal Harassment

Shortly after 2:00 p.m. on November 16, 2021, Sudbury Police received a call regarding a disturbance at the residence of Mayor Brian Bigger. Information provided was that a man had attended the residence and began causing a disturbance, banging on the front door and yelling while videotaping the home. This caused Mayor Bigger and his family to fear for their safety.

The man left the area prior to Police arrival, however, through the investigation, Officers were able to identify the man responsible.

Around 11:20 p.m. the 33 year old man was arrested and charged with Criminal Harassment in relation to this matter.

Man Wanted in Connection to Shooting in Toronto Arrested in Greater Sudbury

On November 2, 2021, Greater Sudbury Police received information that an individual wanted in connection to a Shooting in Toronto was potentially in Greater Sudbury.

Detectives began an investigation into the information that the man was believed to be inside a residence on Eva Street.

Upon confirming that the man was inside the residence, members of our Emergency Response Unit arrived on scene and quickly set up containment of the residence.

Shortly after 6:15 p.m., the 22 year old man was taken into custody by members of our ERU without incident. He appeared in Court in Toronto in order to answer to the charges.

Gunshots Heard Early This Morning on Mont Adam Street

Just after 5:20 a.m. Friday, November 12, 2021, Police received a call regarding a Weapons Complaint in the area of Mountain Street at Mont Adam Street. Information provided was that gunshots were heard by residents of the area.

Patrol Officers quickly arrived on scene and located multiple ammunition casings. Officers closed Mont Adam Street from Mountain Street to Sunrise Ridge Drive while Detectives from our Forensic Unit collected evidence.

No injuries or property damage was reported.

We do not believe there to be an immediate threat to the general Public as we believe the individual(s) involved fled the scene prior to Police arrival.

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Detectives from the Major Crime Section of our Criminal Investigation Division canvassed the area for information and video surveillance footage.

Youth Arrested and Charged After Hate-motivated Lyrics Posted to Social Media

On November 11, 2021, Greater Sudbury Police received a report in relation to a hate-motivated incident involving a young person. Information provided was that the young person had written lyrics to a song, recorded the lyrics and then posted the song to social media. The lyrics contained hateful and threatening comments directed towards another young person based on their sexual orientation, as well as, references to damaging school property.

Through the investigation, Officers located multiple songs written by the young person that contained hateful lyrics confirming that the incident was motivated by hate or bias.

On November 12, 2021, Officers arrested and charged the 13 year old boy with Utter Threats to Cause Death or Bodily Harm and Utter Threats to Burn, Destroy or Damage Real or Personal Property.

The youth was released on an Undertaking with a Court date in January, 2022 to answer to the charges.

We know that hate crimes and hate-bias incidents are extremely under reported and we are working hard to change that. The Greater Sudbury Police Service takes reports of hate-motivated crime and hate-bias incidents very seriously and we recognize the impact on and pain felt by community members when there is evidence of hatred.

Integrated Crime Team

Drug Enforcement Unit

Through the month of November, the Drug Enforcement Unit (DEU) made four arrests of people associated to illicit drug trafficking in the downtown core. The DEU seized \$3,600.00 in fentanyl and \$2,500.00 in cash as proceeds of crime.

One of the arrested parties by DEU on an outstanding warrant was located at a bank machine at the time of arrest. Search incident to arrest on the outstanding warrant revealed the accused had a large quantity of jewelry on their possession. BEAR officers undertook the property investigation with DEU officers and revealed that the jewelry as well as the bankcard was from an undiscovered break and enter that had taken place. The accused was charged according for property and fraud offences. The Break and Enter is still under investigation by BEAR unit. Approximately \$10,000.00 dollars in stolen property was recovered.

Break Enter and Robbery Unit

Catalytic Converter Thefts

Break Enter and Robbery Unit (BEAR) investigators with assistance from Patrol Operations continue to investigate Catalytic Converter thefts in our community. Two more arrests took place this reporting period.

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Just before 12:30 a.m. on November 2, 2021, Police received a call regarding a Suspicious Person outside of a residence on Ramsey View Court in Greater Sudbury. Information provided was that two men were seen underneath a parked vehicle and it appeared that they were attempting to remove parts from the vehicle.

A short time later, Officers arrived in the area and saw two men fleeing the scene on foot. The Officers quickly caught one of the men while the other fled into the bush. Upon searching the first man, the Officers located a catalytic converter and a battery operated saw.

Around 12:45 a.m. Officers located the second man and he was taken into custody without incident.

A 45-yr-old male and a 37-yr-old male were arrested and have both been charged with the following offences under the Criminal Code of Canada;

- Theft Under \$5,000
- Mischief to Property Under \$5,000
- Possession of Property Obtained by Crime

The investigations continue to be followed up by BEAR officers. Further persons of interest have been identified and future arrests anticipated.

Mischief to RV Business

Between 31 October and 18 November 2021, a total of 22 RV trailers parked at local RV Business were broken into causing in excess of 40 000 dollars of damage and theft of numerous implements used for camping such as tents, propane tanks and chairs. These incidents impacted 18 private trailer owners as well as trailers owned by the business owner.

BEAR investigators assigned to investigate the incidents were able to develop a suspect profile and on November 19th BEAR officers located and arrest the individual responsible for the incidents. A 24 year old male was charged with 20 Criminal Code offences related to the 5 separate incidents and will be appearing in court at a later date.

Recovered Firearms and Illicit Drugs

In November, BEAR and DEU investigators were involved in the discovery of a stash of firearms and drugs at a downtown location. Maintenance staff were on the premise cleaning unoccupied storage lockers when the cache was located.

An unloaded .45 caliber silver Smith and Wesson handgun and a loaded ARMI Tanfoglio Giuseppe .25 caliber handgun and ammunition were recovered. Along with the guns were numerous scales and a grocery bag full of various Dilaudid and hydromorphone with a street value of 80,000 dollars was recovered.

SPECIALIZED OPERATIONS

Community Mobilization Section & Community Engagement Section

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Statistics

- 9 - Bike Patrols
- 11 – Mobile Crisis Rapid Response Team (MCRRT) Calls
- 11 - Foot Patrols
- 162 – Focused Patrols
- 104 – Community Meetings
- 4 - Crime Prevention Through Environmental Design (CPTED) for downtown businesses
- 3 – Operational Plan participations by CMS
- 3 - Events
- 10 - Youth Referrals through the Youth Criminal Justice Act (YCJA) Youth Referral Program (YRP)
- 11 – New Violent Threat Risk Assessment (VTRA)
- 12 – Ongoing VTRA
- 19 – Presentations to Rapid Mobilization Table (RMT)
- 149 – Assist Patrol with calls for service (CFS)

Initiatives

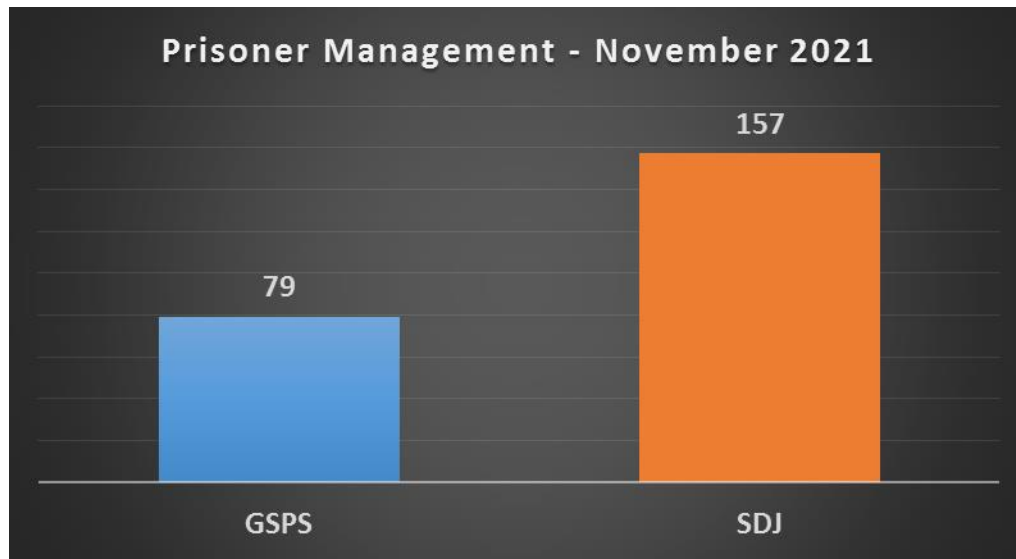
- Attended meetings with 3 Downtown Businesses
- Participated in Health and Safety Risk Assessment Audit of 199 Larch, 200 Brady and underground parking garage with Community Partners
- (10) ride-a-longs with Health Sciences North Clinicians through Mobile Crisis Rapid Response Team
- Cheque presentation at community organization
- Assisted Alcohol and Gaming Commission of Ontario with inspections at 21 licenced establishments
- Attended a Town Hall meeting hosted by the City for the proposed temporary Supervised Consumption Service site
- Assisted CID with child interviews
- Began coordination/planning for winter BURST/SPYDER activities

Courts Sections

Prisoner Management

The Greater Sudbury Police Service Courts Section is responsible for the management of prisoners in custody who are required to appear in some type of Court. These individuals are primarily received through two main points of incarceration. The below graph represents the total number of prisoners which were managed by Courts staff for their appearances. **Excluded from the total numbers are Bail Hearing Add-ons, OPP custodies and custodies added through additional in-custody court appearances. **

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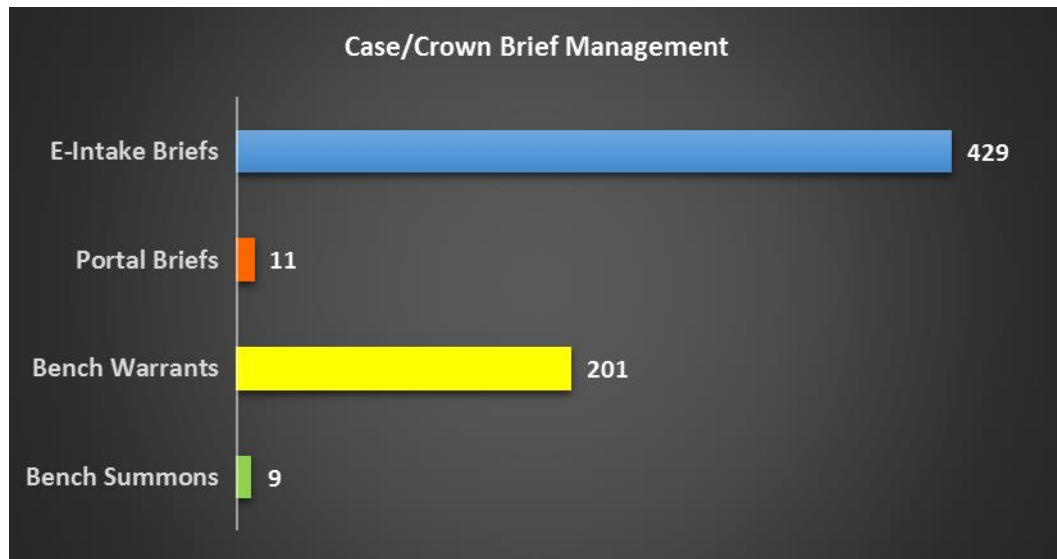
Greater Sudbury Police Service (GSPS) represents the number of prisoners managed through the Bail and Weekend WASH Court processes. Both of these occur through virtual appearances from GSPS Headquarters. For the month of November there were **79** custodies put through these processes.

Sudbury District Jail (SDJ) – represents the number of prisoners managed through both Bail and continued Court appearance processes in which the individual has remained in custody at the SDJ. These appearances are managed through both in-person and virtual court appearances. For the month of November there were **157** custodies put through these processes.

- **Case/Crown Brief Management**

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

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E-Intake Brief – represents the amount of Crown Briefs that have been processed and submitted electronically to the Justice of the Peace and once signed then forwarded electronically directly to the Crown Attorney. For the month of November, there were **429** E-Intake Briefs.

Portal Brief – represents the amount of Crown Briefs, based on the type or the offences involved that had to be processed and then the information taken to a Justice of the Peace in-person to be signed. Once completed, through a hybrid model of hardcopy and electronic copy the remaining brief is forwarded directly to the Crown Attorney. For the month of November, there were **11** Portal Briefs.

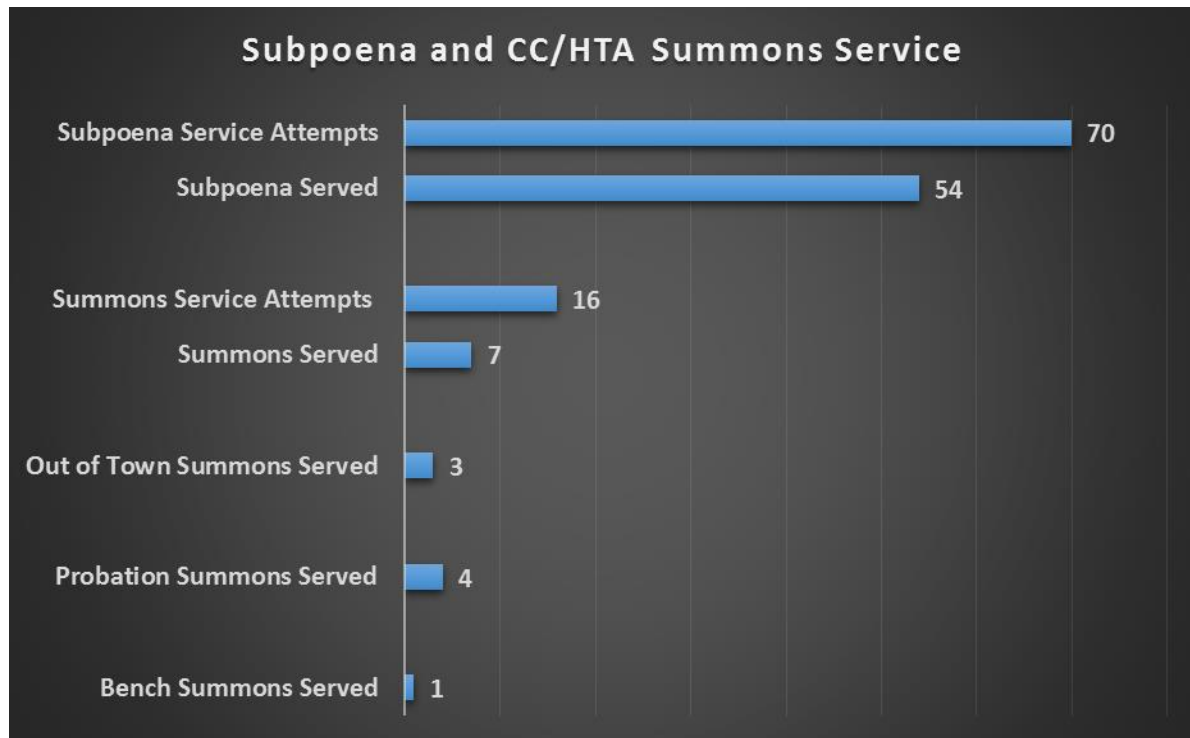
Bench Warrants – represents the amount of Bench Warrants issued by the presiding Judge for an accused person for failing to attend court. This initiates an administrative process for the GSPS Clerk involving the original Crown Brief and once complete is forwarded to CPIC to identify the accused as wanted. For the month of November, there were **201** Bench Warrants issued.

Bench Summons – represents the amount of Bench Summons issued by the presiding Judge for an accused person in lieu of a Bench Warrant. This initiates an administrative process for the GSPS Clerk along with the requirement for service of the summons on the individual. For the month of November, there were **9** Bench Summons issued.

- **Subpoena and Criminal Code (CC)/Provincial Offence Act (POA) Summons Service**

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

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Subpoenas - For the month of November **70**, attempts made at serving subpoenas with **54** served.

CC/POA Summons – For the month of November **16**, attempts made at serving Summons with **7** served.

Out of Town Police Agency Summons – **3** Summons

Initiatives

- WASH Court E-Intake continues. This new process has currently run for several cycles and with no real issues presented. At this time, the staffing of the Court Clerk position on weekends continues through an overtime shift. Evaluations continue to determine where the staffing of these positions is best suited.

Business Impacts

- On October 16, 2021, the Sudbury District Jail declared a COVID-19 outbreak and were forced to shut their operations down and relocate all prisoners to jails across the province. This closure has resulted in two main impacts that had a direct impact on GSPS staffing.
- As of November 29, 2021, the Sudbury District Jail has re-opened and are now receiving GSPS custodies.
- For both of these impacts - hours/expenses are being tracked and submitted to the MAG for cost recovery.

Property & Evidence Control Section

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Property & Evidence Control Section personnel continued to support operational and court demands in November, as demonstrated by the following:

Statistics

- Intake of - **74** Firearms
- Intake of - **76** Drug exhibits
- Intake of - **619** General Property Exhibits
- **764** - Property tags generated
- **7** - Bike tasks to Ghost 19
- **26** - Property Pickups
- **13** - Appointments arranged to retrieve property
- **11** - Registered letters forwarded to owners to make arrangements to retrieve property within 20 days
- **7** - Firearms released
- **316** - Disposals
- **377** - Reports checked by Supervisor
- **386** - Reports generated by Property
- **60** - Officer inquiries at Property Window
- **34** - Public Inquiries to Property Evidence Control phone extensions
- **\$7,525.85** Proceeds remitted to Ministry of the Attorney General

Initiatives

- Property inventory audits commenced
- Drug destruction occurred
- Hazardous waste destruction occurred

CORPORATE COMMUNICATIONS

Cars4Kids – Chief Pedersen – Video

Chief Pedersen made a splash at the Crosstown Chevrolet Cars4Kidz Supercar show!

Proceeds of the event went to the NEO Kids Foundation. Thanks to everyone who came out to support! The New HOT 93.5

Online Safety Messaging

School has been back in session for almost a month now. Are your kids learning about personal safety?

Ensuring that your kids stay safe while online is something many parents and guardians are concerned about. It can be difficult to stay up to date with new technology and how to best protect your kids.

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Protect Kids Online (Canadian Centre for Child Protection) has information about the ever-changing online interests of children and youth, the potential risks they face and strategies to keep them safe online. Visit their website:

<https://protectkidsonline.ca/app/en/>

Cybertip.ca is Canada's national tip line for reporting the online sexual exploitation of children. Tips from the public can help protect children from sexual abuse. We encourage you to report concerns to Cybertip.ca if someone you know may be victimizing children online. For more information on addressing child victimization or to report concerns visit

<https://www.cybertip.ca/app/en/>

Social Media Safety Messaging – Tik Tok

Thinking about doing that risky #TikTok challenge? Think again.

Youth spend a lot of time online. As social media trends continue to evolve, so do the potential risks and dangers. TikTok is a hugely popular app for tweens and teens, and they may be tempted to take risks or act explicitly to get more followers or likes on a video. This can also be heightened by TikTok challenges, which are created by TikTok and the community itself. While most are just silly viral trends or marketing schemes, some can be dangerous.

The Greater Sudbury Police Service would like to remind young people of the serious consequences that come along with illegal behaviours. Acts that are punishable by law include:

- Sexual assault
- Physical assault
- Indecent exposure
- Vandalism/destruction of property
- Theft

Make responsible decisions and think for yourself. Trends come and go. Don't make an unwise decision that can result in criminal charges and detrimental impacts on your life and your future.

No amount of likes or followers is worth compromising your safety, dignity or future. Treat yourself and others with respect.

Parents and guardians are encouraged to discuss with your teens the importance of not participating in dangerous, destructive, or illegal social media challenges.

Here is a quick guide to TikTok:

https://protectkidsonline.ca/.../blog_201911_quick_guide...

October is Breast Cancer Awareness Month.

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Every year, we wear pink epaulettes to show our support for the cause and raise money for breast cancer research.

We stand in the fight against #BreastCancer and encourage you to get screened. Early detection saves lives.

Donate today: <https://cancer.ca/.../breast-cancer-awareness-month...>

#BreastCancerAwareness #BCAM

Online Safety Messaging – Sextortion

#CyberTipAlert: Alarming Escalation in Sextortion Tactics Targeting Teens

We strongly encourage parents/guardians to openly discuss with your teens the tactics offenders are using to threaten, manipulate and coerce young people into sharing sexual images/videos or sending money. We know these topics may be uncomfortable to discuss, but as parents/guardians, you are your teen's first line of defense against online predators. The more aware and informed your teen is of potential risks/dangers on the internet, the less likely they are to fall for these tactics.

Recent strategies reported by Cybertip.ca include:

- Threats to share the sexual image/video with a school or many schools - After the extorter gets an image(s) or video(s), they say they are going to send it to your teen's school. They share a screen capture of the school to show they know the school your teen attends. If they do not know the school, they sometimes threaten to send the image or video to schools nearby or to various schools across the country.
- Threats to share the sexual image/video with family and friends - After the extorter gets an image(s) or video(s), they say they are going to send them to the teen's family or friends and show a screen capture of the list of family and friends on your teen's social media account (Facebook, Instagram, Snapchat, etc.)
- Fake newspaper articles - After the extorter gets an image(s), they create a newspaper article with the image(s) saying they will distribute the article if the teen doesn't comply with their requests (typically sending money or more images or videos). The article may make false claims about the teen abusing other younger children or about them hurting other people.
- Threats to share the sexual image/video newspapers, news outlets and TV stations - After the extorter gets an image(s) or video(s), they threaten to share it with newspapers, news outlets and/or TV stations if money is not paid. They use news outlets many are familiar with in Canada or they may use other international outlets like France24, Wat Tv, National Geographic, etc.
- Sugar Daddy scams - A message is sent asking the teen if they want the person to be their "sugar daddy" — the extorter says they will pay the teen money if they send sexual image(s) or video(s). They may make other threats if the teen does not comply with the request.

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- Modelling opportunity - The extorter sends a message asking if your teen wants a modelling job. The extorter asks your teen to send some images for the job once your teen shows interest. They then ask for more sexual or nude images as they continue to message your teen. They may make other threats if your teen does not comply with sending images.

Learn more:

https://www.cybertip.ca/app/en/ctipalerts?utm_campaign=sl&utm_term=/alert

Cybertip.ca is Canada's national tip line for reporting the online sexual exploitation of children. Tips from the public can help protect children from sexual abuse. You are encouraged to report concerns to Cybertip.ca if someone you know may be victimizing children online. For more information on addressing child victimization or to report concerns visit cybertip.ca.

Community and Police Awards Gala – Sergeant Richard McDonald Memorial Award – Detective Constable Ryan Hutton

The Sergeant Richard McDonald Memorial Award is presented to a Police Service member in recognition of their enthusiasm and positive attitude that significantly motivates police service members, fosters team spirit and supports the Police Service's Shared Commitment to Community Safety and Well-Being.

Detective Constable Ryan Hutton is not only an active Investigator in our Criminal Investigations Division, but he is also a very passionate and considerate advocate for Mental Health and Well-being. He is attentive to the needs of his colleagues with an emphasis on their Mental Health and he continuously promotes a supportive work environment.

Detective Constable Hutton is an advocate and leader through our Blue Balance Wellness Committee, Peer Support Team, Reach-out Committee and Spiritual Committee. He enthusiastically participates in internal Mental Health initiatives including Warrior's Coffee and 10-78 Talks where he shares his experiences promoting a culture of trust and transparency.

Detective Constable Hutton is also an active member of the Sudbury Police Association (SPA) Executive Team where he continues his efforts to promote a culture of trust through engaged and accessible support services. Through his SPA social media platform, Detective Constable Hutton regularly promotes physical fitness, health and wellness while advocating for organizations including Boots on the Ground, Badge of Life Canada and Wounded Warriors.

As a dedicated member of the police service and association, Detective Constable Hutton is a member of the Sudbury Police Running Team, a co-captain of the Sudbury Chapter

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of the National Peace Officers Memorial Run and spearheaded our very own Sudbury Police Memorial Awareness Run.

Detective Constable Hutton's enthusiasm and positive attitude coupled with his advocacy of the importance of mental health awareness promotes a culture that significantly motivates our members, fosters team spirit and supports Our Shared Commitment to Community Safety and Well-being.

Congratulations to Detective Constable Ryan Hutton – this year's recipient of the Sergeant Richard McDonald Memorial Award.

2021 Karrie Burke Young Women in Policing Bursary – Marina Leblanc

Congratulations to Marina Leblanc, the deserving recipient of our 2021 Karrie Burke Young Women in Policing Bursary.

Marina has wanted to be a police officer since she was 12 years old. On her path to pursuing a career in policing, Marina has read books and manuals, gone on police ride-alongs, met with officers, attended numerous recruiting events, visited policing museums and watched policing-related TV programs. Her favourite motto is from CTV Flashpoint – "Connect, respect and protect."

Marina is a student in the Forensic Science Program at Laurentian University and volunteers as a GSPS Auxiliary Constable. Additionally, she has worked as a Customer Service Clerk at the GSPS since 2019.

Previously, Marina was a member of the GSPS Chief's Youth Advisory Committee, held three summer student placements in GSPS Operational Support (2017, 2018, 2019) and has accumulated a total of 1,000 volunteer hours.

Marina was selected as the 2021 Karrie Burke Young Women in Policing Bursary recipient for her exceptional commitment to volunteering and her tremendous service to the community.

The Bursary honours the late Karrie Burke, who commenced her policing career in 1987, retiring as a Staff Sergeant with the Greater Sudbury Police Service in 2018. Karrie dedicated her life to a long, distinguished career in this honourable profession, serving as a role model to many who have followed in her steps. Sadly, Karrie passed away suddenly in August of 2020. The Karrie Burke Young Women in Policing Bursary is sponsored by the Karrie Burke Memorial Fund and the Greater Sudbury Police Service.

We were honoured to present Marina with her check, alongside Karrie's husband, Darrell. We thank Marina for her ongoing dedication to community safety and well-being and we look forward to the many great things she will accomplish throughout her life!

Cyber Security Month – October

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Got plans this weekend? If not, why not spend some time and brush up on simple steps to protect yourself and your devices from cyber threats.

Phishing scams, malware, social engineering - sometimes the risks associated to online activity can be overwhelming. It's important to stay in-the-know and keep your devices updated and secured.

Whether you are sending emails, banking, using social media, checking the news, online shopping, instant messaging or watching movies, the internet plays an integral role in your life. It's vital to keep your devices updated, protected and secured. Keeping your operating system (OS) and software updated is one of the easiest ways to protect your devices and your information from cyber threats.

Don't get scammed! Many phishing attempts are simply about the exchange of information. Cyber criminals want you to reply with the information they are seeking, such as a social insurance number or an account number. In other cases, cyber criminals send links to websites that look legitimate but, in fact, are close replicas designed to trick you into surrendering personal information.

October is Cyber Security Awareness Month - an internationally recognized campaign held to inform the public of the importance of cyber security. This campaign is focused on helping you be more secure online, by being informed and knowing the simple steps to take to protect yourself, your family, your workplace, and your devices.

You can start by taking stock of your own cyber security knowledge by taking the Get Cyber Safe Checkup: <https://www.getcybersafe.gc.ca/.../take-get-cyber-safe...>

Learn how to stay protected online via Get Cyber Safe:
<https://www.getcybersafe.gc.ca/en/csam-themes>

#CSAM #GetCyberSafe #CyberSecurity #CSAM2021

Community Police Awards Gala – Police Assistance Award – Aaron Laberge

The Police Assistance Award is presented to a citizen of Greater Sudbury to recognize the unselfish assistance rendered to aid another person.

Around 10:45 p.m. on February 9th, 2020, Police were called in relation to a Weapons complaint in Greater Sudbury. Information provided was that a man had been shot inside of a residence and that multiple people were seen fleeing the scene.

Shortly after the initial call came into our 9-1-1 Emergency Communications Centre, Aaron Laberge contacted our 9-1-1 ECC as he had seen the involved individuals exit the home and enter a black sedan. Aaron and his partner happened to be in the area in their personal vehicle and remained on the phone with our 911 Communicator, providing up-to-date information related to the vehicle's direction of travel.

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Aaron continued to provide information to our ECC as his partner drove the vehicle, following the black sedan from a safe distance. Eventually, the vehicle entered a parking lot in New Sudbury. This information was provided to Detectives from our Criminal Investigations Division who happened to be in the area for an unrelated incident.

From the parking lot, the Detectives were able to follow the vehicle in an unmarked car until members of our Emergency Response Team, Traffic Management Unit and Patrol Operations arrived in the area in order to conduct a high-risk vehicle stop.

All five individuals inside of the vehicle were removed from the vehicle and placed under arrest. Two of the individuals were found to be in possession of firearms and were additionally charged with Attempt Murder.

Thanks to Aaron and his partner's keen eyes, quick thinking and commitment to community safety, dangerous offenders were quickly arrested and removed from our streets.

Congratulations to Aaron Laberge – recipient of this year's Police Assistance Award.

School Safety Week – October 19, 2021

Many children and youth are active online. It's up to parents, guardians and educators to take a proactive approach to protecting children and youth from online exploitation.

This #SchoolSafetyWeek, let's work together to keep youth safe from online dangers. Remember: No amount of security settings can replace parental supervision.

Your child/teen may want to spend increased time connecting with friends by live streaming or video chatting. Talk to them about the ease by which screen grabs and video recordings from live streams or video chats can be saved and used against them to embarrass or harm them, even by people they know.

Like live streaming, online gaming platforms can open kids up to receiving chats or private messages from people they don't know in real life (I.e. adults requesting to meet up in person, and/or sexually suggestive chat messages).

TikTok is a hugely popular app for tweens and teens, and they may want to spend more time creating and posting content. Teens may be tempted to take risks or act explicitly to get more followers or likes on a video. This can also be heightened by TikTok challenges, which are created by TikTok and the community itself. While most are just silly viral trends or marketing schemes, some can be dangerous.

For more information: <https://www.cybertip.ca/app/en/>

National Teen Driver Safety Week – October 17-23, 2021

Did you know? Speeding is a factor in one third of teen driver deaths in Canada.

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Speeding is not just risky, it's illegal. You could face a hefty fine, demerit points, licence suspension and jail time... it's just not worth it.

People choose to speed for different reasons, including the rush experienced when speeding, because they're running late, or because they think the speed limit is too low. The reality is, there's no prize to be won for speeding – instead, the faster your speed, the more likely you are to be involved in a collision.

Young drivers (ages 16 to 24) killed in a collision are more likely to be speeding at the time of the collision than any other age group. We are not saying that ONLY young people speed – speeding is an issue for people of ALL ages. This week, however, from October 17-23, 2021 is National Teen Driver Safety Week – so the focus is on young drivers.

Teens are more likely to speed when other teens are with them in the vehicle. Don't put the lives of your friends and loved ones at risk by speeding.

Learn more about National Teen Driver Safety Week: <https://parachute.ca/.../national-teen-driver-safety-week/>

#SpeedIsNoGame

SCAM ALERT

We remind community members to be cautious of fraudulent phone calls and door-to-door scammers.

Do not provide your personal information or banking information over the phone from an unsolicited call. If you didn't initiate the call, you don't know who you're talking to.

Greater Sudbury Utilities (GSU) has received several complaints from community members who are receiving phone calls to have their equipment inspected or replaced, such as their furnace. These calls are NOT from GSU.

If you are unsure whether an offer or request is legitimate, call the local number on your utility bill directly and ask about any offers or requests to confirm its legitimacy. There are also reports that scammers are going door-to-door, requesting to inspect home equipment (i.e. furnace) and convincing victims to agree to equipment upgrades that they don't actually need or that are overpriced.

Residents are reminded to be vigilant with people going door-to-door offering any type of service or claiming to represent a particular company. Remember to verify the legitimacy of the offer by contacting your local service provider directly.

Always ask for credentials of the company and identification from the salesperson. Unless you have called for a specific service provider, feel free to tell the individuals you are not interested in the services they are offering.

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The requirements of door-to-door salespeople are as follows:

- Sales people have to have a photo ID licence from the City to conduct door-to-door sales of anything.
- licenced door-to-door salespeople are required to obtain a Police Clearance to conduct business and cannot be operating before 8 am or after 9 pm.
- Ask salespeople for their full company name, location and phone number. Ask them to leave a copy of the sales contract and any other product or warranty information for you to review carefully on your own.
- If you find someone conducting door-to-door sales without a licence, call 311 and ask for the By-law Department or the Licensing Officer.
- If you are not interested in hearing a sales presentation or purchasing an item, request that the salesperson leave your property and record your address on their "do not solicit" list. If the salesperson refuses to leave your property, call the police immediately.
- The fine for conviction of the offence of conducting Door-to-Door sales without a licence can be up to a maximum of \$5,000 (By-law 2004-350)
- A licence is not required for people going door-to-door asking for charitable donations.

If you believe you've encountered a scam, report it to the Canadian Anti-Fraud Centre at 1-888-495-8501 or <https://www.antifraudcentre-centreantifraude.ca/report...>

If you've lost money to a scam, contact Police. If the amount exceeded \$5,000, call us at 705-675-9171 to file a report. If under \$5,000, report to us online via our online reporting tool: <https://www.gspcs.ca/en/reporting/fraud-under-5000.aspx>

Protect yourself - beware of unsolicited calls, emails or texts requesting urgent action or payment. Always call your service provider directly using the phone number on your regular bill or statement.

Community Police Awards Gala – Chief's Honourary Distinction Award – Conservation Officer Mitch Turcott

The Chief's Honorary Distinction Award is reserved to celebrate the commitment, dedication, and service in recognition of members who are distinguished by their significant contributions and dedication to protecting the community above the call of duty, and whose excellence and distinction reflect positively on policing and public safety.

Around 2:30 p.m. on May 18, 2020, a Greater Sudbury Police Service member suffered a life-threatening traumatic leg injury while off-duty.

As her husband, father-in-law and 15-year old son were rushing her to the nearest medical facility, they came across Conservation Officer Mitch Turcott on West Branch, North of Webbwood. CO Turcott jumped into the box of the family's pick-up truck that was being used to transport our off-duty member due to the severity of her injury. CO Turcott assisted our member's son who was comforting his mother while administrating

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first aid. CO Turcott applied a tourniquet and pressure bandage to the injured leg which assisted in preventing the injury from worsening.

Aside from assisting with providing emergency first aid to our member, CO Turcott worked with her son, who had been by his mother's side since the accident occurred. CO Turcott encouraged her son to continue with the treatment he'd been providing from the onset of the incident and praised him for his calmness and the support he had been providing to his mother.

Our member and her family made it to the hospital where she underwent emergency surgery in order to save her leg. She continues her road to recovery with the support of her family, friends and colleagues.

Although Conservation Officers from the Ontario Natural Resources and Forestry often work joint enforcement initiatives with members of GSPS, in this instance, CO Turcott's actions were that of an Officer assisting a family in need as he was unaware of her employment with GSPS. CO Turcott showed compassion and provided much needed medical assistance during a very traumatic and life-altering experience.

Congratulations Conservation Officer Mitch Turcott – recipient of this year's Chief's Honorary Distinction Award.

Collision Reporting Centre Messaging

Collision Reporting Centre staff would like to remind motorists to not leave their damaged vehicles at the Collision Reporting Centre at any time.

Procedures for vehicles damaged in collisions during operating hours:

1. If the vehicle is drivable, drive the vehicle to the Collision Reporting Centre, complete the report and drive away with your vehicle.
2. If the vehicle is NOT drivable/too damaged:
 - The vehicle must be towed by a licenced tow company to the Collision Reporting Centre and the vehicle will remain on the tow bed
 - Photos are taken by Collision Reporting Centre staff
 - The tow company brings the owner's vehicle to the owner's choice of location or back to the tow company's pound
 - The driver can attend at the same time or after the vehicle has been towed in order to complete the Collision report
 - The vehicle involved in the collision **MUST** be viewed at the Collision Reporting Centre

Motor vehicle collisions that occur within the City of Greater Sudbury are directed to Collision Reporting Centre **EXCEPT** in more serious circumstances where you are directed to call 911, such as:

- The collision results in serious injury or death
- A vehicle involved in the collision is carrying hazardous material

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- There is reason to believe criminality is involved (i.e. impaired driver, stolen vehicle, etc.)
- If you or another person is in imminent danger
- If you witness or are involved in a hit and run on the roadway. Make sure to take down the licence plate number, description of the vehicle and occupants, and location & direction of travel of the suspect, if possible.

As the weather continues to change, please adjust your driving according to road conditions. Reduce your speed, increase your following distance and avoid distractions inside your vehicle.

The Collision Reporting Centre is located at 239 Montee Principale in Azilda, Ontario. Prior to attending the Collision Reporting Centre, ensure you have the proper and valid documentations: driver licence, ownership and insurance slip, and the vehicle involved. No appointments necessary. Hours of operation are as follows:

- Monday to Friday: 9:00 am – 5:00 pm
- Saturday: 12:00 pm – 4:00 pm
- Sunday: CLOSED
- Statutory Holidays: CLOSED

Community Police Awards Gala – Meritorious Action Award – Sergeant Matt Hall

The Meritorious Action Award recognizes members of the Police Service for exceptional performance of duty, community policing initiatives, or innovative initiative that enhances the image or operation of the Service.

In 2017, Sergeant Matt Hall began his role as the Community Mobilization Unit (CMU) Liaison Officer where he undertook the responsibility of being the Police lead for the Rapid Mobilization Table (RMT). RMT is a multi-agency approach to identifying and reducing acutely elevated risks in individuals, families and locations by ensuring wrap around services are accessible for the appropriate support agencies.

Sergeant Hall applied for the role because he has a genuine interest in working with community members and community agencies in order to build positive relationships built on trust and understanding.

In his role as the CMU Liaison Officer on RMT, Sergeant Hall is responsible for reviewing referrals, preparing intervention recommendations, educating members of RMT on the role of Police and attending community information forums. It is evident that he has a sense of pride in the work that he does and his efforts to develop relationships with community partners have not gone unnoticed. He has successfully fostered positive relationships with social services support agencies, local business and community members.

His knowledge and understanding of the services and agencies within the City of Greater Sudbury including the appropriate contacts, agency mandates and corresponding programming is exceptional. Sergeant Hall is always willing to educate and mentor

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others to learn more about the services available. He promotes the concept of mobilizing the community to access the appropriate services which in turn reduces calls for service.

Sergeant Hall continuously demonstrates a commitment to enhancing service through his exceptional performance of duty. His dedication to championing community safety, security and well-being fosters positive relationships with community partners and community members.

Congratulations to Sergeant Matt Hall – this year's recipient of the Meritorious Action Award.

Dress Purple Day – October 27, 2021

Every #October, Children's Aid Societies across #Ontario raise awareness about the important role that individuals and communities play in supporting vulnerable children, youth, and families through the provincial #DressPurpleDay campaign. The campaign is more important than ever, since the COVID-19 pandemic has created additional stressors for families, and in some cases has increased risk for the well-being and safety of children and youth.

Every child and youth has the right to safety and well-being.

As a police service, we wore purple to show our collective support of children's safety and well-being, and to demonstrate our commitment to protecting the children in our community.

We can't do it alone. Child welfare is a shared responsibility between families, neighbours, outreach workers, law enforcement, educators, health and safety workers, government and all community members.

Everyone, including members of the public and professionals who work closely with children, is required by law to report suspected cases of child abuse or neglect. If you have reasonable grounds to suspect that a child is or may be in need of protection, you must report it to a children's aid society (CAS). Learn how to recognize the signs of abuse: <http://www.oacas.org/childrens-aid-child.../what-is-abuse/>

To learn more about Ontario Dress Purple Day, visit:

<http://www.oacas.org/dresspurpleday/>

#IDressPurpleBecause #PurpleDay

Halloween Safety Messaging

Halloween is right around the corner and we want you to have a safe AND spooktacular evening. 😊

If your child will be trick-or-treating, we remind parents/guardians of the following safety tips:

- Brightly coloured costumes can be more clearly seen by motorists (add reflective tape to increase visibility)

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- Make sure the costume is properly fitted to reduce the chance of tripping
- Parents should walk small children all the way to the door
- Always check candy before allowing children to eat it
- If children are old enough to trick-or-treat without adults, be sure they tell you where they're going, who they're going with and when they'll be home
- Trick-or-treaters should avoid shortcuts through alleyways, lanes, or through private property
- Stay in busy, well-lit areas and bring a flashlight if necessary
- Pay attention and look both ways before crossing the street

For COVID-19 safety tips, visit: <https://www.phsd.ca/keep-covid-19-out-of-the-halloween.../>

#Halloween2021

Superheroes for Little Heroes – October 31, 2021 – Video

It was that time of year again... Our Spidey senses were tingling...

On Sunday, October 31st, 2021 Superheroes for Little Heroes in support of the NEO Kids Foundation took place.

Our Tactical Unit Officers dressed as your favourite Superheroes and rappelled down their training facility to complete their mission.

We hope our Little Heroes watched our video!

Community members could help support our Superheroes get to the bottom of the building by purchasing a piece of rope to help them complete their mission! The rope was available for purchase by visiting <https://www.neokidsfoundation.ca/event/donate/> or calling the NEO Kids Foundation office at 705-523-7133. Due to COVID-19, all rope was virtual this year and sent via email!

Anywhere Anytime RIDE – November 1, 2021

On Saturday evening, during an Anywhere Anytime RIDE check in Sudbury, our Traffic Management Unit charged a 29-year old individual (G licence) and a 35-year old individual (G2 licence) with Operation while Impaired – Alcohol.

We remind the public that drivers age 21 or under and novice drivers of any age (with G1, G2, M1, or M2 licences) must not have any presence of alcohol in their blood when behind the wheel. This is commonly referred to as the “zero BAC” or “zero tolerance” rule.

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Young and novice drivers are prohibited from having any presence of cannabis in their system as well as other drugs that can be detected using approved drug screening equipment. That means that Ontario has a zero tolerance approach to both alcohol and drugs for all young and novice drivers.

If your blood alcohol concentration is 0.05 or higher, you fail a roadside sobriety test or you violate the zero tolerance requirements for young, novice and commercial drivers, you will face:

First offence

- 3-day licence suspension
- \$250 penalty

Second offence within 5 years

- 7-day licence suspension (3-day suspension for commercial drivers)
- \$350 penalty
- You must attend a mandatory education program (for a second occurrence within 10 years)

Third and subsequent offences within 5 years

- 30-day licence suspension (3-day suspension for commercial drivers)
- \$450 penalty
- You must attend a mandatory treatment program (for third and subsequent offence within 10 years)
- You will be required to use an ignition interlock device for at least six months (for third and subsequent offence within 10 years)
- You will need to undergo a mandatory medical evaluation to determine whether you meet the requirements for driving in Ontario (for fourth and subsequent offence within 10 years)

In addition to the penalties above, you will also face a \$281 licence reinstatement fee each time your licence is suspended. Young or novice drivers may also be charged under the Highway Traffic Act and if convicted, you will face an additional suspension and fine.

Learn more: <http://www.mto.gov.on.ca/.../impaired-driving.shtml>...

Driving impaired is never worth it. Plan ahead for a safe ride home, or plan for the consequences.

#AnywhereAnytimeRIDE

Personal Safety

As days grow shorter and nights grow longer, we remind community members to be extra vigilant when walking or jogging outdoors. Always make your personal safety a priority.

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- Always be aware of your surroundings
- Go with a friend when possible
- Travel in well-lit and populated areas, especially at night
- Bring a fully charged cellphone
- Don't assume vehicles can see you
- Tell friends or family your intended route and how long you think you'll be gone
- Don't wear headphones or any device that could compromise your hearing
- Don't take shortcuts through parking lots or alleys, especially at night
- Trust your intuition - if something doesn't feel right, it likely isn't
- Call police immediately if you see anyone or anything suspicious

Crime Prevention Week is quickly approaching – November 7th-13th, 2021. Stay tuned for awareness videos and safety tips from our various units!

Keeping Seniors Warm Event

Keeping Seniors Warm is an initiative of the Greater Sudbury Seniors Advisory Panel to address the need for warm clothing for seniors in the winter.

Money raised sponsors seniors for a day of shopping for warm winter clothing such as coats, boots, mitts, hats and sweaters at Giant Tiger

Thank you everyone for your generous donations!

#Community #KeepWarm #ThankYou #Sudbury

Community Police Awards Gala – Police Community Leader Award – Sexual Assault Review Team

The Police Community Leader Award is presented to a leader in the City of Greater Sudbury in recognition of unselfish assistance provided to the Police Service or for an initiative that has made a positive impact on the effectiveness of the Police Service.

In 2017, the Greater Sudbury Police Service working in collaboration with community partner agencies, formed a Sexual Assault Review Committee comprised of representatives from the Looking Ahead to Build the Spirit of Our Women – Learning to Live Free From Violence Project (N'Swakamok Native Friendship Centre/Greater Sudbury Police Service), Sudbury & Area Victim Services / Services aux victimes du Grand Sudbury, Violence Intervention and Prevention Program (Health Sciences North / Horizon Santé-Nord), YWCA Sudbury Genevra House, Centre Victoria pour femmes and Jennifer Dowdall of the Equity, Diversity and Human Rights Office at Laurentian University - Université Laurentienne who sits as Legal Advocate for the Committee. These advocates are independent from the Police Service and provide support services to Survivors of Sexual Assault.

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The Committee reviews cases that have been classified as “unfounded” or where charges have not been laid to ensure best practices in reporting and to improve the effectiveness of the investigative process with an emphasis on trauma-informed techniques.

In addition to improving the quality of the Sexual Assault investigations, the Committee has also led to service improvements with the addition of an online reporting option for Survivors of Sexual Assault. In March 2019, an online reporting option was added to GSPS CopLogic allowing Survivors to report from the comfort and security of their homes while minimizing the number of times they have to share their experience. Their first point of contact is a specifically trained Detective from the Criminal Investigations Division who specializes in Survivor-focused investigative techniques. This initial interaction can be done over the phone or in the comfort of their home, removing the need to attend Police headquarters. <https://www.gspss.ca/en/reporting/sexual-assault.aspx>

Crime Prevention Week – November 7-13, 2021

Our goal during Crime Prevention Week was to educate the community on crimes that affect community members in #Sudbury. Throughout the week, we shared safety tips, photos and video clips from our various units and taking you on virtual ride alongs with our Officers.

This year’s provincial theme was “Safer Communities, Stronger Ontario”. Everyone plays a role in preventing crime and keeping each other safe. Crime prevention is a shared commitment.

Awareness is key. Being equipped with the proper knowledge, information and resources, allows you to be in better control of your safety & well-being. Crime prevention starts with you!

#CPWeek2021 Ontario Association of Chiefs of Police

Indigenous Veterans Day – November 8, 2021

On Indigenous Veterans Day, we honour Indigenous Peoples – past and present – for their important contributions and sacrifices in service to Canada.

Indigenous veterans have a proud legacy of courage, service, and excellence in the Canadian Armed Forces that continues today with the more than 2,500 Indigenous men and women making a difference across Canada and abroad.

We remember those we have lost and those whose lives were forever changed.

Even before Canada was a country, Indigenous peoples fought to defend our country and our values. In the war of 1812, Indigenous leaders, like Tecumseh, helped to ensure the safety and security of Canada.

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Seventy-five years on from the end of the Second World War, we remember the over 3,000 First Nations members and unknown numbers of Inuit, Métis, and other Indigenous men and women who served during that conflict.

They fought, so that we should have peace.

Indigenous members of our military forces number over 2,700.

The GSPS was gifted beaded poppies from Sudbury Métis Council Women's Representative Berni Picco that were distributed with a donation for each poppy to the Poppy Fund: <https://www.poppystore.ca/> (as worn by Chief Pedersen).

Information gathered from the Government of Canada, Indigenous Veterans Day: <https://www.rcaanc-cirnac.gc.ca/.../1605286.../1605287188462>

#IndigenousVeteransDay #WeRemember

Crime Prevention Week Messaging – Missing Persons Information – Video

There is a common misconception that you must wait a minimum 24 hours before reporting a #MissingPerson. Despite what movies and popular culture may tell you, you can report to police as soon as you are concerned for someone's welfare.

Did you know?

If a child is reported as being abducted and the required guidelines are met, the investigating police service can request that the Ontario Provincial Police issue an AMBER Alert. Learn more about the requirements for an AMBER Alert: <https://www.opp.ca/index.php?id=115&lng=en...>

When we issue a media release regarding a missing person, it's typically because police have exhausted most if not all investigative avenues already and are now requesting the public's assistance to assist in moving the investigation forward. This is why a media release may be issued days after the reported date the person was last seen.

We remind community members to be kind and respectful when commenting on social media posts about missing persons. Remember that the posts are public and visible to the person's family members, friends and loved ones. Your unkind words or opinions could add extra hurt to people who are already worried enough about their missing loved one. Detective Constable Lieverse, our Missing Persons Coordinator, has the facts.

#CPWeek2021 Ontario Association of Chiefs of Police

Crime Prevention Week Messaging – Downtown Focused Patrols – Video

We joined Cst. Tyler Hagen on a ride-along as we conducted a focused patrol in Downtown Sudbury. We read all of your comments and we truly appreciate the positive feedback.

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Did you know?

We've conducted close to 1,000 focused patrols in Downtown Sudbury since January of this year.

Your safety is our priority.

#CPweek2021 Ontario Association of Chiefs of Police

Incident at Lasalle Secondary School Leads to Arrest of Youth

Just before 1:00 p.m. on November 9, 2021, we received a Weapons complaint at Lasalle Secondary School. Information provided was that a youth was seen outside of the school with what was described as a firearm.

Administration at Lasalle Secondary School placed the school in lockdown in order to ensure the safety of students and staff. Students who were not in the school during the time of the lockdown were brought to a place of safety in order to allow Officers to investigate the incident.

Officers quickly arrived in the area and set up containment in order to determine the validity of the threat.

Information regarding a description of the youth was provided to the Officers on scene. Emergency Response Unit Officers cleared the school while Patrol Officers and Detectives from our Criminal Investigation Division patrolled the area. A youth matching the description was seen in the courtyard of the Cambrian College campus. Members of our ERU quickly moved from Lasalle Secondary School to Cambrian College where they placed two youth under investigative detention.

After speaking with the youths, Officers located a replica firearm on the property of Lasalle Secondary School. The replica firearm had been discarded by one of the youths prior to going to the Cambrian College campus.

The 17 year old young man who was originally in possession of the replica firearm has been charged with Possession of a Weapon for a Dangerous Purpose. The second youth was released unconditionally.

We would like to remind community members that replica weapons are not a joke and can lead to very serious consequences including Criminal charges. We would like to thank the students and staff of Lasalle Secondary School for your cooperation and patience during this incident. The safety, security and wellness of our youth are of the utmost importance.

Remembrance Day – November 11, 2021

We remember the brave men and women who selflessly served and gave their lives in the line of duty for our freedom. Their courage and sacrifice must never be forgotten.

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We honour, pay tribute and thank those who fought and continue to fight for our freedom, those who lost their lives and those whose lives were and are forever changed. Lest we forget.

#CanadaRemembers #RemembranceDay2021

Crime Prevention Week Messaging – Personal Safety – Video

Meet Cst. Scott Macdonald. He is a frontline officer who is currently assigned to Intimate Partner Violence (also known as Domestic Violence).

If you are experiencing Intimate Partner Violence (IPV), help is available. We encourage you to report incidents of intimate partner violence to Police. If you or your child(ren) are in immediate danger, call 911.

Here are additional resources available to assist you: <https://www.gspcs.ca/.../victim-support-services.aspx...>

You may have seen the “Signal for Help” in recent news. “Signal for Help” is a simple one-handed sign someone can use on a video call. It can help a person silently show they need help and want someone to check in with them in a safe way.

Learn more: <https://canadianwomen.org/signal-for-help/>

#CPweek2021 Ontario Association of Chiefs of Police

Crime Prevention Week Messaging – Cyber Safety

As we continued with Crime Prevention Week 2021, "Safer Communities, Stronger Ontario" we informed community members of a recent scam that was brought to our attention regarding advertisements on Facebook for a crypto currency trading platform endorsed by "famous personalities".

The advertisement contains a link where individuals are directed to click. You are then directed to a fraudulent, albeit authentic looking website, where you are asked to provide your contact information and you are subsequently contacted by someone pretending to be a representative of the company.

In the end the victims are set up with a fake account profile and are provided with a bitcoin QR code. Victims are then instructed to deposit money into a bitcoin ATM. When the victim views their fake account increase in value, they attempt to cash out and are provided with excuses that they now must pay exorbitant fees or that they have done something illegal and are unable cash out.

Facebook now allows users to access their platform through the .onion network, which runs through a series of randomly selected servers all over the world masking the perpetrators identity so the source of the contact becomes untraceable.

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We would like to remind community that you should always be extra cautious when making transactions online especially through social media advertisements where an account/company cannot be verified.

If you become aware of a scam, please report it to the Canadian Anti-Fraud Centre or if you are a victim of Fraud, please contact and report it to your local Police Service.

#cpweek2021

Crime Prevention Week Messaging – Social Media Safety – Video

Community Safety Personnel, Meghan Lamothe, Youth Safety Coordinator reminds our youth and parents/guardians of the risks associated to social media platforms, specifically TikTok and the importance of having regular conversations with your children.

If you see or hear something inappropriate or hateful online, please talk to a trusted adult and report it to your local Police Service.

For more information on how to protect your children, visit

https://protectkidsonline.ca/.../blog_201911_quick_guide...

#cpweek2021

Tree of Hope – Tree Lighting Ceremony – November 14, 2021

Last night, our Tree of Hope was lit in remembrance and in honour of Missing and Murdered Indigenous Women and Girls and Two-Spirit Peoples. We thank the community for your attendance and support of this important ceremony.

We would like to acknowledge the work done by the Thunder Bay Police Service and Thunder Bay community for starting this initiative three years ago. Since its inception, the annual tree lighting event has grown exponentially. We were honoured to be a part of it this year along with Barrie Police Service, Timmins Police Service and UCCM Anishnaabe Police in their respective communities.

Tree lighting ceremonies took place in all five communities simultaneously and all five trees were lit at 7:00 p.m. to show our unity with Indigenous peoples.

The sacred fire contained ashes from the 2020 sacred fire in Thunder Bay and the four sacred medicines; cedar, sage, sweet grass and tobacco. We also offered 215 orange tobacco ties to signify the first unmarked residential school burial site discovered in Kamloops in May 2021.

On our Tree of Hope, there are three colours:

- Orange – representing and honouring the thousands of Indigenous children who died in residential schools across Canada;
- Red – representing and honouring the Missing and Murdered Indigenous Women, Girls and Two-Spirit Peoples; and

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- Blue – acknowledging the role of Police in the systemic racism and oppression experienced by Indigenous Peoples while reaffirming our continued commitment to truth and reconciliation through meaningful and impactful change

Chi-Miigwetch to everyone who made this possible. We thank the community for continuing to allow GSPS to be part of these moments that assist in building positive relationships. We're committed to working collaboratively with Indigenous Peoples and community partners in recognizing truths and continuing towards meaningful change in Greater Sudbury.

Youth Arrested and Charged After Hate-motivated Lyrics Posted to Social Media

On November 11, 2021, we received a report in relation to a hate-motivated incident involving a young person. Information provided was that the young person had written lyrics to a song, recorded the lyrics and then posted the song to social media. The lyrics contained hateful and threatening comments directed towards another young person based on their sexual orientation, as well as, references to damaging school property. Through the investigation, Officers located multiple songs written by the young person that contained hateful lyrics confirming that the incident was motivated by hate or bias. On November 12, 2021, Officers arrested and charged the 13 year old boy with Utter Threats to Cause Death or Bodily Harm and Utter Threats to Burn, Destroy or Damage Real or Personal Property.

The youth was released on an Undertaking with a Court date of January 20, 2022 to answer to the charges.

We know that hate crimes and hate-bias incidents are extremely under reported and we are working hard to change that. The Greater Sudbury Police Service takes reports of hate-motivated crime and hate-bias incidents very seriously and we recognize the impact on and pain felt by community members when there is evidence of hatred. We want to assure you that we are committed to investigating these situations thoroughly.

Man Spends Night at Hotel Brady After Falling Asleep at the Wheel

Around 4:05 p.m. on November 16, 2021, we received information regarding a possible impaired driver. The driver appeared to be passed out at the wheel while at the intersection of Notre Dame Avenue at Kathleen Street. The driver then began driving the vehicle up Notre Dame Avenue almost striking several other cars on the roadway before turning onto King Street. Once on King Street the driver proceeded to Nolin Street where he made two u-turns before ending up in the parking lot of a business.

Patrol Officers arrived in the area and began speaking with the driver who showed signs of impairment. The Officer could see drug paraphernalia inside the vehicle specifically on the front seats.

The Officers told the man that he was under arrest for Impaired Driving and upon searching the man, the Officer located 30 grams of what is believed to be Cocaine and

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several capsules that are believed to be Hydromorph leading to the additional charges of Possession of a Controlled Substance x2.

An Officer conducted a Standard Field Sobriety Test and subsequently it was determined that the man was not impaired by alcohol. The man was transported to Police Headquarters where a Drug Recognition Expert conducted a Drug Recognition Evaluation confirming that the man was impaired by drug.

A Police database search of the man revealed that he is also a disqualified driving and he was additionally charged with Operate a Motor Vehicle While Prohibited, as well as, Breach of Probation Order.

26 year old, Curtis Pharand was held in Police custody overnight in order to attend Bail Court today, November 17, 2021 to answer to the charges. He was issued an additional 90-day licence suspension and the vehicle will be impounded for 45 days.

This is a reminder that we always have vacancies at Hotel Brady for those who make the choice to drive impaired. Your one-night stay will be free, but the incidental fees associated will be hefty. The accommodations are clean and the beds are firm. Each room has a less than picturesque view, but you will be safe and so will our community. We will be out looking for qualified guests all year long. Drive safe, drive sober!

Honouring and Remembering Constable March Hovingh

One year ago, #OPP Provincial Constable Marc Hovingh tragically lost his life in the line of duty while protecting his community.

Today we've displayed blue hearts around our headquarters to show our solidarity with Ontario Provincial Police and PC Hovingh's loved ones left behind.

#HeroesInLife #Badge8340

World Day of Remembrance for Road Traffic Victims – November 21, 2021

A message from Cst. Dave Hamilton of our Traffic Management Unit, this World Day of Remembrance for Road Traffic Victims:

“Today is a day to remember loved ones tragically lost in motor vehicle collisions and to support the ones left behind who feel the loss every day. The goal of the Traffic Management Unit is to make our roads safer; but we need your help to reduce the number of victims on our roads. Please: stay off your phone; drive sober; slow down and save lives.”

Thank you, Sudbury, for your commitment to road safety. Please remember, if you see an impaired driver on our roads, or any reckless driving behaviour that poses an immediate threat to public safety, call 911.

#WDoR2021 #RoadSafety

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Crime Prevention Week – Winners of Crime Prevention Prize Packs

Congratulations to the winners of our #CrimePreventionWeek prize packs! CSP Matt Pacan had a great time hand-delivering the prizes to community members.

These community members won by liking and sharing our Crime Prevention Week social media posts. We really do appreciate when our followers engage with our posts by liking, sharing and commenting. It's one of the ways we try to proactively reduce crime in our community - by spreading awareness and providing crime prevention tips.

Stay tuned for next year's #CPweek!

Move to the Right for Emergency Vehicles – Video

Any time lost getting to an emergency could mean the difference between life and death for those requiring assistance.

As a driver, you can do your part to #SaveLives.

Motorist tips:

- Stay alert. Check your rear-view mirrors and look in front and on both sides of your vehicle.
- As always, avoid distractions i.e. cell phone.
- Keep the volume level down in your vehicle so you can hear sirens.
- When you notice an emergency vehicle, make sure to use your signals to alert other drivers of your intent to pull over.
- Only merge back into traffic once you're sure the emergency vehicle has passed – sometimes there are multiple.
- Signal before merging back into traffic

Penalties:

- Drivers can be charged if they don't slow down, or move over when safe to do so, near emergency vehicles or tow trucks that are stopped with sirens or lights flashing.

First offence:

- \$400 to \$2,000
- 3 demerit points upon conviction
- Possible suspension of driver's licence for up to 2 years

Learn more: <http://www.mto.gov.on.ca/.../safety/emergency-vehicles.shtml>

International Day for the Elimination of Violence Against Women – November 25, 2021 – Video

November 25th was the International Day for the Elimination of Violence Against Women.

Social media was introduced to Cst. Brad Walker, of our Intimate Partner Violence Unit:

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“We are committed to standing up against gender-based violence; to providing the best possible service to victims and survivors of violence; and to holding offenders accountable. We are your police service, and we’re here to help.”
More than 4 in 10 women in Canada have experienced some form of psychological, physical or sexual violence from an intimate partner.

The public was asked that if they are experiencing Intimate Partner Violence, we encourage them to report it to Police. For other resources, visit:
<https://www.gsps.ca/.../victim-support-services.aspx...#>

The 16 Days of Activism Against Gender-Based Violence is an annual international campaign that kicks off on November 25, the International Day for the Elimination of Violence Against Women, and goes until December 10, the World Human Rights Day.

2021 marks the 30th anniversary of the campaign.

#16Days #16DaysOfActivismAgainstGenderBasedViolence

Snow Safety Messaging

The #snow is officially here and more snow is expected to head our way on Sunday.

We remind Sudburians to drive with extra caution in this weather:

- Slow down. It’s not a race.
- Allow extra space between yourself and other vehicles.
- Use extra caution when you brake, change lanes, make turns and take curves.
- See and be seen. Remove all snow and ice from your vehicle's hood, roof, windows and lights. Clear all windows of frost and fog. Turn your headlights on.
- Stay alert and give your full attention to the road.
- Carry an ice scraper and windshield washer fluid.
- Keep your fuel tank at least half-full.
- Consider installing four winter tires.
- Have emergency supplies with you – a charged cell phone, non-perishable food, water, flashlight, blanket, warm clothes, jumper cables, shovel and traction mats or sand.
- Plan your trip, locate your stops and check the weather. Check road conditions and closures.

Drive safe!

Festive RIDE Campaign Launch

Despite our best efforts through education, awareness and enforcement, we know that people are still driving impaired.

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In 2020, we arrested and charged 203 impaired drivers. 66 of those drivers were impaired by drug.

Thus far in 2021, Officers have already arrested and charged 304 impaired drivers where 145 drivers were impaired by drug. This is an overwhelming and unacceptable increase. Impaired is impaired, whether it be by alcohol, illicit drugs or prescribed medication. You should never get behind the wheel of a vehicle when you are impaired.

Choosing to drive impaired is a criminal choice, one with significant financial consequences and unfortunately in many cases life altering and tragic outcomes. Road Safety remains a top priority in Greater Sudbury, not only for GSPS, but for our community as a whole.

Today we held our annual Festive R.I.D.E. (Reduce Impaired Driving Everywhere) Launch.

Every Festive RIDE Season is a collaborative effort and we sincerely thank our community partners; the City of Greater Sudbury, the Ontario Provincial Police, Action Sudbury, Safe Ride Home Sudbury, MADD Canada, Canadian Blood Services, Public Health Sudbury & Districts and of course our GSPS Traffic Management Unit.

This Festive Season, GSPS and OPP Officers will be out conducting an increased number of RIDE checks throughout the city. You should expect us out anywhere at any time!

- Please plan ahead, have a designated driver, stay the night, call a taxi or use public transit because your choice to drive impaired doesn't affect just you, it affects our entire community.
- We continue to urge community members to call 9-1-1 when you see an impaired driver and to provide as much information as possible regarding the make, model and licence plate of the vehicle, as well as the direction of travel.
- Road Safety is a shared commitment and we would like to thank those who continue to make the right choice to drive sober.

Rural Community Response Unit Safety Messaging

Over the weekend, our Rural Unit officers checked several Off-Road Vehicles (ORV's) in Hanmer, Val Caron and Capreol to ensure rider safety.

Officers would like to remind riders:

- Before heading out, make sure you have a fully charged cell phone
- Bring a safety/survival kit (and know how to use it)
- Tell someone where you plan to go and your expected time of arrival/return
- Stay OFF the thin ice

The waters are not yet frozen. It is important to remember that different lakes within our community freeze at different rates, and safe ice thickness can change with the fluctuating weather.

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We highly recommend staying off of lakes and rivers unless you are certain of safe ice thickness.

Watch for our favorite Elf on the Shelf, Constable Nickel who returned to us on December 1!

Stay safe out there! #Sudbury

BEST WISHES FOR A SAFE AND HAPPY HOLIDAY SEASON!

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!