



Safe Workplace Program Update

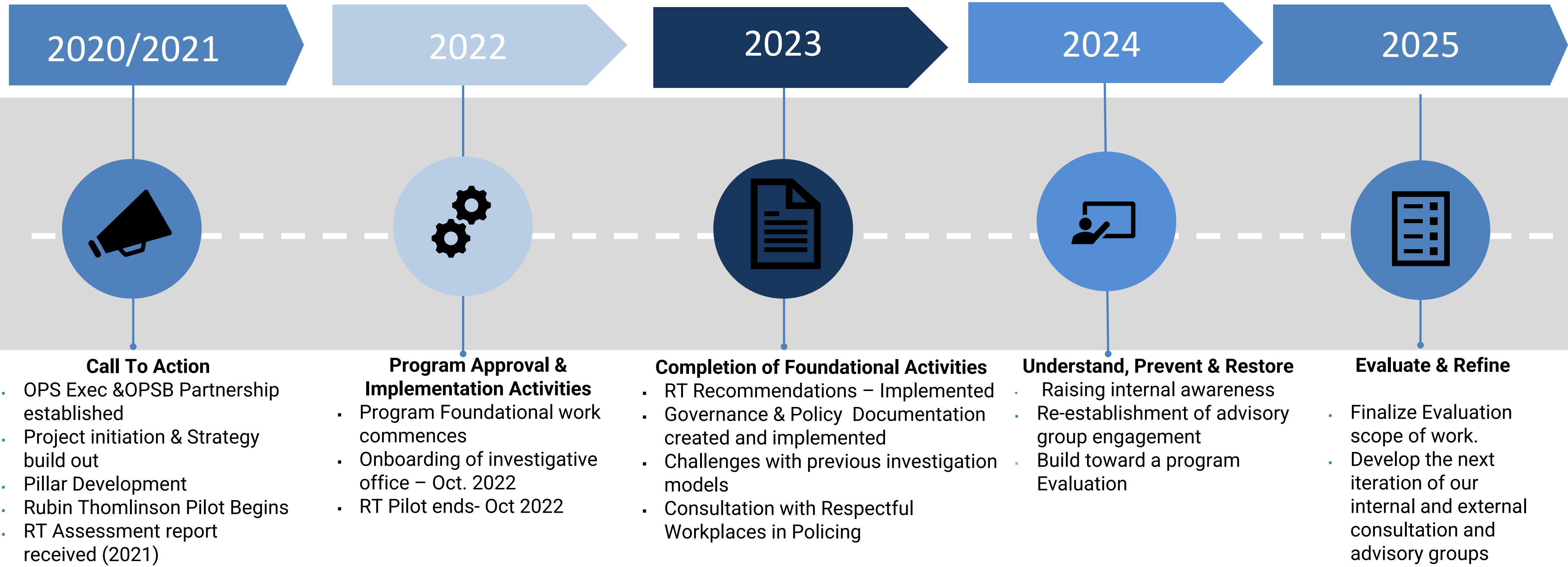
Ottawa Police Service Board

October 28, 2024



POLICE

Program Roadmap



Safe Workplace Program Pillars



Understand

Focuses on building the organization and member's understanding of the overall issues at OPS, the future state program and evaluation strategy.



Prevent

Focuses on the prevention of sexual violence and harassment from occurring and actively taking action to strengthen the culture of OPS and improve the workplace environment.



Support

Identifies opportunities to provide support services to all members involved in a workplace matter, this includes supports to complainants, respondents, bystanders and managers.



Respond

Focuses on three core functions: the intake of complaints, the investigation process and the resolution process.



Restore

This component focuses on adopting practices that restore members' confidence and trust in the Service, their colleagues and the Program.

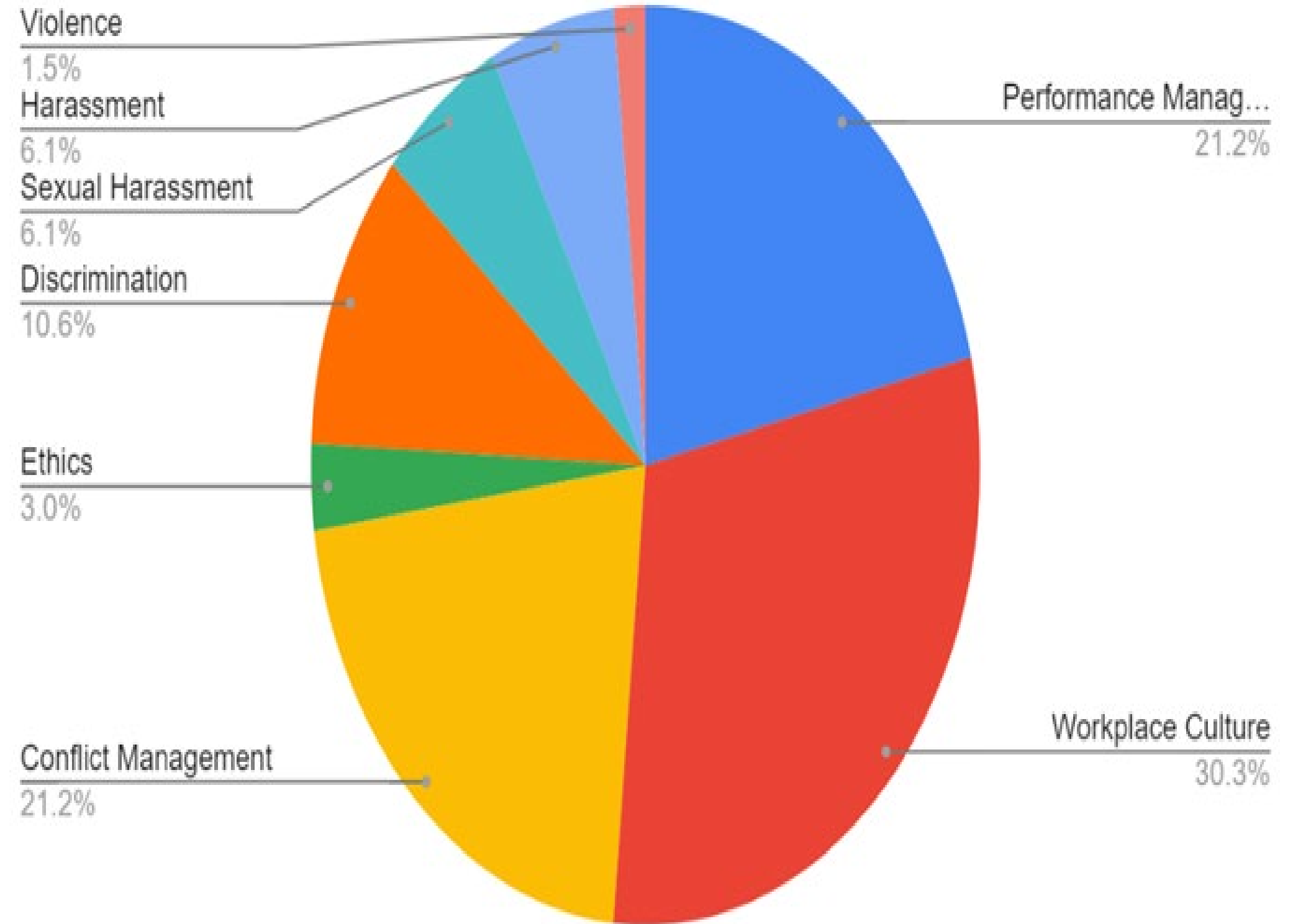
Advancing Workplace Culture



Year in Review

- **66** Files received this reporting period.
- **39** files did not result in a formal complaint submission.
- **27** formal complaints
 - 5 remain in intake/triage
 - 40% of triaged complaints went to WCRU for restoration.
- Workplace Culture, Conflict Management, and Performance Management represent the top three themes of issues/complaints received.

Issues/Complaint Themes





- **10** investigations completed over the reporting period
- **8** originated from the last reporting period.
- **2** initiated and completed within this reporting period
 - completed within 54-94 days
- Of the completed investigations 42% of allegations were substantiated.
- The substantiated findings involved allegations of harassment (28%), discriminatory harassment (7%) and sexual harassment (7%).

Next Steps

- Develop the next iteration of our internal and external consultation and advisory groups to leverage expertise on the next set of program initiatives.
- Finalize evaluation scope of work and initiate the third-party evaluation to help inform future program investments and refinements.