



Report of the Chief of Police

Report on Aggregate Disciplinary Measures

January-December 2025

1. Recommendations

1. That the Board receive this report pursuant to section 215(1) of the *Community Safety and Policing Act (CSPA)*, 2019, S.O. 2019, c. 1, Sched. 1 for information;
2. That the Board publish this report on the internet pursuant to section 215(2)(a) of the *CSPA*; and
3. That the Board forward this report to the Complaints Director pursuant to section 215(2)(b) of the *CSPA*.

2. Purpose

This report outlines the aggregate disciplinary measures that were imposed on Smiths Falls Police (SFPS) officers under Part XII of the *CSPA* from January 1- December 31st 2025.

Key Points:

- Discipline was imposed on 1 police officer without hearings and with their consent
- SFPS has yet to hold a disciplinary hearing under the *CSPA*
- This report does not include discipline imposed under the *Police Services Act (PSA)*

3. Background

In accordance with section 215 of the *CSPA*, the Chief is required to report to the Board regarding the aggregate disciplinary measures that have been taken under this Part XII, Disciplinary Measures and Hearings, of the *Act*. In turn, the Board is required to post this report on its website within 30 days of receiving it and must forward the report to the Complaints Director at the Law Enforcement Complaints Agency.

Formerly, under the *PSA*, the Chief was required to hold a hearing into allegations of serious misconduct against a police officer. The Chief was permitted to resolve the matter informally without holding a hearing if the misconduct was not of a serious nature. Under the *CSPA*, the Chief may impose the following disciplinary measures on a police officer with the police officer's consent and without holding a hearing:

1. Suspend without pay for a period not exceeding 30 days or 240 hours.
2. Forfeit not more than three days or 24 hours pay.
3. Forfeit not more than 20 days or 160 hours off.
4. Reprimand.
5. Undergo specified counselling, treatment or training.
6. Participate in a specified program or activity.

Rather than consent, the police officer may apply to the Ontario Police Arbitration and Adjudication Commission (OPAAC) to appoint an adjudicator to hold a hearing. The Chief may also apply to the OPAAC to appoint an adjudicator to hold a hearing if the Chief is seeking the police officer's demotion or termination.

Ontario Regulation 90/24 requires the Chief to provide a report on aggregate disciplinary measures imposed on SFPS officers to the Board by June 1 and December 1 of every year. The Regulation also prescribes the information, presented separately for each District and Service, that must be contained in this report:

1. Each provision of the Code of Conduct for Police Officers made under the *CSPA* under which a disciplinary measure was imposed, which type of measure was imposed, and the number of times that each type of measure was imposed in relation to the provision.
2. The number of times a disciplinary measure was imposed,
 - i. without a hearing,
 - ii. following a hearing requested by the police officer, or
 - iii. following a hearing requested by me as I was seeking demotion or dismissal.

3. If a disciplinary measure referred to in paragraph 1 (suspension without pay), 2 (forfeiture of pay) or 3 (forfeiture of time off) of subsection 200 (1) of the *Act* was imposed, for each paragraph,
 - i. the average number of days or hours, and
 - ii. the total number of days or hours.

Misconduct that occurred prior to April 1, 2024, even if the corresponding discipline was imposed during the reporting period, continues to be subject to the *PSA* and is not included in this report.

4. Analysis

During the reporting period, *CSPA* discipline was imposed on 1 police officer from patrol

All discipline was imposed without a hearing and with the officers' consent. SFPS has yet to hold a discipline hearing under the *CSPA*. The aggregate disciplinary measures imposed during the reporting period is included in Appendix A to this report.

5. Financial Considerations

Not applicable.

6. Local Impact

Not applicable.

7. Conclusion

Going forward, this report will be provided to the Board on a semi-annual basis. The Chief will also continue to provide the Board with semi-annual reports on hearings.

Alternative formats or communication supports are available upon request.

Approved for Submission: Jodi Empey- Chief of Police

Attachment - Appendix A - Aggregate Disciplinary Measures by District or Service

Appendix A

Aggregate Disciplinary Measures by Service 2025

Code of Conduct Provision and Disciplinary Measures

Code of Conduct Provision	Suspension	Forfeit Pay	Forfeit Hours	Counselling, Treatment, Training and document	Program Activity
Fail to comply with procedures				1	