



BY-LAW NO. 532-2025

A BY-LAW TO ESTABLISH POLICY RELATING TO THE DISCIPLINE OF SERVICE MEMBERS

1. PREAMBLE

- 1.1 WHEREAS subsection 37 (1)(a) of the *Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, ("CSPA")* provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by Section 10 of the CSPA;
- 1.2 AND WHEREAS subsection 38 (1)(e) of the CSPA provides that the Board shall establish policies respecting the handling of discipline within the Police Service;
- 1.3 AND WHEREAS subsection 38 (2) of the CSPA provides that a Police Service Board may establish policies respecting matters related to the Police Service or the provision of policing;
- 1.4 AND WHEREAS the Board deems it expedient to enact this By-law to establish a policy relating to the handling of discipline within the Police Service.

NOW THEREFORE THE REGIONAL MUNICIPALITY OF NIAGARA POLICE SERVICE BOARD ENACTS AS FOLLOWS:

2. DEFINITIONS

- 2.1 "Act" or "CSPA" means the *Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1*, and amendments thereto;
- 2.2 "Board" means the Regional Municipality of Niagara Police Service Board;
- 2.3 "Chief" means the Chief of the Niagara Regional Police Service;
- 2.4 "Member" means a member of the Niagara Regional Police Service; and
- 2.5 "Service" means the Niagara Regional Police Service.

3. BOARD POLICY

- 3.1 The Board recognizes that high levels of public trust and confidence in the police are essential features of a safe community. In order to achieve high levels of trust and confidence, the police must be held accountable, and be perceived to be held accountable, when they engage in conduct that is contrary to the values and high ethical standards that the Niagara Regional Police Service strives to uphold. The handling of discipline within the Police Service by the Chief of Police is therefore demonstrative of the Niagara Regional Police Service commitment to the safety and well-being of the community.

4. DIRECTIONS TO CHIEF

4.1 PROCEDURES

4.1.1 The Chief shall establish procedures on the handling of discipline that adhere to the following principles in the imposition of disciplinary measures of sworn and civilian Members:

- (i) Public interest;
- (ii) Fairness to the Service Member;
- (iii) Consistency; and
- (iv) Efficiency.

4.1.2 All disciplinary processes and procedures shall be carried out in accordance with legislative requirements.

5. REPORTING TO THE BOARD

5.1 The Chief shall make a written report to the Board in June and December of each year in respect of the handling of discipline within the Police Service. The report shall include:

- (i) The type of misconduct or unsatisfactory work performance that occurred, or was have alleged to occurred, referencing Ontario Regulation 407/23 – Code of Conduct for Police Officers;
- (ii) The number and type of disciplinary measures imposed;
- (iii) The number of times a disciplinary measure was imposed:
 - a. Without a hearing;
 - b. Following a hearing under Section 201 of the CSPA;
 - c. Following a hearing under Section 202 of the CSPA.
- (iv) For disciplinary measures involving the suspension or forfeiture of hours/days:
 - a. The average number of days or hours; and
 - b. The total number of days or hours.
- (v) The District and/or Unit that the Member was assigned to when the misconduct occurred;
- (vi) The number of hearings which resulted in not guilty findings; and
- (vii) A comparison to the data from the previous reporting period.

6 IMPLEMENTATION

6.1 Any By-laws, sections of by-laws and policies of the Board inconsistent with the provisions of this By-law are hereby repealed.


6.2 This By-law shall come into force on the date of its passage.

ENACTED AND PASSED this 26th day of June, 2025.

THE REGIONAL MUNICIPALITY OF NIAGARA POLICE SERVICE BOARD



Pat Chiocchio, Chair



Deb Reid, Executive Director