

Policy Type: **EXECUTIVE LIMITATIONS**

Policy Title: **Hate-Motivated Incidents and Crimes**



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## Policy Statement

The Board recognizes that hate-motivated incidents and crimes undermine public safety, social cohesion, and impact victims and communities with significant degrees of harm. The Board is committed to ensuring that the Service addresses hate-motivated incidents and crimes in a manner that:

- protects the safety, dignity, and rights of all community members;
- recognizes the significant impacts and distinct needs of victims and targeted communities;
- encourages reporting and community trust through transparency and partnership;
- ensures investigations are thorough and impartial, and conducted by officers with specialty training;
- promotes prevention, education, and community resilience; and
- responds promptly and professionally to hate-motivated occurrences.

## Policy Application

Definitions:

- **hate-motivated incident:** An act, statement, or behaviour perceived by the victim or any other person to be motivated by bias, prejudice, or hate toward a protected characteristic, that does not meet the threshold of a criminal offence.
- **hate-motivated crime:** A criminal offence where the offender's motive, or the evidence available, indicates bias, prejudice, or hate toward a protected characteristic.

The Chief of Police shall ensure that:

1. Policing services relating to hate-motivated incidents and crimes are guided by:
  - respect for the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code;
  - impartiality;
  - procedural fairness;

- victim-centred service;
  - community partnership;
  - equity, diversity, inclusion and accessibility;
  - evidence-based policing.
2. Procedures are developed, implemented, maintained and communicated with respect to:
- a) The investigation of hate-motivated incidents and crimes, addressing the following:
- timely assessment of suspected hate motivation;
  - consultation with specialized investigative resources where appropriate;
  - accurate identification and recording of hate-motivated offences and hate incidents;
  - victim safety planning;
  - coordination with Crown prosecutors and partner agencies where appropriate.
- b) Supports for victims, addressing the following:
- referrals to victim services;
  - culturally appropriate supports;
  - language interpretation where required;
  - information regarding investigative processes; and
  - ongoing communication with victims.
- c) Intelligence and prevention, addressing the following:
- identification of emerging hate trends;
  - information sharing with policing partners;
  - prevention initiatives; and
  - public education.
3. Community engagement occurs with groups identified below on issues of hate-motivated incidents and crimes, to identify emerging concerns, support prevention, and strengthen trust,
- faith communities;
  - racialized and Indigenous communities;
  - LGBTQ2S+ organizations;
  - disability organizations;
  - newcomer communities;
  - youth organizations; and
  - other affected stakeholders.

4. Training is provided appropriate to members' responsibilities concerning hate-motivated incidents and crimes that includes the following considerations:
  - hate crime legislation;
  - identifying bias indicators;
  - trauma-informed interviewing;
  - cultural competency;
  - anti-racism;
  - anti-discrimination;
  - religious literacy;
  - Indigenous awareness;
  - accessibility; and
  - victim-centred policing.

## **Reporting**

The Chief shall provide the Board with an annual report on this policy, which includes the following information:

- the number and type of hate-motivated criminal offences and hate-motivated incidents;
- the identifiable group targeted by offences and incidents;
- clearance rates;
- response times where available;
- victim service referrals;
- community outreach activities; and
- training completed.

The report shall further identify any emerging trends, significant risks, and where improvements in service delivery may be made.