

PROFESSIONAL STANDARDS BUREAU
**Public Trust and Accountability & Risk
Management**

Greater Sudbury Police Services Board

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Strategic Operations

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Agenda

- Police Oversight Agencies
- Professional Standards Bureau (PSB) Mandate
- PSB Staffing Model
- Police Discipline
- Misconduct Offences
- Anatomy of a PSB investigation
- Conclusion of investigation: Substantiated or Not Substantiated
- Conclusion



Police Oversight Agencies

- Office of the Independent Police Review Director
- Special Investigations Unit
- Police Services Act
- Coroner's Inquests
- Ministry of Labour
- Ontario Human Rights Commission
- Ontario Civilian Police Commission
- Supervision
- And more



Professional Standards Bureau Mandate

- Internal Misconduct investigations (Chief's complaint)
- Public complaints
- Risk management



PSB Staffing Model

- Two Investigators (rank of Sergeant)
- One civilian
- Staff Sergeant oversight
- Report to the Executive Officer of the Office of the Chief of Police



Police Discipline

Legislated and regulated

- a) Formal public complaints from OIPRD
- b) Criminal allegations involving death, serious injury, sexual assault investigated by the SIU
- c) Other misconduct investigated by PSB on direction of the Chief (Chief's complaint)



Misconduct Offences

Police Services Act:

- Code of Conduct
- Discreditable Conduct
- Insubordination
- Neglect of Duty
- Deceit
- Breach of Confidence
- Corrupt Practice
- Unlawful or Unnecessary Exercise Of Authority
- Damage to Clothing or Equipment
- Consuming Drugs or Alcohol in a manner prejudicial to duty



Anatomy of a PSB Investigation

Public Complaint and Chief's Complaint

- OIPRD may ask local PSB to conduct investigation
- Notice to the officer and their Association reps
- Interview witnesses, retrieve audio, video, notes, reports etc.
- Chief's complaint follows the same process once received
- Written report of findings
- Complainant provided with copy of report



Conclusion of Investigation: Substantiated or Not Substantiated

- As outlined under Part V of the PSA
- Substantiated complaint; legislated process for that which is deemed to be serious
 - Formal quasi judicial hearing
- Substantiated complaint; deemed to be less serious
 - Internal investigation conducted by PSB
- Sanctions
 - Less serious, up to 240 hours lost
 - Serious, up to & including dismissal
- Suspension
 - As outlined in the PSA; Administrative suspension or full suspension with pay
 - No option to suspend without pay under the PSA



Conclusion of Investigation: Substantiated or Not Substantiated

- Impact of precedent
- Dismissal only after Hearing and only by Hearing Officer
- Appeal to the OCPC



Conclusion

- Public trust and accountability while balancing employee rights
- Specific and general deterrence
- PSA and the sections related to discipline are being reviewed with a view to modernization

