

DELTA POLICE BOARD

REGULAR MEETING AGENDA



Date 2022-03-16
Time 09:00 AM
Location Zoom

A. CALL MEETING TO ORDER

Land Acknowledgment: This meeting is taking place on the shared, traditional, ancestral, and unceded territories of the scəwəθən (Tsawwassen), xʷməθkʷəy̓əm (Musqueam), and other Coast Salish Peoples. We extend our appreciation to these First Nations for the opportunity to hold this meeting here today.

B. ADOPTION OF THE AGENDA

1. Adoption of the Regular Agenda - March 16, 2022

C. APPROVAL OF MINUTES

1. Approval of the Minutes - February 16, 2022

D. DELEGATIONS/PRESENTATIONS

1. Public Delegations – *None*
2. DPD District Community Police Offices– *DPD District Liaison Officers*

E. CONSENT ITEMS

1. Crime Statistics & Crime Maps – February 2022 ■
2. Correspondence
 - a. Public Compliments ■
3. For information
 - a. Letter to AG David Eby from Mayor regarding Casino ■
 - b. Events Calendar ■

F. FOLLOW UPS

1. Action Document ■
2. Business Arising Out of Minutes

G. REPORTS & PRIORITY ITEMS

1. Chief's Report
 - a. HealthIM Annual Report (2021) ■
 - b. BCPPS Compliance (Use of Force Training) Evaluation Results ■
2. Police Stops Annual Report (2021) ■

H. NEW BUSINESS

1. Items as requested by the Board

I. RESOLUTION TO TERMINATE THE MEETING

Next Meeting: April 21, 2022 9:00am – Delta City Hall Council Chambers

RG C.1

DELTA POLICE BOARD

Regular Meeting Minutes



Date 2022-02-16
Time 09:00 AM
Location Zoom

Minutes of the Regular Meeting held Wednesday February 16, 2022 at 8:30 a.m. via Zoom in Delta, British Columbia.

Present

Mayor George Harvie, Chair
Gurleen S. Sahota, Vice-Chair
Angela Kaiser
Firth Bateman
Dr. Karen Hossack
Lara Victoria

Neil Dubord, Chief Constable
Harj Sidhu, Deputy Chief Constable
Michelle Davey, Deputy Chief Constable
Jassie Ram, Corporate Planning Manager
Volker Helmuth, Legal & Risk Management Manager

Regrets

Chief Ken Baird
Annette Garm

A. Call Meeting to Order

Meeting called to order at 9:00 am
The Chair began the meeting with the indigenous land acknowledgement.

B. Adoption of Agenda

1. Adoption of the Regular Agenda of February 16, 2022

MOVED / SECONDED

THAT the Delta Police Board approve the regular agenda of February 16, 2022, as presented.

CARRIED UNANIMOUSLY

C. APPROVAL OF MINUTES

1. Approval of the Minutes – January 20, 2022

MOVED / SECONDED

THAT the Delta Police Board adopt the minutes of January 20, 2022.

CARRIED UNANIMOUSLY

D. Delegations/presentations

1. Delta Police Association (DPA) Sgt. Mark McKinnell – President

President Mark McKinnell attended the meeting and inquired about the status of the vaccination policy and was advised that the Board's Governance Committee will be working on a draft policy for the Board to review and approve.

Item D.1 received for information.

2. DPD Media Relations Updates A/Sgt. Leisa Schaefer, Media Relations Officer

Chief Dubord introduced A/Sgt. Schaefer, who has assumed her new role as the DPD's Media Relations Officer. A/Sgt. Schaefer then provided a presentation, outlining her history with the Department and her current role.

Item D.2 received for information.

E. Consent Items

1. Crime Statistics & Crime Maps January 2022
2. Financial Reports – December 2021
3. Correspondence

RG C.1

- a. Public Compliments
 - b. Thank you Letter to Delta Police Foundation
4. **For information**
 - a. Mayor Harvie Appointed to Local Government Policing Modernization Roundtable
 - b. Events Calendar

Items D.1 to D.4 received for information.

F. Follow ups

1. **Action Document**
2. **Business Arising Out of Minutes**

Items F.1 and F.2 received for information.

G. Reports

1. **Chief's Report**
 - a. **Delta Police Designation – 2022 BC's Top Employers**

Chief Dubord briefed the Board on the report as provided in the agenda package, noting that the DPD has been named as one of BC's Top Employers for 2022, for the fourth year in a row.
 - b. **Delta Police Bend Don't Break Podcast**

Chief Dubord briefed the Board on the report as provided in the agenda package, noting that the DPD's Bend Don't Break Podcast has been recognized as one of the top policing podcasts and provided some other key notes on the success of the Podcast. The Board members noted that the podcast is a great initiative and its value is significant as evident in the feedback from listeners.

Items G.1 received for information.

2. **Canadian Association of Police Governance (CAPG) Membership Renewal**

There was a recommendation before the Board to approve the \$2,040.00 annual membership fee for the CAPG.

MOVED / SECONDED

THAT the CAPG membership for 2022 in the amount of \$2,040.00 be approved for payment from the Delta Police Department-Police Board budget.

CARRIED UNANIMOUSLY

3. **Neighborhood Incident Response Support (NIRS) Team**

Chief Dubord briefed the Board on the NIRS Team that was recently deployed following the homicide in North Delta. Deputy Chief Sidhu noted that the team, including the Community Safety Officers (CSOs), received positive feedback from the community, as they went door to door, with residents in the neighborhood appreciating officers coming to speak to them, showing visibility and presence, which provides the neighborhood a sense of safety and security.

Items G.3 received for information.

H. New Business

No items.

I. Resolution to Terminate the Meeting

MOVED / SECONDED

THAT this meeting now terminate.

CARRIED UNANIMOUSLY

Meeting Terminated at 09:27 am

Next Meeting: March 16, 2022 at 09:00 am

<hr/> Mayor George V. Harvie Board Chair <hr/> Date	<hr/> Jassie Ram Recording Secretary <hr/> Date
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DRAFT

Police Board Statistics Report

February 2022

Crime Type	Jan-22	Feb-22	Feb 3YR AVG	YTD 2021	YTD 2022	YTD 3YR AVG	Trend	YTD % Change 3YR Avg	Comments
Person Offences									
Homicide	0	0	0	0	0	0	▶	0%	
Attempted Homicide	0	0	0	0	0	1	▼	-100%	
Sexual Assault (Level I)	4	8	5	7	12	8	▲	50%	
Sexual Assault (Level II, Level III)	1	1	3	3	2	5	▼	-60%	
Total Assaults (Common, Weapon, Aggravated)	25	18	34	53	43	60	▼	-28%	
Robbery	1	1	3	3	2	5	▼	-60%	
Violent Offences - Other	4	2	3	9	6	5	▲	20%	
Person Offences - Other	30	32	21	41	62	47	▲	32%	
Total Person Offences	65	63	69	116	127	131	▼	-3%	
Property Offences									
Break & Enter - Commercial	12	6	8	21	18	20	▼	-10%	
Break & Enter - Residential	12	7	11	17	19	26	▼	-27%	
Theft of Vehicle	7	12	8	14	19	21	▼	-10%	
Theft from Vehicle	58	58	60	113	116	127	▼	-9%	
Theft Over/Under \$5000	67	79	86	142	146	182	▼	-20%	
Mischief to Property Over/Under \$5000	40	46	37	75	86	82	▲	5%	
Total Property Offences	237	246	247	462	483	538	▼	-10%	
Traffic Offences									
Fatal MVI	0	0	0	0	0	1	▼	-100%	
Collisions (All)	110	83	87	169	193	184	▲	5%	
Other Offences									
Intimate Partner Violence	9	9	12	19	18	22	▼	-18%	
Youth (*Excludes Traffic Offences)	2	2	6	15	4	12	▼	-67%	
Weapon Violations	6	3	5	17	9	12	▼	-25%	
Cybercrime	42	47	30	41	92	63	▲	46%	
False Alarms (Dispatched)	55	33	65	119	88	134	▼	-34%	
TOTAL CALLS FOR SERVICE	1,968	1,773	1,954	4,099	3,741	4,090	▼	-9%	

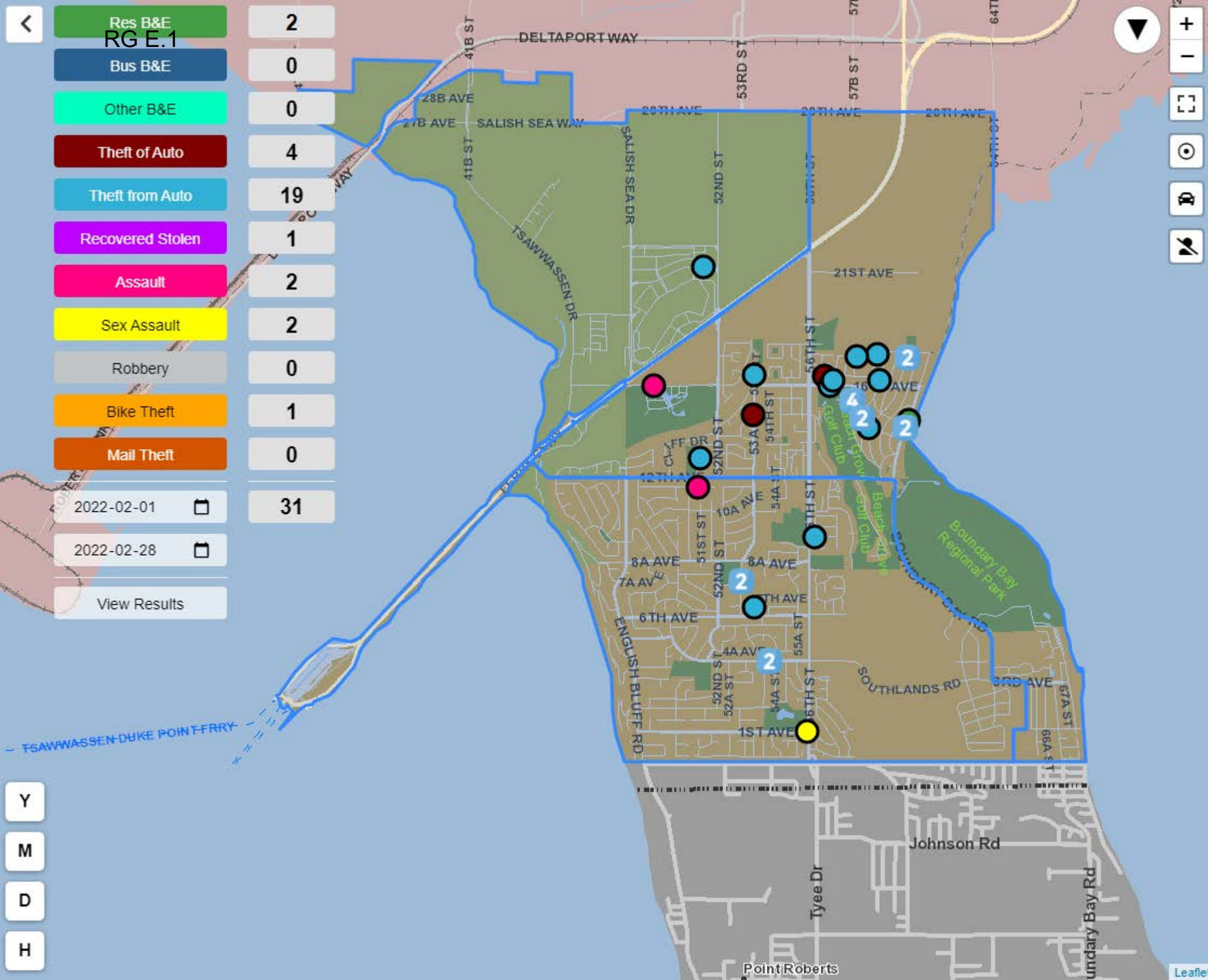
Note - Stats include all calls for service relative to the crime type, whether or not charges were recommended.

TFN (Zone 3) Statistics Report

February 2022

Crime Type	Jan-22	Feb-22	Feb 3YR AVG	YTD 2021	YTD 2022	YTD 3YR AVG	Trend	YTD % Change 3YR Avg	Comments
Person Offences									
Homicide	0	0	0	0	0	0	▶	0%	
Attempted Homicide	0	0	0	0	0	0	▶	0%	
Sexual Assault (Level I)	1	0	0	0	1	0	▶	0%	
Sexual Assault (Level II, Level III)	1	0	0	0	1	0	▶	0%	
Total Assaults (Common, Weapon, Aggravated)	2	0	1	1	2	1	▲	100%	
Robbery	0	0	0	0	0	0	▶	0%	
Violent Offences - Other	2	0	0	0	2	0	▶	0%	
Person Offences - Other	2	3	0	2	5	1	▲	400%	
Total Person Offences	8	3	1	3	11	2	▲	450%	
Property Offences									
Break & Enter - Commercial	1	0	0	1	1	1	▶	0%	
Break & Enter - Residential	1	0	0	2	1	1	▶	0%	
Theft of Vehicle	0	0	0	0	0	0	▶	0%	
Theft from Vehicle	2	1	4	5	3	7	▼	-57%	
Theft Over/Under \$5000	12	20	17	26	32	29	▲	10%	
Mischief to Property Over/Under \$5000	6	1	1	1	7	2	▲	250%	
Total Property Offences	21	22	24	35	43	43	▶	0%	
Traffic Offences									
Fatal MVI	0	0	0	0	0	0	▶	0%	
Collisions (All)	6	1	2	7	7	7	▶	0%	
Other Offences									
Intimate Partner Violence	0	1	0	0	1	0	▶	0%	
Youth (*Excludes Traffic Offences)	0	1	0	1	1	1	▶	0%	
Weapon Violations	2	0	0	1	2	1	▲	100%	
Cybercrime	1	2	1	1	4	1.4	▲	186%	
False Alarms (Dispatched)	3	2	7	19	5	15	▼	-67%	
TOTAL CALLS FOR SERVICE	109	79	81	203	188	170	▲	11%	

Note - Stats include all calls for service relative to the crime type, whether or not charges were recommended.



Legend:

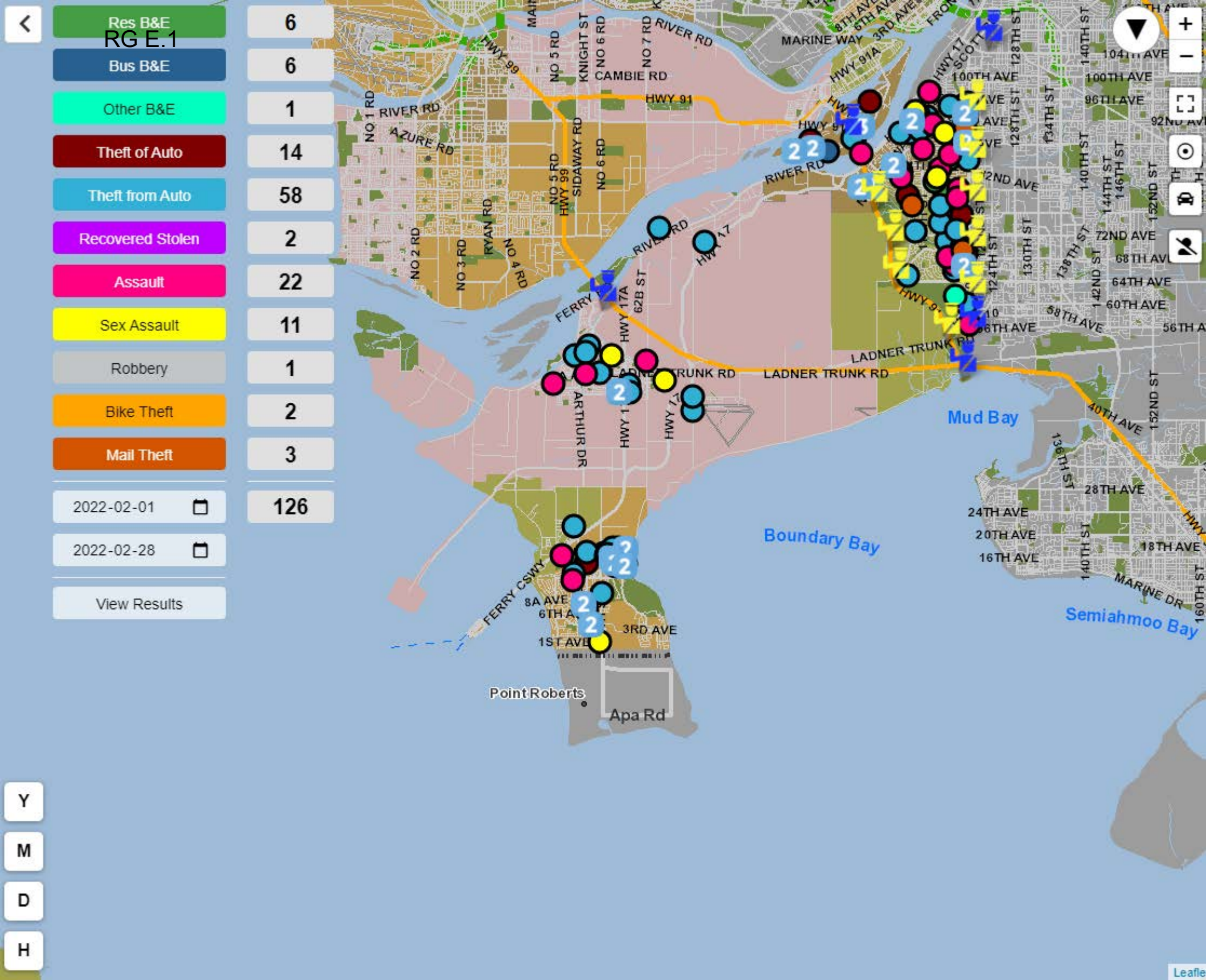
- Res B&E: 0
- Bus B&E: 0
- Other B&E: 0
- Theft of Auto: 0
- Theft from Auto: 10
- Recovered Stolen: 0
- Assault: 5
- Sex Assault: 4
- Robbery: 0
- Bike Theft: 0
- Mail Theft: 0

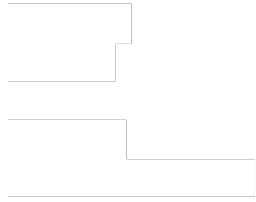
Period: 2022-02-01 to 2022-02-28

Total Incidents: 19

View Results







Compliments for the DPD Team from the Public

No Call too Small

The various pieces of correspondence highlighted in this package have been received either by e-mail to the DPD or through DPD Social Media Channels.



Recipient

Media

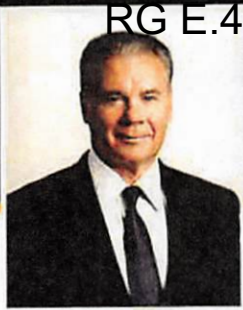
Subject

Delta feb 27th

Message

Yesterday around 4pm I stumbled upon something big and was nervous....I called 911 and the police officer showed up and was very polite and calming which was nice because i was a nervous wreck due to what I had found. He told me not to worry and reassured me I would be fine. We need more Police like our Delta Police. I've never had a bad encounter. Please stay how you are, in such a crazy world like today people have lost a lot of trust and hope in those who are here to "serve and protect" Delta Police are an example that not all cops are bad. We appreciate you very much.





RG E.4

Office of Mayor George V. Harvie
City of Delta



MAYOR'S OFFICE

Delta

February 23, 2022

The Honourable David Eby
Attorney General and Minister Responsible for Housing
PO Box 9044, Stn Prov Govt
Victoria, BC V8W 9E2

Dear Minister,

Re: Gateway Casinos and Entertainment Limited Project at 6005 Highway 17A

At the July 13, 2018 Regular Meeting, Delta Council approved an application for an entertainment complex on the property at 6005 Highway 17A that would include a gaming facility, hotel, restaurants and meeting facilities. The gaming and entertainment facility was also approved by the British Columbia Lottery Corporation.

The entertainment complex is under construction and Gateway Casinos and Entertainment Limited is planning on opening in the fall of 2022. Before Delta issues a business licence for the gaming facility, I would like to request, on behalf of Delta Council, that you provide confirmation that Gateway Casinos and Entertainment Limited is in good standing with the Provincial regulatory agencies and is compliant with all Provincial requirements.

I would also like to request that you provide an update on the implementation of the recommendations of the Peter German report regarding casino operations. Delta Council continues to be supportive of the directions of this report and believes it is imperative for the recommendations to be implemented in order to enhance public safety in gaming facilities. I look forward to receiving your response.

Yours truly,

A handwritten signature in blue ink, appearing to read 'George V. Harvie'.

George V. Harvie
Mayor

cc: Delta Council
Sean McGill, City Manager
Neil Dubord, Chief Constable
Marcy Sangret, Director of Community Planning & Development

Mayor & Council

From: Mayor George Harvie
Sent: Wednesday, February 23, 2022 1:22 PM
To: 'ag.minister@gov.bc.ca'
Cc: Mayor & Council; Sean McGill; Neil Dubord; Marcy Sangret; Mayor-Admin; Param Grewal
Subject: Gateway Casinos and Entertainment Limited Project at 6005 Highway 17A
Attachments: David Eby_Gateway Casinos and Entertainment Limited Project at 6005 Highway 17A_Feb 23, 2022.pdf

TYPE: INFO
DEPT: POL. CLERK
A.T.#: 142405
Comments:

Dear Minister,

Attached is correspondence from Mayor George V. Harvie regarding the above subject.
The original will be sent by Canada Post.

Thank you,
Leanne

General
FILE # 0400-20



Leanne Salmon
Administrative Manager
Mayor & City Manager's Office
p: 604.946.3207 e: lsalmon@delta.ca

March 2022



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
27	28	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16 Police Board Meeting PSB EOC	17 CAPG Webinar Churn at the Top	18	19
20	21	22 HR Committee Meeting	23 Finance & Risk Management Committee Meeting	24	25	26
27	28	29 Governance Committee Meeting	30	31	1	2
3	4	Notes				

April 2022



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15 Good Friday Stat	16
17	18 Easter Monday	19	20	21 Police Board Council Chambers CAPG Webinar - Learning	22	23
24	25	26 Youth Leadership Conference ND Rec 9-3	27	28	29	30
1	2	Notes				

May 2022



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10	11	12 Police Day Tswn Mills	13	14
15	16	17	18 Police Board Meeting - ND Arts Centre 9am-1pm	19 Webinar-CAPG Research Roundtable	20	21
22	23 Victoria Day STAT	24	25	26 BCAPB AGM & 2022 Conference Civic Hotel Surrey	27 BCAPB AGM & 2022 Conference Civic Hotel Surrey	28
29	30	31	1	2	3	4
5	6	Notes				

June 2022



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14 CAPG Weginar- Predictive Policing & Charter Issues	15	16	17	18
19	20	21	22 Police Board Meeting Council Chambers	23	24	25
26	27	28 HR Committee MTG Gov Committee Mta	29 Finance & Risk Management Committee Meeting	30	1	2
3	4	Notes				

DELTA POLICE BOARD**REGULAR - Action Document*****Note: shaded items will be removed after one circulation***

ACTION ITEM	Meeting Date	Assigned to	Status
C.4c Board Calendar Update meeting locations & recirculate to Board	January 20	Staff	Complete
F.2a CAPG webinar Purchase entire bundle and circulate webinar schedule to Board members	January 20	Staff	Complete

DELTA POLICE DEPARTMENT BOARD REPORT



DATE 2022-02-28	
SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable	
SUBJECT Health IM Annual Report - 2021	
ACTION <input checked="" type="checkbox"/> For information <input type="checkbox"/> For approval	MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Private <input type="checkbox"/> Committee
RECOMMENDATION <input checked="" type="checkbox"/> For information	

PURPOSE

To provide the Board with an annual report on the usage of Health IM by the Delta Police Department.

DISCUSSION

On October 1, 2019, the Delta Police Department (DPD) became the first police department in BC to use HealthIM, a software application (app). HealthIM supports the frontline work of police officers in dealing with calls associated to mental health concerns and is being used in partnership with the Fraser Health Authority. HealthIM translates an officer's description of observations into clinical language for hospital staff and sends this information to the hospital to prepare for intake, with staff being informed of circumstances prior to an individual's arrival at the hospital.

Since implementation, HealthIM usage has provided a diversity of benefits, including:

- Improved service to the community through more officers being available on the road
- Improving information sharing and communication with Delta Mental Health, by having the apprehending officer send reports directly, removing time delays and reducing the amount of time and redundancy for the DPD Mental Health Unit to make referrals
- Increased partnerships and communication with health care partners
- Reduced paperwork for the officers (the app replaced a mandatory mental health template that was long, cumbersome and not always relevant)
- Application of more consistent apprehension criteria and reducing officer subjectivity
- Improved nursing safety
- Standardized reporting

RG G.1a

In 2021, the app was utilized to conduct 421 assessments involving 331 individuals. The variance between the number of assessments and individuals is due to repeated contact with some individuals. The 421 assessments resulted in 320 apprehensions under the Mental Health Act, requiring a DPD officer to accompany the individual to the hospital. The admission rate for individuals who were apprehended and transported to the hospital was approximately 70%. Unfortunately, the admission rate prior to HealthIM admissions was not tracked and therefore, is not available.

Prior to the implementation of HealthIM, the average wait time for DPD officers at the hospital was 130 minutes (2 hours, 10 minutes). In 2021, the average wait time was 117 minutes (1 hour 57 minutes), up by 17 minutes from 2020. Hospital wait times continued to increase throughout 2021 due to the COVID-19 pandemic. Hospitals were impacted in several ways, including staffing shortages, increased patient needs/demands, and increased mental health-related calls.

Despite the slight increase, the average wait time for 2021 remained lower when compared to the average wait time before HealthIM implementation, resulting in a time savings of 79 hours. Additionally, the usage of HealthIM in 2021 translated to a monetary saving of \$35,550 when considering the \$450/hr approximate average cost of a police officer in a vehicle. The DPD has utilized these saved staffing hours (and associated monetary value) to provide improved service to the remainder of Delta by being available for other calls for service more often rather than being tied up in hospital waiting rooms.



In October 2021, the DPD undertook a review of the HealthIM app, aligning with the goal of continuous improvement and efficiency. The review utilized surveys, and participants included Emergency Department and Mental Health and Substance Use staff at the hospital, Delta Mental Health staff, and DPD officers. th

The survey found that the HealthIM reports submitted by the DPD were not regularly utilized by hospital staff, as expected. This was due to hospital staff turnover and the associated need for ongoing training to operate the receiver software to obtain the reports. A change in the report delivery system at the hospital has been implemented to address this issue. When a DPD officer sends a report to the hospital, the report auto-prints to a secure triage printer rather than hospital staff operating a receiver software. The new report delivery process is similar to the BC Emergency Health Services, providing improved continuity in processes. It is expected that the DPD will see a marked improvement in the report usage by hospital staff in 2022, following this change implementation.

Additionally, 75% of the survey respondents believe that patient care for those transported to the hospital by the DPD has improved since HealthIM was implemented. Moreover, 75% of respondents felt that HealthIM has been beneficial for DPD officers as it allows for report writing efficiencies and assists

officers in capturing the right amount of information than historically captured to provide to hospital staff.

IMPLICATIONS

Financial

There are no financial implications related to this report.

Strategic Alignment: Community Safety & Well-Being Plan (CSWP)

This report aligns with the following CSWP priorities and associated goals:

1. Invest in professionalization and innovation for continuous improvement
 - leverage technology to enhance and develop efficiencies for continuous improvement
2. Right response and support for mental health and vulnerable people
 - work collaboratively with new and existing stakeholders to contribute to solutions for social and mental health issues

RELATED POLICY

There is no policy related to this report.

CONCLUSION

HealthIM has been integral in creating efficiencies by reducing the average hospital wait times for the DPD, improving communication with partners, and providing better service to those experiencing mental health-related concerns. DPD officers provide improved service to the remainder of Delta by being available for calls more often due to reduced wait times at the hospitals. HealthIM continues to be utilized daily by all DPD frontline officers.

**DELTA POLICE DEPARTMENT
BOARD MEMORANDUM**



DATE 2022-02-26	
SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable	
SUBJECT BC Provincial Policing Standards (Use of Force Training and Firearms Qualification) Policing Standards Compliance Evaluation	
ACTION <input checked="" type="checkbox"/> For information <input type="checkbox"/> For action	MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Private <input type="checkbox"/> Committee

In 2020, the provincial Policing and Security Branch (PSB) conducted a compliance evaluation for all municipal police agencies, focused on select B.C. Provincial Policing Standards (BCPPS) related to use of force training and firearm qualification. The results of the evaluation were recently released in a report (Attachment A).

In support of the PSB's evaluation, the Delta Police Department's (DPD) Operational Skills Unit (OSU) had provided PSB evaluators with requested information to complete the evaluation.

The evaluation results for the DPD are excellent. Overall, the evaluation concluded that the DPD in fact meets all five (5) applicable BCPPS use-of-force training requirements in practice.

Furthermore, an internal audit for compliance with the specific BCPPS was conducted. Individual officer training records were reviewed for each DPD officer, indicating a 100% compliance level for CID (crisis intervention and de-escalation), pistol and other firearms. There were minor variances in CEW (conducted energy weapon) and intermediate weapons training due to officers being absent from training because they were on extended leave due to injury, illness, parental etc.

	CID	Pistol	Other Firearms	CEW Operator	Int. Weapons
Date of last audit	2019	2019	2019	2019	2019
Compliance rate (%)	100%	100%	100%	99.01%	97.5%

The PSB evaluation team provided two recommendations for administrative updates to the DPD's Policy & Procedure OB10 – *Use of Force*:

RG G.1b

1. Revise s.77 of the policy OB10 – Use of Force (2020) to align with BCPPS 3.2.1 by incorporating the CEW requalification requirements outlined in Standard (3).
2. Ensure policy reflects the requirements of BCPPS 3.2.3 Use-of-Force Instructor Training.

The BCPPS are actively administered by the DPD's Operational Skills Unit, which ensures compliance with the BCPPS by direct reference to the standards. As a result, not all detailed content of the BCPPS was repeated in DPD's Policy & Procedure OB10 - *Use of Force*.

However, in light of the recommendations provided by the PSB, DPD Policy & Procedure OB10 – *Use of Force* has been amended accordingly to detail content of the applicable BCPPS.

The DPD is provide that continues to set a high standard of training for all of its officers, which is crucial in the DPD's continuance to providing excellence in policing services to our community.

ATTACHMENT

- A - BC Provincial Policing Standards Compliance Evaluation Focused on Select Use-of-Force Standards: Report to the Director of Police Services, January 2022

BC Provincial Policing Standards Compliance Evaluation Focused on Select Use-of-Force Standards

REPORT TO THE DIRECTOR OF POLICE SERVICES

January 2022

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Glossary of Abbreviations

AED	Automated External Defibrillator
APD	Abbotsford Police Department
BBSG	Beanbag Shotgun
BC	British Columbia
BCPA	British Columbia Police Academy
BCPPS	British Columbia Provincial Policing Standards
CC	Chief Constable
CEW	Conducted Energy Weapon
CID	Crisis Intervention and De-Escalation
CPKN	Canadian Police Knowledge Network
CSPS	Central Saanich Police Service
CTS	Course Training Standard
CUFIC	Certified Use-of-Force Instructor Course
CV	Curriculum Vitae
DPD	Delta Police Department
EDP	Emotionally Disturbed Person
EPP	Effective Presentation Program
ERIW	Extended Range Impact Weapon
ETU	Education Training Unit
FOTU	Force Options Training Unit
FPI	Foundations of Police Instruction
FROIC	Force Response Options Instructor Course
GVERT	Greater Victoria Emergency Response Team
HRMIS	Human Resource Management Information System
IARD	Immediate Action Rapid Deployment
IPDMA	Purpose-built software
IRD	Immediate Rapid Deployment
ISW	Instructional Skills Workshop
JIBC	Justice Institute of British Columbia
KEIW	Kinetic Energy Impact Weapon
LMD ERT	Lower Mainland District Emergency Response Team
MOU	Memorandum of Understanding
MVTP	Metro Vancouver Transit Police
NCO	Reality-Based Training
NPD	Nelson Police Department
NWPD	New Westminster Police Department
NUFF BC CID	National Use of Force Framework British Columbia Crisis Intervention De-Escalation

OBPD	Oak Bay Police Department
OC	Oleoresin Capsicum
OSU	Operational Skills Unit
PMPD	Port Moody Police Department
PRTC	Pacific Regional Training Centre
PSB	Policing and Security Branch
PSS	Professional Standards Section
PSU	Professional Standards Unit
RBT	Reality-Based Training
RCMP	Royal Canadian Mounted Police
SBOR	Subject Behaviour Officer Response
SPC	Special Provincial Constable
SPD	Saanich Police Department
STPS	Stl'atl'imx Tribal Police Service
SUFIC	Standardized Use-of-Force Instructor Course
TSERT	Tactical Skills Enhancement & Re-Certification Training
TTC	Tactical Training Center
UCO	Under Cover Operator
VICPD	Victoria Police Department
VNR	Vascular Neck Restraint
VPD	Vancouver Police Department
WVPD	West Vancouver Police Department

Provincial Summary

Background

Various BC Provincial Policing Standards (BCPPS) related to use-of-force training have been in effect since 2012. Many of these were developed as a result of recommendations from the Braidwood Commission on Conducted Energy Weapon Use (2009)¹.

Under Section 40 of the *Police Act*, the Director of Police Services has the authority to evaluate police agency compliance with the BCPPS. Between January and October 2020, Policing and Security Branch (PSB) staff conducted a compliance evaluation focussed on the BCPPS related to use-of-force training. Specifically, these included:

- BCPPS 1.1.2 Firearms Training and Qualification (Standards (1) – (9)) [\[see End Note i\]](#)
- BCPPS 1.2.2 Intermediate Weapons (Standards (3)-(5)) [\[see End Note ii\]](#)
- BCPPS 3.2.1 CEW Training (Standards (1) – (4), (7)) [\[see End Note iii\]](#)
- BCPPS 3.2.2 CID Training (Standards ((1)-(3)) [\[see End Note iv\]](#)
- BCPPS 3.2.3 Use-of-Force Instructor Training (Standards (2)-(9)) [\[see End Note v\]](#)

It is worth noting that during the course of the evaluation, these standards were temporarily suspended due to the challenges associated with safely maintaining in-person training during the COVID-19 pandemic. The suspension took effect on March 21, 2020 and as of the time of writing this report, it continues to be in place. Aside from delaying some of the site visits, the suspension did not significantly impact the evaluation methodology or the findings.

Approach and Methodology

The evaluation process included two parts:

1. An advance questionnaire, to provide an overview of agency policies, practices and programs related to these standards. The questionnaires

¹ Braidwood, T.R. (2009), Restoring public confidence: Restricting the use of conducted energy weapons, Braidwood Commission of Inquiry on Conducted Energy Weapon Use (B.C.), The Braidwood Commission of Inquiry on Conducted Energy Weapon Use, Vancouver, BC

were completed by agencies and returned to the PSB for analysis prior to site visits; and

2. Site visits, where PSB staff (the evaluation team) met with agency personnel who provided access to relevant training records for inspection. The site visits also provided an opportunity for the evaluation team to clarify questionnaire responses as needed.

Advance Questionnaire

The evaluation team sent the advance questionnaire to the eleven BC municipal police agencies, Metro Vancouver Transit Police (MVTP), Stl'atl'imx Tribal Police Service (STPS), and RCMP beginning in January 2020. The questionnaire requested the following information:

- Relevant policies and procedures;
- Description of processes used by police agencies to ensure that officers requalify in pistols, other firearms, intermediate weapons, and Crisis Intervention and De-Escalation (CID) training as required by the standards;
- The date and results of the agency's most recent internal audit for compliance with requalification/qualification requirements, and what steps were taken to address any significant variance discovered;
- Information related to BCPPS 1.1.2 Firearms Training and Qualification (Standards (1)-(9))ⁱ, including an inventory of firearms approved for use by the chief constable, chief officer, or commissioner, and a description of the agency firearms training program;
- Information related to BCPPS 1.2.2 Intermediate Weapons (Standards (3)-(5))ⁱⁱ, including an inventory of intermediate weapons approved for use by the chief constable, chief officer, or commissioner, and a description of the training provided for each type of intermediate weapon;
- Information related to BCPPS 3.2.1 Conducted Energy Weapon (CEW) Operator Training (Standards (1)-(4), (7))ⁱⁱⁱ, including an inventory of CEWs used by the agency, and a description of their agency's selection criteria for CEW operators and CEW training program;
- Information related to BCPPS 3.2.2 Crisis Intervention De-escalation (CID) Training (Standards (1)-(3))^{iv}, and what process is in place to identify officers who may need to requalify prior to their next scheduled requalification date, including officers whose ability to effectively utilize CID techniques is not sufficient; and
- Information related to BCPPS 3.2.3 Use-of-Force Instructor Training (Standards (2)-(9))^v, including what course(s) the agency uses to fulfill the

instructional skills training requirement, and if the agency has difficulty identifying potential or retaining certified use-of-force instructors.

The evaluation team used the questionnaire responses to assess whether agency policy was in compliance with the standards, as well as to assist in preparing for the compliance evaluation of training records during the site visits.

On-Site Inspection Methodology

Between March and August 2020, the evaluation team attended each municipal police department, MVTP and STPS, and were provided access to the agency's training records.² For agencies with 100 or fewer officers, the evaluation team inspected the training records for all police officers. For agencies with more than 100 officers, the evaluation team inspected the training records of a random sample of 100 officers.

The RCMP has over 6,000 officers working in BC, with considerable movement of officers between different policing jurisdictions. This requires a complex and centralized system of maintaining training records and delivering training. As a result, the evaluation team took a different approach with the RCMP. The evaluation team did not inspect the training records of individual officers. Rather, staff at Pacific Regional Training Centre (PRTC) provided reports generated from their records management software detailing the number of officers required to requalify in each discipline and the corresponding numbers of officers who had completed the requalification, and the number who had not, on the date the reports were prepared. The RCMP reports provided the evaluation team with 'point-in-time' information to assess the level of compliance with the standards.

Findings

Compliance with the BCPPS

Overall, the evaluation demonstrated that agencies are meeting the use-of-force training requirements set out in the BCPPS.

The evaluation team found that police agency policies and procedures incorporated the direction regarding use-of-force training from the BCPPS as either directly required by the BCPPS or to support awareness of and compliance

² The timing of some of the site visits was delayed due to the COVID-19 pandemic.

with the BCPPS by the police agency. Where gaps were noted, they were minor and identified to the agency contact for attention as well as noted in the agency-level reports. Gaps noted in more than one jurisdiction included:

- Policy not reflecting the full range of requirements under the BCPPS to maintain CID qualification (in particular, as a prerequisite to annual firearm certification);
- Policy not reflecting the requirements in the BCPPS related to lethal force articulation and practice training (tactics, decision-making and shooting at distances greater than 25 metres);
- Not describing the agency's CEW operator selection criteria in written policy;
- Not having policy governing the requirements for use-of-force instructors;
- Not having updated a policy following the introduction or amendment of a relevant BCPPS.

Generally, self-audits indicated high compliance with requalification requirements for firearms, CEWs, intermediate weapons and CID, and these findings were consistent with the evaluation team's examination of training records during site visits. In a few cases, compliance rates below 95% were noted either for a specific type of requalification within a municipal or designated police agency that otherwise had high compliance (3 police agencies), or across multiple types of requalifications within a police agency (2 police agencies). Where compliance rates below 95% were noted, in all but one case the police agency was able to provide an explanation that mitigated the finding to the satisfaction of the evaluation team (e.g., delays in updating some officers' training records upon training completion, limitations of the record keeping system that prevented them from excluding officers who were away from active duty due to injury or other leave, or officers re-assigned to a different role which no longer required a specific requalification). In the remaining case, follow-up evaluation is required to better understand the role that gaps in record-keeping may have played in the observations. In all cases, police agencies had taken corrective action to address the non-compliance (e.g., officers had since been registered for and completed outstanding training).

As noted above, for the RCMP, the evaluation team reviewed reports generated from their records management software rather than individual officers' training records. This review also indicated high compliance, though some variance was evident. The RCMP advised that officers found to be behind schedule on any requirement on the day the report was generated would be scheduled for

training/requalification in the near future, which would bring them in compliance with the BCPPS.

The evaluation team made recommendations to police agencies regarding training and record-keeping as appropriate.

While all police agencies were found to be maintaining records of training, the methods used varied considerably. Examples include:

- Excel spreadsheets
- Electronic folders containing training documents (Word, PowerPoint, etc.)
- Paper files
- Purpose-built software programs.

The evaluation team found that purpose-built software programs offered the greatest efficiencies for training units/coordinators in tracking and scheduling training for officers as well as for auditing/evaluating compliance with the BCPPS.

Use-of-force instructor requirements under BCPPS 3.2.3 include not only completion of the Standardized Use-of-Force instructor Course (SUFIC) or other provincially-approved training for use-of-force instructors, instructional skills training, but also non-training requirements such as delivering at least 30 hours of use-of-force instruction each year and not having any substantiated use-of-force complaints within the previous 5 years. When BCPPS 3.2.3 was introduced in 2017, it was understood that it was intended to cover instruction in less-lethal force options. One of the key considerations was that standardized training for firearms instructors was not readily available and would need to be developed. While this scope is not clearly stated in the standard, in practice this continues to be how the standard is being interpreted and applied and the evaluation team observed high compliance with BCPPS 3.2.3 for less lethal use-of-force instructors.

The site visits also provided an opportunity for the evaluation team to discuss challenges or gaps with the BCPPS. There was consensus that the absence of prerequisites or training standards for firearms instructors is an important gap to address in the BCPPS moving forward. As a lethal force option, it is critical that training is consistent and relevant to the BC policing context, and that training on the technical aspects of firearms also incorporate information related to decision-making and crisis intervention de-escalation. The evaluation team is aware that a new pistol instructors' course is being developed for municipal police

and recently reviewed and observed the training to assist in determining the viability of developing a BCPPS for firearms instructors.

Overall, while all police agencies were found to be in compliance with the BCPPS, some agencies appeared better positioned to meet and exceed the standards and fulfill other responsibilities of the training function not explicitly required by the BCPPS. For example,

- Agencies with more than one staff member assigned to training units on a full-time basis appeared to more easily manage both the administrative and operational aspects of a training function. These agencies typically had more advanced record-keeping capabilities (Excel or purpose-built software programs), staff to assist with robust course development (course training standards, lesson plans, and related reference documents) and were able to have more instructors, role players, and support staff on hand for all training sessions.
- Many police agencies require requalification on intermediate weapons every year. This exceeds the requirements of the BCPPS, which mandate requalification at minimum every three years.

Related Challenges Described to the Evaluation Team

Training personnel spoken to during the course of this evaluation identified three common challenges: facilities, staffing and funding.

1. FACILITIES:

To conduct use-of-force training as required by the BCPPS and/or local agency policies, agencies need access to firearms ranges (for firearm requalifications and practice), reality-based training facilities (for practical components and scenario-based exercises), classrooms (for theoretical components and computer-based learning) and gymnasiums (for hands-on components that require space and protective equipment such as mats). Currently, the only agencies with all of these facilities are the RCMP (Pacific Region Training Centre) and Vancouver Police Department (Tactical Training Centre). Few of the remaining agencies have ready access to designated training facilities and instead rely on renting community-based or private facilities. A partnership has also been formed between the Delta, New Westminster, Port Moody, West Vancouver, and Metro Vancouver Transit police departments who have collaborated on developing the

Regional Municipal Training Centre. Although this facility does not have a live-fire firearms range, the centre includes a state-of-the-art virtual reality training simulator, a classroom, and a full mat room for practicing physical control techniques.

The lack of readily available full training venues for all agencies creates challenges and risks associated with cost (rentals and in some cases, significant travel to and from the facility), availability and reliability as police agencies compete for time with other user groups who have priority, privacy from the public during training exercises, the suitability of the facility as a learning environment, and the health and safety of officers, particularly where abandoned and derelict buildings are used for reality-based training venues. The lack of designated training facilities makes the delivery of training and compliance with the BCPPS challenging.

2. STAFFING:

The size and staffing model for training functions varies. Some small and mid-sized agencies have one, full-time use-of-force instructor who is responsible for both delivering all use-of-force training as well as administrative functions such as creating defensible training documents, record-keeping, scheduling the required training facilities and equipment, as well as managing the budget. Not only can this be an unsafe practice (e.g., high learner to instructor ratios creates risks), but it also limits the training function to skill maintenance versus continuing to advance the skills of officers throughout their careers.

In other agencies, training is a part-time responsibility on top of other job duties. Like their full-time counterparts described above, part-time trainers are responsible for administrative functions in addition to delivering training. This part-time job becomes full-time in practice and trainers described being criticized for neglecting their primary job functions for the training portfolio.

Larger agencies with full-time training staff are better positioned to deliver a robust training function. That said, training staff in these agencies stated that they too struggle on occasion to ensure that, depending on the training topic, they have sufficient staff available to ensure safe and effective training. In some of the agencies with full-time trainers, these personnel focus solely on the delivery of training. They have staff to book outside facilities or have ready access to in-house facilities, create defensible training documents, manage the budget, etc.

To ensure they are able to comply with the BCPPS related to Conducted Energy Weapons, most police agencies have created a CEW Coordinator position. Agencies with full-time training sections are better positioned to dedicate this role to an individual who can manage all aspects of the associated BCPPS. Agencies with part-time training staff most often had a part-time trainer take on this position, adding further to the challenges faced by part-time trainers described above.

Lastly, the evaluation team also noted that small and large training sections alike lacked succession planning to support them in quickly replacing certified use-of-force instructors when they are lost due to turnover or re-assignment.

3. FUNDING:

Training is an essential function of a police agency. It is also expensive. A consistent theme in discussions with training personnel was a concern that training is underfunded. This was closely tied to challenges noted above related to facilities and staffing. For example, some use-of-force trainers observed that a large portion of the training budget is spent on renting firearms ranges. While they agreed that the yearly requirement to qualify on firearms is necessary to avoid skills decay and potential liability, these rental costs often mean that other areas of training, such as skill enhancement, are minimized or deleted from programs. For example, instructors stated that departments are reluctant to bring additional training staff (full or part-time) in on overtime to assist with training sessions or to pay for facility rentals when doing advanced training such as Immediate Rapid Deployment (IRD).

Limited budgets also mean that instructor development is often limited as training staff are not attending conferences or workshops designed to promote knowledge of emerging trends and best practices and further develop instructor skills.

Put another way, while use-of-force training budgets may be generally sufficient for complying with the training and requalification requirements set out in the BCPPS, it can be challenging to fund training that goes beyond those mandatory, minimum requirements within existing budgets.

Limited budgets also leave little contingency funding for unanticipated costs.

Summary of Findings and Recommendations

Table 1: Findings

	Standard Met	Standard Met In Practice
BCPPS 1.1.2 Firearms Training and Qualification (Standards (1) – (9))	<ul style="list-style-type: none"> • APD • DPD • MVTP • NWPD • SPD • VPD • VicPD • WVPD 	<ul style="list-style-type: none"> • CSPA • NPD • PMPD • STPS • RCMP
BCPPS 1.2.2 Intermediate Weapons (Standards (3)-(5))	<ul style="list-style-type: none"> • APD • DPD • MVTP • NWPD • PMPD • SPD • VPD • VicPD • WVPD • RCMP 	<ul style="list-style-type: none"> • CSPA • NPD • STPS
BCPPS 3.2.1 CEW Training (Standards (1)-(4), (7))	<ul style="list-style-type: none"> • APD • MVTP • NWPD • PMPD • SPD • VPD • VicPD • WVPD • RCMP 	<ul style="list-style-type: none"> • CSPA • DPD • NPD • STPS
BCPPS 3.2.2 CID Training (Standards (1)-(3))	<ul style="list-style-type: none"> • APD • DPD • MVTP • NWPD • SPD • VPD • VicPD • WVPD • RCMP 	<ul style="list-style-type: none"> • CSPA • NPD • STPS • PMPD
BCPPS 3.2.3 Use-of-Force Instructor Training (Standards (2)-(9))	<ul style="list-style-type: none"> • APD • DPD • MVTP • NWPD • VicPD • WVPD 	<ul style="list-style-type: none"> • CSPA • NPD • OBPD • PMPD • SPD • STPS • VPD • RCMP
<p>NOTE: After the findings of this evaluation were shared with police agencies, the CC of OBPD expressed concerns with the completeness and accuracy of the information provided to the evaluation team. The evaluation team will conduct a follow-up evaluation and will update this report to incorporate findings related to OBPD after the follow-up evaluation is completed.</p>		

Table 2: Overview of Recommendations

Recommendations	Agencies
Recommendations related to amending, developing, or reviewing written policies and procedures to ensure full compliance with the BCPPS.	<ul style="list-style-type: none"> • Central Saanich PS • Delta PD • Nelson PD • Oak Bay PD • Port Moody PD • Saanich PD • Stl'atl'imx Tribal PS • Vancouver PD • Victoria PD • RCMP
Recommendations related to amending policies and procedures to ensure alignment with related legislation or best practices.	<ul style="list-style-type: none"> • Central Saanich PS • Victoria PD
Recommendations related to refining record keeping to better support tracking and compliance monitoring.	<ul style="list-style-type: none"> • New Westminster PD • Oak Bay PD • Vancouver Police Department
Recommendations related to ensuring members found to be behind on training / requalification have since completed the training / requalification.	<ul style="list-style-type: none"> • Nelson PD • Port Moody PD
Recommendations related to providing information to the Director of Police Services.	<ul style="list-style-type: none"> • Oak Bay PD • Stl'atl'imx Tribal PS • RCMP
No recommendations	<ul style="list-style-type: none"> • Abbotsford PD • Metro Vancouver Transit Police • West Vancouver Police Department

Next Steps

Each agency has received a report summarizing the findings and recommendations related to their agency. PSB will follow up with agencies regarding the recommendations in 6 months of report distribution.

The evaluation team will conduct a follow-up evaluation with OBPD and update this report to incorporate findings related to OBPD once completed.

The evaluation revealed considerable support for bringing firearms instructors into the scope of the BCPPS governing use-of-force instructors. PSB will continue to monitor the development of pistol instructor training and will explore the development of a BCPPS specific to firearms instructors.

Departmental Report

Delta Police Department (DPD)

Site Visit

- March 11, 2020:

Evaluation Criteria

The scope of the evaluation included the following BC Provincial Policing Standards:

- BCPPS 1.1.2 Firearms Training and Qualification (Standards (1) – (9)) [see End Note i]
- BCPPS 1.2.2 Intermediate Weapons (Standards (3)-(5)) [see End Note ii]
- BCPPS 3.2.1 CEW Training (Standards (1) – (4), (7)) [see End Note iii]
- BCPPS 3.2.2 CID Training (Standards ((1)-(3)) [see End Note iv]
- BCPPS 3.2.3 Use-of-Force Instructor Training (Standards (2)-(9)) [see End Note v]

Methodology

DPD was asked to designate a contact person to assist the evaluation team. In advance of the site visit, the evaluation team provided a questionnaire to the contact person for completion. The questionnaire (see Appendix A) was designed to provide the evaluation team an overview of agency policies, procedures and practices related to the Standards included in the scope of the evaluation, and the results of internal auditing or compliance evaluation.

After reviewing and analyzing information received through the questionnaire, the evaluation team conducted a site visit where they met with the contact person and inspected officer training records. This provided an opportunity to verify internal audit results and address any questions related to the completed questionnaire.

Observations

Policies and Procedures

- OB10 – Use of Force (2019 and 2020 versions)
- OB20 – Department Issue Firearms

DPD amended policy OB10 – Use of Force in 2020. Overall, the evaluation team found the revised version to be more fulsome than the 2019 version. However, the evaluation team found the following deficiencies vis à vis the BCPPS:

- Section 77 states that any officer authorized to carry and use a CEW is annually required to requalify by passing a Department approved assessment. BCPPS 3.2.1(3) requires the chief constable must ensure that any officer authorized to carry and use a CEW is requalified by reviewing the topics contained in BC's CEW Operator Training course, or other provincially-approved training for CEW operators, and passing the final assessment or a provincially-approved equivalent of the final assessment at least once each year.
- The policy does not contain information relevant to BCPPS 3.2.3 Use-of-Force Instructor Training (Standards (2)-(9)).

Practice

DPD has six full-time and four part-time use-of-force instructors who are supported by a civilian administrative assistant. At the time of the site visit, training records were tracked through the Operational Skills Unit (OSU) using an approved lesson plan and corresponding after-action report, Excel spreadsheet, and the DPD Intranet Training Calendar software.

DPD conducts annual mandatory increment and cyclical training. Training topics and requirements vary year to year and are tracked on an Excel spreadsheet. In 2018 all officers participated in Active Deadly Threat/Immediate Rapid Deployment training and were required to articulate their decision making and grounds for lethal force.

To incorporate practice training regarding firearms tactics and use-of-force decision making, DPD uses RBT scenarios in a variety of training throughout the year for officers which can include any/all of the following:

- ICAT (de-escalation)
- Core Patrol Training
- Pistol
- Patrol Rifle
- 40mm Operator
- CEW
- Active Deadly Threat
- Plain Clothes

In addition to the general observations outlined above, the evaluation team also made the following observations specific to each Standard included in the scope of the evaluation:

BCPPS 1.1.2 – Firearms Training and Qualification

The Chief Constable of DPD has authorized issuing the following pistols to officers who are required to requalify annually:

- Glock Model 17, 9mm pistol
- Glock Model 26, 9mm pistol

In addition to duty pistols issued to all officers, the Chief Constable of DPD has also authorized the use of the following special purpose firearms to officers working in specialized positions who are required to requalify annually:

- Colt C8, 223 calibre rifle

Following are overviews of the DPD firearms training/requalification program by firearms type:

- Pistol:
 - All activities are tracked through the OSU using an approved lesson plan and corresponding after-action report, Excel spreadsheet, and the DPD Intranet Training Calendar software.
 - At year end this information is reported to the Superintendent of Administration Bureau, DPD Risk Management Team, and Senior Management Team.
 - Basic pistol training required: JIBC police academy training (Block 1 and Block 3) or equivalent police academy training for exempts.
 - Annual pistol requalification as per BCPPS Course of Fire. Officers authorized to carry both pistols must qualify annually on both.
 - Practice shooting at distances of 25 metres and greater is incorporated into an approved lesson plan on a cyclical rotation every three years and was most recently completed in 2019.
- Other Firearms:
 - Tracked through the OSU using an approved lesson plan and corresponding after-action report, Excel spreadsheet, and the DPD Intranet Training Calendar software.
 - At year end this information is reported to the Superintendent of Administration Bureau, DPD Risk Management Team, and Senior Management Team.
 - Training Required: DPD Patrol Rifle Operator Course (40 hours) following an approved Lesson Plan.

- Training includes use-of-force theory, policy, safe weapon handling, nomenclature, range live-fire, DPD Course of Fire, and reality-based training.
- Methods of assessment and testing include ongoing supervision and assessments, course of fire, the DPD Carbine Program Weapon Handling and Operational Readiness Assessment, and critical decision-making scenarios including eight hours of RBT related to when officers may use lethal force with patrol rifle, flowed by articulation exercises describing lethal force decision-making to the instructor.

The articulation of lethal force decision making is a component of the DPD RBT program. DPD conducts ongoing RBT for almost all training programs that include:

- ICAT de-escalation
- Core Patrol Training
- Patrol Rifle
- 40mm Operator
- CEW
- Active Deadly Threat
- Plain Clothes

In 2018 all officers participated in Active Deadly Threat/Immediate Rapid Deployment training and were required to articulate their decision making and grounds for lethal force to certified instructors.

BCPPS 1.2.2 Intermediate Weapons

The Chief Constable of DPD has authorized issuing the following Intermediate Weapons to officers who requalify as outlined for each weapon:

1. ASP Baton
 - All sworn officers are issued an expandable baton.
 - Initial JIBC Police Academy Training or equivalent training for exempt officers is mandatory.
 - Cycle requalification every three years following an approved lesson plan. This includes a review of policy, *Criminal Code* sections relevant to the use of force, NUFF, target zones, de-escalation, high risk groups, SBOR requirements, and post-deployment requirements.
 - Officers must demonstrate to a use-of-force instructor the ability to effectively use a baton.

2. OC Spray

- All sworn officers are issued OC Spray for Patrol and compact OC Spray for plain clothes duties.
- Initial JIBC Police Academy Training or equivalent basic training for exempt officers is mandatory.
- Cycle training and requalification every three years. This includes, in part, review of policy, *Criminal Code* sections relevant to the use of force, NUFF, target zones, de-escalation, environment and deployment concerns, high risk groups, SBOR requirements, post-deployment requirements and decontamination procedures.
- Officers must demonstrate to a use-of-force instructor the ability to effectively use OC Spray.

3. 40mm LMTS Less Lethal single launcher with eXact Impact Round

- First responders (Patrol, Traffic, Schools) may receive this training and a personal issue weapon system.
- Training consists of a one-day (eight-hour) Operator Course following an approved lesson plan.
- Annual requalification consists of four hours of training following an approved lesson plan.
- Training includes, in part, policy, law, NUFF, safe weapon handling, course of fire, written exam, de-escalation, targeting zones, RBT, and SBOR requirements.

All Intermediate Weapons training is tracked by DPD OSU using a duplication process via a Training Topics Calendar (Excel spreadsheet to forecast training cycles), an approved lesson plan with corresponding after-action report, an excel spreadsheet showing completed/outstanding training, and the DPD Intranet Training Calendar software. This information is reported to the Superintendent of Administration Bureau, DPD Risk Management Team, and Senior Management Team.

BCPPS 3.2.1 CEW Operator

DPD officers are issued X26 or X26P CEWs.

All sworn officers receive CEW training and are required to requalify annually on CPKN. The BC CEW Operator Course is conducted during Block II recruit training or upon hire as an exempt officer. This involves both the CPKN BC CEW Operator

Course, in conjunction with an eight-hour practical user course involving classroom and practical lessons.

The CPKN online portion is tracked via Excel spreadsheet and a People Soft Human Resources Information System within DPD Administration Bureau to ensure officers maintain their qualifications.

For quality control of CEW Operators, Training Section conducts a monthly review of all SBORs which includes a review of any CEW deployments or unintentional discharges.

Any CEW issues, deployment concerns, training concerns, or recommendations are reported directly to the Superintendent of Administration Bureau and the Senior Management Team through a Risk Management Report.

BCPPS 3.2.2 CID Training

Cycle requalification is completed every three years using the online CPKN BC Crisis Intervention De-escalation (CID) course. This is tracked via Excel spreadsheet and a People Soft Human Resources Information System within the DPD Administration Bureau.

Additionally, in 2017 and 2018 the DPD delivered enhanced de-escalation training modelled after the Police Executive Research Forum (PERF) Integrating Communication, Assessment and Tactics (ICAT) training program. This consisted of a mandatory one day (eight-hours) of training involving the following:

- Classroom theory
- Tactics
- Practical exercises
- Culminating in scenario event training using professional actors.

CID and ICAT are integrated into all operational training including all RBT and force options requalifications.

All sworn officers must demonstrate competency in de-escalation techniques. This is monitored by the respective Staff Sergeants of each Platoon and Bureau, then reviewed by OSU, and reported to Senior Management Team via Risk Management Reporting.

BCPPS 3.2.3 Use-of-Force Instructor Training

This standard has several requirements for officers wishing to become use-of-force instructors, as well as requirements for maintaining certification through instructional hours, professional development, and continued compliance with the prerequisites (see End Note v).

At the time of the evaluation, DPD had six full-time and four part-time certified use-of-force instructors.

Each instructor is responsible for tracking their own teaching hours and ensuring they schedule sufficient opportunities to deliver training. The OSU supervisor conducts an annual review to ensure individual Instructing Log hours have been met.

Internal Audit Results

As noted under Methodology, the advance questionnaire requested information about the approach to and the results of the department's internal auditing for compliance with use-of-force training requirements.

Upon receiving notice of the Provincial compliance evaluation, the Staff Sergeant. of the OSU, supported by a civilian staff member, completed an internal audit for compliance with the specific BCPPS. Individual officer training records were reviewed for each DPD officer, resulting in a one hundred percent compliance level for CID, pistol and other firearms, and minor variances in CEW and intermediate weapons training due to officers being absent on leave.

	CID	Pistol	Other Firearms	CEW Operator	Int. Weapons
Date of last audit	2019	2019	2019	2019	2019
Compliance rate (%)	100%	100%	100%	99.01%	97.5%

- Variances in CEW and Intermediate Weapons were due to officers absent from training because they were on extended leave due to illness, injury, parental, etc.

PSB Site Visit Observations

DPD has an adjusted strength of 192 officers³. To verify the results of the department's internal audit, the evaluation team examined the training records of 100 officers, including a mix of officers from across all operational units and all current use-of-force instructors.

The evaluation team compared the training completed, and the date each type of training was last completed, to the training requirements and frequency set out in the Standards regarding CID, pistols, special purpose firearms, CEWs, and other intermediate weapons. In addition, for use-of-force instructors, the evaluation team examined records related to the completion of instructional skills training, Provincially-approved use-of-force instructor training, and the number of hours of use-of-force instruction provided by each instructor.

Records examined by the evaluation team corroborated the 2020 DPD self-audit (above) for compliance with the Standards. The use-of-force instructors are in compliance with the standard.

Findings

BCPPS 1.1.2 Firearms Training and Qualification (Standards (1) – (9)):	Standard met
BCPPS 1.2.2 Intermediate Weapons (Standards (3)-(5)):	Standard met
BCPPS 3.2.1 CEW Training (Standards (1)-(4), (7)):	Standard met in practice
BCPPS 3.2.2 CID Training (Standards (1)-(3)):	Standard met
BCPPS 3.2.3 Use-of-Force Instructor Training (Standards (2)-(9)):	Standard met

Recommendations

1. Revise s.77 of policy OB10 – Use of Force (2020) to align with BCPPS 3.2.1 by incorporating the CEW requalification requirements outlined in Standard (3).⁴

³ Obtained from <https://www2.gov.bc.ca/assets/gov/law-crime-and-justice/criminal-justice/police/publications/statistics/police-resources.pdf>, Page 10, accessed on April 19, 2021.

⁴ BCPPS 3.2.1 (3) requires the chief constable, chief officer or commissioner to ensure that any officer authorized to carry and use a CEW is recertified by reviewing the topics contained in BC's CEW Operator Training course, or other provincially-approved training for CEW operators, and passing the final assessment or a provincially-approved equivalent of the final assessment: (a) At least once each year; and (b) Any time a police force determines, for any reason, that a CEW operator has not operated a CEW in accordance with any of the BC Provincial Policing Standards.

2. Ensure policy reflects the requirements of BCPPS 3.2.3 Use-of-Force Instructor Training.

End Notes

ⁱ BCPPS 1.1.2 – Firearms Training and Qualification requires the chief constable/chief officer/commissioner to ensure that officers successfully complete initial training and annual qualification for each type of firearm they are authorized to carry and use. This includes duty pistols and any special purpose firearms authorized by the chief constable/chief officer/commissioner. For duty pistols, a standardized course of fire (BC Pistol Qualification, attached to the Standard) must be completed. For other firearms, the qualification is determined by the chief constable/chief officer/commissioner. The Standard also requires officers equipped with firearms to comply with the CID training requirements set out in BCPPS 3.2.2 (see below), and to, at least once every three years, articulate the grounds for lethal force to a use-of-force instructor and complete practice training regarding firearms and use-of-force decision-making. The Standard also requires that written records of firearms training and testing be maintained, and that written policies and procedures are consistent with the Standards.

ⁱⁱ BCPPS 1.2.2 – Intermediate Weapons requires the chief constable/chief officer/commissioner to ensure that police officers successfully complete initial training and requalify at least once every three years on any intermediate weapon they are authorized to carry and use.

ⁱⁱⁱ BCPPS 3.2.1 – CEW Training requires the chief constable/chief officer/commissioner to ensure that any officer authorized to carry and use a CEW has successfully completed BC's CEW Operator Training course, or other provincially-approved training for CEW operators. Officers must also qualify on CEW annually, by reviewing provincially-approved training and completing a Provincially-approved assessment. Re-qualification is also required any time a police agency determines that an officer has not operated a CEW in accordance with any of the BC Provincial Policing Standards. Officers equipped with CEWs must also comply with the CID training requirements set out in BCPPS 3.2.2 (see below) and meet the selection criteria established by the police agency for CEW operator training. The Standard also requires that written records of CEW operator certification and requalification be maintained.

^{iv} BCPPS 3.2.2 CID Training requires the chief constable/chief officer/commissioner to ensure that all front-line police officers and supervisors, and recruits graduating from the police recruit training program have completed BC's Crisis Intervention and De-escalation (CID) Training course, or other provincially-approved CID training. Officers must also update their CID skills by completing provincially-approved training at least once every three years. Completion of the training is also required for any front-line police officer deemed by their police agency as unable to effectively utilize CID techniques. The Standard also requires that written records of CID training and requalification be maintained.

^v BCPPS 3.2.3 Use-of-Force Instructor Training requires the chief constable/chief officer/commissioner to ensure that use-of-force instructors have successfully completed a provincially-approved instructional skills course, and BC's Standardized Use-of-Force Instructor Course (SUFIC) or other provincially-approved training. These initial training requirements may be waived for persons who were authorized to act as use-of-force instructors in a BC police force prior to 1 April 2013. All use-of-force instructors (including those who are exempt from the initial training requirement) must also satisfy and maintain compliance with other prerequisites listed in the Standard, related to their service history and record. Qualification must be maintained by providing a minimum of 30 hours of use-of-force instruction each year and participating in professional workshops or courses at least once every two years. The Standard also provides guidance re. lapses in qualification and requires that written records of instructor qualification be maintained.

Provincial Inspection for Compliance with Use of Force/Firearms**Appendix A**

Members of the Standards and Evaluation Unit, Policing and Security Branch are conducting an inspection for compliance with British Columbia Provincial Policing Standards (BCPPS) 1.1.2, 1.2.2 Standards (3)-(5), 3.2.1, 3.2.2, and 3.2.3. The Standards can be found at: <https://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/policing-standards>.

This inspection will be for sworn police officers only and not Special Municipal Constables, Special Provincial Constables, or Auxiliary/Reserve police.

We ask that the following information be prepared and available for review during the review team's visit:

1. List of current sworn membership including:
 - Member name/PIN;
 - Hire date for each member; and
 - Current assignment(s) (e.g., patrol, investigative services, ERT, etc.).
2. A completed version of the Excel spreadsheet for BCPPS 3.2.3 - Use-of-Force Instructor Training (attached to the same email as this document).

Prior to the inspection team's visit to your location, we ask that the following background information be sent to [REDACTED]

1. Policies and procedures:
 - Governing use of force, including police firearms and all intermediate weapons; and
 - Governing re-certification requirements for issued firearms, intermediate weapons (all), BC Crisis Intervention De-escalation Training, use of force instructor recertification.
2. Description of process used by your police agency to ensure that officers re-qualify/re-certify in pistols, other firearms, intermediate weapons and CID training as required by the standards (e.g., how are diary dates tracked):
 - Pistols – annual recertification required using the BC Pistol Qualification (BCPPS 1.1.2);
 - Other firearms – annual recertification required, training determined by police agency (BCPPS 1.1.2);
 - Intermediate weapons – requalification required every 3 years, training determined by police agency (BCPPS 1.2.2);
 - CEWs – annual recertification required by completing online portion of BC CEW Operator course (BCPPS 3.2.1); and
 - CID – recertification required for front-line officers and supervisors, officers equipped with pistols/firearms/CEWs, and use-of-force instructors, every three years by completing online portion of BC CEW Operator Course (BCPPS 3.2.2).

Provincial Inspection for Compliance with Use of Force/Firearms

3. The date and results of the most recent internal audit your agency has conducted for compliance with re-training requirements (e.g., % of officers who had successfully requalified within the required timelines).

	CID	Pistol	Other Firearms	CEW Operator	Int. Weapons
Date of last audit					
Compliance rate (%)					

- What steps were taken to address any significant variance found?

4. BCPPS 1.1.2 – Firearms Training and Qualification

- a. List of all firearms authorized/used by the police agency, including:
 - i. Description of what positions/deployment types are authorized to carry/use each type of firearm (e.g., patrol, ERT, etc.).
 - ii. Description of the training that is required by your police agency for each type of firearm;
- b. How does your agency ensure that officers articulate grounds for lethal force to an instructor every three years?
- c. How does your agency ensure that officers complete practice training regarding firearms tactics and use-of-force decision making?
- d. How does the department ensure that officers complete practice training regarding shooting at distances of 25 metres and greater?

5. BCPPS 1.2.2 – Intermediate Weapons

- a. List of intermediate weapons authorized/used by the policy agency, including:
- b. Description of what positions/deployment types are authorized to carry/use each type of intermediate weapons (e.g., patrol, CMU, ERT, etc.); and
- c. Description of the training provided for each type of intermediate weapon.

6. BCPPS 3.2.1 – CEW Operator Training

- a. List of CEW models currently used by your agency;
- b. Description of your agency selection criteria for CEW operators;
- c. Description of the training provided for CEW:
- d. What process is in place to identify officers who may need to requalify/recertify prior to their next scheduled requalification/recertification date, including:
 - i. Officers who have operated a CEW in a manner that is not consistent with the standards.

7. BCPPS 3.2.2 – CID Training

- a. What process is in place to identify officers who may need to requalify/recertify prior to their next scheduled requalification/recertification date, including:
 - i. Officers whose ability to effectively utilized CID techniques is not sufficient.

Provincial Inspection for Compliance with Use of Force/Firearms**8. BCPPS 3.2.3 – Use-of-Force Instructor Training**

- a. What course(s) does your agency use to fulfill the instructional skills training requirement (BCPPS 3.2.3 (2)(a));
- b. Does your agency have difficulty maintaining the number of use-of-force instructors needed to meet the department's needs;
- c. How does your agency monitor for past or new misconduct or other allegations that could affect the instructor's compliance with pre-requisites for use-of-force instructors in BCPPS 3.2.3 (4)(d)-(f);
- d. How does your agency ensure that instructors conduct at least 30 hours of use-of-force instruction each year? (BCPPS 3.2.3 (5)(a)); and
- e. What courses does your agency rely on to ensure that instructors participate in a BC Police Academy or RCMP Pacific Region Training Centre endorsed professional workshop or course at least once every two years (BCPPS 3.2.3 (5)(b))?

DELTA POLICE DEPARTMENT BOARD REPORT



DATE 2022-02-18	
SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable	
SUBJECT 2021 Police Stops Audit Report	
ACTION <input checked="" type="checkbox"/> For information <input type="checkbox"/> For approval	MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Private <input type="checkbox"/> Committee
RECOMMENDATION <input checked="" type="checkbox"/> For information	

PURPOSE

To provide the Delta Police Board with information on the annual (2021) audit of police stops as required by the BC Provincial Policing Standards (BCPPS) and Delta Police Department (DPD) Policy OE29—*Police Stops*.

DISCUSSION

Background

Over the past few years, the Ministry of Public Safety and Solicitor General (PSSG) has been engaged in advancing equitable and unbiased policing in BC. As part of this work, in 2019, the police investigative process commonly referred to as “street checks” or “police stops” was subject to a regulatory review. Seeking to address concerns about the potential over-representation of Indigenous persons and racial minorities in police stops, the PSSG issued a new BC Provincial Policing Standard on (BCPPS) on police stops (the Standard), which came into effect early 2020, regulating various aspects of police stops. Accordingly, the DPD initiated Policy OE29 and trained all members concerning the same.

The Standard (and DPD policy) sets out circumstances in which police officers may stop an individual and the steps to be taken when asking the individual to provide information to the police. As per the Standard, there must be a justifiable reason for the police stop, and the Chief Constable is required to conduct an annual audit of police stops. This report fulfills this responsibility.

It has been noted that police stops, performed for an investigative or public safety purpose and free of any bias, are legal and allowed. Properly performed, following the Standard, police stops are lawful and fall squarely within the scope of police duties to preserve the peace, prevent crime, and protect life and property. The concept of banning lawful police stops would compromise the ability of police to engage

in interactions with people at the lower, yet essential, thresholds of police suspicion or responding to a community concern, where engaging with and asking an individual to answer questions, voluntarily, supports crime prevention and community safety.

The term 'police stop' was not defined in the Standard; however, the following definition is provided in DPD Policy OE29 – *Police Stops*, and captures what the Province seeks to regulate by means of the Standard:

Police Stop - any interaction by a police officer with a person that is more than a casual conversation and which impedes a person's movement, and where impede refers to delaying a person from continuing on their intended travel or with an activity in which they are engaging, but not preventing them from doing so.

2021 Police Stops Audit

In accordance with the Standard and DPD Policy OE29, an audit was conducted of DPD officers' police stops recorded in 2021.

The audit included a senior Inspector reviewing all police stop files to ensure the legitimacy of each event. The review included:

- verifying whether reports in the Department's records management system (PRIME-BC) were assigned the appropriate incident-type code;
- verifying whether reports in the records management system specific to police stops sufficiently articulated the reasons for the interaction and any request for identifying information;
- verifying whether the inclusion of identifying information in reports is justifiable;
- providing training and direction to the officer if the report did not sufficiently articulate the officers' reasoning or requesting identifying information, while the stops were valid
- removing identifying information from reports if the report did not justifying recording the persons' identifying information

In 2021, DPD officers conducted 52 police stops. Of the 52 recorded police stops, seven (7) were excluded as they were not "valid" police stops. Identifying information for these police stops was removed from the police database. Refresher training and education were provided to the officers. For the purpose of the audit and analysis, the sample size is 45 valid police stops, with 68 individuals.

In comparison to 2020, police stops decreased by 43% as the DPD conducted 79 police stops in 2020.

Reasons for Police Stops

The table below outlines the reasons for the police stops. The analysis concludes that public safety purpose (observed) and concern for the stopped individual's safety and/or well-being accounted for 87% of all police stops in 2021.

Reason for Police Stop	# of Stops
Public safety purpose (observed)	26
Concern for stopped person's safety and/or well-being	13
Response to call of concern (public or business)	4
Seeking to locate a missing person	1
Referral to support service	1

Demographic Analysis

The audit also analyzed demographic data, although not a requirement of the Standard. However, with a sample size of 45 police stops and 68 individuals,¹ the sample size is too small in relation to the population to draw any correlation of bias.

Moreover, drawing a correlation between the Delta's ethnic make-up and ethnicity-specific police stops may provide inaccurate results; the stopped individual(s) may not necessarily be a resident of Delta and could be visiting or merely passing through using the various forms of connecting road infrastructure in Delta (bridge, tunnel, highways, ferry terminal).

Ethnicity analysis of the police stops showed that the majority of individuals were either Caucasian (48%) or South Asian (25%).

Ethnicity	# of Persons Stopped	% of Total Police Stops
Caucasian	32	48%
South Asian	17	25%
Indigenous	7	10%
Black	2	3%
Asian	1	1%
Middle Eastern	2	3%
Unknown	7	10%
Total	68	100%

During the ethnicity analysis, the documented reasons for police stops of persons identified to be Black and Indigenous were specifically reviewed, and the following was determined:

Reasons for stops of persons identified as Black:

- officer investigation of vehicle parked in high-crime industrial area at night when all businesses were closed (1x); and
- person was passenger in vehicle ahead of officer that was stopped due to unsafe driving maneuver (1x).

Reason for stops of persons identified as Indigenous:

- concern for the well-being of person encountered sleeping in the open (4x);
- no information about racial origin before stop due to: i) face covering (1x), and ii) being passenger in a vehicle stopped due to driving behavior (2x); and

IMPLICATIONS

Financial

There are no financial implications for this report.

RELATED POLICY

Policy OE29 – Police Stops

¹ Some police stops included vehicles with more than one individual.

CONCLUSION

There has been focused attention on police stops throughout the nation, resulting in enhanced BCPPS being issued. The DPD has implemented a policy on police stops in accordance with the BCPPS, ensuring consistency and providing clear guidelines on reasons for police stops. The DPD is committed to providing fair and impartial policing services to the community and will continue to monitor and audit the police stops.

ATTACHMENT

- A. DPD Policy OE29 – Police Stops



Delta Police Department Operations Policy

OE29**POLICE STOPS****OE29**

Effective Date: 22 January 2020
Reviewed Date: NEW

POLICY

1. Members' interactions with persons in the community are recognized to be critical to fulfilling policing duties and are encouraged in order to reduce crime, increase public safety and foster strong police-community relationships, and this policy is not intended to limit investigative police actions or positive contact and casual conversations with the public.
2. Members' interactions with persons in the community must be consistent with the *Canadian Charter of Rights and Freedoms* and the values it reflects, including the right to:
 - a) be free from arbitrary arrest and detention;
 - b) move freely in society subject only to reasonable restrictions imposed by law; and
 - c) equal protection and benefit of the law, without discrimination.
3. Members' decisions to conduct a police stop of a person must not be based on:
 - a) identity factors, including but not limited to: economic or social status, race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age; or
 - b) solely on that person sharing an identity factor, such as race, with a person being sought by police;

however, identity factors may be given consideration in the totality of the circumstances leading to a decision to stop a person.
4. Members are to be mindful of the overrepresentation of Indigenous persons in the criminal justice system, and consider whether bias, racism

OE29**Police Stops****OE29**

**Delta Police Department
Operations Policy**

- or systemic discrimination is a factor giving rise to a potential interaction with an Indigenous person and, as a result, whether contact with the person is, in fact, necessary.
5. Members shall not randomly or arbitrarily conduct a police stop of a person, which may or may not include a request for or the collection or recording of a person's identifying information, unless authorized by law.
 6. Members shall not request, demand, collect or record a person's identifying information without a justifiable reason consistent with existing legal authorities and related limitations granted to officers, such as:
 - a) where permitted or required by provincial or federal legislation or regulations;
 - b) a traffic stop, consistent with statutory and common law;
 - c) an arrest;
 - d) an attempt to execute a warrant against the person; or
 - e) an investigation of an offence, or reasonable grounds to believe that an offence has occurred or is about to occur, or an imminent public safety threat.
 7. Members may, in the course of interacting with a person, request the person to voluntarily provide identifying information, and may record that information, provided that:
 - a) the member reasonably believes the interaction, and any information requested, serves a specific public safety purpose, including, but not limited to:
 - i) assisting in locating a missing person,
 - ii) an objectively reasonable concern for a person's immediate safety,
 - iii) assisting a person in distress to refer them to health, substance use, mental health or other supports or services, or



Delta Police Department Operations Policy

- iv) as part of the response to a call for service;
 - b) the member informs the person of the reason or purpose of the interaction or the request; and
 - c) the officer takes steps to ensure the information is provided voluntarily, including, but not limited to advising the person that they are not required to answer any questions.
- 8. Where there is no lawful authority to detain or arrest a person, the person's interactions with a member are voluntary, and the person is free to go and their refusal to stay or answer questions does not justify further law enforcement action.
- 9. The Chief Constable shall ensure that an annual audit is conducted, of a representative sample of members' interactions with persons in the community who were asked to voluntarily provide identifying information, as described in section 6 and 7 above, and the audit must include consideration of:
 - a) whether the scoring is appropriate to the circumstances of the interaction;
 - b) whether the reasons for the interaction and the request for identifying information have been articulated sufficiently;
 - c) whether the inclusion of identifying information in the record is justifiable;
 - d) providing direction to the officer, if the interaction is not consistent with these Policies, associated Procedures or the associated *BC Provincial Policing Standards*; and
 - e) ensuring that any identifying information is removed, if either the initial collection or ongoing retention of the record is not justifiable.
- 10. The Chief Constable shall ensure that aggregate data is maintained about the number and type of interactions that resulted in a voluntary request for identifying information, described in section 6 above.

REASON FOR POLICY



Delta Police Department Operations Policy

11. To promote a practice of police interactions with persons in the community that accords with legal authorities and requirements, and thereby build and maintain public confidence in the criminal justice system.
12. To promote a policing model absent of any practice, or the perception of a practice of bias in interactions with persons in the community.

RELATED POLICIES

OE30 – Detention, Arrest and Post-Arrest Processing
Provincial Policing Standards – 6.2 Police Stops

DEFINITIONS

13. For the purposes of the above Policy and the following Procedures:

‘Police Stop’ is intended to refer to any interaction by a police officer with a person that is more than a casual conversation and which impedes a person’s movement, and where impede refers to delaying a person from continuing on their intended travel or with an activity in which they are engaging, but not preventing them from doing so.

PROCEDURES

14. Members’ interactions with persons in the community shall accord with the above Policy provisions and members shall only detain persons based on lawful authority (refer to Policy OE30 – Detention, Arrest and Post-Arrest Processing).

Voluntariness of Interactions

15. Members shall be mindful of the fact that persons with whom they interact may perceive themselves to be detained, based on:
 - a) the circumstances giving rise to the encounter;
 - b) the nature of the member’s conduct; and



Delta Police Department Operations Policy

- c) the person's particular characteristics, including, but not limited to:
 - i. Indigenous status,
 - ii. homelessness,
 - iii. race or racialization,
 - iv. age,
 - v. physical stature,
 - vi. minority status, and
 - vii. level of sophistication.
16. If a member has reason to suspect or perceives that a person, with whom they are interacting, but have not detained for investigation, may feel detained or is not interacting with the member voluntarily or willingly,
- a) the member should remind the person that they are not obligated to provide any information or identify themselves, and are free to go; and
 - b) end their interactions with the person, if the member feels that a person does not understand that the interaction is voluntary.

Reporting Requirements

17. A member who self-initiates a Police Stop, i.e., is not responding to a call, **and requests that the person voluntarily identify themselves** (name, address and date of birth) **or provide ID**, must create a General Occurrence report in PRIME that includes, at a minimum, a 'Police Stop' template, and this requirement applies whether or not the person voluntarily provided identification.

Photographing Persons

18. When a person either voluntarily interacts with members or chooses not to, absent any authority to detain or demand identifying information from the person, a member shall not photograph the person, but may create a written record of the person's physical descriptors in their notebook or as a PRIME entry.
19. If a Member has authority and reasonable grounds to photograph a person, and does so, the photograph(s) must be retained in PRIME as an



**Delta Police Department
Operations Policy**

attachment to the General Occurrence (GO) file documenting the interaction.