



INTERNAL COMPLAINTS AGAINST CHIEF OF POLICE OR DEPUTY CHIEF OF POLICE PRP-LG-008

Adopted: 2024/04/1

Policy Statement

The Peel Police Service Board (the “Board”) acknowledges the critical importance of addressing complaints against Peel Regional Police Service’s (the “Service”) senior leaders with utmost fairness and consistency. Our commitment lies in ensuring the presence of thorough, confidential, and respectful processes to handle allegations of misconduct concerning a Chief of Police or Deputy Chief of Police. This policy outlines the procedures to be followed in the event that a member or former member of the Service wishes to disclose alleged misconduct by the Chief of Police or a Deputy Chief of Police. It is imperative to note that any form of reprisal stemming from making such a disclosure or seeking advice on the process will not be tolerated and will be met with severe repercussions.

Policy Application

1. A member or former member of the Service may make a disclosure of alleged misconduct by the Chief of Police or a Deputy Chief of Police. The identity of persons involved in the disclosure will be protected unless to do so would be contrary to the interests of fairness.
2. The member or former member shall report allegations of misconduct against the Chief of Police or a Deputy Chief of Police to the Board.

The complaint shall be in writing, addressed to the Board Chair, and submitted to the Board office. The complaint should include as much detail as possible, including dates, witness names, and any relevant supporting documents.

The Board Chair shall review the complaint and consider whether the Board must address the matter urgently. The Chair shall ensure that legal counsel is consulted in determining how to address the alleged misconduct, including whether the interests of fairness require the disclosure of the identity of those involved in the complaint.

3. Alternatively, the member or former member may disclose misconduct to the Inspector General if,
 - a. the member or former member has reason to believe that it would not be appropriate to disclose the misconduct in accordance with this policy; or
 - b. the member or former member has already disclosed the misconduct in accordance with this policy and has concerns that the matter is not being dealt with appropriately.

4. The Board Chair, Board members and Board employees shall take all necessary steps to protect the identity of persons involved in the complaint process. If it is necessary to disclose the identity of any individual involved in the process to ensure fairness, the disclosure will only be made after consultation with the individuals whose identities would be disclosed and only to the extent necessary to achieve fairness.

5. Any correspondence, including electronic correspondence, concerning the alleged misconduct shall be clearly labelled “confidential”.

6. No person shall take a reprisal against a member because he or she has:
 - a. sought advice about making a disclosure about misconduct in accordance with this Policy or under Part XI of the *Community Safety and Policing Act*;
 - b. made a disclosure about misconduct in accordance with this Policy or under Part XI of the *Community Safety and Policing Act*;
 - c. co-operated in an investigation or other process related to a disclosure of misconduct made in accordance with this Policy or under Part XI of the *Community Safety and Policing Act*; or
 - d. sought enforcement of this Policy or Part XI of the *Community Safety and Policing Act*.

7. For the purpose of this Policy, a reprisal is any measure taken against a member of a police service that adversely affects his or her employment or appointment and includes but is not limited to:
 - a. Terminating or threatening to terminate the person’s employment or appointment;
 - b. Disciplining or suspending or threatening to discipline or suspend the person;
 - c. Imposing or threatening to impose a penalty related to the employment or appointment of the person; or

- d. Intimidating or coercing the person in relation to his or her employment or appointment

Reporting

- 8. The Board shall inform the public of any material information related to the application of this policy, while maintaining the confidentiality necessary to protect the integrity of complaint processes and the identity of those who may be involved in the processes.

Authority/Legislative Reference

- s. 38(1)(a) & 38(1), *Community Safety & Policing Act, 2019*