



GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY November 20, 2019 10:45 A.M.
Police Headquarters, Alex McCauley Boardroom, 5th Floor

PUBLIC AGENDA

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Next meeting December 12, 2019

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Motion



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: November 13, 2019
PUBLIC	
SUBJECT: IODE YOUTH AWARD PRESENTATION	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members Goal: Member Recognition	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board accepts for donation in the amount of \$500 for deposit to the Chief's Youth Initiative Fund from the IODE in recognition of the contribution of GSPS member Julie Sajatovic in the community.

BACKGROUND:

IODE Canada is a national women's charitable organization where women of all ages, all walks of life and educational backgrounds, meet in local chapters for fun, friendship, and community volunteerism. Members volunteer with and for people, focusing on Children, Education and Community Services.

For several years, the IODE has been acknowledging members of the Service who have made a significant impact on the lives of youth and/or vulnerable residents in the City of Greater Sudbury.

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SUBJECT: IODE YOUTH AWARD PRESENTATION	Page 2
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CURRENT SITUATION:



This year, Julie Sajatovic is being recognized for her work in the community and abroad.

Julie sponsors three children in third world countries, attended Ghana, Africa to help build a school and teach young children, and El Salvador to help build water filters for villages. She spearheads the Operation Christmas Child Drive Shoeboxes program at GSPS.

A representative of the IODE will be on hand to present an award to recognize her efforts. Chief Pedersen will be accepting on her behalf.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: November 13, 2019
PUBLIC	
SUBJECT: CORRESPONDENCE	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence and Professionalism Goal: Best Practices in Core Police Functions	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

Correspondence was received from Fred Kaustinen, Executive Director, Ontario Association of Police Services Boards regarding the transition from 9-1-1- to Next Generation – 911. A copy is attached.

A memo was received from the Ministry of the Solicitor General regarding the announcement of a new Assistant Deputy Minister for the Public Safety Division. The memo is attached.

A memo was received from the Ministry of the Solicitor General regarding the announcement of Tom Gervais as the new Police Services Advisor for the Greater Sudbury Police Service. The Board will be more formally introduced at a future date. The memo is attached.



Dear Colleagues,

Given rapid technological advances, the ways and means in which people communicate continues to evolve. It is therefore imperative – and legally required – that first responders keep up to date with new technologies that meet the public’s expectations on accessible, barrier-free ways to engage our 9-1-1 system that move beyond voice services and will include Voice over Internet Protocol (VoIP) and text messaging.

Transitioning from the traditional 9-1-1 voice services to Next Generation-911 (NG-911) is complex and will impact every emergency service in the Province of Ontario. To help address this transition, a joint committee has been formed. Please refer to the attached Committee message and terms of reference.

Thanks,

Fred Kaustinen
Executive Director

Ontario Association of Police Services Boards
180 Simcoe St, London, ON N6B 1H9
T: 1-800-831-7727 | C: 519.636.7707
oapsb@oapsb.ca



Internal Messaging – Next Generation-911 (NG-911)

Much like technology, the ways and means in which people communicate continues to evolve. It is therefore imperative – and legally required – that first responders keep up to date with new technologies that meet the public’s expectations on accessible, barrier-free ways to engage our 9-1-1 system that move beyond voice services and will include Voice over Internet Protocol (VoIP) and text messaging.

Transitioning from the traditional 9-1-1 voice services to Next Generation-911 (NG-911) is complex and will impact every emergency service in the Province of Ontario. It is in this vein that on June 18, 2019, representatives from the following organizations met to form the Next Generation-911 Interagency Advisory Panel (NG-911 IAP):

- Association of Municipalities of Ontario (AMO)
- Ontario Association of Chiefs of Police (OACP)
- Ontario Association of Fire Chiefs (OAF)
- Ontario Association of Paramedic Chiefs (OAPC)
- Ontario Association of Police Services Board (OAPSB), including the Toronto Police Services Board

The purpose of the NG-911 IAP is to provide expert analysis, advice and recommendations to the Government of Ontario, which has formed the “Inter-Ministerial Task Force on 9-1-1 Emergency Response”. The IAP will give advice concerning the Canadian Radio-Television and Telecommunications Commission’s mandated NG-911 services. NG-911 IAP will focus its work on issues concerning the structure, delivery and funding of NG-911 to ensure that the Ontario Government is fully informed about the needs of all emergency service providers as the Government makes policy decisions with respect to NG-911 and its implementation. NG-911 IAP has met and drafted the attached Terms of Reference, which were provided to the Ministry of the Solicitor General. Already, the Ministry has advised that it looks forward to the NG-911 IAP’s involvement and will be involving the NG-911 IAP in government discussions on the subject.

NG-911 IAP will confine its work to the areas directly related to NG-911 and its implementation, fully cognizant of the upcoming key implementation dates. The NG-911 IAP is consulting with our respective organizations, and will be starting the process of drafting recommendations to the “Inter-Ministerial Task Force on 9-1-1 Emergency Response” for consideration.



Next Generation 911 Interagency Advisory Panel (NG-911 IAP)

Terms of Reference



1. Purpose/Mandate

The purpose of the Next Generation 911 Interagency Advisory Panel (NG-911 IAP) is to provide expert analysis, advice and recommendations to the Government of Ontario on issues concerning the implementation and funding for the Canadian Radio-Television and Telecommunications Commission (CRTC) mandated Next Generation 911 (NG-911) services, and to ensure that the needs of all emergency service providers in Ontario are met with respect to NG-911.

The NG-911 IAP has been formed on the basis that its members agree with the following key principles: (1) Ontario has certain financial and legal obligations with respect to NG-911; (2) networks will be required to provide NG-911 voice services by June 30, 2020; and, (3) networks will be required to provide NG-911 text messaging services by December 31, 2020. Public Safety Answering Points (PSAPS) will no longer be able to receive and manage 911 calls after June 30, 2023 without the required NG-911 technological and updated call processes.

2. Composition

Membership in NG-911 IAP is restricted to representation from the following organizations:

- Association of Municipalities of Ontario (AMO)
- Ontario Association of Chiefs of Police (OACP)
- Ontario Association of Fire Chiefs (O AFC)
- Ontario Association of Paramedic Chiefs (OAPC)
- Ontario Association of Police Services Board (OAPSB), including the Toronto Police Services Board.

Individuals who attend NG-911 IAP meetings must be in good standing with their provincial organization, are required to have knowledge on the subject matter, and the ability to speak or take positions on behalf of their organization. Additional organizations, or individuals, may become members of the NG-911 IAP at the discretion of a majority of the original NG-911 IAP membership. Provincial Government officials may attend meetings, by invitation of the NG-911 IAP to observe and provide information that will assist in furthering the work of the NG-911 IAP. However, no Provincial Government officials will be members of the NG-911 IAP.

NG-911 IAP will not provide any compensation for meeting costs, travel, or any other expenses incurred by its members to participate in the NG-911 IAP's processes.

3. Scope of the NG-911 IAP

NG-911 IAP will confine its work to the areas directly related to NG-911 and its implementation. NG-911 IAP will provide analysis, *advice and recommendations* to the Government of Ontario that focuses on the structure, delivery, and funding of NG-911 prior to key NG-911 implementation dates.

The organizations that take part in NG-911 IAP agree to speak with a unified voice when communicating with their individual organizations, the Government of Ontario, and members of the public. The communications protocol is outlined in section 4.4 of the Terms of Reference.



As the Public Safety Broadband Network (PSBN) is a separate entity and not affiliated with NG-911, it remains outside of NG-911 IAP's mandate at this time.

4. Structure of NG-911 IAP

The NG-911 IAP will have no defined roles for members, outside of a Facilitator. The Facilitator's responsibilities are administrative in nature and will be selected by a majority of the NG- 911 IAP membership.

4.1 Role of the Facilitator

The Facilitator's role is that of a non-voting, neutral panel member. The Facilitator will be in a quasi-leadership position, responsible for: chairing meetings, disseminating meeting minutes, sharing relevant information with panel members, updating panel members of any key changes or developments, organize all aspects of meetings, and assign tasks to panel members as needed to ensure fairness and equity in the distribution of work. The Facilitator will take, or can designate a panel member to take meeting minutes and agendas.

4.2 Decision Making Requirements

Decision making is based on consensus. Where consensus cannot be reached, a vote will be conducted. Each NG-911 IAP member can cast a single vote that vote to be case by a representative of the member organization. The result of the vote will be determined by majority rule.

4.3 Dispute resolution

In the event that a majority has not resulted from a vote, the Facilitator will cast the deciding vote.

4.4 Communications

NG-911 IAP members are expected to communicate amongst each other as needed. The appointed staff representatives must be copied on all NG-911 IAP communications and will ensure relevant communications are forwarded to their respective associations/organizations once approved by NG-911 IAP.

Any communications outside NG-911 IAP that concerns NG-911 IAP business (i.e. to other associations, organizations, general public, etc.) must be approved by the majority of NG-911 IAP prior to dissemination.

Meeting minutes are to be kept confidential and not shared with the general public.

5. Confidentiality

Respect for confidentiality is the cornerstone of trust and confidence. Members of the NG-911 IAP must at all times respect the confidentiality of any member, sponsor, staff, volunteer, government officials, and all matters relating to those organization(s) and/or individual(s). Members of the NG-911 IAP will respect and maintain the confidentiality of information gained as a volunteer member including, but not limited to, all computer software and files, meeting minutes, all NG-911 IAP business documents and information.



Confidentiality means you may not relate such matters to anyone including immediate family members. The duty of confidentiality continues indefinitely after the NG-911 IAP ceases to function.

6. Code of Conduct

The following Code of Conduct (“the Code”) is designed to allow members of the NG-911 IAP to preserve its integrity and credibility within and amongst the membership, affiliated organizations, Ontario Government, and the public. This Code applies to all representatives of the NG-911 IAP.

1. Always act with fairness, honesty, integrity and openness; respect the opinions of others and treat all with equality and dignity without regard to gender, race, colour, creed, and ancestry, place of origin, political beliefs, religion, marital status, disability, age, or sexual orientation.
2. Promote and support the objectives, the mission and mandate of NG-911 IAP in all dealings with individual organizations, members, the provincial government, and the public on behalf of the NG-911 IAP. Serve the overall best interests of the NG-911 IAP rather than any particular constituency.
3. Respects principles of fair play and due process. Respect and give fair consideration to diverse and opposing viewpoints.
4. Demonstrate due diligence and dedication in preparation for an attendance at meetings, special events, and in all other activities on behalf of the NG-911 IAP.
5. Demonstrate good faith, prudent judgment, honesty, transparency and openness in activities on behalf of the NG-911 IAP.
6. Avoid real or perceived conflicts of interest.
7. Act with honesty and integrity and in accordance with any professional standards and/or governing laws and legislation that have application to the responsibilities you perform for or on behalf of your representative organization.
8. Take responsibility for your actions and decisions. Follow reporting lines to facilitate the effective resolution of problems. Ensure that you do not exceed the authority of your position. Publicly demonstrate acceptance, respect, and support of decisions legitimately taken in transaction of the organization’s business.

6.1 Personal or Sexual Harassment

Sexual harassment is any conduct, comment, gesture or contact of a sexual nature that one would find to be unwanted or unwelcome by any individual, or that might, on reasonable grounds, be perceived by that individual as placing a condition of sexual nature on an employment or career development.

Personal harassment means any conduct whether verbal or physical that is discriminating in nature, based upon another person’s race, colour, ancestry, place of origin, political beliefs, religion, marital status, physical or mental disability, sex, age or sexual orientation. It is discriminatory behaviour, directed at an individual that is unwanted or unwelcome and causes substantial distress in that person and serves no legitimate work-related purpose.

The NG-911 IAP has a zero-tolerance policy with respect to personal and/or sexual harassment.



Personal/sexual harassment in any form is strictly prohibited and may be grounds for termination as a representative on the NG-911 IAP. If a representative on the NG-911 IAP believes they have been the subject of sexual and/or personal harassment, they should report such conduct to the Facilitator. Should a representative of the NG-911 IAP become aware of behaviour that may constitute personal and/or sexual harassment, they should immediately report such conduct to the Facilitator.

7. Conflicts of Interest

In general, a conflict of interest exists where any members and/or volunteers who use their position on the NG-911 IAP to benefit themselves, friends, family, or relatives.

Upon appointment to the NG-911 IAP, members (including their individual representatives) shall arrange their private affairs in a manner that will prevent any conflict of interest from arising. Members (including their individual representatives) should not compromise or undermine our members or public's trust in the NG-911 IAP.

Members (including their individual representatives) should not place themselves in a position where they are, or appear to be, under personal obligation to any person who might benefit or seek to gain special consideration or favour resulting from the relationship.

Members (including their individual representatives) shall avoid any situation in which there is, or may appear to be, a potential conflict which could appear to interfere with their judgment in making decisions in the best interest of the NG-911 IAP. Members (including their individual representatives) shall exercise care in the management of their private affairs so as not to benefit, or be perceived to benefit from:

- a. The use of information acquired solely by reason of their involvement in the NG-911 IAP; or
- b. Any NG-911 IAP transaction over which they can influence decisions through their involvement in the NG-911 IAP (e.g. investment, borrowing, purchases, sales, contracts, grants, and appointments).

There are a variety of situations that could give rise to a conflict of interest. Members (including their individual representatives) should make it known to the association, or delegated authority, if they believe they may be in conflict of interest. These include but are not limited to: accepting gifts, entertainment, favours or "kickbacks" from suppliers or other organizations, personal gain from relationships established through the NG-911 IAP, close or family relationships with outside suppliers or other organizations, passing confidential information to competitors or other interested parties, or using confidential information inappropriately.

8. Definitions/Glossary

- PSAP – Public Safety Answering Points - a call centre responsible for answering calls to an emergency telephone number for police, firefighting, and ambulance services.
- NG-911 – Next Generation 911 - An initiative aimed at updating the 911 service infrastructure to improve public emergency communications services in a growingly wireless mobile society. In addition to calling 9-1-1 from a phone, it intends to enable the public to transmit text, images, video, and data to the 911 centre.
- NG-911 IAP – Next Generation 911 Interagency Advisory Panel – A panel comprise of the following Ontario based Association's:

NG-911 Interagency Advisory Panel Terms of Reference



- i. Association of Municipalities of Ontario (AMO)
 - ii. Ontario Association of Chiefs of Police (OACP)
 - iii. Ontario Association of Fire Chiefs (OAFC)
 - iv. Ontario Association of Paramedic Chiefs (OAPC)
 - v. Ontario Association of Police Services Board (OAPSB)
- CRTC – Canadian Radio-Television and Telecommunications Commission - An administrative tribunal that regulates and supervises broadcasting and telecommunications in Canada.
 - PBSN – Public Broadband Safety Network - A secure high-speed wireless data communications network.
 - Association of Municipalities of Ontario (AMO) – An organization to support and enhance strong and effective municipal government in Ontario.
 - Ontario Association of Chiefs of Police (OACP) - Professional police leaders who provide and develop leadership to enhance community safety in Ontario.
 - Ontario Association of Fire Chiefs (OAFC) – An organization that strives to lead innovation and excellence on matters relating to public and firefighter safety.
 - Ontario Association of Paramedic Chiefs (OAPC) – An organization to develop common strategies for optimizing the transition to municipal control of ambulance service within the province.
 - Ontario Association of Police Services Board (OAPSB) – An organization that provides training, advocacy, networking and leadership services to police boards in Ontario.
 - Toronto Police Services Board (TPSB) – A municipal police services board, as defined under Ontario’s *Police Services Act*, which is responsible for ensuring adequate and effective policing in the City of Toronto.

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Stephen Waldie
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

SUBJECT: **Assistant Deputy Minister Announcement**

DATE OF ISSUE:	October 24, 2019
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	19-0080
PRIORITY:	Normal

Further to All Chiefs Memo 19-0047, I am pleased to announce the interim appointment of Marc Bedard to the position of Assistant Deputy Minister, Public Safety Division (PSD) and Public Safety Training Division (PSTD), effective **October 28, 2019**.

Marc joins PSD/PSTD from the Ontario Provincial Police (OPP), where he has worked since 1989. Most recently, Marc has held the position of Bureau Commander, Municipal Policing Bureau at the OPP. In this position, he has been responsible for the active oversight of municipal relationships, contracts and non-contract policing arrangements, policing governance, and annual billing services with over 325 OPP-policed municipalities.

Prior to this role, Marc was the Director of Provincial Communications and Application Support. In this role, he was responsible for the management of five provincial communication centres. He has also had other management roles related to dignitary protection and judicial officials investigations and security inquiries, and behavioural sciences and analysis.

Marc has an Executive Certification in Conflict Management from the University of Windsor and an Executive Master's in Business Administration, Smith School of Business, Queen's University. Marc is also a recipient of the Order of Merit of the Police Forces and Police Exemplary Service Medal.

Upon assuming this role, Marc will be available at marc.bedard@ontario.ca and via telephone at 416-314-3377.

I would like to take this opportunity to thank you for working with me these past few months as the Acting Assistant Deputy Minister. Please join me in welcoming Marc to the Public Safety and Public Safety Training Divisions and the Assistant Deputy Minister role.

Sincerely,

A handwritten signature in black ink, appearing to read "S. Waldie", written in a cursive style.

Stephen Waldie
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Marc Bedard
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

SUBJECT: Police Services Advisor Zone Assignments

DATE OF ISSUE:	November 13, 2019
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	19-0082
PRIORITY:	Normal

Effective **January 1, 2020**, changes will be made to the Police Services Advisors' Zone Assignments, as highlighted below. The assignments will be as follows:

Zone 1/1A	Tom Gervais	Zone 4	Chris Herapath
Zone 2	Graham Wight	Zone 5	Duane Sprague
Zone 3	Jeeti Sahota	Zone 6	David Tilley

Tom Gervais who is currently responsible for Zone 6 will now be responsible for Zones 1/1A.

Graham Wight who is currently responsible for Zones 1/1A will now be responsible for Zone 2.

David Tilley who is currently responsible for Zone 2 will now be responsible for Zone 6.

Chris Herapath will now be responsible for Zone 4 while Duane Sprague will retain Zone 5 and Jeeti Sahota will retain Zone 3.

Please refer to the attached chart for the revised assignments and contact information.

Should you have any questions, please contact Lindsey Gray, A/Manager, Operations Unit, at (647) 981-7547 or via e-mail at lindsey.gray@ontario.ca.

Sincerely,

A handwritten signature in black ink that reads "Marc Bedard". The signature is written in a cursive style with a large initial 'M'.

Marc Bedard
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division



Attachment

Police Services Boards - OPP Service Agreements

ZONES 1/1A	ZONE 2	ZONE 3	ZONE 4	ZONE 5	ZONE 6
Atikokan	Admaston/Bromley	Alnwick/Haldimand	Blandford-Blenheim	Amaranth	Elgin Group (joint)
Blind River	Augusta	Asphodel-Norwood	County of Brant	Brockton	Essex
Bonfield	Beckwith	Brighton	East Zorra- Tavistock	Central Huron	Kingsville
Cochrane	Bonnechere Valley	Collingwood	Haldimand County	Chatsworth	Lakeshore
East Ferris	Carleton Place	Cramahe	Ingersoll	Georgian Bluffs	Lambton Group (joint)
Elliot Lake	Greater Napanee	Hamilton Township	Norfolk County	Goderich	Leamington
Espanola	Hawkesbury	Havelock-Belmont-Methuen	Norwich	Grand Valley	Point Edward
Fort Frances	Lanark Highlands	Midland	Tilsonburg	Grey Highlands	Tecumseh
Hearst	Merrickville-Wolford	North Kawartha		Huron-Kinloss	Thames Centre
Ignace	Montague	Nottawasaga (joint)		Kincardine	
Johnson	North Grenville	Orillia		Melancthon	
Kapuskasing	Pembroke	Otonabee-South Monaghan		Mono	
Kenora	Perth	Peel Regional (hybrid)		Mulmur	
Kirkland Lake	Petawawa	Penetanguishene		North Huron	
Laird	Prescott	Port Hope (hybrid)		North Perth	
Lakehead (joint)	Prince Edward	Smith-Ennismore		South Bruce Peninsula	
MacDonald, Meredith & Aberdeen Additional	Quinte West	Township of Tiny		South Huron	
Machin	Renfrew	Trent Lakes		Southgate	
Marathon	South Frontenac	Trent Hills		The Blue Mountains	
Mattawa & Area (joint)	Stirling-Rawdon			Wellington County	
Powassan	Stone Mills			West Perth	
Red Lake	Stormont, Dundas & Glengarry				
Shuniah	Tay Valley				
Sioux Lookout	The Nation Municipality				
Sioux Narrows – Nestor Falls					
Smooth Rock Falls					
Spanish					
Temagami					
Temiskaming Shores					
Terrace Bay					
The North Shore					
Thessalon					
Wawa					
West Nipissing					
34	24	19	8	21	9
					Total 115



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: November 13, 2019
PUBLIC	
SUBJECT: NOTES OF THANKS	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Collaborative CSWB Goal: Strengthen Partnerships	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY



A letter of thanks was received from United Way Centraide expressing their most sincere appreciation of the Board's continued support. "The Board's tangible support of this very vital work of the local United Way agencies is very much appreciated."

A letter of thanks was received from Café-Musique Productions thanking the Board for supporting their program.

A letter of thanks was received from the Art Gallery of Sudbury thanking the Board for their support. "This fund will greatly assist in improving the pathway for youth in the downtown core."



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: November 13, 2019
PUBLIC	
SUBJECT: NOTES OF APPRECIATION	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members Goal: Member Recognition	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 



RECOMMENDATION: FOR INFORMATION ONLY

An email message was received from a Sudbury resident commending Constables Joel Tessier and Adam McKibbon for their work in keeping our roads safe. The resident was stopped while driving and discussed Operation Impact with the officers. “I genuinely appreciated the work being done and the openness in discussing and providing information.”

An email message was received from a Sudbury resident commending Staff Sergeant Valerie Tiplady, Community Mobilization Unit, for her assistance with a young person. “Staff Sergeant Tiplady was incredibly helpful and knowledgeable. She directed us to the appropriate system to address the serious issues which helped streamline our approach to assist.”



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: November 13, 2019
PUBLIC SUBJECT: APPOINTMENT OF NEW AUXILIARY OFFICERS	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence and Professionalism Goal: Effective and Efficient Deployment of Resources	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves the appointment of Auxiliary Constables on the effective date of November 5, 2019 pursuant to Section 52(1) of the *Police Services Act* in accordance with the terms and conditions set forth in the Approval of Appointment form:

BREUVART, Mikael
GAGNON, Danika
GUAY, Miguel
HALLIDAY-SNOW, Christopher
KILLEEN, Braeden
KINNA, Scott
LEBLANC, Marina
MENARD, Cory
MYRE, Brendan
N'SENGA, Mwana (Hardy)
PELANGIO, Brad
POWELL, Kevin
VAN DRUNEN, Thomas
WOOD, Ryan

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BACKGROUND:

The Ministry of the Solicitor General is responsible for processing and approving the appointment of Auxiliary Constables. To ensure that these members can carry out their assigned duties as Auxiliary Constables, application is made to the Ministry to have them appointed as Auxiliary Constables pursuant to Section 52(1) of the *Police Services Act*.

The Police Services Board appoints the member as an Auxiliary Constable upon approval by the Ministry.

The appointment is valid until the appointee is no longer an Auxiliary member of the Greater Sudbury Police Service.

CURRENT SITUATION:

The Greater Sudbury Police Services Board recruits individuals to serve in the function as Auxiliary Constables. These are non-paid positions within the Service. The primary duties of Auxiliary Constables include providing a uniform presence at special events such as parades, assisting with crime prevention activities, camera monitoring, and to perform a ride-along function under the supervision of a police officer.

The Board is asked to appoint the members as cited in this report as Auxiliary Constables in accordance with the above-noted process. These volunteer members have been through an intense in-house training program under the direction of Auxiliary Liaison Officer Inspector Sara Cunningham.

Approval was obtained from the Ministry of Solicitor General to have them appointed as Auxiliary Constables. Pursuant to Section 52(1) of the *Police Services Act* upon receipt of the Board appointment of their status, the Auxiliary Members took the Oath of Office.

These new Auxiliary Constables will be introduced on December 12, 2019 in Council Chambers.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: November 13, 2019
PUBLIC	
SUBJECT: ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT INTEGRATED ACCESSIBILITY STANDARDS	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Public Trust and Accountability Goal: Commitment to Accessibility	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

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

BACKGROUND:

The *Accessibility for Ontarians with Disability Act 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

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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 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 2018-2019’ 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.



Greater Sudbury Police Service Annual Accessibility Status Report 2018-2019

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:

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

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

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

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

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

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

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

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

The following highlights the actions taken by the Greater Sudbury Police Service to comply within the five standards from January 1 2018 to December 31, 2019. They are organized under the accessibility standards of the AODA.

2018-2019 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.

- New **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.
 - **New:** (2018) Training to a total of **89** new volunteers, students, and new employees
 - **New:** (2019) Training to a total of **100** new volunteers, students, and new employees.
- Continue to review customer feedback and take appropriate action.
 - Feedback has been very favourable and Customer Service staff continue to hear that the public is pleased with the services available
 - A supply of prescription eye glasses and are available at the counter for public use
 - Staff offer to verbally assist members who identify with literacy disabilities. Staff have received and assisted over 20 requests this year between 2018-2019
 - Larger print documents are available on request

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:

- **New: (2018)** Integrated Standards Training to a total of **89** new volunteers, students, and new employees
- **New: (2019)** Integrated Standards Training to a total of **100** new volunteers, students, and new 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.
 - **New: (2018)** Integrated Standards Training to a total of **89** new volunteers, students, and new employees
 - **New: (2019)** Integrated Standards Training to a total of **100** 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 ‘Providing Alternative Formats to Customers’.
- Edited all Greater Sudbury Police Service YouTube videos available to the public to include closed captioning features.

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.

- **New: (2018-2019)** Human Resources continues to utilize an Ergonomic Testing Area in the Human Resources Branch to ensure we properly meet the accommodation needs of applicants with disabilities.
- **New (September 2019-current)** 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.
- **New (2019)** Created of a new Service Animal Procedure to further support members who require an accommodation that includes a Service Animal.
- **New (2019)** Creation of a “Do and Don’t” training video that provides members with instructions on how to interact with a member and their Service Animal.
- 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.

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. This report represented a year 3 report on activities since originally approved.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: November 13, 2019
PUBLIC	
SUBJECT: CHIEFS YOUTH INITIATIVE FUND REQUESTS FOR FUNDING	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Collaborative CSWB Goal: Invest in Community's Future	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

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

\$3,000 in support of the 2019 'Shopping with Cops' Program

\$2,500 in support of the 2020 Calendar of Life

\$3,000 in support of the 2020 Police Cup Hockey Tournament

\$450 in support of the 2019 Louis Street Christmas Festivities

\$2,000 in support of the 2019-2020 'PARTY' Program

\$500 in support of the 2019 YWCA 'Adopt a Family' Program

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BACKGROUND:

Since 2002, the Board has maintained a Donations Reserve Fund that is utilized to assist in crime prevention initiatives at the discretion of the Police Services Board or those specifically targeted by the donor.

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

When considering request for funds, the Board takes into account initiatives supporting community-oriented policing that involves a co-operative effort on the part of the Greater Sudbury Police Service and youth in the community, initiatives benefiting children and/or youth and/or their families, initiatives addressing violence prevention or prevention of repetition of violence or the root causes of violence, initiatives that focus on marginalized or underprivileged youth, and sponsorship of educational events.

CURRENT SITUATION:

Requests for funding consideration from the Chief's Youth Initiative Fund have been received.

2019 '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. Sergeant Joanne Pendrak is very happy to report that the Program continues to be an overwhelming success and is now in its 12th year. This year's event is scheduled for Friday December 6, 2019.

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2020 ‘Calendar of Life – Infant Food Cupboard’ Program – \$2,500

Our Children, Our Future is committed to securing a better future for the children and families in our community through positive learning and socialization, parent education, nutrition and food programs, and so much more.

The Calendar of Life campaign supports the Healthy Food for Kids program with donation going directly to provide proper nourishment, essential to feeding children’s bodies and minds. For the past seventeen years, the group has run programs such as the Infant Food Cupboard which is one of the few food banks aimed at children under age three. Urgent basic necessities such as infant formula, diapers, and nutritious food are provided. The Calendar for Life is published and sold annually with funds directly supporting the Infant Food Cupboard Security Program.

2020 Police Cup – Sudbury Playground Hockey Tournament – \$3,000

The Sudbury Playground Hockey League (SPHL) has been providing a low-cost hockey experience to the youth of Sudbury since 1952. The league promotes fun and sportsmanship for players, coaches, and parents. Players participate in one tournament each year, held locally and run by volunteers. The organizing committee sponsors two bursaries each hockey season – one girl, one boy from the Children’s Aid Society in the name of Ian Smyth. Ian was the son of Constable Phil Smyth of our Service. This year’s Police Cup – SPHL Tournament is scheduled for January 10-12, 20120.

2019 Louis Street Community Association ‘Christmas Festivity’ – \$450

The Louis Street Community Association was formed to display a better image of social housing and to engage community members from the area. The Association’s helps community members with an after school Literacy Program, community gardens, Youth groups, craft program, and ‘Adventures in Cooking’ program.

In recognition of their hard work of the youth of the After School Program, Christmas stockings for will be purchased, filled with small items, and given to the children of the community. The stockings will be distributed at a seasonal celebration. Due to the lack of access to a larger space, a smaller party will be hosted this year. The ‘Lighting of the Christmas Tree’ event is planned for Thursday December 19, 2019.

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2019-2020 HSN PARTY Program – \$2,000

P.A.R.T.Y. – *Prevent Alcohol and Risk-related Trauma in Youth* promotes injury prevention through vivid clinical reality visits, enabling youth to recognize risk, make informed choices, and identify potential consequences about activities and behaviours.

This one day in-hospital injury awareness prevention program is geared to senior high school students. Students follow the course of injury from occurrence, transport, treatment, rehabilitation, and community reintegration. Injury survivors talk frankly about the events leading to their injuries and the impact preventable injuries have on their lives.

The presentation offered by Health Sciences North and is a valuable program in the community committed to educating youth about injury prevention.

2019 YWCA Christmas ‘Adopt a Family’ Program – \$500

The YWCA strives to empower women and their families to reach their full potential through action, advocacy, community collaboration, and education. This in turn creates healthy communities free from violence, racism, and other abuses.

To this end, the ‘Adopt a Family’ Program provides Christmas dinner items, non-perishable food and household products, along with gifts and donations to a family that has accessed their service during the past year. Most of the families are starting over with very little. Some will spend the holiday season in the shelter. The Program strives to provide a memorable Christmas. All information is kept confidential.

PAT & MARIO'S

Shopping with Cops!



SUDBURY PLAYGROUND HOCKEY LEAGUE 2019 POLICE CUP





PREVENT

Alcohol and Risk-Related
Trauma in Youth
www.partyprogram.com

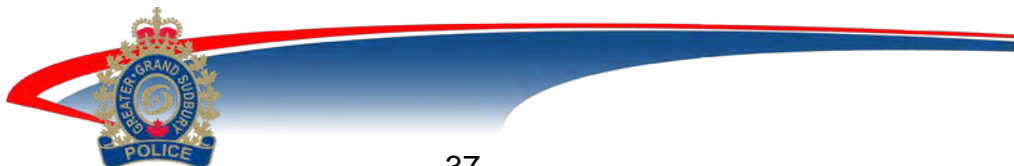




**GREATER SUDBURY
POLICE SERVICES BOARD**

**REPORT FROM THE
CHIEF OF POLICE**

November 2019



**GREATER SUDBURY POLICE SERVICES BOARD
CHIEF'S REPORT**

MINISTRY UPDATES *(excerpts from All Chiefs of Police Memorandum)*

DIRECTOR, CRIMINAL INTELLIGENCE SERVICE ONTARIO (CISO)

Correspondence was received advising that Superintendent Bryan Martin, Director, Criminal Intelligence Service Ontario is retiring from the Ontario Provincial Police (OPP) effective October 19, 2019. OPP Superintendent Steve Clegg has been appointed as the new Director of CISO effective October 19, 2019. Superintendent Clegg comes to the position having served as part of CISO's Operating Body and with a wealth of operational police experience and significant time in various Joint Forces Operations

PROCEEDS OF CRIME (POC) FRONT-LINE POLICING (FLP) GRANT PROGRAM – CALL FOR APPLICATIONS (2020 TO 2023)

The Ministry has announced that it is accepting applications under the Proceeds of Crime Frontline Policing Grant for the 2020-21, 2021-22, and 2022-23 fiscal years. Longer grant cycles are being instated in order to provide for greater sustainability of provincial funding for police services and to also ensure grant recipients are able to effectively measure outcomes and demonstrate success of initiatives.

Funding under this grant program is available to municipal and First Nations police services as well as the Ontario Provincial Police for projects that focus on at least one of the following priorities:

- Gun & Gang Violence
- Sexual Violence and Harassment
- Human Trafficking

In accordance with the guidelines, Police services may submit a maximum of two applications. The maximum funding for each project is \$300,000 (up to \$100,000 per fiscal year). GSPS will be submitting under these funding opportunities. Additional information will be reported once applications are completed.

ASSISTANT DEPUTY MINISTER ANNOUNCEMENT

The Solicitor General has announced the interim appointment of Marc Bedard to the position of Assistant Deputy Minister, Public Safety Division (PSD) and Public Safety Training Division (PSTD), effective October 28, 2019. Marc joins PSD/PSTD from the Ontario Provincial Police (OPP) where he has worked since 1989. Most recently, Marc has held the position of Bureau Commander, Municipal Policing Bureau, at the OPP. In this position, he has been responsible for the active oversight of municipal relationships, contracts and non-contract policing arrangements, policing governance, and annual billing services with over 325 OPP-policed municipalities. He replaces Stephen Beckett who has now retired.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

INTRODUCTION OF THE *PROVINCIAL ANIMAL WELFARE SERVICES ACT, 2019*

The *Provincial Animal Welfare Services (PAWS) Act, 2019* was recently introduced as a key component of a proposed new animal welfare system was introduced on October 29, 2019. This was following a police survey and consultation to inform the development of a long-term animal welfare system which the government continues to work to have in place by January 2020.

If passed, the new legislation will enable the provincial Chief Animal Welfare Inspector to appoint qualified inspectors and ensure training as the province phases in the implementation of the new system.

The proposed new provincial animal welfare system includes:

- A new enforcement model that would establish a provincial enforcement team made up of a chief inspector, locally deployed provincial inspectors, and specialized inspectors for agriculture, zoos, aquariums, and equines;
- The proposed *PAWS Act* aims to improve animal welfare by introducing new offences to combat activities such as dog fighting, and harming or attempting to harm an animal that works with peace officers or a service animal;
- Giving inspectors necessary powers to help animals in distress and to hold owners accountable;
- Empowering inspectors to request a person who is committing certain offences to identify themselves and, if a person refuses, empowering inspectors to arrest if a police officer cannot attend;
- Providing the government the ability to empower others, beyond inspectors, to take action when an animal is in imminent risk of serious injury or death when a pet is left in a hot car;
- Significantly increasing penalties for serious, repeat, and corporate offenders; these new penalties would be the strongest in Canada;
- Improving oversight and ensuring increased transparency and accountability including establishing a 'one-window' complaints mechanism for the public.

The province will also establish a multi-disciplinary advisory table made up of a wide range of experts including veterinarians, agriculture representatives, academics, animal advocates, and others to provide ongoing advice to the ministry to improve animal welfare.

In addition, the proposed legislation provides clarity to local police services who would continue to be enabled to enforce animal welfare legislation. As part of the new system, the Ontario Provincial Police would have regional specialized capacity to support major and criminal investigations.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

EVENTS

Throughout the month, the Service participated in many events throughout the community including:

- ✓ October 7 **Impaired is Impaired Conference** 2019 Kick Off in collaboration with Arrive Alive, Drive Sober and Action Sudbury
- ✓ October 23 marked the **Sudbury Multicultural and Folks Arts Association Annual Meeting** which GSPS attended
- ✓ Former GSPS Chaplain the late Jeremy Mahood was recognized at a dinner on October 27 and members were on hand to show support.
- ✓ **NEO Kids Superheroes for Little Heroes** – Members from the Tactical Unit paid a special visit to sick children at Health Sciences North's pediatric unit on Halloween. Officers rappelled down the hospital's south and centre towers dressed as superheroes and gave the children a Halloween visit they will remember. This is a highly subscribed community event and provides an excellent opportunity for children to interact with their favorite heroes.
- ✓ **Rotary Club Fundraising** event November 2
- ✓ **Safe Ride Home** – November 1, GSPS participated in the launch of Safe Ride Home – a national program dedicated to the fight against drinking and driving. It is a free, confidential, volunteer-driver service offered to any individual who has been drinking or who simply does not feel fit to drive their vehicle home. Through this collaborative partnership, GSPS works to ensure safety on our roadways through high-visibility coupled with directed enforcement to prevent serious injury or loss of life collisions.
- ✓ **Walk for Down Syndrome** – November 3 was Walk for Down Syndrome Awareness which supports our commitment to their vision “To live in a community which embraces diversity and sees the ability in all people”
- ✓ The **Sudbury Multicultural and Folks Arts Association** was supported by GSPS on November 9 through attendance at their annual fundraising dinner.
- ✓ **Remembrance Day Services** were held throughout the City and members participated through the laying of wreaths most notably at the Sudbury Arena.
- ✓ **Learning Disabilities Association of Sudbury Annual Awards Dinner** November 12
- ✓ **Huntington Awards Dinner** – November 13 in honour of Finnish Independence Day
- ✓ **40 Under 40** event which saw former Sudbury Police member Andrea Benoit recognized with an award
- ✓ The Service was proud to participate in the **Santa Clause Parade** as well as being the key lead to traffic management, parade routing, and organizing floats

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

RUN TO REMEMBER

College Boreal's Run to remember was held on November 10. The Board had generously supported this event with \$500 to assist in defraying some of the costs. GSPS's Run Club participated in the event which is a fundraising event to create awareness for the community about PTSD in support of first responders. The event is a show of support for co-workers, friends, and family members who may be suffering in silence or are currently seeking help. The event was open to the entire community, and GSPS was proud to be a participant.

COMMUNITY THREAT ASSESSMENT PROTOCOL

On October 16, 2019, partners from GSPS, the City of Greater Sudbury, school boards, post-secondary institutions, and partner community organizations came together to sign a renewed Community Threat Assessment Protocol. This protocol was initially established to prevent and respond to tragic events in school such as Columbine, Taber, and Sandy Hook.

This new 2019 edition is truly representative of a community protocol. It has now been expanded to the entire community and is a collaborative response to a person of concern making threatening behaviours. Through the protocol, police, mental health, child protection, health care providers, and other agencies can activate the protocol in order to establish an appropriate response or intervention.

A number of individuals are trained in Violence Threat Risk Assessments (VTRA). Trained VTRA teams work from the perspective that "serious violence is an evolutionary process" and no one just snaps. Pre-incident data is often available and can assist in identifying and preventing serious violence. This is an excellent model and GSPS is actively involved in discussions regarding situations of concern.

CRIME PREVENTION WEEK

The Service celebrated Crime Prevention Week from November 3 to 9. Several activities marked the group with Opening Ceremonies at Tom Davies Square. Booths, speakers, and information on our programs were available. A Child Sexual Abuse Awareness Conference was held which was well attended and drew participants from across the province. As in previous years, GSPS used social media extensively to showcase our work throughout the community.

This year's provincial theme was 'Preventing Crime, Protecting People' that aligns with our Strategic Directions. The theme supports the work of police in promoting the benefits of not only a justice response but a holistic community approach to addressing local crime and issues related to safety and wellbeing. It is important that the police continue to leverage the strengths of community partners to enhance frontline responses and ensure those in need receive the 'right response at the right time and by the right service provider'. Everyone plays a role in preventing crime and keeping Ontarians safe.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

BADGE OF LIFE ANNUAL CONFERENCE

I attended the Badge of Life Annual Evening of Celebration. Badge of Life Canada is a peer-led, charitable volunteer organization committed to supporting police and corrections personnel who are dealing with psychological injuries diagnosed from service.

The group is committed to promoting health by providing active and retired personnel who have been diagnosed with operational stress injuries access to counselling, information, and group support programs. Participants are also committed to advancing education by undertaking research into the cause and effects of and treatments for Operational stress injuries and making the results available to the public.

Regular education sessions and workshops are held to provide resources on topics related to stress injuries including PTSD and suicide prevention. This year, CAO Sharon Baiden and Constable James Jefferson presented during one of the afternoon sessions on some of the best practices in place here at GSPS.

HALLOWEEN SAFETY – PUMPKIN PATROL

GSPS once again partnered with Greater Sudbury Fire Services, Emergency Medical Services, Sudbury District Conservation Officers, and Rainbow District Animal Control and Shelter Services for the 6th Annual Operation Pumpkin Patrol. The goal of Operation Pumpkin Patrol is to help keep the streets in Azilda safe on Halloween.

This event kicked off at the Lionel E. Lalonde Centre. Members of the Greater Sudbury Police Service as well as the Pumpkin Patrol worked together to patrol the streets in Azilda helping to ensure a safer environment for children and their guardians. En route, the Patrol passed through neighbourhoods, handing out candy and stickers to trick-or-treaters.

At the Arena, Operation Pumpkin Patrol Officers met with children to answer questions, pose for photos, and hand out treats. The event once again was a success and ensured the safety of local children during Halloween.

TAKE OUR KIDS TO WORK DAY

On Wednesday, November 6, sixteen grade 9 students from six high schools across the city participated in the Greater Sudbury Police Service's Annual 'Take Our Kids to Work Day'. Students were introduced to all aspects of the policing profession by participating in a number of planned activities which included exploring career interests and many different culturally diverse activities. Members throughout the Service were able to share with students the different sections of policing providing them with the opportunity to learn more about the Service. Students were also joined by Chief Pedersen for lunch.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

As part of Our Shared Commitment to Community Safety and Wellbeing, the Service focuses its efforts on innovation, collaborative partnerships, and community engagement opportunities especially those reaching out and involving our youth. This event allows students to learn more about the Greater Sudbury Police Service and its role in the community. These are ideal opportunities to expose youth to law enforcement and potential career opportunities.

INTERNATIONAL CONFERENCE ON LAW ENFORCEMENT AND PUBLIC HEALTH

I was honoured to be invited as a presenter and delegate to the International Conference on Law Enforcement and Public Health in Edenborough Scotland. The sessions were excellent with many topics of interest covered and more particularly the opportunity to being exposed to a number of wellness approach best practices from around the world.

I was part of an expert panel focused on mental wellness for police staff. The panel included academics and mental practitioners across the globe along with two Canadian Chiefs of Police – the Chief from Edmonton Police and me, speaking about the current leadership challenges and solutions being implemented. Many of the activities and approaches here in Sudbury are leading edge.

I also facilitated a session myself focusing on effective citizen engagement strategies highlight our 'Looking Ahead Project' as a leading edge example of excellent grassroots work being done in collaboration with individuals and organizations with significant social health benefits.

I was able to attend a variety of sessions and workshops looking at global public health approaches to the Opioid Crisis, Mental Health Pathways for community members and police personnel, to resiliency training and evidence-based practices.

One model of community outreach that was of particular interest was a REACH program in Edmonton that diverts 911 calls to emergency responders for persons suffering the effects of substance use, to a 211 response Outreach vehicle that helps get people of the street to the shelters or centres designated to provide the support.

OACP ZONE 1A MEETING

November 13 and 14, GSPS hosted Chiefs from OACP Zone 1A. Several topics were discussed with a keynote address on wellness given by Constable James Jefferson. A number of other topics were covered including OACP President's report, Director's report, and round table discussion on current challenges and needs of police services in the North (Guns and Gangs, Human Trafficking, Sexual Violence, new Ministry funding model).

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

SENIOR LEADERSHIP RISK MANAGEMENT TRAINING

The Senior Leadership Team had a Risk Management training session hosted by Counsel Lynda Bordeleau and Jessica Barrow of Perley Robertson, Hill & McDougall. Several topics were addressed including Workplace Harassment, Attendance Issues around culpable and nonculpable absenteeism, Workplace Accommodation, Probation Constables and Cadets evaluation, Negligent Appointments, Civil Litigation and Public Complaints, Police Discipline, Performance Management, and Invasion of Privacy. The session was informative.

DIVERSITY ADVISORY COMMITTEE

The Diversity Advisory Committee met on October 28 which welcomed a number of new members. There was the opportunity for the group to discuss the recently released Policy on Eliminating Racial Profiling in Law Enforcement. An update from the Aboriginal Liaison Unit was also provided which ensured the committee is kept informed of the important work through that group.

Three sub-committees regularly have activities underway through Education and Training, Marketing and Communication, and Events Planning. This Committee specifically plans for the Elimination of Racial Discrimination Luncheon and the July 1 Celebrations.

ABORIGINAL COMMUNITY POLICE ADVISORY COMMITTEE

The Aboriginal Community Police Advisory Committee (ACPAC) celebrated twenty years since its inception. Committee members, former and current staff, community supporters, and current and former Chiefs attended an afternoon at Shkagamik-Kwe Health Centre. Stories of the work of the committee were shared by many in attendance.

The Aboriginal Community Police Advisory Committee formed in 1999 under former Chief of Police Alex McCauley who also committed the resources of Constable Grant Dokis who served as the Service's first Aboriginal Liaison Officer.

In 2005 through ACPAC, an initiative aimed at building positive relationships with Indigenous youth was developed. This was the MKWA Opportunity Education Circle which was a partnership with the four local school boards in Greater Sudbury that creates learning opportunities for Indigenous students looking to pursue a career in the Justice sector to participate in ride along program with our Officers.

The ACPAC has been instrumental in the development and launch of both the 'Looking Ahead to Build the Spirit of Our Women - Learning to Live Free from Violence Strategy' and the Indigenous Women and Girls Missing Persons Toolkit and Resource Guide both of which are leading edge programs gaining national recognition.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Today ACPAC continues to work in partnership with the police service to assist with and advise on the delivery of services that is culturally sensitive to the needs, safety, security, and rights of the Aboriginal Community. GSPS is committed to nurturing and growing our relationship with Indigenous peoples with the guidance of ACPAC.

INTERNATIONAL STUDENT RIDE-ALONG PROGRAM

October 30, 2019 marked the launch of this year's International Student Ride-Along Program. Since 2014 in keeping with GSPS's commitment to embrace diversity and create an inclusive environment through community mobilization, this program offers international students the opportunity to connect with police personnel in a positive and interactive way. This program now in its sixth year is successful through a strong collaboration with our Inclusion Team, Diversity Advisory Committee, Laurentian University, Cambrian College, College Boreal, the City of Greater Sudbury, and YMCA Immigrant Services.

In keeping with our Strategic Priority of Public Trust and Accountability with a key focus on community engagement through visibility, accessibility, and recruitment, the program is fun and interactive providing both students and our officers with a better understanding of each other. It provides the opportunity to learn about Canadian laws and provides the opportunity to break down barriers and learn about different cultures.

OACP PRESIDENT WORK UPDATE

My work as the President of the OACP continues to be varied and interesting. Since the last meeting, Minister Sylvia Jones attended Sudbury and toured police facilities. I attended the OACP Zone 6 Meeting in Sarnia and continue to engage in regular teleconferences on priority items for policing. Changes to the Constable Selection System continue to be considered by police leaders with anticipates changes coming in the upcoming year.

COMMUNITY SAFETY INITIATIVES

Mental Health and Addictions System Priority Table

The MHA-SPT is a forum to share cross-sectoral priorities to improve mental health outcomes and mental health and addictions services across the continuum (promotion, prevention, and intervention) and across the lifespan. GSPS is a member of this table. At the October meeting, members provided updates on working groups, grant opportunities and membership.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Community Drug Strategy Committee

GSPS continues to play an active role on the Community Drug Strategy. On October 29, a Community Advisory Committee – Supervised Consumption Site Study meeting was held. Dr. David March presented to the committee on Vancouver's response to supervised consumption sites. Committee members were updated on the status of the study which involves focus group presentations.

Child Sexual Abuse Prevention Conference

As part of Crime Prevention Week activities, the Service hosted a Child Sexual Abuse Awareness Conference. This event came to life through the support of the Solicitor General Proceeds of Crime Frontline Policing Grant in support of Project Champion. The project will further enhance the response to sexual assaults by creating a trusting environment through improved awareness, transparency, and accountability. To date, a number of key activities have been achieved to focus on a multi-sectoral response to victims of sexual violence. The event sold out.

The event focused on Trauma, Forensics, Awareness, and Prevention. The day served as an excellent opportunity to bring community partners together to raise awareness of child sexual abuse, provide training to frontline, and deliver information on how to best support survivors. Chanelle Petrie from Calgary spoke on her experience as a survivor of Child Sexual Abuse. Representatives from our Community Sexual Assault Review Team including '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, VOICES for Women (Health Sciences North), Violence Intervention and Prevention Program (Health Sciences North), YWCA Genevra House, Centre Victoria pour femmes, and Laurentian University, and members from the Greater Sudbury Police Service also attended.

GSPS is dedicated to a survivor-centered approach and we encourage victims of Sexual Assault to report acts of sexual violence to Police. It is known that cases of Child Sexual Abuse are even more complex as in many cases the abuser is known to the child and is in a position of power making it even more confusing and complicated for the child. We also know that children process and express trauma much differently than adults and frontline workers must be equipped with the knowledge and tools to recognize signs and communicate with children in a way that makes them comfortable.

In Greater Sudbury, GSPS, the Children's Aid Society Districts of Sudbury and Manitoulin, and Kina Gbezhgomi Child and Family Services work collaboratively within our legislated responsibilities to ensure the safety and protection of children. As a collective along with our community partners, our aim is to increase awareness of community supports, encourage survivors to report Sexual Abuse to Police and/or community partners, reduce victimization, and improve best practices for reporting.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

SEARCH AND RESCUE TRAINING

On October 25, the Greater Sudbury Police Service Search and Rescue Team conducted their annual training scenario with our Emergency Service partners GSPS working in collaboration with the Alzheimer Society Sudbury-Manitoulin North Bay & Districts, Greater Sudbury Fire Services, Greater Sudbury Paramedic Services, and CN Police coordinated a Search and Rescue training scenario involving a vulnerable person with dementia living in the area of Lasalle Boulevard and Notre Dame Avenue.

The exercise was designed to simulate a missing person and engaged several stakeholders to assist. The goal of a search is to locate the Missing Person in the shortest amount of time, in the best possible condition. Searches for Missing Persons can be conducted during all four of our Northern Ontario seasons, day or night, and often rely on several of the Greater Sudbury Police Service's equipment resources including ATV's, marine vessels, and snow machines.

The Service recognizes the importance of working with community organizations to build collaborative partnerships. The Alzheimer Society Sudbury-Manitoulin, North Bay & Districts provide essential education and support for those living with Alzheimer's disease and related dementias, and their loved ones. There are over 5,000 people in these regions that are living with a dementia diagnosis.

Dementia symptoms include memory loss, speech and judgment impairment, and change in personality and behaviours. Individuals living with dementia or Alzheimer's disease can become disoriented, getting lost without warning. Familiar surroundings may suddenly become strange and once an individual with Alzheimer's disease feels lost, they often panic, increasing their confusion. Three out of five individuals with dementia go missing.

Every year, the Greater Sudbury Police Service receives Missing Persons calls involving individuals with Alzheimer's. The Search and Rescue training scenario provides the Service with the opportunity to utilize all of its resources in a controlled, real-life situation, and the Vulnerable Persons Registry (VPR).

RESEARCH UPDATES

In recent months, the Service has been engaged by various researchers seeking to partner with GSPS on specific projects. Currently, the Service is working with the University of Waterloo on a study of School Resources Officers, Carlton University on an evaluation of the Sex Trade and Healthy Communities, and Western University involving a study aimed at evaluating Project Homestead – a program aimed at providing at risk youth in a group home environment with supports from a strength based approach by building resiliency. These studies are in the data gathering stages, and updates will be provided as results are known.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Recently, the Service was approached by a researcher from Lakehead University who is interested in exploring the needs of GSPS members in the acquisition and use of new technology, particularly the use of hand held devices for field work. This will be an interesting project and very much aligned with our commitment to continue to modernize business methods.

MEMBER AWARD AND RECOGNITION NIGHT

November 6 saw a number of members of the Service recognized for their years of service and retirement. Long Service awards were presented to Sworn members for the completion of twenty years and thirty years of service. Civilian Members were recognized for the completion of twenty and thirty years of continuous service. Additionally, both Sworn and Civilian Members were presented with a commemorative watch in recognition of twenty-five years of continuous service with the City of Greater Sudbury. A number of retirees were also on hand for their formal retirement acknowledgement.

This event provides the opportunity to formally recognize members for exemplary service to the Police Service. The Police Exemplary Service Medal recognizes police officers who have served in an exemplary manner, characterized by good conduct, industry, and efficiency. Recipients must have completed twenty years of full time service with one or more recognized Canadian police forces. The Medal may be awarded posthumously. A Bar added to the medal will be presented annually to sworn members for each additional ten years of exemplary police service. The Medals and Bars are officially presented to the recipients on behalf of the Government of Canada by the Chief of Police during the annual recognition event.

The evening opened with a ceremonial piping in led by the Service's Colour Party. A performance by the band was included followed by presentation of the medals, gifts, and certificates.

This year there were close to 200 on hand for these celebrations.