

Arbitration Process Agreement

1. **Applicability of the Arbitrations Act:** The provisions of the *Arbitrations Act*, 1991, S.O. 1991, c. 17, apply to this Arbitration Agreement except where a provision of the Agreement states otherwise.
2. **Time and Location of the Proceeding:** The arbitration hearing shall take place in-person or virtually or in the Greater Toronto area, at a location to be selected by the arbitrator, and at a time agreed upon by the parties and the arbitrator.
3. **Pleadings:** The parties waive the use of pleadings of any sort but agree to exchange written statements which shall indicate their positions, the points at issue, and the relief sought. Statements must be filed with the arbitrator and served on the legal representative of record of each party by email. The party who issued a notice under paragraph 2 of the Arbitration Agreement shall deliver to every party, their statement within 15 days of the appointment of the arbitrator. The remaining parties shall serve and file their statements according to the Response timelines set out in Tribunals Ontario's *Rules of Procedure for applications under the Human Rights Code*. There shall not be any Reply.
4. **Disclosure:** The parties agree that Rules 16 and 17 of the *Tribunals Ontario's Rules for Procedure for applications under the Human Rights Code* shall apply, **except** that time periods are abridged from **45 to 15 days unless otherwise permitted by the arbitrator**. The subrules of Rule 17 regarding oral witnesses do not apply.
5. **Evidence at the Arbitration Hearing:** The arbitrator shall rely on the rules of evidence stipulated in the *Arbitration Act*. The parties' legal representatives may give oral submissions. Oral evidence is not allowed. The documentary evidence is limited to the following: Affidavits; Documents; Expert Reports; Transcripts of Examinations, if any, and Witness Statements.
6. **Remedial Powers of the Arbitrator:** The arbitrator shall have all the remedial powers set out in the *Human Rights Code*, RSO 1990, c H.19, including the power to order implementation of a recommendation. The arbitrator is limited in their remedial powers in that there is no power to order costs or any order that would be contrary to statute or case law.
7. **Initial meeting:** Once appointed, the arbitrator will convene an initial meeting with the parties and their legal representative to confirm the issues to be decided. The initial meeting may be held virtually.

8. **Right to appeal:** There is no right to appeal the arbitrator's award. The arbitrator's award is binding on the parties.
9. **Reasons of the Arbitrator:** The arbitrator must give written reasons for their award. Reasons are limited to five [5] pages. The arbitrator's award shall be released to the parties within **60** days from the date of the last day of the hearing unless otherwise agreed by the parties.

SIGNATURES

The parties have executed this Arbitration Process 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 Duraiah

Title: Chief of Police

Date: 2026.08.17

PEEL POLICE SERVICE BOARD

By: Nando Iannicca

(Signature)

Name: Nando Iannicca

Title: Chair, Peel Police Service Board

Date: August 17, 2026