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# OPS Safe Workplace Program

*Ottawa Police Services Board*

*May 29, 2023*





**Workplace Violence, Harassment and  
Discrimination**

**Program Progress Report**



# Prevent Pillar

## Accomplishments to date

- Spark Strategy – *Champions of Professional Practice (COPP)*
- Rollout of Active Bystandership for Law Enforcement (ABLE) training
- Onboarded Curriculum Designer
- Review and rebuild of promotional processes

## Next Steps:

- Complete organizational wide ABLE training
- Expand COPP program
- *Launch of Awareness Campaign – June 2023*
- *Launch of Code of Professional Ethics – July 2023*





# Support Pillar

## Accomplishments to date

- Implementation of Blue Buddy – Secure Member Contacts for Wellness
- Expansion of Peer Support Program
- Increased touch points with members not at work
- Increased civilian support information on Wellness Portal
- Reintegration Program



## Next Steps:

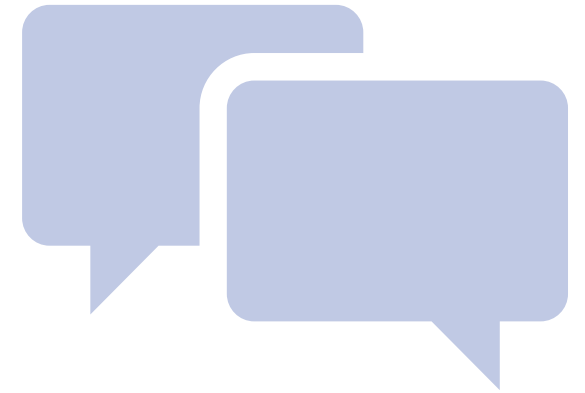
- Exploring opportunities for additional Mental Health supports



# Respond Pillar

## Accomplishments to date

- The Safe Workplace Office was established as an independent body on October 1, 2022, to intake, triage, investigate or mediate complaints of workplace issues, harassment, discrimination, violence, and reprisal within the OPS.
- The Safe Workplace Office (SWO) is an arms length - independent from the OPS Chain of command - Office that serves as part of a commitment made by the Ottawa Police Service (OPS) to understand workplace harassment, discrimination, violence and reprisal.



## Next Steps:

- Implementation of Standardized Intake process



# Restore Pillar

## Accomplishments to date

- Increased access to conflict coaching
- Increased capacity for workplace Restorative Processes and Group Intervention:
  - *Mediation*
  - *Facilitated Discussions*



## Next Steps:

- Increasing organizational awareness of “Restore” supports
- Launch of conflict support line



**Questions?**