

Report to / Rapport au:

**OTTAWA POLICE SERVICES BOARD
LA COMMISSION DE SERVICES POLICIERS D'OTTAWA**

23 November 2020 / 23 novembre 2020

Submitted by / Soumis par:

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

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SUBJECT: RESPONSE TO INQUIRY I-20-10: OFFICERS SUSPENDED WITH PAY

**OBJET: RÉPONSE À LA DEMANDE DE RENSEIGNEMENTS I-20-10: AGENTS
SUSPENDUS AVEC RÉMUNÉRATION**

REPORT RECOMMENDATIONS

That the Ottawa Police Services Board receives this report for information.

RECOMMANDATIONS DU RAPPORT

**Que la Commission de services policiers d'Ottawa prenne connaissance du
présent rapport à titre d'information.**

INQUIRY

The Board requests information about the number of police officers who are currently suspended with pay, along with context and benchmarking.

RESPONSE

Currently, there are 11 officers at the Ottawa Police Service (OPS), suspended with pay. All but two are at the constable level, the latter in the roles of Staff Sergeant and Deputy Chief.

Seven of the suspensions, including the suspension of the Staff Sergeant, are related to serious criminal charges including Breach of Trust and/or violence offences. Among other criteria, it was determined that it is not in the public interest for these officers to

maintain their status and powers as police officers during the investigations and tribunals associated to their suspensions.

Three of the suspensions, including the suspension of the Deputy Chief, are related to serious allegations of workplace sexual harassment.

The remaining suspension is related to an investigation that is currently in a Police Services Act hearing. The allegations are related to a patrol constable mistreating and mocking persons in his custody suffering from mental illness. It was determined not to be in the public interest for this officer to maintain his status and power as a police officer during the investigation and subsequent hearing.

The five-year average for new incidents of officers suspended with pay at the OPS each year is six; with other police services like Durham Regional Police (5.2), York Regional Police (8), Peel Regional Police (9), and the Ontario Provincial Police (11.2) averaging the same or higher numbers.

Suspension with pay occurs prior to the final outcome of Police Services Act hearings, resulting from the associated investigation while the officer benefits from the presumption of innocence. At the conclusion of a hearing, if the officer is not dismissed by the Hearing Officer, they are returned to duty in some fashion.