



**GREATER SUDBURY POLICE SERVICES BOARD
TUESDAY, MARCH 18, 2025 – 10 A.M.
Council Chambers, Tom Davies Square/Zoom**

PUBLIC AGENDA

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CONSENT AGENDA



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: March 12, 2025

Prepared by: Matthew Gatien, Board Administrator

SUBJECT: Consent Agenda – March 2025

ACTION: For Approval

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board receives and/or approves Consent Agenda items 6.1-6.16.

CURRENT SITUATION:

For the purposes of convenience and for expediting meetings, matters of business of repetitive or routine nature are included in the Consent Agenda, and all such matters of business contained in the Consent Agenda are voted on collectively.

A particular matter of business may be singled out from the Consent Agenda for debate or for a separate vote upon the request of any Member. In the case of a separate vote, the excluded matter of business is severed from the Consent Agenda, and only the remaining matters of business contained in the Consent Agenda are voted on collectively.

Each and every matter of business contained in the Consent Agenda is recorded separately in the minutes of the meeting.

The following items are included in the January 22, 2025, Consent Agenda:

- Adoption of Minutes – January 22, 2025, and February 28, 2025
- Accept Consent and Discussion Agenda – January 22, 2025
- Board Directions to the Chief
- Notes of Appreciation
- Staffing and Deployment Update
- Officer Promotions Update
- 2024 Information Privacy Commission Annual Report
- AODA Annual Update

SUBJECT: Consent Agenda – March 2025

- Police Auctions Canada Annual Report
- Delegation of Signing Authority Update
- Fortinet Agreement
- 2025 PAO Conference Debrief
- OAPSB Spring Conference and AGM Registration
- 2025 CAPG Annual Conference Registration
- Presentation Schedule Report
- Board Correspondence



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: March 11, 2025

Prepared by: Matthew Gatien, Board Administrator

SUBJECT: Directions to the Chief – March 2025

ACTION: For Information

BACKGROUND:

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

CURRENT SITUATION:

At the January 2025 Board meeting the Board asked the Chief to prepare the following:

(2025-016) FORTIER – LOUGHEED: THAT the Board request the Chief prepare the following:

- That Cst. Larsen and the Canine Unit appear before the Board for a presentation on the function of the Canine Unit at GSPS.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: February 20, 2025

Prepared & Recommended by: Sara Cunningham, Chief of Police

SUBJECT: Notes of Appreciation

ACTION: For Information

CURRENT SITUATION:

Sergeant Ali Shirazi

A local citizen wished to praise Sgt. Shirazi for the professional curtesy he provided to area residents following a stolen vehicle incident that elicited a heavy police presence. Sgt. Shirazi took the time to explain the situation, reassuring residents that an arrest had been made and everything was in order.

Thank you, Sgt. Shirazi, for your leadership and professionalism!

Constable Dominic Baril and Constable Devin Weber

A motorist wished to acknowledge the professional, fair, and polite conduct of Cst. Baril and Cst. Weber during a traffic stop. Although the motorist was ticketed, he was appreciative of the respect shown and the clear explanation of his violation that was provided, in addition to how to remedy the situation.

Thank-you, Constables Baril and Weber, for making a positive connection while embodying our RICH values!



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: March 7, 2025

Prepared by: Holly Bilodeau, Manager of Human Resources

Recommended by: Sara Cunningham, Chief of Police

SUBJECT: Staffing/Deployment Update

ACTION: For Information

THAT the Greater Sudbury Police Service Board, in accordance with Section 37(1)(b) of the *Community Safety and Policing Act*, hereby receives notice of the hiring of the following members:

Name:	Start Date:	Position:
Demore, Callie	03-February-25	Part-Time Communicator
Belanger, Alicia	03-February-25	Part-Time Communicator
Richard, Samantha	03-February-25	Part-Time Communicator
Kirkton, Emily	03-February-25	Part-Time Communicator
Blair, Garrett	26-February-25	Cadet
N'Senga, Mwana (Hardy)	26-February-25	Cadet
Wood, Adam	26-February-25	Cadet
Scott, Jared	26-February-25	Cadet
Kerr, Joshua	26-February-25	Cadet
Belanger, Matthew	26-February-25	Cadet

And further, the Board receives notice of the resignation or retirement of the following members:

Name:		Effective:	Position:
Kiviaho, Dana	Retired	16-January-25	Sergeant
Kitchener, Madison	Resigned	20-January-25	Part-Time Court Clerk
Savignac, Marc	Retired	27-February-25	Constable

SUBJECT: Staffing/Deployment Update

BACKGROUND:

Section 37 of the *Community Safety and Policing Act* sets out the Board's responsibilities with respect to the provision of adequate and effective police service in the municipality.

More particularly, under Section 37, the Board appoints and accepts resignations of members of the Service.

Each year, the Service develops a Recruitment Plan in accordance with anticipated attrition through resignation and/or retirement. New positions are also identified where required and filled accordingly. Recruiting efforts are ongoing continually to ensure staffing levels are maintained.

During budget deliberations for the 2023 budget, the Board adopted a strategic staffing plan which increased the Service strength by ten in 2023, ten in 2024, and will increase by an additional ten in 2025. Recruiting efforts have been underway to meet the new hiring targets and to be responsive to ongoing attrition through resignation and retirement. As soon as last day at work notices have been given, efforts are made to identify the replacement member.

CURRENT SITUATION:

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

TABLE A: GSPS Authorized Strength on March 7th, 2025

FULL-TIME COMPLEMENT

	Budgeted		Notes	
	Authorized	Actual	Non-medical LOA	Secondment
SWORN	304	297	0	(1)
POLICE PROFESSIONALS	147	146	0	
TOTAL	451	443	0	(1)

The additional staff in accordance with the staffing plan approved by the Board were budgeted starting in June 2023.

On January 1st, 2025, our Sworn authorized strength increased by 10, four of which were approved in the 2023 budget year and six approved during the 2024-2025 budget

SUBJECT: Staffing/Deployment Update

submission. We are currently in the mid-stages of our selection process for the June 2025 OPC intake, with a request of eight seats in the Basic Constable Training program. In addition, we have already started to pre-screen for the September 2025 intake. Our Police Professional authorized strength increased in January 2025 by two to 147, with the addition of two Full-Time Forensic Specialists who will start their training program on April 7th, 2025. Our focus continues to be to hire for the budget increases, proactively for upcoming retirements, and to replace members on extended leaves of absence.

TABLE B: New Hires

Name:	Start Date:	Position:
Demore, Callie	03-February-25	Part-Time Communicator
Belanger, Alicia	03-February-25	Part-Time Communicator
Richard, Samantha	03-February-25	Part-Time Communicator
Kirkton, Emily	03-February-25	Part-Time Communicator
Blair, Garrett	26-February-25	Cadet
N'Senga, Mwana (Hardy)	26-February-25	Cadet
Wood, Adam	26-February-25	Cadet
Scott, Jared	26-February-25	Cadet
Kerr, Joshua	26-February-25	Cadet
Belanger, Matthew	26-February-25	Cadet

TABLE C: Retirements/Resignations:

Name:		Effective:	Position:
Kiviaho, Dana	Retired	16-January-25	Sergeant
Kitchener, Madison	Resigned	20-January-25	Part-Time Court Clerk
Savignac, Marc	Retired	27-February-25	Constable



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: February 14, 2025

Prepared & Recommended By: Sara Cunningham, Chief of Police

SUBJECT: Officer Promotions

ACTION: For Information

BACKGROUND:

Succession planning and promotions within the Service are governed by Human Resources procedures. In accordance with the Collective Agreement and Promotional Procedure, members are promoted to various ranks within the Service as vacancies become available.

CURRENT SITUATION:

As a result of recent retirements, two (2) vacancies were created at the rank of Sergeant.

The following members have been promoted:

- ✓ Sergeant David Hamilton, effective December 20, 2024
- ✓ Sergeant Jason Bonish, effective January 17, 2025

Both Sergeants have assumed their new roles as frontline supervisors in Patrol Operations.

Congratulations to both Sgt. Hamilton and Sgt. Bonish on your achievement!



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: March 18, 2025

Prepared by: Celyne Piché, Manager of Information Management

Recommended by: Sara Cunningham, Chief of Police

SUBJECT: 2024 Information Privacy Commission Annual Report

ACTION: For Information

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board receive the 2024 Information Privacy Commission Annual Report for information.

BACKGROUND:

The *Municipal Freedom of Information and Protection of Privacy Act (MFIPPA)* applies to a wide range of local government institutions, including municipalities, police service boards, school boards, conservation authorities, boards of health, and transit commissions.

Under the *Act*, individuals are granted the right to request access to municipal government information, encompassing both general records and records containing their own personal information. Furthermore, the *Act* mandates that these institutions safeguard the privacy of individuals' personal information held in government records.

MFIPPA also establishes a privacy protection framework that local governments must adhere to in order to protect individuals' privacy rights. This framework includes provisions for the collection, retention, use, disclosure, and disposal of personal information in the custody or control of government institutions.

In cases where an individual believes their privacy rights have been violated by a government institution governed by *MFIPPA*, they have the option to file a complaint with the Information and Privacy Commissioner who may conduct an investigation into the matter.

SUBJECT: 2024 Information Privacy Commission Annual Report

CURRENT SITUATION:

In accordance with Section 26 of *MFIPPA*, all institutions are obligated to submit annual statistical reports, regardless of whether requests were received in the preceding calendar year. The Information and Privacy Commission of Ontario provides an online platform for institutions to submit this statistical data.

Each institution's annual report must include the following key information:

- The total number of access requests made under *MFIPPA*.
- The number of refusals issued, specifying the provisions of *MFIPPA* under which the refusals were made, along with the frequency of invocation for each provision.
- The number of instances where personal information was disclosed for purposes not listed in the personal information bank index under *MFIPPA*.
- The total fees collected during the reporting period.
- Additional information that demonstrates the efforts made to implement and adhere to the purposes and principles set out in the *Act*.

The following statistics have been submitted to the Information and Privacy Commissioner (IPC) as part of the annual report.

Requests

Category	Personal	General
Requests Received in 2023	111	25
New Requests Received in 2024 Directly from Requester	110	24
Requests Transferred in from Other Institutions (add)	5	0
New Requests Received during 2024	115	24
Requests Carried over from 2023 (add)	3	3
Requests Forwarded to Another Institution (less)	0	0
Requests Carried over to 2025 (less)	5	1
Total Number of Requests Completed During 2024	113	26

SUBJECT: 2024 Information Privacy Commission Annual Report

Source of Requests

Source	Personal	General
Individual/Public	86	23
Individual/Agent	25	1
Business	2	1
Academic/Researcher	0	0
Association/Group	0	0
Media	0	1
Government (all levels)	0	0
Other	0	0

Time to Completion

Timeframe	Personal	General
30 days or less	112	26
31 - 60 days	1	0
61 - 90 days	0	0
91days or longer	0	0

Compliance with the Act

Compliance Item	Personal	General
Completed over the 30 days statutory limit with no Notice of Extension	0	0
Notice of Extension Issued	1	0

Disposition of Requests

Disposition Type	Personal	General
All information disclosed	3	6
Information disclosed in part	73	7
No Information disclosed	24	10
No responsive records exist	6	0
Requests withdrawn/abandoned or non-jurisdictional	7	3

SUBJECT: 2024 Information Privacy Commission Annual Report**Exemptions Applied**

Exemption	Personal	General
Section 6 - Draft Bylaws, etc.	0	1
Section 7 - Advice or Recommendations	0	0
Section 8 - Law Enforcement	70	7
Section 8 (3) - Refusal to Confirm or Deny	0	0
Section 8.1 - Civil Remedies Act, 2001	0	0
Section 8.2 Prohibiting Profiting from Recounting Crimes Act, 2002	0	0
Section 9 - Relations with Governments	0	0
Section 10 - Third Party Information	0	0
Section 11 - Economic/Other Interests	0	0
Section 12 - Solicitor-Client Privilege	1	0
Section 13 - Danger to Safety or Health	0	0
Section 14 - Personal Privacy (Third Party)	75	7
Section 14(5) - Refusal to Confirm or Deny	0	0
Section 15 - Information Soon to be Published	2	1
Section 20.1 - Frivolous or Vexatious	0	0
Section 38 - Personal Information (Requester)	73	4
Section 52(2) - Act Does Not Apply	11	1
Section 52(3) Labour Relations & Employment Related Records	0	0
Section 53 - Other Acts	0	0

Fees Collected

Fee Type	Personal	General
Application Fees	\$560.00	\$125.00
Additional Fees	\$122.60	\$292.50
Fees Waived	\$0.00	\$0.00
Total Fees	\$682.60	\$417.50

SUBJECT: 2024 Information Privacy Commission Annual Report

Reasons for Additional Fees Collection

Reasons for Additional Fees	Personal	General
Search Time	0	1
Reproduction	5	0
Preparation	0	4
Shipping	0	0
Computer Costs	0	0
Invoice costs (and others permitted by regulation)	0	0
Total	5	5

Correction and Statement of Disagreements

Correction Item	Personal
Number of Correction Requests Received	1
Correction Requests Carried Over from 2023	0
Correction Requests Carried Over to 2025	0
Total	1
Correction(s) Made in Whole	1
Correction(s) Made in Part	0
Correction Refused	0
Correction Requests Withdrawn by Requester	0
Total	1



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: March 7, 2025

Prepared by: Holly Bilodeau, Manager of Human Resources

Recommended by: Sara Cunningham, Chief of Police

SUBJECT: Accessibility for Ontarians with Disabilities Act (AODA) – Integrated Accessibility Standards Update

ACTION: For Information

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board accepts this *Accessibility for 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:

- General Requirements/Customer Service Standard
- Information and Communications Standards
- Employment Standards
- Transportation
- Built Environment – Design of Public Space

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.

SUBJECT: Accessibility for Ontarians with Disabilities Act – Integrated Accessibility Standards Update

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 Service 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 2021, the Greater Sudbury Police Service's Multi-Year Accessibility Plan 2022-2025 was implemented.

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 026 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, nurse, or doctor who can 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 of the measures taken to implement the Plan.

Attached is the Multi-Year Accessibility Plan (2022 to 2025) and the running 2024 Annual Updates. 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 2023-2024

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 2022-2025 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 Service 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, nurse, or doctor who can 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 1st, 2024, to December 31, 2024. They are organized under the accessibility standards of the AODA.

2024 Accessibility Status Update:

1. Accessibility Standards – Customer Service

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

Status Update:

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

- Provided AODA Customer Service Training for all new members and volunteers:
 - (2024) Training to a total of **49** students and new employees, and **33** new volunteers
 - (2023) Training to a total of **55** students and new employees, and **7** new volunteers
 - (2022) Training to a total of **52** new volunteers, students, and new employees
 - (2021) Training to a total of **39** new volunteers, students, and new employees
 - (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 employees
- Continue to review customer feedback and take appropriate action.
 - Feedback has been very favourable and Access to Information staff continue to hear that the public is pleased with the services available.
 - Since 2020, Access to Information forms and application processes have now been moved to an online platform, which eases accessibility to members of the public with accessibility constraints, and those wishing not to come into public spaces due to health concerns.
 - A supply of prescription eyeglasses and are available at the counter for public use.
 - Staff members offer to verbally assist the public who identify with literacy disabilities.
 - Larger print documents are available on request

2. Integrated Accessibility Standards – General Requirements

In 2011, the Integrated Accessibility Standard Regulation was enacted and is a consolidation of accessibility standards in the following five areas: General, Information and Communications, Employment, Transportation, and the Built Environment. The General Requirements are regulatory requirements that apply across all standards in this regulation.

Status Update:

- Provided AODA Integrated Accessibility Standards Training for all new members and volunteers.
 - **(2024)** Integrated Standards Training to a total of **49** students and new employees, and **33** new volunteers.
 - **(2023)** Integrated Standards Training to a total of **55** students and new employees, and **7** new volunteers.
 - **(2022)** Integrated Standards Training to a total of **52** new volunteers, students, and new employees.
 - **(2021)** Integrated Standards Training to a total of **39** new volunteers, students, and new 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.
- Additional resources were made available to our members in our online 'Accessibility' folder including:
 - A large print library containing accessibility documents available to the public in 16pt, 18pt, and 20pt font.
 - Audio formats library containing accessibility documents available to the public in audio format.
- **(2021)** All documents on our external website were remedied to be compliant with AODA standards and requirements. Members in Human Resources, Corporate Communications, and the Board Administrator participated and completed Accessible Document Training to ensure ongoing compliance on our website.

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 of 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.
- Refresh of the GSPS external website, making it easier to navigate and completely accessible on mobile devices and desktop computers.

4. Integrated Accessibility Standards – Employment Standards

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

Status Update:

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

- **(2021)** All job postings on our external website were remedied to be compliant with AODA standards and requirements. Members in Human Resources participated and completed Accessible Document Training to ensure ongoing compliance on the jobs and opportunities pages on our external website.
- In 2020, due to COVID-19, many of our members were required to commence working from home. Human Resources consulted with these members, ensuring their ergonomic needs were met in their home workspaces. Documentation was created for members on how to ergonomically set up a workspace, and members who required special equipment (chairs, desks, computer equipment, keyboards) were provided this equipment.
- In 2020, created a Service Animal Procedure. Service members/coworkers were educated utilizing a video entitled "Do's and Don'ts for Interacting with a Service Animal" Posters were also created to provides members with instructions on how to interact with a member and their Service Animal. We currently have two Support Animals in our workplace.
- In 2019, Human Resource Staff participated in a Webinar by the Canadian Centre for Diversity and Inclusion (CCDI) entitled "Accessibility-Navigating a

World Filled with Barriers” to enhance their understanding of how to meet the needs of those with disabilities.

- Ongoing partnership with March of Dimes. In September 2019, the Service participated in the March of Dimes Disability Skills and Work Program by providing a participant 24 weeks of work experience in our Training Branch, to introduce them to employment opportunities, and the skills needed to succeed in our organization.
- 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 complete a Performance Declaration 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.



Greater Sudbury Police Service

Multi-Year Accessibility Plan

2022-2025

Updated: March 2025

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Statement of Commitment from our Executive Team:

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

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

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

Sara Cunningham
Chief of Police

Natalie Hiltz
Deputy Chief of Police

Introduction:

Section one of the *Ontario Human Rights Code* states that “Every person has a right to equal treatment with respect to services, goods and facilities, without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability”.

In June 2005 the Accessibility for Ontarians with Disabilities Act became law to specifically address the prevention of barriers for people with disabilities to ensure they had equal access to goods, services, and facilities. This provincial law required all organizations, including the Greater Sudbury Police Service to develop a multi-year accessibility plans to help make Ontario accessible by 2025.

Background:

The purpose of the AODA is to address discrimination against persons with disabilities by developing and enforcing specific standards of accessibility, to ensure barrier-free access to goods and services, facilities, accommodation, employment, buildings, structures, and premises in Ontario. To date, the AODA includes *Ontario Regulation 429/07 - Accessibility Standards for Customer Service* and *Ontario Regulation 191/11- Integrated Accessibility Standards*.

Ontario Regulation 429/07

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

Ontario Regulation 191/11

The Integrated Accessibility Standards, *Ontario Regulation 191/11*, became law on July 1, 2011, and was the second Regulation under the AODA comprising of three standards: Information and Communications, Employment Standards and Transportation.

Amendments

On December 17, 2012, *Ontario Regulation 413/12* amended the Integrated Accessibility Standards Regulation to incorporate the Built Environment Standards. In June 2016, Ontario Regulation 165/16 further amended the 191/11 and combined the general requirements and five accessibility standards, to be implemented through a phased-in approach. The five accessibility standards are: Information and Communications, Employment, Transportation, Design of Public Spaces and Customer Service.

The Greater Sudbury Police Service's Multi-Year Accessibility Plan (2022-2025) outlines our initiatives and implementation plan to meet the legislative requirements, preventing and removing barriers to ensure both an accessible organization and delivery of services.

Definitions:

Accessible Formats:

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

Accessibility Plan:

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

AODA:

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

Assistive Device:

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

Barrier:

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

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

Communication:

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

Communication Supports:

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

Dignity:

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

Disability:

Means

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

Information:

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

Equal Opportunity:

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

Guide Dog:

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

Independence:

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

Integration:

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

Kiosk:

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

Service Animal:

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

Support Person:

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

Unconvertible:

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

Greater Sudbury Police Service- Accessibility Policies

The Greater Sudbury Police Services Board and the Greater Sudbury Police Service are committed to meeting the accessibility needs of people with disabilities in a timely and proactive manner and will use reasonable efforts to provide equitable access to programs, services, goods, and facilities provided by the Board and the Service that respects a person's dignity and independence.

The Greater Sudbury Police Services Board and the Greater Sudbury Police Service provide quality customer service. All members, volunteers, agents, and persons working on behalf of the Greater Sudbury Police Service shall provide services and assistance in a manner that respects the dignity, independence, integration, and equality of opportunity of persons with disabilities.

The Greater Sudbury Police Services Board shall ensure that all its public meetings, functions, workshops, and community events are held in locations that are accessible for people with disabilities and that a person with a disability shall be allowed to utilize assistive devices or be accompanied by a guide dog, service animal or support person when attending such events.

The Greater Sudbury Police Services Board and the Greater Sudbury Police Service will establish basic principles for achieving and maintaining accessibility by meeting the legislative requirements of *Ontario Regulation 429/07* and *Ontario Regulation 191/11*.

Authentic Inclusion Team

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

Monitoring/ Evaluating

Through our commitment to the City of Greater Sudbury and continuous improvement, we (GSPS) will monitor and evaluate this plan annually. As we move forward to meeting the needs of all citizens, we will revise, update, and adjust our plans to meet the ever changing needs and demands of our community.

Multi-Year Plan Accessibility Plan

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

Part 1: General Standards

Accessibility for Ontarians with Disabilities Act (AODA) integrated Accessibility Standards – General Standards/Customer Service Ontario Regulation 191/11			
Item	Requirement, Regulation Section and Implementation Date	Action Required	Implementation Status
1	Establishment of Policies, Practices and Procedures (s.3) January 1, 2010 COMPLIANT	<ul style="list-style-type: none"> Develop and implement policies, practices and procedures that govern the provision of goods and services to persons with disabilities. Include policies dealing with assistive devices. Have document of such policies, practices, and procedures available upon request to the public 	<ul style="list-style-type: none"> The Greater Sudbury Police Services Board adopted Customer Service Policy GSPSB-Policy 021 December 12th, 2011, to comply with Regulation. Section 2.d. of Policy 021 deals specifically with assistive devices. As per the notice on the Service's website the Policy is available to members of the public upon request.
2	Use of Service Animals and Support Persons (s.4) January 1, 2010 COMPLIANT	<ul style="list-style-type: none"> Ensure persons with service animals can enter the premise(s) with service animals, unless excluded by law in which case other measures will be made available to enable the person to obtain services. Ensure persons accompanied by a support person are permitted to enter the premise(s) together and are able to have access to each other. Prepare one or more documents describing the policies, practices, and procedures with respect to service animals and support persons 	<ul style="list-style-type: none"> The Service has addressed the use of service animals and support persons in both its Customer Service Policy (021) section 2. f-i., as well as its Customer Service Procedure (ADM 006) in sections 8 and 9 respectively Service animals and support persons are also addressed in the Service's Prisoner Care and Control Procedures (ADM002) As per the notice on the Service's website Policy 021 and Procedure ADM 006 are available to members of the public upon request.

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

5	Feedback Process for Providers of Goods and Services (s.7) January 1, 2010 COMPLIANT	<ul style="list-style-type: none"> Establish a process for receiving and responding to feedback regarding the way goods and services are provided to persons with disabilities. Make information about the process readily available to the public; the process must allow persons to submit feedback in person, by telephone, in writing or by email. Create a document that outlines the feedback process and specifies the actions that will be taken if a complaint is received; upon request this document must be provided to the public 	<ul style="list-style-type: none"> As per procedure ADM 006 section 11, the Service accepts feedback in a variety of formats in accordance with the regulation. All feedback is directed to the Manager of Information Management who shall review the feedback and ensure follow up and acknowledgement of receipt of the feedback is provided to the person as soon as practicable. The Service has developed a Customer Service survey to collect feedback- accessibility questions are included in the survey. A document describing the feedback process is located in the Accessibility Folder on the Public Drive and is available to the public upon request.
6	Notice of Availability of Documents (s.8) January 1, 2010 COMPLIANT	<ul style="list-style-type: none"> Notify the public that documents required by this regulation are available upon request by posting information at a conspicuous location and on the website 	<ul style="list-style-type: none"> The Service has issued a statement on their website communicating the availability of its documents to the public. Any requests that are made will be forwarded to the Manager of information Management as per Procedure ADM006 section 12
7	Format of Documents (s.9) January 1, 2010 COMPLIANT	<ul style="list-style-type: none"> Ensure documents requested by the public under this Regulation are provided in a format that takes into account a person's disability by agreeing upon the appropriate format 	<ul style="list-style-type: none"> As stated in the Service's Procedure ADM 006 section 12, all requests related to the Regulation shall be forwarded to the Manager of Information Management who shall take the appropriate action to comply with the request

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

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

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

Part 2: Information and Communication

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

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

Part 3: Employment Standards

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

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

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

Part 4: Transportation

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

Part 5: Built Environment

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

Conclusion:

The Greater Sudbury Police Service will continue to review and identify any gaps in service to continue to meet our legislative requirements, meeting the needs of individuals, removing, and preventing barriers to accessibility in a timely and proactive manner.

Feedback:

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

Manager of Information Management

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

Telephone: 705-675-9171

Electronic Mail: gspsmail@gsps.ca

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

Appendix: Proactive Initiatives:

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

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

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

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

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

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

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

	<ul style="list-style-type: none"> Continued to institute the practices and provisions used with external applicants when members compete in the Promotional Competition Process, Internal Hiring Processes, or when being redeployed
2017	<ul style="list-style-type: none"> Provided AODA Customer Service Training for all new members and volunteers. New: (2017) Training to a total of 67 new volunteers, students, and new employees. (2016) Training to a total of 53 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 eyeglasses 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 15 requests this year. Larger print documents are available on request. Additional resources were made available to our members in our on-line 'Accessibility' folder including: <ul style="list-style-type: none"> 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. Training to a total of 53 new volunteers, students, and new employees. 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. New: (2017) Acquirement of an Ergonomic Testing Area in the Human Resources Branch to ensure we properly meet the accommodation needs of applicants with disabilities New (October 2017) Participated in the March of Dimes Disability Mentorship Day. Provided GSPS with the opportunity to mentor a person with a disability, to introduce them to employment opportunities, and the skills needed to succeed in our organization. Continued notification to employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website. Continued to have individuals participating in the assessment or recruitment process to complete a Performance Declaration 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

	<p>disability. This has also been added to the Return-to-Work process should a member need an Employee Workplace Emergency Response Plan.</p> <ul style="list-style-type: none"> • 2017- One member identified a need to have a specific workplace emergency response plan. • In conjunction with Acclaim Disability Management Services, progress has continued to: <ul style="list-style-type: none"> ○ Develop individual accommodation plans for employees with disabilities. ○ Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations. • Continued to institute the practices and provisions used with external applicants when members compete in the Promotional Competition Process, Internal Hiring Processes, or when being redeployed
2018	<ul style="list-style-type: none"> • New: (2018) Training to a total of 89 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 eyeglasses 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. • New: (2018-2019) Human Resources continues to utilize an Ergonomic Testing Area in the Human Resources Branch to ensure we properly meet the accommodation needs of applicants with disabilities. • Continued notification to employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website. • Continued to have individuals participating in the assessment or recruitment process to complete a Performance Declaration to provide or arrange for suitable accommodations as required. • Continued notification to successful applicants of our policies for accommodating employees with disabilities. • Provided information regarding the provision of job accommodations during the Human Resources Orientation Program • Continued the provision of an 'Employee Workplace Emergency Response Plan' to those employees who have informed Human Resources of their personal disability. This has also been added to the Return-to-Work process should a member need an Employee Workplace Emergency Response Plan.
2019	<ul style="list-style-type: none"> • New 2019 Human Resource Staff participated in a Webinar by the Canadian Centre for Diversity and Inclusion (CCDI) entitled "Accessibility-Navigating a World Filled with Barriers" to enhance their understanding of how to meet the needs of those with disabilities. • Provided AODA Customer Service Training for all new members and volunteers. • New: (2019) Training to a total of 100 new volunteers, students, and new employees.

	<ul style="list-style-type: none"> • 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. • 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, 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. • In conjunction with Acclaim Disability Management Services, progress has continued to: <ul style="list-style-type: none"> • Develop individual accommodation plans for employees with disabilities. • Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations. • Continued to institute the practices and provisions used with external applicants when members compete in the Promotional Competition Process, Internal Hiring Processes, or when being redeployed
2020	<ul style="list-style-type: none"> • (2020) Training to a total of 50 new volunteers, students, and new employees • New (2020) Due to COVID, Customer Service forms and application processes have now been moved to an online platform, which eases accessibility to members of the public with accessibility constraints, and those wishing not to come into public spaces due to health concerns. • New (2020) As a result of COVID many non-essential Service Personnel were required to commence working from home. Human Resources consulted with these members, ensuring their ergonomic needs were met in their home workspaces. Documentation was created for members on how to Ergonomically Set Up a Workspace, and members who required special equipment (chairs, desks, computer equipment, keyboards) were provided this equipment. • New (2020) Currently we have one member who has returned to work with a Service Animal. This process was conducted in accordance with our newly created Service Animal Procedure. Service members/coworkers were educated utilizing a video entitled "Do's and Don'ts for Interacting with a Service Animal" Posters were also created to provides members with instructions on how to interact with a member and their Service Animal.
2021	<ul style="list-style-type: none"> • Training to a total of 34 new volunteers, students, and new employees • Continued notification to employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website. • Continued to have individuals participating in the assessment or recruitment process to complete a Performance Declaration to provide or arrange for suitable accommodations as required. • Continued notification to successful applicants of our policies for accommodating employees with disabilities.

	<ul style="list-style-type: none"> • Provided information regarding the provision of job accommodations during the Human Resources Orientation Program • Human Resources continued to consult with members working from home to ensure their ergonomic needs were met. Documentation provided and available on how to properly set up a workspace and equipment. • In conjunction with Acclaim Disability Management Services, progress has continued to: <ul style="list-style-type: none"> ○ Develop individual accommodation plans for employees with disabilities. ○ Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations. • From January to June, through a third-party contractor, all documents on the external GSPS were remedied to be compliant with AODA standards and requirements. • Continue to use YouTube function to ensure compliance, including closes-captioned features. • Social Media videos and “stories” now included the close-captioned features. • In July, Human Resources, Corporate Communications, Board Administrator and the EA to the CAO and Deputy Chief participated and completed <i>Accessible Document Training</i> hosted a third by in ensure compliance for our website. • Continue to use YouTube function to ensure compliance, including closes-captioned features.
2022	<ul style="list-style-type: none"> • Training to a total of 52 new volunteers, students, and new employees • Continued notification to employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website. • Continued to have individuals participating in the assessment or recruitment process to complete a Performance Declaration to provide or arrange for suitable accommodations as required. • Continued notification to successful applicants of our policies for accommodating employees with disabilities. • Provided information regarding the provision of job accommodations during the Human Resources Orientation Program • In conjunction with Acclaim Disability Management Services, progress has continued to: <ul style="list-style-type: none"> ○ Develop individual accommodation plans for employees with disabilities. ○ Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations. • Continued use of accessibility functions on the Service’s Website and Social Media pages.
2023	<ul style="list-style-type: none"> • Training a total of 55 students, and new employees, 7 new volunteers. • 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.

	<ul style="list-style-type: none"> Continued to have individuals participating in the assessment or recruitment process to complete a Performance Declaration to provide or arrange for suitable accommodations as required. Continued notification to successful applicants of our policies for accommodating employees with disabilities. Provided information regarding the provision of job accommodations during the Human Resources Orientation Program In conjunction with Acclaim Disability Management Services, progress has continued to: <ul style="list-style-type: none"> Develop individual accommodation plans for employees with disabilities. Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations. Continued use of accessibility functions on the Service's Website and Social Media pages. In-house ergonomic workspace assessments conducted, members educated on how to make their workspaces more accessible and/or to accommodate a return-to-work plan.
2024	<ul style="list-style-type: none"> Training a total of 49 students and new employees, 33 new volunteers. 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 to provide or arrange for suitable accommodations as required. Continued notification to successful applicants of our policies for accommodating employees with disabilities. Provided information regarding the provision of job accommodations during the Human Resources Orientation Program In conjunction with Acclaim Disability Management Services, progress has continued to: <ul style="list-style-type: none"> Develop individual accommodation plans for employees with disabilities. Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations. Continued use of accessibility functions on the Service's Website and Social Media pages.

Revision Updates:

YEAR	CHANGES
2014	Posted Date Accessibility Policy Adopted Customer Service Policy Revised Canadian Hearing Society Service Agreement June 2014
2015	Board Update December 8, 2015 Initiatives Tables Updated
2016	Board Report December 8, 2016 Initiatives Tables Updated Customer Service Policy Revised Accessibility Policy Revised
2017	Board Report December 11, 2017 Initiatives Tables Updated
2018	Initiatives Tables Updated
2019	Board Report November 13, 2019 Initiatives Tables Updated
2020	Board Report December 2, 2020 Initiatives Tables Updated
2021	Board Report December 2021 Initiatives Tables Updated
2022	Board Report January 2022 Initiatives Tables Updated
2023	Board Report January 2023 Initiatives Tables Updated
2024	Board Report February 2024 Initiatives Tables Updated
2025	Board Report March 2025 Initiatives Tables Updated



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: March 10, 2025

Prepared By: Melissa Lariviere, Acting Manager of Finance

Recommended By: Sara Cunningham, Chief of Police

SUBJECT: Police Auctions Canada Annual Report

ACTION: For Information

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board receives the 2024 Annual Report for monies received through Police Auctions Canada for the sale of property that has come into the possession of the Police Service for deposit to the Board Reserve Fund.

BACKGROUND:

In accordance with Section 258 of the *Community Safety and Policing Act (CSPA)*, certain property items that have come into possession of the police service may be sold once all legal proceedings regarding the property have been completed, and there are no court orders for disposition. Additionally, any unclaimed items in which the owner is unable to be determined may also be sold after a one-month or three-month period, dependent on the item. Section 258(4)(2) states that the sale of items must take place by way of auction.

Further, in accordance with Section 39 of the City of Greater Sudbury Purchasing By-Law 2014-1, Section 39(1), Senior Management Team Members shall dispose of all Goods for which they no longer have use and that are of value by using appropriate methods for disposal that are in the City's best interests, including with limitation, public auction, public tender, trade, negotiated sale, donation, or transfer to another Department. This method has been used to dispose of various equipment, furniture, and vehicles.

In 2018, the Board entered into an Agreement with Police Auctions Canada (PAC) for the purpose of disposing of such property through auction.

SUBJECT: Police Auctions Canada Annual Report

The Board holds title to all property until sold. PAC is responsible for all physical damage to the property while in its possession. Any damage is repaired, or the Board is reimbursed at reasonable market value as determined by the Board. If an item is sold and payment is not received, title to the item reverts to the Board and is placed in a further auction. PAC pays all costs and expenses of test of procedures necessary to verify the authorship, attribution, quality, or authenticity of any item including gemological tests of jewelry and related matter.

PAC charges a flat fee of 50% commission of the net selling price for this service. When considered in the context of staff salary savings and the value generated from online sales, this is a reasonable fee and efficient means for disposing of property.

CURRENT SITUATION:

Income earned from PAC Online Auctions for 2024 is summarized as follows with a comparison to the 2023 year. Many factors contribute to revenue yielded, including the number and types of items auctioned.

YEAR	GSPS REVENUE	YEAR	GSPS REVENUE
2024	\$2,913.83	2023	\$3,706.78

These funds have been deposited to the Board Reserve Fund for use on the authority of the Police Service Board.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: March 7, 2025

Prepared & Recommended By: Sara Cunningham, Chief of Police

SUBJECT: Delegation of Signing Authority

ACTION: For Information

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board receive the Delegation of Signing Authority, Chief of Police GSPSB – Policy 0030, semi-annual report for the period of July – December 2024, for information.

BACKGROUND:

Section 49(1) of the *Community Safety and Policing Act* provides for a Police Service Board to contract, sue, and be sued in its own name. As a police service is not a legal entity; it may not enter into contracts in its own name or on behalf of the Board without its authorization.

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

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

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

Where delegations of authority have been granted by the Board to the Chief of Police or designate, the delegation includes the authority to execute any related documents in the name of the Board unless the terms of the delegation require the signature of the Board.

SUBJECT: Delegation of Signing Authority

GSPSB Policy – 030 establishes clear direction on the delegation of signing authority for the Chief of Police.

CURRENT SITUATION:

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

The following items were approved by Sara Cunningham in her former capacity as Deputy Chief of Police for the period of July 1, 2024 – December 31, 2024:

Date	Vendor	Purpose	Value
July 5, 2024	Rubicon	Public Safety Application	\$23,609.87
August 29, 2024	Hexagon	Change Order for Existing Purchase Order	\$6,675.46



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: February 6, 2025

Prepared by: Nathan Dokis – Manager of Communications and Information Technology

Recommended by: Sara Cunningham – Chief of Police

SUBJECT: Fortinet Security Solution

ACTION: For Approval

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board enter into a contract with CDW Canada for the procurement of a Fortinet Security Solution through the Canoe Procurement Group of Canada (Contract #121923) at a total cost of \$163,313.08 (inclusive of HST), funded through the Provincial Next Generation 911 (NG9-1-1) Grant.

NB: This report is included in the Consent Agenda as it received interim approval by the Board between Board meetings. It is being reported here for information.

BACKGROUND:

The Greater Sudbury Police Service is committed to maintaining robust cybersecurity infrastructure to protect sensitive data and ensure operational continuity. The current systems require an upgrade to align with modern standards, address increasing threats, and support enhanced network performance.

CURRENT SITUATION:

The Greater Sudbury Police Service is currently operating an aging security technology infrastructure. This critical infrastructure is approaching its end-of-support and end-of-life status, scheduled for September 2025. The aging technology presents operational risks, including reduced effectiveness in addressing modern cyber threats and limited vendor support for maintenance or repairs.

SUBJECT: Fortinet Security Solution

Upgrading to a modern security platform is essential to ensure the continued protection of sensitive data and operational continuity. The proposed Fortinet solutions from CDW Canada will provide advanced capabilities, enhanced reliability, and a robust foundation to meet current and future cybersecurity challenges.

A competitive quote process was conducted among vendors within the Canoe Procurement Group of Canada (Contract #121923). CDW Canada was selected as the lowest-priced vendor.

CONCLUSION:

The aging security technology infrastructure presents significant challenges to maintaining effective cybersecurity and operational continuity. With the impending end-of-support and end-of-life for the existing systems in September 2025, an upgrade is critical to address modern threats and align with current standards. The proposed Fortinet solution offers a comprehensive, reliable, and future-proof approach to safeguarding sensitive data and ensuring the resilience of GSPS's IT infrastructure. Approval of this initiative will enable GSPS to continue delivering secure and uninterrupted services to the community.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: March 3, 2025

Prepared by: Matthew Gatien, Board Administrator

SUBJECT: 2025 Police Association of Ontario Annual Employment Conference Update

ACTION: For Information

BACKGROUND:

Each year the Police Association hosts a Police Employment Conference that addresses emerging issues and legal developments in police labour relations. This year's conference was held on February 24-26, 2025, in Mississauga. Chair Lougheed, Vice Chair Poland, Member Sizer, and Board Administrator Gatien, and members of the Sudbury Police Association executives attended.

CURRENT SITUATION:

This year's conference included a number of very relevant topics including collective bargaining trends, recent human rights case updates, recent probationary period decisions, police discipline, and recent information access and privacy decisions.

Conference materials were shared with the Board for their perusal.

The conference was well attended and noted important issues for the Board to watch.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: Month Day, year

Prepared by: Matthew Gatien, Board Administrator

SUBJECT: 2025 Ontario Association of Police Service Board Annual General Meeting and Conference

ACTION: For Approval

RECOMMENDATION:

THAT the Board authorizes Members to attend the Ontario Association of Police Service Boards Spring Conference and AGM Event June 3-5, 2025; and further

THAT the Board support the conference with a donation of \$500 with funds to be drawn from the Training Account.

BACKGROUND:

Each year the Ontario Association of Police Service Board hosts an annual General Meeting and Conference. Representatives from the Police Service Board generally attend.

CURRENT SITUATION:

This year, the annual conference will be held Jun 3-5, 2025, in London, ON. The tentative agenda is below.

The Board is asked to confirm interest in attending with the Board Administrator before April 1, 2025.

In addition, the OAPSB is seeking financial assistance in support of the conference this year. Sponsorship donations help minimize costs to help members attend, assist with marketing the conference, help with upgrades for delivering the conference, and

SUBJECT: 2025 Ontario Association of Police Service Board Annual General Meeting and Conference

provides exposure for the Board to other Boards in the province. The Board generally provides sponsorship in the amount of \$500.00.

Agenda

Tuesday June 3

Time	Activity
1:00PM – 1:30PM	OAPSB Welcome to the 2025 Spring Conference
1:30PM – 2:00PM	OAPSB Annual General Meeting <i>Restricted to Member Boards & Their Staff</i>
2:00PM – 2:30PM	Networking Break
2:30PM – 3:15PM	OAPSB Opening Keynote (TBC)
3:15PM – 4:00PM	OAPSB Executive Director, State of the Union
4:00PM	Zone Meetings (as required)
4:30PM	OAPSB Board of Directors Meeting <i>By Invite Only</i>
6:00PM	Welcome Reception & Dinner

Wednesday June 4

Time	Activity
7:30AM – 8:30AM	Hot Buffet Breakfast
8:15AM – 9:00AM	Opening Ceremonies and Welcome Remarks from the Ministry of the Solicitor General – Video
9:00AM – 10:00AM	Meeting the Needs and Demands of a Changing Community by Improving Service Delivery Through the Development of a Culturally Responsive Approach
10:00AM – 10:30AM	Networking Break

SUBJECT: 2025 Ontario Association of Police Service Board Annual General Meeting and Conference

Time	Activity
10:30AM – 11:30AM	The Inspector General and the Inspectorate of Policing: What Police Boards Need to Know
11:30AM – 12:00PM	Speaker / Sponsor Presentations
12:00PM – 1:00PM	Lunch and Networking Break
1:00PM – 2:15PM	Breakout Session
2:30PM – 3:45PM	Breakout Session
4:00PM – 4:45PM	Recruitment Strategy
4:45PM – 5:00PM	Closing Remarks – Day 2
5:00PM – 6:30PM	Free Time
6:30PM – 10:00PM	Spring Conference Reception & Dinner

Thursday June 5

Time	Activity
7:30AM – 8:30AM	Hot Buffet Breakfast
8:00AM – 9:00AM	Big 12 Meeting (including Breakfast)
9:15AM – 10:30AM	Breakout Session
10:45AM – 12:15PM	Breakout Session

SUBJECT: 2025 Ontario Association of Police Service Board Annual General Meeting and Conference

Time	Activity
12:15PM – 1:15PM	Lunch and Networking Break
1:15PM – 2:30PM	Panel/Speaker
2:30PM – 2:45PM	Networking Break
2:45PM – 3:45 PM	Advancing Human Rights in Policing: Governance and Operational Strategies for Community-Centred Transformation
3:45 PM – 4:00 PM	Conference Closing Remarks



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: March 7, 2025

Prepared by: Matthew Gatien, Board Administrator

SUBJECT: 2025 Canadian Association of Police Governance Annual General Meeting and Conference

ACTION: For Approval

RECOMMENDATION:

THAT the Board authorizes Members to participate in the Canadian Association of Police Governance Annual General Meeting and Conference August 14-16, 2025, in Victoria, BC; and further

THAT the Board approves a \$500 donation to the 2025 CAPG Conference to assist with the costs of the conference to be drawn from the Police Services Board operating account.

BACKGROUND:

The Canadian Association of Police Governance is a national organization dedicated to excellence in police governance, established in 1989. The CAPG represents more than 75 municipal police boards and commissions in Canada and works to achieve highest standards as a national voice of civilian oversight.

Each year the CAPG hosts an annual General Meeting and Conference where delegates are encouraged to network, discuss, and engage in learning.

CURRENT SITUATION:

The Canadian Association of Police Governance has scheduled their Annual Conference, for August 14-16, 2025, in Victoria, B.C. The theme for 2024 is "Canadian Police Governance: Navigating Challenging Times." The agenda is forthcoming and will be forwarded to Board members when available.

SUBJECT: 2025 Canadian Association of Police Governance Annual General Meeting and Conference

Conferences offer an excellent opportunity for Board Member training, providing inspiring speakers, engaging plenary and group discussions with leaders and field experts, presentations, and skill building workshops.

As with the OAPSB conferences, the Board traditionally provides financial assistance in the amount of \$500.

Members are asked to confirm interest in participating with the Board Administrator by **May 30, 2024, to take advantage of early bird registration.**



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: March 10, 2025

Prepared by: Matthew Gatien, Board Administrator

SUBJECT: Board Presentation Schedule

ACTION: For Approval

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board approve the presentation schedule for 2025.

CURRENT SITUATION:

In December 2024 and January 2025 the Board asked for some specific presentations to take place in 2025. The following schedule has been drawn up to include those presentations, along with other presentations that are of interest:

Month	Topic
January	Drug Issues in Sudbury
March	--
April	K9 Unit
May	--
June	Annual Report/Strategic Plan Update/ Prior Year Crime Statistics
September	School Resource Officer Program
October	Budget
December	Forensic Unit



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: December 13, 2024

Prepared by: Matthew Gatien, Board Administrator

SUBJECT: Board Correspondence

ACTION: For Information

CURRENT SITUATION:

The Board received the attached correspondence from the Sudbury Playground Hockey League following the Board's support of the tournament this year. The tournament was able to donate \$10,836.33 in monetary and food donations to the Sudbury Food Bank.

Gatien, Matthew

From: Marisue [REDACTED]
Sent: Thursday, January 23, 2025 4:39 PM
To: Gatien, Matthew
Subject: SPHL Police Cup Update
Attachments: PoliceCup2025FoodBankTracking completed.xlsx; PoliceCupPlayItForward2025.docx

Follow Up Flag: Follow up
Flag Status: Flagged

ATTENTION: This email originated from a sender outside of the GSPS. Please avoid clicking links or opening attachments from external senders unless you are certain it is safe to do so. **BE CAREFUL** - If you are unsure, please contact CIT.

Hi Matthew, here is the link to the story Randy Pascal did following the tournament.
<https://www.sudburysports.com/article.php?articleId=12549>

Sudbury Playground Hockey - and so much more

With more than seventy years of experience behind them, the Sudbury Playground Hockey League (SPHL) collective seem to have this whole “kids hockey thing” down pretty much pat – largely because they know that this is about far more than just hockey.. As the SPHL teams contested their annual in-house tournament this past weekend at the Gerry McCrory Countryside Sports Complex, off-ice ...

www.sudburysports.com

And then attached is the summary of the Play It Forward Food Bank Challenge we encourage our players to get involved in to show our sponsors that we give back to our community as a thank you for their generosity in making sure our tournament is possible.

I cannot reiterate the importance of the support the GSPS community has provided the Sudbury Playground Hockey League.

With kindest regards
Marisue

DISCUSSION AGENDA



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: February 27, 2025

Prepared By: D/Cst. Ryan Bignucolo and Community Safety Personnel (CSP) Megan Skakum

Recommended By: Jerry Willmott, Inspector – Criminal Investigations

SUBJECT: 2024 Missing Persons Annual Report

ACTION: For Information

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board receives the 2024 Missing Persons Annual Report in accordance with the requirement of the *Missing Persons Act, 2018* - Section 8.

BACKGROUND:

The *Missing Persons Act, 2018* came into force on **July 1, 2019**.

The *Act* assists police officers responding to Missing Persons occurrences by providing them with the ability, in certain circumstances, to:

- Obtain a court order for a person or entity to produce records that would assist in locating a missing person,
- Obtain a search warrant to allow entry onto a premises to locate a missing person, and
- Make an urgent demand for records without judicial authorization.

The *Act* also sets out tests to obtain judicial authorization to access records, search premises, and to execute urgent demands for records.

The regulation provides operational clarity regarding urgent demands for records and annual reports.

SUBJECT: 2024 MISSING PERSONS ANNUAL REPORT

Urgent Demands for Records

Under Section 5 of the *Act*, an officer who makes an urgent demand for records is required to provide a written report which outlines the records that were demanded and how the urgent demand for records were met. They must also make reasonable efforts to provide notice to a person whose information has been produced from an urgent demand for records.

The regulation specifies the officer has to provide a written report within 30 days of making an urgent demand for records and the protocol for providing notice to a person, including a description of the information the officer accessed and their contact information. The notice may be provided verbally or in writing.

Annual Reports

Under Section 8 of the *Act*, police services are required to report annually on the use of urgent demands for records by members of the police service. This includes:

- The total number of urgent demands made that year and the number of Missing Persons investigations to which they related, and
- A description of the types of records specified in the urgent demands for records made in that year.

The regulation also specifies that a copy be provided to the appropriate entity (Police Service Board, entity, or Minister), and that the report be made available to the public by posting it on a website by June 1st in the year the report is received.

In addition to the contents required under Subsection 8(4) of the *Act*, the annual report must also contain the total number of times that different types of records listed in Subsection 4(2) of the *Act* were specified in the urgent demands made in that year and if applicable, a description of any types of records not listed in subsection 4(2) of the *Act*.

The Ministry has developed forms to access the powers afforded by the *Act* and to assist in meeting reporting requirements. The forms include:

- Information to Obtain a Warrant Authorizing Entry
- Warrant Authorizing Entry, issued by the Justice
- Information to Obtain an Order for the Production of Records
- Order for the Production of Records, issued by the Justice
- Urgent Demands for Records, issued by the officer to demand records from a person or entity

SUBJECT: 2024 MISSING PERSONS ANNUAL REPORT

CURRENT SITUATION:

The 2024 *Missing Persons Act* Report on Urgent Demands for Records for January 1 to December 31, 2024, has been completed with the following results:

MISSING PERSONS ACT – URGENT DEMANDS FOR RECORDS 2024			
Total number of urgent demands for 2024			12
Total number of urgent demands that relate to Missing Persons investigations in 2024			8
Types of Records	Description	Total number of times demanded	Institution
Records containing contact information or other identifying information	Subscriber information for IP address	1	Google
Records of personal health information within the meaning of the <i>Personal Health Information Protection Act, 2004</i>	Medical records	1	Health Sciences North
Records containing travel and accommodation information	Travel history	1	Canada Border Services Agency
Records of financial information	Bank transactions	9	Scotiabank, BMO, RBC, B2B, TD

In 2024, 8 of 12 urgent demands were associated to Missing Persons investigations. The remaining 4 were associated to Person Wellbeing investigations.

Out of the 12 urgent demands made, 6 urgent demand requests assisted in either locating the individual or providing leads to further investigative avenues.

With respect to the Urgent Demands Associated to Missing Persons investigations:

- 3 of 8 are associated under the same investigation involving a 62-year-old White male.
- The remaining 5 involved five separate Missing Person investigations involving White males between 38-60 years of age.

With respect to the Urgent Demands Associated to Person Wellbeing investigations:

- 2 of 4 were made in relation to the same investigation involving an 18-year-old Indigenous female.
- The remaining 2 were made in relation to two separate Person Wellbeing investigations involving a 51-year-old White male and a 71-year-old White male.

A copy of the full report is attached and will be posted publicly.

In accordance with O.Reg.182/19 under the *Missing Persons Act, 2018* the contents included in this report must be prepared by April 1 of each year, and made publicly available by June 1 of each year.

Data Collection

Period of data collection

Start Date (yyyy/mm/dd)

2024/01/01

End Date (yyyy/mm/dd)

2024/12/31

Name of Police Force

Greater Sudbury Police Service

Detachment Location (if applicable)

Unit Number

Street Number

190

Street Name

Brady Street

PO Box

City/Town

Sudbury

Province

Ontario

Postal Code

P3E 1C7

Total Number of Urgent Demands made

12

Number of Missing Persons Investigations in which a demand was made

8

Types of records specified in the urgent demands and total number of times that each type of record was included in the urgent demands

Records	Description	Total number of times demanded
Records	Description	Total number of times demanded
Records	Description	Total number of times demanded
Records containing contact information or other identifying information	Subscriber information for IP address	1
Photos, videos, or other records containing visual representation		
Records of telecommunications or records that contain other electronic communications information, including information about signals related to a person's location		
Records of employment information		
Records of personal health information within the meaning of the <i>Personal Health Information Protection Act, 2004</i>	Medical records	1
Records related to services received from a service provider as defined in subsection 2(1) of the <i>Child, Youth and Family Services Act, 2017</i>		

Records	Description	Total number of times demanded
Records that related to a student of an educational institution		
Records containing travel and accommodation information	Travel history	1
Records of financial information	Bank transactions	9
Other records		



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: March 7, 2025

Prepared by: Robert Norman, Inspector of Integrated Operations

Data Analysis by: Cassandra Hill, Research Analyst

With Contributions from: Use of Force Instructors, Training and Professional Development Branch

Recommended by: Sara Cunningham, Chief of Police

SUBJECT: 2024 Annual Use of Force Report

ACTION: For Approval

RECOMMENDATION: THAT the Greater Sudbury Police Service Board receives the 2024 Use of Force report in accordance with *O.Reg 391/23, Section 17(6) of the Community Safety and Policing Act (CSPA)* and in accordance with the Board's Policy on Use of Force under By-Law 2003-1.

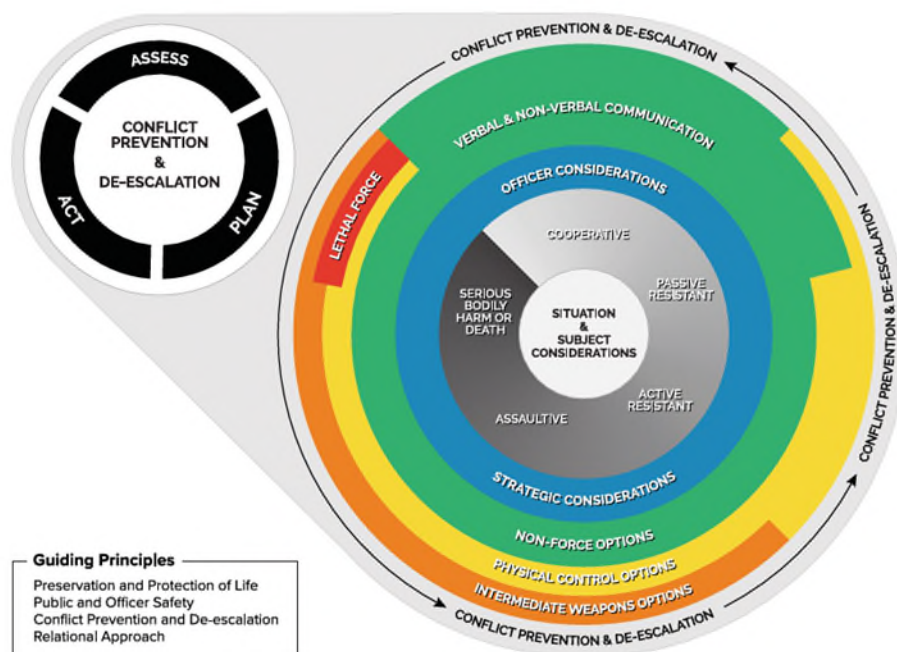
BACKGROUND:

The Greater Sudbury Police Service (GSPS) is committed to delivering progressive, community-focused policing, guided by our Strategic Direction to enhance public trust, accountability, and officer training.

Use of Force Reports were introduced by the Ontario Provincial Government to ensure transparency in police actions, monitor trends, and improve training. Officers must submit these reports when specific use of force actions occur, allowing the Training and Professional Development Branch to assess patterns, address areas of concern, and incorporate findings into training, policy updates, and strategic planning.

In 2023, the Ontario Use of Force Model was redeveloped into the Ontario Public Police Interaction Training Aid, which provides a structured framework for evaluating the necessity, reasonableness, and proportionality of police responses.

Ontario Public-Police Interactions Training Aid (2023)



The officer continuously assesses the interactions and selects the most reasonable option(s) relative to the subject and circumstances given available resources and time.

This model emphasizes de-escalation, communication strategies, and crisis response, ensuring that officers use force only when *absolutely necessary*. It is important to note that this framework does not justify an officer's actions but serves as a reference to assess decision-making.

Additionally, *Regulation 391/23 – Use of Force and Weapons*, under the *Community Safety and Policing Act* (CSPA), mandates strict use of force reporting, firearm regulations, training requirements, and oversight mechanisms to ensure officer accountability. The regulation requires police services to annually review use of force procedures and submit reports to their Police Service Board, ensuring continuous evaluation and public transparency.

When is a Use of Force Report Required?

As per *Regulation 391/23 (CSPA)* and GSPS policies, officers must submit a Use of Force Report when they:

- Draw a handgun in the presence of a member of the public.

SUBJECT: 2024 Annual Use of Force Report

- Point a firearm at a person.
- Discharge a firearm for any reason.
- Use a weapon other than a firearm (e.g., baton, conducted energy weapon, aerosol spray) on another person.
- Draw, point, or discharge a Conducted Energy Weapon (CEW).
- Use physical force that results in an injury requiring medical attention.
- Deploy a police canine that results in an injury.

Our GSPS Strategic Direction emphasizes community safety, trust, and leadership in policing innovation. By analyzing Use of Force trends within this strategic framework, GSPS aims to:

- Ensure officer training and policy development are data-driven and aligned with modern policing standards.
- Promote de-escalation strategies and crisis response training to reduce the need for force.
- Enhance transparency and accountability through public reporting and engagement with key stakeholders.

The insights from this report directly inform our training programs, operational policies, and strategic initiatives, ensuring that GSPS remains a leader in ethical and community-oriented policing.

CURRENT SITUATION:

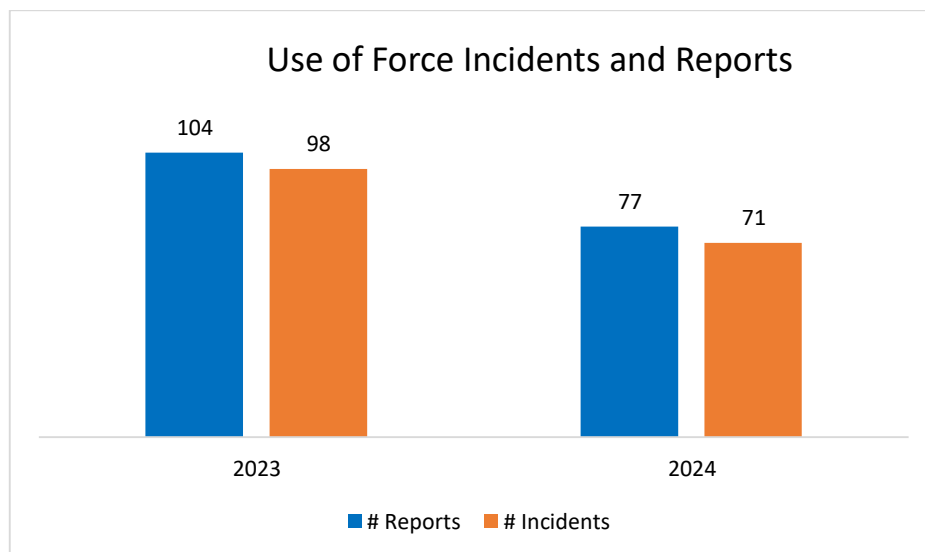
The analysis and insights in this report have been informed by the expertise of Cassandra Hill, Research Analyst, whose statistical assessment and trend identification provided the foundation for data interpretation.

Additionally, the Training and Professional Development Branch's Use of Force Instructors have contributed valuable operational context, ensuring that the findings align with training principles, tactical considerations, and evolving best practices in de-escalation and use of force decision-making.

During 2024, a total of **77** reports were submitted regarding **71** incidents. The majority of the data collected reflects the number of reports submitted and *not* the number of incidents. This is because there are occasions where multiple reports are submitted for a single incident, when more than one officer is involved in that single incident. The reports have been analyzed in the context of the following indicators as indicated on the Use of Force report form:

SUBJECT: 2024 Annual Use of Force Report

- ✓ Incident Time
- ✓ Type of Incident
- ✓ Perceived Subject Race
- ✓ Type of Force Used
- ✓ Injuries Sustained

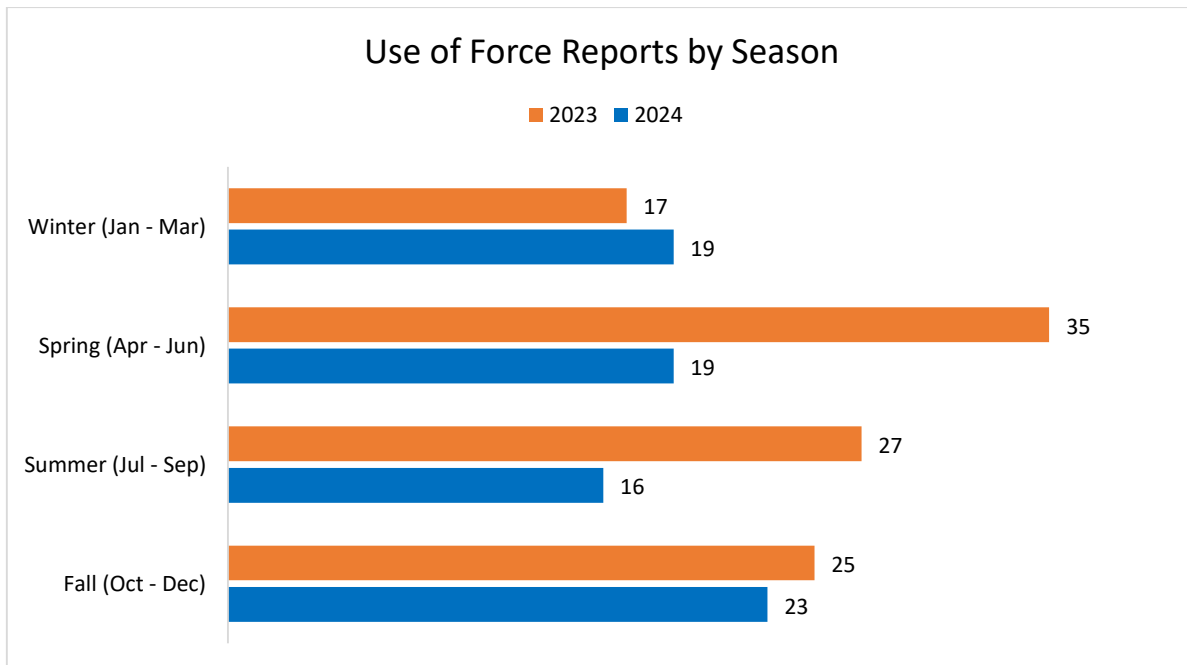
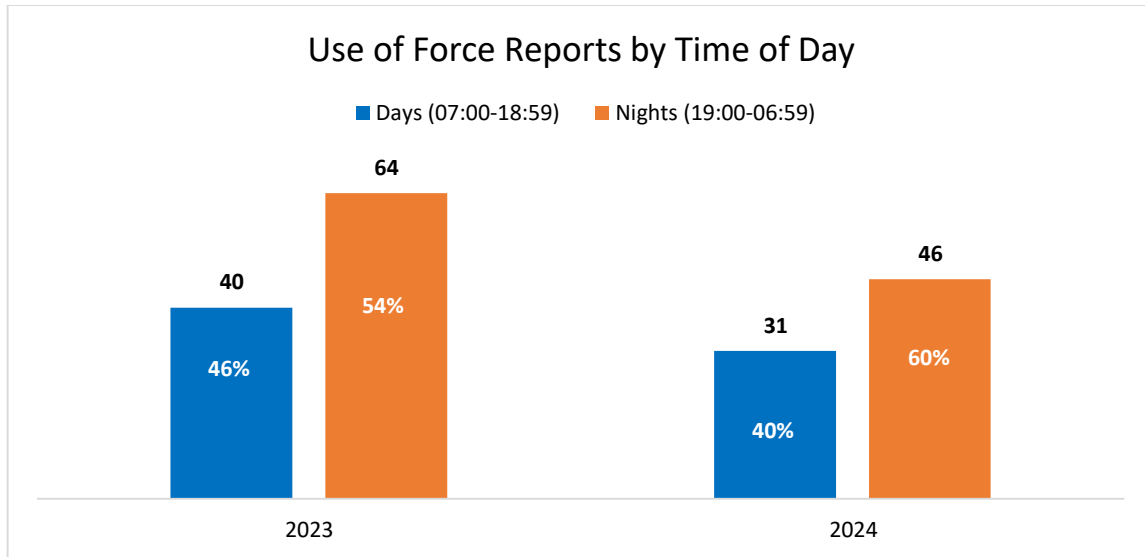


The number of reports submitted is **down by 27 (-26%)** over last year and the number of incidents is also down compared to last year **(-28%, -27 incidents)**. The decrease in reports compared to previous years was in part due to changes made on the report submission requirements. On November 28th, 2022, the Ministry of the Solicitor General introduced a new “*Modernized Use of Force Report*” that took effect on January 1st, 2023. Team reporting now includes a co-ordinated response by several officers to a single event rather than having multiple individual reports. In 2024, there were 4 Team Reports completed by the Emergency Response Unit (ERU). Three of the reports involved Weapons Incidents and 1 involved a Barricaded Subject.

Incidents by Time & Season

The reports submitted are *now* broken down into 2 time periods, designated as follows: Days (07:00-18:59 hours); and Nights (19:00-06:59 hours). These time periods more closely reflect the two common shifts worked by Front Line Patrol Officers. Officers submitted the highest number of Use of Force reports during nightshift hours in 2024, where there was a higher count of Intimate Partner Violence (IPV) and Weapon(s) incidents reported during that time period.

SUBJECT: 2024 Annual Use of Force Report



Type of Incident

This table indicates the type of incident the officer(s) were responding to which resulted in a Use of Force Report being submitted. The table below shows in descending order for that particular year, the number of Use of Force Reports submitted for the incident types.

SUBJECT: 2024 Annual Use of Force Report

Type of Incident - 2023	Count	% of Total	Type of Incident - 2024	Count	% of Total
Weapon(s)	28	29%	Weapons	25	35%
Intimate Partner Violence/Dispute	10	10%	Intimate Partner Violence	8	11%
Disturbance	9	9%	Destruction of Animal	7	10%
Person in Crisis	9	9%	Violent Crime	5	7%
Executing Warrant	8	8%	Disturbance	5	7%
Family/Neighbour/Other Type of Dispute	4	4%	Traffic	4	6%
Humane Destruction of Animal	4	4%	Person in Crisis	3	4%
Traffic	4	4%	Family Dispute	3	4%
Wellness/Safety Check	4	4%	Investigation	2	3%
Investigation	3	3%	Check Wellbeing	2	3%
Property Crime	3	3%	Executing Warrants	2	3%
Violent Crime	3	3%	Other Federal/Prov. Stautes	1	1%
Animal Complaint	2	2%	Barricaded Subject	1	1%
Assisting Other Police Service/Agency	2	2%	Assist Other Agency	1	1%
Barricaded Subject	2	2%	Police Custody Related	1	1%
Guns and Gangs, ROPE, Other Specialized Units	1	1%	Arrest Warrant	1	1%
Police Custody Related	1	1%	Total	71	100%
Stolen Vehicle	1	1%			
Total	98	100%			

The Ministry added Incident Types for the Use of Force Reports that differed from previous years, such as Barricaded Subject and Guns and Gangs. There was a decrease in total **Weapons (-3 incidents)**, but it accounted for **35% of incidents (+6% compared to 2023)**.

There was also a **decrease in Mental Health incidents (-6 incidents)**, despite a **7% increase in Mental Health calls for service**. The decrease in Mental Health related incidents involving use of force, despite the overall increase in Mental Health calls for service, could be attributed to the increased use of the 2 GSPS Mobile Crisis Response Teams (MCRT). In 2023, MCRT were dispatched to calls for service 320 times, which increased to **503** times in 2024.

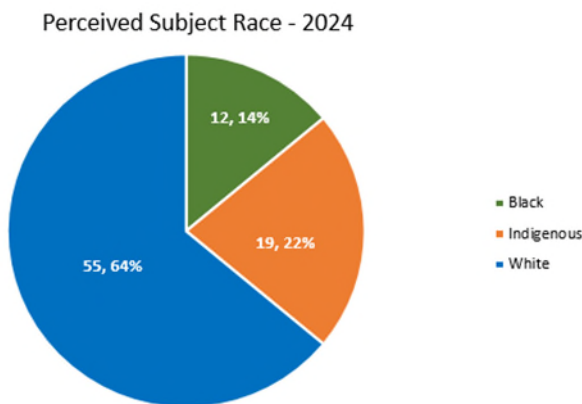
SUBJECT: 2024 Annual Use of Force Report

Perceived Subject Race

The *Anti-Racism Act, 2017*, mandates the Government of Ontario to maintain an anti-racism strategy aimed at eliminating systemic racism and advancing racial equity, which includes identifying and removing systemic barriers contributing to inequitable racial outcomes. Under this Act and *Ontario Regulation 267/18*, public sector organizations, including police services, are required to collect race-based data, including information on Indigenous identity, race, religion, and ethnic origin, to monitor and address systemic racism and racial disparities. As of January 1, 2020, *O. Reg. 391/23* mandates police services to collect and report Participant Observer Information, which refers to police service members' perception of the race of individuals involved in use of force incidents. This data is captured in Use of Force Reports, excluding individuals' names to protect privacy, and is analyzed to identify and address potential systemic racism within policing practices, ensuring compliance with legislated reporting requirements.

For the 2024 year, the stats relative to subject race were collected in such a manner to accurately reflect the *actual* numbers of individuals encountered by officers. Of the 86 subjects encountered, they were identified by the involved officers as being:

- White – 55 times (64%)
- Indigenous – 19 times (22%)
- Black – 12 times (14%)



Based on Statistics Canada's 2021 Census, Black community members account for approximately 2.5% of the City of Greater Sudbury's population.¹ However, individuals with the perceived race of Black accounted for 14% of the Use of Force incidents in 2024. It is important to note that of the individuals who were identified to have the perceived race of Black, 25% of these individuals reside outside of Sudbury, such as in the Greater Toronto Area. 8 of the individuals were involved in Weapons Incidents (67%). The most common noted type of force reported was firearm pointed (75%). In instances where the type of force reported was pointing a firearm, 7 involved a Weapons Incident, 1 involved Executing a Warrant as a result of an intelligence-led investigation, and 1 involved a Violent Crime. There were no instances where a CEW was discharged.

¹ Statistics Canada. (2022). *Focus on geography series, 2021 Census population. Greater Sudbury*. <https://www12.statcan.gc.ca/census-recensement/2021/as-sa/fogs-spg/page.cfm?topic=10&lang=E&dguid=2021A00053553005>

SUBJECT: 2024 Annual Use of Force Report

Statistics Canada's 2021 Census reported that Indigenous community members account for approximately 11% of the City of Greater Sudbury's population.² Based on the Use of Force data for 2024, individuals with the perceived race of Indigenous accounted for 22% of interactions. Of the 19 interactions, 79% involved risks to both public and officer safety, especially in instances where the individual was in possession of a weapon, such as a knife or a firearm. 11 individuals were involved in Weapons Incidents (58%). The most common noted type of force reported was firearm pointed (68%). In instances where the type of force reported was pointing a firearm, 10 involved a Weapons Incident, 1 involved Executing a Warrant as a result of an intelligence-led investigation, 1 involved an Intimate Partner Violence situation involving hostage rescue, and 1 involved a Traffic incident where the subject was attempting to run over numerous pedestrians and officers. There were 2 Person in Crisis incidents, with 1 involving the subject having an edged weapon for self-harm and 1 involving the subject becoming aggressive and threatening officers. Both Person in Crisis instances involved pointing the CEW to achieve compliance to prevent subject and officer harm. There was 1 incident where a CEW was discharged where the subject continued to resist arrest. During this incident, it was noted in the use of force report that the officer had difficulty perceiving the race of the individual (appeared White). De-escalation techniques were not successful during this encounter.

Context and Perceived Race	Black	Indigenous	White
Suspect from Southern Ontario	25%	0%	0%
Intelligence Investigation	8%	5%	7%
Attempt Murder/Homicide	8%	5%	0%
Incident Type - Weapons	67%	58%	42%
• Suspect was noted to have a firearm	67%	53%	24%
• Suspect was noted to have a knife or other edged weapon	25%	26%	25%
Type of force: firearm pointed	75%	68%	53%
Type of force: firearm discharged	0%	0%	2%*
Type of force: CEW pointed/drawn	33%	37%	38%
Type of force: CEW discharged	0%	5%	25%
Type of force: physical	17%	5%	27%
Suspect injured as a result of Use of Force	0%	5%	5%
*Note: Incident has been reviewed by the Special Investigations Unit (SIU) and cleared.			

Type of Force Used

Officers have several options available to them when responding to a situation or call requiring a Use of Force. These options range from Officer Presence in conjunction with effective Tactical verbal and non-verbal communication, to empty hand techniques (soft and hard), intermediate weapons, Conducted Energy Weapons (CEW), to the drawing,

² Ibid

SUBJECT: 2024 Annual Use of Force Report

pointing, and discharging of a firearm. When describing the type of force used, an officer can indicate more than one type, the order it was used, and whether it was effective or not. The force used as being effective or not is measured through the perception of the officer applying the force. Officers will use more than one force option available to them if the initial force option is not effective, or they are required to transition to a more appropriate force option depending on the constantly evolving incident they are involved in.

A total of **40** reports were submitted in 2024 where officers drew, pointed, or discharged a firearm. It is important to note that officers had the option to select multiple methods, such as 'Draw' and 'Point'. Of these reports, **16** involved drawing and pointing a handgun, **14** involved pointing a rifle, and **6** involved discharging a firearm. Only one incident involved the discharge of a firearm towards a subject. This was the first incident, which was investigated and cleared by the Special Investigations Unit. *Every* other time a firearm was discharged, it was for the humane dispatching of an injured animal.

The Conductive Energy Weapon (CEW) was indicated as being utilized as a force option in **42** reports in 2024, **26** of those were Demonstrated Force Presence (displaying CEW, on/off, but *not* firing a cartridge or using a Drive Stun), **16** usages were from Full Deployments (firing a cartridge or Drive-Stun). In comparison, in 2023 there were **62** reports submitted indicating CEW usage; **42** indicated Demonstrated Force Presence, **20** were from Full Deployments. Overall, CEW usage is down from last year, and even when compared to years previous. This is likely the result of increased encounters with violent individuals and officers becoming more aware of the CEW's capabilities, especially as a form of de-escalation. GSPS continues to train officers on a range of options available to them during a police response. One of the main focuses of training is de-escalation strategies, especially communications, using time and distance, and cover when appropriate before resorting to any use of force options, including the CEW.

Physical control techniques were indicated on **22** reports in 2024. Physical control techniques include Escort Techniques, Grounding, Joint Locks, Pinning, Pressure Points, Strikes, and Other. The most common physical control technique noted was Grounding (**16** times). In 2023, there were **15** reports indicating forms of physical control. Although an increase compared to 2023, this is a decrease in hand-to-hand altercations with subjects compared to years prior. This is still in line with current use of force training being implemented, which stresses the importance of de-escalation techniques and maintaining time and distance with combative subjects.

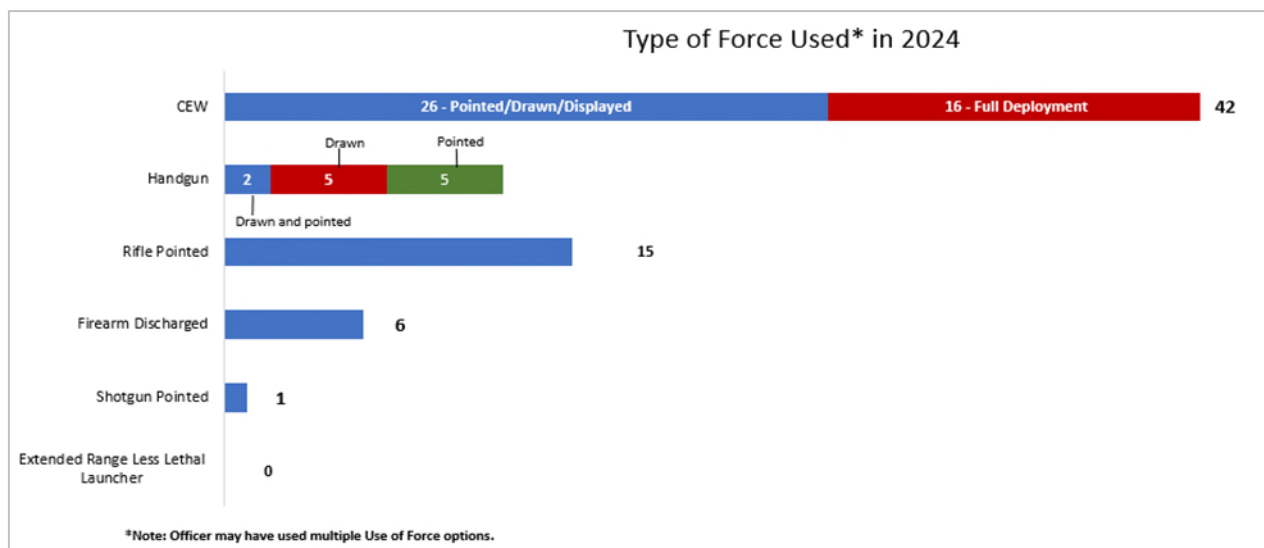
Police canines have historically not been used as a Use of Force option *to any* excess.

SUBJECT: 2024 Annual Use of Force Report

“Other” is selected when the force option utilized was other than the listed options on the face of the Use of Force Report. The Oleoresin Capsicum (OC) aerosol weapon (foam/spray) and the ASP baton was *not* used in 2024 as a force option. These options have continued to show lessened usage since the full roll out of CEWs to frontline officers in 2015.

The Patrol Carbine continues to be an effective tool that has been available to Officers since 2016. It is utilized in emergency situations involving serious threats to officer and public safety such as active shooters, high-risk vehicle stops, and armed barricaded persons. The Colt C8 MRR semi-automatic rifle provides accurate long range shooting capabilities to officers where normally only the Service Pistol is available, as well as having a higher ammunition capacity and flashlight illumination capabilities. Patrol Carbine Officers (PCO) are issued tourniquets for emergency field first aid and utilize ceramic plates while deployed with a carbine for additional officer safety in high-risk situations. In 2024, Patrol Carbines (rifles) were mentioned in **17** incidents, with **11** calls involving weapons incidents, **2** involving high-risk warrants, **2** involving the dispatching of an animal, and **2** involving Intimate Partner Violence calls where it was indicated the suspect had a firearm.

The Extended Range Less Lethal Launcher (ERLLL) was rolled out in the spring of 2023. Selected GPS frontline patrol members have been trained in the use of this less lethal use of force option. The implementation of ERLLL at the frontline patrol level is critical to assist in safely reducing and eliminating the risks posed during high-risk events where an individual is armed with an edged weapon by having an increased distance beyond CEW capabilities. In 2024 there were no incidents where the ERLLL was deployed on a subject.



SUBJECT: 2024 Annual Use of Force Report

Reason for Using Force

In conjunction with using force, officers must indicate on the report *the reason* for the force being used. Officers list only the initial reasons for using force on a report and must choose from a list of options. The most common reasons Officers used force on a subject were to Protect Self (noted **62** times), Effect Arrest (noted **59** times), and Protect Other Officers (noted **46** times). Officers must also indicate on the report the factors that influenced the response and select from a list of options. The most common factors were Nature of the Call (noted **47** times) and Subject Perceived / Believed to have Access to a Weapon (noted **40** times).

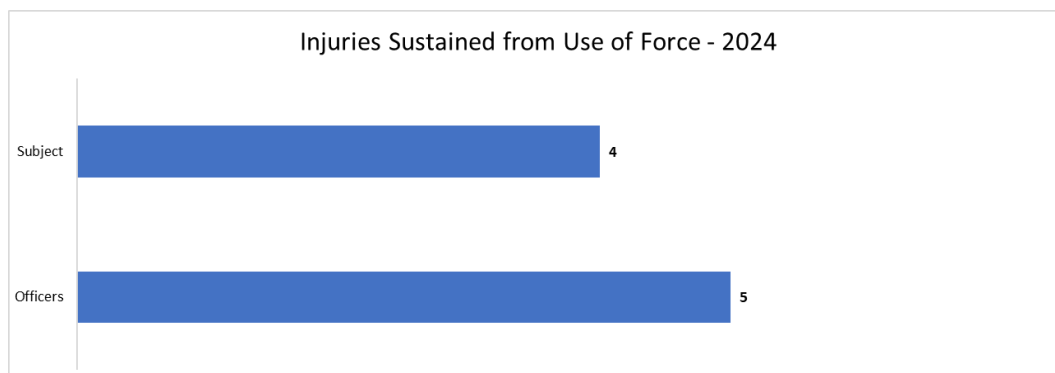
Reason for Use of Force	Count
Protect Self	62
Effect Arrest	59
Protect Other Officers	46
Protect Public	37
Prevent an Offence	26
Prevent Escape	18
Protect Subject	7

Factors Influencing Response	Count
Nature of the call	47
Subject Perceived/ Believed to have Access to a Weapon	40
Assaultive	33
Resistant - Active	23
Serious Bodily Harm or Death	23
Other Factors	19
Physical Size, Strength, Abilities	17
Past History with Subject	12
Resistant - Passive	2

Injuries Sustained and Medical Attention Sought

Officers submitting Use of Force reports also indicated whether anyone, including themselves, another officer, a third party, or the subject received an injury because of the use of force *during an incident*. Also, whether any medical attention was sought for the injuries.

In 2024, **5** officers received minor injuries, with **2** requiring medical attention. Subjects were reported as receiving an injury **4** times.



SUBJECT: 2024 Annual Use of Force Report

Conclusion

The Annual Use of Force Report provides a critical opportunity to review police interactions, assess trends, and align GSPS operations with our Strategic Direction. This analysis ensures that GSPS remains committed to public safety, officer accountability, and the responsible use of force.

In keeping with calls for reform and best practices, GSPS continues to incorporate key recommendations from reports such as the Iacobucci Report on Police Encounters with People in Crisis, the Ontario Ombudsman's "*A Matter of Life and Death*", and the *Community Safety and Policing Act (CSPA)*, Regulation 391/23 – Use of Force and Weapons. These regulations establish clear standards for reporting, training, and oversight, ensuring that officers are held accountable while being equipped with the necessary tools for effective crisis intervention.

The GSPS Strategic Direction underscores the importance of:

- Public Trust and Accountability – By enhancing transparency in Use of Force reporting and ensuring compliance with CSPA and Reg. 391/23.
- Innovative and Progressive Training – By continually refining de-escalation tactics, crisis response, and officer wellness initiatives.
- Community Engagement and Equity – By ensuring that Use of Force policies reflect the needs of diverse communities, with a commitment to reducing disparities in police interactions.

The Training and Professional Development Branch will continue to monitor trends, enhance training methodologies, and provide officers with the necessary tools to prioritize de-escalation and minimize the need for force. As required under Reg. 391, GSPS will also submit annual Use of Force data to the Police Service Board, ensuring compliance with provincial oversight and ongoing public accountability.

Through these efforts, GSPS remains dedicated to delivering safe, ethical, and community-driven policing for all residents of Greater Sudbury.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: March 10, 2025

Prepared by: Nathan Dokis, Manager of Communication and Information Technology

Recommended by: Sara Cunningham, Chief of Police

SUBJECT: Renewal of the L3 Harris Corporate P25 Radio System Contract

ACTION: For Approval

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board approve the renewal of the existing contract with L3 Harris Corporation for an additional five-year term, at a total cost of \$3,860,000.00, to ensure the continued maintenance, support, and vital upgrades of the P25 Radio System, with funds to be drawn from the Communications Infrastructure Capital Account.

BACKGROUND:

The City of Greater Sudbury (CGS) implemented the L3 Harris P25 communication system in 2012, transitioning from the outdated EDACS system to align with modern public safety standards. Fully deployed by 2015, the system has become the backbone of critical communication infrastructure for Police, Fire, Transit, and By-law Services. Operating across a network of 13 towers, it delivers reliable coverage throughout urban and rural areas of the city.

Historical Overview:

- The P25 system replaced the EDACS system to meet North American public safety standards for interoperability and reliability.
- Over the past decade, it has provided seamless communication for first responders and city services.
- Enhancements included the addition of the Dowling radio site, improved overall coverage, and integration of paging and dispatch functions.

SUBJECT: Insert here

Supported by a 10-year contract with L3 Harris Corporation, the system has benefited from regular maintenance, technical upgrades, and robust support. This partnership has ensured the system's long-term reliability and operational excellence, making it a cornerstone of public safety in CGS.

CURRENT SITUATION:

The current 10-year contract with L3 Harris Corporation expires on **March 1, 2025**. Over its lifespan, the contract has provided critical support for the operation, maintenance, and enhancement of the City's P25 system.

The P25 system remains a modern, scalable solution far from reaching its end of life. With regular maintenance and updates, it continues to meet the evolving needs of public safety operations while ensuring compliance with North American standards. Its robust design eliminates costly system overhauls, making renewal the most effective way to maintain uninterrupted operations.

Renewing the contract with L3 Harris Corporation will secure continued maintenance, replacement of end-of-life components, and access to critical system upgrades. This ensures the City's communication infrastructure remains reliable and aligned with public safety requirements.

Contract Details for Renewal (2025–2030):

The proposed five-year renewal includes:

1. **Comprehensive Maintenance and Support:**
 - Regular diagnostics and repairs.
 - Software updates for compliance with evolving P25 standards.
2. **System Upgrades:**
 - Software enhancements to improve performance and interoperability.
 - Continued compatibility with emerging technologies and devices.
3. **Financial Terms:**
 - **Total contract cost:** \$3,860,000.00

RATIONALE:

1. **Operational Reliability:**

The P25 system is the backbone of public safety communications in CGS. A lapse in support would risk system failures, compromising emergency response and safety.
2. **Cost Efficiency:**

Renewing the contract avoids the disruption and expense of transitioning to another vendor while maintaining consistent, high-quality service.

SUBJECT: Insert here

3. Interoperability and Compliance:

The P25 system enables seamless communication among city departments and other agencies, with ongoing updates ensuring alignment with industry standards.

4. Strategic Alignment:

The renewal supports the City's long-term goals of modernizing infrastructure, improving public safety, and ensuring efficient service delivery.

CONCLUSION:

Renewing the contract with L3 Harris Corporation is critical to maintaining the City's reliable and modern P25 communication system. This renewal ensures continuity, supports public safety operations, and provides cost-effective upgrades without the risks of transitioning to a new vendor. Approval of this renewal will secure the City's communication infrastructure and reinforce its commitment to public safety and operational efficiency.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: March 7, 2025

Prepared by: Nathan Dokis, Manager of Communications and Information Technology

Recommended by: Sara Cunningham, Chief of Police

SUBJECT: Vertiv SmartRow2 Solution

ACTION: For Approval

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board approves a Non-Competitive Single Source procurement of a Vertiv SmartRow2 Solution from Chess Controls for a total cost of \$524,899.00 (excluding HST) with \$432,480.00 of funds received through the Provincial Next Generation 911 (NG9-1-1) Grant and \$92,419.00 to be drawn from the Communications Infrastructure Capital Account.

BACKGROUND:

As part of the ongoing efforts to modernize and improve the infrastructure of the Greater Sudbury Police Service (GSPS) data centre, a comprehensive redesign is underway at 190 Brady Street. One of the critical components of this redesign is implementing a high-efficiency, self-contained data centre solution that will ensure optimal cooling, power management, and security.

The Vertiv SmartRow2 solution is a modular, all-in-one data centre system for efficient cooling, power distribution, fire suppression, and monitoring. It offers an integrated approach to managing IT infrastructure within a compact footprint, reducing operational costs while improving system reliability. The SmartRow2 system is particularly advantageous for organizations looking to enhance their data centre capabilities without requiring significant structural changes.

SUBJECT: Vertiv SmartRow2 Solution

CURRENT SITUATION:

The existing GSPS data centre is currently supported by two cooling units that have reached the end of their operational life. These units, installed over 25 years ago, rely on outdated refrigerants and components that are no longer available, making continued use unsustainable. Over the past six months, GSPS has rented portable cooling units to maintain appropriate temperatures within the data centre; however, this is only a temporary solution that does not provide long-term stability or efficiency.

The introduction of the Vertiv SmartRow2 solution will address these cooling challenges while modernizing the data centre's overall infrastructure. The SmartRow2 system will ensure a controlled environment that meets GSPS's operational demands while improving energy efficiency and reliability. By investing in this solution, GSPS will mitigate hardware failure risks, maintain operations continuity, and support the ongoing digital transformation initiatives required to meet modern policing demands.

Sole Source Procurement Justification:

The procurement of the Vertiv SmartRow2 solution qualifies as a sole source acquisition for the following reasons:

- **Unique and Specialized Functionality:** The Vertiv SmartRow2 provides an integrated, modular data centre solution with high-efficiency cooling, fire suppression, and power management, which is unmatched by other solutions in the market.
- **Proven Reliability in Critical Infrastructure:** Vertiv is a recognized leader in data centre solutions, trusted by public safety organizations and critical infrastructure sectors worldwide.
- **Grant Funding and Timeliness:** A competitive procurement process would delay implementation and risk the ability to utilize grant funds within the required timeframe.

Given these factors, the Vertiv SmartRow2 solution is the only system that meets GSPS's operational, funding, and infrastructure upgrade requirements.

CONCLUSION

The acquisition of the Vertiv SmartRow2 solution represents a strategic investment in the long-term sustainability and operational efficiency of the GSPS data centre. With significant financial support from the Next Generation 911 Ontario Grant, this purchase will ensure that GSPS continues to have a resilient and future-proof IT infrastructure.

SUBJECT: Vertiv SmartRow2 Solution

It is recommended that the Greater Sudbury Police Service Board approve this purchase to facilitate the necessary upgrades at 190 Brady Street.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: March 11, 2024

Prepared by: Matthew Gatien, Board Administrator

Recommended by: Gerry Lougheed, Jr., Chair

SUBJECT: Donation Policy Review Committee Update

ACTION: For Approval

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board accept the recommended changes to GSPSB – Policy 005: Donation and Community Sponsorships and the associated Donation Request Forms; and further,

THAT the Board direct the Chief of Police to enact said updates to applicable Service procedures and practices.

BACKGROUND:

At the November 2024 In-Camera Board meeting a report was put forward by Board Administrator Gatien and Chief Cunningham regarding some suggested changes to the Board's Donation policy and associated donation forms. The report generated a lively discussion around suggested changes. Following the discussion, then Acting Chair Lougheed suggested a Donation Policy Committee be struck to fully review all suggested updates and bring a recommendation back to the Board. A Committee meeting was held on February 28, 2025.

A number of updates were proposed by the Committee. As well, a review of the Donations Reserve Trust Fund took place as part of the meeting. A number of updates to the account were reviewed. Work is still taking place on these updates to the account, and a report and recommendation to the Board will be forthcoming at the April Board meeting.

SUBJECT: Donation Policy Review Committee Update

CURRENT SITUATION:

The Committee is recommending that that Board approve the following changes to GSPSB – Policy 005, its associated Donation Request forms, and that the Board direct the Chief of Police to make the same changes to applicable Service procedures and standard practices:

- Funds must benefit groups or organizations within Greater Sudbury
- Groups may only receive funds once in a calendar year, subject to the discretion of the Board.
- donations will be no more than \$2500, subject to the discretion of the Board.
- moving forward, the Board will not allocate funds for third party donations. If the beneficiary is one the Board feels meets the criteria and has not already been a beneficiary of the Donation or Board Trust fund in that calendar year the Board will make a direct donation to the organization.
- Timelines noted in the application process will be firmly adhered to. The Committee would like to end the practice of ad-hoc/“emergency” funding requests between meetings.
- a “Tables” article will be added to the Board Donation Policy re: donations to charitable dinners and Board/Service purchase and attendance at such events.
- moving forward the Board will review expected/recurring donation requests on a yearly basis and make a plan for yearly gifting.
- the Donation Committee will be a standing committee of the Board and will plan to meet twice yearly.

A report will be provided for the April Board meeting regarding a recommendation to fold line items into the CYIF, along with an update on contacting donors for fund reallocation in the CYIF.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: March 7, 2025

Prepared and Recommended by: Sara Cunningham, Chief of Police

SUBJECT: Donations Reserve Trust Fund Requests

ACTION: For Approval

RECOMMENDATION:

THAT the Board approve the following donation with funds drawn from the Donations Reserve Trust Fund.

BACKGROUND:

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

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

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

CURRENT SITUATION/REQUESTS:

Requests for funding consideration have been received.

SUBJECT: Donations Reserve Trust Fund Requests

The balance of the Chief's Youth Initiative Fund on February 28, 2025, was **\$4,472.07**.

\$2,500 in support of the Polar Plunge

This will be the 12th annual Polar Plunge for Special Olympics hosted by GSPS LETR - Law Enforcement Torch Run Committee.

The event raises funds and awareness for Special Olympics - Sudbury Chapter. The Polar Plunge brings together law enforcement and emergency personnel, volunteers, supporters, plungers, and the Special Olympics community.

This event attracts many participants and sponsors. Since 2014, the Greater Sudbury Police Polar Plunge has raised over 150,000 to help give individuals with intellectual disabilities the opportunity to participate in sport and recreation activities. Donated funds will assist with prizes, food, and equipment rentals for the day of the event.

\$1,800 in support of the Sudbury Manitoulin Children's Foundation PLAY Program

PLAY stands for Positive Leisure Activities for Youth. The SMCF PLAY Program provides subsidies to marginalized youth up to the age of 18. The program helps over the registration costs to be involved in a wide range of organized activities, helping ensure that no youth is ever left watching the sidelines or missing opportunities to learn.

\$250 in support of the Joan Mantle Music Trust

The 2023-2024 school year marks the 16th anniversary of the Joan Mantle Music Trust. The Trust support music education in the Rainbow District School Board by allocating funds to purchase new instruments and musical equipment for schools.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: March 7, 20225

Prepared by: Matthew Gatien, Board Administrator

Recommended by: Gerry Lougheed, Jr., Chair

SUBJECT: Board Reserve Trust Fund Requests

ACTION: For Approval

RECOMMENDATION:

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

\$2,000 in support of GSPS Constables Roberge and Gosselin to attend the Palmetto Police Motorcycle Training Seminar

BACKGROUND:

The City of Greater Sudbury Bylaw #2020-125 establishes and continues Reserves, Reserve Funds, and Trust Funds for the City of Greater Sudbury.

One such reserve fund is the Police Services Board Trust Reserve Fund which is funded from the Greater Sudbury Police Services (GSPS) Board on-line auctions. In addition, monies are recovered through interest earned and monies recovered as a result of seized property. This Reserve Trust Fund is to be used for charitable or other events the Board deems suitable including any purpose that GSPS considers in public interest in accordance with Section 258-259 of the *Community Safety and Policing Act*.

CURRENT SITUATION:

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

SUBJECT: Board Reserve Trust Fund Requests

Requests for funding consideration have been received.

The balance in the Board Trust Reserve Fund on February 28, 2025, was **\$22,739.53**.

\$2,000 in support of GSPS Constables Roberge and Gosselin to attend the Palmetto Police Motorcycle Training Seminar

This training seminar is attended by motor officers from across North America and consists of three days of hands-on training, plus a day of competition and skill demonstration. This is a unique opportunity for officers to learn, practice, and network with other motor officers from across North America.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

PUBLIC

Date: March 10, 2025

Prepared by: Matthew Gatien, Board Administrator

Recommended by: Gerry Lougheed, Jr., Chair

SUBJECT: Board Meeting Schedule

ACTION: For Discussion

BACKGROUND:

At the end of 2024, the Board agreed to hold meetings on the following dates:

- January 22
- March 19
- April 16
- May 21
- June 18
- September 17
- October 15
- Budget Dates: October 22, October 29
- December 10

CURRENT SITUATION:

Chair Lougheed is asking the Board if they wish to hold a May meeting, or to cancel it and meet in April and June before the summer recess.

GREATER SUDBURY POLICE SERVICE BOARD

Report from the Board Administrator

March 2025

Office Updates

2025 saw a busy start to the new year for the Board office. Major highlights from the beginning of the year through mid-March are summarized below:

January 2025

- Finalized follow-up from December 2024 Board meeting
- Prepared Board agendas for January 2025 meeting
- Prepared for and ran Board elections
- Circulated Board election media release to external media and relevant Board and Service stakeholders and community partners
- Continued Board policy and by-law review
- Continued labour relations project
- Coordinated Board HR project with Executive Leadership Team
- Strategic plan maintenance in coordination with Service partners

February 2025

- Continued work on ongoing Board projects: policy/by-law review, labour relations project, Board HR project, Board corporate communications project
- Booked members for the Ontario Association of Police Service Boards spring conference in June
- Attended the 2025 Police Association of Ontario (PAO) Employment Conference in Mississauga, ON
- Attended the Fire and Ice charity game

March 2025

- Attended the Polar Plunge as a judge
- Major projects from February continue into this month
- Will be seeking Board approval on corporate communications and policy projects in the near future



GREATER SUDBURY POLICE SERVICES BOARD

REPORT FROM THE CHIEF OF POLICE

March 2025



GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

MINISTRY UPDATES (excerpts from Ministry Communiqués)

Recommended Best Practices and Requirements to Support Enforcement of the *Provincial Animal Welfare Services Act, 2019*

The following is guidance on recommended best practices and requirements to support enforcement of the PAWS Act; specifically, police taking possession of animals in distress and the requirement to notify Animal Welfare Services (AWS).

Effective January 1, 2020, the PAWS Act came into force creating a new provincial animal welfare enforcement model. The Ministry of the Solicitor General established the AWS Branch, with a Chief Animal Welfare Inspector who in turn appointed animal welfare inspectors across the province.

Police officers and First Nation Officers have authority under section 60 of the PAWS Act to exercise the powers of an animal welfare inspector in relation to animals in distress and the investigation of offences.

Taking Possession of Animals in Distress

Amongst other authorities, section 60 of the PAWS Act provides that police and First Nation Officers may exercise the powers of an animal welfare inspector under section 31 (taking possession of animals in distress). An animal may be removed where a veterinarian has advised that relieving the animal's distress necessitates its removal; where there are reasonable grounds for believing that an animal is in distress and the owner/custodian cannot be promptly found, or where an animal is in critical distress; and an order respecting the animal has been made and it has not been complied with.

The PAWS Act defines:

“distress” means the state of being,

- (a) in need of proper care, water, food or shelter,
- (b) injured, sick, in pain or suffering, or
- (c) abused or subject to undue physical or psychological hardship, privation or neglect;

“critical distress” means distress that requires immediate intervention in order to prevent serious injury or to preserve life;

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Steps Where an Animal is Deemed in Distress

1. Determining whether to take possession of an animal

AWS has inspectors available on call to provide guidance and support, 24/7. It is encouraged that police officers and First Nation Officers contact AWS for information and support prior to removing the animal. An AWS inspector may be reached upon request when contacting the call centre at **1-833-9-ANIMAL** (1-833-926-4625).

The AWS inspector can provide advice and assistance in terms of the necessities that may need to be provided to relieve the animal's distress, including, for example, when veterinary care may be required, the scope of that care, and how to obtain these services.

Police services and First Nation Officers that have access to NICHE may wish to consult the database to determine if AWS is actively involved and/or has any pertinent information (e.g., next of kin, current and/or previous AWS involvement, etc.) that may help with the situation.

2. Requirement to provide notice to AWS

Pursuant to section 60 (3) of the PAWS Act, a police officer or First Nation Officer who exercises the power in section 31 to take possession of an animal must promptly notify an animal welfare inspector.

Where this takes place, police officers and First Nation Officers can contact the call centre at **1-833-9-ANIMAL** (1-833-926-4625) and request to speak with an AWS inspector to fulfill this legal obligation. AWS inspectors are available 24/7.

Following this notice, as required pursuant to section 60 (4) of the PAWS Act, an animal welfare inspector shall inspect the animal and determine whether to take possession.

Note: If a police officer or First Nation Officer has not removed an animal pursuant to their legal authority under the PAWS Act, AWS may decline to cover costs that police services incur while animals are in their possession and AWS may not be able to take possession of the animal. Police services are strongly encouraged to contact an AWS inspector to discuss the provision of necessities and costs.

3. Transporting the animal(s)

Please be prepared to safely transport the animal to a local emergency veterinary clinic for medical care and/or boarding in your region.

Local kennels or animal control services may also be available for after-hours arrival and boarding services.

It is also recommended to contact the call centre at 1-833-9-ANIMAL (1-833-926-4625) and request to speak with an AWS inspector who may be able to refer you to local services.

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

OPERATIONAL UPDATES

COMMUNITY SAFETY & WELL-BEING

Dan Despatie
Inspector

COMMUNITY MOBILIZATION SECTION (CMS) & COMMUNITY ENGAGEMENT SECTION (CES)

During the months of January and February, members participated in **70** Community Meetings and **12** Community Events, some of which included:

Community Engagement Item	Police Action
Polar Plunge Launch	Attended
PAWES Program School Visit	Attended
Party Program at HSN	Facilitated
Holistic Arts Program (HAP) at Elementary Schools	Participated
International Student Orientation at Cambrian and Laurentian	Presented
Crime Stoppers Month Proclamation	Attended
SPHL Police Cup	Assisted
Citizens on Patrol (COP) Meetings	Facilitated
Safer Streets Stronger Communities Impact Initiative	Participated
Walden Winter Carnival	Attended
Laurentian University Symposium Meeting	Attended
Donovan Elm West Community Action Network (CAN) Meeting	Attended
Welcoming Streets Meeting	Attended
Meeting with Community Partners re: 529 Garage Launch	Attended
Fire & Ice Hockey Event	Attended
Chief's Youth Advisory Council (CYAC) – Interview & Meeting	Hosted
Violent Threat Risk Assessment (VTRA) Steering Committee Meeting	Attended
Boreal Simulation Community Safety & Wellbeing Meeting	Attended
Lorraine Street Housing Complex (LOTUS) Community Meeting	Attended
Sudbury Wolves Game – Howler's Birthday Party	Attended

Citizens on Patrol (COP) Program: Police visibility and engagement occurred in **228** Focused Patrols conducted in January, and **203** in February across Greater Sudbury. Foot and bike patrols totaled **63** over both months.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Bail Compliance and Warrant Apprehension Program: Breakdown of Activity (Jan. and Feb.)

Item	#
Offenders on Compliance Check list	101
In Custody Offenders (monitored for pending release for compliance checks)	61
Offenders Added to the Program (includes re-offenders)	43
Offenders Removed from Program (re-admitted into custody or charges resolved)	24
Bail Compliance Checks Conducted	154
Accused Found in Breach of Conditions and Warrants Requested	5
Compliance Checks – Compliance Confirmed	114
Compliance Checks – Compliance Unconfirmed	35
New Charges Laid Against Individuals in the Program	51
Warrants Executed	287
Warrants Added to the Canadian Police Information Centre (CPIC)	307
Offenders Held for Bail	273
New Charges Generated	970
Total of New Charges Categorized as <<Violent>>	254
Total of New Charges Categorized as <<Fail to Comply>> with Conditions of Release	114
Offenders Held for Bail Subject to Judicial Release Order	108
Offenders Held for Bail with Sureties	36
Offenders Held for Bail Subject to a Community Bail Supervision Program	40
Offenders Held for Bail where Bench Warrants Executed	88
Intensive Serious Violent Crime Bail Program Referrals by GSPS	20
Intensive Serious Violent Crime Bail Program Referrals by GSPS Accepted by Crown	15

COURTS SECTION (CS)

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 Summonses.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Type	Explanation	#
E-Intake Brief	Crown Briefs processed and submitted electronically to the Justice of the Peace and once signed, forwarded electronically directly to the Crown Attorney.	532
Portal Brief	Crown Briefs, based on the type or the offences involved that had to be processed and 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.	8
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 being completed and forwarded to CPIC to identify the accused as wanted.	209
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.	6

Subpoena and CC/HTA Summons Service

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

Type	Action/ Activity	#
Subpoenas	Service Attempts	318
Subpoenas	Successfully Served	195
Criminal Code (CC)/Provincial Offences Act (POA) Summons	Service Attempts	122
Criminal Code (CC)/Provincial Offences Act (POA) Summons	Successfully Served	76
Other Police Agency Summons	Successfully Served	43
Probation Summons	Successfully Served	13
Bench Summons	Successfully Served	28

BAIL SAFETY OFFICER

The Bail Safety Officer positions' primary responsibilities are to ensure victim's safety concerns are met through conducting a checklist/interview designed for this purpose. The Bail Safety Officer will make well-supported bail recommendations by measuring the risk of release of the accused based on their

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

investigation while also responsible to ensure safety planning in cases where the offender is released. This position is a direct support to frontline resources by assisting in continuing investigations.

Type	#
Intimate Partner Violence Investigations	211
Intimate Partner Violence Investigation Follow-ups	106
Victim Interviews and Threat Assessment Checklists	54
Victim of Crime Notifications and Safety Plan Management	50
Assist Victim Witness Assistance Program (VWAP) Calls	188
Assist CAS Calls	101
Community Partner Meetings	8

CASE MANAGEMENT AND DISCLOSURE UNIT (CMDU)

The Case Management and Disclosure Unit Constables are responsible for the auditing and completion of all non-urgent Crown Briefs ensuring efficiency and accuracy. They conduct an evaluation of the received material to ensure that the minimum substantive disclosure standard has been met. If not, it is tasked back to the officer and involved supervisor to ensure a standard is met prior to the Crown Briefs approval. This includes the completion of the McNeil Checklist based on the current witness officer list which is in turn disclosed to the Crown.

During the month of February, the CMDU managed:

- **128** Criminal Code Crown Screening Requests (CSRs) and
- **11** Provincial Offence Act (POA) CSRs.

PROPERTY & EVIDENCE CONTROL SECTION (PECS)

The Property & Evidence Control Section is responsible for receiving, handling, packaging, tracking, and disposing of found property and seized evidence that enters into GSPS possession.

The Property & Evidence Control Section personnel continued to support operational, and Court demands in January and February, as demonstrated by the following:

Type	#
Firearms Intake	99
Drug Exhibit Intake	277
General Property Exhibit Intake	673
Property Tags Generated	849
Bicycle Retrievals	4
Property Disposals	566

GREATER SUDBURY POLICE SERVICES BOARD

CHIEF'S REPORT

EMERGENCY COMMUNICATIONS

Andrea Savage
Manager / Police Professional

The 9-1-1 Emergency Communications Centre (9-1-1 ECC) is the Primary Public Safety Answering Point (PPSAP) for the Community of Sudbury. 9-1-1 ECC staff answer and appropriately triage 911 and non-emergency calls.

Total Call Volume:

Type	January	February
Total Calls Received	23,227	20,534
911 Calls Received	5,809	5,435

Calls for Service and Priority 1 & 2 Calls:

9-1-1 ECC Total Calls for Service	3,767	3,463
Priority One (1) Calls	52	55
Priority Two (2) Calls	778	741

Priority Two (2) Calls Categorized as Ambulance Assistance:

Ambulance Assist – to Gain Entry	2	1
Ambulance Assist – Medical Alarm	30	20
Ambulance Assist – Other	92	108

Intimate Partner Violence (IPV) Data:

9-1-1 ECC-Generated Incidents Meeting IPV Investigation Protocol Threshold	250	230
In-Progress Incidents with the Risk of Violence or Involved Weapons	52	62
Breach of Bail Conditions in relation to IPV Investigations	32	32

Verified Alarm Response Program (VARP):

Since the implementation of our Verified Alarm Response Program (VARP), calls for service for alarm response remains stable. Officers responded to **86** alarms in January and **98** in February.

New and Current Initiatives:

9-1-1 ECC Staff Sergeant	Implementation of a full-time Staff Sergeant position within the 9-1-1 ECC in February who will provide support to both Patrol Operations and ECC Supervisors in finding efficiencies in process, call triaging or diversion, and use of resources.
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GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

PATROL OPERATIONS

Chris Brown

Inspector

E Platoon

E Platoon members directly contribute to improving efficiencies, service delivery, and alternative resource deployment. In doing so, a high number of low-threshold incidents are diverted from front-line Patrol members. E Platoon members navigate complaints by telephone and online via CopLogic, completing reports and follow-ups as required.

Over the period of January 1 to February 28, there were **283** incidents triaged to E Platoon for dispatch and/or further investigation. The highest types of calls were Theft and Property-Related incidents.

During the same period, a total of **876** reports were filed through the online reporting system, CopLogic. The highest call type was Shop Theft, with the second highest being the AWOL program.

FRONTLINE PATROL OPERATIONS

84% of our police call volume is non-criminal in nature. Patrol members continue to balance the immediate response to emergency calls against the need to attend non-emergent incidents. In doing so, our committed officers fulfill our Service's commitment to community safety and well-being, while holding offenders accountable, conducting investigations, and completing community patrols.

Patrol members responded to:

Call Type	#
Priority 1 Calls - TOTAL	105
Priority 1 Calls - Alarms	56
Priority 1 Calls - Weapons Complaints	40
Priority 2 Calls - TOTAL	1,520
Priority 2 Calls – Unwanted Person	209
Priority 2 Calls – Ambulance Assistance	221
Priority 2 Calls – 911 Calls	183
Social Disorder Calls – TOTAL	759
Social Disorder Calls – Perceived Homeless/Precariously Housed	110
Social Disorder Calls – Drug Consumption in Public Spaces	72

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Noteworthy Events that Occurred within Patrol Operations:

Weapons – Home Invasion – Stabbing, February 3 (Also see Criminal Investigations)

- **Situation:** Patrol attended an address in the Donovan for a home invasion where victim was stabbed numerous times and the suspects left after taking some items. The victim suffered serious injuries.
- **Response:** Patrol provided first aid to the victim and secured the scene while a suspect was located and was arrested without incident. A search incident to arrest located Fentanyl, two knives, a pair of brass knuckles, and approximately \$1,000 in cash.
- **Result:** CID took over the investigation which is still ongoing.

Weapons – Home Invasion – Shooting, February 13 (Also see Criminal Investigations and Integrated Operations)

- **Situation:** Patrol responded to a home invasion involving multiple firearms. Four suspects had attended the victim's address, a dispute occurred at the door, and the victim was shot once causing non-serious injuries. The suspects fled the scene on foot.
- **Response:** Patrol officers and an ITSU (Integrated Traffic Safety Unit) officer attended and noted the movements and actions of the suspects and coordinated the police response. Patrol and ITSU officers arrested several involved individuals.
- **Result:** A search incident to arrest located a loaded handgun, Cocaine, and Fentanyl. A high-risk dog track by a K9 officer and ERU members led to the arrest of two more suspects. A second handgun and additional drugs were located as a result.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

INTEGRATED OPERATIONS

Robert Norman
Inspector

INTEGRATED TRAFFIC SAFETY UNIT (ITSU)

***Strategic Direction Alignment:** ITSU's focus extends beyond road safety to include **off-road and waterway enforcement**, aligning with the GSPS Strategic Direction of building safer communities. By reducing impaired, aggressive, and distracted driving across highways, trails, and waterways, ITSU enhances public safety while strengthening community confidence in law enforcement's commitment to protecting all modes of transportation in Greater Sudbury.*

Overview:

The ITSU activities in **January and February 2025** reflect our commitment to the GSPS Strategic Direction, particularly in enhancing community safety, fostering partnerships, and prioritizing operational excellence. This report provides a summary of significant initiatives, training, and enforcement activities undertaken during the month.

ITSU Specialized Enforcement & Motorized Snow Vehicle (MSV) Operations:

In February, ITSU specialized enforcement officers conducted **46 Focused Patrols**, issuing **9 Provincial Offence Notices**, including **1 Part III Summons**.

Community Engagement & Safety:

- Sled Days at Bishop Carter high school: 100km trail ride with approximately 20 students,
- Onaping Falls Winter Fair
- Coniston CAN meeting.

Motorized Snow Vehicle (MSV) Impaired Initiative:

- **241 MSVs** Stopped (0 impaired drivers)
- **2 trail pass Provincial Offence Notices (PONs)** issued
- **16 warnings** Issued for documentation violations.

High Visibility Focused Patrols: Were conducted in key recreational areas, ensuring compliance with snowmobile safety regulations:

- Onaping Falls,
- Hanmer,
- Azilda,

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- Lively, and
- Raft Lake Road OFSC Trails,

Traffic Safety & High Police Visibility:

ITSU remained committed to ensuring road safety and compliance during the months of January and February. Year-to-date, a total of **260** charges were laid under the Provincial Offences Act (POA). Key statistics and activities include:

Type Breakdown	Jan	Feb	YTD
Provincial Offence Notices (Traffic Tickets)	24	117	189
Part III Summonses	5	66	71
Remotely Piloted Aircraft System (RPAS) Deployments	0	0	0
Impaired Driving Charges - Alcohol	6	19	25
Impaired Driving Charges - Drugs	11	5	16
Approved Screening Device (ASD) Tests	7	17	24
Standardized Field Sobriety Tests (SFST)	4	2	6
Drug Recognition Evaluator (DRE) Assessments	8	5	13
Stunt Driving Charges	8	11	19

Community Safety Initiative: Reduce Impaired Driving Everywhere (RIDE):

The RIDE program operates alongside other impaired driving enforcement strategies. It is important to note that the RIDE stopped **958 motor vehicles** and drivers and contributed to the overall **45 impaired driving charges, in January and February**. These numbers included cases from both RIDE and general traffic enforcement efforts.

Throughout these months, four specific RIDE initiatives were conducted in addition to regular patrol engagements aimed at detecting and preventing impaired driving. These initiatives played a crucial role in identifying and removing impaired drivers from the road, reinforcing the GSPS commitment to road safety.

RIDE Screening Items	#
Total Vehicles Checked	958
Alcohol Screening Device (ASD) Tests	26
Mandatory Alcohol Screening (MAS) Tests	58
Intoxilyzer Tests	6
Impaired Driving Charges	5
Over 80+ mg Blood Alcohol Content (BAC) Charges	4
3-Day Suspensions	2

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Cannabis-Related Charges	2
Novice/Young Driver Suspensions	1
Highway Traffic Act (HTA) Violations	26

Strategic Achievements:

The enforcement and engagement efforts of ITSU in January and February 2025 directly support GSPS's commitment to community safety, operational excellence, and strategic partnerships. Notable achievements include:

- **Road Safety Enhancement:** Increased proactive enforcement, including targeted traffic stops, leading to a reduction in high-risk driving behaviors.
- **Impaired Driving Reduction:** Conducted four dedicated RIDE initiatives, contributing to the identification and removal of impaired drivers from the roadways.
- **Community Engagement:**
 - community safety initiatives,
 - school outreach programs, and
 - strategic patrols.
 - Community Town Hall in January
 - Long Lake Community Webinar in February
- **Operational Excellence:** Optimized enforcement strategies through Focused Patrols, leveraging data-driven insights to maximize efficiency.

EMERGENCY RESPONSE UNIT (ERU)

Overview:

The Emergency Response Unit (ERU) continues to enhance public safety by providing specialized support for frontline officers and addressing high-risk situations with precision and efficiency. The unit's contributions reflect GSPS's strategic commitment to community safety, operational excellence, and fostering trust through effective policing strategies.

Statistics:

Type	Jan	Feb
Calls for Service	198	150
K9 Requests	7	6
Focused Patrols Conducted	5	5
Search Warrants Executed	1	2
Tactical EMS (TEMS) Deployment	2	3
Assist Investigative Units	0	2
Significant Tactical Incidents	2	3

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Incidents of Interest:

Weapons Call – Domestic Assault & Self-Harm

- **Situation:** Complainant reported that her spouse assaulted her, was under the influence of cocaine, and attempted self-harm with a knife.
- **Response:** Three ERU members were dispatched. The male was arrested and transported to HSN for medical treatment.
- **Outcome:** The male was charged and held for bail three days later.

Weapons Call – Shots Fired at Vehicle

- **Situation:** Complainant, a vehicle passenger, reported that an unknown suspect in another vehicle fired a shot at them.
- **Response:** Nine ERU members responded, and an investigation was initiated.
- **Outcome:** Investigation is ongoing; no suspects identified at this time.

Weapons Call – Knife Chase

- **Situation:** Complainant reported that a male chased him out of a building with a knife.
- **Response:** Three ERU members responded and located the suspect, placing him under arrest.
- **Outcome:** Two switchblades were found during a search incident to arrest. The suspect was charged and held for bail.

Weapons Call – Barricaded Suspect with Firearms

- **Situation:** Complainant reported that her brother had assaulted their father and was making threats to kill him. The father expressed concern that his son would shoot police if they attended.
- **Response:** Due to the threat level and presence of firearms, 10 ERU members were deployed with a Critical Incident Commander. After negotiations, the accused surrendered peacefully.
- **Outcome:** The accused was arrested and held for bail.

Hostage Threat – Laurentian University

- **Situation:** Caller claimed he had an automatic firearm at the school and was holding individuals hostage, threatening to harm them. The call taker and responding officers were very quickly able to determine that the threat level was low with strong indicators of it being a “swatting” event.
- **Response:** ERU members and members from CID and Patrol Operations were dispatched. A full search of the university was conducted with security.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- **Outcome:** No credible threat was found; University faculty were briefed. ERU will be working with Laurentian University to enhance response capabilities with scenario-based training.

CDSA & Criminal Code Search Warrant – Downtown

- **Situation:** On February 20, 2025, a CDSA and Criminal Code search warrant was executed in Downtown Sudbury. Intelligence indicated that an individual at the location was trafficking fentanyl, cocaine, and methamphetamine, and had access to firearms.
- **Response:** The Emergency Response Unit (ERU) assisted the Drug Enforcement Unit (DEU) in executing the warrant and securing the location.
- **Outcome:** The search was completed, and the investigation yielded a quantity of illicit drugs and charges were laid accordingly.

CDSA Search Warrant – Flour Mill

- **Situation:** DEU received intelligence that individuals were selling fentanyl, cocaine, and crystal methamphetamine from a unit in the Flour Mill. A search warrant was sought, with concerns about potential firearm access.
- **Response:** ERU assisted DEU in executing the CDSA search warrant, securing the location and its occupants.
- **Outcome:** The search warrant was executed resulting in the seizure of an imitation firearm and a quantity of illicit substances.

Shooting & Foot Pursuit – New Sudbury

- **Situation:** ERU was called out to a housing unit in New Sudbury in response to a shooting where suspects fled on foot.
- **Response:** ERU and K9 units were activated to track the fleeing suspects.
- **Outcome:** After a short pursuit, two suspects were apprehended without incident and charged accordingly with weapons offences. (See also Patrol Operations and Criminal Investigations)

K9 UNIT

K9 Search – OPP Assistance

- **Situation:** K9 Royal was requested by OPP (OCEB) to conduct a secondary search of a motor vehicle.
- **Response:** K9 Royal assisted in the search.
- **Outcome:** Search was completed, and offenders charged accordingly.

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K9 Containment – Barricaded Individual with Firearms

- **Situation:** K9 was requested to assist in containment efforts for a barricaded individual in crisis with access to firearms.
- **Response:** K9 Bolt was deployed to support ERU containment.
- **Outcome:** The individual surrendered peacefully and was arrested.

K9 Search – IPV Suspect

- **Situation:** K9 was requested to locate a male involved in an IPV incident, with concerns for his well-being.
- **Response:** K9 Bolt assisted in the search for the male party.
- **Outcome:** Search was conducted, with follow-up as necessary for the individual's welfare. The individual was located and dealt with by investigators accordingly.

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

CRIMINAL INVESTIGATIONS

Jerry Willmott

Inspector

MAJOR CRIME SECTION

The Greater Sudbury Police Service's Criminal Investigation Division is dedicated to protecting and serving our communities through collaboration, integrity, and professionalism. We approach every situation with empathy, sensitivity, and understanding, ensuring the well-being of our members and unwavering support for victims of crime. We relentlessly pursue justice, holding offenders accountable while upholding the highest standards of service and commitment to public safety.

Together, we stand for excellence in policing, fostering trust and security within our communities.

Weapons Complaint – Donovan, December 30, 2024

- **Situation:** Weapons complaint at a residential building within the Donovan. An individual pointed what appeared to be a handgun at others during an altercation. Given the potential presence of a firearm, officers from Patrol Operations established containment while awaiting the Emergency Response Unit (ERU), K9 Unit, and a Negotiator.
- **Response:** At approximately 11:10 a.m., ERU and K9 officers made verbal contact with three individuals inside the unit. All three exited and surrendered without incident. Officers cleared the unit to confirm no additional occupants.
- **Result:** Detectives from the Major Crime Section obtained a search warrant for the unit, leading to the discovery of an imitation handgun. As a result, a 31-year-old male was charged with the following offences under the Criminal Code of Canada:
 - **Possession of a Weapon for a Dangerous Purpose**
 - **Careless Use of a Firearm**
 - **Unauthorized Possession of a Firearm**
 - **Uttering Threats (x2)**
 - **Pointing a Firearm (x2)**
 - **Failing to Comply with a Probation Order**
 - **Possession of a Firearm Contrary to a Probation Order**
 - **2 Outstanding warrants that were executed**

Shots Fired Investigation - Notre Dame Avenue, January 22, 2025

- **Situation:** Multiple reports of gunfire near Notre Dame Avenue and Bond Street. Police discovered that a collision had occurred involving two vehicles, one being a black Chevrolet Avalanche from which gunshots had been fired. One of the vehicles was struck by a bullet and caused no injuries.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- **GSPS Needs your Help:** The suspect vehicle was later found abandoned nearby and the Major Crime Unit has taken over the investigation. *****Anyone with information is asked to contact 705 675-9171 or Crime Stoppers at 705 222-8477*****

Hate-Motivated Assault Downtown, December 15, 2024 – Charges Laid

- **Situation:** At 1:30 a.m., police responded to reports of an assault downtown. It is alleged that two men attacked two victims without provocation, shouted racial slurs, and forcibly removed a religious garment from one of the victims. Both victims suffered minor injuries.
- **Response:** Due to the hate-motivated nature of the crime, a specialized Detective from the Major Crime Section was assigned to the case.
- **Outcome:** Two 20-year-old males were arrested and charged with the following:
 - **Assault (x2), Assault Causing Bodily Harm,**
 - **Robbery**
 - **Assault.**

Stabbing Investigation – Flour Mill, February 4, 2025

- **Situation:** Patrol officers responded to a weapons complaint after a 31-year-old male victim arrived at an establishment on Notre Dame Avenue with serious stab wounds. He was transported to hospital where he remains in stable condition.
- **Response:** Following the investigation, officers secured and searched a nearby residence but found it unoccupied. Police continued to canvass the area for information and surveillance footage.
- **POLICE NEED YOUR HELP:** **Anyone with relevant information is urged to contact police at 705 675-9171**

Home Invasion & Attempt Murder, February 3, 2025 (See Patrol Operations)

- **Situation:** officers were dispatched to a disturbance at a residence in the Donovan where multiple individuals allegedly broke in and assaulted a resident. A 30-year-old male victim was located with serious, life-threatening injuries and transported to hospital for treatment.
- **Response:** A suspect matching witness descriptions was located and arrested nearby. Police believe at least one additional suspect remains unidentified. The incident appears to be targeted.
- **Result:** Upon searching the individual, officers seized approximately **50 grams of suspected Fentanyl**, valued at \$1,000, and \$990 in cash. An 18-year-old male from Ottawa has been charged with the following offences under the Criminal Code of Canada and the Controlled Drugs and Substances Act (CDSA):
 - **Attempted Murder**

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- **Weapons Dangerous**
- **Possession of a Prohibited Weapon**
- **Possession for the Purpose of Trafficking (Schedule I)**
- **Break and Enter with Intent**
- **Possession of Proceeds of Crime**

Six in Custody Following Home Invasion February 13, 2025

- **Situation:** Home invasion and shooting at a residence in New Sudbury. The homeowner sustained minor injuries, including a non-life-threatening gunshot wound, following a brief altercation.
- **Response:** Upon arrival, patrol officers observed three males fleeing on foot. One suspect entered a waiting vehicle occupied by a man and a woman. Officers quickly contained the vehicle and arrested all three individuals without incident.
- **Result:** A search of the vehicle led to the seizure of a **firearm** and **illicit drugs**. Members of the Emergency Response Unit and K9 Unit searched the area and found all three outstanding suspects at the scene and a forth turned himself into police. Police seized **200 grams of Cocaine** and **100 grams of Fentanyl**, with an estimated street value of **\$30,000**. Three young offenders from Southern Ontario, and a 24-year-old male from Greater Sudbury have been charged with multiple firearm offences and:

- **Attempted Murder**
- **Break and Enter to Commit an Indictable Offence**
- **Disguise with Intent**
- **Possession of a Schedule I Substance for the Purpose of Trafficking – Cocaine**
- **Possession of a Schedule I Substance for the Purpose of Trafficking – Fentanyl**

A 37-year-old man and a 37-year-old woman of Greater Sudbury in the getaway vehicle, have been charged with:

- **Accessory After the Fact**
- **Possession of a Schedule I Substance for the Purpose of Trafficking – Cocaine**
- **Possession of a Schedule I Substance for the Purpose of Trafficking – Fentanyl**
- **Breach of Probation.**

\$50,000 Reward for Information Leading to the Location of Meagan Pilon

Over the past decade, investigators have pursued multiple leads and conducted numerous witness interviews. Despite these efforts, Meagan's whereabouts remain unknown. The Greater Sudbury Police Service and the Ontario Provincial Police remain committed to uncovering the truth about Meagan Pilon's disappearance and providing answers to her loved ones and the community.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Missing Since: September 11, 2013

Last Seen: New Sudbury area

Age at Disappearance: 15-years-old

Description:

- Height: 5'10"
- Weight: Approximately 140 lbs.
- Hair: Dark
- Eyes: Hazel
- Distinguishing Mark: Small scar on her upper right lip



The Ontario Provincial Police (OPP) is offering a **\$50,000 reward** for information that directly leads to locating Meagan Pilon. For those wishing to remain anonymous, you can contact **Sudbury Crime Stoppers at 705 222-TIPS (8477)**. You may be eligible for a cash reward of up to **\$2,000**. Someone in our community holds the key to finding Meagan. Even the smallest piece of information could be crucial. If you know something, or you know anyone who knows something - we encourage you to please come forward.

INTEGRATED CRIME SECTION

The Integrated Crime Section (ICS) is dedicated to identifying, disrupting, and dismantling organized crime in Greater Sudbury. Through the strategic use of innovative technology, collaborative partnerships, and traditional police work, ICS proactively targets criminal networks involved in drug trafficking, firearms offenses, and financial crimes. These efforts result in the seizure of illicit drugs, prohibited firearms, and proceeds of crime, while ensuring that offenders are held accountable through arrests and prosecution.

DRUG ENFORCEMENT UNIT (DEU)

The Greater Sudbury Police Service Drug Enforcement Unit (DEU) plays a critical role in the investigation and enforcement of all offenses under the Controlled Drugs and Substances Act (CDSA). Its primary mandate includes:

CDSA Search Warrant - Flour Mill, February 11, 2025

- **Situation:** Detectives from the Drug Enforcement Unit (DEU) concluded an investigation into suspected trafficking of illicit drugs as the result of a search warrant in the Flour Mill. During the operation, two adults from Greater Sudbury, as well as one adult and one young offender from Southern Ontario, were arrested on drug charges at the residence.
- **Results:** Approximately **79 grams of cocaine**, **33 grams of fentanyl**, and about **\$1,000 in Canadian currency** were found with a street value of **\$12,000**. Three accused individuals were charged with the following offenses:

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- **Possession of a Schedule I Controlled Substance for the Purpose of Trafficking, specifically Cocaine.**
- **Possession of a Schedule I Controlled Substance for the Purpose of Trafficking, specifically Fentanyl.**
- **Possession of Property Obtained by Crime under \$5,000.**

DEU & ERU Execute CDSA Search Warrant Downtown, February 21, 2025

- **Situation & Response:** As a result of an investigation into individuals suspected of trafficking illicit drugs, members of the Emergency Response Unit (ERU) executed a CDSA search warrant at a residence downtown.
- **Result:** During the operation, three individuals were taken into custody. Two of the individuals were released unconditionally at the scene. A search of the residence led to the seizure of **\$11,500 of illicit drugs:**
 - **87 grams of Fentanyl**
 - **29 grams of Crack Cocaine**
 - **Two sets of brass knuckles**
 - **A replica handgun**
 - **\$340 in cash**

Another individual, a 39-year-old male from Greater Sudbury has been charged with multiple offences under the CDSA and Criminal Code of Canada, including:

- **Possession of a Schedule I Substance for the Purpose of Trafficking (x2)**
- **Possession of Property Obtained by Crime Under \$5,000**
- **Unauthorized Possession of a Weapon (x2)**
- **Carrying a Concealed Weapon**
- **Possession of a Weapon for a Dangerous Purpose**
- **Possession of a Weapon Contrary to Prohibition Order (x3)**
- **Breach of Probation (x3)**

DEU Detectives Seize \$30,000 in Illicit Drugs Following Traffic Stop, February 25, 2025

- **Situation:** Detectives from the Integrated Crime Section, with assistance from Patrol Operations and the Community Response Unit, conducted a traffic stop on Lorne Street as part of an investigation into suspected drug trafficking in Greater Sudbury. A subsequent investigation of the individuals and vehicle resulted in the seizure of illicit drugs valued at \$30,000.
 - **Approximately 252 grams of fentanyl**
 - **44 grams of cocaine**
 - **A canister of pepper spray**
 - **A digital scale and packaging materials**
 - **\$3,717 CAD and \$40 USD in suspected proceeds of crime**

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

A 33-year-old woman and a 30-year-old man have been charged under the CDSA and Criminal Code of Canada with the following offences:

- **Possession of a Schedule I Controlled Substance for the Purpose of Trafficking (x2)**
- **Possession of Property Obtained by Crime Under \$5,000**
- **Possession of a Weapon for a Dangerous Purpose**
- **Breach of Probation (x2 – accused male)**

CRIME STOPPERS - POLICE NEED YOUR HELP: The Greater Sudbury Police Service remains committed to ensuring public safety and urges community members to report suspicious activities. **If you have information regarding any of these incidents, please contact 705 675-9171 or Crime Stoppers at 705 222-8477.**

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

CORPORATE COMMUNICATIONS

Kaitlyn Dunn Supervisor

Polar Plunge Media Launch – January 29

Thank you to everyone who joined us today for the official kickoff of the 2025 Sudbury Polar Plunge in support of Special Olympics Ontario! 🧊👊
The Polar Plunge has become a cherished tradition for law enforcement and our communities, and its impact continues to grow.

On March 8th, 2025, we'll be getting #FreezinForARReason to raise funds for incredible athletes who inspire us all. Last year, Sudbury raised over \$25,000, and together, we can make this year even bigger! 🙌



Chief of Police Sara Cunningham will also be taking her first icy plunge this year - don't miss it! Ready to take the plunge? Register, donate, or come cheer on the brave souls on Saturday, March 8th on Ramsey Lake at the Northern Water Sports Centre. Let's make 2025 another record-breaking year! 💙

You can register on site at the Northern Water Sports Centre at 206 Ramsey Lake Road (beside the boat launch), beginning at 9am on March 8th. The plunge will commence at 12 noon.

Choose to Include Campaign – January 31

We can't resist a 🍩!

Get your Special Olympics donut at Tim Hortons from January 31st - February 2nd, 2025. 100% of the proceeds from donut sales directly benefit local **Special Olympics Ontario** community programs.

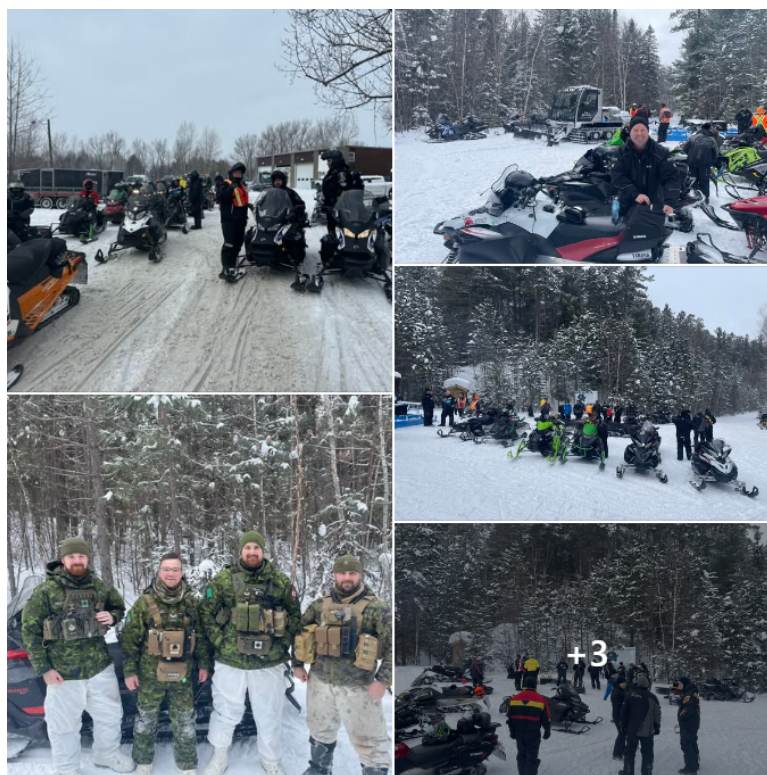
GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Thank you to Lasalle, Notre Dame, and Lively Tim Horton's locations for welcoming our Officers and allowing the Special O athletes to make their own donuts. It was an experience we will never forget!

[#ChooseToInclude](#)



Law Enforcement Torch Run Snowmobile Ride – February 9



A huge thank you to everyone who joined us for the 5th Annual Law Enforcement Snowmobile Torch Ride for **Special Olympics Ontario** yesterday! With 48 sleds taking part, we raised an incredible \$1,975 to support Special Olympics athletes. Well done, Sudbury!

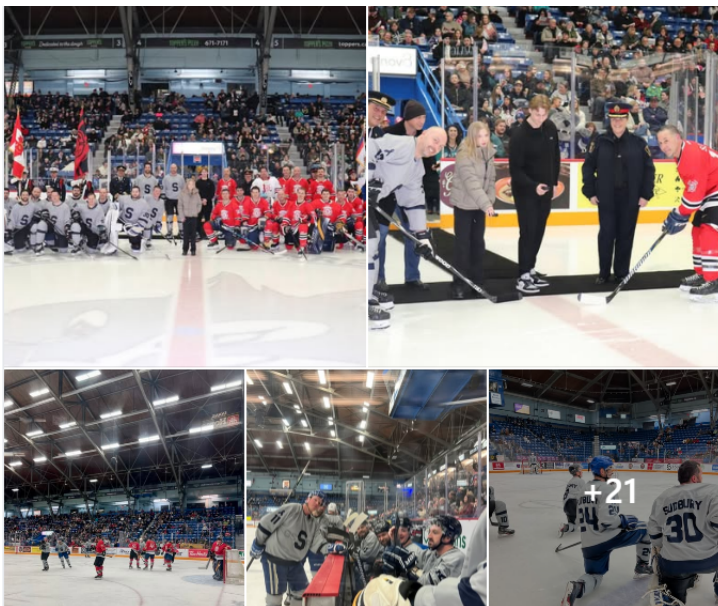
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Fire & Ice Charity Hockey Game – February 7

Sudbury showed up in full force last Friday to support the Fire and Ice Charity Hockey Game! 🧊🔥

Thanks to everyone who came out to support a great cause and cheer on the teams. Your energy and generosity helped us raise vital funds for **NORTHERN ONTARIO FAMILIES OF CHILDREN WITH CANCER-NOFCC.**

Greater Sudbury Police Service came away with the win, defeating the Sudbury Professional Firefighters Association 4-2.



Stay tuned for the official cheque presentation in the coming weeks where we will announce the total funds raised in support of N.O.F.C.C. 💙

Huge thank you to all of our event sponsors, volunteers, organizers and supporters. 🙌

- SW Sports & Entertainment SWSE
- Crosstown Chevrolet
- C.B Landscaping INC.
- Manitoulin Transport
- Bob's Service Centre
- Pro Hockey Life
- RHP Training Centre
- Don's Pizza
- Smith's Markets Inc.
- The Positive Inception
- Sudbury's Pure Country
- Freelandt Caldwell Reilly LLP
- Crocodile Printing and Signs
- Xcaliber Trophies
- Jubilee Heritage Family Resources

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Fire & Ice Charity Hockey Game Cheque Presentation – February 24



We're thrilled to announce the total raised from the 2025 Police vs. Fire Charity Hockey Game... 🏒🔥

🎵 Drumroll please...

A fantastic **\$32,160.14** for the NORTHERN ONTARIO FAMILIES OF CHILDREN WITH CANCER-NOFCC! 💙

A huge thank you to Sudbury for your incredible support and for attending the game. We're excited to share that this event

will continue supporting NOFCC every year! 🙌

Pink Shirt Day – February 26

We stand united in pink to show our commitment to creating a safer, kinder, and more inclusive community. 💖

On #PinkShirtDay, we proudly wear our pink shirts as a symbol of support against bullying, promoting respect, empathy, and compassion for all. Every person deserves to feel valued and safe, and together, we can all make a difference.

#EndBullying #BuildingRespect #CommunityFirst



International Police Hockey Tournament – February 27 – March 1

The Greater Sudbury Police Service men's and women's hockey teams competed in the International Police Hockey Tournament (IPHT) in Durham. The women's team brought home gold in the recreational division, while the men's team earned silver in the elite division.



GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

The IPHT is a 100% not-for-profit law enforcement event, with each year's host city organizing committee selecting local charities to support. To date, the tournament has raised over \$486,500 for charities in the communities we serve. 💙

International Women's Day – March 8

We honour the incredible women in policing who dedicate their lives to serving and protecting our community. From the officers on the frontlines to those working behind the scenes, women in policing make a profound impact on public safety and well-being.

These women not only break barriers in a traditionally male-dominated field, but they also bring unique perspectives, compassion, and strength to their roles. Whether it's responding to emergencies, mentoring youth, or supporting survivors of crime, women in policing play a crucial role in building trust, fostering community relationships, and making our neighbourhoods safer for everyone.



Let's continue to support and empower women in law enforcement, and in all fields, as they lead the way toward a brighter, more resilient future.

Greater Sudbury Polar Plunge – March 8

What an incredible day at the 2025 Sudbury Polar Plunge! 🧊 We jumped into action to raise funds for the amazing athletes of Special Olympics Ontario – and what a plunge it was 💪🌟 raising over **\$47,000!**

A HUGE shoutout to every single plunger, young and old, who braved the freezing waters of Ramsey Lake for this incredible cause. You are all champions! 🏆

Chief Sara Cunningham made a splash herself with her very first icy leap! 🌊💥

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Big congratulations to the 50/50 draw winner, along with the teams with the Most Spirit and Best Costumes – you truly brought the heat to the cold! 🔥🧡

A heartfelt THANK YOU to the hundreds of community members who showed up to support our brave plungers and cheer on this important cause! Your support means the world. 💙

And of course, a massive THANK YOU to our amazing sponsors for making this event possible:

- Sudbury Small Engines
- City Welding Sudbury
- M. Champagne Siding
- Acer Land Developments
- Northern Uniform
- Irish Regiment of Canada (Sudbury Armoury)
- Krucker Saunas
- City of Greater Sudbury
- Greater Sudbury Police Service Board
- Sudbury Police Association (SPA)
- Topper's Pizza Canada
- Cooper Equipment Rentals (Sudbury)
- The Moran Group

Huge thanks to HOT 93.5 for keeping the energy high and the crowd hyped!

