

# OP C.1

## OPEN MEETING AGENDA

January 21, 2026  
09:00 am  
North Delta Public Safety Building, 11375 84<sup>th</sup> Avenue



**DELTA POLICE  
BOARD**

Excellence in Policing

<b>A. CALL TO ORDER</b>	<b>Land Acknowledgment:</b> This meeting is taking place on the shared, traditional, ancestral, and unceded territories of the sc̓əwaθən (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>B. DECLARATION OF CONFLICTS</b>	Board members are requested to declare any real or perceived conflict(s) of interest pertaining to items on the agenda.
<b>C. ADOPTIONS ▪</b>	1. Adoption of the Open Agenda - January 21, 2026 2. Adoption of the Open Minutes - November 19, 2025
<b>D. PRESENTATIONS &amp; DELEGATIONS</b>	1. DPD Traffic Section <i>Guests: Insp Sandberg, S/Sgt. Formby, Sgt. Sidhu, Cst. St Arnaud</i> 2. No Delegations
<b>E. CONSENT ITEMS ▪</b>	1. Action Document 2. Events Calendar 3. DPD News Releases 4. Compliments for DPD Team 5. Updated Delta Police Board 2026 Meeting Calendar 6. Quarterly Crime Statistics Report 2025 Q4 7. CSWP KPIs Q4 8. Communications Report 2025 Q4 9. OPCC 2024/2025 Report 10. Update on the Targeted Refresh of the BC Crisis Intervention and De-escalation Training and Housekeeping Amendments to the BC Provincial Policing Standards 11. Reserve Constable Program - 2025/2026 Annual Grant 12. Letter to and from Delta Board of Education 13. BCPPS 2.1.1 Reporting Requirement - Recruit and Advanced Training
<b>F. REPORTS &amp; PRIORITY ITEMS</b>	1. Chief's Reports a. Chief's Monthly Activity Report - December 2025 ▪ b. Year in Review 2025 ▪ c. DPD Use of Force for the Mind: Blue Line Article ▪ d. 2026 DPD Operating and Capital Budget ▪ e. Translation App ▪ f. Coroner's Inquests ▪ g. Public Safety Update: Extortion Threats ▪ h. Police Act Improper Access and Disclosures Annual Report - 2025 ▪ i. Decriminalization Pilot Update ▪ 2. Approval of New and Revised Policies ▪

▪ Attachment

▀ = Information only

A = Action, Approval or Decision Required

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3. Committee Assignments 2026 ■	A
4. BCAPB Membership Renewal 2026 ■	A

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<b>G. NEW BUSINESS</b>	1. Any additional items as requested
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<b>H. CONTINUE MEETING IN PRIVATE</b>	In accordance with the <i>Police Act (S.69(2))</i> , a portion of a meeting may be held in private if any of the following are expected to arise: <ul style="list-style-type: none"><li>a) a matter concerning public security, the disclosure of which could reasonably be expected to seriously impair effective policing or law enforcement;</li><li>b) a matter concerning a person's financial or personal affairs, if the person's interest in the matter outweighs the public's interest in the matter;</li><li>c) a matter concerning labour contract discussions, labour management relations, layoffs or another personnel matter;</li><li>d) a matter concerning information that a person has requested he or she be allowed to give in private to the Board or committee.</li></ul>
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<b>I. ADJOURNMENT</b>	Motion to adjourn the Open Meeting.
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The next meeting of the Delta Police Board will take place on March 4, 2026.

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## DELTA POLICE BOARD

## OPEN MEETING MINUTES

Date 2025-11-19

Time 09:00 AM

Location City of Delta Council Chamber - 4500 Clarence Taylor Crescent



Minutes of the Open Meeting held Wednesday, November 19, 2025 at 9:00am at City of Delta Council Chamber, 4500 Clarence Taylor Crescent, Delta, British Columbia.

**PRESENT**

Ian Tait, Chair  
 Warren Dean Flandez, Vice-Chair  
 Nikhil Pandey  
 Councillor Daniel Boisvert  
 Lori Mayhew  
 Michelle Laviolette  
 Carla Qualtrough  
 Sharan Oberoi

Harj Sidhu, Chief Constable  
 Guy Leeson, Deputy Chief  
 Ciaran Feenan, Superintendent  
 Jody Waldron, Superintendent  
 Jassie Ram, Corporate Services Manager  
 Kristen Cruise, Legal Counsel  
 Tracie Nunes, Board Secretary

**REGRETS**

Chief Laura Cassidy

**A. CALL TO ORDER**

Meeting called to order at 9:06 am.  
 The Chair began the meeting with the Indigenous land acknowledgement.

**B. DECLARATION OF CONFLICTS**

No conflicts.

**C. ADOPTIONS****1. Adoption of the Open Agenda of November 19, 2025****MOVED/SECONDED**

THAT the Delta Police Board approve the Open Agenda of November 19, 2025 as presented.

**CARRIED UNANIMOUSLY**

**2. Adoption of the Open Minutes of October 15, 2025****MOVED/SECONDED**

THAT the Delta Police Board approve the minutes of the Open Meeting October 15, 2025.

**CARRIED UNANIMOUSLY**

**D. PRESENTATIONS & DELEGATIONS**

- 1. No Presentations**
- 2. No Delegations**

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**E. CONSENT AGENDA**

1. Action Document
2. Events Calendar
3. DPD News Releases
4. PRIMECorp 2024-2025 Annual Report
5. E-Comm Partner Update October 2025
6. Report and Message from E-Comm: Independent Review of E-Comm Emergency Communications for BC
7. Updated Delta Police Board 2026 Meeting Calendar

**MOVED/SECONDED**

THAT the Delta Police Board receive items E.1 through E.7 for information and approve where required.

**CARRIED UNANIMOUSLY**

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**F. REPORTS & PRIORITY ITEMS****1. Chief's Reports****a. Chief's Monthly Activity Report - October 2025****b. Community Safety Update: Extortion Threats**

Chief updated the Board on extortion-related threats impacting the region, noting five files in Delta since 2024 and reaffirming that local activity remains lower than in neighbouring jurisdictions. Chief outlined the Department's coordinated investigative and intelligence-led response, emphasized the importance of reporting threats and sharing any tips or information, even seemingly minor details, and reminded the public that anonymous reports can be made through Crime Stoppers.

**c. Promotion Process Results**

Chief updated the Board on the recent promotion process within the Community Policing Bureau, which filled vacancies at the Superintendent and Inspector levels. Superintendent Jody Waldron and Inspector Jill Long were announced as the successful candidates, with the Chief noting their long-standing service, strong leadership, and significant contributions to the organization.

**d. BC Association of Chiefs of Police Traffic Safety Awards: Delta Police Recipient, Cst. Andrew St. Arnaud**

Chief updated the Board on the BCACP Traffic Safety Awards, noting that Cst. Andrew St. Arnaud was recognized provincially for Traffic Safety Education. The Chief highlighted the Department's ongoing road safety efforts, including enforcement, education, and upcoming participation in the Winter CounterAttack campaign, and reiterated the importance of planning safe transportation during the holiday season.

**e. Introduction of Bail and Sentencing Reform Act**

Chief updated the Board on the federal Bail and Sentencing Reform Act, introduced on October 23, 2025 which proposes extensive Criminal Code amendments aimed at addressing repeat, violent, and organized-crime offending. The Chief noted that the reforms would strengthen bail and sentencing provisions, require provincial support for effective implementation, and are expected to enhance public safety by providing stronger tools to manage high-risk offenders.

**f. Finance Report, 2025 Q3**

Chief updated the Board on the 2025 Q3 Finance Report, noting a positive operating variance of \$2.6 million driven primarily by vacancies and prudent fiscal management, alongside lower-than-expected capital spending due to vehicle procurement delays. The Chief advised that expenditures are expected to rise in the next quarter with new recruits and major investigations underway, and noted that overtime remains slightly over budget after recoveries, though the Department continues to maintain a strong overall financial position.

**g. Community Safety Townhall**

Chief updated the Board on the upcoming Community Safety Townhall, an initiative developed in response to community feedback highlighting the need for stronger connection and clearer crime information. The Chief noted that the event will provide an opportunity for residents to engage directly with DPD leadership, ask questions, and support ongoing efforts to build trust and transparency.

***Item F.1 received for information.*****G. NEW BUSINESS**

1. Board Member Nikhil Pandey noted that the Chief has reached the one-year mark in his tenure and congratulated him on this achievement and his leadership over the past year.

**H. CONTINUE MEETING IN PRIVATE**

In accordance with the *Police Act* (S.69(2)), a portion of a meeting may be held in private if any of the following are expected to arise:

- a matter concerning public security, the disclosure of which could reasonably be expected to seriously impair effective policing or law enforcement;
- b) a matter concerning a person's financial or personal affairs, if the person's interest in the matter outweighs the public's interest in the matter;
- c) a matter concerning labour contract discussions, labour management relations, layoffs or another personnel matter;
- d) a matter concerning information that a person has requested he or she be allowed to give in private to the Board or committee

**MOVED/SECONDED**

THAT the Delta Police Board continue the meeting in Private.

**CARRIED UNANIMOUSLY**

**I. ADJOURNMENT**

Delta Police Board Open Meeting adjourned at 9:24am.

The next meeting of the Delta Police Board will take place on December 17, 2025.

<hr/> <p>Ian Tait <b>Chair</b></p> <hr/> <p><b>Date</b></p>	<hr/> <p>Tracie Nunes <b>Recording Secretary</b></p> <hr/> <p><b>Date</b></p>
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DRAFT

**DELTA POLICE BOARD**  
**OPEN MEETING ACTION DOCUMENT**

Blue	On hold - (action may or may not have been taken)
Gray	Complete (will be removed after one circulation)
Green	In progress

ACTION ITEM	Meeting Date	Assigned to	Status

# January 2026



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29	30	31	1 New Year's Day	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21 Police Board Meeting - North Delta PSB	22	23	24 Delta Police Pipe Band Robbie Burns Dinner
25	26	27	28	29	30	31
1	2	Notes				

# February 2026



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16 Family Day	17	18	19	20	21
22	23	24	25 Battle of the Badges	26	27	28
1	2	3	4	5	6	7
8	9	Notes				

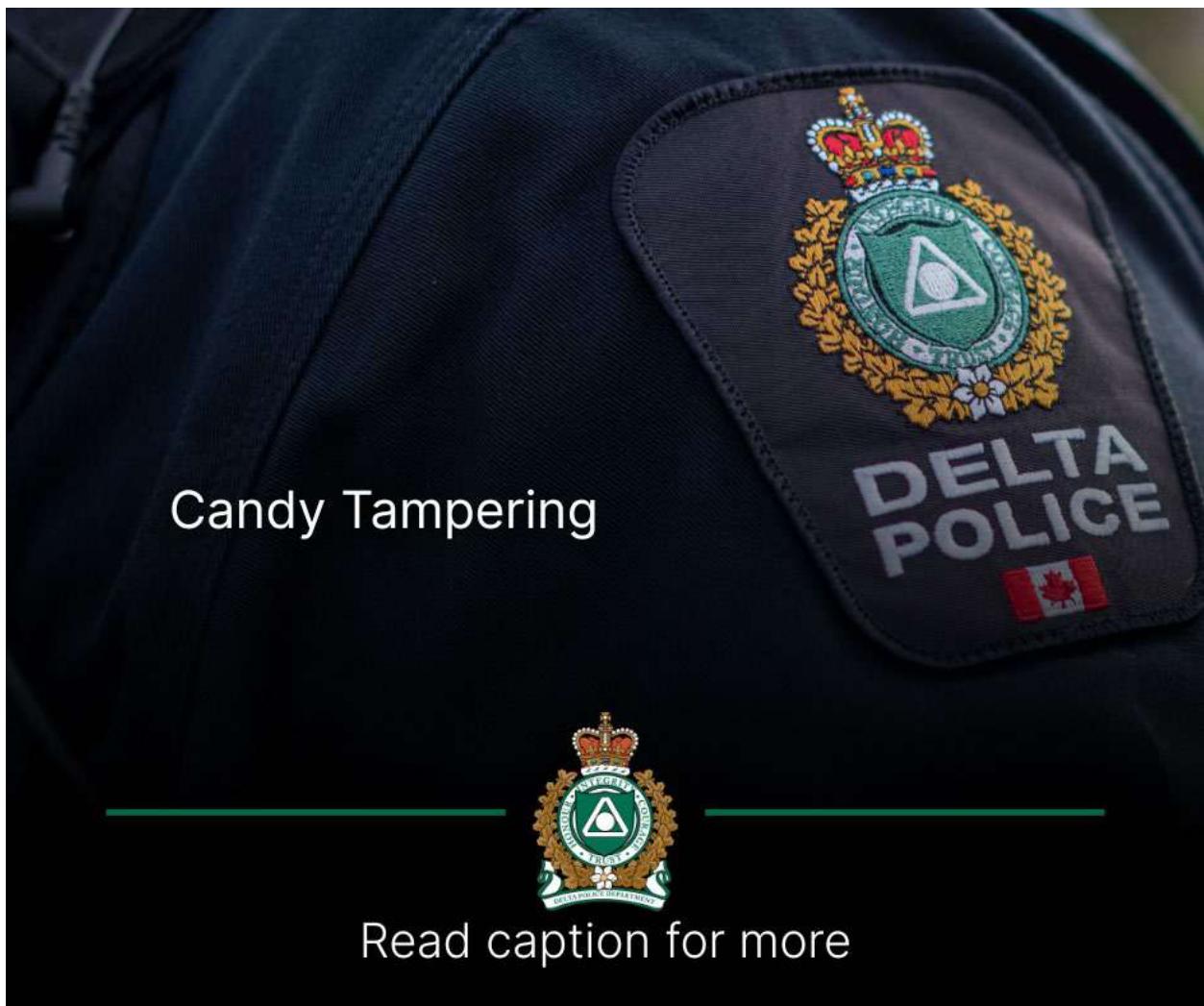
# March 2026



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4 Police Board Meeting - Council Chamber	5	6	7
8	9	10	11	12	13	14
15 Spring Break March 16-27	16	17	18	19	20	21
22 Spring Break March 16-27	23	24	25	26	27	28
29	30	31	1	2	3	4
5	6	Notes				



# 2025 November News Releases



# News Release



4455 Clarence Taylor Crescent • Delta • BC V4K 3E1 • Phone: 604.946.4444

[deltapolice.ca](http://deltapolice.ca)

Release Monday November 3<sup>rd</sup>, 2025  
date/time:

Incident: Halloween Candy Tampering

Date/Time: Friday October 31<sup>st</sup>, 2025

Location: North Delta

DPD file: 25-21018

**Media Contact:**

**S/Sgt. Mike Whiteley**

Media Relations Officer

604.940.5016

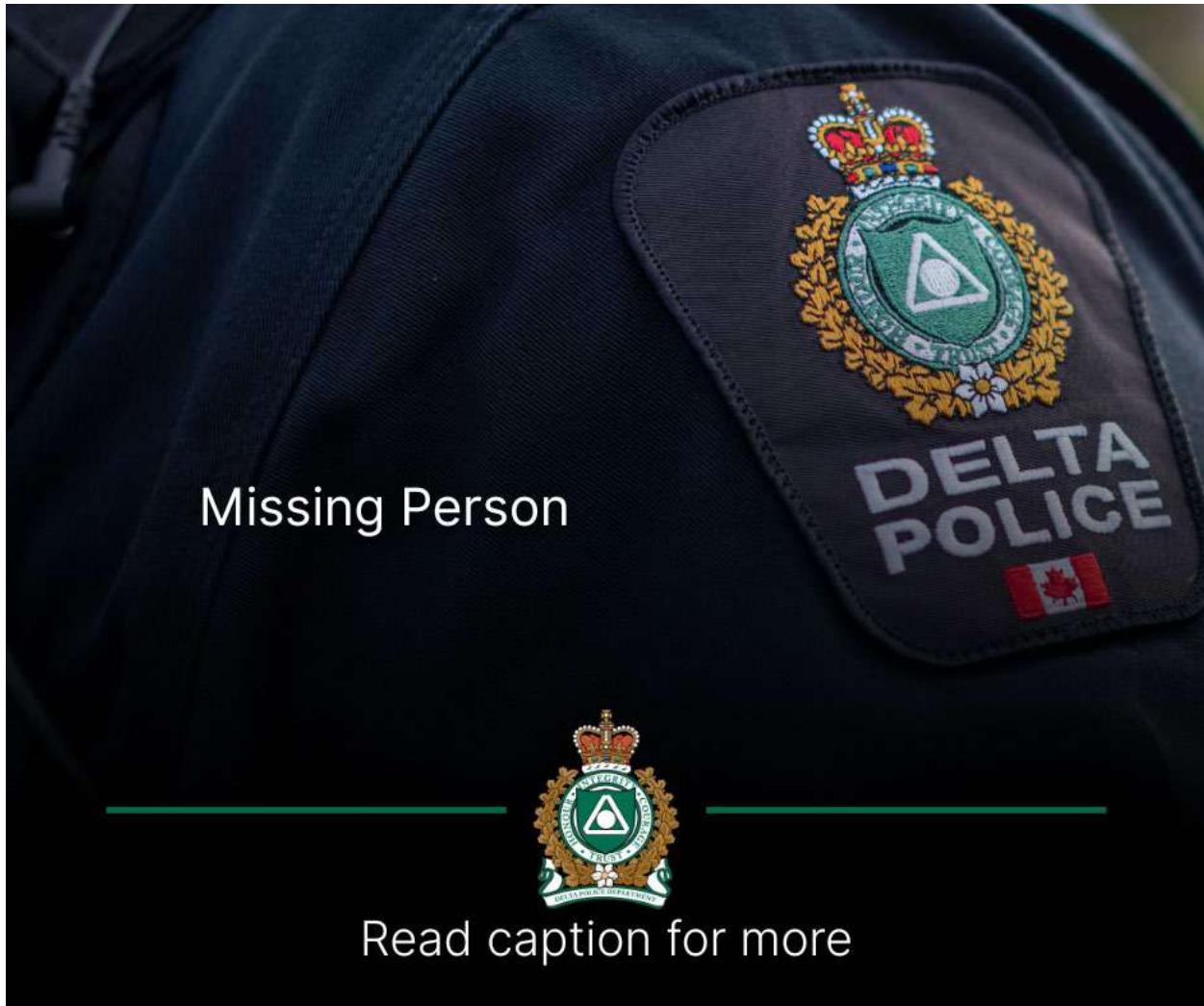
[media@deltapolice.ca](mailto:media@deltapolice.ca)

## Public Safety Message – Candy Tampering

*Delta, BC* – The Delta Police are currently investigating an incident of possible candy tampering that was reported on Sunday, November 2, 2025. A concerned parent advised that their child opened a candy bar and found a sewing needle protruding from one end. The child was not injured. The family had been trick-or-treating in the area of 75<sup>th</sup> Avenue and 113<sup>th</sup> Street to 118<sup>th</sup> Street and 74B Avenue. See attached photo.

Delta Police are reminding parents to check their children's candy for anything suspicious and ensure it is safe to eat before giving it to them. If you do find anything suspicious, contact the Delta Police non-emergency number at 604-946-4411.





# News Release



4455 Clarence Taylor Crescent • Delta • BC V4K 3E1 • Phone: 604.946.4444

[deltapolice.ca](http://deltapolice.ca)

Release Monday, November 17<sup>th</sup>, 2025, at 4:00  
date/time: pm

Incident: Missing Youth

Date/Time: Saturday, November 15<sup>th</sup>, 2025, at 8:00  
pm

Location: Tsawwassen

DPD file: 25-21937

**Media Contact:**

**S/Sgt. Mike Whiteley**  
Media Relations Officer  
604.940.5016  
[media@deltapolice.ca](mailto:media@deltapolice.ca)

## Request to Locate Missing Youth

*Delta, BC* – The Delta Police Department (DPD) is requesting the public's assistance in locating (name removed) and confirming her well-being. (Name removed) was last seen on Saturday, November 15<sup>th</sup>, 2025, at approximately 8:00 pm, leaving her residence in Tsawwassen.

(Name removed) is a 14-year-old Caucasian female. She was last seen wearing black Nike shoes, black track pants, a red tank top, and a black sweatshirt. She was also carrying a black Lululemon bag. (Name removed) may have travelled to North Vancouver or West Vancouver to visit a friend.

If you locate (name removed), please call the Delta Police Department at 604-946-4411. An officer will be dispatched immediately.

Two Pedestrians  
Struck in Collision



Read caption for more

# News Release



4455 Clarence Taylor Crescent • Delta • BC V4K 3E1 • Phone: 604.946.4444

[deltapolice.ca](http://deltapolice.ca)

Release date/time: Thursday, November 20<sup>th</sup>, 2025, at 2:00 pm

Incident: Pedestrian Collision

Date/Time: Thursday, November 20<sup>th</sup>, 2025, at 11:30 am

Location: 84<sup>th</sup> Avenue at 112<sup>th</sup> Street

DPD file: 25-22209

**Media Contact:**

**S/Sgt. Mike Whiteley**

Media Relations Officer

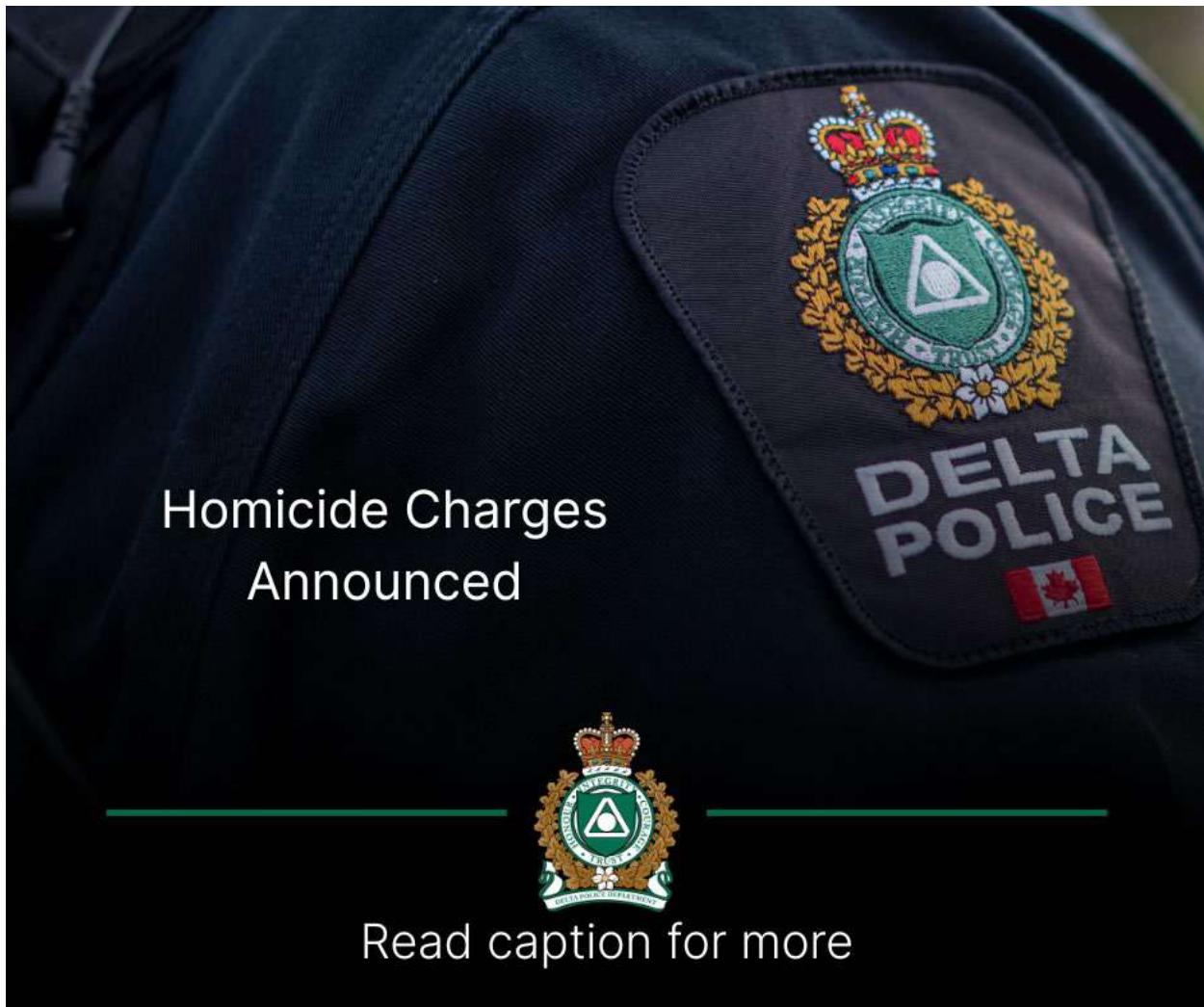
604.940.5016

[media@deltapolice.ca](mailto:media@deltapolice.ca)

## Two Pedestrians Struck in Collision

*Delta, BC* – Delta Police Collision Investigators attended the intersection of 84<sup>th</sup> Avenue and 112<sup>th</sup> Street for a collision involving two pedestrians and a vehicle. Initial indications are that speed and weather are not contributing factors. The two female pedestrians have been taken to the hospital with what is believed to be serious but non-life-threatening injuries. The driver remained on scene and is cooperating with police.

We are requesting that any witnesses or anyone with dash camera footage contact the Delta Police at 604-946-4411 and quote file number 2025-22209.



# News Release



4455 Clarence Taylor Crescent • Delta • BC V4K 3E1 • Phone: 604.946.4444

[deltapolice.ca](http://deltapolice.ca)

Release Wednesday, November 26, 2025  
date/time:

Incident: Suspicious Vehicle Fire

Date/Time: Saturday, October 26, 2025

Location: 7000 Block of Highway 17

DPD file: 2025-20523

**Media Contact:**

**S/Sgt. Mike Whiteley**

Media Relations Officer

604.940.5016

[media@deltapolice.ca](mailto:media@deltapolice.ca)

## **Homicide Charges Announced – Vehicle Fire Incident from October 2, 2025**

*Delta, BC* – On October 26, 2025, at approximately 11:20 p.m., the Delta Police Department responded to a report of a motor vehicle incident and subsequent vehicle fire in the 7000 block of Highway 17. Tragically, the vehicle's sole female occupant was pronounced deceased at the scene and has been identified as 30-year-old Mandeep Kaur of Delta.

During the early stages of the investigation, the circumstances surrounding the incident appeared suspicious, prompting an extensive investigation by the Delta Police Major Crime Section.

On November 6, 2025, Gurjot Singh Khaira, 24, of Delta, the victim's brother-in-law, was arrested. The next day, he was charged with indignity to human remains under Section 182(b) of the Criminal Code. He was remanded in custody.

On November 25, 2025, Crown Counsel approved an additional charge of Second-degree murder, contrary to Section 235(1) of the Criminal Code. Mr. Khaira's next court

appearance is on December 11, 2025.

In consideration of the ongoing investigation and legal proceedings, no further details will be released at this time. The Delta Police Department extends its sincere condolences to the family of Mandeep Kaur during this difficult time.

## **Dear Members of the Delta Police Department,**

I would like to express my sincere gratitude to all of you, from the bottom of my heart. I just need to express my thanks and appreciation for the kindness so many of you have shown me over the years. While I may not remember every individual name, many Delta Police officers had a profound and lasting positive impact on my life.

My name is [REDACTED]. Over the years, I lived in several homeless camps [REDACTED] and had many interactions with the Delta Police. During those difficult times in my life, I was struggling with homelessness, depression, serious addictions, and mental health challenges. Despite these circumstances, I was consistently met with kindness, patience, understanding, and protection from the Delta Police.

Your compassion meant more to me than words can express. You treated me with dignity when life was at its hardest, and I will always remember how respectful and caring you were—especially in allowing me to walk through town [REDACTED] [REDACTED] which brought me great comfort during that time. Thank you very much for not arresting me or having me committed to mental health!

I want to thank you collectively, from the bottom of my heart, for being what I can only describe as my guardian angels during a period when I was trying to survive and find my way forward. Your support did not go unnoticed and played a meaningful role in my journey toward recovery.

I am grateful to say that the bondage of addiction has been broken in my life, and I am now moving forward with hope—pursuing bigger and better dreams than I ever imagined possible. I thank God for this transformation, and I thank all of you for the compassion and care you showed me along the way.

Please know that your kindness made a difference. I will always remember the Delta Police Department with deep respect and gratitude.

With sincere thanks,

[REDACTED]

Dear Chief Sidhu + Members of the Delta Police Dept.,

On behalf of the 1<sup>st</sup> North Delta Rangers, we would like to pass on our heartfelt thanks for providing an escort and keeping our Girl Guide members and their families safe during our Remembrance Day parade and ceremony in Sunshine Hills.

Your support played an integral role in the success of the event. Thanks to your efforts, our Rangers were able to take part in this important occasion with confidence, respect, and a sense of security. We truly appreciate the time and dedication you continue to show to our community.

Sincerely,

[REDACTED] + [REDACTED]  
Guider 1<sup>st</sup> North Delta Rangers

[REDACTED]  
Delta, B.C. [REDACTED]

January 3, 2026

**Chief Constable Harj Sidhu**  
Delta Police Department

Dear Constable Sidhu,

I am writing to commend two of your officers who had the difficult task of advising me of the passing of my son, [REDACTED] [REDACTED], on [REDACTED]

It was the most difficult news I have ever had to receive. Constable Brad LeBus and his partner (unfortunately I do not remember her name) were so kind, compassionate and considerate.

Please pass on my sincerest thank you for their kindness.

Sincerely,

[REDACTED]

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In acknowledgement of the shared, traditional, ancestral, and unceded territories of the scəwáəən (Tsawwassen), xʷməθkʷəy̓əm (Musqueam), and other Coast Salish Peoples.

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**From:** [REDACTED] [@basspro.com](mailto:@basspro.com)>  
**Sent:** December 17, 2025 6:27 PM  
**To:** Harj Sidhu [REDACTED]  
**Cc:** [REDACTED] [@basspro.com](mailto:@basspro.com)>  
**Subject:** Formal Recognition - Constable Josh Harms

You don't often get email from [REDACTED]. [Learn why this is important](#)

(This email originated outside the organization. Do not click any links or attachments unless you were expecting this email today. If unsure; please forward this email to IT and have them confirm that it is legitimate and safe.)

Dear Chief of Delta Police-Harjinder Singh Sidhu,

On behalf of Bass Pro Shops Tsawwassen, I am pleased to formally recognize and acknowledge Constable Josh Harms for his exceptional professionalism, commitment, and service to our store and the Delta community.

Constable Harms has been instrumental in the successful resolution of multiple shoplifting incidents. Through his diligence and investigative expertise, he has contributed to the identification of perpetrators and vehicles, and the retrieval of thousands of dollars' worth of Bass Pro Shops merchandise. His efforts have directly reinforced the safety and integrity of our business.

Beyond his operational accomplishments, Constable Harms exemplifies the highest standards of conduct. He consistently demonstrates integrity, sound judgment, and leadership in his interactions. His cooperative approach has allowed him to build a strong and productive partnership with our Asset Protection Manager, [REDACTED] [REDACTED] fostering effective communication and strengthening our collective efforts in loss prevention and community safety.

Constable Harms is a valuable asset to the Delta Police Department and a respected figure within our community. We are sincerely grateful for his dedication, his professionalism, and the positive impact he brings to our store and to the citizens of Delta.

Thank you for your continued leadership and support.

**Thank you**

[REDACTED]  
Bass Pro Shops Canada  
[REDACTED]

**Your Name**

[REDACTED]

**Your Email**

[REDACTED] @bcehs.ca

**Recipient**

General

**Subject**

Thank you to the Officer

**Message**

on December 20th at approximately 0800 Police Fire and EHS attended a vehicle reported driving erratically and the driver found to be unconscious outside of DELTA HOSPITAL - HARVEST DR/MOUNTAIN VIEW BLVD. driver was driving a cab and was found in cardiac arrest by the officer on scene. The Efforts of this Young Officer with early CPR gave this gentleman the best chance at life. We were able to take over CPR and without his early efforts, he would likely not have survived. This officer gave this gentleman a second lease on life, a husband back to a wife, a father to his children. Without his quick actions none of this could have been possible. We would like to congratulate and thank him for his efforts.

[REDACTED]  
[REDACTED]  
[REDACTED]

January							February							March							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
				1	2	3	1	2	3	4	5	6	7	1	2	3	4	5	6	7	
4	5	6	7	8	9	10	8	9	10	10	11	12	13	14	8	9	10	11	12	13	14
11	12	13	14	15	16	17	15	16	17	18	19	20	21		15	16	17	18	19	20	21
18	19	20	21	22	23	24	22	23	24	25	26	27	28		22	23	24	25	26	27	28
25	26	27	28	29	30	31								29	30	31					
April							May							June							
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19	20	21	22	23	24	25	17	18	19	20	21	22	23	24	25	26	27				
26	27	28	29	30			24	25	26	27	28	29	30	28	29	30					
July							August							September							
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5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12	
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19	
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26	
26	27	28	29	30	31		23	24	25	26	27	28	29	27	28	29	30				
October							November							December							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
				1	2	3								1	2	3	4	5	6		
4	5	6	7	8	9	10	4	5	6	7	8	9	10	8	9	10	11	12	13		
11	12	13	14	15	16	17	15	16	17	18	19	20	21	15	16	17	18	19	20	21	
18	19	20	21	22	23	24	18	19	20	21	22	23	24	22	23	24	25	26	27	28	
25	26	27	28	29	30	31	25	26	27	28	29	30	31	29	30	31					

Board Mtg 9:00 am Council Chambers	Board Mtg 9:00 am ND PSB	F&RM Comm 10:00 am	HR Comm 9:00 am	Gov Comm 9:00 am	Public Holiday	BCAPB Conference Whistler
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# CRIME STATISTICS REPORT Q4 2025



2026-01-12

# Quarterly Crime Statistics Report

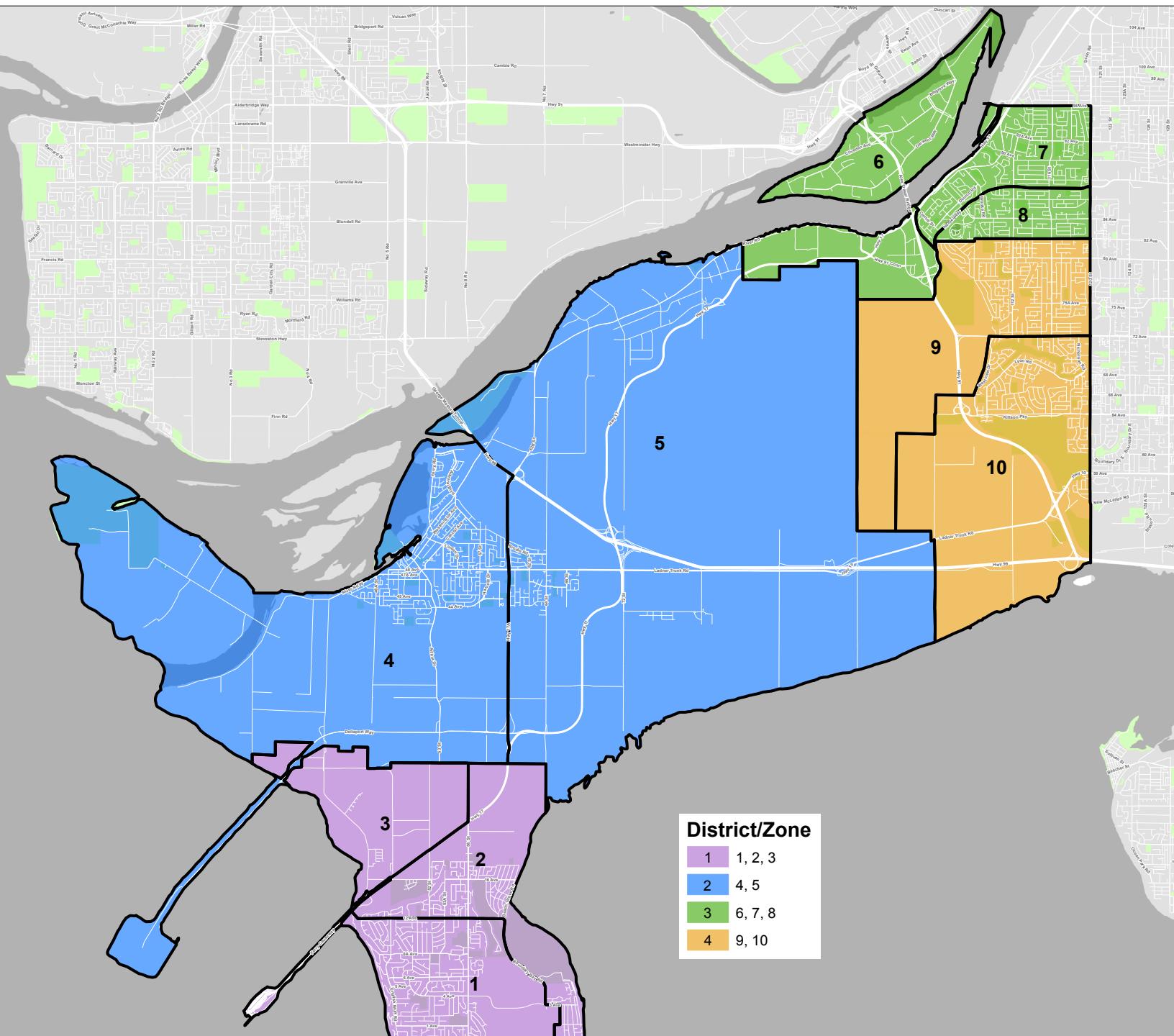
**Purpose:** The Delta Police Department (DPD) is committed to transparency and keeping our Police Board and the community informed. In addition to other methods, this quarterly report provides an overview of crime statistics for the most recent quarter. It reflects monitored offences, common crime types that we actively track as part of our intelligence-led policing strategies. Tracking these trends helps us identify issues, adjust strategies, and improve community safety and policing services.

## Data Considerations

As with any data, there are some factors to consider:

1. Reported vs Actual Incidents – The data includes crimes and incidents that are reported to or discovered by the police. However, not all crimes are reported or come to police attention. Additionally, “unfounded” incidents are not included in this report. An incident is considered “unfounded” when a police investigation confirms that no crime occurred or was attempted.
2. Data Updates and Changes – These statistics reflect police records as of the extraction date noted on the cover page. Data and offence classification may change over time due to ongoing investigations, file reviews, quality control and late-reported incidents.
3. Timing of Reported Incidents – An increase in reported incidents during a quarter does not necessarily mean they occurred in that period — they may have happened earlier but were reported this quarter. Late reporting, particularly for sexual offences, can affect the data, as historical sexual assaults are often reported later.
4. Differences in Reporting Methods – The DPD uses the “all violations method,” which counts all offences in an incident. Other agencies may use the “most serious offence method,” which counts only the most serious offence. These differences should be considered when comparing DPD statistics with other police agencies or Statistics Canada.

# District Map



# Quarterly Crime Statistics Report

## Quarter 4 2025

Crime Type	Q4 2025					Q4 2024 vs 2025		YTD 2024 vs 2025			
	D1	D2	D3	D4	Total	Q4 2024	Q4 YoY % Chg	YTD 2025	YTD 2024	YTD % Chg	YTD Trend
<b>Person Offences</b>											
Homicide	0	1	0	0	1	0	100%	2	0	200%	↑
Attempted Homicide	0	0	0	0	0	2	-100%	2	2	0%	→
Sexual Offences	4	7	4	5	22	27	-19%	83	107	-22%	↓
Assaults	21	23	45	42	132	80	65%	479	380	26%	↑
Robbery	1	1	2	12	16	14	14%	39	40	-3%	↓
<b>TOTAL MONITORED PERSON OFFENCES</b>	<b>26</b>	<b>32</b>	<b>51</b>	<b>59</b>	<b>171</b>	<b>123</b>	<b>39%</b>	<b>605</b>	<b>529</b>	<b>14%</b>	<b>↑</b>
<b>Property Offences</b>											
Break & Enter - Commercial	5	6	19	5	35	38	-8%	110	107	3%	↑
Break & Enter - Residential	4	1	2	3	10	15	-33%	75	63	19%	↑
Break & Enter - Other	1	6	6	2	15	9	67%	48	25	92%	↑
Theft of Vehicle	2	4	10	4	20	35	-43%	109	99	10%	↑
Theft from Vehicle	21	9	24	14	68	52	31%	289	298	-3%	↓
Theft - Other	98	27	53	151	329	330	0%	1359	1164	17%	↑
Mischief to Property	31	24	40	27	122	115	6%	519	474	9%	↑
<b>TOTAL MONITORED PROPERTY OFFENCES</b>	<b>162</b>	<b>77</b>	<b>154</b>	<b>206</b>	<b>599</b>	<b>594</b>	<b>1%</b>	<b>2509</b>	<b>2230</b>	<b>13%</b>	<b>↑</b>
<b>Collisions</b>											
Fatal Collisions	0	0	0	0	0	1	-100%	3	1	200%	↑
Non-Fatal Collisions	55	80	133	99	367	351	5%	1270	1280	-1%	↓
<b>Intimate Partner Violence</b>											
Intimate Partner Violence	4	6	16	20	46	24	92%	145	139	4%	↑
<b>Cybercrime</b>											
Cybercrime	10	15	18	19	65	63	3%	711	792	-10%	↓
<b>Fraud</b>											
Fraud	40	26	35	34	136	143	-5%	607	634	-4%	↓
<b>Total Calls for Service</b>											
<b>TOTAL CALLS FOR SERVICE</b>	<b>265</b>	<b>397</b>	<b>558</b>	<b>530</b>	<b>1914</b>	<b>1975</b>	<b>-3%</b>	<b>24826</b>	<b>24571</b>	<b>1%</b>	<b>↑</b>

### Important Note

Percentage changes for low-frequency crime types may appear large due to small absolute values, and should be interpreted in context. Even small changes in the number of incidents can result in large percentage shifts that may not reflect meaningful trends.

### How to Read the Table

- Q# YoY % Chg - Percentage difference between the current quarter and the same quarter last year.
- YTD - Year-to-date totals from January 1 to the end of the reporting period.
- YTD % Chg - Percentage difference between the year-to-date total for the current year and the same period in the previous year.
- YTD Trend - Arrows indicate whether the current year-to-date total is higher (↑), lower (↓), or stable (→) compared to the previous year.
- The total for the current quarter may not match the sum of all four districts, as it includes incidents where the district or location is unknown.

# Quarterly Crime Statistics Report - TFN

## Quarter 4 2025

Crime Type	Q4 2024		Q4 2024 vs 2025		YTD 2024 vs 2025		
	TFN Total	Q4 2024	Q4 YoY % Chg	YTD 2025	YTD 2024	YTD % Chg	YTD Trend
<b>Person Offences</b>							
Homicide	0	0	0%	0	0	0%	→
Attempted Homicide	0	0	0%	0	0	0%	→
Sexual Offences	1	1	0%	10	8	25%	↑
Assaults	5	4	25%	25	20	25%	↑
Robbery	0	0	0%	4	1	300%	↑
<b>TOTAL MONITORED PERSON OFFENCES</b>	<b>6</b>	<b>5</b>	<b>20%</b>	<b>39</b>	<b>29</b>	<b>34%</b>	<b>↑</b>
<b>Property Offences</b>							
Break & Enter - Commercial	2	4	-50%	7	8	-13%	↓
Break & Enter - Residential	1	1	0%	9	2	350%	↑
Break & Enter - Other	1	1	0%	6	4	50%	↑
Theft of Vehicle	1	0	100%	2	6	-67%	↓
Theft from Vehicle	12	1	1100%	24	12	100%	↑
Theft - Other	80	77	4%	288	290	-1%	↓
Mischief to Property	8	9	-11%	37	32	16%	↑
<b>TOTAL MONITORED PROPERTY OFFENCES</b>	<b>105</b>	<b>93</b>	<b>13%</b>	<b>373</b>	<b>354</b>	<b>5%</b>	<b>↑</b>
<b>Collisions</b>							
Fatal Collisions	0	0	0%	0	0	0%	→
Non-Fatal Collisions	6	7	-14%	24	24	0%	→
<b>Intimate Partner Violence</b>							
Intimate Partner Violence	1	3	-67%	7	11	-36%	→
<b>Cybercrime</b>							
Cybercrime	7	3	133%	31	22	41%	↓
<b>Fraud</b>							
Fraud	12	6	100%	43	21	105%	↑
<b>Total Calls for Service</b>							
<b>TOTAL CALLS FOR SERVICE</b>	<b>368</b>	<b>404</b>	<b>-9%</b>	<b>1495</b>	<b>1476</b>	<b>1%</b>	<b>↑</b>

### Important Note

Percentage changes for low-frequency crime types may appear large due to small absolute values, and should be interpreted in context. Even small changes in the number of incidents can result in large percentage shifts that may not reflect meaningful trends.

### How to Read the Table

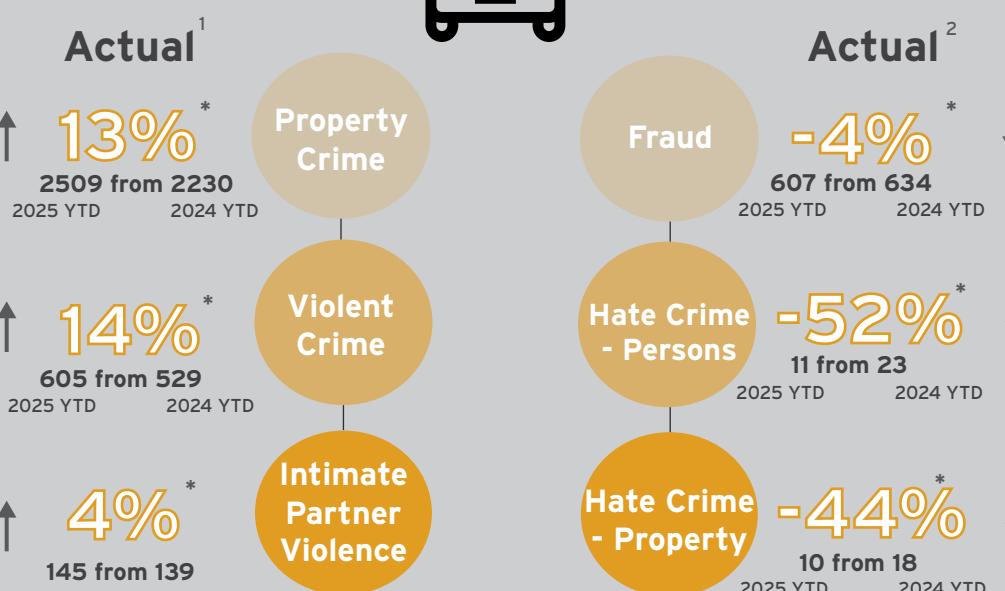
1. Q# YoY % Chg - Percentage difference between the current quarter and the same quarter last year.
2. YTD - Year-to-date totals from January 1 to the end of the reporting period.
3. YTD % Chg - Percentage difference between the year-to-date total for the current year and the same period in the previous year.
4. YTD Trend - Arrows indicate whether the current year-to-date total is higher (↑), lower (↓), or stable (→) compared to the previous year.

# Community Safety & Well-Being Plan

## KEY PERFORMANCE INDICATORS (KPIs)

2025 - QUARTER 4

### Crime



\* Goal: downward trend

#### Crime Severity Index (CSI)

The CSI is a measurement of crime based on the amount and seriousness of the offences reported to the police. A low CSI rate is indicative of a relatively safe community. Index scores are compared to a baseline of 100, which is calculated using historical data. The CSI is a method to compare crime consistently across jurisdictions.

**Goal:** lower than provincial and national CSI



\*<sup>1,2</sup> Actual is calculated by comparing the YTD average for the previous 3 years with the YTD average for the current year.

### Police Legitimacy

Actual



\* of all documented interactions

#### COMMUNITY SURVEY

Every three years, the DPD conducts a community survey, where respondents are asked questions about the importance and performance of 12 key police services/measures.

**Actual**  
increased rating on 3/12 measures

**Goal**  
increased rating on 10/12 measures

### Efficiency



Actual



\*<sup>1</sup> The DPD strives to be staffed at least 5 over authorized strength to ensure that the DPD can continue providing policing services to the community and accounts for police officers who may be on long-term leave (maternity, sickness, injury, personal etc.). This over strength is managed within approved budget and efficiencies.

Actual

70%

<sup>2</sup> Hospital Admissions

\*<sup>2</sup> for those transported due to mental health

Goal

70%

Actual

10:52 minutes

<sup>3</sup> Priority 1 Response Time

Goal

under 9 minutes

\*<sup>3</sup> from the time a call is received and officer is on scene



### Community Safety & Well-Being

Actual

9.8% <sup>4</sup> Proactive Time - DARS

Goal

20% of officer time

Actual

65.7 hours

Community Outreach Time

Goal

100 hours

Actual<sup>3</sup>  
-1%  
1270 from 1280  
2025 YTD 2024 YTD

Collisions - All

Goal

downward trend

Actual<sup>4</sup>

3

Collisions - Fatal

Goal

0



Delta  
POLICE

\*<sup>3</sup> Actual is calculated by comparing the YTD average for the previous 3 years with the YTD average for the current year.

\*<sup>4</sup> From January to YTD



## DELTA POLICE BOARD

Excellence in Policing

<b>DATE</b> 2026-01-16	<b>SUBMITTED BY</b> Harj Sidhu, M.O.M. Chief Constable
<b>SUBJECT</b> <b>2025 Quarter 4 Communications Report</b>	
<b>ACTION REQUIRED</b> <p><input checked="" type="checkbox"/> For Information  <input type="checkbox"/> For Approval/Action/Decision</p>	

### OVERVIEW

Communication with the community is essential to maintaining public trust and confidence in policing and public safety. The Delta Police Department (DPD) prioritizes timely and transparent communication through news releases, the DPD website, and social media channels. Subscribers, including community members, local news outlets, and journalists, also receive news releases directly by email. While the news releases are also shared on DPD social media channels, only a small portion of the social media content falls within the parameters of a news release.

News releases are distributed to:

- Support an investigation (for example, seeking assistance related to a missing person)
- Assist in crime prevention (for example, fraud awareness, crime prevention based on empirical data such as catalytic converter theft in a specific area)
- Provide factual information (for example, school lockdowns, major investigative updates)
- Appeal for witnesses, victims, video recordings
- Communicate immediate or in-progress public safety incidents
- Highlight the team's work behind the scenes (for example, awards to officers)
- Provide transparency on issues impacting public trust

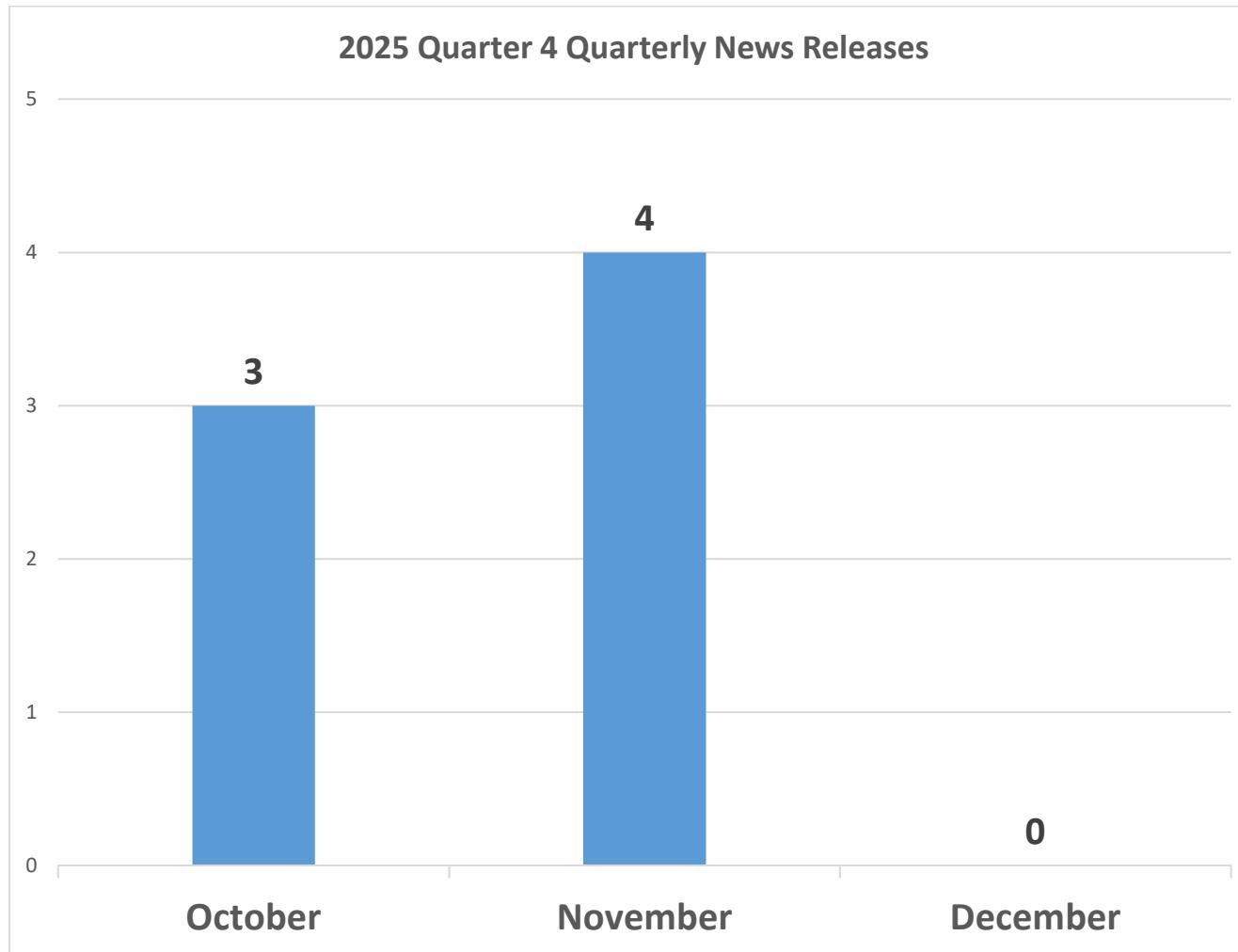
News releases are also sometimes shared via DPD social media channels. Additionally, social media channels are utilized for, but not limited to:

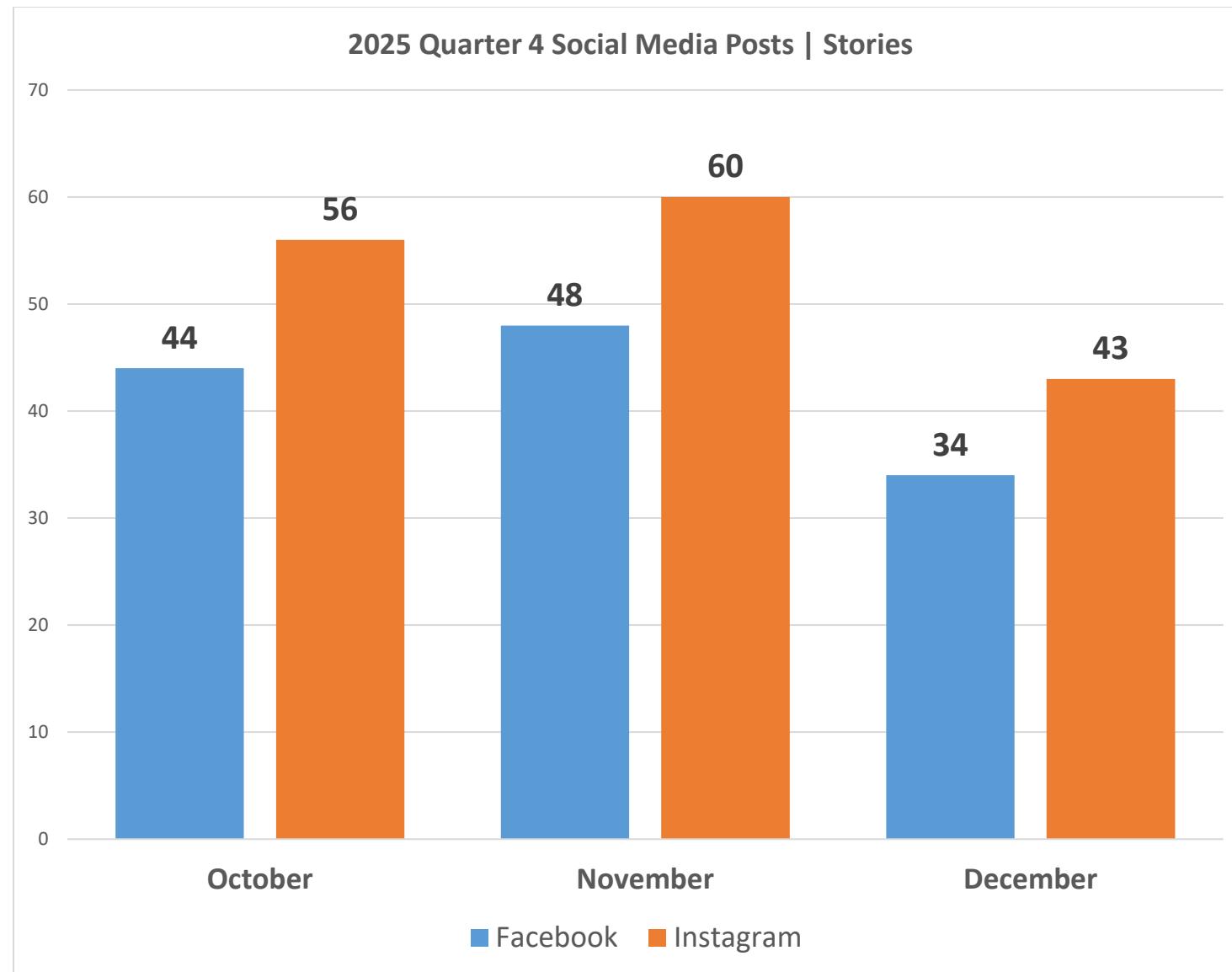
- Public service announcements
- Special projects
- Partnership initiatives
- DPD events
- Recruiting and volunteer events
- Community events

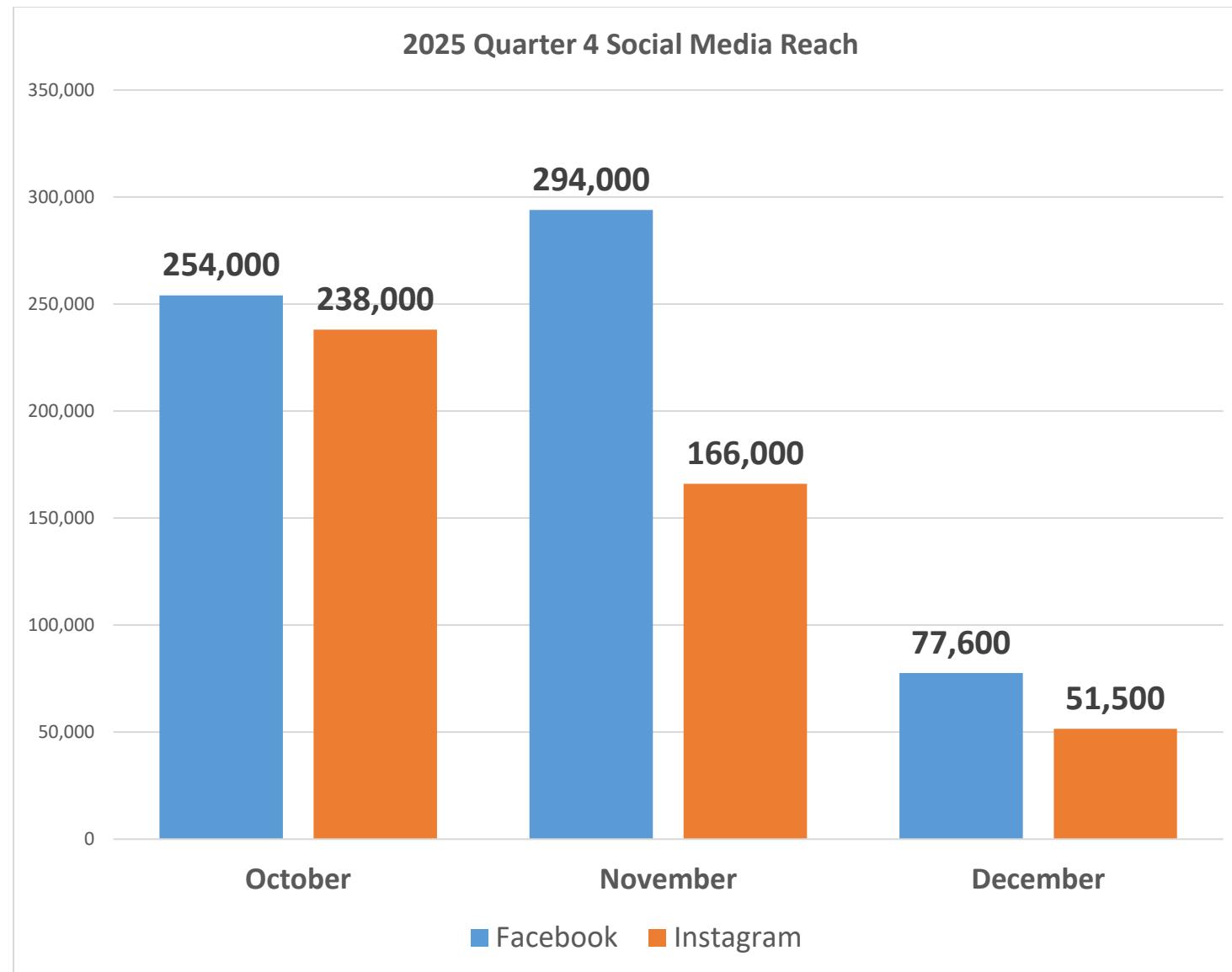
Attachment A provides an overview of communications activity for the fourth quarter of 2025, including news releases, social media posts and reach, and website traffic.

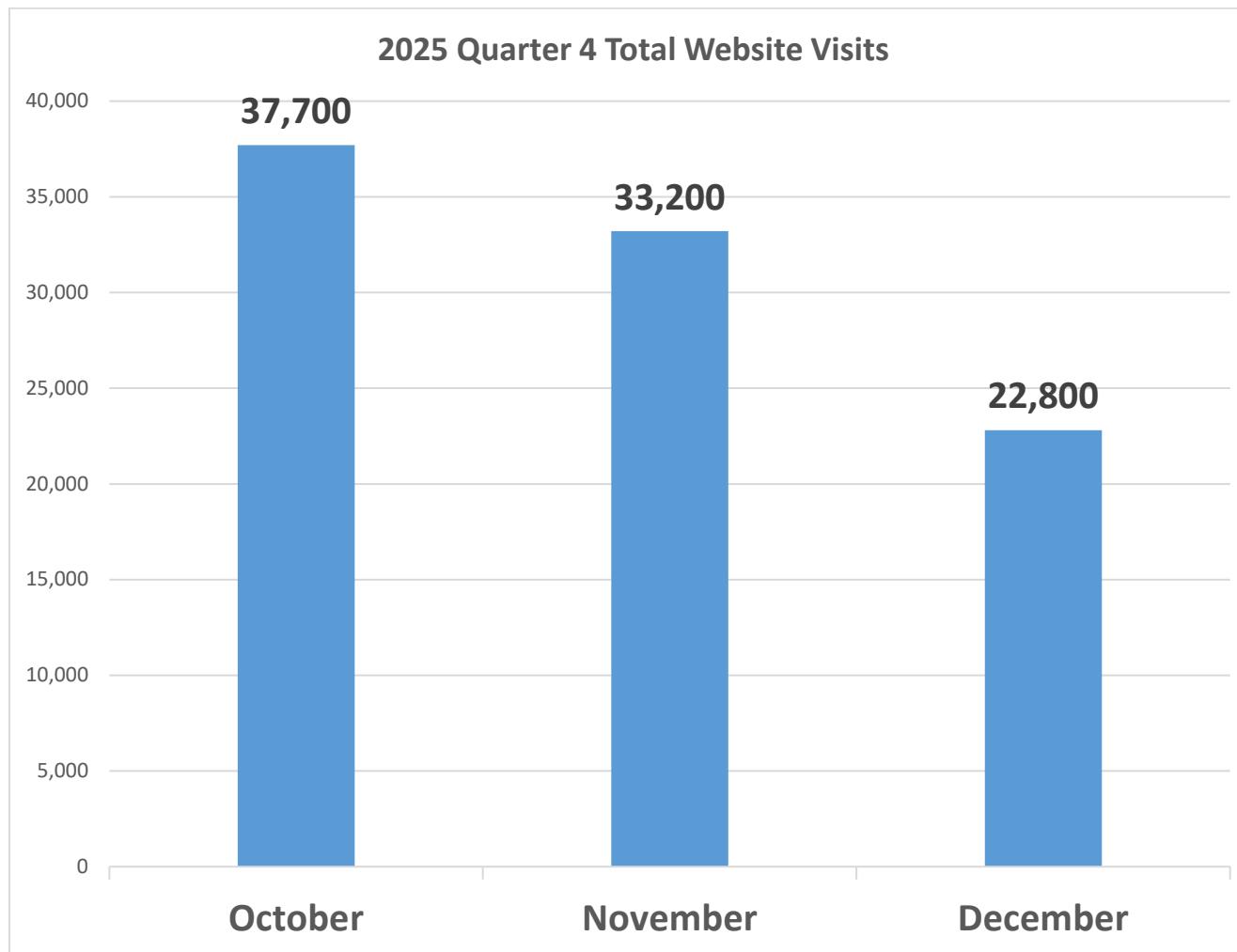
### ATTACHMENTS

A. 2025 Q4 Communications Report











OFFICE OF THE  
POLICE COMPLAINT  
COMMISSIONER

ANNUAL REPORT  
2024/2025

INTEGRITY  
INDEPENDENCE  
FAIRNESS

**OPCC**

OFFICE OF THE  
POLICE COMPLAINT  
COMMISSIONER



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#### ABOUT THE ART

We are pleased to showcase “Harmony” by BC Artist Jamin Zuroske. This beautiful artwork featuring a black bear and Steller’s jay supporting each other was inspired by the vision of longtime Deputy Police Complaint Commissioner Andrea Spindler, who worked with Zuroske to conceptualize an image that describes both the purpose and the work of the OPCC.

The design speaks to the OPCC’s commitment to building relationships and is inspired by the concept of challenging dynamics found in nature to illustrate how empathy, trust, patience, collaboration, and transparency can result in harmonious relationships working towards a common goal. There is strength in working together to meet the needs of those interacting with the police complaint process and to improve public confidence in police through civilian oversight.



You can learn more about Jamin Zuroske by scanning the QR code.

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*We would like to acknowledge that the work of the Office of the Police Complaint Commissioner takes place across unique and diverse traditional Indigenous territories and respects the many territorial keepers of this place we now call British Columbia. We thank the lək'wənən (Lekwungen) people, also known as the Songhees and Esquimalt First Nations communities, past, present, and future, for their stewardship, care, and leadership of the land on which our main office is located in downtown Victoria.*

*On behalf of our Office and our staff, we express extreme gratitude for being able to live and work on this beautiful land. We are committed to bringing our Office closer to understanding and incorporating Indigenous history and culture into our work as we strive towards true reconciliation.*

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OFFICE OF THE  
POLICE COMPLAINT COMMISSIONER

British Columbia, Canada

November 14, 2025

The Honourable Mr. Raj Chouhan  
Speaker of the Legislative Assembly  
Parliament Buildings, Room 207  
Victoria, BC V8V 1X4

Dear Mr. Speaker,

It is my honour to present the 2024/2025 Annual Report. In doing so, I gratefully acknowledge that our office is located on the unceded traditional lands of the Lekwungen (Lekwungen) People and ancestors. The work of the Office of the Police Complaint Commissioner extends across the homelands of the Indigenous Peoples within what we now call British Columbia.

This report has been prepared in accordance with section 51.1(1) of the *Police Act*, RSBC 1996, c. 367.

Yours truly,

Prahbu Rajan  
Police Complaint Commissioner

Prabhu Rajan  
Police Complaint Commissioner

2nd Floor, 947 Fort Street  
PO Box 9895 Stn Prov Govt  
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## Commissioner's Message

This year's annual report encapsulates a period of continued growth, learning, and understanding for the OPCC, grounded by an intentional commitment to meet with communities served by municipal police services to listen, learn, and then act. Our approach seeks to build relationships with police, service providers, and community agencies to foster trust and transparency in our oversight work, and to emphasize a culture of humility, respect, and understanding.

These integral principles helped inspire the Indigenous artwork titled "Harmony" on the cover of this year's report, as well as its theme. Our outward-looking focus over 2024/2025 led to face-to-face meetings with 83 grassroots and umbrella organizations, including those representing newcomers to BC, Indigenous groups, mental health service providers, advocates working to address violence against women and those experiencing homelessness, and many more. We also visited with most of the municipal police services, presented to the BC Association of Chiefs of Police, and met with police unions, all of which helped us better appreciate the inherent challenges in policing and concerns with the discipline system. I was buoyed by the universal belief in a strong, responsive, and efficient civilian oversight model. What we heard and learned helped inform many of the initiatives and efficiencies highlighted in the pages of this report, which are geared to address the often challenging relationship between police and the public they serve.

As a complement to this face-to-face outreach, we also started planning the Office's first online information session for interest holders to help address one of the

OPCC's biggest issues—anonymity. Very few of those we met with knew about our Office, mandate, and services offered. As we continue to lean more significantly into public outreach, we will be looking to enhance relationships with an even broader cross section of interest holders. We're also using technology to enhance awareness of our work, including launching our online [Discipline Decisions Digest](#), which provides information about substantiated allegations of misconduct by municipal police officers in BC.

Our enhanced outreach and engagement approach will also support our new authority to conduct systemic investigations. Enabled by changes to the Police Act in 2024, this new power allows the OPCC to look upstream by proactively investigating systemic issues arising from police complaints or problems identified with the complaints process, provide meaningful recommendations aimed at preventing police misconduct, and report on these publicly, thereby supporting public confidence in policing and police oversight.

We also recognize that we must improve our direct accessibility to the public. Given that Vancouver and Surrey are the two largest cities in BC and give rise to a significant proportion of our work, it was imperative to have a physical presence on the Lower Mainland. We secured office space in downtown Vancouver, which we anticipate will have a front-counter service for public inquiries and intake of potential complaints. We also anticipate that our Office's future growth will occur in the Lower Mainland in terms of staffing, our systemic program, and an improved outreach capability.

## “Our approach seeks to build relationships with police, service providers, and community agencies to foster trust and transparency in our oversight work, and to emphasize a culture of humility, respect and understanding.”

It is imperative that we augment our connection with those we work alongside and serve given that the need for OPCC oversight is on the rise. We experienced a 10 per cent increase in files that were under investigation during the fiscal year—from 681 in 2023/2024 to 747 in 2024/2025. Further analysis shows that registered police complaint files—the most resource intensive of files—accounted for more than half (53 per cent) of all files opened. As well, calls from the public to our intake team between June and December 2024 were up 94 per cent compared to the previous year. As a result, we worked diligently to find efficiencies in our processes. This work helped to achieve an 89 per cent increase in the number of files settled by Complaint Resolution between 2024/2025 and the previous fiscal year.

We are continuing to develop expedited investigative and resolution processes for appropriate cases, which will reduce, and in some cases eliminate, the need for a lengthy investigation. This will allow officers to take responsibility at an early stage and for cases without basis to be discontinued, as well as bringing aggrieved members of the public and officers together at the earliest opportunity to resolve issues, and hopefully provide a measure of healing for a complainant and learning for the officer. The ultimate goal is that these efforts will provide greater confidence in both policing and the oversight system.

Embracing these new efficiencies allows system resources to be focused where they are warranted—cases demanding a more comprehensive investigation and, potentially, public scrutiny. To that end I called two Public Hearings this past year—one which resulted in an admission of sexualized misconduct by a Vancouver police officer and another into the high-profile death of Myles Gray.

Notwithstanding the progress made by our Office this past fiscal year, I would be remiss if I didn't recognize that we, and society at large, continue to be challenged by the fact that Indigenous people remain overrepresented in the justice system. It is why the OPCC remains committed to reconciliation and listening to the voices of Indigenous community members to better understand the unique

issues they may face when interacting with municipal police services in this province. In an effort to apply an Indigenous lens to our work, our Office has continued our collective learning by establishing regular meetings with Indigenous organizations, engaging Indigenous experts to assist in our work, and ensuring staff receive regular Indigenous learning.

I am very proud of the incredible amount of work that has gone into growing and evolving my office, which is due to the dedication, passion, and commitment of the excellent OPCC staff. One of my primary goals is providing staff with a supportive environment to be fully heard and respected, and opportunities to grow in their careers. In a workplace survey initiated early on in my mandate, with a response rate of over 95 per cent, I learned that overall job satisfaction was high but communication from executive staff needed to improve. As a result, we've established a staff engagement working group and focused on ensuring professional development is geared to topics that help staff in their day-to-day work, such as trauma-informed training, understanding the Accessible BC Act, and the importance of accurate note taking by police officers in alleged Deceit and Neglect of Duty cases.

If there is a hallmark of my tenure thus far as BC's fifth Police Complaint Commissioner, I hope it is one of listening, learning, and then acting. I believe that while there may be inherent tensions between justice sector partners, we are all working towards the same goal—safer communities where residents feel heard and those who protect them are trusted and respected for the important public service they provide around the clock, 365 days of the year. Finding that balance is what drives us at the OPCC, and I look forward to furthering that work in the years to come.

**Prabhu Rajan**  
Police Complaint Commissioner

# Year-at-a-Glance

## April 2024

- Police Act Amendment Act, 2024 received Royal Assent
- Select Standing Committee on Finance and Government Services (SSCFGS) Spring update and supplementary budget request

## June 2024

- Keiron McConnell Public Hearing called
- PCC Outreach and Engagement meetings begin with BC Assembly of First Nations
- PCC/DPCC presentation to BC Association of Chiefs of Police
- Lower Mainland Office Request for Leased Space posted on BC Bid

## August 2024

- PCC and DPCC travel to Nelson for outreach and engagement meetings
- SSCFGS supplemental budget request regarding Lower Mainland office space

## October 2024

- PCC presentation at Lookout Society Annual Leadership
- PCC attends Heads of Police Oversight annual meeting
- All-staff Truth and Reconciliation presentation with Ry Moran at University of Victoria

## December 2024

- Myles Gray Public Hearing called
- Lower Mainland office space secured
- PCC attends John Horgan's Provincial State Memorial Service

## February 2025

- OPCC Accessibility Plan posted
- PCC attends throne speech reception
- OPCC attends MLA meet-and-greet at the Legislature

## May 2024

- PCC presentation to BC Police Association
- Canadian Association of Civilian Oversight of Law Enforcement Conference in Calgary
- PCC presentation to Professional Standards members from municipal police departments in the Capital Region

## July 2024

- Systemic Investigation sections of the Police Act Amendment Act, 2024 brought into force by regulation
- Accessible BC Act all-staff workshop with Untapped Accessibility and Victoria Disability Resource Centre

## September 2024

- OPCC response to SSCFGS for additional information on August budget request
- PCC and staff ride-along with Victoria Police Department

## November 2024

- PCC presentation with Independent Investigations Office at Annual Law of Policing Conference
- City of Surrey's police of jurisdiction transferred from the RCMP to the Surrey Police Service

## January 2025

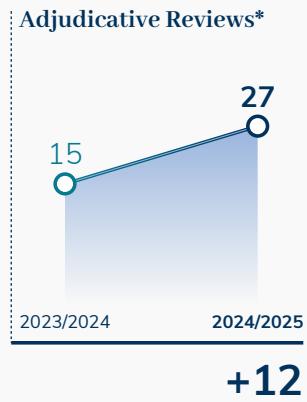
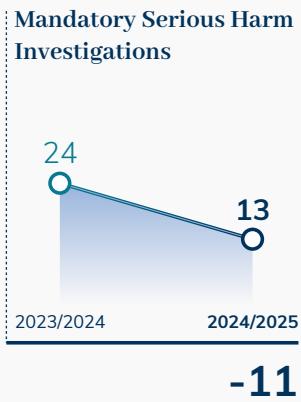
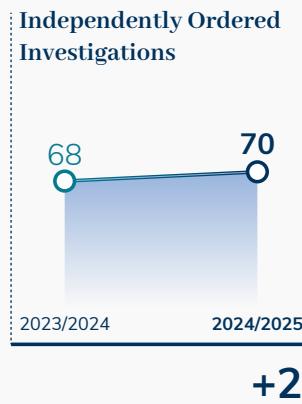
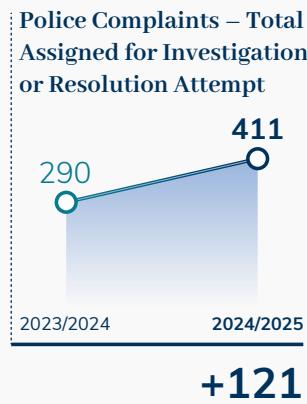
- Surrey Police Service adds 45 police officers for a total of 945 employees: 487 police officers and 458 civilian support staff
- PCC attends farewell ceremony for the 30<sup>th</sup> Lieutenant Governor (LG) and Installation Reception for the 31<sup>st</sup> LG
- Police oversight meeting with First Nations Justice Council and Director of Police Services
- PCC and staff ride-along with Vancouver Police Department

## March 2025

- Discipline Decisions Digest launched
- DPCC guest speaker at Simon Fraser University Department of Criminology
- Last PCC outreach meetings in fiscal 2024/2025 at Salal Sexual Violence Support Centre and Surrey Urban Indigenous Leadership Committee



# The Year in Numbers



\*Prior to 2024/2025, this figure captured investigations that proceeded to S.117 (Appointment of Retired Judge), S.141 (Review on the Record), and S.143 (Public Hearing). As of 2024/2025, the figure also includes cases where retired judges are appointed as Discipline Authorities, in alignment with legislative changes made in 2024 that allow the Commissioner to appoint retired judges sooner in the complaint process, if it is considered to be in the public interest.

## ABOUT OUR WORK:

# Advancing Public Confidence and Trust in Policing

## Who We Are

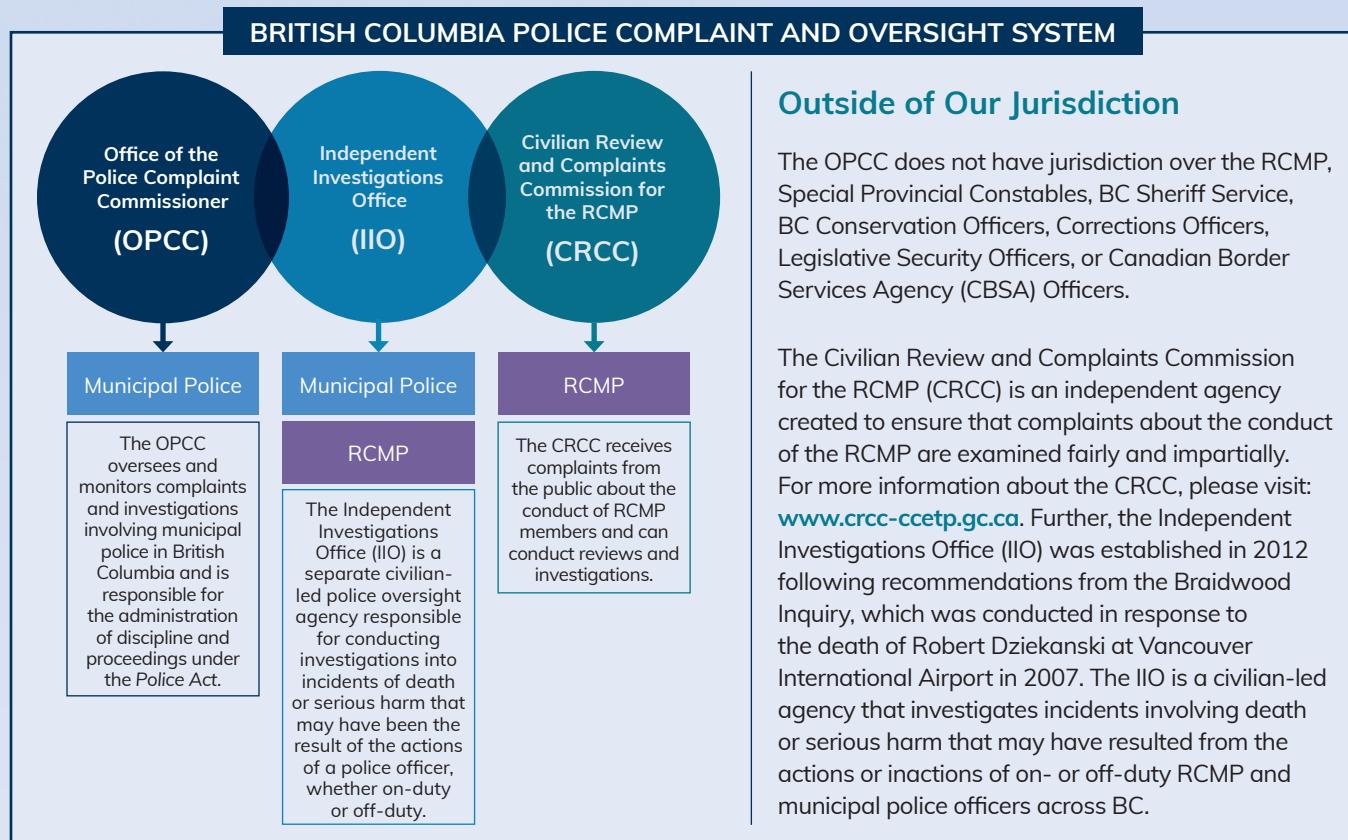
The OPCC is the office that people turn to when they have concerns about the conduct of municipal police in British Columbia. We are an impartial agency—Independent of police and government—that oversees complaints and investigations involving municipal police officers. We ensure complaints made under the Police Act are resolved in a timely, transparent, and accountable manner, and that the process is accessible to the public.

## Our Purpose

We promote accountable policing and enhance public confidence in police through impartial, transparent civilian oversight.

## What We Do

- Provide an accessible way for people to voice concerns about the conduct of any municipal police officer or department.
- Oversee and monitor complaints and investigations into police misconduct.
- Oversee the administration of discipline and proceedings under the Police Act and ensure that the purposes of the legislation are achieved.
- Initiate investigations into broader systemic issues in police practices or policies that impact police conduct and public trust, and provide recommendations aimed at preventing misconduct across police agencies.



## How We Do Our Work

### Fairness

- Determine the admissibility of complaints received from the public.
- Actively monitor and oversee police misconduct investigations, providing advice and direction as necessary.
- Refer matters for independent adjudicative review.
- Refer matters to Crown Counsel for consideration of prosecution, when appropriate.

### Transparency

- Maintain records of all police complaints and Police Act investigations involving municipal police officers and the investigation outcomes.
- Compile statistical information, including trends, and report to the public about complaints and investigations.

### Public Engagement and Education

- Engage public organizations and policing interest holders and provide education on the police complaint process.
- Promote the benefits of restorative processes.
- Identify and address barriers to the police complaint process through community outreach efforts.

### Prevention and Systemic Responses

- Report publicly on the investigation of systemic issues arising from police complaints and make meaningful, proactive recommendations to prevent misconduct.
- Make recommendations to police boards or to government to address policies, practices, or other issues identified in the complaint process.

### Independence

- Neutrally assist any participant in the police complaint process, including complainants, police officers, discipline authorities, police boards, and adjudicators appointed under the Police Act.

### Our Goals

- To strengthen police accountability.
- To provide an accessible, effective, and understandable police complaint process.
- To improve organizational performance.
- To promote people wellness and development.

### Our Team

Driving our work is a group of committed professionals with diverse experience and expertise, such as law, criminology, policing, public administration, and social policy, who believe in the fundamental importance of civilian oversight of the police complaints process.

Within our Police Accountability team, our intake service is typically the public's first point of contact with the OPCC. They help people understand the process and connect complainants who are seeking assistance in navigating the process with support agencies.

Our "no wrong door" approach means that even when the complaint falls outside of our jurisdiction, our intake team helps people find the appropriate avenue for redress. Last year, 276 enquiries were redirected by our skilled and compassionate front-line staff, of which 117 were related to the RCMP.

Once a complaint has been initiated, our team of analysts work to ensure that the Police Act and its associated processes are followed correctly, including our complaint resolution process.

Within our Systemic Reform and Engagement team, priorities include outreach and engagement, accessibility, news releases, media responses, information systems, data management, adjudications, and other administrative services to support staff across the OPCC. In 2024/2025 we also began the development of our new Systemic Investigations program.

See more about our staff and budget on page 52.

### Intergovernmental Engagement

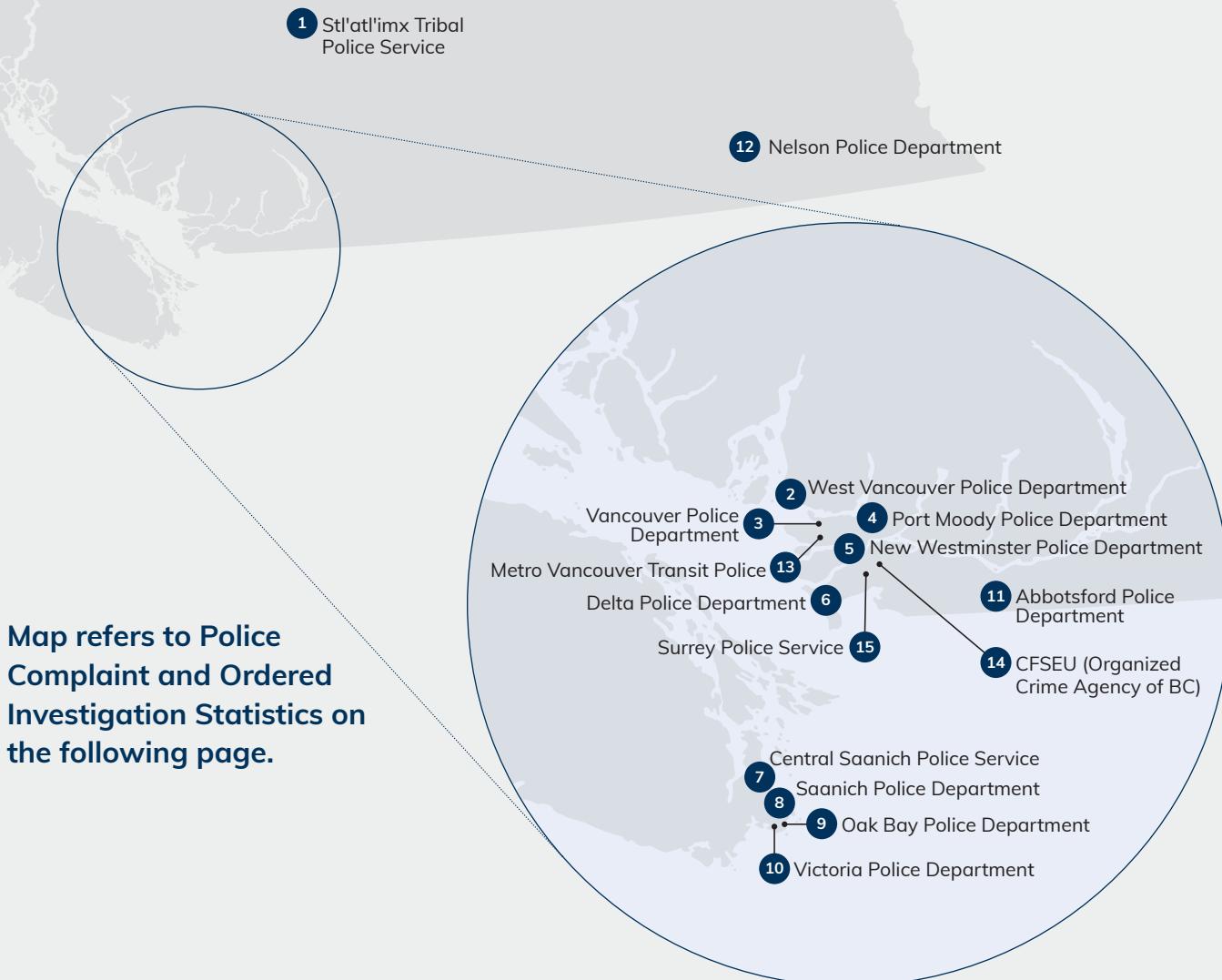
The OPCC is now a member of the Multi-Agency Police Oversight and Accountability Committee, facilitated by the Ministry of Public Safety and Solicitor General (PSSG). Membership includes the Independent Investigations Office, Civilian Review and Complaints Commission, and the BC First Nations Justice Council. This group meets quarterly to share updates, learn oversight best practices, and identify shared systemic issues.

All OPCC staff received a presentation from PSSG on Policing and Public Safety Modernization and continued to engage with the Province on Police Act reform. The OPCC also continues to participate on the Advisory Committee on Provincial Policing Standards, also facilitated by PSSG. A key topic in 2024/2025 was the continued implementation of body-worn cameras, associated issues and government standards.

# Where We Work

## OPCC Oversight

The OPCC oversees complaints related to the work of municipal police officers, special municipal constables and officers serving on other police agencies throughout British Columbia. Twelve municipal police departments fall under our jurisdiction, as well as the Metro Vancouver Transit Police, Stl'atl'imx Tribal Police Service, and the CFSEU (Organized Crime Agency of British Columbia).



## Police Complaint and Ordered Investigation Statistics by Department (2024/2025)

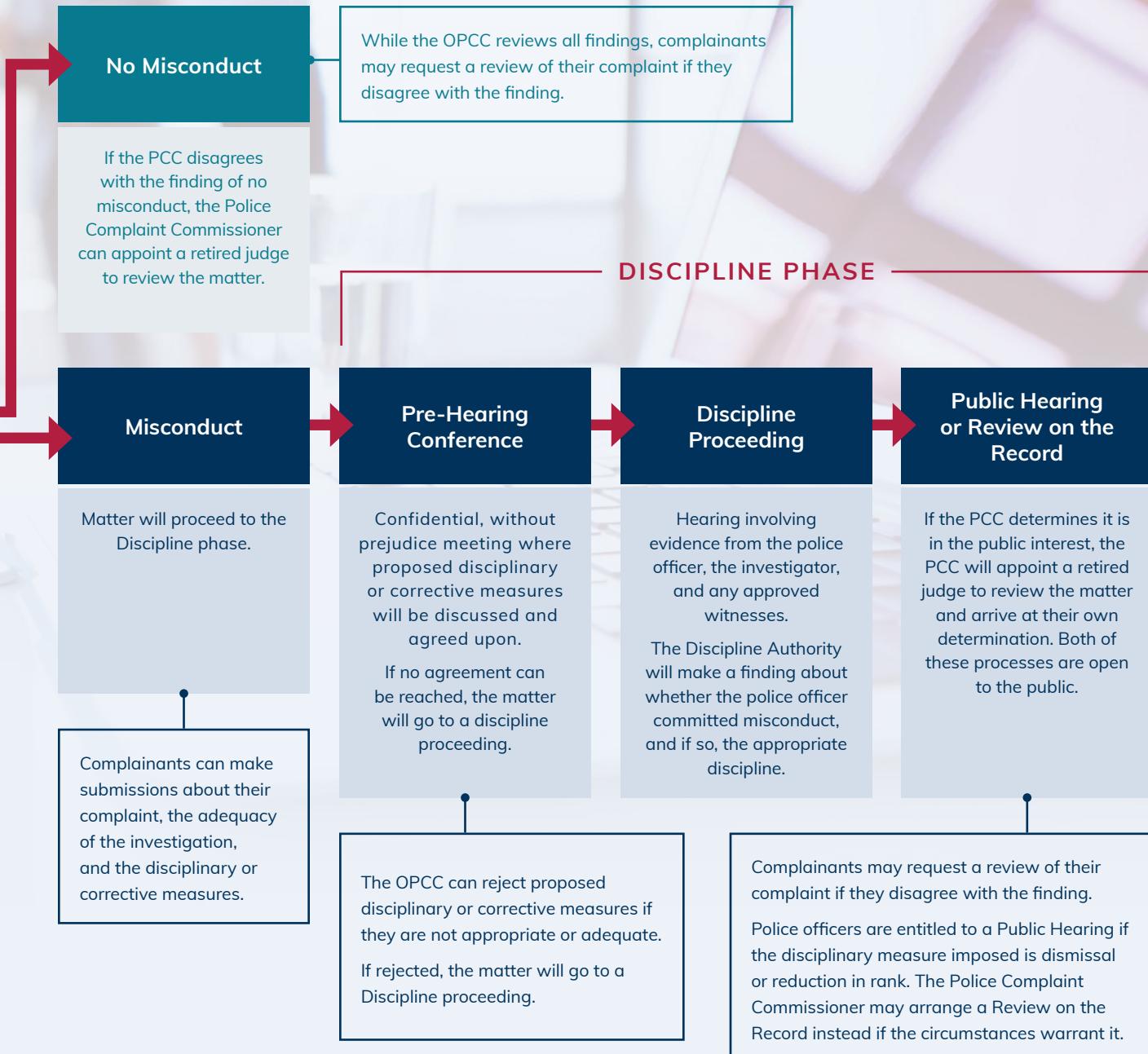
Rank	Department	Police Complaints	Ordered Investigations
1	Abbotsford Police Department	67 	4 
2	Central Saanich Police Service	13 	2 
3	Delta Police Department	27 	3 
4	Metro Vancouver Transit Police	31 	4 
5	Nelson Police Department	10 	2 
6	New Westminster Police Department	17 	2 
7	Oak Bay Police Department	3 	1 
8	Organized Crime Agency of BC (CFSEU)	0 	1 
9	Port Moody Police Department	4 	1 
10	Saanich Police Department	36 	2 
11	St'latl'imx Tribal Police Service	1 	0 
12	Surrey Police Service	94 	13 
13	Vancouver Police Department	391 	24 
14	Victoria Police Department	97 	9 
15	West Vancouver Police Department	23 	2 

 INCREASE FROM 2023/2024

 NO CHANGE FROM 2023/2024

 DECREASE FROM 2023/2024

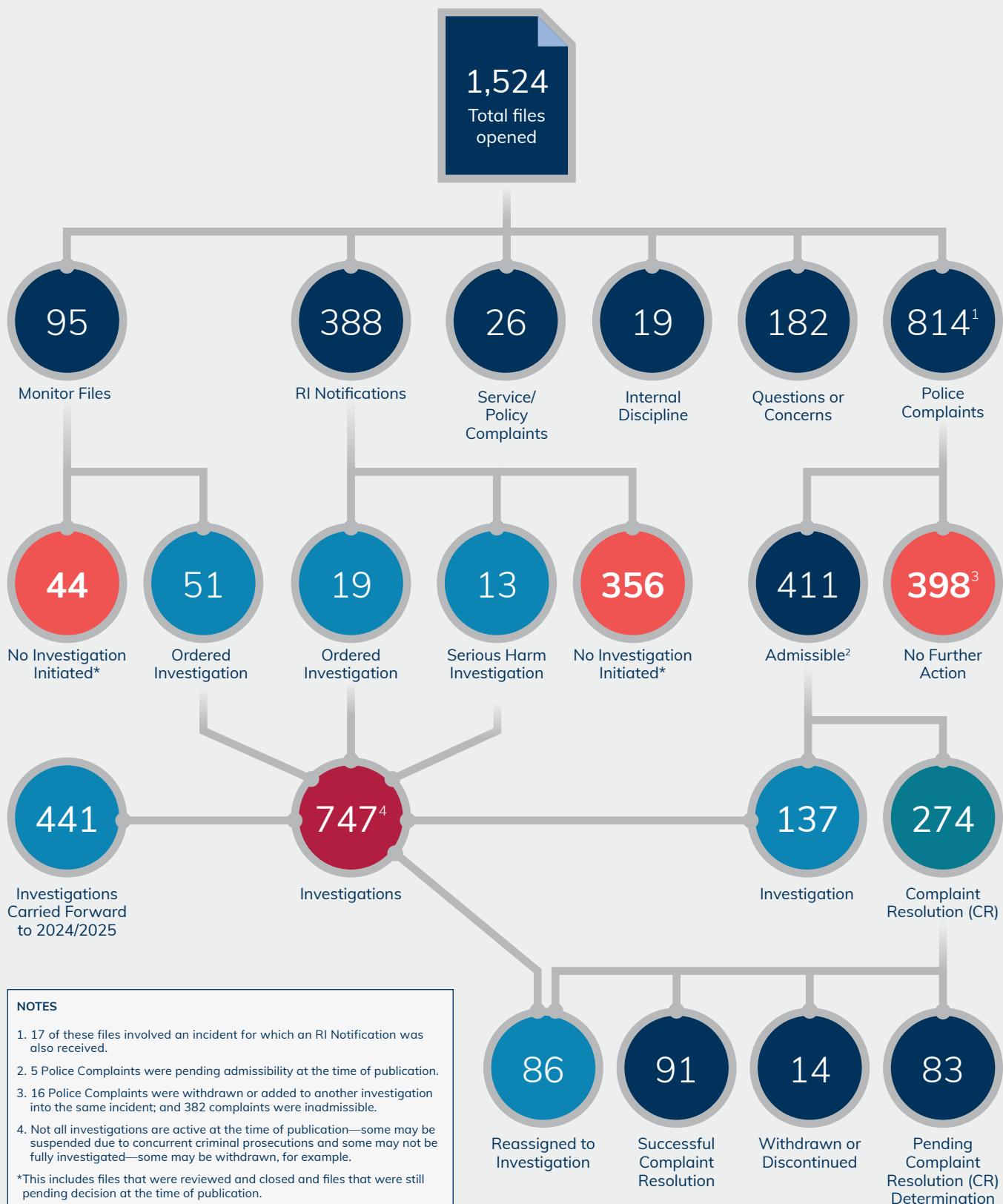




The Police Complaint Commissioner may also refer matters to Crown Counsel for consideration of prosecution, or make recommendations to police boards or to government regarding policies, practices, or systemic issues that may contribute to the misconduct.

## How We Work

# Complaints and Investigations in 2024/2025: Intake, Assessment, and Investigation



# Supporting and Seeking Reconciliation with Indigenous Peoples

The OPCC's work in police accountability and oversight is inherently connected to Canada's legacy of colonialism and the historical traumas caused by police towards Indigenous Peoples, communities, and their way of life. The Office is committed to recognizing and understanding the historical and ongoing wrongs committed against Indigenous Peoples and valuing the resilience of Indigenous cultures and communities.





Together, Art work by **Jamin Zuroski**

We have publicly acknowledged that the OPCC is part of the colonial justice system, and we have committed to concrete actions of reconciliation and addressing systemic racism where it exists.

The OPCC also remains committed to Truth and Reconciliation and listening to the voices of Indigenous community members to better understand the unique issues they may face when interacting with municipal police services in BC. We continue to make progress as an office and as individuals but acknowledge there is more work to do in building and sustaining respectful, positive relationships with Indigenous Peoples, leadership, organizations, and communities.

We continue to prioritize a multi-year reconciliation action plan aimed at improving our Office's responsiveness to the needs of Indigenous Peoples. As part of this plan, we have been working to build and strengthen relationships with Indigenous leadership organizations throughout the past year. This has included several introductory meetings for the Commissioner to learn more about the issues of those affected by potential policing misconduct and concerns faced by diverse Indigenous community members who are interacting with the justice system.

In 2024/2025, the Commissioner has met with the following organizations:

- BC Assembly of First Nations
- BC First Nations Justice Council
- Aboriginal Committee to End Homelessness
- Coalition of Missing and Murdered Indigenous Women and Girls
- Circle of Indigenous Nations
- Métis Nation BC
- Native Courtworker and Counselling Association of BC
- Surrey Urban Indigenous Leadership Committee
- Vancouver Aboriginal Community Policing Centre
- Vancouver Aboriginal Transformative Justice Society

Based on feedback from these meetings, we will continue to build more culturally safe practices into the complaint process. This includes discussions with the First Nations Justice Council's police accountability unit to establish referral protocols between our offices. In addition, organizations such as Vancouver Aboriginal Transformative Justice Society, Vancouver Aboriginal Community Policing Centre, and the Salal Sexual Violence Support Centre have offered to provide culturally appropriate space for complaint investigations and complaint resolution meetings.

We are also grateful to the following Indigenous community organizations for providing a source of information and support for Indigenous complainants:

- BC Aboriginal Network on Disabilities Society
- Circle of Indigenous Nations
- Keeping Families Together
- Pacific Association of First Nations Women
- Victoria Native Friendship Centre
- Indigenous Community Legal Clinic
- Vancouver Aboriginal Friendship Centre
- Family Information Liaison Unit
- Aboriginal Coalition to End Homelessness
- Vancouver Aboriginal Transformative Justice Society
- Vancouver Aboriginal Community Policing Centre

Offering self-identifying Indigenous complainants choice in support when navigating the complaints process seeks to provide cultural safety and respond to those with intersectional identities and needs.



## OPCC's Reconciliation Journey

The OPCC remains committed to performing its mandate with cultural awareness and sensitivity, and to strengthening an accessible and culturally safe police complaint process for diverse Indigenous community members. To assist in meeting these goals, the office organized several opportunities for staff to come together and learn more about local First Nations, their culture and history, and to listen to their stories. All are important experiences designed to build relationships and support the OPCC team in the building of a culturally safe and responsive police complaint system for Indigenous complainants. This approach also furthers a culturally safe work environment for any prospective Indigenous staff.

In 2024/2025, staff participated in and received workshops and presentations from an Indigenous Cultural Safety Advisor and learning exchanges with community-based organizations, in addition to attending the BC Aboriginal Network on Disability Society's annual wellness gathering. We were also grateful to hear from the Honourable Marion R. Buller, CM, on the National Inquiry into Missing and Murdered Indigenous Women and Girls.

To acknowledge the annual National Day for Truth and Reconciliation, all staff were provided with a link to the documentary *Picking Up the Pieces: The Making of the Witness Blanket*, an hour-long film about an art installation created from items reclaimed from Canadian residential schools, churches, and government buildings, accompanied by powerful stories from survivors.

The Commissioner and staff at our Victoria office also met with Ry Moran, Canada's inaugural Associate University Librarian – Reconciliation at the University of Victoria, who spoke about his experience as Director of Statement Gathering for the Truth and Reconciliation Commission, and as Director of the National Centre of Truth and Reconciliation. Those not able to attend watched the session virtually. The session addressed how OPCC staff can respond appropriately to residential school survivors and subsequent generations of survivors by creating as safe an environment as possible for Indigenous members of the community who are interacting with our Office.

Staff in the Lower Mainland took part in a cultural paddle tour organized through a local First Nation that included a welcome song and visit to historic Indigenous villages while the group learned more about the Indigenous history of North Vancouver.



Phalak Betab, Director of Communications, PICS Society, Anahita Mital, Team Lead, OPCC, Prabhu Rajan, PCC, Andrea Spindler, DPCC, and Satbir Singh Cheema, President CEO, PICS Society

# Outreach and Education

The OPCC serves all members of the public who may be impacted by municipal police actions. We are committed to hearing the voices of those with the knowledge, expertise, and insight to help identify and remove barriers for anyone engaging with the police complaint process. We strive to ensure everyone understands their rights under the Police Act and is provided with accessible and relevant information shaped by the communities we serve. Access to the complaints process also means removing any barriers for people exercising their rights. The OPCC's **Accessibility Plan** published in 2024/2025 provides more information on this commitment.

## Outreach and Engagement

Over the 2024/2025 year, the Commissioner prioritized meeting with, and hearing from, more community leaders than ever before as he sought to build relationships with Indigenous organizations, community-and provincial-level agencies, and police.

An intentional commitment to listen, learn, and then act in a way that fosters trust and transparency was central to the Commissioner's approach. While he had knowledge and experience with marginalized communities in relation to policing, he wanted to understand from community representatives how the OPCC could better provide accessible and effective policing oversight across BC's diverse cultures, identities, and communities.

The Commissioner met with Indigenous leaders and representatives of cultural and community service organizations from Victoria to Nelson to understand the experiences of those most affected by potential police misconduct. He sent over 50 introductory letters requesting face-to-face meetings with leadership of Indigenous organizations, newcomer settlement agencies, disability agencies, the anti-gender-based violence sector, legal and human rights organizations, and direct service providers. The result has been meetings involving 83 different organizations, some of which represented

multiple agencies, including councils, associations, and coalitions. We heard that there is a desire for improved connections with the OPCC and its services, and key points from the meetings included:

- Encouraging agencies to share more information about our work with members of the public.
- Ensuring OPCC staff are more aware and responsive to the needs of diverse community members.
- Responding appropriately to the emotional and safety needs of community members with language or cultural differences who are navigating the police complaint process.
- Exploring the potential for community-based points of entry to the police complaint process.

***"The meet & greet was a valuable opportunity, fostering dialogue and raising awareness about the role of the Office of the Police Complaint Commissioner (OPCC). We are grateful for their visit and commitment to building stronger connections with our community!"***

—President & CEO of PICS Society, Satbir S. Cheema.

**"At our leadership summit last year, we were honoured to have representatives from the Office of the Police Complaint Commissioner (OPCC) of British Columbia join us. The OPCC plays a vital role as an independent office of the Legislature, ensuring accountability, fairness, and transparency in the oversight of municipal police services.**

**Your team's presentation was both impactful and thought-provoking. It provided our leaders with a deeper understanding of the civilian oversight process, the importance of public trust in policing, and how accountability frameworks can strengthen leadership across all sectors. The insights you shared sparked meaningful discussion among our participants and have continued to influence our approach to integrity and responsibility in our own organization.**

**We are grateful for your contribution to the success of the summit and for the lasting impact your participation has had on our leadership team."**

—Garry Dhadda, People and Culture Manager, Lookout Housing and Health Society



Prabhu Rajan, PCC and Satbir S. Cheema – President & CEO of PICS Society

## Education

As a result of our increased outreach and engagement with local leaders and organizations, OPCC staff received invitations to events not previously attended, such as the Affiliation of Multicultural Societies and Service Agencies' (AMSSA's) BC symposium *Breaking Barriers: Fostering Trust and Building Connection with Black Communities*, to help address the systemic overrepresentation of Black men in the justice system and foster collaborative solutions between Correctional Service Canada, community groups, and justice system partners. OPCC staff were also able to attend the Ending Violence Association BC annual training forum and a community stakeholder forum hosted by the Surrey Local Immigration Partnership.

We are pleased that many community organizations have also shown interest in distributing informational materials to educate the multilingual communities they serve. This includes general information and complaint resolution brochures in 13 languages: Hindi, Persian, Filipino, Spanish, French, Korean, Somali, Vietnamese, Arabic, Punjabi, Urdu, Traditional Chinese, and Simplified Chinese. These translated materials are [available on our website](#) and have been distributed to municipal police departments and community-based support agencies.



Alix Hotsenpiller, Outreach Coordinator, OPCC, Prabhu Rajan, PCC and Shayne Williams, CEO Lookout Housing and Health Society

## Support Agency Assistance

A key form of support for community members contacting our Office continues to be our intake services staff who document complaints, facilitate connections with community-based supports, and facilitate access to specialized resources and information.

In the past year, intake and outreach staff made 37 direct connections for complainants to community law clinics, organizations serving women experiencing gendered violence, newcomers, seniors, Indigenous service providers, youth, people with disabilities, and language supports. These agencies provide services that support complainants when filing police complaints, attend meetings, provide emotional support, translation services, and assist with preparing written submissions at various stages of the process on behalf of complainants.

In 2024/2025, many of the community organizations in our network of support agencies provided either information or direct assistance to complainants. We recognize that these staff and volunteers go above and beyond to facilitate requests for their help and expertise, and we remain grateful for their contributions:

- Archway Community Services
- Atira Women's Society
- Battered Women's Support Services (BWSS)
- British Columbia Aboriginal Network on Disability Society
- Circle of Indigenous Nations (COINS)
- Coast Mental Health
- Covenant House
- Disability Alliance of BC
- First United Church
- Deltassist Family and Community Services Society
- Family Information Liaison Unit (FILU)
- HIM Health Initiative for Men
- Immigrant Services Society of BC
- Inclusion BC
- The Jewish Family Service Agency
- John Howard Society of Victoria
- Keeping Families Together
- Law Students' Legal Advice Program (Vancouver)
- Men's Therapy Centre
- MOSAIC BC
- Native Courtworker and Counselling Association of BC
- Nelson Cares Society – the Advocacy Centre
- North Shore Women's Centre
- Our Place
- The Progressive Intercultural Community Services (PICS) Society
- Ribbon Community (formerly AIDS Vancouver)
- RISE Women's Legal Centre
- Salal Sexual Violence Support Centre
- Sources Community Resource Centres
- Surrey Women's Centre
- The Law Centre (Victoria)
- Vancouver Association for the Survivors of Torture
- Vancouver Aboriginal Transformative Justice Services Society
- Vancouver Aboriginal Community Policing Centre
- Victoria Disability Resources Centre
- Victoria Native Friendship Centre
- Victoria Immigrant and Refugee Centre Society
- Vancouver Women's Health Collective



Click here to go to the OPCC website for a list of support agencies. Please note, not all agencies in the support agency network are found on this list.



# Addressing Systemic Issues

Systemic issues are recurring or entrenched problems within policing practices, policies, or structures that result in or contribute to patterns of misconduct, inequitable treatment, or failures in accountability. They go beyond singular instances of misconduct, indicating broader concerns that impact public trust, fairness, and the effectiveness of police oversight mechanisms.

In 2024, amendments to the Police Act expanded the mandate of the OPCC, granting the Police Complaint Commissioner the authority to initiate systemic investigations in the public interest. This change responded to a recommendation from the 2019 Special Committee to Review the Police Complaint Process and empowers the OPCC to proactively identify, research, and investigate systemic issues arising from police complaints or the municipal police complaints process. Following an investigation, the OPCC will provide recommendations where needed to prevent police misconduct, prepare and release public report(s), and inform the public and other interest holders of our findings.

The OPCC is currently building its systemic investigations program. This preparation involves establishing a dedicated team, developing policies, procedures, training and education, and creating the necessary supports to identify and conduct effective and meaningful systemic investigations, including pathways for engaging with interest holders and the public.

To further support the OPCC's systemic mandate, the OPCC is also committed to enhancing its data analytics capacity to improve the identification and understanding of trends and emerging issues, and exploring research partnerships to examine areas of concern and support long-term improvements in accountability and oversight.

# Why Our Work Matters

## Public interest demands robust, vigilant, and independent oversight.

Police officers hold significant authority in our communities, and the public rightly expects transparency and accountability in how that power is exercised. In British Columbia, the OPCC plays a vital role in upholding these expectations. Our Office was established to meet a fundamental need: independent civilian oversight of the police complaints process. Ensuring that police are held to a high standard of external accountability is not only in the public interest—it is essential to maintaining public trust and confidence in policing.

A core part of our mandate is to ensure that every complaint made against a municipal police officer in BC is addressed fairly, thoroughly, and transparently. But our work goes beyond individual cases. By overseeing the municipal police complaints process, the OPCC is uniquely positioned to identify broader trends and systemic issues. This allows us to make informed recommendations that address not only officer conduct but also structural barriers affecting many British Columbians.

At a time when calls for greater accountability and reform in policing continue to grow, our dual role—as both a complaint oversight body and a driver of systemic change—remains a cornerstone of police oversight in British Columbia.

In the following pages, we highlight key themes emerging from OPCC files that illustrate ongoing efforts to enhance transparency in the municipal police complaints process. We also share feedback from individuals who have participated in, and benefited from, Complaint Resolution processes.

# Serious Harm Investigation and discontinuation when appropriate

## Why the OPCC Became Involved

Municipal police departments across BC are required to notify the OPCC when an incident involving an officer results in an injury requiring medical attention. In addition, if any person is seriously injured or dies because of police actions or inaction, the OPCC must initiate an external investigation into the matter. In this case, the Independent Investigations Office (IIO) was also notified and conducted an investigation, as it was determined that the individual who interacted with police suffered serious harm. During the incident, Vancouver police were called to a downtown hotel because a man, who had been acting erratically, had passed out in the lobby. An officer attended on his own and, when he tried to wake the man up, he was knocked to the ground by the individual, who then disarmed the police officer of his police baton and proceeded to attack the officer, striking him with the baton. The officer fired multiple shots, hitting the man in the leg and subduing him. Both the man and the police officer had significant injuries. The man later pleaded guilty to a criminal charge of assault. The entire encounter was captured by the hotel's video surveillance system.

## How the OPCC Helped

Prior to overseeing a Police Act investigation into the matter, the OPCC assessed the IIO investigation and outcome to determine if a further Police Act investigation was required. A review of the video footage along with all other relevant available evidence demonstrated that force used in this case was both reasonable and proportionate to the attack endured by the officer. As a result, the potential investigation under the Police Act was discontinued by the Police Complaint Commissioner, who noted the significant danger the officer had been in, as well as the danger posed to the public, commanding the officer for his actions.

## Why It Matters

While the public's right to transparency and accountability is often realized through a comprehensive review, scrutiny must be applied on a case-by-case basis. Where objective video footage clearly shows no evidence of misconduct, and instead shows exemplary police work in terms of self-defence, it is in the public interest to avoid unnecessary expenditures of additional investigative resources. It also prevents the officer involved from having to relive, through the investigative process, a traumatic service call that could have ended in serious personal harm or death.

**38%**

of the 29 Serious Harm Investigations that were concluded in the 2024/2025 fiscal year were discontinued, as it was determined further investigation was neither necessary nor reasonably practicable.

# Police Complaint Commissioner calls Public Hearing earlier in alleged sexualized misconduct investigation

## Why the OPCC Became Involved

The Office received information from the Vancouver Police Department (VPD) in relation to alleged sexualized misconduct involving a senior police officer with over 30 years of police service. He had been a sergeant for approximately 18 years, working in a supervisory capacity. He had also been an instructor at various Post-Secondary Institutions, including at the Justice Institute of British Columbia, where he taught courses related to policing and criminal justice.

According to VPD, a photo of the officer was posted on social media that prompted an anonymous comment that the officer was a “sexual predator” and had a “history of sexually assaulting his students” while employed as an instructor at a BC Post-Secondary Institution. Further, a female VPD officer, upon becoming aware of the social media post and comments, advised she had received inappropriate sexual messages from the same officer. As a result, the PCC ordered an investigation.

During the police-led investigation, the OPCC received additional information that the officer had allegedly sent electronic messages of an inappropriate and/or sexual nature to several female individuals who had been enrolled in courses he taught at two Post-Secondary Institutions as well as to several other female VPD officers.

The Police Complaint Commissioner called a public hearing due to the serious nature of the alleged misconduct, and the power-imbalance dynamic, over the five-year span of the alleged inappropriate behaviour. Sexual harassment in places of work and education should not be tolerated, and inappropriate and unwelcome sexualized behaviour is demeaning and an affront to the dignity of the person to whom it is directed.

## How the OPCC Helped

Given the public interest inherent in this case, the Police Complaint Commissioner exercised the new power granted by Police Act amendments to send allegations against the officer directly to a public hearing without waiting for a confidential police Discipline Proceeding to conclude. The officer accepted responsibility for some but not all of the allegations of misconduct and received significant disciplinary and corrective measures. The findings were based on agreed facts and joint submissions that spared witnesses from having to testify in a public forum and allowed for a faster and more efficient pathway to effective resolution. Recommendations aimed at the Vancouver Police Department and Vancouver Police Board from the public hearing adjudicator cited the need to create a dedicated workplace policy and training program dealing with sexual harassment and development of systems to prevent the re-victimization of those who come forward.

## Why It Matters

Sexual harassment is demeaning and injurious to dignity. It is fundamentally contrary to the high ethical standards expected of all police officers and especially senior officers having supervisory responsibilities. There is a growing awareness in society of the harmful impacts of inappropriate sexualized actions generally and an inarguable need to denounce sexual misconduct in the field of policing specifically.

In the 2024/2025 fiscal year, the OPCC carried over **15** investigations related to sexualized misconduct in the workplace from previous years and opened **10** new investigations. Throughout the fiscal year, the OPCC concluded four investigations related to sexualized misconduct in the workplace, all of which included one or more allegations that were substantiated. Investigations included Police Complaint Files and Ordered Investigations with allegations involving discreditable conduct or neglect of duty.



Discipline Decisions Digest

# Police Misconduct—professional deportment and relationship with Indigenous persons

## Why the OPCC Became Involved

The OPCC received a complaint from a member of the public (third party) who had viewed closed-circuit video, posted online, of an interaction between a 38-year-old Indigenous woman and police officers in Vancouver's Downtown Eastside. The video showed officers using a beanbag shotgun on the woman and reportedly standing around her laughing while she was on the ground crying out in pain after she was handcuffed and in custody. The third party was concerned about the police's use of force and subsequent laughter seemingly directed at the Indigenous woman.

## How the OPCC Helped

Following an assessment of the complaint, the OPCC determined that breaches of public trust had been alleged under the Police Act—specifically police officers failed to behave with courtesy towards a member of the public. In addition, the use of a beanbag shotgun to arrest the woman was viewed as potential misconduct resulting from excessive use of force. As a result, the OPCC made the complaint admissible, resulting in an investigation overseen by an OPCC analyst. The police Discipline Authority in that investigation did not find misconduct by the officers.

The Police Complaint Commissioner disagreed with the Discipline Authority decision and appointed a retired judge to review the matter. The Commissioner expressed concerns that the Discipline Authority improperly, and solely, focused their decision on the officers' reason for their laughter, and didn't consider the officers' apparent lack of sensitivity for the Indigenous woman. In doing so, he noted the historic and ongoing systemic issues with the policing of Indigenous Peoples.

The retired judge found that the officers did commit misconduct, were reckless, and failed to meet their professional obligations when they laughed while standing over the woman, even though their laughter was apparently in response to a shared private joke unrelated to the woman on the ground. In doing so, the retired judge noted that the courtesy of laughing as a group while standing over a handcuffed, prone, and vulnerable

Indigenous woman resulted in a negative perception of the officers' actions and in turn raised the serious potential of negatively impacting the public's respect for police in the community. The decision resulted in the officers receiving a written reprimand on their service record of discipline and direction to prepare an apology letter to the affected woman. One officer was also ordered to complete further education and training with respect to the policing of vulnerable people and communities.

## Why It Matters

BC's Police Code of Ethics states: "The people of British Columbia expect the police to serve with courage, fairness, impartiality and integrity and to apply democratic principles that honour human dignity in the pursuit of justice." While the officers involved in this case maintained the laughing captured on video was the result of a private joke, and not directed at the woman, the retired judge felt their behaviour still constituted misconduct. Public perception of officers laughing at a person, as captured on video, who had been struck by rounds from a beanbag gun was an emphasis of the decision. Effective community policing depends on the public's trust in those dedicated to protecting them. That trust is eroded when it appears police officers do not respect the dignity of those they interact with.

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individuals who self-identified as Indigenous filed Police Complaints with the OPCC in 2024/2025, compared to 33 in 2020/2021—an increase of 39%. To ensure these individuals receive the support they need to navigate the police complaint process, the OPCC is continuing its work towards the creation and delivery of a trauma-informed, culturally safe, and culturally relevant process.

# Using a restorative approach in conjunction with disciplinary measures to resolve complaints

## Why the OPCC Became Involved

The Office received a complaint from the father of a teen reporting concerns about the actions of an officer towards his son. The incident centred on an officer who had used profanity towards the youth and kicked him in the back after the youth and three friends took a selfie with the member's unattended police vehicle. Following a Police Act investigation, an appearance of misconduct was found in relation to the use of force on the youth. The matter proceeded to a pre-hearing conference, which is designed to determine whether a member is prepared to admit misconduct, and if so, what disciplinary or corrective measures they are willing to accept. As part of the pre-hearing conference process, the father made submissions expressing dissatisfaction with the outcome, as he felt the proposed discipline of a written reprimand for the officer didn't address his son's distrust of police, given the treatment he had received from the officer. The father proposed two additional measures: a face-to-face apology to his son from the officer, and direct engagement from the police department in the form of a "ride-along" or "behind-the-scenes" tour, which he believed would assist in validating the outcome of the investigation, underscore the importance of police accountability, and reshape the perception of law enforcement for his son.

## How the OPCC Helped: The OPCC Must Approve All Proposed Discipline

In considering approval of the proposed discipline, the OPCC encouraged the police department to undertake the restorative measures suggested by the complainant. The police department made arrangements in support of the approach. Once it was confirmed that the complainant and his family had toured the department, seen the police cars, and met with the officer for an apology, the OPCC approved the written reprimand and closed the case.

## Why It Matters

Restorative approaches put people first by bringing complainants and officers together to repair relationships and find a suitable resolution. The OPCC prioritizes this approach, where possible, as it has been shown to be a faster and more effective way of resolving concerns with certain types or situations and provides complainants with an opportunity to have a voice in how their complaints are addressed. It is also a beneficial tool in fixing fractured trust between police and community members.

42

of the 64 files concluded in the fiscal year with substantiated allegations, a Pre-Hearing Conference (PHC) was offered to members involved in 48 files—one or more members involved in 45 of these files accepted the PHC. Of these, the PCC accepted the proposed discipline for 42 files.

# Early Resolution: A People-Centred and Accountable Process

Early resolution processes offer another path that puts people first, where parties work together to find a meaningful resolution to their concerns or complaints. These processes focus on repairing relationships and help to rebuild trust with their police service. Formal investigations, on the other hand, focus on the collection of evidence where there is a legal burden of proof to establish a finding of misconduct. Early resolution has been shown to be a more effective way to address certain conduct-related concerns. It leads to quicker and more positive outcomes and provides a voice to complainants in how their concerns are addressed. The OPCC has prioritized two main processes to support early resolution: 'Complaint Resolution' and 'Questions or Concerns'.

## Complaint Resolution

Every complaint deemed admissible is reviewed to determine if Complaint Resolution is suitable. Complainants have the option of noting their interest in this process on the complaint form or in a conversation with OPCC staff or the police investigator. Many complaints are suitable for this process, and participation is voluntary. Information about the process is explained by the OPCC, and we can facilitate access to supports to help complainants through the process. If parties are in agreement to proceed, the police investigator will work with the complainant to better understand their complaint and perspectives, with the goal of reaching a meaningful and accountable resolution with the police officer. Each resolution must be agreed to in writing.

This process is overseen by the OPCC. We review every resolution and will contact each complainant to make sure they are satisfied with the outcome. Examples of resolutions include: apologies, an exchange of perspectives, enhanced learning, or additional training for the police officer. No two resolutions will look the same.

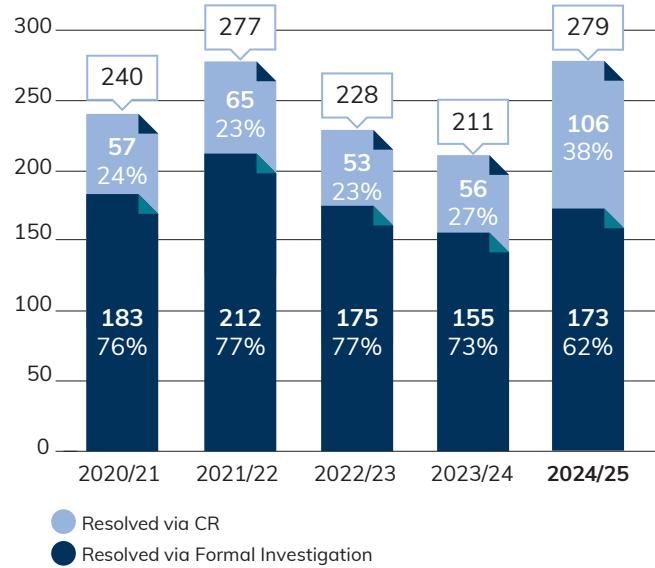
After hearing from both police and the public, we have learned that participating in Complaint Resolution empowers individuals to play an active role in resolving a conflict, resulting in open communication, restoration of trust, and resolutions that are effective and meaningful for all parties, while also ensuring accountability. Open and honest communication helps to break down barriers, repairs relationships, and strengthens bonds between police officers and the communities they serve.

## Questions or Concerns

The public may have a question, or a concern, about a member's conduct that does not result in the formal filing of a complaint. This process allows for police agencies to

address those concerns quickly, answer any questions, and work together to find solutions. Police departments are required to record these incidents and forward them to the OPCC for review. In 2024/2025, 182 Questions or Concerns from the public were recorded, with many resulting in positive outcomes without the need to file a complaint.

**Police Complaints Resolved via Complaint Resolution (2020/2021-2024/2025)**



- The OPCC concluded between 240 and 279 Admissible Police Complaint Files, per fiscal year, between 2020/2021 and 2024/2025.
- Compared to 2023/2024 when 211 Admissible Police Complaint Files were concluded, 279 were concluded in 2024/2025—an increase of 32%.
- Fifty six files were resolved via ADR in 2023/2024, compared to 106 in 2024/2025—an increase of 89%.

**"I'm really thankful. I feel that this has been good for every single person involved. Thank you very much, you and [the investigator] are very good at communicating. You are both very good at what you do, I hope that you do not stop, we need people like you."**



## What Complainants Say About Complaint Resolution

The feedback shown here is from OPCC complaint resolution files created during the period covered in this report. All identifying information has been removed.

### The Process Was Easy

"Everything was exceptionally good. I had no complaints at all. [The investigator] kept me up to date as the process went along. There were never any problems getting in touch with [them], or with [them] getting back to me."

"[The investigator] was very accommodating towards me, with respect to where and when we could meet. [They] provided me all of the options, and I feel that [they] really streamlined the process for me."

"[The investigator] was really fantastic to deal with. [They] genuinely seemed like [they] cared. The haste/speed with which [they] dealt with my complaint showed me that."

### Felt Understood

"[The investigator] was great, there was definitely times when I was juggling life, and [they] were busy, but [they] were willing to come and meet me in public, not in uniform. [They] bought me a cup of coffee, and asked me, about me. [They] were really professional, interested and it did not seem to be disingenuous. For me, that created a sense of trust."

"Honestly, I guess the first word that comes to mind—it was incredible. I found the experience to have been efficient/incredible. I have never gone through something like this before, I did not know what to expect. To be truthful, I did not even expect to get contacted. I felt that there were very open communications with you [the analyst] and [the investigator]. I felt heard, I felt understood, my issue was taken seriously. I truly felt understood and that I mattered."

**"I did not feel uncomfortable even when I was in the department. [They] made me feel like an equal, [they] treated me fairly, met me with focused care, and I felt respected and honored. [Their] body language was not snobby and [was] without condemnation. I felt that [they] were curious about learning more and gathering information [with respect to Indigenous culture]. It was healing for me on a different level, that [they] may not even have been aware of."**

### Positive and Accountable Outcomes

"Healing for me as an individual, being able to express myself, to be seen and to be heard was very positive. To have a police officer sit there and acknowledge how their actions had impacted me and apologize, I would give it an 8.5 out of 10."

"Thank you, I have dealt with a few bureaucratic issues throughout my life. I found the process to be very professional and easy to go through, despite the difficult topic. Thank you for having the process, it has been very professional and helpful for me."

**"I chose this way [complaint resolution] because I did not feel that it was necessary to have a formal investigation. I used to be really hesitant to talk to the police. I always felt like I was being judged. I did not feel that way talking to [the investigator]. It was actually really nice. I felt like I mattered. [They are] really in the right place [the Professional Standards Section]."**

# Recommendations

The OPCC has an overarching goal of preventing the recurrence of police misconduct that may have contributed to a complaint or an investigation and may make recommendations, often of a systemic nature, to more broadly prevent future possible misconduct.

The Commissioner can act on his ability to make recommendations to police boards on matters of policy and procedures, and to the Director of Police Services or the Minister of Public Safety and Solicitor General to examine legislative, training, cultural, or systemic issues.

In 2024/2025, the Commissioner made six recommendations to the Vancouver Police Board. These recommendations involve improvements to department policies and procedures.

The following pages summarize key recommendations, complaints, and outcomes.

## FINANCIAL POLICIES

# Recommendation to the Vancouver Police Board

## Review of financial and sole-source procurement policies

### Background

The OPCC received an anonymous complaint that was subsequently forwarded to the Vancouver Police Board's Service or Policy Complaint Review Committee for further review. The complaint raised concerns regarding the Vancouver Police Department's (VPD's) handling of an external review of its Human Resources section and an alleged conflict of interest on the part of the senior member who ordered the review and the individual hired to conduct the review. Additionally, the complaint highlighted concerns about the substantial resources allocated by the VPD in preparing a report related to the Surrey Police Transition.

In response, the Board arranged for an independent review to be conducted by the City of Vancouver's Auditor.

The review confirmed that the VPD's sole-source procurement policies were, and remain, consistent with the City of Vancouver's policies. The review also affirmed the adequacy of the criteria used for sole-source contracts. In addition, the Board examined billing invoices and supportive evidence to assess whether the practices followed complied with contract terms and financial policies.

The Board also initiated further actions, including referring updated VPD financial policies to its Finance and Risk Committee to review and ensure appropriate thresholds for payments are in place. This ensures that the policies have a clear threshold for potential write-offs to be identified and/or approved by the Board, and that there is appropriate monitoring or agency-to-agency agreements and correspondence.

The Board sent a concluding letter to the OPCC, but as it appeared there were still ongoing actions outlined in the letter, the OPCC declined to conclude the file until the Board is able to address the final outcome of any policy changes or updates.

### Recommendation

- That the Vancouver Police Board, prior to concluding its investigation into this matter, complete the ongoing actions described in its concluding letter which included a review of VPD's updated financial policies by the Board's Financial and Risk Committee and, when available, provide any updates or proposed changes to service or policy to the OPCC.

### Response to Recommendation

Following the service or policy review by the Board and subsequent recommendations made by the Commissioner, the Board advised they had made changes to the procurement policy.

### Next Steps

The OPCC is awaiting further clarity from the Board as it relates to outlining what specific changes were made to the procurement policy.

## MOTOR VEHICLE ACT INVESTIGATIONS

### Recommendation to the Vancouver Police Board Reviewing the VPD procedural manual for inconsistencies with the *Motor Vehicle Act (MVA)*

#### Background

The OPCC received a complaint alleging insufficient documentation by a Vancouver Police Department (VPD) member regarding a minor motor vehicle incident they were involved in.

Following a review by the Vancouver Police Board's (the Board) Service or Policy Complaint Review Committee, it was determined that the complaint should be dismissed. The Board clarified that, under the BC Motor Vehicle Act, members are only required to submit a report to the Insurance Corporation of British Columbia (ICBC) when vehicle damage exceeds \$10,000 or if there is severe harm. Furthermore, the Board noted that damage below this threshold is considered minor, and there is no obligation for members to file a report. The Board determined that, in this instance, without evidence of damage exceeding the \$10,000 threshold, and without severe harm, there was no conflict between the VPD's Procedural Manual and the Motor Vehicle Act.

Upon review of the matter, the OPCC identified inconsistencies between the VPD's Procedural Manual and the Motor Vehicle Act. Specifically, the VPD's procedural manual did not include the requirement that members submit a written report to ICBC when damages exceed a specified amount.

#### Recommendation

- Amend VPD Regulations & Procedures Manual 1.10.7 Motor Vehicle Collision Procedures to ensure reporting requirements comply with MVA section 249(1)(a); and
- Inform VPD members of the above-noted change.

#### Response to Recommendation

The OPCC received correspondence from the Board advising that the VPD Regulations & Procedures Manual 1.10.7 Motor Vehicle Collision Procedures will be amended.

#### Next Steps

The OPCC will continue to monitor for further developments from the Board as it relates to this matter.

## TRAFFIC CONTROL POLICIES

### Recommendation to the Vancouver Police Board

#### Review of VPD's policies and protocols as they relate to special event planning with the city

#### Background

The OPCC received a complaint regarding the way a Vancouver Police Department (VPD) member handled the management of traffic around a road closure when an individual was attempting to return to their residence. Although the complaint was deemed inadmissible for potential misconduct, it was considered suitable as a service or policy complaint, to be reviewed by the respective police board.

The Vancouver Police Board (the Board) reviewed the complaint and were of the view that the member's conduct could potentially constitute misconduct pursuant to section 77 of the Police Act. The Board concluded the matter, noting that no policy or procedural changes were required, and recommended that the VPD engage in a complaint resolution process with the complainant.

Upon review of the matter, the OPCC determined that the service or policy aspect of the complaint had not been addressed and issued recommendations to the Board.

#### Recommendation

- Consider VPD policies, protocols and procedures as they relate to managing road closures for special events, including (but not limited to):
  - whether, and how, operational plans are produced and disseminated to VPD members;
  - the responsibilities of police officers in enforcing road closures for the City of Vancouver, including the provision of access to residents; and
- In light of the complainant's concerns, assess whether existing policies, protocols and procedures are adequate or whether changes are required.

#### Response to Recommendation

The Board received information from the VPD outlining the background, legal authorities, and processes involved in planning and managing major city events, including road closures. The Board responded to the recommendations and noted the following relevant information:

- Robust planning is done in collaboration with the City of Vancouver and partner agencies in advance of an event, which includes a traffic and street closure plan.
- Designated vehicle entry and exit points are pre-established during road closures so that residents may access their residences during the closure period.
- The road closure information is distributed prior to the event through various channels from both the City of Vancouver and the VPD, including on mainstream media, social media, and digital signboards.
- Police have legal authority to close roads pursuant to the BC Motor Vehicle Act and City of Vancouver bylaws.
- Residents of the area were informed ahead of time of the restricted vehicle access during a specific time frame.

The Board also considered the complainant's suggestions for better managing displaced residents and expanding opportunities for public feedback. It was noted that the VPD would engage with the City of Vancouver's Film and Special Events (FASE) team to discuss the suggestions.

#### Next Steps

The OPCC reviewed the response and will be taking no further action with respect to this matter.

## UNIFORM POLICY

# Recommendation to the Vancouver Police Board

## Unauthorized patches on member uniforms

### Background

The OPCC received a complaint regarding concerns with Vancouver Police Department (VPD) members wearing unauthorized patches with political connotations on their uniforms on two separate occasions, including while overseeing a political rally.

The complaint referenced the VPD's Uniform Policy, which states that "the use of any unauthorized patches by VPD members on their uniform is prohibited," along with a 2023 decision from the Vancouver Police Board (the Board) confirming that unauthorized patches violate the VPD Uniform Policy.

The complaint was simultaneously addressed through a misconduct investigation, while the Board's Service or Policy Complaint Review Committee conducted its review.

Following a review by the Board's Service or Policy Complaint Review Committee, it was determined that the complaint should be dismissed, as it was not considered a service or policy complaint.

Upon reviewing the matter, the OPCC determined that certain service or policy aspects of the complaint had not been addressed, particularly regarding the members' compliance with policy, and issued recommendations to the Board. Specifically, in the related misconduct investigation matter, retired judge the Honourable Wally Oppal, K.C. conducted a section 117 review and issued recommendations to the VPD concerning the members' compliance with policy that were not considered.

### Recommendation

- In response to Mr. Oppal's recommendation set out in his section 117 decision pertaining to OPCC File 2023-23655:
  - Use the Power DMS application to forthwith share applicable VPD uniform policies with all members;
  - Instruct all members, in clear and unambiguous terms, that VPD uniform policies prohibit the wearing of patches generally, and thin blue line patches specifically;
  - Require all members to confirm within a set time frame via electronic signature that they have reviewed and understand these policies;
- Consider taking any other action necessary to fully realize Mr. Oppal's recommendation and/or address the complaint.

### Response to Recommendation

Following the service or policy review by the Board and subsequent recommendations made by the Commissioner, the Board confirmed that VPD has taken steps to implement the recommendations. These steps include:

- Disseminated reminders internally via posted bulletins regarding the wholesale ban on all unauthorized patches on uniforms.
- Distributed a policy reminder to all sworn employees via Power DMS with a required sign-off, monitored for compliance.
- Delivered training on the implications of wearing unauthorized patches.
- Conducted annual briefings with all uniformed operations teams to specifically address the uniform policy and connotations around specific patches and symbols.

### Next Steps

The OPCC reviewed the response and will be taking no further action with respect to this matter.

## POLICE INTERACTIONS WITH VULNERABLE PERSONS

### Recommendation to the Vancouver Police Board

#### Establishing written guidance governing police interactions with persons in vulnerable circumstances

#### Background

The OPCC received a complaint regarding the Vancouver Police Department (VPD) evicting unhoused individuals from an encampment area during an extreme weather warning. The complaint noted that police dismantled homeless encampments prior to a snowstorm and failed to provide adequate alternative shelter.

Following a review by the Vancouver Police Board's (the Board's) Service or Policy Complaint Review Committee, it was determined that the complaint should be dismissed. The Board stated that the decampments were an initiative of the City of Vancouver, Attorney General, and the Ministry of Housing and that the VPD were present to maintain order and keep the peace.

In reviewing the Board's concluding letter, the OPCC considered that Provincial Policing Standards governing the Promotion of Unbiased Policing, which came into effect after the filing of the complaint, mandated the establishment of written departmental policy or guidance governing police interactions with persons in vulnerable circumstances, including persons living in public spaces. The OPCC noted that the Board had not indicated what actions had been taken by the VPD in relation to establishing the provincially required written policy or guidance. The OPCC additionally noted that the Provincial Policing Standards governing the Promotion of Unbiased Policing place a duty on the Board to ensure equitable policing and require the Board's policy on responding to Service or Policy complaints to consider whether the complaint alleges discriminatory policies or practices.

Furthermore, upon review of this file, the OPCC identified a prior Service or Policy complaint also related to decampments, for which recommendations to the Board had previously been provided in the 2023/2024 fiscal year but have not yet received a response. To ensure consistency between files, the OPCC issued similar recommendations to the Board in relation to this matter.

#### Recommendation

- Consider and, if appropriate, assess previous recommendations, given on a similar OPCC complaint file, specifically: "In light of the Provincial Policing Standard Section 6 (Promotion of Unbiased Policing), consult with the Vancouver Police Department to identify specific actions or steps being taken as it relates to the establishment of written policy or guidance governing police interactions with persons in vulnerable circumstances, including persons living in public spaces as enumerated in BCPPS section 6.1.1(8), with specific attention to (f) – persons living in public spaces (e.g., persons relying on, or sleeping in public spaces)."

#### Response to Recommendation

The Board received an additional report from the VPD on the matter. The Board responded to the recommendations and noted the following relevant information:

- The decampment was not an initiative that was led by the VPD
- The VPD was not involved in any dismantling and did act within its lawful means to provide public safety during that day
- Intensive work, community consultation, and public safety parameters are examined prior to any decampment taking place
- Effort has been made to establish relationships and provide community supports when bringing each encampment to a close
- The VPD has several policies which reflect their commitment to vulnerable members of the population
- The VPD acknowledges that social issues intersect with public safety concerns and recognize that it is incumbent upon the VPD to place focus on programs and initiatives that meet community requirements.

#### Next Steps

At the time of publishing this recommendation, the VPD response remains under review by the OPCC.

## TRAFFIC NOISE BYLAW ENFORCEMENT

### Recommendation to the Vancouver Police Board

#### Reviewing VPD's enforcement of traffic noise bylaws in the downtown area

#### Background

The Vancouver Police Board (the Board) received a complaint from a resident expressing concern over ongoing traffic noise pollution and speeding in a specific downtown area, along with an apparent lack of enforcement by the Vancouver Police Department (VPD).

The Board reviewed the complaint and dismissed it, citing that the deployment of officers and resources falls outside their jurisdiction. It recommended that the complaint be directed to the VPD, noting that the City of Vancouver has a motor vehicle noise bylaw in place.

Upon reviewing the matter, the OPCC determined that certain service or policy aspects of the complaint had not been addressed, specifically regarding the assertion that the VPD does not conduct noise enforcement.

#### Recommendation

- Obtain information from the VPD relating to its enforcement of the motor vehicle noise bylaw as well as traffic enforcement action in the area identified by the complainant; and
- In light of this information and the complainant's concerns, assess whether changes to service or policy are required.

#### Response to Recommendation

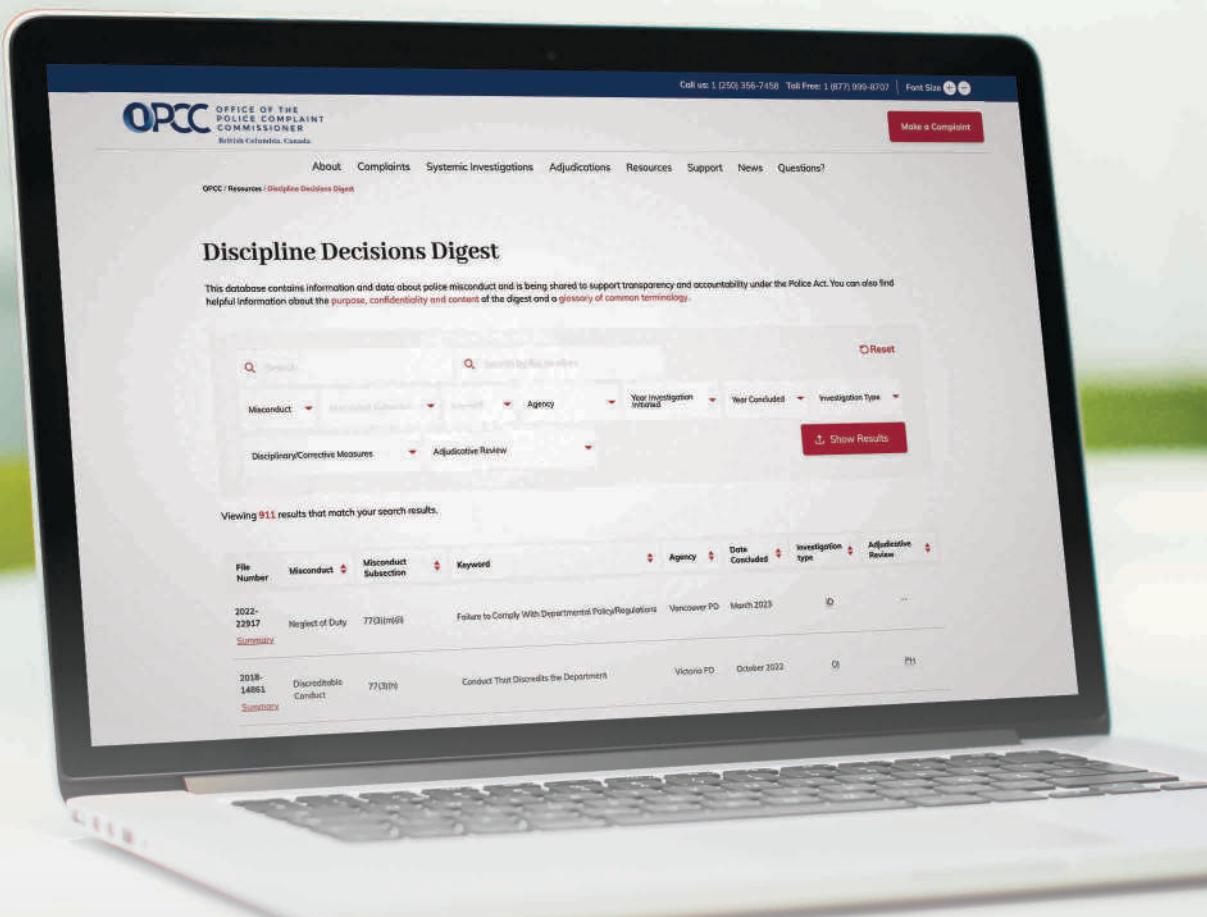
The Board directed the VPD produce a report with an analysis of the issues brought forward in the complaint. The report analysed the Motor Vehicle Act Regulations, City of Vancouver Motor Vehicle Noise and Emission Abatement By-Law, VPD 2022-2026 Strategic Plan, VPD 2024 Strategic Business Plan, as well as relevant statistics for the previous six years regarding Noise Tickets issued in the area of concern.

The findings confirmed there was no data to suggest the complainant's area of concern was statistically different from other main transportation routes in the city and that road safety is adequately incorporated into the VPD's strategic plan and Annual Business Plan and thus determined no changes to service or policy were required.

#### Next Steps

The OPCC reviewed the response and will be taking no further action with respect to this matter.

# More of Our Story in Numbers

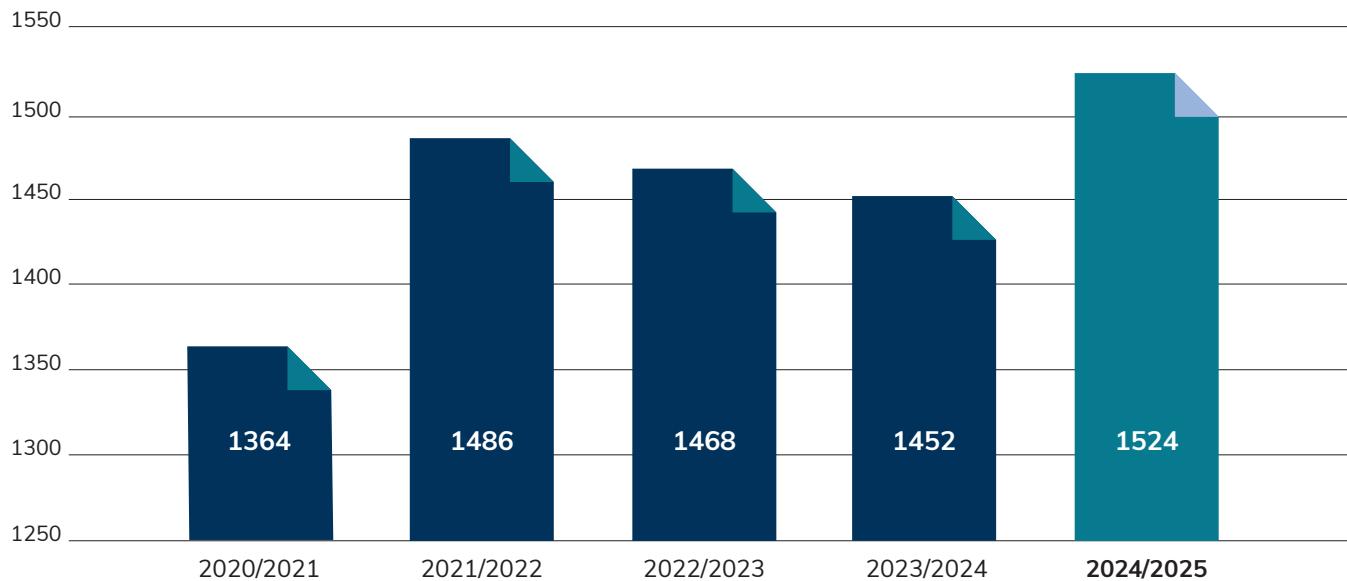


A new tool this reporting period is the launch of an online searchable database of substantiated allegations of misconduct and corresponding disciplinary measures. The Discipline Decisions Digest improves transparency and accessibility of disciplinary decisions resulting from the police complaint process. Members of the public and media can use the digest for informational purposes, and decision makers under the Police Act can use the digest to identify and review similar substantiated allegations of misconduct and corresponding disciplinary measures of interest when issuing their determinations and decisions.



**Discipline Decisions Digest**

## Files Opened in 2024/2025 Compared to Previous Years<sup>1</sup>



## Files Opened in 2024/2025 Compared to Previous Years: By File Type

	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Police Complaint	584	729	701	682	814
Ordered Investigation - Requested by Department	41	38	55	46	41
Ordered Investigation - Initiated by the PCC	21	18	15	22	29
Serious Harm Investigation	34	24	30	24	13
Internal Discipline	16	18	17	17	19
Reportable Injury - No Investigation Initiated*	407	391	407	404	356
Monitor	62	63	106	80	44
Service or Policy	31	42	10	24	26
Question or Concern	168	163	127	153	182
<b>Grand Total</b>	<b>1364</b>	<b>1486</b>	<b>1468</b>	<b>1452</b>	<b>1524</b>

\*This count includes RI Files that had not proceeded to investigation by the time of publication. RI Files that proceeded to S.89 or S.93 investigations are included in the count for Serious Harm and Ordered Investigations.

<sup>1</sup> Data for this report was pulled from the OPCC's records management system, Resolve, on August 13, 2025 and is accurate and complete as of that date. Since the OPCC uses a dynamic, live database, the numbers presented in this report are subject to future revision. Further to this, the historical data presented in this report may also vary slightly from figures presented in previous OPCC reports due to changes in processing and reporting.

The OPCC operated in Resolve for the full fiscal year, for the first time, in 2024/2025. Due to differences between the old and new records management databases, the OPCC revised its approach to documenting and reporting on Reportable Injury Files. Specifically, the OPCC disaggregated Reportable Injury Files from Monitor Files in this year's report. While this had a modest impact on the overall file counts from previous fiscal years, the new approach was applied to historical data to ensure consistent comparisons across fiscal years.

## Files Opened in 2024/2025 Compared to Previous Years: By Department

Department	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Abbotsford Police Department	179	201	226	218	163
Central Saanich Police Service	9	16	8	16	27
Delta Police Department	65	63	62	61	59
Metro Vancouver Transit Police	86	63	45	51	46
Nelson Police Department	22	19	17	18	15
New Westminster Police Department	71	63	52	43	48
Oak Bay Police Department	12	11	5	3	8
Organized Crime Agency of BC (CFSEU)	1	4	3	1	3
Port Moody Police Department	36	27	19	20	13
Saanich Police Department	76	87	82	74	80
Stl'atl'imx Tribal Police	8	6	8	13	1
Surrey Police Service	0	12	61	156	185
Vancouver Police Department	627	709	715	601	650
Victoria Police Department	148	178	153	158	189
West Vancouver Police Department	24	27	12	19	37
<b>Total</b>	<b>1364</b>	<b>1486</b>	<b>1468</b>	<b>1452</b>	<b>1524</b>

## Disaggregated Demographic Data

When a complaint is filed, complainants are provided the option to self-identify their age, gender, and racialized category. We acknowledge the importance of the “Grandmother’s Perspective” in all data collection, specifically that the collection of race-based data should be accompanied by processes focused on reducing systemic racism and achieving equality.<sup>2</sup> As the Province develops broader anti-racism legislation that builds on the new Anti-Racism Data Act,<sup>3</sup> and the OPCC gains additional data analytics capacity, we will be reviewing our practices relating to the collection, storage and disclosure of demographic information, especially race-based data, to ensure we adopt and maintain best practices.

2 Disaggregated demographic data collection in British Columbia: The Grandmother Perspective, 2020, British Columbia’s Office of the Human Rights Commissioner. <https://bchumanrights.ca/publications/datcollection/>

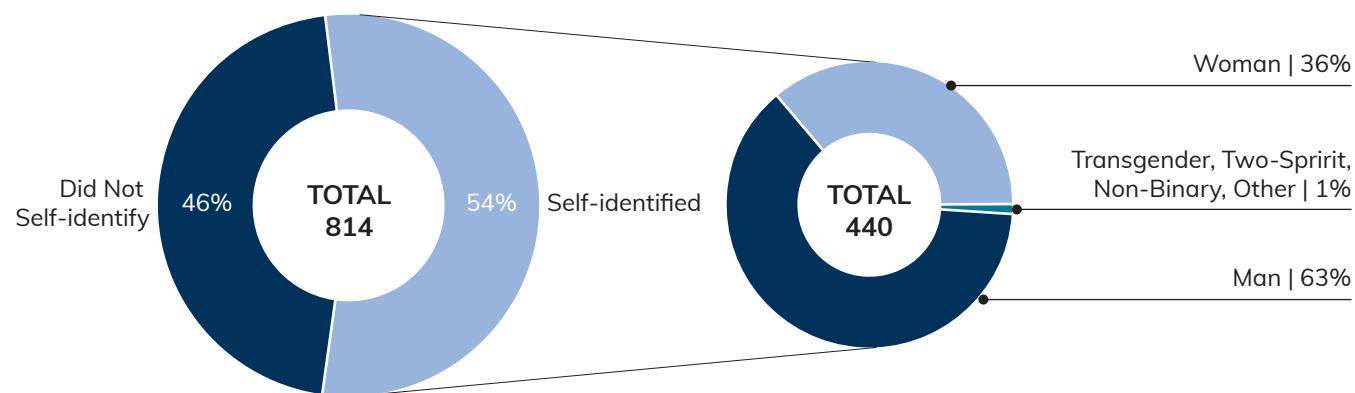
3 Government of British Columbia. Anti-racism legislation. <https://engage.gov.bc.ca/antiracism/>

## Files Opened in 2024/2025: By Department and File Type

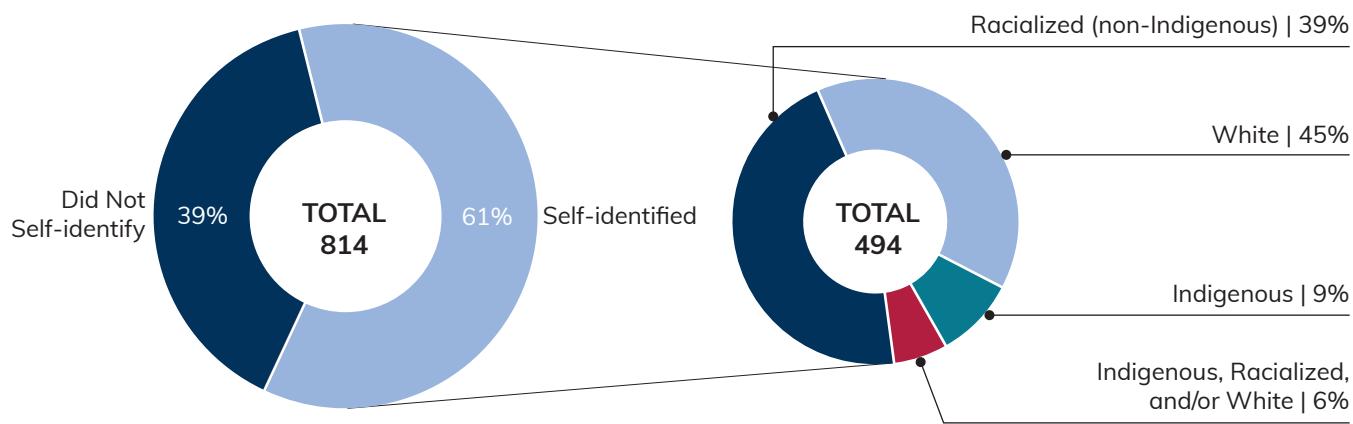
Department	Police Complaint	Ordered Investigation Requested by Department	Ordered Investigation Initiated by the PCC	Serious Harm Investigation	Internal Discipline	Reportable Injury - No Investigation Initiated*	Monitor	Service or Policy	Question or Concern	Total
Abbotsford Police Department	67	0	4	2	0	66	1	0	23	163
Central Saanich Police Service	13	1	1	0	1	5	2	0	4	27
Delta Police Department	27	2	1	0	2	11	2	0	14	59
Metro Vancouver Transit Police	31	3	1	0	3	3	1	0	4	46
Nelson Police Department	10	2	0	0	0	1	0	1	1	15
New Westminster Police Department	17	2	0	0	0	18	6	0	5	48
Oak Bay Police Department	3	1	0	0	0	1	1	0	2	8
Organized Crime Agency of BC (CFSEU)	0	1	0	1	0	0	1	0	0	3
Port Moody Police Department	4	1	0	0	0	6	1	0	1	13
Saanich Police Department	36	1	1	0	1	12	1	1	27	80
Stl'atl'imap'li Tribal Police	1	0	0	0	0	0	0	0	0	1
Surrey Police Service	94	8	5	1	2	55	5	4	11	185
Vancouver Police Department	391	12	12	8	9	107	19	20	72	650
Victoria Police Department	97	6	3	1	0	65	3	0	14	189
West Vancouver Police Department	23	1	1	0	1	6	1	0	4	37
<b>Total</b>	<b>814</b>	<b>41</b>	<b>29</b>	<b>13</b>	<b>19</b>	<b>356</b>	<b>44</b>	<b>26</b>	<b>182</b>	<b>1524</b>

\*This count includes RI Files that had not proceeded to investigation by the time of publication. RI Files that proceeded to S.89 or S.93 investigations are included in the count for Serious Harm and Ordered Investigations.

## Police Complaints Opened in 2024/2025: By Gender

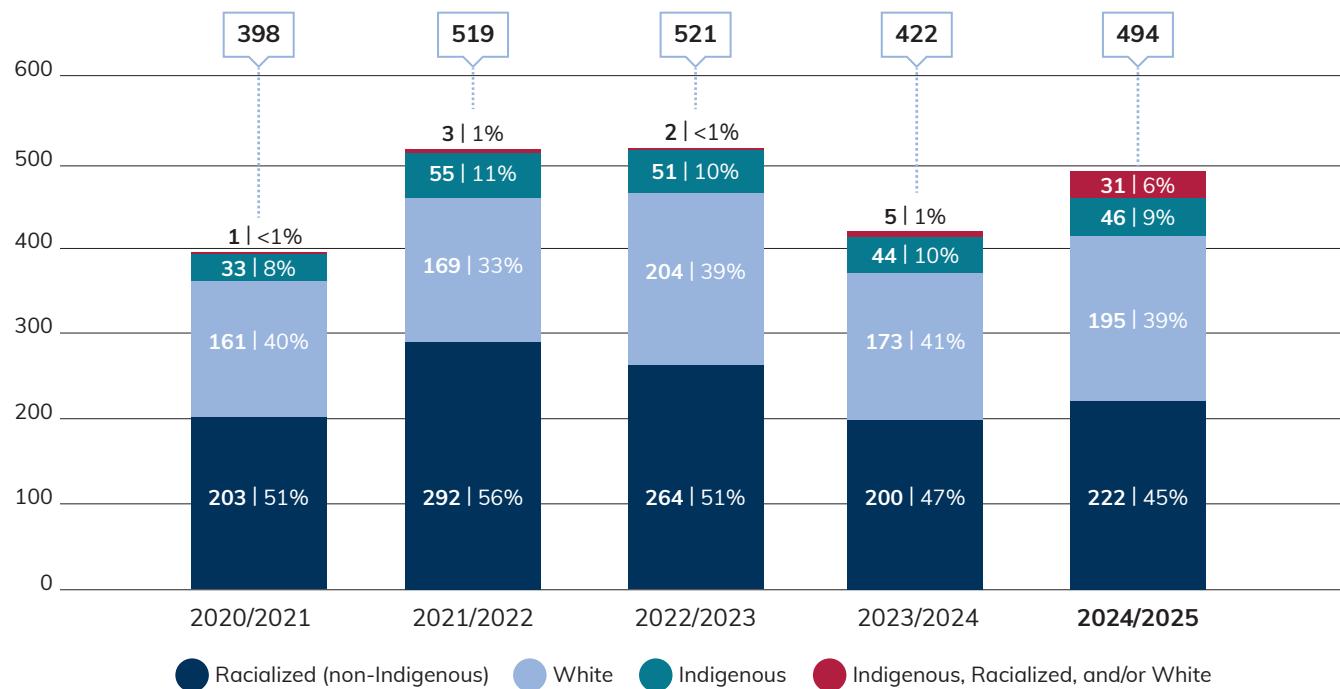


## Police Complaint Files Opened in 2024/2025: By Racial Category\*



\*Throughout this report, the Racialized (non-Indigenous) Group includes individuals who self-identified as having Black, Latino, Asian, Middle-Eastern, and/or South Asian ancestry. The Indigenous Group includes individuals who self-identified as having First Nations, Inuit, Inuk, and/or Métis ancestry. The White Group includes individuals who self-identified as being White/having European ancestry. The Indigenous, Racialized, and/or White Group includes individuals who self-identified as having Indigenous and White ancestries, Racialized and White ancestries, or Indigenous, Racialized, and White ancestries. Due to small counts, these findings are currently reported at the aggregate level to protect privacy.

## Police Complaints Opened in 2024/2025, Compared to Previous Years: By Racial Category\*



\*This figure does not include files with missing racial data for all fiscal years shown and should therefore be interpreted with caution.

## Police Complaint Files Opened in 2024/2025: By Method of Filing a Complaint and Racial Category\*

	White		Indigenous, Racialized, and/or White		Indigenous		Racialized (Non-Indigenous)	
OPCC - Online	123	55%	19	61%	19	41%	113	58%
OPCC - Phone	44	20%	4	13%	17	37%	38	19%
OPCC - Mail/Fax/Email	29	13%	6	19%	5	11%	27	14%
OPCC - Question/Concern, or Walk-in	2	1%	0	<1%	0	<1%	0	<1%
Police Department, Police Board, or Police - Question/Concern	20	9%	1	3%	3	7%	15	8%
Referred by Other Agency	4	2%	1	3%	2	4%	2	1%
<b>Total</b>	<b>222</b>	<b>100%</b>	<b>31</b>	<b>100%</b>	<b>46</b>	<b>100%</b>	<b>195</b>	<b>100%</b>

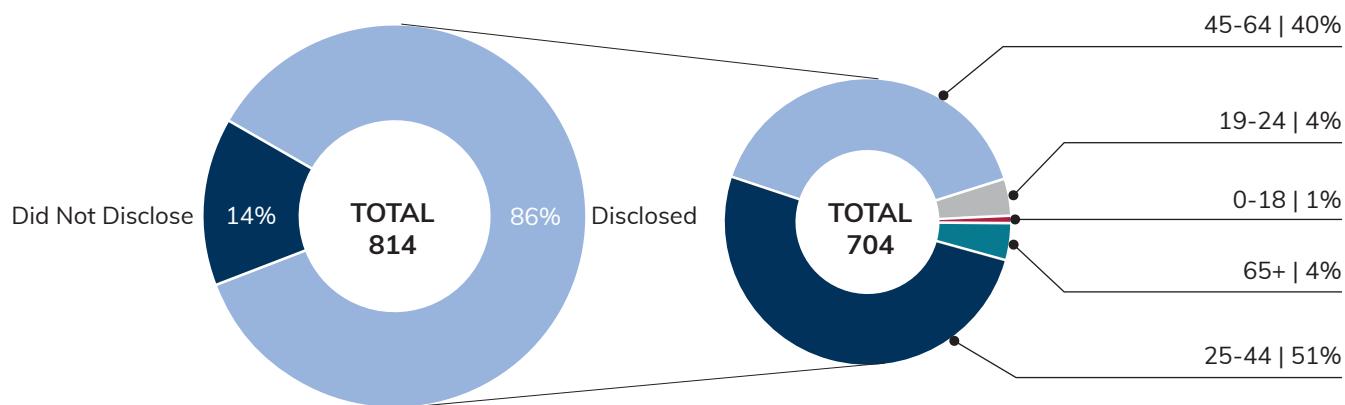
\*This figure does not include 320 files with missing racial data and should be interpreted with caution.

## Admissible Police Complaints Opened in 2024/2025: Allegations By Misconduct Type\*

	White		Indigenous, Racialized, and/or White		Indigenous		Racialized (Non-Indigenous)	
Abuse of Authority	79	58%	17	55%	18	47%	81	62%
Damage to Property of Others	1	1%	—	—	—	—	2	2%
Discreditable Conduct	13	9%	2	6%	1	3%	5	4%
Neglect of Duty	20	15%	5	16%	12	32%	29	22%
Corrupt Practice	2	1%	—	—	—	—	—	—
Discourtesy	21	15%	7	23%	5	13%	13	10%
Improper Disclosure of Information	1	1%	—	—	2	5%	—	—
<b>Total</b>	<b>137</b>	<b>100%</b>	<b>31</b>	<b>100%</b>	<b>38</b>	<b>100%</b>	<b>130</b>	<b>100%</b>

\*This figure does not include 184 allegations with missing racial data and should be interpreted with caution.

## Police Complaints Opened in 2024/2025: By Age

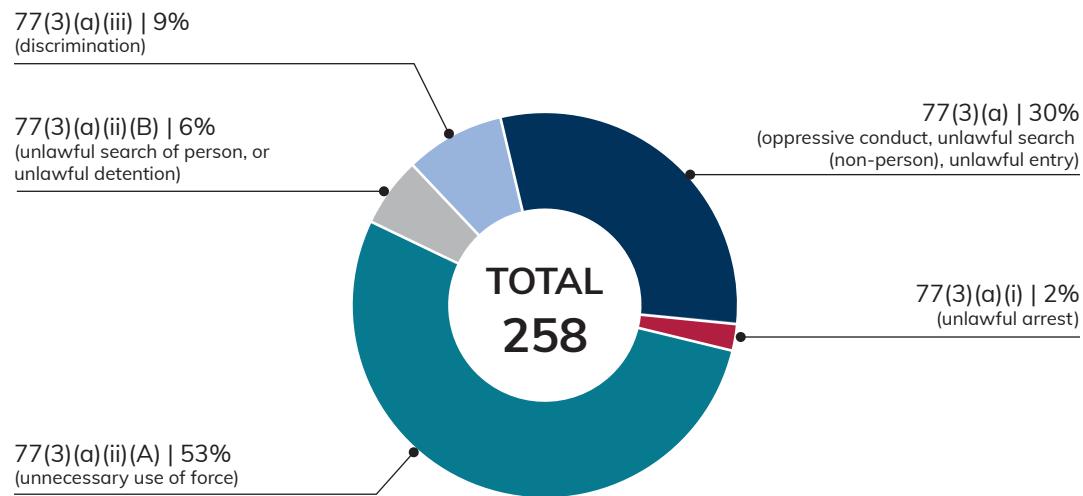


## Allegations of Misconduct Forwarded to Investigation in 2024/2025

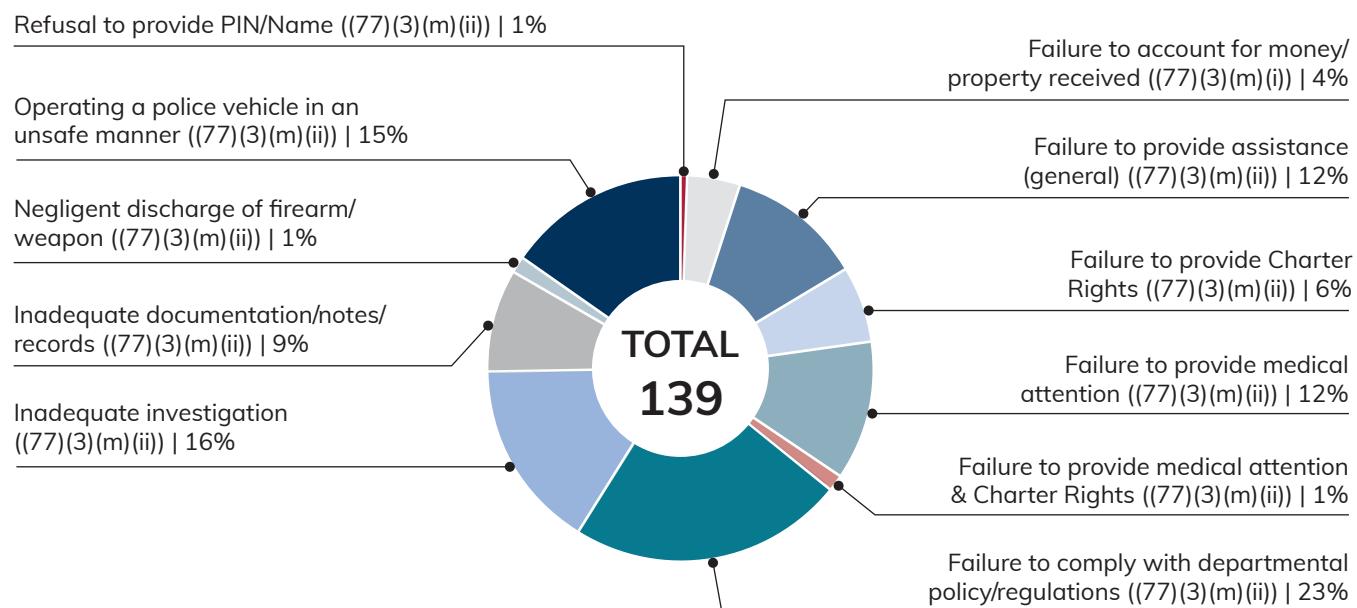
A single Police Complaint or Ordered Investigation may contain more than one allegation of misconduct.

Abuse of Authority	258 (46%)
Neglect of Duty	139 (25%)
Discreditable Conduct	86 (15%)
Discourtesy	49 (9%)
Corrupt Practice	12 (2%)
Improper Disclosure of Information	6 (1%)
Damage to Property of Others	5 (1%)
Deceit	4 (1%)
Improper Use or Care of Firearms	1 (<1%)
Misuse of Intoxicants	1 (<1%)
Accessory to Misconduct	0
Damage to Police Property	0
Improper Off-Duty Conduct	0
Public Trust Offence	0

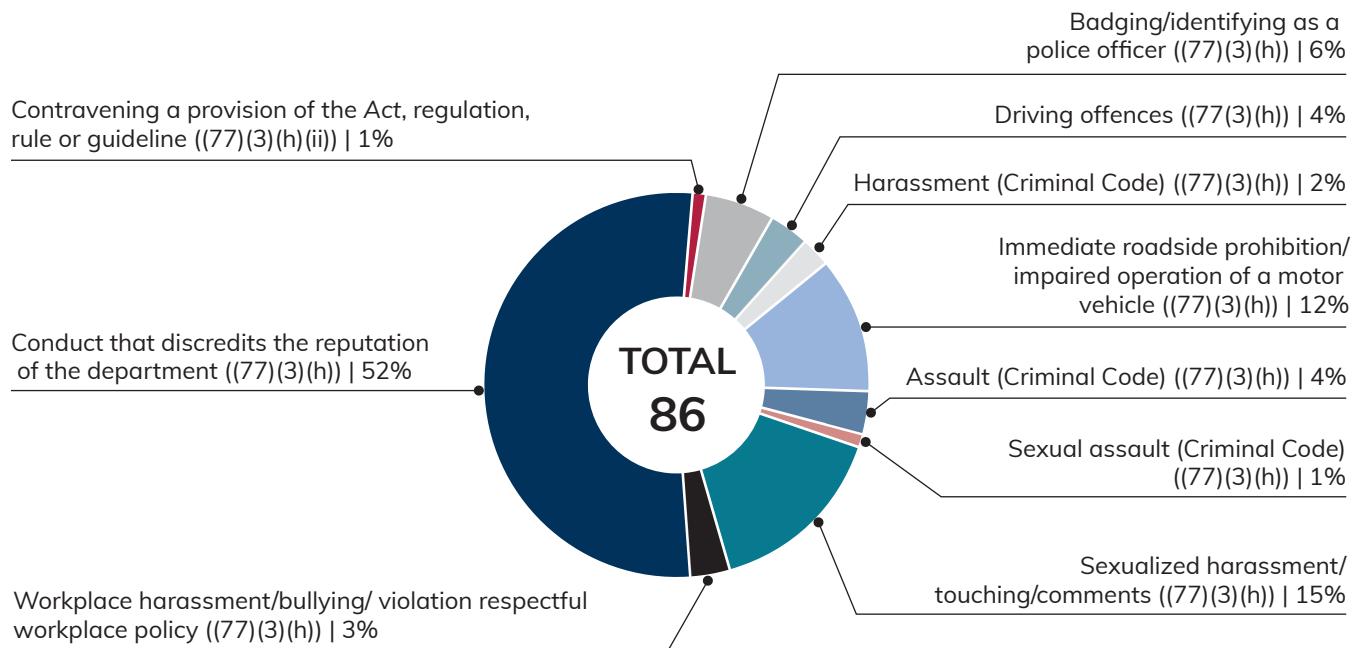
## Abuse of Authority Allegations Forwarded to Investigation in 2024/2025: By Subsection



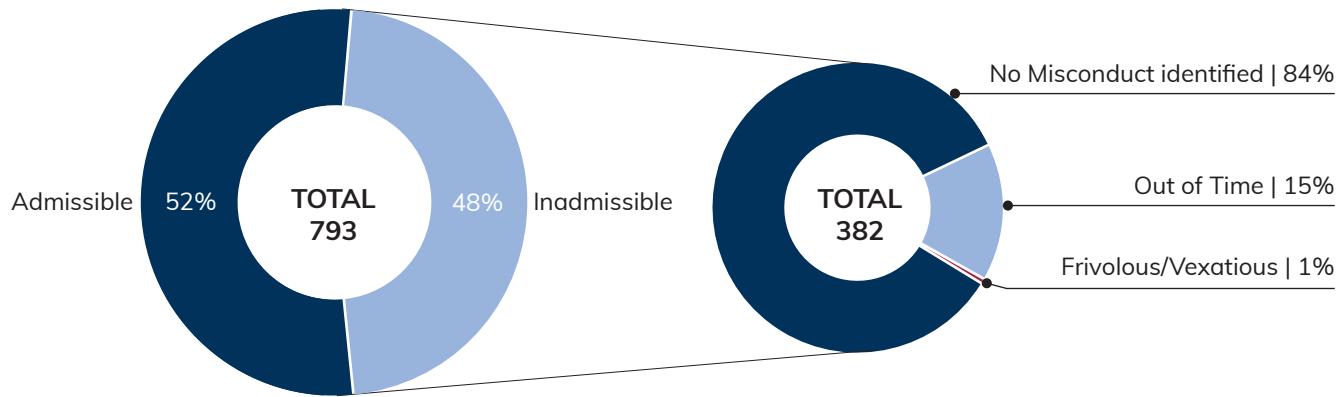
## Neglect of Duty Allegations Forwarded to Investigation in 2024/2025: By Keyword



## Discreditable Conduct Allegations Forwarded to Investigation in 2024/2025: By Keyword

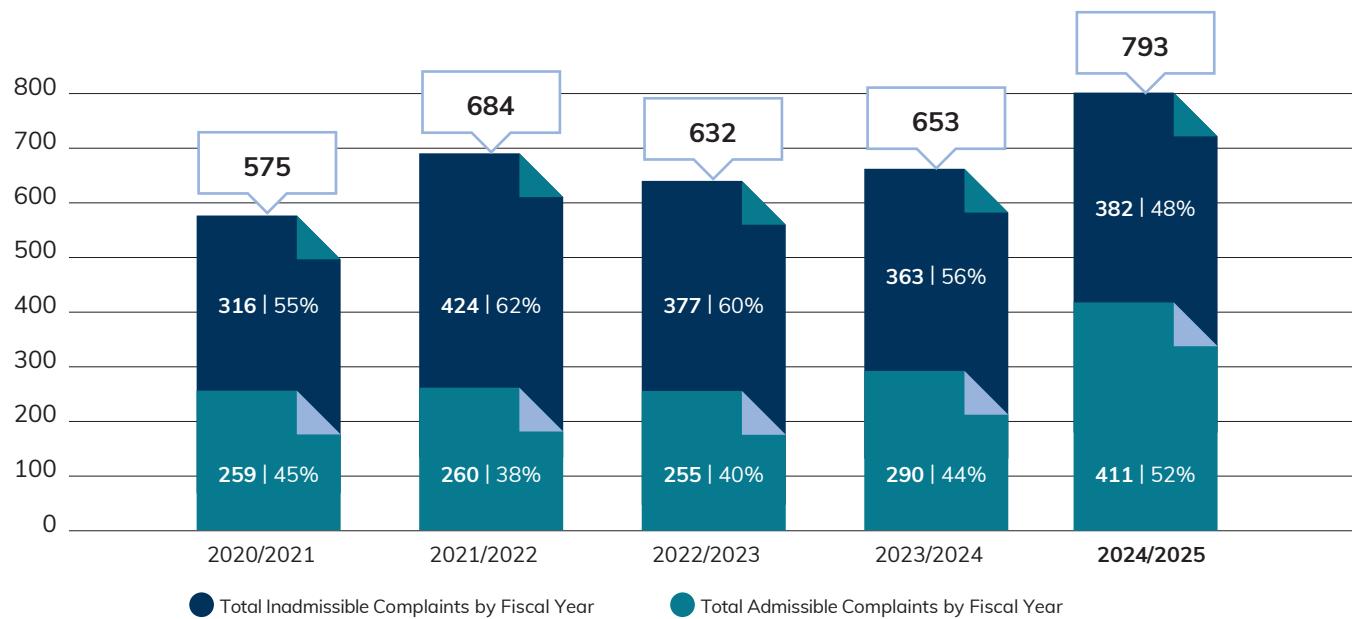


## Registered Complaint Files Opened in 2024/2025: Admissibility Assessments\*



\*The total number for the large pie excludes 5 files pending admissibility, and 16 files that were withdrawn prior to an admissibility determination.

## Police Complaints Opened in 2024/2025 Compared to Previous Years: Admissibility Assessments



The average admissibility rate for the past five years is 44 percent. The majority of complaints deemed inadmissible are typically because the complainant has not identified an allegation of misconduct as set out in the Police Act. Once the OPCC has determined that a complaint is admissible, the police department chosen by the Commissioner must investigate the allegations contained in the complaint. The number of complaints admitted and investigated have remained static over the past three years.

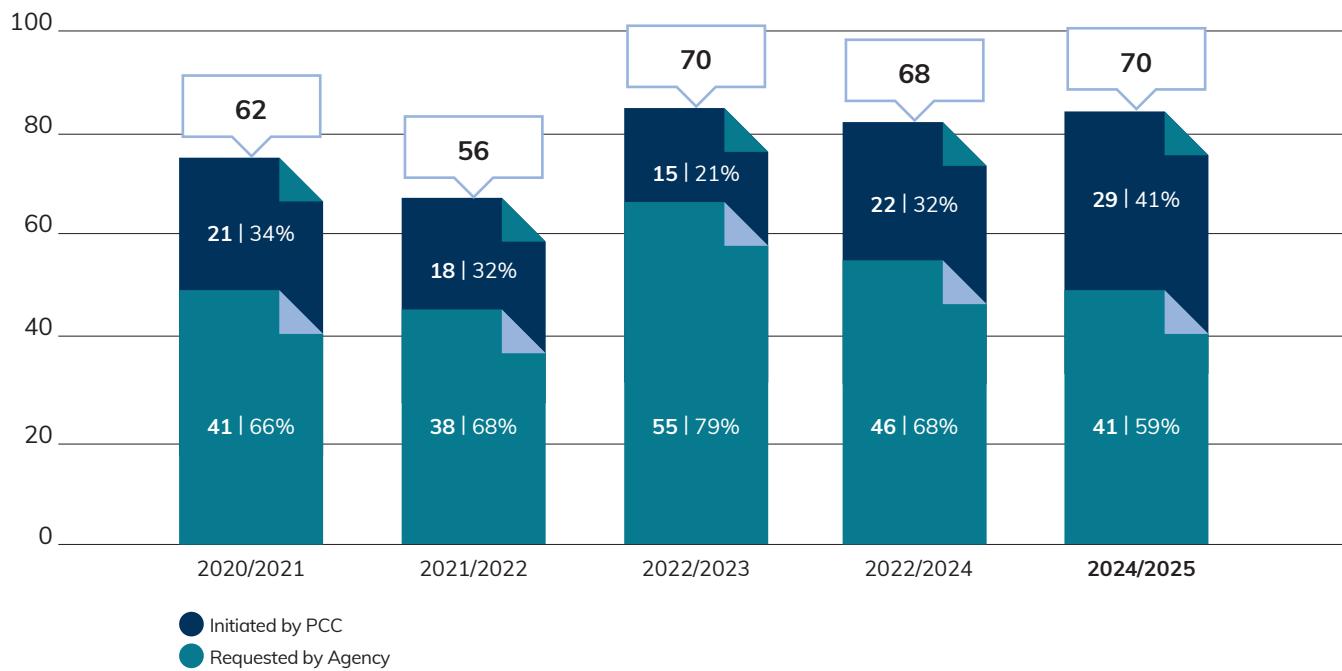
## Dispositions of Admissible Police Complaints in 2024/2025 Compared to Previous Years

	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
<b>Total Police Complaints Received</b>	584	729	701	682	814
Total 'Admissible' Complaints	259	260	255	290	411
– Forwarded to DA*	165	133	126	114	34
– Complaint Resolution/Mediated	53	70	58	85	98
– Withdrawn	19	29	23	26	30
– Discontinued	20	20	25	17	18
– Added to Another Investigation**	2	6	12	9	2
Concluded	259	258	244	251	182
<b>Still Open</b>	<b>0</b>	<b>2</b>	<b>11</b>	<b>39</b>	<b>229</b>

\*In the first instance and after an investigation is conducted by the police under OPCC oversight, senior police officers (Chief Constables or their delegates) sit as "Discipline Authorities" and make decisions as to whether or not misconduct has occurred.

\*\*Third party complaints may be closed and added to another investigation concerning the same incident.

## Ordered Investigation Files Opened in 2024/2025 Compared to Previous Years



The Police Complaint Commissioner can initiate an investigation in the absence of a complaint from the public. A total of 29 investigations were independently ordered by the OPCC during the 2024/2025 period covered in this report.

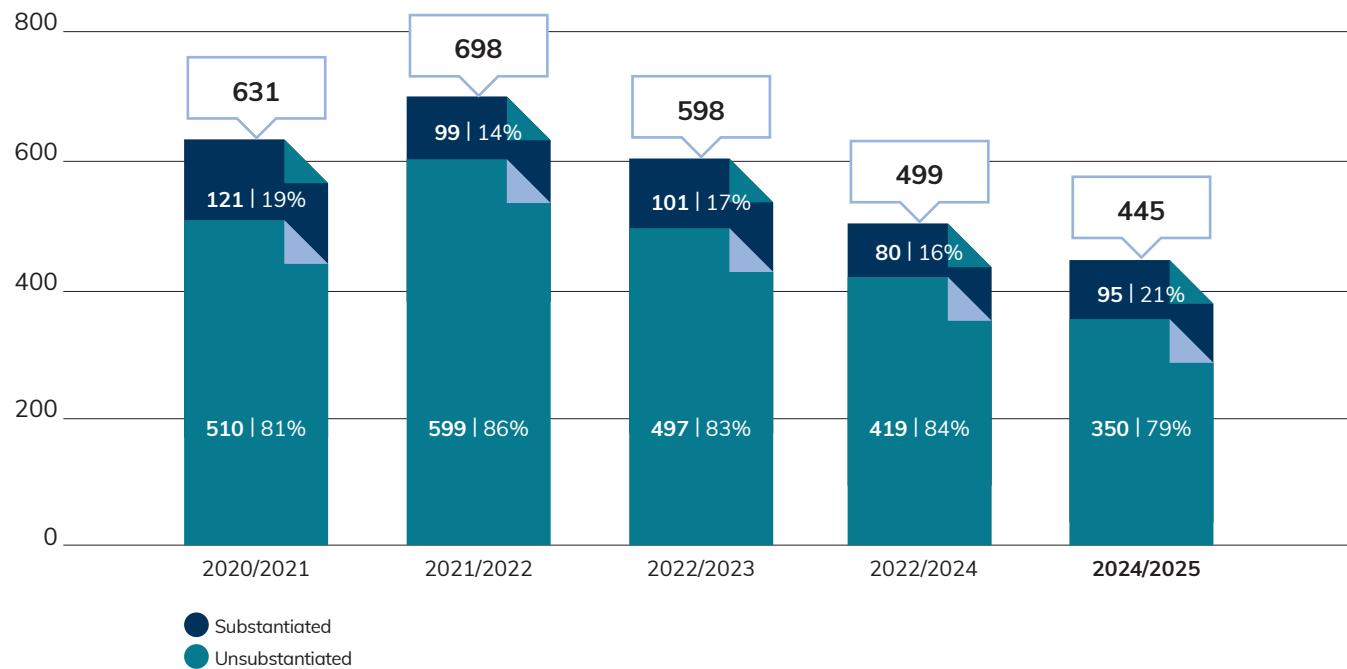
## Dispositions of Ordered Investigations in 2024/2025 Compared to Previous Years

	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
<b>Total Number of Ordered Investigations</b>	62	56	70	68	70
– Forwarded to DA*	58	52	57	43	5
– Discontinued	3	0	1	0	1
– Added to Another Investigation**	0	1	0	2	0
Concluded	61	53	58	45	6
<b>Still Open</b>	<b>1</b>	<b>3</b>	<b>12</b>	<b>23</b>	<b>64</b>

\*In the first instance and after an investigation is conducted by the police under OPCC oversight, senior police officers (Chief Constables or their delegates) sit as "Discipline Authorities" and make decisions as to whether or not misconduct has occurred.

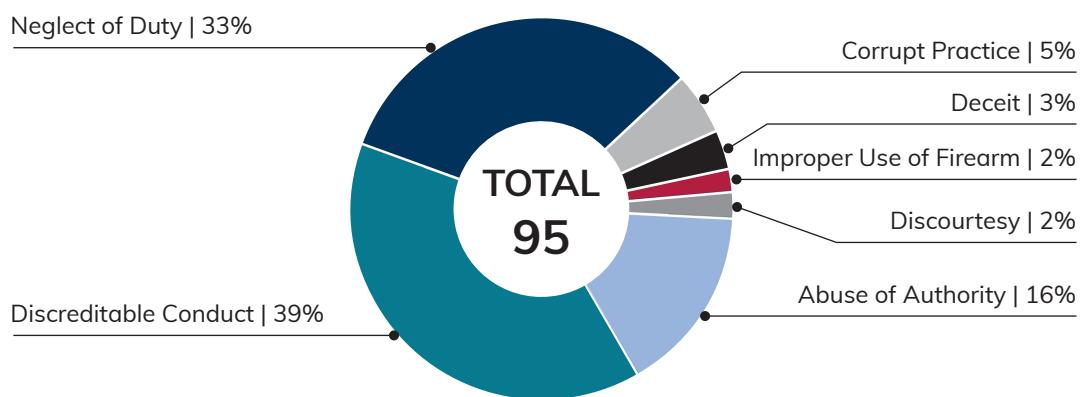
\*\*Ordered investigations may be closed and added to another investigation concerning the same incident.

## Allegations in Files that were Concluded in 2024/2025 Compared to Previous Years



Each admissible Police Complaint, Ordered Investigation, Serious Harm Notification, or Internal Discipline file will contain at least one allegation of misconduct. Following the completion of the investigation, a Discipline Authority (senior police officer or retired judge) is required to make a determination whether it appears that the police officer committed misconduct. If there is such appearance, the matter will move to a formal Discipline Proceeding for decision.

## Substantiated Allegations in 2024/2025: By Misconduct Type



## Reportable Injury Notifications and Use of Force Type or Cause of Injury

	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
<b>Total Notifications</b>	<b>452</b>	<b>427</b>	<b>446</b>	<b>443</b>	<b>388</b>
<b>Total Uses of Force/ Causes of Injury</b>	<b>688</b>	<b>572</b>	<b>542</b>	<b>596</b>	<b>505</b>
– <b>Uses of Force:</b>	529	420	382	450	395
– Extended Range Impact Weapon*	125	97	118	151	95
– CEW (Taser)	62	74	61	66	54
– OC Spray	25	22	17	21	15
– Baton	11	6	6	6	4
– Specialty Munitions/Other**	0	1	0	0	14
– Strikes, Punches, Kicks, Takedowns	163	90	47	98	105
– Dog Bite	98	97	92	73	73
– Motor Vehicle Incident	38	31	33	27	29
– Firearm	7	2	8	8	4
– Vascular Neck Restraint	0	0	0	0	2
<b>-Non-Use of Force:</b>	<b>92</b>	<b>75</b>	<b>69</b>	<b>88</b>	<b>98</b>
– Self-Inflicted	74	65	58	71	63
– Medical	-	-	-	-	28
– Pre-Existing Condition	18	10	11	17	7
<b>– Other***</b>	<b>67</b>	<b>77</b>	<b>91</b>	<b>58</b>	<b>12</b>

\*e.g. Bean bag shotgun, Arwen

\*\*e.g. Tear gas, Distraction devices designed for crowd dispersal

\*\*\*Prior to 2024/2025, the “other” category captured incidents in which the primary cause of harm or death did not align with any of the other categories (e.g. soft physical control, weapon of opportunity, medical incidents). In 2024/2025 however, the OPCC updated these categories, and created a new ‘medical’ category to account for injuries or death due to heart-attack, seizure, loss of consciousness, withdrawal, overdose, etc. As a result of these updates, the count in the “other” category is much lower in 2024/2025, compared to previous fiscal years.

## Investigations Initiated Following Reportable Injury Notification

	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
<b>Total Investigations</b>	<b>61</b>	<b>41</b>	<b>55</b>	<b>51</b>	<b>49</b>
– Serious Harm Investigation	34	24	30	24	13
– Ordered Investigation - By PCC	8	8	7	10	18
– Ordered Investigation - By Department	2	4	2	3	1
– Police Complaint	17	5	16	12	17
– Internal Discipline	0	0	0	2	0

## Adjudicative Reviews (past five years)

<b>Appointment of a New Discipline Authority [S.117]</b>	If, following an investigation, the Discipline Authority determines that the conduct of the officer did not constitute misconduct, and the Commissioner believes there is a reasonable basis to believe the decision is incorrect, the Commissioner may appoint a retired judge to review the matter.
<b>Review on the Record [S.141]</b>	Following a discipline proceeding, the Commissioner has the discretion to order a review of the proceeding where there is a reasonable basis to believe that the decision of the Discipline Authority is incorrect, or it is in the public interest to review the matter. Reviews on the Record are conducted by retired judges and are primarily a review of evidence and records of the file, including any submissions.
<b>Public Hearing [S.143]</b>	Public Hearings remain an option for the Commissioner if he believes such a review of a Police Act matter is required in the public interest. Public Hearings are conducted by retired judges, are open to the public and evidence is presented under oath. Public Hearings can now be ordered earlier in the process.
<b>Designation of Discipline Authority [S.135 public interest]</b>	Discipline Authorities are typically senior police officers who are tasked with reviewing investigations and determining whether police committed misconduct in the first instance. Legislative changes made in April 2024 provide the Commissioner with the authority to appoint a retired judge sooner in the complaints process if it is considered to be in the public interest. Public interest considerations may include the nature and seriousness of the allegations under investigation, the complexity of the matter, or potential conflicts of interests.*

\*Previously, the Commissioner could only appoint a retired judge after a decision had been made by the Discipline Authority if he disagreed with the finding of no misconduct.

	2020/21	2021/22	2022/23	2023/24	2024/25
Appointment of Retired Judge (S.117)	9	16	12	12	13
Review on the Record (S.141)	4	1	4	2	4
Public Hearing (S.143)	0	0	0	1	2
Designation of Discipline Authority (S.135 public interest)	-	-	-	-	8
<b>Total</b>	13	17	16	15	27



The OPCC posts information on the website about Public Hearings and Reviews on the Record, including the time and place of hearings that will take place in current ongoing matters. All Public Hearings and Reviews on the Record are open to the public, unless an adjudicator directs otherwise.



# Staffing and Budget

The Commissioner makes it a priority to maintain the important balance between the civilian nature of the Office and the expertise staff need to possess to do their work effectively. Intensive training, both in-house and external, is provided to staff to advance this goal. Senior leadership at the OPCC all have civilian backgrounds. During the reporting period, the office had 48 staff, including 16 investigative analysts directly involved in the oversight of misconduct investigations, with the majority also having civilian backgrounds.

There are also 32 corporate shared services staff who support the OPCC and three other Independent Offices of the Legislature, providing finance, payroll, administration, facilities, human resources, and information technology support.

## Professional Development

In 2024/2025, OPCC staff participated in several training sessions, including an orientation at the Regional Municipal Training Centre\* in Delta. Topics highlighted included use of force and police training, weapons and equipment, as well as the simulator that provides police the opportunity to gain experience in decision making during potential use-of-force incidents. Staff also visited the Vancouver Police Department (VPD) for a presentation on their body-worn camera (BWC) pilot project, including basic functions and features and the future of BWC for VPD. There was also a training day for staff at the Justice Institute of BC's (JIBC's) Police Academy in New Westminster to learn more about the JIBC's police recruit training program. Some staff also participated in police "ride-alongs" throughout the year in Delta, Saanich, Vancouver, and Victoria.

In addition, our all-staff professional development day themes included systemic investigations and learning from the Office of the Human Rights Commissioner on their experience. We also held panel discussions with professional standards section staff from Victoria, Saanich, Surrey, Delta, and Vancouver police departments, police legal counsel and police union representatives from Vancouver and Victoria, as well as a retired Chief Constable from the New Westminster Police Department and the Chief Officer of the Metro Vancouver Transit Police.

Workshops on Indigenous Cultural Safety and Humility, the Accessible BC Act, building effective teams, and the OPCC's respectful workplace policy were organized. In addition, interested staff also attended training sessions with the Canadian Mental Health Association on mental health and psychological safety in the workplace.

We also welcomed guest speakers at various staff learning sessions including experts on the Independent Investigations Office, trauma-informed interview training, deceit/neglect of duty investigations, and accuracy of member statements.

\*The Regional Municipal Training Centre is available to Delta Police, Port Moody Police, Metro Vancouver Transit Police, and West Vancouver Police.



## Staff Engagement

In April 2024, the OPCC all-staff workplace survey was conducted followed by an all-staff session in June to review the survey's results and identify actions to enhance workplace engagement. A volunteer engagement action planning team was established to keep the momentum going and bring forward recommended changes to ensure a positive work environment and culture.

## Our Finances

Each Fall, the OPCC is required to present to the Select Standing Committee on Finance and Government Services our budgetary needs. The table below provides a summary of our finances for Fiscal Year 2024/2025.

	Budget* (2024/2025)	Actual (2024/2025)	Difference (\$)	Difference (%)
Operating	\$8,631,000	\$8,039,000	\$592,000	6.9%
Adjudicative	\$900,000	\$1,267,000	(\$367,000)	-40.8%
Capital	\$1,498,000	\$135,000	\$1,363,000	91.0%

\*Budget amounts reflect the base appropriation presented in the March 2025 provincial budget plus the supplementary funding recommended by the Select Standing Committee on Finance and Government Services to the Legislative Assembly on May 28, 2025, for Fiscal Year 2024/2025.

# Further Resources



Office of the Police Complaint  
Commissioner website

[www.opcc.bc.ca](http://www.opcc.bc.ca)

## OPCC brochures

Let Us Help You Guide

<https://opcc.bc.ca/wp-content/uploads/2017/03/Let-us-help-you.pdf>

General Information

<https://opcc.bc.ca/wp-content/uploads/2023/01/opcc-general-information-brochure.pdf>

Alternative Dispute Resolution

<https://opcc.bc.ca/wp-content/uploads/2023/01/opcc-complaint-resolution-brochure.pdf>

Complaint Form

<https://opcc.bc.ca/wp-content/uploads/2022/08/printable-registered-complaint-form-2022.pdf>

## Police Act of British Columbia

[https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96367\\_01](https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96367_01)

## Independent Investigations Office of British Columbia

<https://iiobc.ca/>

## Other Canadian oversight agencies

<https://opcc.bc.ca/resources/canadian-police-oversight-agencies/>

# Appendix

Summaries of all substantiated allegations against municipal police officers concluded between April 1, 2024 and March 31, 2025.

Available at: <https://opcc.bc.ca/reports/annual-report/>

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#### **PUBLIC INTEREST DISCLOSURE ACT**

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British Columbia's Public Interest Disclosure Act (PIDA) requires public bodies in British Columbia to report on investigations into wrongdoing started under the Act, the number of disclosures made internally, and the number received by the Office of the Ombudsperson. The Office of the Police Complaint Commissioner has not had any investigations or disclosures under PIDA since the legislation was enacted.



Office of the Police Complaint Commissioner

2nd Floor, 947 Fort Street, Victoria BC V8W 9T8 Canada

TEL 250.356.7458 | FAX 1.877.999.8707 | EMAIL [info@opcc.bc.ca](mailto:info@opcc.bc.ca)

**[www.opcc.bc.ca](http://www.opcc.bc.ca)**

Office of the Police Complaint Commissioner (2025)

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2nd Floor, 947 Fort Street  
Victoria, BC V8W 9T8  
TEL 1.250.356.7458 | EMAIL [info@opcc.bc.ca](mailto:info@opcc.bc.ca)

This publication is available at <https://www.opcc.bc.ca/reports/annual-report/>



December 4, 2025

Ref: 683715

Chief Constables of Independent Municipal Police Departments  
Chief Officer, SCBCTA Police Service  
Chief Officer, Stl'atl'imx Tribal Police Service  
Deputy Commissioner, Commanding Officer, 'E' Division  
Chairs of Municipal Police Boards  
Chair, SCBCTA Police Services Board  
Chair, Stl'atl'imx Tribal Police Services Board

Dear Sirs/Madams:

**Re: Update on the targeted refresh of the BC Crisis Intervention and De-escalation Training and housekeeping amendments to the BC Provincial Policing Standards**

I am writing to inform you that, the *BC Crisis Intervention and De-escalation (BC CID) Training* course has now been updated following a targeted refresh of the online course content and associated materials (see Enclosure 1 for a list of changes). At this time, there are no changes to the related BC Provincial Policing Standards (BCPPS).

The updated BC CID Online course has launched on the Canadian Police Knowledge Network, and recruits began taking the revised online course on November 1, 2025. Further, and moving forward, the practical training that recruits and others (e.g., experienced applicants) receive will now be based on the updated Facilitator Guide (Version 2 – October 2025) (see Enclosures 2 - 5). Copies of the updated BC CID Training materials were also sent to the Police Training Advisory Committee (PTAC) on November 17, 2025, and to the RCMP's Pacific Regional Training Center (PRTC).

The updates to both the BC CID Online course and the BC CID Facilitator's Guide were informed by a literature review and contributions from subject-matter experts, including a working group. Changes to the BC CID Training course included:

- updating terms and definitions,
- updating language and vocabulary,
- emphasizing differences between conflict and crisis,

.../2

Page 2

- adding new learning outcomes related to wellness checks and neurodivergence (including autism-related content and examples of behaviours officers may observe and considerations for more effective police responses),
- including cultural considerations, and
- aligning the BC CID Training content with other provincial training requirements (e.g., fair and impartial policing, trauma informed practice).

It is important to note that while officers can continue their scheduled recertification cycle (for the online training), it is recommended that your training sections communicate the changes made to the BC CID Training to officers in your respective agencies (e.g., briefings, internal bulletins, or another way as you see fit.). The one-page summary of changes document (see Enclosure 1) may be useful in this regard.

While there are no changes to the Provincial Standards related to BC CID, I take this opportunity to inform you that minor housekeeping amendments to the BCPPS were approved by the Minister to ensure consistency with amendments to the *Police Act* earlier this year. These amendments are minor and relate to references to police services (formerly 'police forces'), and to the Director of Policing and Law Enforcement Services (formerly 'director of police services').

If you have any questions or concerns, please do not hesitate to reach out directly to Lucie Vallieres, Director, Standards and Training Unit ([Lucie.Vallieres@gov.bc.ca](mailto:Lucie.Vallieres@gov.bc.ca)).

Regards,



Glen Lewis

Assistant Deputy Minister

Director of Policing and Law Enforcement Services

Policing and Security Branch

Ministry of Public Safety and Solicitor General

pc: Supt. Jennifer Keyes, Director, Justice Institute of BC Police Academy  
Jessica Berglund, Chief Civilian Director, Independent Investigations Office of BC

Enclosures:

- Enclosure 1 – Summary of Changes to BC CID
- Enclosure 2 – BC CID Facilitator Guide – Version 2, October 2025
- Enclosure 3 – Guide to Mental Disorders – Version 2, 2025
- Enclosure 4 – Guide to Common Medications – Version 2, 2025
- Enclosure 5 – CID Model – Version 2.4, 2025



November 10, 2025

Ref: 682983

Chief Constable Harj Sidhu  
Delta Police Department  
4455 Clarence Taylor Crescent  
Delta BC V4K 3E1

Dear Chief Constable Harj Sidhu:

**Re: Reserve Constable Program – 2025/2026 Annual Grant**

This letter is to advise that I have approved payment of \$3,000 to be transferred directly to your municipal account, in support of your Reserve Constable Program. The payment was determined based on information provided by your department. The total payment includes a grant of \$150, paid annually, for every active reserve constable.

As of April 1, 2025, your department reported 20 active reserve constables, for a payment of \$3,000 for active reserves (\$150 each).

Thank you for providing information about new recruit classes planned for the 2025-2026 Fiscal Year. Please keep us up to date with any new information for all new recruit classes, including number of recruits, and potential start and end dates.

When new classes are successfully completed, please submit copies of the required insurance beneficiary card, BC *Police Act* Oath, and the appointment for each Reserve Constable that successfully completes the training for our records. We will prepare to issue payment for new Reserve Constables (\$700 each) at that time once all documents have been received.

Thank you for participating in the Reserve Constable program. If you have any questions or concerns, please contact Corinne Alexander at [Corinne.Alexander@gov.bc.ca](mailto:Corinne.Alexander@gov.bc.ca), or 778 698-9602.

Regards,

Matthew G. Brown  
Executive Director, Municipal Policing Governance and Community Safety Division  
Policing and Security Branch

pc: Delta Police Board Chair, Ian Tait

Headquarters Building  
4455 Clarence Taylor Crescent  
Delta BC V4K 3E1

Phone: 604-946-4444  
[www.deltapolice.ca](http://www.deltapolice.ca)



**December 10, 2025**

Joe Muego  
Chair, Delta Board of Education  
4585 Harvest Drive  
Delta, BC V4K 5B4

Dear Chair Muego,

Thank you for reaching out. I appreciate you taking the time to introduce Trustee Nick Kanakos as the Board of Education's primary representative in its engagement with the Delta Police Department (DPD) and the Delta Police Board.

We have noted and saved Trustee Kanakos's contact information, and my office will list him as the designated point of contact for the Delta Board of Education.

I, along with my entire team, value the strong and collaborative relationship we have with the Delta School District. Our shared commitment to the safety and success of children and youth in our community remains an important foundation for our work.

We welcome opportunities for future discussion and engagement, whether through forums, committees, or initiatives where your team feels our participation may be helpful. Likewise, I will ensure that my team and the Delta Police Board reach out where Trustee Kanakos's involvement and perspective would be valuable.

Thank you again for your partnership and for the work you do to support students and the future of Delta. I look forward to continued collaboration in the years ahead.

Regards,

A handwritten signature in black ink, appearing to read "H. Sidhu".

Harj Sidhu, M.O.M.  
Chief Constable  
Delta Police Department

cc: Nick Kanakos, Trustee, Delta Board of Education  
Ian Tait, Chair, Delta Police Board

Chief Constable Harj Sidhu  
Delta Police Department  
4450 Clarence Taylor Crescent  
Delta, BC, V4K 3W3

December 8, 2025

Dear Chief Sidhu,

My name is Joe Muego, and I have the privilege of serving as Chair of the Delta Board of Education. The Board is committed to ensuring that our schools inspire and nurture thriving, future-ready learners who are well positioned to achieve success and make a meaningful difference in their communities.

We believe that collaboration with local organizations that share our commitment to supporting the well-being of students and their families in Delta is a vital part of creating equitable opportunities and addressing challenges that impact students and families. With that in mind, I am pleased to introduce Trustee Nick Kanakos, who will act as the Board of Education's primary representative in its engagement with the Delta Police Department and Delta Police Foundation.

Please know that Nick would welcome the opportunity to participate in discussions on issues and challenges that impact education, social development, and community well-being in Delta. If there are forums, committees, or initiatives where his perspective could be helpful, he would be honoured to contribute.

Thank you for the work you do to strengthen our community. I look forward to exploring ways we can work together for the benefit of students and the future of Delta.

Warm regards,



Joe Muego  
Chair, Delta Board of Education  
[jmuego@deltaschools.ca](mailto:jmuego@deltaschools.ca)

cc Nick Kanakos, Trustee, Delta Board of Education

Headquarters Building  
4455 Clarence Taylor Crescent  
Delta BC V4K 3E1

Phone: 604-946-4444  
[www.deltapolice.ca](http://www.deltapolice.ca)



January 8, 2026

Glen Lewis  
Assistant Deputy Minister and Director of Police Services  
Policing and Security Branch  
Ministry of Public Safety and Solicitor General

\*Sent via email to: [SGPSPB@gov.bc.ca](mailto:SGPSPB@gov.bc.ca)

Dear Glen:

**Re: BCPPS 2.1.1 Reporting Requirement - Recruit and Advanced Training**

In accordance with British Columbia Provincial Policing Standard (BCPPS) 2.1.1(6), this letter provides the required annual report summarizing Experienced Applicants hired by the Delta Police Department (DPD) during the 2025 calendar year.

**Number of Experienced Applicants Hired\:**

One (1)

**Experienced Applicant Details:**

Name: Gabriel Flammia

Previous Employer: Peel Regional Police

Police Recruit Training Program Completed: Ontario Police College

Please advise if you require further information.

Regards,

A handwritten signature in black ink, appearing to read "H. Sidhu".

Harj Sidhu, M.O.M.  
Chief Constable, Delta Police Department

cc: Delta Police Board



<b>DATE</b> 2026-01-08	<b>SUBMITTED BY</b> Harj Sidhu, Chief Constable
<b>SUBJECT</b> <b>Chief Constable Monthly Activity Highlights - December 2025</b>	
<b>ACTION REQUIRED</b> <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision	

**Chief Constable Monthly Activity Highlights - December 2025****ACTION REQUIRED**

- For Information
- For Approval/Action/Decision

<b>Date</b>	<b>Activity</b>
December 2, 2025	Attended HR Committee Meeting
December 2, 2025	Attended Boom Awards
December 3, 2025	Attended Governance Committee Meeting
December 3, 2025	Attended OPCC Vancouver Office Open House
December 6, 2025	Hosted Management Team Christmas Social
December 9, 2025	Attended Monthly BC Association of Municipal Chiefs of Police Meeting
December 10, 2025	Attended Police Staff Holiday Luncheon
December 11, 2025	Attended OPCC Office- MOU Review Systemic Investigations
December 11, 2025	Attended Monthly Senior Leadership Meeting
December 12, 2025	Attended CACP Community Safety & Wellbeing Committee Meeting
December 15, 2025	Attended Body Worn Cameras Quarterly Update Meeting
December 15, 2025	Attended Monthly Delta Police Foundation Meeting
December 17, 2025	Attended Police Board Holiday Social
December 18, 2025	Attended SMT/DPA Executive Holiday Luncheon
December 18, 2025	Attended Extortion Task Force Weekly Executive Meeting
December 18, 2025	Attended Monthly Coffee With The Chiefs Meeting
December 18, 2025	Attended TFN's Annual Holiday Luncheon
December 25, 2025	Attended HQ Shift Briefing with Mayor Harvie and MP Jill McKnight
December 25, 2025	Attended North Delta Public Safety Building Shift Briefing

DELTA POLICE DEPARTMENT

2025



YEAR IN  
REVIEW





# COMMUNITY SAFETY

## Crime Severity Index

Maintained one of the **lowest Crime Severity Index scores (55.3)** in the region, below the provincial (93) and national (77.9) averages.

## De-escalation of High-Risk Incident

Safely resolved a high-risk incident involving an **armed, suicidal male on a transit bus** in coordination with **ERT**. The male was transported to hospital and certified under the Mental Health Act.

## Assisted Peel Regional Police

Assisted Peel Regional Police in the **arrest of two homicide suspects**.

## Organized Crime & Gang Suppression

**Arrested a male**, associated to the gang conflict, in possession of a stolen vehicle containing **multiple restricted firearms** and **prohibited devices**. Charges were submitted; the individual has since been **convicted**, with sentencing scheduled for early 2026.

Delivered **Inadmissible Patrons Program** training to Patrol Services Section, to **conduct checks and ejections** of gang-affiliated individuals from licensed establishments.

Strengthened **Project DE-Suppress**, targeting **high-risk individuals** involved in **organized crime, gang activity, drug trafficking** and expanded operations to target organized crime **extortion threats**.

# COMMUNITY SAFETY

## High-Risk Firearms Incidents

In response to a **suspected home invasion**, uncovered more than **30 firearms** and **1000s of rounds of ammunition**, resulting in multiple firearms charges against a Delta man.

Safely resolved a high-risk firearm incident involving a naked **female carrying a long gun on a patio, near a school**. The female was **arrested**, a search warrant was executed at the residence, and firearms-related **charges were submitted**.

## BOLO Program

Worked with partners to place a **male wanted for sexual interference in Delta** on the Canada-wide Bolo Program (#16).

## Road Safety Enforcement

Conducted targeted enforcement to improve road safety, resulting in:

- **5,500+** violation and warning tickets issued for nearly 6,000 Motor Vehicle Act offences
- **415** impaired driving prohibition being issued
- **554** vehicles being impounded
- **98** prohibited drivers arrested

Investigated **3** fatal motor vehicle collisions and **233** collisions with injuries, supported by **153 hours** of project based targeted enforcement in high-risk locations.



# INVESTIGATIONS & ENFORCEMENT

## Charge Approval for Human Trafficking File

Received charge approval for a human trafficking file after **2 years of investigation** due to public interest.

## Targeting Prolific Offenders

Deployed a **bait car operation** that led to the **arrest** and **charge approval** of a prolific property crime offender responsible for **multiple locker and vehicle thefts and breaches of conditions**, with outstanding warrants; stolen property was recovered.

Secured **assault, causing bodily harm charges** against a prolific offender.

## Child Sexual Exploitation Investigations

Investigated a suspect in **possession of child sexual abuse** and **exploitation material** resulting in **1000s of images and videos** being located across multiple devices. Suspect pled guilty, was **sentenced to 6 months imprisonment** and added to the **National Sex Offender Registry**.

Investigated a suspect who used **artificial intelligence** software to create child sexual abuse and exploitation material of 19 female youth in the community. The investigation resulted in a guilty plea.

Investigated a **historical sexual abuse** and **exploitation of a female youth** by her father. Investigation resulted in the suspect pleading guilty and being **sentenced to 5 years imprisonment**.

# INVESTIGATIONS & ENFORCEMENT

## Drug Trafficking Investigations

Received approval of criminal charges after a lengthy investigation into a **street level drug trafficking** network in North Delta.

**Identified a stash site** and executed **2 search warrants, seizing cash** and **controlled substances**, following a drug trafficking investigation.

Led a **proactive drug investigation**, resulting in the **arrest** of an Ontario man in Tsawwassen and the seizure of **fentanyl, methamphetamine, cocaine, cash, and weapons**.

## Cyber | Fraud Investigation

Led a **cross-jurisdictional** cyber/fraud investigation involving a **victim business in Delta**. **2 search warrants** were executed in **Alberta**, where the suspect group was located, resulting in **2 individuals being arrested** and the **seizure of multiple devices** used in the commission of the offence.

## Manslaughter Investigation

Secured manslaughter and indignity to human remains charges following a **2 year undercover investigation into the 2022 overdose death** of an 18-year-old woman.

## Vehicle Theft Recovery

Worked with **CBSA, IMPACT**, and other law enforcement partners to **recover multiple stolen vehicles located in shipping containers**, coordinated evidence collection and the **return of vehicles**.

## Hit and Run Investigation

Conducted a **hit-and-run investigation** involving a 22 year old **pedestrian** who sustained **serious injuries**, resulting in **charges** being recommended for failing to stop and **dangerous operation of motor vehicle causing bodily harm**.



# ORGANIZATIONAL EXCELLENCE & EFFECTIVENESS

# ORGANIZATIONAL EXCELLENCE & EFFECTIVENESS

## Strategic Plan Development

Developed the **2026–2030 Strategic Plan**, grounded in **team and community input, evidence, and environmental scanning** to guide the next 5 years.

## Body-Worn Camera Program

Completed **full deployment** of Body-Worn Cameras across Patrol, Traffic, and the Tsawwassen First Nation Service Team, with **65 cameras** in service.

Leveraged Body-Worn Camera footage to **strengthen investigative transparency and improve the efficiency of Professional Standards investigations**, reducing unnecessary investigative hours.

## Employee Engagement Survey

Conducted the Employee Engagement Survey, with **action planning and implementation now underway** to address feedback and support **continuous improvement**.

## Digital Tools

Launched a real-time translation app to **support communication with diverse community members**.

## Policy Framework

Modernized our policy framework by **updating our policy management system** and **reviewing 40+ policies** to strengthen clarity, accessibility, and risk management.

# ORGANIZATIONAL EXCELLENCE & EFFECTIVENESS

## Fleet Technology Improvements

Piloted advanced **in-vehicle data connectivity solutions** that **improved reliability** and **reduced related maintenance costs by over 30%**.

## Drone as First Responder

Deployed the Drone as First Responder **28 times** to support Patrol operations with **real time situational awareness** and **trained additional pilots** on the team.

## Black Cat Technology

Implemented Black Cat **traffic** monitoring technology to support **data-driven, targeted enforcement in high-risk locations**.

## Training Innovation

Integrated **Virtual Reality (VR) training** into officer training, with **38 members trained** with VR and operationally deployed as part of the B.C. **Provincial TASER 10** field trial.

Completed demos and evaluations of **7 VR systems** to determine the most suitable option for future rollout.

## ALPR Capability

Enhanced Automated License Plate Recognition (ALPR) capability by **outfitting 2 vehicles this year**, with **4 additional units ordered** for deployment next year.

# ORGANIZATIONAL EXCELLENCE & EFFECTIVENESS

## Recruiting Website Redesign

Completed a redesign of the DPD recruiting website, **modernizing the applicant experience and better showcasing** the benefits of a career with DPD.

## Investigative Technology

**Expanded use of specialized investigative technology** and disclosure tools.

## Expanded Administrative Support

Helped **manage frontline administrative workload** through expanded administrative support from police staff positions.

## McNeil Disclosure Compliance

**Adapted quickly to significant changes** in McNeil Disclosure, collaborating with BC Prosecution Service and Public Prosecution Service of Canada to ensure compliance.

## Emergency Management Coordinator

Filled the Emergency Management Coordinator position, **strengthening organizational readiness**.

## Life-Saving Response During Emergency

Responded to report of a **7-year-old child tangled and asphyxiated by a seatbelt**; lifesaving efforts saved the life of the child.

# TEAM DEVELOPMENT & WELL-BEING

# TEAM DEVELOPMENT & WELL-BEING

## BC Top 100 Employers

Recognized as one of BC's Top 100 Employers for the **7th consecutive year**.

## Peer Support Expansion

Expanded peer support capacity to build a **stronger, integrated support network** by:

- training **24** members in peer support
- adding **7** new Critical Incident Stress Management (CISM) team members
- adding **2** new reintegration team members
- cross- training **15** CISM members in peer support

## Achievements & Recognition

Recognized and **celebrated team member achievements** through various external award nominations.

## Recruitment & Training

Recruited, trained and onboarded **new team members**:

- **12** Recruit Constables
- **2** Exempt Officers
- **18** Reserve Officers
- **7** Community Safety Officers
- **5** Police Staff

# TEAM DEVELOPMENT & WELL-BEING

## Use of Force for the Mind

Launched 'Use of Force for the Mind' **resilience training program**, completed by **150** police members and **60** police staff.

The course received an **overall rating of 4.4/5** by participants.

## Career Development Application

Launched a career development application to help members **plan and track their professional growth**.

## Wellness Resources

Expanded wellness resources with a team member **certified** as a **Nutritionist** providing **11 Wellness Blogs**, and **2 Lunch and Learn** sessions.





# COMMUNITY ENGAGEMENT & PARTNERSHIPS

# COMMUNITY ENGAGEMENT & PARTNERSHIPS

## Community Input on Strategic Planning

Released the 2024 Community Survey results and used community feedback to **inform the development** of the 2026-2030 Strategic Plan.

## Community Partner Outreach

Engaged **more than 30 community partner organizations** through focus groups to inform the 2026–2030 Strategic Plan.

## 2025 Community Safety Townhall

Held a Community Safety Townhall with the DPD leadership team, providing community members with an **opportunity to ask questions, share community safety concerns** and hear about what DPD is doing to address those concerns.

## Community Events & Outreach

Strengthened **community connections by participating in and supporting** multiple community events including:

- Lights, Ladders and Loaders
- Barnside Harvest Festival
- Ride 2 Survive
- Special Olympics Law Enforcement Torch Run
- Summer Solstice Run, Walk and Roll

## Newcomer Family Events

Participated in 3 Newcomer Family Events, **helping build stronger connections** with newcomer families.

# COMMUNITY ENGAGEMENT & PARTNERSHIPS

## Supporting Vulnerable Individuals

Supported **157 vulnerable individuals** who came into contact with our frontline officers by coordinating **referrals and connection** to housing, mental health, substance use, income, and other supports through community service partners.

Supported **vulnerable youth and families** by completing **40** school based Violence or Threat Risk Assessments and participating in approximately **40** integrated care meetings.

## Youth Engagement

Hosted **23 youth** in the 2025 Student Police Academy and delivered **public safety presentations in schools** on digital citizenship, social media safety, exploitation, bullying, vaping, and substance use.

Maintained an active partnership with the Delta Youth Hub, supporting youth access to drop-in resources, wellness services, and connection opportunities.

## Tsawwassen First Nation Partnership

Assisted TFN in **establishing a liaison** at the Regional Crown Counsel Office



# REMEMBERING CST. MARK NIEUWENHUIS

# REMEMBERING CST. MARK NIEUWENHUIS

## In Remembrance

On April 8, 2000 DPD **Cst. Mark Nieuwenhuis** lost his life in the **line of duty**. Mark was on patrol responding to reports of vehicles drag racing when he lost his life in a motorcycle collision.

**April 8, 2025** marked the **25th anniversary** of his passing, and to honour his service, sacrifice, and legacy, we gathered with his family and colleagues to **unveil a memorial** at the crash site.



# THANK YOU FOR AN EXCELLENT



2 4, 5  
3 6, 7, 8  
4 9, 10

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NOVEMBER/DECEMBER 2025

**COVER STORY**

## Use of force for the mind

Proactive mental health and resilience training for police officers p. 10

**CASE LAW**

**When is a pat-down justified?**  
p. 22

**OUT OF THE COLD**

**The enduring mystery of Dean Mortensen**  
p. 20

# Use of force for the mind

Proactive mental health and resilience training for police officers

By Harj Sidhu and Mark Davies

Over the past 20 years, awareness has increased about the mental health risks police officers face. Officers are two to three times more likely to experience depression, anxiety and PTSD than the general population due to ongoing exposure to stress and trauma. The result can be a lifelong struggle with mental health issues that impact not only the officers but also their families, friends and colleagues.

Organizationally, the costs are substantial, including higher sick leave rates, poor and problematic workplace behaviour, and mental health rehabilitation programs. While officers receive comprehensive training on managing physical threats, they have not been equally trained to handle the psychological risks of the job until recently.

Every year, more police officers in Canada die by suicide than in the line of duty. Progress has been made in raising awareness, reducing stigma and improving treatment options for officers. However, effective prevention-based mental health programs that prepare officers to deal with the mental health challenges they encounter in their line of work are still in their infancy.

Although many resilience programs offer excellent content, their effectiveness is often limited because they are generic, optional, lack integration, are quickly forgotten as one-time events, and are unlikely to succeed without a healthy organiza-

tional culture.

To address these challenges, the Delta Police Department (DPD) employed Dr. Mark Davies to develop a resilience training program, equipping DPD officers with the tools to manage the stressors and trauma inherent in their line of work. What makes this program unique is that it was designed specifically for DPD officers with their input, increasing credibility and acceptance of the program by the membership at large.

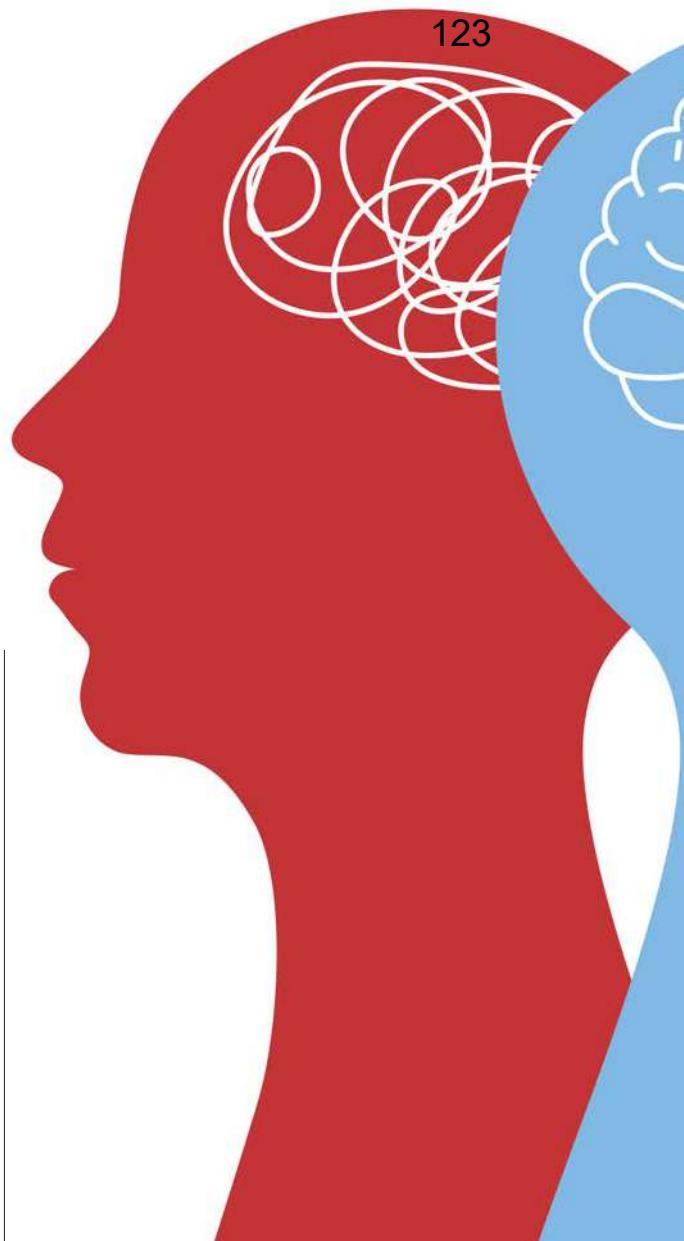
Together, the DPD and Davies developed a program called Use of Force for the Mind (UFM), which applies the concept of traditional use of force training to mental health. UFM is mandatory, requires recertification and focuses on understanding mental health and implementing individual behaviour change.

Many mental health initiatives in policing struggle to take hold when the underlying organizational culture is unhealthy. From Davies' perspective, a key factor in UFM's early success was the foundation already established by the DPD's leadership team and the Health and Wellness Unit in fostering a healthy and caring culture, which aligns with their commitment to their people from "hire to retire."

## Foundational principles of UFM

UFM is built on five guiding principles:

- **It's a training program:** Officers are not expected to simply "know" how to manage stress and trauma;



## 20%

a 2017 Harvard study of the military found that unit cohesion (trust, safety and care) reduced PTSD risk by up to 20 per cent.

they must be taught. The training is mandatory and ongoing.

- **It focuses on both prevention and optimization:** The goal is not just to reduce psychological harm, but also to strengthen and maximize mental health. The focus is on assisting officers to thrive, both professionally and personally.
- **Mental health is an individual responsibility:** While DPD is responsible for providing a healthy work environment and access to mental health supports, maintaining mental well-being ultimately rests with the individual officer. The success of this program depends on officers applying the strategies throughout their careers.



**Mental health is built, not bought... It requires consistent effort and is an ongoing journey we take both individually and collectively.**

- **Mental health is a team sport:** Research shows that working in a safe, caring and cohesive environment may be the most important factor in contributing positively to mental health. It is both an individual and a collective responsibility.
- **Mental health is built, not bought:** Training and technology can support mental well-being, but there are no quick fixes. It requires consistent effort and is an ongoing journey we take both individually and collectively.

#### **Program structure**

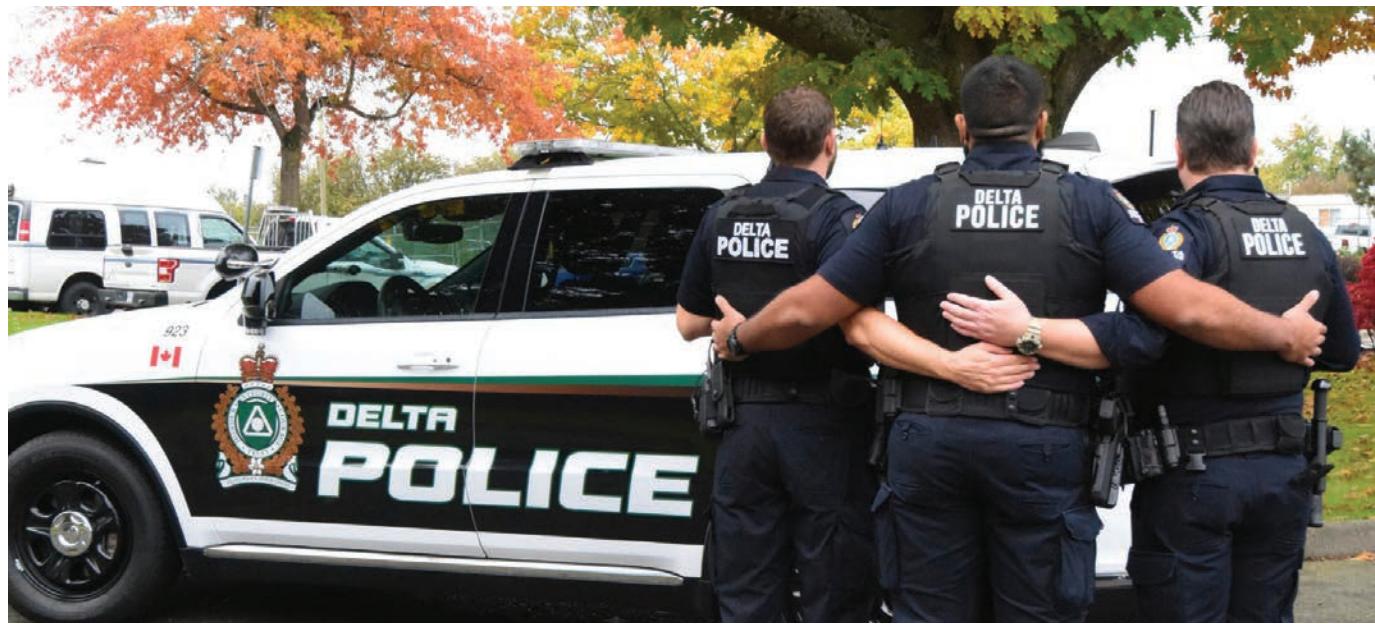
UFM includes seven units co-taught by Davies and members of the Health and Wellness Unit, with content grounded in evidence-based approaches. Officers receive a workbook with content summaries, self-assessments and resilience

strategies. The first five units are delivered in a one-day training session; the remaining two are delivered separately in two-hour segments. A modified version for non-sworn staff has also been developed.

An overview of the UFM units is as follows:

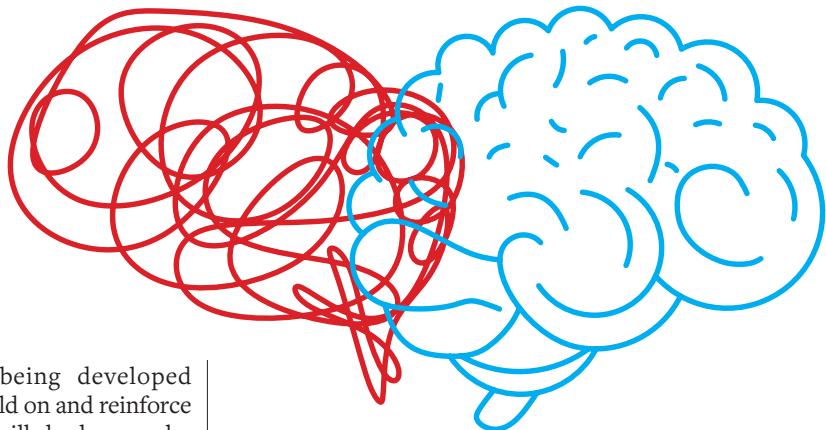
- 1. Stress and trauma (half-day):** This foundational unit explains the basics of stress and trauma, as well as their impact on the brain. Officers learn about risk factors and strategies for assessing and managing their mental health.
- 2. Mental health as a team sport:** This emphasizes that mental health should be considered at both the individual and team levels. While most resilience programs focus on strategies at the individual level, a 2017 Harvard study<sup>1</sup> of the military found that unit cohesion (trust, safety and care) reduced PTSD risk by up to 20 per cent.
- 3. Habits and time:** With the overall goal of the program being behavioural change, this unit provides training on goal setting, time management and building healthy

*Continued on page 14*



Continued from page 11

## There are no quick fixes in mental well-being.



habits.

**4. Physical strategies:** Covering the importance of nutrition, sleep and exercise in building resilience to stress and trauma.

**5. Mental health strategies:** This unit introduces the use of basic Cognitive Behavioural Therapy strategies to combat stress and reframe trauma.

**6. Emotional strategies:** Teaches techniques for emotional awareness and processing, particularly in response to traumatic events.

**7. Lifestyle strategies:** Draws on the work of Martin Seligman's positive psychology to deliver strategies that can be applied to increase the number of positive experiences officers can build into their lives.

DPD believes that face-to-face training is essential for member engagement. UFM is not intended to be a standalone solution. It serves as the foundation, with various additional supports—such as a central online hub of mental well-being resources like podcasts

and videos—being developed regularly to build on and reinforce the training. It will also be complemented by external mental health programs (e.g., sleep training) to provide ongoing support for officer well-being. The key is to use UFM as a base to build upon over time.

### Initial results

More than 150 DPD officers have completed the full-day UFM training, which included the first five units, in groups of 30 over five days. Officer participation exceeded initial expectations, and the feedback has been overwhelmingly positive. Post-training evaluations showed an overall course rating of 4.4 out of 5.<sup>2</sup> Notably, the statement "Overall, I support the aims and goals of UFM" received an aggregate score of 4.78 out of 5.

### Future direction and challenges

While the UFM launch has been successful, the program continues to evolve, and we continue to learn and grow. Based on feedback from each

group that received the training, adjustments have been made during delivery and are still ongoing. With the central premise of UFM being that mental health is both an individual and team effort, a main focus moving forward will be integrating its principles and strategies into the everyday team dynamics.

Ongoing challenges include time, resources and logistics. Another consideration is how we ensure new members joining DPD receive the foundational UFM training after it has been delivered to all current officers. Despite these challenges, DPD remains committed to providing this training to all members and to the continued development of UFM.

There are no quick fixes in mental well-being. It requires ongoing commitment from both police departments and their officers to ensure that they develop healthy habits and strategies throughout their careers. UFM is a meaningful step for DPD in strengthening mental well-being among its members. We hope other departments can draw from UFM as they develop their strategies to support their teams. ■

# 150

DPD officers have completed the full-day UFM training, which included the first five units, in groups of 30 over five days.



IMAGE CREDIT: DELTA POLICE DEPARTMENT

### References and notes

1. Campbell-Sills, L., Kessler, R. C., Ursano, R. J., et al. (2017). "Predictive validity and correlates of self-assessed resilience among U.S. Army soldiers." *JAMA Psychiatry*, 74(9), 870-879. <https://doi.org/10.1001/jamapsychiatry.2017.1552>.
2. Post-training feedback was collected using a 15-question assessment based on a five-point Likert scale.

**Harj Sidhu** is the chief constable of the Delta Police Department with over 30 years of experience in policing and leadership. Dr. **Mark Davies** is a psychologist with 20 years of experience working with police and other first responders, including teaching and developing resilience programs.

<b>DATE</b> 2026-01-21	<b>SUBMITTED BY</b> Harj Sidhu, M.O.M. Chief Constable
<b>SUBJECT</b> <b>2026 Delta Police Department Operating and Capital Budget</b>	
<b>ACTION REQUIRED</b> <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval	

**PURPOSE**

The purpose of this report is to provide the Delta Police Board with the final 2026 Delta Police Department (DPD) Operating and Capital Budget.

**DISCUSSION**

At the September 17, 2025, Open meeting, the Board approved the 2026 Provisional Budget, 2026 Equipment Replacement Program, 2026 Operating Funding Requests and Capital Cost Implications, and DPD Full-Time Equivalent (FTE) total of 287.8, as presented by the Finance and Risk Management Committee.

Details of the DPD budget were submitted to City of Delta as part of the overall City budget process early in July 2025 including salaries and expenses, legislative cost increases, emerging corporate priorities, and vehicle replacement requirements.

The 2026 Budget Process timeline progressed as follows:

- Police Budget review with City Budget staff - July 24
- Police Budget presentation to Police Board Finance & Risk Management Committee - August 27
- Police Budget presentation to and approval by Police Board - September 17
- City of Delta Financial Plan presented to Council - October 6
- DPD Budget presentation to Delta Council - October 20
- Open Houses and Council Workshops - October 29 and 30
- 5 Year Financial Plan Bylaw - Readings and Adoption - November 17 and December 8

**2026 Operating and Capital Budget**

The operating and capital budget is summarized in Attachment A and includes expenditures to provide policing and law enforcement services in Delta. Below are the details of the Provisional budget approved by the Board on September 17, 2025, and approved by Delta Council as part of the overall City of Delta 2026 Financial Plan.

**2026 Operating Budget**

	Final Operating and Capital Budget
Base 2025 operating budget expenditures	\$63,119,000
Salaries and benefits <sup>1</sup> , increments, position reclassifications, vacancy allowance <sup>2</sup>	656,500
Legislative and contractual costs including PRIME-BC levy, E-Comm levy for dispatch and radio, RCMP Integrated Units increases, and Body-Worn Camera program	663,500
Emerging Corporate Priorities including cybersecurity enhancements, cloud file system, fleet/asset tracking system, and investigative software	250,000
Secondment and other wages with offsetting revenues	(166,000)
<b>2026 operating budget expenditures</b>	<b>\$64,523,000</b>
Base 2025 operating budget revenues	\$9,896,000
Secondment and other recoverable revenues increase	(166,000)
<b>2026 operating budget revenues</b>	<b>\$9,730,000</b>
<b>Total 2026 operating budget</b>	<b>\$54,793,000</b>

**2026 Capital Budget**

Equipment Replacement Program	\$1,056,000
Capital purchases (protective vests, furniture, equipment, IT)	158,000
<b>2026 capital budget expenditures</b>	<b>\$1,214,000</b>
Equipment reserve funding	158,000
<b>Total 2026 capital budget</b>	<b>\$158,000</b>
<b>Total 2026 operating and capital budget (tax draw)</b>	<b>\$54,951,000</b>

Notes:

<sup>1</sup> DPA and CUPE contracts expired on December 31, 2024. The provision included here is an estimate and once new contracts are negotiated and approved, the actual amount will be transferred from the City fiscal budget accounts.

<sup>2</sup> An allowance has been included in anticipation of vacant positions in 2026.

### **Equipment Replacement Program**

The 2026 Equipment Replacement Program includes vehicles recommended for replacement in 2026 and projections for replacement needs for the years 2027 to 2030. For 2026, it is recommended that 8 Police Vehicles be replaced for a total cost of \$1,056,000. Cost estimates include vehicle purchases and build costs including specialized equipment, decaling, etc.

<b>Year</b>	<b># of Vehicles</b>	<b>Total Cost Estimate</b>
2026	8	\$1,056,000
2027	8	\$1,088,000
2028	8	\$1,120,000
2029	8	\$1,160,000
2030	8	\$1,192,000

### **Delta Police Full Time Equivalent**

Delta Police Full Time Equivalent (FTE) staffing are as follows:

	<b>Police</b>	<b>Community Safety Officers</b>	<b>Police Staff</b>	<b>Total</b>
January 1, 2025	200	2	84.3	286.3
Emergency Planning Coordinator			1.0	1.0
Transcription Clerk			1.0	1.0
Conversion of auxiliary			(0.5)	(0.5)
<b>January 1, 2026</b>	<b>200</b>	<b>2</b>	<b>85.8</b>	<b>287.8</b>

### **CONCLUSION**

This report and attachment are presented for information to the Board.

### **ATTACHMENT**

A. Delta Police Department 2026 Operating and Capital Budget

## Attachment A

**Delta Police Department  
2026 Operating and Capital Budget**

	2025 Budget \$	2026 Budget \$	Increase (Decrease) \$
<b>OPERATING</b>			
<b>Expenditures</b>			
Department Support Services	\$18,723,500	\$19,638,000	\$914,500
Community Policing - Patrol	17,912,500	18,045,000	132,500
Community Policing - Community Support	11,636,000	12,031,500	395,500
Investigative Services	7,093,000	6,945,500	(147,500)
Police Secondments	4,161,500	3,996,500	(165,000)
E-Comm	3,592,500	3,866,500	274,000
<b>Total Expenditures</b>	<b>63,119,000</b>	<b>64,523,000</b>	<b>1,404,000</b>
<b>Revenues</b>			
Fees	560,000	560,000	-
Grants	145,500	145,500	-
Recoverables	405,000	404,000	(1,000)
TFN Service Agreement	3,000,000	3,000,000	-
Traffic Fine Revenue Sharing	1,624,000	1,624,000	-
Police Secondments	4,161,500	3,996,500	(165,000)
<b>Total Revenues</b>	<b>9,896,000</b>	<b>9,730,000</b>	<b>(166,000)</b>
<b>Operating Tax Draw</b>	<b>\$53,223,000</b>	<b>\$54,793,000</b>	<b>\$1,570,000</b>
<b>CAPITAL</b>			
Vehicle Purchases	\$306,000	\$1,056,000	\$750,000
Tangible Capital Assets (TCA)	178,000	158,000	(20,000)
<b>Total Expenditures</b>	<b>484,000</b>	<b>1,214,000</b>	<b>730,000</b>
<b>Revenues</b>	<b>306,000</b>	<b>1,056,000</b>	<b>750,000</b>
<b>Capital Tax Draw</b>	<b>\$178,000</b>	<b>\$158,000</b>	<b>(\$20,000)</b>



<b>DATE</b> 2026-01-07	<b>SUBMITTED BY</b> Harj Sidhu, M.O.M. Chief Constable
<b>SUBJECT</b> <b>Implementation of Language Interpretation Application</b>	
<b>ACTION REQUIRED</b> <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision	

**PURPOSE**

To provide the Delta Police Board with an overview of the language interpretation app currently in use by the Delta Police Department (DPD).

**DISCUSSION**

The DPD has implemented a Canadian-based language interpretation service accessed through a mobile application, Languages in Motion, which provides live interpretation via remote video and telephone. While DPD members collectively speak multiple languages (20+) reflective of the community, language needs can arise at any time and in a wide range of circumstances. The app complements existing organizational language capabilities by providing reliable, on-demand 24/7 access to interpretation services when required.

The app is available on all issued mobile phones for sworn members, as well as for frontline police staff, including front counter staff and victim services. It was implemented in response to the diverse nature of the community and the need for timely and accurate communication during police and community interactions.

Language-related communication challenges can arise during calls for service, interviews, and statement-taking. The app addresses these challenges by allowing members to quickly access interpretation services when required. It is primarily used by frontline members during initial calls for service and formal statement-taking and has also been utilized by investigative units to support interviews.

Early usage data indicates the app is being used as intended. Between August and December, a total of 28 on-demand interpretation calls were made, with usage peaking in September.

Usage data shows that Punjabi, Mandarin, Cantonese, Hindi, and Dari are the most frequently used languages. This reflects Statistics Canada census data for the community.

Table 1: Interpretation Calls by Month (August–December 2025)

MONTH	NUMBER OF CALLS
August	6
September	10
October	8
November	2
December	2
<b>TOTAL</b>	<b>28</b>

Table 2: Interpretation Usage by Language and Total Duration

LANGUAGE	TOTAL DURATION
Chinese (Cantonese)	2 hrs, 8 mins
Chinese (Mandarin)	2 hrs, 4 mins
Dari (Afghan Persian, Afghan Farsi)	1 hr, 1 min
Hindi	1 hr, 56 mins
Punjabi	3 hrs, 56 mins
Russian	5 mins
Spanish	13 mins
Tagalog	5 mins
<b>TOTAL</b>	<b>11 hours, 28 minutes</b>

The service is billed on a pay-per-use basis, with no fixed cost. Based on usage trends over the past months, costs are averaging approximately \$250 per month and are being managed within existing budgets. Usage and costs will continue to be monitored to determine whether any future budget adjustments are required.

Feedback from members has been positive. Members report that the app is easy to use, interpreters are responsive, and access to interpretation services is timely, allowing interactions to proceed more efficiently and with improved clarity when language barriers are present.

## **CONCLUSION**

The language interpretation app provides valuable support to DPD members by improving communications with non-English speaking members of the community. Early feedback and usage data show that the app is meeting its intended purpose and enhancing service delivery. Ongoing use of the app will allow for further assessment of trends and long-term benefits.



<b>DATE</b> 2026-01-21	<b>SUBMITTED BY</b> Harj Sidhu, M.O.M Chief Constable
<b>SUBJECT</b> 2025 Coroner's Inquests: Recommendations for Policing	
<b>ACTION REQUIRED</b> <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision	

**PURPOSE**

The purpose of this report is to advise the Delta Police Board on how Delta Police Department (DPD) policies and practices accord with recommendations arising from 2025 Coroner's inquests.

**OVERVIEW**

Coroner's inquests are provincial court proceedings held to publicly review the circumstances of sudden deaths where the Chief Coroner determines such review may be beneficial for fact-finding, public information, and/or prevention of future deaths in similar circumstances. A jury will hear evidence from witnesses and prepare a verdict to determine the facts of death, including classifying the death (as accidental, homicide, natural, or suicide), identifying the cause, and providing any related recommendations to governing bodies (e.g., Minister of Public Safety and Solicitor General, RCMP E-Division, Emergency Health Services). Coroner's inquests are fact-finding inquiries and are not designed to assign blame or liability.

Coroner's inquests are mandatory where a person dies in the custody or care of a police officer.

**DISCUSSION**

Three (3) police-involved Coroner's inquests were conducted in 2025. One (1) inquest was related to drug toxicity and use of force interactions with police, and two (2) inquests involved fatal shootings by police. Summaries of the inquests are provided in Attachment A. None of the inquests involved DPD officers.

The recommendations from these inquests, in so far as they relate to the direct consideration and control of the DPD and the Board, can be summarized into two broad categories:

1. crisis intervention and de-escalation; and
2. operational equipment.

These categories and associated jury recommendations are detailed below, followed by an evaluation of related DPD policies, training and operational practices, outlining how each category of jury recommendation has been reviewed and addressed.

## 1. CRISIS INTERVENTION & DE-ESCALATION (CID)

### Overview of Jury Recommendations

- Enhance CID training, specifically related to mental health and substance use, including:
  - a) providing training for working in high needs communities to prepare for mental health unpredictability; and
  - b) utilizing integrated systems that inform officers of the mental health history of a subject.

### Evaluation of DPD's Policies & Practices

DPD members are provided with in-depth CID (Crisis Intervention and De-escalation) training that includes responding to situations involving substance use or mental health concerns. Members also receive Integrating Communication, Assessment & Tactics (ICAT) training, which was developed in close collaboration with mental health professionals. Additionally, members recently received Agitated Medical Emergency (AME) training, intended to assist them in identifying whether a person in crisis is at a high risk of medical distress and how to respond accordingly. Policy IR30 - *Mental Health & Crisis Response* was recently substantially updated, approved by the Board in October 2025, with particular emphasis on responsibilities associated with CID and ICAT.

Additionally, the DPD utilizes HealthIM when responding to calls where a person is in crisis or is experiencing a mental health related concern, which provides the member with history of the individual (e.g., triggers, relevant de-escalation techniques), an evaluation tool to assist in risk assessment, and direct communication with medical facilities and mental health agencies (addressed in recently updated Policy IR30 - *Mental Health & Crisis Response*).

## 2. OPERATIONAL EQUIPMENT

### Overview of Jury Recommendations

- Ensure sufficient equipment is available for officers, and policies and training are reviewed in association with their use, including in relation to:
  - a) equipment for vehicle containment and disabling;
  - b) Hobbles (form of leg restraint), with more than one carried by each officer; and
  - c) drones, ensuring technology is up to date and appropriate for police use.

### Evaluation of DPD's Policies & Practices

Vehicle disabling devices are currently available to DPD members and may only be used if appropriately trained in their use. Policy IP72 - *Vehicle Disabling (Tire & Exhaust Devices)* was substantially amended and approved by the Board in 2024.

Hobbles have not been issued to DPD members for several years, as they have been attributed to in-custody deaths. Members are issued one modified leg restraint. Policy IC10 - *Use of Force* restricts the use of leg restraints to controlled circumstances, including that the subject must be handcuffed and that two members be present. Thus, in all cases where a leg restraint is used, more than one restraint is available on scene.

The DPD continues to be at the forefront in leveraging drone technology for operational use. Only Remotely Piloted Aircraft Systems (RPAS) approved by Transport Canada may be provided or approved for use by trained members (addressed in Policy DP53 - *Remotely Piloted Aircraft Systems*).

## **CONCLUSION**

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The DPD meets or exceeds most of the coroner's inquest jury recommendations from 2025. Where recommendations are not adopted in full, existing DPD policies and practices have been assessed

and determined to address the underlying intent in a manner appropriate to the DPD's operational context. As a result, the DPD sufficiently complies with all jury recommendations, and no additional actions are required.

**ATTACHMENTS**

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- A. Coroner's Inquest Summaries (2025).

**Attachment A.**

Coroner's Inquest Summaries (2025).

**Name: George Prevost**

Location/Agency: Vancouver Police Department

Cause of Death: Combined effects of methamphetamine toxicity and struggle during physical restraint

Date of Death: 11/26/2020

Date of Verdict: 05/28/2025

Classification: Accidental

Summary: Police responded to a report of a man (Prevost) who had been in the bathroom at a Tim Horton's for over half an hour. Prevost eventually exited but became agitated and aggressive, resulting in a physical altercation. Prevost went into medial distress and died at the scene. Prevost had informed the officers that he had consumed 10 grams of methamphetamine (confirmed by the autopsy).

Recommendations: Ensure officer duty bags have multiple hobbles available; and further train officers working in high needs communities with enhanced CID to prepare them for mental health unpredictability.

**Name: Jeremy Myrhaug**

Location/Agency: Salmon Arm RCMP

Cause of Death: Multiple gunshot wounds

Date of Death: 01/08/2020

Date of Verdict: 09/15/2025

Classification: Homicide

Summary: Police responded to reports at a rural property north of Shuswap Lake, where the complainant told police their property had been severely damaged. Attending officers found the subject (Myrhaug) at a neighbouring home, called off an attempted arrest due to high risk, and requested assistance from ERT. ERT deployed a chemical agent to force Myrhaug to leave. Myrhaug fled, resulting in an interaction with an officer where he was shot and killed.

Recommendations: Explore an integrated system that alerts officers about the mental health history of a person of interest (via Ministry of Health); and prioritize acquisition of vehicle disabling equipment (e.g., Rook).

**Name: Matthew Causton**

Location/Agency: Chilliwack RCMP

Cause of Death: Gunshot wound

Date of Death: 05/23/2020

Date of Verdict: 11/19/2025

Classification: Homicide

Summary: Police responded to reports of a distraught male (Causton) and surrounded the house alongside the Emergency Response Team. Causton was shot in the chest and killed.

Recommendations: Consider reviewing use of drone technology to ensure most appropriate equipment is available.



<b>DATE</b> 2026-01-15	<b>SUBMITTED BY</b> Harj Sidhu, M.O.M. Chief Constable
<b>SUBJECT</b> <b>Public Safety Update: Extortion Threats</b>	
<b>ACTION REQUIRED</b> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> For Information</li> <li><input type="checkbox"/> For Approval/Action/Decision</li> </ul>	

### **PURPOSE**

The purpose of this report is to provide the Delta Police Board with an update on extortion-related activity impacting the community and to outline the actions being taken by the Delta Police Department (DPD) to address this issue.

### **DISCUSSION**

#### **Background**

There continues to be an ongoing public safety concern across the Lower Mainland related to extortion threats targeting members of the South Asian community and local businesses. These incidents typically involve demands for money and may be delivered through phone calls, letters, or online platforms, sometimes accompanied by threats of violence toward individuals or their families. These incidents create significant fear and anxiety for those directly impacted and for the broader community.

DPD has had a total of 12 extortion-related files to January 2026. Seven (7) of these files originated in Delta, while five (5) involved DPD supporting investigations in other jurisdictions where victims reside in Delta. Three (3) of the files involved confirmed shooting incidents. Fortunately, no one was injured in these incidents, and the remaining files involved threat-based activity only.

Most recently, on January 7, 2026, at approximately 5:10 a.m., DPD officers responded to reports of shots fired at a residence in the area of 84 Avenue and Brooke Road. The residence was occupied at the time and, fortunately, no one was injured. This incident is believed to be connected to an ongoing extortion investigation. DPD's Major Crime Section is leading the investigation and is working closely with partner agencies.

These investigations are highly complex and often involve organized crime groups operating across multiple jurisdictions, and in some cases internationally. Addressing this requires close coordination between municipal, provincial, and federal partners. Extortion is a criminal matter investigated by police, including federal policing partners such as the Royal Canadian Mounted Police. In certain cases, non-policing federal agencies, including the Canada Border Services Agency, may also be engaged where their legal mandates apply.

In support of this coordination, in November 2025, DPD participated in a [trilateral summit](#) with provincial and federal partners, led by Public Safety Canada, focused on coordinated responses to

extortion and organized crime. DPD shared frontline operational perspectives on the complexity of extortion investigations, which often involve cross-jurisdictional activity, multiple regulatory environments, and broader systemic factors beyond the control of any single organization. In doing so, DPD emphasized the need for effective coordination, strengthened information sharing, and improved collective responses across enforcement and regulatory frameworks to protect public safety.

### **DPD Response**

There are also limitations on the information that can be released publicly while investigations are ongoing, as disclosure may compromise investigative strategies, place victims or witnesses at risk, or impact enforcement outcomes. At the same time, the public has a legitimate interest in understanding how the DPD is addressing this issue. DPD is doing so through a coordinated, intelligence-led approach that includes the following:

- **Dedicated investigations:** Specialized investigative resources are assigned to extortion-related files to ensure threats are assessed promptly, leads are pursued, and intelligence is analyzed for potential linkages.
- **Collaborative partnerships:** DPD sits on the B.C. Extortion Task Force and works closely with the Joint Management Team to ensure extortion-related investigations are coordinated across jurisdictions. This includes collaboration with policing partners and federal agencies such as the Royal Canadian Mounted Police and the Canada Border Services Agency where appropriate.
- **Immediate response:** Officers act promptly on threats to reduce risk to individuals and the community, including intelligence-led deployment of resources and specialized teams during periods of elevated risk.
- **Community engagement and victim support:** For those affected, DPD provides guidance on risk management, target hardening, and develops customized safety plans based on individual circumstances.
- **Public awareness and communication:** DPD has launched a dedicated [webpage](#) and social media messaging to increase awareness of what extortion is, how to recognize warning signs, what police are doing, and what steps to take if targeted. This supports transparent communication and informed community participation.

It is important to emphasize the importance of reporting. Anyone who receives an extortion-related threat is advised not to respond or provide payment and to report the matter to police immediately. Preserving all available evidence is critical. Reporting allows police to assess risk, provide timely safety guidance, and advance investigations. Information provided by community members, even if it appears minor, can be valuable given the cross-jurisdictional nature of these investigations.

### **CONCLUSION**

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Extortion-related threats remain a serious public safety concern across the Lower Mainland. While the number of extortion-related files in Delta is lower than in some neighbouring jurisdictions, the DPD continues to respond through dedicated investigations, coordinated partnerships, proactive and intelligence-led enforcement, and support to those affected. DPD will continue to work collaboratively with partner agencies and the community and will provide updates to the Board as appropriate, while balancing transparency with the need to protect investigative integrity.



<b>DATE</b> 2026-01-06	<b>SUBMITTED BY</b> Chief Harj Sidhu
<b>SUBJECT</b> <b>Police Act Improper Access and Disclosures Annual Report - 2025</b>	
<b>ACTION REQUIRED</b> <p><input type="checkbox"/> For Information  <input checked="" type="checkbox"/> For Approval/Action/Decision</p> <p><b><i>THAT the Delta Police Board send a letter to the Office of the Police Complaints Commissioner confirming receipt of this report and including a copy for their records.</i></b></p>	

**PURPOSE**

To provide the Delta Police Board (Board) with an annual report on Police Act investigations relating to improper access and disclosure leading to privacy breaches in 2025.

**DISCUSSION**

In August 2019, the Office of Police Complaints Commissioner (OPCC) established the requirement that municipal Police Boards be advised annually of all Police Act conduct investigations related to privacy breaches, along with information as to whether internal policies were adhered to, and the steps taken to comply with the duties and obligations arising from a breach.

Where required, conduct investigations are undertaken in relation to the following Police Act s. 77(3)(i) disciplinary breach of public trust:

*Improper disclosure of information, which is intentionally or recklessly*

*(i)disclosing, or attempting to disclose, information that is acquired by the member in the performance of duties as a member, or*

*(ii)removing or copying, or attempting to remove or copy, a record of a municipal police department or any other police force or law enforcement agency;*

No Police Act investigations specific to privacy breaches were undertaken in 2025.

**CONCLUSION**

This report fulfills the 2025 reporting requirements established by the OPCC. It is recommended that the DPB confirm fulfillment of this requirement to the OPCC through a formal letter.



<b>DATE</b> 2026-01-15	<b>SUBMITTED BY</b> Harj Sidhu, M.O.M. Chief Constable
<b>SUBJECT</b> Decriminalization Update	
<b>ACTION REQUIRED</b> <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision	

**PURPOSE**

The purpose of this report is to provide the Delta Police Board with an update on the decriminalization pilot in British Columbia (BC).

**DISCUSSION**

In January 2023, BC introduced a three-year decriminalization pilot (pilot) as a health-led response to the toxic drug crisis. The pilot exempted adults from criminal penalties for possession of small amounts of certain illicit substances, with the intent of reducing stigma and encouraging individuals struggling with substance use to seek help without fear of criminalization.

The pilot is set to expire on January 31, 2026, and the Province has confirmed it will not seek an extension of the federal exemption to continue the pilot. As a result, possession of illicit drugs will again be governed by the *Criminal Code* and the *Controlled Drugs and Substances Act*, subject to existing federal prosecution guidelines from the Director of Public Prosecution Service of Canada.<sup>1</sup>

The toxic drug crisis is a complex public health and social issue. A whole-system response remains necessary and includes timely access to evidence-based addiction treatment, concurrent mental health crisis intervention, and recovery supports, which was not covered by the pilot.

Throughout the pilot, policing practice continued to emphasize engagement, safety, and pathways to care. Even prior to decriminalization, charges for simple possession were rarely pursued, consistent with federal prosecution guidelines and an understanding of the underlying health and social factors associated with substance use.

While the intent of the pilot was supported by police, several operational challenges emerged, including:

- limitations on seizure authority that complicated enforcement related to trafficking
- public disorder

<sup>1</sup> Public Prosecution Service of Canada, *Deskbook, Guideline 5.13 – “Prosecution of Possession of Controlled Substances Contrary to s. 4(1) of the Controlled Drugs and Substances Act,” Guideline of the Director of Public Prosecutions issued under section 3(3)(c) of the Director of Public Prosecutions Act (August 17, 2020).*

- open drug use in public spaces, which raised community concerns

These impacts were experienced across multiple communities and were raised by residents, businesses, and local governments. Although some amendments were made to the exemption to address these concerns in 2024 challenges remained.

To comply with the pilot, the Delta Police Department (DPD) updated policies, training, and operational direction to members, to ensure alignment.

With the expiration of the pilot, the DPD has now begun reviewing and updating associated policies, training, and operational guidance. In parallel, updated information and training will be provided to officers to ensure awareness of current legal authorities and expectations, consistent with federal prosecution guidelines. Any significant policy changes will be brought forward to the Board for review and approval.

Federal prosecution guidelines will continue to guide charging decisions and generally limit charges for simple possession except in more serious or complex circumstances. As a result, this transition represents a return to the pre-pilot framework rather than a fundamental shift in police practice.

It is also important to recognize that changes to the legal framework alone will not resolve all issues related to public disorder. These challenges are closely linked to broader health and social conditions.

As this transition occurs, DPD officers will continue to remain mindful of the complex health, social, and enforcement considerations involved. The DPD's approach will continue to emphasize:

- community and officer safety
- engagement over enforcement, where appropriate
- collaboration with health and social service partners
- use of available pathways to care

## **CONCLUSION**

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The conclusion of the pilot marks a policy reversal. While enforcement plays an important role in public safety, it must be complemented by coordinated, system-wide approaches across health, social services, and justice systems to address the toxic drug crisis.

The DPD remains committed to ensuring public safety while recognizing addiction as a health issue and will continue to work with partners throughout this transition. The Board will be kept informed of any policy matters requiring their consideration.



<b>DATE</b> 2026-01-21	<b>SUBMITTED BY</b> Governance Committee
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**SUBJECT**

Approval of Archived Policy:

1. CS40 - Request to Contact Persons

Approval of Revised Policies:

2. DC11 - Internal Discipline Matters
3. EC30 - Respectful Workplace
4. EC31 - Personal Relationships
5. IM63 - Motor Vehicle Inspections

**ACTION REQUIRED**

For Information  
 For Approval/Action/Decision

- A. THAT the Delta Police Board approves the archival of Policy CS40.
- B. THAT the Delta Police Board approves the revised provisions of Policies DC11, EC30, EC31, and IM63 under the headings of 'Policy' and 'Reason for Policy.'

**PURPOSE**

The purpose of this report is to request that the Board approve the archival of Policy CS40 and amendments to Policies DC11, EC30, EC31, and IM63, as detailed and recommended herein.

**DISCUSSION**

At its December 3, 2025, meeting, the Governance Committee received and thoroughly reviewed policy amendments for the below-noted policies. The policy amendments are now being presented to the Delta Police Board for approval. Having devoted considerable time to reviewing each policy, seeking clarifications, and asking follow-up questions, the Governance Committee recommends that the Delta Police Board approve the amendments as presented.

Detailed analyses for each policy amendment are included in the accompanying attachments, and this briefing note provides a summary of the proposed changes.

**1. Policy CS40 - Request to Contact Persons**

**Recommendation:** THAT the Delta Police Board approve the archival of Policy CS40 - Request to Contact Persons.

**Summary:** Policy CS40 - Request to Contact Persons, a very brief policy, insufficiently described the "urgent reasons" in which a member of the public may make a request to police to contact a person. Next-of-kin notifications are covered under Policy IM20 - Sudden Death and compassionate requests are carried out via CPIC and do not require policy direction. As a result, Policy CS40 has been deemed unnecessary to retain, as it provides no utility, and is proposed to be archived.

## **2. Policy DC11 - Internal Discipline Matters**

**Recommendation:** THAT the Delta Police Board approve the revised provisions of Policy DC11 - *Internal Discipline Matters* under the headings of 'Policy' and 'Reason for Policy.'

**Summary:** Policy DC11 - *Internal Discipline Matters* has been amended to comprehensively describe the internal investigation process for matters conducted under Police Act Division 6 and distinguish such investigations from misconduct investigations conducted under Division 3 (addressed in related Policy DC10 - *Complaints (Conduct, Service or Policy)*).

The updated Policy provides clear and linear directions to the Chief Constable, Professional Standards Section employees, and members involved in internal discipline matters. Additional amendments ensure consistency across Department policies and reflect proper policy format; specifically, sections previously under 'Procedures' have been determined more suitable as directions from the Board and have been moved under 'Policy.'

## **3. Policy EC30 - Respectful Workplace**

**Recommendation:** THAT the Delta Police Board approve the revised provisions of Policy EC30 - *Respectful Workplace* under the headings of 'Policy' and 'Reason for Policy.'

**Summary:** The Office of the Police Complaint Commissioner (OPCC) issued a decision in 2025 in relation to the conduct of a sergeant at the Vancouver Police Department and provided associated recommendations, including to reevaluate workplace policies pertaining to sexual harassment. Department Policy EC30 - *Respectful Workplace*, which already addressed sexual harassment, is reviewed annually but was evaluated with specific consideration of the OPCC's recommendations.

Policy EC30 has been substantially amended to more expansively define and provide examples of discrimination, bullying and harassment, and sexual harassment; clearly describe employee responsibilities in promoting a respectful workplace; and comprehensively outline informal resolution and formal investigation processes.

## **4. Policy EC31 - Personal Relationships**

**Recommendation:** THAT the Delta Police Board approve the revised provisions of Policy EC31 - *Personal Relationships* under the headings of 'Policy' and 'Reason for Policy.'

**Summary:** Similarly to Policy EC30, as described above, Policy EC31 - *Personal Relationships* was reviewed specifically regarding the OPCC's recommendation to review workplace policies pertaining to personal relationships.

Policy EC31 has been separated into two distinct sections with clear examples of what may constitute a conflict of interest and guidelines for managing any conflicts of interest: personal relationships between employees and personal relationships between an employee and a non-employee. Notably, reporting responsibilities and follow-up actions are clarified, with an added emphasis on recognizing power imbalances. The Policy has been further amended to reflect proper policy format, with high-level oversight from the Board under 'Policy' and more prescriptive directions from the Chief Constable under 'Procedures.'

## **5. Policy IM63 - Motor Vehicle Inspections**

**Recommendation:** THAT the Delta Police Board approve the revised provisions of Policy IM63 - *Motor Vehicle Inspections* under the headings of 'Policy' and 'Reason for Policy.'

**Summary:** Policy IM63 - *Motor Vehicle Inspections* has been amended to reflect proper policy format, reorganize sections for clarity, update language to ensure consistency with vehicle safety legislation, and reduce overlap with related Department policies. The amended Policy is focused and succinctly provides linear directions to members for conducting motor vehicle inspections.

### **CONCLUSION**

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Amendments to Policies DC11, EC30, EC31, and IM63 succinctly and effectively capture the scope and purpose of each policy, the Board's direction to the Chief Constable and the Chief Constable's direction to employees, and associated roles and responsibilities. The archival of Policy CS40 ensures that all Department policies serve a purpose.

Updated policies are posted to the Department website following Board approval in accordance with the *Freedom of Information and Protection of Privacy Act* (FOIPPA). The FOIPPA permits law enforcement agencies to redact policy sections in certain circumstances where disclosure could reasonably be expected to harm a law enforcement matter or the effectiveness of investigative techniques and procedures. Redacted sections are identified within published policies.

### **ATTACHMENTS**

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- A. Report - Policy CS40 - *Request to Contact Persons* ([ARCHIVAL](#))
- B. Report - Policy DC11 - *Internal Discipline Matters*
- C. Report - Policy EC30 - *Respectful Workplace*
- D. Report - Policy EC31 - *Personal Relationships*
- E. Report - Policy IM63 - *Motor Vehicle Inspections*



## DELTA POLICE BOARD

Excellence in Policing

<b>DATE</b> 2025-12-03	<b>SUBMITTED BY</b> Kristen Cruise, Manager, Legal/Risk
<b>SUBJECT</b> Archival of Policy CS40 - Requests to Contact Persons	
<b>ACTION REQUIRED</b> <p><input type="checkbox"/> For Information  <input checked="" type="checkbox"/> For Approval/Action/Decision</p> <p>A. THAT the Committee approve the archival of Policy CS40 - <i>Requests to Contact Persons</i> and submit the same to the Police Board for approval.</p>	

### PURPOSE

The purpose of this report is to request that the Committee approve the archival of Policy CS40 - *Requests to Contact Persons* as detailed and recommended herein, and present the same to the Delta Police Board for approval.

### DISCUSSION

Review of Policy CS40 - *Requests to Contact Persons* identified concerns with its utility, and its overall purpose was deemed unnecessary.

This brief Policy refers to requests made to police by a member of the public to locate and notify another person for "urgent reasons." This Policy does not define "urgent reasons" and does not specify any situations in which this would occur, other than reference to next-of-kin notifications, which are sufficiently addressed in related Policy IM20 - *Sudden Death*. The only other relevant scenario identified was compassionate requests to notify someone of an injury or incident; however, these notifications are conducted via CPIC, or a file is initiated if phoned in, and having any related policy direction was determined to be superfluous.

As a result, this Policy has been deemed unnecessary to retain and is proposed to be archived. The original Policy is included in Attachment A for Committee reference.

### STRATEGIC ALIGNMENT: CSWP

N/A

### CONCLUSION

This concludes the review of Policy CS40 - *Requests to Contact Persons*, which is proposed to be archived as the Policy provides no utility and is unnecessary to retain.

### ATTACHMENTS

A. CS40 - *Requests to Contact Persons*, original (to be archived).

**Attachment A.**

Policy CS40 - Requests to Contact Persons, original (to be archived).

**CS40****REQUESTS TO CONTACT PERSONS****CS40**

Effective Date: 01 September 1994

Last Reviewed/Revised Date: 20 June 2022\*

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**POLICY**

1. The Delta Police Department will establish criteria and directions for accepting and delivering urgent messages and notifying next of kin of deceased, ill or injured persons.

**REASON FOR POLICY**

2. To provide an appropriate response to the urgent personal needs of the community.

**PROCEDURES**

3. Members receiving requests for assistance in contacting persons within the community for urgent reasons should attempt to accommodate the person or agency initiating the request in every manner possible.
4. In cases of serious illness, injury or death contact with the intended recipient should always be in person under assignment of Assistance to Public or Assist Outside Agency file.
5. Members shall always re-contact the person or agency after the message has been relayed to confirm the message has been passed.
6. With respect to notification of death refer to policy IM20 - *Sudden Death*.

\*Revised Dates:  
26 May 2008  
16 February 2012



## DELTA POLICE BOARD

Excellence in Policing

<b>DATE</b> 2025-12-03	<b>SUBMITTED BY</b> Kristen Cruise, Manager, Legal/Risk
<b>SUBJECT</b> Approval of Revised Policy DC11 - <i>Internal Discipline Matters (Police Act)</i>	
<b>ACTION REQUIRED</b> <p><input type="checkbox"/> For Information  <input checked="" type="checkbox"/> For Approval/Action/Decision</p> <p>A. THAT the Committee approve the revised provisions of Policy DC11 - <i>Internal Discipline Matters (Police Act)</i> under the headings of 'Policy' and 'Reason for Policy' and submit the same to the Police Board for approval.</p>	

### PURPOSE

The purpose of this report is to request that the Committee approve amendments to Policy DC11 - *Internal Discipline Matters (Police Act)* as detailed and recommended herein, and present the same to the Delta Police Board for approval.

### DISCUSSION

The *Police Act* directs police agencies to create their own procedures for investigating internal discipline matters under Part 11 - Division 6, requiring these procedures to remain consistent with the Act but providing no further direction. Review of Policy DC11 - *Internal Discipline Matters (Police Act)* identified it as insufficient in describing the process for conducting such investigations.

As a result, this Policy has been substantially revised to provide clear and linear directions to the Chief Constable, Professional Standards Section employees, and members involved in investigations. Most of these amendments have been made under 'Procedures,' which are approved by the Chief Constable and included in Attachment A, but are summarized below for Committee information:

- lengthy sections directly from the *Police Act* condensed for clarity, described and cited as necessary;
- the investigation process for Division 6 distinguished from requirements related to Part 11 - Division 3 [Misconduct] (addressed in separate Department policy); and
- investigative outcomes clearly stipulated, where disciplinary or corrective measures may or may not be imposed, ensuring consistent language across Department policies.

This Policy has also been updated to ensure suitable direction from the Board under 'Policy' and 'Reason for Policy,' and these amendments are detailed below for Committee approval.

### POLICY

#### NEW: SECTIONS 1-5

New Section 1 is similar to the original but has been clarified by using language directly from the *Police Act* and citing the applicable sections:

1. Internal discipline matters are those matters, under Division 6 of the *Police Act*, concerning the conduct or deportment of a member that are not the subject of an admissible complaint or investigation under Division 3 (Process Respecting Alleged Misconduct) and do not directly involve or affect the public.

New Sections 2-5 were previously described as definitions or covered under 'Procedures.' They have been determined more suitable as 'Policy' statements since they are directions to the Chief Constable and the Board may also act as the Internal Discipline Authority:

2. The Internal Discipline Authority of the Delta Police Department (Department) in relation to internal discipline matters is the Chief Constable, unless:
  - a. they delegate their duties, and if doing so, they must notify the Office of the Police Complaint Commissioner (OPCC) in writing; or
  - b. the matter concerns the Chief Constable or Deputy Chief Constable, in which case the Chair of the Delta Police Board (Board) will act as the Internal Disciplinary Authority.
3. The Internal Discipline Authority must consult with the OPCC for all matters intended to be dealt with as internal discipline matters.
4. The Internal Discipline Authority shall direct how an internal discipline matter is to be investigated.
5. The Chief Constable or Board Chair may reassign or transfer, or suspend a member with pay, during an internal discipline matter investigation, and if the member is to be suspended without pay, the Chief Constable or Board Chair shall consult with the Board.

#### **ORIGINAL: SECTION 1**

The original 'Policy' section is covered in new Section 1 as above and will be removed:

1. The Internal Discipline Rules apply to matters concerning the conduct or deportment of a member that:
  - a. is not the subject of an admissible complaint or an investigation under Division 3 of the B.C. Police Act (Act); and
  - b. does not directly involve or affect the public.

#### **REASON FOR POLICY**

#### **NEW: SECTION 6**

The new 'Reason for Policy' Section 6 has been created to sufficiently and succinctly outline the Policy's purpose:

6. To seek to ensure internal discipline matters are managed consistently and effectively.

#### **ORIGINAL: SECTIONS 2-5**

Original Sections 2 and 3 are unnecessary to include under 'Reason for Policy' and are addressed by the new 'Policy' sections, original Section 4 is more effectively covered as above, and original Section 5 is referred to sufficiently under the 'Related Policy' section. As a result, they will be removed:

2. To comply with the provisions of the Act.
3. To have full affect and authority with approval of the Office of the Complaint Commissioner (OPCC) and the Delta Police Board (Board).
4. To indicate the manner in which internal complaints are processed.

5. Internal Discipline in relation to police staff will be processed in accordance with Policy EM73 - Restoring Performance Standards.

## PROCEDURES

Procedures are approved by the Chief Constable. For Committee information, the Procedures are included in the proposed amended Policy, as set out in Attachment A.

## **STRATEGIC ALIGNMENT: CSWP**

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N/A

## **CONCLUSION**

This concludes the review of Policy DC11 - *Internal Discipline Matters (Police Act)*. The Policy has been amended to sufficiently provide clear and linear directions for investigating internal discipline matters under Part 11 - Division 6 of the *Police Act* and reflect proper policy format.

## **ATTACHMENTS**

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- A. DC11 - *Internal Discipline Matters (Police Act)*, as amended.
- B. DC11 - *Internal Discipline Rules*, original.
- C. Redline Comparison (Amended & Original).

**Attachment A.**

Policy DC11 - *Internal Discipline Matters (Police Act)*, as amended.

**DC11****INTERNAL DISCIPLINE MATTERS  
(POLICE ACT)****DC11**

Effective Date: 14 December 2011  
Last Reviewed/Revised Date: TBD\*

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**POLICY**

1. Internal discipline matters are those matters, under Division 6 of the *Police Act*, concerning the conduct or deportment of a member that are not the subject of an admissible complaint or investigation under Division 3 (Process Respecting Alleged Misconduct) and do not directly involve or affect the public.

Police Act s. 76

2. The Internal Discipline Authority of the Delta Police Department (Department) in relation to internal discipline matters is the Chief Constable, unless:
  - a) they delegate their duties, and if doing so, they must notify the Office of the Police Complaint Commissioner (OPCC) in writing; or
  - b) the matter concerns the Chief Constable or Deputy Chief Constable, in which case the Chair of the Delta Police Board (Board) will act as the Internal Disciplinary Authority.

Police Act s. 174

3. The Internal Discipline Authority must consult with the OPCC for all matters intended to be dealt with as internal discipline matters.
4. The Internal Discipline Authority shall direct how an internal discipline matter is to be investigated.
5. The Chief Constable or Board Chair may reassign or transfer, or suspend a member with pay, during an internal discipline matter investigation, and if the member is to be suspended without pay, the Chief Constable or Board Chair shall consult with the Board.

**REASON FOR POLICY**

6. To seek to ensure internal discipline matters are managed consistently and effectively.

**RELATED POLICIES**

- DC10 - Complaints (Conduct, Service or Policy)
- DC12 - Service Records of Discipline
- DC13 - McNeil Disclosure

**PROCEDURES****Investigation**

7. The Internal Discipline Authority shall ensure that the subject member is notified, in writing, of the complaint and initiation of an investigation, unless it is determined that doing so is not appropriate in the circumstances.
8. Upon receiving notice of a complaint and investigation, the subject member:
  - a) may request a union representative or legal counsel, as applicable, to be present during investigative interviews; and
  - b) shall fully cooperate with the investigator as required, including:
    - i) attending interviews as requested by the investigator, within 5 business days of the request having been made, unless an extension is granted by the Internal Discipline Authority, and
    - ii) answering questions and/or providing a written statement in respect to the matter under investigation.
9. Upon completion of the investigation, the investigator shall provide a detailed and written report to the Internal Discipline Authority, who shall then determine whether the investigation is complete or requires further investigation.

**Determination**

10. The Internal Discipline Authority shall, based on the completed investigative report, determine whether:
  - a) disciplinary or corrective measures are not to be imposed, in which case they shall provide the subject member with a written concluding report; or
  - b) disciplinary or corrective measures are to be imposed, in which case they shall notify the subject member in writing of the determination made and supporting reasons.

Police Act s. 126

11. The Internal Disciplinary Authority shall advise the complainant(s), in writing, of the findings of an investigation.
12. Following an investigation, the Internal Discipline Authority shall provide the OPCC with information regarding the nature of the alleged misconduct(s), whether any disciplinary or corrective measures were imposed, and any additional information requested by the OPCC in accordance with the *Police Act*.
13. The Internal Discipline Authority shall notify the Delta Police Association (DPA) of the findings of an investigation, if the subject member is part of the DPA, upon receipt of the subject member's consent.

**Records**

14. Any disciplinary or corrective measures imposed in an internal discipline matter shall be added to the subject member's service record of discipline, and the subject member must update their Conduct Disclosure Form A (refer to Policies DC12 - *Service Records of Discipline* and DC13 - *McNeil Disclosure*).  
Police Act s. 180(1)(f)
15. If no disciplinary or corrective measures are imposed, a record of the complaint shall be added to the subject member's file maintained by the Professional Standards Section.

\*Revised Dates:  
21 February 2012  
13 November 2014  
12 March 2018

**Attachment B.**

Policy DC11 - *Internal Discipline Rules*, original (to be replaced by Attachment A).

**DC11****INTERNAL DISCIPLINE RULES****DC11**

Effective Date: 14 December 2011  
Last Reviewed/Revised Date: 10 July 2019\*

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**POLICY**

1. The Internal Discipline Rules apply to matters concerning the conduct or deportment of a member that:
  - a) is not the subject of an admissible complaint or an investigation under Division 3 of the *B.C. Police Act* (Act); and
  - b) does not directly involve or affect the public.

**REASON FOR POLICY**

2. To comply with the provisions of the Act.
3. To have full affect and authority with approval of the Office of the Complaint Commissioner (OPCC) and the Delta Police Board (Board).
4. To indicate the manner in which internal complaints are processed.
5. Internal Discipline in relation to police staff will be processed in accordance with Policy EM73 - *Restoring Performance Standards*.

**DEFINITIONS**

6. For the purposes of this Policy, the following definitions will apply:

**Internal Discipline Authority:** within the Department means:

- in relation to an internal discipline matter concerning the conduct or deportment of a member, the Chief Constable or a delegate of the Chief Constable if the Chief Constable makes such a delegation pursuant to s. 176 of the *Police Act*; and

- the Chair of the Delta Police Board, in relation to an internal discipline matter concerning the conduct or deportment of a member who is the Chief Constable or a Deputy Chief Constable.

**Internal Discipline Matter:** a matter concerning the conduct or deportment of a member that is not the subject of an admissible complaint or an investigation under Division 3 (Process Respecting Alleged Misconduct) of the *Police Act*, and does not directly involve or affect the public.

**Misconduct:** a public trust offence or conduct that constitutes an offence or a disciplinary breach, in accordance with Section 77 of the *Police Act*.

## PROCEDURES

### General

7. If an Internal Discipline Matter comes to the attention of the Internal Discipline Authority, they may direct that the matter be investigated. Such an investigation may include an assessment of a member's competence or suitability to perform police duties in relation to the rank or position held, or in relation to employment by the Board.
8. The Internal Discipline Authority will inform the OPCC of the investigation of any matter that may fall within the definition of Internal Discipline Matter. If it is unclear whether the matter is, in fact, an Internal Discipline Matter or may constitute a disciplinary breach of public trust, the Internal Discipline Authority will presumptively deal with the matter as a disciplinary breach of public trust, notify the OPCC, and consult with OPCC in relation to the matter.
9. The Internal Discipline Authority may assign the investigation of an Internal Discipline Matter to an external police agency for investigation, but may not delegate any of their powers or duties as Internal Discipline Authority, except to a Deputy Chief or senior officer within the Department.
10. The Internal Discipline Authority shall assign an investigator who is:
  - a) equal to or of higher rank than the member; and
  - b) not involved in the matter or connected to the member under investigation.
11. The investigator will inform the member in writing of the complaint and initiation of the investigation, unless it is determined that doing so may hinder the investigation.
12. The investigator may seek to resolve the matter informally and a written account of any such steps, actions and the outcome must be provided to the Internal Discipline Authority.
13. Upon receiving notice of a complaint and the initiation of an investigation, a member may request that a union representative be present during investigative interview(s) with the member.
14. All members shall fully cooperate with an investigator conducting an investigation into an Internal Discipline Matter, which shall include:
  - a) attending for an interview, as often as the investigator considers necessary, at a place specified by the investigator;
  - b) answering questions in respect of matters relevant to the investigation, as required;
  - c) providing a written statement in respect of matters under investigation, as required;

- d) unless the Discipline Authority grants an extension under Subsection e), comply with a request for an interview within 5 business days after it is made; and
- e) if special circumstances exist, an Internal Discipline Authority may grant an extension for the period within which the member must comply with a request for an interview.

**Exemption of Police Act Internal Discipline Matters Records from application of the FIPPA**

- 15. All Internal Discipline Matters are initiated, investigated and concluded by the Internal Discipline Authority, pursuant to Part 11, Division 6, of the *Police Act*.
- 16. Section 182 of the *Police Act* falls within, and applies to Part 11 of the *Police Act*. Accordingly, records of Internal Discipline Matters are deemed exempt from application of the *Freedom of Information and Protection of Privacy Act*, as specified in section 182.

**Internal Discipline Authority Actions**

- 17. Upon completion of an investigation of an Internal Discipline Matter, the investigator will provide an investigation report to the Internal Discipline Authority. The Internal Discipline Authority will then determine whether the investigation is complete or requires further investigation.
- 18. The Internal Discipline Authority shall determine, based on the completed investigation report, whether disciplinary or corrective measures will be imposed, or other steps taken.
- 19. If the Internal Discipline Authority determines that no disciplinary or corrective measures will be imposed, or other steps taken, the Internal Discipline Authority will provide any member who was the subject of the investigation and any complainants, with concluding reports.
- 20. If the Internal Discipline Authority determines that it is appropriate to impose disciplinary or corrective measures against, or to take other steps impacting a member under investigation, the member will be:
  - a) advised in writing;
  - b) provided with the information in the investigation report on which the Internal Discipline Authority's determination was made; and
  - c) given a reasonable opportunity to make a submission in response.
- 21. The Internal Discipline Authority shall give consideration to a member's submission and then determine whether disciplinary or corrective measures will be imposed or other steps taken, and thereafter provide concluding reports to any member who was the subject of the investigation and to any complainants.
- 22. The disciplinary and corrective measures for Internal Disciplinary Matters may be in accordance with, but are not limited to the measures contained in section 126 of the *Police Act*.
- 23. The Internal Discipline Authority will notify the OPCC of any recommendations on disciplinary or corrective measures and the final decision reached, and provide any additional information or records that the OPCC requests, in accordance with the *Police Act*.
- 24. The operative periods in section 180 of the *Police Act* will apply to records of Internal Discipline Matters.
- 25. The McNeil Disclosure provisions will apply to records of Internal Discipline Matters in keeping with Policy DC13 - *McNeil Disclosure*.
- 26. The Service Records of Discipline provisions will apply to Internal Discipline Matter records in keeping with Policy DC12 - *Service Records of Discipline*.

27. If disciplinary or corrective measures are imposed, the Member will update their Conduct Disclosure Form A to indicate the date that the discipline was received (date of status change) and that they have a substantiated complaint on their Disciplinary Record.

### **Subject Conditions**

28. These Rules are subject to: the *Police Act*; the Collective Agreement, where applicable; provisions of the *Labour Relations Code of British Columbia* and jurisprudence thereunder; and principles established in arbitral case law in the Province of British Columbia.

### **Suspensions During the Course of the Investigation**

29. If, during the course of an investigation the Internal Discipline Authority considers that the member under investigation may be dismissed, the Internal Discipline Authority may suspend the member.
30. The Internal Discipline Authority shall determine whether the suspension shall be with or without pay. The Police Board shall be engaged in cases where consideration is being given to suspend a member without pay.
31. The Internal Discipline Authority may terminate the suspension at any time.
32. The Internal Discipline Authority shall notify the union representing a member that the member has received disciplinary or corrective measures, and of any change in the member's employment status, if imposed under these rules. The member will not be identified to the union unless he or she gives permission to do so.

### **Grievances**

33. The union representing a member retains authority for the filing and conduct of the grievance and arbitration process pursuant to the Collective Agreement, insofar as the griever is concerned and arising from the relevant Internal Disciplinary Matter.
34. The appeal of any arbitration will be governed by the appropriate provisions of the *Labour Relations Code of British Columbia*.

**Attachment C.**

Redline Comparison (Amended &amp; Original).

**DC11****INTERNAL DISCIPLINE ~~RULES~~MATTERS (POLICE ACT)****DC11**

Effective Date: 14 December 2011

Last Reviewed/Revised Date: ~~10 July 2019~~TBD\***Contents**

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**POLICY**

1. ~~The Internal Discipline Rules apply to matters~~matters are those matters, under Division 6 of the Police Act, concerning the conduct or deportment of a member that:
  - a) ~~are~~is not the subject of an admissible complaint or ~~an~~ investigation under Division 3 ~~of the Police Act~~(Act)(Process Respecting Alleged Misconduct); and do
  - b) ~~does~~ not directly involve or affect the public.

~~REASON FOR POLICY~~Police Act s. 76

2. ~~To comply with the provisions of the Act.~~
3. ~~To have full affect and authority with approval of the Office of the Complaint Commissioner (OPCC) and the Delta Police Board (Board).~~

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4. To indicate the manner in which internal complaints are processed.
5. Internal Discipline in relation to police staff will be processed in accordance with Policy EM73—*Restoring Performance Standards*.

## RELATED POLICIES

DC10—Complaints (Conduct, Service or Policy)  
DC12—Service Records of Discipline  
DC13—McNeil Disclosure  
EM73—Restoring Performance Standards

## DEFINITIONS

6. For the purposes of this Policy, the following definitions will apply:
2. The Internal Discipline Authority: ~~within~~of the Delta Police Department means: (Department)
  - in relation to ~~an~~ internal discipline matters concerning the conduct or deportment of a member,~~is~~ the Chief Constable, or a delegate of the Chief Constable if the Chief Constable makes such a delegation pursuant to s. 176 of the *Police Act*; andunless:
    - a) they delegate their duties, and if doing so, they must notify the Office of the Police Complaint Commissioner (OPCC) in writing; or
    - b) the Chair of the Delta Police Board, in relation to an internal discipline matter concerning the conduct or deportment of a member who is the Chief Constable or a Deputy Chief Constable, in which case the Chair of the Delta Police Board (Board) will act as

**Internal Discipline Matter:** a matter, concerning the conduct or deportment of a member, that is not the subject of an admissible complaint or an investigation under Division 3 (Process Respecting Alleged Misconduct) of the *Police Act*, and does not directly involve or affect the public.

**Misconduct:** a public trust offence or conduct that constitutes an offence or a disciplinary breach, in accordance with Section 77 of the *Police Act*.

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## PROCEDURES

### General

7. If an Internal Discipline Matter comes to the attention of the Internal Discipline Authority, they may direct that the matter be investigated. Such an investigation may include an assessment of a member's competence or suitability to perform police duties in relation to the rank or position held, or in relation to employment by the Board.

Police Act s. 174

3. 8. The Internal Discipline Authority will inform the OPCC of the investigation of any matter that may fall within the definition of Internal Discipline Matter. If it is unclear whether the matter is, in fact, an Internal Discipline Matter or may constitute a disciplinary breach of public trust, the Internal Discipline Authority will presumptively deal with the matter as a disciplinary breach of public trust, notify the OPCC, and consult with the OPCC in relation to the for all matters intended to be dealt with as internal discipline matters.

4. 9. The Internal Discipline Authority may assign the investigation of an Internal Discipline Matter to an external police agency for investigation, but may not delegate any of their powers or duties as Internal Discipline Authority, except to a Deputy Chief or senior officer within the Department. shall direct how an internal discipline matter is to be investigated.

5. The Chief Constable or Board Chair may reassign or transfer, or suspend a member with pay, during an internal discipline matter investigation, and if a member is to be suspended without pay, the Chief Constable or Board Chair shall consult with the Board.

### REASON FOR POLICY

6. To seek to ensure internal discipline matters are managed consistently and effectively.

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## RELATED POLICIES

[DC10 – Complaints \(Conduct, Service or Policy\)](#)

[DC12 – Service Records of Discipline](#)

[DC13 – McNeil Disclosure](#)

## PROCEDURES

### Investigation

7. ~~10.~~ The Internal Discipline Authority shall ~~assign an investigator who is:~~ensure that the subject member is notified,

- ~~equal to or of higher rank than the member;~~ and
- ~~not involved in the matter or connected to the member under investigation.~~

11. ~~The investigator will inform the member in writing, of the complaint and initiation of the an investigation, unless it is determined that doing so may hinder the investigation.~~is not appropriate in the circumstances.

12. ~~The investigator may seek to resolve the matter informally and a written account of any such steps, actions and the outcome must be provided to the Internal Discipline Authority.~~

8. ~~13.~~ Upon receiving notice of a complaint and ~~the initiation of an~~ investigation, a~~the subject member~~:

- ~~may request that~~ a union representative or legal counsel, as applicable, to be present during investigative interview(s); ~~with the member.~~and
- ~~14. All members shall fully cooperate with an~~the investigator conducting an investigation into an Internal Discipline Matter, which ~~shall as required, including:~~
- ~~attending for an interview, as often as the investigator considers necessary, at a place specified by the investigator;~~

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- i) attending interviews as requested by the investigator, within 5 business days of the request having been made, unless an extension is granted by the Internal Discipline Authority, and
- ii) b)answering questions in respect of matters relevant to the investigation, as required; and/or

e) providing a written statement in respect of to the matters under investigation, as required;

- d) unless the Discipline Authority grants an extension under Subsection e), comply with a request for an interview within 5 business days after it is made; and
- e) if special circumstances exist, an Internal Discipline Authority may grant an extension for the period within which the member must comply with a request for an interview.

**Exemption of Police Act Internal Discipline Matters Records from application of the Freedom of Information & Protection of Privacy Act**

- 15. All Internal Discipline Matters are initiated, investigated and concluded by the Internal Discipline Authority, pursuant to Part 11, Division 6, of the Police Act.
- 16. Section 182 of the Police Act falls within, and applies to Part 11 of the Police Act. Accordingly, records of Internal Discipline Matters are deemed exempt from application of the Freedom of Information and Protection of Privacy Act, as specified in section 182.

**Internal Discipline Authority Actions**

- 9. 17.Upon completion of an the investigation of an Internal Discipline Matter, the investigator will shall provide an investigation a detailed and written report to the Internal Discipline Authority. The Internal Discipline Authority will who shall then determine whether the investigation is complete or requires further investigation.

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## Determination

10. ~~18.~~ The Internal Discipline Authority shall ~~determine~~, based on the completed investigation ~~on~~ ~~ve~~ report, determine whether:

- disciplinary or corrective measures ~~will~~ are not to be imposed, ~~or~~ other steps taken, in which case they shall provide the subject member with a written concluding report; or

19. ~~If the Internal Discipline Authority determines that no disciplinary or corrective measures will be imposed, or other steps taken, the Internal Discipline Authority will provide any member who was the subject of the investigation and any complainants, with concluding reports.~~

- ~~20.~~ If the Internal Discipline Authority determines that it is appropriate to impose disciplinary or corrective measures ~~against, or to take~~ other steps impacting a member under investigation, the member will be ~~are to be imposed, in which case they shall notify the subject member in writing of the determination made and supporting reasons.~~
- ~~a) advised in writing;~~
- ~~b) provided with the information in the investigation report on which the Internal Discipline Authority's determination was made; and~~
- ~~c) given a reasonable opportunity to make a submission in response.~~ Police Act s. 126

21. ~~The Internal Discipline Authority shall give consideration to a member's submission and then determine whether disciplinary or corrective measures will be imposed or other steps taken, and thereafter provide concluding reports to any member who was the subject of the investigation and to any complainants.~~

22. ~~The disciplinary and corrective measures for Internal Disciplinary Matters may be in accordance with, but are not limited to the measures contained in section 126 of the Police Act.~~

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- 11. The Internal Disciplinary Authority shall advise the complainant(s), in writing, of the findings of an investigation.
- 12. 23. Following an investigation, the Internal Discipline Authority ~~will notify~~shall provide the OPCC ~~of any recommendations on~~with information regarding the nature of the alleged misconduct(s), whether any disciplinary or corrective measures ~~and the final decision reached~~were imposed, and provide any additional information ~~or records that~~requested by the OPCC ~~requests~~, in accordance with the Police Act.
- 24. The operative periods in section 180 of the Police Act will apply to records of Internal Discipline Matters.
- 25. The McNeil Disclosure provisions will apply to records of Internal Discipline Matters in keeping with Policy DC13 – McNeil Disclosure.
- 26. The Service Records of Discipline provisions will apply to Internal Discipline Matter records in keeping with Policy DC12 – Service Records of Discipline.
- 13. The Internal Discipline Authority shall notify the Delta Police Association (DPA) of the findings of an investigation, if the subject member is part of the DPA, upon receipt of the subject member's consent.

### Records

- 14. 27. If Any disciplinary or corrective measures ~~are imposed, the~~ in an internal discipline matter shall be added to the subject member's service record of discipline, and the subject Member ~~will~~must update their Conduct Disclosure Form A to indicate the date that the discipline was received (date of status change) and that they have a substantiated complaint on their Disciplinary Record. (refer to Policies DC12 – Service Records of Discipline and DC13 – McNeil Disclosure).

~~Subject Conditions~~ Police Act s. 180(1)(f)

- 28. These Rules are subject to: the Police Act; the Collective Agreement, where applicable; provisions of the Labour Relations Code of British Columbia and jurisprudence thereunder; and principles established in arbitral case law in the Province of British Columbia.

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### **Suspensions During the Course of the Investigation**

29. ~~If, during the course of an investigation the Internal Discipline Authority considers that the member under investigation may be dismissed, the Internal Discipline Authority may suspend the member.~~
30. ~~The Internal Discipline Authority shall determine whether the suspension shall be with or without pay. The Police Board shall be engaged in cases where consideration is being given to suspend a member without pay.~~
31. ~~The Internal Discipline Authority may terminate the suspension at any time.~~
15. ~~32. The Internal Discipline Authority shall notify the union representing a member that the member has received If no disciplinary or corrective measures, and of any change in the member's employment status, if imposed under these rules, are imposed, a record of the complaint shall be added to the subject member's file maintained by the Professional Standards Section. The member will not be identified to the union unless he or she gives permission to do so.~~

### **Grievances**

33. ~~The union representing a member retains authority for the filing and conduct of the grievance and arbitration process pursuant to the Collective Agreement, insofar as the grievor is concerned and arising from the relevant Internal Disciplinary Matter.~~
34. ~~The appeal of any arbitration will be governed by the appropriate provisions of the *Labour Relations Code of British Columbia*.~~

\*Revised Dates:  
21 February 2012  
13 November 2014  
12 March 2018



<b>DATE</b> 2025-12-03	<b>SUBMITTED BY</b> Kristen Cruise, Manager, Legal/Risk
<b>SUBJECT</b> Approval of Revised Policy EC30 - <i>Respectful Workplace</i>	
<b>ACTION REQUIRED</b> <p><input type="checkbox"/> For Information  <input checked="" type="checkbox"/> For Approval/Action/Decision</p> <p>A. THAT the Governance Committee approve the revised provisions of Policy EC30 - <i>Respectful Workplace</i> under the headings of 'Policy' and 'Reason for Policy' and submit the same to the Police Board for approval.</p>	
<b>PURPOSE</b> <p>The purpose of this report is to request that the Committee approve amendments to Policy EC30 - <i>Respectful Workplace</i> as detailed and recommended herein, and present the same to the Delta Police Board for approval.</p>	
<b>DISCUSSION</b> <p>On May 6, 2025, the Office of the Police Complaint Commissioner issued a decision in relation to the conduct of a sergeant at the Vancouver Police Department and provided associated recommendations. One of those recommendations, directed to police agencies, was to reevaluate workplace policies pertaining to sexual harassment. As a result, Department Policy EC30 - <i>Respectful Workplace</i>, which already addressed sexual harassment, was reviewed.</p> <p>Review of this Policy determined that improvement could be made to more expansively define and describe discrimination, bullying and harassment, and sexual harassment. As a result, language was updated, examples were expanded upon, employee responsibilities in promoting a respectful workplace were clarified, and informal resolution and formal investigation processes were more adequately and linearly described.</p> <p>Amendments to 'Procedures' are approved by the Chief Constable and included in Attachment A, but are summarized below for Committee information:</p> <ul style="list-style-type: none"> <li>definitions and examples reconciled, expanded upon and clarified (e.g., examples added for sexual harassment that may constitute unacceptable conduct);</li> <li>responsibilities clearly directed to employees to understand the definitions/examples of unacceptable conduct and to not engage in the same (s. 7);</li> <li>oversight clearly delegated (s. 9-12);</li> <li>wording added to clearly distinguish between Police Act investigations for misconduct and investigations under this Policy (s. 13-14);</li> <li>resolution and investigation processes properly distinguished and updated, including: <ul style="list-style-type: none"> <li>sections reorganized to provide clear, linear directions,</li> </ul> </li> </ul>	

#### **ACTION REQUIRED**

For Information  
 For Approval/Action/Decision

A. THAT the Governance Committee approve the revised provisions of Policy EC30 - *Respectful Workplace* under the headings of 'Policy' and 'Reason for Policy' and submit the same to the Police Board for approval.

#### **PURPOSE**

The purpose of this report is to request that the Committee approve amendments to Policy EC30 - *Respectful Workplace* as detailed and recommended herein, and present the same to the Delta Police Board for approval.

#### **DISCUSSION**

On May 6, 2025, the Office of the Police Complaint Commissioner issued a decision in relation to the conduct of a sergeant at the Vancouver Police Department and provided associated recommendations. One of those recommendations, directed to police agencies, was to reevaluate workplace policies pertaining to sexual harassment. As a result, Department Policy EC30 - *Respectful Workplace*, which already addressed sexual harassment, was reviewed.

Review of this Policy determined that improvement could be made to more expansively define and describe discrimination, bullying and harassment, and sexual harassment. As a result, language was updated, examples were expanded upon, employee responsibilities in promoting a respectful workplace were clarified, and informal resolution and formal investigation processes were more adequately and linearly described.

Amendments to 'Procedures' are approved by the Chief Constable and included in Attachment A, but are summarized below for Committee information:

- definitions and examples reconciled, expanded upon and clarified (e.g., examples added for sexual harassment that may constitute unacceptable conduct);
- responsibilities clearly directed to employees to understand the definitions/examples of unacceptable conduct and to not engage in the same (s. 7);
- oversight clearly delegated (s. 9-12);
- wording added to clearly distinguish between Police Act investigations for misconduct and investigations under this Policy (s. 13-14);
- resolution and investigation processes properly distinguished and updated, including:
  - sections reorganized to provide clear, linear directions,

- language of findings (disciplinary and corrective measures) amended for clarity and to align with related Department policies, and
- added responsibility to review policies/procedures at the conclusion of a respectful workplace investigation (s. 27); and
- requirements related to documentation updated to ensure accuracy and accountability.

Amendments to the 'Policy' and 'Reason for Policy' sections are detailed below for Committee approval.

## POLICY

### **NEW: SECTIONS 1-3**

New Sections 1-3 reflect the original statements but are more succinct and effective. Section 1 clearly expresses the Board's commitment to providing a respectful workplace environment, Section 2 succinctly outlines the responsibility of employees to maintain a respectful workplace environment, and Section 3 reflects proper policy format as a direction to the Chief Constable to provide associated 'Procedures':

1. The Delta Police Board (Board) is committed to providing a respectful workplace environment, i.e., a workplace that is free from discrimination, bullying and harassment, and sexual harassment, where every Delta Police Department (Department) employee is treated with civility, dignity, and respect.
2. Discrimination, bullying and harassment, and sexual harassment will not be tolerated, and employees are responsible for maintaining a respectful workplace environment.
3. The Chief Constable shall provide 'Procedures,' pursuant to this Policy, to seek to ensure a respectful workplace environment and identify and address unacceptable conduct.

### **ORIGINAL: SECTIONS 1-4**

Original Sections 1, 2 and 4 are more effectively covered by the above and Section 3 is more suitably addressed under 'Procedures,' and these sections will therefore be removed:

1. The Delta Police Department (Department) believes that every individual has the right to a work environment where they are treated with dignity and respect and has a responsibility to treat others the same way.
2. This policy applies to all employees, volunteers and persons contracted to work with the Department. These individuals have a responsibility to maintain a workplace that is free from discrimination and bullying and harassment by treating others with dignity and respect.
3. Workplace leaders have an added responsibility to intervene when they are aware or made aware that discrimination or bullying and harassment is occurring, whether or not a complaint is made.
4. The Department does not tolerate or condone discrimination or bullying and harassment in the workplace. The ultimate goal of this policy is to promote a workplace free from discrimination and bullying and harassment, correct inappropriate behaviour at the earliest stage, and maintain a positive, productive, healthy and respectful work environment.

## REASON FOR POLICY

### **NEW: SECTIONS 4**

The new 'Reason for Policy' section succinctly and effectively captures the Policy's purpose:

4. To seek to ensure a respectful workplace environment.

**ORIGINAL: SECTIONS 5-7**

Original Section 5 is sufficiently covered by the new 'Policy' sections, and Sections 6 and 7 are unnecessary to outline under 'Reason for Policy.' As a result, these sections will be removed:

5. To ensure that all individuals who work within the Department are treated with dignity, free from discrimination and bullying and harassment, and supported in resolving workplace disputes.
6. To define conduct that is prohibited and set out the expectations of the Department. This policy also sets out the procedure with respect to reporting and resolving discrimination and bullying and harassment complaints.
7. To distinguish between acceptable supervisory practices and prohibited conduct.

**PROCEDURES**

Procedures are approved by the Chief Constable. For Committee information, the Procedures are included in the proposed amended Policy, as set out in Attachment A.

**STRATEGIC ALIGNMENT: CSWP**

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Growth & Well-being of the Team

**CONCLUSION**

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This concludes the review of Policy EC30 - *Respectful Workplace*. The amended Policy clearly and thoroughly describes employee responsibilities in maintaining a respectful workplace and conducting informal resolution and investigation processes, as required.

**ATTACHMENTS**

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- A. EC30 - *Respectful Workplace*, as amended.
- B. EC30 - *Respectful Workplace*, original.
- C. Redline Comparison (Amended & Original).

**Attachment A.**

Policy EC30 - *Respectful Workplace*, as amended.

**EC30****RESPECTFUL WORKPLACE****EC30**

Effective Date: 23 July 1997  
Last Reviewed/Revised Date: TBD\*

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**POLICY**

1. The Delta Police Board (Board) is committed to providing a respectful workplace environment, i.e., a workplace that is free from discrimination, bullying and harassment, and sexual harassment, where every Delta Police Department (Department) employee is treated with civility, dignity, and respect.
2. Discrimination, bullying and harassment, and sexual harassment will not be tolerated, and employees are responsible for maintaining a respectful workplace environment.
3. The Chief Constable shall provide Procedures, pursuant to this Policy, to seek to ensure a respectful workplace environment and identify and address unacceptable conduct.

**REASON FOR POLICY**

4. To seek to ensure a respectful workplace environment.

**RELATED POLICIES**

DC10 - Complaints (Conduct, Service or Policy)  
DC11 - Internal Discipline Matters  
EC31 - Personal Relationships  
EM10 - Employee Records  
EM73 - Restoring Performance Standards

## PROCEDURES

### PART 1: UNACCEPTABLE CONDUCT

#### Definitions & Examples

5. For the purposes of this Policy, the following definitions will apply:

**Workplace:** includes the following:

- any location where Department business is conducted, including buildings, grounds, vehicles, and non-Department spaces where Department employees are gathered for work-related purposes;
- any work-related activities, social functions, travel, courses/training, and any other gatherings where there is a potential for impact on the workplace; and
- any work-related verbal, written and electronic communications, including email, social media, chat groups, texts, and other communications for which there is a potential for impact on the workplace.

**Discrimination:** includes negative treatment that is based on a personal characteristic protected under the BC *Human Rights Code* (except in relation to *bona fide* occupational requirements) (Government of BC):

- Indigenous identity;
- race;
- colour;
- ancestry;
- religion;
- place of origin;
- political belief;
- marital status;
- family status;
- sex;
- physical or mental disability;
- sexual orientation;
- gender identity or expression;
- age; or
- criminal or summary conviction offence that is unrelated to the employment of that person.

**Bullying and Harassment:** includes any conduct in the workplace by a person who knew or reasonably ought to have known would adversely affect another person's psychological or physical well-being or cause another person to be humiliated or intimidated (excludes any reasonable action taken by a supervisor relating to the management and direction of employees, e.g., performance evaluations, disciplinary measures) (WorkSafeBC).

Examples of conduct that may constitute bullying and harassment and/or discrimination include, but are not limited to:

- spreading harmful or false rumours;
- rude, belittling or insulting comments;
- derogatory name-calling, slurs, or jokes;
- conduct or comments regarding a protected ground;
- patronizing conduct or comments that reinforce stereotypes, undermine self-respect, or adversely impact working conditions or performance;
- harmful hazing or initiation practices;

- display of insulting materials;
- aggressive or frightening behaviour, such as swearing, shouting or intimidation;
- ostracization or unreasonable exclusion from group activities or work;
- vandalizing a person's belongings or work equipment; and
- retaliatory conduct or comments toward an individual involved in a workplace investigation.

**Sexual Harassment:** includes conduct of a sexual nature, i.e., related to sex, sexuality, sexual desire, or sexual activities, in the workplace by a person who knew or reasonably ought to have known was unwelcome (Government of Canada).

Examples of conduct that may constitute sexual harassment include, but are not limited to:

- comments or conduct of a sexual nature that create an intimidating or hostile workplace environment;
- demanding sexual favours;
- expressed or implied deals or promises for complying with a request of a sexual nature;
- reprisal or denial of opportunity, or implied threat of such, for refusal to comply with a request of a sexual nature;
- remarks of a sexual nature;
- questions or sharing of personal information of a sexual nature;
- persistent invitations or requests of a personal or sexual nature;
- display or circulation of sexually graphic or inappropriate materials;
- leering or sexually suggestive gestures or conduct;
- insulting or degrading jokes or comments of a sexual nature;
- touching;
- stalking; or
- sexual assault.

### **Responsibilities**

6. Actions may constitute a breach of this Policy if they are reasonably perceived as unacceptable conduct, regardless of intent.
7. Employees must take reasonable steps to maintain a respectful workplace environment, including but not limited to:
  - a) understanding the definitions, examples, and various forms of discrimination, bullying and harassment, and sexual harassment;
  - b) not engaging in discrimination, bullying and harassment, or sexual harassment;
  - c) assuming accountability for their own conduct and its potential impact on others;
  - d) intervening in or reporting unacceptable conduct to a supervisor, either experienced or observed; and
  - e) participating in education and training opportunities provided by the Department regarding discrimination, bullying and harassment, and sexual harassment.
8. In addition to the above, supervisors and managers are expected to model acceptable conduct and take appropriate and timely action if they observe or are made aware of an allegation of unacceptable conduct in the workplace, whether or not a complaint has been made, and shall notify the Superintendent i/c Administration Bureau or delegate (Superintendent).
9. The Superintendent is responsible for ensuring employees' understanding of this Policy and providing associated education and training.

10. The Superintendent must initiate or continue an investigation into an allegation of discrimination, bullying and harassment, and sexual harassment in the workplace, whether or not a complaint has been made.
11. The Superintendent shall oversee investigations in relation to this Policy, including advising on appropriate response and notifying the involved parties of the final disposition of the complaint.
12. The Superintendent shall inform the Chief Constable of all formal complaint investigations.

## **PART 2: INVESTIGATION & RESOLUTION PROCESSES**

### **Complaints Involving Members**

13. If a complaint may constitute misconduct under Part 11 [Misconduct, Complaints, Investigations, Discipline and Proceedings] of the *Police Act*:
  - a) the Superintendent must notify the Inspector i/c Professional Standards Section (PSS); and
  - b) the Inspector i/c PSS must report the matter to the OPCC for direction.
14. If the OPCC determines that a complaint:
  - a) requires investigation under Part 11 of the *Police Act*, Parts 2 and 3 of this Policy do not apply, and the complaint shall be handled as directed in accordance with *Police Act* Division 3 or Division 6; or
  - b) does not require investigation under Part 11 of the *Police Act*, it shall be addressed in accordance with this Policy.

### **Informal Resolution Process**

15. If an employee experiences or observes unacceptable conduct and wishes to resolve the matter informally, they may:
  - a) address the matter directly with the employee they consider to be engaging in such conduct, if comfortable doing so; or
  - b) report the matter to a supervisor.
16. If both parties agree, the Superintendent may facilitate discussion to resolve the matter.
17. An employee may proceed with the formal investigation process at any time or if they are not satisfied with the informal resolution.
18. The Chief Constable or delegate has the discretion to proceed with the formal investigation process at any time.

### **Formal Investigation Process**

#### ***Filing a Complaint***

19. An employee who has experienced or observed unacceptable conduct may file a formal complaint (the 'Complainant'), in writing, to the Superintendent, which shall include the following:
  - a) their name and position, and the name and position of the subject of the complaint, i.e., the person alleged to have engaged in unacceptable conduct (the 'Respondent');
  - b) a brief description of the key incident(s) that constitutes the substance of the complaint (e.g., date(s), time(s), circumstances, witnesses); and

- c) the outcome sought.

20. If the Respondent is the Chief Constable or Deputy Chief, the Complainant shall report the matter, directly or through the Superintendent, to the Chair of the Board.
21. Upon receipt of a formal complaint, the Superintendent shall assign an appropriate investigator, either an employee or third party, to conduct an investigation into the matter.

### ***Employee Rights & Responsibilities***

22. Employees involved in an investigation have the right to:
  - a) receive fair and impartial treatment throughout the investigation and have the complaint dealt with in a timely manner;
  - b) participate in an investigation without retaliation;
  - a) be accompanied by a person of their choice for support during any proceedings relating to the complaint, provided that no costs are incurred by the Department; and
  - b) be represented throughout the investigation by a Union representative, if applicable.
23. Employees are expected to participate in and cooperate with an investigation in which they are identified as having potentially relevant information.

### ***Investigation***

24. The investigator assigned to investigate a formal complaint shall:
  - a) as soon as practicable, provide the Respondent with written notice of the complaint and allow them an opportunity to respond to the allegations;
  - b) conduct interviews with the Complainant, Respondent, and witnesses; and
  - c) review any relevant evidence and documents.
25. Upon conclusion of their investigation, the investigator shall complete a written report with conclusions and forward it to the Superintendent.
26. The Superintendent shall, based on the investigator's report:
  - a) determine whether disciplinary or corrective measures are to be imposed, and impose any measures in a timely manner; and
  - b) notify the Complainant and Respondent, in writing, of the findings of the investigation.
27. Following an investigation, the Superintendent shall review and revise, as required, workplace policies and procedures to promote a respectful workplace and seek to prevent future discrimination, bullying and harassment, and sexual harassment.
28. If it is determined that the complaint is malicious, i.e., the Complainant reasonably ought to have known the allegation was false, disciplinary or corrective measures may be imposed on the Complainant (excludes complaints made based on a mistake, misunderstanding, or misinterpretation).
29. Violation of this Policy may result in disciplinary or corrective measures, up to and including termination of employment.
30. This Policy does not preclude any person from making a complaint through the grievance procedure of a collective agreement, or under the *Police Act* or *Human Rights Code*, but if doing

so, the Chief Constable has the discretion to suspend the Department's investigation conducted under this Policy.

### **PART 3: CONFIDENTIALITY & DOCUMENTATION**

#### **Confidentiality**

31. Every reasonable effort must be made by all parties to ensure confidentiality throughout informal resolution and formal investigation processes, including supervisors and investigators who are privy to the process.
32. Information related to informal resolution and formal investigation processes may only be disclosed to the extent required for the purpose of the investigation or disciplinary action, or as otherwise required by law.

#### **Documentation & Filing**

33. All matters related to informal resolution and formal investigation processes shall be documented and maintained in a secure and separate filing system by the Superintendent.
34. If disciplinary or corrective measures are imposed, a record of the decision shall be added to the Respondent's employee record.
35. If an investigation is discontinued or the complaint is determined to be unfounded, no record is to be added to the employee record of the Complainant or Respondent.

\*Revised Dates:  
26 May 2008  
16 March 2012  
19 December 2013  
22 January 2015  
19 January 2016

**Attachment B.**

Policy EC30 - *Respectful Workplace*, original (to be replaced by Attachment A).

**EC30****RESPECTFUL WORKPLACE****EC30**

Effective Date: 23 July 1997  
Last Reviewed/Revised Date: 26 March 2024\*

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**POLICY**

1. The Delta Police Department (Department) believes that every individual has the right to a work environment where they are treated with dignity and respect and has a responsibility to treat others the same way.
2. This policy applies to all employees, volunteers and persons contracted to work with the Department. These individuals have a responsibility to maintain a workplace that is free from discrimination and bullying and harassment by treating others with dignity and respect.
3. Workplace leaders have an added responsibility to intervene when they are aware or made aware that discrimination or bullying and harassment is occurring, whether or not a complaint is made.
4. The Department does not tolerate or condone discrimination or bullying and harassment in the workplace. The ultimate goal of this policy is to promote a workplace free from discrimination and bullying and harassment, correct inappropriate behaviour at the earliest stage, and maintain a positive, productive, healthy and respectful work environment.

**REASON FOR POLICY**

5. To ensure that all individuals who work within the Department are treated with dignity, free from discrimination and bullying and harassment, and supported in resolving workplace disputes.
6. To define conduct that is prohibited and set out the expectations of the Department. This policy also sets out the procedure with respect to reporting and resolving discrimination and bullying and harassment complaints.

7. To distinguish between acceptable supervisory practices and prohibited conduct.

## DEFINITIONS

8. For the purposes of this Policy, the following definitions will apply:

**Bullying and Harassment:** (according to WorkSafeBC's policies) includes any inappropriate conduct or comment by a person towards a worker that the person knew or reasonably ought to have known would cause that worker to be humiliated or intimidated, but excludes any reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment.

Examples of behaviour that may constitute bullying and harassment under this policy include, but are not limited to:

- verbal aggression or insults;
- derogatory name-calling;
- harmful hazing or initiation practices;
- vandalizing a person's belongings or work equipment;
- spreading malicious rumours;
- targeting a person for social isolation;
- cyber bullying; or
- humiliation.

**Discrimination:** differential behaviour directed against another person relating to personal characteristics of an individual or group with respect to any protected ground under the *BC Human Rights Code* that (i) treats an individual or group negatively; or (ii) imposes burdens or limits access to opportunities on an individual or group, including:

- Indigenous identity;
- race;
- colour;
- ancestry;
- religion;
- place of origin;
- political belief;
- marital status;
- family status;
- sex;
- physical or mental disability;
- sexual orientation;
- gender identity or expression;
- age; or
- criminal or summary conviction offence that is unrelated to the employment of that person.

Examples of behaviour that may constitute discrimination under this policy include, but are not limited to:

- racial or ethnic slurs including racially derogatory nicknames;
- unwelcome remarks, jokes, innuendos or taunting about a person's body, age, marital status, gender, ethnic or racial origin, religion, accent, or disabilities; or
- patronizing behaviour, language or terminology that reinforces stereotypes and undermines self-respect or adversely impacts working conditions or performance.

**Sexual Harassment:** a form of discrimination through unwelcome conduct of a sexual nature, either verbal or physical, whether or not it affects a person's work or job opportunities.

Examples of behaviour that may constitute sexual harassment under this policy include, but are not limited to:

- sexist jokes;
- leering;
- display or circulation of material of a sexually explicit nature;
- derogatory or degrading remarks directed towards members of one sex or one sexual orientation;
- unwanted touching;
- demanding sexual favours; or
- sexual assault.

Examples of behaviour that would not constitute bullying and harassment or discrimination under this policy include but are not limited to:

- appropriate supervision and performance management including performance evaluations and disciplinary measures;
- normal and acceptable social contact between employees; or
- relations between employees based on mutual consent.

**Workplace:** any location at which the business of the Department is conducted including buildings, grounds, vehicles and non-Departmental spaces where Department employees, volunteers and clients are gathered under the auspices of the Department. Work related social functions, travel, courses, telephone conversations, written communications, voice mail and electronic communications are also covered by this policy.

**Complainant:** the individual who has brought forward or filed a complaint under this policy, who may be directly affected by the behaviour or may be a witness to the behaviour.

**Respondent:** the individual who is alleged to have violated this policy.

**Investigator:** the individual assigned to investigate and resolve formal complaints made under this policy.

**Workplace Leaders:** commissioned officers and exempt managers, union/association supervisors, and union/association executive members.

## PROCEDURES

### Responsibilities

9. Workplace leaders are expected to foster a respectful workplace by:
  - a) modeling appropriate behaviour in the workplace;
  - b) discouraging and addressing unprofessional behaviour, such as gossiping or rumor-mongering;
  - c) taking appropriate and timely action if they observe or are made aware of discrimination or bullying and harassment in the workplace, whether or not a complaint has been made;

- d) preventing discrimination or bullying and harassment by creating a respectful workplace environment; and
- e) seeking advice and assistance from their manager or Human Resources where appropriate.

10. The Administration Bureau shall:

- a) formally communicate the intent and procedures of the policy to all existing and new employees and volunteers working within the Department;
- b) provide support for the policy by way of education and referral;
- c) assist or conduct investigations of complaints and advise on appropriate administrative response; and
- d) advise the Complainant and Respondent of the final disposition of a complaint.

### **Confidentiality**

- 11. In order to protect the interests of the individuals involved and to improve the chances of a successful resolution, confidentiality shall be maintained throughout the informal and formal resolution process to the extent practicable and appropriate, and information shall only be disclosed to the extent required:
  - a) for the purpose of investigation or disciplinary action;
  - b) by related Department policies; or
  - c) by law.
- 12. Complainants, Respondents and witnesses shall maintain confidentiality concerning complaints or incidents of discrimination or bullying and harassment and breaches of confidentiality may be subject to disciplinary action.
- 13. The Office of the Police Complaint Commissioner may be informed of a complaint under this policy when appropriate and in accordance with the *British Columbia Police Act*.
- 14. The Inspector, Human Resources, shall inform the Chief Constable and the Professional Standards Section of complaints made against members under this Policy so that reporting to the Office of the Police Complaint Commissioner may occur as applicable and as required under the Internal Discipline Rules.

### **Resolution of Complaints**

- 15. This Policy does not preclude individuals from pursuing resolution of a complaint through the grievance procedure of a collective agreement or under the *British Columbia Police Act* or *Human Rights Code*; however, if a complainant chooses to proceed in an alternate forum, the Chief Constable, or delegate, may decline to proceed under this policy, at their discretion.

### **Informal Resolution Process**

- 16. Employees or volunteers are encouraged to resolve disputes at an early stage, and if comfortable doing so, the Complainant is encouraged to communicate directly with the Respondent in a reasonable and appropriate manner that the offending behaviour is objectionable and unwelcome and ask the Respondent to stop.
- 17. A Complainant is not obliged to approach a Respondent, and if the Complainant is unwilling or unable to directly approach the Respondent, or if the offending behaviour continues after

communication, the Complainant should report the offending behaviour to their supervisor, manager, or Human Resources to obtain assistance in resolving the situation informally.

18. Resolution may be attempted through mediation or assisted discussion, and the supervisor or manager will inform Human Resources of the situation, actions and outcome.
19. If the Complainant is not comfortable with the informal resolution process, they may proceed directly with the formal investigation process.

### **Formal Investigation Process**

20. Any employee, volunteer or contractor who believes that they are being discriminated against, bullied or harassed (or witnessed same), may file a formal complaint in writing against the alleged perpetrator with the Inspector, Human Resources.
21. Where the alleged perpetrator is the Chief Constable or a Deputy Chief, the formal complaint is to be filed directly with the Chair of the Police Board.
22. A Complainant may, at any time, withdraw their formal complaint, allowing the complaint to be informally resolved.
23. Notwithstanding anything in this Policy, the Department retains the right to initiate or continue any investigation of a workplace discrimination and/or bullying and harassment allegation where the Department believes it is in the best interests of the Department and/or the parties to further the investigation.
24. While there are workplace discrimination, bullying or harassment incidents that may also involve criminal acts, it is important that, where a Complainant proceeds with the formal investigation process, the Department utilize an Investigator who is familiar with labour law, workplace discrimination, bullying and harassment matters and related statutes, including the *Police Act* and *Workers Compensation Act*.
25. The Department shall appoint a suitable Investigator, who may be from outside of the Department, to conduct an investigation into the complaint, and appointment of the Investigator must be in compliance with provisions of the Internal Discipline Rules.
26. All formal written complaints shall:
  - a) identify the name and position of the Complainant;
  - b) identify the name and position of the Respondent;
  - c) list the prohibited grounds of discrimination (if any); and
  - d) include a brief description of the key incidents that constitute the substance of the complaint.
27. The Investigator shall conduct an interview with the Complainant that shall include:
  - a) a review of the Complainant's evidence;
  - b) a review of relevant documents;
  - c) the identification of any witnesses; and
  - d) the outcome sought by the Complainant.
28. The Investigator shall conduct an interview with the Respondent that shall include:
  - a) a review of the Respondent's evidence;

- b) a review of relevant documents; and
- c) identification of any witnesses.

29. The Investigator shall conduct an interview with any relevant witnesses.

30. If information is obtained from witnesses, the Complainant, or the Respondent that is material and conflicting, the Investigator shall provide the Complainant and the Respondent an opportunity to respond to the information.

31. The Investigator shall prepare a report detailing:

- a) the evidence of the Complainant, the Respondent and any witnesses;
- b) the Investigator's assessment of credibility, if necessary;
- c) the Investigator's findings of fact; and
- d) the Investigator's conclusion as to whether the findings of fact constitute a violation of the Respectful Workplace Policy.

32. A copy of the report will be forwarded through the Inspector, Human Resources to the Chief Constable or delegate (or to the Police Board where applicable) who shall review the Investigator's report and:

- a) determine whether disciplinary and/or correction action should be taken; and
- b) notify the Office of the Police Complaint Commissioner, where applicable.

33. Any disciplinary action shall be carried out in accordance with the Collective Agreement, Internal Discipline Rules, and Restoring Professional Standards Policy, and will be recorded in writing.

### **Mediation**

34. With the consent of the Complainant, Respondent and the Inspector, Human Resources, the Investigator may mediate the complaint, and if the complaint is resolved the Investigator will prepare a settlement agreement in writing describing the terms of the resolution.

35. All parties involved in the dispute will sign the resolution, a copy of which shall be provided to the Complainant, the Respondent and the Inspector, Human Resources, and a copy may be placed on the personnel files of both the Complainant and the Respondent.

36. The Inspector, Human Resources, shall monitor the implementation of the resolution, if appropriate.

37. Where a complaint may constitute misconduct under the *Police Act*, the complaint shall be handled in accordance with Part 11 of the *Police Act*, and in the event of inconsistency between this Policy and the *Police Act*, the *Police Act* will govern.

### **Records**

38. A secure and separate filing system shall be maintained by the Inspector, Human Resources, or as designated by the Chief Constable, for complaints made pursuant to this Policy.

### **Rights of Complainant & Respondent**

39. A Complainant has the right to:

- c) receive fair treatment;

- d) have their complaint dealt with in a timely fashion;
- e) obtain a review of their complaint without fear of embarrassment or reprisal;
- f) be accompanied by a person of their choice for support during any proceedings relating to the complaint, provided that no costs are incurred by the Department;
- g) be represented throughout the complaint process by a Union representative where applicable; and
- h) be provided with a written summary of the findings at the conclusion of the investigation of a formal written complaint.

40. A Respondent has the right to:

- a) receive fair treatment;
- b) be informed as soon as is practicable that a complaint has been made about them;
- c) be provided with a summary of the allegations and be given an opportunity to respond to them;
- d) be accompanied by a person of their choice for support during any proceedings relating to the complaint, provided that no costs are incurred by the Department;
- e) be represented throughout the complaint process by a Union representative where applicable; and
- f) be provided with a written summary of the findings at the conclusion of the investigation of a formal written complaint.

### **Violation of Policy**

- 41. Any employee, volunteer or contractor who violates this Policy is subject to disciplinary action or corrective action up to and including termination of employment.
- 42. If a complaint is made in bad faith or for vexatious or malicious motives, corrective or disciplinary action may be taken against the Complainant.
- 43. Retaliation threats or intimidation against any individual who has filed a complaint in good faith or has been named as a Respondent or witness in a complaint will not be tolerated and may result in corrective or disciplinary action up to and including dismissal or termination.

**Attachment C.**

Redline Comparison (Amended &amp; Original).

**EC30****RESPECTFUL WORKPLACE****EC30**

Effective Date: 23 July 1997

Last Reviewed/Revised Date: ~~26 March 2024~~TBD\***Contents**

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**POLICY**

1. The Delta Police Department (Department) believes that every individual ~~has the right to a work environment where they are treated with dignity and respect and has a responsibility to treat others the same way. Board (Board) is committed to providing a respectful workplace environment, i.e.,~~
2. ~~This policy applies to all employees, volunteers and persons contracted to work with the Department. These individuals have a responsibility to maintain a workplace that is free from discrimination and, bullying and harassment, by treating others with and sexual harassment, where every~~

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Delta Police Department (Department) employee is treated with civility, dignity, and respect.

3. Workplace leaders have an added responsibility to intervene when they are aware or made aware that discrimination or bullying and harassment is occurring, whether or not a complaint is made.
4. The Department does not tolerate or condone discrimination or bullying and harassment in the workplace. The ultimate goal of this policy is to promote a workplace free from discrimination and bullying and harassment, correct inappropriate behaviour at the earliest stage, and maintain a positive, productive, healthy and respectful work environment.
2. Discrimination or, bullying and harassment, and sexual harassment will not be tolerated, and employees are responsible for maintaining a respectful workplace environment.
3. The Chief Constable shall provide Procedures, pursuant to this Policy, to seek to ensure a respectful workplace environment and identify and address unacceptable conduct.

## REASON FOR POLICY

5. To ensure that all individuals who work within the Department are treated with dignity, free from discrimination and bullying and harassment, and supported in resolving workplace disputes.
6. To define conduct that is prohibited and set out the expectations of the Department. This policy also sets out the procedure with respect to reporting and resolving discrimination and bullying and harassment complaints.
4. 7. To distinguish between acceptable supervisory practices and prohibited conduct To seek to ensure a respectful workplace environment.

## RELATED POLICIES

[DC10 – Complaints \(Conduct, Service or Policy\)](#)

[DC11 – Internal Discipline RulesMatters](#)

[EC31 – Personal Relationships](#)

[EM10 – Employee Records](#)

[EM73 – Restoring Performance Standards](#)

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## **DEFINITIONS**PROCEDURES

### **PART 1: UNACCEPTABLE CONDUCT**

#### Definitions & Examples

5. **8.** For the purposes of this Policy, the following definitions will apply:

**Workplace:** includes the following:

**Bullying and Harassment:** (according to WorkSafeBC's policies) includes any inappropriate conduct or comment by a person towards a worker that the person knew or reasonably ought to have known would cause that worker to be humiliated or intimidated, but excludes any reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment.

**Examples of behaviour that may constitute bullying and harassment under this policy include, but are not limited to:**

- **verbal aggression or insults;**
- **derogatory name-calling;**
- **harmful hazing or initiation practices;**
- **vandalizing a person's belongings or work equipment;**
- **spreading malicious rumours;**
- **targeting a person for social isolation;**
- **cyber bullying;** or
- **any location where Department business is conducted, including buildings, grounds, vehicles, and non-Department spaces where Department employees are gathered for work-related purposes;**
- **any work-related activities, social functions, travel, courses/training, and any other gatherings where there is a potential for impact on the workplace; and**
- **humiliation**any work-related verbal, written and electronic communications, including email, social media, chat groups, texts, and other communications for which there is a potential for impact on the workplace.

**Discrimination:** differential behaviour directed against another person relating to personal characteristics of an individual or group with respect to any protected ground under the *BC Human Rights Code* that (i) treats an

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~~individual or group negatively; or (ii) imposes burdens or limits access to opportunities on an individual or group, including includes negative treatment that is based on a personal characteristic protected ground under the BC Human Rights Code (except in relation to bona fide occupational requirements) (Government of BC):~~

- Indigenous identity;
- race;
- colour;
- ancestry;
- religion;
- place of origin;
- political belief;
- marital status;
- family status;
- sex;
- physical or mental disability;
- sexual orientation;
- gender identity or expression;
- age; or
- criminal or summary conviction offence that is unrelated to the employment of that person.

**Bullying and Harassment:** includes any conduct in the workplace by a person who knew or reasonably ought to have known would adversely affect another person's psychological or physical well-being or cause another person to be humiliated or intimidated, ~~but (excludes any reasonable action taken by an employer or a supervisor relating to the management and direction of employees, e.g., performance evaluations, disciplinary measures) (WorkSafeBC).~~

Examples of ~~behaviour conduct~~ that may constitute bullying and harassment ~~and/or discrimination under this policy~~ include, but are not limited to:

- ~~racial or ethnic slurs including racially derogatory nicknames; spreading harmful or false rumours;~~
- ~~unwelcome remarks, jokes, innuendos or taunting about a person's body, age, marital status, gender, ethnic or racial origin, religion, accent, or disabilities; or rude, belittling or insulting comments;~~

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- derogatory name-calling, slurs, or jokes;
- conduct or comments regarding a protected ground;
- patronizing ~~behaviour, language or terminology~~conduct or comments that reinforces stereotypes ~~and~~undermines self-respect ~~or~~ or adversely impacts working conditions or performance ~~or~~;
- harmful hazing or initiation practices;
- display of insulting materials;
- aggressive or frightening behaviour, such as swearing, shouting or intimidation;
- ostracization or unreasonable exclusion from group activities or work;
- vandalizing a person's belongings or work equipment; and
- retaliatory conduct or comments toward an individual involved in a workplace investigation.

**Sexual Harassment:** ~~a form of discrimination through unwelcome conduct of a sexual nature, either verbal or physical, whether or not it affects a person's work or job opportunities~~includes conduct of a sexual nature, i.e., related to sex, sexuality, sexual desire, or sexual activities, in the workplace by a person who knew or reasonably ought to have known was unwelcome (Government of Canada).

Examples of ~~behaviour~~conduct that may constitute sexual harassment ~~under this policy~~ include, but are not limited to:

- comments or conduct of a sexual nature; ~~that create an intimidating or hostile workplace environment;~~
- ~~sexist jokes;~~demanding sexual favours;
- expressed or implied deals or promises for complying with a request of a sexual nature;
- reprisal or denial of opportunity, or implied threat of such, for refusal to comply with a request of a sexual nature;
- remarks of a sexual nature;
- questions or sharing of personal information of a sexual nature;
- ~~leering~~persistent invitations or requests of a personal or sexual nature;
- display or circulation of material of a sexually explicit nature; ~~sexually graphic or inappropriate materials;~~
- ~~derogatory or degrading remarks directed towards members of one sex or one sexual orientation;~~
- leering or sexually suggestive gestures or conduct;
- insulting or degrading jokes or comments of a sexual nature;

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- unwanted touching;
- demanding sexual favours stalking; or
- sexual assault.

### Responsibilities

~~Examples of behaviour that would not constitute bullying and harassment or discrimination under this policy include but are not limited to:~~

- appropriate supervision and performance management including performance evaluations and disciplinary measures;
- normal and acceptable social contact between employees; or
- relations between employees based on mutual consent.

~~**Workplace:** any location at which the business of the Department is conducted including buildings, grounds, vehicles and non-Departmental spaces where Department employees, volunteers and clients are gathered under the auspices of the Department. Work related social functions, travel, courses, telephone conversations, written communications, voice mail and electronic communications are also covered by this policy.~~

~~**Complainant:** the individual who has brought forward or filed a complaint under this policy, who may be directly affected by the behaviour or may be a witness to the behaviour.~~

~~**Respondent:** the individual who is alleged to have violated this policy.~~

~~**Investigator:** the individual assigned to investigate and resolve formal complaints made under this policy.~~

~~**Workplace Leaders:** commissioned officers and exempt managers, union/association supervisors, and union/association executive members.~~

## **PROCEDURES**

### **Responsibilities**

9. ~~Workplace leaders are expected to foster a respectful workplace by:~~
  - ~~a) modeling appropriate behaviour in the workplace;~~

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- b) ~~discouraging and addressing unprofessional behaviour, such as gossiping or rumor-mongering;~~
- 6. Actions may constitute a breach of this Policy if they are reasonably perceived as unacceptable conduct, regardless of intent.
- 7. Employees must take reasonable steps to maintain a respectful workplace environment, including but not limited to:
  - a) understanding the definitions, examples, and various forms of discrimination, bullying and harassment, and sexual harassment;
  - b) not engaging in discrimination, bullying and harassment, or sexual harassment;
  - c) assuming accountability for their own conduct and its potential impact on others;
  - d) intervening in or reporting unacceptable conduct to a supervisor, either experienced or observed; and
  - e) participating in education and training opportunities provided by the Department regarding discrimination, bullying and harassment, and sexual harassment.
- 8. ~~c)taking~~In addition to the above, supervisors and managers are expected to model acceptable conduct and take appropriate and timely action if they observe or are made aware of an allegation of unacceptable conduct in the workplace, whether or not a complaint has been made, and shall notify the Superintendent i/c Administration Bureau or delegate (Superintendent).
- 9. The Superintendent is responsible for ensuring employees' understanding of this Policy and providing associated education and training.
- 10. The Superintendent must initiate or continue an investigation into an allegation of discrimination ~~or~~, bullying and harassment, and sexual harassment in the workplace, whether or not a complaint has been made:
  - d) ~~preventing discrimination or bullying and harassment by creating a respectful workplace environment; and~~
  - e) ~~seeking advice and assistance from their manager or Human Resources where appropriate.~~

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10. ~~The Administration Bureau shall:~~
  - a) ~~formally communicate the intent and procedures of the policy to all existing and new employees and volunteers working within the Department;~~
  - b) ~~provide support for the policy by way of education and referral;~~
11. ~~c) assist or conduct~~The Superintendent shall oversee investigations ~~of complaints and~~in relation to this Policy, including ~~advising~~on appropriate administrative response; and
12. ~~d) and notifying the involved parties~~advise the Complainant and Respondent of the final disposition of ~~a~~the complaint.

### **Confidentiality**

11. ~~In order to protect the interests of the individuals involved and to improve the chances of a successful resolution, confidentiality shall be maintained throughout the informal and formal resolution process to the extent practicable and appropriate, and information shall only be disclosed to the extent required:~~
  - a) ~~for the purpose of investigation or disciplinary action;~~
  - b) ~~by related Department policies; or~~
  - c) ~~by law.~~
12. ~~Complainants, Respondents and witnesses shall maintain confidentiality concerning complaints or incidents of discrimination or bullying and harassment and breaches of confidentiality may be subject to disciplinary action.~~
13. ~~The Office of the Police Complaint Commissioner may be informed of a complaint under this policy when appropriate and in accordance with the British Columbia Police Act.~~
12. ~~14. The Inspector, Human Resources, The Superintendent shall inform the Chief Constable and the~~of all formal complaint investigations.

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## **PART 2: INVESTIGATION & RESOLUTION PROCESSES**

### **Complaints Involving Members**

13. If a complaint may constitute misconduct under Part 11 [Misconduct, Complaints, Investigations, Discipline and Proceedings] of the Police Act:
  - a) the Superintendent must notify the Inspector i/c Professional Standards Section of complaints made against members under this Policy so that reporting to the Office of the Police Complaint Commissioner may occur as applicable and as required under the Internal Discipline Rules. (PSS); and
  - b) Resolution of Complaints the Inspector i/c PSS must report the matter to the OPCC for direction.
15. ~~This Policy does not preclude individuals from pursuing resolution of a complaint through the grievance procedure of a collective agreement or under the British Columbia Police Act or Human Rights Code; however, if a complainant chooses to proceed in an alternate forum, the Chief Constable, or delegate, may decline to proceed under this policy, at their discretion.~~
14. If the OPCC determines that a complaint:
  - a) requires investigation under Part 11 of the Police Act, Parts 2 and 3 of this Policy do not apply, and the complaint shall be handled as directed in accordance with Police Act Division 3 or Division 6; or
  - b) does not require investigation under Part 11 of the Police Act, it shall be addressed in accordance with this Policy.

### **Informal Resolution Process**

16. ~~Employees or volunteers are encouraged to resolve disputes at an early stage, and if comfortable doing so, the Complainant is encouraged to communicate directly with the Respondent in a reasonable and appropriate manner that the offending behaviour is objectionable and unwelcome and ask the Respondent to stop.~~
17. ~~A Complainant is not obliged to approach a Respondent, and if the Complainant is unwilling or unable to directly approach the Respondent, or if the offending behaviour continues after communication, the Complainant should report the offending behaviour to their supervisor, manager, or Human Resources to obtain assistance in resolving the situation informally.~~

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- ~~18. Resolution may be attempted through mediation or assisted discussion, and the supervisor or manager will inform Human Resources of the situation, actions and outcome.~~
15. If an employee experiences or observes unacceptable conduct and wishes to resolve the matter informally, they may:

  - a) address the matter directly with the employee they consider to be engaging in such conduct, if comfortable doing so; or
  - b) report the matter to a supervisor.
16. If both parties agree, the Superintendent may facilitate discussion to resolve the matter.
17. An employee may proceed with the formal investigation process at any time or if they are not satisfied with the informal resolution.
- ~~18. If the Complainant is not comfortable with the informal resolution process, they may~~The Chief Constable or delegate has the discretion to proceed directly with the formal investigation process at any time.

### **Formal Investigation Process**

- ~~20. Any employee, volunteer or contractor who believes that they are being discriminated against, bullied or harassed (or witnessed same), may file a formal complaint in writing against the alleged perpetrator with the Inspector, Human Resources.~~
- ~~21. Where the alleged perpetrator is the Chief Constable or a Deputy Chief, the formal complaint is to be filed directly with the Chair of the Police Board.~~
- ~~22. A Complainant may, at any time, withdraw their formal complaint, allowing the complaint to be informally resolved.~~
- ~~23. Notwithstanding anything in this Policy, the Department retains the right to initiate or continue any investigation of a workplace discrimination and/or bullying and harassment allegation where the Department believes it is in the best interests of the Department and/or the parties to further the investigation.~~

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24. While there are workplace discrimination, bullying or harassment incidents that may also involve criminal acts, it is important that, where a Complainant proceeds with the formal investigation process, the Department utilize an Investigator who is familiar with labour law, workplace discrimination, bullying and harassment matters and related statutes, including the *Police Act* and *Workers Compensation Act*.

25. The Department shall appoint a suitable Investigator, who may be from outside of the Department, to conduct an investigation into the complaint, and appointment of the Investigator must be in compliance with provisions of the Internal Discipline Rules.

26. All formal written complaints shall:

#### Filing a Complaint

19. An employee who has experienced or observed unacceptable conduct may file a formal complaint (the 'Complainant'), in writing, to the Superintendent, which shall include the following:

- a) identify their name and position, of the Complainant; and the name and position of the subject of the complaint, i.e., the person alleged to have engaged in unacceptable conduct (the 'Respondent');
- b) identify the name and position of the Respondent;
- c) list the prohibited grounds of discrimination (if any); and
- b) d) include a brief description of the key incident(s) that constitutes the substance of the complaint. (e.g., date(s), time(s), circumstances,

27. The Investigator shall conduct an interview with the Complainant that shall include:

- a) a review of the Complainant's evidence;
- b) a review of relevant documents;
- c) the identification of any witnesses); and

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c) ~~d)~~ the outcome sought by the Complainant.

28. ~~The Investigator shall conduct an interview with the Respondent that shall include:~~

- ~~a) a review of the Respondent's evidence;~~
- ~~b) a review of relevant documents; and~~
- ~~c) identification of any witnesses.~~

29. ~~The Investigator shall conduct an interview with any relevant witnesses.~~

30. ~~If information is obtained from witnesses, the Complainant, or the Respondent that is material and conflicting, the Investigator shall provide the Complainant and the Respondent an opportunity to respond to the information.~~

31. ~~The Investigator shall prepare a report detailing:~~

- ~~a) the evidence of the Complainant, the Respondent and any witnesses;~~
- ~~b) the Investigator's assessment of credibility, if necessary;~~
- ~~c) the Investigator's findings of fact; and~~
- ~~d) the Investigator's conclusion as to whether the findings of fact constitute a violation of the Respectful Workplace Policy.~~

32. ~~A copy of the report will be forwarded through the Inspector, Human Resources to the Chief Constable or delegate (or to the Police Board where applicable) who shall review the Investigator's report and:~~

- ~~a) determine whether disciplinary and/or correction action should be taken; and~~
- ~~b) notify the Office of the Police Complaint Commissioner, where applicable.~~

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33. ~~Any disciplinary action shall be carried out in accordance with the Collective Agreement, Internal Discipline Rules, and Restoring Professional Standards Policy, and will be recorded in writing.~~

### **Mediation**

34. ~~With the consent of the Complainant, Respondent and the Inspector, Human Resources, the Investigator may mediate the complaint, and if the complaint is resolved the Investigator will prepare a settlement agreement in writing describing the terms of the resolution.~~
35. ~~All parties involved in the dispute will sign the resolution, a copy of which shall be provided to the Complainant, the Respondent and the Inspector, Human Resources, and a copy may be placed on the personnel files of both the Complainant and the Respondent.~~
36. ~~The Inspector, Human Resources, shall monitor the implementation of the resolution, if appropriate.~~
37. ~~Where a complaint may constitute misconduct under the Police Act, the complaint shall be handled in accordance with Part 11 of the Police Act, and in the event of inconsistency between this Policy and the Police Act, the Police Act will govern.~~

### **Records**

38. ~~A secure and separate filing system shall be maintained by the Inspector, Human Resources, or as designated by the Chief Constable, for complaints made pursuant to this Policy.~~

### **Rights of Complainant & Respondent**

20. If the Respondent is the Chief Constable or Deputy Chief, the Complainant shall report the matter, directly or through the Superintendent, to the Chair of the Board.
21. Upon receipt of a formal complaint, the Superintendent shall assign an appropriate investigator, either an employee or third party, to conduct an investigation into the matter.

### **Employee Rights & Responsibilities**

22. 39. A Complainant has Employees involved in an investigation have the right to:

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- a) receive fair and impartial treatment; throughout the investigation and
- b) have their ~~complaint~~ dealt with in a timely ~~fashion~~; manner;
- b) ~~c) obtain a review of their complaint without fear of embarrassment or reprisal~~ participate in an investigation without retaliation;
- a) ~~d) be accompanied by a person of their choice for support during any proceedings relating to the complaint, provided that no costs are incurred by the Department~~; and
- b) ~~e) be represented throughout the complaint process~~ investigation by a Union representative, ~~where~~if applicable; and

23. ~~f) be provided with a written summary of the findings at the conclusion of the investigation of~~ Employees are expected to participate in and cooperate with an investigation in which they are identified as having potentially relevant information.

### Investigation

24. The investigator assigned to investigate a formal ~~written~~ complaint shall:

- a) ~~40. A Respondent has the right to:~~
- a) ~~receive fair treatment;~~
- b) ~~be informed as soon as is practicable that a complaint has been made about them;~~
- c) ~~be provided with a summary of the allegations and be given, provide the Respondent with written notice of the complaint and allow them an opportunity to respond to them; allegations;~~
- d) ~~be accompanied by a person of their choice for support during any proceedings relating to the complaint, provided that no costs are incurred by the Department;~~
- e) ~~be represented throughout the complaint process by a Union representative where applicable; and~~

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- b) conduct interviews with the Complainant, Respondent, and witnesses; and
  - c) review any relevant evidence and documents.
- 25. Upon conclusion of their investigation, the investigator shall complete a written report with conclusions and forward it to the Superintendent.
- 26. The Superintendent shall, based on the investigator's report:
  - a) determine whether disciplinary or corrective measures are to be imposed, and impose any measures in a timely manner; and
  - b) ~~f)be provided with a written summary~~ notify the Complainant and Respondent, in writing, of the findings at the conclusion of the investigation of a formal written complaint.
- 27. ~~Violation of Policy~~ Following an investigation, the Superintendent shall review and revise, as required, workplace policies and procedures to promote a respectful workplace and seek to prevent future discrimination, bullying and harassment, and sexual harassment.
- 28. If it is determined that the complaint is malicious, i.e., the Complainant reasonably ought to have known the allegation was false, disciplinary or corrective measures may be imposed on the Complainant (excludes complaints made based on a mistake, misunderstanding, or misinterpretation).
- 29. ~~41. Any employee, volunteer or contractor who violates~~ Violation of this Policy is subject to ~~may result in~~ disciplinary action or corrective action ~~measures~~, up to and including termination of employment.
- 30. ~~42. If a complaint is made in bad faith or for vexatious or malicious motives, corrective or disciplinary action may be taken against the Complainant.~~ This Policy does not preclude any person from making a complaint through the grievance procedure of a collective agreement, or under the Police Act or Human Rights Code, but if doing so, the Chief Constable has the discretion to suspend the Department's investigation conducted under this Policy.
- 43. ~~Retaliation threats or intimidation against any individual who has filed a complaint in good faith or has been named as a Respondent or witness in a complaint will not be tolerated and may result in corrective or disciplinary action up to and including dismissal or termination.~~

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## **PART 3: CONFIDENTIALITY & DOCUMENTATION**

### **Confidentiality**

31. Every reasonable effort must be made by all parties to ensure confidentiality throughout informal resolution and formal investigation processes, including supervisors and investigators who are privy to the process.
32. Information related to informal resolution and formal investigation processes may only be disclosed to the extent required for the purpose of the investigation or disciplinary action, or as otherwise required by law.

### **Documentation & Filing**

33. All matters related to informal resolution and formal investigation processes shall be documented and maintained in a secure and separate filing system by the Superintendent.
34. If disciplinary or corrective measures are imposed, a record of the decision shall be added to the Respondent's employee record.
35. If an investigation is discontinued or the complaint is determined to be unfounded, no record is to be added to the employee record of the Complainant or Respondent.

\*Revised Dates:  
26 May 2008  
16 March 2012  
19 December 2013  
22 January 2015  
19 January 2016



## DELTA POLICE BOARD

Excellence in Policing

<b>DATE</b> 2025-12-03	<b>SUBMITTED BY</b> Kristen Cruise, Manager, Legal/Risk
<b>SUBJECT</b> Approval of Revised Policy EC31 - <i>Personal Relationships</i>	
<b>ACTION REQUIRED</b> <p><input type="checkbox"/> For Information  <input checked="" type="checkbox"/> For Approval/Action/Decision</p> <p>A. THAT the Governance Committee approve the revised provisions of Policy EC31 - <i>Personal Relationships</i> under the headings of 'Policy' and 'Reason for Policy' and submit the same to the Police Board for approval.</p>	

### PURPOSE

The purpose of this report is to request that the Committee approve amendments to Policy EC31 - *Personal Relationships* as detailed and recommended herein, and present the same to the Delta Police Board for approval.

### DISCUSSION

On May 6, 2025, the Office of the Police Complaint Commissioner issued a decision in relation to the conduct of a sergeant at the Vancouver Police Department and provided associated recommendations. One of those recommendations, directed to police agencies, was to reevaluate policies pertaining to personal relationships between employees. As a result, Department Policy EC31 - *Personal Relationships* was reviewed.

Review of this Policy identified that directions to employees regarding personal relationships were vague and insufficient, specifically in the assessment of whether a conflict of interest exists. Notably, the Policy has been amended to more clearly discuss power imbalances and associated responsibilities, and directions have been added for personal relationships between an employee and a non-employee (previously unaddressed). This Policy has further been amended to properly present 'Policy' as high-level oversight from the Board and 'Procedures' as directions to employees from the Chief Constable.

Amendments to 'Procedures' are approved by the Chief Constable and included in Attachment A, but are summarized below for Committee information:

- definitions added, aligning with related Department policies;
- responsibilities for reporting clarified; and
- separated into two distinct sections with clear examples of what may constitute a conflict of interest and guidelines for managing conflicts of interest:
  - personal relationships between employees, with added clarification of and responsibilities associated with recognizing power imbalances (s. 14), and
  - personal relationships between an employee and a non-employee, with added directions for supervisors related to recruitment and relationships that may adversely affect the Department (s. 20-22).

Amendments to the 'Policy' and 'Reason for Policy' sections are detailed below for Committee approval.

## POLICY

### **NEW: SECTIONS 1 & 2**

New Section 1 has been created to reflect proper policy format and express the Board's commitment to managing conflicts of interest associated with personal relationships in the workplace:

1. The Delta Police Board (Board) recognizes that personal relationships may exist or develop between Delta Police Department (Department) employees and is committed to managing or eliminating conflicts of interest.

New Section 2 reflects the original sections but succinctly provides direction to employees for reporting personal relationships and to the Chief Constable for providing associated 'Procedures':

2. Employees are responsible for reporting personal relationships with another employee or a non-employee where a conflict of interest exists or may exist in accordance with 'Procedures,' pursuant to this Policy, provided by the Chief Constable.

### **ORIGINAL: SECTIONS 1-7**

The original sections are overly prescriptive and more suitably addressed under 'Procedures.' Therefore, each of the below sections have been amended as required (as presented in Attachment A under 'Procedures') and will be removed from the 'Policy' section:

1. Employees of the Delta Police Department (Department), including volunteers, who intend to become or are in a personal relationship with another employee, that is familial, sexual or romantic, or financial or business in nature, must at their earliest opportunity report the relationship to the Inspector i/c Human Resources, if:
  - a. one employee reports to the other;
  - b. a potential conflict of interest exists, characterized by circumstances in which a reasonable person would have concern that the relationship may cause the employee to take action or fail to take action, or make a decision or fail to make a decision, based in whole or in part on the relationship, rather than on the employee's professional duties and responsibilities; or
  - c. a potential power imbalance exists, in which one employee has or may be perceived to have influence in the workplace in relation to the other's career.
2. Section 1 also applies to employees seconded to an integrated unit or another agency, in terms of a relationship with another person in that unit or agency.
3. Any employee who becomes aware of a potential relationship, as described in Section 1, must report the same to the Inspector i/c Human Resources.
4. When a relationship as described in Section 1 is or becomes known to the Inspector i/c Human Resources, the Inspector must:
  - a. take action to reassign either or both employees, so that one no longer reports to the other;
  - b. take action to eliminate or adequately minimize a conflict of interest, including, if necessary, reassigning either or both employees; or
  - c. engage with the employees to identify risks that may be associated with a power imbalance, and seek to manage those risks, including by, if deemed appropriate, reassigning either or both employees.
5. No employee may be appointed or placed in a position of authority over an employee with whom they are having a personal relationship, or participate in any evaluation procedure, complaint process, or disciplinary matter involving that employee.
6. Employees involved in personal relationships shall not be placed and may not remain in a partnership or an assignment where they will work directly with each other except in the following situations:
  - a. call out;
  - b. additional staffing needs required over a minimal period of time; and
  - c. unique or special circumstances, approved by the Deputy Chief i/c Administration Bureau.

7. Employees shall disclose any personal relationship that has the potential to put at risk the security of the Department, operations, investigations, police information, or other employees, and, if the risk cannot be sufficiently mitigated, the employee may be terminated.

## REASON FOR POLICY

### **NEW: SECTION 3**

The new 'Reason for Policy' section succinctly and effectively captures the Policy's purpose:

3. To effectively manage or eliminate conflicts of interest.

### **ORIGINAL: SECTIONS 8 & 9**

Original Sections 8 & 9 are more effectively and efficiently covered by the above and will be removed:

8. To seek to ensure that employees' personal relationships do not negatively impact their and others' positions and employment.
9. To outline the responsibilities of employees to disclose personal relationships, and of supervisors and management to manage the circumstances.

## PROCEDURES

Procedures are approved by the Chief Constable. For Committee information, the Procedures are included in the proposed amended Policy, as set out in Attachment A.

### **STRATEGIC ALIGNMENT: CSWP**

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Growth & Well-being of the Team

### **CONCLUSION**

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This concludes the review of Policy EC31 - *Personal Relationships*. The amended Policy clearly and thoroughly describes employee responsibilities in recognizing, reporting, and addressing personal relationships where a conflict of interest exists.

### **ATTACHMENTS**

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- A. EC31 - *Personal Relationships*, as amended.
- B. EC31 - *Personal Relationships*, original.
- C. Redline Comparison (Amended & Original).

**Attachment A.**

Policy EC31 - *Personal Relationships*, as amended.

**EC31****PERSONAL RELATIONSHIPS****EC31**

Effective Date: 06 May 2016  
Last Reviewed/Revised Date: TBD\*

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**POLICY**

1. The Delta Police Board (Board) recognizes that personal relationships may exist or develop between Delta Police Department (Department) employees and is committed to managing or eliminating conflicts of interest.
2. Employees are responsible for reporting personal relationships with another employee or a non-employee where a conflict of interest exists or may exist in accordance with 'Procedures,' pursuant to this Policy, provided by the Chief Constable.

**REASON FOR POLICY**

3. To effectively manage or eliminate conflicts of interest.

**RELATED POLICIES**

EC11 - Conflict of Interest  
EC30 - Respectful Workplace

**DEFINITIONS**

4. For the purposes of this Policy, the following definitions will apply:

**Conflict of Interest:** an actual, perceived or potential conflict between an employee's private interests and their responsibilities or duties as a Department employee, in which the employee's private interests could improperly influence the performance of their work duties and responsibilities, including taking action or failing to take action, making a decision or failing to make a decision, based in whole or in part on the employee's private interests.

**Personal Relationship:** includes familial, business, financial, sexual, romantic, or intimate relationships (includes relationships that may be casual, periodic or regular and may or may not constitute a primary relationship).

**Person in a Position of Authority:** a person who has the actual or perceived ability, authority, or responsibility to direct, control, evaluate, or influence the work, workplace, or career of an employee (whether or not they are in a direct reporting relationship).

## PROCEDURES

### Responsibilities

5. Employees are responsible for recognizing if a personal relationship between employees or between an employee and a non-employee may constitute a conflict of interest.
6. Employees must not use their employment to grant preferential treatment or advantages to someone with whom they are in a personal relationship.
7. If a personal relationship that may constitute a conflict of interest is reported to or observed by the Superintendent i/c Administration Bureau (Superintendent), the Superintendent must carefully consider the relevant circumstances to assess the situation and manage or eliminate any conflicts of interest.
8. Exceptions to this Policy may be approved at the discretion of the Chief Constable, or the Chair of the Board as applicable, where conflicts of interest are effectively managed or eliminated.

### Reporting

9. Any employee who becomes aware of a personal relationship that may constitute a conflict of interest must report the same to the Superintendent.
10. If a personal relationship involves the Superintendent or Deputy Chief, the matter must be reported to the Chief Constable.
11. If a personal relationship involves the Chief Constable, the matter must be reported to the Chair of the Board.

### Personal Relationships Between Employees

12. Employees who have been, intend to be, or are in a personal relationship with another employee where a conflict of interest exists or may exist must report the relationship to a supervisor as soon as practicable, and the Superintendent is to be notified.
13. Circumstances which may constitute a conflict of interest between employees include but are not limited to:
  - a) employees in a personal relationship who work directly together (e.g., same section, platoon);
  - b) one employee is in a personal relationship with another employee who is of a higher rank or position of authority (e.g., Constable and Sergeant, Staff and Supervisor, trainee and trainer);
  - c) a potential power imbalance exists in which one employee in a personal relationship has or may be perceived to have influence in the workplace in relation to the other employee's career; or
  - d) any other circumstances where a conflict of interest reasonably exists.
14. Employees are responsible for recognizing that a power imbalance in the workplace may impede a junior employee's ability to resist or expressly indicate that certain conduct or requests are unwelcome (e.g., conduct of a sexual nature).

15. Employees involved in personal relationships shall not be placed and may not remain in an assignment where they will work directly with each other, except for in the following situations:
  - a) call out;
  - b) additional staffing needs required over a short period of time; and
  - c) unique or special circumstances, approved by the Deputy Chief.
16. No employee may be appointed or placed in a position of authority over an employee with whom they are in a personal relationship, or participate in any evaluation procedure, complaint process, or disciplinary matter involving that employee.
17. If an employee with security access to employee records is in a personal relationship with another employee, they shall not have access to and are prohibited from accessing the other employee's records.
18. If a personal relationship involves two employees where one is of a higher rank or is in a position of authority, the Superintendent must consult with the Chief Constable for further direction.

### **Personal Relationships with Non-Employees**

19. Employees who have been, intend to be, or are in a personal relationship with a non-employee where a conflict of interest exists or may exist must report the relationship to a supervisor as soon as practicable, and the Superintendent is to be notified.
20. Circumstances which may constitute a conflict of interest between an employee and a non-employee include but are not limited to:
  - a) the non-employee is an applicant and the employee participates in recruitment processes;
  - b) the employee is being seconded to a unit within another agency, and they have a personal relationship with a non-employee who works in that unit or at that agency;
  - c) the non-employee is providing services to the Department and the employee has a personal relationship with the non-employee in which they may derive an advantage or profit from the non-employee's services to the Department; or
  - d) the personal relationship may adversely affect, or has the potential to adversely affect, Department operations, investigations, information, or other employees, or bring discredit upon the Department.
21. The Superintendent has the authority to require an employee to undergo an additional background investigation if they are made aware of a personal relationship between an employee and a non-employee as described in Section 20(d), which may result in termination of employment if the risk cannot be sufficiently managed.
22. The Superintendent may consider an applicant for employment if they are in a personal relationship with an employee, if the applicant meets the required qualifications, the employee is not involved in the recruitment process, and any conflict of interest is effectively managed or eliminated.

### **Confidentiality**

23. Information related to employee personal relationships may only be disclosed to the extent required for the purposes of this Policy or as otherwise required by law.

\*Revised Dates:  
20 September 2017  
24 November 2022

**Attachment B.**

Policy EC31 - *Personal Relationships*, original (to be replaced by Attachment A).

**EC31****PERSONAL RELATIONSHIPS****EC31**

Effective Date: 06 May 2016

Last Reviewed/Revised Date: 24 November 2022\*

**POLICY**

1. Employees of the Delta Police Department (Department), including volunteers, who intend to become or are in a personal relationship with another employee, that is familial, sexual or romantic, or financial or business in nature, must at their earliest opportunity report the relationship to the Inspector i/c Human Resources, if:
  - a) one employee reports to the other;
  - b) a potential conflict of interest exists, characterized by circumstances in which a reasonable person would have concern that the relationship may cause the employee to take action or fail to take action, or make a decision or fail to make a decision, based in whole or in part on the relationship, rather than on the employee's professional duties and responsibilities; or
  - c) a potential power imbalance exists, in which one employee has or may be perceived to have influence in the workplace in relation to the other's career.
2. Section 1 also applies to employees seconded to an integrated unit or another agency, in terms of a relationship with another person in that unit or agency.
3. Any employee who becomes aware of a potential relationship, as described in Section 1, must report the same to the Inspector i/c Human Resources.
4. When a relationship as described in Section 1 is or becomes known to the Inspector i/c Human Resources, the Inspector must:
  - a) take action to reassign either or both employees, so that one no longer reports to the other;
  - b) take action to eliminate or adequately minimize a conflict of interest, including, if necessary, reassigning either or both employees; or
  - c) engage with the employees to identify risks that may be associated with a power imbalance, and seek to manage those risks, including by, if deemed appropriate, reassigning either or both employees.
5. No employee may be appointed or placed in a position of authority over an employee with whom they are having a personal relationship, or participate in any evaluation procedure, complaint process, or disciplinary matter involving that employee.
6. Employees involved in personal relationships shall not be placed and may not remain in a partnership or an assignment where they will work directly with each other except in the following situations:
  - a) call out;
  - b) additional staffing needs required over a minimal period of time; and

- c) unique or special circumstances, approved by the Deputy Chief i/c Administration Bureau.

7. Employees shall disclose any personal relationship that has the potential to put at risk the security of the Department, operations, investigations, police information, or other employees, and, if the risk cannot be sufficiently mitigated, the employee may be terminated.

### **REASON FOR POLICY**

- 8. To seek to ensure that employees' personal relationships do not negatively impact their and others' positions and employment.
- 9. To outline the responsibilities of employees to disclose personal relationships, and of supervisors and management to manage the circumstances.

### **PROCEDURES**

All relevant aspects of Policy EC31 are addressed under the heading of 'Policy' above.

**Attachment C.**

Redline Comparison (Amended &amp; Original).

**EC31****PERSONAL RELATIONSHIPS****EC31**

Effective Date: 06 May 2016

Last Reviewed/Revised Date: **24 November 2022**TBD\***Contents**

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**POLICY**

1. Employees of the Delta Police Department (Department), including volunteers, who intend to become or are in a personal relationship with another employee, that is familial, sexual or romantic, or financial or business in nature, must at their earliest opportunity report the relationship to the Inspector i/c Human Resources, if: The Delta Police Board (Board) recognizes that personal relationships may exist or develop between Delta Police Department (Department) employees and is committed to managing or eliminating conflicts of interest.
  - a) one employee reports to the other;
2. Employees are responsible for reporting personal relationships with another employee or a non-employee where a conflict of interest exists or may exist in accordance with 'Procedures,' pursuant to this Policy, provided by the Chief Constable.

**REASON FOR POLICY**

3. To effectively manage or eliminate conflicts of interest.

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## **RELATED POLICIES**

[EC11 – Conflict of Interest](#)

[EC30 – Respectful Workplace](#)

## **DEFINITIONS**

4. For the purposes of this Policy, the following definitions will apply:
  - b) a potential conflict of interest exists, characterized by circumstances in which a reasonable person would have concern that the relationship may cause the employee to take**Conflict of Interest**: an actual, perceived or potential conflict between an employee's private interests and their responsibilities or duties as a Department employee, in which the employee's private interests could improperly influence the performance of their work duties and responsibilities, including taking action or failing to take action, or making a decision or failing to make a decision, based in whole or in part on the relationship, rather than on the employee's professional duties and responsibilities; or employee's private interests.
  - c) a potential power imbalance exists, in which one employee has or may be perceived to have influence in the workplace in relation to the other's career.
2. Section 1 also applies to employees seconded to an integrated unit or another agency, in terms of a relationship with another person in that unit or agency.

**Personal Relationship**: includes familial, business, financial, sexual, romantic, or intimate relationships (includes relationships that may be casual, periodic or regular and may or may not constitute a primary relationship).

**Person in a Position of Authority**: a person who has the actual or perceived ability, authority, or responsibility to direct, control, evaluate, or influence the work, workplace, or career of an employee (whether or not they are in a direct reporting relationship).

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## PROCEDURES

### Responsibilities

5. Employees are responsible for recognizing if a personal relationship between employees or between an employee and a non-employee may constitute a conflict of interest.
6. Employees must not use their employment to grant preferential treatment or advantages to someone with whom they are in a personal relationship.
7. If a personal relationship that may constitute a conflict of interest is reported to or observed by the Superintendent i/c Administration Bureau (Superintendent), the Superintendent must carefully consider the relevant circumstances to assess the situation and manage or eliminate any conflicts of interest.
8. Exceptions to this Policy may be approved at the discretion of the Chief Constable, or the Chair of the Board as applicable, where conflicts of interest are effectively managed or eliminated.

### Reporting

9. ~~3. Any employee who becomes aware of a potential personal relationship, as described in Section 1, that may constitute a conflict of interest must report the same to the Inspector i/c Human Resources, Superintendent.~~
4. ~~When a relationship as described in Section 1 is or becomes known to the Inspector i/c Human Resources, the Inspector must:~~
  - a) ~~take action to reassign either or both employees, so that one no longer reports to the other;~~
  - b) ~~take action to eliminate or adequately minimize a conflict of interest, including, if necessary, reassigning either or both employees; or~~
  - c) ~~engage with the employees to identify risks that may be associated with a power imbalance, and seek to manage those risks, including by, if deemed appropriate, reassigning either or both employees.~~
5. ~~No employee may be appointed or placed in a position of authority over an employee with whom they are having a personal relationship, or participate in any evaluation procedure, complaint process, or disciplinary matter involving that employee.~~

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10. If a personal relationship involves the Superintendent or Deputy Chief, the matter must be reported to the Chief Constable.
11. If a personal relationship involves the Chief Constable, the matter must be reported to the Chair of the Board.

### **Personal Relationships Between Employees**

12. Employees who have been, intend to be, or are in a personal relationship with another employee where a conflict of interest exists or may exist must report the relationship to a supervisor as soon as practicable, and the Superintendent is to be notified.
13. Circumstances which may constitute a conflict of interest between employees include but are not limited to:
  - a) employees in a personal relationship who work directly together (e.g., same section, platoon);
  - b) one employee is in a personal relationship with another employee who is of a higher rank or position of authority (e.g., Constable and Sergeant, Staff and Supervisor, trainee and trainer);
  - c) a potential power imbalance exists in which one employee in a personal relationship has or may be perceived to have influence in the workplace in relation to the other employee's career; or
  - d) any other circumstances where a conflict of interest reasonably exists.
14. Employees are responsible for recognizing that a power imbalance in the workplace may impede a junior employee's ability to resist or expressly indicate that certain conduct or requests are unwelcome (e.g., conduct of a sexual nature).
15. 6. Employees involved in personal relationships shall not be placed and may not remain in a partnership or an assignment where they will work directly with each other, except for in the following situations:
  - a) call out;
  - b) additional staffing needs required over a minimal short period of time; and

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- c) unique or special circumstances, approved by the Deputy Chief ~~i/c Administration Bureau~~.
- 16. No employee may be appointed or placed in a position of authority over an employee with whom they are ~~having~~ in a personal relationship, or participate in any evaluation procedure, complaint process, or disciplinary matter involving that employee.
- 17. If an employee with security access to employee records is in a personal relationship with another employee, they shall not have access to and are prohibited from accessing the other employee's records.
- 18. If a personal relationship involves two employees where one is of a higher rank or is in a position of authority, the Superintendent must consult with the Chief Constable for further direction.

### **Personal Relationships with Non-Employees**

- 19. Employees who have been, intend to be, or are in a personal relationship with a non-employee where a conflict of interest exists or may exist must report the relationship to a supervisor as soon as practicable, and the Superintendent is to be notified.
- 20. Circumstances which may constitute a conflict of interest between an employee and a non-employee include but are not limited to:
  - a) the non-employee is an applicant and the employee participates in recruitment processes;
  - b) the employee is being seconded to a unit within another agency, and they have a personal relationship with a non-employee who works in that unit or at that agency;
  - c) the non-employee is providing services to the Department and the employee has a personal relationship with the non-employee in which they may derive an advantage or profit from the non-employee's services to the Department; or
  - d) 7. Employees shall disclose any personal relationship that the personal relationship may adversely affect, or has the potential to put at risk the security of the ~~adversely affect~~, Department, operations, investigations, ~~police~~ information, or other employees, and, or bring discredit upon the Department.

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- 21. The Superintendent has the authority to require an employee to undergo an additional background investigation if they are made aware of a personal relationship between an employee and a non-employee as described in Section 20(d), which may result in termination of employment if the risk cannot be sufficiently mitigated, the employee may be terminated. managed.
- 22. The Superintendent may consider an applicant for employment if they are in a personal relationships, with and employee, if the applicant meets the required qualifications, the employee is not involved in the recruitment process, and any conflict of interest is effectively managed or eliminated.

#### **REASON FOR POLICY**Confidentiality

- 23. 8. To seek to ensure that information related to employees' personal relationships do not negatively impact their and others' positions and employment. may only be disclosed to the extent required for the purposes of this Policy or as otherwise required by law.
- 9. To outline the responsibilities of employees to disclose personal relationships, and of supervisors and management to manage the circumstances.

#### **RELATED POLICIES**

- EC11—Conflict of Interest
- EC30—Respectful Workplace

#### **PROCEDURES**

All relevant aspects of Policy EC31 are addressed under the heading of 'Policy' above.

\*Revised Dates:  
20 September 2017  
24 November 2022



## DELTA POLICE BOARD

Excellence in Policing

<b>DATE</b> 2025-12-03	<b>SUBMITTED BY</b> Kristen Cruise, Manager, Legal/Risk
<b>SUBJECT</b> Approval of Revised Policy IM63 - <i>Motor Vehicle Inspections</i>	
<b>ACTION REQUIRED</b> <p><input type="checkbox"/> For Information  <input checked="" type="checkbox"/> For Approval/Action/Decision</p> <p>A. THAT the Committee approve the revised provisions of Policy IM63 - <i>Motor Vehicle Inspections</i> under the headings of 'Policy' and 'Reason for Policy' and submit the same to the Police Board for approval.</p>	

### **PURPOSE**

The purpose of this report is to request that the Committee approve amendments to Policy IM63 - *Motor Vehicle Inspections* as detailed and recommended herein, and present the same to the Delta Police Board for approval.

### **DISCUSSION**

Review of Policy IM63 - *Motor Vehicle Inspections* identified it as convoluted and unclear in providing directions to members. It has been amended to clarify responsibilities for inspecting motor vehicles and to reflect proper policy format.

Amendments to 'Procedures' are approved by the Chief Constable and included in Attachment A, but are summarized below for Committee information:

- sections reorganized and condensed for clarity;
- language updated to ensure consistency with relevant vehicle safety legislation; and
- overlapping sections regarding collisions have been removed and added to related Policy IM60 - *Motor Vehicle Collisions*, under 'Procedures,' where required.

Amendments to the 'Policy' and 'Reason for Policy' sections are detailed below for Committee approval.

### **POLICY**

#### **NEW: SECTION 1**

New Section 1 is similar to the original but has been simplified and is now properly presented as a direction from the Board to the Chief Constable:

1. The Chief Constable shall provide Procedures, pursuant to this Policy, regarding the inspection or mechanical testing of motor vehicles to ensure compliance with vehicle safety legislation.

**ORIGINAL: SECTION 1**

Original Section 1 is more effectively covered as above and will be removed:

1. The Delta Police Department (Department) can conduct inspections and perform mechanical testing of motor vehicles under authority of the B.C. Motor Vehicle Act (MVA), the B.C. Motor Vehicle Act Regulations (MVAR) and the Commercial Transport Act (CTA).

**REASON FOR POLICY****NEW: SECTION 2**

The new 'Reason for Policy' Section 2 has been created to succinctly outline the Policy's purpose:

2. To seek to ensure the safety of vehicles on public highways.

**ORIGINAL: SECTION 2**

Original Section 2 does not properly address the scope of the Policy and will be removed:

2. To establish procedures for inspections and mechanical testing of motor vehicles for the purposes of gathering evidence to support a charge under Federal, Provincial or Municipal laws.

**PROCEDURES**

Procedures are approved by the Chief Constable. For Committee information, the Procedures are included in the proposed amended Policy, as set out in Attachment A.

**STRATEGIC ALIGNMENT: CSWP**

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Community Safety & Crime Prevention  
Road Safety for All Users

**CONCLUSION**

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This concludes the review of Policy IM63 - *Motor Vehicle Inspections*. The Policy has been amended to succinctly provide directions to members regarding vehicle inspections and reflect proper policy format.

**ATTACHMENTS**

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- A. IM63 - *Motor Vehicle Inspections*, as amended.
- B. IM63 - *Motor Vehicle Inspections*, original.
- C. Redline Comparison (Amended & Original).

**Attachment A.**

Policy IM63 - *Motor Vehicle Inspections*, as amended.

**IM63****MOTOR VEHICLE INSPECTIONS****IM63**

Effective Date: 16 October 2012

Last Reviewed/Revised Date: TBD\*

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REASON FOR POLICY .....
RELATED POLICIES.....
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Seizing a Vehicle for Mechanical Inspection .....
Inspections Related to Collisions.....

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**POLICY**

1. The Chief Constable shall provide Procedures, pursuant to this Policy, regarding the inspection or mechanical testing of motor vehicles to ensure compliance with vehicle safety legislation.

**REASON FOR POLICY**

2. To seek to ensure the safety of vehicles on public highways.

**RELATED POLICIES**

IM60 - Motor Vehicle Collisions  
IM61 - Traffic Enforcement, Management & Towing

**PROCEDURES****Notice & Order**

3. If a member has reason to believe that a vehicle is mechanically, structurally, or otherwise not compliant with applicable legal requirements or unsafe for use, the member may issue a Notice & Order directing the driver or owner of the vehicle to:
  - a) make specific repairs to minor defects within a specified time period (Notice & Order - Box 3);
  - b) take the vehicle to a designated inspection facility to determine compliance with legislation (Notice & Order - Box 2); or
  - c) in cases where serious defects or other safety violations are found, immediately remove the vehicle from the highway and take it to a designated inspection facility to determine compliance with legislation (Notice & Order - Box 1) (refer to Policy IM61 - *Traffic Enforcement, Management & Towing*).
4. A member may stop a commercial vehicle:
  - a) to inspect the daily logs and supporting documents;

- b) to measure, inspect or weigh the vehicle, its load, or tires to determine compliance with legislation; or
- c) if the load the vehicle is carrying appears unsafe to operate on a highway, and to rearrange, remove or further secure it before proceeding.

5. If a person is found to be driving a vehicle that is the subject of a Notice & Order and has not yet complied with it, the member may issue the driver a violation ticket and, based on the degree of noncompliance with the Notice & Order or safety considerations, have the vehicle removed from the highway.

**Seizing a Vehicle for Mechanical Inspection**

6. If a vehicle has been seized by a member for a mechanical inspection:

- a) the owner shall be given the opportunity to conduct an independent inspection and provide notification in writing of the same; or
- b) the mechanical tests and analyst work must be completed as soon as practicable.

**Inspections Related to Collisions**

7. For motor vehicle inspections relating to collisions, refer to Policy IM60 - *Motor Vehicle Collisions*.

\*Revised Dates:  
20 August 2020

**Attachment B.**

Policy IM63 - *Motor Vehicle Inspections*, original (to be replaced by Attachment A).

**IM63****MOTOR VEHICLE MECHANICAL INSPECTIONS****IM63**

Effective Date: 16 October 2012

Last Reviewed/Revised Date: 20 August 2020\*

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Commercial Transport Act - Division 7 .....
Motor Vehicle(s) Involved in Collisions .....

**POLICY**

1. The Delta Police Department (Department) can conduct inspections and perform mechanical testing of motor vehicles under authority of the B.C. Motor Vehicle Act (MVA), the B.C. Motor Vehicle Act Regulations (MVAR) and the Commercial Transport Act (CTA).

**REASON FOR POLICY**

2. To establish procedures for inspections and mechanical testing of motor vehicles for the purposes of gathering evidence to support a charge under Federal, Provincial or Municipal laws.

**PROCEDURES****General**

3. A member investigating a MVA offence or seeking to gather evidence to support a MVA charge, or to determine suitability for a vehicle to remain on a highway, has authority under Section 7.08 MVAR to have a motor vehicle inspected at a location designated by the peace officer, for any safety defects or violations, and to determine compliance under the MVAR
4. A member who after inspecting the motor vehicle believes on reasonable grounds that the vehicle does not meet compliance with the MVA, CTA, Transportation of Dangerous Goods or by reason of mechanical, structural, or other defect is deemed to be unsafe for use on a highway, has the authority under Section 25.30 MVAR to remove the vehicle from the highway and keep it so removed until either the repairs have been made or the officer revokes the order.
5. Members have enforcement options available to them under the MVAR where defects and/or violations have been found as a result of a vehicle inspection.
6. A member may issue a provincial Notice and Order which may direct a driver to either make specific repairs to minor defects (Box 3) within a specified time period; or to take the vehicle to a designated Inspection Facility (Box 2) to determine compliance with Division 25 of the MVAR.
7. In cases where serious defects or other safety violations are found, the member can demand that the vehicle be immediately removed from the highway (Box 1) and taken to a designated

Inspection Facility to determine compliance with Provincial regulations under Division 25 of the MVAR.

8. Members can also request drivers or operators of a vehicle to permit vehicle brake inspections under Section 5.05(1) of the MVAR.
9. Every person driving or operating a motor vehicle or combination of vehicles upon a highway shall, upon request of any peace officer or constable of the Provincial Police force or the police force of any municipality, permit such peace officer or constable to inspect and test the brakes with which a vehicle or combination of vehicles is equipped and, on the direction of the peace officer or constable, shall operate the vehicle or combination of vehicles as directed by him for the purpose of the inspection and testing of the brakes.
10. No person shall test the brake performance of a vehicle or combination of vehicles at a speed in excess of 40 km/hr.
11. Where a vehicle has been lawfully seized by a member for a police mechanical inspection, the mechanical tests and analyst work must be completed as soon as practicable and in any event, within seven (7) days.

#### **MVAR Authority to Enter for Inspection of a Commercial Vehicle**

12. Under the MVAR, Section 37.19.02(1), a peace officer may at any reasonable time enter or stop and enter a commercial motor vehicle, except for its sleeper berth, for the purpose of inspecting the daily logs and supporting documents.

#### **Commercial Transport Act - Division 7**

13. Under the CTA, Section 7.03(1) the driver of a vehicle on a highway, when so required by a peace officer or by any person authorized by the minister, must:
  - a) stop the vehicle at a time and place specified by the peace officer or authorized person for the purpose of weighing the whole or part of the vehicle by means of stationary or portable scales, measuring the dimensions of the vehicle and load, measuring and inspecting the tires, inspecting the load carried, or for any other purpose under the Act or these regulations;
  - b) stop the vehicle if the load it is carrying, in the opinion of the peace officer or the inspector, is unsafe for operation on the highways. The defect shall be fixed or the load secured, as the case may be, before proceeding;
  - c) drive the vehicle onto the nearest public stationary portable scales for the purpose of weighing the vehicle and load; or
  - d) rearrange the load on the vehicle or remove the whole or part of the load from the vehicle in order to comply with the provisions of the Act, regulations or permit before continuing to drive or operate the vehicle.

#### **Motor Vehicle(s) Involved in Collisions**

14. In all collisions resulting in fatalities, injuries where death appears imminent or injuries that necessitate admittance to hospital to the drivers, occupants or third parties and/or extensive damage to a vehicle or other property damage, the responding supervisor will notify the duty NCO who will then advise the Duty Officer. The Duty officer will call out the collision investigative team which will include a collision analyst. The Duty Officer will also consider calling out an external traffic section investigative team if applicable.

15. A proper examination and inspection of a motor vehicle following a collision event requires that a Collision Analyst or Collision Reconstructionist provide a corroborating report and to assist the designated police mechanic in performing their duties.
16. Vehicles impounded for mechanical inspections shall be secured in the secure bay at Roadway Towing compound. The key from the secure bay shall be processed as an exhibit and placed in an exhibit locker at the PSB or HQ.
17. The investigating officer shall ensure that the registered owner of the vehicle is notified of the vehicle impoundment for a mechanical inspection and notify the registered owner and tow company of the subsequent release of the vehicle.

**Attachment C.**

Redline Comparison (Amended &amp; Original).

**IM63****MOTOR VEHICLE  
MECHANICAL INSPECTIONS****IM63**

Effective Date: 16 October 2012

Last Reviewed/Revised Date: ~~20 August 2020~~ TBD\***Contents**

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**POLICY**

1. The ~~Delta Police Department (Department) can conduct~~ Chief Constable shall provide Procedures, pursuant to this Policy, regarding the inspections and perform ~~or~~ mechanical testing of motor vehicles ~~under authority of the B.C. Motor Vehicle Act (MVA), the B.C. Motor Vehicle Act Regulations (MVAR) and the Commercial Transport Act (CTA)~~ to ensure compliance with vehicle safety legislation.

**REASON FOR POLICY**

2. ~~To establish procedures for inspections and mechanical testing of motor vehicles for the purposes of gathering evidence to support a charge under Federal, Provincial or Municipal laws~~ To seek to ensure the safety of vehicles on public highways.

**RELATED POLICIES**

IM60 – Motor Vehicle Collisions

IM61 – Traffic Enforcement, Management &amp; Towing

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## PROCEDURES

### **General Notice & Order**

3. A member investigating a MVA offence or seeking to gather evidence to support a MVA charge, or to determine suitability for a vehicle to remain on a highway, has authority under Section 7.08 MVAR to have a motor vehicle inspected at a location designated by the peace officer, for any safety defects or violations, and to determine compliance under the MVAR. If a member has reason to believe that a vehicle is mechanically, structurally, or otherwise not compliant with applicable legal requirements or unsafe for use, the member may issue a provincial Notice and Order which may direct the driver or owner of the vehicle to:
  - a) A member who after inspecting the motor vehicle believes on reasonable grounds that the vehicle does not meet compliance with the MVA, CTA, Transportation of Dangerous Goods or by reason of mechanical, structural, or other defect is deemed to be unsafe for use on a highway, has the authority under Section 25.30 MVAR to remove the vehicle from the highway and keep it so removed until either the repairs have been made or the officer revokes the order. make specific repairs to minor defects (Box 3) within a specified time period; (Notice & Order – Box 3);
  - b) Members have enforcement options available to them under the MVAR where defects and/or violations have been found as a result of a vehicle inspection.
6. A member may issue a provincial Notice and Order which may direct a driver to either make specific repairs to minor defects (Box 3) within a specified time period; or to take the vehicle to a designated Inspection Facility (Box 2) to determine compliance with Division 25 of the MVAR legislation (Notice & Order – Box 2); or
- c) 7. In cases where serious defects or other safety violations are found, the member can demand that the vehicle be immediately removed the vehicle from the highway (Box 1) and taken it to a designated Inspection Facility to determine compliance with Provincial regulations under Division 25 of the MVAR legislation (Notice & Order – Box 1) (refer to Policy IM61 – *Traffic Enforcement, Management & Towing*).

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8. Members can also request drivers or operators of a vehicle to permit vehicle brake inspections under Section 5.05(1) of the MVAR.
9. Every person driving or operating a motor vehicle or combination of vehicles upon a highway shall, upon request of any peace officer or constable of the Provincial Police force or the police force of any municipality, permit such peace officer or constable to inspect and test the brakes with which a vehicle or combination of vehicles is equipped and, on the direction of the peace officer or constable, shall operate the vehicle or combination of vehicles as directed by him for the purpose of the inspection and testing of the brakes.
10. No person shall test the brake performance of a vehicle or combination of vehicles at a speed in excess of 40 km/hr.

4. A member may stop a commercial vehicle:

- a) to inspect the daily logs and supporting documents;
- b) to measure, inspect or weigh the vehicle, its load, or tires to determine compliance with legislation; or
- c) if the load the vehicle is carrying appears unsafe to operate on a highway, and to rearrange, remove or further secure it before proceeding.

5. If a person is found to be driving a vehicle that is the subject of a Notice & Order and has not yet complied with it, the member may issue the driver a violation ticket and, based on the degree of noncompliance with the Notice & Order or safety considerations, have the vehicle removed from the highway.

### Seizing a Vehicle for Mechanical Inspection

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**MVAR Authority to Enter for Inspection of a Commercial Vehicle.**

12. Under the MVAR, Section 37.19.02(1), a peace officer may at any reasonable time enter or stop and enter a commercial motor vehicle, except for its sleeper berth, for the purpose of inspecting the daily logs and supporting documents.

**Commercial Transport Act – Division 7**

13. Under the CTA, Section 7.03(1) the driver of a vehicle on a highway, when so required by a peace officer or by any person authorized by the minister, must:

- stop the vehicle at a time and place specified by the peace officer or authorized person for the purpose of weighing the whole or part of the vehicle by means of stationary or portable scales, measuring the dimensions of the vehicle and load, measuring and inspecting the tires, inspecting the load carried, or for any other purpose under the Act or these regulations;
- stop the vehicle if the load it is carrying, in the opinion of the peace officer or the inspector, is unsafe for operation on the highways. The defect shall be fixed or the load secured, as the case may be, before proceeding;
- drive the vehicle onto the nearest public stationary portable scales for the purpose of weighing the vehicle and load; or
- rearrange the load on the vehicle or remove the whole or part of the load from the vehicle in order to comply with the provisions of the Act, regulations or permit before continuing to drive or operate the vehicle.

**Motor Vehicle(s) Involved in Inspections Related to Collisions**

7. 14. In all collisions resulting in fatalities, injuries where death appears imminent or injuries that necessitate admittance to hospital to the drivers, occupants or third parties and/or extensive damage to a vehicle or other property damage, the responding supervisor will notify the duty NCO who will then advise the Duty Officer. The Duty officer will call out the collision investigative team which will include a collision analyst. The Duty Officer will also consider calling out an external traffic section investigative team if applicable. For motor vehicle inspections relating to collisions, refer to Policy IM60 – Motor Vehicle Collisions.

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15. ~~A proper examination and inspection of a motor vehicle following a collision event requires that a Collision Analyst or Collision Reconstructionist provide a corroborating report and to assist the designated police mechanic in performing their duties.~~
16. ~~Vehicles impounded for mechanical inspections shall be secured in the secure bay at Roadway Towing compound. The key from the secure bay shall be processed as an exhibit and placed in an exhibit locker at the PSB or HQ.~~
17. ~~The investigating officer shall ensure that the registered owner of the vehicle is notified of the vehicle impoundment for a mechanical inspection and notify the registered owner and tow company of the subsequent release of the vehicle.~~

\*Revised Dates:  
N/A20 August 2020



<b>DATE</b> 2025-12-04	<b>SUBMITTED BY</b> Governance Committee
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**SUBJECT****Delta Police Board Committee Assignments****ACTION REQUIRED**

For Information  
 For Approval/Action/Decision

*THAT the Delta Police Board*

*A. Approve the 2026 Committee assignments outlined in this report; and  
B. Make the Committee assignments public through the Board webpage on [www.deltapolice.ca](http://www.deltapolice.ca)*

**PURPOSE**

To present the Governance Committee's recommendations for the Delta Police Board (Board) 2026 Committee assignments.

**DISCUSSION**

Committees are an essential part of the Board's governance framework. They play a key role in assisting the Board with fulfilling its various responsibilities

The Board has established a procedure for annual Committee assignments. As part of this process, Board members complete a Committee Expression of Interest (EOI) Form to indicate their preferences. The Governance Committee reviews these submissions and provides recommendations to the Board each year. In developing the 2026 recommendations, the Governance Committee considered the guidance outlined in the Board's governance manual, including each member's expertise, skillset, and individual interests and continuity. Every member was assigned to either their first or second preference. For stability, two members from each 2025 Committee have been recommended to remain on that Committee for 2026.

This process involves the use of the Committee Expression of Interest (EOI) Form. Board members are invited to indicate their preferences, and the Governance Committee is tasked annually with reviewing the forms and providing recommendations to the Board for Committee assignments.

In accordance with the Board's governance framework, which mandates a three-member Committee structure, the Governance Committee recommends the following assignments:

<b>Governance Committee</b>	<b>Human Resources Committee (HR)</b>	<b>Finance &amp; Risk Management Committee (F&amp;RM)</b>
Warren Dean Flandez *	Nikhil Pandey *	Councillor Daniel Boisvert *
Chief Laura Cassidy *	Lori Mayhew *	Sharan Oberoi *
The Honourable Carla Qualtrough	Warren Dean Flandez	Michelle Laviolette

\*Currently on Committee

The Board Chair has not been recommended to sit on any specific Committee, as the Board updated its governance structure—following the 2024 Police Act amendments—to designate the Chair as an ex officio member of all Committees. The Chair may attend meetings but is not included in quorum and does not receive an honorarium, which preserves the three-member voting structure. If a Committee vote is tied due to only two members being present, the Chair, if attending, casts the deciding vote in accordance with section 25 of the Police Act. Alternatively, the Committee may defer the matter to a later meeting to ensure all three members can participate.

Committee Chair appointments are intended to be decided by consensus among Committee members. If consensus cannot be reached, the Board will select the Committee Chairs through nominations and a vote.

### **CONCLUSION**

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Committees are essential to the Board's governance framework and support the Board in fulfilling its governance, financial, risk-management, and human resources responsibilities. Approval of the recommended 2026 Committee assignments will allow Committees to begin planning their work for the coming year.

### **ATTACHMENTS**

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- A. 2026 Committee EOI Overview

**Delta Police Board**  
**2026 Committee EOI Overview**

Attachement A

	Max Term	Current Term Expiry	Current Committee(s)	# of Preferred Committees	First Choice	Second Choice	Third Choice	Knowledge/Experience	Chair Interest	Experience
Chief Laura Cassidy	2029	Thursday, December 31, 2026	Gov	1	Gov	X	X	See attached		Financial literacy: 8 Legal: HR: Governance: 8 Union/Labour Relations: Risk Mgmt:
Sharan Oberoi	2028	Friday, June 30, 2028	F&RM HR	-	F&RM	HR	X	See attached		Financial literacy: 8 Legal: 6 HR: 7 Governance: 7 Union/Labour Relations: 5 Risk Mgmt: 8
Michelle Laviolette		Tuesday, June 30, 2026	N/A	1	HR	F&RM	Gov	See attached		Financial literacy: 8 Legal: 2 HR: 9 Governance: 7 Union/Labour Relations: 7 Risk Mgmt: 8
Warren Dean Flandez	2029	Thursday, December 31, 2026	Gov F&RM	2	Gov	HR	F&RM	See attached		Financial literacy: 7 Legal: 5 HR: 8 Governance: 8 Union/Labour Relations: 5 Risk Mgmt: 8
Cllr Daniel Boisvert	2028	Sunday, May 31, 2026	F&RM	1	F&RM	X	X	See attached	✓	Financial literacy: Legal: HR: Governance: Union/Labour Relations: Risk Mgmt:
Lori Mayhew	2030	Thursday, December 31, 2026	HR	1	HR	Gov	F&RM	See attached		Financial literacy: 7 Legal: 5 HR: 7 Governance: 8 Union/Labour Relations: 8 Risk Mgmt: 6
Carla Qualtrough		Tuesday, June 30, 2026	N/A	2	Gov	F&RM	X	See attached		Financial literacy: 7 Legal: 9 HR: 6 Governance: 9 Union/Labour Relations: 6 Risk Mgmt: 8
Nikhil Pandey	2030	Thursday, December 31, 2026	HR Gov	1	Gov	HR	F&RM	See attached	✓	Financial literacy: 7 Legal: 10 HR: 7 Governance: 8 Union/Labour Relations: 7 Risk Mgmt: 6



## DELTA POLICE BOARD

Excellence in Policing

<b>DATE</b> 2026-01-05	<b>SUBMITTED BY</b> Jassie Padda Ram
<b>SUBJECT</b> <b>BCAPB Membership Renewal 2026</b>	
<b>ACTION REQUIRED</b> <input type="checkbox"/> For Information <input checked="" type="checkbox"/> For Approval/Action/Decision	

***THAT the Delta Police Board approve payment of the BCAPB membership renewal invoice for 2026 in the amount of \$1,385.00.***

### **PURPOSE**

The purpose of this report is to obtain the Delta Police Board's (DPB) approval for the payment of a membership invoice in the amount of \$1,385.00 issued by the British Columbia Association of Police Boards (BCAPB).

### **DISCUSSION**

The BCAPB, established in 1992, is a provincial non-profit association that facilitates information sharing and provides educational opportunities for its members which include municipal Police Boards.

The DPB has been a longstanding member of the BCAPB and pays an annual membership fee to maintain its membership. The DPB is represented on the BCAPB by two members: Lara Victoria as the primary representative and Chief Laura Cassidy as the alternate. Lara is also currently serving as the President of the BCAPB. The BCAPB also holds an annual conference; the 2025 Conference is being held in Delta, hosted by the DPB.

The 2025 membership fee is \$1,385.00, a slight increase from last year's fee of \$1,070.00.

### **CONCLUSION**

The DPB has been a longstanding member of the BCAPB and should renew its membership for 2026 to continue the working partnership for educational, training and networking opportunities.

### **ATTACHMENTS**

- A. BCAPB 2026 Membership Invoice
- B. Letter from BCAPB President, Micayla Hayes

# *British Columbia Association of Police Boards*

## **Invoice**

### **2026 Annual Membership Fee**

BC Association of Police Boards

**Amount Due: \$1,385.00**

Date: December 17, 2025

To: Ian Tait  
Chair, Delta Police Board  
4500 Clarence Taylor Crescent  
Delta BC V4K 3W3

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Please make cheque payable to:

**British Columbia Association of Police Boards**

And forward to:

Attn: Veronica Bandet  
BC Association of Police Boards  
PO Box 33012, Victoria RPO Colwood Corners, BC, V9B 6K3

**Alternatively, you can direct deposit into our VanCity bank account. PLEASE  
NOTE WE NO LONGER BANK WITH BMO. Attached is a void cheque for our  
VanCity bank account.**

If you have any questions regarding this invoice, please contact Veronica Bandet at 250-216-1205.

Thank you.

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**From:** [BCA Police Boards](#)  
**To:** [Ian Tait - DPB](#)  
**Cc:** [Jassie Ram](#)  
**Subject:** [CAUTION!] BCAPB 2026 Membership Dues  
**Date:** December 17, 2025 9:12:28 AM  
**Attachments:** [Delta.pdf](#)  
[1\\_voidCheque-1.pdf](#)  
**Importance:** Low

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***Sending on behalf of Micayla Hayes***

Dear Police Board Chair, Ian Tait:

**RE: BC Association of Police Boards (BCAPB) 2026 Membership Renewal**

On behalf of the BCAPB Executive Board, please find enclosed the BC Association of Police Boards membership renewal notice for the 2026 fiscal year.

The annual membership dues for the period of January 1, 2026, to December 31, 2026, have been set at \$1,385.00 per member board. This modest increase is necessary to support the Association's increased strategic and advocacy workload across the province. Critically, the adjustment is also essential to ensure we keep pace with our annual operating budget and avoid running a financial deficit, reflecting the increased costs of operations due to current inflation rates.

**BCAPB Activities and Accomplishments in 2025**

BCAPB was extremely active throughout 2025, continuing to be the unified voice of police boards in British Columbia. Key accomplishments over the past year include:

- Annual Conference and AGM: We successfully held our annual Conference and Annual General Meeting on May 7, 8, and 9, 2025, in Delta, hosted by the Delta Police Board. The event was well-received, fostering essential networking and providing valuable informative sessions for all attendees.
- Strategic Planning: The Executive Board developed and finalized the draft BCAPB Strategic Plan for 2024-2027. This plan establishes a clear, forward-looking roadmap for the Association, ensuring our efforts are prioritized and aligned with member needs.
- Key Advocacy and Resolutions: Following the 2025 AGM, we actively engaged with the Provincial Government, forwarding seven resolutions that address critical issues facing municipal policing. These resolutions, sent to the Minister of Public Safety and Solicitor General, focused on:
  - Preventing staffing destabilization between municipal and provincial agencies.
  - Advancing stronger sentencing guidelines and bail reforms for repeat property crime offenders.
  - Clarifying language in the *Police Act* by replacing "Service and Policy" complaints with "Policy and Administration" complaints.

- Advocating for increased annual provincial funding to alleviate costs for recruits and local governments.
- Lobbying for a cell phone levy to serve as a sustainable funding source for E-Comm and other 911 provider costs.
- Prioritizing action to prohibit the display and possession of firearm-resembling lighters in public spaces.
- Requesting the establishment of long-term care and treatment centres for individuals with severe mental health/substance use disorders leading to acquired brain injury.
- Stakeholder Liaison: We maintained consistent dialogue and actively participated in meetings with the Ministry of Public Safety and Solicitor General, the BC Association of Municipal Chiefs of Police (BCAMCP), the BC Police Association, and the Canadian Association of Police Governance (CAPG).

### **BCAPB Focus for 2026**

In the coming year, BCAPB will continue to focus on supporting and representing our members through the following strategic priorities:

- Ministerial Engagement: We are actively pursuing a meeting with the Minister of Public Safety and Solicitor General early in 2026 to discuss our 2025 resolutions and police board matters including succession planning, and advance our advocacy work.
- Exploring Affiliate Programs for Revenue Diversification: A significant focus for 2026 will be the exploration and potential development of an Affiliate Membership Program. This initiative, discussed at recent Executive meetings, aims to significantly increase our revenue streams, which is often the primary source of funding for similar organizations. This program will also allow us to increase our knowledge base from other organizations and provide us with valuable insight on how to strategically grow BCAPB. We are actively reviewing models implemented by other associations, such as the Ontario Association of Police Service Boards (OAPSB) and the Alberta Association of Police Service Boards (AABSP), to create a framework that aligns with our objectives while upholding the integrity of our police board membership.
- Strategic Plan Implementation: We will move from the draft phase into the active implementation of the 2024-2027 Strategic Plan, focusing on measurable outcomes for our members.
- Advancing Resolutions: The Executive Board is committed to actively following up on and advocating for the implementation of the resolutions adopted at the 2025 AGM.
- Collaborative Governance: We will strengthen our working relationship with Police Services and the BCAMCP to ensure our governance efforts are well-informed and collaborative.
- 2026 Conference: We will host our annual conference, hosted by West Vancouver Police Board on May 20, 21 and 22, 2026 in Whistler, B.C. Please stay tuned for registration and further information to be sent out in January 2026.

Thank you for your board's continued partnership and commitment to effective police governance in British Columbia. Your membership dues are crucial for maintaining the operational capacity and advocacy reach of BCAPB. We strongly encourage the active engagement of your board and its

members in all BCAPB activities and invite you to reach out to us directly with any feedback or concerns.

Please remit the 2026 membership fee of \$1,385.00 at your earliest convenience.

Sincerely,  
Micayla Hayes  
President, BC Association of Police Boards  
Enclosure: 2026 Membership Invoice