

Binding Arbitration Agreement between the OHRC, PRP and the PPSB

Section 1 of the Ontario *Human Rights Code* (*Human Rights Code*) provides that every person has a right to equal treatment with respect to services without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or disability.

Under section 1 of the *Community Safety and Policing Act*, police services must be provided throughout Ontario according to certain principles, including the importance of safeguarding the fundamental rights guaranteed by the *Canadian Charter of Rights and Freedoms* and the *Human Rights Code*.

The Ontario Human Rights Commission (OHRC), the Peel Regional Police (PRP) and the Peel Regional Police Services Board (PRPSB) (collectively the “Parties”) signed a Memorandum of Understanding (MOU) committing to develop and implement recommendations that can be legally enforced to identify and eliminate systemic racism in policing, promote transparency and accountability, and enhance Black, other racialized and Indigenous communities’ trust in policing through an initiative named the Human Rights Project.

PRP has agreed to implement the recommendations in a phased-in approach, that is consistent with the recommendations from the Human Rights Project, subject to any legal obligations or defences recognized under the *Human Rights Code*.

To resolve disputes about the interpretation, implementation or execution of the recommendations, the Parties consent to arbitration as a last resort. The arbitrator’s award is legally binding on the Parties. The terms of the Arbitration Agreement are set out below:

1. The Parties agree that they will, in good faith, make all reasonable efforts to resolve any dispute that may arise regarding the implementation, interpretation and execution of the Recommendations from the Human Rights Project attached hereto, or the independent verifier’s findings, through negotiations with the respective signatories to this agreement.
2. Should the Parties be unable to resolve any dispute, the Parties agree that the dispute will be referred to binding arbitration. Any party to this agreement may refer a dispute to binding arbitration by serving upon the other parties’ written notice which includes the particulars of the matter or matters in dispute.
3. The Parties agree to jointly select an arbitrator with recognized human rights expertise and experience in adjudicating, mediating or otherwise resolving systemic racial discrimination matters. This includes experience addressing anti-Black racism, and anti-Indigenous racism. If the Parties cannot agree on the

choice of arbitrator(s) within 60 days from the time written notice is made, an arbitrator will be chosen by the independent verifier, in consultation with the Anti-Racism Advisory Committee (ARAC).

4. The Parties agree that fees and expenses and all the administrative costs of the arbitration, such as the cost of the hearing room will be paid by PRP. The Parties also agree that the cost of the arbitrator will be borne by the PRP and PPSB. The OHRC will contribute one-third of the cost for the arbitrator.
5. The Parties agree that any final arbitration award, order, decision or reasons issued by the arbitrator shall be made publicly available in a manner that provides reasonable public access (i.e. on a publicly available website), as agreed upon by the Parties at the time.
6. A joint framework will be developed to govern how decisions are published, taking into account the need for transparency and public accountability, and any confidentiality measures required by law, which may include personal privacy or security concerns. Decisions and reasons will be shared directly with ARAC according to this framework.
7. The Parties agree to the arbitral process, including the procedural rules, set out in an arbitration process agreement.

SIGNATURES

The parties have executed this Binding Arbitration Agreement as of the dates set out below.

ONTARIO HUMAN RIGHTS COMMISSION

By:  _____

(Signature)

Name: Patricia DeGuire

Title: Chief Commissioner

Date: August 14, 2026

PEEL REGIONAL POLICE

By:  _____
(Signature)

Name: Nishan Duraiappah

Title: Chief of Police

Date: 2026.08.17

PEEL POLICE SERVICE BOARD

By:  _____
(Signature)

Name: Nando Iannicca

Title: Chair, Peel Police Service Board

Date: August 17, 2026