



The Thunder Bay Police Services Board

FOR IMMEDIATE RELEASE

BOARD MEETING HIGHLIGHTS FOR FEBRUARY 15, 2022

THUNDER BAY, ON, February 15, 2022 — The Thunder Bay Police Services Board (TBPSB) convened for its regular session this morning. Following is a summary of notable items:

Workplace Culture Report

The 2021-2023 Strategic Plan places an emphasis on creating a healthy workforce. Chief Hauth presented a report to the Board on the work, which began over a year ago, which emphasizes a workplace free of harassment while promoting civility and respect. This update was provided to the Board in Regular Session to be transparent and publicly provide a clear action plan on enhancing workplace culture.

The following action plan is underway by the service:

1. In August of 2021 the Service has engaged external investigators to review workplace harassment complaints.
2. Internal investigators will be re-trained in conducting harassment complaint investigations.
3. The Service's Harassment Policy will be reviewed by a third party yearly to ensure that the Service has the most up to date and appropriate policies in place.
4. This year, training will be provided to all Sworn and Civilian Supervisors regarding harassment in the workplace. This training was completed by Senior Administration in November 2021.
5. A conflict resolution specialist will be retained to deal with interpersonal conflicts experienced in the workplace.
6. The Service is exploring bystander training. The ABLE (Active Bystandership for Law Enforcement) Project originated in the U.S and helps prepare officers to intervene to prevent harm and create a culture that supports peer intervention.
7. The Service will continue to implement the Road to Mental Readiness (R2MR) program, a modified education and training program based on the program provided to Military Members.

8. The Service will begin implementing the National Standard of Psychological Health and Safety in the Workplace.
9. Legal Counsel and the HR Manager now sit on a Multi-Jurisdictional Respectful Workplace Workshop that brings together Services across the Province to share their insights and knowledge, and to continue to collaborate on next steps to formulate a solid action plan for how to tackle some of the key, priority issues with respect to improving workplace culture in policing.
10. The Service is exploring engagement with the Canadian Centre for Diversity to help solidify and implement the action plan.

Health and Wellbeing Support

Chief Hauth provided the Board with an update on steps undertaken to support the health and wellbeing of the Service's sworn and civilian members. The following is a list of the programs and initiatives which exist within the Service. These include:

1. The position of a Critical Incident/Peer Support Coordinator was created in 2015.
2. All members of the Thunder Bay Police Service are entitled to unlimited counselling as per the collective agreements.
3. The TBPS has extensive Wellness Policies which have been in place since 2018 to guide our employees, supervisors and managers regarding Health and Wellness issues.
4. Project Safeguard: Sworn and civilian members applying to work within units which have a high probability of high intensity exposure to primary and secondary traumatic situations or content are provided with psychological screening, support, and education.
5. The Service has implemented a smart phone app available for our members called Peer Connect, which is a secure, user-friendly conduit to access mental health services and access to peer support 24/7.
6. In 2019, the Return to Work Specialist position was created to assist with return to work transitions.
7. The Service receives regular visits from St. John's Ambulance therapy dogs.
8. In 2020, the TBPS reintroduced a Police Chaplaincy program to provide spiritual and emotional support for our members.
9. In 2022, the Service will continue to implement the R2MR program as identified above.

"I would like to thank Chief Hauth for these public updates on the work being undertaken on workplace culture and health and wellness within the Service," said Chair Kristen Oliver. "It is important for the Board to get regular updates on this work and for the public to understand that the Board takes workplace culture and the health and wellness of the Service extremely seriously. We will continue to ensure that work place culture is extremely important and that is why the 2021-2023 Strategic Plan places an emphasis on creating a healthy workforce."

General Implications of Confidentiality Breaches Advice

Mr. J. Hannam, Secretary to the Board presented a report regarding the general implications of sharing confidential information to the general public from Principles Integrity, the Board's Integrity Commissioner.

The report states that it is concerning that there has been disclosure of confidential information coupled with attempts to influence media coverage. There is a statutory Code of Conduct that places the obligation of Police Services Board Members to 'refrain from engaging in conduct that would discredit or compromise the integrity of the board' and to uphold the 'letter and spirit of the Code of Conduct ... in a manner that will inspire public confidence in the abilities and integrity of the board.'

The report also notes that this type of disclosure of confidential information would be recognized as compromising the Board's ability to serve its most basic public interest objectives as the civilian oversight body for the Thunder Bay Police Service, and that should a complaint be made, they would be investigated, with possible penalties.

"The report produced by Principles Integrity provides context to the Board in outlining our duty to confidentiality," said Chair Kristen Oliver. "We must take the information we are entrusted with extremely seriously and always uphold the letter and spirit of our Code of Conduct in a manner that will inspire public confidence in our abilities."

Certificate of Recognition

A Certificate of Recognition announced today for Detective Constable Lana Brennan for her valuable contributions as a community volunteer, and will be presented at a later date.

Detective Constable Lana Brennan has been a member of the Thunder Bay Police Service since 2009 and has taken on many roles as a volunteer within the Service and the community including:

- The Law Enforcement Torch Run
- Participant in Law Enforcement Serving You
- The Special Olympics Ontario Provincial Winter Games
- Member of the Board of Directors for Thunder Bay & Area Victim Services
- Participant in annual Victim & Survivor of Crime Awareness Walk.
- The Can Am Police & Fire Games
- Big Sister with the Big Brother Big Sister Program
- Member of the Thunder Bay Police Service Peer Support Team
- Member of the Equity, Diversity and Inclusion Committee.

"Congratulations to Detective Constable Lana Brennan for her outstanding contribution to the community and I'm pleased to be able to present this Certificate of Recognition to her at a later time," said Chair Oliver. "Her sincere commitment to volunteering within the Service and in our community is to be commended."

Updates on Annual Statutory Reporting

The Board received a number of annual updates that are required for statutory reporting to the Province of Ontario by the Thunder Bay Police Service. These included the following reports:

- Annual Review of Public Complaints
- Annual Use of Force Report
- Annual “Street Check” Report
 - The Thunder Bay Police Service does not undertake “Street Checks”
- Annual Report on Secondary Activities

“On behalf of the Board, we acknowledge receipt of the annual reports from Chief Hauth,” said Chair Oliver. “The annual reports presented ensure we are compliant with our statutory obligations and it provides the Board a better understanding of the Service’s operational matters.”

Annual Report – Crime Stoppers

The Annual Report from Thunder Bay District Crime Stoppers was provided to the Board for more information. At the January 19, 2022 meeting, the Board approved annual funding for the organization in the amount of \$2,500.

A cheque has been provided to the organization.

Other Matters

- The Board approved a funding request of \$280 for essential care packages for the Elders of Bearskin First Nation. Seven boxes were donated in recognition of the 7 Grandfathers Teachings.
- The Board viewed the 4th episode of “Our Call”, which highlighted the role of the Service in showing compassion to community members and building relationships and bridges with the communities it serves.
- Chief Hauth provided two All Chiefs of Police Memorandum, one outlining amendments to the Police Record Checks Reform Act 2015, and another on the Court Security and Prisoner Transportation (CSPT) Transfer Payment Program Review.
- Mayor Mauro requested that a motion be drafted for the next Board Meeting to discuss the possibility of communicating with the Solicitor General’s office regarding cost concerns relating to the CSPT Review.
- A letter of thanks from Penny Radford, Executive Director of the Thunder Bay and Area Victim Services was presented to the Board, thanking them for their donation.

The full agenda can be accessed [here](#).

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