

Report to / Rapport au:

**OTTAWA POLICE SERVICE BOARD
LA COMMISSION DE SERVICE DE POLICE D'OTTAWA**

23 June 2025 / 23 juin 2025

Submitted by / Soumis par:

Chief of Police, Ottawa Police Service / Chef de police, Service de police d'Ottawa

Contact Person / Personne Resource:

**Executive Director of Strategy and Communications: John Steinbachs / Directeur
Exécutif Stratégie & Communication
SteinbachsJ@ottawapolice.ca**

SUBJECT: COMMUNITY SAFETY AND POLICING ACT, 2019 (CSPA)

**OBJET: LOI DE 2019 SUR LA SECURITE COMMUNAUTAIRE ET LES SERVICES
POLICIERS (LSCSP)**

REPORT RECOMMENDATIONS

That the Ottawa Police Service Board receive this report for information.

RECOMMANDATIONS

Que la Commission de service de police d'Ottawa prenne connaissance du présent rapport à titre d'information.

BACKGROUND

The Community Safety and Policing Act, 2019 (CSPA) is founded on principles of effective policing, emphasizing collaboration, transparency, and inclusivity. It aims to modernize policing while ensuring safety and well-being for all Ontarians. With a focus on governance, accountability, and equity, the Act reflects the evolving needs of a diverse society. Further background on the development of the CSPA can be found in the 22 April 2025 OPS Board Report.

Included within the CSPA are 32 Regulations to provide detailed, legislative rules and frameworks that operationalize and enforce the principles and mandate outlined in the Act. [SO 2019, c 1, Sch 1 | Community Safety and Policing Act, 2019 | CanLII](#)

The majority of the 32 Regulations under the CSPA apply and extend to municipal police services and/or municipal police service boards, including the Ottawa Police Service Board (Board).

These Regulations were effective as of April 1st 2024, however, some of the regulations have transitional periods which have been incorporated to allow for compliance with operational, and equipment-related changes (e.g., mandatory training and equipment obligations), some have been modified (s. 19 Temporary and Emergency Assistance), and some are still under review (Equipment, as it related to S/Cst uniforms).

DISCUSSION

OPS has been working internally, externally and with the OPSB since December 2023 to implement multiple changes impacted by the CSPA and continues to keep the Board updated on our progress through committee presentations and this report.

Training requirements under the CSPA significantly impact resources within OPS, which allotted for six new full-time employees to assist with carbine and immediate rapid deployment (IRD) training.

Additional equipment was required for several sections. That equipment has been purchased and was compliant by April 1, 2025.

In October 2024, responsibility for the implementation of the CSPA transitioned to the Strategy and Communications Directorate. The Executive Director of Strategy and Communication, John Steinbachs now serves as the Executive Sponsor for this initiative. S/Sgt. Carolyn Botting currently leads the implementation.

Guided by the philosophy and principles of the CSPA, the Implementation Team is prioritizing the following areas:

- Adequate and Effective Policing in Community Engagement
- Training compliance and solutions.
- Assistance Orders
- Equipment
- Policy reform based on risk mitigation and guidance from Inspectorate of Policing communication.

This report provides the Board with information on the Act and its Regulations and updates on the OPS implementation plan.

1. Adequate and Effective Policing in Community Engagement:

The Neighborhood Policing Directorate is currently working with the District Model Project and the CSPA Implementation Team to update and develop procedures on directed patrols, including traffic direction and enforcement using data driven analysis, identified community concerns and engagement issues in a manner that is transparent, equitable and aligned with community safety objectives.

The Neighborhood Policing Directorate is also working on an updated Community Safety and Well-being framework to assist the municipal council with their obligations under section 255 of the CSPA.

Additionally, they are working alongside S/Sgt. Devon Archer, from the Mental Health Advisory Committee on the development of policy related to persons who are in crisis, regardless of whether those persons appear to have a mental illness or a neurodevelopment disability, as per O/Reg 329/23 s.6(1)(4).

1. Training Compliance and Solutions

The Training Regulation (O/Reg 87/24) has significant training mandates that affect numerous sections across the organization, with deadlines as early as April 1, 2025 through to April 1, 2026 and beyond.

The CSPA Implementation Team is working with internal interest holders to ensure alignment in understanding and interpretation of these requirements and to identify any gaps that may cause difficulties in compliance.

Assessing training compliance is a complex undertaking, requiring careful coordination across multiple sections. While this work is resource-intensive, it has highlighted opportunities for innovation and modernization. The CSPA Implementation Team is actively collaborating with a broad group of internal interest holders to identify solutions, including leveraging existing IT infrastructure and exploring the use of AI tools. This forward-looking approach aims to streamline data collection and enhance the reliability of compliance tracking across the organization.

The deliverable timelines established by the CSPA are ambitious and reflect a strong provincial commitment to modernizing policing across Ontario. Meeting these expectations requires careful planning and sustained effort, particularly in the areas of staffing, training, and resource allocation. OPS is fortunate to have a highly experienced and dedicated team, with officers who bring expertise to their roles and continue to lead the organization through this complex transition.

As implementation continues, one of the more pressing challenges has been access to the mandatory training required under the CSPA, particularly where limited course availability through the Ontario Police College may impact timelines and overall compliance. In response, OPS sections are actively exploring internal strategies, innovative technologies, and collaborative approaches to ensure ongoing alignment with the legislation.

While progress has been steady, the scale of the transformation has placed pressure on organizational capacity. Maintaining compliance while also supporting the wellness and operational readiness of members remains a key consideration.

As the CSPA journey evolves, OPS will continue to work closely with policing partners, government stakeholders, and training providers to identify sustainable approaches that support both legislative compliance and member well-being.

Continued collaboration and thoughtful investment will help ensure OPS remains resilient, effective, and well-positioned to fulfill its mandate under the CSPA

2. Assistance Orders

A. Section 14 – Public Order

On May 26, 2025, Inspector General (IG) Ryan Teschner released a Spotlight Report, which made 12 recommendations while highlighting the importance of public order during protests and major events. In his report he concluded that “the state of public order policing in Ontario is strong”.

The spotlight report highlighted the importance of Police Services and Police Services Boards to ensure they update any previous agreements under the PSA to comply with s.14 of the CSPA.

IG Teschner emphasized that Boards and Chiefs should take into account past and current practices, as well as known or predictable capacity issues, which can be informed by data and trend analysis. These considerations are important for assessing whether the police service that traditionally provides POU services can meet current and evolving demands. Additionally, a copy of any policing agreement made under section 14 must be submitted to the IG.

The OPS Public Order Unit, who are well trained and well equipped, is aware of the Spotlight report and reviewing IG Teschner’s recommendations to identify any gaps and assistance they may require implementing the recommendations made.

B. Section 19 – Temporary Emergency Assistance

On December 4, 2024, the Safer Streets, Stronger Communities Act, reached royal assent. Schedule 6 of the Safer Streets, Strong Communities Act, amended sections of the CSPA, most notably, S. 19 of the CSPA regarding Temporary Assistance and Emergencies. The original Act required the Chief of Police, in all circumstances, to request temporary and emergency assistance through the police service board.

Section 19(4) of the CSPA now permits the Chief of Police to request assistance from another police service and subsequently report that request to the Inspector General and the Police Services Board as soon as possible.

Currently, the Executive Command and Specialized Policing Directorate have been using s. 19 assistance orders and reporting to both the Board and the Inspectorate of Policing.

With the change to S. 19, as noted above, an understanding of procedures, systems, communication, data collection and reporting assistance orders for all members are being explored with the anticipation that the project implementation responsibility will fall within the command of the Executive Officer.

3. Equipment:

OPS has met or exceeded compliance in the legislative equipment requirements. Collaborative efforts across multiple departments have been instrumental in achieving this progress.

It is anticipated that regulation 86/24 – Special Constable Uniforms s.1(2) will be amended to allow services to choose the colour of the pant stripe provided it does not conflict with the police service of jurisdiction or the OPP.

4. Policy Reform.

Over the past year, substantial progress has been made in addressing the legislative changes introduced by the CSPA. Ongoing collaboration between the CSPA Implementation Team and the Policy Development Office has ensured consistent communication on reporting requirements and the policies and procedures mandated by the Act.

This partnership plays a key role in keeping the Senior Leadership Team and other members of the Ottawa Police Service informed about their specific policy responsibilities, organizational priorities related to risk mitigation, and emerging

issues. It also helps sustain momentum as OPS advances toward full compliance with the CSPA.

A. Duty to Notify

O/Reg 395/23 Investigations, s. 6(1) requires a member of a police service to ensure a supervisor has been notified of a matter in accordance with the investigation procedures for missing person occurrences, offences under the criminal code, CDSA or Cannabis Act.

Members of the CSPA implementation team are working to determine how other organizations across the province are interpreting this section and developing policies to meet compliance in this area.

B. Secondary Activities:

Unlike the PSA, the CSPA does not segregate paid duties from secondary activities.

The CSPA implementation team is working with internal and external interest holders to interpret how this may impact OPS policies and procedures.

The Inspectorate recently advised they would be providing further information regarding this topic and although we are planning and prepared to pivot should the Inspectorate indicate changes need to be made, we are awaiting communication from the IoP before making decisions.

5. Governance

To coordinate CSPA compliance the CSPA Implementation Team has divided CSPA requirements to align, as best as possible, with the current OPS reporting structure, with the following themes as illustrated in Table 1:

| Theme | Reporting Structure |
|--|--|
| Governance and Accountability | Chief of Police |
| Complaints and Discipline | Chief of Police |
| Operational and Emergency Preparedness | D/Chief of Police – Community Policing Command |
| Community Partnership and Policing | D/Chief of Police – Community Policing Command |

| | |
|--|--|
| Training Development and Wellness | D/Chief CAO – Corporate Support Command |
| Special Constables | D/Chief CAO – Corporate Support Command |
| Investigations, Victim Support, and Intelligence | D/Chief Intelligence, Information, Investigative Command |
| Information and Court Security | D/Chief Intelligence, Information, Investigative Command |

Table 1

Communication and knowledge of the CSPA continues to grow across the organization as we continue to highlight the complexities, governance and urgency of the CSPA.

6. Quality Assurance:

The CSPA Team is collaborating with the Business Performance Unit, and IT to ensure quality assurance processes, current resources, and IT alignment to identify and address any gaps. A QA framework is essential to ensure compliance with the CSPA, providing clear standards, accountability, and consistency across processes.

To meet the requirements of the CSPA, OPS must invest in processes and systems designed to support the QA framework, leveraging technology to perform routine tasks more efficiently. This modernization will not only reduce inefficiencies but also empower our human resources to focus on higher-value tasks, such as analyzing data and ensuring quality control through their expertise. By aligning our IT capabilities with our goals, we can create a more efficient, transparent, and forward-thinking organization.

7. OPS Implementation Plan

As we continue our implementation of the CSPA our primary objective has remained the same -- to ensure we comply with the new act and its regulations by modifying our policies & procedures, processes, and practices.

While full compliance has not yet been reached, steady progress is being made across multiple areas of the implementation framework. Work is actively underway in both Phase 2 and Phase 3 of the implementation plan, as illustrated in Figure 1. This reflects a coordinated, multi-phased approach that prioritizes foundational policy development, internal engagement, and operational alignment.

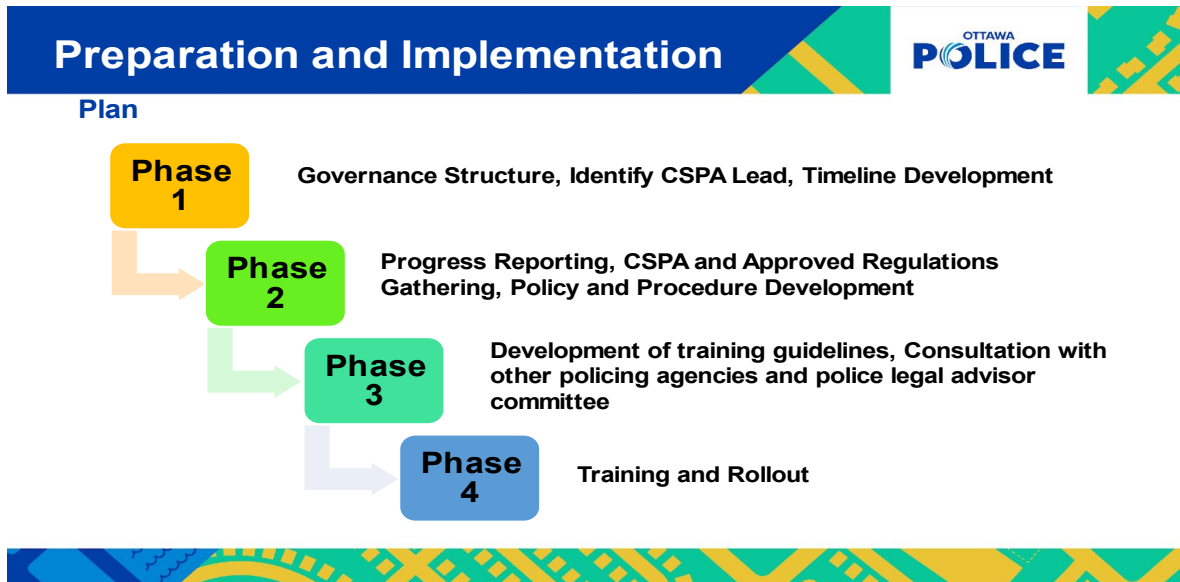


Figure 1

The implementation lead continues to work with subject matter experts in identifying the key milestones, deliverables, and various interest holders involved in each of the regulations.

8. CONSULTATION:

We continue to monitor progress with policing partners across Ontario through various tables, committees and groups, while also working with internal and external interest holders, the Board and the Executive Director.

We will continue to ensure that we update the community equity council on our progress.

9. FINANCIAL IMPACT:

Financial Services continues to be engaged when cost implications are identified by the subject matter experts to give a thorough assessment of the financial implications and provide funding recommendations. The financial implications are becoming clearer, specifically as it will relate to training and resources required in the future.

A stronger focus on budget requirements will take place in early Q3 to ensure adequate focus regarding CSPA Implementation prepares OPS for the 2026 budget

10. Next Steps

To continue the momentum made in 2024, the CSPA Implementation Team will provide monthly updates on progress, risks, and emerging solutions to the OPS Senior

Leadership Team. This will ensure alignment, collaboration, transparency and quality assurance across all levels of OPS.

Figure 2 represents proposed deliverables through to January 2026. It is anticipated a full report regarding compliance, governance, risk assessment and gaps, as well as a strategy through to April 1, 2026, and beyond will be provided to the Board at that time.

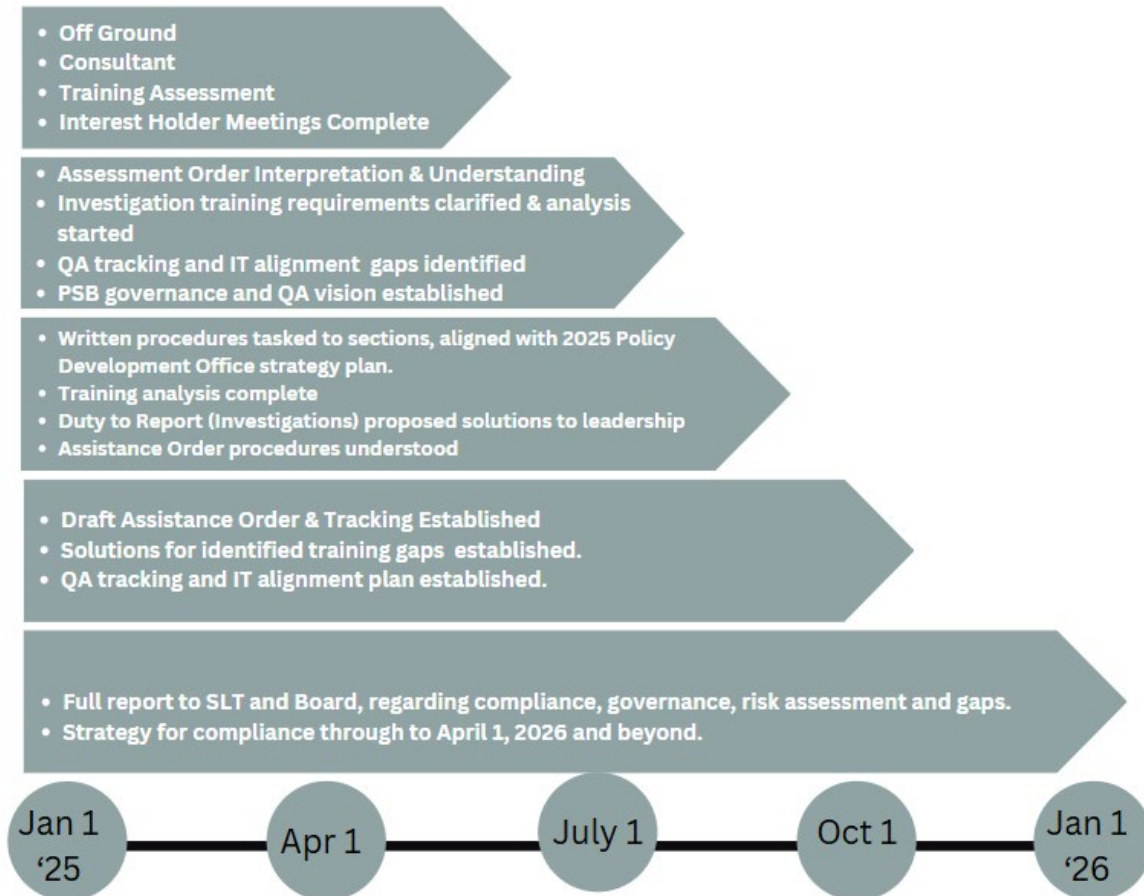


Figure 2

11. CONCLUSION

The **Ottawa Police Service (OPS)** remains steadfast in its commitment to delivering a comprehensive and proactive response to the legislative changes introduced by the **CSPA** and its associated regulations. As we move into year two, our progress toward compliance reflects our dedication to meeting these critical mandates.

This progress has been made possible by the unwavering commitment, expertise, and professionalism of our members and leadership, positioning the OPS as a leader in adapting to these transformative legislative requirements. However, this achievement

comes with the recognition that the sustained effort required for compliance has placed significant demands on our workforce.

Looking ahead, we will maintain a strategic focus on compliance, legislative changes, and emerging risks while emphasizing the essential priority of member well-being. Supporting the health, safety, and resilience of our members is fundamental to achieving sustainable success and upholding the principles of the CSPA.