Policy Type: **EXECUTIVE LIMITATIONS**

Policy Title: **Discipline of Members**

Policy statement

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 DRPS strives to uphold. The handling of discipline within the Police Service by the Chief of Police is therefore demonstrative of the DRPS' commitment to the safety and wellbeing of the community.

Policy Application

1. The Chief of Police shall be guided by consideration of the following principles in the imposition of disciplinary measures of sworn and civilian members:

- The public interest
- Fairness to the police member
- Consistency
- Efficiency

2. All disciplinary processes and procedures shall be carried out in accordance with legislated requirements.

Reporting

1. In May and November each year, a report shall be prepared and presented to the Board that contains the following:

a) The type of misconduct or unsatisfactory work performance that occurred, referencing Ontario Regulation 407/23 – Code of Conduct for Police Officers

b) The number and type of disciplinary measures imposed

c) The number of times a disciplinary measure was imposed,
   i. without a hearing;
   ii. following a hearing under section 201 of the *Community Safety and Policing Act*
   iii. following a hearing under section 202 of the *Community Safety and Policing Act.*

d) For disciplinary measures involving suspension or forfeiture of hours/days:

i. the average number of days or hours, and
ii. the total number of days or hours.

e) The Division and/or Unit that the Member was assigned to when the misconduct occurred

f) A comparison to the data from the previous reporting period

2. Investigative reports involving alleged misconduct by a sworn member at the rank of Inspector or above or a civilian member at the rank of Director or above will be provided to the Board.

3. A written summary of discipline imposed upon sworn and civilian members will be submitted to the to the Board for its review at all Regular Board meetings.