WINDSOR POLICE SERVICE BOARD

PUBLIC MEETING

Start: Thursday, September 25, 2025 - 1:45pm

End: Thursday, September 25, 2025 - 1:45pm

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1. Agenda

   1.1 September 25 2025 Public Agenda.pdf

2. Call to Order

3. Declarations of Conflict and Pecuniary Interest by Members

4. Approval of Agenda

5. Approval of Minutes

   5.1 Public Minutes of July 24,, 2025.pdf

   5.2 Public IN CAMERA WPSB Minutes of July 24, 2025.pdf

   5.3 Public In Camera Minutes of Police Chief Recruitment Committee August 22 2025.pdf

6. Business Arriving from the Minutes

7. Annual Reports

   7.1 A-008 Police Uniforms.cleaned.pdf

   7.2 P-063 Equipment Body Armour.cleaned.pdf

   7.3 P-064 Firearms Training and Investigations.cleaned.pdf

   7.4 P-065 Fraud and False Pretence Investigation.cleaned.pdf

   7.5 P-067 Property Offences (including break and enter).cleaned.pdf

   7.6 P-068 Robbery Investigations - 2025 Annual Report.cleaned.pdf

   7.7 P-069 Stolen or Smuggled Firearms - 2025 Annual Report.cleaned.pdf

7.8 P-70 Vehicle Theft.cleaned.pdf

7.9 P-060 Respecting Proceeds of Crime - 2025 Annual Report.cleaned.pdf

8. Monthly Reports

8.1 WPSB Crime Stoppers Report July & August.cleaned.pdf

8.3 HR REPORT - PUBLIC - September 2025 Amended.pdf

9. Communications

9.1 USE OF WPS Badge and Patch images.pdf

9.2 REQUEST FOR WPSB Representative.pdf

9.3 2025 OAPSB Labour Conference.pdf

25-0037 - All Chiefs Memo - 2025-26 and 2026-27 (two year) Victim Support Grant Call for Applications.cleaned.pdf

25-0037 - Attachment - Application Instructions and Guidelines - VSG 25-26 and 26-27.cleaned.pdf

25-0038 - All Chiefs Memo - Extension Expiry for Ontario Carriers Registered under the International Registration Plan.cleaned.pdf

25-0038 - Attachment - MTO Memo - Extension Expiry for Ontario Carriers Registered under the International Registration Plan.cleaned.pdf

25-0039 - All Chiefs Memo -Amendments to O. Reg. 86-24 Special Constable Uniforms Pants-Shorts Stripe.cleaned.pdf

25-0040 - All Chiefs Memo - Search Practice for Inmates Prior to Court Appearances.cleaned.pdf

25-0040 - Attachment - ISD Memo - Search Practice for Inmates Prior to Court Appearances.cleaned (1).pdf

25-0041 - All Chiefs Memo - Reporting of Crime Guns and Submission of Crime Guns and Fired Ammunition Components.cleaned.pdf

25-0042 - All Chiefs Memo - Reduce Impaired Driving Everywhere Grant Call for Applications (2025-26 to 2028-29).cleaned.pdf

25-0042 - Attachment - Application Instructions and Guidelines - RIDE Grant (2025-26 to 2028-29).cleaned.pdf

25-0043 - All Chiefs Memo - 2025 Crimes Against Women Conference.cleaned.pdf

25-0043 - Attachment 1 - 2025 Crimes Against Women Conference - Agenda.cleaned.pdf

25-0043 - Attachment 2 - 2025 Crimes Against Women Conference - Speakers.cleaned.pdf

25-0043 - Attachment 3 - 2025 Crimes Against Women Conference - Registration Form.cleaned.pdf

25-0044 - All Chiefs Memo - Police Record Checks Survey.cleaned.pdf

25-0044 - Attachment - Police Record Checks Survey.cleaned.pdf

25-0045 - All Chiefs Memo - Additional Basic Constable Training Program Intake Follow-Up.cleaned (2).pdf

25-0046 - All Chiefs Memo - Ontario Regulation 8724 Guidance Document.cleaned.pdf

25-0046 - Attachment 1 - Training Regulation Guidance Document.cleaned.pdf

25-0047 - All Chiefs Memo - Court Security.cleaned.pdf

25-0048 - All Chiefs Memo - Disclosing personal information to correctional or parole authorities in Canada.cleaned.pdf

25-0049 - All Chiefs Memo - Police Records Check Requirement under CLRA.cleaned.pdf

25-0049 - Attachment 1 - Police Record Check Requirement under CLRA.cleaned.pdf

25-0050 - All Chiefs Memo - The Restricting Public Consumption of Illegal Substances Act, 2025.cleaned.pdf

25-0050 - Attachment - SPD Memo - The Restricting Public Consumption of Illegal Substances Act, 2025.cleaned.pdf

25-0051 - All Chiefs Memo - Risk-driven Tracking Database 2024 Annual Report.cleaned.pdf

25-0051 - Attachment 1 - Risk-driven Tracking Database 2024 Annual Report (EN).cleaned.pdf

25-0052 - All Chiefs Memo - O. Reg. 16125 Pilot Project - Automated Commercial Motor Vehicles under the HTA.cleaned.pdf

25-0052 - Attachment 1 - MTO Memo - O. Reg. 16125 Pilot Project - Automated Commercial Motor Vehicles, under the HTA.cleaned.pdf

25-0052 - Attachment 2 - MTO Memo - O. Reg. 16125 Pilot Project - Automated Commercial Motor Vehicles, under the HTA.cleaned.pdf

25-0052 - Attachment 3 - MTO Memo - O. Reg. 16125 Pilot Project - Automated Commercial Motor Vehicles, under the HTA.pdf

25-0053 - All Chiefs Memo - Release of Policing Race- and Identity-Based Data Analyses Technical Report 2025 and Open Data.cleaned.pdf

25-0053 - Attachment 1 - Policing Race- and Identity-Based Data Analyses Technical Report, 2025 (ENG).cleaned.pdf

25-0054 - All Chiefs Memo - Centre of Forensic Sciences - New After-Hours Process for Requesting Urgent Case Analysis.cleaned.pdf

25-0055 - All Chiefs Memo - Proposed Regulatory Amendments to O. Reg. 52101 under the Education Act Regarding Police Record Checks.cleaned.pdf

25-0055 - Attachment - SPD Memo - Proposed Amendments to O. Reg. 52101 under the Education Act Regarding Police Record Check.cleaned.pdf

25-0056 - ACM - Towing and Storage Safety and Enforcement Act 2021 Short Form Wording Updates - August 12 2025 (1).cleaned.pdf

25-0056 - Attachment - Towing and Storage Safety and Enforcement Act 2021 Short Form Wording Updates - August 12 2025 (1).cleaned (1).pdf

10. New Business

10.1 MEMORANDUM re Indemnification Policy.pdf

10.2 WPSB Indemnification Policy.pdf

10.3 Microsoft EA Renewal.cleaned.pdf

11. Adjournment

ITEM: 1.1

PUBLIC Agenda

Date: Thursday, September 25, 2025
Time: 1:45 p.m. – 3:00 p.m.
Location: 150 Goyeau, 4th Floor, WPS Headquarters

1. Agenda
    1.1 Agenda

2. Call to Order

3. Declarations of Conflict & Pecuniary Interest by Members

4. Approval of Agenda

5. Approval of Minutes
    5.1 Public Minutes of the WPSB meeting of July 24, 2025
    5.2 Public In Camera Minutes of WPSB meeting of July 24, 2025
    5.3 Public In Camera Minutes of the Chief of Police Recruitment Committee of August 22, 2025

6. Business Arriving from the Minutes

7. Annual Reports
    7.1 Police Uniforms
    7.2 Equipment and Body Armour
    7.3 Firearms Training and Investigations
    7.4 Fraud and False Pretence Investigation
    7.5 Property Offences
    7.6 Robbery Investigations
    7.7 Stolen or Smuggled Firearms
    7.8 Vehicle Theft
    7.9 Proceeds of Crime

8. Monthly Reports
    8.1 Crime Stoppers
    8.2 Crime Statistics **(VERBAL)**
    8.3 Human Resources

9. Communications

9.1 Request for Use of WPS Badge/Patch
9.2 Request for Representation on the WERCSWB Plan Advisory Committee
9.3 OAPSB – November Conference
9.4 All Chiefs Memos

10. New Business
    10.1 Memo –New and Updated Policies
    10.2 Indemnity of WPSB Members and Employee(s) **(NEW to replace By-Law 189)**
    10.3 Microsoft Enterprise Agreement Renewal
    10.4 Closed Session

    The Board met in closed session on September 25, 2025, pursuant to Section 44 of the *Community Safety and Policing Act*, for consideration of confidential subject matter related to (b) personal matters,(d) labour relations or employee negotiations; (e) litigation or potential litigation affecting the board; (g) information explicitly supplied in confidence to the board by Canada, a province or territory or a Crown agency of any of them, a municipality or a First Nation; and, (j) a position, plan, procedure, criteria or instruction to be applied to any negotiations carried on or to be carried on by or on behalf of the board; (k) information that section 8 of the *Municipal Freedom of Information and Protection of Privacy Act* would authorize a refusal to disclose if it were contained in a record

11. Adjournment

Date of Next Meeting – **October 30, 2025**

ITEM: 5.1

Public Minutes

DATE OF MEETING:	Thursday, July 24, 2025
LOCATION:	4th Floor Boardroom, WPS Headquarters
LIVESTREAMED AT:	https://windsorpolice.ca/about/wps-board/meeting-minutes
MEMBERS PRESENT:	Councillor Jo-Anne Gignac (Chair) Sophia Chisholm (Vice Chair) Mayor Drew Dilkens Councillor Jim Morrison Robert de Verteuil David Hammond
STAFF PRESENT:	Chief Jason Bellaire Deputy Chief Jason Crowley Deputy Chief Karel DeGraaf Inspector Chris Werstein Bianca Rubino Gary Francoeur, Director of WPS Corporate Communications Constable Anne Suthers, WPS Corporate Communications
OTHERS PRESENT:	Mayor Michael Prue, Advisor, Town of Amherstburg (TEAMS)
RECORDER:	Administrative Director

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1. Agenda

1.1 Agenda

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2. Call to Order

Meeting is called to order at 1:45 p.m.

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3. Declaration of Conflict & Pecuniary Interest by Members **NONE**

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4. Approval of Agenda

Motion to approve the Public Agenda for the meeting of Thursday, July 24, 2025, Moved by S. Chisholm Seconded by D. Hammond

BE IT RESOLVED THAT the Public agenda for the Windsor Police Service Board meeting of July 24, 2025, be approved as circulated.

The motion carried

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5. Approval of the Minutes

5.1 Public Minutes of May 22, 2025

Motion to approve the Minutes of May 22, 2025, Moved by S. Chisholm Seconded by D. Hammond

BE IT RESOLVED THAT the Public Board Minutes of the Windsor Police Service Board of March 20, 2025, be approved as circulated.

The motion carried

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6. **Business Arriving from the Minutes** **NONE**

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7. Annual Policy Reports

Motion to receive Annual Policy Reports Moved by D. Hammond Seconded by S. Chisholm

BE IT RESOLVED THAT the Windsor Police Service Board receives the Annual Policy Reports 7.1 – 7.57 for information.

The motion carried

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8. Monthly Reports

8.1 Crime Stoppers

Motion to receive the Crime Stoppers Report Moved by D. Hammond Seconded by J. Morrison

BE IT RESOLVED THAT the Board receives for information the Crime Stoppers Report as circulated.

The motion carried

8.2 Professional Standards Branch Report

Motion to receive the receive the Professional Standards Branch Report Moved by D. Hammond Seconded by J. Morrison

BE IT RESOLVED THAT the Windsor Police Service Board receives for information the Crime Stoppers Report as circulated.

The motion carried

8.3 Crime Statistics Report (Verbal)

For further details, refer to the WPSB Facebook livestream record: https://windsorpolice.ca/about/wps-board/meeting-minutes starting at Minute: 1:29

Motion to receive the verbal Crime Statistics Report Moved by D. Hammond Seconded by J. Morrison

BE IT RESOLVED THAT the Windsor Police Service Board receives for information the verbal Crime Statistics Report as presented.

The motion carried

8.4 Freedom of Information Report

Motion to receive the Freedom of Information Report Moved by J. Morrison Seconded by S. Chisholm

BE IT RESOLVED THAT the Windsor Police Service Board receives for information the Freedom of Information Report as circulated.

The motion carried

8.5 Human Resources Report

Motion to receive the Human Resources Report Moved by J. Morrison Seconded by S. Chisholm

BE IT RESOLVED THAT the Windsor Police Service Board receives the Human Resources Monthly Report.

The motion carried

9. Quarterly Reports

9.1 POP/CCP/Calls for Service

Motion to receive the POP/CCP/Calls for Service Report Moved by D. Hammond Seconded by J. Morrison

BE IT RESOLVED THAT the Windsor Police Service Board receives for information the POP/CCP/Calls for Service Report as circulated.

The motion carried

9.2 Amherstburg Detachment – Policing Activities

Motion to receive the Amherstburg Detachment – Policing Activities Report
Moved by D. Hammond Seconded by J. Morrison

BE IT RESOLVED THAT the Windsor Police Service Board receives for information the Amherstburg Detachment – Policing Activities Report as circulated

9.3 Youth Crime Stats Report

Motion to receive the Youth Crime Stats Report Moved by S. Chisholm Seconded by R. de Verteuil

BE IT RESOLVED THAT the Windsor Police Service Board receives for information the Youth Crime Stats Report.

The motion carried

9.4 Use of Force Report

Motion to receive the Use of Force Report Moved by D. Hammond Seconded by R. de Verteuil

BE IT RESOLVED THAT the Windsor Police Service Board receives for information the Use of Force Report as circulated.

The motion carried

9.5 Variance Report

For further details, refer to the WPSB Facebook livestream record:
https://windsorpolice.ca/about/wps-board/meeting-minutes starting at Minute: 10:54

Motion to receive the Variance Report Moved by D. Dilkens Seconded by S. Chisholm

10. Communications

10.1 Solicitor General - Helicopter

Motion to receive the correspondence from the Solicitor General Moved by D. Hammond Seconded by S. Chisholm

BE IT RESOLVED THAT the Windsor Police Service Board receives for information the correspondence from the Ministry of the Solicitor General re: Police Helicopter.

The motion carried

10.2 Condominium Associations

Motion to receive the correspondence from Condominium Associations Moved by R. de Verteuil Seconded by S. Chisholm

BE IT RESOLVED THAT the Windsor Police Service Board receives for information correspondence from the coalition of Condominium Associations.

The motion carried

10.3 Inspector General of Policing – 2024 Annual Report

Motion to receive the Inspector General's 2024 Annual Report Moved by R. de Verteuil Seconded by S. Chisholm

BE IT RESOLVED THAT the Windsor Police Service Board receives for information the Inspector General of Policing's 2024 Annual Report.

The motion carried

10.4 All Chiefs Memos

Motion to receive the All Chiefs Memos Moved by S. Chisholm Seconded by D. Hammond

BE IT RESOLVED THAT the Windsor Police Service Board receives for information the All Chiefs Memos as circulated.

The motion carried

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11. New Business

11.1 Memo Administrative Director – New and Updated Policies

Motion to receive Memo from Administrative Director re: New and Updated Policies Moved by S. Chisholm Seconded by D. Hammond

BE IT RESOLVED THAT the Windsor Police Service Board receives for information the Memo from the Administrative Director re: New and Updated Policies as circulated.

The motion carried

11.1.1 – 11.1.8 Updated and New Policies

Motion to adopt WPSB Policies as circulated Moved by S. Chisholm Seconded by D. Hammond

BE IT RESOLVED THAT the Windsor Police Service Board adopts the following policies as circulated,

- **Equipment and Body Armour**
- **Firearms Training and Investigations**
- **Fraud and False Pretence Investigation**
- **Preliminary Perimeter Control and Containment**
- **Property Offences (including Break and Enter)**
- **Robbery Investigations**
- **Stolen or Smuggled Firearms**
- **Vehicle Theft**

The motion carried

11.2 Request for Sponsorship – WPS Auxiliary Ceremony

Motion to approve funding request from WPS Auxiliary Service Moved by S. Chisholm Seconded by D. Hammond

BE IT RESOLVED THAT the Windsor Police Service Board approves the request for financial support for the 2025 Auxiliary Swearing-In Ceremony in the amount of $1,500.00

The motion carried

11.3 Confirmation of E-Poll re: Chief of Police Recruitment Committee

Motion to confirm E-Poll re: Chief of Police Recruitment Committee Moved by S. Chisholm Seconded by D. Hammond

BE IT RESOLVED THAT The Windsor Police Service Board confirms the E-Poll motion passed by the Board on May 23, 2025:
Whereas all members of the Windsor Police Service Board wish to be involved in the recruitment process undertaken by the Chief of Police Recruitment Sub-Committee of the Board
And Whereas a sub-committee of the Board should be comprised of not more than three members of the Borad before being considered a full Board meeting
And Whereas By-Law 01-2024 – A By-Law to Provide Rules Governing the Proceedings of the Windsor Police Service Board, S. 25.8 states that Members who are not Members of a specific Committee may attend meetings of the Committee and may, with the consent of the Chair of that Committee, take part in the discussion, but shall not be counted in the quorum or entitled to make motions or to vote at these meetings – thereby allowing all members of the WPSB to participate in the recruitment process
And Whereas the Chief of Police Recruitment sub-committee will prepare a recommendation for consideration the Windsor Police Service Board at the appropriate time
THEREFORE, BE IT RESOLVED THAT the Windsor Police Service Board appoints D. Dilkens, J. Gignac and S. Chisholm to the Chief of Police Recruitment Sub-Committee, and that all other members of the WPSB are able to, but are not required to, attend as available.

The motion carried

11.4 Confirmation of E-Poll re: Ottawa PSB request for Assistance – Canada Day Celebrations

Motion to confirm E-Poll re: Ottawa PSB request for Assistance moved by S. Chisholm Seconded by D. Hammond

BE IT RESOLVED THAT the Windsor Police Service Board confirms the E-Poll resolution of June 27, 2025 that the Windsor Police Service Board approves the Canada Day Memorandum of Understanding (MOU) between the Windsor Police Service Board and the Ottawa Police Service Board

AND BE IT FURTHER RESOLVED THAT the Windsor Police Service Board authorizes the Chair of the Board to sign and execute the Agreement (MOU) on behalf of the Board provided it is satisfactory in form and content to the City Solicitor, in financial content to the WPS Director of Finance, and in technical/operational content to the Deputy Chief of Operations.

The motion carried

11.5 Finance Committee – Chair Report (VERBAL)

Motion re: Finance Committee recommendations Moved by R. de Verteuil Seconded by D. Hammond

BE IT RESOLVED THAT the Windsor Police Service Board authorizes the Finance Committee to continue to research information regarding organizational/operational reviews with other police service boards

AND BE IT FURTHER RESOLVED THAT the Finance Committee will report back to the Windsor Police Service Board with options with respect to operational/organization reviews and the corresponding consultant costs for each option for consideration by the Board during 2026 Budget considerations

AND BE IT FURTHER RESOLVED THAT the Windsor Police Service Board refers consideration of the Finance Committee recommendation to include the subject of operational/organization review to align with the recruitment process for the new Chief of Police for the Windsor Police Service to the Chief of Police Recruitment Committee

The motion carried

11.6 Closed Session

The Board met in closed session on July 24, 2025, pursuant to Section 44 of the *Community Safety and Policing Act*, for consideration of confidential subject matter related security of property of the Board, Personal matters, litigation or potential litigation, Position/Plan/Procedure, information under the *Municipal Freedom of Information and Privacy Act*.

11. Adjournment

Motion to adjourn the Public meeting of the Windsor Police Service Board Moved by S. Chisholm Seconded by D. Hammond

BE IT RESOLVED THAT the Windsor Police Service Board adjourns the Public meeting of July 24, 2025 at 2:23 p.m.

The motion carried

Date of next meeting: September 25, 2025

_____ _____

Jo-Anne Gignac, Chair

Norma Coleman, Administrative Assistant

_____ _____

Date

Date

ITEM: 5.2

Minutes – In Camera
Windsor Police Service Board
July 24, 2025

Meeting called to order at 12:00 noon

Members in Attendance:

Councillor Jo-Anne Gignac (Chair)
Sophia Chisholm (Vice Chair)
Mayor Drew Dilkens
Councillor Jim Morrison
Robert de Verteuil
David Hammond

Also in Attendance:

Jason Bellaire, Chief of Police (Items No. 7-10.7 and 11.1-11.2)
Jason Crowley, Deputy Chief of Police – Operations (Items No. 7-10.7 and 11.1-11.2)
Karel DeGraaf, Deputy Chief of Police – Operational Support (Items No. 7-10.7 and 11.1-11.2)
Bryce Chandler, Director of Human Resources and Legal Counsel (Item 10.8)
Michael Prue, Mayor of Amherstburg (TEAMS)
Norma Coleman, Administrative Director

Motion by R. de Verteuil, seconded by S. Chisholm to add Agenda items - Personal Matters

The motion carried

Motion by R. de Verteuil, seconded by S. Chisholm to move In-Camera for discussion of the following items, adding two items under No. 9:

No.7	Personal matters about an identifiable individual|Labour Relations or employee negotiations|Information under Section 8 of the *Municipal Freedom of Information Act*– Section 44(2)(b)(d)(k)
No. 8	Security of Property – Section 44(2)(a)
No. 9	Litigation or potential litigation affecting the board|Personal matters about an identifiable individual|Position/Plan – negotiations/agreement – Section 44(2)(e)(b)(j)
No. 10	Personal matters about an identifiable individual|Litigation or potential litigation affecting the board|Position/Plan – negotiations/agreement – Section 44(2)(b)(e)(j)
No. 11	Security of Property – Section 44(2)(a)

The motion carried

Declarations of Pecuniary Interest:

None declared

Discussion on items of business

Moved by D. Hammond, seconded by S. Chisholm to move back into public session.

The motion carried

Moved by D. Hammond, seconded by S. Chisholm that the Administrative Director be directed to transmit the recommendation(s) contained in the report(s) discussed at the In-Camera WPSB Meeting held July 24, 2025.

7. **7.1 – 7.10** That the information in the in-camera Annual Reports from the Chief of Police respecting Personal matters about an identifiable individual|Labour Relations or employee negotiations|Information under Section 8 of *the Municipal Freedom of Information Act* **BE RECEIVED**

8. **8.1** That the information contained in the in-camera report from the Chief of Police respecting security of property **BE RECEIVED**

9. **9.1** That the information in the in-camera report from the Deputy Chief of Police respecting personal matters|litigation **BE RECEIVED**

9.2 That the information in the in-camera report from the Deputy Chief of Police respecting litigation **BE RECEIVED**

9.3 That the recommendation(s) contained in the in-camera report(s) from the Director of Human Resources/Legal Counsel respecting position/plan – negotiations/agreement **BE APPROVED**

9.4/9.5/9.6 That the recommendation(s) contained in the in-camera report(s) from the Director of Human Resources/Legal Counsel respecting personal matters **BE APPROVED**

10. **10.1** That the recommendation contained in the in-camera report from the Deputy Chief of Police respecting position/plan – agreement **BE APPROVED**

10.2 That the Board defer the recommendation contained in the in-camera report from the Deputy Chief of Police respecting position/plan – agreement **IS APPROVED**

10.3 That the recommendation contained in the in-camera report from the Deputy Chief of Police respecting position/plan – agreement **BE APPROVED**

10.4 That the recommendation contained in the in-camera report from the Chief of Police respecting position/plan – agreement **BE APPROVED**

10.5 That the Board defer the recommendation contained in the in-camera report from the Deputy Chief of Police respecting position/plan **IS APPROVED**

10.6 That the confidential correspondence respecting a personal matter **BE RECEIVED**

10.7 That the recommendation, as amended, contained in the in-camera report from the Administrative Director respecting litigation/personal matter **BE APPROVED**

10.8 That the confidential verbal update from Legal Counsel respecting litigation/personal matter **BE RECEIVED**

10.9 That the confidential correspondence respecting personal matter **BE RECEIVED**

11. **11.1** That the recommendation contained in the in-camera report from the Deputy Chief respecting security of property **BE APPROVED**

11.2 That the recommendation contained in the in-camera report from the Deputy Chief respecting security of property **BE APPROVED**

The motion carried

Moved by S. Chisholm, seconded by J. Morrison that the meeting be adjourned (1:20 pm)

ITEM: 5.3

Minutes – In Camera
Windsor Police Service Board
Chief of Police Recruitment Committee
August 22, 2025

Meeting called to order at 11:00 a.m.

Members in Attendance:

Councillor Jo-Anne Gignac (Chair)
Sophia Chisholm
Mayor Drew Dilkens

Also in Attendance:

Tanya Todorovic, Odgers
Amanda Bugatto, Odgers
Norma Coleman, Administrative Director

Motion by S. Chisholm, seconded by S. Dilkens to move In-Camera for discussion of the following items:

No.1 Personal matters about an identifiable individual Section 44(2)(b)

The motion carried

Declarations of Pecuniary Interest:

None declared

Discussion on items of business

Moved by D. Dilkens, seconded by S. Chisholm to move back into public session.

The motion carried

Moved by D. Dilkens, seconded by S. Chisholm that the Administrative Director be directed to transmit the recommendation(s) discussed at the In-Camera Chief of Police Recruitment Committee Meeting held August 22, 2025 directly to the Board for consideration at the next Regular Meeting.

5. **5.1** That the information in the in-camera Report from Odgers respecting Personal matters about an identifiable individual(s) **BE RECEIVED** and that administration proceed on the verbal instructions of the Committee.

The motion carried

Moved by S. Chisholm, seconded by D. Dilkens that the meeting be adjourned (12:30 pm)

ITEM: 7.1

HONOUR IN SERVICE

Date: September 11, 2025

To: Chair and Members of the Windsor Police Service Board

From: Barry Horrobin – Director of Planning & Physical Resources

Re: WPSB Policy A-008 - POLICE UNIFORMS

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

Reporting Requirements: Report shall include summary of written procedures. The WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service.	
Directive Name: **DRESS AND GROOMING**	Directive Number: **146-01**

Last Reviewed on:	Scheduled For Next Review:	Reviewed By:
06/11/2020	**Currently under review**	**Inspector – Professional Stds.**

All associated policies and procedures have been reviewed and are in place. The applicable directive remains current and in full compliance with all applicable standards.

Additional Add Ins:

After thoroughly reviewing the Board's policy, I can confirm the corresponding WPS directive for this issue (Directive 146-01) is currently in alignment with all key procedures that have been directed to the Chief by the Board.

The corresponding WPS directive for Police Uniforms is currently in the midst of being reviewed and any required modifications that arise from this review shall be implemented to ensure compliance.

Sincerely,

Barry Horrobin,
Director of Planning & Physical Resources

ITEM: 7.2

HONOUR IN SERVICE

Date: September 11, 2025

To: Chair and Members of the Windsor Police Service Board

From: Barry Horrobin – Director of Planning & Physical Resources

Re: WPSB Policy P-063 - EQUIPMENT AND BODY ARMOUR

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

Reporting Requirements: Report shall include summary of written procedures. The WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service.	
Directive Name: **EQUIPMENT – BODY ARMOUR** **OCCUPATIONAL HEALTH & SAFETY**	Directive Number: **461-01** **361-01**

Last Reviewed on:	Scheduled For Next Review:	Reviewed By:
07/17/2024 **01/18/2023**	**07/17/2027** **01/18/2026**	**Barry Horrobin – Director** **Barry Horrobin – Director**

All associated policies and procedures have been reviewed and are in place. The applicable directives remain current and in full compliance with all applicable standards.

Additional Add Ins:

After thoroughly reviewing the Board's policy, I can confirm the corresponding WPS directives for this issue (Directives 461-01 and 361-01), which are both currently up to date, are congruent to it and address all key procedures that have been directed to the Chief by the Board.

In addition to the Stores Manager, 5-7 members of the WPS Training Branch staff have received subject-specific training as it relates to the proper inspection, sizing, and maintenance of soft body armour issued to employees, in accordance with section 4.4.1 of the board's policy, to ensure this equipment is maintained in proper working order for every employee's health and safety.

- Training is provided regularly to ensure an adequate number of employees remain certified to inspect soft body armour on an ongoing basis and is tracked by the Stores Manager.

Sincerely,



Barry Horrobin,
Director of Planning & Physical Resources

ITEM: 7.3

HONOUR IN SERVICE

Date: September 10th, 2025

To: Chair and Members of the Police Service Board

From: Inspector Scott Jeffery

Re: **Firearms Training and Investigations**

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Services Board.

Reporting Requirements: Report shall include summary of written procedures. The WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service.	
Offences Involving Firearms	Directive Number: **781-02**

Last Reviewed on: **09/18/2023**	Scheduled For Next Review: **09/18/2026**	Reviewed By: **Inspector – Investigative Support**

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

Additional Add Ins:
Agency Firearms Directive #711-01

Last Reviewed	Next Review Date
03/24/2023	03/24/2026

- Directive and policy are in compliance
- Members are trained in accordance with the prescribed standards

Sincerely,

Scott Jeffery

Inspector Scott Jeffery
Investigations Branch

ITEM: 7.4
HONOUR IN SERVICE

Date: September 16, 2025

To: Chair and Members of the Police Service Board

From: Superintendent Paolo DiCarlo

Re: P-065 – Fraud and False Pretence Investigation

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Services Board.

Reporting Requirements:	
Report shall include summary of written procedures. The WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service.	
Directive Name: **Fraud and False Pretence Investigations**	Directive Number: **781-15**

Last Reviewed on:	Scheduled For Next Review:	Reviewed By:
2021-06-16	**2026-06-01**	**Superintendent P. DiCarlo**

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

Additional Add Ins:

The Windsor Police Service follows Directive 781-15 – Fraud and False Pretence Investigations – to ensure a consistent, effective, and accountable response. Under the Community Safety and Policing Act (CSPA), officers must complete the Ontario Police College Fraud Course before conducting such investigations. The Training Branch maintains all related training records to ensure compliance with legislation and policy. In addition, the Service uses data analytics to track investigation volumes daily, ensuring resources are allocated to meet operational needs.

Sincerely,

Paolo DiCarlo
Superintendent Investigations

HONOUR IN SERVICE

Date: September 16, 2025

To: Chair and Members of the Police Service Board

From: Superintendent Paolo DiCarlo

Re: P-067 Property Offences (including Break and Enter)

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Services Board.

Reporting Requirements: Report shall include summary of written procedures. The WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service.	
Directive Name: **Property Offences**	Directive Number: **781-21**

Last Reviewed on:	Scheduled For Next Review:	Reviewed By:
03/25/2024	**03/01/2027**	**Superintendent P. DiCarlo**

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

Additional Add Ins:

The Windsor Police Service follows Directive 781-21 – Property Offences Investigations, reviewed annually to ensure a consistent, effective, and accountable approach to property crime investigations. This directive outlines procedures for investigating property-related offences requiring police response, as well as tracing stolen, found, and recovered property.

Under the Community Safety and Policing Act (CSPA), there are no specific requirements for property crime investigators; however, the Act sets out general policing duties such as crime prevention and law enforcement. Officers assigned to property crime investigations have completed the General Investigations Course at the Ontario Police College, along with other relevant training. The Windsor Police Training Branch maintains all training records to ensure compliance with policy and legislative standards.

Additionally, the Service employs data analytics to monitor and track investigation volumes daily, allocate resources effectively, improve efficiency, and develop new initiatives to address property offences.

Sincerely,

Superintendent Paolo DiCarlo

HONOUR IN SERVICE

Date: September 11, 2025

To: Chair and Members of the Police Service Board

From: Inspector Scott Jeffery

Re: **Robbery Investigations P-068**

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Services Board.

Reporting Requirements: Report shall include summary of written procedures. The WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service.	
Robberies	Directive Number: **780-10**

Last Reviewed on: **06/08/2025**	Scheduled For Next Review: **06/08/2026**	Reviewed By: **Inspector – Investigations**

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

Additional Add Ins:

- Directive and policy are in compliance
- The Services procedures comply Appendix A

Sincerely,

Scott Jeffery

Inspector Scott Jeffery
Investigations Branch

Date: September 11, 2025

To: Chair and Members of the Police Service Board

From: Inspector Scott Jeffery

Re: **Stolen or Smuggled Firearms P-069**

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Services Board.

Reporting Requirements: Report shall include summary of written procedures. The WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service.	
Stolen and Smuggled Firearms	Directive Number: **780-02**

Last Reviewed on: **10/24/2024**	Scheduled For Next Review: **10/24/2026**	Reviewed By: **Inspector – Investigative Support**

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

Additional Add Ins:

- Directive and policy are in compliance
- The Service is complaint with the set out procedures

Sincerely,

Scott Jeffery

Inspector Scott Jeffery
Investigations Branch

ITEM: 7.8
HONOUR IN SERVICE

Date: September 16, 2025

To: Chair and Members of the Police Service Board

From: Superintendent Paolo DiCarlo

Re: Board Policy P-070 Vehicle Theft

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Services Board.

Reporting Requirements: Report shall include summary of written procedures. The WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service.	
Directive Name: **Vehicle Theft and Recovery**	Directive Number: **780-11**

Last Reviewed on:	Scheduled For Next Review:	Reviewed By:
03/15/2024	**03/01/2027**	**Superintendent P. DiCarlo**

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

Additional Add Ins:

The Windsor Police Service follows Directive 780-11 – Vehicle Theft and Recovery, reviewed annually to ensure a consistent and accountable approach to stolen and recovered vehicle investigations. The directive establishes standard procedures for these cases.

While the Community Safety and Policing Act (CSPA) does not set specific requirements for auto theft investigators, it outlines general policing duties such as crime prevention and law enforcement. Officers assigned to these investigations have completed the Ontario Police College's General Investigations Course and other specialized training. The Training Branch maintains records to ensure compliance.

Data analytics are also used daily to track case volumes, allocate resources, and develop initiatives to improve efficiency.

Sincerely,

Superintendent Paolo DiCarlo
Investigation Services

ITEM: 7.9

HONOUR IN SERVICE

Date: September 11, 2025

To: Chair and Members of the Police Service Board

From: Inspector David DeLuca

Re: **P-060 Respecting Proceeds of Crime**

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Services Board.

Reporting Requirements: Report shall include summary of written procedures. The WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service.	
Directive Name: **Proceeds of Crime Investigations**	Directive Number: **783-01**

Last Reviewed on:	Scheduled For Next Review:	Reviewed By:
2024-01-03	**January 2027**	**Inspector David DeLuca**

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

Additional Add Ins:

2024

- The total amount seized; $154,092.81 CAN / $3,803.00 US
- The total amount of money returned to accused parties; $14,460.00 CAN / $40.00 US
- Remaining total still pending in court; $139,632.81 CAN / $3,763.00 US

Sincerely,
Dave Deluca
Inspector Investigations Support
Windsor Police Service

ITEM: 8.1

HONOUR IN SERVICE

Date: September 10, 2025

To: Chair and Members of the Police Service Board

From: Deputy Chief Jason Crowley

Re: **Crime Stoppers Report July & August 2025**

Dear Chair and Members of the Police Service Board,

Please see the attached Crime Stoppers Report for July & August.

Sincerely,

Jason Crowley
Deputy Chief Operations
Windsor Police Service

Attachment: Crime Stoppers July & Aug

Windsor & Essex County Crime Stoppers
Police Coordinator Report
July 1st – 31st, 2025

Overview

Crime Stoppers exists to provide a means for the public to pass along anonymous information that assists in solving crimes, recovering stolen property, seizing illegal drugs, and locating those for whom there is an outstanding warrant of arrest. Locally, the program is operated jointly as Windsor-Essex County Crime Stoppers and has the responsibility to receive and disseminate information to all law enforcement agencies within Essex County.

Program Education and Community Events

- July 1st Canada Day Parade
- July 2nd Community Support Presentation- Leamington
- July 8th Community Housing Event at Pyke Park
- July 16th, 23rd and 30th Vollmer Community Centre Information Booth
- July 22nd CBC Radio Interview on Senior Contractor and Online Scams
- July 22nd Community Housing Event at 2445 Rivard
- July 24th Community Housing Wellness Event at Glengarry
- July 29th Community Housing Event at 605 Mill Street

AM800

"Crime of the Week" report with AM800 radio recorded every Monday which airs every Tuesday morning and afternoon.

July 8th – Wanted Canada Wide Joshua Gray- R.O.P.E.

July 15th– Robbery with two suspects - O.P.P. Leamington

July 22nd – Police Investigate Contractor Scam Targeting Seniors- W.P.S.

July 29th– Gunfire 1300 Block of Riverside Drive East- W.P.S.

St. Clair College-Media Plex and Radio CJAM FM 99.1

Recorded weekly – Crime of the Week- To resume in September

CTV News

Online Marketplace Scams - Featured June 30th and July 5th

Social Media

- Daily/Weekly Facebook, Twitter and Instagram posts

Crime Stoppers Upcoming Calendar

- August 11th – Community Housing Event at Campbell Cottages
- August 28th – Crime Stoppers Golf Tournament at Kingsville Golf and Country Club
- Every Wednesday in August- Riverside Sportsmen Club Pasta Event

This statistical report is reflective of July 1st – 31st, 2025.

Crime Stoppers tip information was distributed to the following agencies during this period.

Windsor Police Service
WPS - Amherstburg Detachment
Ontario Provincial Police
LaSalle Police Service
Ministry of Revenue and Finance
Windsor & Essex County Health Unit- Tobacco Enforcement
CBSA
ROPE
Windsor Police Criminal Intelligence Unit – Cannabis Enforcement

Attached documents include:
Police Coordinators Report
Monthly Statistical Report
Tip Summary Report

This Report was Prepared By:
Constable Lauren Brisco – Windsor Police Service

TOTAL POPULATION REPRESENTED – 422,630 (2021 CENSUS)
POPULATION (CITY) – 288,363
POPULATION (COUNTY) – 134,497
POPULATION (LASALLE) – 32,721
POPULATION (AMHERSTBURG) – 24,877
**SI on Statistical Report is "Since Inception" – 1985

CRIME STOPPERS
WINDSOR & ESSEX COUNTY

Windsor - Essex County Crime Stoppers - Statistical Report

Filter Date: July 2025 Run Date: 2025/08/05

Statistic	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Tips Received	166	153	144	156	119	145	145	0	0	0	0	0
Tip Follow-ups	117	89	125	248	93	66	96	0	0	0	0	0
Arrests	4	3	8	0	1	6	7	0	0	0	0	0
Cases Cleared	9	3	8	6	4	7	3	0	0	0	0	0
Charges Laid	18	13	32	17	5	13	15	0	0	0	0	0
Fugitives	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Discipline	0	0	0	0	0	0	0	0	0	0	0	0
# of Rewards Approved	5	4	6	4	3	6	3	0	0	0	0	0
Rewards Approved	$1,750	$1,000	$2,950	$800	$900	$1,200	$1,500	$0	$0	$0	$0	$0
# of Rewards Paid	2	0	2	3	0	3	0	0	0	0	0	0
Rewards Paid	$600	$0	$650	$1,700	$0	$500	$0	$0	$0	$0	$0	$0
# of Weapons Recovered	1	1	0	0	0	3	1	0	0	0	0	0
# of Vehicles Recovered	0	0	0	0	0	0	0	0	0	0	0	0
Property Recovered	$27,137	$900	$4,500	$0	$0	$41,000	$2,541	$0	$0	$0	$0	$0
Cash Recovered	$15,082	$0	$0	$0	$0	$1,240	$2,540	$0	$0	$0	$0	$0
Drugs Seized	$412,850	$9,000	$51,481	$0	$0	$249,300	$12,820	$0	$0	$0	$0	$0
Total Recovered	$455,069	$9,900	$55,981	$0	$0	$291,540	$17,901	$0	$0	$0	$0	$0

Statistic	Q1	Q2	Q3	Q4	YTD	SI
Tips Received	463	420	145	0	1,028	64,259
Tip Follow-ups	331	407	96	0	834	23,453
Calls Received	0	0	0	0	0	3,138
Arrests	15	7	7	0	29	7,213
Cases Cleared	20	17	3	0	40	10,536
Charges Laid	63	35	15	0	113	10,730
Fugitives	0	0	0	0	0	625
Administrative Discipline	0	0	0	0	0	3
# of Rewards Approved	15	13	3	0	31	1,967
Rewards Approved	$5,700	$2,900	$1,500	$0	$10,100	$1,290,910
# of Rewards Paid	4	6	0	0	10	993
Rewards Paid	$1,250	$2,200	$0	$0	$3,450	$840,652
# of Weapons Recovered	2	3	1	0	6	567
# of Vehicles Recovered	0	0	0	0	0	38
Property Recovered	$32,537	$41,000	$2,541	$0	$76,078	$13,812,553
Cash Recovered	$15,082	$1,240	$2,540	$0	$18,862	$660,633
Drugs Seized	$473,331	$249,300	$12,820	$0	$735,451	$121,197,485
Total Recovered	$520,950	$291,540	$17,901	$0	$830,391	$135,670,671

Windsor - Essex County Crime Stoppers
Tip Summary Report

Created Date: 2025/07/01 to 2025/07/31

Offense Type	Count
Animal Cruelty	0
Arson	1
Assault	3
Attempt Murder	1
Breach of Condition	2
Break and Enter	3
By Law	2
Child Abuse	1
COVID-19	0
Cybercrime	1
Disqualified Driving	0
Drugs	40
Elder Abuse	0
Fraud	12
Highway Traffic Act	3
Hit and Run / Fail to Remain	1
Homicide	1
Human Smuggling	0
Human Trafficking	1
Illegal Cigarettes	2

Impaired Driver	1
Indecent Act	0
Liquor (sales to minors, sales without licence)	1
Mischief	1
Missing Person	1
Motor Vehicle Collision	0
Possession of Stolen Property	1
Prostitution/Morality	1
Repeat Impaired Driver	1
Robbery	4
Sexual Assault	0
Stolen Vehicle	1
Suspended Driver	0
Suspicious Activity	15
Terrorism	0
Test Tip	0
Theft	10
Threats	0
Warrant	11
Weapons	3
Other	20
Unknown	1
Total	146

Windsor & Essex County Crime Stoppers

Police Coordinator Report

August 1 st – September 4th, 2025

Overview

Crime Stoppers exists to provide a means for the public to pass along anonymous information that assists in solving crimes, recovering stolen property, seizing illegal drugs, and locating those for whom there is an outstanding warrant of arrest. Locally, the program is operated jointly as Windsor-Essex County Crime Stoppers and has the responsibility to receive and disseminate information to all law enforcement agencies within Essex County.

AM800

"Crime of the Week" report with AM800 radio recorded every Monday which airs every Tuesday morning and afternoon and the feature is also incorporated into to our Catchcrooks website.

August 4th Plug promoting Crime Stoppers illustrating mid-year statistics.

August 11th Contracting fraud targeting elderly citizens (WPS).

August 18th Crime Stoppers 101 segment promoting the use of the Crime Stoppers App.

August 25th Tips for detecting counterfeit currency (OPP).

St. Clair College-Media Plex and Radio CJAM FM 99.1

Recorded weekly – Crime of the week to resume in September 2025.

CTV News

Crime Stoppers 101 segment promoting the use of the Crime Stoppers App which allows for the submission of Dash Cam and Surveillance Footage - featured on August 22nd.

Social Media

Sustained daily maintenance and management of Windsor & Essex County Crime Stoppers social media platforms such as Facebook, X (Twitter) and Instagram posts and Crime Stoppers Catchcrooks Website.

Crime Stoppers Calendar at a Glance

Fall public speaking engagements and outreach sessions are transitioning back to local Schools, Assisted Living, and various other community support centers.

Support and planning were provided to the Board of Directors for fundraising endeavors including but not limited to the Crime Stoppers Charity Golf Tournament on August 28th.

This statistical report is reflective of August 1st to September 4th, 2025.

Crime Stoppers tip information was distributed to the following agencies during this period:

- Windsor Police Service.
- Windsor Police Service Amherstburg Detachment.
- Ontario Provincial Police.
- LaSalle Police Service.
- Ministry of Revenue and Finance.
- Windsor & Essex County Health Unit- Tobacco Enforcement.
- Canada Border Services Agency.
- Repeat Offender Parole Enforcement.
- Windsor Police Criminal Intelligence Unit – Cannabis Enforcement.

Attached documents include:
Police Coordinators Report.
Monthly Statistical Report.
Tip Summary Report.

This Report was Prepared By:
Constable Lauren Brisco – Windsor Police Service.
Constable Rick Surette – Ontario Provincial Police.

TOTAL POPULATION REPRESENTED – 398,718 (2019 CENSUS)
POPULATION (CITY) – 217,188
POPULATION (COUNTY) – 126,314
POPULATION (LASALLE) – 33,180
POPULATION (AMHERSTBURG) – 22,036
**SI on Statistical Report is "Since Inception" – 1985

Windsor - Essex County Crime Stoppers - Statistical Report

Filter Date: September 2025 Run Date: 2025/09/04

Statistic	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Tips Received	166	153	144	156	119	145	145	143	21	0	0	0
Tip Follow-ups	117	89	125	248	93	66	96	173	10	0	0	0
Arrests	4	3	8	0	1	6	8	0	2	0	0	0
Cases Cleared	9	3	8	6	4	7	6	0	2	0	0	0
Charges Laid	18	13	32	17	5	13	16	0	6	0	0	0
Fugitives	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Discipline	0	0	0	0	0	0	0	0	0	0	0	0
# of Rewards Approved	5	4	6	4	3	6	8	0	0	0	0	0
Rewards Approved	$1,750	$1,000	$2,950	$800	$900	$1,200	$2,000	$0	$0	$0	$0	$0
# of Rewards Paid	2	0	2	3	0	3	0	0	0	0	0	0
Rewards Paid	$600	$0	$650	$1,700	$0	$500	$0	$0	$0	$0	$0	$0
# of Weapons Recovered	1	1	0	0	0	3	1	0	0	0	0	0
# of Vehicles Recovered	0	0	0	0	0	0	0	0	0	0	0	0
Property Recovered	$27,137	$900	$4,500	$0	$0	$41,000	$2,541	$0	$0	$0	$0	$0
Cash Recovered	$15,082	$0	$0	$0	$0	$1,240	$2,540	$0	$0	$0	$0	$0
Drugs Seized	$412,850	$9,000	$51,481	$0	$0	$249,300	$12,820	$0	$0	$0	$0	$0
Total Recovered	$455,069	$9,900	$55,981	$0	$0	$291,540	$17,901	$0	$0	$0	$0	$0

Statistic	Q1	Q2	Q3	Q4	YTD	SI
Tips Received	463	420	309	0	1,192	64,423
Tip Follow-ups	331	407	279	0	1,017	23,636
Calls Received	0	0	0	0	0	3,138
Arrests	15	7	10	0	32	7,216
Cases Cleared	20	17	8	0	45	10,541
Charges Laid	63	35	22	0	120	10,737
Fugitives	0	0	0	0	0	625
Administrative Discipline	0	0	0	0	0	3
# of Rewards Approved	15	13	8	0	36	1,972
Rewards Approved	$5,700	$2,900	$2,000	$0	$10,600	$1,291,410
# of Rewards Paid	4	6	0	0	10	993
Rewards Paid	$1,250	$2,200	$0	$0	$3,450	$840,652
# of Weapons Recovered	2	3	1	0	6	567
# of Vehicles Recovered	0	0	0	0	0	38
Property Recovered	$32,537	$41,000	$2,541	$0	$76,078	$13,812,553
Cash Recovered	$15,082	$1,240	$2,540	$0	$18,862	$660,633
Drugs Seized	$473,331	$249,300	$12,820	$0	$735,451	$121,197,485
Total Recovered	$520,950	$291,540	$17,901	$0	$830,391	$135,670,671

Windsor - Essex County Crime Stoppers
Tip Summary Report

Created Date: 2025/08/01 to 2025/09/04

Offense Type	Count
Animal Cruelty	0
Arson	5
Assault	2
Attempt Murder	0
Breach of Condition	4
Break and Enter	4
By Law	1
Child Abuse	2
COVID-19	0
Cybercrime	2
Disqualified Driving	3
Drugs	51
Elder Abuse	0
Fraud	4
Highway Traffic Act	4
Hit and Run / Fail to Remain	0
Homicide	0
Human Smuggling	0
Human Trafficking	2
Illegal Cigarettes	1

Immigration	0
Impaired Driver	4
Indecent Act	0
Liquor (sales to minors, sales without licence)	1
Mischief	4
Missing Person	4
Motor Vehicle Collision	0
Possession of Stolen Property	4
Prostitution/Morality	2
Repeat Impaired Driver	0
Robbery	7
Sexual Assault	0
Stolen Vehicle	2
Suspended Driver	2
Suspicious Activity	15
Terrorism	0
Test Tip	0
Theft	5
Threats	4
Warrant	5
Weapons	5
Other	19
Unknown	2
Total	170

Date: September 12, 2025

To: Windsor Police Service Board

From: Deputy Chief Karel DeGraaf

Re: Human Resources Board Report – September 2025

Dear Windsor Police Service Board Members,

Please find attached the Human Resources reports for the 2025 September Public Board Meeting.

Respectfully submitted,
Karel DeGraaf
Deputy Chief, Operational Support
Windsor Police Service

WINDSOR POLICE SERVICE

Human Resources

Police Service Board Report	Retirements

Date: September 11, 2025

To: Windsor Police Service Board Chair and Members

From: Jason Bellaire, Chief of Police

Re: Human Resources Monthly Report (Public)

Retirements:

Debra Gillis (#0148)
Date Hired: April 27, 1987
Date Retired: August 23, 2025
Years of Service: 38 yrs & 3 months

Michele Papic (#7257)
Date Hired: November 23, 1992
Date Retired: July 28, 2025
Years of Service: 32 yrs & 8 months

Constable Kimberly Cady (#8735)
Date Hired: April 18, 1995
Date Retired: August 31, 2025
Years of Service: 30 yrs & 4 months

Staff Sergeant Susan Garrett-Bural (#8757)
Date Hired: May 1, 1995
Date Retired: August 31, 2025
Years of Service: 30 yrs & 4 months

Respectfully submitted for the information of the Board.

WINDSOR POLICE SERVICE

Human Resources

Police Service Board Report

Promotions

Date: September 11, 2025

To: Windsor Police Service Board
Chair and Members

From: Jason Bellaire, Chief of Police

Re: Human Resources Monthly Report (Public)

Promotions:

Effective August 3, 2025

Constable Gregg Turner (#13928)	- Promoted to the rank of **Sergeant**

Effective September 7, 2025

Sergeant Heath Thompson (#2917)	- Promoted to the rank of **Staff Sergeant**
Constable Emily Soufane (#18620)	- Promoted to the rank of **Sergeant**

Respectfully submitted for the information of the Board.

ITEM: 9.1

THE CORPORATION OF THE CITY OF WINDSOR

WINDSOR POLICE SERVICE BOARD

Councillor Jo-Anne Gignac	Sophia Chisholm	Councillor Jim Morrison	Mayor Drew Dilkens	Robert de Verteuil	David Hammond	Rakesh Naidu
Chair	Vice Chair	Member	Member	Member	Member	Member

September 25, 2025

TO: Windsor Police Service Board

FROM: Administrative Director

RE: Baron Insignias Ltd. Request to use WPS Badge/Patch

Baron Insignias Ltd has received authorization to use the WPS Badge and Patch images from the Windsor Police Service Board dating back to 2001. Renewals of that authorization were approved by the Board in 2003, 2008, 2013 and 2018 in five-year increments.

Baron Insignias is again approaching the Board for further authorization to use the WPS Badge/Patch (correspondence attached).

The following recommendation is being made to the Board for your consideration:

BE IT RESOLVED THAT the Windsor Police Service Board grant permission to "Baron Insignias Ltd." to use the Windsor Police Service badge and shoulder patch images, as outlined in their request dated August 20, 2025, for a period of five (5) years commencing September 26, 2025.
BE IT FURTHER RESOLVED THAT Baron Champions Rings Ltd may produce and supply these products to Windsor Police Service members and retirees only
AND BE IT FURTHER RESOLVED THAT Baron Championship Rings Ltd provide in writing the name of each person requesting reproduction of these images to the Deputy Chief of Operational Support for confirmation of approval.

150 Goyeau Street • P.O. Box 60 • Windsor, Ontario • N9A 6J5
P: 519-255-6700 Ext. 4445 • E: ncoleman@windsorpolice.ca

BARON®

Windsor Police Service Board
150 Goyeau St.
P.O. Box 60
Windsor, ON
N9A 6J5
519-255-6700

August 20, 2025

RE: Permission to use the Windsor Police Service Badge and Shoulder Patch Images

To Whom it May Concern,

We are writing to respectfully request a renewal of our permission to use the Windsor Police Service Badge and Shoulder Patch images in our jewelry production.

We have proudly created meaningful jewellery representing the Windsor Police Service for approximately 40 years, and we appreciate your continued support.

Please feel free to contact us if you require any further information at 519-979-1111.

Sincerely,

Drina Baron-Zinyk
President
Baron Championship Rings Ltd.

ITEM: 9.2

MEMORANDUM

August 18, 2025

TO: **WINDSOR POLICE SERVICE BOARD**

FROM: **ADMINISTRATIVE DIRECTOR**

RE: **WINDSOR-ESSEX REGIONAL COMMUNITY SAFETY & WELL-BEING PLAN – REGIONAL SYSTEMS LEADERSHIP TABLE**

A letter of request has been received from the Windsor-Essex Regional Community Safety & Well-Being Plan – Regional Systems Leadership Table requesting the Windsor Police Service Board to appoint a representative of the Board to the Regional Systems Leadership Table.

In 2019, the provincial government mandated that municipalities adopt community safety and well-being plans. Subsequently in 2024, the *Community Safety and Policing Act* (CSPA), the legislation which governs the requirements of the plan, was updated stating that a municipality that prepares a CSWB plan shall establish an advisory committee. Pursuant to 2019,c.1, Sched 1, s. 250 (1)(3, the committee must, at a minimum, consist of: *A person who represents the police service board or, if there is no police service board, the commander of the detachment of the Ontario Provincial Police that provides policing in the area or his or her delegate.*

The request is before the Board for direction. I sought clarity from the Inspectorate of Policing regarding whether "representative" of the Board could include a Board Member and/or staff of the Board. The Board can appoint a Board Member or Board staff as their representative on the Leadership Table.

MOTION: **BE IT RESOLVED THAT the Windsor Police Service Board appoints _____as their representative on the Windsor-Essex Regional Community Safety & Well-Being Plan – Regional Systems Leadership Table.**

WINDSOR ESSEX REGIONAL COMMUNITY SAFETY & WELL-BEING PLAN

SOCIAL POLICY & PLANNING

To: Windsor Police Service Board Chair & Councillor Jo-Anne Gignac
From: Co-Chairs of the Windsor Essex Regional Community Safety & Well-Being Plan's Regional Systems Leadership Table
Date: July 25, 2025
Re: Windsor Essex Regional Community Safety & Well-Being Plan Regional Systems Leadership Table

Dear Chair Gignac,

As you may be aware, the Windsor Essex Regional Community Safety & Well-Being (WERCSWB) Plan is undergoing a renewal process. A revised version of the Plan will be developed and following approval by City of Windsor and County of Essex Councils, it will be made publicly available by the end of 2025.

To provide a brief background, in 2019, the Province of Ontario legislated that municipalities adopt community safety and well-being plans that would address crime and social issues through preventative and multi-disciplinary approaches. In 2024, the Community Safety and Policing Act (CSPA), which governs the requirements for these plans, was updated.

This letter is in response to the recent legislative updates to the CSPA. The CSPA states that a municipality that prepares a community safety and well-being plan shall establish an advisory committee. The advisory committee has member requirements. In accordance with *2019, c. 1, Sched. 1, s. 250 (1, 3),* one of the requirements is that the committee must, at a minimum, consist of*:*

> *A person who represents the police service board or, if there is no police service board, the commander of the detachment of the Ontario Provincial Police that provides policing in the area or his or her delegate*.

The advisory committee for the WERCSWB Plan is called the Regional System's Leadership Table (RSLT). The RSLT is comprised of local leaders from multiple sectors who are responsible for guiding the Plan's implementation. We currently Co-Chair the RSLT in our respective roles as the City of Windsor's Commissioner of Human and Health Services, and the Director, Legislative and Legal Services from the County of Essex.

Accordingly, we respectfully request that you appoint one member of the Windsor Police Service Board to serve as a member of the WERCSWB Plan's RSLT for a two-year term.

Please advise us of your decision at your earliest convenience or inform us if you would prefer to arrange a meeting to discuss this matter further.

Sincerely,

Dana Paladino

Dana Paladino,
Commissioner, Human & Health Services

THE CITY OF WINDSOR ONTARIO, CANADA

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www.countyofessex.ca

ITEM: 9.3



Register Today for the 2025 OAPSB Labour Conference!

Join us this November at the 2025 Labour Conference at the Hilton Toronto Airport Hotel & Suites! Register today and book your hotel room by October 31, 2025.

The 2025 Labour Conference is designed for:

- Municipal Board members and staff
- HR & Labour relations staff
- Bargaining staff and advisors

See below for important event details and room block information.

Register Now! | Book Your Hotel Room!

Agenda

Tuesday, November 25, 2025

- **7:30AM:**Hot Buffet Breakfast
- **8:30AM:**Conference Sessions
- **12:00PM:**Lunch
- **1:00PM:**Conference Sessions
- **4:30PM:**Free Time
- **6:00PM:**Networking Reception
- **6:30PM:**Dinner - By RSVP Only

Wednesday, November 26, 2025

- **7:30AM:**Hot Buffet Breakfast
- **8:30AM:**Conference Sessions
- **11:45PM:**Conference Concludes

Register Now!

Ministry of the Solicitor General

Public Safety Division

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H3

Telephone: (416) 314-3377
Facsimile: (416) 314-4037

Ministère du Solliciteur général

Division de la sécurité publique

25 rue Grosvenor
12e étage
Toronto ON M7A 2H3

Téléphone: (416) 314-3377
Télécopieur: (416) 314-4037

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **2025-26 and 2026-27 (two year) Victim Support Grant – Call for Applications**

DATE OF ISSUE:	**July 11, 2025**
CLASSIFICATION:	**For Action**
RETENTION:	**August 13, 2025**
INDEX NO.:	**25-0037**
PRIORITY:	**Normal**

I am pleased to advise you that the Ministry of the Solicitor General is launching a new call for applications for the **Victim Support Grant (VSG) program for the 2025-26 and 2026-27 (two year) grant cycle.**

This grant will be a competitive application process, operating on a two-year cycle and will provide funding to police services in collaboration with local organizations and/or Indigenous communities to enhance capacity to support and improve services for victims and survivors. The grant will provide local police services with the flexibility needed to adapt to their own community's needs and fill gaps in responding to the unique needs of all victims and survivors.

Funding under this grant program is available to police services in Ontario, including municipal and First Nations police services, as well as municipalities policed by the Ontario Provincial Police (OPP) for projects that focus on supporting victims and survivors of all crimes. This will allow more victims and survivors to be reached and for them to feel safe and supported. Some examples of areas of focus for projects may include intimate partner violence/domestic violence, gender-based violence, human trafficking and child abuse, violent crimes, hate crimes, and elder abuse.

Applicants are required to collaborate with a minimum of one other relevant agency/organization. Some examples include violence against women services, Victim Crisis Assistance Ontario agencies, sexual assault centers, Indigenous victim services, Indigenous Healing and Wellness Strategy agencies, Indigenous communities and organizations, anti-human trafficking service providers, and community-based agencies, etc.

…/2

Eligible applicants may submit one application per police service (municipal and First Nations polices services). Similarly, municipalities policed by the OPP may submit one application per OPP detachment. Municipalities and OPP detachments are encouraged to work together to determine which application to put forward.

The maximum funding request for each project is **$200,000.00** per fiscal year, for two years. Grant funding is dependent upon the ministry receiving the necessary appropriation from the Ontario Legislature.

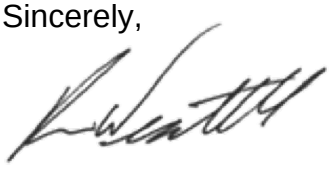
The application forms will be accessible on Transfer Payment Ontario (TPON) beginning **July 16, 2025**. **All applications must be submitted through TPON, as well as by email to Ramanan.Thanabalasingam@Ontario.ca and Silvana.Burke@Ontario.ca, by 4:00 p.m. Eastern Standard Time on August 13, 2025.**

Late submissions will not be considered for funding. More details on the application process, including accessing the application and applying through TPON, are outlined in the attached Grant Application Instructions and Guidelines.

All inquiries regarding the Victim Support Grant and/or the application process may be directed to Ram Thanabalasingam at Ramanan.Thanabalasingam@Ontario.ca or Silvana Burke at Silvana.Burke@Ontario.ca.

Please note that as Chief of Police, you may share this memorandum and its attachment with the Chair of the Police Service Board.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ontario

Ministry of the Solicitor General

Application Instructions and Guidelines

Grant Program: **Victim Support Grant (VSG)**

Grant Term: **2025-26 and 2026-27 (two years)**

Area of Focus: Support for victims and survivors of all crimes.

- The VSG will provide local police services with the flexibility needed to adapt to their own community's needs and fill gaps in responding to the unique needs of all victims and survivors.

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INTRODUCTION

Please note:

- This document is to assist you in completing the Victim Support Grant (VSG) application form and provides information and guidance that should be reviewed prior to filling out the application form.

- These application guidelines and instructions outline the grant process and contain information on eligibility criteria, outline outcomes and performance indicators, the application review process, selection criteria, and more.

- If you have any questions or concerns or require assistance with this document, please contact ministry staff.

Victim Support Grant 2025-26 and 2026-27

The Ministry of the Solicitor General (ministry) is pleased to present the 2025-26 and 2026-27 VSG program.

This cycle of the VSG program will be a competitive application process and provide funding to police services to enhance capacity to support victims and survivors of all crimes through increased collaboration with local organizations and communities.

Supporting victims of crimes is crucial for:

- Emotional recovery of the victim and assisting with mental health concerns as a result of the crime committed against them.
- Restoring victims' confidence in the justice system and ensuring they feel heard.
- Improving the chances for police to solve crime and hold offenders accountable through victim cooperation.
- Enhancing public safety by victims feeling safe to report crime.

Funding under this grant program is available to police services in Ontario, including municipal and First Nations police services, as well as municipalities policed by the Ontario Provincial Police (OPP) for projects that focus on supporting victims and survivors of all crimes. This will allow more victims and survivors to be reached and for them to feel safe and supported.

AREAS OF FOCUS

The VSG program will have a wide area of focus to support victims and survivors of all crimes, some examples include:

- Intimate partner violence/domestic violence
- Gender-based violence
- Human trafficking and child abuse
- Sexual assault
- Hate crimes
- Elder abuse
- Cybercrime/online fraud
- Violent Crimes
- Assault

However, police services can choose the area of focus based on local community needs.

- More than one focus can be selected (i.e., hate crimes and property crimes, gender-based violence and domestic violence).

Funding Objective: To support victims and survivors of all crimes who may come into contact with police, through enhanced collaboration and coordination between police and broader sectors and communities.

- Broader sectors may include justice, housing, education, health/mental health, community and social services, and children and youth services.

Examples of key activities that may be funded as part of a proposed project:

- Development of multisectoral teams or resources to support specialized interventions (e.g., situation tables, referral protocols).
- Collaborative community initiatives to support regional capacity building in supporting victims and survivors (e.g., community events, community of practice).
- Investments in collaborative resources that assist police in responding to the unique needs of victims and survivors (e.g., "soft" interview rooms in a community agency, victim navigation supports, language interpretation services for victims, peer support services).
- Training and education for police on how to handle cases sensitively and implementing a victim centred approach.
- Working with advocacy groups to support victims and raise awareness.
- Restorative and justice initiatives to engage victims and offenders, when appropriate to promote healing and accountability.
- Developing mentoring and intervention programs for at-risk youth to prevent them from becoming victims.
- Provide outreach to victims working with social services, legal advisors, and healthcare to investigate crimes and provide resources for protection and recovery.
- Immediate trauma informed counselling for traumatic events.

ELIGIBILITY CRITERIA

Who is Eligible?

Funding is available to:

- Municipal and First Nations Police Services.
- Municipalities policed by the Ontario Provincial Police (OPP).
- **Proposals must be in collaboration with at least one other community-based agency and/or Indigenous community, etc.**

Municipal and First Nations polices services are eligible to submit **a maximum of one (1) application each**.

Similarly, municipalities policed by the OPP may submit **a maximum of one (1) application per OPP detachment**. Municipalities and OPP detachments are encouraged to work together to determine which application to put forward.

NEW: For all **OPP-policed municipalities**, applications must be reviewed by the OPP's Grant Support Team at OPP.Grant.Support.Team@OPP.ca prior to submission in Transfer Payment Ontario (TPON). In addition, applications **must be submitted through the municipality's TPON account.**

More details on the application process, including accessing the application and applying through TPON, are outlined in **Appendix B** below.

APPLICATION REQUIREMENTS

a) MULTI-SECTORAL COLLABORATION AND PARTNERSHIPS

Applicants are required to work with a minimum of one (1) other relevant agency/organization from a different sector that has proven expertise in supporting victims and survivors. Some examples include: Violence Against Women (VAW) services, Victim Crisis Assistance Ontario (VCAO) agencies, Sexual Assault Centres (SAC), Indigenous Victim Services, Indigenous Healing and Wellness Strategy agencies, Indigenous communities and organizations, anti-human trafficking service providers, survivor-led human trafficking organizations, community-based agencies, etc.

Applications should clearly identify how the collaboration/partnership will result in a more effective and coordinated approach to supporting victims and survivors of crime. Applications should demonstrate how the project is evidence-based, victim/survivor-centered, and where appropriate, includes consultation and collaboration with people with lived experiences.

The application should also clearly outline key roles and responsibilities between the police service and all partners/organizations/Indigenous communities in planning and implementing the project, as well as any accountability towards project performance and the use of project funding.

Note: **The application should be submitted by the police service** and must include a letter of support from all partners/organizations/Indigenous communities involved with the project (see (b) LETTER OF SUPPORT, below).

b) LETTER OF SUPPORT

Applicants are required to provide a letter of support that confirms the involvement of any partners/organizations/Indigenous communities. These letters should detail the nature of the collaboration and what role the organization/community will play in the development and/or delivery of your project. This must be an official letter signed by the respective organization/Indigenous community.

c) PERFORMANCE MEASUREMENT

Applicants must track and collect data on **MANDATORY** ministry-identified outcomes, as well as identify individual local performance measures (see Outcomes and Performance Indicators section).

d) RESULTS-ORIENTED

Projects should be developed in such a way that the objectives are clearly articulated, tangible and have measurable indicators associated with them. It should be clearly stated how each sub-component of a proposal is intended to meet the objective(s) it is in service of.

Please see the Assessment Criteria that provides important details about all the components that must be addressed in your application.

FUNDING & TIMELINES

Funding

The ministry will provide funding over two-years for time-limited projects that improve services for victims and survivors. Applications are eligible for a maximum budget of up to **$200,000/year for two years (2025-26 and 2026-27).**

All complete and eligible applications submitted by the deadline will be reviewed and scored by an inter-ministerial Review Committee.

Timelines

The ministry must receive completed applications through both TPON and by email by **4:00 p.m. EST on August 13, 2025**. See Application Submission section.

Projects approved for funding under this grant must be completed no later than March 31, 2027. Any expenses incurred after this date are not permissible and will not be funded by the ministry. Please take this into consideration when developing project activities and budgets, given the timing of the call-for-applications.

OUTCOMES & PERFORMANCE INDICATORS

Successful VSG recipients will be required to report back on ministry and local indicators that your project will be focused on (i.e., intimate partner violence/domestic violence, gender-based violence, human trafficking and child abuse, sexual assault, hate crimes, elder abuse, etc.). The ministry's overall goal of this grant funding is to increase public safety by working with policing and community partners to provide the resources and tools they need to keep Ontario's communities safe and resilient.

This funding will assist and/or contribute towards the ministry's overall goal by providing police services and community organizations with additional resources (training and education, outreach, equipment, collaboration, etc.) to implement projects under the 2025-26 and 2026-27 VSG cycle.

Please follow the steps below to fill out the Performance Measures section of the document. **There will be two separate charts to complete:**

1) **Chart for Ministry Key Performance Indicators (KPI's) - ALL MINISTRY MEASURES ARE MANDATORY**

2) **Chart for Local Specific Indicators – IT IS MANDATORY THAT AT LEAST TWO LOCAL INDICATORS BE PROVIDED FOR THIS CHART**

Chart One Instructions - Ministry KPI's

STEP ONE: Indicate your target goal that you wish to achieve by end of this project term (by March 31, 2027) for each of the indicators listed below.

A. Project/Program Coverage - # of services/activities delivered

1. **Indicator 1:** # of calls for service attended to support victims of crime.
2. **Indicator 2:** # of FTEs dedicated to supporting victims of crime.

B. Project/Program Administration Costs

1. **Indicator 1:** Total amount spent on administration of the program ($).
2. **Indicator 2:** Total initiative allocation ($).

C. Project/Program Impact – Increasing Support for Victims of Crime

1. **Indicator 1:** # of victims who are referred to community organizations.
2. **Indicator 2**: # of victims who felt supported through the investigation of crime.
3. **Indicator 3**: # of victims who are referred to community organizations but did not want support.

D. Reduction in the Incidence of Violent Crime

1. **Indicator 1:** # of individuals arrested for the indicated offense.
2. **Indicator 2:** # of individuals charged for the indicated offense.

E. Increasing Support to Front-Line Officers

1. **Indicator 1:** # of officers who received training.
2. **Indicator 2:** # of training sessions/hours provided.
3. **Indicator 3:** % of officers who indicated that the training provided them additional information.

F. Ensuring People Feel Safe and Secure

1. **Indicator 1:** # of community outreach events held.
2. **Indicator 2:** # of community members who attended the community outreach events.
3. **Indicator 3:** % of community members who indicated that the events increased their knowledge of the issue (survey of individuals who attend the outreach event).

STEP THREE: Input your target/goals from April 1 to March 31.

STEP FOUR: Input where your data is being provided from (this will be a dropdown menu). This will explain if the data is provided through project-based data, unit-based data, police service wide data, or other.

STEP FIVE: Use this section only if you selected "other" under step four. For other, please explain in the "data captured based on other" column where data was gathered from (i.e., partner agency).

Example Ministry KPI's Chart (Chart One)

Priority	Ministry Key Performance Indicator (KPI)	Indicator to be Measured for Ministry KPI	Goal/Target	Data Captured Based on (Example, project based, unit based, police service based, other)	Data Captured Based on Other (please explain where data was captured from if other)
Human Trafficking	Increasing Support for Victims of Crime	# of victims who felt supported through the investigation of crime	100%	other	Victim Services Agency
Intimate Partner Violence/ Domestic Violence	Increasing Support to Front-line Officers - Training	# of officers who received training	300	project-based data	
Human Trafficking	Ensuring People Feel Safe and Secure	# of community outreach events held	5	project-based data	
Intimate Partner Violence/ Domestic Violence	Reduction in the Incidence of Violent Crime	# of individuals arrested for the indicated offense	10	project-based data	

Chart Two Instructions - Local Specific Indicators

STEP ONE: Input a minimum of (2) local indicator(s) you would like to provide to the ministry that you feel are relevant to your project.

Some examples of local indicators may include but are not limited to:

- Survivors receive services that are culturally responsive to address their diverse needs.
- The total number of annual educations programs provided to youth.
- Percentage of victims of experience repeat victimization.
- Survivors have increased knowledge of services.
- Survivors experience increased economic security and financial independence.
- Perpetrators have increased awareness of and skills to stop the cycle of violence.
- Reduced recidivism for perpetrators.

STEP TWO: Input your target/goals from April 1 to March 31.

STEP THREE: Input where your data is being provided from (this will be a dropdown menu). This will explain if the data is provided through project-based data, unit-based data, police service wide data, or other.

STEP FOUR: Use this section only if you selected "other" under step four. For other, please explain in the "data captured based on other" column where data was gathered from (i.e., partner agency).

Priority	**Indicator to be Measured for Local KPI**	**Goal/Target**	**Data Captured Based on** (Example, project based, unit based, police service based, other)	**Data Captured Based on Other** (please explain where data was captured from if other)
Human Trafficking	Increase in number of policing equipment	10	project-based data	Increase in number of policing equipment
Intimate Partner Violence/ Domestic Violence	% of community members who indicated that the events increased their knowledge of the issue (survey of individuals who attend the outreach event)	100%	project-based data	% of community members who indicated that the events increased their knowledge of the issue (survey of individuals who attend the outreach event)

REVIEW PROCESS

All applications submitted by the deadline will be reviewed and assessed by a formal Review Committee, comprised of representatives and subject matter experts from within and outside the ministry. The Review Committee's primary mandate will be to review and evaluate applications, to ensure that eligibility criteria are met, and to confirm that applications have clear objectives, specific activities to achieve those objectives, an evaluation strategy, and performance measures that track the successes of the project.

Should the application meet the eligibility criteria, your proposal will be assessed based on the following set of criteria:

- ✓ Demonstrated Need
- ✓ Work Plan and Activities
- ✓ Multi-sectoral Collaboration and Partnerships
- ✓ Outcomes and Performance Indicators
- ✓ Budget

The highest scoring eligible applications that are submitted through the competitive process will be recommended to the Solicitor General for funding. Successful projects are subject to the Solicitor General's approval.

Note: All applicants will receive written notification of the final decision whether their application is approved or declined.

ASSESSMENT CRITERIA

Please review the assessment criteria outlined below. It provides important details about the components that must be addressed in your application.

DEMONSTRATED NEED (6 points)

1) Indicate the need for funding under this grant.

- ✓ Provide a brief summary and overview of the project you are seeking funding for.
- ✓ Provide an explanation outlining the need for your project and identifying gap areas.
- ✓ Evidence should be provided to demonstrate the need (e.g., high rates of victimization, demographic needs, gaps in services/programs, feedback from people with lived experience etc.).
- ✓ Include current and reliable statistical data to support your rationale, including from your own jurisdiction. Statistics/evidence may originate from police reports, academia, journal/scholarly articles and publications (e.g., from Statistics Canada, police reported

data) or through local findings as a result of community consultations, a gap analysis, an environmental scan, traditional knowledge, surveys etc.

Note: It is important that projects build on the existing support service systems and do not duplicate services already available locally. Consideration should be given to aligning with and leveraging local community safety and well-being (CSWB) planning efforts and supporting initiatives that address priorities identified through the local CSWB plan.

WORK PLAN and ACTIVITIES (4 points)

2) **Provide a comprehensive outline of the activities and work plan that will be implemented as part of the project. Explain what work will be done, the activities associated with the work, who will execute the work plan and who will benefit from these activities and how.**

- ✓ Describe in detail the work plan and key activities that will be implemented during the project.
- ✓ Identify how the work plan and each of the activities relate to the priority(ies) you choose to implement (domestic violence, human trafficking, hate crimes, gender-based violence, cyber crime, etc.). What work will be done?
- ✓ Provide an explanation of the activities that will be implemented and who will benefit from the activities and how.
- ✓ Explain how the proposal is responsive to any unique community needs.

MULTI-SECTORAL COLLABORATION AND PARTNERSHIPS (3 points)

3) **List the agencies/organizations/Indigenous communities that will be involved in the project. In the table provided in the application (see below for reference), please provide applicable information to describe the organizations you will be collaborating with.**

Note: Applicants are required to collaborate with at least one (1) agency/organization from a different sector. All partners/organizations/Indigenous communities must provide a letter of commitment that confirms the nature of the collaboration and what role they will have in the development and/or delivery of your project.

Partner/Organization/Community	Sector	Role	Value	Contact Info

- ✓ **Partner/Organization/Community**: Indicate the name of the agency/organization(s) and/or Indigenous community that will be involved with the delivery of the project.
- ✓ **Sector**: Based on the following list of six (6) sectors, identify the sector(s) to which the partner/organization/Indigenous community has expertise in: justice, housing, education, health/mental health, community and social services, and children and youth services.
- ✓ **Role**: Outline each partner/organization/community's role in carrying out the project, including what activities they will implement (e.g., providing referrals, assisting in organizing community events).

- ✓ **Value**: Explain the value that each partner/organization/community brings to the project (e.g., expertise/resources/skills/etc.) and how they will each enhance the ability to carry out the project (e.g., why they are best positioned to fulfill their specified role).
- ✓ **Contact Information**: Provide the primary contact information for each partner/organization/community.

OUTCOMES AND PERFORMANCE INDICATORS (4 points)

- ➢ Complete the chart outlined in the application. Please refer to the Outcomes and Performance Measures section of these Guidelines for more details.

BUDGET (3 points)

4) Using the budget sheet provided, clearly itemize all expenditures associated with the project (this may include budget items to support project partners, if applicable). Eligible costs are budget items directly related to the project. All costs funded by the ministry should be reasonable and necessary for the project's successful completion and implementation.

- ✓ Clearly describe the need/use for the items that require ministry funding in **detail**.
- ✓ Budget items without an associated explanation may not be funded.
- ✓ Only 10 per cent of the funding requested from the ministry may be used to pay external consultants (see Eligible Budget Items below).
- ✓ Should you require funding for personnel, a description of the duties and responsibilities for the position is required.

Eligible Budget Items:

**When developing the project budget, financial support for project partners, community agencies and Indigenous communities should be integrated into the budget and clearly outlined where appropriate.*

- Project staff and contractual work, including overtime (capped at **40 per cent** of overall ministry requested amount): funding for project staff, overtime and contractual work for the project and for the duration of the contract term only.
    - **Note:** The above does not apply towards consultants which is capped at **10 per cent** of overall ministry requested amount.
- Education/training: training of law enforcement, support personnel, and community members. Examples may include costs associated with providing a trainer, meals, transportation and other travel costs, etc.
    - **Note:** This includes providing compensation for participants for their involvement with the delivery of training (e.g., providing an honorarium for facilitators and guest speakers with lived experiences).
- Equipment and other operating project costs: equipment costs may include laptop/printer/desktop, rental costs, etc.

- Administration and other: administration/other costs may include cell/monthly costs, internet, office expenses, supplies, etc.

What is *NOT* Eligible (i.e., the grant will not cover expenses related to the items outlined below):

- Police officer's salaries and benefits.
- Funding that requests offsetting current policing operating budgets, for example officer equipment and supplies that are not related to the project.
- Out of province travel. **However, the ministry may consider covering the cost of the course/training itself (i.e., registration) but not the costs associated with the travel (i.e., transportation and food).**
- Facial recognition technology.
- Body-worn cameras.

CONTRACTUAL AGREEMENT

As a requirement of providing funding, the ministry will enter into a Transfer Payment Agreement (TPA) with the respective police service board or municipality. Once the TPA is signed, the funds will be disbursed based on the reporting/payment schedule outlined in the TPA. The project funds must be used for the purposes described in the application and according to the terms of the TPA.

Standard government procedures regarding grants (as outlined in the Treasury Board Transfer Payment Accountability Directive) will be followed. The TPA will outline:

- Purpose for which the grant will be used;
- Commitments to be undertaken or specific activities to support the proposal;
- Interim and final reporting requirements and dates;
- Performance measures and evaluation component; and
- Funding disbursement schedule.

APPLICATION SUBMISSION

All applications must be submitted through TPON as well as to the ministry contacts by email at Ramanan.Thanabalasingam@Ontario.ca and Silvana.Burke@Ontario.ca **by 4:00 p.m. Eastern Standard Time on August 13, 2025.** Submissions that are late will not be considered for funding.

Ministry staff will acknowledge the receipt of your submission, either through an email response or an automatic reply message within five business days. **Please follow up if you do not receive the confirmation.**

For OPP-policed municipalities:

- **OPP-policed municipalities submitting applications per OPP detachment must do so through the municipality's account on TPON.**
- **For all OPP-policed municipalities, applications must be reviewed by the OPP's Grant Support Team via OPP.Grant.Support.Team@OPP.ca prior to submission in TPON.**

More details on the application process, including accessing the application and applying through TPON, are outlined in Appendix B.

MINISTRY CONTACT

If you have any questions regarding the VSG or these guidelines, please contact Ram Thanabalasingam at 647-532-8128 or by email at Ramanan.Thanabalasingam@Ontario.ca or Silvana Burke at 647-532-8246 or by email at Silvana.Burke@Ontario.ca.

APPENDIX A: Glossary of Terms

This section includes a list of words used in the VSG guidelines or words that may be helpful when planning your project. The purpose of the definitions in this section is to provide clarity in the context of the VSG guidelines only and is not meant to be all-encompassing or definitive definitions. Additional resources are provided as supplementary information.

Agency
Community organizations (e.g., service provider, non-profit, charitable organization, social services organization) that provide a particular service or program that include servicing victims and survivors of intimate partner violence or human trafficking.

Collaboration
Collaboration is a process where police services and agencies, communities, groups and individuals work together and share a common purpose. These relationships are mutually beneficial and involve co-development of an initiative, including design, delivery and implementation.

Collaborators generally need to gain something from the process. The intent is that through collaboration each entity will be stronger, more resilient and efficient, including:

- have a unified voice to influence policy and bring change
- have access to creative, financial, technical and human resources
- limit duplication
- share knowledge
- be able to accomplish more
- be mutually beneficial

Intimate Partner Violence

The use of physical or sexual force, actual or threatened, in an intimate relationship at any time in a relationship, including after the relationship has ended and regardless of whether the partners live together or whether they are sexual intimate with one another. These acts of violence are often committed in a context where there is a pattern of assaultive and controlling behaviour. This violence may include physical assault, and emotional, psychological and sexual abuse. It can include threats to harm children, other family members, pets and property. The violence is used to intimidate, humiliate or frighten victims, or to make them powerless. Intimate partner abuse may include a single act of abuse. It may also include a number of acts which may appear minor or trivial when viewed in isolation, but collectively form a pattern that amounts to abuse.

Intimate relationships include those in heterosexual or 2SLGBTQQIA relationships (Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex and Asexual persons). These relationships vary in duration and legal formality, and include current and former dating, common-law and married couples. See definition of 2SLGBTQQIA.

Additional resource: https://www150.statcan.gc.ca/n1/en/pub/85-002-x/2021001/article/00003-eng.pdf?st=vBRdsmNa

Domestic Violence

Domestic violence is a pattern of behaviour used by one person to gain power and control over another person with whom they have or previously had an intimate relationship and can include:

- physical violence with the use of hands, objects, or weapons
- sexual violence, including threats, intimidation, physical force, or using a position of power for sexual purposes
- emotional abuse, verbal abuse, or psychological intimidation, including threatening to kill a partner, a child, a pet, or livestock
- spiritual abuse, including using to religion to threaten or intimidate, forcing someone to comply with religious beliefs against their will, or preventing someone from practicing their beliefs
- financial abuse, including stealing, controlling finances, forcing a partner to work, or prohibiting a partner from working
- harassment and stalking, including monitoring a partner's activities online, using electronic devices to watch or control them, following them, or consistently invading their privacy
- cyber-violence, including image and video sharing without consent, taking pictures or video without a person's consent, online bullying, harassment, unwanted sexting, and hate speech

Human Trafficking
Human trafficking, also referred to as trafficking in persons, can include recruiting, harbouring, or controlling a person's movements using force, physical or psychological coercion, or deception. Human trafficking takes various forms, and is often for the purposes of forced, labour or sexual services.

Human Trafficking is conduct described in sections 279.01, 279.011, 279.02 and 279.03 of the *Criminal Code* (Canada), without regard to the interpretive rules set out in section 279.04 of that Act, and not requiring a charge or conviction under any of those sections.

Child Exploitation
Child exploitation refers to any situation in which a child is being used, manipulated, or taken advantage of for the benefit of another person or group. It can take many different forms, including sexual exploitation, forced labor or slavery, trafficking, and participation in armed conflict or other dangerous activities.

Gender-based Violence (GBV)
GBV is not limited to physical violence and can include any word, action, or attempt to degrade, control, humiliate, intimidate, coerce, deprive, threaten, or harm another person. GBV can take many forms including cyber, physical, sexual, societal, psychological, emotional, and economic. Neglect, discrimination, and harassment can also be forms of GBV.

Partner(ship)
For the purposes of the guidelines, "Partner" is not intended to refer to Intimate Partner Violence.

"Partners" are police services, communities and agencies that work regularly together, and have a mutually beneficial and strong working relationship. See definition of Collaboration.

Partnership involves a respectful and mutually beneficial relationship between police services, local organizations, agencies, Indigenous-led organizations and/or Indigenous communities. A partnership should be negotiated and agreed upon with respect to every new initiative and changes that occur in any context.

Sector
A distinct group of entities that provide similar services, programs, supports or have a similar mandate of serving a particular population. Six sectors identified for the purposes of the VSG, include: justice, housing, education, health/mental health, community and social services and children and youth services.

Situation Tables
A Situation Table consists of a regular meeting of frontline workers, from a variety of human services agencies and sectors, who work together to identify individuals, families, groups or locations that are at an acutely elevated risk of harm (as recognized across a broad range of

service providers) and customize multi-disciplinary interventions which mitigate those risks. It is a type of multi-sectoral risk intervention model that consists of human service providers and workers from different sectors working together to provide an immediate, coordinated and integrated response to address complex situations facing individuals and/or families.

In Ontario, Situation Tables are locally driven initiatives that adapt to the needs and assets of their own catchment area, as well as the policies, practices and preferences of its partnering agencies/organizations.

Survivor
An individual who has experienced, is experiencing, or at risk of experiencing intimate partner violence, human trafficking, or other forms of violence, and may have started a healing journey to recover and rebuild their lives. This term can refer to an individual who may wish to be referred to as a "person with lived experience" or "someone who has experienced violence".

"Survivor" may be preferred to "victim" as it reflects the reality that many individuals who experience violence are able to live beyond the violence, they experienced rather than permanently being defined by traumatic events in the past. The term "survivor" refers to those who have experienced violence, recognizing that using the term survivors is not a demand on people to "hurry up and heal". This assumes that the healing journey is a linear and one-way process rather than capturing the complexity of the healing process.

It is important to recognize that:

- exiting may not be a linear process and may instead take multiple attempts;
- survivorship and victimization are not mutually exclusive terms or experiences;
- individuals who have experienced abuse, violence, and/or exploitation may prefer one term over another to describe their experiences;
- not all victims and survivors enter or are engaged in the legal system.

Please note: The experience of abuse, violence, and/or exploitation does not define an individual's identity and for some, avoiding labels such as "victim" or "survivor" is important to their healing. One term may not work for everyone. See definition of Victim.

Trauma-informed
A trauma-informed framework or approach recognizes the widespread impact of trauma and understands potential paths for recovery. This can include: an awareness of the prevalence of violence and trauma; an understanding of trauma's impact on physical, emotional and mental health; an understanding that current programs, policies or service delivery systems can retraumatize individuals and seeks to reduce the risk of re-traumatization. It recognizes that experiences of violence can also be systemic and that for many marginalized populations, discrimination and systemic violence are everyday experiences. As such, it essential that a trauma-informed approach or framework address: racism, colonialism and homo/transphobia.

Trauma-informed policies and practices recognize the connections between violence, trauma, negative health outcomes and behaviours. These approaches increase safety, control and resilience for people who are seeking services in relation to experiences of violence and/or have a history of experiencing violence.

The goal of a trauma-informed approach is to support healing in a manner that is welcoming and appropriate to the needs of those affected by trauma.

Victim
An individual who has suffered or is suffering physical or emotional harm, property damage, or economic loss because of intimate partner violence, human trafficking, or other forms of violence.

A victim can be an individual who is still in a human trafficking or intimate partner violence situation, or an individual who has exited an intimate partner violence or human trafficking situation.

It is important to recognize that:

- exiting may not be a linear process and may instead take multiple attempts;
- survivorship and victimization are not mutually exclusive terms or experiences;
- individuals who have experienced abuse, violence, and/or exploitation may prefer one term over another to describe their experiences;
- not all victims and survivors enter or are engaged in the legal system.

The term "victim" is defined in certain legislation, such as the *Criminal Code*, the *Victims' Bill of Rights* (Ontario) and *Canadian Victims Bill of Rights* and is used in relation to that legislation.

Please note: The experience of abuse, violence, and/or exploitation does not define their identity and for some, avoiding labels such as "victim" or "survivor" is important to their healing. One term may not work for everyone. See definition of Survivor.

Violence Against Women (VAW)
In addition to acts of physical violence, this term can also be used to refer to the intentional and systematic use of tactics to establish and maintain power and control over a woman's thoughts, emotions beliefs and behaviours.

The United Nations (UN) defines violence against women as "any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivations of liberty, whether occurring in public or private life."

Examples of VAW agencies may include shelters, counselling and family services, sexual assault centres and service providers for survivors of domestic violence/human trafficking.

APPENDIX B: Registering your Organization in Transfer Payment Ontario

Transfer Payment Ontario is the Government of Ontario's online transfer payment management system. It provides one window access to information about available funding, how to submit for Transfer Payment (TP) funding and how to track the TP status of your submission.

Getting Started

- **NOTE:**
  - Effective December 16, 2024: TPON has moved to the cloud. Applicants will have access to TPON using a new website address (https://www.tpon.gov.on.ca/tpon/psLogin). To minimize disruptions, the old URL will redirect you to the new website. Other than the new URL, there are no other changes to the TPON system.
  - Effective April 17, 2023: TPON changed the way you access Transfer Payment Ontario. You will need to Create a My Ontario Account for the first time if you have not done so already.
  - For more information: See the Creating a My Ontario Account guide and video.
- All organizations must be registered with Transfer Payment Ontario to submit the intake form to request funding for this TP program.
  - The form must be submitted online through Transfer Payment Ontario.
- **For both existing and new users to TPON:** please use the link below to gain access to the Government of Ontario's online transfer payment management system.
  - **Transfer Payment Ontario**

NOTE: Google Chrome web browser and Adobe Acrobat Reader DC are required to access funding opportunities and download required forms from TP Ontario. For more information and resources visit the Get Help section of our website.

Technical Support

Transfer Payment Ontario Client Care support for external users is available from Monday to Friday 8:30 a.m. to 5:00 p.m., except for government and statutory holidays, at:

- Toll-free: 1-855-216-3090
- TTY: 416-325-3408
- Toll-free TTY: 1-800-268-7095
- Email: TPONCC@ontario.ca

NOTE: ALL APPLICATIONS MUST BE SUBMITTED ONLINE AND A COPY OF THE APPLICATION MUST ALSO BE EMAILED TO THE MINISTRY CONTACTS LISTED IN THESE GUIDELINES.

Ministry staff will acknowledge the receipt of your submission, either through an email response or an automatic reply message within five business days. Please follow up if you do not receive the confirmation.

Ministry of the Solicitor General

Public Safety Division

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Extension Expiry for Ontario Carriers Registered under the International Registration Plan**

DATE OF ISSUE:	**July 14, 2025**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**25-0038**
PRIORITY:	**Normal**

At the request of the Ministry of Transportation's (MTO) Transportation Safety Division (TSD) and further to All Chiefs Memos 25-0014 and 25-0024 (distributed March 31, 2025 and May 2, 2025, respectively), I am sharing the attached communication to notify police services that the grace period provided to Ontario International Registration Plan (IRP) registered carriers ended as of June 30, 2025.

For further information, please review the attached memo from Felix Fung, Assistant Deputy Minister, TSD, MTO. If you have any questions, please contact Dianne Oliphant, Director, Driver and Vehicle Services Branch, MTO at Dianne.Oliphant@ontario.ca.

Please note that as Chief of Police, you may share this memorandum and its attachment with the Chair of the Police Service Board.

Sincerely,

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of Transportation

Transportation Safety Division

87 Sir William Hearst Avenue
Room 191
Toronto ON M3M 0B4
Tel.: (647) 535-6208

Ministère des Transports

Division de la sécurité en matière de transport

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bureau 191
Toronto ON M3M 0B4
Tél. (647) 535-6208

Ontario

MEMORANDUM TO: Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

FROM: Felix Fung
Assistant Deputy Minister
Transportation Safety Division
Ministry of Transportation

DATE: July 14, 2025

RE: **All-Chiefs Bulletin – Extension Expiry for Ontario Carriers Registered under the International Registration Plan (IRP)**

On March 3, 2025, Ontario transitioned IRP service delivery from the Ministry of Transportation to ServiceOntario.

As a result of this change, Ontario provided a grace period to ensure all carriers had sufficient time to receive their IRP credentials.

A registration extension was granted to Ontario IRP Registered Carriers with plates that expired between March 31, 2025, and May 31, 2025, that remained valid until June 30, 2025.

Please be advised that the extension period ended as of June 30, 2025. The Ministry of Transportation has not issued any further extensions.

Questions concerning the extension may be directed to Dianne Oliphant, Director of Driver and Vehicle Services Branch, Ministry of Transportation at Dianne.Oliphant@ontario.ca.

Sincerely,

Felix Fung
Assistant Deputy Minister, Transportation Safety Division
Ministry of Transportation

Ministry of the Solicitor General

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MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Amendments to O. Reg. 86/24: Special Constable Uniforms – Pants/Shorts Stripe**

DATE OF ISSUE:	**July 15, 2025**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**25-0039**
PRIORITY:	**Normal**

I am writing to advise that amendments were recently made to O. Reg. 86/24: Special Constable Uniforms under the *Community Safety and Policing Act, 2019*, through O. Reg. 152/25, to change requirements regarding special constable uniforms.

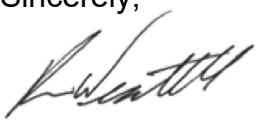
The amendments provide greater flexibility for authorized special constable employers and police services that employ special constables by:

- Removing the requirement that special constable uniforms have a light purple stripe along the length of both legs of the garment (in effect immediately);
- Effective October 1, 2025, requiring that, if the special constable uniform has a stripe along the length of both legs of the garment:
  - the stripe be readily distinguishable by colour or shade from the pants/shorts stripe on the uniform worn by Ontario Provincial Police officers, and from the colour or shade of the pants/shorts stripe on the uniforms worn by police officers and First Nation Officers operating in the same area as the special constable; and
  - all special constables employed by the same employer have the same stripe colour.

These amendments aim to address feedback received by the Ministry of the Solicitor General on the original uniform requirements that were set out in O. Reg. 86/24.

Please note that as Chief of Police, you may share this memorandum with the Chair of the Police Service Board.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

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MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Operational Search Practices for Inmates Prior to Court Appearances**

DATE OF ISSUE:	**July 16, 2025**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**25-0040**
PRIORITY:	**Normal**

At the request of the Ministry of the Solicitor General's (SOLGEN) Institutional Services Division (ISD), I am sharing the attached communication to inform police services of the ministry's current operational practices on strip searches prior to court appearances.

For further information, please review the attached memo from Daryl Pitfield, Assistant Deputy Minister, ISD, SOLGEN. If you have any questions, please contact George Christie, Strategic Advisor, Office of the Assistant Deputy Minister, ISD, SOLGEN at George.Christie@ontario.ca.

Please note that as Chief of Police, you may share this memorandum and its attachment with the Chair of the Police Service Board.

Sincerely,

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of the Solicitor General

Office of the Assistant Deputy Minister
Office of the Executive Director

Institutional Services
25 Grosvenor Street, 17th Floor
Toronto ON M7A 1Y6
Tel: 416-327-9992

Ministère du Solliciteur général

Bureau du sous-ministre adjoint
Bureau du Directeur Exécutif

Services établissement
25, rue Grosvenor, 17e étage
Toronto ON M7A 1Y6
Tél : 416-327-9992

Ontario

TO: Kenneth Weatherill
Assistant Deputy Minister, Public Safety Division
Ministry of the Solicitor General

FROM: Daryl Pitfield
Assistant Deputy Minister, Institutional Services Division
Ministry of the Solicitor General

DATE: July 16, 2025

SUBJECT: **Search Practice for Inmates Prior to Court Appearances**

As part of ongoing efforts to ensure the responsible and accountable delivery of correctional services and uphold the dignity and human rights of individuals in custody, the ministry regularly reviews its operational practices. This memorandum is to inform law enforcement agencies of the Ministry of the Solicitor General's current operational practices on strip searches:

- Staff should not be conducting routine strip searches of inmates prior to court appearances.
- Staff should conduct frisk searches and utilize metal detection screening (walk-through or handheld wand) to ensure inmates are not in possession of contraband.
- Strip searches may be conducted when there is suspicion of contraband concealed on the person and in line with the Institutional Services search policy.

The above practices reflect our commitment to delivering correctional services in a manner that is both safe and respectful of human dignity by minimizing the potential for trauma or re-traumatization associated with strip searches.

If you have any questions, please contact George Christie, Strategic Advisor, Office of the Assistant Deputy Minister, Institutional Services Division, Ministry of the Solicitor General at George.Christie@ontario.ca.

Thank you for your assistance in communicating this reminder.

Sincerely,



Daryl Pitfield
Assistant Deputy Minister
Institutional Services

C: K. Sawicki, Executive Director, Institutional Services
L. O'Brien, Director, Correctional Services Operations Branch

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Reporting of Crime Guns and Submission of Crime Guns and Fired Ammunition Components**

DATE OF ISSUE:	**July 17, 2025**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**25-0041**
PRIORITY:	**Normal**

I am writing to advise that amendments were recently made to O. Reg. 395/23: Investigations under the *Community Safety and Policing Act, 2019*, through O. Reg. 82/25, to support public safety outcomes by requiring chiefs of police to ensure that police services:

1. Submit information to Criminal Intelligence Service Ontario (CISO) when they come into possession of a crime gun;
2. Submit crime guns and fired ammunition components to the Centre of Forensic Sciences (CFS); and
3. Ensure a notification received from the CFS is reviewed so that the necessary investigative steps are taken by a member of the police service.

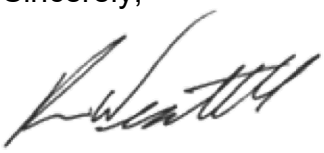
The amendments formalize current procedures among CISO, CFS, and police services by codifying existing guidance, policy, and practices, while ensuring any gaps in enforcement and evidentiary information-sharing are addressed. Current practices for the submission of crime gun information and crime guns/fired ammunition components are being maintained.

For information regarding submissions to CISO, please email FATE@ontariocis.ca with attention to the FATE Coordinator. For information regarding submissions to CFS, please email physical.sciences@ontario.ca with attention to the Firearms Unit Manager.

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Please note that as Chief of Police, you may share this memorandum with the Chair of the Police Service Board.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of the Solicitor General

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MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Reduce Impaired Driving Everywhere (RIDE) Grant Call for Applications (2025-26 to 2028-29)**

DATE OF ISSUE:	**July 22, 2025**
CLASSIFICATION:	**For Action**
RETENTION:	**August 29, 2025**
INDEX NO.:	**25-0042**
PRIORITY:	**Normal**

I am pleased to advise that the Ministry of the Solicitor General is launching a new call for applications for the **Reduce Impaired Driving Everywhere (RIDE) Grant for the 2025-26 to 2028-29 cycle.**

The RIDE Grant is available to police services in Ontario, including municipal and First Nations police services, as well as Ontario Provincial Police (OPP) Detachments. It is expected that, in addition to this RIDE Grant funding, successful applicants will also engage in their own routine spot checks. This funding must be used exclusively for sworn officers' overtime or paid duty assignments.

For the current call for applications, the ministry is extending the grant from a two-year to a four-year program. It is anticipated that the extended term will provide greater sustainability of provincial funding, reduce the application and administrative processes, and will enable police services to plan RIDE spot checks in advance.

All applications will be reviewed against the number of applicants and the funding grid outlined in the Grant Guidelines.

Eligible applicants may submit one application per police service (Municipal and First Nations police services). Similarly, municipalities policed by the OPP may submit one joint application per OPP Detachment.

The application forms will be accessible on Transfer Payment Ontario (TPON) beginning **July 31, 2025**. **All applications must be submitted through TPON by 4:00 p.m. Eastern Standard Time on August 29, 2025.**

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For all OPP Detachments, applications must be reviewed by the OPP's Grant Support Team at OPP.Grant.Support.Team@OPP.ca prior to submission in Transfer Payment Ontario (TPON). **These applications must be submitted through the lead municipality's TPON account**.

Submissions that are late or incomplete will not be considered for funding. No exceptions will be permitted. More details on the application process, including accessing the application and applying through TPON, are outlined in the attached Grant Application Instructions & Guidelines.

Grant funding is dependent upon the ministry receiving the necessary appropriation from the Ontario Legislature and is subject to funding availability.

Please direct all inquiries regarding the RIDE Grant and/or application process to Yoko Iwasaki at Yoko.Iwasaki@ontario.ca and Karina Garcia at Karina.Garcia@ontario.ca.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ontario

Ministry of the Solicitor General

Application Instructions & Guidelines

Grant Program: **Reduce Impaired Driving Everywhere (RIDE) Grant**

Grant Term: **2025-26 to 2028-29 (four years)**

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TPON INSTRUCTIONS FOR APPLICATION SUBMISSION 6

INTRODUCTION

The Ministry of the Solicitor General (ministry) is pleased to present the 2025-26 to 2028-29 RIDE Grant.

The Government of Ontario established the RIDE Grant to provide funding to police services/boards to enhance local enforcement capabilities and to ensure a year-round provincial program to conduct RIDE spot check activities. The RIDE Grant assists police services/boards in offsetting their staff costs for implementing RIDE programs of sobriety checks in their jurisdictions.

For the current call for applications, the ministry will offer the RIDE Grant as a four-year program to support enhanced local enforcement and to enable police services to effectively plan and implement RIDE programs in their communities in subsequent fiscal years.

This document outlines the grant process and contains important information on the eligibility criteria and application review process to assist applicants to complete and submit the RIDE Grant application.

ELIGIBILITY CRITERIA

Who is Eligible?

Funding is available to:

- Municipal and First Nations Police Services;
- Ontario Provincial Police (OPP) Detachments.

NOTE: OPP Detachment applications must be reviewed by the OPP's Grant Support Team at OPP.Grant.Support.Team@OPP.ca **prior** to submission in Transfer Payment Ontario (TPON). In addition, applications **must be submitted through the lead municipality's TPON account.**

- Municipalities that receive policing from the same OPP detachment that wish to apply for grant funding will be required to submit **one joint application (per detachment)** and must identify a lead municipality who will be responsible for submitting the application on TPON.

What is Eligible?

- Grant funding must be used exclusively for sworn officers' **overtime or paid duty** assignments for street-level enforcement activities in relation to the RIDE Grant (e.g., RIDE check stops).
- Sworn officers may include but are not limited to Approved Screening Device (ASD), Standardized Field Sobriety Testing (SFST), and/or Drug Recognition Expert (DRE) trained officers.

What is NOT Eligible?

- Overtime, paid duty assignments and other RIDE activities by civilian or auxiliary officers is not eligible for funding.

FUNDING

Funding under the RIDE Grant will be available for a four-year period (i.e., 2025-26 to 2028-29). Eligible police services/boards and OPP Detachments (via lead OPP-policed municipality) can submit applications for funding which must be used exclusively for sworn officers' overtime or paid duty assignments for street-level enforcement activities in relation to the RIDE Grant (e.g., RIDE check stops). **Note: For OPP Detachments**, funding must be used exclusively for RIDE paid duty assignments.

Approved applicants will be provided with a funding allocation (maximum funds) for each fiscal year (2025-26 to 2028-29) over the four fiscal years, ending March 31, 2029. One allocation per police service (Municipal and First Nation Police Service or OPP Detachment).

Please note that the funding allocation for each fiscal year must be spent within that period (e.g., funding allocation for 2025-26 must be spent on activities taking place between April 1, 2025, and March 31, 2026). Unspent allocations may not be carried into the next fiscal year.

For municipal and First Nations police services, financial reimbursement occurs at the end of each fiscal year, following the submission of the RIDE Grant final reports. All reporting requirements must be submitted to the ministry within the established timeframes in order to be reimbursed.

For OPP Detachments, RIDE Grant paid duties will be tracked by Detachment and all reporting requirements must be submitted to the ministry within the established timeframes, after which funding will be journalled to the OPP for RIDE paid duties undertaken in OPP-policed municipalities by the respective OPP Detachment.

APPLICATION REVIEW & ASSESSMENT

All applications submitted by the deadline that meet the eligibility criteria will be reviewed by the ministry. Funding allocations will be determined based on the number of applications and the RIDE funding outlined below. Successful projects are subject to the Solicitor General's approval.

RIDE Funding Grid

Sworn Officers Range*	Maximum Allocation per Police Service**
1-10	$7,200.00
11-25	$9,400.00
26-50	$13,800.00
51-100	$16,000.00
101-200	$25,000.00
201-500	$38,000.00
501-999	$45,000.00
1,000+	Allocation to be determined on an individual basis.

**Based on the total sworn officers at the OPP Detachment level, municipal, or First Nation police service.*
***Allocations may increase/decrease depending on the number of applicants. One allocation per eligible police service or OPP Detachment.*

CONTRACTUAL AGREEMENT

Municipal and First Nations Police Services
As a requirement of providing funding, the ministry will enter into a Transfer Payment Agreement (TPA) with the respective police service board or First Nation Band Council. Once the TPA is signed, the funds will be disbursed based on the reporting/payment schedule outlined in the TPA. The project funds must be used for the purposes described in the application and according to the terms of the TPA.

OPP Detachments
A Memorandum of Understanding (MOU) will be executed with the OPP to support the disbursement of funds for RIDE Grant paid duties undertaken in OPP-policed municipalities by OPP Detachments. Funding will be allocated and tracked by OPP Detachment, based on the reporting/payment schedule outlined in the MOU. The project funds must be used for the purposes described in the application and according to the terms of the MOU. OPP-policed municipalities will not be required to enter into TPAs with the ministry.

Standard government procedures regarding grants (as outlined in the Treasury Board Transfer Payment Accountability Directive) will be followed. The TPA and MOU will outline:

- Purpose for which the grant will be used;
- Commitments to be undertaken or specific activities to support the application;
- Final reporting dates and requirements; and,
- Funding disbursement schedule.

APPLICATION SUBMISSION

All applications **must be submitted through Transfer Payment Ontario (TPON)** by **4:00 p.m. EST on August 29, 2025.** Submissions that are late or incomplete will not be considered for funding. No exceptions will be permitted.

For OPP Detachment applications:

- Municipalities that receive policing from the same OPP Detachment that wish to apply for RIDE Grant funding will be required to submit a joint application per OPP Detachment, identifying a lead municipality to submit their application through TPON.
    - **Note:** OPP-policed municipalities submitting a joint OPP Detachment application must do so through the lead municipality's account on TPON.
    - **Reminder: All OPP Detachment applications must be reviewed by the OPP's Grant Support Team (GST) via OPP.Grant.Support.Team@OPP.ca prior to submission in TPON.**

More details on the application process, including accessing the application and applying through TPON, are outlined in "TPON Instructions for Application Submission".

MINISTRY CONTACT

If you have any questions regarding the RIDE Grant, please contact Yoko Iwasaki at Yoko.Iwasaki@ontario.ca and Karina Garcia at Karina.Garcia@ontario.ca.

For questions related to Transfer Payment Ontario (TPON), including assistance with registration and the intake form, please contact Transfer Payment Ontario Client Care (see below)

TPON INSTRUCTIONS FOR APPLICATION SUBMISSION

Applications for 2025-26 to 2028-29 RIDE Grant must be submitted electronically through Transfer Payment Ontario (TPON) at https://www.tpon.gov.on.ca/tpon/psLogin.

Transfer Payment Ontario (www.ontario.ca/GetFunding) is the Government of Ontario's online transfer payment management system. It provides one window access to information about available funding, how to submit for Transfer Payment (TP) funding, and how to track the TP status of your submission.

Getting Started

- **Effective December 16, 2024:** TPON has moved to the cloud. Applicants will have access to TPON using a new website address (https://www.tpon.gov.on.ca/tpon/psLogin). To minimize disruptions, the old URL will redirect you to the new website. Other than the new URL, there are no other changes to the TPON system.
- Effective April 17, 2023: TPON changed the way you access TPON. You will need to Create a My Ontario Account for the first time if you have not done so already.
- For more information: See the Creating a My Ontario Account guide and video.
- All organizations must be registered with TPON to submit the intake form to request funding for this TP program.
    - The form must be submitted online through Transfer Payment Ontario.
- **For both existing and new users to TPON:** please use the link below to gain access to the Government of Ontario's online transfer payment management system.
    - **Transfer Payment Ontario**

NOTE: Google Chrome web browser and Adobe Acrobat Reader DC are required to access funding opportunities and download required forms from TP Ontario. For more information and resources visit the Get Help section of our website.

Technical Support

Transfer Payment Ontario Client Care support for external users is available from Monday to Friday 8:30 a.m. to 5:00 p.m., except for government and statutory holidays, at:

- Toll-free: 1-855-216-3090
- TTY: 416-325-3408
- Toll-free TTY: 1-800-268-7095
- Email: TPONCC@ontario.ca

Ministry of the Solicitor General

Public Safety Division

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **2025 Crimes Against Women Conference**

DATE OF ISSUE:	**July 31, 2025**
CLASSIFICATION:	**General Information**
RETENTION:	**October 3, 2025**
INDEX NO.:	**25-0043**
PRIORITY:	**Normal**

The Ministry of the Solicitor General is pleased to announce that the Ontario Police College will be facilitating the 2025 Crimes Against Women Conference.

This multifaceted conference will feature topics that pertain to violence against women and will occur on **October 2-3, 2025,** at the **Best Western Lamplighter Inn, located at 591 Wellington Rd. S, London, Ontario.**

The conference is for sworn and civilian law enforcement, as well as justice partners. Please find enclosed a list of speakers, a brief biography of each speaker, as well as a conference agenda.

The conference will provide participants with an opportunity to learn about topics related to intimate partner violence, sexual violence, human trafficking, and violence against Indigenous women. The content of this conference will bring theory to practice in an engaging and informative way to augment participants' knowledge and investigative skills on combatting crimes against women.

Registration is now open, and the cost of the conference is $100. This includes attendance to both days of the conference, breakfast, lunch, as well as morning and afternoon refreshments. The registration form is attached. Please return the completed registration by e-mail to opc.registrar@ontario.ca. All registrations must be received by **September 25, 2025**.

Please note that seats are limited to the first 175 registrations.

There will be no refunds for cancellations, but substitutions will be allowed.

…/2

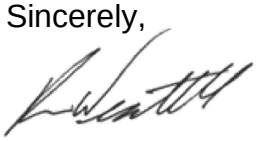
A block of rooms have been saved for attendees at the Best Western Lamplighter Inn. For those looking to book accommodations, please contact the hotel directly at 519-691-3424

If you have any questions relating to registration, please contact Assistant Registrar Allison Gulka by email at allison.gulka@ontario.ca or by phone at 519-773-4595.

If you have any questions relating to the conference, please contact Instructor Angela Wilson by email at angela.n.wilson@ontario.ca or by phone at 519-773-4571.

Please note that as Chief of Police, you may share this memorandum with the Chair of the Police Service Board.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachments

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

2025 Crimes Against Women Conference

Agenda

Day 1 - October 2	
0730-0830	Registration
0830-0900	Opening Remarks/Ceremony
0900-1015	Melissa Hern
1015-1030	BREAK
1030-1200	Katrina Brownlee – Lived Experience Survivor
1200-1300	LUNCH
1300-1430	Sgt. Pete Collison and Sgt. Brian Duyn – Waterloo Regional Police Case Study
1430-1500	BREAK
1500-1630	Dr. Christopher Wilson – Neurobiology of Trauma

Day 2 - October 3	
0830-1030	Dr. Christopher Wilson – Trauma Informed Interviewing
1030-1045	BREAK
1045-1200	Heather Palin and D/C Cassandra Lee – Case Study
1200-1300	LUNCH
1300-1430	Heather Palin and Heather Donkers – Online Exploitation of Women
1430-1500	BREAK
1500-1630	Kris Carlson – Lived Experience Expert

2025 Crimes Against Women Conference

Speakers

1. **Melissa Hern**
   Victim Witness Services Worker
   Regional Human Trafficking Team | Central West Region
   Ministry of the Attorney General | Ontario Public Service

   Melissa Hern has been a Victim/Witness Services Worker (V/WSW) with the West region Human Trafficking team since October 2024. Presently, she supports victims of human trafficking along the 401 corridor, from Kitchener to Windsor, Ontario. She has worked with the Victim/Witness Assistance Program since 2011, specifically as a V/WSW since 2013. She has also worked as a caseworker with the Child Witness Centre in Kitchener supporting youthful victims of crime. During her time as a V/WSW, Melissa has supported victims and witnesses of human trafficking, homicide, fatalities, intimate partner violence, family violence, sexual assault, robbery, voyeurism, criminal harassment, and hate crimes, as they navigate the criminal justice process.

   Melissa completed a bachelor's degree in criminal justice and public policy and a master's degree in criminology and criminal justice policy, both from the University of Guelph. More recently, Melissa has also been a contract faculty member at Wilfrid Laurier University, teaching victimology and crime prevention courses.

2. **Katrina Brownlee**
   Retired NYPD Detective
   Founder & Director of the Young Ladies of Our Future Foundation; Domestic Violence Survivor

   Katrina grew up in Bed-Stuy Brooklyn, New York and she herself was an at-risk youth. She became a mother at the early age of fourteen. When she was twenty-two years old she was shot 10 times in a violent domestic relationship that left her paralyzed. Several surgeries later she had to relearn to walk. After this traumatic experience her challenges did not end, she and her children became homeless.

   Katrina worked to overcome the obstacles of her troubled past and she triumphed. She attended the College of New Rochelle. Upon completion, and after surviving an attempted murder on her life by her then fiancé that worked in law enforcement, she made the heroic decision to join the New York City Police Department (NYPD). She started out as a traffic agent and worked diligently to be promoted to police officer and from there she quickly climbed the ranks.

Katrina made detective third grade, detective second grade, and then detective first grade, which is the highest-ranking detective in the NYPD. While a detective, Katrina used all the skills she developed over the years to work undercover for five years. She later spent years as an investigator. Following her work in investigations, she worked in the Department of Community Affairs. Katrina subsequently received the opportunity to work security detail for Mayor Bill de Blasio. During this time, she received a 5.0 evaluation, which is the highest evaluation that a police officer can receive in the NYPD. She received many accolades for her outstanding performance and accomplishments.

Katrina has been mentoring since 2012. She has helped many at-risk young ladies during this time. She deemed it time to take her work one step further and started Young Ladies of Our Future 501(c)(3) non-profit organization to fulfill her calling as a mentor and life coach. The organization's mission, "through healing the wounds of interpersonal violence, building self-esteem, and promoting health and wellness, these young ladies can achieve their goals and live successful lives." She is also working to grow the Katrina Cooke Brownlee charity. She recently wrote her memoir, "And Then Came The Blues."

3. **Sgt. Pete Collison and Sgt. Brian Duyn**
   Waterloo Regional Police Service
   Detective Sergeant Pete Collison (Project Witness - Lead Investigator)

   Peter Collison has been a member of the Waterloo Regional Police Service since 2002. Over his career, he has worked predominantly in investigative units such as General Detectives, Homicide and Offender Management.

   As a Homicide Investigator for 8.5 years, Peter had the opportunity to work on numerous investigations as a lead, file and field investigator. He was the lead investigator for Project Witness.

   Peter was promoted to Sgt. in 2021. He is currently overseeing the Sex Assault Unit within the Special Victims Branch.

   Brian Duyn is a Sergeant with the Waterloo Regional Police Service, where he has served since 2006. Over the course of his career, Brian has worked in several investigative units, including Divisional Detectives, Intimate Partner Violence, and Homicide. During his six years in the Homicide Unit, he contributed to numerous major case investigations in both field investigator and command triangle roles.

Since his promotion to Sergeant in 2020, Brian has led the Cybercrime Unit, a multidisciplinary team of sworn and civilian members responsible for Internet Child Sexual Exploitation investigations, Cybercrime incidents, Digital and Video Forensics, and Open-Source Intelligence.

Before entering policing, Brian had a career in the performing arts. He spent six years performing with the Toronto cast of *The Phantom of the Opera* and five seasons with the Canadian Opera Company Chorus.

4. **Dr. Christopher Wilson**
   Staff Psychologist
   Providence Hospital

Dr. Chris Wilson is a licensed psychologist from Portland, Oregon. He is currently a staff psychologist for Providence Hospital. For six years he ran Being Trauma Informed (BTI), an organization dedication to making the science of threat and trauma accessible and practical. Prior to starting BTI, Dr. Wilson had a private practice conducting forensic evaluations and psychotherapy, while also providing training and consultation with a focus on domestic violence and sexual assault. For seven years he worked in the Oregon Department of Corrections and for ten years ran groups for abusive men. He also conducted parental capacity evaluations for the Department of Human Services in Oregon for six years, with an emphasis on evaluating both perpetrators and victims of domestic violence. He has testified in both criminal and civil cases.

For ten years, Dr. Wilson was a guest instructor at the US Army's Sexual Assault Investigations Course, where he taught military criminal investigators about the neurobiology of trauma and trauma informed interviewing. He has served as the Training Director for Certified Forensic Experiential Trauma Interview (FETI) and in that role participated in training every detective in the New York Police Department on trauma informed interviewing. He is also a former curriculum consultant for The National Center for Campus Public Safety.

Dr. Wilson has provided plenary, keynote, and breakout sessions for conferences across the United States, Canada, and Europe. He has provided customized training for the US Federal Bureau of Investigation, US Department of Justice, the US Department of the Interior, the US Navy, Marine Corps, Army, and Air Force, and the US Office for Victims of Crime. His audiences include judges, law enforcement officers, university and college staff and faculty, advocates, attorneys, and clinicians.

Dr. Wilson co-authored, with the National Crime Victim Law Institute, the bulletin entitled "Judges' and Juries' Common Misperceptions About Domestic Violence Victims' Behaviors." He also co-authored, with End Violence Against Women International, the bulletin entitled "Understanding The Neurobiology of Trauma and Implications for Interviewing" (an abbreviated version of which was translated and provided for Danish law enforcement in 2017).

Dr. Wilson received his doctoral degree in clinical psychology from Pacific University in 2002. He was licensed as a psychologist in the state of Oregon in 2005 and for six years served on the Board of the Oregon Psychological Association. In his spare time he loves to spend time with his family (which includes two lab/doberman rescues), golf, play old man soccer, and the guitar.

5. **Heather Palin**
   Crown Counsel | Provincial Human Trafficking Prosecution Team
   Crown Law Office - Criminal | Ministry of the Attorney General

   Heather Palin is Crown Counsel with Ontario's Provincial Human Trafficking Prosecution Team. She is a regional Human Trafficking Crown for the West and Central West Regions. She first joined the Ministry of the Attorney General as an Assistant Crown Attorney in 2013 and worked in the Niagara and London trial offices. As an Assistant Crown Attorney Heather prosecuted a wide variety of offences in the Ontario Court of Justice and Superior Court, with a particular focus on cases involving vulnerable women and children.

   In 2017 Heather became a designated Human Trafficking Crown and the lead Human Trafficking Crown for Middlesex County. In 2021 she joined the provincial team as a specialized Human Trafficking prosecutor. Her work involves prosecuting complex human trafficking cases and providing advice and training to Crowns and Human Trafficking investigators across the province. Heather is a Course Director for the Crown Human Trafficking Summer School course and teaches at the Ontario Police College's Human Trafficking course.

6. **Detective Constable Cassandra Lee**
   London Police Service

   Cassandra Lee is a Detective Constable with the London Police Service currently working in the Missing Persons Unit. Cassandra spent many years working as a Detective Constable in the Human Trafficking Unit.

2025 Crimes Against Women Conference

Speakers

7. **Heather Donkers**
   Crown Counsel | Provincial Human Trafficking Prosecution Team
   Crown Law Office - Criminal | Ministry of the Attorney General

   Heather Donkers is an Assistant Crown Attorney with the Middlesex Crown Attorney's office where she prosecutes a wide variety of offences including those involving violence against women. She has prosecuted several high-profile human trafficking and sexual violence cases. In July 2025, Heather will join the Provincial Human Trafficking Prosecution team as Crown Counsel. Heather has developed and delivered legal education to members of the justice sector and is an active mentor to new lawyers.

8. **Kris Carlson**
   Registered Social Worker
   Founder of Flourish & Education

   "What if surviving childhood trauma didn't just shape who you are but became the reason you chose to show up for others?"

   Kris Carlson is a registered social service worker and certified sexual health educator with a degree in child and youth care. She is the founder of Flourish Consulting & Education, a private practice she has led since 2017, where she supports individuals and communities through trauma-informed, strengths-based education and advocacy.

   Having experienced Adverse Childhood Experiences (ACEs) herself, Kris brings a unique and deeply personal understanding to her work in social services. Her lived experience not only informs her professional approach—it fuels her passion for creating safe, inclusive spaces where healing is possible.

   Kris has spent more than two decades designing and delivering programs on sexual health, exploitation prevention, and trauma resilience across Ontario. Her work includes training for frontline workers, educators, and justice professionals, with a strong focus on youth engagement, harm reduction, and systems change.
   At this conference, Kris will explore how childhood trauma shaped her path into social work, the resilience it demanded, and the insight it continues to offer. Her presentation challenges participants—especially those in legal and enforcement roles—to consider how lived experience can be a powerful asset in the pursuit of justice, compassion, and survivor-centered care.

ONTARIO POLICE COLLEGE

MINISTRY OF THE SOLICITOR GENERAL

REGISTRATION FORM

Completed registration form must be received by September 25, 2025
******Registration to be limited to first 175 seats******

Registrar's Office
Tel: (519) 773-4203 Fax (519) 765-1519 e-mail: opcregistrar@ontario.ca

COURSE NAME 2025 Crimes Against Women Conference

CONFERENCE DATE AND TIME October 2-3, 2025

REGISTRATION TIME 0730 to 0830 hrs on October 2, 2025

COURSE LOCATION Best Western Lamplighter Inn, Wellington Road S, London, ON

CONFERENCE INFORMATION www.opcva.ca

Surname (if other name previously used write in brackets) | **First Name** | **Middle Name**

Employer Ontario Provincial Police/Municipal Police Service/Other | **Rank / Title**

Email Address (Confirmations will be sent via email)

Method of Payment: (see page 2 for details) □ Service/Organization □ Individual

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Signature (student) | Signature (Chief/OPP Commissioner/designate)

NOTE: Submission of completed application presumes authorization from the applicant's agency.

DIETARY CONSIDERATIONS □ NO □ YES

Details:

…/2

ACCOMODATIONS

Participants are required to book their own accommodations if required. Space has been allocated at the following locations:

Best Western Lamplighter Inn, located at **591 Wellington Rd, London S, Ontario @ 519-691-3424**

CONFERENCE FEE: $100.00 INCLUDES:

BREAKFAST AND LUNCH (OCT. 2&3)

MORNING AND AFTERNOON REFRESHMENTS (OCT 2&3)

METHOD(S) OF PAYMENT:

Payment is **not** required to secure a seat at the Conference **however** cancellations after Sep 25 will be invoiced

Participants whose Service/Organization will pay the conference fee:

- Invoices will be sent after Oct 3rd
- Invoices are payable by Credit Card or cheque (payable to Minister of Finance)

Participants who will pay the conference fee directly:

- Payment by Debit / Credit card is due upon Check-In on Oct 2nd, an invoice will be provided

MAILING ADDRESS:

Attn:
Registration Office
Ontario Police College
10716 Hacienda Road,
Aylmer, ON
N5H 2R3

Personal information contained on this form is collected pursuant to section 38(2) of the Freedom of Information and Protection of Privacy Act and will be used for the purpose of course registration and administration with the Ontario Police College.

Ministry of the Solicitor General

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Police Record Checks Survey**

DATE OF ISSUE:	**August 1, 2025**
CLASSIFICATION:	**For Action**
RETENTION:	**August 29, 2025**
INDEX NO.:	**25-0044**
PRIORITY:	**Normal**

Pursuant to subsection 4 (2) of the *Community Safety and Policing Act, 2019* (CSPA), the Minister has requested information from all chiefs of police as defined under the CSPA related to conducting police record checks in Ontario. The Minister's letter is attached for your awareness.

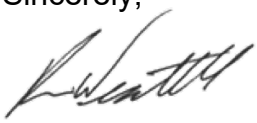
The information is to be submitted to the Ministry of the Solicitor General (SOLGEN) through completion of the online survey: https://forms.office.com/r/HPjAYnu9Ws. The survey must be submitted by August 29, 2025, unless you have arranged for an extension with Molly McCarron, Director, Community Safety and Animal Welfare Policy Branch, Strategic Policy Division, SOLGEN at Molly.McCarron@ontario.ca.

Key areas of focus for this survey include volume and processing times, costs, as well as capacity and service delivery. The goal is to establish an accurate and comprehensive understanding of the current provincial landscape that will help the ministry identify potential policy options to support the continued delivery of effective police record check services.

If you have any questions, please contact Molly McCarron at Molly.McCarron@ontario.ca.

This memorandum is intended to be shared with any member of the service who needs to assist with this request and it may also be shared with the Chair of the Police Service Board.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Solicitor General

Office of the Solicitor General

25 Grosvenor Street, 18th Floor
Toronto ON M7A 1Y6
Tel: 416 326-5000
Toll Free: 1 866 517-0571
Minister.SOLGEN@ontario.ca

Solliciteur général

Bureau du solliciteur général

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Tél. : 416 326-5000
Sans frais : 1 866 517-0571
Minister.SOLGEN@ontario.ca

Ontario

August 1, 2025

To: All Chiefs of Police

Pursuant to subsection 4 (2) of the *Community Safety and Policing Act, 2019* (CSPA), I am requesting information from all chiefs of police as defined under the CSPA related to conducting police record checks in Ontario.

The information I am requesting is set out in, and is to be submitted to the Ministry of the Solicitor General through completion of, the following online survey: https://forms.office.com/r/HPjAYnu9Ws. The survey must be submitted by August 29, 2025, unless you have arranged for an extension with Molly McCarron, Director, Community Safety and Animal Welfare Policy Branch, Strategic Policy Division, Ministry of the Solicitor General at Molly.McCarron@ontario.ca.

Chiefs of police are expected to make reasonable efforts to provide the requested information and indicate if the information is not possible to provide.

Thank you in advance for your cooperation and participation.

Sincerely,

The Honourable Michael S. Kerzner
Solicitor General

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of the Solicitor General

Public Safety Division

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Télécopieur: (416) 314-4037

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Additional Basic Constable Training Program Intake – Follow-Up**

DATE OF ISSUE:	**August 1, 2025**
CLASSIFICATION:	**For Action**
RETENTION:	**December 17, 2025**
INDEX NO.:	**25-0045**
PRIORITY:	**Normal**

Further to All Chiefs Memo 25-0034, dated June 27, 2025, I am writing to advise that there is still capacity for an additional 100 seats at the Basic Constable Training (BCT) program intakes being delivered at the Ontario Police College (OPC) and the DEV Hotel and Conference Centre in Cornwall, Ontario.

I strongly encourage you to take advantage of this opportunity. This will be the only opportunity that police services will have to train additional recruits this year before the OPC resumes its regular BCT delivery model in 2026.

The OPC has extended the deadline for police services to identify their demand and the final date for updating your demand will be August 13, 2025. The OPC released allocations for the upcoming intakes earlier today and will communicate the training location (OPC vs. DEV) for each police service on August 29, 2025.

If your police service is in a position to send additional recruits, please log into the Ontario Police College Virtual Academy (OPCVA) at https://www.opcva.ca/course-allocations/service/basic-constable-training and update your current demand for seats.

An updated table reflecting the important dates that police services should be aware of for the Fall 2025 intakes is included in this memo.

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Key Dates:

	OPC (Aylmer, ON)	DEV (Cornwall, ON)
Allocations	Friday, August 1, 2025	
Extended Demand Due	Wednesday, August 13, 2025	
Applications Due	Friday, August 22, 2025	
Location Communication	Friday, August 29, 2025	
E-learning Begins	Thursday, September 11, 2025	
E-learning Ends	Thursday October 2, 2025	
Travel Day(s)	Friday October 3 & Monday October 6, 2025	Friday October 3, 2025
Registration Day	Tuesday, October 7, 2025	Sunday, October 5, 2025
In-Class Training Begins	Wednesday, October 8, 2025	Monday, October 6, 2025
March Past	Friday, December 19, 2025	Wednesday, December 17, 2025

I would also like to thank those police services who have already committed seconded officers to support the delivery of this additional intake. Even with the additional instructional staff received to date, the OPC still requires 10 seconded officers.

We require your instructional support for Firearms, Officer Safety, and Police Vehicle Operations. Seconded officers would only be required for three months, from September 22, 2025, to December 17, 2025. All onboarding and pre-BCT orientation/training will be provided to seconded officers prior to the commencement of the practical component of the BCT program.

As you are aware, seconded officers play a pivotal role in the delivery of the BCT program and have a lasting and positive impact on the training and development of new police officers. There is also the additional benefit that all seconded officers become certified as facilitators, allowing them to conduct assessments that took place during the BCT program on behalf of the OPC, should a recruit be unsuccessful in an area of the BCT program during the initial delivery.

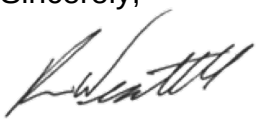
The ministry strives to ensure that we are responsive to the policing sector and that you are supported in your recruitment of new police officers who will directly impact public safety in the communities that you police. I respectfully request your attention to the above matters, and I appreciate your commitment to public safety and the ongoing partnership between police services and the OPC.

If you have any questions related to this memo, please contact Paul Hebert, Director, Ontario Police College, by email at Paul.Hebert@ontario.ca.

If you have any questions related to registration, please contact the OPC Registration by email at OPC.BCT.Registration@ontario.ca. If you require any assistance accessing the OPCVA, please submit a request at support.opcva.ca.

Please note that as Chief of Police, you may share this memorandum with the Chair of the Police Service Board.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of the Solicitor General

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Télécopieur: (416) 314-4037

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Ontario Regulation 87/24 Guidance Document V2.0**

DATE OF ISSUE:	**August 6, 2025**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**25-0046**
PRIORITY:	**Normal**

Ontario Regulation 87/24: Training (O. Reg. 87/24) prescribes mandatory recruit and senior/specialized training requirements for police officers and special constables, with the aim of enhancing the standardization of training and interoperability between police services.

To assist police services, boards, and special constable employers with implementing O. Reg. 87/24, the Ministry of the Solicitor General developed a **Training Regulation (O. Reg. 87/24) Guidance Document**, which was distributed through All Chiefs Memo 25-0005 on January 23, 2025. The guidance document provides a plain language description of the regulation, and examples of how certain provisions can operate (e.g., certain exemption criteria).

Ontario Regulation 84/25 amended O. Reg. 87/24 to prescribe mandatory training for Niagara Parks constables who are authorized to carry or use a semi-automatic rifle or a shotgun for the purpose of responding to active attacker and extreme incidents within the boundaries of Niagara Parks as defined in section 1 of the *Niagara Parks Act.* It also clarifies the Immediate Rapid Deployment refresher training timeline for police officers who recently successfully complete Basic Constable Training or will successfully complete Basic Constable Training in the future.

Updates have been made to the **Training Regulation (O. Reg. 87/24) Guidance Document** to reflect these amendments.

…/2

If you have any questions, please contact Derek Armstrong, Manager, Training Strategy & Development Unit at Derek.A.Armstrong@ontario.ca.

Please note that as Chief of Police, you may share this memorandum with the Chair of the Police Service Board.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ontario

Training Regulation (O. Reg. 87/24) Guidance Document

Community Safety and Policing Act, 2019

Developed in alignment with O. Reg. 87/24: As filed on May 30, 2025

Version of Guidance Document: v2.0 (August 6, 2025)

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SUMMARY OF CHANGES TO THE GUIDANCE DOCUMENT

Version 2.0 of the Training Regulation (87/24) Guidance Document contains amendments in the following sections as outlined in the below table:

Table 1: Summary of Changes to the Guidance Document

Section of the Guidance Document	Description of Change
Use of Force and Weapons I. Carbines	Identifies training requirements for Niagara Parks constables who are authorized to carry or use a semi-automatic rifle.
Immediate Rapid Deployment T. Initial Training U. Ongoing Training, Police Officer V. Ongoing Training, Niagara Parks constable	Identifies training requirements for Niagara Parks constables who are authorized to carry or use a semi-automatic rifle or a shotgun. Clarifies the training refresher timelines for police officers who recently successfully completed Basic Constable Training or will successfully complete Basic Constable Training in the future.
Entire Document	Accessibility formatting changes have been made throughout the document.

LEGAL DISCLAIMER

This guidance document is based on the Training regulation (O. Reg. 87/24) under the *Community Safety and Policing Act, 2019* (CSPA). It is intended to assist police services, boards, and special constable employers with implementing O. Reg. 87/24. This document does not form part of the law. It is not legal advice and is not intended to be a substitute for legal advice.

In the event of any conflict between this guidance document and any statute or regulation, including the CSPA and its regulations, the statute or regulation prevails.

This document is not intended for public consumption, it is intended for police services, boards, and special constable employers. Please do not distribute this document beyond members of the intended organizations.

OVERARCHING PROVISIONS & PROCESSES

Terms bolded throughout the document have specific definitions in the regulation, which can be found in the definitions section of this document.

1) What happens if an officer or special constable is required to successfully complete training as a result of this regulation, but they already successfully completed the training before April 1, 2024?

If an individual has successfully completed training before April 1, 2024, that satisfies a requirement to successfully complete training under this regulation, then the individual is not required to re-take the required training after April 1, 2024, solely because they initially successfully completed training before April 1, 2024.[1]

Scenario Box 1

*For example, say an officer successfully completed the Communications Centre Supervisor course delivered by the **College** before April 1, 2024. They do not need to re-take the training in order to start or continue the role after April 1, 2024. (Please refer to section P for further details on the Communications Centre Supervisor course and requirements).*

For example, say an officer successfully completed the Public Order Section Lead (initial training) course before April 1, 2024. They do not need to re-take the initial training course to start or continue their role after April 1, 2024, but they do need to abide by the requalification requirements going forward. (Please refer to section K for further details on the Public Order Section Lead course and requirements).

For example, say an officer successfully completed the Boards and Scribes course before April 1, 2024. This officer does not need to re-take the training in order to start or continue undertaking the responsibility after April 1, 2024, because they have already met the requirement prescribed

[1] O. Reg. 87/24 s. 1 (6).

in the regulation. (Please refer to section L for further details on the Boards and Scribes course and requirements).

Note that this rule only applies if the training taken is the training prescribed in O. Reg. 87/24. If the officer successfully completed training that is similar to but not the same as the training prescribed in the regulation, the officer may still be eligible for an exemption – please refer to the specific training requirement for more information.

2) What parts of the regulation apply to interprovincial police officers?

Only subsections 15 (1) and (2) of the regulation apply to police officers appointed under the *Interprovincial Policing Act, 2009.* The rest of the regulation does not apply.[2]

3) What is a certified trainer?

The **Director** may issue an individual a certificate that identifies them as a **certified trainer** for specific training in the regulation if the **Director** has determined, after considering training taken by the individual, that they are qualified to deliver the applicable training in a manner that is consistent with the **College's** course training standards. The certificate is valid until the identified expiry date on the certificate, which cannot be more than three years from the issuing date of the certificate.[3]

4) What happens if I was enrolled in mandatory training that did not finish before April 1, 2024, or enrolled in a course before April 1, 2024, that did not/does not start until after April 1, 2024?

Where there are requirements to have successfully completed training by April 1, 2024, if an individual was enrolled in the training before that date, the requirement was considered met on April 1. These individuals are no longer deemed to have met the requirement if they did not successfully complete the training requirement as soon as possible after April 1, 2024.[4]

Scenario Box 2

For example: There is a requirement to have training completed before April 1, 2024, whenever an officer is assigned a role/responsibility on or before April 1, 2024, and the regulation says the officer needs to successfully complete the training before undertaking or continuing to undertake the role/responsibility as of April 1, 2024.

If an officer was assigned a role/responsibility and was enrolled in a course that is mandated as required training under the CSPA and it needed to be successfully completed before continuing to undertake the role/responsibility, and they were either participating in the course as of April 1 but it did/does not finish until after April 1, 2024, or they are enrolled to start in the next session, which starts/started after April 1, 2024, they are not in non-compliance with the regulation if

[2] O. Reg. 87/24 s. 2.
[3] O. Reg. 87/24 s. 3.
[4] O. Reg. 87/24 s. 4.

they perform that role/responsibility as of April 1, 2024, as long as they successfully complete the course as soon as possible after the regulation is in force.

For example, officers who have covert technical surveillance or covert intelligence gathering responsibilities assigned to them on or after April 1, 2024, need to successfully complete certain training before undertaking or continuing to undertake the responsibilities. Since it says "before continuing to undertake", someone assigned the responsibilities before the regulation came into force needed to have successfully completed the training before April 1, 2024, in order to continue performing the role without interruption. However, if they were in the process of taking the course as of April 1 or are/were signed up for the first session after April 1, 2024, they are not in contravention of the regulation as long as they successfully complete the training as soon as possible. Some exceptions to the requirement to complete this training also apply – see below. (Please refer to section DD for further details on the Criminal Intelligence Service Ontario courses and requirements.)

APPOINTMENTS

A. Police Officers

The training an individual needs to successfully complete to be appointed as a police officer is the Basic Constable Training Program (BCT) delivered by the **College**.

An individual is exempt from having to successfully complete BCT if they have met all of the following criteria:

1. They have successfully completed a police recruit training program delivered elsewhere in Canada.
2. In the **Director's** opinion, the person has demonstrated qualifications and skills that are substantially equivalent to those they would have obtained through BCT.
3. Within 12 months before the appointment, the person has successfully completed the Use of Force Requalification course delivered by a **certified trainer**.

The person can have gained the substantially equivalent qualifications and skills through any means, including through the successful completion of courses or examinations specified by the **Director**. The **Director** needs to issue a certificate of completion to every person who successfully completes BCT or meets the exemption criteria.[5]

Meeting the requirements above is prescribed for the purposes of subsection 11 (2), (3) & (4) under O. Reg. 391/23 for police officers; i.e., officers cannot use force or carry or use a firearm or other weapon, unless they are in compliance with these requirements.[6] However, note that different training is required to carry or use conducted energy weapons or PepperBalls;

[5] O. Reg. 87/24 s. 5.
[6] O. Reg. 87/24 s. 15 (1).

conducted energy weapon training is covered later in this document, and no training has been prescribed yet for PepperBalls.

B. Special Constables

Special constables must successfully complete the following training in order to be appointed under the CSPA (including where they are being reappointed after their *Police Services Act* appointment expires):[7]

Table 2: Types of Special Constables and Appointment Training

Type of special constable	**Training**
Category 1 special constable: Member of police service under CSPA or First Nation policing provider	The program entitled "Police Employed Training Program", developed by the **College** and delivered by police services or special constable employers, with any use of force training delivered by a **certified trainer.**[8] This training is prescribed for the purpose of subsection 11 (2) of O. Reg. 391/23 with respect to the use of force on another person by the special constable.[9] This training is prescribed for the purpose of subsection 11 (4) of O. Reg. 391/23 with respect to the use of weapons that are not firearms (other than conducted energy weapons or PepperBalls) by the special constable.[10]
Category 2 special constable: Employed by a ministry, commission, board or other part of the Ontario government, including any government agency, but excluding Niagara Parks Commission, Metrolinx, and public colleges.	The program entitled "Regulatory Enforcement Training Program", developed by the **College** and delivered by police services or special constable employers, with any use of force training delivered by a **certified trainer.**[11]
Category 3 special constable: Niagara Parks constable	The program entitled "Basic Constable Training Program", delivered by the **College.**[12]

[7] Anyone appointed as a special constable in a category identified in the table must successfully complete the mandatory training set out in the table unless one of the exemptions described in the regulation applies, regardless of whether they will wear a uniform or have use of force options.
[8] O. Reg. 87/24, Table: Appointment As Special Constable.
[9] O. Reg. 87/24 s. 15 (3) & (4).
[10] O. Reg. 87/24 s. 15 (3) & (4).
[11] O. Reg. 87/24, Table: Appointment As Special Constable.
[12] O. Reg. 87/24, Table: Appointment As Special Constable.

	This training is prescribed for the purpose of subsection 11 (2), (3), & (4) under O. Reg. 391/23 for **Niagara Parks constables**.[13]
Category 4 special constable: Employed by an entity that employs police officers outside Ontario.	None[14]
Category 5 special constable: Employer not captured in categories 1-4 (e.g., Metrolinx, public colleges, universities, municipal transit agencies).	The program entitled "Broader Public Sector Specialized Law Enforcement Training Program", developed by the **College** and delivered by police services or special constable employers, with any use of force training delivered by a **certified trainer.**[15]

The following exemptions from special constable training apply:

Exemption Category 1: Completed special constable training delivered elsewhere in Canada (applicable for Category 1, 2, and 5 special constables only).

An individual is exempt from needing to have successfully completed the training for Category 1, 2, or 5 if they have met all of the criteria:

1. The individual:
    i. Has successfully completed training delivered elsewhere in Canada that the **Director** has determined is substantially equivalent to the training required for that category of special constable, and
    ii. In the **Director's** opinion, has demonstrated qualifications and skills that are substantially equivalent to those they would have obtained through their respective training. (Note, the person can have gained the substantially equivalent qualifications and skills through any means, including through the successful completion of courses or examinations specified by the **Director**.)
2. Within 12 months before the appointment, the individual has successfully completed the "Use of Force Requalification (Special Constables)" course delivered by a **certified trainer**.[16]

If after their appointment/reappointment, these individuals cease to be appointed as a special constable, they do not need to successfully complete the training required for appointment for the purpose of being reappointed, if they are to be reappointed to a position with substantially the same purposes and powers as their previous appointment, and the reappointment occurs

[13] O. Reg. 87/24 s. 15 (1).
[14] O. Reg. 87/24, Table: Appointment As Special Constable.
[15] O. Reg. 87/24, Table: Appointment As Special Constable.
[16] O. Reg. 87/24, s. 10 (3).

no later than one year following the day on which the most recent reappointment ceased. The exemption from training for reappointment can apply one or more times, as along as the criteria are met (i.e., substantially same purposes and powers and less than 1 year since the previous appointment ceased).[17]

Exemption Category 2: Former Police Officers, First Nation Officers, or Niagara Parks constables (applicable for Category 1, 2, 3, and 5 special constables only).

An individual is exempt from needing to successfully complete the training required for appointment as a category 1, 2, 3, or 5 special constable if they have met all of the following criteria:

1. The individual was previously appointed as a police officer, First Nation Officer or **Niagara Parks constable.**
2. The individual has not ceased to be appointed as a police officer, First Nation Officer or **Niagara Parks constable** for more than 2 years.
3. The individual successfully completed within 12 months before their appointment as a category 1, 2, 3, or 5 special constable:
    i. The Use of Force Requalification course if being appointed as a **Niagara Parks constable.**
    ii. Either the Use of Force Requalification course or Use of Force Requalification (Special Constables) course if being appointed as a category 1, 2, or 5 special constable.[18]

If an individual was exempt from the training based on the above criteria and was appointed or reappointed as a category 1, 2, 3, or 5 special constable, and their appointment or reappointment subsequently ceases, they are not required to take the training required for appointment in order to be reappointed as any category of special constable, no matter how many times they cease to be appointed and then seek to be reappointed and no matter the amount of time that passes in between special constable appointments.[19]

If a former police officer, First Nation Officer or **Niagara Parks constable** ceased to be appointed in that position for more than two years, then they would need to take the applicable training program for the class of special constable they are seeking to be appointed as, unless they qualify for another exemption.

Exemption Category 3: Completed police officer training delivered elsewhere in Canada (applicable to Category 3 special constables only).

[17] O. Reg. 87/24, s. 10 (8).
[18] O. Reg. 87/24, s. 10 (1.1).
[19] O. Reg. 87/24, s. 10 (2.1).

Individuals who are to be appointed as a **Niagara Parks constable** are exempt from the requirement to successfully complete the BCT program if they have met all of the following criteria:

1. They have successfully completed a police recruit training program delivered elsewhere in Canada.
2. In the **Director's** opinion, the individual has demonstrated qualifications and skills that are substantially equivalent to those they would have obtained through BCT. (Note, the person can have gained the substantially equivalent qualifications and skills through any means, including through the successful completion of courses or examinations specified by the Director.)
3. Within 12 months before the appointment, the individual has successfully completed the Use of Force Requalification course delivered by a **certified trainer**.[20]

If an individual was exempt from the training and was appointed or reappointed as a **Niagara Parks constable**, and their appointment or reappointment subsequently ceases, they are not required to take the training required for appointment in order to be reappointed as any category of special constable, no matter how many times they cease to be appointed and then seek to be reappointed and no matter the amount of time that passes in between special constable appointments.[21]

Exemption Category 4: Continuation of appointment on April 1, 2024.

A special constable whose appointment is continued under subsection 92 (12) of the Act (i.e., their appointment made under the *Police Services Act* continues under the CSPA) is exempt from the requirement to successfully complete the training required for appointment for the period of time that the appointment continues. Under s. 92 (12) of the Act, their appointment can only continue until April 1, 2027 or the end date in the appointment, whichever is sooner.

If these individuals cease to be appointed as a special constable, they do not need to successfully complete the training required for appointment for the purpose of being reappointed under the CSPA, if they are to be reappointed to a position with substantially the same purposes and powers as their previous appointment, and the reappointment occurs no later than one year following the day on which the most recent appointment ceased. The exemption from training for reappointment can apply one or more times, as along as the criteria are met (i.e., substantially same purposes and powers and less than 1 year since the previous appointment ceased).[22]

Exemption Category 5: Appointment ceased less than one year before April 1, 2024.

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[20] O. Reg. 87/24, s. 10 (2).
[21] O. Reg. 87/24, s. 10 (2.1).
[22] O. Reg. 87/24, s. 10 (5) & (8).

An individual whose special constable appointment ceased before April 1, 2024 does not need to successfully complete the training required for appointment for the purpose of being reappointed as a special constable, if they are being reappointed to a position that has purposes and powers that are substantially the same to what they had in their previous appointment, and if the reappointment occurs no later than one year following the day on which their previous appointment ended. The exemption from training for reappointment can apply one or more times, as along as the criteria are met (i.e., substantially same purposes and powers and less than 1 year since the previous appointment ceased).[23]

Exemption Category 6: Exemption from appointment training from April 1, 2024 to March 31, 2025 (applicable to category 1, 2, or 5 special constables only).

An individual who is to be appointed as a category 1, 2, or 5 special constable does not need to successfully complete the training required for appointment as outlined in the table above if on or after April 1, 2024 and before April 1, 2025 they successfully complete training that meets the following criteria:

1. The training is, in the opinion of their special constable employer or chief of police (as applicable), substantially equivalent to the training that was most recently provided before April 1, 2024 to special constables, for the purposes of appointment, who had substantially the same purposes and powers in their certificates of appointment.

2. The training is delivered by a police service, an entity that employs special constables or another provider that delivered the training most recently before April 1, 2024.[24]

If after their appointment, these individuals cease to be appointed as a special constable, they do not need to successfully complete the training required for appointment for the purpose of being reappointed, if they are to be reappointed to a position with substantially the same purposes and powers as their previous appointment, and the reappointment occurs no later than one year following the day on which the most recent reappointment ceased. The exemption from training for reappointment can apply one or more times, as along as the criteria are met (i.e., substantially same purposes and powers and less than 1 year since the previous appointment ceased).[25]

In regards to the above 6 exemption categories, if a special constable is exempt from training under section 10, the exemption also applies for the purpose of section 15 of the training regulation.

[23] O. Reg. 87/24, s. 10 (6) & (8).
[24] O. Reg. 87/24, s. 10 (7).
[25] O. Reg. 87/24, s. 10 (8).

Scenario Box 3

Scenario 1: *I take training to be a special constable sometime between April 1, 2024 and April 1, 2025. I can take either the OPC-developed training or the training that was most recently provided before April 1, 2024 and both can count as the training required for appointment. I took the training most recently offered prior to April 1, 2024, and am appointed as a special constable, and sometime after being appointed I cease to be appointed as a special constable. I don't need to take the OPC-developed training as a condition of being reappointed as long as I haven't ceased to be employed as a special constable for more than 1 year following the day on which my appointment ended, and I am being reappointed to a position with substantially the same purposes and powers in my certificate of appointment that I had before. The one year time period starts again every time I cease to be employed as a special constable. (Applicable for classes 1, 2, and 5)*

Scenario 2: *I am hired to be a special constable and take training after April 1, 2024 that is, in the opinion of my special constable employer or chief of police (as applicable), substantially equivalent to the training that was most recently provided before April 1, 2024. The training needs to be completed on or before March 31, 2025 to count for my appointment. If that training is not completed until after April 1, 2025, it will not count for appointment and I will need to successfully complete the OPC-developed training instead (unless I am eligible for another exemption). (Applicable for classes 1, 2, and 5)*

Scenario 3: *If I was appointed as a special constable before April 1, 2024, I do not need to successfully complete the OPC-developed training for reappointment as long as I stay continuously reappointed as a special constable. If my appointment ceases, I don't need to take the OPC-developed training as a condition of being reappointed as long as I haven't ceased to be appointed as a special constable for more than one year following the day on which my most recent appointment ended and I am being reappointed to a position with substantially the same purposes and powers in my certificate of appointment that I had before. The one year time period starts again every time I cease to be appointed as a special constable. If I change my position and it requires taking on new purposes or powers in my certificate of appointment, then I need to successfully complete the OPC-developed training for reappointment (unless I am eligible for another exemption). (Applicable for classes 1, 2, 3, and 5)*

Scenario 4: *My appointment as a special constable ceased prior to April 1, 2024. I don't need to successfully complete the OPC-developed training as a condition of being reappointed as long as I haven't ceased to be appointed as a special constable for more than one year following the day on which my most recent appointment ended and I am being reappointed to a position with substantially the same purposes and powers in my certificate of appointment that I had before. The one year time period starts again every time I cease to be appointed as a special constable. (Applicable for classes 1, 2, 3, and 5)*

Scenario 5: *I was previously appointed as a police officer, First Nation Officer, or Niagara Parks constable in Ontario. This means I successfully completed either the Basic Constable Training Program, or a program of police training elsewhere in Canada that the Director deemed substantially equivalent. Since the training required to be appointed as a police officer, First Nation Officer, or Niagara Parks constable goes beyond the training required to be a special constable, I do not need to take the OPC-developed training for appointment as a special constable if I haven't ceased to work as a police officer, First Nation Officer, or Niagara Parks constable for more than 2 years. If my appointment as a special constable ceases, I am able to be reappointed without taking the training required for appointment on an ongoing basis, it does not matter how much time has passed since I stopped being appointed as a special constable. (Applicable for classes 1, 2, 3, and 5)*

Scenario 6: *I successfully complete the training that is required for my category of special constable and am appointed. I do not have to retake that training to be reappointed as a special constable in that category, even if there is a gap in time between my last appointment ending and being reappointed. However, if I want to change to a different category of special constable, I need to successfully complete the training required for appointment to that class (for example, transitioning from a category 1 special constable to a category 5 special constable), unless another exemption applies to me. (Applicable for all classes)*

MENTAL HEALTH CRISIS RESPONSE TRAINING

C. Initial Training

Before April 1, 2026, every police officer needs to successfully complete the Mental Health Crisis Response (MHCR) Education and Applied Training program delivered by Wilfrid Laurier University, Toronto Metropolitan University, or a person who has successfully completed the MHCR Train-the-Trainer (MHCR-T3) course delivered by either university, and has been certified by one of the universities to deliver the program. *(A person is considered certified if they have a valid certificate from one of the two universities).*

The training described above does not apply to a police officer who was appointed on or after April 1, 2024, or successfully completed BCT after June 1, 2023. *(This is because the training was introduced as part of BCT as of June 1, 2023).*[26]

D. Ongoing Training

If you are an officer that needed to successfully complete the Mental Health Crisis Response (MHCR) Education and Applied Training program before April 1, 2026, then within 12 months of successfully completing the program and within every subsequent 12 months, you need to

[26] O. Reg. 87/24 s. 6.

successfully complete the MHCR In-Service Officer Requalification Requirements course delivered by one of the universities or a certified trainer as mentioned above.

If you are appointed on or after April 1, 2024, you need to successfully complete the MHCR In-Service Officer Requalification Requirements course within 12 months after your appointment and then within every subsequent 12 months.

If you are an officer who successfully completed BCT after June 1, 2023, but were appointed before April 1, 2024, you need to successfully complete the MHCR In-Service Officer Requalification Requirements course no later than April 1, 2026, and then within every subsequent 12 months.

If it is not reasonably possible for an officer to successfully complete the MHCR In-Service Officer Requalification Requirements program within a 12 month period, their chief of police can provide them an extension of up to 60 days to successfully complete the program.[27]

COACHING

E. Coaching

Officers assigned the responsibility of coaching a probationary officer need to, no later than 12 months after being assigned the responsibility, successfully complete one of the following courses:

1. The Coaching Police Professionals course delivered by the **College.**
2. An in-service course delivered by a police service that has been accredited by the **Director**.

An officer does not need to successfully complete the training if they have the responsibilities of a coach officer before April 1, 2025, and they have successfully completed training before April 1, 2025, that their chief of police has determined is substantially equivalent to the training prescribed above.[28]

COLLECTION OF IDENTIFYING INFORMATION IN CERTAIN CIRCUMSTANCES

F. Collection of Identifying Information in Certain Circumstances

The training required in section 12 of Ontario Regulation 400/23 under the CSPA is the Collection of Identifying Information in Certain Circumstances course delivered by the **College**.[29]

[27] O. Reg. 87/24 s. 7.
[28] O. Reg. 87/24 s. 8.
[29] O. Reg. 87/24 s. 9.

Connecting Regulatory Information

Ontario Regulation 400/23, Section 12

A chief of police shall ensure that every police officer in the police service who attempts to collect identifying information about an individual from the individual, and any member of the police service to whom the chief delegates any powers or duties of the chief under section 10, has successfully completed the training prescribed by the Minister for the purposes of this section within the previous 36 months.

USE OF FORCE AND WEAPONS

G. Police Officer and Niagara Parks constable Ongoing Use of Force and Weapons Training

Police officers and **Niagara Parks constables** complete their initial use of force and weapons training during their initial training for their appointment (i.e., BCT).

Every police officer or **Niagara Parks constable** needs to successfully complete the Use of Force Requalification course delivered by a **certified trainer** within every 12 month period (i.e., no less than on an annual basis). This training is prescribed for the purpose of subsections 11 (2), (3), & (4) under O. Reg. 391/23 for police officers and **Niagara Parks constables**.[30]

If it is not reasonably possible for a police officer or Niagara Parks constable to successfully complete the course within a 12 month period, their chief of police, or the Niagara Parks Commission in the case of Niagara Parks constables, can provide them an extension of up to 60 days to successfully complete the course.[31]

H. Police Officer and Niagara Parks constable Conducted Energy Weapon Initial and Ongoing Training

Every police officer or **Niagara Parks constable** who is authorized to carry or use a conducted energy weapon needs to:

1. Successfully complete the Conducted Energy Weapon (CEW) Operator course delivered by the **College** or a **certified trainer** before carrying or using the weapon.
2. Every 12 months after the initial training, successfully complete the Conducted Energy Weapon (CEW) Requalification course delivered by the **College** or a **certified trainer**.

The training above is prescribed for the purposes of subsection 11 (4) under O. Reg. 391/23 with respect to the use of conducted energy weapons by a police officer or **Niagara Parks constable.**[32]

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[30] O. Reg. 87/24 s. 15 (1).
[31] O. Reg 87/24 s. 11 (2).
[32] O. Reg. 87/24 s. 15 (2).

If it is not reasonably possible for a police officer or **Niagara Parks constable** to successfully complete the requalification course within a 12 month period, their chief of police, or the Niagara Parks Commission in the case of Niagara Parks constables, can provide them an extension of up to 60 days to successfully complete the course.[33]

I. Carbines

This section applies to:

1. Every police officer who performs community patrol functions, and who may be required to respond to an incident involving an active attacker; and
2. Every **Niagara Parks constable** whose certificate of appointment authorizes them to carry or use a semi-automatic rifle and who has additionally been authorized by the Niagara Parks Commission to carry or use a semi-automatic rifle.

Every police officer and **Niagara Parks constable** as described above needs to successfully complete the Carbine Operator course delivered by the **College** or a **certified trainer**.

If a police officer was appointed before April 1, 2024, they need to successfully complete the course by no later than April 1, 2026.

A police officer appointed on or after April 1, 2024 shall successfully complete the course within 12 months of when the training requirement begins to apply to the officer. A Niagara Parks constable shall successfully complete the course within 12 months of when the training requirement beings to apply to the constable. The requirement started to apply to police officers on April 1, 2024 and started to apply to Niagara Parks constables on May 30, 2025.

Every officer and **Niagara Parks constable** as described above needs to successfully complete the Carbine Operator Requalification course delivered by the **College** or a **certified trainer** within 12 months after successfully completing the initial Carbine Operator training and then within every subsequent 12 months.[34]

J. Use of Force and Weapons Ongoing Training for Category 1, 2, and 5 Special Constables

This section applies to **category 1, 2 or 5 special constables** if they may be required to use force on another person or are authorized to carry or use a weapon. (*These special constables complete their initial use of force and weapons training during their initial training for their appointment).*

These special constables need to successfully complete the Use of Force Requalification (Special Constables) course delivered by the **College** or a **certified trainer** within every 12 month period.

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[33] O. Reg. 87/24 s. 12.
[34] O. Reg. 87/24 s. 13.

This training is prescribed for the purpose of subsection 11 (2) of O. Reg. 391/23 with respect to the use of force on another person by the special constable and 11 (4) of O. Reg. 391/23 with respect to the use of a weapon that is not a firearm (other than conducted energy weapons or PepperBalls) by the special constable.[35]

If it is not reasonably possible for a special constable to successfully complete the requalification course within a 12 month period, they can be given an extension of up to 60 days to successfully complete the course by one of the respective entities depending on the type of special constable:

1. For special constables who are members of a police service, the extension can be provided by their chief of police.
2. For special constables whose employer is a **First Nation policing provider**, the extension can be provided by the most senior ranking First Nation Officer.
3. For any other special constable, the extension can be provided by their employer.[36]

PUBLIC ORDER

K. Public Order

Every police officer who has an assigned responsibility in column 1 of the table needs to successfully complete the initial training outlined in column 2 of the table before undertaking or continuing to undertake the responsibility.

Officers do not need to successfully complete the initial training if they had the assigned responsibility before April 1, 2024, and they have successfully completed training before April 1, 2024, that their chief of police has determined is substantially equivalent to the initial training identified for their respective responsibility in column 1.

Every police officer who has an assigned responsibility in column 1 needs to successfully complete the recertification training outlined in column 3 of the table.

Officers who need to successfully complete the initial training prescribed in column 2 need to successfully complete the requalification training identified in column 3 every 12 months after successfully completing the initial training.

Officers who are exempt from having to successfully complete the initial training in column 2 need to successfully complete the recertification training in column 3 no later than April 1, 2025, and within every subsequent 12 months.[37]

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[35] O. Reg. 87/24 s. 15 (3) & (4).
[36] O. Reg. 87/24 s. 14.
[37] O. Reg. 87/24 s. 16.

Table 3: Public Order Training

Column 1 Responsibilities	Column 2 Initial training	Column 3 Ongoing training
Safe crowd management and maintaining public order	The course entitled "Public Order Operator", delivered by the **College** or by a **certified trainer**	The course entitled "Public Order Operator Re-certification", delivered by the **College** or by a **certified trainer**
Supervision of a public order unit	The course entitled "Public Order Section Lead", delivered by the **College** or by a **certified trainer**	The course entitled "Public Order Section Lead Re-certification", delivered by the **College** or by a **certified trainer**
Tactical command of a public order unit	The course entitled "Public Order Commander", delivered by the **College**	The course entitled "Public Order Commander Re-certification", delivered by the **College**

INCIDENT COMMAND

L. Boards and Scribes

Every police officer and special constable, whose assigned responsibilities on or after April 1, 2025 include recording decisions of an incident commander during an incident, needs to successfully complete one of the following courses before undertaking the responsibilities or continuing to undertake the responsibilities:

1. Boards and Scribes delivered by the **College**
2. A course delivered by the Canadian Police College that the **Director** has determined is substantially equivalent to the **College's** course.

Officers and special constables do not need to successfully complete the training if they had the responsibilities before April 1, 2024, and they have successfully completed training before April 1, 2024, that the officer or special constable's chief of police or special constable employer, as applicable, has determined is substantially equivalent to one of the courses above.[38]

Explanatory Box 1

Officers or special constables assigned the responsibilities between April 1, 2024 and March 31, 2025, have until April 1, 2025 to successfully complete one of the two courses above. If they do not successfully complete the training by April 1, 2025, they cannot continue to undertake the responsibilities until they successfully complete the training. Officers or special constables

[38] O. Reg. 87/24 s. 17.

assigned the responsibilities on or after April 1, 2025, must successfully complete the course before they undertake the responsibilities.

Officers who had the responsibilities before April 1, 2024, but have not successfully completed substantially equivalent training, as of April 1, 2025, can no longer continue to undertake these responsibilities until they successfully complete one of the two courses above.

M. Community Patrol

Police officers or **Niagara Parks constables** who have assigned responsibilities that include community patrol and successfully completed BCT before January 1, 2020, need to successfully complete the Incident Command 100 course delivered by the **College** no later than April 1, 2025.[39] (the Incident Command 100 course was added to the Basic Constable Training Program as of January 1, 2020).

This is an online course that can be accessed through the Ontario Police College Virtual Academy.

N. Community Patrol Supervision

Police officers or **Niagara Parks constables** whose assigned responsibilities include community patrol supervision need to successfully complete the following training within 12 months after being assigned the responsibility:

1. One of the following:
    a) Front Line Supervisor course delivered by the **College** or a **certified trainer**
    b) An in-service course delivered by a police service that has been accredited by the **Director**
2. Incident Command 100 delivered by the **College**
3. Incident Command 200 delivered by the **College** or a **certified trainer**[40]

A police officer or **Niagara Parks constable** who had these responsibilities before April 1, 2024, and successfully completed training before that date that the officer's chief of police or the Niagara Parks Commission, as the case may be, has determined is substantially equivalent to the courses above, does not need to successfully complete the prescribed training.

If an officer or special constable had the responsibilities before April 1, 2024, but has not taken substantially equivalent training, they need to successfully complete the prescribed courses no later than April 1, 2025.[41]

[39] O. Reg. 87/24 s. 18.
[40] O. Reg. 87/24 s. 19.
[41] O. Reg. 87/24 s. 22.

O. Incident Commanders

Every police officer whose assigned responsibilities include those of an incident commander, as the term is used in Ontario Regulation 392/23 under the Act, needs to comply with the following:

1. If the assignment includes responsibility for providing an analytical level response to an incident, the officer needs to successfully complete the Incident Command 300 course delivered by the **College** or a **certified trainer** no later than 12 months after being assigned the responsibility.
2. If the assignment includes responsibility for providing a strategic level response to an incident, the officer needs to successfully complete the Incident Command 400 course delivered by the **College** no later than 12 months after being assigned the responsibility.[42]

A police officer who had these responsibilities before April 1, 2024, and successfully completed training before that date that the officer's chief of police has determined is substantially equivalent to the Incident Command 300 course, does not need to successfully complete the Incident Command 300 course.

A police officer does not need to successfully complete the Incident Command 400 course if they had the responsibilities before April 1, 2024, and successfully completed training delivered by the Ontario Provincial Police or the Canadian Police College before April 1, 2024 that the officer's chief of police has determined is substantially equivalent to the Incident Command 400 course.

If an officer had the responsibilities of either type of incident commander before April 1, 2024, but has not successfully completed substantially equivalent training, they need to successfully complete the prescribed course(s) no later than April 1, 2025.[43]

P. Communications Centre Supervisor

Every police officer whose assigned responsibilities include directly supervising communications operators and dispatchers needs to successfully complete the Communications Centre Supervisor course delivered by the **College** or a **certified trainer** no later than 12 months after being assigned the responsibility.[44]

A police officer who had these responsibilities before April 1, 2024, and successfully completed training before that date that the officer's chief of police has determined is substantially equivalent to the course above, does not need to successfully complete the prescribed training.

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[42] O. Reg. 87/24 s. 20.
[43] O. Reg. 87/24 s. 22.
[44] O. Reg. 87/24 s. 21.

If an officer had the responsibilities before April 1, 2024, but has not successfully completed substantially equivalent training, they need to successfully complete the prescribed course no later than April 1, 2025.[45]

CRISIS NEGOTIATION

Q. Initial Training

Every police officer whose assigned responsibilities include those of a crisis negotiator as the term is used in Ontario Regulation 392/23 under the Act, needs to successfully complete one of the following courses before undertaking the responsibilities or continuing to undertake the responsibilities:

1. The Crisis Negotiator course delivered by the **College.**
2. A course delivered by the Canadian Police College that the **Director** has determined is substantially equivalent to the course offered by the **College**.

Officers do not need to successfully complete the initial training if they had the responsibilities before April 1, 2024, and they have successfully completed training before April 1, 2024, that their chief of police has determined is substantially equivalent to the training prescribed above.[46]

R. Ongoing Training

Every police officer whose assigned responsibilities include those of a crisis negotiator needs to successfully complete one of the following courses every 24 months after successfully completing the initial training:

1. The Crisis Negotiator Re-certification course delivered by the **College**.
2. A course delivered by the Canadian Police College that the **Director** has determined is substantially equivalent to the course offered by the **College**.

Police officers that are exempt from the initial crisis negotiator training need to successfully complete the recertification training no later than April 1, 2025, and within every subsequent 24 months.

Officers do not need to successfully complete the recertification training if their chief of police has determined that they have, during that 24 month period, conducted a crisis negotiation.[47]

[45] O. Reg. 87/24 s. 22.
[46] O. Reg. 87/24 s. 23.
[47] O. Reg. 87/24 s. 24.

S. Tactical Unit

The prescribed training for the purposes of paragraph 6 of subsection 9 (1) of Ontario Regulation 392/23 under the Act is one of the following:

1. The Basic Crisis Negotiator course delivered by the **College**.
2. The Crisis Negotiators course delivered by the Canadian Police College.

If a police officer was a member of a tactical unit before April 1, 2024, and has successfully completed training before April 1, 2024, that the chief of police has determined is substantially equivalent to one of the above courses, they do not need to successfully complete the training, and they are deemed to have successfully completed it for the purpose of Ontario Regulation 392/23.[48]

This is the prescribed training that at least one member of a tactical unit must have successfully completed.

IMMEDIATE RAPID DEPLOYMENT

T. Initial Training

The section applies to:

1. Every police officer who performs community patrol functions and who may be required to respond to an incident involving an active attacker; and
2. Every **Niagara Parks constable** whose certificate of appointment authorizes them to carry or use a semi-automatic rifle and who has additionally been authorized by the Niagara Parks Commission to carry or use a semi-automatic rifle or a shotgun.

These police officers and Niagara Parks constables must successfully complete one of the following:

1. The Immediate Rapid Deployment (IRD) Basic course delivered by the **College** or a **certified trainer**.
2. An in-service course delivered by a police service that has been accredited by the **Director**.

These police officers and **Niagara Parks constables** must successfully complete the training no later than 12 months after being assigned these responsibilities. This requirement started to apply to police officers on April 1, 2024 and started to apply to **Niagara Parks constables** on May 30, 2025.

[48] O. Reg. 87/24 s. 25.

Police officers or **Niagara Parks constables** who successfully completed BCT after April 30, 2023 do not need to take the initial training, as it is included in the BCT program as of April 30, 2023.

Police officers who were assigned the responsibilities before April 1, 2024, and successfully completed training before April 1, 2024, that their chief of police determines is substantially equivalent to one of the courses above, do not need to take the initial training.[49]

U. Ongoing Training, Police Officers

A police officer who performs community patrol functions and who may be required to respond to an incident involving an active attacker must successfully complete one of the following courses within 24 months after successfully completing the initial active attacker training and then within every subsequent 24 months:

1. The Immediate Rapid Deployment (IRD) Refresher Training course delivered by the **College** or a **certified trainer**.
2. An in-service course that has been accredited by the **Director**.

Officers who didn't have to take the initial training because they took BCT after April 30, 2023 must successfully complete the requalification training by the later of the following and within every subsequent 24 month period after the applicable day:

1. The day that is 24 months after the successful completion of BCT; or
2. April 1, 2026.

Officers who didn't have to take the initial training because they were assigned the responsibilities before April 1, 2024, and successfully completed training before April 1, 2024, that their chief of police determined is substantially equivalent must successfully complete the requalification training by no later than April 1, 2026 and within every subsequent 24 months.

If it is not reasonably possible for the police officer to successfully complete the requalification training within a 24 month period, the chief of police may provide an extension of up to 60 days for the officer to successfully complete the training.[50]

V. Ongoing Training, Niagara Parks constable

A **Niagara Parks constable** whose certificate of appointment authorizes them to carry or use a semi-automatic rifle and who has additionally been authorized by the Niagara Parks Commission to carry or use a semi-automatic rifle or a shotgun must successfully complete one of the following courses within 24 months after successfully completing the initial active attacker training and then within every subsequent 24 months:

[49] O. Reg. 87/24 s. 26.
[50] O. Reg. 87/24 s. 27.

1. The Immediate Rapid Deployment (IRD) Refresher Training course delivered by the **College** or a **certified trainer**.
2. An in-service course that has been accredited by the **Director**.

If a **Niagara Parks constable** did not need to successfully complete the initial training because they successfully completed BCT after April 30, 2023, the **Niagara Parks constable** shall successfully complete the requalification training by the latest of the following dates and within every subsequent 24 months:

1. The day that is 24 months after the successful completion of BCT.
2. The day the **Niagara Parks constable** begins to meet the criteria for the training requirement to apply (i.e., their certificate of appointment authorizes them to carry or use a semi-automatic rifle and the Niagara Parks Commission authorizes them to do so).
3. June 1, 2027.

If it is not reasonably possible for the **Niagara Parks constable** to successfully complete the requalification training within a 24 month period, the Niagara Parks Commission may provide an extension of up to 60 days for the **Niagara Parks constable** to successfully complete the training.[51]

INVESTIGATORS

W. Investigator

The training prescribed for the purposes of the definition of an "investigator" in section 1 of Ontario Regulation 395/23 under the Act is BCT delivered by the **College**.[52]

X. Senior Investigator

The training prescribed for the purpose of clause (a) of the definition of "senior investigator" in section 1 of Ontario Regulation 395/23 under the Act are the following three requirements:

1. The Criminal Investigators Training course delivered by the **College** or a **certified trainer**.
2. One of the following:
    a. The Investigative Interviewing Techniques course delivered by the **College** or a **certified trainer**.
    b. A course delivered by the Canadian Police College that the **Director** has determined is substantially equivalent to the course offered by the **College**.

[51] O. Reg. 87/24 s. 27.1.
[52] O. Reg. 87/24, s. 28 (1).

3. One of the following:

    a. The Search Warrant course delivered by the **College** or a **certified trainer**.

    b. A course delivered by the Canadian Police College that the **Director** has determined is substantially equivalent to the course offered by the **College**.

The investigative interviewing techniques and search warrant courses need to be successfully completed within 12 months after successfully completing the Criminal Investigators Training course.[53]

All three courses need to be successfully completed for someone to be considered a "senior investigator" under clause (a) of the definition in O Reg 395/23.

Connecting Regulatory Information

Ontario Regulation 395/23, section 1.

In Ontario Regulation 395/23, an investigator is defined as a peace officer who is a member of a police service and who has successfully completed the applicable training prescribed by the Minister.

In Ontario Regulation 395/23, a senior investigator is defined as a police officer who

a) Has successfully completed the applicable training prescribed by the Minister (which is outlined above), or

b) Within the three years before Ontario Regulation 395/23 came into force,

    i. Participated as a police officer in a threshold investigation, as defined in the Major Case Management Regulation,

    ii. Led a non-threshold investigation, as defined in the Major Case Management Regulation,

    iii. Led an investigation into an offence involving firearms or conducted energy weapons or into a criminal organization offence or terrorism offence, as those terms are defined in section 2 of the Criminal Code (Canada), or

    iv. Led any other investigation that, in the opinion of the officer's chief of police, required the exercise of the skills that a police officer would acquire by successfully completing the applicable training prescribed by the Minister.

This means that an officer does not need to take the prescribed training if in the three years before April 1, 2024 they met any of the criteria in clause b.

[53] O. Reg. 87/24, s. 28 (2) & (3).

MAJOR CASES, FORENSIC AND RELATED TRAINING

Y. Initial Training

A police officer who has an assigned role listed in column 1 of the table needs to successfully complete the applicable training outlined in column 2 of the table before undertaking the role or continuing to undertake the role.

A police officer does not need to successfully complete the training in column 2 if the officer was assigned the role before April 1, 2024, and the officer's chief of police has determined that they successfully completed substantially equivalent training to that in the table before April 1, 2024.[54]

Table 4: Major Cases and Initial Forensic Training

Item	Column 1 Role	Colum 2 Training	Column 3 Connections to other Regulations under the CSPA
1	**Major case manager** or **primary investigator**	The course entitled "Ontario Major Case Management", delivered by the **College** or by a **certified trainer**	Not applicable
2	**File co-ordinator**	The following courses: 1. "Ontario Major Case Management", delivered by the **College** or by a **certified trainer** 2. "Managing Investigation Using PowerCase", delivered by the **College**	Not applicable
3	**Forensic identification officer**	One of the following courses: 1. The course entitled "Forensic Identification Officer" delivered by the **College** 2. A course delivered by the Canadian Police College that the **Director** has determined is	This training and the recertification training described below for a **forensic identification officer** is the training prescribed for the purpose of subsection 3 (4) of Ontario Regulation 394/23.[55]

[54] O. Reg. 87/24, s. 29.
[55] O. Reg. 87/24, s. 31.

		substantially equivalent to the **College** course	
4	**Forensic identification officer** whose responsibilities include providing scientific expert opinion evidence in bloodstain pattern analysis	The following courses and programs: 1. One of the courses set out in item 3 of Column 2 2. One of the following programs: i. The program entitled "Bloodstain Pattern Analyst Certification Program" delivered by the **College** ii. A program delivered by the Canadian Police College that the **Director** has determined is substantially equivalent to the **College** program	This training and the recertification training described below for a **forensic identification officer** whose responsibilities include providing scientific expert bloodstain pattern analysis is the training prescribed for the purpose of subsection 3 (4) of Ontario Regulation 394/23.[56]
5	**Information co-ordinator**	The course entitled "Managing Investigation Using PowerCase", delivered by the **College**	This training is prescribed for the purpose of subsection 3 (4) of Ontario Regulation 394/23.[57] This is also the training prescribed for the purposes of paragraph 4 of subsection 8 (3) of Ontario Regulation 394/23.[58]
6	**Scenes of crime officer**	One of the following courses: 1. "Scenes of Crime Officer" delivered by the **College** or by a **certified trainer** 2. An in-service course delivered by a police	Not applicable

[56] O. Reg. 87/24, s. 31.
[57] O. Reg. 87/24, s. 31.
[58] O. Reg. 87/24, s. 32.

		service that the **Director** has accredited 3. A course delivered by the Canadian Police College that the **Director** has determined is substantially equivalent to **College** course	
7	**Multi-jurisdictional major case manager**	The following courses: 1. "Ontario Major Case Management", delivered by the **College** or by a **certified trainer** 2. "Multi-Jurisdictional Major Case Management", delivered by the **College**	This is the training prescribed for the purposes of clause 15 (3) (b) of Ontario Regulation 394/23.[59]

Z. Ongoing Training for Forensic Identification

A police officer who is assigned the role of a **forensic identification officer** needs to, within 36 months after successfully completing the initial training in the table above, and then within every subsequent 36 months, successfully complete the Forensic Identification Officer Re-Certification course delivered by the **College**.

A police officer who is assigned the role of a **forensic identification officer** whose responsibilities include providing expert opinion evidence in bloodstain pattern analysis needs to:

- Successfully complete the recertification training required of a **forensic identification officer** as outlined above; and
- Within every subsequent 36 months after successfully completing the initial training in the table above, successfully complete the Bloodstain Pattern Analyst Re-Certification course delivered by the College.[60]

Explanatory Box 2

Forensic identification officers whose responsibilities include providing expert opinion evidence in bloodstain pattern analysis still need to successfully complete the re-certification requirement for just a **forensic identification officer**. This is an additional re-certification requirement due to the additional specification of their role.

[59] O. Reg. 87/24, s. 33.
[60] O. Reg. 87/24, s. 30.

FAMILIAL OR INTIMATE PARTNER VIOLENCE OCCURENCES, HATE CRIMES, ELDER ABUSE, AND HUMAN TRAFFICKING

AA. Familial or Intimate Partner Violence Occurrences, Hate Crimes, Elder Abuse, and Human Trafficking

In respect of officers who had/have the responsibilities assigned before April 1, 2025

A police officer whose assigned responsibilities include conducting any of the following investigations – familial or intimate partner violence occurrences; hate crimes; elder abuse; human trafficking – needs to comply with the following requirements for each type of investigation they are responsible for:

- If they had responsibility for these types of investigations before April 1, 2025, they need to successfully complete the training assigned to that role in column 2 of the table below.
    1. This training needs to be successfully completed no later than April 1, 2026, and
    2. The same training needs to be successfully completed within every subsequent 24 months.[61]

These police officers do not need to successfully complete the training if the officer has successfully completed training before April 1, 2024, that the officer's chief of police has determined is substantially equivalent to the training outlined in column 2. If this is the case, a police officer is deemed to have successfully completed the training on April 1, 2025 (so their requalification training clock starts from this date).[62]

Police officers do not need to re-take the training for one or more of the four types of investigations if their chief of police determines that the officer has, during the respective 24 month period:

- In the case of an officer with responsibilities for investigating familial or intimate partner violence, elder abuse, and/or human trafficking occurrences, conducted an investigation of that type.
- In the case of an officer with responsibilities for investigating hate crimes, conducted a hate crime investigation or been the **primary investigator** assigned to another **threshold investigation**.[63]

In the case of officers who are assigned the responsibilities on or after April 1, 2025

[61] O. Reg. 87/24, s. 34 (2).
[62] O. Reg. 87/24, s. 34 (4).
[63] O. Reg. 87/24, s. 34 (5).

A police officer whose assigned responsibilities include conducting any of the following investigations – familial or intimate partner violence occurrences; hate crimes; elder abuse; human trafficking – needs to comply with the following requirements for each type of investigation they are responsible for:

- If an officer was assigned the responsibilities on or after April 1, 2025, they need to successfully complete the training set out in column 2 of the table:
    1. No later than 12 months after being assigned that type of investigation, and
    2. The same training needs to be successfully completed within every subsequent 24 months.[64]

Police officers do not need to re-take the training for one or more of the four types of investigations if their chief of police determines that the officer has, during the respective 24 month period:

- In the case of an officer with responsibilities for investigating familial or intimate partner violence, elder abuse, and/or human trafficking occurrences, conducted an investigation of that type.
- In the case of an officer with responsibilities for investigating hate crimes, conducted a hate crime investigation or been the **primary investigator** assigned to another **threshold investigation**.[65]

Table 5: Familial or Intimate Partner Violence Occurrences, Hate Crimes, Elder Abuse, and Human Trafficking Training

Column 1 **Type of Investigation**	**Column 2** **Training**
Familial or intimate partner violence occurrences	One of the following: 1. The course entitled "Domestic Violence Investigation", delivered by the **College**. 2. A course that has been accredited by the **Director** for the purposes of this type of investigation, delivered by a police service.
Hate crimes	One of the following courses: 1. "Hate Crime Investigation", delivered by the **College**. 2. A course that has been accredited by the **Director** for the purposes of this type of investigation, delivered by a police service.
Elder abuse	One of the following courses:

[64] O. Reg. 87/24, s. 34 (2).
[65] O. Reg. 87/24, s. 34 (5).

	1. “Elder Abuse Investigation”, delivered by the **College**. 2. A course that has been accredited by the **Director** for the purposes of this type of investigation, delivered by a police service.
Human trafficking	One of the following courses: 1. “Human Trafficking Investigation”, delivered by the **College**. 2. A course that has been accredited by the **Director** for the purposes of this type of investigation, delivered by a police service.

Scenario Box 4

For example: If a police officer had the responsibilities before April 1, 2025, for investigating hate crimes and had successfully completed training the chief of police determines is substantially equivalent before April 1, 2024, they do not need to successfully complete the training. If this is the case, the police officer is deemed to have successfully completed the training on April 1, 2025 (so their requalification training clock starts from this date). They do not need to successfully complete the requalification training if, during every 24 month period, their chief of police determines they conducted a hate crime investigation or have been the primary investigator assigned to another threshold investigation. If they had the responsibilities but had not successfully completed training their chief of police can determine is substantially equivalent before April 1, 2024, then they need to successfully complete the training by April 1, 2026. They do not need to successfully complete the requalification training if, during every 24 month period, their chief of police determines they conducted a hate crime investigation or have been the primary investigator assigned to another threshold investigation.

A police officer who is assigned responsibility on or after April 1, 2025, for investigating hate crimes needs to successfully complete the training no later than 12 months after being assigned the responsibilities. They do not need to successfully complete the requalification training if, during every 24 month period, their chief of police determines they conducted a hate crime investigation or have been the primary investigator assigned to another threshold investigation.

HOMICIDES AND POTENTIAL HOMICIDES, SEXUAL ASSAULT, AND INVESTIGATING OFFENCES AGAINST CHILDREN

BB. Homicides and Potential Homicides, Sexual Assault, and Investigating Offences Against Children

<u>For an officer with the responsibilities before April 1, 2024</u>

A police officer whose assigned responsibilities include conducting any of the following investigations – homicide or potential homicide (see definition in table below); sexual assault; child abuse and neglect – needs to comply with the following requirements:

- If they had responsibility for these types of investigations before April 1, 2024, they need to successfully complete the training assigned to that role in column 2 of the table below.

    1. This training needs to be successfully completed no later than April 1, 2025, and
    2. The same training needs to be successfully completed within every subsequent 24 months.[66]

These police officers do not need to successfully complete the training if the officer has successfully completed training before April 1, 2024, that the officer's chief of police has determined is substantially equivalent to the training outlined in column 2. If this is the case, a police officer is deemed to have successfully completed the training on April 1, 2024 (so their requalification training clock starts from this date).[67]

Officers do not need to re-take the training for one or more of the three types of investigations if their chief of police determines that the officer has, during the respective 24 month period:

- In the case of an officer with responsibilities for investigating homicides or potential homicides, conducted a homicide investigation or been the **primary investigator** assigned to another **threshold investigation**.
- In the case of an officer with responsibilities for investigating sexual assaults, conducted a sexual assault investigation or been the **primary investigator** assigned to any **threshold investigation**.
- In the case of an officer with responsibilities for investigating child abuse and neglect, conducted an investigation into child abuse or neglect or been the **primary investigator** assigned to any **threshold investigation**.[68]

<u>In the case of officers who got assigned the responsibilities on or after April 1, 2024</u>

A police officer whose assigned responsibilities include conducting any of the following investigations – homicide or potential homicide; sexual assault; child abuse and neglect – needs to comply with the following requirements:

- If an officer was assigned the responsibilities on or after April 1, 2024, they need to successfully complete the training set out in column 2 of the table:

[66] O. Reg. 87/24, s. 34 (3).
[67] O. Reg. 87/24, s. 34 (4).
[68] O. Reg. 87/24, s. 34 (5).

1. Within 12 months after being assigned that type of investigation, and
2. The same training needs to be successfully completed every subsequent 24 months.[69]

Officers do not need to re-take the training for one or more of the three types of investigations if their chief of police determines that the officer has, during the respective 24 month period:

- In the case of an officer with responsibilities for investigating homicides or potential homicides, conducted a homicide investigation or been the **primary investigator** assigned to another **threshold investigation**.
- In the case of an officer with responsibilities for investigating sexual assaults, conducted a sexual assault investigation or been the **primary investigator** assigned to any **threshold investigation**.
- In the case of an officer with responsibilities for investigating child abuse and neglect, conducted an investigation into child abuse or neglect or been the **primary investigator** assigned to any **threshold investigation**.[70]

Table 6: Homicides and Potential Homicides, Sexual Assault, and Investigating Offences Against Children Training

Column 1 **Type of Investigation**	**Column 2** **Training**
Investigating suspicious deaths, missing persons occurrences where the disappearance is suspicious, or any other circumstances that could reasonably lead to a homicide investigation ("homicides and potential homicides")	The course entitled "Homicide Investigation", delivered by the **College** or a course accredited by the **Director** for the purpose of this type of investigation that is delivered by a police service.
Investigating sexual assaults	The course entitled "Sexual Assault Investigation", delivered by the **College** or a course accredited by the **Director** for the purpose of this type of investigation that is delivered by a police service.
Investigating child abuse and neglect	The course entitled "Investigating Offences Against Children", delivered by the **College** or a course accredited by the **Director** for the purpose of this type of investigation that is delivered by a police service.

[69] O. Reg. 87/24, s. 34 (3).
[70] O. Reg. 87/24, s. 34 (5).

Scenario Box 5

For example: If a police officer had the responsibilities before April 1, 2024, for investigating sexual assaults and successfully completed training the chief of police determines is substantially equivalent before April 1, 2024, they do not need to successfully complete the training. If this is the case, the police officer is deemed to have successfully completed the training on April 1, 2024 (so their requalification training clock starts from this date). They do not need to successfully complete the requalification training if, during every 24 month period, their chief of police determines they conducted a sexual assault investigation or have been the primary investigator assigned to any threshold investigation. If they had the responsibilities but had not successfully completed training before April 1, 2024, their chief of police can determine is substantially equivalent, then they need to successfully complete the training. They do not need to successfully complete the requalification training if, during every 24 month period, their chief of police determines they conducted a sexual assault investigation or have been the primary investigator assigned to any threshold investigation.

A police officer who is assigned responsibility on or after April 1, 2024, for investigating sexual assaults needs to successfully complete the training no later than 12 months after being assigned the responsibilities. They do not need to successfully complete the requalification training if, during every 24 month period, their chief of police determines they conducted a sexual assault investigation or have been the primary investigator assigned to any threshold investigation.

SPECIALIZED INVESTIGATIVE TEAMS

CC. Specialized Investigative Teams

As of April 1, 2025, at least one member of a specialized investigative team responsible for the matter in the table below must have successfully completed the training named in the table.[71]

Table 7: Specialized Investigative Teams Training

Column 1 **Provision of O. Reg. 395/23**	**Column 2** **Training**
Familial or intimate partner violence	One of the following: 1. The course entitled “Domestic Violence Investigation”, delivered by the **College**. 2. A course that has been accredited by the **Director** for the purposes of this type of investigation, delivered by a police service
Hate crimes	One of the following courses: 1. “Hate Crime Investigation”, delivered by the **College**. 2. A course that has been accredited by the

[71] O. Reg. 87/24, s. 35.

	Director for the purposes of this type of investigation, delivered by a police service
Elder abuse	One of the following courses: 1. "Elder Abuse Investigation", delivered by the **College**. 2. A course that has been accredited by the **Director** for the purposes of this type of investigation, delivered by a police service
Human trafficking	One of the following courses: 1. "Human Trafficking Investigation", delivered by the **College**. 2. A course that has been accredited by the **Director** for the purposes of this type of investigation, delivered by a police service

CRIMINAL INTELLIGENCE SERVICE ONTARIO

DD. Criminal Intelligence Service Ontario Courses

A police officer whose assigned responsibilities are included in column 1 of the table needs to successfully complete the course set out opposite the responsibility in column 2 before undertaking the responsibility or continuing to undertake the responsibility.

An officer does not need to successfully complete the training if they had the assigned responsibility before April 1, 2024, and the officer's chief of police determines they have successfully completed training before April 1, 2024, that is substantially equivalent to the training in column 2.

Table 8: Criminal Intelligence Service Ontario Training

Column 1 **Responsibilities**	**Column 2** **Training**
Covert technical surveillance or covert intelligence gathering	The course entitled "Lawful Justification Training", delivered by the Criminal Intelligence Service Ontario
Technical investigation	The course entitled "Technical Investigator Training", delivered by the Criminal Intelligence Service Ontario
Covert physical surveillance	One of the following: 1. The course entitled "Mobile Surveillance Outreach Training", delivered by the Criminal Intelligence Service Ontario or by a person who has been approved to deliver the training by the Director of the Criminal Intelligence Service Ontario

	2. The course entitled “Physical Surveillance Training”, delivered by the Ontario Provincial Police
Handling and deployment of covert or undercover operator	The course entitled “Covert Operation Handler”, delivered by the Criminal Intelligence Service Ontario

For the purpose of the Mobile Surveillance Outreach Training, the Director of the Criminal Intelligence Service Ontario (CISO) may approve an individual to deliver the training if that Director has determined, taking into consideration the training received by the individual, that they are qualified to deliver the training in a manner that is consistent with CISO course training standards. The individual’s approval is valid until the date specified by the Director of CISO, which cannot be later than three years following the issuing of the approval.[72]

EXPLOSIVES

EE. Explosive Forced Entry

Every police officer whose assigned responsibilities include explosive forced entry needs to successfully complete the Tactical – Police Explosives Technician course delivered by the Canadian Police College before undertaking the responsibilities or continuing to undertake the responsibilities.

A police officer does not need to successfully complete the training if this was part of the officer’s assigned responsibilities before April 1, 2024, and they have successfully completed training before April 1, 2024, that their chief of police has determined is substantially equivalent to the training above.[73]

FF. Explosives Disposal

Every police officer whose assigned responsibilities include explosive disposal needs to successfully complete the Police Explosives Technicians Course delivered by the Canadian Police College before undertaking the responsibilities or continuing to undertake the responsibilities.

Officers do not need to successfully complete the training if this was part of the officer’s assigned responsibilities before April 1, 2024, and the officer successfully completed training before April 1, 2024, that their chief of police has determined is substantially equivalent to the training above.

[72] O. Reg. 87/24, s. 36.
[73] O. Reg. 87/24, s. 37.

Every police officer who is assigned these responsibilities needs to successfully complete the Police Explosives Technicians Validation Course delivered by the Canadian Police College as requalification training.

For an officer who needs to successfully complete the initial explosive disposal training (i.e., the Police Explosives Technicians Course), they need to successfully complete this requalification training within five years after successfully completing the initial training and within every subsequent five-year period.

Officers who are exempt from the initial explosive disposal training need to successfully complete the requalification training within 5 years of successfully completing their substantially equivalent training and within every subsequent five years.[74]

CHEMICAL, BIOLOGICAL, REDIOLOGICAL, NUCLEAR AND EXPLOSIVE RESPONSE (CBRNE)

GG. CBRNE

Every police officer whose assigned responsibilities include chemical, biological, radiological, nuclear and explosive response on or after April 1, 2025, needs to successfully complete the Chemical, Biological, Radiological, Nuclear and Explosive Response course delivered by the **College** before undertaking the responsibilities or continuing to undertake the responsibilities.

Officers do not need to successfully complete the training if this was part of the officer's assigned responsibilities before April 1, 2024, and the officer successfully completed training before April 1, 2024, that their chief of police has determined is substantially equivalent to the training above.[75]

Explanatory Box 3

Officers assigned these responsibilities between April 1, 2024 and March 31, 2025, have until April 1, 2025 to successfully complete the training. If it is not successfully completed by April 1, 2025, they cannot continue to undertake the assigned responsibilities until they successfully complete the training.

SYNTHETIC DRUG OPERATIONS

HH. Synthetic Drug Operations Initial and Ongoing Training

Every police officer whose assigned responsibilities include the physical collection of evidence for the rendering safe and decommissioning of synthetic drug laboratories needs to successfully

[74] O. Reg. 87/24, s. 39.
[75] O. Reg. 87/24, s. 38.

complete the Synthetic Drug Operations course delivered by the **College** before undertaking the responsibilities or continuing to undertake the responsibilities.

Officers do not need to successfully complete the training if this was part of the officer's assigned responsibilities before April 1, 2024, and the officer successfully completed training before April 1, 2024, that their chief of police has determined is substantially equivalent to the training above.

Every police officer who is assigned these responsibilities needs to successfully complete the Synthetic Drug Operations Recertification course delivered by the **College** as requalification training.

For officers who have to successfully complete the initial training (i.e., the Synthetic Drug Operations course), they need to successfully complete this requalification training within 12 months of successfully completing the initial training and within every subsequent 12 months.

Officers exempt from the initial training need to successfully complete the course no later than April 1, 2025, and then within every subsequent 12 months.[76]

SECURITY MEASURES

II. Motorcycle Escort

This applies to any officer who has assigned responsibilities that include acting as a motorcycle escort to a motorcade for passengers requiring enhanced security measures.

Before the officer undertakes the responsibility or before they continue to undertake the responsibility, they need to successfully complete the Motorcade VIP Escort course delivered by the **College** or a **certified trainer**.

An officer does not need to successfully complete the course if they had the assigned responsibilities before April 1, 2024, and they successfully completed training before April 1, 2024, that their chief of police determines is substantially equivalent to the training prescribed above.[77]

JJ. Protection of Person

Every police officer whose assigned responsibilities include protecting people who require enhanced security measures needs to successfully complete the Close Protection Operator course delivered by the **College** before undertaking the responsibility or continuing to undertake the responsibility.

[76] O. Reg. 87/24, 40.
[77] O. Reg. 87/24, s. 41.

An officer does not need to take the course if they had the assigned responsibilities before April 1, 2024, and they successfully completed training before April 1, 2024, that their chief of police determines is substantially equivalent to the training prescribed above.[78]

BREATH SAMPLES

KK. Breath Samples

In this section "approved instrument" has the same meaning as in section 320.11 of the *Criminal Code* (Canada).

Every police officer whose assigned responsibilities include analyzing breath samples with an approved instrument needs to successfully complete the Qualified Technician (Breath) course delivered by the Centre of Forensic Sciences before undertaking the responsibility or continuing to undertake the responsibility.

An officer does not need to take the course if they had the assigned responsibilities before April 1, 2024, and they successfully completed training before April 1, 2024, that their chief of police determines is substantially equivalent to the training prescribed above.[79]

BOARD AND COMMITTEE MEMBER TRAINING

LL. Board and Committee member Training Timelines

A member of a police service board, OPP detachment board or First Nation OPP board, or a committee, cannot continue to exercise the powers or perform the duties of their position if they have not successfully completed the following training required by the Act within 6 months after the day of their appointment[80]:

- The training approved by the Minister, with respect to human rights and systemic racism.
- The training approved by the Minister that promotes recognition of and respect for,
    - the diverse, multiracial and multicultural character of Ontario society, and
    - the rights and cultures of First Nation, Inuit and Métis Peoples.[81]

The above training is otherwise known as thematic training. Please refer to Appendix B for further information on thematic training.

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[78] O. Reg. 87/24, s. 42.
[79] O. Reg. 87/24, s. 43.
[80] O. Reg. 87/24, s. 44.
[81] CSPA s. 35 (2) 2 & 3.

DEFINITIONS

Table 9: Definitions

Term	Definition
Certified Trainer	An individual who possesses a certificate issued by the Director of the Ontario Police College for a specific type of training included in the regulation, and the certificate is valid on the day when the training is delivered. (*i.e., the trainer is able to present a certificate that is not past the expiry date on a day they are delivering training)*[82]
College	Means the Ontario Police College.[83]
Director	Means the Director of the Ontario Police College.[84]
Niagara Parks constable	Means a special constable whose special constable employer is the Niagara Parks Commission.[85]
First Nation policing provider	Is an entity that employs First Nation Officers, in other words a First Nation policing organization that is not a "police service" as defined in the CSPA. If a police service board has been constituted under s. 32 of the CSPA, that police service board maintains a "police service" as defined in the CSPA and is not a "First Nation policing provider".
Assigned responsibilities or roles	Are responsibilities or roles that have been assigned to an individual by: • their chief of police, if they are a member of a police service (whether a police officer or special constable), or • the individual's employer, if they are not a member of a police service (special constables only) if those roles or responsibilities were assigned to be performed: • over an indefinite period of time, or

[82] O. Reg. 87/24 s. 1 (1).
[83] O. Reg. 87/24 s. 1 (1).
[84] O. Reg. 87/24 s. 1 (1).
[85] O. Reg. 87/24 s. 1 (1).

	• as a primary component of their duties over a specific period of time.[86] If the chief of police or employer is of the opinion that the specific period of time for which a person is being assigned the roles or responsibilities is so short that it would be unreasonable for them to have to successfully complete the training specific to the role/responsibility, then it is not considered to be an assigned responsibility or role for the purpose of the regulation.[87] *For example, if an officer is asked to cover as a coach officer for a few days while the regular officer assigned to the role is away on sick leave, the chief of police could determine that it is not reasonable to ask the covering officer to successfully complete the training required of a coach officer. The covering officer would not be required to successfully complete the training in accordance with the regulation.*
Category 1 special constable	Special constable who is a member of a police service or whose special constable employer is an entity that employs First Nation Officers (i.e., a First Nation policing provider). [88]
Category 2 special constable	Special constables whose special constable employer is a ministry, commission, board or other administrative unit of the Government of Ontario, including any agency thereof, other than the Niagara Parks Commission, Metrolinx, and public colleges. [89]
Category 4 special constable	Special constables whose special constable employer employs police officers pursuant to the law of another jurisdiction.[90]

[86] O. Reg. 87/24 s. 1 (3) & (4).
[87] O. Reg. 87/24 s. 1 (5).
[88] O. Reg. 87/24 Table: Appointment as special constable.
[89] O. Reg. 87/24 Table: Appointment as special constable.
[90] O. Reg. 87/24 Table: Appointment as special constable.

Category 5 special constable	Special constables who are not included in Category 1 or Category 2, but who are not a **Niagara Parks constable** or special constable whose special constable employer employs police officers pursuant to the law of another jurisdiction (i.e., a Broader Public Sector Special Constable, e.g., who would work for a university). [91]

These terms are defined to have the same meaning as in Ontario Regulation 394/23 (Major Case Management and Approved Software Requirements):

1. File co-ordinator
2. Forensic identification officer
3. Information co-ordinator
4. Major case manager
5. Multi-jurisdictional major case investigation
6. Multi-jurisdictional major case manager
7. Primary investigator
8. Scenes of crime officer
9. Threshold investigation[92]

[91] O. Reg. 87/24 Table: Appointment as special constable.
[92] O. Reg. 87/24 s. 1 (2).

APPENDICES

A. Other Considerations

Chiefs of police are reminded that in addition to ensuring any Minister-prescribed training requirements are met (O. Reg. 399/23, s. 10), chiefs of police are required to:

- Establish a skills development and learning plan for members of the police service, which must address the development and maintenance of capabilities of members of the service (O. Reg. 399/23, s. 11); and
- Manage members of the police service to ensure they carry out their duties in accordance with the Act and the regulations (CSPA, s. 79 (1)), including delivering policing in accordance with the standards for adequate and effective policing.

Special constable employers are reminded that they are required to comply with any terms or conditions on their authorization to employ special constables (CSPA, s. 98 (1) (a)).

B. Training Requirements in the Act

Thematic Training

Under sections 35, 67, 78, 83, and 92 of the CSPA, a member of a police service board, OPP detachment board, First Nation OPP board, or committee of such boards, police officers, and special constables are required to successfully complete thematic training. Thematic training consists of Minister approved e-learning modules that cover the following topics:

- Human rights;
- Systemic racism;
- The diverse, multiracial and multicultural character of Ontario society; and
- The rights and cultures of First Nation, Inuit and Métis Peoples.

In order to be appointed as a police officer under the CSPA, an individual needs to have successfully completed the thematic training prior to their appointment as a police officer. Police officers appointed under the *Police Services Act* whose appointments continued under the CSPA have until March 31, 2027 to successfully complete the training.[93]

In order to be appointed as a special constable under the CSPA, an individual needs to have successfully completed the thematic training prior to their appointment as a special constable. Special constables appointed under the *Police Services Act* whose appointments continued under the CSPA need to successfully complete the training before re-appointment.[94]

[93] CSPA s. 83 (8).
[94] CSPA, ss 92 (1) & (12).

Board members appointed under the *Police Services Act* who continued in office under the CSPA had until September 31, 2024, to successfully complete the training.[95] For further information on board member timelines, refer to section LL.

Roles and Responsibilities Training

Under sections 35, 67, and 78 of the CSPA, a member of a police service board, OPP detachment board, First Nation OPP board, or committee of such boards must successfully complete Minister approved training with respect to the role of their board and the responsibilities of the board members and board committee members.[96] This training is delivered through online learning modules. This training must be successfully completed before the member can exercise their powers or perform their duties as a board member or board committee member.[97]

[95] O. Reg. 125/24, s. 5 (2).
[96] CSPA s. 35 (2).
[97] CSPA s. 35 (3).

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Ontario

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

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Court Security**

DATE OF ISSUE:	**August 6, 2025**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**25-0047**
PRIORITY:	**Normal**

In response to recent events, growing concerns related to the safety of the public, court staff and members of the judiciary, Ontario's Chief Justices request that the following enhanced court security measures be adopted in all premises where court proceedings are conducted, wherever possible:

- A single entrance be established for members of the public accessing the courthouse, or any premise where court proceedings are conducted.
- Anyone attending the courthouse, or any premise where court proceedings are conducted, be actively screened using metal detectors or security wands.
- A security presence on every floor of a courthouse, or any premise where court proceedings are conducted, with armed officers readily available to respond, when necessary.

This memo also serves as a reminder of court security provisions under the *Community Safety and Policing Act, 2019* (CSPA) and its regulations.

With respect to premises where court proceedings are conducted, section 243 of the CSPA provides that a police service board or Commissioner that has policing responsibility for an area (as per s.10 of the CSPA) is responsible for:

1. Ensuring the security of judges and other judicial officers and of persons taking part in or attending proceedings.

2. During the hours when judges, other judicial officers and members of the public are normally present, ensuring the security of the premises.
3. Ensuring the secure custody of persons in custody who are on or about the premises, including persons taken into custody at proceedings.
4. Determining appropriate levels of security for the purposes of the above in accordance with the regulations, if any.

Part XV of the CSPA also includes other provisions related to powers of person providing court security, offences and penalties. Further, as per section 13 of O. Reg. 399/23: General Matters under the Authority of the Lieutenant Governor in Council, if a police service board or the Commissioner has responsibilities referred to under section 243 of the CSPA, the chief of police of the relevant police service or the Commissioner shall,

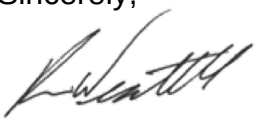
1. Prepare a court security plan;
2. Establish procedures on court security that address supervision and training; and
3. Ensure that court security personnel have the capability to perform their functions related to court security.

With respect to the court security plan, the chief of police of the relevant police service or the Commissioner should ensure that it is up to date and responsive to current and emerging threats and reviewed, at a minimum, annually.

Further, the province supports municipalities to partially offset costs related to court security and prisoner transport through the Court Security and Prisoner Transportation Program and will continue to review and analyze performance measurement data to inform future program planning.

I hope you find this information helpful.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Disclosing personal information to correctional or parole authorities in Canada**

DATE OF ISSUE:	**August 8, 2025**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**25-0048**
PRIORITY:	**Normal**

I am writing to share an important update regarding All Chiefs Memo 19-0026 (distributed March 28, 2019) and to support the exchange of investigative information. The disclosure of personal information to correctional or parole authorities in Canada, including the Ministry of the Solicitor General's Correctional Services Oversight and Investigation Unit for investigative purposes, in accordance with the *Community Safety and Policing Act, 2019* (CSPA) and its regulations, **does not** contravene the *Freedom of Information and Protection of Privacy Act* or the *Municipal Freedom of Information and Protection of Privacy Act*.

Section 80 of the CSPA enables a chief of police to disclose personal information in accordance with O. Reg. 412/23: Disclosure of Personal Information. Disclosure must be for one or more purposes listed under s. 80 (2) of the CSPA, which includes and is not limited to, protection of the public, protection of victims of crime, law enforcement, and correctional purposes.

Where disclosure is required for the protection of the public, the administration of justice or the enforcement of, or compliance with, any federal or provincial Act, regulation or government program, s. 8 of O. Reg. 412/23 permits a chief of police or designate to disclose personal information about an individual to any correctional authority in Canada if the individual is under investigation for having committed an offence under any federal or provincial Act, or is charged with, convicted of, or found guilty of, such an offence.

I hope you find this information helpful.

Please note that as Chief of Police, you may share this memorandum and its attachment with the Chair of the Police Service Board.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

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MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Police Records Check Requirements under the *Children's Law Reform Act***

DATE OF ISSUE:	**August 14, 2025**
CLASSIFICATION:	**For Action**
RETENTION:	**Indefinite**
INDEX NO.:	**25-0049**
PRIORITY:	**Normal**

At the request of the Ministry of the Attorney General's (MAG) Court Services Division, I am sharing the attached communication encouraging police services to provide clear instructions on their websites for non-parents requiring a specific police records check under the *Children's Law Reform Act*.

For further information, please review the attached memo from Katie Wood, Assistant Deputy Attorney General, Court Services Division, MAG. If you have any questions, please contact Maretta Miranda, counsel with the Court Services Division, at maretta.miranda@ontario.ca.

Please note that as Chief of Police, you may share this memorandum and its attachment with the Chair of the Police Service Board.

Sincerely,

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

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MEMORANDUM

TO: Ken Weatherill
Assistant Deputy Minister, Public Safety
Ministry of the Solicitor General

FROM: Katie Wood
Assistant Deputy Attorney General
Court Services Division
Ministry of the Attorney General

DATE: August 14, 2025

SUBJECT: Police Records Check Requirement under the *Children's Law Reform Act*

This memorandum is being sent to remind police services of the requirement for court litigants to obtain a specific police records check for certain family law proceedings.

Since 2010, the *Children's Law Reform Act* (CLRA) has required all non-parents seeking a court order for decision-making responsibility (formerly custody), to include (among other documents) a specific police records check (PRC). Ontario regulation 24/10 under the CLRA sets out the scope of this PRC for non-parents.

The Ministry of the Attorney General developed a standard consent form to assist non-parents in obtaining a CLRA PRC. Typically, the non-parent applicant will attend at the police station to apply for their records check and the police service will stamp the consent form with the results of the search.

It has come to our attention that non-parent applicants in some regions are not permitted to bring their consent form to the police station. Instead, they are directed to apply online. However, CLRA PRCs are not consistently available on police services' websites which results in many non-parents submitting alternate PRCs (such as a Vulnerable Sector Check) to the court as part of their application.

…./2

For clarity, a fundamental difference between the non-parent CLRA PRC and a normal Vulnerable Sector Search is that the non-parent CLRA PRC does not include a search for pardoned sex offences. The federal *Criminal Records Act* is explicit as to when pardoned offences may be divulged, and parenting applications do not meet the legislative criteria.

Courts will accept only a CLRA PRC as part of a non-parent application. Judges must receive all the information mandated by the CLRA, prior to deciding the non-parent's claim. Orders made in the absence of a CLRA PRC may place the child(ren) at issue at risk.

In an effort to address this issue, we encourage all police services to make the standard CLRA PRC consent form available on their websites, with accompanying instructions. Providing this clear direction would offer essential guidance to litigants, most of whom are navigating the family court process without a lawyer, while avoiding costly delays to court proceedings.

Thank you for your consideration of this matter. If you have any questions, please contact Maretta Miranda, counsel with the Court Services Division, at maretta.miranda@ontario.ca.

Sincerely,



Katie Wood
Assistant Deputy Attorney General
Court Services Division

Ministry of the Solicitor General

Public Safety Division

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **The *Restricting Public Consumption of Illegal Substances Act, 2025***

DATE OF ISSUE:	**August 15, 2025**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**25-0050**
PRIORITY:	**Normal**

At the request of the Ministry of the Solicitor General's (SOLGEN) Strategic Policy Division (SPD), I am sharing the attached communication to inform police services that on June 5, 2025, the *Safer Municipalities Act, 2025* received Royal Assent and enacted the *Restricting Public Consumption of Illegal Substances Act, 2025*, which is in-force.

For further information, please review the attached memo from Paddy Buckley, A/Assistant Deputy Minister, SPD, SOLGEN. If you have any questions, please contact Sheela Subramanian, Director, Community Safety and Intergovernmental Policy Branch at Sheela.Subramanian@ontario.ca.

Please note that as Chief of Police, you may share this memorandum and its attachment with the Chair of the Police Service Board.

Sincerely,

Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of the Solicitor General

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Ontario

DATE: August 15, 2025

MEMORANDUM TO: Ken Weatherill
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

FROM: Paddy Buckley
A/Assistant Deputy Minister
Strategic Policy Division
Ministry of the Solicitor General

SUBJECT: **The *Restricting Public Consumption of Illegal Substances Act, 2025***

This memorandum is to advise the policing community that the *Restricting Public Consumption of Illegal Substances Act, 2025* (RPCISA) came into force on June 5, 2025.

The RPCISA prohibits the consumption of illegal substances in public places. The RPCISA:

- applies to illegal substances under schedules I, II, and III of the federal *Controlled Drugs and Substances Act*; and,
- defines public place as meaning (subject to the regulations, if any are made) a place to which the general public is invited or permitted. This includes any structure used as a dwelling in a public place if its use as a dwelling in the public place is not permitted by law. For example, public parks and sidewalks would be included in the meaning of public places.

The RPCISA sets out some limited exemptions on the prohibition of the consumption of illegal substances in public places. The prohibition in the RPCISA would not apply:

- if the illegal substance is consumed within a supervised consumption site; or,
- if possessing the substance in a public place is otherwise permitted under a federal or provincial law.

Further exemptions can be prescribed in regulation. Additionally, there are exemptions protecting people from provincial offence charges and convictions under the RPCISA if evidence of the offence is obtained or discovered because they are seeking, receiving, or assisting with emergency services.

…2/

Under the RPCISA, police officers (and other provincial offences officers if prescribed in regulation) are permitted to do the following in relation to individuals the officers have reasonable grounds to believe are consuming illegal substances in a public place as prohibited by the RPCISA:

- direct individuals to cease consuming illegal substances in a public place, or leave the public place or a part of the public place;
- direct individuals to identify themselves for the purpose of issuing a provincial offence notice if they fail to comply with a direction to cease consuming an illegal substance or leave the public place or a part of the public place;
- arrest and charge individuals for failure to promptly comply with the officer's direction to cease consuming illegal substances, leave the public place or a part of the public place, or identify themselves;
- seize, remove, and destroy illegal substances found in plain view that are proximate to an individual reasonably believed to be guilty of an offence under the RPCISA; and
- submit seized substances for examination or analysis to an analyst.

An officer may arrest, without warrant, a person who the officer believes on reasonable grounds is guilty of an offence under the RPCISA. If convicted of an offence under the RPCISA, a person is liable to a fine of not more than $10,000, six months imprisonment, or both.

Please note there are no regulations made under the RPCISA at this time.

If you require further information about the new legislation, please contact Sheela Subramanian, Director, Community Safety and Intergovernmental Policy Branch at Sheela.Subramanian@ontario.ca.

Please let me know if you have any questions.

Best regards,



Paddy Buckley
A/Assistant Deputy Minister
Strategic Policy Division

c: Sheela Subramanian, Director, Community Safety and Intergovernmental Policy Branch

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Risk-driven Tracking Database 2024 Annual Report**

DATE OF ISSUE:	**August 18, 2025**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**25-0051**
PRIORITY:	**Normal**

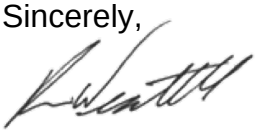
Please find attached the Risk-driven Tracking Database (RTD) 2024 Annual Report. As with past years, the report provides an overview of the RTD project, including provincial roll-out and 2024 data results.

The RTD supports multi-sectoral risk intervention models, such as Situation Tables, by providing a standardized means of gathering de-identified information on situations of elevated risk. It is one tool that communities can use to collect risk-based data about local priority risks and evolving trends to help inform the community safety and well-being planning process.

If you have any questions about the RTD, please contact Natalie Brull, Community Safety Analyst, Public Safety Division by email at Natalie.Brull@ontario.ca.

Please note that as Chief of Police, you may share this memorandum and its attachment with the Chair of the Police Service Board.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachments

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety



Risk-driven Tracking Database

2024 Annual Report

Ministry of the Solicitor General

Released Summer 2025

Ontario

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Introduction

Building on years of progress, Ontario continues to advance upstream, holistic and sustainable approaches to addressing crime and complex social issues, which has culminated in greater collaboration among sectors, improved integrated service delivery and implementation of innovative strategies, such as community safety and well-being planning. Recognizing the value of this work, the Ministry of the Solicitor General (ministry) continues to offer several provincial tools and resources that can support local safety and well-being efforts.

One of these tools is the Risk-driven Tracking Database (RTD), which is a Microsoft technology solution that the ministry provides free of charge to allow for improved opportunities for data collection, analysis and reporting for communities that have introduced multi-sectoral risk intervention models such as Situation Tables. The RTD also continues to support provincial legislative requirements mandating municipalities to prepare and adopt a community safety and well-being plan, in collaboration with their community partners, which initially came into force on January 1, 2019, under the *Police Services Act*, and continues under the *Community Safety and Policing Act, 2019*. As part of their community safety and well-being plan, municipalities must identify local priority risks that are most prevalent in the community, as well as programs and strategies to address those risks. The data collected through the RTD can help identify local trends regarding priority risks and vulnerable groups and inform future initiatives that will be implemented to address these risks within a community safety and well-being plan.

Since its inception in 2014, the use of the RTD has expanded significantly, both within the province and nationally, with three provinces now onboarded. Recognizing the importance of this work, the ministry has released an RTD Annual Report each year since 2016 to highlight project milestones and share Ontario provincial and regional data results. In addition, the report also includes correlation analyses, trend analyses and population category analyses. Through this work, the government continues to support communities to ensure that vulnerable populations receive quick access to appropriate services, and address broader issues related to community safety and well-being — creating a safer Ontario.

Data considerations and limitations

When viewing this report, readers should be aware of the following data limitations and considerations:

- Data was pulled in early 2025; numbers can change from the point the data was pulled as communities continually update their data.
- Some sites have more discussions than others, particularly those in Large Urban Centres & Regions; therefore, the provincial-level data may be skewed.
- While the ministry consistently conducts data audits and data-cleansing procedures to ensure accuracy and integrity of the data, there is an inherent possibility of data errors and gaps in the database (e.g., wrongly inputted data fields, blank data fields, technical errors, etc.). Functional changes have been implemented to minimize possible data errors and gaps.
- Where there is a limited amount of data for a particular dataset, the data has been suppressed. This is noted in the report near the data where it occurs.
- Percentages may not add up to 100 per cent due to rounding and/or agencies taking multiple roles in a discussion (i.e., an agency can take the role of both originating agency and assisting agency in a given discussion).

The Glossary of Terms in **Appendix A** may assist in understanding some of the data results included in this report.

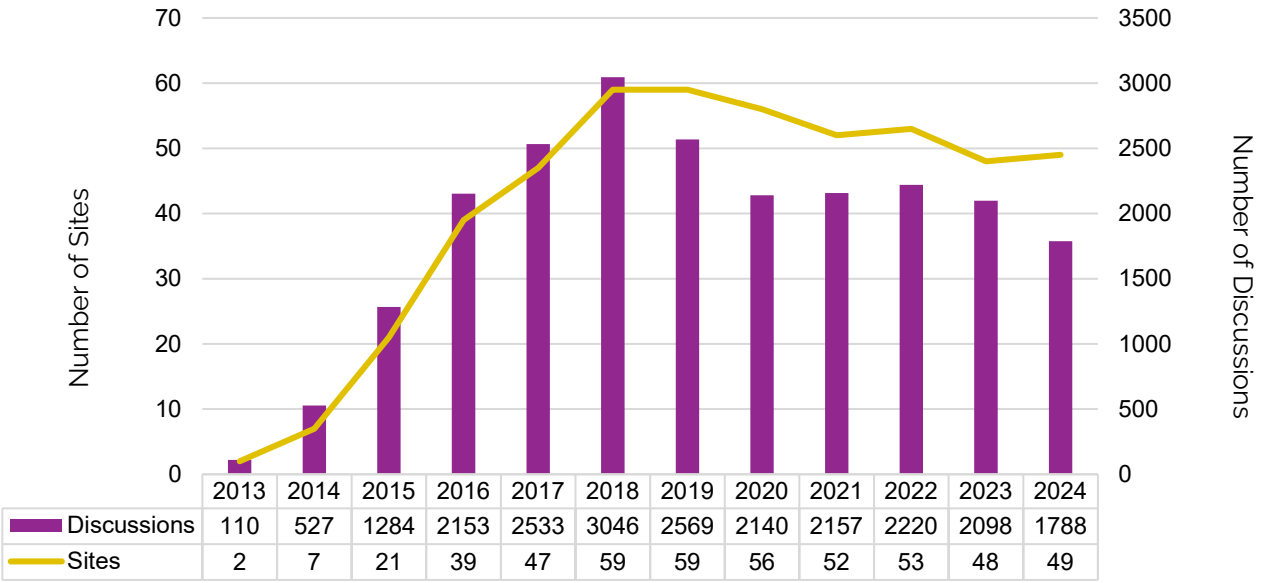
RTD Project Highlights

Since inception of the RTD Project in 2014, there have been several milestones, including the recent migration to Microsoft Dynamics 365 and cloud data storage, that was completed in 2023. The chart below shows a snapshot of year-over-year data results since inception. Through these results, we have seen a maturation of the project in recent years. While communities continue to express interest in onboarding to the RTD, there has been a decline in both sites and discussions since 2018 (i.e., the conclusion of the initial stages of onboarding). This can be attributed to several factors, including natural saturation of existing sites having been onboarded. Further, the success of Situation Tables in Ontario has increased cross sector collaboration, meaning that agency partners are now better able to mitigate risks without having to come to the table. We also know that the development of other risk intervention models and crisis response teams in recent years, and the COVID-19 pandemic have contributed to declining discussions across the province. These factors appear to have the greatest impact on smaller tables, as evidenced by the declining number of sites reporting discussions in the Northern Regions.

Project Successes

- TRAINING DELIVERY
- DEDICATED TECHNICAL SUPPORT
- ANNUAL REPORTS
- MICROSOFT 365 CLOUD

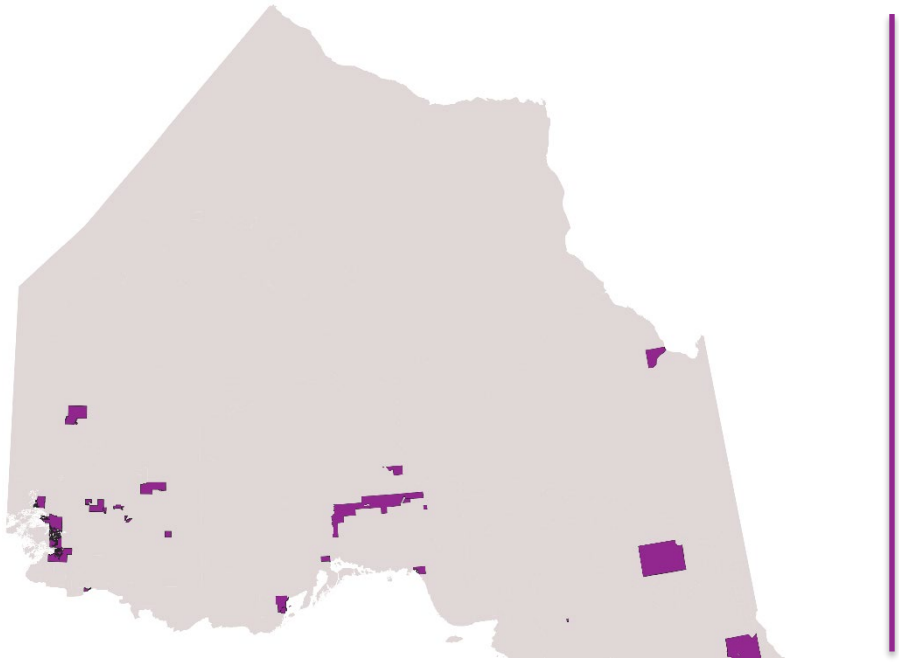
Year-over-Year Data Results Discussions and Sites



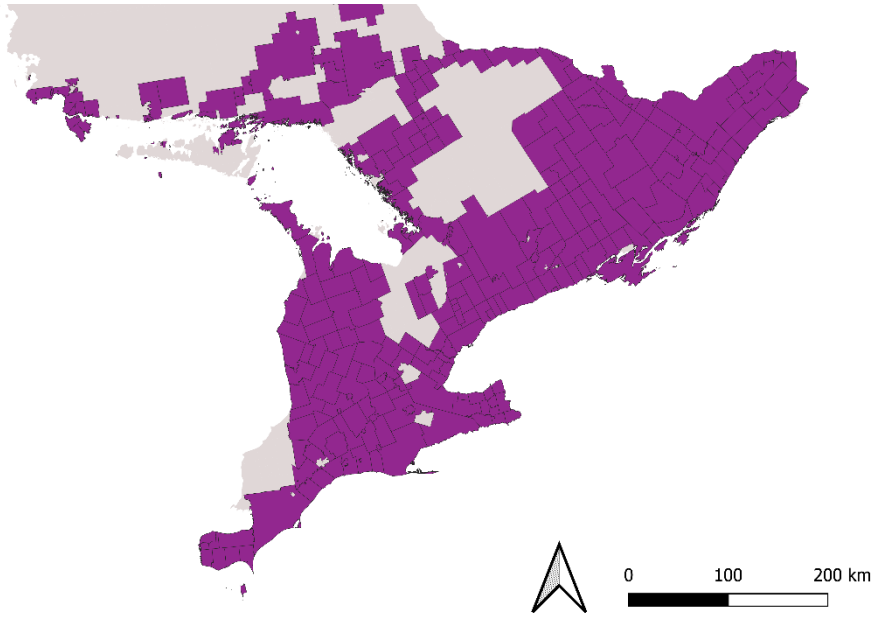
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Discussions	110	527	1284	2153	2533	3046	2569	2140	2157	2220	2098	1788
Sites	2	7	21	39	47	59	59	56	52	53	48	49

Provincial Roll-out

While the number of discussions has declined in recent years, communities continue to express interest in leveraging the RTD to support local multi-sectoral risk intervention models. The following maps reveal a geographical representation of RTD use across Ontario since inception of the project (2014 - 2024). See **Appendix B** for a full list of Ontario sites that have been onboarded to the RTD as of January 2025.



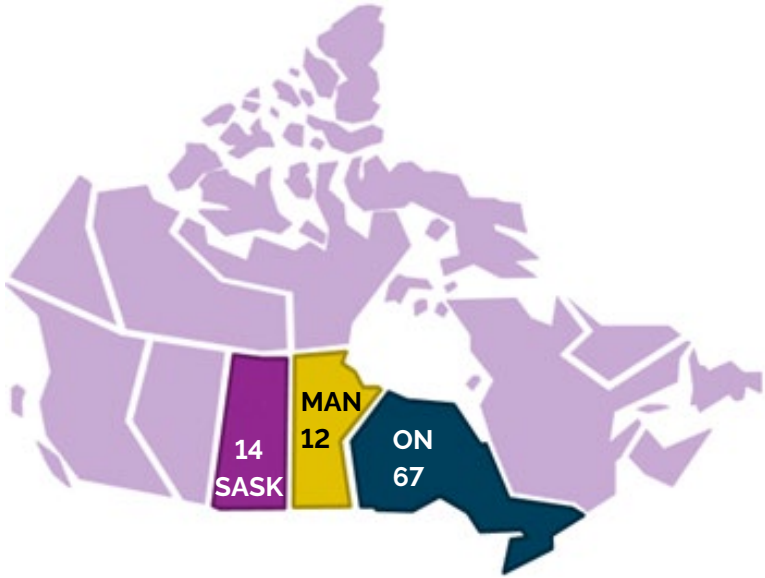
Ontario (with focus on Northern Ontario)



Ontario (with focus on Southern Ontario)

National Project

The ministry recognizes the value of continuing to build a network of support for enhancing community safety and well-being across Canada. Based on the success of a pilot with Saskatchewan, which included 14 sites being on-boarded, in December 2019 the RTD National Project was approved. Since then, Manitoba has been onboarded with 12 sites to date. The ministry continues consultations with other provinces. National level data will not be presented in this report.



Onboarding

Onboarding resumed in 2024, with five new sites being onboarded in Ontario, including: two new sites in Niagara, Hamilton, Sudbury North, and Toronto – East York, and more sites expressing interest both locally and nationally.
To date, 67 individual sites in Ontario have been onboarded to the RTD since inception.
The total number of sites in the RTD are impacted by onboarding, closures, and mergers throughout the years (e.g., Kitchener and Cambridge were onboarded in the early years of the project but merged in 2023-24 to become one regional site called Waterloo). There were 49 sites that had 2024 data in the RTD at the time of this report.

RTD Training

As part of the RTD project, the ministry provides a one-day training session for each new site using the RTD. Since 2020, training has been delivered virtually, and video recorded training sessions have been made available since 2021 to support new users from existing sites. Further, two training sessions have been held since the migration to Microsoft Dynamics 365 in 2023 that were open to all RTD users.

System Enhancements

To ensure the RTD remains innovative and is meeting the needs of Ontario communities, the ministry conducts regular system enhancements. Throughout 2022 and 2023, work on upgrading the RTD platform to Microsoft Dynamics 365 took precedence giving the database a new look and feel with enhanced functionalities and a user-friendly platform. In 2024, the ministry released the first enhancement since the migration. This included updates to some of the risk factors and study flags to reflect current social services norms; including the addition of a new risk factor: "Physical Health – access to primary care"; and a new study flag: "Polysubstance use". Other technical enhancements were also implemented.

Migration to Microsoft Dynamics 365

In 2021, Microsoft informed the ministry that they would no longer be supporting the previous RTD system (Microsoft Dynamics CRM 2013) as of June 2023. As such, over the next couple of years, the ministry undertook work to upgrade the RTD system to Microsoft Dynamics 365 (365) as well as moving RTD data storage to the Microsoft Cloud, as part of the government's strategic direction of "Cloud first". The project was completed, and the new environment went live in July 2023.

The RTD and its migration to 365 was also recognized by Microsoft as an example of innovation within government. On October 22, 2023, the RTD was featured on Microsoft's "Customer Stories", a platform that highlights leadership in digital transformation using Microsoft technologies.

To read the full story please visit Microsoft's Customer Stories here:
Microsoft Customer Story-Ontario aids marginalized populations with cloud-based collaborative solution on Microsoft Dynamics 365

Part A – RTD 2024 Annual Report – Provincial Results

2024 RTD Provincial Highlights

TOTAL

Sites	49
Discussions	1,788

TOP 3 RISK FACTOR CATEGORIES



Mental Health
14%



Basic Needs
7%



Physical Health
7%



96%

Discussions Met the Threshold of Acutely Elevated Risk (AER)*

*Excludes incomplete discussions



73%

Resulted in the Overall Risk Lowered*

*Discussions that met AER



58%

Discussions Involve a Person at AER

TOP VULNERABLE AGE GROUP

30-39 **21%**

AVERAGE PER DISCUSSION

Risk Factors	8
Protective Factors	1
Agencies Engaged	5

TOP 3 PROTECTIVE FACTOR CATEGORIES



Housing & Neighbourhood
31%



Family Supports
18%



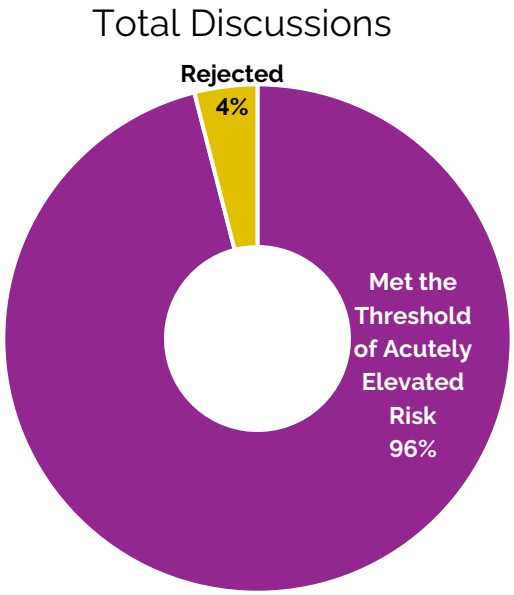
Social Support Network
11%

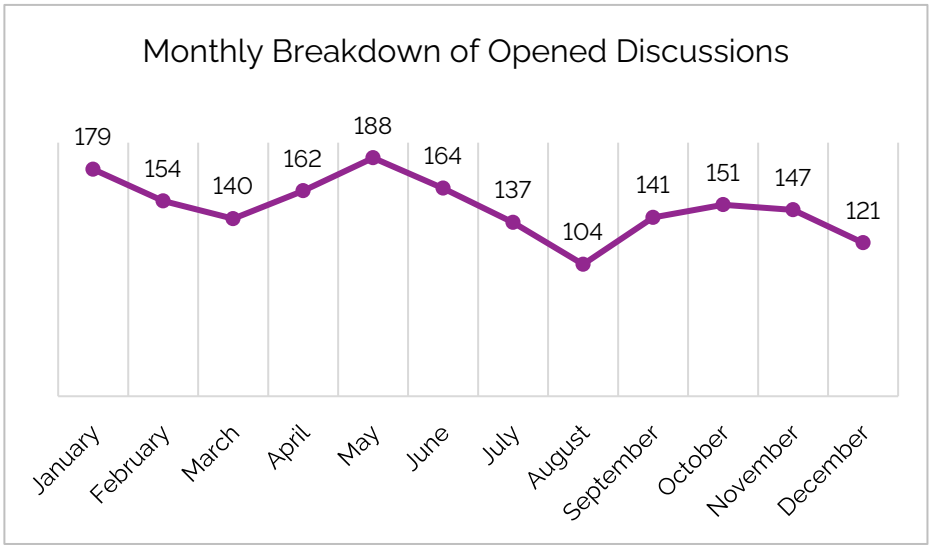
2024 RTD Provincial Data Results

There were 49 sites in operation using the RTD in 2024. This includes representation from all five regions across the province.

It is important to note that conclusions should not be drawn from the RTD data alone when assessing patterns and trends related to community safety and well-being. The RTD is only one of many tools that can be used to gather data and communities are encouraged to leverage all available resources to identify their local priorities.

Provincial Discussion Overview

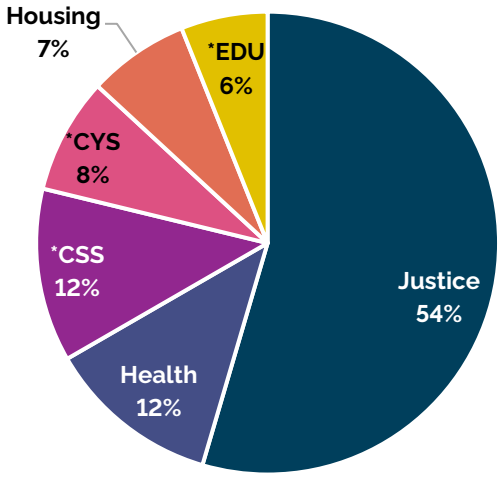




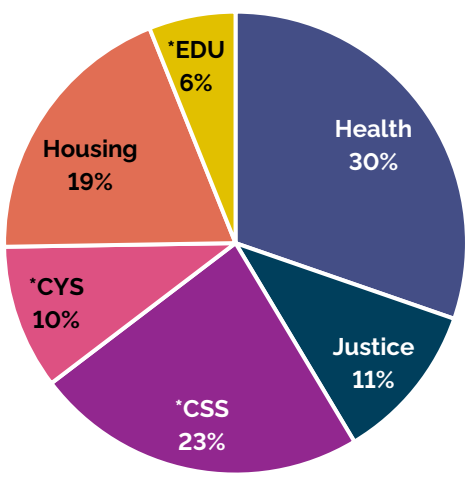
Provincial Sector Engagement

The RTD categorizes all agencies under one of six sectors outlined below, which is beneficial when conducting provincial analysis given demographic size differences. The justice and health sectors consistently remain the top originating and lead sectors, with variability in the top assisting sector. This data continues to reinforce past trends that, when in situations of AER, individuals often seek out the most familiar resource available to them, which tends to be from the justice sector (54 per cent). This data also confirms that once a situation of AER is discussed through a multi-agency risk-based approach, the sector identified to lead the intervention is no longer from the justice sector. It moves, more appropriately, to the sector that is best suited to lead an intervention and offer services to help reduce those risks identified (for example, health; 30 per cent, followed by community and social services; 23 per cent).

Originating Sector

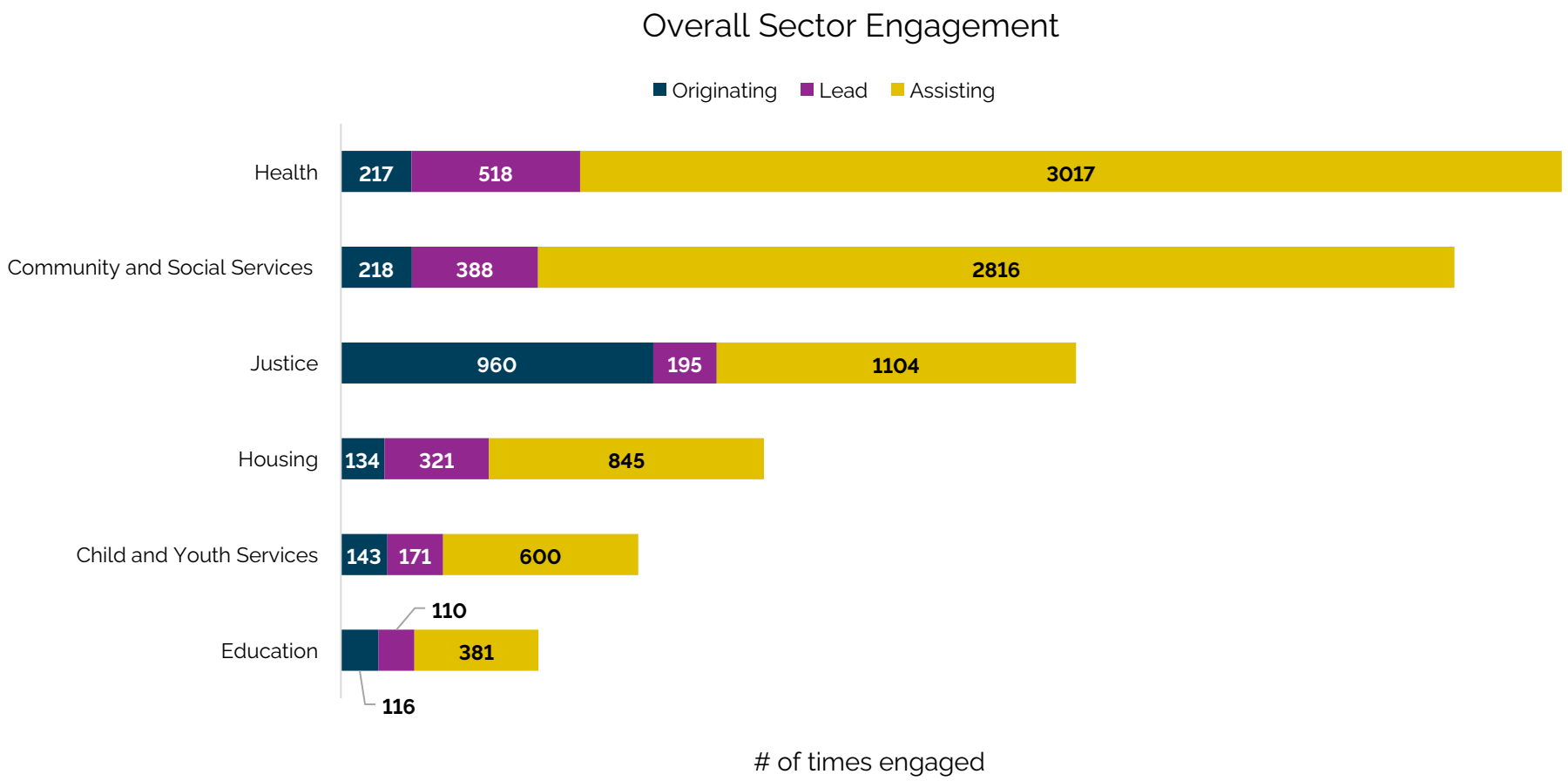


Lead Sector



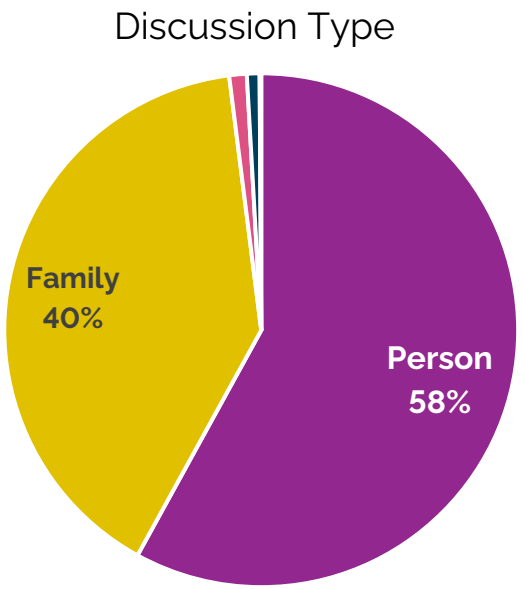
***Note**: **CSS** = Community and Social Services; **CYS** = Child and Youth Services; **EDU** = Education.

The chart below shows Overall Sector Engagement, by Originating, Lead, and Assisting Agency; demonstrating the pivotal role that both lead and assisting agencies play in the intervention process. Based on the data, it is evident that these complex situations continue to be better supported through a collaborative service delivery model that leverages the strengths of multi-sector partners in the community.

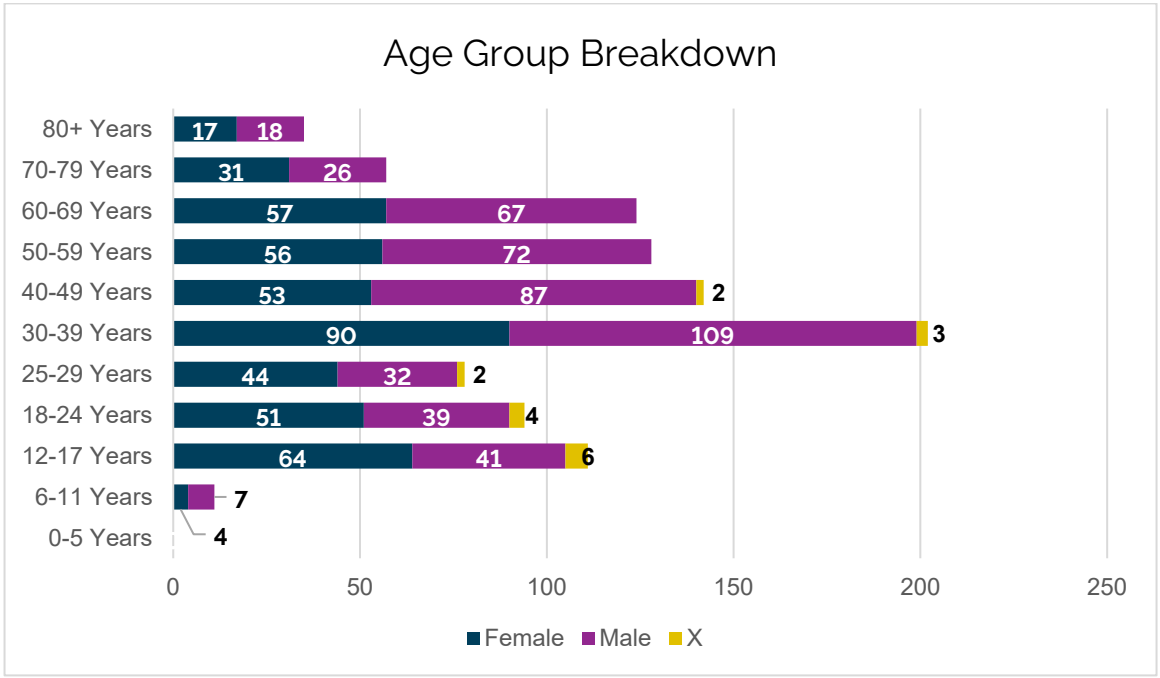


Provincial Socio-Demographic Data

When discussing situations of AER, agency partners will identify the type of discussion as well as some de-identified socio-demographic information to assist in determining situational factors and agency engagement.



Note: "Dwelling" (1.1%), "Neighbourhood" (0.8%), and "Environmental" (0.1%) Discussion Type field values also contribute to these data results.

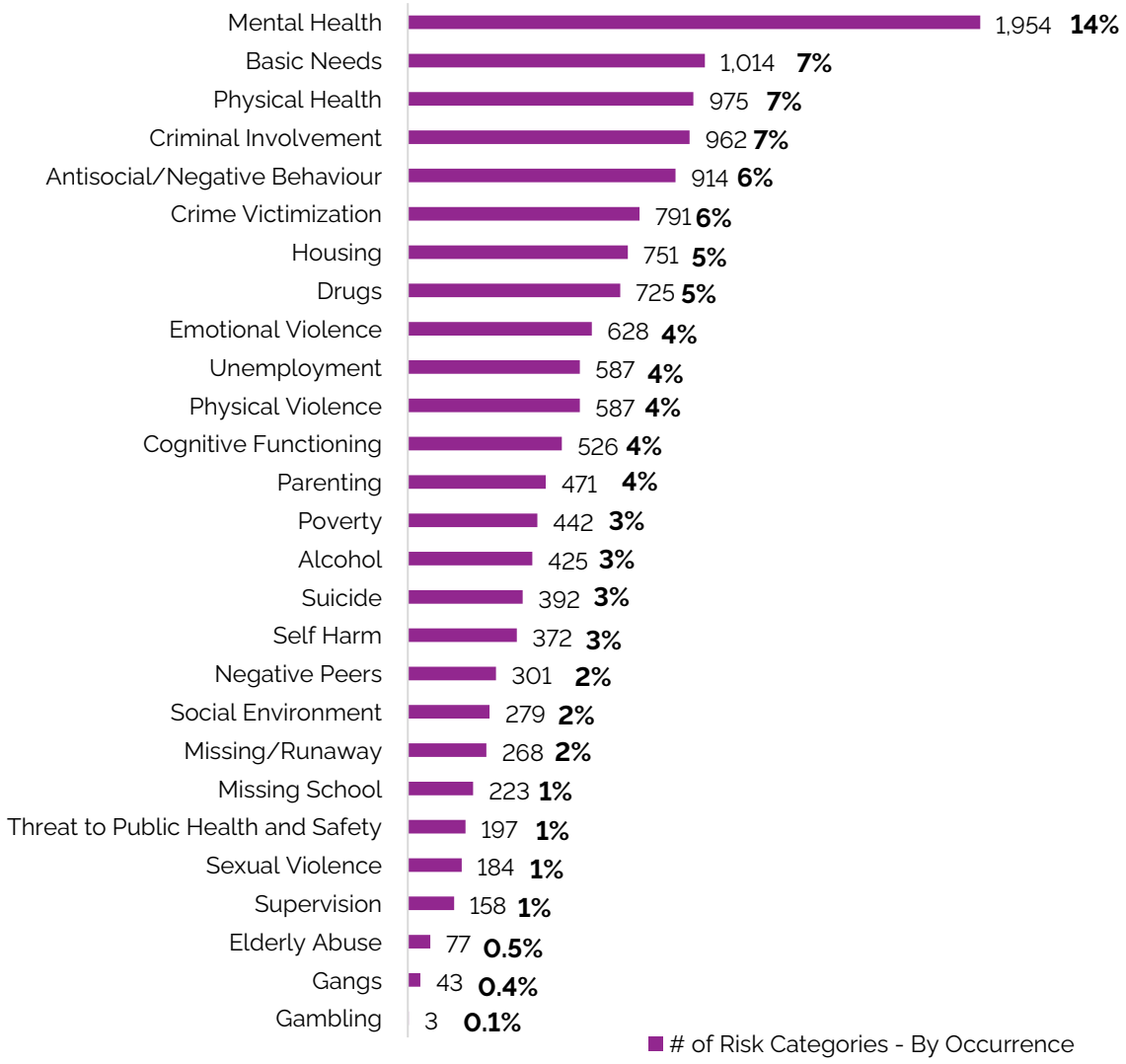


Provincial Risk Category Information

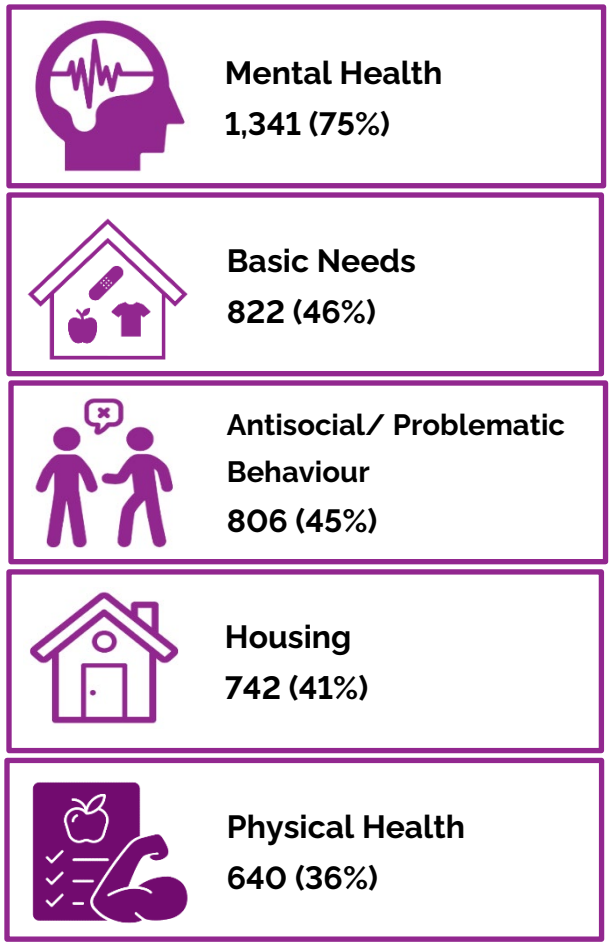
Risk information in the RTD can be analyzed in two different ways – by occurrence and by discussion. The total number of risk factors (105) roll-up into one of 27 risk categories. However, the number of risk factors in each respective category are not equal [e.g., mental health (seven), criminal involvement (14), drugs (four), etc.]. Analysing the data by occurrence allows for a count of all risk factors (14,249) reported in 2024, regardless of how many times the risk factors of the same category appear in a single discussion. Comparatively, risk factor analysis by discussion captures instances where risk factors included in one of 27 categories appear at least once in a given discussion. For example, analysis of provincial risk information by occurrence reveals the most predominant risk categories identified centred around mental health risks (14 per cent), followed by basic needs (seven per cent) and physical health (seven per cent). However, instances where a risk factor appears at least once in a given discussion from each of the 27 categories reveal a slightly different pattern centred around mental health (75 per cent), basic needs (46 per cent), and antisocial/problematic behaviour (45 per cent).

It is important to note that priority risks may vary by discussion type, age group, and/or sex. When looking at the dataset relative to individuals brought forward for discussion provincially, we have identified that, the majority of discussions specific to “person” in 2024 fell within the age group of 30-39 years (21 per cent).

Risk Categories – By Occurrence



Top 5 Risk Categories – By Discussion



Total Risk Factors Reported = **14,249**
Average Per Discussion = **8**
Risk Factors Identified (out of 105 risk factors) = **105**

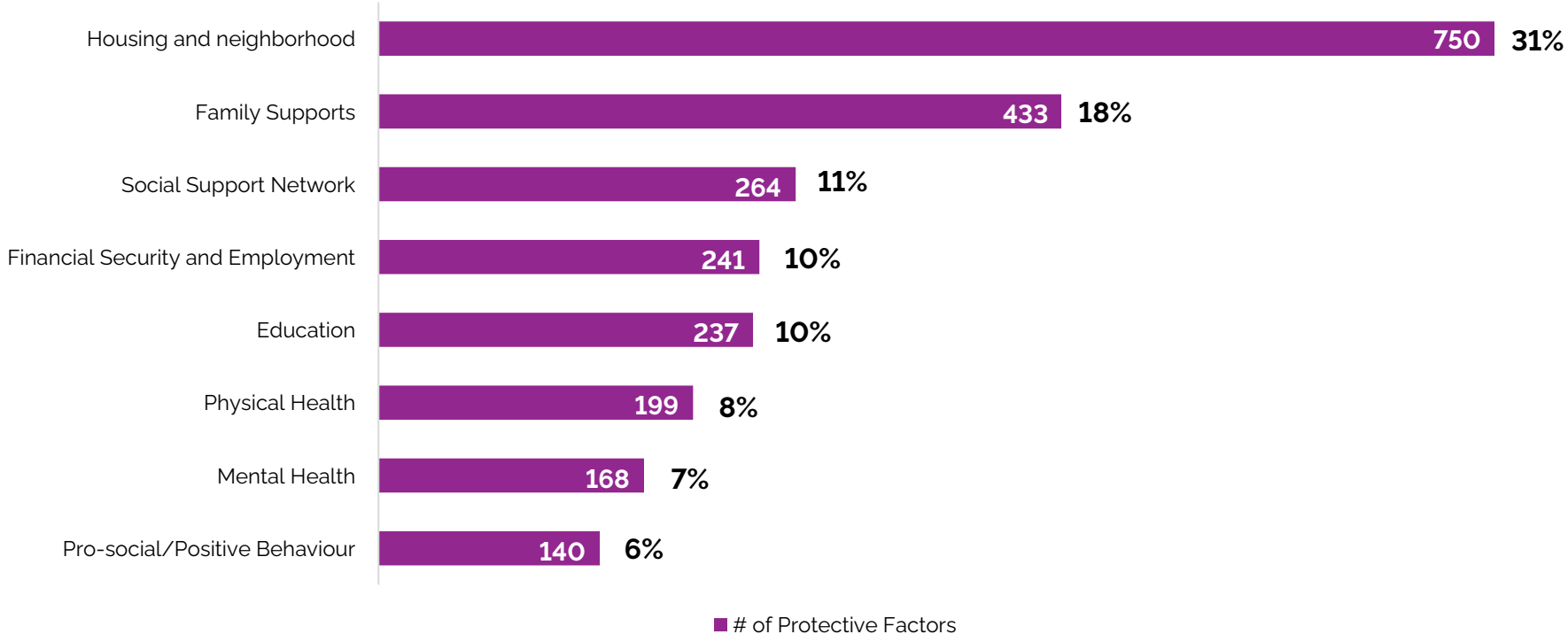
Top 5 Risk Categories by Demographics

Top 5 Risk Categories for 30-39 Years Group	
1. Mental Health (14%)	
2. Criminal Involvement (9%)	
3. Drugs (8%)	
4. Basic Needs (8%)	
5. Housing (7%)	
FEMALE	**MALE**
1. Mental Health (14%)	1. Mental Health (14%)
2. Crime Victimization (8%)	2. Criminal Involvement (12%)
3. Basic Needs (8%)	3. Drugs (10%)
4. Drugs (8%)	4. Housing (8%)
5. Housing (6%)	5. Basic Needs (8%)

***Note:** Data for the sex group "X" has been suppressed from this table due to low sample size.

Provincial Protective Factors

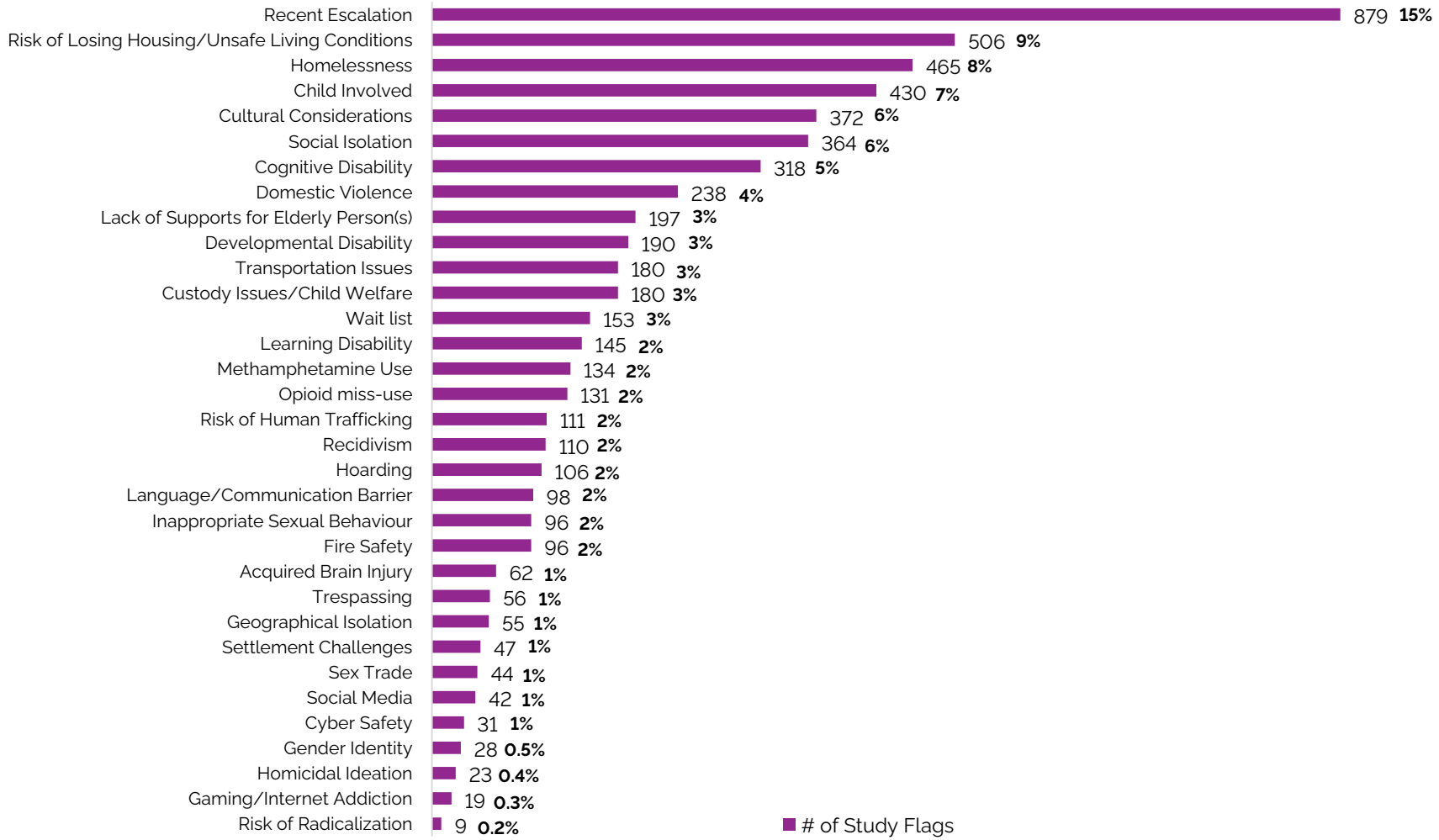
The RTD includes 51 protective factors that can be rolled up into eight protective factor groupings. Protective factor information was collected by 37 sites across Ontario that had data in 2024. The top two protective factor groupings provincially in 2024 were “Housing and Neighbourhood" (31 per cent) and "Family Supports" (18 per cent).



***Note:** Number of sites using protective factors: 37 sites.

Provincial Study Flags

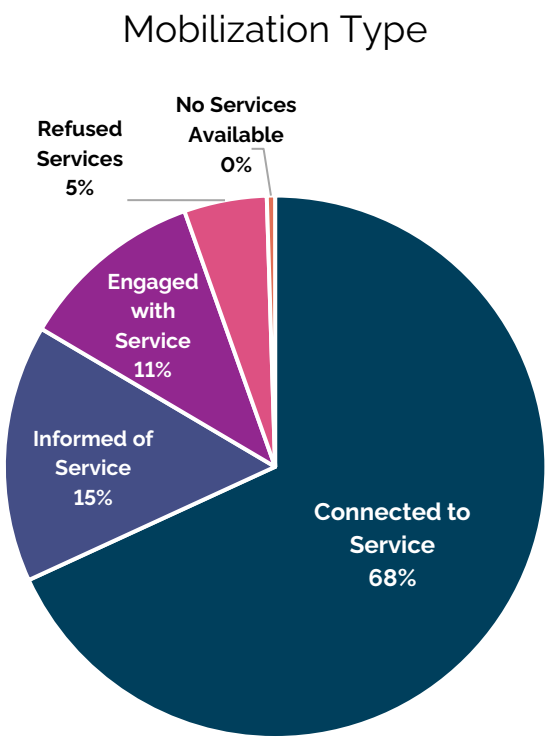
There were 33 study flag values in the RTD in 2024 (note, new study flags added in 2024 will be reported in the 2025 Annual Report after a full year of data collection). “Recent escalation” (15 per cent) remained the highest recorded study flag provincially, followed by “Risk of Losing Housing/Unsafe Living Conditions” (9 per cent), and “Homelessness” (8 per cent).

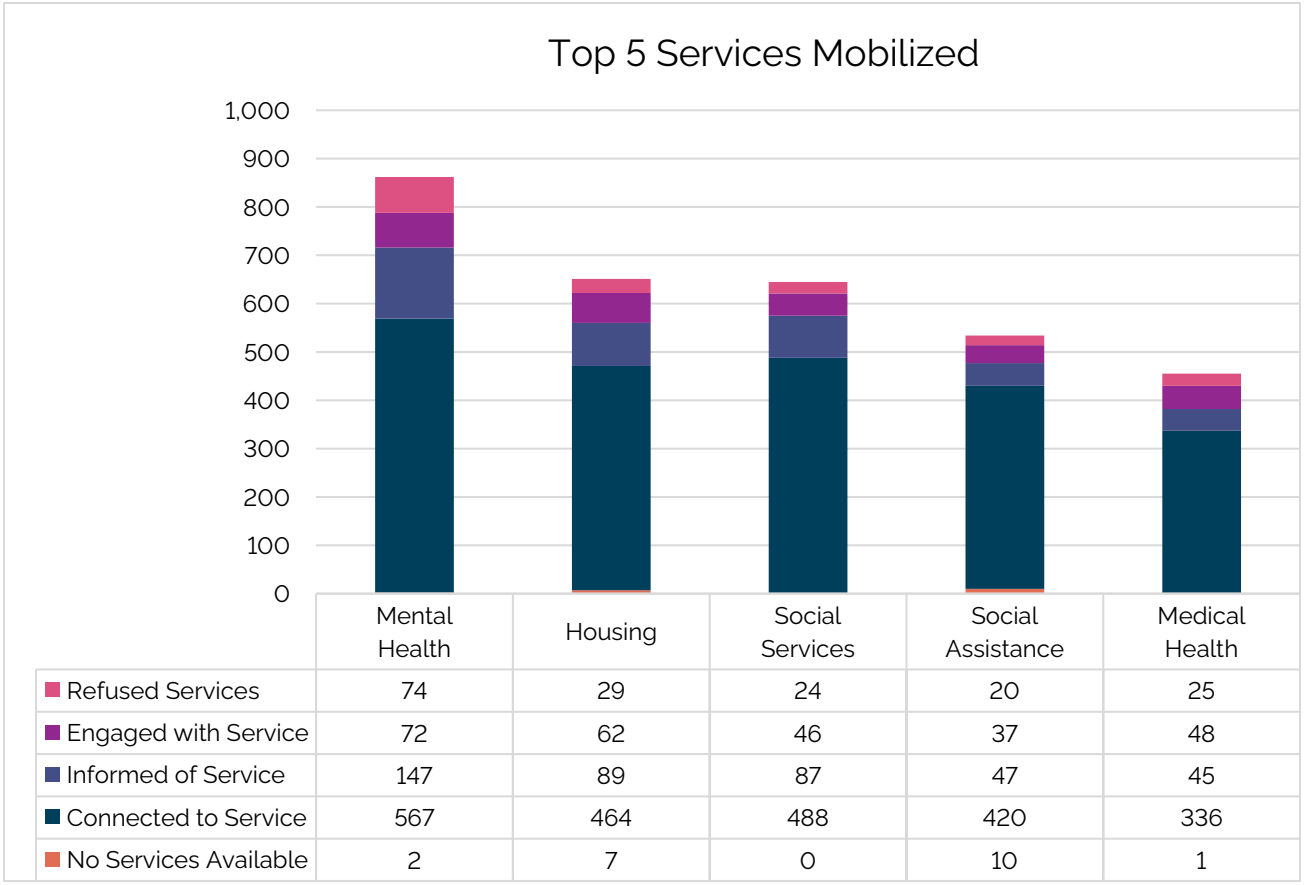


***Note:** Number of sites using study flags: 44 sites

Provincial Services Mobilized

Data for the type of mobilization and services mobilized was collected from 36 sites and reported back to agency partners after the intervention occurs. Provincial results most frequently reveal a connection to mental health services.

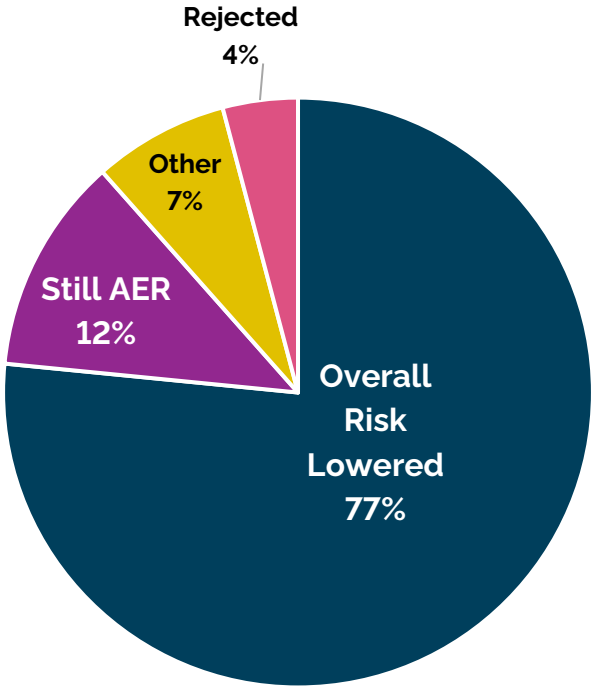


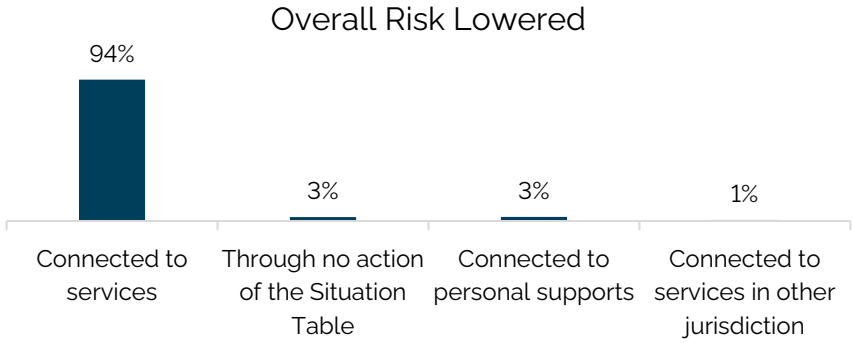


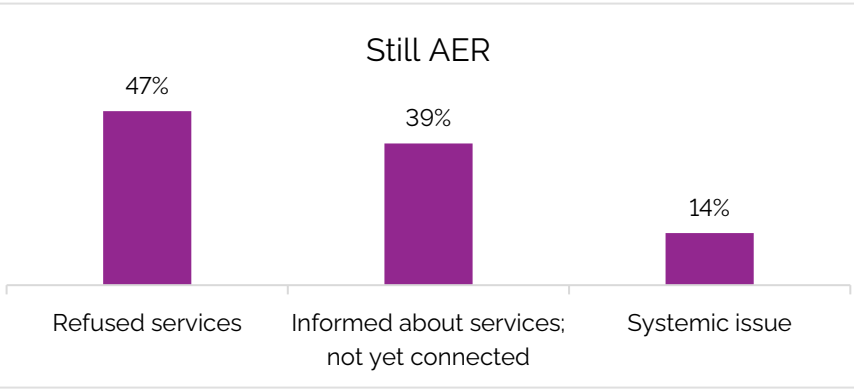
	Mental Health	Housing	Social Services	Social Assistance	Medical Health
Refused Services	74	29	24	20	25
Engaged with Service	72	62	46	37	48
Informed of Service	147	89	87	47	45
Connected to Service	567	464	488	420	336
No Services Available	2	7	0	10	1

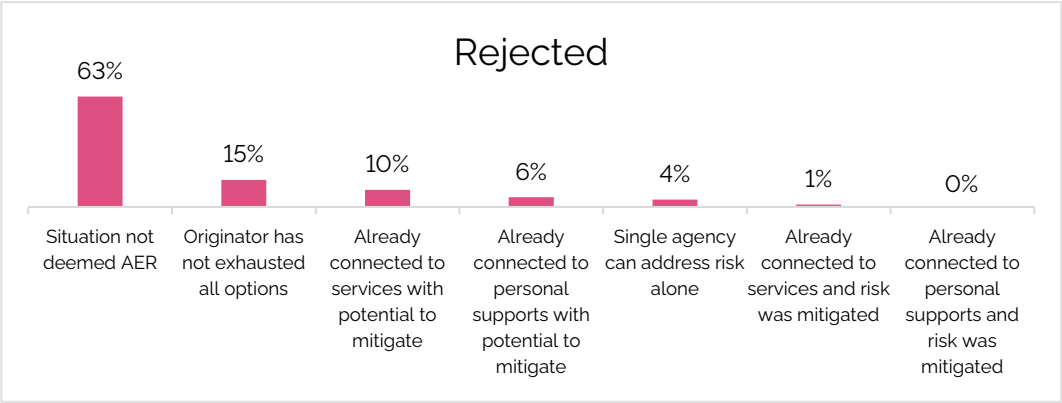
***Note:** Number of sites using services mobilized: 36 sites.

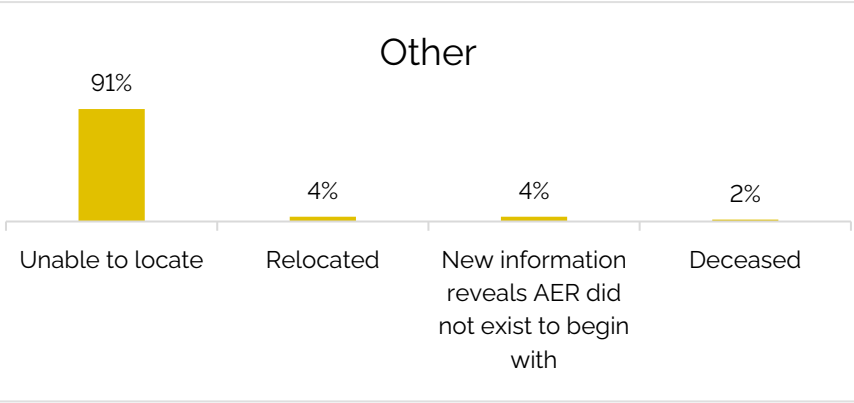
Provincial Conclusion Reasons











Provincial Correlating Data

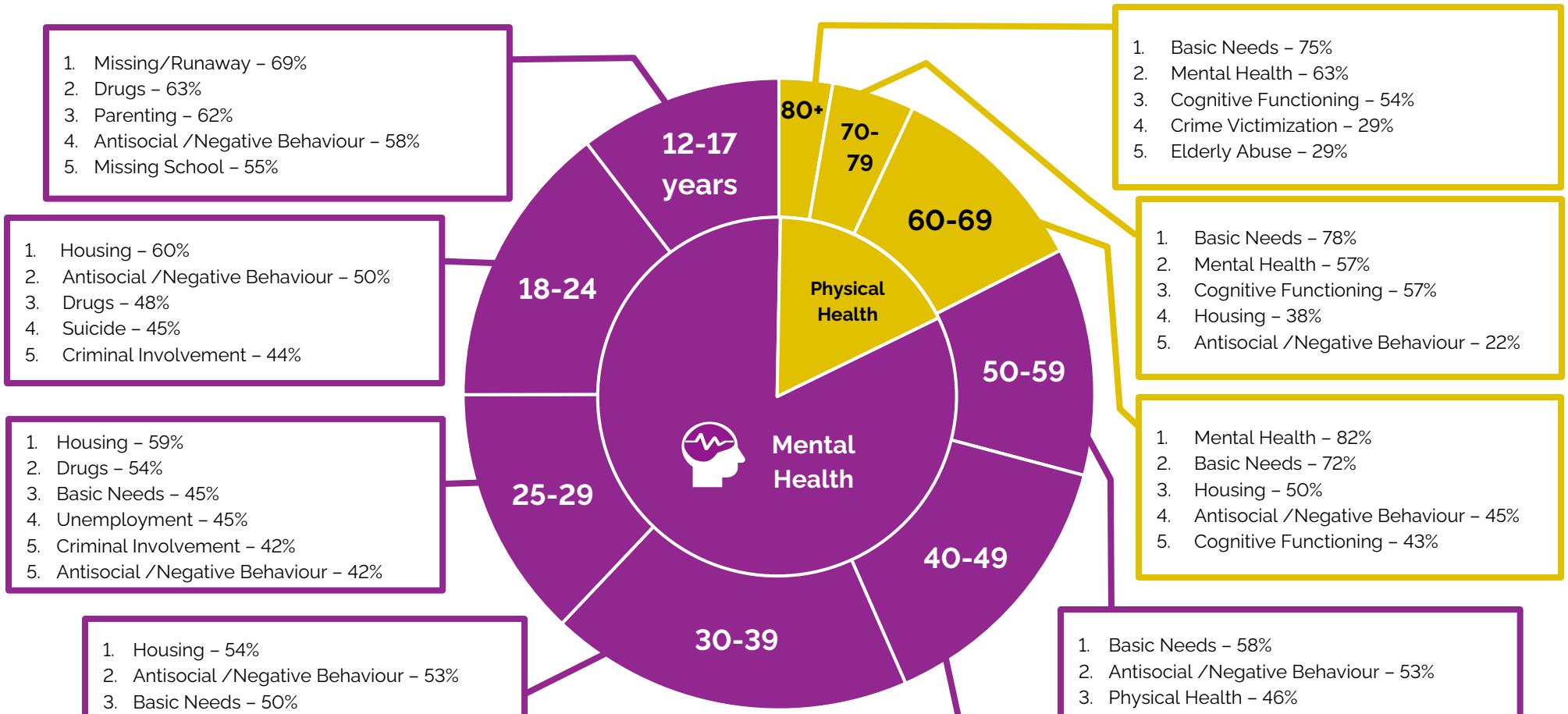
Top 5 Risk Categories with Associations

Top Risk Category	1. Mental Health* 14% 	2. Basic Needs 7% 	3. Physical Health 7% 	4. Criminal Involvement 5. 7% 	6. Antisocial /Negative Behaviour 6% 
Top Age Group	**30-39 Years**	**30-39 Years**	**60-69 Years**	**30-39 Years**	**30-39 Years**
Top 5 Correlating Risk Categories	1. Antisocial/ Negative Behaviour (52%) 2. Basic Needs (47%) 3. Housing (42%) 4. Physical Health (38%) 5. Criminal Involvement (37%)	1. Mental Health (77%) 2. Housing (58%) 3. Physical Health (50%) 4. Antisocial /Negative Behaviour (44%) 5. Poverty (37%)	1. Mental Health (79%) 2. Basic Needs (64%) 3. Housing (50%) 4. Antisocial /Negative Behaviour (42%) 5. Cognitive Functioning (40%)	1. Mental Health (82%) 2. Antisocial /Negative Behaviour (61%) 3. Drugs (49%) 4. Housing (45%) 5. Basic Needs (44%)	1. Mental Health (88%) 2. Basic Needs (50%) 3. Criminal Involvement (46%) Physical Health (45%) 4. Drugs (40%)
Top Study Flag	**Recent Escalation 54%**	**Recent Escalation 48%**	**Recent Escalation 55%**	**Recent Escalation 56%**	**Recent Escalation 86%**
Top Service Mobilized	**Mental Health**				

***Example:** When looking at discussions of all age groups that contain mental health risk factors, the age group that is most associated is 30-39 years, and Antisocial/Negative Behaviour risk factors appear 52 per cent of the time, along with a study flag of recent escalation 54 per cent of the time. A mental health service is most often mobilized as a result of the intervention process.

Top 5 Correlated Risk Categories by Age Group

"Physical Health" was the top occurring risk category for the age groups 60-69, 70-79 and 80+, while mental health was the top occurring risk category for the remainder of the age groups. This page outlines the risk categories that are most correlated to the top risk category for each age group. For example, in the 30-39 age group, for all discussions that had a "Mental Health" risk category, the risk category "Housing" also appeared 54 per cent of the time.



Note: Data for the age groups 0-5 and 6-11 have been excluded due to low sample size.

Top 5 Study Flags with Correlated Risk Categories

1. Recent Escalation*	2. Risk of Losing Housing/Unsafe Living Conditions	3. Homelessness	4. Child Involved	5. Cultural Considerations
				
Mental Health 15%	**Mental Health** 14%	**Mental Health** 12%	**Mental Health** 14%	**Mental Health** 14%
Antisocial/ Negative Behaviour 8%	**Basic Needs** 9%	**Housing** 10%	**Antisocial/ Negative Behaviour** 7%	**Antisocial/ Negative Behaviour** 7%
Criminal Involvement 7%	**Physical Health** 9%	**Basic Needs** 9%	**Parenting** 7%	**Criminal Involvement** 7%
Basic Needs 7%	**Housing** 6%	**Criminal Involvement** 8%	**Emotional Violence** 7%	**Basic Needs** 7%
Physical Health 7%	**Antisocial/ Negative Behaviour** 6%	**Physical Health** 7%	**Criminal Involvement** 7%	**Emotional Violence** 6%

***Example:** In discussions where there was a "Recent Escalation" study flag, the "Mental Health" risk category appears 1,103 times (or 15 per cent).

Top 5 Protective Factors with Correlated Risk Categories

1. Housing and Neighbourhood* 	2. Family Supports 	3. Social Support Network 	4. Financial Security and Employment 	5. Education 
Mental Health 14%	**Mental Health** 14%	**Mental Health** 15%	**Mental Health** 15%	**Mental Health** 13%
Basic Needs 8%	**Criminal Involvement** 8%	**Criminal Involvement** 8%	**Basic Needs** 8%	**Physical Health** 9%
Criminal Involvement 7%	**Basic Needs** 7%	**Basic Needs** 8%	**Physical Health** 8%	**Basic Needs** 7%
Physical Health 7%	**Housing** 7%	**Physical Health** 7%	**Antisocial/ Negative Behaviour** 7%	**Criminal Involvement** 7%
Housing 7%	**Antisocial/ Negative Behaviour** 6%	**Antisocial/ Negative Behaviour** 6%	**Criminal Involvement** 7%	**Antisocial/ Negative Behaviour** 7%

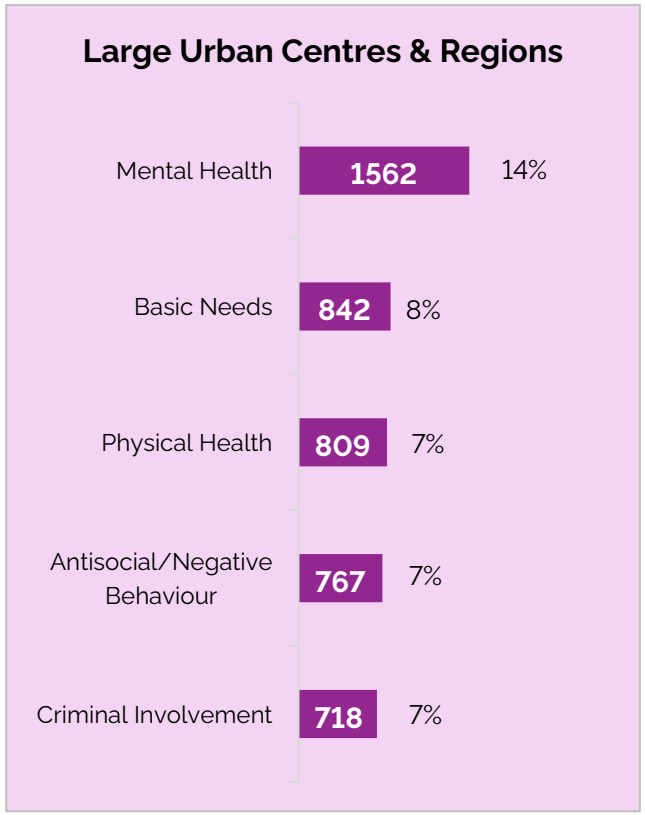
***Example:** In discussions where there was a "Housing and Neighbourhood" protective factor grouping, the "Mental Health" risk category appears 578 times (or 14 per cent).

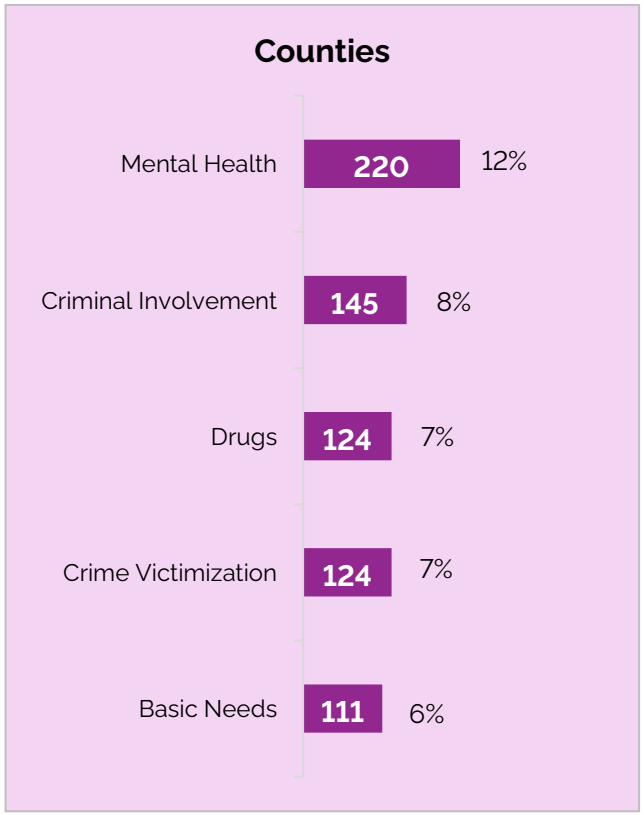
Provincial Population Category Analysis

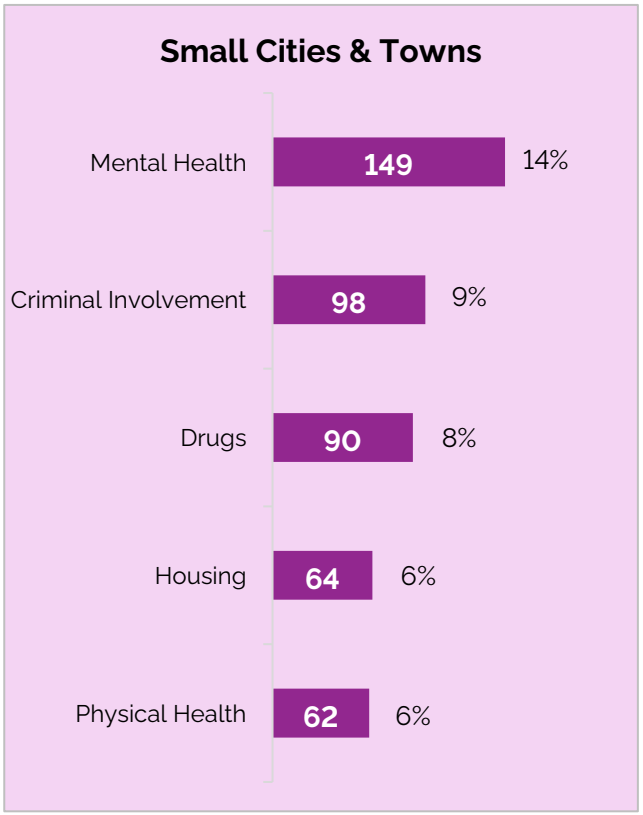
The 49 sites in the RTD with data in 2024 were divided into three population categories based on size according to Statistics Canada: Large Urban Centres & Regions (26), Counties (13), and Small Cities & Towns (10).

Top Risk Categories by Population Category

The following charts show the top risk categories by occurrence for each population category. The top risk category is the same ("Mental Health") for each population category, with some variation in the top five.

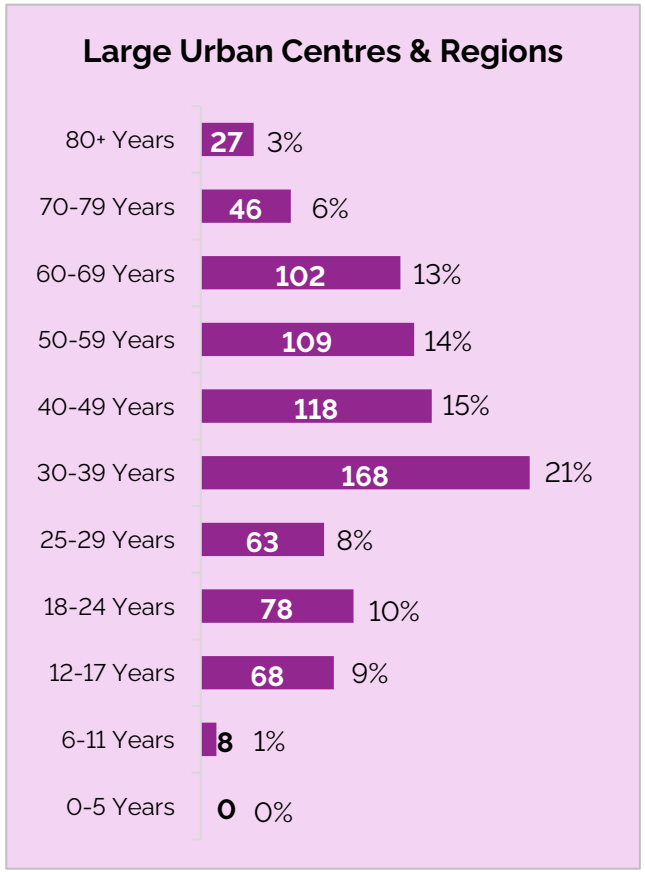


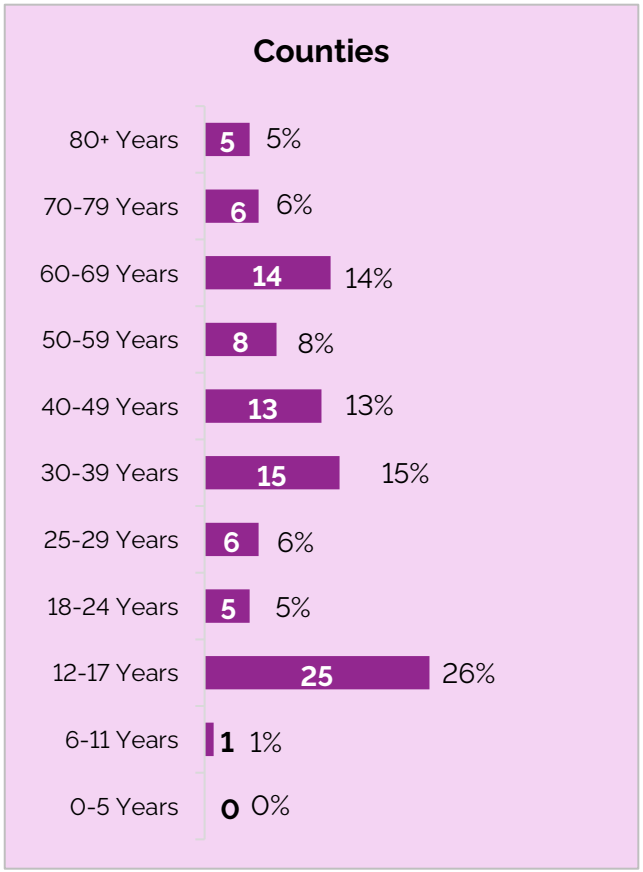


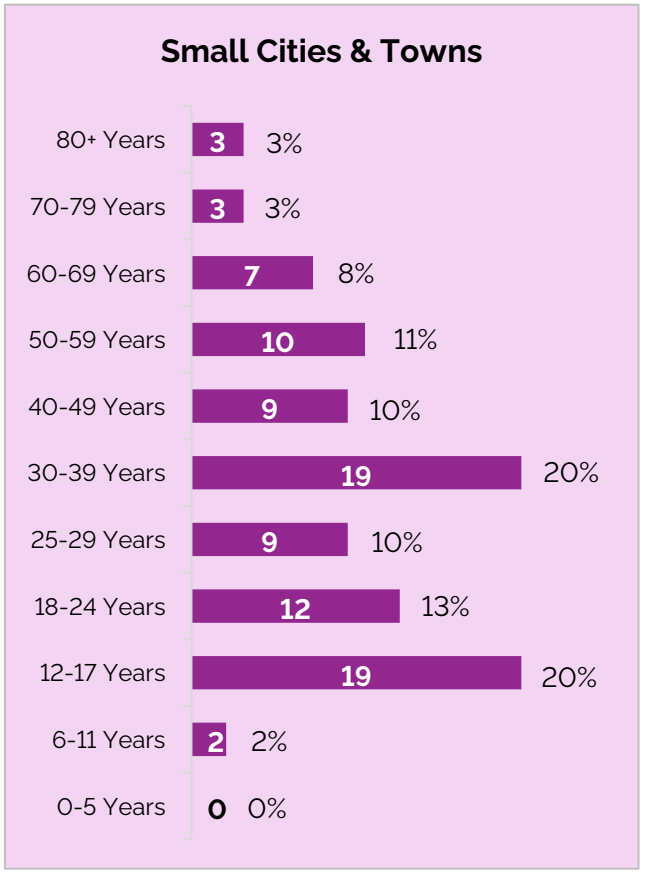


Socio-Demographic Data by Population Category

The following charts show the age groupings for each population category. The top age group for Large Urban Centres & Regions in 2024 was 30-39 Years. The top age group for Counties in 2024 was 12-17 Years, and the top age group for Small Cities and Towns was split between 30-39 Years and 12-17 Years. This shows that there may be different service needs based on community size.

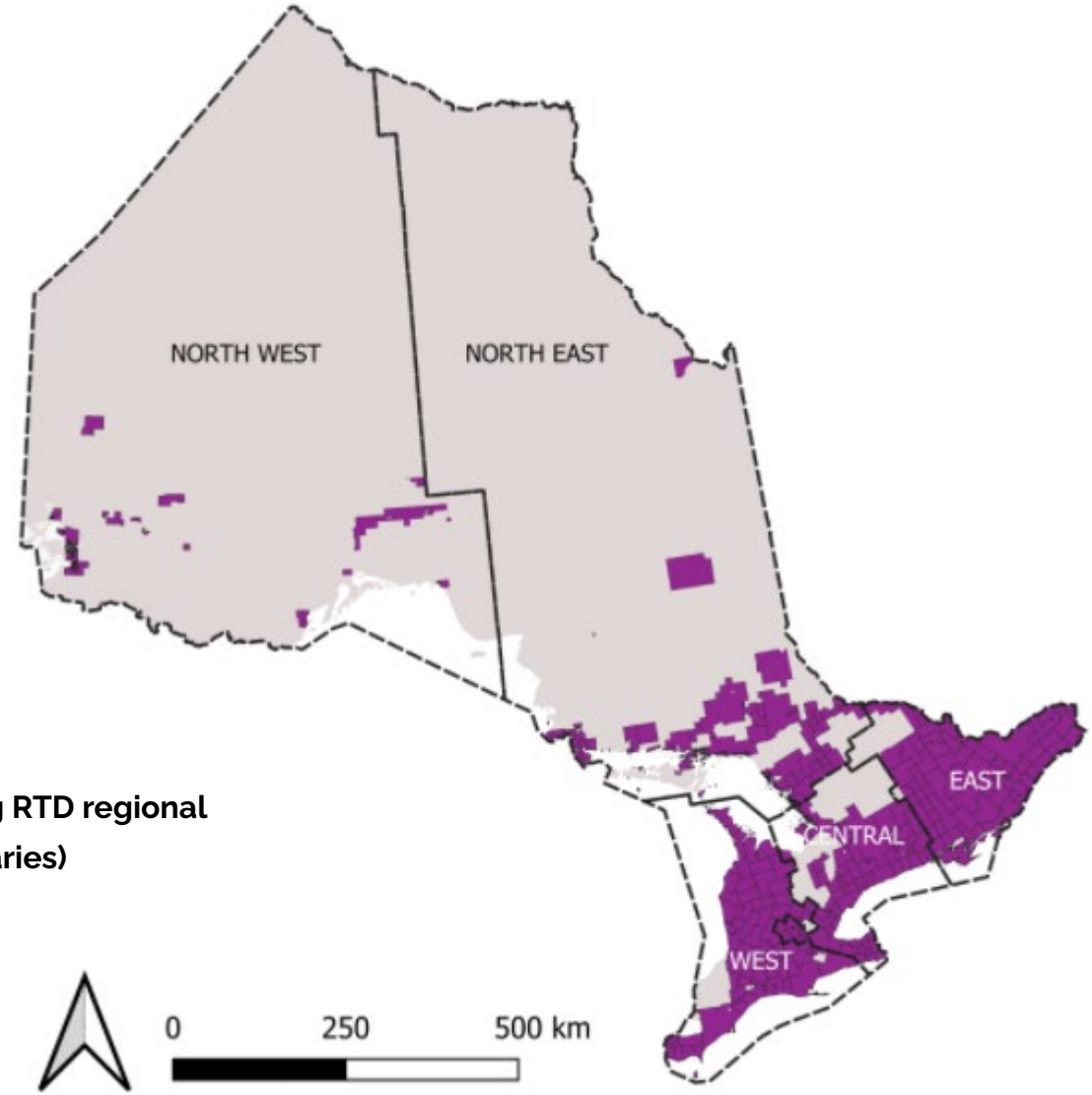






Part B – RTD 2024 Annual Report - Regional Results

The following map reveals a geographical representation of RTD use across the five regions present in the RTD. For a full list of all site locations per region that have been onboarded to the RTD see [Appendix B](#).

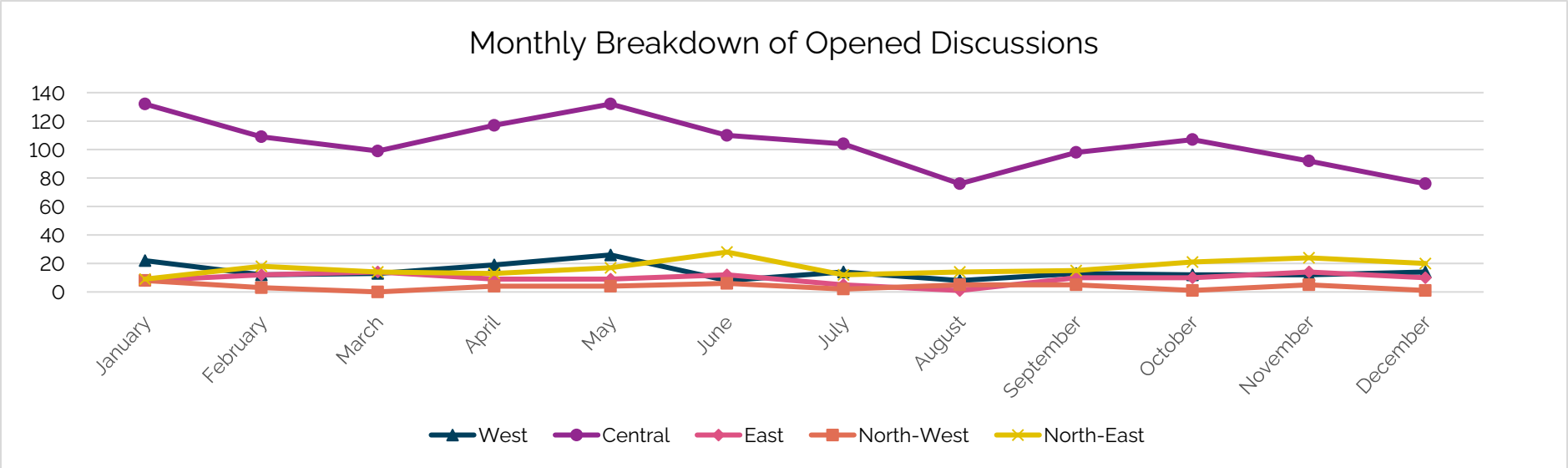


Ontario (showing RTD regional boundaries)

2024 RTD Regional Data Results

The RTD includes representation from five regions across the province. While the Central Region continues to onboard new communities and the addition of new discussions remain relatively steady as observed across annual reports, all other regions have experienced a slow decline in discussions in recent years. The chart below shows the regional monthly breakdown of opened discussions; while there is no specific pattern in the recording of discussions across the province, July through September appear to be some of the slowest months across the regions.

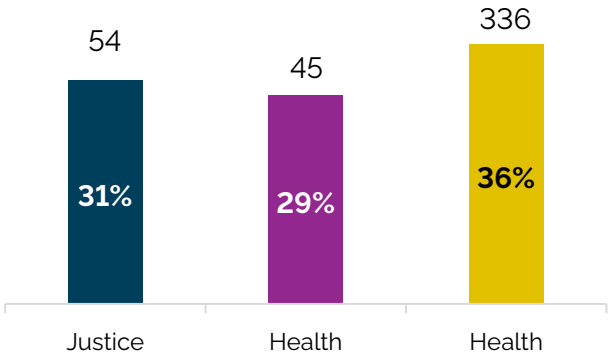
Discussion Overview



	West	Central	East	North-West	North-East
Sites with 2024 data	11	20	9	4	5
Discussions	173	1,252	114	44	205
Met the Threshold	96%	97%	94%	95%	95%
Rejected	4%	3%	6%	5%	5%

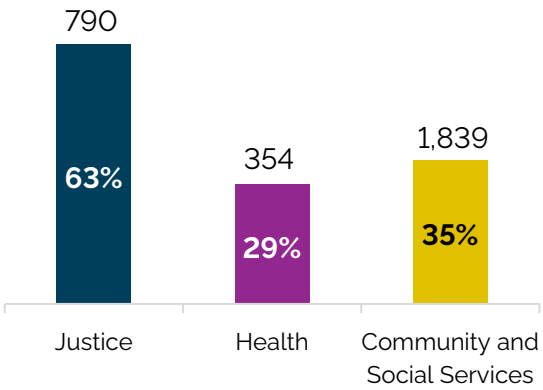
Regional Sector Engagement

Top 3 Sectors Engaged

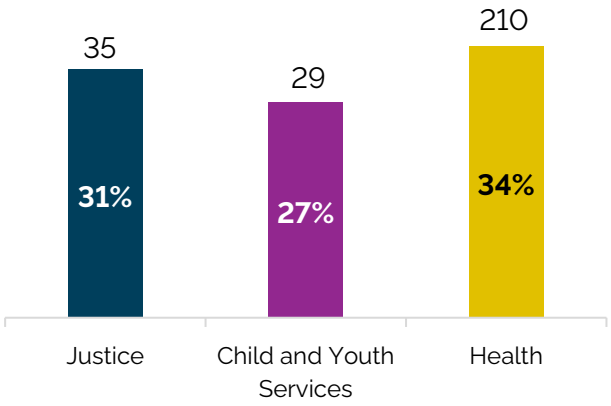


West Region

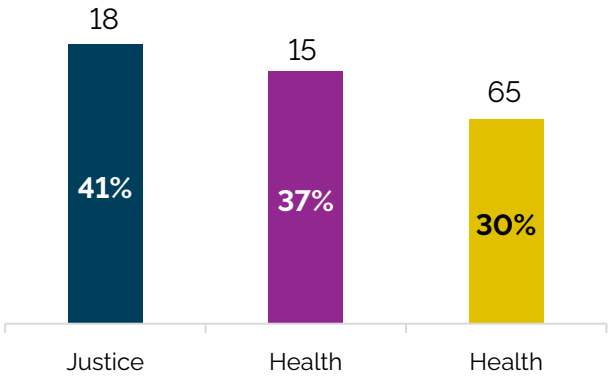




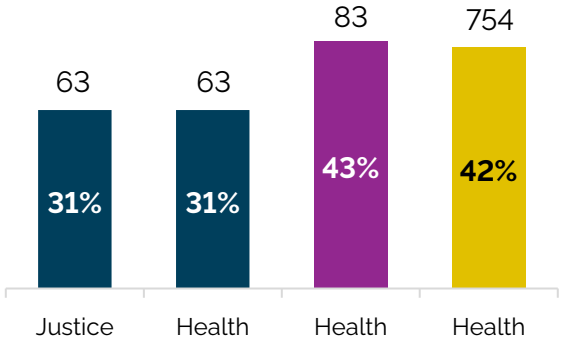
Central Region



East Region



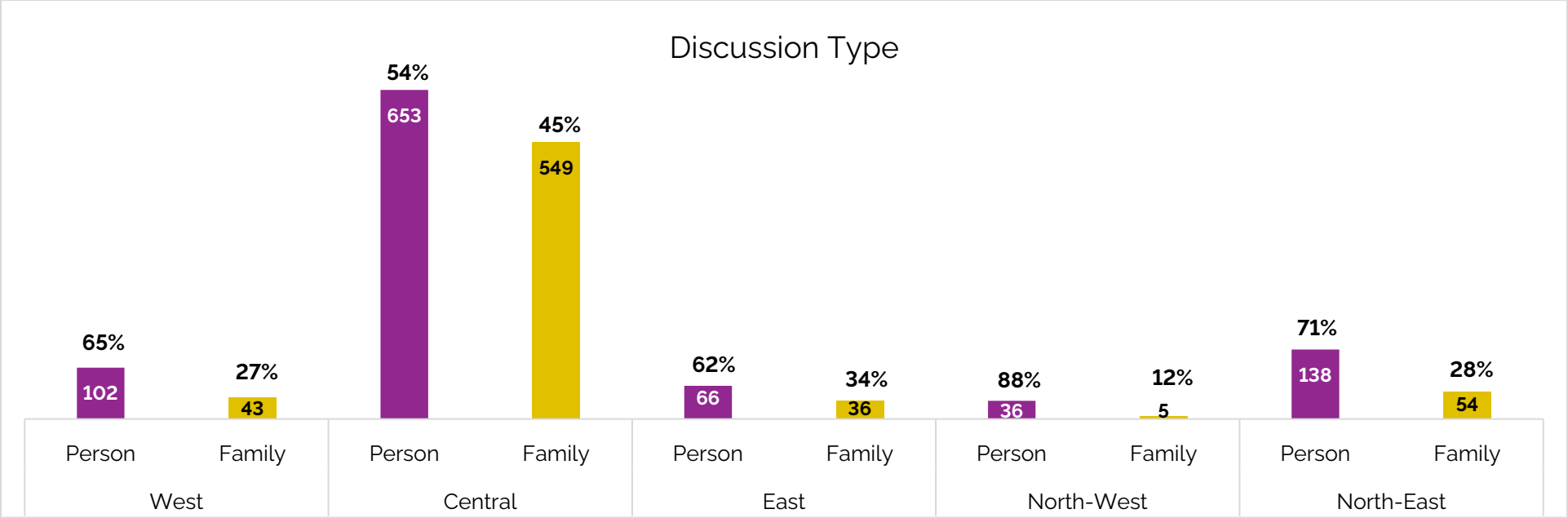
North-West Region



North-East Region

Regional Socio-Demographic Data

When discussing situations of AER, agency partners will identify the type of discussion as well as some de-identified socio-demographic information to assist in determining situational factors and agency engagement. The majority of regional discussions involved persons with some variability in age between regions.



***Note:** "Dwelling", "Neighbourhood", and "Environmental" Discussion Type field values also contribute to these data results in small quantities.

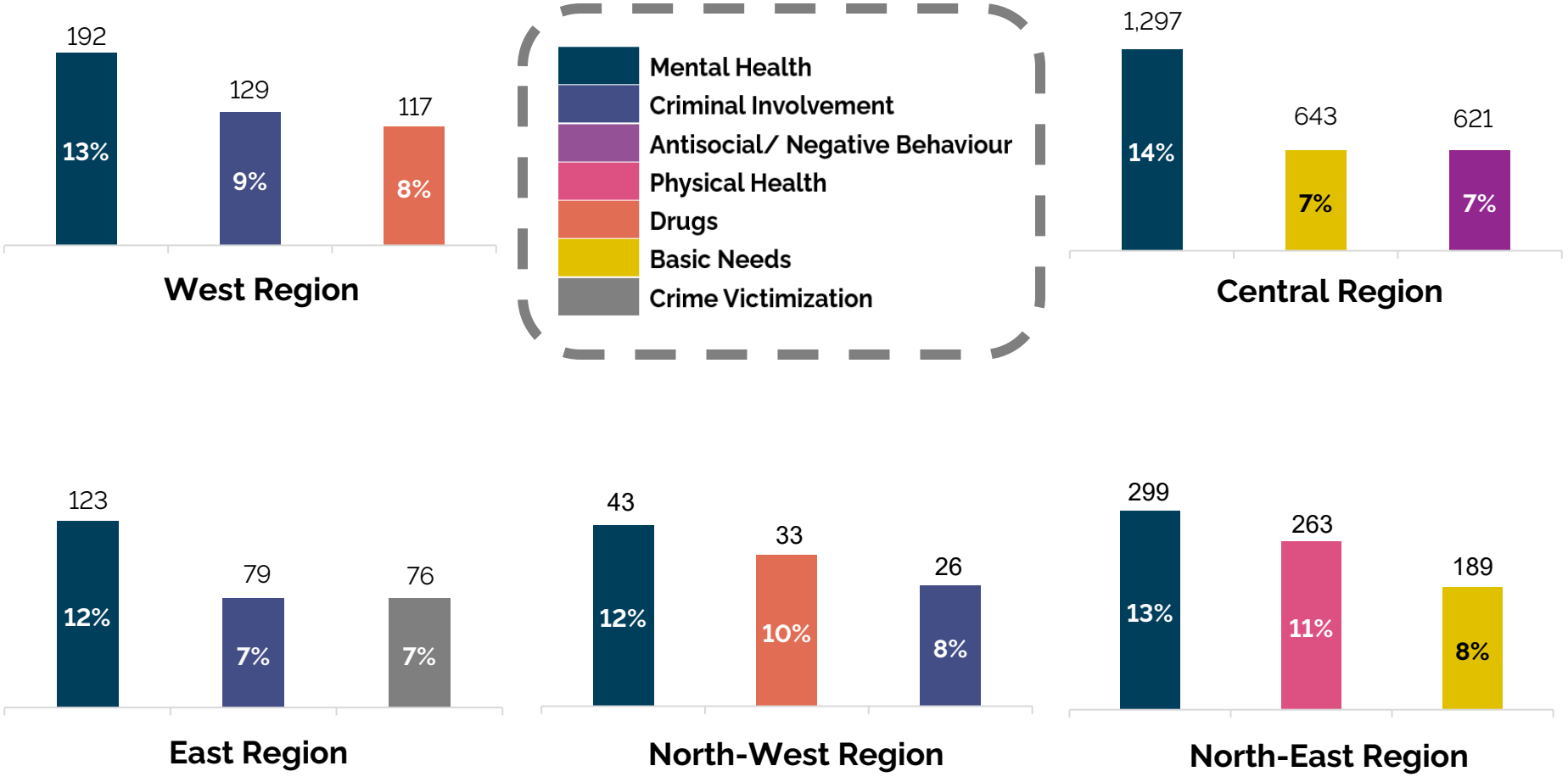
Top Age Group				
West Region	**Central Region**	**East Region**	**North-West Region**	**North-East Region**
30-39 Years (20%)	**30-39 Years (21%)**	**12-17 Years (33%)**	**12-17 Years (36%)**	**30-39 Years (24%)**

Regional Risk Category Information

When analyzing risk results at the regional level, there is variability among regions from both an occurrence and discussion perspective.

Top 3 Risk Categories – By Occurrence

Analysis of risk information by occurrence reveals the following seven most predominant risk categories, with "Mental Health" identified as the number one risk category across all regions.



Top 3 Risk Categories – By Discussion

Analysis of risk information by discussion, where a risk factor appears at least once in a given discussion from each of the 27 categories, reveals a slightly different pattern with "Mental Health" remaining the number one risk category across all regions.

West Region	Central Region	East Region	North-West Region	North-East Region
Mental Health 75% (130)	Mental Health 73% (919)	Mental Health 70% (80)	Mental Health 70% (31)	Mental Health 88% (181)
Drugs 47% (82)	Antisocial/ Negative Behaviour 44% (553)	Antisocial/Negative Behaviour 47% (54)	Drugs 64% (28)	Physical Health 70% (143)
Housing 45% (78)	Basic Needs 44% (545)	Criminal Involvement 43% (49)	Housing 45% (20)	Basic Needs 68% (140)

Top 3 Risk Categories by Demographics

The tables below demonstrated the variance in top risk categories specific to the male and female population in the top age group identified, allowing for more targeted risk analysis relative to those most vulnerable populations in a respective region.

West Region

Top Risk Categories for 30-39 Age Group

1. Mental Health (11%)
2. Criminal Involvement (9%)
3. Drugs (7%)

Female	Male
1. Physical Health (12%)	1. Mental Health (18%)
2. Mental Health (11%)	2. Criminal Involvement (12%)
3. Housing (10%)	3. Drugs (8%) 3. Crime Victimization (8%)

Central Region

Top Risk Categories for 30-39 Age Group

1. Mental Health (15%)
2. Criminal Involvement (10%)
3. Drugs (9%)

Female	Male
1. Mental Health (17%)	1. Mental Health (14%)
2. Crime Victimization (11%)	2. Criminal Involvement (12%)
3. Drugs (8%)	3. Drugs (10%)

East Region

Top Risk Categories for 12-17 Age Group

1. Mental Health (10%)
2. Criminal Involvement (9%)
3. Crime Victimization (8%)

Female	Male
1. Mental Health (9%)	1. Criminal Involvement (13%)
2. Drugs (7%)	2. Mental Health (10%)
3. Parenting (7%)	3. Crime Victimization (10%)

North-West Region

Top Risk Categories for 12-17 Age Group

1. Mental Health (12%)
2. Missing School (12%)
3. Drugs (11%)

Female	Male
1. Mental Health (13%)	1. Criminal Involvement (14%)
2. Drugs (11%)	2. Missing School (14%)
3. Missing School (11%)	3. Self-Harm (14%)

North-East Region

Top Risk Categories for 30-39 Age Group

1. Mental Health (11%)
2. Physical Health (10%)
3. Basic Needs (9%)

Female	Male
1. Mental Health (11%)	1. Criminal Involvement (13%)
2. Basic Needs (9%)	2. Mental Health (12%)
3. Physical Health (9%)	3. Basic Needs (10%) 3. Physical Health (10%)

Regional Protective Factors

Top 5 Protective Factor Groupings

The top protective factor grouping regionally in 2024 was “Housing and Neighbourhood" in the West, Central, and East regions, and "Family Supports" in the Northern regions.

West Region

- Housing and Neighbourhood – 24%
- Family Supports – 24%
- Physical Health – 12%
- Education – 11%
- Social Support Network – 10%

Central Region

- Housing and Neighbourhood – 31%
- Family Supports – 20%
- Social Support Network – 13%
- Physical Health – 9%
- Education – 8%

East Region

- Housing and Neighbourhood – 25%
- Family Supports – 22%
- Pro-social/Positive Behaviour – 10%
- Mental Health – 10%
- Social Support Network – 9%

North-West Region

- Family Supports – 31%
- Education – 20%
- Housing and Neighbourhood – 18%
- Social Support Network – 9%
- Physical Health – 9%



North-East Region

- Family Supports – 21%
- Mental Health – 16%
- Housing and Neighbourhood – 14%
- Physical Health – 13%
- Financial Security / Employment – 11%

Regional Study Flags

Top 5 Study Flags

Regionally, the top study flag in 2024 was "Recent Escalation" with some variation in the top five study flags across the five regions, including housing/homelessness study flags in all regions and the emergence of "Transportation Issues" in the North-East Region.

West Region

- Recent Escalation – 13%
- Risk of Losing Housing/ Unsafe Living Conditions – 9%
- Homelessness – 8%
- Domestic Violence – 7%
- Child Involved – 7%

Central Region

- Recent Escalation – 17%
- Cultural Considerations – 9%
- Child Involved – 8%
- Risk of Losing Housing/ Unsafe Living Conditions – 8%
- Homelessness – 8%

East Region

- Recent Escalation – 12%
- Risk of Losing Housing/ Unsafe Living Conditions – 9%
- Child Involved – 8%
- Social Isolation – 7%
- Domestic Violence – 7%

North-West Region

- Recent Escalation – 8%
- Risk of Losing Housing/ Unsafe Living Conditions – 8%
- Custody Issues/Child Welfare – 7%
- Homelessness – 6%
- Risk of Human Trafficking – 6%



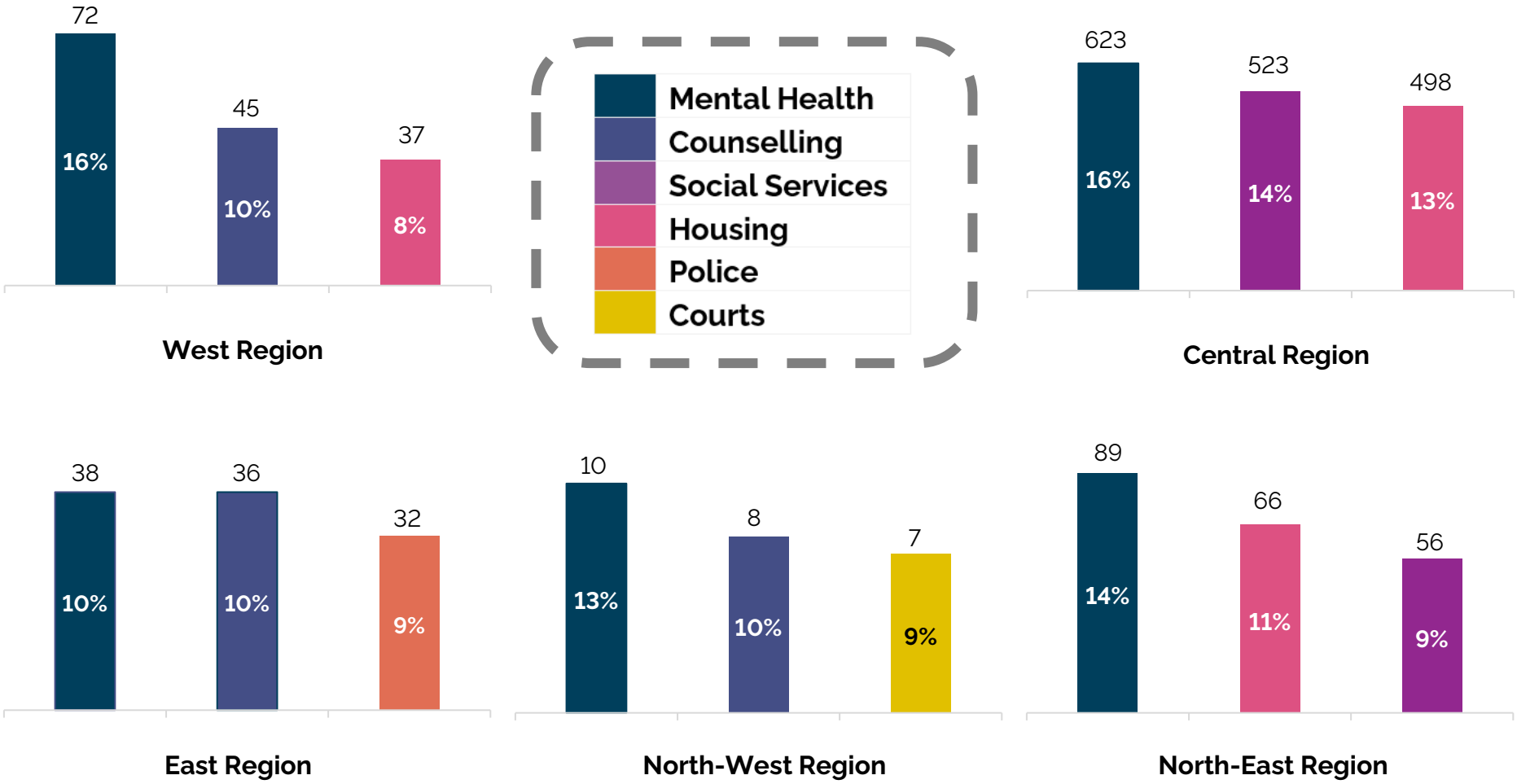
North-East Region

- Recent Escalation – 12%
- Risk of Losing Housing/ Unsafe Living Conditions – 11%
- Homelessness – 9%
- Social Isolation – 7%
- Transportation Issues – 6%

Regional Services Mobilized

Top 3 Services Mobilized

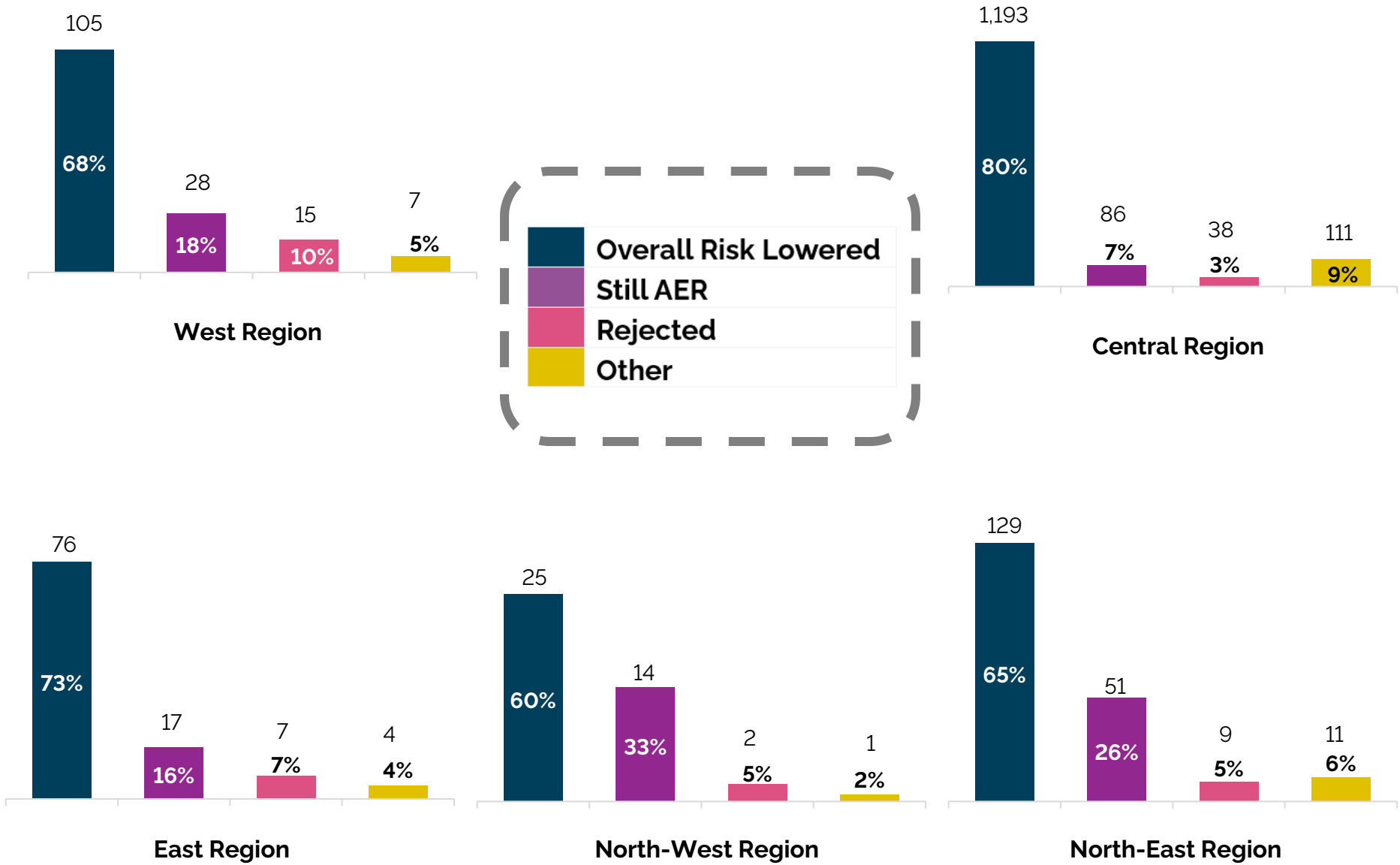
The following data reflects the mobilization types: Informed of Services, Connected to Services, and Engaged with Services.



***Note:** Number of sites using services mobilized: 36 sites.

Regional Conclusion Reasons

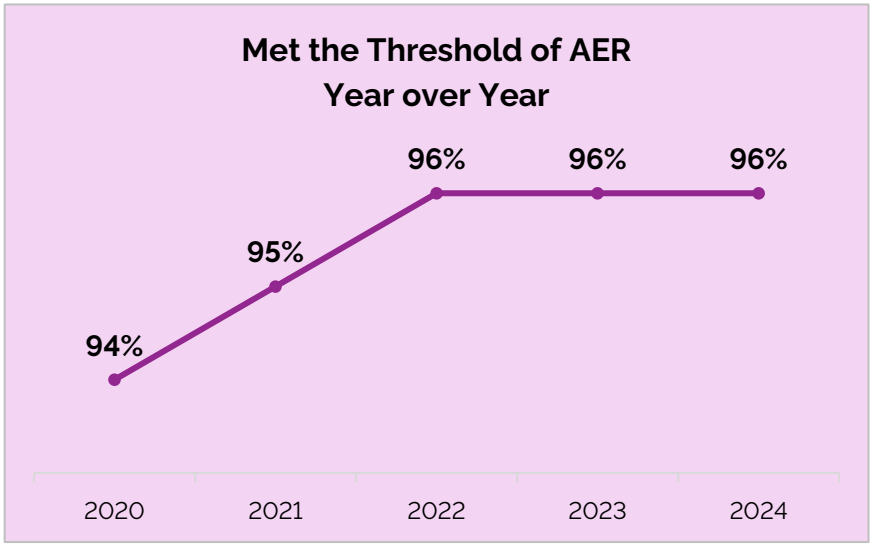
The majority of discussions in all five regions concluded in overall risk being lowered.



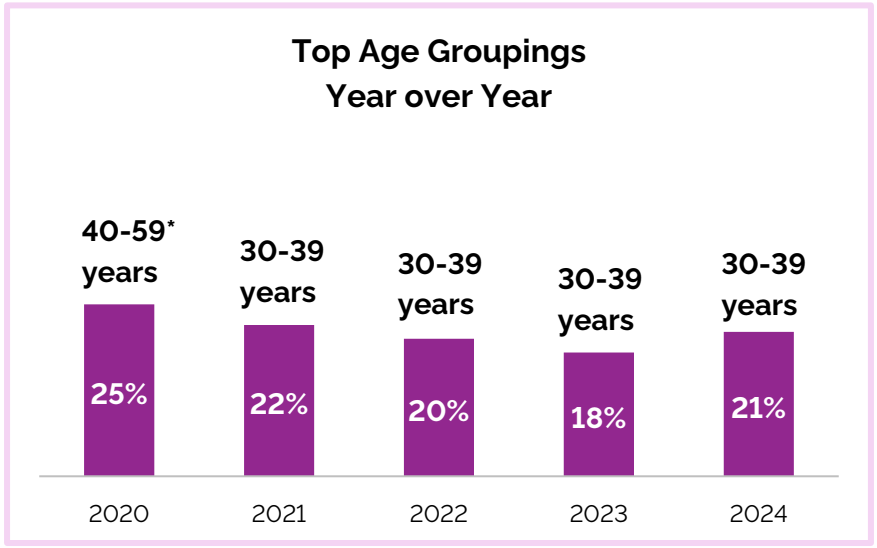
Conclusion

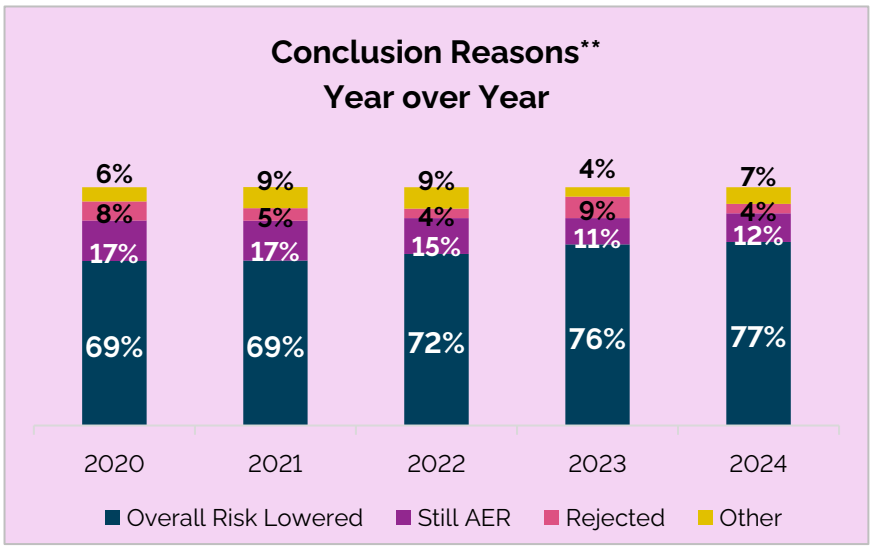
Provincial Trend Analysis

The following trends have been observed across the RTD Annual Reports released over the past five years (2020-2024).









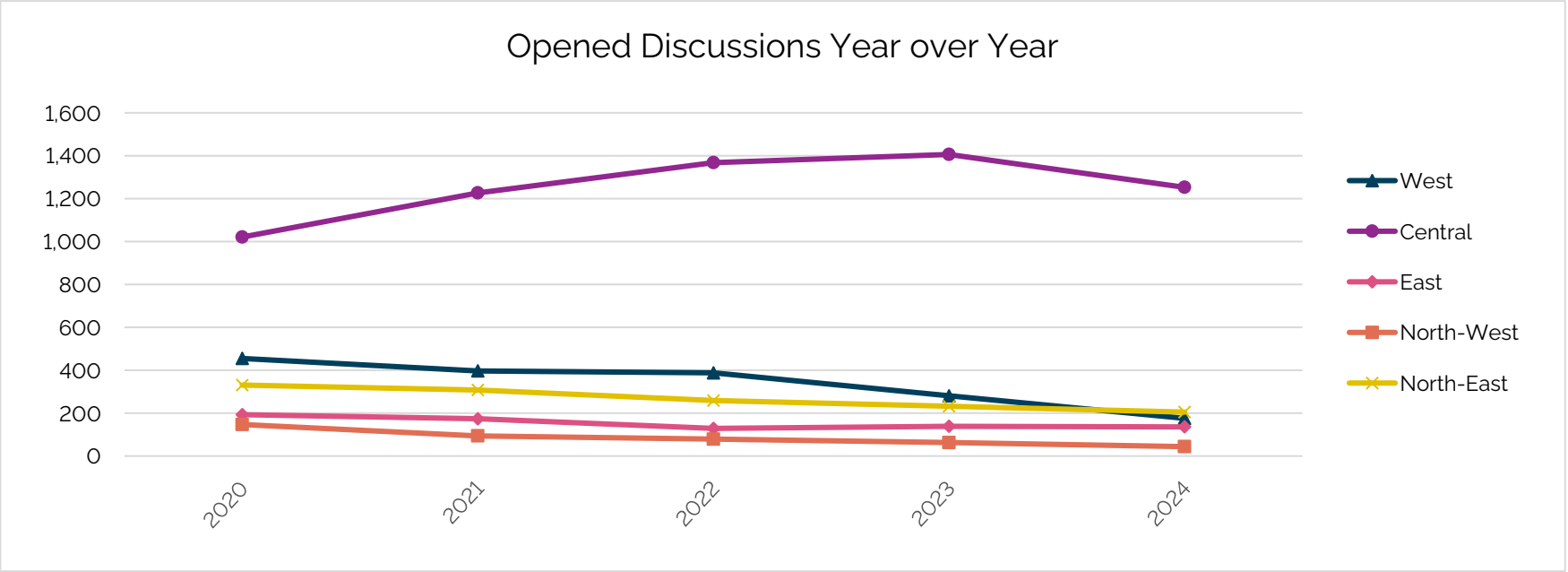
Notes:

*40-59 years references historical age groups. Age groupings have since been updated for greater reliability.

**Data represents all discussions, not only those that met the threshold of acutely elevated risk as reported on page 10.

- Over the past five years, discussions meeting the threshold of AER have remained high, indicating that agency partners have become adept at understanding what discussions to bring forward.
    - In 2024, 73 per cent of discussions meeting the threshold of AER resulted in the overall risk being lowered. In previous years this calculation included "blank" data cells. In the 2024 analysis these data cells have been removed, resulting in a lower number than last year; however, it is a more accurate representation of the data.
- The top risk category has been "Mental Health", both when analysed by occurrence and by discussion, over the past five years in Ontario and in each of the five regions individually. This has held true since ministry began reporting on the RTD.
    - The top five correlating risk categories to mental health in 2024 (page 23), were: antisocial/negative behaviour (52 per cent), basic needs (47 per cent), housing (42 per cent), physical health (38 per cent), and criminal involvement (37 per cent). These were the same risk categories in that order in the previous year.
    - The 2024 population category analysis (page 27) showed that the risk category "Mental Health" was most prevalent in discussions across all three population categories, with drugs being more prevalent in Counties, and Small Cities & Towns, as well as housing being more prevalent in Small Cities & Towns.
- The top age group represented at discussions has remained 30-39 years over the past four years. In fall 2020, a change was implemented in the RTD to refine the age ranges for future discussions to allow for more refined insights. These new groupings were not reported on until 2021 to ensure a fulsome dataset. The historical age ranges are referenced in **Appendix A**.
    - The 2024 population category analysis (page 28) showed the difference of the top age group after accounting for population size. The top age group for Large Urban Centres & Regions in 2024 was 30-39 years. The top age group for Counties in 2024 was 12-17 years, and the top age group for Small Cities and Towns was split between 30-39 years and 12-17 years. These results indicate that the younger age groups may become more represented in discussions as the community gets smaller. A similar pattern was observed over the previous four years (2020 to 2023). This may be a result of socioeconomic factors such as reduced access to opportunities and services, though conclusions should not be made from one dataset alone.

- When looking at regional trends in opened discussions year over year since 2020, we can observe that while we are still seeing relative discussion stability in the central region, there has been a downturn in discussions in all other regions over the past five years. The North-West region has seen significant downturn, with 44 discussions in 2024, a 234 percent decrease since 2020.



	2020	2021	2022	2023	2024
West Region	455	397	388	281	176
Central Region	1,021	1,227	1,368	1,406	1,253
East Region	193	174	129	139	136
North-West Region	147	94	79	63	44
North-East Region	331	308	259	232	205

- In each year from 2020 to 2024, the majority of discussions have originated from partners in the justice sector.
    - However, the lead sector shifts once the initial discussion takes place, and the majority of discussions/interventions are then usually led by partners from the health sector, with the Community and Social Services and Housing sector increasingly sharing more of the responsibility. Confirming that once a situation of AER is discussed through a multi-agency risk-based approach, more appropriate partners are engaged, and supports are identified.
    - The pivotal role that assisting agencies play in the intervention process can not be underestimated. The data results continue to demonstrate the commitment from several agencies that recognize the benefits this model has to offer.
- The majority of discussions each year involve the discussion type “person”; however, in recent years the frequency of discussions involving the discussion type “family” has increased, with the highest level (40 per cent) over the past five years being evident in 2024.

Value Provided by the RTD

Ensuring the safety and well-being of our communities is a shared responsibility by all members and requires an integrated approach to bring municipalities, police services, community partners and Indigenous communities, together to address a collective goal. Encouraging multi-sectoral partnerships with a unified vision for safety and well-being is essential in developing strategies, programs, and services to help minimize risk factors and foster safer and healthier communities.

The data provided through the RTD continues to demonstrate the success of multi-sectoral partnerships in reducing risk by working collaboratively to identify local risks and launching interventions, while considering local demographics, needs, and resources. It also provides a reliable resource for communities, to use in conjunction with other available data sets and local knowledge, to identify trends regarding priority risks and vulnerable groups and inform future programs and strategies that will be implemented to address these risks, for example, within a community safety and well-being plan.

As the RTD project continues to grow, it has become the preferred software solution in Ontario to support communities that have implemented multi-sectorial risk intervention models. Recognizing the value of the RTD data, the ministry remains committed to providing annual reports to ensure provincial and regional results are shared with government and community partners so that data can be utilized to inform policy and program work, including community safety and well-being planning efforts, as well as broader provincial investments. Specifically, RTD data can be overlapped and analyzed against the top risks identified in community safety and well-being plans across the province to provide a more comprehensive picture of risks and needs in Ontario communities. Locally, various community safety and well-being plans have identified the need to strengthen and/or expand their Situation Tables as a strategy in addressing their local risks and supporting vulnerable populations, demonstrating the positive impact of these tables and the need for continued data collection and analysis provided by the RTD.

Through the RTD, the ministry continues to champion the significant benefits of working together toward shared outcomes that improve the quality of life for those who are most vulnerable in our communities.

To learn more about the community safety and well being planning process, including the community safety and well-being planning framework and toolkit, please refer to the ministry's resources here:
Community Safety and Well-being Planning

Contacts

For questions regarding the RTD or its Annual Reports, please contact the ministry's RTD Support Team at SafetyPlanning@ontario.ca.

RTD 2024 Annual Report Contributors

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Appendix A – Glossary of Terms

Multi-sectoral risk intervention model: A collaborative intervention model where partnerships are developed with the aim to mitigate risk and enhance the safety and well-being of communities. Situation Tables are just one example of this model.

Situation Table: A Situation Table consists of a regular meeting of frontline workers, from a variety of human services agencies and sectors, who work together to identify individuals, families, groups or locations that are at an acutely elevated risk of harm and customize multi-disciplinary interventions, which mitigate those risks.

Acutely Elevated Risk (AER): Any situation negatively affecting the health or safety of an individual, family, or specific group of people, where professionals are permitted in legislation to share personal information to eliminate or reduce imminent harm to an individual or others. Under the Four Filter Approach, the determination is made at Filter 2, whether or not the threshold of AER has been met.

Four Filter Approach:

Filter 1: Internal Agency Screening - The first filter is the screening process by the agency that is considering engaging partners in a multi-sectoral intervention. The agency must be unable to eliminate or reduce the risk without bringing the situation forward to the group. This means that each situation must involve risk factors beyond the agency's own scope or usual practice, and thus represents a situation that could only be effectively addressed in a multi-sectoral manner.

Filter 2: De-identified Information - At this stage, the agency presents the situation to the group in a de-identified format, disclosing only descriptive information that is reasonably necessary. If the circumstances do not meet the threshold of acutely elevated risk, no further discussion should occur. However, if it is determined, based on consensus of the table, that the threshold has been met, limited personal information is disclosed at filter three to begin planning for a multi-sector intervention.

Filter 3: Limited Identified information - If the group concludes that the threshold of acutely elevated risk is met, at this filter, they should determine which agencies are reasonably necessary to plan and implement the intervention. Identifying information may then be shared with those agencies at filter four.

Filter 4: Planned Intervention - At this final filter, only agencies that have been identified as having a direct role to play in an intervention will meet separately to discuss limited personal information required in order to inform planning for the intervention. Following the completion of filter four, an intervention should take place shortly thereafter, to address the needs of the individual, family, or specific group of people and to mitigate their acute risk.

Please note that not all aspects of the Four Filter Approach are prescribed in legislation, and many may not be mandatory for a specific agency or organization.

For more information regarding the Four filter approach to sharing information please refer to the Guidance on information sharing in multi-sectoral risk intervention models document on the ministry's website. This document outlines best practices for professionals where information is shared about individuals or families to connect them to services in the community and mitigate their acute risk of harm.

Conclusion Reasons: A list of outcomes that results from a discussion at a multi-sectoral risk intervention initiative. The RTD includes 18 different conclusion reasons that are grouped into four categories.

Discussion Types: Determines what the focus of the multi-sectoral risk intervention will be on (i.e., person, family, neighbourhood, environmental and dwelling).

On-board: The planning and implementation process involved when sites are added to the RTD, including migrating historical data, testing functionality and training users.

Protective Factors: Positive characteristics or conditions that can moderate the negative effects of risk factors and foster healthier individuals, families, and communities, thereby increasing personal and/or community safety and well-being. There are 51 protective factors in the RTD.

Risk Factors: Negative characteristics and/or conditions present in individuals, families and communities that may increase the presence of crime or fear of crime in a community. There are 105 risk factors in the RTD.

Services Mobilized: The services mobilized, as a result of the intervention, are collected in the RTD to help track which services were offered to and accepted by that individual or family at AER. There are five types of mobilization efforts (e.g., informed, engaged) that can be applied to 29 different services.

Study Flags: Allows multi-sectoral agency partners an opportunity to track and monitor specific trends in their community and collect information on certain conditions that may be studied locally that fall outside the scope of individual risk factors. There are 33 study flags in the RTD.

Age Range: Grouping discussion subjects by age cohort allows multi-sectoral agency partners to get a better understanding of the discussion subject's needs, abilities, and capacity without identifying who they are. In fall 2020, a change was implemented in the RTD to refine the age ranges for future discussions to allow for more refined insights. These new groupings were not reported on until 2021 to ensure a fulsome dataset. The historical and new age range values are outlined in the table below:

Historical Values	New Values
0 - 5 Years	0 - 5 Years
6 - 11 Years	6 - 11 Years
12 - 17 Years	12 - 17 Years
18 - 24 Years	18 - 24 Years
25 - 29 Years	25 - 29 Years
30 - 39 Years	30 - 39 Years
40 - 59 Years	40 - 49 Years
60+ Years	50 - 59 Years
	60 - 69 Years
	70 - 79 Years
	80+ Years

Appendix B – All Ontario site locations onboarded to the RTD

WEST REGION (13 Sites)	CENTRAL REGION (23 Sites)	EAST REGION (11 Sites)	NORTH-WEST REGION (9 Sites)	NORTH-EAST REGION (11 Sites)
1. Brantford	1. Barrie	1. Akwesasne, Cornwall, Stormont, Dundas, Glengarry	1. Dryden	1. Espanola
2. Chatham-Kent	2. Durham Region	2. Hastings County (Belleville, Quinte West)	2. Fort Frances	2. East Algoma
3. Elgin County	3. Halton Region	3. Kingston & Frontenac County	3. Greenstone	3. Manitoulin Island
4. Grey & Bruce Counties	4. Hamilton	4. Lennox & Addington County (Napanee)	4. Kenora	4. Moosonee
5. Huron & Perth County	5. Kawartha Lakes	5. Leeds & Grenville County	5. Marathon	5. North Bay
6. London	6. Niagara - Port Colborne (Wainfleet, Welland, Pelham)	6. North Hastings County (Bancroft and Area)	6. Nipigon	6. Parry Sound
7. Middlesex County (Strathroy)	7. Niagara - St Catharines/ Thorold	*7. Ottawa (not currently active)*	7. Red Lake	7. Sault Ste. Marie
8. Norfolk County (Simcoe, Haldimand County)	8. Niagara - Niagara Falls/ Fort Erie	8. Lanark County (Perth)	8. Sioux Lookout	8. Sudbury
9. Oxford County	9. Niagara - Lincoln/ West Lincoln/ Grimsby	9. Prince Edward County	9. Thunder Bay	9. Sudbury East
10. Rural Wellington	10. North Simcoe (Huronia West, Midland)	10. Renfrew County		10. Sudbury North
11. Waterloo Region *(Cambridge and Kitchener)*	11. Northumberland County (Port Hope)	11. United Counties of Prescott-Russell		11. Timmins
12. *Sarnia – Lambton (not currently active)*	12. Nottawasaga			
13. Windsor	13. Orillia			
	14. Peel Region *(Brampton and Mississauga)*			
	15. Peterborough			
	16. Toronto - Black Creek			
	17. Toronto - Downtown East			
	18. Toronto - Downtown West			
	19. Toronto - North Scarborough			
	20. Toronto - Rexdale			
	21. Toronto - York			
	22. Toronto - East York			
	23. *York Region (not currently active)*			

***Note**: Table includes all sites currently onboarded to the RTD regardless of whether they had data in 2024.

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **O. Reg. 161/25: Pilot Project – Automated Commercial Motor Vehicles under the *Highway Traffic Act***

DATE OF ISSUE:	**August 28, 2025**
CLASSIFICATION:	**General Information**
RETENTION:	**August 1, 2035**
INDEX NO.:	**25-0052**
PRIORITY:	**Normal**

At the request of the Ministry of Transportation's (MTO) Transportation Safety Division (TSD), I am sharing the attached communication to notify police services of the new O. Reg. 161/25: Pilot Project - Automated Commercial Motor Vehicles under the *Highway Traffic Act* (HTA), which came into effect on August 1, 2025

For further information, please review the attached memo from Felix Fung, Assistant Deputy Minister, TSD, MTO. If you have any questions, please contact the ACMV program team at ACMVpilot@ontario.ca.

Please note that as Chief of Police, you may share this memorandum and its attachment with the Chair of the Police Service Board.

Sincerely,

Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division

Attachments

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of Transportation

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MEMORANDUM TO: Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

FROM: Felix Fung
Assistant Deputy Minister
Transportation Safety Division
Ministry of Transportation

DATE: August 28, 2025

SUBJECT: **O. Reg. 161/25: Pilot Project – Automated Commercial Motor Vehicles, under the Highway Traffic Act**

This memorandum is to advise the policing community across the province about the new Ontario Regulation 161/25, *Pilot Project - Automated Commercial Motor Vehicles*, under the *Highway Traffic Act* (HTA) that is in effect as of August 1, 2025 (***see attachment 1***).

This regulation enables a 10-year Automated Commercial Motor Vehicle (ACMV) Pilot Program, permitting eligible participants to test specific ACMVs (i.e., specific automated truck and tractor/semitrailer configurations over 4,500kg) on Ontario's roads (including provincial highways and municipal roads), under defined conditions.

This program builds on the success and lessons learned from the existing Automated Vehicle (AV) Pilot Program that has allowed for the testing of non-commercial automated motor vehicles since 2016, as well as commercial motor vehicles strictly within the Cooperative Truck Platooning Pilot Program, since 2019.

As outlined in the regulation, those who wish to test ACMVs in Ontario need to apply to this pilot program to obtain approval from the Registrar of Motor Vehicles. If the Registrar deems that an applicant's testing proposal meets Ministry of Transportation (MTO)'s requirements as established in the regulation and the ACMV Pilot Program Conditions (***see attachment 2***), the Registrar may approve the proposal and the applicant can conduct testing following the approval.

To participate in this pilot program, all participants are required to follow a graduated testing approach to demonstrate the capabilities of their technology. Under this graduated testing approach, pilot participants must demonstrate safe operation through the stages of their graduated approach, with driver-supervised testing first in the Driver-supervised Stream (Stream 1) before requesting to test in the Driverless Stream (Stream 2).

- **Stream 1 – Driver-supervised**: a driver must be present in the driver's seat, ready to engage and take control of the vehicle as necessary.
- **Stream 2 – Driverless**: an assistant[1] (located in the vehicle or at a remote location in Ontario) must be ready to provide oversight of the vehicle.

The ACMV Pilot Program Conditions require that the participant demonstrates to MTO how they would satisfy all HTA and subsequent rules/regulations for commercial motor vehicles, including those that typically apply to drivers.

In addition, the Program Conditions require that program participants formally engage all municipalities that are impacted by their proposed testing route to obtain municipal input in advance of obtaining MTO approval. Participants must also provide a copy of any municipal feedback to MTO.

While the full Program Conditions are attached, the following items are particularly relevant for the enforcement community (e.g., police, first responders, and others):

Submission of a "work zone and first responders' interaction plan"

Program applicants are required to submit to MTO a "work zone and first responders' interaction plan," outlining how the ACMV will interact with law enforcement, emergency responders, and construction zones. If the ACMV is being tested on municipally controlled infrastructure, the participant must provide the interaction plan to the municipality and relevant authorities such as law enforcement. For areas where the ACMV is being tested on provincially controlled infrastructure, MTO may share the interaction plan with relevant municipal authorities and law enforcement as appropriate.

Requirement to carry proof of approval

A copy of the signed approval package(s) must accompany all ACMVs and must be produced on demand to a police officer or enforcement officer appointed to carry out the provisions of the HTA. The signed approval package will also contain details regarding the participant's approved graduated testing requirements and any specific requirements or limits, such as the approved route, that may apply to the vehicle in addition to the broader program conditions.

[1] Detailed information about the assistant's qualifications and capabilities are outlined in the ACMV Pilot Program Conditions. Also, please note that the term 'assistant' in the ACMV Pilot Program would have a similar meaning as the term 'fallback test driver' or 'remote fallback test driver' as defined and referenced in SAE International's Standard SAE J3018 "*Safety-Relevant Guidance for On-Road Testing of Prototype Automated Driving System (ADS)-Operated Vehicles*".

Signage

All ACMVs must have a yellow-orange sign with black lettering stating “TEST VEHICLE - STAY BACK” displayed on the front and rear of the vehicle (***see attachment 3***).

When testing under Stream 2 (Driverless Stream), signage or a sticker must be placed on the driver’s side door of the vehicle to inform law enforcement and first responders how to contact the remote assistant overseeing the vehicle, with information including a phone number.

Notifications and information sharing

Pilot participants must share any police reports, including any investigation or reconstruction report, with MTO as soon as they become available to the participants. Police and law enforcement personnel are requested to notify MTO of any participants’ infractions via email. Emails can be sent to the designated ACMV Pilot Program email address at ACMVpilot@ontario.ca.

Speed restrictions

ACMVs must adhere to existing provincial speed limits for commercial motor vehicles and/or as determined by the Registrar of Motor Vehicles. Any compliance issues related to speed should be communicated to the MTO by police and other law enforcement personnel.

Penalty for contravening the ACMV Pilot Program Conditions

Anyone that contravenes the conditions of the pilot program can be charged under HTA s.228(8), which states that every person who contravenes a pilot regulation is liable to a fine of not less than $250 and not more than $2,500 on conviction.

The Registrar of Motor Vehicles can suspend or revoke a participant’s approval at any time for failing to comply with the HTA, subsequent regulations, or the ACMV Pilot Program Conditions.

Under the ACMV Pilot Regulation, the person in the driver’s seat is considered the driver even when the vehicle is operating with automation. Requirements such as driver’s licence class and restrictions such as not operating a hand-held device still apply.

As with all Ontario transportation pilot projects and programs, safety is our top priority. Throughout the pilot, MTO will assess data and insights gathered from on-road testing of ACMVs, engage stakeholders, and adjust the pilot framework, as required. As a key partner, police services will continue to be engaged appropriately to ensure operational alignment of new programs or other changes and to support effective roadside interaction.

Please contact the ACMV program team at ACMVpilot@ontario.ca with any further questions that you may have.

Thank you for your assistance in communicating these changes.

Felix Fung
Assistant Deputy Minister
Transportation Safety Division
Ministry of Transportation

Attachments: Regulation 161/25, Pilot Project – Automated Commercial Motor Vehicles
Automated Commercial Motor Vehicles (ACMV) Pilot Program Conditions
Required Vehicle Signage for ACMVs

Attachment 1 – Regulation 161/25, Pilot Project – Automated Commercial Motor Vehicles

Attachment 2 – Automated Commercial Motor Vehicles (ACMV) Pilot Program Conditions

Attachment 3 – Required Vehicle Signage for ACMVs



- A yellow-orange sign stating “TEST VEHICLE. STAY BACK.” must be displayed on the front and rear of all ACMVs.
    - Background of the sign: Type III or superior yellow-orange retroreflective sheeting complying with the Standard Specification for Retroreflective Sheeting for Traffic Control (D4956) of the American Society for Testing and Materials.
    - Pictogram: Black.
    - Lettering: Black, Highway Gothic, E-series modified, 50 mm high.
    - Sign size: At least 30 cm by 230 cm.

- The sign must be positioned to be clearly visible to following and oncoming traffic without obstructing licence plates, lights or other safety devices, and must be removed or covered when not in use.
- When testing under Stream 2 (Driverless Stream), signage or a sticker must be displayed on the driver's side door to inform law enforcement and first responders how to contact the remote assistant overseeing the vehicle. The signage must include a phone number, along with any other information required under the *Highway Traffic Act*.

Français

ONTARIO REGULATION 161/25

made under the

HIGHWAY TRAFFIC ACT

Made: July 31, 2025
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PILOT PROJECT – AUTOMATED COMMERCIAL MOTOR VEHICLES

GENERAL

Interpretation

1. (1) In this Regulation,

"approval" means approval issued under section 9 to test automated commercial motor vehicles; ("approbation")

"automated commercial motor vehicle" means a commercial motor vehicle configuration described in Schedules 1 and 19 to 25 to Ontario Regulation 413/05 (Vehicle Weights and Dimensions — for Safe, Productive and Infrastructure-Friendly Vehicles) that meets SAE Standard J3016 with an automated driving system that operates at driving automation Level 3, 4 or 5; ("véhicule utilitaire automatisé")

"automated driving system" means a system that performs dynamic driving tasks to operate a vehicle with limited or no need for any dynamic driving task to be performed by a human driver; ("système de conduite automatisée")

"drive", in relation to an automated commercial motor vehicle, includes driving or causing the operation of the automated commercial motor vehicle, with or without the automated driving system being engaged; ("conduire")

"dynamic driving task" includes a task required for an operational aspect of driving, such as steering, braking, accelerating and monitoring the vehicle and roadway, and a task required for the tactical aspect of driving, such as responding to events and determining when to change lanes, turn or use signals, but does not include a task required for the strategic aspect of driving, such as determining destinations; ("tâche de conduite dynamique")

"owner" includes an operator within the meaning of subsection 16 (1) of the Act; ("propriétaire")

"SAE Standard J3016" means SAE International Standard J3016: Taxonomy and Definitions for Terms Related to Driving Automation Systems for On-Road Motor Vehicles, available on SAE International's website, revised April 2021, as amended from time to time. ("norme SAE J3016")

(2) A person seated in the driver's seat of an automated commercial motor vehicle is considered to be driving the automated commercial motor vehicle, and to be the driver of the vehicle, with or without the automated driving system being engaged.

Pilot project established

2. A pilot project to evaluate the use of automated commercial motor vehicles on highways is established.

Application of Regulation

3. This Regulation applies to an automated commercial motor vehicle, whether or not the automated driving system is engaged.

Application of Act

4. (1) The Act applies, with necessary modifications, to the operation of an automated commercial motor vehicle, to a person who drives an automated commercial motor vehicle and to the owner of an automated commercial motor vehicle.

(2) With respect to the application of Part XI of the Act, subsection (1) shall be construed so as to allow, from an owner, operator or lessee of an automated commercial motor vehicle, the recovery of loss or damage sustained by any person by reason of the use or operation of an automated commercial motor vehicle that is operating with the automated controls engaged, but only to an extent that is not inconsistent with the degree of fault or liability, if any, of the person who sustained the loss or damage.

Insurance for automated commercial motor vehicle

5. The owner of an automated commercial motor vehicle shall ensure it is insured under a contract of automobile insurance, as defined under the *Compulsory Automobile Insurance Act*, that provides coverage for liability resulting from bodily injury to or death of one or more persons and loss of or damage to property in the minimum amount of $10,000,000.

PROHIBITION AND PERMITTED USE

Prohibition and permitted use

6. (1) No person shall drive or permit the operation of an automated commercial motor vehicle on a highway, except as permitted by this Regulation.

(2) Subsection (1) does not apply to co-operative truck platooning as defined in Ontario Regulation 306/15 (Pilot Project - Automated Vehicles) made under the Act.

Permitted use of automated commercial motor vehicles

7. A person may drive or permit the operation of an automated commercial motor vehicle on a highway if the owner of the vehicle has been approved under section 9 to test automated commercial motor vehicles.

Required information and documents

8. (1) An application for approval to test automated commercial motor vehicles must include any information or documents relevant to the applicant, the vehicles, the testing or the drivers that the Registrar may request.

(2) If requested to do so by the Registrar, an applicant shall demonstrate that an automated commercial motor vehicle meets the statutory and regulatory requirements applicable to commercial motor vehicles and is capable of being driven safely in Ontario.

Approval of application

9. (1) The Registrar may approve an application to test automated commercial motor vehicles subject to any conditions that the Registrar may impose, including any condition that the Registrar considers necessary to ensure that the testing will be conducted safely and in accordance with the law.

(2) If the Registrar imposes conditions in an approval, the owner shall comply with the conditions and shall ensure that the testing is conducted in compliance with the conditions.

(3) The Registrar may refuse to approve an application if he or she is not satisfied that the testing will be conducted safely or in accordance with the law.

Revocation of approval

10. (1) The Registrar may revoke an approval if, in his or her opinion,

(a) false or inaccurate information, or information that was incomplete in a material respect, was provided in the application;

(b) the testing of the vehicles has not been or will not be conducted safely or in accordance with the law; or

(c) the owner has not complied with a condition imposed by the Registrar under subsection 9 (1).

(2) Notice of the revocation of an approval is sufficiently given if it is personally delivered or sent to the address, fax number or e-mail address of the owner provided in the application.

(3) Notice given by regular mail is deemed to have been received on the fifth day after it was mailed and notice given by fax or by e-mail is deemed to have been received on the first business day after it was sent.

(4) The approval is revoked on the day the notice of the revocation is personally delivered or deemed to have been received.

AUTOMATED DRIVING SYSTEM REQUIREMENTS

Mechanisms and systems included in automated driving system

11. The automated driving system in every automated commercial motor vehicle must be equipped with the following mechanisms and system:

1. A mechanism, easily accessible to the driver, that engages and disengages the automated driving system.
2. A system that,
    i. safely alerts the driver if a failure of the automated driving system is detected while it is engaged, and
    ii. when an alert is given, either,

A. requires the driver to take over all the dynamic driving tasks required to operate the vehicle, or

B. if the driver does not or is unable to take over all the dynamic driving tasks required to operate the vehicle, causes the vehicle to safely move out of traffic and come to a complete stop.

3. A mechanism that allows the driver to take over all the dynamic driving tasks required to operate the vehicle if the automated driving system fails or if the driver disengages the automated driving system.

DUTIES

Driver's duties

12. (1) The driver of an automated commercial motor vehicle shall remain at all times in the driver's seat of the vehicle and shall monitor the vehicle's operation.

(2) The driver of an automated commercial motor vehicle shall carry a copy of the approval in the vehicle.

(3) The driver of an automated commercial motor vehicle shall present a copy of the approval upon the demand of any police officer or officer appointed for enforcing or carrying out the provisions of the Act.

(4) In the event of a collision or traffic stop, the driver of an automated commercial motor vehicle shall advise the attending police officer or officer appointed for enforcing or carrying out the provisions of the Act that the vehicle is an automated commercial motor vehicle and is being tested under the pilot project established by this Regulation.

Automated commercial motor vehicle without driver

13. (1) Section 12 does not apply to an automated commercial motor vehicle that operates at driving automation Level 4 or 5, as defined in SAE Standard J3016, when it is being operated without a driver.

(2) Paragraph 6 of section 3 of Ontario Regulation 455/07 (Races, Contests and Stunts), made under the Act, does not apply to an automated commercial motor vehicle that operates at driving automation Level 4 or 5, as defined in SAE Standard J3016, when it is being operated without a driver.

(3) A copy of the approval shall be kept in the automated commercial motor vehicle at all times it is being operated without a driver in a location that is accessible to a police officer or officer appointed for enforcing or carrying out the provisions of the Act.

Exemptions

14. An owner or driver who is testing an automated commercial motor vehicle and who is in compliance with this Regulation is exempt from a provision of the Act and its Regulations that is inconsistent with the testing of an automated commercial motor vehicle.

REPORTS AND RECORDS

Changes in information

15. An owner to whom an approval has been issued shall notify the Registrar within 24 hours of any change in the nature of the testing of the automated commercial motor vehicle or in the information provided to the Registrar in the application for approval.

Collision reports

16. An owner to whom an approval has been issued shall notify the Registrar of any collision involving an automated commercial motor vehicle no later than 24 hours after the day the collision occurs and shall include the following information respecting the particulars of the collision:

1. The vehicles involved, identified by their vehicle identification numbers.
2. The persons involved.
3. The location of the collision.
4. The apparent cause of the collision.
5. The details and extent of any personal injury or damage to property caused by the collision.
6. Any other relevant information, or copy of any document, photograph or electronic record relating to the testing or operation of the automated commercial motor vehicle, that the Registrar may request.

Records retention

17. An owner to whom an approval has been issued shall retain any record that relates to its use of automated commercial motor vehicles, including information requested under section 16, for a period of not less than three years.

Reports to Registrar

18. (1) If requested to do so by the Registrar, an owner to whom an approval has been issued shall report in writing to the Registrar on its use of automated commercial motor vehicles under the pilot project, or on any aspect of that use that may be specified by the Registrar.

(2) If requested to do so by the Registrar, the owner shall give the Registrar any record referred to in section 17 that the Registrar may require to evaluate the pilot project.

Revocation

19. This Regulation is revoked.

Commencement

20. (1) Except as otherwise provided in this section, this Regulation comes into force on the later of August 1, 2025 and the day this Regulation is filed.

(2) Section 19 comes into force 10 years after the day section 1 comes into force.

Français

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Automated Commercial Motor Vehicle Pilot Program Conditions

Read the framework and requirements to participate in the Automated Commercial Motor Vehicle Pilot Program.

Overview

Ontario is committed to supporting the safe adoption of new and emerging transportation technologies to improve road safety, enhance the transportation system, and bolster the economy. To continue the province's leadership in the testing of Automated Vehicle (AV) technologies, this pilot program aims to evaluate the performance of Automated Commercial Motor Vehicles (ACMVs), understand their compatibility with existing road users and infrastructure, and assess opportunities for improving road safety and supporting the trucking sector.

The ACMV Pilot Program, which is separate from Ontario's Automated Vehicle (AV) Pilot Program, will take place over a 10-year period to ensure sufficient time to effectively evaluate. On an ongoing basis throughout the 10-year pilot, MTO will assess data and information from on-road testing of ACMVs, engage stakeholders, and make amendments to the pilot framework if required.

The framework for the Automated Commercial Motor Vehicle (ACMV) Pilot Program includes both regulatory requirements and rules (Program Conditions) overseen by the Registrar of Motor Vehicles. These Program Conditions are published on Ontario.ca and may be amended by MTO from time to time.

Definitions

a. For the purposes of the pilot, Automated Commercial Motor Vehicle (ACMV) is defined as a commercial motor vehicle configuration described in Schedules 1 and 19 to 25 of Ontario Regulation 413/05 (Vehicle Weights and Dimensions — for Safe, Productive and Infrastructure-Friendly Vehicles) of the Highway Traffic Act (HTA) that meet SAE International's (formerly the Society of Automotive Engineers) SAE Standard J3016, "*Taxonomy and Definitions for Terms Related to Driving Automation Systems for On-Road Motor Vehicles*" of Level 3, 4, and 5 autonomy.

b. For the purpose of the pilot, SAE J3016 Level 3 Driving Automation is considered automated driving systems whereby the vehicle can drive itself under limited conditions, will not operate

unless all required conditions are met, whereby a driver must intervene or takeover the driving task when requested by the vehicle.

c. For the purposes of the pilot, SAE J3016 Level 4 Driving Automation is considered automated driving systems whereby the vehicle can drive itself under limited conditions, will not operate unless all required conditions are met, and will not request a driver to take over the driving task.

d. For the purposes of the pilot, SAE J3016 Level 5 Driving Automation is considered automated driving systems whereby the vehicle can operate using automated driving features, driving the vehicle under all conditions and will not request a driver to take over the driving task.

e. For the purposes of the pilot, an ACMV driver is as defined as a 'driver' under the *Highway Traffic Act* (HTA), in addition to being considered as someone located in the driver's seat of the vehicle who is responsible for overseeing the automated driving systems, intervening as needed, in addition to any other tasks required of a commercial motor vehicle driver under the HTA or subsequent regulations.

f. For the purposes of the pilot, driverless testing is considered when an ACMV is operating under SAE J3016 Level 4 or Level 5 automation, whereby automated driving features will not require a driver to take over the driving task.

Participating in the pilot

a. To participate in the pilot, applicants must submit an application package to MTO. MTO will review the application form and contact the applicant to discuss next steps for developing a custom graduated testing framework with performance milestones that are relevant to the applicant's technology and operational use case. Once a testing approach has been established and approved by the Registrar of Motor Vehicles, a signed copy of the approval package will be sent back to the applicant. A copy of the signed approval package must be kept in all vehicles participating in the pilot program, at all times.

b. MTO's Registrar of Motor Vehicles may restrict the number of participants and vehicles permitted to operate. MTO reserves the right to suspend one or more of a carrier's approval or revoke a carrier's approval privileges at any time. Approval may be revoked or suspended for any breach of any approval condition, for non-compliance with Program Conditions, or for non-compliance with the HTA.

c. For driverless testing, the participant must demonstrate how they will satisfy all applicable commercial motor vehicle rules and regulations under the HTA, including those that typically apply to drivers. An assistant, located within the ACMV, or at a different location in Ontario, must also provide oversight of the ACMV when driverless testing occurs. The term 'assistant' in the ACMV Pilot Program has a similar meaning as the term 'fallback test driver' or 'remote fallback test driver' as defined and referenced in SAE International's Standard SAE J3018 "*Safety-Relevant Guidance for On-Road Testing of Prototype Automated Driving System (ADS)-Operated Vehicles*".

d. The following conditions apply to the ACMV Pilot Program operations.

General conditions

a. Participants must enter into an agreement with MTO, acknowledging and accepting the requirements and responsibilities specified in the application form.

b. A copy of the signed approval package(s) must accompany all ACMVs and must be produced on demand to a police officer or enforcement officer appointed to carry out the provisions of the HTA.

c. The signed approval package may be transferred between qualifying vehicles operated by the same package holder, providing that the vehicles are registered to the same Commercial Vehicle Operator's Registration (CVOR) / National Safety Code (NSC) registration number specified on the approval package. Note that the qualifying vehicles will be included in a Vehicle Information Number (VIN) listing appended to the approval package.

    - Program participants must request that their VINs be approved by MTO when they apply. Once approved, MTO will provide a revised VIN listing of the qualifying vehicles.

d. Participants must designate one or more personnel as primary contacts and notify MTO of any changes.

e. If partnering with another organization, they must also designate one or more personnel from the partner organization and inform MTO of any changes. Contact information must include name, title, address, telephone, cellphone, and e-mail address.

f. Before granting approval to participate in the pilot, MTO may request proof from involved carriers and their partners of equipment to be used. This may include verification of compliance with the federal *Motor Vehicle Safety Act* (MVSA), including the manufacturer's vehicle specifications. Additionally, the request could also involve proof of a compliance label and the vehicle alterer's, intermediate, and final stage manufacturer's labels (where applicable). If deemed necessary, the request may also seek confirmation that the vehicle meets applicable requirements under the MVSA. Such requests would be at the discretion of MTO's Registrar of Motor Vehicles.

g. Unless otherwise authorized by MTO, a driver must remain in the driver's seat of the ACMV to oversee the automated driving systems and intervene as required, including taking full manual control of the vehicle. Regardless of the Level of Autonomy that the vehicle is expected to be operating under, as set-out within SAE J3016, it is expected that the vehicle be equipped with a steering wheel and pedals. The driver must also perform other tasks required by legislation or regulation for a commercial motor vehicle driver. If a driver is present, they are responsible for the care and control of the vehicle at all times.

h. If approved for driverless testing, the carrier is responsible for ensuring an assistant provides oversight of the vehicle. This oversight may include initiating a safe stop, manoeuvring to clear the way for other road users, advising the vehicle on decision-making (for example, changing

lanes to avoid construction, drive over a plastic bag on the road), or other oversight capabilities required for safe operation as deemed necessary by the carrier and/or the Registrar of Motor Vehicles. The assistant's oversight must not include remote control of the vehicle for regular driving tasks.

i. For ACMV testing with and without a driver, all HTA rules and regulations for commercial motor vehicles still apply, including but not limited to O. Reg. 555/06: HOURS OF SERVICE, O. Reg. 363/04: SECURITY OF LOADS, O. Reg. 199/07: COMMERCIAL MOTOR VEHICLE INSPECTIONS, O. Reg. 611: SAFETY INSPECTIONS, except where specific exemptions are provided by the regulation.

j. If approved for driverless testing, the applicant must demonstrate to MTO how the carrier will satisfy all HTA rules and regulations that typically apply to drivers of commercial motor vehicles.

k. ACMVs may engage in commercial activities during testing.

Safe operation

a. The ACMV must operate exclusively along MTO-approved routes in a manner that does not cause damage to highway infrastructure, including avoiding interference with curbs, lights or other highway fixtures. The carrier is liable for any damage to highway infrastructure.

Vehicle configuration types

a. Eligible vehicle configurations, vehicle weights and dimensions include those set out in Schedule 1 and 19 through 25 of O. Reg 413/05, Vehicle Weights and Dimensions (VWD) for Safe, Productive, and Infrastructure-Friendly (SPIF) Vehicles: SPIF #1 (Designated Tractor-Trailer Combination 1), Tractor Fixed Axle Semitrailer; SPIF #19 (Designated Truck 1), 2-axle Truck; SPIF #20, (Designated Truck 2), Tandem-Axle Truck; SPIF #21 (Designated Truck 3), 3-axle Truck plus Auxiliary Axle; SPIF #22 (Designated Truck 4), Twin-Steer Tandem Drive Truck; SPIF #23 (Designated Truck 5), Self-Steer Triaxle Truck; SPIF #24 (Designated Truck 6), Tri-Drive 4-axle Truck; SPIF #25 (Designated Truck 7), Twin-Steer Tri-Drive 5-axle Truck.

b. Long Combination Vehicles (LCVs), tractor double-trailers (A-, B-, or C-trains), lift axle equipped tractor semitrailer configurations, truck-trailer configurations, and busses are not permitted.

c. To test an ACMV that does not meet all requirements of the federal MVSA, program participants must provide to the Registrar of Motor Vehicles as part of their application an exemption from Transport Canada, the federal authority responsible for the Canada Motor Vehicle Safety Standards.

- For guidance, applicants may wish to consult Transport Canada's "Process for Seeking Exemptions from Canada Motor Vehicle Safety Standards (https://tc.canada.ca/en/road-transportation/safety-standards-vehicles-tires-child-car-seats/safety-standards-vehicles/process-seeking-exemptions-canada-motor-vehicle-safety-standards) ".

ACMV testing restrictions

a. Prior to obtaining approval to test ACMVs, applicants must develop a graduated approach to demonstrate safe operation in lower-risk environments before advancing to testing in higher-risk environments. Applicants must work collaboratively with MTO to establish a custom graduated testing framework with performance milestones tailored to their technology and operational use case.

b. The testing approval process is divided into two streams:

- **Stream #1: Driver-supervised** testing of vehicles under SAE Level 3 autonomy as defined under SAE J3016. A driver must be present in the driver's seat and prepared to engage the vehicle as necessary.
    - **Note:** Stream #1 may include testing of vehicles equipped with technologies to operate as SAE Level 4 or 5 autonomy. Due to the pilot program's requirement to have a driver prepared to engage the vehicle, operation under the pilot would be considered SAE Level 3 autonomy, with steering wheel and pedals present within the vehicle.

- **Stream #2: Driverless** testing of vehicles under SAE Level 4 or 5 autonomy as defined under SAE J3016. An assistant, located either within the vehicle, or at a different location in Ontario, must be ready to provide oversight of the ACMV. The participant must demonstrate compliance with all relevant commercial motor vehicle rules and regulations under the HTA, including those typically applicable to drivers.

c. As part of the application process and before approval for Stream #1, applicants must provide data to demonstrate to MTO that the ACMV can safely operate in simulations, test tracks, and/or private property.

- For guidance, applicants may wish to consult the following resources:
    i. Transport Canada's "Safety Assessment for Automated Driving Systems in Canada"
    ii. the Canadian Council of Motor Transport Administrators (CCMTA)'s "Canadian Jurisdictional Guidelines for the Safe Testing and Deployment of Vehicles Equipped with Automated Driving Systems"

d. Pilot participants must demonstrate safe operation through the stages of their graduated approach in the driver-supervised stream before requesting to start the driverless testing stream,

if desired. For Program participants to progress from Stream 1 to Stream 2 the following will apply:

- completion of a minimum of 100,000 km of testing (in North America) and two years of testing (in Ontario) under Stream 1
- demonstration of proof of concept, meeting the above-noted condition within the same testing environments under Stream 1

e. MTO may impose restrictions (times, locations, or others) based on municipal input or as deemed necessary by the Registrar of Motor Vehicles to ensure the safety of other road users.

- If a municipality recommends evidence-based restrictions that are necessary to protect the safety of other road users (details in Section 8, "Assistant qualifications and capabilities"), MTO will consider these restrictions. Municipalities may recommend restrictions for MTO's consideration only if they are considered the local road authority.

f. If MTO implements testing restrictions:

- **Stream #1**: MTO would require the driver of the ACMV to take manual control along sections of a route where testing restrictions have been implemented.
- **Stream #2:** MTO would not approve participants for driverless testing on roads where MTO has imposed restrictions.
    - For example, if a participant applies to Stream #2 for a route passing through Municipality A (where MTO has not imposed testing restrictions) and Municipality B (where MTO has imposed testing restrictions), MTO would approve driverless testing only in Municipality A. Once the vehicle enters Municipality B, MTO would require a driver to be onboard to provide supervision.

g. Determining when a pilot participant is ready to safely transition to the next phase of their graduated approach or into the driverless testing stream would be a collaborative effort between MTO and the pilot program participant.

h. MTO may consider a participant's previous ACMV testing experience with similar vehicles within the same weight class when assessing progress within their graduated testing approach.

i. Applicants may refer to the following table as guidance when developing their graduated testing approach. Examples of higher risk environments are for reference only and participants must tailor their approach based on their unique technology. The final decision on whether, when, and where participants are permitted to test rests with the Registrar of Motor Vehicles, based on the quality and quantity of evidence demonstrating safe operation provided by the applicant.

Table 1: Example of a graduated approach where participants must demonstrate safe operation in a restricted testing environment before progressing to higher risk testing environments

Stream	Stage	Testing environment	Requirements to test in stage
1. Driver-Supervised	**A. Restricted Operating Environment**	Public roads and/or highways deemed **lower-risk** by MTO. **Restrictions** may apply to higher-risk environments, including: • Transit routes • High volumes of vulnerable road users (for example, cyclists, pedestrians) • School zones • Adverse weather conditions • Dawn/dusk/darkness	None

1. Driver-Supervised	**B. Desired Operating Environment**	Desired testing environment that could be higher-risk (see listed examples above) (Applicant-dependent, based on performance history, municipal feedback, or other factors determined by MTO. May still include some restrictions above.)	**Demonstrate to MTO that the ACMV can safely operate in restricted operating environment (lower-risk testing environments)** Requirements to qualify to Stream 1B is to be determined based on the specific application and company's previous experience (for example, could consider 6 months of safe operation in Ontario and over 10,000 km of safe operation in Ontario or a comparable jurisdiction for restricted operating environments)
2. Driverless	**A. Restricted Operating Environment**	Potentially same restrictions as in 1.A. above	**Demonstrate to MTO that the ACMV can safely operate with a driver within that same specific operating environment.** Requirement to qualify for Stream 2 is TBD (could consider 2 years safe operation in Ontario and over 100,000 km of safe operation in Ontario or a comparable jurisdiction for the applicable environments).
2. Driverless	**B. Desired Operating Environment**	Potentially same restrictions as in 1.B. above	**Demonstrate to MTO that the ACMV can safely operate without a driver in lower-risk testing environments**

MTO will work with applicant to identify performance milestones that are technology-specific and relevant to the applicant's operating environment.

General testing restrictions (applies to testing with a driver and driverless testing)

j. The ACMV is expected to travel in the right-most lane of the highway, where feasible.

Testing restrictions for Stream #1: Driver-supervised testing

For testing of SAE Level 3 autonomy equipped vehicles with a driver present, the pilot participant must:

k. inform MTO of the environment and limits the ACMV is designed to work within (the operating environments)
    - the operating environment must specify weather conditions, specific names of streets/highways, times of day, and days of the week proposed for testing
    - testing programs must include the weight of the vehicle during testing, including freight

l. The pilot participant must confirm that a driver will be responsible for overseeing the automated driving system and intervening as needed, in addition to fulfilling any other tasks required of a commercial motor vehicle driver under legislation and regulation.

Testing restrictions for Stream #2: Driverless testing

Pilot participants may be permitted to begin driverless testing of SAE Level 4 or 5 autonomy equipped vehicles (where there is no driver present), once they demonstrate the ACMV's capability for safe operation under driver-supervision. For driverless testing, pilot participants must:

m. Inform MTO of the environment and limits the ACMV is designed to work in (also known as its operating environment.)
    - the operating environment must specify weather conditions, specific names of streets /highways, times of day, and days of the week proposed for testing

n. Affirm the technology is safe and effective in performing all required driving tasks based on prior real-world testing. Participants may be asked to provide evidence.

o. Demonstrate how the participant will comply with all applicable commercial motor vehicle rules and regulations under the HTA, including those that typically apply to drivers.

p. Outline how an assistant will provide oversight of the vehicle to ensure safety (see Section 8, "Assistant qualifications and capabilities", for details on the assistant's required qualifications and capabilities).

q. Place a copy of the signed approval package in a visible place in the ACMV and retain another copy with the assistant providing oversight.

Carrier qualifications

An interested pilot participant can meet the carrier qualifications requirement if they meet one set of criteria (a, b, or c). MTO will consider relevant experience from other North American jurisdictions towards meeting the pilot requirements.

a. Participant has been operating as a carrier for at least two (2) years, has a carrier safety rating of at least "Satisfactory-unaudited", and partners with a carrier with at least five (5) years of experience and a carrier safety rating of at least "Satisfactory-unaudited".

b. Participant has been operating as a carrier for at least three (3) years and has a carrier safety rating of "Excellent-audited".

c. Participant has been operating as a carrier for at least five (5) years and has a carrier safety rating of at least "Satisfactory-unaudited".

Other carrier qualifications:

d. If the above safety ratings in (a) through (c) do not meet the specified requirements, the pilot participant must cease operations immediately.

e. The pilot participant must maintain a minimum of $10 million in public liability insurance coverage.

   - insurance must be held by the carrier to which the ACMV is registered, tied to the CVOR of the vehicle in question
   - the ACMV Pilot Program operates under Ontario's current auto insurance framework, allowing access to accident benefits regardless of fault and allowing claimants to pursue further compensation under tort law

f. Participant may be required to provide documentation with their application to substantiate their qualifications.

Driver qualifications

When a driver is required for testing:

a. The pilot participant must attest that they have provided drivers with valid and appropriate training to safely operate and oversee the ACMV.

b. The driver must have a valid Class A, B, C or D driver's Licence, with Z (air brake) endorsement, as applicable.

c. The driver must have a minimum of three (3) years provable and relevant experience.

d. The driver's Personal Drivers Abstract must show:
   - no driving-related Criminal Code (Canada) convictions in previous 36 months
   - no more than one moving violation conviction of any kind in the previous 12 months
   - no more than two moving violation convictions of any kind in previous 36 months

e. MTO reserves the right to require carriers or any other organizations to suspend, revoke, or deny a driver's ability to operate within the program.

Assistant qualifications and capabilities

For driverless testing:

a. The participant is responsible for ensuring an assistant provides oversight of the vehicle.

b. The assistant must meet all the driver requirements outlined in Section 7, "Driver qualifications", including associated commercial driver qualifications.

c. The assistant may be situated in the ACMV passenger seat or at a different location within Ontario.

The assistant's location must enable the participant to comply with all HTA rules and regulations for commercial motor vehicles that typically apply to drivers.

d. The assistant's oversight capabilities may include initiating a safe stop, manoeuvring to clear the way for other road users, advising the vehicle on decision-making (for example, changing lanes to avoid construction, deciding how to respond to an unrecognized obstacle), or other oversight capabilities required for safe operation as deemed necessary by the participant and/or the Registrar of Motor Vehicles. The assistant's oversight must not include remote control of the vehicle for regular driving tasks.

e. The pilot participant is responsible for ensuring that the assistant is trained and qualified to provide oversight of the ACMV.

f. The participant maintains responsibility for the ACMV at all times.

g. MTO reserves the right to require carriers or any other organizations to suspend, revoke, or deny an assistant's ability to operate within the program.

Areas of operation

a. Applicants must inform MTO in advance and obtain approval for their intended testing, including the date of travel, estimated time range, origin/destination locations, the section of highway for intended travel (interchange to interchange) and the expected duration of automated mode operation.

b. For testing on provincially controlled infrastructure (for example, highways), applicants must obtain prior approval from MTO. In the application form, applicants must identify all municipal infrastructure where ACMVs are proposed to be tested.

c. For testing on municipally controlled infrastructure, applicants must inform the local road authority prior to seeking MTO approval. In the application form, applicants must specify all municipal infrastructure where ACMVs are proposed to be tested and identify the responsible road authority. Program applicants/participants are required to notify municipalities whenever there are significant changes or updates to their testing conditions.

d. Applicants must notify each relevant municipality and demonstrate that they have:

- engaged all local municipalities where they intend to test ACMVs, specifying the proposed locations and times for testing
- considered feedback from municipalities regarding their testing proposal and provided MTO with a copy of any feedback received from the municipality
- if crossing municipal boundaries, participants must engage each relevant municipality

MTO may require the applicant to obtain additional information from the municipality, where the Registrar of Motor Vehicles deems that additional information is required to adequately evaluate the safety risk.

e. As participants progress through their graduated approach and modify their approved testing environments, they must notify relevant road authorities and provide any updates to their approved testing status and operating environment, with reasonable advanced notice.

f. Applicants must submit to MTO a “work zone and first responders’ interaction plan” outlining how the ACMV will interact with law enforcement, emergency responders, and construction zones. If the ACMV is being tested on municipally-controlled infrastructure, the participant must provide the interaction plan to the municipality and relevant authorities such as law enforcement. For areas where the ACMV is being tested on provincially-controlled infrastructure, MTO may share the interaction plan with relevant municipal authorities as appropriate.

Truck Inspection Stations

a. ACMVs must report to any Truck Inspection Station / Commercial Vehicle Inspection Facility on the same basis as other commercial motor vehicles.

Data reporting and evaluation

a. MTO will evaluate the performance of ACMVs by comparing their operation to the current naturalistic truck driving environment and evaluating their potential impact on the trucking industry and road users.

b. Based on the pilot's evaluation results, MTO will determine whether and how to proceed with a further, measured roll-out of ACMV operations. The reliability of results will depend on the quantity and quality of available data at the conclusion of the pilot.

c. The following data must be recorded daily during all ACMV testing and retained for three years:

- names and driver license numbers of the drivers and assistants (as applicable)
- all video footage, as well as other sensor data that the vehicle may rely on for awareness of its surroundings
- weather conditions
- shared road space
- GPS-event time stamp and location at regular intervals not exceeding one minute in length whereby the tracking system must display output in a legible table, including rows and columns
- automated status – on or off
- automated mode – parking or driving
- automated transition time stamp
- record of driver intervention of steering or braking, throttle or indicator
- time since last driver interaction
- driver seat occupancy
- driver belt latch
- speed

- vehicle warnings or notifications to the vehicle's driver or assistant

d. All data recorded must be made accessible to MTO upon request. Participants must fully cooperate with any MTO representative making inquiries about their participation in the program.

e. Participants agree to maintain a monthly record of each ACMV trip. Each month's data is to be submitted to MTO electronically within 10 business days of the month's end to ACMVpilot@ontario.ca (mailto:ACMVpilot@ontario.ca) . MTO will treat all data from individual carriers as confidential, although aggregate results may be reported. Recorded trip information will include time and date of departure/arrival, origin, destination, commodity carried, and distance. MTO will also track and evaluate any comments, issues and concerns raised by the public, media, other modes, shippers, or others.

f. Participants must complete and submit annual reports including, but not limited to, testing routes, weather conditions, unusual events (for example, unexplained stops), collisions, disengagements, hard braking events, kilometres driven, hours tested, speeds (km/h), and details on safety-critical events such as emergencies resulting from system failures.

g. At the Registrar of Motor Vehicle's discretion, aggregate and non-commercially sensitive data regarding pilot program testing may be shared with relevant municipalities or with Transport Canada.

h. Participants must provide the vehicle identification number (VIN) of the truck or truck-tractor in the application.

Notification of collisions/incidents/infractions

a. Participant must notify MTO via email (using the designated ACMV pilot program email address, ACMVpilot@ontario.ca (mailto:ACMVpilot@ontario.ca)) within 24 hours following any collision or other incident that disrupts traffic or damages property (for example, ACMV stops in the middle of the road and blocks traffic, mounts curb or sidewalk, or damages a sign). If the incident occurred on municipal infrastructure, the participant must also notify the municipality.

- Within 10 business days of any reportable collision (as specified in s.199 of the HTA), participants must provide a copy of the accident report, written explanation of the collision circumstances, and a speed report related to the trip and the vehicle involved in the incident, via email.
- Within 10 business days of any non-reportable collision, participants will be required to provide a description of the collision, via email. MTO may require additional information upon request.

b. An ACMV involved in a collision while in automated mode must be taken out of operation until the cause of the collision can be determined in collaboration with MTO and until MTO grants its permission for the ACMV to operate again. If any flaw is identified with the vehicle, it must not be used until repaired and retested to the satisfaction of MTO.

c. Within five (5) business days of any reportable collision (as specified in s.199 of the HTA), the participant must provide a copy of the collision report, the participant's written explanation of the collision circumstances, 30 seconds of 360-degree video footage leading up to the incident, and a detailed report related to the trip and the truck involved in the incident. Information must be submitted via email and include:

- weather conditions
- shared road space
- GPS-event time stamp and location at regular intervals not exceeding one minute in length whereby the tracking system must display output in a legible table, including rows and columns.
- automated status – on or off
- automated mode – parking or driving
- automated transition time stamp
- record of driver intervention (steering, braking, throttle or indicators)
- time since last driver interaction
- driver seat occupancy
- driver belt latch status
- speed
- vehicle warnings or notifications to the vehicle's operator

d. Pilot participants must share any police reports, including any investigation/reconstruction report, with MTO as soon as they become available to the participant.

e. Pilot participants agree that any information provided regarding a collision may be shared with police as well as with the relevant municipalities.

f. Police and law enforcement personnel are requested to notify MTO of any participants' infractions via email to ACMVpilot@ontario.ca (mailto:ACMVpilot@ontario.ca) .

Cargo restrictions

a. ACMVs must not carry any regulated dangerous goods requiring placards on the vehicle exterior.

b. ACMVs must not carry livestock or special provision loads.

Special equipment requirements

a. ACMVs must be equipped with a functioning antilock braking system (ABS) compliant with Canadian Motor Vehicle Safety Standard 121, and a functioning Electronic Stability Control (ESC) System compliant with Canadian Motor Vehicle Safety Standard 136.

b. ACMVs must be certified as compliant to federal Motor Vehicle Safety Regulations (MVSR) and must not be modified in such a manner that would bring the vehicle out of compliance with the federal MVSR.

c. ACMVs must be equipped with Electronic Logging Devices (ELDs) compliant with Transport Canada's Certified ELDELD regime.

d. ACMVs must provide both audible and visual alerts to the driver when automated driving features are disengaged or experience any sort of system communication failures.

e. Participant is responsible for ensuring that vehicles meet these requirements and for ensuring that the technology is in good working order.

Signage requirements

a. A yellow-orange sign with black lettering stating "TEST VEHICLE. STAY BACK." must be displayed on the front and rear of all ACMVs.

- background of the sign: Type III or superior yellow-orange retroreflective sheeting complying with the Standard Specification for Retroreflective Sheeting for Traffic Control (D 4956) of the American Society for Testing and Materials
- pictogram: Black
- lettering: Black, Highway Gothic, E-series modified, 50 mm high
- sign size: At least 30 cm by 230 cm
- the sign must be positioned to be clearly visible to following and oncoming traffic without obstructing licence plates, lights or other safety devices, and must be removed or covered when not in use

b. ACMVs must only operate equipped with effective lighting and conspicuity, at minimum, in compliance with Canada Motor Vehicle Safety Standard 108, *Lamps, Reflective Devices, and Associated Equipment*.

c. When testing under Stream #2 Driverless Testing, signage or sticker must be placed on the driver's side door of the vehicle to inform enforcement and first responders how to contact the remote assistant overseeing the vehicle, with information including a phone number.

Inclement weather, visibility and/or road conditions

a. The ACMV must operate only in approved weather conditions. Prior to testing, the participant must identify the weather conditions that they intend to test in and provide evidence of their capability to navigate in these conditions to MTO.

b. If the roadway is partly or fully snow covered, snow packed, icy, or there is a road closure or reduced visibility (for instance, visibility is 500m or less), and the participant is not approved for test operation in these conditions, a driver must take manual control of the vehicle. These conditions align with the winter driving conditions posted and defined on MTO's 511. Use the "Winter Driving Road Conditions" selection in 511on.ca (https://511on.ca/) . Alternatively, a text version of the "Road Conditions" can be found under the "Text" tab of this website.

Speed restrictions

a. ACMVs must adhere to existing provincial speed limits for commercial motor vehicles and/or as determined by the Registrar of Motor Vehicles. ACMVs will be subject to strict speed enforcement by police. Travel within the pilot must be at safe operating speeds, ensuring all other posted speed limits are adhered to at all times.

Speed recording device

a. ACMV must be equipped with a functioning and accurate electronic on-board device that records speed, time and date at regular intervals not exceeding five minutes in length.

b. The speed recording device must be a GPS or similar tracking system and must display in a legible table format with rows and columns.

c. Tachograph and tachograph charts are not acceptable speed recording devices within the program.

d. Data from this device must be retained for at least two years and capable of producing a report indicating the vehicle's speed at specified dates and times.

e. Upon request, such reports must be provided to MTO who, in turn, may share them with police if MTO sees a reasonable need. Reports are not expected to be produced at roadside.

Revocation of approval

a. MTO reserves the right to suspend a carrier, revoke pilot operation privileges, modify ACMV pilot regulations, or modify the Ontario ACMV Pilot Program Conditions at any time without advanced notice.

b. Signed approval package(s) may be revoked or suspended for breach of any regulation, including non-compliance with the HTA. MTO may require the participant to return or destroy all copies of signed approval packages. MTO may also require the participant to inform relevant municipalities of the revocation.

c. Approval packages automatically become invalid if a holder's Carrier Safety Rating falls below the specified requirements in Section 6, "Carrier qualifications", (a) through (c).

d. MTO reserves the right to withdraw approval or modify conditions related to the application or approval package without advance notice.

Cybersecurity declaration

a. Participant is responsible for ensuring the cybersecurity and data privacy of the ACMV remain in compliance with all relevant laws and measures outlined within their application.

b. Applicant must declare to MTO the actions, design choices and measures they have taken to ensure the vehicles planned for testing in Ontario account for cybersecurity impacts on road safety and to protect privacy.

c. To be eligible for driverless testing, the applicant must demonstrate procedures to disengage the automated technology and stop the vehicle in the event of a cybersecurity incident.

d. For additional guidance, applicants may wish to consult Transport Canada's "Canada's Vehicle Cyber Security Guidance (https://tc.canada.ca/en/road-transportation/innovative-technologies/connected-automated-vehicles/vehicle-cyber-security) ".

Related

Automated Commercial Motor Vehicle Pilot Program (https://www.ontario.ca/page/automated-commercial-motor-vehicle-pilot-program)

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MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Release of "Policing Race- and Identity-Based Data Analyses Technical Report, 2025" and Open Data**

DATE OF ISSUE:	**August 29, 2025**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
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I am writing to inform you that the Ministry of the Solicitor General will be releasing its "Policing Race- and Identity-Based Data Analyses Technical Report, 2025" this afternoon, along with the corresponding datasets. This includes police service level data on use of force incidents that occurred in 2024.

The release is in accordance with the requirements set out in the *Anti-Racism Act, 2017* and the Data Standards for the Identification and Monitoring of Systemic Racism. The report will be published on the Ontario Data Catalogue in English and French, in an accessible format. Data used in the report will also be made available on the data catalogue in a machine-readable format along with a comprehensive data dictionary.

Embargoed versions of the English and French technical report are attached. The embargo remains in effect until the official release of the report later today through the Police Use of Force Race-Based Data - Ontario Data Catalogue. The report and associated materials must not be shared publicly until the embargo has ended. Data analysts or leads in your respective services will continue to be engaged as this and other data analytics work advances.

If you have any questions or comments regarding the release of the data or the report, please contact Chris Johns, Assistant Deputy Minister, Data Insights and Strategic Initiatives Division at Christopher.Johns@ontario.ca.

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Please note that as Chief of Police, you may share this memorandum and its attachment with the Chair of the Police Service Board.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachments

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Policing Race- and Identity-Based Data Analyses Technical Report, 2025

Ministry of the Solicitor General

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Policing Race- and Identity-Based Data Analyses Technical Report, 2025[1]

Under the *Anti-Racism Act, 2017* (ARA), and its associated regulation and guidance, the Ministry of the Solicitor General is required to collect, analyze, and report publicly on race-based data on instances of police use of force.

This report provides a background on the data collection and reporting; a description of the data collection tool (Use of Force Report); an overview of the data cleaning, and analytic methods; a review of the scope and limitations of the data collected; and descriptive analyses.

Analyses were done using the data extracted from the provincially mandated Use of Force Reports for incidents that occurred between January 1 and December 31, 2024.

The data for 2024 are available in the Ontario Data Catalogue.

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[1] Note that this is the year of the technical report's release. This is a change from the previous naming convention, which referenced the year(s) of data analyzed in the report.

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Section 1: Overview of Use of Force in Ontario

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1.1 Legislative Background

1.1.1 Ontario's *Anti-Racism Act, 2017*

The Government of Ontario continually strives to address racial inequities in its policies, decisions, programs, and services. An important aspect of identifying and addressing racial inequity is the collection and analysis of robust, standardized, and comprehensive data that can be used to inform actions and monitor progress on this topic.

The *Anti-Racism Act, 2017* (ARA) provides a statutory framework that includes the legislative authority to mandate the collection of race and identity-based data, regulatory requirements relating to collection of race-based data, and the rules and standards to follow when collecting, analyzing, and reporting on this data.

Ontario Regulation 267/18[2] under the ARA (referred to as the ARA Regulation for the remainder of this technical report), sets out the information that various Public Sector Organizations (PSOs) are required or authorized to collect, as well as the date on which they may or must begin collecting the information.

1.1.2 Ontario's Anti-Racism Data Standards (ARDS)

Section 6 of the ARA requires the minister responsible for Anti-Racism to establish data standards for the collection, use, and management of information. PSOs must follow the *Data Standards for the Identification and Monitoring of Systemic Racism* if the ARA Regulation requires it, and are encouraged to use the data standards otherwise. This document is also referred to as Ontario's Anti-Racism Data Standards (ARDS)[3] and sets out standards for PSOs in identifying and monitoring racial disparities and disproportionalities. The ARDS are intended to ensure that PSOs generate reliable information to support evidence-based decision-making and promote accountability.

The ARDS include 43 standards that govern how PSOs manage the information, including the personal information, that they are required or authorized to collect under the ARA.[4] The ARDS speak to the collection and use of personal information; de-identification and disclosure of information; the retention, security, and secure disposal of personal information; the analysis of the data collected; and the publication and reporting of a) the data collected, and b) the results of the analyses conducted.

ARDS 36 (Public Reporting of Results) requires PSOs to produce regular and timely

[2] Link to O. Reg. 267/18: GENERAL
[3] Link to the Data Standards for the Identification and Monitoring of Systemic Racism
[4] Not all 43 ARDS apply to every regulated collection data, for example, there are six ARDS on the collection of Participant Observer Information (POI) that only apply if the PSO is collecting POI.

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reporting on the results of analyses, descriptions of benchmarks and/or reference groups used in the analyses, thresholds to identify notable differences between groups, and information about how the data were collected and the data quality (the accuracy, validity, and completeness of the data collected).

This technical report is presented for the purpose of complying with ARDS 36 to the greatest extent possible given the data available to the Ministry of the Solicitor General. The technical report includes descriptive analyses of data from police Use of Force Reports received by the Ministry and an assessment of the quality and limits of the existing data, including limitations on the use of benchmarks, reference groups, and thresholds.

1.1.3 Use of Force Race-Based Data Collection

Item 6 of the table in the ARA Regulation 267/18 requires the Ministry of the Solicitor General to collect and analyze, "as provided by police services, the race of individuals as perceived by members of the police services in respect of whom a use of force report is prepared by a member of the police service and any other information set out in the report, other than the name of the individual, that the police service is legally required to provide to the ministry."[5] To collect the data, the Ministry includes a data field in the Use of Force Report (that members of a police service are required to use) to capture a police service member's perception of the race of the person(s) upon whom the member used force. Ontario police services began reporting this on January 1, 2020, and training was provided to police service members via a guidebook and online materials.

1.2 Use of Force Background

On a daily basis, police officers may face situations where they use force to ensure their own safety or that of the communities they serve.

The parameters governing the use of force by police officers are contained in the *Criminal Code*, other federal and provincial legislation and regulations, the common law, and the *Charter of Rights and Freedoms*. The broad principles governing the use of force by police are summarized in Appendix B.

There was a change in the provincial legislation and regulations governing police use of force in spring of 2024. On April 1, 2024, the *Police Services Act*[6] (PSA) and its regulations were replaced by the *Community Safety and Policing Act, 2019*[7] (CSPA)

[5] See the table in s. 2 of the Regulation: O. Reg. 267/18: GENERAL (ontario.ca)
[6] Link to Police Services Act, R.S.O. 1990, c. P.15
[7] Link to *Community Safety and Policing Act*.

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and its regulations. Notably, the Equipment and Use of Force Regulation[8] (R.R.O. 1990, Regulation 926) under the PSA was replaced by the Use of Force and Weapons Regulation[9] (O. Reg. 391/23) under the CSPA. The changes to the law regarding use of force reporting did not have a material effect on what information is reported regarding use of force or how the data can be analyzed.

As of January 1, 2020, all municipal police services and the Ontario Provincial Police were required to submit Use of Force Reports to the Ministry pursuant to the Equipment and Use of Force Regulation under the PSA.

The CSPA introduced an option for First Nations to request the Solicitor General constitute a First Nation board and be responsible for maintaining a police service on a First Nation reserve or other specified area. On December 10, 2024, the Nishnawbe Aski Police Service Board was the first First Nation board to be constituted under the CSPA, to maintain the Nishnawbe Aski Police Service (NAPS). As a result, from December 11, 2024 forward, NAPS is required to comply with provincial use of force reporting requirements.

The Ministry had also maintained a Use of Force Guideline for all police services governed by the *Police Services Act* (PSA) to provide additional guidance regarding police use of force training, the use of firearms and other weapons, and the reporting of officers' use of force. This guideline was in effect up to and including March 31, 2024. As of the release of this technical report, the ministry continues to modernize the Policing Standards Manual, which includes the Use of Force Guideline, to ensure consistency with the CSPA. In the meantime, police services are encouraged to consider the Policing Standards Manual, taking into account the changes in the law, as the best practices therein may still be relevant.

1.2.1 Ontario Public-Police Interactions Training Aid

The Ontario Public-Police Interactions Training Aid (OPPITA)[10] outlines the general principles that govern police interactions with the public. It also details the response options that may be appropriate based on the situation, including the use of force on those occasions when an application of force may be necessary. As interactions are fluid, officers continuously assess the situation to choose the most reasonable option according to the situation and the behaviour of the persons involved. Officers consider whether the individual is being cooperative; passively or actively resistant; assaultive; or behaving in a way that poses a risk of serious bodily harm or death to the officers or

[8] Link to R.R.O. 1990, Reg. 926: EQUIPMENT AND USE OF FORCE
[9] Link to O. Reg. 391/23: USE OF FORCE AND WEAPONS
[10] OPPITA was released on July 7, 2023, and replaced the 2004 Use of Force Model.

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members of the public. The model is not prescriptive, does not dictate decisions or actions of a police officer, and does not change the applicable law.

An officer assesses a situation, a person's behaviour, and other factors to decide if force is necessary and, if so, which force option to use from a range of options. At the lowest risk/threat level, the presence of an officer or officers may serve to adequately control a situation and change the behaviour of the person(s) involved without using force. At the highest risk/threat level, an officer may choose to use lethal force when there is risk of serious bodily harm or death for members of the public, officers, or individuals involved that cannot be resolved with any other non-force or lesser force option. There is a range of other force options, including physical control and intermediate weapons, between the lowest risk/threat and highest risk/threat levels.

De-escalation is a process with the desired outcome of a peaceful non-force resolution. In some situations, de-escalation may prevent the need for force; however, other situations that pose an increased threat to the public, officers or persons involved may require a reasonable level of force to ensure safety. Employing de-escalation strategies to achieve peaceful resolutions is a fundamental goal during police interactions with the public.

1.2.2 Officer Training and Certification

All new Ontario police recruits complete foundational training through the Basic Constable Training (BCT) Program. Use of force and firearms training for officers is mandated in Ontario in legislation. Until and including March 31, 2024, this training was mandated under the Equipment and Use of Force Regulation (R.R.O. 1990, Regulation 926) under the PSA. Beginning on April 1, 2024, the Use of Force and Weapons Regulation (O. Reg. 391/23) and the Training Regulation (O. Reg. 87/24) establish the training requirements for use of force and firearms.[11] The requirements under each will be outlined in the next sections. The section on the regulations under the CSPA includes substantially more detail than the section on the regulations under the PSA. In most cases, the additional detail is due to the regulations formalizing practices that were already in place.

1.2.2.1 Requirements in the Equipment and Use of Force Regulation under the PSA

Under the PSA, a member of a police service was prohibited from using force on another person unless the member had successfully completed training on use of force

[11] Link to O. Reg. 87/24: TRAINING

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(s. 14.2(1)).

In addition, police officers were required to take annual use of force training. This training had to include legal requirements related to the use of force; the exercise of judgement; safety; theories relating to the use of force; and practical proficiency. This content was typically delivered via in person presentation, online courses, and live in person scenario-based training.

Also, officers were required to successfully complete a firearms training course before they were allowed to carry a firearm. Officers were required to complete training every twelve months to continue to carry a firearm (s.14.2(2)).[12]

Additionally, the Ministry of the Solicitor General's Use of Force Guideline, which was in use up to and including March 31, 2024, recommended specific training on communication, physical control, impact weapons (e.g., baton), aerosol weapons (e.g., pepper spray), conducted energy weapons (CEWs), and firearms. This ongoing training included how to use force and use the weapons identified in the Guideline. This training also was to ensure that an officer could assess a situation quickly to determine and implement the appropriate response. This included evaluating whether a physical method is required to subdue an individual, or to prevent injury to the individual, the officer, or a member of the public.

1.2.2.2 Requirements in the Use of Force and Weapons Regulation and the Training Regulation under the CSPA

Under the CSPA, the Use of Force and Weapons Regulation requires that a member of a police service shall not use force on another person unless the member is in compliance with the training requirements prescribed by the Minister on the use of force (s. 11(2)). They also shall not carry or use a firearm unless they are in compliance with the training requirements prescribed by the Minister on the use of firearms (s. 11(3)) and shall not carry or use a weapon that is not a firearm unless they are in compliance with the training prescribed by the Minister on the use of that weapon (s. 11(4)).

The specific training requirements are detailed in the Training Regulation. First, in order to be appointed as a police officer, individuals must complete the program "Basic Constable Training", delivered by the Ontario Police College (s. 5(1)) which includes training on de-escalation and the use of force.

Every police officer needs to successfully complete the Use of Force Requalification course delivered by a certified trainer within every 12 month period in order to continue to use force, carry or use a firearm, or carry or use most other weapons. Police officers

[12] Chiefs of Police can grant limited extensions to complete the mandatory training (s.14.3(2) and 14.3(3).

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need to successfully complete training on Conducted Energy Weapons in order to carry or use those weapons specifically.

All new special constables employed by a police service in Ontario must successfully complete the foundational Police Employed Training Program developed by the Ontario Police College and delivered by police services or special constable employers (see s. 10 of the Training Regulation). This program includes use of force training which is delivered by a certified trainer.[13]

If these special constables may be required to use force on another person or are authorized to carry or use a weapon they must successfully complete the Use of Force Requalification (Special Constables) course within every 12 month period.

If it is not reasonably possible for police officers or police-employed special constables to successfully complete their respective requalification courses within a 12 month period, their chief of police can provide them with an extension of up to 60 days to successfully complete the course.

There are also some specific training requirements related to authorization to carry particular weapons. These are described in the Training Regulation. For conducted energy weapons (CEWs), police officers must successfully complete the course "Conducted Energy Weapon (CEW) Operator" before they can carry or use a CEW (s. 12(1)(1)). Within every subsequent 12 months, they must successfully complete the "Conducted Energy Weapon (CEW) Recertification" course (s. 12(1)(2)), unless they have received an extension of up to 60 days, during which they must successfully complete the course (s. 12(2)). Similarly, every police officer who performs community patrol functions and who may be required to respond to an incident involving an active attacker shall successfully complete the course entitled "Carbine Operator" (s. 13(1)). For officers who were appointed before the transition date of April 1, 2024, successful completion is required no later than the second anniversary of the transition date (s. 13(1)(a)). Officers appointed on or after the transition date must complete the training within 12 months of appointment (s. 13(1)(b)). Within 12 months after successfully completing that training and every subsequent 12 months, officers must successfully complete the "Carbine Operator Requalification" course.

Finally, the Training Regulation requires training in mental health crisis response. This includes successful completion of the initial "Mental Health Crisis Response (MHCR) Education and Applied Training" delivered by Wilfrid Laurier University, Toronto Metropolitan University, or a trainer certified by one of these universities (s. 6(1)). There

[13] Note that there are various potential exemption criteria included in O. Reg. 87/24.

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are also requirements for requalification training every 12 months (s. 7).

1.3 Use of Force Reporting in 2024

1.3.1 When Force Must be Reported

For this technical report, the Ministry of the Solicitor General analyzed data from police Use of Force Reports required by regulation for incidents between January 1 and December 31, 2024.

Between January 1 and March 31, 2024, inclusive, the data were collected under the Equipment and Use of Force Regulation (R.R.O. 1990, Reg. 926). During this time period, members of police services were required under s. 14.5(1) to complete a Use of Force Report whenever a police service member drew a handgun in the presence of a member of the public; pointed a firearm at a person; discharged a firearm; or used a weapon on another person. It was also reportable if an officer drew and displayed a CEW (i.e., TASER) to a person with the intention of achieving compliance, pointed a CEW at a person, or discharged a CEW. Force was also reportable if the force was used on another person, including through the use of a horse or a dog, that resulted in an injury requiring the services of a physician, nurse or paramedic, and the member was aware that the injury required such services before the member went off duty.[14] Full details about when force was required to be reported and exceptions to reporting requirements are available in the Equipment and Use of Force Regulation.

When the CSPA and the Use of Force and Weapons Regulation came into effect on April 1, 2024, the same requirements applied. They can be found in s. 13.

The authority for the Ministry to collect the Use of Force Reports was found in the Equipment and Use of Force Regulation under the PSA, as of January 1, 2020.[15] When the CSPA came into effect on April 1, 2024, there were corresponding changes to the regulations. Under the CSPA, the requirement to submit Use of Force Reports to the Ministry is in s. 7(2) of the General Matters Under the Authority of the Minister Regulation (O. Reg. 90/24). The circumstances under which a Use of Force Report is required to be prepared are in the Use of Force and Weapons Regulation (sections 13 and 15 to 17).

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[14] When a Use of Force Report is required to be submitted under this regulation, these are referred to as "provincially reportable" uses of force.
[15] In the version of the regulation in effect January 1, 2020 to December 31, 2022, the authority to require submissions was in s. 14.5 (4). In subsequent versions of the regulation, the authority was granted in s. 14.8 (8).

1.3.2 The Use of Force Report

The Ontario Use of Force Report is an administrative form first implemented in 1992 (Version 0) through the Equipment and Use of Force Regulation (R.R.O. 1990, Regulation 926) under the *Police Services Act.* The Use of Force Report captures information about police use of force incidents. This includes the type of force used, whether an individual was perceived to be carrying a weapon, and the reason force was applied.[16] The purpose of Version 0 was to collect data on use of force incidents to inform police policy and training.

Since January 1, 2020, the Ministry has used four versions of the Use of Force Report, described below. The numbering of the versions in this technical report are for clarity and do not necessarily correspond to what may be printed on the report itself.

As noted earlier, the perceived race of individuals upon whom force was used was added to the Use of Force Report on January 1, 2020 (Version 1.0), as required by the ARA Regulation. This was to allow race-based analysis to identify potential instances of disproportionalities and disparities in police use of force. However, the data generated from this version had several limitations, which significantly affected what analyses could be performed and what conclusions could be supported by the data.

Version 2.0 was implemented on January 1, 2023. Version 2.0 was designed to improve the utility of the report as a data collection tool and address many of the data limitations of Version 1.0, while not adding undue burden to reporting officers. A technical update (Version 2.0 – Revised) was implemented in April 2023 to fix an issue that resulted in some information on CEW cycles not being saved.

Version Number	Dates	Details
0	1992 – 2019	Original Use of Force Report. Race-based data was not included and there was no requirement for Ontario to report publicly on use of force.
1.0	Jan 1 2020 – Dec 31 2022	Data fields were added to Version 0 of the report to collect perceived race of up to three individuals upon whom force was used. Ontario became required by law to analyze and publicly report on the data.
2.0	Jan 1 2023 – Mar 31 2023	Significant redesign of the Use of Force Report, including: • collecting location, perception of

[16] A copy of the Use of Force Report (Version 2.0 – Revied) used for data collection is available in the Ontario Data Catalogue with the data used to prepare this report.

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Version Number	Dates	Details
		age and gender, and other variables; • improvements in automated data validations; and • ability to collect perceived race for up to 99 individuals per report.
2.0 – Revised[17]	Apr 1 2023 – Dec 31 2024	Technical update to Version 2.0 to a) correctly transfer select data fields on CEW discharge cycles, and b) add front-end validation to the date field.
2.1	Jan 1 2025 – present	Updates to the wording of some of the report questions to make meanings more clear (e.g., treatment required for injuries). Addition of some instructional help buttons. Some minimal repositioning of checkboxes and question answers for clarity.

The data used in this technical report were nearly all derived from the Use of Force Report Version 2.0 – Revised. Although use of Version 2.1 became mandatory January 1, 2025, it was made available to police services on December 16, 2024. Services were told they could begin using the new version at any time up to January 1, 2025. As a result, a few submissions for 2024 were received using Version 2.1.

Because of the changes between Version 1.0 and Version 2.0/2.0 – Revised and regulatory changes,[18] many findings cannot be compared between the data from 2020-2022 and the data from 2023 and 2024. The data from 2023 and 2024 can be compared, with the exception of some details of CEW discharge cycles.

1.3.3 Race-Based Data Collection

To meet the requirements of Item 6 of ARA Regulation 267/18, the Use of Force Report includes the following mandatory question to capture the police service member's perception of the race of the individual upon whom force was applied and a report was required to be completed.

[17] In the previous technical report, this was numbered as V2.1. The numbering has been revised in this technical report to have more consistency in the versioning between the technical report and what is printed on the Use of Force Report.
[18] The regulatory changes are described in the 2023 technical report, in sections 1.2 and 1.3.

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What race category best describes this individual? (select only one)

1. *Black*
2. *East/Southeast Asian*
3. *Indigenous*
4. *Latino*
5. *Middle Eastern*
6. *South Asian*
7. *White*

In accordance with ARDS 40, police service members are required to select which of the seven racial categories best describes the individual. Collection of race-based data in this manner, collecting one person's perception of the race of another person, is an example of Participant Observer Information (POI). [19]

1.3.4 Team Reports

In some circumstances, an officer was permitted to submit a Use of Force Report on behalf of a team.[20, 21] Up to and including March 31, 2024, the requirements for this were outlined in the Equipment and Use of Force Regulation under the PSA. From April 1, 2024, onwards, the requirements were found in the Use of Force and Weapons Regulation under the CSPA. There were no material changes to the requirements across the two sets of legislation. Details below will reference sections of the Equipment and Use of Force Regulation.

Under s. 14.6(1), the supervisor of a containment team, tactical unit or hostage rescue team, or an officer designated by the supervisor, could submit a report on behalf of the team, if, during an operational deployment of the team's emergency response functions and while acting under the command of the supervisor:

1. A member drew a handgun in the presence of a member of the public.
2. A member pointed a firearm at a person.

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[19] See Standards 38 to 43 of ARDS for more information on POI.

[20] For a description of police public order units and emergency response services under the PSA, see section 18 "Public Order Maintenance" and section 21 "Emergency Response Services under the Reg. 3/99: ADEQUACY AND EFFECTIVENESS OF POLICE SERVICES of the *Police Services Act* Link to O. Reg. 3/99: ADEQUACY AND EFFECTIVENESS OF POLICE SERVICES. Descriptions under the CSPA are in sections 7 to 11 of O. Reg. 392/23: ADEQUATE AND EFFECTIVE POLICING (GENERAL) Regulation. Link to O. Reg. 392/23.

[21] Police Services may refer to their tactical or emergency response teams by different names. The teams captured in this category include teams referred to as: Tactical, Tactical Rescue Unit, Tactical Containment Team, Emergency Task Unit, Emergency Services Unit, Emergency Response Team, Tactical and Rescue, Tactical Services Unit, Tactical Support Unit, Emergency Task Force, Emergency Response Unit, or Tactical Emergency Services Unit.

3. A member drew and displayed a conducted energy weapon to a person with the intention of achieving compliance.
4. A member pointed a conducted energy weapon at a person.

If any member of the team used a force response that required a report to be submitted, other than the ones listed above, they were required to submit an Individual Report (s. 14.6(2)).

The requirements for team reporting for a public order unit were slightly different. Under s. 14.6(4), a supervisor of a public order unit, or an officer designated by the supervisor, could submit a Team Report if, during an operational deployment of the unit for public order maintenance and while acting under the command of the supervisor, one or more members did any of the following:

1. A member applied force resulting in injury requiring the services of a physician, nurse or paramedic.
2. A member pointed a firearm deployed with less lethal projectiles at a person.
3. A member discharged a firearm deployed with less lethal projectiles at a person.
4. A member drew and displayed a conducted energy weapon to a person with the intention of achieving compliance.
5. A member pointed a conducted energy weapon at a person.

Similar to the other team types, if any member of the team used a force response that required a report to be submitted, other than the ones listed above, they were required to submit an Individual Report (s. 14.6(5)).

Finally, s. 14.7 allowed officers to complete a Team Report if two or more officers were acting in co-ordination in response to a single event under specific circumstances, even if the officers did not belong to a dedicated, specialized team. This was an option under s. 14.7 of the regulation if:

1. An officer drew a handgun in the presence of a member of the public.
2. An officer pointed a firearm at a person.
3. An officer drew and displayed a conducted energy weapon to a person with the intention of achieving compliance.
4. An officer pointed a conducted energy weapon at a person.

However, s. 14.7(2) required that if an officer used a type of force other than the four listed above, they must complete an Individual Report.

1.3.5 Reporting Police Services

In 2024, Ontario had 53 police services (43 municipal police services, nine First Nation

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police services, and one provincial police service). For this technical report, 45 of them are in scope (43 municipal police services, one provincial police service, and the Nishnawbe Aski Police Service, as explained in Section 1.2).

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Section 2: Data Limitations

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2.1. Use of Administrative Data for Research

The data analyzed in this technical report are derived from Use of Force Reports that were designed and implemented for administrative purposes. Although there was a full redesign to improve data collection, the Use of Force Report remains an administrative form. Administrative data is data that organizations use to conduct their regular operations.

Administrative data are frequently used for research, but there are often unique challenges related to the design, structure, and content of the information in datasets derived from administrative systems.[22] Unlike data specifically collected for research purposes, administrative datasets may not include all the information needed to answer research questions of interest or to develop or test theory. In addition, administrative datasets often require substantially more data management for cleaning, organizing, restructuring, and recoding to prepare the data for use in research compared to research datasets. A great deal of time and effort may be required to ensure that analysts understand how the information was generated and determine the appropriate uses for the data and its applicability for answering research questions of interest.

When using administrative data for research purposes, it is often necessary to link different administrative datasets together to create a comprehensive research dataset. This adds to the complexity and opens new opportunities for more fulsome and meaningful analysis. For police use of force analysis, individual police services can link data from Use of Force Reports to information in their Records Management Systems (RMS). The Ministry of the Solicitor General does not have access to information in police services' RMS, meaning that some research questions cannot be explored by the Ministry.

One benefit of administrative data is that it can be an efficient data collection method that often provides data about all – or nearly all – relevant individuals or events. In contrast, social science research typically involves collecting data from a sample of people and then generalizing the results from the sample to a larger population. This generalization involves the use of inferential statistics to assess whether findings in the sample data are generalizable to the population of interest (e.g., whether results of an opinion poll conducted with 1,500 Ontarians can be used to make inferences about the opinions of all Ontarians). This inferential step is typically not necessary with administrative data because it usually includes information about the whole population. This is the case with the Use of Force Report data. Analysis was conducted on all Use

[22] These challenges are discussed in greater detail by Connelly, Playford, Gayle, and Dibben (2016): The role of administrative data in the big data revolution in social science research - ScienceDirect

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of Force Reports received by the Ministry, not a sampling; therefore, inferential analysis is not required for this technical report's analyses.

2.2 Lack of Standardization

One challenge with using data collected from an administrative form, such as the Use of Force Report, is that individuals completing the form may have different understandings of what the question is asking and how to respond.

There is a provincial guide on how to complete the Use of Force Report; however, the guide does not necessarily provide explanations for all response options contained in the report. Individual police services may provide complementary guides and supports to reporting officers, but this is not standardized across Ontario.

The result of this lack of provincial standardization for areas such as police calls for service codes, definitions[23] and how to use or interpret the response options on the form can cause data quality challenges and additional time requirements when analyzing data collected from multiple police services. This does not affect individual police services' ability to analyze their own data.

2.3 Data Not Collected in the Use of Force Report

Use of force incidents can be complex, with many factors contributing to the decisions made by everyone involved. The validity of the conclusions is heavily influenced by the completeness of the available data. If key information is not included, only tentative conclusions can be supported. A few key variables that were not collected on the current version of the Use of Force Report would significantly improve understanding of use of force incidents. Examples of these are outlined in this section.

2.3.1 Officer Experience and Demographics

In the dataset, there is little information about the officers who used force. Rank category (i.e., constable, non-commissioned officer, commissioned officer) and years of service were collected, but other information could be useful.

Sociodemographic and background information about the officers involved in use of force incidents could be useful for deriving models of police behaviour. For example, an officer's employment history could influence their decision-making in a use of force incident. An officer's educational background might influence their behaviour. Comparisons between the level of education achieved or the type or degree earned

[23] For example, the impact of a lack of standardization for call type data on ability to understand counts or trends or conduct comparisons across services or regions.

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(e.g., social science or social work compared to physical science) may reveal factors associated with police use of force.

Collecting data on officer gender, race, and age would permit exploration of whether there are interaction effects between officer demographics and demographics of individuals on whom force was used; in other words, whether an officer's decision-making is affected by whether the individual is a member of the same or another group.[24]

These are two examples of the type of factors that could conceivably influence officers' decision-making, rather than an exhaustive list. However, as none of the data are available, these analyses were not conducted.

2.3.2 Information About an Individual

One significant improvement compared to previous years is that the Use of Force Reports used in 2023 and 2024 included structured questions where officers could indicate what factors influenced their response to an individual. This includes the individual's behaviour, the nature of the call, past history with the individual, as well as their physical size, strength, and abilities.

One key factor not included is whether the individual appeared to be experiencing mental health distress and/or intoxication from drugs or alcohol. Collecting additional incident contextual information would permit a better understanding of how officers respond to varying situations.

2.3.3 Personally Identifiable Information

The Use of Force Reports do not include any information that could be used to directly identify any individuals upon whom force was used. As a result, it is not possible to determine if any individual is described in more than one report related to a single incident, or in multiple incidents in a year. There are two key drawbacks.

First, it is not possible with these data to determine the number of unique individuals upon whom police used force in 2024. An incident that included two reports, each describing force used on two individuals, could have involved two, three, or four unique individuals. Regardless, the dataset includes four observations of individuals. As well, if an individual has multiple encounters with police that involve force that person will be

[24] In social science, there is a substantial literature showing that humans categorize others as part of their own in-group or an out-group. In-group members are generally favoured over out-group members. For example, see Capozza & Brown's (2000) book Social Identity Processes: Trends in Theory and Research.

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described at least once for each incident. As a result, the count of observations of individuals will overcount the number of actual individuals upon whom force was used.

Second, without knowing whether multiple observations in the dataset are of the same individual, any analysis at the level of the individual must be interpreted with caution. If these analyses show differences across perceived race groups, it could be due to genuine race-based differences or it could be due to other factors. These would include factors like individuals of some perceived race categories being more likely to be involved in incidents with a greater number of officers or involved in multiple incidents, leading to those individuals being perceived more frequently in the dataset.

2.3.4 Number of Subject Individuals Involved in the Incident

On each Use of Force Report, officers are required to indicate the number of individuals upon whom reportable force was used. Any other individuals present – other than officers – would not be counted anywhere on the report. For example, if officers arrived on scene to find a group of nine individuals and only used force on one, any reports would only provide information about the one individual. The other eight individuals who were present would not necessarily be noted on the report. Including a total number of individuals involved in the incident would provide meaningful additional context to the officer's report; this context may directly influence the type of force used. The administrative burden of including additional questions on the Use of Force Report would also need to be considered, as well as the need to operationally define "involved."

2.4 Report Design Impacts on Data Quality

Based on analysis of the data as well as feedback from police services, there are some variables that could be standardized or changed to enhance the quality and usefulness of the data.

2.4.1 Incident Number and Police Service Division

The Ministry began receiving incident numbers on Use of Force Reports on January 1, 2023. These incident numbers are generated by the police services' Records Management System (RMS) to link all occurrence or other reports related to the call for service. Each service has its own format for incident numbers.

On the Use of Force Report, officers are to enter the incident number in an open-text field. This field has no restrictions on the types of characters that can be included. This lack of standardization led to discrepancies in the formatting of incident numbers within police services, which hampers the ability to link reports for the same use of force incident. For example, if the RMS generates 2023-57209 as an incident number, officers may enter 23-57209, 2023/57209, 202357209, or other variations. Although

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best efforts were made to resolve discrepancies in incident numbers, it is possible that some links were missed or unable to be confirmed.

2.4.2 Incident Type

For 2024 – as was the case in 2023 – officers were instructed to select one incident type from a drop-down list of 22 options that best described the final disposition of the incident. There was no option to provide a response other than the ones on the list. This is an update to the form that was used from 2020 to 2022, where officers could select multiple incident types for any given encounter as well as provide a written description.

Officers were instructed to use their best judgment for the type of incident. There are no province-wide standardized instructions on how to select an option when multiple options could be accurate. This makes it difficult to know how many of a particular incident type resulted in a use of force incident.

An additional challenge is the type of incident at disposition may not be the type of incident that officers were called to and may have influenced the response option(s) they chose. An incident could begin as a traffic stop or disturbance and end as an active attacker or violent crime incident. Conversely, the initial call for service could be reported to officers as a weapons call, causing them to arrive on scene with handguns drawn; however, after arriving officers determined the “weapon” was a spray paint can for graffiti and the final disposition may be coded as “property crime.”

More robust and informed analysis of results would be supported by analyzing data on the type of incident that officers believed they were responding to and the type of incident that unfolded.

2.4.3 Location

Location data were not analyzed in this technical report due to the variety of response options that require standardizing to enable use in analysis. Officers have five open-text options for entering location data: GPS coordinates, address, postal code, closest intersection, and other. Only the postal code field includes data validations. Some locations, particularly in urban centres, could be identified in multiple ways. For example, the Eaton Centre Mall in downtown Toronto could be entered as: 220 Yonge St.; M5B 2H1; Yonge and Dundas, Yonge and Shuter, or Yonge and Queen; or 43.654434, -79.380852.

As well, incidents may take place in more than one location, even though the report currently can only capture one location. In these incidents, it is not clear how officers decided which location to report. As the General Instructions direct officers to, in general, provide information at the time they made the decision to use force, they may

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be reporting the location in which their decision-making about using force occurred. But this is not clear.

2.4.4 Rank Category

Results from the previous technical reports showed the vast majority of Use of Force Reports were submitted by Constables and Special Constables. Constables also made up a substantial proportion of officers in Ontario. Currently, it is not possible to compare different classes of Constable (i.e., 1st, 2nd, 3rd, 4th) or to look separately at Special Constables, whose duties and equipment are different than other Constables.

2.4.5 Injuries to Individuals or Officers from the Use of Physical Force

2.4.5.1 Treatment of Injuries

The questions on the Use of Force Report related to treatment of injuries sustained during physical force, but it was not always clear who provided the treatment. Under the Equipment and Use of Force Regulation (PSA) and the Use of Force and Weapons Regulation (CSPA), physical force is only provincially reportable if it resulted in injuries requiring the services of a physician, nurse, or paramedic.

The response options on V2.0 – Revised of the form (as of April 1, 2023) were:

- No
- First Aid
- Medical Attention by Personnel at Scene
- Admission to Medical Facility
- Medical Attention at Facility
- Don’t Know
- Other

Any report that included admission or attention at a medical facility was clearly a reportable incident under the regulations. However, for the other response options, the incident was only reportable if services were provided by a physician, nurse, or paramedic. First aid or medical attention provided by officers would not require a report to the Ministry. The current version of the report does not allow officers to indicate who provided attention or treatment.

The wording of the question was revised as of January 1, 2025, to clarify who provided the treatment. First Aid is administered by non-medical personnel and is non-reportable. Medical Attention by Medical Personnel at Scene (e.g., EMS) involves treatment by a physician, nurse, or paramedic, and, therefore, is reportable. This revised wording does make it clearer to officers which option to select when treatment was administered at

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the scene. Police services may require officers to complete reports for non-provincially reportable incidents to inform their own decisions about service-level operations and training; however these reports do not require submission to the Ministry.

2.4.5.2 Lack of Clarity on when Injuries to Individuals Should be Reported

A second challenge with the data on injuries is that there may be confusion on when injuries should and should not be reported. Officers should only include physical injuries that were caused by their own use of force, not injuries caused by anyone else. This does not mean that the injury was inconsequential or unimportant, however the intention of the report is to capture injuries caused specifically by the reporting officer's use of force.

As well, if an individual sustained a reportable injury as a result of physical control, or the use of a canine or horse, but the officer was not aware of it by the end of their shift, the incident would not be reportable. For example, if an individual sustained a concussion, but did not experience symptoms during the incident and only sought medical treatment days later, that would not be reportable. This is because the officer, per regulation, was unaware of injuries by the end of their shift during which the incident occurred. Any incidents where this was the case are considered non-provincially reportable incidents and were removed from the dataset.[25]

Based on data available, it appears that some reports noted injuries caused either by other officers or by the individuals themselves. This would mean that the actual number of injuries caused by the use of force is somewhat lower than the figure derived from Use of Force Reports.

As well, several of the "Don't Know" responses for subject individual injuries were related to incidents where officers were attempting to capture a driver, some of whom were believed to be impaired or driving a stolen vehicle. These individuals may or may not have been injured.

2.4.5.3 Lack of Clarity on when Injuries to Officers Should be Reported

The instructions guide does clarify that officers should only report injuries that they themselves sustained as a result of using force. They are not meant to include injuries to other officers. However, the wording on the report itself about officer injuries does not make this clear. The section is called "Officer Involved Injuries" and the question on whether there were injuries was "Were physical injuries sustained because of the force applied?" Officers may be also recording injuries to their colleagues, based on the

[25] This was the case for one Use of Force Report in 2024.

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wording on the Use of Force Report even though they are not meant to do so.

2.4.5.4 Injuries to Officers Caused by the Force Applied on Team Reports

On Individual Reports, officers are required to indicate whether they were injured as a result of using force and what kind of medical attention was required, if any. These questions were not included on Team Reports. Consequently, any figures on officer injuries are likely an undercount.

2.5 Limited Analysis Options without an Appropriate Benchmark Population

ARDS 29 requires organizations to compute racial disproportionality and/or disparity indices. Whenever possible, the Ministry calculated the indices that are required by the ARDS. However, it is not always possible to do so, primarily because an appropriate benchmark population is not available. Most notably, the Ministry still cannot calculate racial disproportionality for police use of force that accounts for how often members of different racial groups come into contact with police.

Measuring disproportionality requires a benchmark population to compare observed data against. ARDS 30 requires PSOs to choose the benchmark[26] population appropriate to their sector and research context for disproportionality analyses. The benchmark must be the most relevant population for the outcome of interest from the best available datasets and must be useful for interpreting year-over-year trends.

In research, a "population" is the group *that is of interest* or about which the research intends to draw conclusions. This is different from the colloquial meaning of "population," which usually refers to the people living in a geographical region. For example, the appropriate population for a study on the experiences of Canadian cancer patients would be people in Canada diagnosed with cancer, rather than everyone living in Canada.

The appropriate research benchmark population is determined by the questions the research is intending to answer. For this technical report, the principal research question is whether there are differences in police use of force depending on the perceived race of the individual upon whom force was used. Consequently, the most relevant benchmark population would be individuals who interacted with police.

Selecting the most appropriate benchmark population is crucial. The benchmark

[26] ARDS provides the following definition of a benchmark: "A benchmark is a point of reference, or standard, against which things can be compared, assessed, or measured."

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population chosen will affect whether disproportionality is detected at all, and if so, the size and direction of any racial disproportionality identified.

For example, if analysis indicates that 10 per cent of use of force incidents involved people perceived as Indigenous, the interpretation of the finding will be different depending on whether Indigenous people are five per cent of the benchmark population (indicating overrepresentation) or 25 per cent of the benchmark population (indicating underrepresentation).

It is relatively common for researchers to use resident population data from the Census as a benchmark population for calculating disproportionalities, including in policing research. Although this approach is frequently used and provides valuable insights, there are considerable drawbacks that make this resident benchmark population less suitable for measuring disproportionality in the specific event of police use of force. Using resident population to calculate disproportionality in police use of force requires that all residents in an area be equally likely to encounter police. There is literature from Ontario and other jurisdictions showing that members of some racial groups come into contact with police more often than members of other racial groups. This applies to self-identified and perceived race. The result of these drawbacks is a substantial concern with the ability of resident population to provide an accurate and reliable measure of disproportionality in police use of force.

Using resident population as the benchmark to measure disproportionality does not distinguish between racial disproportionality in police use of force specifically and racial disproportionality resulting from high frequency-policing generally. This distinction is important if the intent is to understand if any disproportionalities seen in police use of force are related to the incidents themselves, rather than broader factors related to high-frequency policing. As a result, using resident population as a benchmark can overcount disproportionality in use of force for some racial groups (e.g., high-police contact groups) and undercount or erroneously indicate no disproportionality for other racial groups (e.g., low-police contact groups).

A hypothetical scenario illustrates this challenge. The residents of the community in question are 50 per cent “race A” and 20 per cent “race B.” Encounters with police there are not evenly distributed across the two racial categories; 30 per cent of police encounters occur with members of “race A” and 40 per cent of encounters occur with members of “race B.” In the instances where officers use reportable force, 30 per cent of the incidents involve members of “race A” and 40 per cent involve members of “race B.” A comparison between use of force and resident population indicates disproportionalities of 0.6 (underrepresentation) for “race A” and 2.0 (overrepresentation) for “race B.” However, when use of force is compared to the rates of police encounters, the disproportionality for each group is 1.0 (no disproportionality).

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If comparing to resident population, it appears there are disproportionalities in police use of force for the two racial groups. However, when accounting for rates of police encounters, the use of reportable force is not more frequent for one group than the other.

As the example above illustrates, the most relevant benchmark for exploring disproportionality that is attributable specifically to police use of force is the population of people who have experienced police contact or enforcement.[27] An "encounters" dataset with race-based information would enable the use of multiple benchmarks in analysis. This would allow analysis to understand potential disproportionalities in police contact generally and use of force specifically, rather than confounding disproportionality in use of force and contact with police. At this time, the Ministry does not have access to data that could be used to construct a police enforcement benchmark population.

Another significant challenge with using resident population as a benchmark is that it is not known whether the event involved residents of the community. Using resident population cannot account for individuals who live in one community but spend time in other areas. For example, individuals may commute from one area to another for work; may stay in or pass through areas on vacation;[28] may be apprehended along provincial highway corridors;[29] or may be engaging in criminal activity or hiding in a location far away from their primary residence. Comparing use of force on non-residents to a resident benchmark population to measure disproportionalities can result in both false positives (saying there is disproportionality when there is not) and false negatives (saying there is no disproportionality when in fact there is disproportionality).[30]

As a result of the lack of a proper relevant benchmark population, this technical report

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[27] Conceptually, this is similar to an analysis of a service or program using those who are eligible as the benchmark population, rather than all individuals in the catchment area.

[28] There are rural Ontario towns that experience a large influx of non-residents during the summer season. In that case, the Census population of the town's year-round residents does not represent the people present during the summer. If most use of force events occurred during the summer season and involved non-residents, using the Census population of year-round residents as the benchmark population would lead to an inaccurate measure of disproportionality.

[29] This is particularly relevant for investigations of drug and human trafficking, vehicle theft rings, and organized crime. The police interaction along highways that included use of force may take place hundreds or even thousands of kilometres away from where individuals live or work.

[30] In some use of force-related research, the research question may be best examined using resident population as the benchmark and comparing a non-resident's race to the racial makeup of the surrounding community. Research focused on exploring race-out-of-place theory would require both benchmarks. Comparisons between the individuals involved in use of force events – residents and non-residents – to the racial breakdown of the community in which the event took place can be used to test for race-out-of-place theories of systemic discrimination. Again, it is vital to select the most appropriate benchmark population to answer the specific research questions of interest.

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does not include calculations of disproportionality indices of police use of force relative to police contact.

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Section 3: Use of Force Datasets

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3.1 Overview

The 2024 provincial dataset was created from data extracted from Use of Force Reports for incidents that occurred between January 1, 2024, and December 31, 2024, and were received by the Ministry of the Solicitor General by July 8, 2025.[31]

The Use of Force Report was an Adobe Acrobat Portable Document Format (PDF) fillable form used by most police services[32] to record information related to provincially reportable use of force incidents.[33] These forms were then provided to the Ministry through a secure file transfer process. The data extracted from these forms were cleaned, reorganized, restructured, and recoded as required to create datasets usable for analyses. Any reports that did not meet the provincially reportable criteria were not included in this technical report.[34]

Due to substantial changes between versions of the Use of Force Report (see section 1.3.2), changes in the data collected by the Ministry, as well as changes to the Use of Force Regulation, it is not possible to directly compare provincial data from 2023 and 2024 to provincial data from previous years.

Additional details on the data variables can be found in the data dictionary in the Ontario Data Catalogue.

3.1.1 Out of Scope Reports

In total, 10,849 provincially reportable Use of Force Reports were submitted to the

[31] Police services are required under the ARA Regulation to submit their Use of Force Reports to the Ministry. As well, under the CSPA, s. 7(2) of the General Matters Under the Authority of the Minister Regulation (O. Reg. 90/24), within 60 days of an incident that requires the submission of a Use of Force Report, the chief of police shall provide a copy of the report to the Minister. See link to O. Reg. 90/24. A deadline of March 1, 2025, was flagged for police services' training analysts in January 2025. The Ministry followed up in March 2025 and April 2025 with all police services to confirm that the number of reports received matched the number of reports the services were required to transmit. All police services had the opportunity to correct any submitted reports and/or add reports that had not been provided until July 8, 2025.

[32] Some police services have developed applications that their members use to enter the use of force incident information. This data is sent to the Ministry in XML format. The data collected in these applications are meant to be identical to the data collected on the PDF form.

[33] Some police services instruct their members to also use the provincial Use of Force Report to record information on use of force incidents required by their local police service but not required under the PSA. If these reports were sent to the Ministry, they were deleted from the dataset. As a result, numbers reported by the Ministry may not match numbers reported by police services.

[34] On the Use of Force Report, there is no way to specify what type of force caused any injuries. For example, if a report described use of a baton, which caused an injury, and the use of physical control, which did not cause a physical injury, only the baton use would be reportable under the Regulation. Where it is clear that physical control did not cause an injury, or caused an injury that did not require medical treatment, that force type category was removed from analysis. When it was not clear, all reported force types were retained for analysis.

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Ministry for the 2024 dataset from across all 45 in-scope police services. There were 1,639 reports not used in the race-based analyses as these did not involve force on people. The final 2024 dataset used for these analyses is composed of data from 9,210 reports required under the provincial Equipment and Use of Force Regulation (under the PSA) or the Use of Force and Weapons Regulation and the General Matters Under the Authority of the Minister Regulation (under the CPSA).

3.1.1.1 Reports Involving Only Animals

The focus of the ARA analysis is on identifying racial disparities and inequalities between people. Officers are required to submit all provincially mandated reports to the Ministry. Some of these reports are not relevant to analysis on racial differences in use of force. Use of Force Reports involving only animals (e.g., humanely destroying an injured animal).[35] These incidents do not meaningfully add to analyses focused on racial disparity or disproportionality.

For 2024, the Ministry received 940 reports involving only animals. These were excluded from analysis; however, they are available in the Ontario Data Catalogue.

3.1.1.2 Reports that Did Not Involve Interaction with Individuals

There are two circumstances in which a Use of Force Report is required, despite the officer not having any interaction with individuals. First, if an officer accidentally discharges a firearm, less-lethal firearm, or CEW, even in the absence of any other individuals, a Use of Force Report is required. Although there are benefits to tracking these incidents for training purposes, they do not contribute meaningfully to analyses on racial differences in use of force and are excluded from these analyses. In 2024, there were seven incidents of an accidental discharge of a firearm, less-lethal firearm, or CEW. These reports were not relevant to race-based data analysis, so they were excluded from analyses; however, data from the reports are available in the Ontario Data Catalogue.

Second, officers are required to submit a Use of Force Report any time they draw a handgun in the presence of a member of the public, even if the subject individual(s) fled without the officer being able to observe, identify, or interact with them. For example, officers receive a call that armed individuals are present inside a residence. Prior to entering the residence, the officers draw their handguns in the presence of members of the public standing outside the residence. In this case, a Use of Force Report is required. If the armed individuals fled before police arrived, there would have been no

[35] This applies whether the officer was responding to a call for an animal or to another type of call that turned out to only involve an animal.

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interaction between the armed individuals and the officers; however, a Use of Force Report would still be required as the officers' handguns were out in the presence of members of the public. In this scenario, the officer would choose "No interaction with the subject" on the Use of Force Report. When an officer selects this option, they will not provide any data on individuals upon whom force was used.

Although it is important to track these types of force incidents for policy and training purposes, as the risk for the use of lethal force is heightened whenever firearms are used, these reports are excluded from these analyses. This was the approach for the 2023 data as well. However, for the 2020-2022 Use of Force Reports, officers were instructed to make their best guess about the likely race of the individual based on cues available to them at the time. As such, incidents where officers had no interaction with subject individuals were included in the 2020-2022 technical report and datasets.

In 2024 there were 381 incidents where an officer drew a handgun in the presence of a member of the public and the individual was not observed. Although not included in the analyses of this technical report, the data from these 541 reports from 2024 are available in the Ontario Data Catalogue.

3.2 Datasets

The data collected by the Ministry were organized into four connected normalized[36] datasets, which were used for analysis in this technical report.[37] This structure is for organizing the data and eliminating redundancy. The Main Records dataset includes the data elements that apply to the event as a whole (e.g., date and time, location). Each Use of Force Report is included in this dataset as one row. The other three datasets include data about more specific data elements, which may or may not apply to each record in the Main Records dataset. These three specific datasets correspond to data about 1) the individuals upon whom force was used, 2) the weapons these individuals were perceived to have, and 3) probe cycle records for police use of CEWs.

Across all four datasets, there are a total of 214 columns for analysis. These include all the data that was collected by the Ministry, except for 34 columns that were suppressed for privacy.

[36] Database normalization is a design principle for organizing data in a consistent way, avoiding redundancy and complexity, eliminating duplicates, and maintaining the integrity of the database. In a normalized database, the data are divided into several data tables that are linked together, typically using primary keys, foreign keys, and composite keys. In contrast, a denormalized dataset exists in a single flat table, which may include substantial redundancy.

[37] Part B of the Report collects personal information of officers who complete or review the form, or who were involved in the incident. These are the only questions on the Use of Force Report that are not collected by the Ministry and are not included in the datasets.

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This section first describes the structure of questions on the Use of Force Report and how it shaped the four datasets for analysis. It then describes each dataset in further detail.

3.2.1 Structure of Questions in the Use of Force Report

The Use of Force Report is an interactive form. When first opened, it contains 26 questions, and additional questions are shown based on the responses provided. This is to reduce the time required by officers to complete the reports. For example, if an officer checks a box to indicate using physical control techniques, they will be shown additional mandatory questions to capture details about the physical force (e.g., grounding, joint locks, and strikes). If the officer does not check the box for physical control techniques, the additional detailed questions will not be shown. The only question that is never mandatory is the narrative.[38]

The Use of Force Report contains single-response, multiple-response, restricted-input, and open-text questions. These question types are stored as follows in the datasets:

- For single-response questions, officers must choose only one response from a set of response options. These may be choosing one of a set of checkboxes or selecting one option from a drop-down menu. In the datasets, each single-response question is represented in a single column.
- For multiple-response questions, officers can select as many of the available responses as apply.[39] Each possible response to the question is assigned its own column in the dataset, which indicates whether that response was selected. For example, officers can report more than one reason why they used force. Each of the possible responses (e.g., effect arrest, prevent escape, protect self) has its own column in the dataset.
- For restricted-input questions, data quality checks were added to the form requiring officers to type their response in a specific format. For example, officers must provide a numeric response (e.g., “7”) for their length of service in years. Non-numeric characters (e.g., “seven”) will be rejected. Any dates must be provided in YYYY/MM/DD format. In the datasets, each restricted-input question is represented in a single column.
- For open-text questions, officers can type a response with no restrictions on the

[38] The instruction guide informs officers that the narrative section must be completed if there is no accompanying occurrence report.
[39] This is the general rule for multiple-response questions, although additional restrictions may apply in the combination of responses accepted based on logical sense. For example, Treatment of Subject Injuries is one multiple-response question but does not allow the officer to specify other treatment response options if they selected that no treatment was required.

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type of information. Many of these are questions where there is an “Other” response option with a text space allowing the officer to provide additional information. In the datasets, each open-text question is represented in a single column.

3.2.2 Main Records Dataset

The Main Records dataset is made up of one entry for each Use of Force Report received by the Ministry. Included are the variables that are relevant to all reports. These include data related to time, date, location, police service, incident type, etc. It also includes a unique identifier (i.e., primary key) for each Use of Force Report.

The Main Records dataset contains 10,849 rows, representing 10,849 reports that were received by the Ministry.

At the end, there were 85 total variables in the Main Records dataset, of which 65 are available in the Ontario Data Catalogue because 20 were suppressed.

3.2.3 Individual Records Dataset

If an officer specifies that the incident involved one or more individuals upon whom force was used,[40] there are up to 53 additional questions that may be shown to capture information about each of those individuals. An officer would only be shown questions that may be relevant to the reporting of the incident. For example, if an officer specified that de-escalation techniques were used on a subject, they will be asked to specify the type of de-escalation technique(s) used. They must also specify whether de-escalation assisted in controlling the behaviour of the subject. However, if no de-escalation techniques were used, the officer must specify the reason(s) why de-escalation was not used. These questions must be answered for each individual upon whom the officer used force.

There are two key sets of variables in this dataset. First, the dataset contains officers’ perceptions of the individual upon whom they used force. This includes perceptions of race, age, and gender; whether there was any difficulty perceiving the race of the individual; and the distance between the officer and individual.

Second, this dataset includes variables about the use of force on the individual. This includes the type(s) of force used on the individual, the reason(s) force was used, and factors that influenced the officer’s response, including whether the individual was

[40] Although all the incidents analyzed in this technical report involve at least one individual upon whom force was used, there are other reports (e.g., dispatching an animal) that do not involve force on an individual. These reports are included in the datasets in the Ontario Data Catalogue.

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perceived or believed to have access to weapons. Subsequently the data set includes use of de-escalation, whether officers' responses were effective at gaining compliance with an individual, whether the individual was injured or required treatment, and lastly whether the officer issued the Police Challenge, if relevant.

The Individual Records dataset contains 12,921 rows, representing 12,921 officer perceptions of individuals. Note that an individual could be perceived more than once, for example by two or more officers reporting on the same incident. Each row cannot be assumed to reflect a unique individual.

3.2.4 Weapon Records Dataset

The Weapon Records dataset includes information about any weapons that individuals were perceived or believed to have access to. On the report, officers provide information about perceived weapons for each individual upon whom they used force. For each perceived weapon, up to three questions were asked. Each row of the Weapon Records dataset contains information related to a perceived weapon. The dataset includes variables about what type of weapon (e.g., handgun, edged weapon) was perceived or believed to be present and the location of these weapons.

The section on perceived weapons is presented on the Use of Force Report for each individual upon whom force was used. As a result, it is possible that one weapon may be listed several times, once for each relevant individual. For example, if two individuals are standing right next to a firearm on a table, the firearm is within reach for both. An officer may include the firearm as a perceived weapon for both individuals, though they may also include it only once. The instructional guide does not provide direction on this.

If the officer did not perceive any weapons nor believe any weapons were present, there would be no rows in the Weapon Records dataset associated with the information on the Main Records or Individual Records datasets.

The Weapon Records dataset includes 9,282 rows, representing 9,282 weapons that were perceived or were believed by officers to be present.

3.2.5 Cartridge/Probe Cycle Records Dataset

The Cartridge/Probe Cycle Records dataset contains information about the cartridges used by officers for CEWs in cartridge/probe mode. For cartridge/probe mode, the Use of Force Report allows officers to enter information for multiple cartridges. In the other two deployment modes (drive/push stun and three-point contact), officers can only enter information about a single cartridge; details about these other two modes are captured in the Individual Records dataset. Note that officers can report using a CEW in more than one mode.

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The Cartridge/Probe Cycle Records dataset includes 972 rows, representing 972 cartridges used by officers during use of force incidents.

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Section 4: Analysis and Results

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4.1 Key Concepts for Analysis

This section outlines select findings from the analysis of the 2024 Use of Force Reports received by the Ministry of the Solicitor General. A few points and concepts to assist in interpreting the results are outlined first.

4.1.1 Participant-Observer Information

The Use of Force Report collected the reporting officer's perception of the individual's race, age range, and gender. This is also known as Participant Observer Information (POI), addressed in ARDS 40. The ARDS provides the race categories that must be included on the Use of Force Report. Police were instructed not to ask an individual to provide their self-identified race. Although the ARDS note that age and gender may also be important to collect, there is no prescribed language for those questionnaire items.

For each question, officers could only choose one response option. Instructions to officers specified that this should be the perception they had at the time of the force incident. If the officer later learned that an individual self-identified differently than the officer's perception, they should still report their perception. These perceptions may not match how the person self-identifies. As well, multiple officers involved in the same use of force incident may have perceived the same person as a different race category, age range, or gender.

These questions were mandatory on the Use of Force Report, even if officers experienced challenges in perceiving the individual's race, age range, or gender. For example, an individual may have been wearing a mask or disguise. If the incident location was dark or poorly lit, or if the scene was chaotic or evolving rapidly, it may have been particularly challenging to perceive the individual's race, gender, or age. It may not have been possible for the officer to see well enough to perceive the individual, their clothing or accoutrements, hear their voice, or note any other attributes that may have led the officer to perceive a particular racial group, approximate age, or gender. Other aspects of the incident, such as weapon focus,[41] may also have hampered perception of a person's appearance or attributes. Despite this, officers were required to provide their best guess. There was a question on the report that allowed officers to indicate they had difficulty perceiving the individual's race.

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[41] The Weapon Focus Effect refers to the tendency of individuals to focus their attention on a weapon that is present. The result is less attention focused on the appearance of the person holding the weapon and the individual providing less detail about that person when they are later asked for a description.

4.1.2 Unit of Analysis: Report, Incident, and Observation

The ideal unit of analysis depends on the specific research question being analyzed. For the analyses conducted in this technical report, different units of analysis were used depending on the specific analyses conducted. These were primarily the: use of force incident, use of force report, and observations of perceived individuals. Whenever results are reported, the unit of analysis is noted in that section.

Standard 27 of the ARDS provides guidance on the primary units of analysis for race-based analysis, namely the disaggregated categories of perceived race. In other words, the unit of analysis for perceived race includes each of the race categories, where possible, rather than combining race categories.

4.1.2.1 Analysis by Incident

For the purpose of this technical report, a use of force incident is defined as an event, or continuous series of events, known or believed to have involved at least some of the same subject individual(s). This definition may not match how police services define an incident, in general, or a use of force incident specifically. The Ministry can now report on the number of unique use of force incidents as well as the number of Use of Force Reports connected with each incident. [42]

The capability to analyze at the incident level addresses several drawbacks of analysis by report, in particular:

- Generating a count of the total number of provincially reportable use of force incidents that occurred
- Improving data quality by identifying and removing duplicates
- Reducing the risk of overcounts, which may affect results and conclusions. For example, if a police service generated a total of 50 reports for 2024, and 15 were all related to a single use of force incident, analyzing based on report would result in that one incident having a disproportionate influence on results. For example, it could appear that force occurs most frequently at a particular time of day or time of the year, or involve people perceived to be members of a specific race category, because of one large incident.

[42] The Ministry began receiving incident numbers as of January 1, 2023.
Each police service has its own format for incident numbers, which are generated by their records management system. Reporting officers included these in an open-text variable on the report. Discrepancies in how the incident number was provided within police services (e.g., 2023-123456, 23-123456, 23/123456) introduced some challenges in linking reports. Although best efforts were made to resolve the discrepancies, it is possible that some links were missed.

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4.1.2.2 Linking Reports to Identify Incidents

Linking reports that pertain to the same incident is done primarily through incident or occurrence numbers generated by police services. It may or may not be possible to link incidents where officers from one police service indicate that officers were assisting another police service. As such, the number of incidents reported by police services may not match the number of incidents reported here.

For enforcement actions where more than one police service responds, it may be possible to link the reports as well, even though there will be different incident numbers. This could involve members of several police services responding to one event and using force. It could involve several police services responding to a series of events involving the same individual(s) that make up a single incident.

It is also possible that several police services were responding to an incident, but only members from some of those services used reportable force. One example is an incident where members of one police service are providing coverage for an incident, with handguns drawn (reportable), and members of another police service apprehend the individual without using force (non-reportable). In this case, although one service was assisting another service, there would only be reports from one police service.

In the case of large joint operations among police services, for example simultaneous execution of high-risk warrants across Ontario, each warrant execution where force was used, whether by different teams of the same service or simultaneously by different police services as part of a coordinated operation, were treated as separate incidents because there was no overlap in location, individuals or officers involved.

Finally, if there are multiple force events involving the same individual(s), over time and involving different police services, these would be treated as one incident. For example, the series of events begins in Scarborough and ends in Milton two hours later. Although the different police services involved may not assign the same incident number for these reports, and the call or incident type, location, and time of day may be different for each reportable force, for the purpose of analysis these reports would be considered belonging to single incident that were a continuous series of events known to involve – or believed to have involved – the same subject individual(s).

In the 2024 dataset, there were 6,364 use of force incidents involving a member of the public. These generated 9,210 reports.

4.1.3 Calculating the Disparity Index

Standard 29 of the ARDS requires PSOs to compute racial disproportionality and/or disparity indices for each unit of analysis. This technical report calculated disparity to

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identify possible differences between perceived racial groups where appropriate.[43]

A racial disparity index is a measure of group differences in outcomes by comparing the outcomes for one racial group with those of another. A disparity index of 1.0 indicates no difference in outcomes between Group A and the reference or comparison Group B. An index less than 1.0 indicates that Group A had a lower likelihood of experiencing the particular outcome, and an index over 1.0 indicates a higher likelihood.

A notable deviation from 1.0 is required before it is reasonable to conclude that a disparity has been found. There is no established standard for determining whether a racial disparity in police use of force deviates enough to indicate a notable difference. The ARDS instructs PSOs to consider their own specific context to determine the threshold that indicates a noteworthy disparity. Assorted researchers in various fields including policing (e.g., traffic stops, police use of force) have used a range of thresholds, such as 20 per cent (i.e., index below 0.8 or above 1.2) or the 'four-fifths rule' (80 per cent of the ratio of the reference group, i.e., an index less than 0.8 or above 1.25) to identify notable disparities.[44] These thresholds have been used as guidance in this technical report to highlight where disparity might be notable.

Finally, disparity analysis requires a reference group for comparison. The reference group provides the contrast needed for meaningful interpretations of group differences in outcomes within the dataset. Often, the appropriate reference group is the group least likely to experience systemic barriers or disadvantages in Ontario. Standard 31 of the ARDS notes that the White category will typically be the most appropriate reference group within the justice sector.

For more detail on how the indices are calculated, thresholds, and reference groups, refer to Standards 29 to 32 of the ARDS.

As noted in the ARDS, disparity indices on their own may not be conclusive evidence of systemic inequities. Further analyses, including multivariate analyses, could assess the extent to which a disparity may be attributed to systemic inequities or to other factors.

For example, disparity indices were calculated to determine if one perceived racial group had a higher risk of a particular force category being used compared to use of force incidents involving individuals perceived as White. It is important to note that many factors may influence the likelihood of officers using particular categories of force.

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[43] "If the desired equity outcome is that individuals are receiving the same treatment or outcomes within a given program, service, or function, regardless of their race, then a racial disparity index is the appropriate measure to use to identify and track any potential racial inequalities."
[44] See also the 2020 report from the UK Government's Race Disparity Unit, Research and Analysis: Using Relative Likelihoods to Compare Ethnic Disparities.

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These include: the number of subject individuals, the number of other officers, whether individuals were believed or perceived to possess weapons, the type of incident officers were called to, the behaviour of the individuals during the incident, and whether any individuals appeared to be in crisis or intoxicated. Disparity indices compare the risk or likelihood of an outcome between the different racial groups and the reference group. Other analytic approaches, such as multivariate analysis and multi-level modeling, would be required to statistically control for these other factors that may influence the categories of force that were used. Re-calculating disparity indices accounting for these additional factors may alter the disparity index results.

4.1.4 Scope of Technical Report

This technical report focuses on providing a detailed description of how the data were collected and cleaned, an assessment of data quality, and descriptive statistics of key variables in the datasets. The focus of this technical report is to provide an overview of topics of interest and the dynamics that may be involved in use of force incidents.

4.2 Perceptions of the Individuals upon Whom Force was Used

This section presents analysis about the observations officers made about individuals upon whom force was used. In these analyses, officers' observations about individuals involved in the same use of force incident are often aggregated to categorize the incident by perceived race, age, and gender. Examples below describe aggregation for perceived race; the aggregation principles were the same for perceived age and gender.

For the majority of incidents (90.2 per cent), all officer perceptions of race were the same within the incident. In other words, all officers perceived all individuals as being members of the same race category. Those incidents are relatively straightforward to aggregate; they are included only in the counts related to that perceived race. Aggregation is more complex for the remaining incidents (approximately 9.8 per cent), where perceived race did not match across Use of Force Reports and/or observations.

When these incidents were aggregated, they were included in the counts for all race categories noted by any reporting officer in the incident. For example, if one report indicated that an officer perceived one individual as "race A" and a second individual as "race B," the incident would be aggregated to both "race A" and "race B" categories. This enables reporting of all incidents that involved at least one individual perceived as belonging to a particular racial category.

An alternate approach would be to create a new category for just the incidents where

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officers reported perceiving individuals from different racial categories. Although this approach has the benefit that the total of use of force incidents for each racial category would add to 100 per cent, the computed category would be difficult to interpret in the analyses about racial differences in this technical report. It is also less consistent with the requirements in the ARDS to report results at the disaggregated race categories.

It is important to keep in mind that observations of individuals in these force incidents do not necessarily represent unique individuals. Multiple officers perceiving the same individual will each provide observations. As such, the number of individual observations is higher than the number of actual individuals upon whom force was used in 2024.

One notable caveat for all analyses involving perceived race, gender, or age is that it is not possible to parse out the potential effects of police contact rates on the rate of police use of force due to the current lack of an appropriate benchmark population. Any race, age, or gender use of force disproportionalities derived by comparing proportion of groups within the use of force dataset to their proportions in the general population, could be due to differences in rates of police use of force with members of that group. Alternatively, they could be due to differences in the number of times individuals of different groups come into contact with police.[45] In other words, it cannot be assumed that any differences observed reflect differences in rates of police use of force, rather than differences in rates of interactions with police. Disproportionality calculated using Ontario resident populations may be overcounted for high-contact groups and undercounted for low-contact groups. This limitation does not apply to disparity indices calculated comparing groups within the use of force dataset.

4.2.1 Race and Difficulty Perceiving Race

On the Use of Force Report, reporting officers selected one of seven race categories to describe the perceived race of each individual upon whom they used force. This question is mandatory and reporting officers can only select one of the race categories provided. In accordance with the ARDS, “don’t know,” “prefer not to answer,” or open text response options were not provided. If an individual is perceived to be of mixed race, the officer must choose the race category that, in their view, the individual most resembles; there was no option for “Mixed Race” or opportunity for officers to select multiple race categories for an individual. Officers are instructed not to ask the individual to provide their self-identified race.

As well, officers reported whether they had any difficulties perceiving the race of any

[45] Which could itself be due to broader factors driving higher police contact for certain groups compared to other groups, including over policing, poverty, profiling by proxy, etc.

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individual.

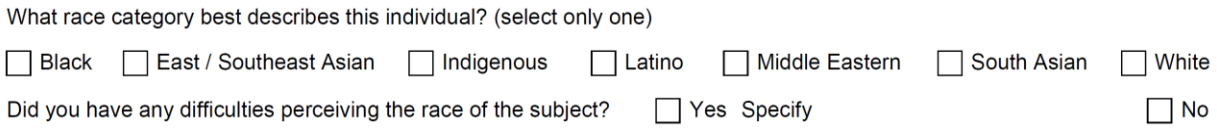


Figure 1; Perceived Race Question

4.2.1.1 Race

Overall, use of force incidents most frequently involved individuals who were perceived as White, Black, or East/Southeast Asian, in that order. The proportion of incidents involving at least one individual perceived as being a member of the applicable race category were:

- Black: 1,581 incidents (24.8 per cent)
- East/Southeast Asian: 545 incidents (8.6 per cent)
- Indigenous: 416 incidents (6.5 per cent)
- Latino: 172 incidents (2.7 per cent)
- Middle Eastern: 480 incidents (7.5 per cent)
- South Asian: 342 incidents (5.4 per cent)
- White: 3,552 incidents (55.8 per cent)

The number of incidents for any one race category indicates that at least one officer perceived at least one subject individual to be a member of that race category. For the majority of incidents, 90.2 per cent (5,739), all individuals involved were perceived to be of the same race by all officers involved. In 9.8 per cent (625) of incidents, the individuals involved were perceived as belonging to different race categories. This may have involved unique individuals or the same individual perceived differently by multiple officers. Because these incidents were included in the count of all relevant race categories, the total is over 100 per cent.[46]

4.2.1.2 Difficulty Perceiving Race

The Use of Force Report allowed officers to indicate, for each individual, whether they had difficulty perceiving that individual's race. If they selected yes, there was an open-text field to specify the difficulty. Officers were not asked whether they had difficulty perceiving the individual's age or gender.

[46] The total number of incidents in the dataset was 6,364. Percentages for race category are derived using the total number of incidents, 6,364, because the correct denominator is the total number of incidents reported.

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For most observations of individuals (95.7 per cent, 12,365 of 12,921 individual observations),[47] officers reported no difficulty perceiving the individual's race.

In the small number of observations of individuals (4.3 per cent, 556 of 12,921 individual observations) where officers did report difficulty perceiving an individual's race, officers noted several reasons.

These reasons could be grouped into two main categories: difficulty discerning race and not having a clear view of the individual. Difficulty discerning race could occur with individuals who had a light complexion or who were perceived as racially ambiguous. This would lead to difficulty choosing the best race category of those available on the report. Difficulty seeing the individual involved several factors. These included the individual being inside a car, including cars with tinted windows making it difficult to see the individuals inside; the individual wearing clothing, a hat, and/or face coverings; the individual hiding behind an object; the distance between the individual and officer; the individual having their back to the officer; and darkness or poor lighting. Officers were instructed to provide their best estimation of the race of the individual in these types of situations, consistent with the guidance in Standard 40 of the ARDS.

There were differences between the perceived races, with the greatest proportion of difficulty for individuals perceived as Middle Eastern (9.9 per cent) and the lowest for individuals perceived as White (2.1 per cent).

- Black: 146 observations (4.8 per cent)
- East/Southeast Asian: 59 observations (5.5 per cent)
- Indigenous: 54 observations (7.8 per cent)
- Latino: 27 observations (8.8 per cent)
- Middle Eastern: 88 observations (9.9 per cent)
- South Asian: 54 observations (7.1 per cent)
- White: 128 observations (2.1 per cent)

Caution is warranted when interpreting these results at the observation level. One incident with several subject individuals and several officers making observations will have a disproportionate impact on the results. This is particularly the case with race

[47] To determine whether officers reported having more or less difficulty in perceiving individuals of different racial categories, data were examined using an officer's observation of each individual they used force on as the unit of analysis. This is the most relevant unit of analysis in this context because difficulty perceiving race was reported for each individual observation and the analytical lens is examining officer difficulty in perceiving race. In other contexts, data may be aggregated to the report or incident as unit of analysis. In this context, aggregating this same data to the incident level, the results are 5.7 per cent (363 incidents) involved at least one person who at least one officer had difficulty perceiving their race.

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categories that had a small number of incidents.

4.2.2 Age

Reporting officers selected one of eight age range categories to describe the perceived age of each individual upon whom they used force. They could only select one option for each individual.

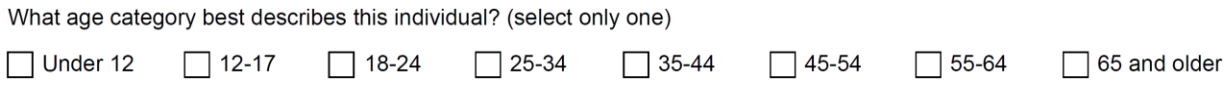


Figure 2; Perceived Age Report Question

The proportion of incidents involving at least one individual perceived as being a member of the applicable age category were:[48]

- Under 12: 26 incidents, 0.4 per cent
- 12-17: 464 incidents, 7.3 per cent
- 18-24: 1,345 incidents, 21.1 per cent
- 25-34: 2,733 incidents, 42.9 per cent
- 35-44: 1,863 incidents, 29.3 per cent
- 45-54: 862 incidents, 13.5 per cent
- 55-64: 405 incidents, 6.4 per cent
- 65 and older: 117 incidents, 1.8 per cent

As with perceived race, officers reporting perceptions of the same individual may provide different responses (e.g., when one officer indicates an individual is 18-24 and another indicates 25-34).

4.2.3 Gender

Officers were required to report their perception of the gender of each individual upon whom they used force. The options were: Male, Female, Trans/non-binary/other.[49] Officers could only select one option per individual.

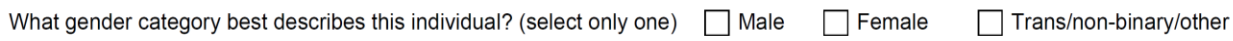


Figure 3; Perceived Gender Report Question

[48] Totals add to more than 100 per cent as one incident could involve individuals of different age groups.
[49] Due to the structure of the response options, it was not possible to explore differences between individuals perceived as trans women, trans men, or non-binary. In addition, the number of reports that included individuals perceived as trans, non-binary, or another gender identity (*n* = 32 subject perception reports) was too small to support any meaningful analysis of this question.

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Most incidents (92.2 per cent) involved at least one individual perceived as male (5,867). In 80.0 (5,091) per cent of incidents, all individuals were perceived as male. A smaller proportion of incidents involved at least one individual perceived as female (1,250, 19.6 per cent) or at least one individual perceived as trans/non-binary/other (25, 0.4 per cent).[50]

As with perceived race and age, officers reporting perceptions of the same individual may provide different responses. Also, similar to age, the disproportionality compared to the resident population may be due to officers being more likely to use force on individuals perceived as male and/or these individuals being more likely to come into contact with police.

4.3 The Police Services

Officers were required to indicate their own police service when completing the report. For officers who selected Municipal Police Service, a drop-down menu of municipal police services in Ontario was provided. For officers who selected Ontario Provincial Police (OPP), a drop-down menu of OPP regions was provided; the options were Central Region, East Region, General Headquarters, Highway Safety Division, North East Region, North West Region, and West Region.

The Use of Force Report included an option for a reporting officer from an "Other Agency," but the Ministry did not receive any Use of Force Reports from agencies other than the 45 in-scope police services.

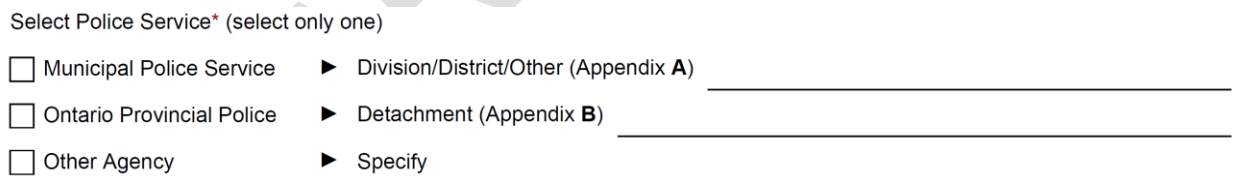


Figure 4; Select Police Service Report Question

All 45 police services in scope provided at least one Use of Force Report in 2024. All 45 provided at least one report involving individuals (i.e., other than for dispatching an injured animal or for accidental discharge of a firearm).

The number of reports submitted to the Ministry by a particular service, including reports related to injured animals or without interaction with an individual, ranged from one to 2,325. As described in section 3.1.1 of this technical report, some Use of Force Reports

[50] Some incidents (777, 12.2 per cent) included perceptions of different genders; these were counted in each applicable category, (i.e., incidents with at least one person perceived as male, female, or trans/non-binary/other).

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were excluded from the race-based data analysis herein. The number of reports per service used in the race-based analysis in this technical report ranged from one to 1,780. Data from all reports, those included and excluded from analyses in this technical report, are available in the Ontario Data Catalogue.

The proportion of force incidents involving people perceived as a particular race varied greatly across Ontario police services. Many factors likely influenced this variability. One important factor was likely the racial makeup of the population who reside in the police service catchment area, which varies significantly across the province. As previously noted, one limitation of the existing provincial data is the lack of an appropriate police contact benchmark. However, even if police contact benchmark data existed at the provincial level, use of force should still be investigated at the police service level as well, given the high variability in local resident populations and likely high variability in police contact rates across Ontario communities.

Analyzing use of force incidents by police service adheres to the principle of primary units of analysis and disaggregation in Standard 27 of the ARDS. This also helps protect against Simpson's paradox, a statistical phenomenon where results at one level of analysis reverse or disappear when combined at another level. For example, overrepresentation of a particular racial group at a local level may not be identified when combined with data from other locations in a provincial dataset. This racial group may even appear underrepresented at the provincial level. Conversely, the apparent overrepresentation of a group at the provincial level may originate from a small number of police services with a high number of residents and police contacts with people of that racial category. In that case, the group may appear overrepresented in the provincial dataset but would not in fact be overrepresented in use of force in most police services.

Some key differences across police services in the proportion of incidents involving individuals perceived as particular races were:[51]

- Eight smaller, rural police services only reported Use of Force incidents involving people perceived as White. An additional 12 police services indicated that 80-99 per cent of their incidents involved at least one individual perceived as White.
- Most incidents involving individuals perceived as South Asian (72.5 per cent, 248 incidents) were from Peel Regional Police Service (161 incidents, 16.7 per cent of Peel Regional Police Service's total incidents) and Toronto Police Service (87 incidents, 8.1 per cent of Toronto Police Service's total incidents). Most police services (57 per cent, 25 services) did not have any use of force incidents

[51] Because the Nishnawbe Aski Police Service only fell under the CSPA for approximately three weeks of 2024, it is not included in calculations of totals.

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involving individuals perceived as South Asian.

- Nearly half of incidents involving people perceived as Latino (44.8 per cent, 77 incidents) were generated by two police services: Toronto (29.7 per cent of incidents) and Peel Region (15.1 per cent of incidents).
- Eleven police services had zero use of force incidents including individuals perceived as Black. In contrast, individuals perceived as Black were involved in 43.7 per cent of incidents reported by Toronto Police Service and around 30 per cent or more of incidents reported by Peel Regional Police Service (33.0 per cent), York Regional Police Service (32.6 per cent), Belleville Police Service (30.6 per cent), Ottawa Police Service (30.2 per cent), and Durham Regional Police Service (29.9 per cent).
- Seventeen police services had no use of force incidents involving individuals perceived as Indigenous. In contrast, individuals perceived as Indigenous were involved in 55.1 per cent of incidents submitted by Thunder Bay Police Service.[52]

As noted above, these findings should be contextualized by considering the appropriate benchmark population for that geographical location. This will typically be a benchmark of police contact, but this is not currently available.

4.4 The Officers

This section describes data related to the officers involved in use of force who submitted Individual Reports. As noted in Section 1, the analysis conducted for this technical report does not examine specific use of force incidents to determine the appropriateness of the force that was used. The intent of the analyses was to identify and examine any general patterns that may be relevant to identifying systemic issues, which can assist future policy or programming reviews. Areas of research related to police officer characteristics and use of force include officer training and years of experience, as well as the demographic attributes of the officer and police services.

The type, breadth, and amount of training Canadian officers and recruits receive has increased in the previous few decades, including in Ontario.[53] In particular, there has been increased emphasis on de-escalation training. Some research has found a lower risk of use of force, including lethal force, when responding officers have had substantial training in crisis intervention or de-escalation; other research has noted additional data

[52] All three incidents reported by the Nishnawbe Aski Police Service involved individuals perceived as Indigenous, though this is not surprising, given that they serve First Nation communities in the Nishnawbe Aski Nation Territory.

[53] Palermo, T. (2018). Ontario police college: Then and now. *Blue Line*.
Public Safety Canada (2013). Economies of policing: Summary report of the police education and learning summit.
Shipley, P. (2019). The professionalization of police training in Canada. *Blue Line*.

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is required to demonstrate empirically the efficacy of this training.[54]

Data from the Use of Force Report Versions 2.0 and 2.0 - Revised can be used, in some limited ways, to investigate some of these theorised use of force correlates. Officer rank category, length of service, assignment type, and attire were captured on Individual Reports. There were no fields to capture officers' race, gender, or any training they completed in addition to the training that is mandatory. Results in this section are based on the number of Individual Reports submitted; a single officer may be involved in more than one use of force incident and thus submit more than one report. For this reason, results do not represent unique officers.

4.4.1 Number of Officers Applying Force

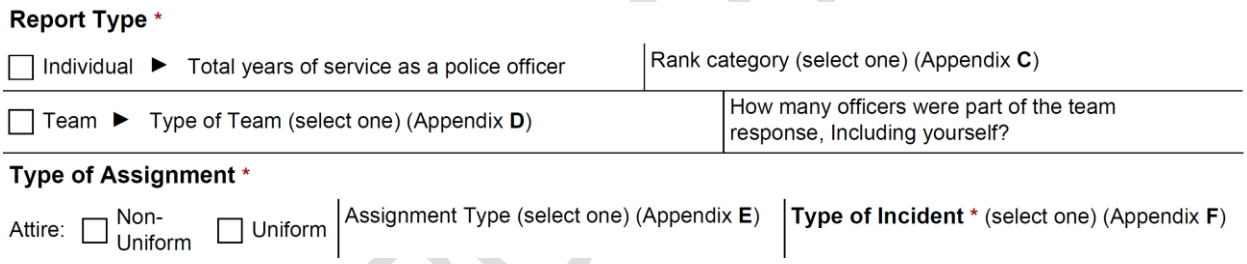


Figure 5; Report Type and Type of Assignment Report Questions

For 2024, there were 7,465 Individual Use of Force Reports received by the Ministry.[55] It is not known how many unique officers submitted reports.

In Ontario in 2023, the latest year for which the figure is available, there were 28,569 sworn police service members, from Constables to police Chiefs (though this figure includes First Nation Police Services, even though they were not legally required to complete Use of Force Reports, with the exception of the Nishnawbe Aski Police Service, beginning on December 11, 2024). Every officer must complete refresher training on use of force annually, regardless of whether they were involved in a use of

[54] For example:
Engel, R.S., Corsaro, N., Isaza, G.T., & McManus, H.D. (2022). Assessing the impact of de-escalation training on police behavior: Reducing police use of force in the Louisville, KY Metro Police Department. *Criminology & Public Policy*.
Lavoie, J., Alvarez, N., Baker, V., & Kohl, J. (2023). Training police to de-escalate mental health crisis situations: Comparing virtual reality and live-action scenario-based approaches. *Policing: A Journal of Policy and Practice*.
White, M.D., Orosco, C., & Watts, S. (2023). Can police de-escalation training reduce use of force and citizen injury without compromising officer safety? *Journal of Experimental Criminology*.

[55] 9,210 reports were received and included in the analysis for this technical report, 1,745 of those were "Team Report" and 7,465 were "Individual Reports". The data collected about officers involved was different for Individual and Team Reports. This section focuses on the data collected about officers from the 7,465 Individual officer reports.

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force incident.

4.4.1.1 Number of Other Officers

Officers were required to specify the number of other officers engaged with the individual when they applied force. The response had to be an integer between “0” and “99”; a response of “5” would be accepted, whereas a response of “five” would not.

This refers to the number of other officers who physically or verbally engaged with the individual at the time force was applied. Here, “engaged” could indicate, for example, officers attempting to de-escalate the situation, issuing verbal commands, or restraining the individual; indicating that other officers were engaged with the individual does not mean that any of the other officers used force. The count should not include other officers who were present on scene at the time but were not engaged with the individuals at the time force was applied. For example, officers who were directing traffic, collecting evidence, taking statements, or assisting victims would not be included in these counts.

The count does not include the reporting officer themself; if no other officers were involved during the use of force, the reporting officer should indicate “0.”

Persons Present at Time Force Applied *

Total number of subjects on whom you used reportable force? ☐ Specify # _____

☐ No interaction with subject ☐ None (animal only)

Approximately how many other officers were engaged with the subject at the time you applied force? Specify

Figure 6; Persons Present at Time Force Applied Report Question

Overall, the number of other officers involved when force reported through an Individual Report, ranged from 0 (only the reporting officer) to 30 other officers.

4.4.2 Officer Rank Category

For Individual Reports, officers indicated their rank category: Commissioned Officer; Non-Commissioned Officer; and Constable (1st to 4th class)/Special Constable/Other.[56] Commissioned officers are senior officers such as an Inspector or Chief of Police. Non-commissioned officers, such as Sergeants, have ranks that are higher than Constables,

[56] The ranks that municipal police services may have were outlined in subsections 8 (1), (2), and (3) of the general regulation under the *Police Services Act* (PSA) (O. Reg. 268/10). OPP ranks were broadly similar; under the PSA, the ranks of police officers in the OPP were established by the Commissioner. The available ranks are in sections 4 (ranks in police services maintained by a police service board) and 5 (ranks in the OPP) of Ontario Regulation 399/23 under the CSPA.

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but lower than Commissioned officers.[57]

For 2024, the majority of Individual Reports were completed by Constables (7,027, 94.1 per cent). Comparatively fewer were completed by Commissioned (31, 0.4 per cent) or Non-Commissioned (407, 5.5 per cent) officers.

The percentage of reports from Constables is notably higher than the per cent of Ontario officers holding those ranks (approximately 75 per cent).[58] Different ranks of officers work in different environments with different responsibilities. In most cases, constables and/or sergeants have the most interaction with members of the public. Commissioned Officers are likely to have significantly fewer interactions with members of the public that may lead to use of force than do frontline officers.

Because of how the response options are currently structured, there is not sufficient variability in the data to explore any correlations between rank and other variables.

4.4.3 Officer Length of Service

Length of service was collected on Individual Reports as an open-text variable and tracked in years of service completed. An individual who had been a police officer for four and a half years should have indicated four years of service completed. Built-in data validation required a response that was an integer between “0” and “60.”

If an officer was involved in more than one use of force incident in 2024, their length of service would be counted once for each report submitted.

Responses in 2024 ranged from 0 (for less than one year service) to 44 years of service. Approximately half (53.2 per cent) of Individual Use of Force Reports were reported by officers with fewer than five years of service.

Care is needed when interpreting how length of service may be related to use of force. A more complete analysis would compare these results with the distribution of service lengths for all police officers in Ontario; however, the Ministry does not currently have access to the data required to conduct this comparison. A complete analysis would also include data on how years of service may correlate with contact with the public or propensity to be in situations that are the most likely to result in force being required.

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[57] For municipal police services, Commissioned officers include the ranks of Inspector, Staff Inspector, Superintendent, Staff Superintendent, Deputy Chief, and Chief. Non-commissioned officers include the ranks of Sergeant / Detective and Staff Sergeant / Detective Sergeant. In the OPP, Commissioned officers include the ranks of Inspector, Superintendent, Chief Superintendent, Deputy Commissioner, and Commissioner. Non-commissioned officers include the ranks of Sergeant / Detective Sergeant, Staff Sergeant / Detective Staff Sergeant, and Sergeant Major.

[58] This is derived from the figures for all officers in Ontario in 2023. It is unlikely that the breakdown shifted substantially for 2024.

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This would include, for example, performing frontline general patrol duties, the likelihood of working certain shift schedules or to be assigned to certain neighbourhoods or given particular assignment types.

4.4.4 Assignment Type

Individual officers reported the type of assignment they were on during the use of force incident. They chose one response from a drop-down list. There was an option to select "Other" and provide a written response. Very few "Other" responses were received, so these were not recoded into existing or new response option categories.

E. Assignment Type

- Administrative (e.g., station duty)	- Drugs	- Off duty
- Canine	- Guns and Gangs, ROPE, other specialized units	- Patrol (e.g., general, foot, bicycle, ATV, snowmobile)
- Community liaison, school resource	- Hostage rescue	- Paid duty
- Community oriented/directed response	- Investigations (CIB, Major Crime)	- Prisoner transportation/care/control
- Containment	- Marine	- Public order
- Court appearance	- Mental Health Response Unit/ Mobile Crisis Response Team	- Tactical
- Court security	- Mounted	- Traffic
		- Other Specify

Figure 7; Assignment Type Report Question

The majority of Individual Reports were patrol (82.2 per cent, 6,136). Each of the other assignment type categories were noted in fewer than 4.0 per cent of reports.

It is possible that an officer's assignment did not match the type of assignment during a use of force incident. For example, an officer who was assigned to a specialized assignment (e.g., Marine, Tactical) may be deployed to other types of incidents when additional personnel are required. As such, it is possible, for example, that an officer who reported Marine as their assignment type was assisting other officers during a force incident unrelated to that Marine assignment.

4.4.5 Attire

Officer attire at the time of the use of force was captured for all Use of Force Reports. Reporting officers had to select either "Non-Uniform" or "Uniform". Generally, all ranks except for detectives wear some kind of uniform, unless on special assignment. Detectives typically wear civilian clothes.

Officers in uniform and in civilian clothing are likely to be performing different types of public safety activities. In addition, a key difference between the two types of attire is the equipment officers will have. Officers in the standard uniform have standard equipment and duty belt. Officers with specialized assignments may have specific uniforms and equipment. The equipment that officers in civilian clothing have varies widely depending

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on their specific duties. Some detectives wear an adapted duty belt that includes different force options from frontline members and others will carry a small pistol and keep other items in a bag. Mobile surveillance teams may have additional equipment in vehicles, while officers on foot will have limited access to additional equipment.

Officers' attire may also affect how members of the public interact with police and how they experience this interaction. There could be qualitative differences in how individuals react to and perceive an interaction with a detective in a suit, an officer with the standard uniform, or an officer wearing or carrying more extensive protective gear (e.g., helmet, shields) and/or possessing additional types of weapons.

In 2024, the vast majority of officers reported being in uniform during the incident (6,991, 93.7 per cent), though it is not clear what type of uniform they were wearing. The remaining six per cent were mostly officers involved in investigations or specialized units such as Guns and Gangs or Repeat Offender Parole Enforcement (ROPE).

Given nearly all officers were in uniform, it is not possible to identify differences in the use of force between officers in uniform or not in uniform.

4.4.6 Attempts to Gain Compliance

For each individual upon whom the reporting officer used force, police indicated whether they issued directions to the individual to comply. These could be instructions to stop or change threatening behaviour, or how to avoid and/or end the application of force. The directions may be short, loud, easily understood phrases to tell an individual what the officer wants them to do (e.g., "stop resisting," "get back," and "get on the ground"). If the officer issued directions, they also indicated whether the individual complied.

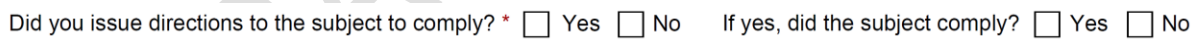


Figure 8; Instructions to Comply Report Question

The dataset includes only incidents in which reportable force was used; incidents in which individuals complied with orders and reportable force was not used would not generate a Use of Force Report.

Reporting officers gave directions to comply to 83.6 per cent of individuals observed.[59] There are many reasons an officer may not direct an individual to comply. For example, another officer was already providing direction; there was imminent threat; or the individual complied immediately, before direction could be given.

In 80.6 per cent of incidents, every observed individual was directed to comply. In 10.3

[59] As noted in Section 2.3.3, these may not be unique individuals.

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per cent of incidents, none of the observed individuals were directed to comply, and the other 9.1 per cent of incidents, some – but not all – observed individuals were directed to comply. In this latter group, it is possible that another officer was directing that individual to comply.

For just over half of police services (57.8 per cent, 26 police services), officers indicated that they provided directions to comply to at least 90 per cent of observed individuals across all of that service's use of force incidents. The data from the majority of police services (75.6 per cent, 34 police services) indicated that officers provided directions to comply to at least 85 per cent of observed individuals. For all police services, the proportion of observed individuals directed to comply ranged from lows of 54.6 per cent (Smith's Falls, which had a very low number of incidents) and 56.0 per cent (OPP) to 100 per cent (13 police services). These figures included the Nishnawbe Aski Police Service, even though it was only reporting for the final three weeks of December.

When calculated by perceived race, the percentage of perceived individuals to whom at least one reporting officer provided directions to comply ranged from 75.3 per cent for individuals perceived as Indigenous to 91.9 per cent for individuals perceived as South Asian:

- Black: 86.6 per cent (1,872 perceived individuals)
- East/Southeast Asian: 85.8 per cent (726 perceived individuals)
- Indigenous: 75.3 per cent (390 perceived individuals)
- Latino: 83.8 per cent (202 perceived individuals)
- Middle Eastern: 88.1 per cent (556 perceived individuals)
- South Asian: 91.9 per cent (586 perceived individuals)
- White: 80.9 per cent (3,584 perceived individuals)

Observed differences may be related to perceived race or could be due to differences across services, or other factors. None of the disparities exceeded the 20 per cent threshold when calculated using the perceived race of White as the comparison group:

- Black: 1.07
- East/Southeast Asian: 1.06
- Indigenous: 0.93
- Latino: 1.04
- Middle Eastern: 1.09
- South Asian: 1.14

Most perceived individuals were perceived by the officer to have complied with the directions given (65.8 per cent). The percentages by perceived race were as follows:

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- Black: 66.1 per cent (1,238 perceived individuals)
- East/Southeast Asian: 73.0 per cent (530 perceived individuals)
- Indigenous: 61.0 per cent (238 perceived individuals)
- Latino: 55.9 per cent (113 perceived individuals)
- Middle Eastern: 73.6 per cent (409 perceived individuals)
- South Asian: 80.0 per cent (469 perceived individuals)
- White: 61.6 per cent (2,208 perceived individuals)

Disparities, calculated using the perceived race of White as the comparison group, were as follows:

- Black: 1.07
- East/Southeast Asian: 1.18
- Indigenous: 0.99
- Latino: 0.91
- Middle Eastern: 1.19
- South Asian: 1.30

Individuals perceived as South Asian were the most likely to be directed to comply, and when directed, they were the most likely to be perceived to comply, the latter surpassing the 20 per cent threshold.

There are many factors which may have influenced officers' perceptions that an individual complied, including how individuals behaved and how officers perceived that behaviour. Differences in individuals' behaviour could also be influenced by systemic factors related to race, such as a history with police or factors associated with particular call types. Further data analysis would be required to determine if these types of factors explained variations in perceived compliance.

4.5 De-Escalation

For each individual upon whom the reporting officer used reportable force, they were required to indicate whether they attempted or used de-escalation techniques, as outlined in training provided by the Ontario Police College. De-escalation is defined in Ontario as the use of verbal and nonverbal strategies intended to prevent conflict or reduce the intensity of a situation without the application of force, and, if force is necessary, reducing the amount of force if viable. An essential component of the de-escalation process taught by the Ontario Police College is assessing if non-force resolutions like communication are viable, given the situation.

If the reporting officer responded yes to the question of whether they used or attempted de-escalation, they were to record which de-escalation techniques they attempted and

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whether these assisted in controlling the individual's behaviour. If they responded no, they were to record why they did not attempt de-escalation. Officers could select more than one de-escalation technique or more than one reason de-escalation was not attempted.

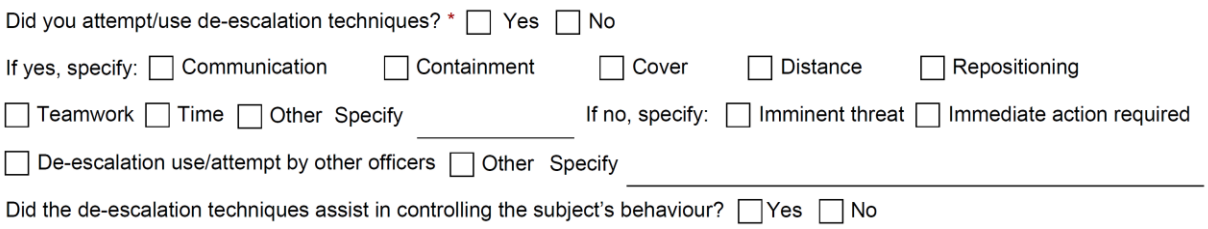


Figure 9; De-escalation Questions

The available de-escalation techniques on the Use of Force Report were:

- **Communication:** The use of verbal and non-verbal techniques that take the form of a relational approach (using strategies to project empathy and build rapport) or an authoritative approach (using strategies to change the individual's behaviour to stop a threat based on an assessment of risk).
- **Containment:** The physical act of confining an individual to a place where the police control entry and exit (e.g., locking a person with a knife inside a room with a police officer controlling the door).
- **Cover:** The use of a physical structure or barrier (e.g., engine block of a motor vehicle or brick wall) to allow for communication and engagement with the individual without exposing the officer to potential harm.
- **Distance:** The act of moving away from an individual who may be posing a threat, or reacting negatively to being in close proximity to an officer, to increase the space available for alternative resolution options.
- **Repositioning:** The act of moving from one place to another to increase time and distance and create a tactical advantage.
- **Teamwork:** Collaborating with other officers on the scene, mobile crisis teams, or other resources.
- **Time:** Efforts to slow down the interaction and create opportunities for alternative resolution options.

There was also the option to select "Other" and provide a written response.

This analysis of de-escalation only includes incidents where officers used force. Because it is likely that officers used de-escalation in many interactions that did not involve the use of force, the figures below should not be understood as representing de-escalation overall.

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In 5,424 incidents (85.2 per cent), at least one officer attempted de-escalation with at least one individual upon whom they used force. In 4,831 incidents (75.9 per cent), all reporting officers attempted de-escalation with all individuals upon whom they used force. In 593 incidents (9.3 per cent), at least one officer attempted de-escalation with at least one individual, but not all officers attempted de-escalation with all perceived individuals. Finally, in 940 incidents (14.8 per cent), no reporting officers attempted de-escalation with the individual(s) upon whom they used force.[60]

This can also be explored by perceived individual. The reporting officer attempted de-escalation with 10,077 (78.0 per cent) perceived individuals.[61] When officers attempted de-escalation with a perceived individual, they reported that it assisted in controlling the behaviour of 7,551 perceived individuals (74.9 per cent of perceived individuals with whom de-escalation was attempted).

With the 2,844 (22.0 per cent) perceived individuals with whom reporting officers did not attempt de-escalation, the primary reason was that the officers determined that action was required immediately. If an officer reported more than one reason de-escalation was not attempted with an individual, this was included in each of the relevant totals below. As well, if an officer reported the same reason for more than one perceived individual, each individual was counted in the totals.

- Imminent Threat: 1,152 perceived individuals (40.5 per cent of perceived individuals with whom de-escalation was not attempted)
- Action Required Immediately: 2,116 perceived individuals (74.4 per cent of perceived individuals with whom de-escalation was not attempted)
- De-Escalation Attempted by Other Officers: 683 perceived individuals (24.0 per cent of perceived individuals with whom de-escalation was not attempted)
- Other: 181 perceived individuals (6.4 per cent of perceived individuals with whom de-escalation was not attempted)

Communication was by far the most frequently used de-escalation technique across incidents. For this analysis, an incident is counted toward a de-escalation technique if at least one officer reported attempting the technique with at least one individual; if officers used more than one de-escalation technique, the incident was included in the counts for all of those techniques. The techniques that were used were:

- Communication: 5,287 incidents (83.1 per cent)

[60] In 163 of these 940 incidents (18.0 per cent), at least one reporting officer indicated not using de-escalation because another officer was attempting de-escalation. It is likely that this de-escalation was attempted by an officer who did not use reportable force in the incident and, therefore, was not required to complete a Use of Force Report.
[61] As noted in Section 2.3.3, these may not be unique individuals.

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- Containment: 2,608 incidents (41.0 per cent)
- Cover: 2,075 incidents (32.6 per cent)
- Distance: 3,206 incidents (50.4 per cent)
- Repositioning: 2,157 incidents (33.9 per cent)
- Teamwork: 3,991 incidents (62.7 per cent)
- Time: 1,763 incidents (27.7 per cent)
- Other: 63 incidents (1.0 per cent)

As noted previously, these figures include only incidents in which force was used and may not be representative of all interactions in which officers used or attempted de-escalation.

One item worth exploring is whether there were differences in the rate of de-escalation attempts based on perceived race. This was analyzed by counting the number of incidents in which at least one officer attempted de-escalation with at least one individual perceived as a member of a race category. For example, if an incident involved several perceived individuals of “race A,” as long as at least one officer attempted de-escalation with any of those individuals, that incident was counted as one that included attempted de-escalation for “race A.” If an incident involved an attempt at de-escalation with a perceived member of “race A” and a perceived member of “race B,” it would be classified as attempted de-escalation for both. The results are below. The denominator for the percent calculations is the total number of incidents in the reporting year that included at least one individual perceived as being a member of the race group.

De-escalation was attempted in at least three quarters of incidents for each racial group, ranging from 78.4 per cent for incidents involving individuals perceived as South Asian and 86.5 per cent for incidents involving individuals perceived as Indigenous.

- Black: 83.8 per cent (1,325 incidents)
- East/Southeast Asian: 78.9 per cent (430 incidents)
- Indigenous: 86.5 per cent (360 incidents)
- Latino: 83.1 per cent (143 incidents)
- Middle Eastern: 84.4 per cent (405 incidents)
- South Asian: 78.4 per cent (268 incidents)
- White: 85.0 per cent (3,019 incidents)

The disparities, with White as the reference group, were as follows:

- Black: 0.99

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- East/Southeast Asian: 0.93
- Indigenous: 1.02
- Latino: 0.98
- Middle Eastern: 0.99
- South Asian: 0.92

None of the disparities surpassed the 20 per cent threshold.

A second item of interest is whether officers' perceptions that de-escalation was successful varied based on perceived race. This ranged between 69.0 per cent for individuals perceived as Indigenous to 82.1 per cent for individuals perceived as South Asian.

- Black: 76.6 per cent (1,821 perceived individuals)
- East/Southeast Asian: 81.0 per cent (664 perceived individuals)
- Indigenous: 69.0 per cent (365 perceived individuals)
- Latino: 72.2 per cent (177 perceived individuals)
- Middle Eastern: 80.9 per cent (568 perceived individuals)
- South Asian: 82.1 per cent (478 perceived individuals)
- White: 72.1 per cent (3,478 perceived individuals)

The disparities, using White as the reference group, were:

- Black: 1.06
- East/Southeast Asian: 1.12
- Indigenous: 0.96
- Latino: 1.00
- Middle Eastern: 1.12
- South Asian: 1.14

None of the disparities surpassed the 20 per cent threshold.

4.6 The Force Used

For each individual upon whom they used force, officers were required to report on the type of force used, why force was used, and whether the force was effective in controlling the individual's behaviour.

4.6.1 Distance from Individuals When Deciding to Use Force

Officers were required to indicate the distance between themselves and each individual at the time they decided to use force. Three response options were available: less than three metres; three to seven metres; and greater than seven metres. Officers could only

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choose one option for each individual upon whom they used force.

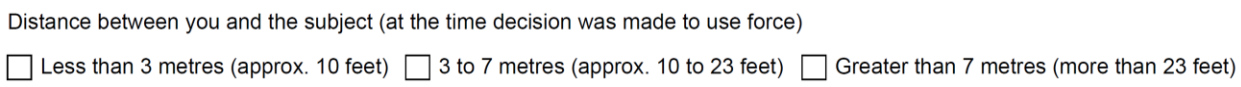


Figure 10; Distance Between You and Subject Report Question

The responses will necessarily be somewhat subjective, as they are based on officers' best estimates of the distance, rather than an empirical measurement of distance.

The distance between the officer and individuals when the decision to use force is made may impact the type of force used, its effectiveness, and the potential for injuries. There may be a difference in the level of risk, with smaller distances between the officer and individual potentially being riskier. For example, there is substantially greater risk to officers when an individual with a baseball bat is five feet away than when they are 20 feet away, while an individual with a firearm presents a substantial risk at even fairly long distances.

The force options that may be used will often depend on the distance between the officer and the individual. Physical control and intermediate weapons like batons are only useable when the officer is within a few feet of an individual. Conducted energy weapons (CEWs) and aerosols (i.e., pepper spray) also have ideal ranges for use. In cartridge / probe mode, CEWs are most effective at temporarily immobilizing an individual when the two probes make contact with different muscle groups. This is unlikely to occur at very short distances. However, at further distances, there is a substantial risk that one or both probes will miss or not make effective contact with the individual. Similarly, aerosols may also affect an officer or others when the individual is too close and may not affect the individual if they are far away.

For one incident, the distance may vary for different officers and for different individuals. An officer might be less than three metres from one individual and three to seven metres from a second individual when deciding to use force. Another officer responding to the same incident may be greater than seven metres away from everyone when determining that force is required. This may also be used strategically, with the officers able to provide different types of coverage for the incident at varying distances.

When considering the results, it is important to remember that officers are meant to be reporting the distance at the moment they decided to use force. This should not be interpreted as the closest or furthest distance between the officer and the individual during the use of force incident. An officer may determine that force is required as an individual is running towards the officer from a distance of seven metres while actual force may then be applied at less than three metres.

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The 9,210 reports (Individual Reports and Team Reports) included 12,921 subject individual observations.[62] The majority of the time, officers decided to use force when they were within three metres of an individual (45.3 per cent, 5,856 observations) or three to seven metres from an individual (41.4 per cent, 5,355 observations). The decision to use force was less frequently made when the officer was more than seven metres from the individual (13.2 per cent, 1,710 observations).

There were no notable variations in the distance based on perceived race.[63]

4.6.2 Perceived Weapons

For each individual upon whom they used force, officers were required to report the information or factors that influenced their response. One part of this section was whether the individual was perceived or believed to have access to particular type(s) of weapon(s).

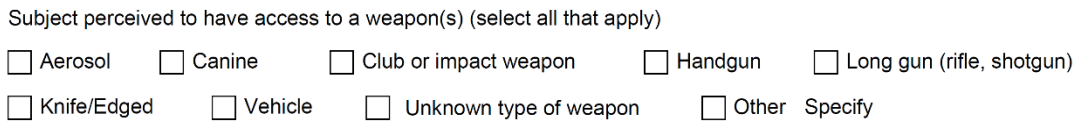


Figure 11; Perceived Weapons Question

It is important to note that officers were reporting their perceptions of whether individuals possessed weapons. The report does not include confirmation of whether the individual actually possessed a weapon. This perception would be informed by their own observations during the incident as well as any prior knowledge about the individual(s) involved and information provided to them by dispatch. In turn, the information that dispatch provided would be influenced by what was reported by the members of the public who called in. As such, it is not possible to determine whether individuals perceived to have weapons actually did, from the information the Ministry collected. As well, individuals who were not reported to have weapons may have possessed concealed weapons.

As well, if more than one officer submitted a Use of Force Report for an incident, the same individual and perceived weapon(s) may have been described by each reporting officer and represented more than once in the dataset. Officers may differ in their

[62] A reminder that this does not indicate that there were 12,921 unique individuals upon whom force was used.
[63] Other exploratory analyses were conducted to identify whether there was any relationship between distance at the time the officer decided to use force and other variables. There were no results of note related to the number of observations made in the incident, number of officers involved, or the type of force used.

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perceptions of the same individual and whether that individual possessed a weapon.

Overall, officers reported perceiving at least one weapon in 4,312 (67.8 per cent) incidents. Of these, in 3,719 incidents, all perceived individuals were perceived as armed (i.e., perceived as possessing any type of weapon) and in 593 incidents, some, but not all, perceived individuals were perceived as armed.

Of the 12,921 perceived individuals across all incidents, 8,695 (67.3 per cent) were perceived as armed and 4,226 perceived individuals (32.7 per cent) were perceived as unarmed.[64]

The perceived presence of a weapon may affect the incident as a whole, rather than only the individual(s) perceived to have a weapon. The number of incidents that involved the various weapon types was:[65]

- Firearm: 1,848 incidents (29.0 per cent of total incidents)[66]
    - Handgun: 1,615 incidents (25.4 per cent of total incidents)
    - Long Gun: 313 incidents (4.9 per cent of total incidents)
- Knife / Edged Weapon: 1,443 incidents (22.7 per cent of total incidents)
- Unknown Type of Weapon: 782 incidents (12.3 per cent of total incidents)
- Other: 315 incidents (5.0 per cent of total incidents)
- Club or Impact Weapon: 224 incidents (3.5 per cent of total incidents)
- Vehicle: 130 incidents (2.0 per cent of total incidents)
- Aerosol: 28 incidents (0.4 per cent of total incidents)
- Canine: 5 incidents (0.1 per cent of total incidents)

The figures below represent the number of incidents in which at least one perceived member of the race group was perceived as armed by at least one officer. The percents are this number of incidents divided by the number of incidents that included at least one perceived member of that group.

- Black: 1,129 incidents (71.4 per cent)
- East/Southeast Asian: 348 incidents (63.9 per cent)
- Indigenous: 268 incidents (64.4 per cent)
- Latino: 112 incidents (65.1 per cent)
- Middle Eastern: 345 incidents (71.9 per cent)
- South Asian: 216 incidents (63.2 per cent)

[64] As noted in Section 2.3.3, these may not be unique individuals.
[65] If an incident included perceptions of more than one type of weapon, the incident was counted in all relevant categories.
[66] Firearm itself was not an option on the Use of Force Report. Here, an incident is counted in firearm if any perceived individual was perceived to have a handgun or a long gun by any reporting officer.

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- White: 2,366 incidents (66.6 per cent)

The disparities, calculated using the perceived race of White as the comparison group, were as follows:

- Black: 1.07
- East/Southeast Asian: 0.96
- Indigenous: 0.97
- Latino: 0.98
- Middle Eastern: 1.08
- South Asian: 0.95

None of the disparities exceeded the 20 per cent threshold.

It is also of interest whether there were any apparent associations between perceptions of race and the type of weapon(s) individuals were perceived to possess. The table below shows the combinations of perceived race and the type of perceived weapon. Because both of these were reported separately for each perceived individual, it was possible to include incidents in the counts where an individual of a particular perceived race was also perceived to possess a particular type of weapon. For example, if any officer indicated that an individual perceived as "race A" possessed a firearm (i.e., a handgun or a long gun), the incident was included in the count, regardless of any other perceptions of race or weapons.

Incidents could be included in more than one race group or weapon type category. If in the example above, there was also an individual perceived as "race B" who was perceived to possess a firearm, that incident would be included in both the "race A" and "race B" counts. The percentages in the table below are the number of incidents within the perceived racial group that included the perceived weapon type.

Perceived Race Group	**Firearm**	**Knife / Edged Weapon**	**Other or Unknown Weapon[67]**
Black	664 (42.0%)	268 (17.0%)	273 (17.3%)
East/Southeast Asian	138 (25.3%)	119 (21.8%)	107 (19.6%)
Indigenous	101 (24.3%)	110 (26.4%)	76 (18.3%)
Latino	55 (32.0%)	34 (19.8%)	36 (20.9%)
Middle Eastern	180 (37.5%)	91 (19.0%)	97 (20.2%)
South Asian	102 (29.8%)	65 (19.0%)	53 (15.5%)
White	931 (26.2%)	832 (23.4%)	807 (22.7%)

[67] This includes perceived clubs / impact weapons, vehicles, aerosols, canines, other weapons, and unknown weapons.

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Approximately 40 per cent of incidents involving at least one individual perceived as Black or as Middle Eastern involved an individual of that group being perceived as possessing a firearm. These percentages are notably higher than those for the other race groups.

When looking within each race category separately, for six of the seven racial groups, the most commonly perceived weapon type across incidents was firearm, though for the White and East / Southeast Asian groups, the percentage of incidents with perceived weapons was similar for firearm, knife / edged weapon, and other or unknown weapon within that race group. For the Indigenous group, the most commonly perceived weapon type was a knife or edged weapon.

The disparities for the percentage of a perceived race category's incidents that were perceived to involve a weapon type were as follows, calculated using the perceived race of White as the comparison group:

Perceived Race Group	**Firearm**	**Knife / Edged Weapon**	**Other or Unknown Weapon**
Black	1.60	0.72	0.76
East/Southeast Asian	0.97	0.93	0.86
Indigenous	0.93	1.13	0.80
Latino	1.22	0.84	0.92
Middle Eastern	1.43	0.81	0.89
South Asian	1.14	0.81	0.68

Using the 20 per cent threshold, the disparities for perceived firearm were above the threshold for incidents involving at least one individual perceived as Black, Middle Eastern, or Latino. Compared to incidents involving at least one individual perceived as White, incidents with at least one individual perceived as Black, Middle Eastern, or Latino were 60 per cent, 43 per cent, and 22 per cent (respectively) more likely to have a reporting officer perceive that a member of that race group has a firearm. In comparison, they were less likely to involve a perceived knife / edged, other, or unknown weapon, passing the 20 per cent threshold for incidents involving at least one perceived Black individual.

The data do not indicate whether individuals were actually armed or not. As such, the results above should not be used to make inferences about the propensity of different groups to be armed.

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4.6.3 Type of Force Category

Officers are expected to be continually assessing situations and choosing the most reasonable option according to the persons involved and the context of the situation. Interactions between police and individuals are fluid. As the interaction evolves, officers' choice of response options may change. As such, officers may use multiple force types in a single incident. This Use of Force Report does not indicate the order in which different force options were used.

Five categories of force type are captured on the Use of Force Report:

1. Physical Control
2. Intermediate Weapon (e.g., pepper spray, baton, CEW)
3. Less Lethal Firearm
4. Other Force Type (e.g., canine, horse, weapon of opportunity)
5. Firearm

When an officer selected one or more of these force categories, additional questions were presented to collect detail about the specific force types used. The image below shows all possible questions that officers may complete, depending on the selected force categories and force types. Officers were required to select all force type categories and specific force types they used.

For each force type and officer response, officers also reported whether this assisted in controlling the individual's behaviour.

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Type of Force Used *

Physical Control (select all that apply) ☐ Escort techniques ☐ Grounding ☐ Joint Locks ☐ Pinning

☐ Pressure Points ☐ Strikes ☐ Other Specify _____

Did this assist in controlling the subject's behaviour? ☐ Yes ☐ No

Intermediate Weapon (e.g., pepper spray, baton, CEW - check all that apply)

☐ OC (pepper spray) Did this assist in controlling the subject's behaviour? ☐ Yes ☐ No

☐ Baton ☐ Hard (e.g. strikes) ☐ Soft (e.g. prying) Did this assist in controlling the subject's behaviour? ☐ Yes ☐ No

☐ Conducted energy weapon (CEW) ☐ Drawn and Displayed with the intention of achieving compliance ☐ Pointed

☐ Discharged ► ☐ Cartridge / probe ☐ Drive / push stun ☐ 3-point contact

Cycles ☐ Single cycle (5 seconds) ☐ Extended cycle (more than 5 seconds) ☐ Multiple cycles

Did this assist in controlling the subject's behaviour? ☐ Yes ☐ No

If CEW did not assist in controlling the subject's behaviour, specify why (select all that apply)

☐ Cartridge Malfunction ☐ Disconnect ☐ Insufficient Probe Spread ☐ Operator Error ☐ Probe Miss

☐ Weapon Malfunction ☐ Other Specify

Less Lethal Firearm (select all that apply)

☐ Shotgun (e.g. bean bag round): ☐ Pointed ☐ Discharged

Did this assist in controlling the subject's behaviour? ☐ Yes ☐ No

☐ Extended Range Impact Weapon: ☐ Pointed ☐ Discharged

Did this assist in controlling the subject's behaviour? ☐ Yes ☐ No

☐ Other (e.g., canine, horse, weapon of opportunity)

Specify Did this assist in controlling the subject's behaviour? ☐ Yes ☐ No

Firearm (select all that apply)

☐ Handgun ☐ Drawn ☐ Pointed ☐ Discharged Did this assist in controlling the subject's behaviour? ☐ Yes ☐ No

☐ Rifle ☐ Pointed ☐ Discharged Did this assist in controlling the subject's behaviour? ☐ Yes ☐ No

☐ Shotgun (Lethal) ☐ Pointed ☐ Discharged Did this assist in controlling the subject's behaviour? ☐ Yes ☐ No

Figure 12; Type of Force Used Report Question

Definitions of the five force type categories are as follows:

1. **Physical Control** includes any empty-handed techniques used to physically control an individual's actions and does not involve the use of a weapon. A Use of Force Report involving exclusively Physical Control is only required if an individual sustained an injury that required the services of a physician, nurse, or paramedic. There were seven types of Physical Control that officers could select (e.g., Grounding, Joint Locks, Strikes).[68]

[68] One note: this requirement applies only if the officer is aware of the injuries and the necessity for this treatment prior to the end of the shift when the force incident occurred.

2. **Intermediate Weapons** involves the use of weapons not intended to cause serious injury or death, such as pepper spray, baton, or CEW.
    - **Aerosol Weapons** are inflammatory agents typically delivered via spray and designed to temporarily impair an individual, often by inducing a burning sensation of the skin and painful tearing and swelling of the eyes.
    - **Batons** are roughly cylindrical clubs carried as weapons. In Ontario, police are issued fixed-length or expandable batons.
        - **Soft Application** involves using the baton to pry an individual loose (e.g., using a baton to pry an individual's arms off an object or out from under their body).
        - **Hard Application** involves using the baton to strike major muscle groups with the objective of changing the subject's intent and behaviour (e.g., striking an individual's upper leg to stop them from kicking).
    - **Conducted Energy Weapons (CEWs)** deliver a series of electrical pulses intended to temporarily immobilize and allow apprehension of subjects. There are three ways a CEW can be used, all of which require a Use of Force Report to be completed: drawn and displayed (including showing a warning arc) with the intention of achieving compliance; pointed; and discharged. If the CEW is discharged, there are three ways in which it may have been used. Officers are required to indicate whether the CEW was used for a single five-second cycle, a single cycle that lasted over five seconds, or for multiple cycles.
        - **Cartridge / Probe Mode:** Officers fire the CEW's metal probes to penetrate an individual's clothing or skin to deliver an electric current to attempt to achieve neuromuscular incapacitation. Reports are required even if the probes do not strike the individual.
        - **Drive / Push Stun Mode:** Officers use the CEW to make direct contact with the individual, without the use of probes, to deliver electrical energy, which causes pain and only localized muscular disruption.
        - **3-Point Contact:** Drive stun mode in conjunction with probe(s) to complete the circuit.
3. **Less Lethal Firearms** are firearms that fire bean bags or other types of less lethal projectiles. These fall into two general categories:
    - **Shotgun** refers to a lethal firearm that has been adapted or repurposed for use with less lethal projectiles (e.g., sock rounds, bean bag rounds).
    - **Extended Range Impact Weapons** are a dedicated less lethal launcher that deploys less lethal impact and chemical munitions.
4. **Other Force Type** includes canines, horses, weapons of opportunity (i.e., any

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object found on the scene that can be used as a weapon), or other types of weapons not specifically referenced on the report. Weapons of opportunity may be used by police when none of the approved options are available or appropriate.

5. **Firearms** are defined in the *Criminal Code* (and referenced in the Use of Force and Weapons Regulation) as a barrelled weapon from which any shot, bullet or other projectile can be discharged and that is capable of causing serious bodily injury or death to a person. This includes any frame or receiver of such a barrelled weapon and anything that can be adapted for use as a firearm.[69] Three types of firearms may have been used by officers: **Handgun**,[70] **Rifle**, and **Shotgun (Lethal)**. An officer could report using more than one type of firearm. For each firearm type the officer selected, they must indicate how the firearm was used:
    - **Discharged** means that the firearm was fired, whether it was fired at a person or not.
    - **Pointed** means that the barrel of the firearm was directed towards an individual.
    - **Drawn** (applies only to handgun) means that the handgun was removed from its holster.

4.6.3.1 Aggregation

This technical report analyzes only the five broad categories of force types on the Use of Force Report: Physical Control, Intermediate Weapon, Less Lethal Firearm, Other Force Type, and Firearm. Analysis on the specific types of force within these broader categories was not conducted, aside from the use of firearms.

The categories of force type used were aggregated to the incident level to provide an overview of use of force incidents. An officer might have used multiple force type categories during an incident, on one individual or on different individuals, and an incident might have had multiple officers using different force type categories. Each force category used during an incident was counted once for that incident, regardless of how many times or by how many officers that force category was used during the incident.

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[69] This definition also applies to “Less Lethal Firearms.” For greater clarity, under the Equipment and Use of Force Regulation under the *Police Services Act*, the definition of “firearm” explicitly excludes CEWs. Other jurisdictions may classify CEWs as firearms.

[70] A handgun is defined as a firearm that is designed, altered or intended to be aimed and fired by the action of one hand. Under the Regulation, officers were required to complete a Use of Force Report if they unholstered their handgun in front of a member of the public, regardless of whether they discharged or pointed their handgun.

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For example, if Officer A drew a handgun and used physical control that caused an injury, and Officer B drew a handgun and used a baton, the force type categories for the incident would be firearm, physical control, and intermediate weapon. Because officers could use force types from more than one force type category in the same incident, the per cent of incidents that included force types from the five categories could add to more than 100 per cent.

With the exception of the firearm force type, the use rate of the subtypes of force within each type of force category were not analyzed by racial category in this technical report, though the data are available in the Ontario Data Catalogue. This means, for example, an incident in which an officer used an intermediate weapon could have involved the use of a baton, CEW, and/or aerosol weapon. Analysis was not conducted to determine if the use rates differed for the subcategories of force for a CEW vs baton; this incident would have been coded as “intermediate force type category.”

As well, the analysis considered only the categories of force. It did not account for the number of applications of force. If one officer used more than one of the intermediate weapons, that was counted as an incident involving at least one intermediate weapon. Similarly, if different officers used different intermediate weapons, the incident was counted as an incident involving at least one intermediate weapon. For example, both of the following incidents would be counted in the analysis as involving at least one use of intermediate weapons. First, a single officer used a CEW and an aerosol weapon. Second, one officer used a CEW and another officer used a baton.

Further, if officers used one type of weapon multiple times, or in different ways, that was only counted once. This could include an officer using a baton, attempting de-escalation, then using the baton a second time. It could involve an officer using hard application and soft application of a baton. It could include one officer pointing a handgun and another officer discharging a rifle. For each, the category of force (i.e., intermediate weapon, firearm) would be noted.

As described in section 4.2, perceptions of race were also aggregated to the incident level. The counts for race category are the number of incidents that included at least one individual perceived as being part of that category. In approximately 9.8 per cent of incidents, there were two or more race categories perceived across reports and/or observations.

When calculating the force type used by incident, a modification was made to the method used to count the number of incidents involving a person perceived as being part of a racial category. When examining force used, the incident was counted only if the relevant force type was used against a person perceived as that racial category. For example, if an incident involved one person perceived as “race A” and one person

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perceived as “race B,” and a firearm was pointed at both individuals, then the incident would be included in the counts of incidents related to both race categories. If the firearm was only pointed at the person perceived to be “race A,” then the incident would only be included in the counts of incidents related to “race A.”

4.6.3.2 Overall Counts of Force Type Categories

Of the 6,364 incidents, approximately two thirds (66.2 per cent, 4,213 incidents) had only one of the five categories of force type applied by officers; less than one third (27.7 per cent, 1,763 incidents) had two of the five categories of force type applied by officers; and a smaller share (6.1 per cent, 388 incidents) had three or more of the five categories of force type applied by officers.

For each of the five categories of force type, the proportion of incidents that had at least one officer use at least one instance of force from the category on an individual were as follows: [71]

- Physical control: 23.1 per cent (1,469 incidents)
- Intermediate weapons: 49.0 per cent (3,115 incidents)
- Less lethal firearms: 3.0 per cent (193 incidents)
- Other force types: 2.8 per cent (176 incidents)
- Firearms: 62.8 per cent (3,999 incidents)
    - Handgun drawn, no firearm pointed or discharged: 7.5 per cent (479 incidents)
    - Firearm pointed, no firearm discharged: 54.9 per cent (3,495 incidents)
    - Firearm discharged: 0.3 per cent (22 incidents)
    - Firearm use details missing: 0.05 percent (3 incidents)

4.6.3.3 Physical Control

Physical control was the third most common type of force officers reported using, with 23.1 per cent of incidents (1,469) involving physical control. The most common types of physical control were grounding (950 incidents), pinning (455 incidents), and escort techniques (405 incidents).

As per the Use of Force and Weapons Regulation,[72] the use of physical control techniques was only reportable if it resulted in injuries requiring the services of a

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[71] The total number of incidents in the dataset was 6,364. When counting each incident in each of the five force type categories used, the total count of force type categories applied during use of force incidents adds up to 8,966, as any incident may be counted in more than one force type category. Percentages are derived using the total number of incidents.

[72] This was also the case with the Equipment and Use of Force Regulation under the *Police Services Act* (PSA).

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physician, nurse, or paramedic and the member of the police service is aware that the injury required such services before the member goes off-duty. As such, any physical control that did not cause injuries requiring attention from these individuals were excluded. The exclusion could be for an entire incident, if physical force not requiring medical attention was the only force type used. The exclusion could be at the report level; if one officer only used physical force not requiring medical attention, that specific report would be excluded from the incident. Or the exclusion could be for the physical control elements on a specific report. For example, if a report included physical control that did not cause injuries, and the pointing of a firearm, the firearm force type would be included, and the physical control would be excluded.

The percentage of force incidents that involved police use of physical control varied between 12 and 32 per cent across perceived race categories:

- Black: 23.8 per cent (377 incidents)
- East/Southeast Asian: 20.6 per cent (112 incidents)
- Indigenous: 12.3 per cent (51 incidents)
- Latino: 32.0 per cent (55 incidents)
- Middle Eastern: 23.1 per cent (111 incidents)
- South Asian: 21.1 per cent (72 incidents)
- White: 21.3 per cent (757 incidents)

The disparity index, calculated using the perceived race of White as the comparison group, was as follows:

- Black: 1.12
- East/Southeast Asian: 0.96
- Indigenous: 0.58
- Latino: 1.50
- Middle Eastern: 1.09
- South Asian: 0.99

When compared to White, the disparity indices for perceived Indigenous and perceived Latino both surpassed the 20 per cent threshold. The disparities showed the perceived Latino group as overrepresented and the perceived Indigenous group as underrepresented, when compared to the perceived White group.

4.6.3.4 Intermediate Weapon

Intermediate weapons was the second most common category of force officers reported using, with 49.0 per cent of incidents (3,115) involving intermediate weapons. The vast majority of these incidents involved the use of CEWs (3,036 incidents, 97.5 per cent of

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incidents with intermediate weapons). There were three uses of a CEW that were provincially reportable: drawn and displayed with the intention of achieving compliance (2,142 incidents, 70.6 per cent of CEW incidents), pointed (2,001 incidents, 65.9 per cent of CEW incidents), and discharged (924 incidents, 30.4 per cent of CEW incidents).[73] Aerosol weapons (80 incidents) and batons (62 incidents) were not frequently used. There was variability in how frequently intermediate weapons were used in incidents associated with the different perceived race categories:

- Black: 39.7 per cent (627 incidents)
- East/Southeast Asian: 41.8 per cent (228 incidents)
- Indigenous: 50.0 per cent (208 incidents)
- Latino: 47.7 per cent (82 incidents)
- Middle Eastern: 34.6 per cent (166 incidents)
- South Asian: 40.6 per cent (139 incidents)
- White: 49.9 per cent (1,773 incidents)

The disparity index, calculated using the perceived race of White as the comparison group, was as follows:

- Black: 0.79
- East/Southeast Asian: 0.84
- Indigenous: 1.00
- Latino: 0.96
- Middle Eastern: 0.69
- South Asian: 0.81

Two of the groups had disparity indices that passed the 20 per cent threshold and one additional group was very close. Incidents with at least one individual perceived as Black and incidents with at least one individual perceived as Middle Eastern were less likely to include the use of an intermediate weapon compared to incidents with at least one individual perceived as White. Incidents with at least one individual perceived as South Asian approached the threshold.

4.6.3.5 Less Lethal Firearm

Less Lethal Firearms are those that fire bean bags or other types of less lethal projectiles. These were not used by police very often (3.0 per cent, 193 incidents).

[73] Note that when an officer discharges a CEW, they will necessarily have had to point the CEW as well. They may also have drawn and displayed the CEW to achieve compliance. As such, the percentages add to well over 100.

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There was some variability in how frequently less lethal firearms were used in incidents associated with the different perceived race categories:

- Black: 2.8 per cent (45 incidents)
- East/Southeast Asian: 2.4 per cent (13 incidents)
- Indigenous: 2.2 per cent (9 incidents)
- Latino: 2.9 per cent (5 incidents)
- Middle Eastern: 2.7 per cent (13 incidents)
- South Asian: 1.8 per cent (6 incidents)
- White: 3.1 per cent (110 incidents)

The disparity index, calculated using the perceived race of White as the comparison group, was as follows:

- Black: 0.92
- East/Southeast Asian: 0.77
- Indigenous: 0.70
- Latino: 0.94
- Middle Eastern: 0.87
- South Asian: 0.57

When analyzing by incidents involving people of a perceived race, the small number of incidents involving this force type category warrant caution when interpreting results. With this caution in mind, results suggest that when compared to the use of less lethal firearms in incidents involving people perceived as White, there is a lower likelihood of less lethal firearms being used in incidents involving people perceived as East / Southeast Asian, Indigenous, or South Asian.

4.6.3.6 Other Force Type

Very few incidents involved the use of an “Other” force type by police (2.8 per cent, 176 incidents).

When “Other” force was used it was most frequently a police canine (120 incidents).

When analyzing by incidents involving people of a perceived race, the small number of incidents involving this force type category (ten or fewer incidents for four of the perceived racial categories) discourage the calculation of a disparity index and warrant caution when interpreting results. Percentages of incidents involving force from this category ranged from less than one to four per cent for all perceived races.

- Black: 2.8 per cent (44 incidents)
- East/Southeast Asian: 1.8 per cent (10 incidents)

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- Indigenous: 3.4 per cent (14 incidents)
- Latino: 3.5 per cent (6 incidents)
- Middle Eastern: 2.7 per cent (13 incidents)
- South Asian: 0.3 per cent (1 incident)
- White: 2.8 per cent (99 incidents)

4.6.3.7 Firearm

Firearms were the most commonly used category of force (62.8 per cent, 3,999 incidents). Firearms mean a handgun, rifle, or shotgun firing lethal projectiles. When firearms were used, this was frequently drawing a handgun from its holster in the presence of a member of the public (2,387 incidents, 59.7 per cent of incidents where a firearm was used) or pointing a firearm (3,510 incidents, 87.7 per cent of incidents where a firearm was used). Incidents that included discharging a firearm were rare (22 incidents, 0.5 per cent of incidents where a firearm was used).[74]

There was variability in how frequently firearms were used in incidents associated with the different perceived race categories:

- Black: 72.0 per cent (1,139 incidents)
- East/Southeast Asian: 71.6 per cent (390 incidents)
- Indigenous: 57.0 per cent (237 incidents)
- Latino: 59.9 per cent (103 incidents)
- Middle Eastern: 74.2 per cent (356 incidents)
- South Asian: 69.6 per cent (238 incidents)
- White: 60.1 per cent (2,136 incidents)

The disparity index, calculated using the perceived race of White as the comparison group, was as follows:

- Black: 1.20
- East/Southeast Asian: 1.19
- Indigenous: 0.95
- Latino: 1.00
- Middle Eastern: 1.23
- South Asian: 1.16

Using the 20 per cent threshold to indicate disparity of potential note, incidents involving

[74] For the use of firearms, cases add up to 100 per cent, as an incident was only counted once based on the most serious force type. For example, if an incident involved both firearm pointed and firearm discharged it was only counted in the firearm discharged category.

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at least one individual perceived as Middle Eastern or as Black were over 20 per cent more likely to involve the use of a firearm as a force category by police compared to incidents with at least one individual perceived as White. However, incidents involving at least one individual perceived as East / Southeast Asian approached the threshold.

This means that incidents involving at least one individual perceived as Middle Eastern were 1.23 times more likely to involve a firearm used on an individual perceived as Middle Eastern, compared to the rates firearms were used on individuals perceived as White in incidents involving individuals perceived as White. Similar patterns were found when individuals perceived as Black (1.20 times more likely), East / Southeast Asian (1.19 times more likely), or South Asian (1.16 times more likely) were compared to incidents involving individuals perceived as White. Incidents involving at least one individual perceived as Indigenous were slightly less likely to involve a firearm used on an individual perceived as Indigenous, compared to individuals perceived as White in incidents involving individuals perceived as White. Finally, incidents involving at least one individual perceived as Latino were equally likely to involve a firearm used on an individual perceived as Latino, compared to individuals perceived as White in incidents involving individuals perceived as White.

Disparity indices were not calculated for the incidents that included at least one firearm being discharged because there were too few incidents to generate reliable indices. Simple counts of the number of incidents are included below,[75] though these should be used with caution because of the small number of incidents that involved the discharge of firearms.

- Black: 4 incidents
- East/Southeast Asian: 3 incidents
- Indigenous: 1 incident
- Latino: No incidents
- Middle Eastern: 2 incidents
- South Asian: 1 incident
- White: 12 incidents

4.6.4 Association Between Perceived Weapons and Type of Force Used

It is possible that an officer's response was influenced by – or at least associated with – their perception of whether an individual was armed and, if so, with what type of weapon

[75] There were 22 incidents involving firearm discharge force type. Because an incident could include an officer discharging a firearm at more than one person, the totals for each race category add to 23.

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(see Section 4.6.2 for details on this variable). Because the presence of a perceived weapon may affect the incident as a whole, rather than only the individual(s) perceived to possess the weapon, the analyses in this section are conducted by incident. Incidents were classified based on categories of perceived weapons. First, if any individual was perceived by any officer as possessing a firearm, these were classified as incidents involving perceived firearms. For the remaining incidents, if any individual was perceived by any officer as possessing a knife or edged weapon, these were classified as incidents involving perceived knives / edged weapons. If an incident involved perceptions of individuals armed with firearms and knives / edged weapons, these would only be included in the perceived firearms category.[76] For the remaining incidents (i.e., no firearms or knives / edged weapons perceived), if any individual was perceived by any officer to possess another type of weapon or an unknown weapon, these were classified as incidents involving perceived other or unknown weapons.[77] These included weapons like clubs or bats. Finally, incidents where no individuals were perceived as possessing any weapons were classified as incidents with no perceived weapons. As such, each incident was included in only one of the four categories.[78]

All force types that were used by any officer in the incident were included. For example, if an incident involved the use of intermediate weapons and a firearm being pointed, the incident would be included in the counts of both of those force types. This was the case regardless of whether the force type was used with the individual perceived to have the weapon type, and regardless of whether the force was used by the reporting officer who perceived the weapon type.[79]

As this analysis only considers type of force and perceived weapons, the results do not take into account other factors that may influence officers' choice of response (e.g., number of individuals involved and number of officers present). It also does not consider whether the perceived weapon was in hand, on the person, or within reach, which may influence officers' assessment of risk.

The percentages provided in the table below represent, for each weapon category (i.e., firearms, knife / edged weapons, other and unknown, and no weapons), the percent of

[76] In 2024, there were 89 incidents in which there was at least one perceived firearm and at least one perceived knife / edged weapon.
[77] This approach is parsimonious and ensures that there are a sufficient number of incidents included in each perceived weapon category to permit analysis by type of force.
[78] This analysis was also conducted with categories that were not mutually exclusive (e.g., an incident that involved a perceived firearm and a perceived knife was included in both categories). There were no notable differences in the results compared to the analyses presented in this technical report.
[79] In 91.5 per cent of incidents, there was either only one reporting officer or there were multiple reporting officers whose perceptions of weapons aligned with the same perceived weapon category. Results of analyses in this section were similar when the remaining 8.5 per cent of incidents – where reporting officers' perceptions differed – were excluded from analyses.

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incidents in which the type of force was used.

	At least one perceived individual with a perceived firearm (1,848 incidents)	No perceived firearm, and at least one perceived individual with a perceived knife / edged weapon (1,354 incidents)	No perceived firearm or knife / edged weapon, and at least one perceived individual with a perceived other or unknown weapon (1,110 incidents)	All perceived individuals perceived to be unarmed (2,052 incidents)
Physical control	411 (22.2%)	266 (19.6%)	209 (18.8%)	583 (28.4%)
Intermediate weapons	366 (19.8%)	875 (64.6%)	554 (49.9%)	1,320 (64.3%)
Firearms	1,768 (95.7%)	887 (65.5%)	653 (58.8%)	691 (33.7%)
Firearms—Handgun drawn, no firearm pointed or discharged	103 (5.6%)	176 (13.0%)	70 (6.3%)	130 (6.3%)
Firearms—Firearm pointed, no firearm discharged	1,658 (89.7%)	701 (51.8%)	582 (52.4%)	554 (26.8%)
Firearms—Firearm discharged	7 (0.4%)	9 (0.7%)	0 (0.0%)	6 (0.3%)
Firearms—Details of firearm use not specified	0 (0.0%)	1 (0.1%)	1 (0.1%)	1 (0.05%)

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When an incident involved at least one individual perceived to possess a firearm, the response from officers nearly always involved a firearm (95.7 per cent); firearms were pointed in the majority of incidents involving a perceived firearm (89.7 per cent). The rate of officers' use of firearms was notably lower for the other categories and was the lowest when all individuals were perceived by all officers as being unarmed. This same trend is observed when considering officers drawing handguns and officers pointing

firearms separately.

In contrast, intermediate weapons were used by officers less frequently in incidents involving perceived firearms (19.8 per cent). They were used the most frequently in incidents involving perceived knives / edged weapons (64.6 per cent) and incidents with no perceived weapons (64.3 per cent).

Finally, physical control was used in approximately a fifth to a quarter of incidents, regardless of perceived weapons. As a reminder, physical control was only reported when it caused an injury to an individual that required medical treatment from a physician, nurse, or paramedic, and the officer was aware of this before the end of their shift. As such, it cannot be assumed that no physical control techniques were used in the remaining three quarters of incidents. If it was used, it was not provincially reportable.

4.6.5 Association Between Perceived Weapons, Perceived Race, and Type of Force Used

This section examines whether the racial disparities in force types that were found in Section 4.6.3, such as the higher likelihood of firearm use in incidents involving individuals perceived as Middle Eastern, Black, or East/Southeast Asian, can be explained by differences between perceived race groups in perceived weapons. Analysis in Section 4.6.2 showed an association between perceived weapons and perceived race. In incidents involving perceived Black or Middle Eastern individuals, those individuals were particularly likely to be perceived as being armed with a firearm. Further, analysis in Section 4.6.4 showed an association between perceived weapons and the type(s) of force that were used. In particular, when an incident involved an individual perceived to possess a firearm, the incident nearly always involved at least one officer using a firearm in the incident. This section examines whether racial disparities in force types are still observed when racial differences in perceived weapons are considered.

The first column in the table below presents the disparities from Section 4.6.3.7 (where the type of force included the use of firearms) and the disparities from Section 4.6.3.3 (where the type of force included the use of physical control). As a reminder, the use of physical force was reportable only when that physical force led to an injury that required treatment by a physician, nurse, or paramedic. The second column presents the disparities for only incidents where all individuals were perceived by all officers to be unarmed, which removes the potential role of differences between racial groups in perceived weapons. The third column presents the disparities for only incidents where at least one individual of that race group was perceived by at least one officer to be armed with a firearm. For all disparities, the White group is used as the reference group.

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	Disparity – All Incidents	Disparity – Perceived Unarmed	Disparity – Perceived Armed with Firearm
Firearm			
Black	1.20	1.25	0.98
East/Southeast Asian	1.19	1.67	0.96
Indigenous	0.95	0.72	0.96
Latino	1.00	0.99	0.93
Middle Eastern	1.23	1.47	1.00
South Asian	1.16	1.40	1.01
Physical Control			
Black	1.12	1.12	1.27
East/Southeast Asian	0.96	0.93	0.90
Indigenous	0.58	0.55	0.60
Latino	1.50	1.80	1.14
Middle Eastern	1.09	0.86	1.26
South Asian	0.99	0.87	1.25

When all individuals were perceived by all officers as being unarmed, five out of six race categories show a disparity over the threshold for firearm use, and two race categories exceeded the threshold for physical control. Compared to incidents where individuals were perceived as White, officers were disproportionately more likely to use firearms in their response in incidents involving perceived unarmed individuals perceived as Black, East/Southeast Asian, Middle Eastern, and South Asian. The disparity is particularly high for incidents with individuals perceived as East/Southeast Asian. Officers were disproportionately less likely to use firearms in their response in incidents involving perceived unarmed individuals perceived as Indigenous.[80] Physical force was also used substantially less frequently in incidents involving individuals perceived as Indigenous compared to incidents involving individuals perceived as White. While the disparity for the Latino group is above the threshold for physical control, caution is warranted for

[80] It was not possible to compare disparities across race groups for incidents in which a handgun was drawn, but no firearm was pointed at any individuals and incidents in which a firearm was pointed. This is because there were too few incidents in the former category to generate reliable results. When the incidents involving firearms being pointed were examined (i.e., excluding incidents in which at least one handgun was drawn, but no firearms were pointed), the results were consistent with the findings for all incidents in which the force response includes the use of a firearm. This is to be expected, as these incidents are the bulk of those that involved an officer using a firearm. Disparities were not calculated for incidents in which at least one officer discharged a firearm because of the small number of incidents.

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interpreting the results given the small incident counts for this race category.

For incidents that involved at least one individual of that perceived race being perceived by at least one officer to be armed with a firearm, the disparities identified for firearm use in Section 4.6.2.8 disappear. This is not surprising, as officers responded with firearms in nearly all incidents where at least one individual was perceived to be armed with a firearm. However, for the Black, Middle Eastern, and South Asian groups, a disparity over the threshold was found for physical control. Compared to incidents with individuals perceived as White and perceived as armed with firearms, officers were more likely to use physical force that resulted in an injury requiring medical treatment for incidents involving individuals perceived as Black, Middle Eastern, or as South Asian and at least one individual was perceived as possessing a firearm. The disparity was not found when all individuals were perceived by all officers as unarmed.

No clear patterns were apparent for the use of intermediate weapons by officers. Analyses were not computed for less-lethal firearms, as they were used infrequently.

A few cautions are warranted with these analyses. The analysis does not consider the sequence of events during the incident, including the order in which different force types were used. The current analysis examines Ontario as a whole. It is not clear whether findings differ across regions of the province. There may be other factors influencing officers' responses during an incident that are not included, as the analysis in this section only considers perceived race and perceived weapons. These other factors could include the number of individuals involved in an incident, the number of officers responding, the location of the perceived weapon(s), criminal history, and whether the individual was in distress, among others. An ideal general approach for this type of analysis is multivariate modeling. Future analysis should explore these nuances.

4.7 Outcomes of Force

Officers are required to indicate whether their use of force resulted in physical injuries to subject individuals and/or to themselves. Instructions noted that any injuries an officer reported must be as a direct result of their use of force. They were not to report injuries caused by other events, including force applied by other officers or from individuals purposefully or accidentally injuring themselves. These fields were mandatory for each individual upon whom force was used and for each officer who submitted a report. Officer injuries were not collected on officers who were part of a Team Report.

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Person(s) Injured * Were physical injuries sustained because of the use of force applied?

Subject: ☐ Yes ☐ No ☐ Fatal ☐ Don't Know (e.g., subject fled/escaped)

Officer: ☐ Yes ☐ No

Was treatment required? (select all that apply)

Subject: ☐ No ☐ First aid ☐ Medical attention by personnel at scene ☐ Admission to medical facility

☐ Medical attention at facility ☐ Don't Know ☐ Other Specify

Officer: ☐ No ☐ First aid ☐ Medical attention by personnel at scene ☐ Admission to medical facility

☐ Medical attention at facility ☐ Don't Know ☐ Other Specify

Figure 93; Persons Injured Report Question

There is no requirement to report non-physical injuries on the report.

4.7.1 Injuries to Individuals upon Whom Force was Used

For each individual upon whom they used force, officers were required to report whether physical injuries occurred as a result of their use of force. The options were "Yes," "No," "Fatal," and "Don't Know." The figures could be an undercount of the number of injuries to individuals because officers may be unaware of injuries at the time they are completing the Use of Force Report.

If an officer used only physical force, a canine, or horse, and the resulting injury did not require the services of a physician, nurse, or paramedic, there was no requirement to submit a Use of Force Report. Injuries from physical force, a canine, or a horse were only required to be reported if the injuries required medical treatment. Any injuries caused by the use of weapons (e.g., baton) were always required to be reported, regardless of whether medical attention was required.

If the officer reported that there were reportable injuries to individuals, they were required to note, for each individual, what treatment was provided. For this question, officers were to select all options that applied. As such, the percentages of incidents that required the different types of treatment will add to over 100 per cent.

In 90.8 per cent (5,780) of use of force incidents, none of the individuals upon whom force was used sustained reportable physical injuries as a result of the force applied. There were no racial disparities identified for incidents in which there were no physical injuries.

In 8.4 per cent (536) of incidents, there were non-fatal physical injuries to at least one individual involved.

In 0.1 per cent (eight) of reported incidents, the injury to at least one individual was fatal. For 2024, the SIU opened investigations into 12 incidents involving a fatal injury related

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to a use of force incident; this included the eight incidents and four additional incidents for which Use of Force Reports were not available at the time of these analyses. As such, the four are not included in the dataset.[81]

In 0.7 per cent (42) of incidents, the injury status was unknown for all or at least one individual involved (and any additional individuals involved in the same incident were not injured).

4.7.1.1 Non-Fatal Physical Injuries

The percentage of use of force incidents that resulted in non-fatal physical injuries varied by perceived race, ranging from 5.3 per cent for South Asian to 12.2 per cent for Latino:

- Black: 6.3 per cent (100 incidents)
- East/Southeast Asian: 5.7 per cent (31 incidents)
- Indigenous: 8.2 per cent (34 incidents)
- Latino: 12.2 per cent (21 incidents)
- Middle Eastern: 6.0 per cent (29 incidents)
- South Asian: 5.3 per cent (18 incidents)
- White: 8.8 per cent (314 incidents)

The disparity index, calculated using the perceived race of White as the comparison group, was as follows:

- Black: 0.72
- East/Southeast Asian: 0.64
- Indigenous: 0.92
- Latino: 1.38
- Middle Eastern: 0.68
- South Asian: 0.60

Use of force incidents involving at least one individual perceived as Latino were 1.38 times more likely to have resulted in non-fatal physical injuries compared to incidents involving at least one individual perceived as White. This result should be interpreted with caution; due to the relatively small count of incidents that occurred in 2024

[81] Aside from the four incidents with fatalities where Use of Force Reports were not received, there are also two incidents that resulted in an investigation by the province's Special Investigations Unit (SIU) for which no Use of Force Reports were submitted to the Ministry in respect of these incidents. Both incidents involved the discharge of a firearm, leading to a serious, but non-fatal injury to an individual. Thus, there is a total of 6 incidents in 2024 for which there was an SIU investigation and no Use of Force Reports were provided to the Ministry.

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involving at least one individual perceived as Latino, a small number of incidents can have a sizable influence on results for the perceived race of Latino.[82]

4.7.1.2 Fatal Injuries

In 2024, there were twelve individuals who were fatally injured as a result of police use of force. Each fatality occurred in a separate incident. [83, 84] Use of Force Reports are available for eight of these incidents. Reports for the remaining four incidents are not available and, as such, are not included in the datasets on the Ontario Data Catalogue.

In six of eight incidents, at least one police officer attempted de-escalation with the individual who was fatally injured (including communication, distancing, time, repositioning, etc.). In one incident, de-escalation was attempted with another individual (who was arrested without injury), but not with the individual who was fatally injured. In the eighth incident, the officer indicated that de-escalation was not attempted because the individual presented an imminent threat and because action was required immediately.

All eight individuals who died in incidents where Use of Force Reports were received were perceived as males between the ages of 18 and 44. Three individuals were perceived by all reporting officers as White, two were perceived as Black, one was perceived as Indigenous, and one was perceived as East / Southeast Asian. In the eighth incident, the individual was perceived by one officer as East / Southeast Asian and by the other officer as Middle Eastern. With such a small number of incidents, it is not possible to make any conclusions about how perceived race may or may not be related to fatalities from use of force.

4.7.1.3 Injury Status Unknown

At the time they completed the Use of Force Report, officers might not have known whether their use of force resulted in injuries for the individuals upon whom they used force. For physical force, the use of a canine, or the use of a horse, officers were required to report injuries they were aware of before the end of the shift when the force

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[82] For example, if the count of non-fatal physical injuries was 18 instead of 21 for the perceived race of Latino, the disparity compared to the perceived race of White would not have surpassed the 20 per cent threshold.

[83] Because it is known from the associated SIU reports that each incident involved a single fatality, it could be determined that, for each incident, all observations of the individual who was fatally injured corresponded to that single individual. This is different from the other sections of this technical report where analysis was of perceived individuals. For analyses with perceived individuals, it was not possible to establish with certainty whether individuals were described multiple times by different officers.

[84] In two of these incidents there was one other individual upon whom force was used. In one incident there was a second individual who was critically injured, but survived. In another incident there was a second individual who was unharmed.

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incident occurred. Some situations may make it more difficult for officers to know if the individuals sustained any injuries. For example, when the officer did not detain the individual or the person fled the scene, the officer might not have known if the individual sustained injuries. If the only type of force used was drawing a handgun or pointing a weapon at the individual with the intention of achieving compliance, officers might have been confident that no injuries occurred as a result of their use of force, even if the individual fled the scene. The likelihood of uncertainty is higher for other types of force, such as physical control and the use or discharge of a weapon.

In 42 incidents (0.7 per cent of incidents), it was unknown whether one or more of the individuals involved sustained a physical injury. These incidents may have included individuals who were known to have no physical injuries, but for at least one individual involved their injury status was unknown and so the incident as a whole was coded as injury status unknown.

Due to the small number of incidents involved (42 total), which result in very small numbers when analyzed by perceived race, race-based analysis is not conducted on these incidents.

4.7.2 Injuries to Officers

The Individual Use of Force Report also tracks physical injuries to officers because of their own use of force. The response options are “Yes” or “No”. These questions were not included on the PDF Team Report, so the analysis in this section includes only Individual Reports. If the officer was injured, they were required to report if they received treatment.

One example of injury caused by using force is an officer using physical control techniques and being punched by the individual. It is not fully clear how officers interpreted the requirement that the injury should be “because of the force applied” as noted on the Use of Force Report. For example, if the reporting officer discharges a firearm at an individual, then the individual fires back and strikes the officer, it is up to the officer to determine whether the injury was as a result of their own use of force.

Injuries to officers during the incident that were not caused by their use of force are not captured on the Use of Force Report. For example, if an officer did not use force in an incident where other officer(s) did, but was injured during that incident, that officer’s injuries would not be captured because they would not be required to complete a Use of Force Report. As such, the figures here are an undercount of the number of officers injured during use of force incidents.

The Use of Force Report tracks only physical injuries.

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The majority of Individual Use of Force Reports (97.1 per cent) did not result in any physical injuries to the reporting officers.

Because each officer submits their own Individual Report, it is possible to determine the number of reporting[85] officers (for Individual Reports) who were physically injured in an incident. Across all Individual Reports, 218 (2.9 per cent) officers reported having sustained physical injuries.

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[85] These are not unique counts of officers, since a single officer might have been injured in multiple use of force incidents; due to the absence of identifying information about the officers, it could not be determined if any officers were injured during more than one incident in 2024.

Section 5: Conclusions

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Police in Ontario receive approximately four million calls for services a year, and over 99 per cent are resolved without the use of force.[86] Still, use of force by police remains an issue of substantial public interest because of the potential outcomes to individuals upon whom force is used, their families and friends, their communities, and to society at large.

Under the *Anti-Racism Act, 2017* (ARA) and the ARA Regulation, since January 1, 2020, the mandated Use of Force Reports have included questions about the officer's perception of the race of individuals upon whom they used force that required a report. The Ministry has continued to advance its analysis of race-based data related to police use of force. Notably, improvements in methods for linking reports associated with a single incident have allowed for a more accurate count of the number of use of force incidents in 2024. As well, the 2024 technical report has been expanded to include new analytical sections that further the examination of the data. This includes an examination of de-escalation and perceived weapons.

In most use of force incidents in 2024, officers gave directions to individuals to comply and/or used or attempted de-escalation. Where de-escalation was not attempted, officers reported that there was an imminent threat and/or that they needed to respond immediately. There were no differences in attempts at de-escalation related to perceived race.

There were differences observed between perceived race groups in the rate of officers using their firearms in their response. Officers' perceptions of whether individuals were armed was important in exploring these differences.

In incidents in which at least one individual was perceived to have a firearm, officers nearly always used their own firearm in response; this was usually pointing their firearm

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[86] This figure includes calls where there were no interactions between officers and members of the public, including calls where no officers were dispatched. An improved measure of the rate of use of force incidents would include only calls for service that involved an interaction between officers and the public. At the time of the release of this technical report, the requisite figure for 2024 on calls with an interaction was not available. If 10% of the reported calls for service involved an interaction and the remaining 90% of calls for service were excluded from the calculation, it would be the case that over 98% of calls for service did not involve the use of provincially reportable force.

The Ottawa Police Service released a report on use of force in 2023 that included a use of force rate for dispatched calls. They noted that there was reportable force in 1.19 incidents per 1,000 dispatched calls (i.e., 0.119% of calls where an officer was dispatched). Link to the report.

Similarly, for 2023 the Toronto Police Service reported a total of 2,129,401 calls for service, 407,543 of which were calls attended (19.1%). Link to report. That year, they also reported 1,322 use of force incidents – 0.32% of calls attended. See Toronto Police Service media report.

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at an individual. There were no differences across perceived race groups for incidents in which at least one individual was perceived to possess a firearm. The rate of officers using firearms was notably lower when individuals were perceived as possessing other types of weapons – but no firearms – and were lower still when all individuals were perceived as unarmed.

Perceptions of whether individuals possessed weapons also varied across the perceived race groups. Incidents involving at least one individual who was perceived as Black, as Middle Eastern, or as Latino were more likely to include an individual perceived as possessing a firearm, compared to incidents involving individuals perceived as White. In nearly a third of incidents, at least one individual was perceived as possessing a firearm. Though the current data cannot establish whether individuals were actually armed.

These perceptions of whether individuals were armed did not explain the disparities in officers using their firearms in their response. In incidents where all individuals were perceived by all reporting officers as unarmed, officers used firearms disproportionately more in incidents involving individuals perceived as Black, East/Southeast Asian, Middle Eastern, and South Asian, relative to incidents involving individuals perceived as White.

It is important to note that other factors that were not analyzed may be important in interpreting and contextualizing the results. Multivariate analysis that includes multiple factors would assist in addressing this. Disparity results could change if additional contextual factors are included. This could include disparities becoming smaller or disappearing, reversing, or becoming larger. The racial disparity results do not provide an explanation for observed differences; any disparities do not necessarily imply racial discrimination or racial bias by police.

Further improvements could expand the ability to identify areas of concern, demonstrate successes, and provide a more comprehensive analysis of use of force incidents and any influence of perceived race. Of particular interest is collecting additional information to explore whether incidents involved individuals in crisis or under the influence of drugs or alcohol; the role that officer training and experience may have; and any relationship with officer demographics, such as race and gender. The lack of an appropriate benchmark population also remains a key limitation. Without this benchmark, the Ministry cannot calculate racial disproportionality on police use of force that accounts for the frequency of police contact. Disproportionality, which is an indicator of whether the representation of racial groups is higher or lower than their proportion in the benchmark population, is a useful measure for police use of force. Disproportionality would indicate whether individuals perceived as members of particular racial groups are involved in use of force incidents at a higher rate than would be expected based on the proportion

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of police contacts with individuals from those groups.

The results presented herein are an overview of the data, rather than a record of every analysis that could be computed using the data. Additional data and analyses would improve understanding of police use of force incidents. This technical report and the enhanced data collected and posted on the Ontario Data Catalogue are another important step forward in the Ministry's analysis of race-based information in police use of force.

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Section 6: Appendices

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6.1 Appendix A: Ontario Use of Force Report

Link to Use of Force Form

6.2 Appendix B: Summary of the Principles Governing the Use of Force by Police

Police officers at times face situations where the use of force is necessary in carrying out their duties, as well as ensuring their own safety and that of others. The rules and principles governing the use of force by police officers are primarily contained in the *Criminal Code*, other federal and provincial legislation and regulations, and the common law. The broad principles governing the use of force by police may be summarized, as follows:

1. THE USE OF FORCE BY POLICE MUST BE AUTHORIZED BY STATUTE OR THE COMMON LAW: A police officer may use force in the execution of a duty only if permitted by statute or the common law. More particularly, the statutory or common law authority on which an officer relies when using force must apply to the particular duty that the officer is carrying out; not all police duties permit the use of force. Unless an officer possesses such authority in any particular instance, the use of force by the officer may be unlawful, and, accordingly, the officer could be liable for assault or other related offences, as may be applicable.

2. THE USE OF FORCE BY POLICE IS GOVERNED BY THE PRINCIPLES OF NECESSITY, PROPORTIONALITY, & REASONABLENESS: Even when the use of force may be available to carry out a particular duty, a police officer does not possess an unrestricted right to use force. The lawful use of force by an officer is constrained by the principles of necessity, proportionality, and reasonableness. That is, an officer may use force only if the harm sought to be prevented could not be prevented by less violent means, and that the injury or harm done by, or which might reasonably be anticipated from the force used, is not disproportionate to the injury or harm it is intended to prevent. Section 25(1) of the *Criminal Code* provides a police officer with justification to use force in accordance with these principles.

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Section 25(3) of the *Criminal Code* specifically addresses the use of lethal force by police, in accordance with the same principles (necessity, proportionality, and reasonableness). The term lethal force refers to force that is intended or is likely to cause death or grievous bodily harm. Section 25(3) specifies that an officer is not justified in using lethal force unless they believe on reasonable grounds that such force is necessary to avoid the death or grievous bodily harm of themself or a person under their protection.

3. THE MEANING OF "EXCESSIVE FORCE": An officer's use of force may be excessive if the officer did not have the authority to use force, or, otherwise, if it violated the principles of proportionality, necessity, and/or reasonableness. Under s. 26 of the *Criminal Code*, a police officer who uses force is "criminally responsible for any excess ..." It bears emphasis that under the principle of "necessity", an officer may not use force if there are reasonable non-violent tactical options available to the officer, by which their lawful objective would likely be accomplished.

4. THE IMPORTANCE OF DE-ESCALATION AS A TACTICAL OPTION: "De-escalation" is a term that refers to non-use-of-force tactical options that a police officer may use when confronting a violent or non-compliant individual. (This term is also sometimes used to refer to use-of-force options designed to obtain compliance on the part of a subject, but to avoid confusion the term should be restricted to non-use-of-force options: See "National Consensus Policy and Discussion Paper on Use of Force" (2020), International Association of Chiefs of Police et. al.). De-escalation techniques have the purpose of resolving or stabilizing a volatile situation without the use of force, or with a reduction in the amount of force that would otherwise be needed. De-escalation seeks to slow the dynamics of an encounter, thereby gaining time to allow for the arrival of further resources and tactical options which may further minimize or eliminate the need to use force. Generally speaking, de-escalation seeks to pacify a non-compliant individual by means of building personal rapport with the police officer.

Whether de-escalation may be effective or even feasible in any particular case

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will depend on an assessment of the circumstances at hand. Police are trained to assess, plan and act, based on existing circumstances, but also to reassess and adapt as circumstances evolve. Key considerations include, for example, the tactical options immediately available to police; whether further tactical options will be arriving at the scene; and the nature and degree of risk posed by the non-compliant individual. A situation may begin with de-escalation being a reasonable tactical option, but it can reverse in an instant.

In situations where it is feasible, de-escalation may be particularly effective in dealing with individuals who are in a state of crisis or suffering from an apparent mental illness. De-escalation may also be particularly effective when dealing with members of Indigenous and Black communities, as well as members of other marginalized or racialized communities; but the vital importance of de-escalation is not restricted to members of those communities.

There is no legal duty that requires an officer to employ de-escalation techniques in every case. However, an officer may not use force if there are non-violent tactical options available to the officer, by which the officer's lawful objective can reasonably and likely be accomplished. Accordingly, in circumstances where an officer uses force when de-escalation is an objectively reasonable alternative, such use of force may be excessive.

5. THE SCOPE OF AN OFFICER'S DISCRETION IN USING FORCE: Police officers possess a measure of reasonable discretion in determining whether force is required, and if so, to what degree. Police engage in dangerous work, and, on occasion, must act quickly in emergencies. Assessments regarding the use of force should not be based on a "standard of perfection", nor calibrated with the precession of a "jeweler's scales". Moreover, an officer is not required to use only the least amount of force which might achieve their objective. However, the use of force which objectively violates the principles of proportionality, necessity, and/or reasonableness, in light of the circumstances known to the officer at the time, may leave the officer liable for excessive force.

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6.3 Appendix C: Disproportionality & Disparity Equations

See pages 47 to 48 of the ARDS

Link to Data Standards for the Identification and Monitoring of Systemic Racism

Link to Standard 29. Racial Disproportionality and Disparity Indices

6.4 Appendix D: Glossary of Terms

See pages 67 to 73 of the ARDS

Link to Data Standards for the Identification and Monitoring of Systemic Racism

Link to ARDS Glossary

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Centre of Forensic Sciences - New After-Hours Process for Requesting Urgent Case Analysis**

DATE OF ISSUE:	**September 3, 2025**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**25-0054**
PRIORITY:	**Normal**

I would like to share that, effective immediately, a new process is in place at the Centre of Forensic Sciences (CFS) for requesting urgent forensic analysis from 4:30pm – 8:30am on weekdays, on weekends, and on statutory holidays.

For investigations which may involve an imminent threat to an individual's safety or to public safety, and which require priority case submission and analysis by the CFS, please call the CFS main line at 647-329-1320.

- From 4:30pm to 8:30am on weekdays, on weekends, and on statutory holidays, the auto-attendant messaging system will guide the caller through the process for urgent requests. This same process will work for urgent requests through CFS section main line numbers (listed below).

- Requests for urgent analysis **at all other times** can continue to be made by contacting the CFS main line or section main line numbers.

Please note that all after-hours requests for urgent forensic analysis require pre-authorization by the police service management-CFS liaison, the Detective Staff Sergeant, the Identification Staff Sergeant or equivalent.

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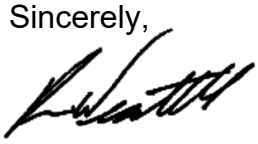
Centre of Forensic Sciences	Section Main Line Numbers
Biology	647-329-1540
Toxicology	647-329-1400 and 647-329-1430
Physical Sciences (Firearms and Question Documents)	647-329-1690
Physical Sciences (Chemistry)	647-329-1500
Sault Ste. Marie Laboratory	705-945-6550

The CFS sections' contact number information can also be found on their website https://www.ontario.ca/page/centre-forensic-sciences.

I trust that this added flexibility will strengthen collaborative efforts and enhance service delivery during critical incidents.

Please note that as Chief of Police, you may share this memorandum and its attachment with the Chair of the Police Service Board.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Proposed Amendments to O. Reg. 521/01 (Collection of Personal Information) under the *Education Act* Regarding Police Record Checks**

DATE OF ISSUE:	**September 5, 2025**
CLASSIFICATION:	**For Action**
RETENTION:	**September 25, 2025**
INDEX NO.:	**25-0055**
PRIORITY:	**Normal**

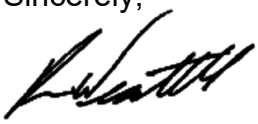
At the request of the Ministry of the Solicitor General's (SOLGEN) Strategic Policy Division (SPD), I am sharing the attached communication to inform police services that the Ministry of Education (EDU) is proposing amendments to O. Reg. 521/01 related to police record check requirements, which have been posted on the Ontario Regulatory Registry.

The posting can be accessed via the following link and will remain open until Thursday, September 25, 2025 - https://www.regulatoryregistry.gov.on.ca/proposal/51453. Police services and police service boards may provide feedback directly through the posting.

For further information, please review the attached memo from Paddy Buckley, A/Assistant Deputy Minister, SPD, SOLGEN. If you have any questions, please contact Patrick Byam, Director, Safe Schools Branch, Indigenous Education and Well-Being Division, EDU at Patrick.Byam@ontario.ca.

Please share this memorandum and its attachment with the Chair of the Police Service Board.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of the Solicitor General

Strategic Policy Division
Office of the Assistant Deputy Minister

25 Grosvenor St., 9th Floor
Toronto ON M7A 2H3

Telephone: (416) 212-4221

Ministère du Solliciteur général

Division des politiques stratégiques
Bureau du sous-ministre adjoint

25 rue Grosvenor, 9e étage
Toronto ON M7A 2H3

Téléphone: (416) 212-4221

Ontario

MEMORANDUM TO: Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division

FROM: Paddy Buckley
A/Assistant Deputy Minister
Strategic Policy Division

SUBJECT: **Proposed Amendments to O. Reg. 521/01: Collection of Personal Information under the *Education Act* Regarding Police Record Checks**

The Ministry of Education is proposing amendments to O. Reg. 521/01: Collection of Personal Information under the *Education Act*.

To summarize, the proposed amendments would, if approved, require school boards and school authorities to collect:

- Either a Vulnerable Sector Check (VSC) or Criminal Record and Judicial Matters Check (CRJMC) every five years from employees, service providers, volunteers, and students on educational placements, depending on whether their position has trust or authority over vulnerable individuals (e.g., students).
- An offence declaration every year in between the collection of required police record checks.
- A new police record check, as soon as reasonably possible, any time a person from whom the board is required to collect a police record check is charged with, or convicted of, an offence under the *Criminal Code*.

The proposed amendments are intended to update requirements for police record checks and to align terminology with the *Police Record Checks Reform Act, 2015*.

I am writing to request your assistance to notify the policing community that the proposed amendments to O. Reg. 521/01 have been posted on the Ontario Regulatory Registry. Further details on the proposed amendments can be found through Ontario's Regulatory Registry by accessing the following link: https://www.regulatoryregistry.gov.on.ca/proposal/51453. The posting will remain open until Thursday, September 25, 2025. Police services and police service boards may provide feedback directly via the posting.

The Ministry of Education will also be hosting a consultation session with policing stakeholders to discuss the proposal in the coming weeks.

If members of the policing community have any questions or would like further information about the proposal, they may contact:

Patrick Byam, Director
Safe Schools Branch
Indigenous Education and Well-Being Division
Ministry of Education
Patrick.Byam@ontario.ca
Tel: 437-228-9260

Thank you for your assistance in communicating this.

Sincerely,

Paddy Buckley

Paddy Buckley
A/Assistant Deputy Minister
Strategic Policy Division

Ministry of the Solicitor General

Public Safety Division

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H3

Telephone: (416) 314-3377
Facsimile: (416) 314-4037

Ministère du Solliciteur général

Division de la sécurité publique

25 rue Grosvenor
12e étage
Toronto ON M7A 2H3

Téléphone: (416) 314-3377
Télécopieur: (416) 314-4037

Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: ***Towing and Storage Safety and Enforcement Act, 2021***
Short Form Wording Updates – August 12, 2025

DATE OF ISSUE:	**September 12, 2025**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**25-0056**
PRIORITY:	**Normal**

At the request of the Ministry of Transportation's (MTO) Commercial Transportation Safety and Enforcement Division (CTSED), I am sharing the attached communication to advise the policing community about recent revoked and new short form wordings **effective August 12, 2025** in relation to Ontario Regulation 162/23: Charges for Towing and Vehicle Storage Services and Ontario Regulation 167/23: General, both pursuant to the *Towing and Storage Safety and Enforcement Act, 2021*.

For further information, please review the attached memo from Brenda Augerman-Audette, Assistant Deputy Minister, CTSED, MTO. If you have any questions, please contact MTO's Towing Team at towing@ontario.ca.

Please note that as Chief of Police, you may share this memorandum and its attachment with the Chair of the Police Service Board.

Sincerely,

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of Transportation

Assistant Deputy Minister's Office
Commercial Transportation Safety and Enforcement Division

87 Sir William Hearst Avenue
Room 191
Toronto ON M3M 0B4
Tel: (647) 535-6208

Ministère des Transports

Bureau de la sous-ministre adjointe
Division de la sécurité et de l'application des lois en matière de transport commercial

87, avenue Sir William Hearst
bureau 191
Toronto ON M3M 0B4
Tél: (647) 535-6208

Ontario

MEMORANDUM TO: Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

FROM: Brenda Augerman-Audette
Assistant Deputy Minister
Commercial Transportation Safety and Enforcement Division
Ministry of Transportation

DATE: September 12, 2025

SUBJECT: ***Towing and Storage Safety and Enforcement Act, 2021*** **Short Form, Wording Updates – August 12, 2025**

This memorandum is to advise the policing community about recent revoked and new short form wordings ***effective August 12, 2025*** in relation to Ontario Regulation 162/23: Charges for Towing and Vehicle Storage Services and Ontario Regulation 167/23: General, both pursuant to the *Towing and Storage Safety and Enforcement Act, 2021* (TSSEA).

Ontario Regulation 162/23: Charges for Towing and Vehicle Storage Services – NEW

Offence	Section	Set Fine
Tow operator – charge for travelling unreasonable distance to reach motor vehicle to be towed	8(1)1	$350.00
Tow operator – charge for service time increased by tow truck defect or operator or driver inefficiency	8(1)2	$350.00
Tow operator – charge for stand-by time for inspection or enforcement action	8(1)3	$350.00
Tow operator – charge for unnecessary services	8(1)4	$500.00
Tow operator – charge for transporting driver or passenger of towed motor vehicle	8(2)1	$350.00

Tow operator – charge for providing access to towed motor vehicle	8(2)2	$350.00
Tow operator – charge for changing the destination of the tow	8(2)3	$350.00
Tow operator – charge for retrieving motor vehicle for release from vehicle storage yard facility	8(2)4	$350.00
Tow operator – charge for administrative services	8(2)5	$350.00
Vehicle storage operator – charge for access to or release of vehicle when yard facility is open for business	9(4)	$350.00
Vehicle storage operator – charge for service time increased by yard facility defect or operator inefficiency	10(1)1	$350.00
Vehicle storage operator – charge for unnecessary services	10(1)2	$500.00
Vehicle storage operator – charge for preparing or cleaning storage space	10(2)1	$350.00
Vehicle storage operator – charge for moving a motor vehicle not requested to be moved	10(2)2	$350.00
Vehicle storage operator – charge for retrieving motor vehicle for release from vehicle storage yard facility	10(2)3	$350.00
Vehicle storage operator – charge for administrative services	10(2)4	$350.00
Fail to accept prescribed payment method	13(1)	$350.00
Pressure person to use one payment method over another	13(2)	$500.00

Ontario Regulation 162/23: Charges for Towing and Vehicle Storage Service – REVOKED

Offence	Section
Tow operator – charge for service time increased by tow truck defect or operator or driver inefficiency	6, paragraph 1
Tow operator – charge for unnecessary services	6, paragraph 2
Vehicle storage operator – charge for access to or release of vehicle when yard facility is open for business	7(4)
Vehicle storage operator – charge for preparing or cleaning storage space	7(5)1
Vehicle storage operator – charge for moving a motor vehicle not requested to be moved	7(5)2
Vehicle storage operator – charge for administrative services	7(5)3
Fail to accept prescribed payment method	10(1)
Pressure person to use one payment method over another	10(2)

Ontario Regulation 167/23: General – NEW

Offence	Section	Set Fine
Tow certificate holder – fail to keep required records for amounts charged	13(2.1)	$350.00
Tow operator – fail to provide requested records or documents to Director	14(5)	$350.00
Tow truck driver – fail to create run sheet as required	19(0.1)	$300.00
Tow truck driver – fail to complete run sheet within required time	19(1.1)	$300.00
Vehicle storage operator – fail to provide requested records or documents to Director	30(7)	$350.00
Fail to provide documentation of consent within required time	33(7)	$300.00

Reference the Ontario Court of Justice for the complete list of short form wordings and set fines.

Please bring this memorandum to the attention of the appropriate members of your service. If members have any questions, they should contact the Ministry of Transportation's Towing Team at towing@ontario.ca.

B. Augerman-Audette

Brenda Augerman-Audette
Assistant Deputy Minister
Commercial Transportation Safety and Enforcement Division

c: Jennifer Elliott, Director, Commercial Safety and Compliance Branch, Commercial Transportation Safety and Enforcement Division

ITEM: 10.1

MEMORANDUM

DATE: **September 25, 2025**

TO: **Windsor Police Service Board**

FROM: **Administrative Director**

RE: **Policy A - 013: INDEMNIFICATION OF MEMBERS AND EMPLOYEES OF THE WINDSOR POLICE SERVICE BOARD**

A new policy is before Board members for your review and consideration. This policy replaces By-Law 189 – A By-Law Respecting Indemnification of Members of the Windsor Police Service Board, passed on May 28, 1991.

The policy has been updated to incorporate references to the *Community Safety and Policing Act*, 2019, and the indemnification of employee(s) of the Board has been added. The addition of employee(s)s into the policy mirrors policies of other Police Service Boards across the province. The Board can choose to adopt the policy with the addition of employee(s) or without that addition.

The policy was reviewed by the City of Windsor Legal Department prior to being added to today's agenda.

MOTION:

BE IT RESOLVED THAT the Windsor Police Service Board approves Policy A – 013: Indemnification of Members and Employees of the Windsor Police Service Board

AND BE IT FURTHER RESOLVED THAT By-Law 189 – A By-Law Respecting Indemnification of Members of the Windsor Police Service Board, BE REPEALED

ITEM: 10.2

WINDSOR POLICE SERVICE BOARD

POLICY

Policy Name: **LEGAL INDEMNIFICATION OF WPSB MEMBERS EMPLOYEES**		Policy Number: **A - 013**
Responsible Manager: **Administrative Director WPSB**	Review Schedule: **Every 5 years**	Effective Date: **September 25, 2025**
Repeals: By-law 189, May 28, 1991	Reporting	Next Review Date: **September 2030**

1. PREAMBLE

1.1 AS the *Community Safety and Policing Act, 2019*, S.O. 2019, c. 1, Sched. 1,as amended ("*CSPA*") establishes the Windsor Police Services Board as a statutory corporation responsible for governance and oversight of policing in Windsor;

1.2 AND AS subsection 37(1) of the *CSPA provides* that a police service board shall provide adequate and effective policing in the area for which it has policing responsibility as required by section 10 of the *CSPA*;

1.3 AND AS subsection 46(1) of the *CSPA* provides that a police service board shall establish its own rules and procedures in performing duties under the *CSPA* and its regulations;

1.4 AND AS subsection 48 (1) of the *CSPA* provides that no action or other proceeding shall be instituted against a member of a police service board for any act done in good faith in the execution or intended execution of any duty imposed or power conferred by this Act, the regulations or the by-laws, or for any alleged omission in the execution in good faith of that duty or power;

1.5 AND AS the Windsor Police Service Board recognizes the need to protect its board members and employees from personal liability for good faith actions taken in the performance of their duties;

NOW THEREFORE THE WINDSOR POLICE SERVICE BOARD ENACTS AS FOLLOWS:

2. DEFINITIONS

In this policy:

2.1 "*Act*" or "*CSPA*" means the *Community Safety and Policing Act, 2019*, S.O. 2019, c. 1, Sched. 1, including regulations and amendments thereto;

2.2 "Board" means the Windsor Police Service Board, established and continued under the *Act*;

2.3 "Board Member" or "Member" means a member of the Board appointed under s. 31 of the *Act*, including municipal, provincial and community representatives;

2.4 "Employee" means an individual employed by the Board;

2.5 "Indemnify" or "Indemnity" or "Indemnification" means to reimburse or directly pay legal fees, settlements, judgments or any other reasonable expenses incurred by a Board Member or Employee in connection with Proceedings related to the performance of their duties for the Board;

2.6 "Municipal Act "means *Municipal Act, S.O. 2001,* c.25; and

2.7 "Proceeding" means any civil, criminal, quasi-criminal, administrative, disciplinary, tribunal, investigative matter or other action or proceeding related to the performance of their duties undertaken for or on behalf of the Board;

3. INDEMNITY POLICY

3.1 Subject to section 4, the Board shall Indemnify any Board Member or Employee against all costs, charges and reasonable expenses incurred in connection with the defence or settlement of any Proceeding provided that:

(a) the Proceeding arises out of actions or omissions within the scope of their employment or Board duties;

(b) the Board Member or Employee acted honestly and in good faith in discharging their employment or Board duties;

(c) the act or omissions which is the subject of the Proceeding was not the result of gross negligence, willful misconduct, dishonesty or fraud; and

(d) the Member or Employee submits a written request to the Board for an Indemnity and provides all relevant documentation as soon as reasonably possible after becoming aware of the Proceeding.

3.2 The Board may seek a legal opinion or additional information from the Board Member, the Employee or any other person or entity with relevant information prior to determining whether to provide an Indemnity.

4. EXCLUSIONS

4.1 The Board shall not Indemnify a Board Member of Employee for:

(a) acts that are determined by a court or tribunal to constitute gross negligence, bad faith, willful misconduct or fraud;

(b) acts that are determined to be outside the scope of or unrelated to the duties of a Board Member or Employee; and

(c) Legal expenses incurred in proceedings that are initiated by the Board Member or Employee, unless such proceedings are approved in advance by the Board.

5. PAYMENT OF LEGAL EXPENSES FOR PROCEEDINGS

5.1 The Board may:

(a) appoint or approve legal counsel for the Board Member or Employee;

(b)direct or manage the defense or settlement on behalf of the Board Member or Employee;

(c) reimburse the Board Member or Employee for reasonable legal costs provided that legal counsel is retained independently with the prior written approval of the Board.

5.2 Prior to paying reasonable legal expenses referred to section I5.1, the Board may require that the account of the solicitor acting for the Board Member or Employee to be assessed by the Assessment Officer of the Ontario Superior Court of Justice pursuant to the provisions of the *Solicitors Act, R.S.O. 1990, ch.S.15* as amended.

6. REIMBURSEMENT AND RECOVERY

6.1 A Board Member or Employee who was Indemnified shall repay the Board for all Indemnified amounts if:

(a) the Board Member or Employee is later determined to have acted in bad faith or outside the scope of their duties; and

(b) the Board Member or Employee is later determined to have acted in a manner that amounts to gross negligence, willful misconduct, dishonesty or fraud.

6.2 The Board shall have the right of subrogation and shall be reimbursed for all or part of the Indemnity which it paid if the Board Member or Employee recovers any amounts from third parties in respect of a Proceeding.

7. SEVERABILITY

7.1 If any provision of this policy is found to be invalid or unenforceable, the remaining provisions of the policy shall remain in full force and effect.

8. IMPLEMENTATION

8.1 By-law No189, as amended, and all other by-laws, sections of by-laws and procedural policies of the Board inconsistent with the provisions of this policy are hereby repealed.

8.2 This Policy shall come into force on September 25, 2025.

ADOPTED AND PASSED this 25th day of September 2025.

THE WINDSOR POLICE SERVICE BOARD

_____ _____

Jo-Anne Gignac, Chair Norma Coleman, Administrative Director

_____ _____

Date Date

Date: September 12, 2025

To: Windsor Police Service Board

From: Deputy Chief Karel DeGraaf

Re: **Agreement Renewal – Microsoft Enterprise Agreement**

Per the attached report, I am recommending the following resolution:

RESOLVED THAT the Windsor Police Services Board **AUTHORIZE** the Chair of the Board to execute the agreement documents required with Microsoft, to renew the 36-month Ontario Government Microsoft Enterprise Agreement, subject to satisfactory review as to form by the City Solicitor, as to technical content by the Director of Technology Services and as to financial content by the Director of Finance;

AND FURTHER RESOLVED THAT the Windsor Police Services Board **RECEIVE FOR INFORMATION** that Microsoft Office 365 subscriptions will be purchased through the License Solution Provider channel established by the Corporation of the City of Windsor.

Karel DeGraaf
Deputy Chief of Police
Operational Support
Windsor Police Service

WINDSOR POLICE SERVICE

MEMORANDUM

Date: September 12, 2025

To: Deputy Chief Karel DeGraaf

CC: Melissa Brindley, Director, Finance

From: Matt Caplin, Director, Technology Services

Re: Agreement Renewal – Microsoft Enterprise Agreement

RECOMMENDATION

THAT the Deputy Chief recommend the following to the Windsor Police Service Board:

RESOLVED THAT the Windsor Police Services Board **AUTHORIZE** the Chair of the Board to execute the agreement documents required with Microsoft, to renew the 36-month Ontario Government Microsoft Enterprise Agreement, subject to satisfactory review as to form by the City Solicitor, as to technical content by the Director of Technology Services and as to financial content by the Director of Finance;

AND FURTHER RESOLVED THAT the Windsor Police Services Board **RECEIVE FOR INFORMATION** that Microsoft Office 365 subscriptions will be purchased through the License Solution Provider channel established by the Corporation of the City of Windsor.

A. BACKGROUND

In 2020, 2021, and 2022 WPS IT reported to the Windsor Police Service Board (WPSB) that Microsoft would be eliminating traditional Microsoft Office licensing (perpetual licensing) in favour of subscription based O365 licensing. That change resulted in a material financial impact to all Microsoft customers

because the subscription model moves the cost structure from a one-time purchase for Microsoft Office licensing, to significant annual subscription costs. Organizations could no longer purchase perpetual Microsoft Office licenses and use those products for five to ten years without having to make another Microsoft Office payment.

To illustrate the financial impact, the following was reported to the WPSB in 2022:

> *"For the Windsor Police Service (WPS), it would move the cost from approximately $300,000 every five years, to an annual cost of approximately $200k - $350k (dependent on the mix of subscription levels).*

At its meeting on November 3, 2022, the WPSB approved the following resolution in relation to WPS moving from perpetual Microsoft Office licensing to the new subscription model.

BR2022-091:

Be It Resolved That:	the Windsor Police Services Board AUTHORIZE the Chair of the Board to execute the agreements (online approval) required with Microsoft, to enroll in the 36-month Ontario Government Microsoft Enterprise Agreement, subject to satisfactory review as to form by the City Solicitor, as to technical content by the Director of Technology Services and as to financial content by the Director of Finance;
Be It Further Resolved That:	the Windsor Police Services Board RECEIVE FOR INFORMATION that Microsoft Office 365 subscriptions will be purchased through the License Solution Provider channel established by the Corporation of the City of Windsor.

The current 36-month Microsoft Agreement, approved via WPSB BR2022-091, expires on November 30, 2025.

B. DISCUSSION

For the first Microsoft Enterprise Agreement (Dec. 1, 2022 – Nov. 30, 2025), Windsor Police Service (WPS) received an approximate 12% volume discount by associating the agreement with the Ontario Government Microsoft Enterprise Agreement. By doing this, WPS was able to leverage the volume discounts available to the provincial government.

In August 2025, Microsoft announced the discontinuation of volume discounts after November 1, 2025 - https://www.microsoft.com/en-us/licensing/news/online-services-pricing-consistency-update. Given that the current agreement expires on November 30, 3025, Microsoft has agreed to apply the volume discount to the subscriptions under the initial 2025-2028 agreement, if the agreement is executed before November 1, 2025.

WPS has been working closely with the City of Windsor who also had their 36-month Ontario Government Microsoft Enterprise Agreement expire in 2025.

This report is recommending the execution of another 36-month Ontario Government Microsoft Enterprise Agreement, which is required for WPS to use Microsoft Office (O365/M365).

The details of the agreement are explained in the Financial Matters section below.

C. FINANCIAL MATTERS

Microsoft Office pricing is based on a per user cost. Under the 2022-2025 Microsoft Enterprise Agreement, WPS ramped up the number of O365 users, starting with a small pilot, then gradually progressing to all WPS members over the three-year agreement.

In order to minimize costs under the 2022-2025 agreement, WPS elected to procure O365 E3 subscriptions for the cost of $25.92 per user per month. For system administration purposes, five IT staff members were given O365 E5 subscriptions for an additional cost of $16.90 per user per month.

If WPS renews the 2025-2028 Microsoft Enterprise Agreement prior to November 1, 2025, Microsoft will honour the 12% provincial volume discount. With this discount the cost of O365 E3 subscriptions has increased to $31.20 per user per month, which is 20.4% increase over the 2022-2025 agreement.

Given this material increase, WPS IT examined various cost mitigation strategies, which resulted in the recommendation to change the subscriptions for 2025-2028 from O365 E3 to M365 E3, which provides additional functionalities that will allow WPS to transition off other legacy systems. Specifically, M365 E3 has Enterprise Mobility Management functionalities. Currently, WPS uses a third-party Enterprise Mobility Management system (EMM) for the cost of $77,000 per year (2025 cost).

Additionally, M365 E3 has Virtual Private Network (VPN) functionalities. WPS currently uses a third-party VPN system for the cost of $86,000 per year (2025 cost). While it is certain that WPS will be able to utilize the EMM functionalities of M365 E3, this risk of VPN issues is significantly higher to WPS operations, which makes the certainty of a VPN transition less than the EMM transition. WPS IT will vigorously test and pilot M365 VPN functionalities with the intention to transition off of the legacy VPN system.

With the above, Microsoft acknowledged that it will take time for WPS to transition from legacy EMM, and possible VPN, so they have provided additional discounts of 25% (year 1), 20% (year 2), and 15% (year 3) for the M365 E3 option.

Below is the comparison between the O365 and M365 options. These charts do not include the relatively immaterial costs to increase five subscriptions for IT from E3 to E5.

O365	**2026**	**2027**	**2028**
O365 E3 per Month (before discounts)	$35.45	$35.45	$35.45
Volume Discount	12%	12%	12%
Other Discounts	N/A	N/A	N/A
O365 E3 per Month (discounted)	$31.20	$31.20	$31.20
O365 E3 per Year (discounted)	$374.40	$374.40	$374.40
E3 Subscriptions	735	735	735
ANNUAL TOTAL	$275,184.00	$275,184.00	$275,184.00
THREE YEAR TOTAL			**$825,552.00**

M365	2026	2027	2028
M365 E3 per Month (before discounts)	$48.84	$48.84	$48.84
Volume Discount	12%	12%	12%
Other Discounts	25%	20%	15%
M365 E3 per Month (discounted)	$32.24	$34.38	$36.53
M365 E3 per Year (discounted)	$386.88	$412.56	$438.36
Intune Remote Help - User (before discuounts)	$4.02	$4.02	$4.02
Volume Discount	12%	12%	12%
Other Discounts	N/A	N/A	N/A
Remote Help per Month (discounted)	$3.54	$3.54	$3.54
Remote Help per Year (discounted)	$42.48	$42.48	$42.48
E3 Subscriptions	735	735	735
Eimination of Legacy EMM	-$76,364	-$80,183	-$84,192
ANNUAL TOTAL	$239,215.20	$254,271.78	$269,225.65
THREE YEAR TOTAL			**$762,712.63**
Eimination of Legacy VPN (if possible)	$ -	-$94,374	-$99,093
ANNUAL TOTAL (if possible)	$239,215.20	$159,897.78	$170,132.95
THREE YEAR TOTAL (if possible)			**$569,245.93**

The M365 costs noted above have been included in the 2026 Operating Budget submission.

D. CONCLUSION

Microsoft Office is an essential tool for WPS and virtually all mid-to-large sized businesses. WPS has collaborated with the City of Windsor and other Ontario police services to ensure the reasonability and consistency of the EA costs quoted to WPS. Further, WPS has been conservative in identifying the required Microsoft subscription levels (i.e. WPS elected to not include Microsoft Co-Pilot AI for all users – an approximate cost avoidance of $350,000 per year). The recommendation is to execute the Microsoft Enterprise Agreement for the M365 subscriptions noted above.