



Safer Workplace Program OPSB Update

June 27, 2022

OTTAWA
POLICE

Background



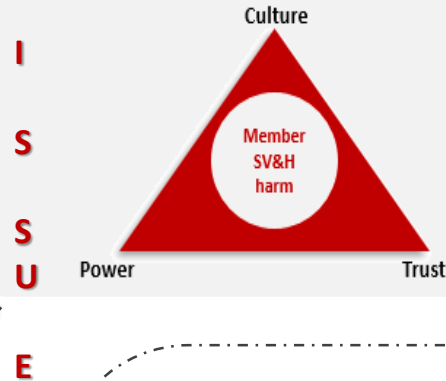
- The Safer Workplace Program is a direct result of the Joint Strategy– Workplace Sexual Violence & Harassment (JS–WSVH) project initiated in March 2020 between Ottawa Police Service (OPS) and the Police Services Board (OPSB)
- The JS–WSVH Project included:
 - A program–design approach with significant collaboration and co–production activities with members and leading experts from community agencies in both private & public sectors
 - The development of an overarching strategy designed to address sexual violence, harassment, and intersectional systemic issues such as gender–based discrimination, racism, and homophobia at the OPS
 - A future state program significantly informed by the JS–WSVH project, a pilot project in 2021 & Workplace Assessment Report by Rubin Thomlinson (RT), the Gender Audit (2016), Diversity Audit (2019), OPS Member Engagement Surveys (2018; 2020), the OPS Workplace Harassment Audit (2020)
 - A 5–year budget investment and associated implementation plans
- The Safer Workplace Program was presented and approved by the OPSB on January 24, 2022
- Launch of Independent Office delayed to September 2022 (Tight labour market impacting ability to recruit Safe Workplace Investigator positions)



JS - WSVH Strategy

VISION A trusted partner in community safety • **MISSION** To protect the safety & security of our communities • **VALUES** Honour Courage Service

Ottawa Police Service Board Strategic Priorities ↓ Ottawa Police Strategic Vision & Priorities
Supporting Our Members ¹ ↓ Making progress on Equity, Diversity and Inclusion ²



Key organizational factors that influence how sexual violence and harassment is managed and reported at the Ottawa Police Service.

Joint Strategy on Workplace Sexual Violence & Harassment

MISSION

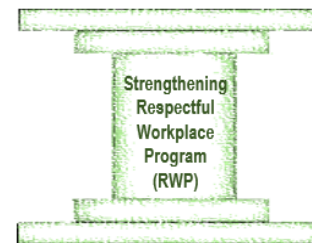
To eliminate workplace sexual violence and harassment at the OPS by ensuring a safe, supportive and inclusive work environment for all members, and an overall organizational culture of respect, openness, and high standards for professional and equitable policing that reflect the Service's core values.

Sexual Violence & Harassment Harm Reduction Formula

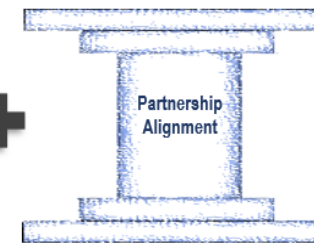
Criminal Code • Police Services Act (Code of Conduct & Ministry Standard- AI-003) • Occupational Health & Safety Act • Ontario Human Rights Code



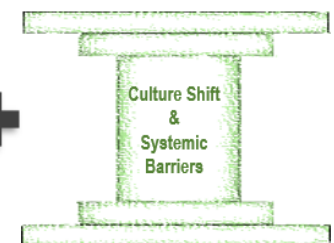
OPS & OPSB long term (>5 years) unwavering commitment on this issue



Renew and strengthen the RWP Program to eliminate gaps and build members confidence in the program with improved services



Strengthen alignment & influence between OPSB, OPS, OPA, SOA



Taking action on organizational contributing factors: Culture & Systemic barriers



RWP Program Strategy: Continuous cycle to achieve desired outcomes

Long Term Outcomes

1. Healthy, productive & engaged OPS Members who provide exemplary service and strengthen community trust and confidence in the OPS.
2. A supportive and respectful work environment for all OPS members that is free of bullying, discrimination, Sexual Violence & Harassment.

Font: denotes in progress/complete
Font: under development

Prevention

Corporate Codes

- Safer Workplace Policy
- Code of Professional Ethics
- Relationship Policy

Awareness

- Communication plan to support launch
- Q3 Harassment Awareness Campaign

Advancing HR Systems

- ✓ Leadership Development Program Strategy
- KSA Gap Remediation Approach
- ✓ Performance Management Process
- Promotional & Acting assignment Process
- Training Opportunity Process

Learning & Training

- Curriculum Designer (CD)
- CD to devise a learning and training plan for members (assess current offerings, determine plan forward and set content, delivery method, evaluation)
- ABLE (Bystander Training) for middle managers

Support

Accessibility

- ✓ Wellness Portal
- Extension of the Early Intervention System

Expansion

- Increased touchpoints with members not at work
- Support information specific for civilian members
- In-house Psychologist

- Return-to-work Maternity/Paternity Support Program
- Blue Buddy – secure member contacts for Wellness

Respond

- Establish Independent Office (IO) with End-to-end complaint process (Intake, Triage, Investigation, Mediation, Resolution, Restoration)

Independent Office

- Recruitment/Resourcing (Investigators, Administrator, Workplace Assessment & Mediation Specialist)
- ✓ Office space & upfitting
- ✓ IT & Telephony requirements

Technology

- ✓ Talent Management System
- Case Management System for IOI

Inform—Continuous Improvement

- ✓ Logic Model
- Evaluation/Setting KPIs
- Monitoring & Reporting