

Report to / Rapport au:

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

25 January 2021 / 25 janvier 2021

Submitted by / Soumis par:

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

Contact Person / Personne ressource:

**Superintendent Isobel Granger, RVI / Surintendant Isobel Granger, RVI
*GrangerI@ottawapolice.ca***

SUBJECT: RESPONSE TO INQUIRY I-20-18 : MEMBERS WHO HAVE COME FORWARD FOLLOWING LAUNCH OF SEXUAL VIOLENCE AND HARASSMENT STRATEGY

OBJET: RÉPONSE À LA DEMANDE DE RENSEIGNEMENTS I-20-18 : MEMBRES QUI SE SONT MANIFESTÉS À LA SUITE DU LANCEMENT DE LA STRATÉGIE SUR LE HARCÈLEMENT ET LA VIOLENCE À CARACTÈRE SEXUEL

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 how many members came forward since the Sexual Violence and Harassment Strategy was launched in the spring?

RESPONSE

The Ottawa Police Service (OPS) and the Ottawa Police Services Board (Board) initiated the Workplace Sexual Violence and Harassment (WSVH) project in the spring of 2020. The goal is to develop an overall strategy and process framework of preventing

and responding to sexual violence and harassment at the OPS. This work involves contributions by both internal and external stakeholders, and recently the introduction of an external third party for intake and investigations.

Since the announcement of the WSVH project in May and up until December 2020, there have been 33 reported complaints to the Respect, Ethics and Values (REV) Directorate, which have been classified as either sexual violence, sexual harassment, harassment or discrimination. Two of those files have been forwarded to our third-party partner at Rubin Thomlinson (RT), and to-date RT has received 21 inquiries and 14 complaints.

Of the complainants, 39.39% were male, 51.52% female, with 9.09% classified as Other. It should be noted that “other” includes ‘not applicable’ because of organizational requests, and unknown because of an anonymous public complaint. Further breakdown shows 69.70% of those complaints came from Sworn members, with 30.3% coming from Civilian members.

Incidents ranged from complaints about discrimination (2) ethics breaches (2), abuse of authority (3), sexual harassment (4), culture issue (4), leadership support (3), Respectful Workplace complaint (6), and harassment (9).