

**AGENDA MATERIAL
FOR
THE THUNDER BAY
POLICE SERVICES BOARD
REGULAR SESSION**

Meeting Date: **February 16, 2021**

Location: **ELECTRONICALLY via MS TEAMS**

Time: **9:00 a.m.**



THE THUNDER BAY
POLICE SERVICES BOARD

THE SIXTH MEETING OF THE
FIFTY-SECOND THUNDER BAY POLICE SERVICES BOARD

TUESDAY, FEBRUARY 16, 2021

MEETING BEING HELD ELECTRONICALLY via MS TEAMS
9:00 A.M.

REGULAR SESSION

1. DISCLOSURES OF INTEREST

2. CONFIRMATION OF AGENDA

RES 1

With respect to the Sixth Regular Session of the Fifty-Second Thunder Bay Police Services Board held on February 16, 2021, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

3. CONFIRMATION OF MINUTES

The Minutes of the Fourth Regular Session of the Fifty-Second Thunder Bay Police Services Board held on January 19, 2021 to be confirmed. **(Pages 7 - 13)**

RES 2

THAT the Minutes of the Fourth Regular Session of the Fifty-Second Thunder Bay Police Services Board held on January 19, 2021 be confirmed.

4. UNFINISHED BUSINESS

5. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Annual Use of Force Report

Report No. 08/21 (Police) relative to the Annual Use of Force Report 2020, for the Board's information. **(Pages 14 - 19)**

Sgt. R. Belcamino, Thunder Bay Police Service, to provide a brief overview relative to the above noted.

b) Annual Secondary Activities Report

Report No. 09/21 (Police) relative to the secondary activities/employment of members of the Thunder Bay Police Service, for the Board's information. **(Pages 20 - 21)**

Chief S. Hauth to provide a brief overview relative to the above noted.

c) Annual Street Check Report

Report No. 10/21 (Police) relative to the collection of identifying information in certain circumstances – Prohibitions and Duties (also known as “Street Checks”), for the Board's information. **(Pages 22 - 27)**

Inspector D. West, Thunder Bay Police Service, to provide an overview relative to the above noted.

d) Procurement Update – Digital Evidence Management System (DEMS)

Report No. 05/21 (Police) relative to updating the Thunder Bay Police Services Board on the procurement of a Digital Evidence Management System, In-Car System, and Body Worn Camera System, was presented to the Board at the January 19, 2021 Regular Session.

Superintendent D. Taddeo provided some history on this project, as well an overview of the report, and responded to questions. Chief S. Hauth also responded to questions and advised that a framework and timeline for this project were being developed.

Report No. 12/21 (Police) relative to an update on the activities and timelines of the Thunder Bay Police Service – Digital Management Evidence Project Team, for the Board's information. **(Pages 28 - 31)**

Superintendent D. Taddeo, Thunder Bay Police Service, to provide an overview relative to the above noted.

e) Public Complaints 2020 Annual Review

Report No. 13/21 (Police) relative to the Annual Public Complaint Report Summary, for the Board's information. **(Pages 32 - 34)**

Staff Sgt. G. Snyder, Professional Standards - Thunder Bay Police Service, to provide an overview relative to the above noted.

f) IMPACT Pilot Project

On January 26, 2021, a news conference was held relative to an initiative involving the Thunder

Bay Police Service and the Thunder Bay branch of the Canadian Mental Health Association, in collaboration with the Thunder Bay Regional Health Sciences Centre.

The initiative is a new year-long pilot project called the Integrated Mobile Police and Crisis Team (IMPACT) that expands upon the Joint Mobile Crisis Response Team (JMCRT).

Inspector D. West, Thunder Bay Police Service, will provide a verbal overview relative to the above noted.

g) OIPRD ANNUAL REPORT RECOMMENDATIONS

Report No. 04/21 (Police) relative to the Thunder Bay Police Service's second annual update on the OIPRD Systemic Review Recommendations, was presented to the Board at the January 19, 2021 Regular Session. Ms. H. Walbourne confirmed that there is a work plan (grid) in place for tracking progress; it will be provided for the Board's review.

Copies of a summary of the status/progress of the OIPRD Recommendations, for the Board's information. **(Distributed Separately with Agenda)**

Ms. H. Walbourne, Legal Counsel – Thunder Bay Police Service, to provide overview relative to the above noted.

6. GENERAL MATTERS

Accounts Update – Approval for Payment of Invoices

Invoice from Ontario Association of Police Services Boards, relative to Zone 1 Membership Fee for 2021, for the Board's information. **(Page 35)**

Invoice from Maverick AV, dated January 19, 2021, relative to services rendered for technical support at meetings, for the Board's information. **(Page 36)**

Invoice from Pixels and Pencils Creative Direction Inc., relative to updates to the PSB website, for the Board's information. **(Page 37)**

Invoice from ISI Live, relative to remote production services for regular sessions on our website, for the Board's information. **(Page 38)**

Invoice from Mr. J. Hannam, dated xx, 2021, relative to professional services rendered, for the Board's information. **(Page 39)**

Invoice from Ms. L. Douglas, dated January 31, 2021, relative to professional services rendered, for the Board's information. **(Page 40)**

THUNDER BAY POLICE SERVICES BOARD (TBPSB)

REGULAR SESSION

February 16, 2021

Page 4 of 5

RES 3

With respect to the invoices presented at the February 16, 2021 Regular Session of the Thunder Bay Police Services Board, we recommend proceeding with payment of the six (6) invoices;

AND THAT the invoices be paid from the Board's budget.

7. PETITIONS AND COMMUNICATIONS

a) Strip Search Policy Update

Correspondence from the Office of the Independent Police Review Director (OIPRD), to Ontario Police Chiefs and Police Services Board Chairs, dated January 19, 2021, relative to new strip search procedures developed by the Toronto Police Service, for the Board's information.

(Pages 41 - 52)

Ms. H. Walbourne, Legal Counsel – Thunder Bay Police Service, to provide an overview relative to the above noted.

b) All Chiefs Memo

Memorandum to All Chiefs of Police and Chairs of Police Services Boards, relative to the *Missing Persons Act – 2020 Annual Report and Training Supports*, dated February 4, 2021, for the Board's information. **(Pages 53 - 54)**

Please note that the Annual Report relative to the above noted will be presented to the Board at the March 2021 meeting and will be available to the public on our website prior to June 1, 2021.

c) 2021 United Nations International Day for the Elimination of Racial Discrimination

Copies of email from Councillor Rebecca Johnson, dated February 3, 2021, relative to the above noted and an online event hosted by Diversity Thunder Bay, for the Board's information.

(Pages 55 - 56)

8. NEW BUSINESS

9. CONFIRMING BY-LAW

RES 4

THAT the following By-law be introduced, read, dealt with individually, engrossed, signed by the Chair and Secretary to the Thunder Bay Police Services Board, sealed and numbered:

1. A By-law to confirm the proceedings of a Regular Session of The Thunder Bay Police Services Board, this 16th day of February, 2021.

Explanation: To confirm the proceedings and each motion, resolution and other action passed or taken by the Thunder Bay Police Services Board at this meeting is required, adopted, ratified and confirmed as if all such proceedings had been expressly embodied in this By-law.

BY-LAW NUMBER: PC3– 2021

10. ADJOURNMENT

**MEETING: THE FOURTH MEETING OF THE FIFTY-SECOND THUNDER BAY
POLICE SERVICES BOARD**

DATE: JANUARY 19, 2021

TIME: 9:08 A.M.

PLACE: ELECTRONIC MEETING VIA MS TEAMS

CHAIR: COUNCILLOR K. OLIVER

PRESENT:

Mayor B. Mauro
Councillor K. Oliver
Ms. G. Morriseau
Mr. M. Power

OFFICIALS:

Ms. S. Hauth, Chief of Police
Mr. R. Hughes, Deputy Police Chief
Ms. H. Walbourne, Legal Counsel – Thunder Bay
Police Service
Superintendent D. Taddeo, Thunder Bay Police
Service
Staff Sgt. G. Snyder, Thunder Bay Police Service
Mr. C. Adams, Director – Communications &
Technology – Thunder Bay Police Service
Mr. D. Jarvis, Fillion Wakely Thorup Angeletti LLP
Mr. A. Panacci, Fillion Wakely Thorup Angeletti LLP
Mr. T. Gervais, Police Services Advisor - Ministry of
the Solicitor General
Mr. J. Hannam, Secretary – Thunder Bay Police
Services Board
Ms. L. Douglas, Assistant to the Secretary - Thunder
Bay Police Services Board

1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. CONFIRMATION OF AGENDA

MOVED BY: Mayor B. Mauro
SECONDED BY: Mr. M. Power

With respect to the Fourth Regular Session of the Fifty-Second Thunder Bay Police Services Board held on January 19, 2021, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

CARRIED

3. CONFIRMATION OF MINUTES

The Minutes of the Second Regular Session of the Fifty-Second Thunder Bay Police Services Board held on December 15, 2020 to be confirmed.

A brief discussion was held relative to the need for the Board to advocate for recovery of costs associated with the Police Service attending at four locations for trials (due to the Courthouse fire in early October, 2020). Chief S. Hauth confirmed that all costs are being submitted and recovered. There is no need at this time for Board advocacy.

MOVED BY: Mayor B. Mauro

SECONDED BY: Mr. M. Power

THAT the Minutes of the Second Regular Session of the Fifty-Second Thunder Bay Police Services Board held on December 15, 2020 be confirmed.

CARRIED

4. UNFINISHED BUSINESS

a) Summary of Provincial Grant Funding

At the October 20, 2020 Regular Session of the Board, Report No. 28/20 (Police) relative to updating the Thunder Bay Police Services Board on the composition of the 2021 Proposed Operating Budget, was presented. Discussion was held relative to provincial grants in 2020 and anticipated grants in 2021. The Board requested a summary of grants received from the Province during the current term of the Board, including special projects and general financial support, as well as ongoing grant funding. At the November 17, 2020 meeting, a memorandum from Chief S. Hauth to Chair and Members - Thunder Bay Police Services Board, dated November 6, 2020, relative to the above noted, was provided for the Board's information.

Copies of a Memorandum to the Thunder Bay Police Services Board from Chief S. Hauth, dated January 8, 2021, relative to a Request for Grant Revenue Information, were provided for the Board's information.

Chief S. Hauth provided an overview and responded to questions. More funding is needed for the operation of the Guns & Gangs Unit. Mayor B. Mauro advised that the City will be advocating for an increase in this funding when they meet with the Minister later this month.

b) Building Project Update

Memorandum and Police Building Statistics, from Chief S. Hauth to Members of Council, dated December 18, 2020, in response to inquiries from Councillor M. Bentz at the November 23, 2020 Committee of the Whole meeting, was provided for the Board's information.

THUNDER BAY POLICE SERVICES BOARD (TBPSB)

REGULAR SESSION

January 19, 2021

Page 3 of 7

Memorandum from Chief S. Hauth to the Chair and Members of the Thunder Bay Police Services Board, dated December 8, 2020, relative to the Police Facility, was re-presented for the Board's information.

Member Power provided a brief overview of a meeting with City Manager Norm Gale and City Treasurer Linda Evans. Member Power noted that meetings with individual City Councillors are needed to further discuss the need for a new facility and to better understand the issues at hand. An effective community engagement is also needed to better inform the project. Discussion was held relative to deferring the motion being presented. It was noted that deferral of this motion would not compromise the inclusion of this project in future budgets.

The following motion was presented to the Board at the December 15, 2020 Regular session. It was deferred to the January 2021 Regular Session in order to give Member Power an opportunity to review background information relative to the above noted.

The following resolution was re-presented to the Board for their consideration:

MOVED BY: Mr. M. Power
SECONDED BY: Mayor B. Mauro

With respect to current building limitations at 1200 Balmoral Street for the Thunder Bay Police Service, we recommend that a new centralized headquarters be constructed, as per Option One recommendation from FORM Architecture Engineering;

AND THAT \$6.1M gross and \$5.6M net of HST rebate for land acquisition and the development of tender documents be included in the 2022 capital budget for consideration;

AND THAT the construction costs of \$55.9M gross and \$50.4M net of HST rebate be included in the 2024 capital budget for consideration.

MOVED BY: Mr. M. Power
SECONDED BY: Mayor B. Mauro

That with respect to the motion recommending a new police building and funding to begin its construction, we recommend that the motion be deferred until the April 20, 2021 meeting of the Board to allow for more communication of the proposal with City Council and the general public.

CARRIED

Mayor B. Mauro requested that a note be sent to City Council, updating them on the foregoing proceedings.

5. REPORTS OF COMMITTEES

Joint Health and Safety Committee Report

Report No. 03/21 (Police) relative to the activities of the TBPS Joint Health & Safety Committee for the 2nd half of 2020, was provided for the Board's information.

Mr. C. Adams, Director – Communications & Technology, provided an overview relative to the above noted and responded to questions. Mr. Adams noted that the Committee has a weekly conference call with Fire & Rescue and EMS to exchange best practices for safety procedures.

The next report will be presented in approximately six months.

Chief S. Hauth also responded to questions, and noted that all COVID-19-related expenses are being tracked and recovered from the City. Safe Restart funding was also discussed.

6. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Unclaimed Funds

Report No. 01/21 (Police) relative to a summary of unclaimed/abandoned funds, was provided for the Board's information.

Chief S. Hauth provided an overview relative to the above noted.

b) Quarterly Complaints Report

Report No. 02/21 (Police) relative to the Complaints Summary for Q4 2020, was provided for the Board's information.

Staff Sgt. G. Snyder - Professional Standards, Thunder Bay Police Service, provided an overview of the report, and noted that this was a summary of conduct complaints, not Service complaints.

c) OIPRD ANNUAL REPORT

Report No. 04/21 (Police) relative to the Thunder Bay Police Service's second annual update on the OIPRD Systemic Review Recommendations, was distributed separately with the agenda for the Board's information.

Ms. H. Walbourne, Legal Counsel – Thunder Bay Police Service, reviewed each recommendation, and reported on progress that has been made as well as policies and procedures that have been implemented since the first annual report was presented.

Ms. Walbourne and Chief Hauth responded to questions. Ms. Walbourne confirmed that there is a work plan (grid) in place for tracking progress; it will be provided for the Board's review. The full report and appendix will be posted on the Police Service website.

Member Power recommended that this report become a standing agenda item, as it is critical to the work the Board moves forward with.

d) Procurement Update – Digital Evidence Management System (DEMS)

Report No. 05/21 (Police) relative to updating the Thunder Bay Police Services Board on the procurement of a Digital Evidence Management System, In-Car System, and Body Worn Camera System, was provided for the Board's information.

Superintendent D. Taddeo provided some history on this project, as well an overview of the report, and responded to questions. Discussion followed about the Police Service's participation in the cooperative purchasing agreement with Axon Public Safety Canada, as well as timelines on procurement of the subject equipment.

Chief S. Hauth also responded to questions; she will develop a framework and timeline for this project. A report will be presented at the February 2021 Board meeting.

7. GENERAL MATTERS

Accounts Update – Approval for Payment of Invoices

Invoice from Maverick AV, dated December 15, 2020, relative to services rendered for technical support at meetings, an invoice from Tbaytel, dated January 1, 2021, relative to TB Police Services Board's office phone, an invoice from Mr. J. Hannam, dated January 12, 2021, relative to professional services rendered, and an invoice from Ms. L. Douglas, dated December 31, 2020, relative to professional services rendered, were provided for the Board's information.

MOVED BY: Mayor B. Mauro

SECONDED BY: Ms. G. Morriveau

With respect to the invoices presented at the January 19, 2021 Regular Session of the Thunder Bay Police Services Board, we recommend proceeding with payment of the four (4) invoices;

AND THAT the invoices be paid from the Board's budget.

CARRIED

8. PETITIONS AND COMMUNICATIONS

Financial Support for Crime Stoppers

Memorandum from Member B. Mauro, Mayor, relative to financial support for the Crime Stoppers program, and copies of a letter from the Chair (Shawn Peremesko) of Thunder Bay District Crime Stoppers to John Hannam (Secretary – TB Police Services Board), dated January 18, 2021, relative to a request for an annual donation, were distributed separately by email on January 18, 2021 as Additional Information.

Mayor B. Mauro provided an overview of his memorandum. Mr. J. Hannam noted that he has been in contact with Mr. Peremesko about the organization's need for additional funding.

MOVED BY: Ms. M. Power

SECONDED BY: Mayor B. Mauro

With respect to financial support of Thunder Bay District Crime Stoppers, we recommend that assistance in the amount of \$2,500.00 be granted annually from the Thunder Bay Police Services Board's special account, provided sufficient funds are available;

AND THAT the Thunder Bay District Crime Stoppers report to the Thunder Bay Police Services Board on an annual basis relative to the disbursement of the funds provided.

CARRIED

9. NEW BUSINESS

There was no new business presented.

10. CONFIRMING BY-LAW

MOVED BY: Mayor B. Mauro

SECONDED BY: Mr. M. Power

THAT the following By-law be introduced, read, dealt with individually, engrossed, signed by the Chair and Secretary to the Thunder Bay Police Services Board, sealed and numbered:

1. A By-law to confirm the proceedings of a Regular Session of The Thunder Bay Police Services Board, this 19th of January, 2021.

Explanation: To confirm the proceedings and each motion, resolution and other action passed or taken by the Thunder Bay Police Services Board at this meeting is required,

adopted, ratified and confirmed as if all such proceedings had been expressly embodied in this By-law.

BY-LAW NUMBER: PC1– 2021

CARRIED

11. ADJOURNMENT

The meeting adjourned at 10:31 a.m.



Thunder Bay Police Service

SYLVIE HAUTH, CHIEF OF POLICE
1200 Balmoral Street, Thunder Bay, ON P7B 5Z5
Tel: (807) 684-1304 • Fax: (807) 623-9242

Date of Report: January 8, 2021
Date of Meeting: February 16, 2021
Report No: 08/21

Chair and Members

Thunder Bay Police Services Board
317 Victoria Avenue East, Suite 8
Thunder Bay, ON P7C 1A4

SUBJECT

Thunder Bay Police Service Annual Use of Force Report 2020

REPORT SUMMARY

USE OF FORCE

Police officers may be required to use force to protect the public and themselves and, as such, are granted authority by the Criminal Code to use as much force as is necessary to carry out their duties. The Ministry of Community Safety and Correctional Services also issues regulations which specifically address the use of force in the performance of policing duties by ensuring a focus on sufficient and appropriate training for police officers. Reporting requirements are meant to identify and evaluate training requirements in a general sense or as they relate to a specific individual officer.

BACKGROUND

USE OF FORCE MODEL

The Ontario Use of Force Model depicts the process by which an officer assesses, plans, and responds to situations that threaten officer and public safety. The model was developed to assist in the training of officers and acts as reference when making decisions about the use of force. It outlines the incident assessment process and notes the situation, subject behavior, tactical considerations, and officer's perception. It is these dynamic factors that may contribute to the determination to use force. It is this assessment process that explains why two officers may respond differently in similar situations.

SITUATIONAL FACTORS

Environment, number of subjects involved, perceived abilities of the subject, knowledge of the subject, time and distance, and potential attack signs.

BEHAVIORAL FACTORS

Co-operative, passively resistant, actively resistant, assaultive, and/or displaying actions that may cause serious bodily harm or death.

TACTICAL FACTORS

Availability of equipment, additional officers, cover, communications, specialty units, officer appearance, geographic considerations, containment, agency policies and guidelines.

The response to various situations are influenced by the previous factors as well as unique individual officer impact factors such as strength, personal experience, overall fitness, skill, fears, gender, fatigue, injuries, critical incident stress, sight and/or vision and training. There is a close relationship regarding an officers inate duty to safeguard the public as well as each individual officer`s ability to protect themselves as well as their fellow officers. It is a confluence of these ever changing dynamic factors that help shape an officer`s decision making process.

COMMENTS

TRAINING REQUIREMENTS

The Equipment and Use of Force Regulation (Ontario Regulation 926) prohibits a member of a police service from using force on another person unless the member has successfully completed the prescribed training course on Use of Force. Use of Force re-qualification is mandatory for every member who uses, or may be required to use force or carries a weapon. Each member is required to pass a requalification course every 12 months.

FOR 2020:

*Sworn Officers - 223

*Special Constables - 15

*Cadets - 9

*Thunder Bay Police Service Handgun – Qualified – 215 (8.6% increase from 2019)

*Thunder Bay Police Service Use of Force – Qualified – 236 (9.7% increase from 2019)

*Numbers reflected are based on training of Cadets, Special Constables, Sworn Officers. The numbers also include officers retired within the year, members on LTD/STD/WSIB.

*Special Constables and Cadets receive Use of Force Training but do not receive handgun training.

USE OF FORCE REPORTING

Regulation 926 of the *Police Services Act* and Thunder Bay Police Service Policy (Part 9 Chapter 2) compel members to submit a Use of Force Report whenever a member:

- Uses physical force on another person that results in injury that requires medical attention;

- Draws a handgun in the presence of a member of the public, excluding a member of the police force while on duty;
- Discharges a firearm;
- Points a firearm regardless if the firearm is a handgun or a long gun;
- Uses a weapon other than a firearm on another person;
- Conducted Energy Weapon (CEW) – as a demonstrated force presence, in drive stun mode or full deployment mode;
- Definition of a weapon (for reporting purposes) includes a police dog or police horse that comes into direct physical contact with a person;
- A Team Use of Force report is restricted to members of the Emergency Task Unit;
- The above does not pertain to officers while involved in mandatory training.

TYPE OF FORCE USED

Options included are: Firearm (discharged), empty hand (hard), empty hand (soft), firearm (pointed at person), handgun (drawn), aerosol weapon, impact weapon (hard), impact weapon (soft), CEW, tactical communications, other.

REASONS FOR USE

Options that may be included in this category are: Protect self, protect public, effect arrest, prevent commission of offence, prevent escape, accidental, and destroy an animal, other.

TREND ANALYSIS

The use of force incidents detailed in this report pertain to Thunder Bay Police Service Members only, and include only those incidents that require the submission of a Use of Force Report. This group includes both officers and certain civilian members who have received use of force training.

USE OF FORCE INCIDENTS AND REPORTS

In 2020, 151 Use of Force Reports were submitted compared to 136 in 2019. There were a total of 50,808 police / public call interactions in 2020. This is a decrease of 6.7% from 2019 (54,464). Use of Force reporting requirements only occurred in 0.003% in relation to police / public interactions in 2020. The most frequent use of force option selected on the Use of Force Report in 2020 was the “Firearm Pointed” option. This was the second most selected option in 2019. The second most selected option in 2020 was “Handgun Drawn.” (As of January 2020, the Ministry of Community Safety and Correctional Services modified the Form 1 Use of Force Report used by Ontario police services. The listed force option of "Tactical Communications" was eliminated from the form sub headings.)

It should be of note that force option effectiveness demonstrated the following results: Firearm Pointed - compliance by subjects occurred in 96% of interactions / Handgun Drawn - compliance by subjects occurred in 94% of interactions.

Officers are not required to complete a Use of Force Report when physical control soft options (including handcuffing) are the only use of force option used and there are no injuries requiring medical attention

(the injuries must be beyond trivial and of a more serious nature to warrant completion of a Form 1). Use of force options employed by officers in 2020 will be listed in subsequent figures within this report.

FIREARM DISCHARGED

In 2020, officers discharged firearms 7 times in relation to 151 total use of force incidents; this is a decrease compared to 2019 (56% decrease). These incidents involving a firearm discharge, were all in relation to the dispatch of a wounded animal or incidents involving aggressive animals endangering the public.

CONDUCTED ENERGY WEAPONS

The Conducted Energy Weapon (CEW) deployment for the Thunder Bay Police Service incorporates frontline Uniform Patrol Supervisors, Court Services Supervisors, members of the Emergency Task Unit, and members of the Perimeter Control and Containment Team.

CEW training is delivered by a certified Master Instructor on specific devices which are approved by the Thunder Bay Police Service and the Ministry of Community Safety and Correctional Services. All training is conducted in accordance with the guidelines established by the Ministry of Community Safety and Correctional Services. Recertification training must take place once every 12 months.

CEW's were used in 11 use of force incidents in 2020. This is an increase compared to 2019 (83%). Note: CEW success occurred in only 64% of these associated incidents.

REASON FORCE WAS USED

The Use of Force Report issued by the Ministry of Community Safety and Correctional Services, permits the selection of multiple reasons why an officer decided to employ force. The Use of Force Model indicates that police officer safety is essential in ensuring public safety (police objective). The reasons that force may be selected are as follows: protect self, protect public, effect arrest, prevent commission of an offence, prevent escape, accidental, other and destroy an animal. The most selected option for 2020 was "protect self" (29%) with "protect public" (23%) being the second most selected option.

CATEGORY OF INCIDENTS IN REGARD TO USE OF FORCE REPORTING-ASSIGNMENT

Weapon related calls accounted for the largest portion of use of force incidents in 2020 with 62 (41% of 151 total)(39% in 2019). "Other" calls accounted for the second largest category at 37 (25% of 151 total)(24% in 2019). The category of "other" would include pursuits, welfare checks, suicidal subjects, kidnappings, cell extractions, extra duty, wanted persons, police assistance, etc.

WEAPONS CARRIED BY SUBJECT

The reference options in this category include: knife/edged weapon, revolver, semi-auto, rifle, shotgun, baseball bat/club, unknown, none, other. In 12% of interactions, subjects possessed some form of firearm and in 17% subjects were armed with an edged weapon.

SUMMARY OF INJURIES

Officers are required to record any injuries sustained by a member of the public in a use of force incident and whether medical attention was required as a result. The record of injuries includes injuries that may be experienced by the officer submitting the report, another officer present, the individual who is the subject of the interaction, or other members of the public. Reports for 2020 indicate 45 incidents where injuries occurred (23 in 2019). Subject injuries included 21 minor and 7 serious injury (most included self inflicted). "Police" injuries included 5 minor injuries, "third party" 7 minor, "other" 1 minor.

*Note - injuries sustained by a subject also include self inflicted injuries.

*Note - other may include other persons involved in incident i.e. security guard.

TYPE OF FORCE USED

Type of Force	Option Selection	Effectiveness (%)
Firearm - Discharged	7	100%
Empty Hand Techniques - Hard	12	92%
Empty Hand Techniques - Soft	9	56%
Firearm – Pointed at Person	79	89%
Handgun - Drawn	70	94%
Aerosol Weapon	5	100%
Impact Weapon - Hard	0	0%
Impact Weapon - Soft	0	0%
CEW	11	64%
Other	22	82%

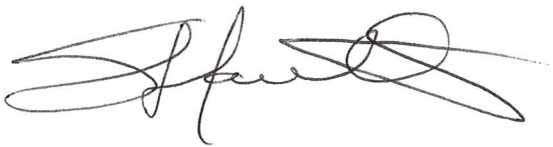
FORCE OPTION EFFECTIVENESS (NUMERICAL STATISTIC)

Type of Force	Yes / No
Firearm Discharged	7 0
Empty Hand Technique – Hard	11 1
Empty Hand Technique – Soft	5 4
Firearm – Pointed	70 9
Handgun Drawn	66 4
Aerosol Weapon	5 0
Impact Weapon – Hard	0 0
Impact Weapon – Soft	0 0
CEW	7 4
Other	18 3

RECOMMENDATIONS

There are no outstanding issues arising out of the 2020 Use of Force statistics. As an organization, it would be prudent to continue emphasizing de-escalation training for the benefit of the general public, the subject at the centre of the use of force interaction, as well as the police officer tasked with making expeditious decisions often under formidable circumstances. Currently, this training concept is continually reinforced in all aspects of the Use of Force curriculum delivered to Thunder Bay Police Service members. The concepts are delivered by way of theory, practical training applications as well as through training scenarios during the various qualification evolutions. The training approach is based on an integrated response involving not only verbal skills, but also physical strategies and management of various impact factors. A main focus of this subject matter emphasises imminent threat management as it relates to priorities of safety and de-escalation. The desired outcome of any interaction is always a safe resolution to any use of force critical encounter involving the police and the public.

Respectfully submitted,



S. Hauth
Chief of Police

Prepared by: Sergeant Rino Belcamino #489
Special Operations and Training - Chief Instructor
Use of Force/Firearms/Officer Safety/Defensive Tactics
Operational Planning/Hostile Events
Thunder Bay Police Service



Thunder Bay Police Service

SYLVIE HAUTH, CHIEF OF POLICE
1200 Balmoral Street, Thunder Bay, ON P7B 5Z5
Tel: (807) 684-1304 • Fax: (807) 623-9242

Date of Report: February 3, 2021
Date of Meeting: February 16, 2021
Report No: 09/21

Chair and Members

Thunder Bay Police Services Board
317 Victoria Avenue East, Suite 8
Thunder Bay, ON P7C 1A4

SUBJECT

Section 49, *Police Services Act*, Secondary Activities.

REPORT SUMMARY

To report to the Thunder Bay Police Services Board on the secondary activities/employment of members of the Thunder Bay Police Service.

BACKGROUND

The Chief of Police is required under Section 31(1)(g) of the *Police Services Act* to report to the Police Services Board annually on the secondary activities/employment of the members of the Police Service.

According to Section 49 of the *Police Services Act*, a member of a Police Service shall not engage in secondary activity:

- a) that interferes with or influences adversely the performance of his or her duties as a member of the Police Service, or is likely to do so;
- b) that places him or her in a position of conflict of interest, or is likely to do so;
- c) that would otherwise constitute full-time employment for another person; or
- d) in which he or she has an advantage derived from being a member of a police force.

In September of 2001, a Routine Order was issued to all members of the Thunder Bay Police Service, whereby they were directed to report to the Chief of Police any secondary employment they were engaged in. All requests were reviewed, and either approved or denied by the Chief of Police. This information was presented for the Board's information at the April 18, 2002 meeting – Report No. 08/02. Since that time, all members of the TBPS have been required to submit requests for secondary activities/employment to the Chief for review and approval.

The following conditions, beyond the statutory requirements, apply to all approved secondary employment activities:

- a) That the secondary employment is carried out on a member's time off, whether it is off-duty time, weekly leave, or annual leave;
- b) That the secondary employment does not affect the member's responsibility to report for duty with the Thunder Bay Police Service; and
- c) That the secondary employment does not, at any time, put the member in conflict with their duties and responsibilities as a member of the TBPS.

In 2020, seven (7) new requests were submitted to the Chief for approval. These seven (7) requests were all approved. In addition to those new requests, there are 25 submissions that remain as approved.

As well, in 2020, 91 Officers worked 111 extra duty jobs, for a total of 1,678.5 hours of paid duty.


COMMENTS

This report satisfies the statutory requirements for disclosure of secondary activities to the Police Services Board.

RECOMMENDATIONS

For information purposes.

Respectfully submitted,



S. Hauth
Chief of Police



Thunder Bay Police Service

SYLVIE HAUTH, CHIEF OF POLICE

1200 Balmoral Street, Thunder Bay, ON P7B 5Z5

Tel: (807) 684-1304 • Fax: (807) 623-9242

Date of Report: February 5, 2021
Date of Meeting: February 16, 2021
Report No: 10/21

Chair and Members

Thunder Bay Police Services Board
317 Victoria Avenue East, Suite 8
Thunder Bay, ON P7C 1A4

SUBJECT

Annual Report - Ontario Regulation 58/16 - Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties- also known as “Street Checks”

REPORT SUMMARY

An analysis of all the information reviewed to compile this report revealed Thunder Bay Police Service (TBPS) members did not document any Regulated Interactions. The Service is confident members have complied with the legislation as there were not any documented complaints or any requests under the Municipal Freedom of Information and Protection of Privacy resulting in any further inquiries to review current practices.

BACKGROUND

In June of 2016, the Thunder Bay Police Services Board passed a Board policy directing the Chief of Police to establish policies, procedures and training as required under Ontario Regulation 58/16, under the *Police Services Act* entitled “Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties”, known as the “Street Checks Regulation”.

Ontario Regulation 58/16 provides for voluntary police-public interactions, which are designed to ensure that the regulated interactions are without bias or discrimination. It establishes rules for: data collection, retention, access, management, training, policy and procedures with audit and public reporting requirements.

The Regulation took effect in two phases – July 1, 2016 and January 1, 2017. The regulation applies when police are attempting to collect identifying information from an individual during ‘face-to-face’ encounters while:

- Investigating general criminal activity in a community;
- Inquiring into suspicious activities to detect offences;
- Gathering information for intelligence purposes.

The regulations do not apply when an officer is conducting an investigation into an offence that is reasonably suspected has been or will be committed, or in other circumstances that are specifically outlined in the regulation. For example, the Regulation does not apply if:

- The person is legally required to provide information, for example, during a traffic stop.
- The person is under arrest or being detained, or when the officer is executing a warrant.
- Complying with a specific aspect of the regulation would compromise an ongoing investigation or compromise safety.
- The officer has a reasonable suspicion that the interaction is necessary to their investigation of an offence that has been committed or that the officer reasonably suspects will be committed.

The Regulation prohibits attempts to collect identifying information about an individual from the individual in ‘face-to-face’ encounters which are arbitrary or where any part of the reason for the attempt is that the officer perceives the individual to be within a “particular racialized group” unless certain other and legitimate conditions exist.

Chief of Police Procedures

The regulation required police services to develop procedures that are consistent with the requirements of the final regulations and the June 2016 TBPS Board’s approved policy. TBPS has created procedures which are consistent with other police services in Ontario. TBPS procedures ensure compliance with the regulation including: data collection, training, audit, access, and reporting.

Training

The Service provided training to all sworn members as developed by the Ontario Police College and a roundtable of provincial subject matter experts. This training included a two-hour online module and a six hour in-class training session that focuses on the new regulation requirements as well as:

- The right of a person not to provide information to the police;
- The right of a person to discontinue an interaction with an officer;
- Bias awareness, discrimination, and racism and how to avoid them when providing police services;
- How a person may access information about themselves held by this service under the Municipal Freedom of Information and Protection of Privacy Act; and,
- The initiation of interactions with members of the public.

All training occurred during normal working hours lead by two members of the Service who were assigned for the training period.

In the fall of 2019 additional online training sessions have been completed by members to comply with the three (3) year re-training requirement. The training is ongoing to ensure all members are in compliance with the Act. New members are trained when they attend the Basic Constable Training program at the Ontario Police College.

Annual Reporting Requirements

As per TBPS policy, the annual report for Regulated Interactions shall be provided by the Chief of Police to the Board in the first quarter of the year - commencing in 2018 and annually thereafter.

This section of the report fulfills the annual reporting requirement as per the Board, TBPS policies and the provincial legislation. Annual Report for Regulated Interactions (January 1, 2020 to December 31, 2020):

The content of the annual report as it relates to Regulated Interactions includes the following:

- A. the number of attempted collections and the number of attempted collections in which identifying information was collected: **Zero**
- B. the number of individuals from whom identifying information was collected: **Zero**
- C. the number of times each of the following provisions were relied upon to not advise the individual of his/her right that he/she is “not required to provide identifying information to the officer” and/or the reason “why the police officer is attempting to collect identifying information about the individual” as otherwise required under Regulation:
 - i. might compromise the safety of an individual: **Zero**
 - ii. would likely compromise an ongoing police investigation: **Zero**
 - iii. might allow a confidential informant to be identified: **Zero** or
 - iv. might disclose the identity of a person contrary to law, including the Youth Criminal Justice Act (YCJA): **Zero**
- D. the number of times an individual was not given a receipt because the individual did not indicate that they wanted it: **Zero**
- E. the number of times each of the following clauses was relied upon to not offer or give a receipt:
 - i. might compromise the safety of an individual: **Zero** or
 - ii. might delay the officer from responding to another matter that should be responded to immediately: **Zero**
- F. the number of attempted collections from individuals who are perceived, by a police officer, to be within the following groups based on the sex of the individual:
 - male individuals: **Zero** or
 - female individuals: **Zero**

- G. for each age group established by the Chief of Police, the number of attempted collections from individuals who are perceived, by a police officer, to be within that age group;
- 0 – 17
 - 18 – 29
 - 30 – 49
 - 50 and up – **Zero** for all
- H. for each racialized group established by the Chief of Police for the purpose of this paragraph, the number of attempted collections from individuals who are perceived, by a police officer, to be within that racialized group;
- Indigenous
 - Asian
 - Black
 - Middle Eastern
 - White/Caucasian: **Zero** for all.
- I. a statement, based on an analysis of the information, as to whether the collections were attempted disproportionately from individuals within a group based on:
- a. the sex of the individual;
 - b. a particular age;
 - c. a racialized group; or
 - d. a combination of groups and, if so, any additional information that the Chief of Police considers relevant to explain the disproportionate number of attempted collections.
- Given that the number of attempts to collect identifying information was **Zero** individuals; there is not any information to formulate any real patterns, assumptions, or conclusions.
- J. the neighborhoods or areas where collections were attempted and the number of attempted collections in each neighborhood or area – **Zero**
- K. the number of determinations made by the Chief (or designate) as to whether the information entered into the database:
- complied with limitations on collection set out in; the Regulation, and
 - the results of the review(s), done at least once a year, of an appropriately sized random sample of entries of identifying information included in the database to estimate within a margin of error of plus or minus 5 percent, at a 95 percent confidence level, whether it appears that limitations on collection of information, duties to inform of rights and reasons before collecting, with exceptions or document for individual – document, with exceptions were not complied with.

Given that the number of attempts to collect identifying information was **Zero** individuals; there is not any information to formulate any determinations.

- L. the number of times, if any, employees of the police service were permitted to access identifying information to which access must be restricted by virtue of one or more of the following:
 - i. for the purpose of an ongoing police investigation – **Zero**
 - ii. in connection with legal proceedings or anticipated legal proceedings – **Zero**
 - iii. for the purpose of dealing with a complaint under Part V of the Act or for the purpose of an investigation or inquiry under the Act – **Zero**
 - iv. in order to prepare the annual report or a report required due to disproportionate collection – **Zero**
 - v. for the purpose of complying with a legal requirement – **Zero** or
 - vi. for the purpose of evaluating a police officer's performance – **Zero**
- M. the number of complaints (public and Chief's) resulting from or related to Regulated Interactions along with their status or outcome – **Zero**
- N. the number of Municipal Freedom of Information and the Protection of Privacy requests relating to Regulated Interactions – **Zero**

DISPROPORTIONATE REPORT

If a disproportionate collection is identified based on an analysis of the information, as to whether the collections were attempted disproportionately from individuals within a group based on (a) the sex of the individual, (b) a particular age, (c) a racialized group, or (d) a combination of groups, in addition to the statement required in the annual report, the Chief of Police shall:

- A. review the practices of the police service; and
- B. prepare a report to the Board setting out the results of the review and his or her proposals, if any, to address the disproportionate attempted collection of information.

As a result of there being **Zero** attempted Regulated Interactions; there is not any data to draw any conclusions, patterns, or behaviors. Therefore, a disproportionate report has not been prepared.

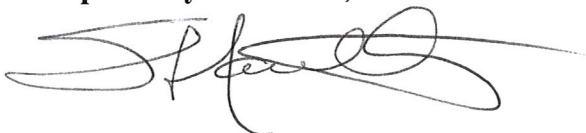
COMMENTS

Thunder Bay Police Service and its members are in compliance with the regulation.

RECOMMENDATIONS

For information only.

Respectfully submitted,



S. Hauth
Chief of Police

Prepared by: Inspector D. West



Thunder Bay Police Service

SYLVIE HAUTH, CHIEF OF POLICE
1200 Balmoral Street, Thunder Bay, ON P7B 5Z5
Tel: (807) 684-1304 • Fax: (807) 623-9242

Date of Report: February 3, 2021
Date of Meeting: February 16, 2021
Report No: 12/21

Chair and Members

Thunder Bay Police Services Board
317 Victoria Avenue East, Suite 8
Thunder Bay, ON P7C 1A4

SUBJECT

To update the Thunder Bay Police Services Board on the activities and timelines of the Thunder Bay Police Service (TBPS) – Digital Management Evidence Project Team.

REPORT SUMMARY

The attached chart outlines the activities and timelines of the TBPS – Digital Evidence Management Project Team as it relates to the implementation of the digitally encrypted cloud-based digital evidence management platform, in-car cameras, body worn cameras, and cameras in the existing interview rooms and intoxilyzer/drug recognition evaluation rooms at police headquarters.

BACKGROUND

The TBPS has created a multi-disciplinary project team to ensure the seamless planning and implementation of the TBPS – Digital Evidence Management System (DEMS).

The project is divided into 5 pillars consisting of the digitally encrypted cloud-based DEMS, body worn cameras, in-car cameras, interview and intoxilyzer/drug recognition evaluation room cameras, and Taser 7. All data collected from the three cameras systems and the Taser 7's are uploaded, managed, disclosed, shared, and audited from the DEMS.

The attached chart outlines activities that have been completed, are ongoing, or are planned with a timeline for implementation of all digital assets.

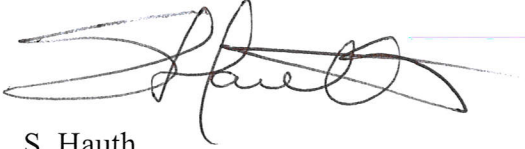
COMMENTS

The project is currently ahead of schedule.

RECOMMENDATIONS

For information purposes.

Respectfully submitted,



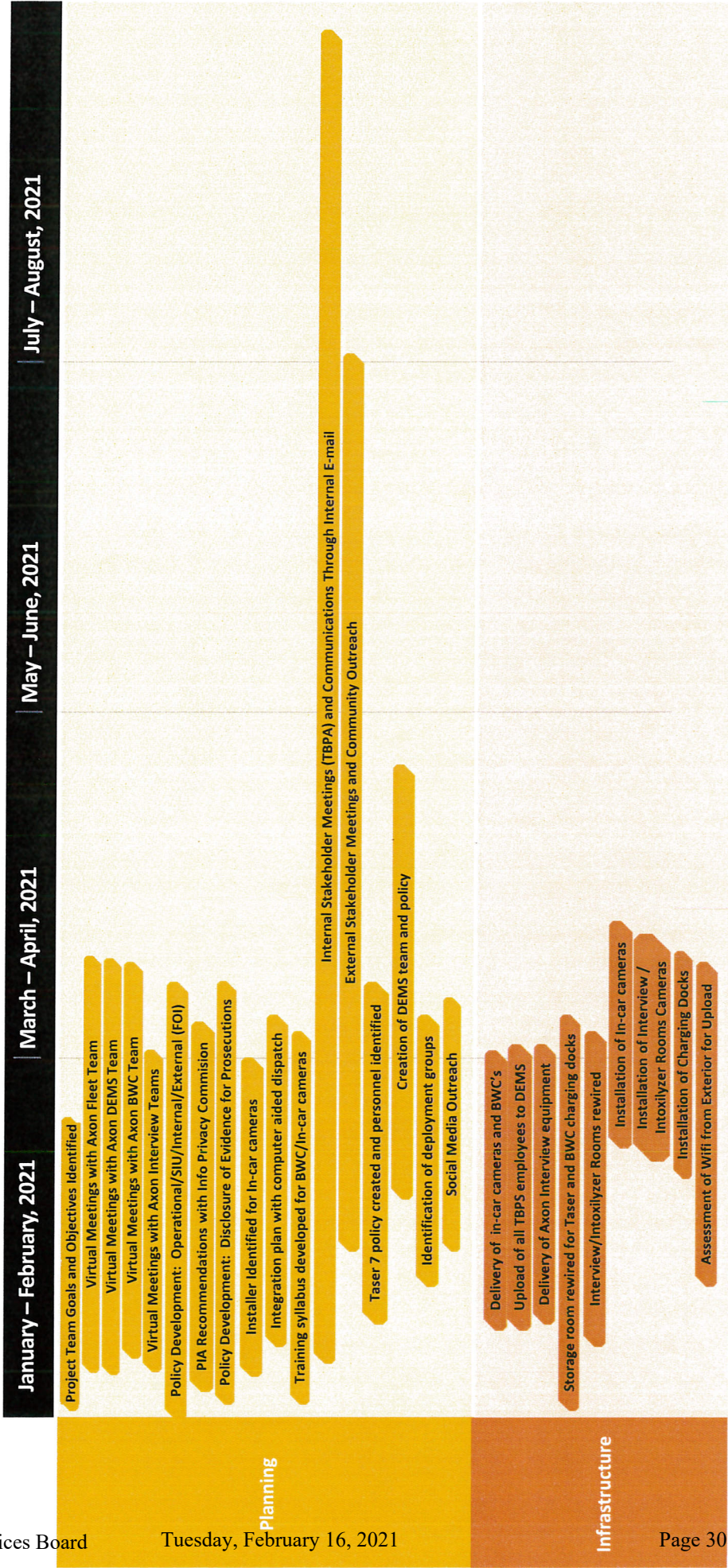
S. Hauth
Chief of Police

Prepared by: Superintendent D. Taddeo

Attachment: Thunder Bay Police Service Digital Evidence Management Project

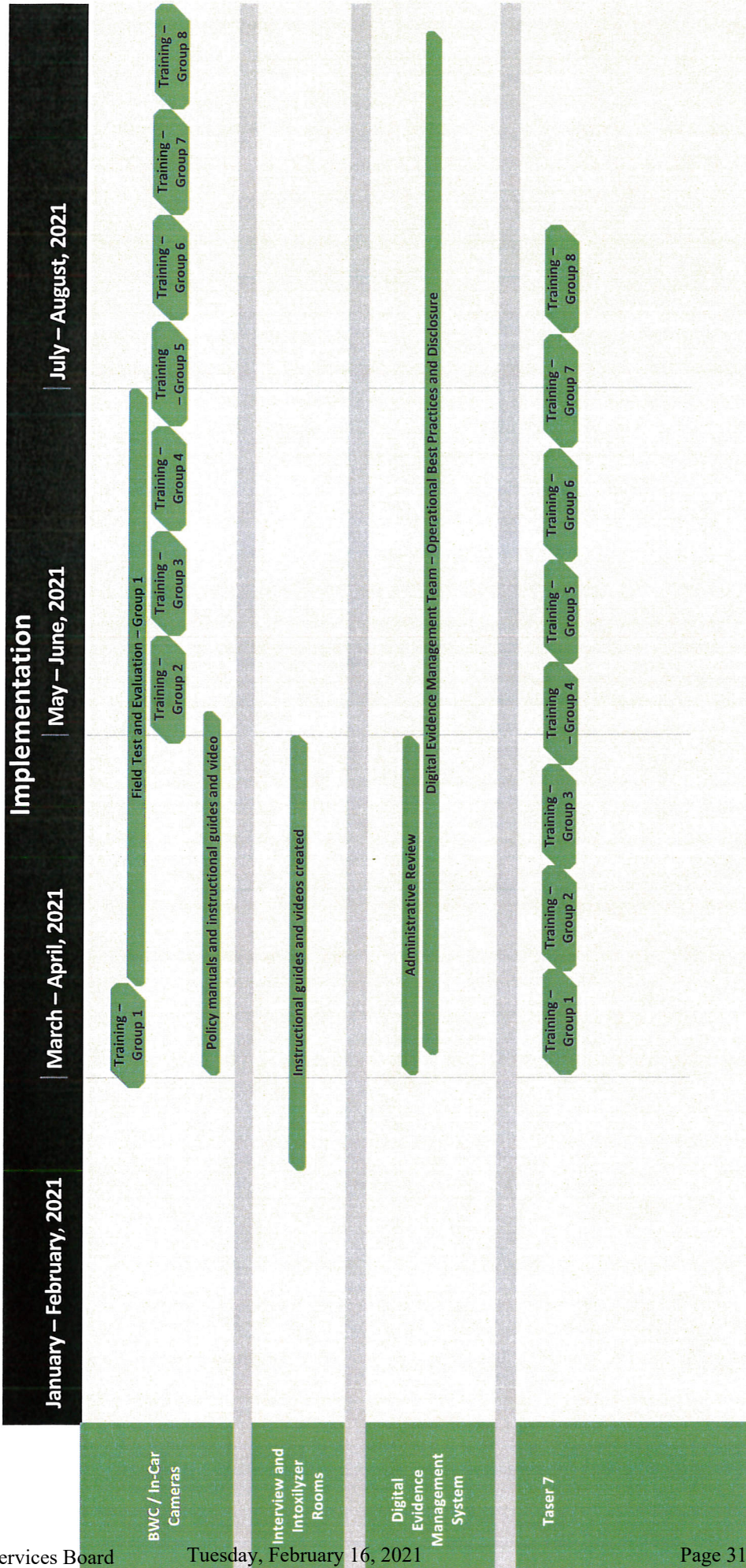


Thunder Bay Police Service Digital Evidence Management Project





Thunder Bay Police Service Digital Evidence Management Project





Thunder Bay Police Service

SYLVIE HAUTH, CHIEF OF POLICE

1200 Balmoral Street, Thunder Bay, ON P7B 5Z5

Tel: (807) 684-1304 • Fax: (807) 623-9242

Date of Report: February 5, 2021
Date of Meeting: February 16, 2021
Report No: 13/21

Chair and Members
Thunder Bay Police Services Board
317 Victoria Avenue East, Suite 8
Thunder Bay, ON P7C 1A4

SUBJECT

Public Complaints 2020 Annual Review

BACKGROUND

The Independent Police Review Act, 2007, established the Office of the Independent Police Review Director (OIPRD) delegating responsibility for the oversight and governance of public complaints concerning Ontario's Police Services to the OIPRD.

The Police Services Act establishes a partnership between the Thunder Bay Police Service, the Police Services Board, members of the public, and the Office of the Independent Police Review Director (OIPRD) to investigate and resolve public complaints.

The Corporate Services Branch of the Thunder Bay Police Service investigates public complaints assigned by the OIPRD, under Part V of the Police Services Act, with respect to:

- Officer conduct complaints, and
- Complaints about the service and/or policies of the Thunder Bay Police Service.

At the conclusion of the investigation, the office of the Chief of Police will adjudicate the complaint. A substantiated officer conduct complaint may be dealt with by informal resolution or Police Services Act charge. A substantiated service or policy complaint requires that the Chief of Police is to report to the complainant, Police Services Board, and OIPRD on the resolution of the complaint. An unsubstantiated officer conduct or policy/service complaint requires that no further action be commenced.

All steps in the public complaint process are subject to review by the Office of the Independent Police Review Director.

PUBLIC COMPLAINT REPORT SUMMARY - ANNUAL

Summary of Complaints 2020

Local Inquiries.....	0
Customer Service Resolution Requests Received.....	2
Not Accepted.....	20
Accepted—OIPRD investigate.....	1
Accepted—TBPS investigate.....	8
Accepted- Other Agency.....	0
Total Complaints	31

Complaint Type

Service Complaints.....	1
Conduct Complaints.....	30

2017 Complaints Disposed of in 2020

Withdrawn.....	0
Unsubstantiated.....	0
Informal Resolution.....	0
Substantiated	
Informal Discipline.....	1
PSA Hearing.....	0
Total.....	1

2019 Complaints Disposed of in 2020

Withdrawn.....	
Unsubstantiated.....	3
CSR.....	0
Informal Resolution.....	0
Substantiated	
Informal Discipline.....	0
PSA Hearing.....	0
Total.....	3

2020 Complaints Disposed of in 2020

Withdrawn.....	2
Unsubstantiated.....	4
CSR.....	2
Informal Resolution.....	2
Substantiated	
Informal Discipline.....	0
PSA Hearing.....	0
Total.....	10

Remaining Outstanding Complaints

(OIPRD have the outstanding complaints)

2016	1
2020	1
Total	2

RECOMMENDATIONS

For Information only

Respectfully submitted,



S. Hauth
Chief of Police

Prepared by: Staff Sergeant G. Snyder – Professional Standards

**Ontario Association of Police Services Boards
ZONE ONE**

Invoice: **Zone Membership Fee – 2021**

To: **Zone One Members**

Please remit **\$ 125.00** for Zone Membership Fee for 2021.

Due date: **March 31, 2021**

Please send cheques, made payable to:

Zone 1 – OAPSB

Mail to

Paul Malashewski
Box 1233
Terrace Bay, ON
P0T 2W0

Thank you.

Paul Malashewski
Treasurer Zone 1



INVOICE

The Maverick Group | Maverick AV

INVOICE # 101192101
DATE: JANUARY 19, 2021

1543 Arthur Street East, Thunder Bay ON P7E5N5
Phone 807.623.1222 Fax 807.623.5452
Toll-free 877.607.4386
support@maverickav.com

TO Thunder Bay Police Services Board
317 Victoria Ave E, Unit #10 Thunder Bay
John S. Hannam, Secretary
Thunder Bay Police Services Board
psbsecretary@hotmail.com

SALESPERSON	PURCHASE ORDER	PAYMENT TERMS	DUE DATE
CF	JH	Direct Bill	30

QTY	DESCRIPTION	UNIT PRICE	LINE TOTAL
1	<p>Police Services Board Virtual Session Support</p> <p>Thunder Bay Police Services Board Virtual Meeting Tuesday January 19, 2021 Public Session 9AM-12PM Private Session 12PM-3PM</p> <ol style="list-style-type: none"> 1. Technical Design & Pre-event Testing 2. Callbridge Service Telephone Link 3. Uphoria Digital Audio Interface 4. Blackmagic Stream Encoder 5. Restream Public Meeting to CoTB Webpage 6. Public Meeting <p>Bridge and Monitor Technician</p> <p>Telephone call in details: Dial-in using your phone: +1 647 846 1956 Access code: 312 6185</p>	\$645.00	\$645.00
SUBTOTAL			\$645.00
HST			\$83.85
TOTAL			\$728.85

Make all checks payable to "Maverick"
Maverick Entertainment & Audio Visual is a division of Audio Concepts HST#87381 5294

THANK YOU FOR YOUR BUSINESS!

INVOICE

Amount Due (CAD)

\$678.00

BILL TO
Thunder Bay Police Services Board
John Hannam
500 Donald Street East
Thunder Bay, Ontario P7E 5V3
Canada

douglas_assistant@tbaytel.net

Invoice Number: PP_2028

Invoice Date: January 31, 2021

Payment Due: March 2, 2021

SERVICE	QUANTITY	PRICE	AMOUNT
Project Management and Design Services [TBP_002] OOS January 2021 Work	4	\$150.00	\$600.00
Subtotal:			\$600.00
HST 13% (80955 7721 RT0001):			\$78.00
Total:			\$678.00
Amount Due (CAD):			\$678.00

Notes / Terms

All services performed in Canada.
No services/expenses in the United States.

TD Canada Trust - Branch #32
3060 Danforth Ave
East York, ON M4C1N2

Bank Account Number: 5240437
Routing # / ABA # / Sort code : 026-009-593
Transit # + Bank code + Acct no. : 00322 004 5240437
Swift Code : TDOMCATTOR



Pixels and Pencils Creative Direction Inc.
18 Carnahan Terrace
Toronto, Ontario M4E 0B2
Canada

Contact Information
647.880.4266
pixelsandpencils.ca



Invoice

2021-1-TBPSB

iSi LIVE

150-C Terence Matthews Crescent

Ottawa ON K2M 1X4
Canada

Balance Due

\$565.00

Invoice Date : 2021/02/02

Terms : Net 30

Due Date : 2021/03/04

Description : Series of Meetings -
November, 2020 -
December 2021

Bill To

Thunder Bay Police Services Board

CHEQUES PAYABLE TO: INTEGRATINGSOLUTIONS INC

#	Item & Description	Qty	Rate	Amount
1	iSi Client Remote Production Remote production & indexing LIVE - December 15, 2020	1 Each	250.00	250.00
2	iSi Client Remote Production Remote production & indexing LIVE - January19, 2021	1 Each	250.00	250.00
			Sub Total	500.00
			HST (13%)	65.00
			Total	\$565.00
			Balance Due	\$565.00

Notes

HST/GST: 86575 6522 RT0001 QST: 1214681087 TQ0001

Terms & Conditions

We welcome your feedback and want to be sure you have had an excellent experience with us. We provide email, telephone, chat, and a customer portal for you to interact with us at your convenience. If you have any problems you will have five (5) days to contact us to discuss. You can create an online ticket at any time by going online to: <https://support.isilive.ca>

All invoices due within 30 days. Overdue invoices will either be charged interest at a rate of 24% annually and/or any applicable discounts will be added onto the original invoice. Accounts overdue by more than 60 days will be automatically sent for collection and legal proceedings will ensue.

Invoice # 6 Outline Agreement #4600010467

Vendor # 107402

February 9, 2021

~~~~~

John S. Hannam

Secretary, Thunder Bay Police Services Board

Invoice for Services for the period January 9, 2021 through February 5, 2021

|                       |     |                   |
|-----------------------|-----|-------------------|
| 40 hours @ \$125/hour |     | \$5000.00         |
| HST # 74226 4872      | 13% | \$650.00          |
| <b>Total</b>          |     | <b>\$5,650.00</b> |



**LINDA DOUGLAS**  
**Assistant to the Secretary**  
**Thunder Bay Police Services Board**

# INVOICE

DATE: January 31, 2021  
 INVOICE: #006  
 RE: *Services Rendered for Thunder Bay Police Services Board*

**OUTLINE AGREEMENT #4600010468 | CTB Vendor Number: 111690**

**Bill To:**  
 Finance Department - TB Police Service - **Attention: Kathy Learning**  
 1200 Balmoral Street  
 Thunder Bay, ON P7B 5Z5

| DATE                              | Billable Hours    | EXPLANATION                         |
|-----------------------------------|-------------------|-------------------------------------|
| January, 2021                     | 48.24             | Services Rendered for January, 2021 |
| Hourly Rate per Outline Agreement | \$90.00           |                                     |
|                                   | \$4,341.60        | Subtotal                            |
|                                   | 564.41            | <No. 74214 8887 RT0001> HST 13%     |
| Reimbursement for Office Supplies | 18.39             |                                     |
|                                   | <u>\$4,924.40</u> | <b>TOTAL PAYABLE</b>                |

Please make all cheques payable to **Linda Douglas**  
 Breakdown of hours with explanations available upon request.  
 If you have any questions regarding the foregoing, please contact Linda Douglas at the above phone numbers or email.

**THANK YOU!**

January 19, 2021

**Mario Di Tommaso**  
Deputy Solicitor General  
The Ministry of the Solicitor General

**Devon Clunis**  
Ontario Inspector General of Policing

**Thomas Carrique**  
Commissioner  
Ontario Provincial Police

**Ontario Police Chiefs and Police Service Board Chairs**

Dear Sirs and Madams:

**Re: Strip Search Policy Update**

---

The mandate of the Office of the Independent Police Review Director (OIPRD) includes a statutory obligation to monitor and respond to systemic issues in policing. On November 16, 2020, we completed our follow-up to our systemic review, [Breaking the Golden Rule: A Review of Police Strip Searches in Ontario](#). Our review found that police strip search procedures were out of date and varied widely throughout the province.

Accordingly, I recommend that the Ministry of the Solicitor General update the Policing Standards Manual, and the Search of Persons Guideline to ensure consistency in police strip search procedures throughout Ontario.

Additionally, I recommend that police services review their current strip search procedures and compare them to the new procedures recently developed by the Toronto Police Service (TPS) in response to our recommendations (see enclosures).

Respectfully submitted,

  
\_\_\_\_\_  
**Stephen Leach**  
Independent Police Review Director



# 01-02 Search of Persons

**Status:** Amended

**Issued:** R.O. 2020.10.09–0997

**Replaces:** R.O. 2020.06.05-0519

## Rationale

The right to search a person is of paramount importance to the safety of prisoners, members, and all other persons employed within the criminal justice system. It is critical that officers make a proper evaluation of the potential risks, ensure that the appropriate type of search is conducted, and that they are diligent while searching persons in custody.

In December 2001, the Supreme Court of Canada made a ruling in the case of *R. v. Golden*, which directly impacted on the search of person incident to arrest.

The lawful authority for searching a person comes from statute or common law. Officers conducting searches must be able to articulate their authority and grounds for doing so. Information has been included in this Procedure that will assist officers in properly assessing the appropriate type of search to be conducted, and identify some of the risks that must be addressed (see [Appendix B](#)). In the absence of clear direction in the form of legislation, the courts have expressed some concerns with “routine police department policy applicable to all arrestees”. As a result, although this Procedure outlines possible risk factors, and places an obligation on police officers to address them, the decision as to what type of search is appropriate must be assessed on a case-by-case basis.

The Toronto Police Service (Service) agrees with the courts that clear legislative prescription as to when and how strip searches should be conducted would be of assistance to the police and to the courts.

## Supervision

- Officer in Charge notification mandatory
  - after conducting a search at the station
  - regarding grounds and circumstances (Strip search)
  - there are reasonable grounds to believe the person under arrest has secreted weapons or evidence in a body cavity

## Procedure

---

Searches of persons shall be conducted keeping in mind that the safety of Service members, the person being searched, and the public are paramount. All searches of the person should be conducted thoroughly and in a methodical manner. Searches of the person shall not be conducted in an abusive fashion or be conducted to intimidate, ridicule or induce admissions. Regardless of what type of search is undertaken, the dignity and the privacy of a person must always be given consideration.

All searches of the person shall be conducted by peace officers of the same sex unless circumstances make it impractical to do so, having regard to the immediate risk of injury, escape, or the destruction of evidence. Consideration shall be given when dealing with trans persons, wherever practicable (see [Appendix C](#)).

## Items of Religious Significance

Section 2 of the *Canadian Charter of Rights and Freedoms* (Charter) gives everyone the fundamental “freedom of conscience and religion”. Section 8 of the Charter states that “everyone has the right to be secure against unreasonable search or seizure”.

Section 1 of the Ontario *Human Rights Code* states “Every person has a right to equal treatment with respect to services, goods and facilities, without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability.” From this section, creed is the issue that deals with religious beliefs.

The Service recognizes that special arrangements may have to be made when handling items, articles, apparel, or clothing a person identifies as having religious importance (item of religious significance). Members conducting searches of persons shall treat an item of religious significance with respect and handle the item appropriately.

Although there are a multitude of items of religious significance that differ between and amongst religions, any item of religious significance identified by a person shall be handled according to the process established in [Appendix D](#), unless circumstances make it impractical to do so, having regard for the

- immediate risk of injury
- immediate risk of escape
- immediate risk of destruction of evidence
- safety of the member
- safety of the person
- safety of the public

The member must be able to articulate why particular actions were or were not taken.

## Duty to Accommodate Persons with Disabilities

The Service has a duty to accommodate persons with disabilities under the Ontario *Human Rights Code* and the *Accessibility for Ontarians with Disabilities Act*. When required, any infringement of a person’s right to be accommodated must be minimal in nature, and no more than is necessary to achieve the desired objective.

Therefore, when it is deemed necessary to remove an assistive device from a person with a disability to conduct a search, the device should be returned to the person as soon as practicable upon completion of the search.

Assessments regarding the retention of assistive devices shall be made on a case-by-case basis taking into consideration all risk factors, including those contained in [Appendix B](#). Members shall also consider all available accommodation options when making their assessment.

When it is determined that a person cannot be accommodated, members must clearly articulate the reasons for the determination in their memorandum book including all accommodation options considered.

Members shall be cognizant that persons requiring the aid of an assistive device may have an emotional as well as physical attachment to the device and shall treat the assistive device with respect at all times.

When considering the continued detention of an arrested person who is accompanied by a guide dog due to blindness, visual impairment, hearing impairment, or other physical disability, members shall make reasonable effort to have the guide dog accommodated by friends or relatives or call the Toronto Police Operations Centre for further resources such as Canine Vision Canada or the Humane Society. Guide dogs shall not be transported to court with a prisoner.

## Grounds for Searching a Person

For a search to be lawful it must be reasonable and justified given all the circumstances and it must be conducted for a valid reason.

Search of a person without Warrant is *prima facie* unreasonable under s. 8 of the Charter. The onus is on the officers conducting and authorizing a search to demonstrate that the search is justified in law, necessary and reasonable. Searches conducted simply as a matter of routine or “standard procedure” is not justified in law. However, for safety reasons, except in extenuating circumstances, all persons under arrest must be searched prior to being placed in a police vehicle, prior to being brought into a police station, and prior to being placed in a police cell.

Stronger grounds are required as the level of intrusiveness of a search increases. A Protective search and Frisk search must be completed prior to any Strip search being conducted. The searching officer must obtain authorization from the Officer in Charge to determine if there is reasonable and probable grounds to authorize a Strip search. The more intrusive the search the more justification is required, and officers must be able to articulate the need for the more intrusive search ([see Appendix B](#)).

- ➔ *Strip searches shall not be conducted on persons brought into custody by Toronto Police officers based solely on the grounds that the person may come into contact with other persons in custody. Accordingly, persons in custody who have been Frisk searched are no longer restricted from being placed with those who have been Strip searched.*

## Search Authorities

A police officer may search a person

- with a person’s consent
- when authorized by statute
- after an arrest has been made (common law – incident to an arrest)



## Consent Search

Consent search generally applies to persons who are not under arrest. A police officer must be able to demonstrate that consent for a search was informed and freely given. A person giving consent for a search must understand the possible consequences of the search prior to giving consent. A Consent search, in most instances, should not be used where other lawful authority exists.

## Search Authorized by Statute

Specific statutes contain search provisions that can be used when circumstances warrant. The related statute should be referred to prior to conducting such searches; for example: the *Criminal Code*, the *Controlled Drugs and Substances Act*, and the *Liquor Licence Act*.

## Search Incident to Arrest

The right to search as an incident to a lawful arrest is found in common law, and has been upheld by the Supreme Court, as long as the search is conducted for a valid objective and is not conducted in an abusive fashion. (Cloutier v. Langlois, 1990)

As an incident to arrest a police officer may search for

- weapons
- anything that could cause injury (including drugs and alcohol)
- anything that could assist in a person's escape
- evidence

## Recording Searches

Wherever practicable, all Protective and Frisk searches including the removal of excess clothing must be captured on audio and video.

Full details of **all** searches shall be recorded in the memorandum book including the grounds for the type of search conducted. Appropriate entries shall be recorded in the applicable eReport for all Strip and Body Cavity searches and must be completed in its entirety.

## Race-Based Data Collection

As outlined in Procedure [16-07](#), the new Toronto Police Services Board Policy entitled "Race-Based Data Collection, Analysis and Public Reporting" requires the Toronto Police Service (Service) to collect, analyze and publicly report on data related to the race of those individuals with whom Service members interact.

## Court Officers/Custodial Officers

Court Officers/Custodial Officers may search persons in accordance with this Procedure in conjunction with unit-specific policies.

## Member

1. When conducting a search shall
  - record all Protective and Frisk searches on audio and video, and if not able to do so, record reasons in the memorandum book
  - not use any more force than is necessary and reasonable under the circumstances to conduct a search
  - make every effort to provide persons who do not speak English or who by reason of disability have difficulty communicating
    - with the services of an interpreter in compliance with Procedure [04-09](#), or
    - other person who can assist the person in understanding the process
  - advise the person of the reason that they are being searched
  - search the person
  - search the area within the person's immediate surroundings, if applicable
  - remove weapons, anything that could cause injury (including drugs and alcohol), anything that could assist in the person's escape, or evidence of an offence, as applicable
  - seize all evidence obtained
  - ask the person if they have an item of religious significance on their person or in their possession, and comply with [Appendix D](#), when applicable
  - when required to remove an item of religious significance make reasonable effort to ensure the removal and search occurs in a private setting
  - when practicable, facilitate the replacement of an item as soon as possible when an item of religious significance (apparel or clothing only) is removed and held for any purpose and is not being immediately returned to that person
  - when required to remove an assistive device from a person with a disability
    - advise the person of the reason for removing the device
    - provide the person with the opportunity to remove the device themselves when self-removal does not pose potential risk of safety/injury to the person or member
    - treat the assistive device with respect at all times
    - in the case of prosthetic devices
      - whenever practicable allow for the removal of the device in a private area
      - when self-removal is not possible, ask the person how to properly remove the device
      - allow adequate space and range of motion for reattachment of the device
  - ➔ *Prosthetic devices are attached to the body; therefore, improper removal can injure the person and/or damage the device.*
  - return the device to the person as soon as possible upon completion of the search
  - ➔ *Assessments regarding the retention of assistive devices shall be made on a case-by-case basis taking into consideration all risk factors, including those contained in [Appendix B](#). All available accommodation options shall also be considered when making an assessment.*
  - ➔ *When it is determined that a person cannot be accommodated, the reasons for the determination must be clearly articulated in the memorandum book including all accommodation options considered.*
- record all relevant details in the memorandum book
2. When conducting a consent search of a person shall
  - ask for the consent of the person and explain the nature of the search
  - inform the person that they have a right to refuse consent

- inform the person of potential consequences of the search, including the possibility that anything seized may be used as evidence
  - immediately stop searching the person if consent is withdrawn, unless evidence has been disclosed that would permit continuation pursuant to lawful authorities
3. Prior to transporting an arrested person shall
    - search the police vehicle prior to placing the arrested person in the vehicle
    - for reasons of safety, ensure the arrested person has been searched except where the search would interfere with the administration of emergency medical assistance
  4. After arrival at the station with an arrested person shall
    - search the police vehicle
    - advise the Officer in Charge what type of search has been conducted and what has been found thus far
    - if a Frisk search has not been fully completed then ensure the Frisk search is completed in its entirety in front of the Officer in Charge and is audio and video recorded.
    - ensure the manner of Booking and Search Notice - Frisk Search is read to the person prior to the search
    - when it is believed that reasonable grounds exist for a Strip search, articulate to the Officer in Charge and advise them of the grounds and circumstances involved
  5. When reasonable and probable grounds have been satisfied and a Strip search is deemed necessary by the Officer in Charge, the searching officers shall
    - advise the Officer in Charge if the person identifies that they have an item of religious significance on their person or in their possession
    - search the person in a private area and ensure the search is audiotaped (if applicable), but not videotaped
    - be of the same sex as the person being searched, except in exigent circumstances
    - comply with [Appendix C](#) when searching trans persons
    - ensure the number of police officers involved in the search are no more than is reasonably necessary in the circumstances
    - where appropriate,
      - ask the person to remove clothing one article at a time,
      - document whether the arrested person removed items of clothing themselves, and
      - record all relevant details in the memorandum book and the Booking and Search Template
    - not remove of any more articles of clothing than necessary
    - not seize bras, underwire bras and string bikini tops unless there is reasonable grounds to believe it is necessary to do so
      - ➔ *This action can amount to an unlawful Strip search.*
  6. When a Strip search has been completed shall
    - ensure the Officer in Charge will complete the [Booking and Search Template](#)
    - if applicable, the Officer in Charge will complete the Trans Person Specific Details section of the [Booking and Search Template](#)

### Police Officer

7. Where there are reasonable grounds to believe that a person under arrest has secreted weapons or evidence in a body cavity shall
  - consult with the Officer in Charge
  - escort the person to the hospital
  - comply with Procedure [03-06](#)
  - request that the person remove the item in a controlled area of the hospital and with a medical professional present, if possible
  - if the person is unable or unwilling to remove the item and consents to a search
    - ensure that the search is conducted by a qualified medical practitioner
    - remain with the person while the search is taking place (same sex officers only)
    - advise the Officer in Charge of the results
  - where the person refuses a Body Cavity search by a medical practitioner, and the item has not been removed
    - advise the Officer in Charge
    - restrain the person and hold in isolation pending a Show Cause Hearing
    - continuously monitor the person to ensure their safety and the safety of Service members until recovery of the item or substance is made
8. When a Body Cavity search has been completed shall complete a [Body Cavity Search Template](#) in compliance with item 6.

### Officer in Charge

9. An Officer in Charge of a unit where persons are detained shall ensure
  - the decision to search a person has been evaluated based on reasonable and probable grounds and all risk factors, including those found in [Appendix B](#)
  - all arrested parties are advised, on camera, of the level of search to be performed and the manner and location in which it will be carried out
  - a Frisk search must be completed prior to any Strip search being conducted
  - when applicable, all Frisk searches must be audio and video recorded. If not, the reason shall be documented accordingly
  - searches are conducted appropriately and the required Booking and Search Template has been completed for all Strip and Body Cavity searches
  - every effort is made to provide persons who do not speak English or, who by reason of disability have difficulty communicating
    - with the services of an interpreter in compliance with Procedure [04-09](#), or
    - other person who can assist the person in understanding the process
  - prisoners' property is handled in compliance Procedures [01-03](#) and [09-06](#), as applicable
  - when an item of religious significance is removed from a person that the item is treated with respect and handled appropriately in compliance with [Appendix D](#)
  - assessments regarding the retention of assistive devices are made on a case-by-case basis taking into consideration all risk factors, including those contained in [Appendix B](#), and all available accommodation options
  - when it is determined that a person with a disability requiring the aid of an assistive device cannot be accommodated, the reasons for the determination are clearly articulated in the memorandum book, including all accommodation options considered

Note: Staff Sergeants shall book prisoners and authorize Strip Searches, unless at a Central lock-up where a designate can be appointed

10. Upon being consulted regarding a Strip search shall determine whether the search is appropriate, based on the information provided by the parading officer and the circumstances involved; and
  - where reasonable grounds to conduct a Strip search exist, shall
  - advise the arrested party of the authorization to conduct a Strip search
  - ensure the manner of Booking and Search Notice - Strip Search is read to the person prior to the search
  - ensure the arrested party is re-read their rights to counsel prior to the Strip search being conducted
  - provide the arrested party the opportunity to speak to counsel prior to the Strip search commencing
  - read the Audio Privacy notice prior to the phone call to counsel
  - escort to use the phone, give audio privacy, but maintain visual for safety
  - in rare circumstances, where the Officer in Charge believes that there are safety concerns that would prohibit the officer from allowing the arrested party access to counsel prior to the Strip search, shall explain on video to the arrested party and note the reason in the memorandum book.
  - ensure the Deferred Call to Counsel Notice be read by the Officer in Charge and noted in the Booking and Search Template.
  - where reasonable grounds do not exist, ensure a Strip search is not conducted
  
11. Upon being consulted regarding a Body Cavity search shall
  - determine whether the search is appropriate, given the circumstances
  - ensure that transporting and relieving officers accompanying an accused for the purpose of a Body Cavity Search are the same gender unless the person has self-identified as a trans person and requests otherwise [Appendix C – Trans Persons](#)
  - ensure the search is conducted by a qualified medical practitioner at a medical facility
  - ensure a [Body Cavity Search template](#) is completed

## Appendices

---

[Appendix B – Risk Assessment – Type of Search](#)  
[Appendix C – Trans Persons](#)  
[Appendix D – Handling Items of Religious Significance](#)

## Supplementary Information

---

### Governing Authorities

**Federal:** Constitution Act, Part I, Canadian Charter of Rights and Freedoms; Controlled Drugs and Substances Act; Criminal Code.

**Provincial:** Accessibility for Ontarians with Disabilities Act; Anti-Racism Act, 2017; Liquor Licence Act; Ministry of Correctional Services Act; Ontario Human Rights Code; Police Services Act; Police Services Act, O. Reg 3/99, Adequacy & Effectiveness of Police Services; Provincial Statutes.

**Other:** Common Law (incident to arrest).

**Relevant Case Law:** Cloutier v. Langlois (Supreme Court of Canada) (1990); R. v. Flintoff (Ontario Court of Appeal) (1998); R. v. Coulter (Ontario Court of Justice) (2000); R. v. Golden (Supreme Court of Canada) (2001); R. v. Clarke, Heroux and Pilipa (Ontario Superior Court of Justice) (2003); R. v. MacDonald; R. v. Mann (Supreme Court of Canada) (2004); R v. McGuffie (Ontario Court of Appeal) (2016); R. v. MacPherson (Ontario Native Council on Justice) (2018); R. v. Tonkin (Ontario Superior Court of Justice) (2020)

➔ *This is not an exhaustive list of all relevant cases.*

## Associated Governance

**TPSB Policies:** TPSB LE-005 Arrests; TPSB LE-012 Search of Persons; TPSB Policy Accessibility Standards for Customer Service; TPSB Policy Race-Based Data Collection, Analysis and Public Reporting; TPSB Policy Search and Detention of Trans Persons; TPSB Policy Search of Persons.

**TPS Procedures:** [01–01](#) Arrest; [01–03](#) Persons in Custody; [03–06](#) Guarding Persons in Hospital; [04–09](#) American Sign Language and Language Interpreters; [09–06](#) Property of Persons in Custody; [12–01](#) Confidential Crown Envelope; [13–17](#) Notes and Reports; [16–07](#) Collection, Analysis and Reporting of Race-Based Data.

Office of the Independent Police Review Director, Breaking the Golden Rule: A Review of Police Strip Searches in Ontario.

**Forms:** eReports; Booking and Search Template; Body Cavity Search Template.

**Notices for Booking Hall:** [TPS 970](#) Booking and Search Notice – Manner of Search Notice – Frisk Search; [TPS 971](#) Booking and Search Notice – Manner of Search Notice – Strip Search; [TPS 972](#) Booking and Search Notice – Privacy Shield Notice; [TPS 973](#) Booking and Search Notice – Consular Access Notice; [TPS 974](#) Booking and Search Notice – Audio Privacy Notice; [TPS 975](#) Booking and Search Notice – Deferred Call to Lawyer Notice.

## Definitions

For the purposes of this Procedure, the following definitions will apply:

**Assistive Device** means a device used to replace, compensate for, or improve the functional abilities of people with disabilities which includes a broad range of items such as mobility and visual/hearing aids, orthotics/prosthetics, speech devices, medical supplies, environmental controls and respiratory devices.

**Disability** means:

- a. any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device;
- b. a condition of mental impairment or a developmental disability;
- c. a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;
- d. a mental disorder, or;
- e. an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act; (“handicap”).



(Source: Ontario *Human Rights Code, Accessibility for Ontarians with Disabilities Act*)

**Gender/Sex** means the classification of individuals as male, female or transgender/transsexual.

**Item of Religious Significance** means any item, article, apparel, or clothing a person identifies as having religious importance.

**Protective Search (Formerly Level 1)** – This is used generally during Investigative Detention and involves a limited search of a person who has been detained by police when there is reasonable belief the person poses a safety risk. The scope of the search is limited to exterior patting of clothing such as pockets, waistband or areas that may reasonably conceal such items as weapons or implements that may be used as weapons, usually with open hands to maximize the ability to detect weapons through clothing. This search may also be described as a “safety search”, as that is the purpose and objective.

**Frisk Search (Formerly Level 2)** – This is used generally for Search Incident to Arrest and means a more-thorough search that may include emptying and searching pockets as well as removal of clothing, which does not expose a person’s undergarments, or the areas of the body normally covered by undergarments. The removal of clothing such as belts, footwear, socks, shoes, sweaters, extra layers of clothing, or the shirt of a male would all be included in a Frisk search. A Frisk search may be commenced in the field and concluded at the station.

A Frisk search conducted incident to arrest includes the area within the immediate control of the arrested person; common law also typically supports searching the entirety of a motor vehicle when a person was arrested in or moments after exiting it.

Members shall make every effort to video and audio record all Frisk searches. Members are also required to articulate the justification for the manner and circumstances under which these searches are conducted. For the purposes of this definition, “Pat Down Search” means the same as, “Frisk Search”.

**Strip Search (Formerly Level 3)** – *R. vs. Golden 2001 SCC 83* established that which constitutes a strip search and what types of circumstances may justify one. A Strip search includes all steps in Protective and Frisk searches as well as a thorough search of a person’s clothing and non-physical search of the body. That will often require removal or rearrangement of some, or all, of the person’s clothing to permit a visual inspection of a person’s private areas: namely the genitals, buttocks, breasts or chest, body cavity, and/or undergarments; the mouth was excluded from this definition despite being a bodily cavity.

The Supreme Court noted that strip searches “represent a significant invasion of privacy and are often humiliating, degrading and traumatic” and therefore require “a higher degree of justification in order to support the higher degree of interference with individual freedom and dignity.”

When considering whether a strip search is justified, the Supreme Court stated, “In addition to reasonable and probable grounds justifying the arrest, the police must establish reasonable and probable grounds justifying the strip search,” and “the police must establish they have reasonable and probable grounds for concluding that a strip search is necessary in the particular circumstances of the arrest.”

NOTE: The mere fact that portions of a person's body normally covered by undergarments are exposed because of the way the person was dressed when taken into custody does not constitute a strip search, if the removal of such clothing was not caused by the police (i.e. the arrest of a naked person does not in itself constitute a strip search).

NOTE: The rearrangement of clothing that permits a visual inspection of a person’s private area constitutes a strip search.

**Body Cavity Search (Formerly Level 4)** – means a search of the rectum or vagina

**Member – Prisoner Care & Control** for the purposes of prisoner transportation, care and control, includes a

- police officer,
- court officer, and
- custodial officer.

**Booking and Search Template** means a statistical document created to record the pertinent details of all Frisk & Strip searches and the authorization of a Body Cavity search. The template allows the Service to electronically capture the data required to properly report on all Frisk & Strip searches of persons (including self-identified transgender/transsexual persons) conducted by members.

**Body Cavity Search Template** means a statistical document created to record the pertinent details of all Body Cavity searches. The template allows the Service to electronically capture the data required to properly report on all Body Cavity searches of persons (including self-identified transgender/transsexual persons) conducted by members.

**Service Members' Perception Data** means information derived from a member making a determination with respect to the race of an individual by observation, solely on the basis of that member's own perception.

We are dedicated to delivering police services, in partnership with our communities, to keep Toronto the best and safest place to be.

Learn more about our **Service Core Values and Competencies** [here](#)





**MEMORANDUM TO:** All Chiefs of Police and  
Commissioner Thomas Carrique  
Chairs, Police Services Boards

**FROM:** Richard Stubbings  
Assistant Deputy Minister  
Public Safety Division

**SUBJECT:** ***Missing Persons Act* – 2020 Annual Report and Training  
Supports**

|                        |                         |
|------------------------|-------------------------|
| <b>DATE OF ISSUE:</b>  | <b>February 4, 2021</b> |
| <b>CLASSIFICATION:</b> | <b>For Action</b>       |
| <b>RETENTION:</b>      | <b>June 1, 2021</b>     |
| <b>INDEX NO.:</b>      | <b>21-0015</b>          |
| <b>PRIORITY:</b>       | <b>Normal</b>           |

Further to All Chiefs Memo 19-0044, issued on June 7, 2019, regarding the *Missing Persons Act* coming into force on July 1, 2019, I am writing to provide a reminder related to the annual reporting requirements under the Act and available training to support usage of the Act.

### Annual Report

Under Section 8 of the *Missing Persons Act*, police services are required to report annually on their use of urgent demands under the Act, and police services boards are required to make this report available the public. The 2020 annual report must include urgent demands made **during the period of January 1, 2020 to December 31, 2020**. The annual report must be completed using *Form 7: Annual Report Template* which can be found on the [Ontario Central Forms Repository Website](#).

The general regulation under the Act ([O. Reg. 182/19](#)) sets out the specific timelines for meeting this requirement. Municipal and First Nations Chiefs of Police are required to provide an annual report to their police service boards by **April 1, 2021**. Police services boards must make the annual report public on a website by **June 1, 2021**, and must provide a copy to the Solicitor General. Which website the annual report is posted on (e.g., the police service board's website or the police service's website) and the format of the public posting is up to the discretion of the police services board. Similar requirements apply to the Ontario Provincial Police.

.../2

**Please submit the annual report to the Ministry of the Solicitor General (ministry) by email to [MPReporting@ontario.ca](mailto:MPReporting@ontario.ca) by June 1, 2021.** In the submission email, please also include:

- The contact information (i.e., first name, surname, and email address) of a lead contact in the police service for the annual report; and,
- A link to where the annual report has been posted on the police service board's or police service's website.

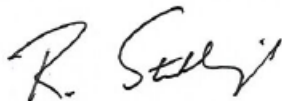
### Training

As a reminder, the Ontario Police College in collaboration with the ministry has developed training to outline the key elements of the *Missing Persons Act*. The virtual training module can be found on the Ontario Police College's Virtual Academy (OPCVA) at <https://www.opcva.ca/content/missing-persons-act>.

It can also be accessed via the main OPCVA page under the 'Resources' drop down list at the top of the page.

Should you have any questions or concerns, please feel free to contact Nicole Peckham, Manager, Community Safety and Corrections Policy Branch at [Nicole.Peckham@ontario.ca](mailto:Nicole.Peckham@ontario.ca) or (647) 680-4385.

Sincerely,



Richard Stubbings  
Assistant Deputy Minister  
Public Safety Division

From: Rebecca Johnson <Rebecca.Johnson@thunderbay.ca>  
Sent: February 3, 2021 3:15 PM  
Subject: **Diversity Thunder Bay Presents: Jesse Wenté**  
**New Understandings: Diversity, Inclusion and COVID**



#### **ONLINE EVENT**

Date: Wednesday, March 24, 2021  
Time: 12:00 p.m. – 1:30 p.m.

Diversity Thunder Bay, in partnership with The City of Thunder Bay and the Anti-Racism & Respect Advisory Committee, presents the 15th Annual Celebration of the United Nations International Day for the Elimination of Racial Discrimination.

Diversity Thunder Bay is proud to welcome Jesse Wenté as our 2021 keynote speaker. As a previous event attendee, we are offering you the exclusive opportunity to claim your virtual seat first – free of charge!

Jesse's presentation is entitled New Understandings: Diversity, Inclusion, and Covid. In this exclusive talk, writer, broadcaster and advocate Jesse Wenté will look at the ongoing movements for racial and social justice and what the Covid-19 pandemic has exposed about where we are now, as well as what it has taught us about how we need to move forward. Jesse will look at both the impacts of Covid on how we understand inequalities, as well as how this should inform our solutions and pathways. Wenté will discuss the strength of solidarity movements and how they can help on the pathway to reconciliation.

Jesse Wenté is an Anishinaabe writer, broadcaster, speaker, and arts leader. Born and raised in Toronto, he is a member of the Serpent River First Nation. Jesse is best known for his 24 years as a columnist for CBC Radio's Metro Morning, Jesse spent 11 years with the Toronto

International Film Festival, the last seven as the director of film programmes at the TIFF Bell Lightbox. An outspoken advocate for Indigenous rights and First Nations, Metis, and Inuit art, he has spoken at the International Forum of Indigenous Peoples, Smithsonian's National Museum of the American Indian, the Canadian Arts Summit, the Cultural Summit of the Americas, and numerous Universities and Colleges. Jesse has served on the board of directors of the Toronto Arts Council, The ImagineNative Film and Media Festival and Native Earth Performing Arts. He was recently appointed Chair of the Canada Council for the Arts, the only First Nations person to ever hold the position. Jesse is currently finishing his first book for Penguin Random House Canada. Jesse was named the first Executive Director of the Indigenous Screen Office in February 2018. Playback Magazine named Jesse the trailblazer of the year for 2020, and he was also included on Maclean's Magazine's Power List for 2020 and Toronto Life's list of the most influential Torontonians of 2020 Communications for sponsors.

This event is being offered free of charge and general registration is open as of February 12, 2021, so don't delay; we know that this exclusive event will fill quickly!

Registration Link: <https://www.eventbrite.ca/e/jesse-wente-new-understandings-diversity-inclusion-and-covid-tickets-139151599179>