



Hamilton Police Services Board

Thursday, March 12, 2020, 1:00 P.M.
Council Chambers, Hamilton City Hall
71 Main Street West

Pages

1. **Call to Order**
 - 1.1 Changes to the Agenda
2. **Public Presentations & Deputations**
 - 2.1 Members of the Month
 - 2.2 Hamilton Police Service Recognition: Certificate of Appreciation from the Royal Canadian Mounted Police Major Crime Section
 - 2.3 Deputation: Jennifer Vermeer of SVN (stop violence now) to Provide a Deputation to the Board with respect to violence in Hamilton Schools 5
3. **General**
 - 3.1 Declarations of Interest
4. **Consent Items**
 - 4.1 Approval of Consent Items

That the Board approve and receive the consent items as distributed.
 - 4.2 Adoption of Minutes - February 14, 2020 8

The minutes of the meeting held Friday, February 14, 2020, be adopted as printed.

4.3 Donation to Crime Stoppers of Hamilton (PSB 20-020) 14

a) That a cheque in the amount of \$5,000.00, be presented to Crime Stoppers of Hamilton in memory of members of the service and their family members who passed away in 2019.

4.4 Auction Account Fund 16

Support / Upcoming Events

RECOMMENDATION(S)

- That the Board approve the purchase of tickets to attend Helping Hands Annual Fundraising Gala, scheduled for Saturday, April 4, 2020, Grand Olympia on Barton Street, Stoney Creek, at a cost of \$45 per ticket, to be paid from the auction account.
- That the Board approve the purchase of tickets to attend the 12th Annual Paint the Town Red, scheduled for Thursday, May 7, 2020, Michelangelo's, at a cost of \$150 per ticket, to be paid from the auction account.

4.5 For the Information of the Board:

4.5.a Year-End Report: Freedom of Information Branch Statistics (PSB 20-017) 17

4.5.b Year-End Report: Towing 2019 (PSB 20-018) 19

4.5.c Correspondence from Gita Ramburuth, Appointments Officer, Operations Unit, Ministry of the Solicitor General with respect to the re-appointment of Patricia Mandy to the Hamilton Police Services Board for a further period of one year. 21

4.5.d Memorandum from Marc Bedard, Assistant Deputy Minister, Public Safety Division and Public Safety Training Division, Ministry of the Solicitor General, with respect to 2019 Novel Coronavirus. 23

4.5.e Memorandum from Marc Bedard, Assistant Deputy Minister, Public Safety Division and Public Safety Training Division, Ministry of the Solicitor General, with respect to 2020 Crimes Against Women Conference. 32

4.5.f Memorandum from Marc Bedard, Assistant Deputy Minister, Public Safety Division and Public Safety Training Division, Ministry of the Solicitor General, with respect to Digital Motorized Snow Vehicle Operator's Licence. 34

4.5.g	Memorandum from Marc Bedard, Assistant Deputy Minister, Public Safety Division and Public Safety Training Division, Ministry of the Solicitor General, with respect to High Visibility Safety Apparel and Motor Vehicle Safety for Police Service Workers.	38
4.5.h	Memorandum from Marc Bedard, Assistant Deputy Minister, Public Safety Division and Public Safety Training Division, Ministry of the Solicitor General, with respect to Tele warrants under the Provincial Animal Welfare Services Act, 2019.	49
4.5.i	Memorandum from Oscar Mosquera, for Marc Bedard, Assistant Deputy Minister, Public Safety Division and Public Safety Training Division, Ministry of the Solicitor General, with respect to Basic Constable Training Program.	51
4.5.j	Correspondence from P.C. David Kerkhof, President on behalf of the Board of Directors of the Hamilton Police Historical Society and Museum, Inc., to Kyle Vermeulen and Ryan Howatt.	53
4.5.k	Correspondence from Kosita Musabye, President, Rwandan Canadian Community of Hamilton inviting the Hamilton Police Service to participate in the upcoming special commemorative program scheduled for April 25, 2020.	55
4.5.l	Correspondence from Nancy Smith, Executive Director, Interval House of Hamilton, thanking the Hamilton Police Services Board for the sponsorship of the Set Sail Under the Stars Gala.	56
4.5.m	Outstanding Issues as of March 12, 2020.	57

5. Discussion Items

5.1	Year-End Report: Hate Crime 2019 (PSB 20-021)	59
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That the presentation with respect to the Year-End Report: Hate Crime 2019, be received as provided.

5.2 Year-End Report: Active Rewards - 2018 (PSB 20-004a)

77

1. That the funds from the now inactive rewards, STAPLES/BORELLI, PAGE and SULLIVAN, in the amount of \$30,000 which originally came from the ISD Operating Budget, be moved into the Tax Stabilization Account.
2. That the following cases be removed from the Active Rewards list:
 - LAX, Morris – Active reward: \$2,000.00 donated by 3 local businesses. All monies have been returned to the original donors with interest, as follows:
 - Posner Metals Ltd.
 - Original donation: \$1,000.00 / Refund returned: \$2,803.44
 - Steve Szautler Sr. Core Industries
 - Original donation: \$500.00 / Refund returned: \$1,366.13
 - Ken's Salvage
 - Original donation: \$500.00 / Refund returned: \$1,366.13
 - STAPLES, William / BORELLI, Rhonda – Active reward: \$10,000 (\$10,000 is present in account)
 - PAGE, Jean-Paul – Active reward: \$50,000 (\$10,000 is present in the account)
 - SULLIVAN, Michael – Active reward: \$50,000 (\$10,000 is present in the account)

5.3 City Clerk's Division, Council Follow-up Notice with respect to a Dedicated City-Wide Traffic Enforcement Unit and School Bus Enforcement Cameras

80

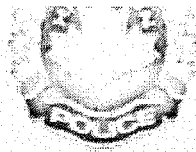
That the Board request Chief Girt to provide a response to the City of Hamilton with respect to a Dedicated City-Wide Traffic Enforcement Unit and School Bus Enforcement Cameras.

6. New Business

6.1 Update from Jasbir Dhillon, Community Relations Coordinator

7. Adjournment

THE POLICE SERVICES BOARD WILL ADJOURN THE PUBLIC PORTION OF THE MEETING AND RECONVENE IN CAMERA FOR CONSIDERATION OF PRIVATE AND CONFIDENTIAL MATTERS.



Hamilton Police Services Board
Deputation Request Form
 (Request to appear before the Police Services Board)

****Please note** - The information on this form will be published on a public agenda and therefore released to the public and media.**

Your Name: Jennifer Vermeer
 Firm / Organization: SVN (stop violence Now)
 (if applicable)
 E-mail Address: srcrja@hotmail.com
 Home Phone: (289) 684-0483
 Fax No.: /
 Business Phone: (289) 684-0483
 Mailing Address: 96 West 4th St. Hamilton, ON L9C 3M9

Details of Deputation to be discussed including a summary and the objective(s) of the presentation:

- extreme escalation of violence in Hamilton schools
- victim impact synopsis, assault not bullying
- to help understand how deep the problem in schools is and show priority needs to be given to more police liaison offers

Will you require a LCD Projector: Yes No
 (Please note, you must bring your own computer)

Have discussions or correspondence taken place with a member of the Hamilton Police Services Board or the Administrator? If so, with whom and when?

email with Lois Mann Jan 21/2020 @ 2:32pm
responded Jan 23 @ 9:11am

Please submit the completed form either in person, via fax or e-mail to:

Administrator
 Hamilton Police Services Board
 155 King William Street
 P.O. Box 1060, LCD1
 Hamilton, ON
 L8N 4C1

Fax: 905.546.4720 email: lois.marin@hamilton.ca

Morin, Lois

From: jennifer vermeer <j.vermeer.gta@gmail.com>
Sent: January-21-20 2:32 PM
To: Morin, Lois
Cc: Gregory Clark; Laura Romano; Becky Buck; Dawn Owen; Heather Lewis-Cochrane; mtaylor-co@ndp.on.ca; Danko, John-Paul
Subject: [SUSPICIOUS MESSAGE] School Police Liaison officers for the city of Hamilton

Good afternoon Ms. Morin

My name is Jennifer Vermeer. Please allow me to introduce myself and give you some feedback on why my email is coming across your desk

I am a single sole provider parent to my 16 year old son. I work hard and raise my son to be a compassionate empathetic kid. He has never been in trouble with the law and I plan to keep it that way. He is a student in Ward 8 at MacNab Secondary School. Since 2017 my son has had to live through many acts of violence in his school. From almost getting jumped at his grade 8 orientation day to high school for his phone, to having money stolen from him regularly in the cafeteria, to witnessing a robbery by students from his school at the variety store across the street, to this year an in school gun threat, having a gun flashed/pulled on him and most recently being nearly jumped and assaulted for his shoes. The school unfortunately did not deal with any of this issues in a satisfactory way so I found myself advocating for my son in a meeting at his school with the principal, vice principal and police liaison officer.

While in that meeting the police Liaison officer received a minimum of 3 calls and many more on his cell phone. At that point I found out there is but one police liaison officer for 20 schools. It was my opinion then and it is more so now that this is a problem. No one in the office disagreed with that statement including the liaison officer.

In Hamilton as I am sure you are aware, School Violence is steady on the rise and ever increasing in severity. My own sons experiences brought me to the table, but the increasing stories of violence I am hearing from sexual and physical assault to stabbings, gun threats, and sadly murder proves we do not have enough boots on the ground in the schools

In reading the description of the police service boards responsibilities it is clear that you desk in one an email must fall upon in my quest to advocate for safer schools in Hamilton

The Board will determine, after consult with the Chief of Police, objectives and priorities for police services.

The board is responsible for the police budget and oversees the action of the Chief of Police and is the employer for the police service

The board is responsible for the provision of effective and adequate police services in the municipality

STATEMENT OF COMMITMENT

Hamilton Police Service is committed to fostering a strong culture of human rights and inclusiveness in policing Hamilton

I include these statements because I would like to review them here as I make my case clear. I have recently been interviewed by Macleans Magazine on violence in Hamilton Schools. One of the things I addressed as an issue is the lack of funding for Police Liaison Officers

So I pose the following questions to you and ask you to meet with me in person to discuss them.

Is City Hall responsible to provide the funding that you then apply to your budget?

Would more funding help employ more much needed Police Liaison Officers or does the Board not see them as a priority even giving the rise of extreme violent behaviour in the schools and therefore would not apply additional funding to this section of the police force?

What can the citizens of this city do to make the board understand that this is a priority?

Would you be open to an round table discussion with myself and other parents who have stories of in school violence against their children crucial for you to hear so you can understand where schools are at with the level violent behaviour?

Based on the crisis Hamilton schools are in And the experiences of all the frustrated and scared parents I am advocating for, do you feel that the board is capable with the funding they have to meet their responsibility to the community I have listed above? None of us do

We would like to know if the short fall comes from lack of adequate funding from the city or lack of planning from the board so we can help fix what's happening.

I look forward to hearing from you and truly hope your board will entertain a meeting with community parents from across hamilton

Have a Colourful Day!

Jennifer Vermeer

C. (289) 684-0483

**MINUTES OF THE HAMILTON
 POLICE SERVICES BOARD**

Friday, February 14, 2020
 1:00 pm
 Hamilton City Hall
 Council Chambers

The Police Services Board met.

There were present: Fred Eisenberger, Chair
 Donald MacVicar, Chair
 Fred Bennink
 Chad Collins
 Tom Jackson
 Patricia Mandy

Absent: Robert Elms
 Deputy Chief Frank Bergen
 Deputy Chief Ryan Diodati

Also Present: Chief Eric Girt
 Anna Filice, Chief Administrative Officer
 Acting Deputy Chief Mike Worster
 Superintendent Nancy Goodes-Ritchie
 Superintendent Greg Huss
 Inspector Robin Abbott
 Inspector Shawn Blaj
 Inspector Treena MacSween
 Inspector Mark Stiller
 Staff Sergeant Greg Doerr
 Marco Visentini, Legal Counsel
 Doris Ciardullo, Acting Director, Fleet & Facilities
 Jackie Penman, Corporate Communicator
 Sanela Rusich, Financial Controller
 Christopher Herapath, Zone Advisor, MCSCS
 Lois Morin, Administrator

Member Eisenberger called the meeting to order.

Call to Order

Chair Eisenberger called the meeting to order.

1.2 Additions/Changes to Agenda

NEW Consent Item 4.3: That the Board approve a sponsorship to the Ontario Women in Law Enforcement 22nd Annual Awards Banquet in the amount of \$500, to be paid from the auction account.

NEW Consent Item 4.4(l): Correspondence from Mayor Fred Eisenberger to the Solicitor General with respect to the Use of Force Race Data Collection.

New Business: Ontario Association of Police Services Boards Zone 4 Director

New Business: Land Acknowledgement

After discussion, the Board approved the following:

Moved by: Member Mandy
Seconded by: Vice Chair MacVicar

That the Agenda for the Hamilton Police Services Board Public meeting be adopted, as amended.

Carried.

Presentations

2.1 Members of the Month

Chair Eisenberger and Chief Girt presented the Member of the Month Award for January 2020 to Constable Kevin Farrell and Constable Jason Little. Constable Farrell and Constable Little were commended for their astute observations and investigative tenacity which contributed to creating a safer community.

2.2 Deputation: City of Hamilton LGBTQ Advisory Committee

Chair of the LGBTQ Advisory Committee, Mr. Cameron Kroetsch provided a deputation to the Board.

Following the deputation, the Board approved the following:

Moved by: Member Jackson
Seconded by: Member Mandy

That the Board receive the deputation as provided.

Carried

General

3.1 Declarations of Interest

None

Consent Agenda

4.1 Approval of Consent Items

Moved by: Vice Chair MacVicar
Seconded by: Member Bennink

That the Board approve and receive the consent items as amended.

Carried

4.2 Adoption of Minutes – January 20, 2020

The minutes of the meeting held Monday, January 20, 2020, be adopted as printed.

4.3 Auction Account Fund

Support / Upcoming Events

RECOMMENDATION(S)

- That the Board approve the purchase of tickets to attend Temple Anshe Sholom Benefit Gala, scheduled for Saturday, March 28, 2020, Liuna Station, at a cost of \$180 per ticket, to be paid from the auction account.
- That the Board approve a sponsorship to the Ontario Women in Law Enforcement 22nd Annual Awards Banquet in the amount of \$500, to be paid from the auction account.

4.4 For the Information of the Board:

- a) Year-End Report: Hamilton Police Services Board Auction Account (PSB 20-009)
- b) 2019 Annual Report – Collection of Identifying Information in Certain Circumstances – Prohibition and Duties (PSB 20-010)
- c) Email from Jennifer Vermeer with respect to School Police Liaison officers for the City of Hamilton.
- d) Correspondence from Steve Sanderson, President, Hamilton Accident Support Services Ltd.
- e) Correspondence from Frederick Dryden, Founder & Executive Director, Liberty for Youth acknowledging the generous gift and support.
- f) Correspondence from City Kidz, thanking the Hamilton Police Service for the generosity which made it possible to keep joy, magic and hope of the season alive for children who might otherwise feel forgotten.
- g) Correspondence from Doug Downey, Attorney General with respect to the comprehensive review of the services provided to victims of crime, their families and witnesses.
- h) Memorandum from Marc Bedard, Assistant Deputy Minister, Public Safety Division and Public Safety Training Division, Ministry of the Solicitor General, with respect to Special Investigations Unit Act In-force Date.
- i) Memorandum from Marc Bedard, Assistant Deputy Minister, Public Safety Division and Public Safety Training Division, Ministry of the

Solicitor General, with respect to License Plate Design.

- j) Memorandum from Marc Bedard, Assistant Deputy Minister, Public Safety Division and Public Safety Training Division, Ministry of the Solicitor General, with respect to annual Reporting Requirements: Violent Crime Linkage Analysis System and Major Case Management.
- k) Outstanding Issues as of February 14, 2020.
- l) Correspondence from Mayor Fred Eisenberger to the Solicitor General with respect to the Use of Force Race Data Collection.

**Discussion
Agenda**

5.1 Year End Report – Gratitude & Recognition for Retirees – 2019 (PSB 20-011)

After discussion, the Board approved the following:

Moved by: Member Jackson
Seconded by: Member Mandy

- a) That a cheque in the amount of \$1,000.00 be forwarded to the Hamilton Police Retirees Association, with the money to be disseminated to those members who volunteer their time to assist with the Studebaker Program, and the police Tuck Shop. This amount is consistent with the funds that have been provided in previous years.
- b) That these funds be taken from the Police Services Board Auction Account.

Carried.

5.2 Email from Jennifer Vermeer of SVN (stop violence now) requesting to Provide a Deputation to the Board with respect to violence in Hamilton Schools

After discussion, the Board approved the following:

Moved by: Member Jackson
Seconded by: Member Collins

That the request from Jennifer Vermeer of SVN (stop violence now) to provide a deputation to the Board with respect to the need for more police liaison officers, be approved.

Carried.

New Business**6.1 Ontario Association of Police Services Boards Zone 4 Director**

Vice Chair MacVicar noted that he would be attending the upcoming Ontario Association of Police Services Boards (OAPSB) Zone 4 meeting and would be putting his name forward for the position of the OAPSB Zone 4 Director.

6.2 Recruitment Subcommittee

Member Jackson noted that the Board Recruitment subcommittee had met and received many applications for the position of Administrator to the Board.

6.3 Land Acknowledgements

Member Mandy requested the Board to consider providing a similar land acknowledgement statement that the City of Hamilton utilizes prior to the all Council Meetings.

After discussion, the following motion was approved:

Moved by: Member Mandy
Seconded by: Vice Chair MacVicar

That the Board start each meeting with the Land Acknowledgement statement utilized by the City of Hamilton.

Carried.

6.4 Shootings of 2020

Chief Girt and Acting Deputy Chief Worster provided an update with respect to the shootings of 2020.

6.5 New Hamilton Police Service LGBTQ Liaison Officer

Chief Girt introduced Detective Constable Rebecca Moran, the new LGBTQ liaison officer. Detective Constable Moran provided comments on her new appointment.

6.6 Community Relations Update Request

Member Jackson requested Jasbir Dhillon, Community Relations Coordinator, to provide an update to the Board at the next meeting scheduled for March 12, 2020.

Next Meeting of the Board

Chair Eisenberger announced that the next meeting of the Board is scheduled for Thursday, March 12, 2020, 1:00pm, at Council Chambers, Hamilton City Hall.

Adjournment

Moved by: Member Collins
Seconded by: Member Mandy

There being no further business, the public portion of the meeting then adjourned at 1:49pm.

Carried.

* * * * *

Taken as read and approved

Lois Morin
Administrator

Fred Eisenberger, Chair
Police Services Board

February 14, 2020
lem:


4.3

HAMILTON POLICE SERVICES BOARD - RECOMMENDATION -

DATE: 2020 March 12
REPORT TO: Chair and Members
Hamilton Police Services Board
FROM: Lois Morin
Administrator
SUBJECT: *Donation to Crime Stoppers of Hamilton
(PSB 20-020)*

RECOMMENDATIONS:

- a) That a cheque, in the amount of \$5,000.00, be presented to Crime Stoppers of Hamilton in memory of members of the service and their family members who passed away in 2019.



Lois Morin
Administrator

FINANCIAL / STAFFING / LEGAL IMPLICATIONS:

FINANCIAL – Funds will be taken from the Hamilton Police Services Board Auction Account.

STAFFING – n/a

LEGAL – n/a

BACKGROUND:

In February of 2016 the Board discussed their responsibilities surrounding the death of a member or family member of the service. After discussion, the Board approved that correspondence be forwarded to the member and / or family, and that the Board would make a small donation to Crime Stoppers of Hamilton in their honour. As a result, the above request is being presented to the Board for approval.

LEM/L. Morin

4.4

4.4 Auction Account Fund

Support / Upcoming Events

RECOMMENDATION(S)

- That the Board approve the purchase of tickets to attend Helping Hands Annual Fundraising Gala, scheduled for Saturday, April 4, 2020, Grand Olympia on Barton Street, Stoney Creek, at a cost of \$45 per ticket, to be paid from the auction account.
- That the Board approve the purchase of tickets to attend the 12th Annual Paint the Town Red, scheduled for Thursday, May 7, 2020, Michelangelo's, at a cost of \$150 per ticket, to be paid from the auction account.

HAMILTON POLICE SERVICES BOARD

- INFORMATION -

DATE: March 12, 2020

REPORT TO: Chairman and Members
Hamilton Police Services Board

FROM: Eric Girt
Chief of Police

SUBJECT: *Five Year Report: Freedom of Information Branch Statistics*
PSB 20-017

BACKGROUND:

The Hamilton Police Service (HPS) Freedom of Information Branch maintains annual statistics on the number of requests received for the release of information within local police data banks. This includes, but is not limited to, incident reports, audio and visual recordings, crime scene or other investigative photographs, officers' notes, relevant correspondence and any other record or document to which the applicant is eligible to access. Access requests fall under two categories: Personal Information, and General Records.

Under the *Municipal Freedom of Information and Protection of Privacy Act*, police services may collect fees associated with search time, photocopying and materials used to satisfy a request.

While volumes have remained reasonably consistent over recent years, the complexity of the files has increased significantly. Files are more voluminous due to the type and detail of information sought, and there is an increasing trend of appeals and challenges being filed. Accordingly, the time spent on individual files has grown considerably, particularly when a decision is made to deny full or partial release of a report for reasons supported in the *Act*.

The following table reflects the number and category of requests received during the past five (5) years, and includes staff time, appeals filed and fees collected:

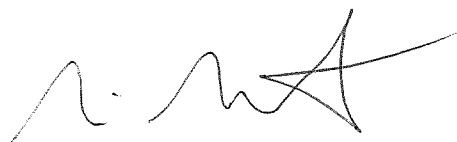
Year	Personal Records	General Records	Total Requests	Appeals Filed	Staff Time* (Hours)	Fees Collected
2019	967	608	1,575	11	330	\$7,780
2018	739	619	1,358	15	390	\$6,700
2017	662	583	1,245	12	360	\$6,320
2016	578	732	1,310	9	300	\$6,375
2015	599	739	1,338	8	280	\$6,260

* Staff time is the number of hours spent by various staff across the police service in the collection and provision of records to comply with requests

There was a 13.7% increase in requests in 2019 over the previous year.

Over this five year period, the difference in the range of annual volumes from lowest (2017 at 1,245) to highest (2019 at 1,575) is 330 requests.

The HPS Freedom of Information Branch continues to rank very high amongst Ontario municipal police services in the volume of access requests. In 2019, they were able to respond to 98% of our requests within the 30-day legislated timeframe.



Eric Girt
Chief of Police

EG/P. Bailey

cc: Anna Filice – Chief Administrative Officer
PC Dana Barron – F.O.I. Coordinator

HAMILTON POLICE SERVICES BOARD**-INFORMATION-**

DATE: March 12, 2020

REPORT TO: Chair and Members
Hamilton Police Services Board

FROM: Eric Girt
Chief of Police

SUBJECT: *Year End Report: Towing 2019*
PSB 20-018

BACKGROUND:

The Hamilton Police Service (HPS) began the 2019 year with 11 towing companies under contract for the towing of Security and Non-Security vehicles, as required. Since then, 5 more companies were added when the City contract C9-01-19 came into effect, resulting in a total of 16 tow companies with over 95 tow truck operators. The new contract commenced on November 1, 2019 and is for three (3) years, with two (2) one-year options.

The present and previous contract continues utilizing a Vehicle Management System (VMS), which is maintained by Extend Communications. It provides an inventory of all vehicles in the tow yards and is updated by the individual tow companies. The VMS is user-friendly and has been endorsed by all contracted tow companies.

Revenue was \$138,684.90 in 2019, compared to \$135,159.30 for 2018, and \$112,956.10 in 2017, which represents an increase of 2% and 22% respectively.

This equates to 3,892 vehicles towed in 2019, compared to 4,010 in 2018, and 3,739 in 2017. Despite fewer calls for service, an increase in the administration fee for tows under the new contract accounts for the increase in revenue per tow during the months that the contract was in force. The one-time purchase of tow operator cards by new companies, as well as replacement and exchange of cards by existing companies, also accounts for the increase, amounting to revenue of \$1,050.00. All tow operators, owners and drivers have photo identification cards and their photos are kept on file with the Hamilton Police Service. As of November 24, 2017 we started including HST (13%) in all our billing.

In 2019, 330 vehicles were not picked up by the registered owners, compared to 437 in 2018. Unclaimed vehicles were a result of various circumstances, most frequently tow/storage fees which exceeded the value of the vehicle, or vehicles involved in collisions where the owner had no insurance or no collision coverage. These figures reflect vehicles only, not e-bikes. As per the *Repair and Storage Liens Act*, these unclaimed vehicles were released to the tow companies after the 60 day storage period, removing them from the HPS inventory of seized vehicles.

In review, HPS paid out \$11,764.55 in towing fees to tow companies and registered owners. This compares to \$9,779.91 in 2018, representing an increase of 20%.

HPS will continue to monitor all towed vehicles to ensure proper procedures are followed.



Eric Girt
Chief of Police

EG/M. Schulenberg

cc: Ryan Diodati, Deputy Chief – Support
Marty Schulenberg, Superintendent – Support Services

Ontario **4.5(c)**

Ministry of the Solicitor General

Public Safety Division

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H3

Ministère du Solliciteur général

Division de la sécurité publique

25 rue Grosvenor
12^e étage
Toronto ON M7A 2H3

February 25, 2020

Mrs. Patricia Mandy

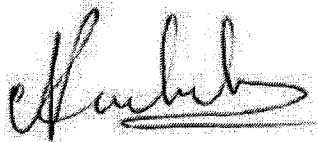
Dear Mrs. Mandy:

I am pleased to enclose a copy of Order in Council No. 268/2020, re-appointing you as a member of the Hamilton Police Services Board for a further period of one year, effective March 7, 2020.

Should you have any questions or concerns, please do not hesitate to contact me at the Operations Unit at (416) 314-3104.

Once again, thank you for your continued support and commitment to policing in Ontario.

Sincerely,



Gita Ramburuth
Appointments Officer
Operations Unit



Ontario

**Executive Council of Ontario
Order in Council**

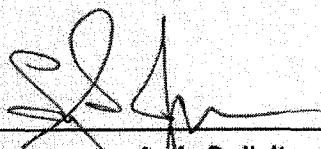
**Conseil exécutif de l'Ontario
Décret**

On the recommendation of the undersigned, the Lieutenant Governor of Ontario, by and with the advice and concurrence of the Executive Council of Ontario, orders that:

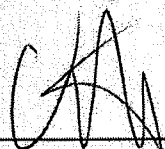
Sur la recommandation de la personne soussignée, la lieutenant-gouverneure de l'Ontario, sur l'avis et avec le consentement du Conseil exécutif de l'Ontario, décrète ce qui suit:

PURSUANT TO section 27 of the *Police Services Act*, as amended, Patricia Mandy of Dundas be reappointed as a member of the City of Hamilton Police Services Board to serve at the pleasure of the Lieutenant Governor in Council for a period not to exceed one year effective from the later of March 7, 2020, or the date this Order in Council is made.

EN VERTU DE l'article 27 de la *Loi sur les services policiers*, dans sa version modifiée, Patricia Mandy, de Dundas, est de nouveau nommée, à titre amovible à la discrétion du lieutenant-gouverneur en conseil, membre de la Commission des services policiers de la cité de Hamilton pour une période maximale d'un an commençant le jour de la prise du présent décret ou, si cette date lui est postérieure, le 7 mars 2020.



Recommended: Solicitor General
Recommandé par: La solliciteure générale



Concurred: Chair of Cabinet
Appuyé par: Le président/la présidente du Conseil des ministres,

Approved and Ordered: FEB 14 2020
Approuvé et décrété le:



Lieutenant Governor
La lieutenant-gouverneure

Ministry of the Solicitor GeneralPublic Safety Division
Public Safety Training Division25 Grosvenor St.
12th Floor
Toronto ON M7A 2H3Telephone: (416) 314-3377
Facsimile: (416) 314-4037**Ministère du Solliciteur général**Division de la sécurité publique
Division de la formation en matière
de sécurité publique25 rue Grosvenor
12^e étage
Toronto ON M7A 2H3Téléphone: (416) 314-3377
Télécopieur: (416) 314-4037

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Marc Bedard
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

SUBJECT: **2019 Novel Coronavirus**

DATE OF ISSUE:	February 10, 2020
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	20-0004
PRIORITY:	Normal

As the province continues to coordinate efforts with regard to the 2019 novel coronavirus (2019-nCoV), I want to provide you with information that the Ministry of Health has shared with health care providers.

Although the information is primarily for paramedics and ambulance dispatchers, I would encourage you to review the attached documentation for your consideration and awareness, as follows:

- Paramedic Guidance 2020-02-05 (EN)
- Paramedic Guidance 2020-02-05 (FR)
- CACC/ACS Training Bulletin

In addition, the Ministry of Health regularly updates its website to advise the public of the emerging situation. The web page is kept up to date with information on the status of the 2019 novel coronavirus cases in Ontario. Please find listed below the links to the website:

- EN: <https://www.ontario.ca/page/wuhan-novel-coronavirus-2019-ncov>
- FR: <https://www.ontario.ca/fr/page/nouveau-coronavirus-de-wuhan-2019-ncov>

-2-

For further local information, you may wish to contact your health and safety representative and/or local public health unit.

Sincerely,

A handwritten signature in black ink that reads "Marc Bedard". The signature is written in a cursive style with a large initial 'M' and 'B'.

Marc Bedard
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

Attachments

Ministry of Health

Novel Coronavirus (2019-nCoV)

Guidance for Paramedic Services

Version 1 – February 5, 2020

This fact sheet provides basic information only. It is not intended to take the place of medical advice, diagnosis or treatment.

What you need to know

- **Central Ambulance Communications Centres (CACC)/Ambulance Communications Officers (ACO) are conducting active screening for 2019-nCoV and will communicate results with paramedics and receiving facilities.**
- **Paramedics should also screen for 2019-nCoV using the “2019-nCoV Screening Tool” and communicate the results to CACC/ACO and receiving facility.**
- **Specimen collection for 2019-nCoV testing will take place in hospitals or as otherwise arranged by local public health.**
- **Paramedics should follow Routine Practices and Additional Precautions (Contact, Droplet, and Airborne).**
- **Additional information for paramedics can be found in the “Training Bulletin No. 120 – Novel Coronavirus (2019-nCoV)” published by the Emergency Health Regulatory and Accountability Branch.**

Screening and Triage

Paramedic services play an important role in supporting the response to suspected cases of 2019-nCoV. Paramedics are being requested to conduct active screening.

1. ACO/CACC Active Phone Screening

- ACOs in CACCs are conducting a supplemental call taking screening tool (as noted below in the 2019-nCoV Screening Tool) for Febrile Respiratory Enteric Illness (FREI) positive persons or any person who has self-identified that they may have visited or been in contact with people in the suspected areas.

2. 2019-nCoV Screening Tool

Is the patient presenting with:

1. Fever and/or new onset of cough or difficulty breathing,

AND any of the following:

2. Travel to Hubei province (includes Wuhan), China, in the 14 days before the onset of illness

OR

Close contact with a confirmed or probable case of 2019-nCoV (novel coronavirus)

OR

Close contact with a person with acute respiratory illness who has been to Hubei province, China in the 14 days before their symptom onset.

3. What to do if a patient screens positive by phone?

- When a suspect patient is identified by the CACC, the CACC will notify the responding paramedics crew.
- The responding paramedics should be appropriately protected using Routine Practices and Additional Precautions (Droplet, Contact, and Airborne).
- The CACC will determine the destination emergency department based on the acuity of the patient.

4. Active Paramedic Screening on Scene

- Paramedics should also screen all patients using the 2019-nCoV Screening Tool upon arrival at the scene.

5. What to do if a patient screens positive on scene?

- Patients should be instructed to wear a procedure mask (if tolerated).
- Paramedics should notify the ACO and attempt to notify the receiving facility of Person Under Investigation (PUI) so that precautions can be taken for the arrival of the patient.
- When conducting point of care risk assessments, paramedics should consider that transmission of 2019-nCoV can occur through direct or indirect contact, droplet and possibly when performing aerosol-generating procedures.

6. *What to do if a patient has travel history to Hubei province (includes Wuhan), China within the last 14 days but is asymptomatic?*

- Any asymptomatic patient with a relevant travel/exposure should be advised to monitor for symptoms. If patients develop a fever and/or onset of a new cough or have difficulty breathing within 14 days of their travel date, they should call their primary care provider or local public health unit for advice.
- Paramedics should follow Routine Practices.

7. *What precautions should other emergency services follow when responding to medical calls?*

- If transporting or caring for a PUI patient, emergency service providers should use gloves, and fit-tested, seal-checked N95 (or better) particulate respirator masks and eye protection. All responders are advised to follow the General Advice for Paramedic Services (below). Beyond these general recommendations, sectors may have service-specific guidance prescribing prevention and protection measures.

Occupational Health & Safety and Infection Prevention & Control Advice for Paramedic Services Settings

Within paramedic service settings, the ministry recommends the use of Routine Practices and Additional Precautions (Contact, Droplet, and Airborne) at risk of

exposure to a confirmed case, presumptive confirmed case, probable case or PUI and/or the patient's environment. These precautions include:

- hand hygiene
- use of gloves, gowns, fit-tested, seal-checked N95 (or better) particulate respirator masks and eye protection when transporting or caring for the patient
- masking the patient with a surgical mask, if tolerated, when outside of an airborne infection isolation room

If the initial assessment and triage by Emergency Department (ED) staff indicates that 2019-nCoV is suspected, the paramedics should continue airborne precautions until environmental cleaning and decontamination of the ambulance have been completed. These environmental cleaning and decontamination processes will be conducted according to local paramedic service policies.

Paramedic Services can consult [Patient Care and Transportation Standards](#) for additional information on infection prevention and control and occupational health and safety.

For more information on Routine Practices and Additional Precautions, health care workers should refer to (PIDAC's) [PIDAC Routine Practices and Additional Precautions In All Health Care Settings](#) and [Annex B: Prevention of Transmission of Acute Respiratory Infection in all Health Care Settings](#).

Occupational illness

In accordance with the Occupational Health and Safety Act and its regulations, an employer must provide a written notice within four days of being advised that a worker has an occupational illness, including an occupationally-acquired infection, or if a claim has been made to the Workplace Safety and Insurance Board (WSIB) by or on behalf of the worker with respect to an occupational illness, including an occupational infection, to the:

- Ministry of Labour,
- Joint Health and Safety Committee (or health and safety representative), and
- trade union, if any.

Occupationally-acquired infections and illnesses are reportable to the WSIB.

Work restrictions for healthcare workers

If novel coronavirus is suspected (i.e. symptoms AND relevant contact or travel to the impacted area). or diagnosed, the HCW must remain off work until symptoms are fully resolved and negative laboratory tests have been confirmed. The acute care facility should consult with the local public health unit to determine when the HCW can return to work. HCWs should also report to their Employee Health/Occupational Health and Safety department prior to return to work.

What is known about the 2019-nCoV

Coronaviruses (CoV) are a large family of viruses that cause illness ranging from the common cold to more severe diseases such as Middle East Respiratory Syndrome (MERS-CoV), Severe Acute Respiratory Syndrome (SARS-CoV), and 2019-nCoV. A novel coronavirus is a new strain that has not been previously identified in humans.

Coronaviruses are zoonotic, meaning they are transmitted between animals and people. Detailed investigations found that SARS-CoV was transmitted from civet cats to humans and MERS-CoV from dromedary camels to humans, likely through bat reservoirs. Several known coronaviruses are circulating in animals that are not infectious to humans.

On 31 December 2019, the WHO China Country Office [was informed](#) of cases of pneumonia of unknown etiology (unknown cause) detected in Wuhan City, Hubei Province in China. A novel coronavirus (2019-nCoV) [was identified](#) as the causative virus by Chinese authorities on 7 January, 2020.

Common signs of infection include, fever, cough, respiratory symptoms such as shortness of breath and breathing difficulties. In more severe cases, infection can cause pneumonia, kidney failure and even death.

Recommendations to prevent infection spread include performing hand washing (either use of alcohol based hand rub [ABHR] or hand washing with soap and water), covering mouth and nose when coughing and sneezing.

As of February 4, 2020, three cases of 2019-nCoV have been announced in Ontario in individuals with travel history to Wuhan, China. While it is anticipated that we may see additional cases with travel risks to the impacted region, the overall risk to the community remains low. At this time:

- Most cases have a direct epidemiological link to Hubei Province (including Wuhan), China.
- Effective Infection Prevention & Control measures are in place across Ontario's health system.

Since it is possible that some people who have contracted this virus will travel from Hubei province, China to other countries, health care providers in Ontario should consider the possibility of 2019-nCoV infection in persons who meet the case definitions outlined in the Ministry of Health's [Guidance for Health Workers and Health Sector Employers on 2019-nCoV on the ministry's website](#).

For more information

If you have any questions, please consult the ministry's [website on 2019-nCoV](#) or contact your local [Public Health Unit](#).

General Advice to Paramedic Services

There are several things that paramedic services can do to prevent themselves, their staff and patients from becoming sick with this virus:

- Paramedics and patients should be encouraged to consistently use public health measures to reduce/prevent 2019-nCoV transmission, including:
 - proper hand hygiene;
 - cough and sneeze etiquette;
 - social distancing (e.g., keep 2 metres away from people who are coughing or sneezing), and
 - stay home from work when experiencing influenza symptoms or when diagnosed with influenza or influenza like illness (ILI).
- Review Infection Prevention and Control/Occupational Health and Safety policies and procedures with staff.

Attachments:

- Case definition
- Qs and As

Ministry of the Solicitor GeneralPublic Safety Division
Public Safety Training Division25 Grosvenor St.
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Toronto ON M7A 2H3Telephone: (416) 314-3377
Facsimile: (416) 314-4037**Ministère du Solliciteur général**Division de la sécurité publique
Division de la formation en matière
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Toronto ON M7A 2H3Téléphone: (416) 314-3377
Télécopieur: (416) 314-4037

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Marc Bedard
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

SUBJECT: **2020 Crimes Against Women Conference: Sexual
Violence, Human Trafficking and Ending Violence
Against Indigenous Women, March 3-5, 2020**

DATE OF ISSUE:	February 14, 2020
CLASSIFICATION:	General Information
RETENTION:	March 5, 2020
INDEX NO.:	20-0005
PRIORITY:	Normal

The Ministry of the Solicitor General is pleased to announce a multifaceted conference featuring topics that pertain to violence against women. The Ontario Police College will be facilitating the second annual Crimes Against Women Conference: *Sexual Violence, Human Trafficking and Ending Violence Against Indigenous Women*. The conference will take place from **March 3rd to 5th** at the **Four Points by Sheraton**, located at **1150 Wellington Rd, London, Ontario**. Please find attached the Conference Timetable.

The conference will provide participants with an opportunity to learn about topics related to sexual violence, human trafficking, as well as violence against Indigenous women. The content of this conference will bring theory to practice in an engaging and informative way to augment participants' knowledge and investigative skills on combatting crimes against women.

Registration is now open and the cost of the conference is \$100. This includes breakfast and lunch as well as morning and afternoon refreshments. The registration form is attached. Please return the completed registration form via e-mail to opc.registrar@ontario.ca. All registrations and payment must be received by **Friday February 28, 2020**.

-2-

***There will be no refunds for cancellations, but substitutions will be allowed.

Registrants are responsible for their own accommodation and a block of rooms will be held at the **Four Points by Sheraton**, located at **1150 Wellington Rd, London, Ontario** until **Monday, March 2, 2020**.

Overflow accommodation has been arranged at **The Delta London Armories** located at **325 Dundas Street, London, Ontario**.

PLEASE NOTE: SEATS ARE LIMITED TO THE FIRST 250 REGISTRATIONS

If you have any questions relating to registration please contact Tracey Brimner, Assistant Registrar, via e-mail at Tracey.Brimner@ontario.ca or via phone at 519-773-4278.

If you have any questions relating to the conference content, please contact:

Instructor Amy Cook – amy.cook@ontario.ca or 519-773-4488

Instructor Carolyn Fraser – carolyn.fraser@ontario.ca or 519-773-4205

Instructor Mark Heyes – mark.heyas@ontario.ca or 519-773-4569

Sincerely,



Marc Bedard
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

Attachments

Ministry of the Solicitor General

Public Safety Division
Public Safety Training Division

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MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Marc Bedard
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

SUBJECT: **Digital Motorized Snow Vehicle Operator’s Licence**

DATE OF ISSUE:	February 14, 2020
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	20-0006
PRIORITY:	Normal

At the request of the Ministry of Transportation, I am sharing a communication regarding Motorized Snow Vehicle Operator’s Licensing.

Please review the attached memo from A/Assistant Deputy Minister Nosa Ero-Brown, which provides details on the digital licence. If you require further information, please contact Henry Cameron at henry.cameron@ontario.ca.

Sincerely,

Marc Bedard
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

Attachment

Ministry of Transportation

Road User Safety Division
87 Sir William Hearst Avenue
Building A, Room 191
Toronto ON M3M 0B4
Tel: 416-235-4453
Fax 416-235-4153

Ministère des Transports

Division de Sécurité Routière
87, avenue Sir William Hearst
Édifice A, bureau 191
Toronto ON M3M 0B4
télé: 416-235-4453
télécopieur: 416-235-4153



MEMORANDUM TO: Marc Bedard
Assistant Deputy Minister
Public Safety Division
Ministry of Solicitor General

FROM: Nosa Ero-Brown
A/Assistant Deputy Minister
Road User Safety Division
Ministry of Transportation

SUBJECT: Digital Motorized Snow Vehicle Operator's Licence

The purpose of this memorandum is to advise the policing community of the Ministry of Transportation and the Ontario Federation of Snowmobile Clubs' (OFSC) recent announcement regarding the changes to the delivery of the Motorized Snow Vehicle Operator's Licensing (MSVOL) Course. The changes introduced will now enable the completion of the MSVOL course online by Ontario snowmobilers.

The online course is not a replacement to the current in-class course, but an optional and alternative method of delivery that teaches to the same snowmobile safety topics. The online course was approved for delivery as of October 18, 2019.

As a result of this additional method of delivery, an electronic MSVOL will be issued to students who have successfully completed the online course which can be printed or saved to a mobile device and presented accordingly when requested. The electronic MSVOL will begin to be issued once this memorandum is posted.

This differs to the current in-class method of delivery where a student receives the current paper MSVOL at the completion of the course (please see appendix for images of the current print and new electronic MSVOL).

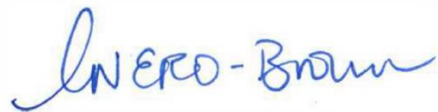
However, the electronic MSVOL represents the same credentials as that of the paper (card) version, in that students have successfully completed the required snowmobile safety training and enforcement of both versions of the MSVOLs should not differ.

-2-

Every driver of a motorized snow vehicle must carry his or her driver's licence or MSVOL and evidence of the motorized snow vehicle's registration at all times while operating a motorized snow vehicle and shall produce them when demanded by a police officer or conservation officer.

I would ask that you please bring this memorandum to the attention of police services. If there are any questions, please contact Henry Cameron at henry.cameron@ontario.ca.

Thank you for your assistance with this matter and for your continued support.



Nosa Ero-Brown
A/Assistant Deputy Minister
Road User Safety Division

Attachment (1)

APPENDIX – MSVOL Images

New Electronic MSVOL:



MOTORIZED SNOW VEHICLE OPERATOR'S LICENCE

Successfully completed an approved course in the safe operation of a motorized snow vehicle in accordance with the standards required by the Ministry of Transportation. This licence is valid for Ontario Federation of Snowmobile Clubs Prescribed Trails only.

This serves as your permanent Motorized Snow Vehicle Operator's Licence. Please print or save this to your mobile device. If saving to your device, you **MUST** be able to produce to enforcement if requested.

LICENCE NUMBER

DATE OF ISSUE

DATE OF BIRTH

HEIGHT

CORRECTIVE LENSES REQUIRED

SEX

Licence Holder
Signature (# printed) _____

Please contact Ontario Federation of Snowmobile Clubs for any issues: 705-739-7669.
Any manipulation of this document is strictly prohibited and will render the licence invalid.

Current Paper MSVOL:



**Not Valid Without Instructor's Signature
Non valide sans la signature du moniteur**

Signature of Certified Motorized Snow Vehicle Instructor / Signature du moniteur autorisé de motoneige

X

MTO Instructor's No.
Instructeur du MTO No

Licence Issue Date
Date de délivrance du permis

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Y/A		M		D/J					

See Over / Voir au verso

SR-LD-019 10-09 © Queen's Printer for Ontario, 2010 / © Imprimeur de la Reine pour l'Ontario, 2010



**Motorized Snow Vehicle Operator's Licence
Permis d'utilisateur de motoneige**

Name (please print) / Nom (lettres moulées S.V.P.)

Street No. & Name, P.O. Box No. / N° et rue, C.P.

City, Town or Village / Ville ou village

Postal Code / Code postal

Date of Birth / Date de naissance

Height / Taille

Sex / Sexe

Cond. / Rest.

Y/A		M		D/J					

cm

This document must be signed and carried by the operator. / L'utilisateur doit signer ce permis et le porter sur lui.

Signature of Licence holder / Signature du détenteur du permis

X

Ministry of the Solicitor GeneralPublic Safety Division
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Toronto ON M7A 2H3Telephone: (416) 314-3377
Facsimile: (416) 314-4037**Ministère du Solliciteur général**Division de la sécurité publique
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MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Marc Bedard
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

SUBJECT: **Revised Guidance Notes on High Visibility Safety
Apparel and Motor Vehicle Safety for Police Service
Workers**

DATE OF ISSUE:	February 14, 2020
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	20-0007
PRIORITY:	Normal

At the request of the Ministry of Labour, I am sharing a communication regarding a revision to Guidance Note #6 and Guidance Note #19 on high visibility safety apparel and motor vehicle safety for police service workers, as made by the Ontario Police Health and Safety Committee (OPHSC).

Please review the attached memo and package of materials from Assistant Deputy Minister Sandra Lawson, which provide details about the importance of motor vehicle safety measures and procedures to protect police service workers. If you require further information, please contact Fiona Macpate at Fiona.Macpate@ontario.ca.

Sincerely,

A handwritten signature in cursive script that reads "Marc Bedard".

Marc Bedard
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

Attachments

**Ministry of Labour,
Training and Skills
Development**

Office of the Assistant
Deputy Minister
Operations Division

400 University Avenue
14th Floor
Toronto ON M7A 1T7
Tel.: 416 326-7667
Fax: 416 212-4455

**Ministère du Travail, de la
Formation et du Développement
des compétences**

Bureau du
sous-ministre adjoint
Division des opérations

400, avenue University
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Tél. : 416 326-7667
Télec. : 416 212-4455



January 2020

MEMORANDUM TO: Marc Bedard
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division
Ministry of the Solicitor General

FROM: Sandra Lawson
A/Assistant Deputy Minister
Operations Division
Ministry of Labour, Training and Skills Development

Subject: Guidance Note (GN) #6: High Visibility Safety Apparel – *revised*
Guidance Note (GN) # 19: Motor Vehicle Safety for Police Service Workers – *new*
Safe Driving Posters

The Ontario Police Health and Safety Committee (OPHSC) is appointed by the Minister of Labour, Training and Skills Development under Section 21 of the Occupational Health and Safety Act for the purpose of advising the Minister and making recommendations on occupational health and safety issues that affect police personnel across Ontario.

The OPHSC has revised *Guidance Note (GN) #6: High Visibility Safety Apparel* and developed *Guidance Note (GN) # 19: Motor Vehicle Safety for Police Service Workers*. Also included in this package are related *Safe Driving* posters.

-2-

The Ministry of Labour, Training, Skills and Development is seeking the continued support of SOLGEN in raising awareness of health and safety issues by distributing the attached resources to police personnel at all levels within the policing community.

Yours sincerely,

A handwritten signature in blue ink, appearing to read "Sandra Lawson". The signature is fluid and cursive, with the first name "Sandra" and last name "Lawson" clearly distinguishable.

Sandra Lawson
A/Assistant Deputy Minister
Operations Division
Ministry of Labour, Training and Skills Development



Memorandum

January 2020

To: Marc Bedard
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division
Ministry of the Solicitor General

From: Ontario Police Health and Safety Committee
Labour and Management Co-Chairs

Re: *Guidance Note (GN) #6: High Visibility Safety Apparel (revised) and
Guidance Note (GN) # 19: Motor Vehicle Safety for Police Service Workers*

The Ontario Police Health and Safety Committee (OPHSC) is appointed by the Minister of Labour, Training and Skills Development under Section 21 of the *Occupational Health and Safety Act* for the purpose of advising the Minister and making recommendations on occupational health and safety issues that affect police personnel across Ontario.

As you know, police personnel face unique occupational health and safety hazards that may not specifically be addressed in Ontario's *Police Services Act*, its regulations, or in supporting policing guidelines.

The OPHSC has revised *Guidance Note (GN) #6: High Visibility Safety Apparel (revised)* and developed *Guidance Note (GN) # 19: Motor Vehicle Safety for Police Service Workers*. This package also includes related safe driving posters previously shared with police services.

The OPHSC is seeking your support in ensuring these guidance notes and posters are distributed broadly within the policing community.

Sincerely,

A handwritten signature in black ink, appearing to be "Mark Baxter".

Mark Baxter
Labour Co-Chair
Police Association of Ontario

A handwritten signature in blue ink, appearing to be "Bryan Larkin".

Bryan Larkin
Management Co-Chair
Ontario Association of Chiefs of Police



Ontario Police Health and Safety Committee

Guidance Note #19

Motor Vehicle Safety for Police Service Workers

This guidance note has been developed to provide general information to employers, supervisors, workers, joint health and safety committees and health and safety representatives about the importance of motor vehicle safety measures and procedures to protect police service workers.

Introduction

Getting behind the wheel of a car or working around one is one of the most dangerous things a police service worker can do. Police service workers can be injured or killed during high-speed impact collisions or being struck by a vehicle while conducting traffic stops or traffic control at events (e.g. film locations, parades, funeral processions or road and highway construction projects).

Many of these risks can be controlled by conducting risk assessments; developing and following safe work practices; providing information, instruction and supervision to workers and fostering a motor vehicle safety culture.

Hazards

Police service workers face a multitude of hazards that may include but are not limited to: hazardous road conditions, hazardous weather conditions, driver fatigue, distractions (e.g. mobile work station, cellphone, police radios), driving too fast for the conditions etc.

Risk Assessment

Conducting situational risk assessments is critical to ensuring worker safety.

Traffic control should be a progressive activity informed by a situational risk assessment, changing as needed based on personnel, equipment, specific circumstances etc.

Occupational Health and Safety Act

Under the *Occupational Health and Safety Act (OHSA)*, police service employers and supervisors have a duty to take every precaution reasonable in the circumstances for the protection of a worker (OHSA clause 25(2)(h) and clause 27(2)(c)). This includes protecting a worker from motor vehicle/traffic hazards.

Construction Projects (O. Reg. 213/91)

Sections 67 through 69.1 of the Construction Projects Regulation set out specific requirements for traffic control on a project. Where a worker at a project on a highway may be endangered by vehicular traffic unrelated to the project, the project must make use of measures set out in the regulation to adequately protect the worker. In addition, the Construction Projects Regulation requires the person directing traffic to be a 'competent worker' as defined in the regulation.

Refer to the Construction Projects Regulation for the most current requirements at <https://www.ontario.ca/laws/regulation/910213#BK17>

Motor Vehicle Safety Measures and Procedures

Employers should develop a motor vehicle safety policy and implement, motor vehicle safety measures and procedures.

These measures and procedures may include but are not limited to:

- conducting situational risk assessments
- initiating traffic safety and control procedures for incidents near live traffic
- use of flashing vehicle lights
- use and limitations of personal protective equipment, including high visibility safety apparel
- establishment of a traffic control zone
- safe use of equipment to avoid distracted driving (e.g. mobile workstation, cell phones, police radio)
- reviewing motor vehicle incidents, including near misses, to inform changes to training, measures and procedures etc.
- establishment of safe work practices (based on situation risk assessments).

Maintenance of Equipment

Police service employers are required to ensure that the vehicles and equipment they provide, such as communication devices, emergency lights, and sirens, are maintained in good condition (OHS clause 25(1)(b)). To ensure the proper maintenance of vehicles, it is recommended that the vehicle be maintained as per the manufacturer's specifications and with consideration of the conditions under which they are used. Police service workers should conduct pre-trip inspections of the vehicle and any emergency equipment to ensure it is working properly.

Information, Instruction and Supervision

Employers are required to provide information, instruction, and supervision to a worker to protect the health or safety of the worker (OHSa clause 25(2)(a)).

A supervisor is required to advise workers of any potential or actual health or safety danger of which the supervisor is aware (OHSa clause 27(2)(a)).

Information and instruction may include, but are not limited to:

- awareness of the dangers of working in or near traffic
- training on safe work practices
- distracted driving risks from multi-tasking
- the use and limitations of personal protective equipment including high visibility safety apparel
- the use of traffic safety equipment (e.g. signs, cones, flares etc.)
- vehicle blocking methods to create safe work areas
- pre-trip vehicle inspections
- traffic stop/traffic control measures and procedures
- prevention and management of fatigue

Ministry of Transportation Ontario (MTO) Book 7

For information and guidance on traffic control for unplanned events, police services should refer to appendix 1 of the [Ontario Traffic Manual Book 7 Temporary Traffic Control for Unplanned Events](#) from the Ministry of Transportation. MTO Book 7 sections 3.2.5 and 5.4 address the use of Paid Duty Police Officers.

MTO Book 7 describes an 'unplanned event' as any incident that occurs without advance notice of time and location which disrupts normal traffic flow and/or presents a hazard to road users such as: collisions, vehicle breakdown, debris on the roadway, unplanned infrastructure maintenance (fallen poles/signs, watermain breaks etc.)

Police employers should assess the recommended layouts and traffic safety measures in Book 7 when developing a comprehensive traffic safety plan.

Personal protective equipment

High visibility apparel is just one aspect of a comprehensive program to protect workers from being struck by passing vehicles. PPE should meet the high visibility reflective requirements outlined in [Canadian Standards Association \(CSA\) Standard Z96-15 High-Visibility Safety Apparel](#).

It is recognized that high visibility safety apparel may not be appropriate in some circumstances, for example when the officer must be inconspicuous as a part of his or her police work. However, the employer is still required to take every precaution reasonable in the circumstances to protect the police service worker from traffic hazards.

For more information refer to *Guidance Note #5: Personal Protective Equipment and Guidance Note #8: High Visibility Garments*.

Safe Storage and Transportation of Items in Vehicles

Items such as police equipment and evidence should be placed in a safe location inside vehicles and secured against movement to avoid worker and occupant injuries from projectiles in the event of a high-speed collision or impact.

Items such as compressed gas cylinders, crowbars, spare tires, and other rigid or sharp objects can easily become projectiles that may endanger occupants in the event of a collision. Vehicle related equipment should be stored as per the manufacturers' recommendations.

The Police Adequacy and Effectiveness Guideline A1-008 – Marked General Patrol Vehicles, advises that every Chief of Police should ensure that all marked general patrol vehicles have equipment and controls properly secured and mounted/installed in such a way as not to interfere with the safe operation of the vehicle.

Advancing a culture of health and safety together

We can all work to advance a culture of health and safety through the development and implementation of a motor vehicle safety program to protect police service workers.

Acknowledgements

The Ontario Police Health and Safety Committee is made up of professionals in police services from across the province with representatives from the Police Association of Ontario; Ontario Provincial Police; Ontario Provincial Police Association; Toronto Police Service; Toronto Police Association; Ontario Association of Chiefs of Police; Ministry of the Solicitor General; Ministry of Labour, Training and Skills Development; Ontario Police College; Ontario Police Health and Safety Association; Ontario Senior Officers' Police Association; and Public Services Health and Safety Association. The committee also receives input from experts in the police sector. The Ministry of Labour, Training and Skills Development would like to thank the committee for their help in making this guidance note possible.

Additional Information

Guidance Note #5: Personal Protective Equipment

Guidance Note #8: Wearing of High Visibility Garments

Police Adequacy and Effectiveness Guideline A1-008 Marked General Patrol Vehicles.

Policing Standards Guideline A1-010: Police Uniforms

For advice on selection, use, and care of high-visibility safety material and recommendations for hazard assessments, read [CSA Standard Z96-15 High-Visibility Safety Apparel](#)

For information and guidance on traffic control for unplanned events, read appendix 1 of the [Ontario Traffic Manual Book 7 Temporary Traffic Control for Unplanned Events](#) from the Ministry of Transportation.

References and resources

[Occupational Health and Safety Act](#)

[Construction Projects Regulation O. Reg. 213/91](#)

[Highway Traffic Act](#)

Ontario Police Health and Safety Committee related posters:

- Seat Belt Safety Poster
- High Visibility Poster

[CDC/NIOSH -Law Enforcement Officer Motor Vehicle Safety](#)

RCMP – How officers can stay safe in their cars?

<http://www.rcmp-grc.gc.ca/en/gazette/how-can-officers-stay-safe-cars>

Health and Safety System Partners

<http://www.labour.gov.on.ca/english/hs/websites.php>

This document should be shared with the workplace Joint Health and Safety Committee or Health and Safety Representative, incorporated into the workplace occupational health and safety policy and program and posted on the police service's intranet.

The Public Services Health and Safety Association may be contacted for assistance in the development and implementation of an occupational health and safety program, training and specialized services: <http://www.pshsa.ca/>

For more information, contact the Ministry of Labour, Skills and Development (MLTSD) Health & Safety Contact Centre toll free at 1-877-202-0008.

For additional information on the requirements under the *Occupational Health and Safety Act* (OHSA), refer to http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90o01_e.htm

This guidance note has been prepared to assist the workplace parties in understanding some of their obligations under the OHSA and the regulations. It is not intended to replace the OHSA or the regulations and reference should always be made to the official version of the legislation.

It is the responsibility of the workplace parties to ensure compliance with the legislation. This guidance note does not constitute legal advice. If you require assistance with respect to the interpretation of the legislation and its potential application in specific circumstances, please contact your legal counsel.

While this guidance note will also be available to MLTSD inspectors, they will apply and enforce the OHSA and its regulations based on the facts as they may find them in the workplace. This guidance note does not affect their enforcement discretion in any way.

Be safe. Be seen.



Ministry of the Solicitor GeneralPublic Safety Division
Public Safety Training Division25 Grosvenor St.
12th Floor
Toronto ON M7A 2H3Telephone: (416) 314-3377
Facsimile: (416) 314-4037**Ministère du Solliciteur général**Division de la sécurité publique
Division de la formation en matière
de sécurité publique25 rue Grosvenor
12^e étage
Toronto ON M7A 2H3Téléphone: (416) 314-3377
Télécopieur: (416) 314-4037

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Marc Bedard
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

SUBJECT: **Telewarrants under the *Provincial Animal Welfare Services Act, 2019***

DATE OF ISSUE:	February 19, 2020
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	20-0008
PRIORITY:	High

Further to All Chiefs Memo #19-0053, sent on December 19, 2019 regarding the implementation of the *Provincial Animal Welfare Services Act, 2019* (PAWS Act) and the changes to Ontario's animal welfare model, I am writing to advise you that [O. Reg 14/20](#), which sets out the procedures for animal welfare inspectors to obtain telewarrants under s. 24 (inspection to determine compliance) and s. 28 (entry where animal is in distress) of the PAWS Act is now in force.

Subsection 60(1) of the PAWS Act empowers police officers and First Nations Constables to exercise the powers of an animal welfare inspector under specific sections of the PAWS Act, including s. 28. Police officers and First Nations Constables will be able to use the procedures set out in O. Reg 14/20 to request telewarrants under s. 28(5) when animals are in distress.

We appreciate your assistance in responding to animal welfare concerns since the implementation of the PAWS Act. Please remember that animal welfare inspectors will continue to work in collaboration with police services and offer support when required.

-2-

If you have any questions or comments, please contact animalwelfareservices@ontario.ca.

Sincerely,

A handwritten signature in black ink that reads "Marc Bedard". The signature is written in a cursive style with a large initial 'M' and 'B'.

Marc Bedard
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

Ministry of the Solicitor GeneralPublic Safety Division
Public Safety Training Division25 Grosvenor St.
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Toronto ON M7A 2H3Telephone: (416) 314-3377
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de sécurité publique25 rue Grosvenor
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MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Oscar Mosquera, for
Marc Bedard
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

SUBJECT: **Basic Constable Training Program – Allocation Request
for May 6 – July 30, 2020 Intake**

DATE OF ISSUE:	February 28, 2020
CLASSIFICATION:	For Action
RETENTION:	April 9, 2020
INDEX NO.:	20-0010
PRIORITY:	Normal

I am writing to advise all police services to update and submit their requests for positions on the May 6 – July 30, 2020 intake of the Basic Constable Training Program.

To update requests for seats, training bureaus or other appropriate police service contacts are asked to log into the Ontario Police College's Virtual Academy (OPCVA) at <https://www.opcva.ca/course-allocations/service/course-dates>.

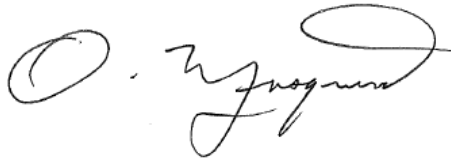
All requests must be submitted in OPCVA no later than March 13, 2020. You will receive e-mail confirmation that your request for seats has been received as they are entered.

Confirmation of allocations for the May intake will be available via the OPCVA by March 27, 2020. **Applications are due by April 9, 2020.**

-2-

If you have any questions, please contact Justin Mills by email at Justin.Mills@ontario.ca or phone at (519) 773-4216. If you require any assistance accessing the OPCVA, please contact the Ontario Police College's Distance learning unit via email at OPCDL@ontario.ca.

Sincerely,

A handwritten signature in black ink, appearing to read "O. Mosquera". The signature is fluid and cursive, with a large initial "O" and a long, sweeping underline.

Oscar Mosquera, for
Marc Bedard
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division



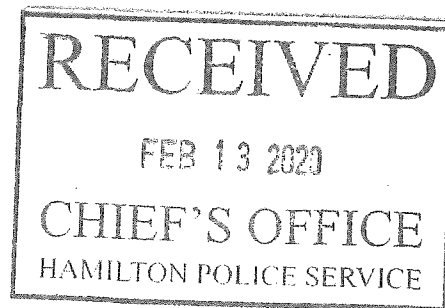
HAMILTON POLICE HISTORICAL SOCIETY

155 King William Street, Hamilton, ON

historian@hamiltonpolice.on.ca | hpshistorian@gmail.com

4.5(j)

February 10, 2020



Kyle Vermeulen and Ryan Howatt
Hamilton Police Service
155 King William Street
Hamilton, ON L8R 1A7

To PSB for info.

*MF 616
13 Feb 2020.*

Dear Kyle & Ryan,

On behalf of the Board of Directors of the Hamilton Police Historical Society and Museum, I would like to thank you for transporting the 1856 No. 2 Police Station cornerstone from the Ontario Police College to the Hamilton Police Historical Society and Museum on February 7, 2020.

The No. 2 Police Station was a stone structure erected in 1856 at the north-west corner of James and Stuart Streets in Hamilton and served as a combination fire and police building. The Station was torn down in 1929/1930.

Recently, our Board members were discussing the whereabouts of the No. 2 Police Station cornerstone, but sadly we did not know where one of our earliest artifacts had gone. It wasn't until we came across a 2004 article written in "The Association" magazine by Darryl N. Buckle (retired Police Constable and former Hamilton Police Historian) that lead us to the location of the cornerstone at OPC. The cornerstone was taken to the OPC in 1985 because the museum lacked a permanent location for it.

Darryl Buckle's article went on to talk about our first designated Hamilton Police Historian, Bill Croft (retired Sergeant) who joined the Hamilton Police in 1935; retiring in 1964. Bill spent a great deal of time and effort researching the No. 2 Police Station. From a 1957 article in the Hamilton Spectator, he learned that workmen demolishing a house unearthed a stone bearing "No. 2 Police Station 1856" that was used as a bottom step in a row of stairs leading to the doorway of an old house near Spring Garden. It is believed the stone was taken there after the old No. 2 Station was wrecked in 1929 or 1930 to make way for the expansion of the CNR tracks. Bill Croft located several former police officers who recalled the No. 2 Police Station and he also created a fine drawing of the Station using his artistic talents.

We appreciate the assistance of Sergeants Michael Donaldson and Ken Putt, along with your efforts to return the 1856 No. 2 Police Station cornerstone to Hamilton to be displayed at the

Hamilton Police museum where it will provide others with an opportunity to learn about our rich history. The cornerstone has had quite the history in the last 164 years of which you have now been a part of.

On behalf of the Board of Directors, we wish you all the best in your policing career.

Sincerely,

A handwritten signature in black ink, appearing to be 'D. Kerkhof', with a long horizontal line extending to the right.

P.C. David Kerkhof, President
on behalf of the Board of Directors of the
Hamilton Police Historical Society and Museum, Inc.

Copy to: Chief of Police Eric Girt, Hamilton Police Service
Sergeant Michael Donaldson, Recruiting
Sergeant Ken Putt, Ontario Police College
Darryl Buckle, former HPS Historian
Human Resource, Hamilton Police Services

4.5(k)

The Office of the Chief of Police
Hamilton Police Services
155 King William St
Hamilton, ON L8N 4C1

Hamilton, February 16th, 2020

Dear Chief of Police Eric Girt;

It has been a tradition for many years that the Rwandan Canadian Community of Hamilton organizes the annual commemoration of the 1994 genocide against the Tutsi of Rwanda that claimed the lives of more than one million Rwandans, over the course of one hundred of history's darkest days.

The year 2020 marks the 26th commemoration, an important occasion to remember the lives that were lost, show solidarity to the survivors and unite to ensure it never happens again, in Rwanda or anywhere else.

The Rwandan Canadian Community of Hamilton would like to invite you to participate in our upcoming special commemorative program, which will take place on April 25th, 2020 at Hamilton City Hall, 71 Main Street West, L8P 4Y5. The poster of the event and the detailed program will follow.

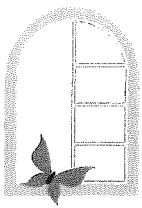
We very much hope that you will be able to join us as we honor the memory of victims of the genocide against the Tutsi of Rwanda, and renew our commitment to Never Again.

Please feel free to contact me via email at rwacomhamilton@gmail.com to confirm your attendance or for any further details.

Thank you for your consideration.

Sincerely,
Kosita Musabye

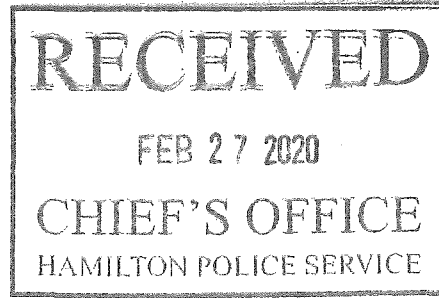
President



SAVING AND CHANGING LIVES EVERY DAY

February 18, 2020

Sandy Pollock
 Hamilton Police Services
 155 King William Street
 PO Box 1060, LCD1
 Hamilton ON L8N 4C1



Dear Friends:

Thank you for your sponsorship of the Set Sail Under the Stars Gala to be held on Friday, February 21, 2020. Presented by the Sheraton Hamilton Hotel, proceeds of the Set Sail Under the Stars Gala will benefit Interval House of Hamilton.

Over the past 30 years we are proud to say that Interval House of Hamilton has kept its' commitment in providing services to women and their children fleeing abuse/violence as we continue to strive for solutions in ending gender-based violence. There is still much work to be done to ensure women and their children can live the life they deserve: a life free from abuse.

Through financial contributions the community plays a vital role in saving and changing the lives of women and children. With your generous support we are able to keep our doors open and provide essential services such as: safe emergency shelter twenty-four hours a day, 7 days a week which includes all meals, emergency clothing and personal needs at no cost to the women. We are able to offer safety planning and threat assessment/risk management, information and referrals, individual and group counselling, legal advocacy, and programming for children.

Please accept our most sincere thanks for your investment and support of our work.

Warmest Regards,

Nancy Smith, Executive Director
 Recipient of Woman of Distinction - Community Leadership Award, 2017
 Recipient of Hamilton Hero Award, 2018
 Recipient of "Woman Who Rocks" Award, 2019

Proud recipient of Hamilton Chamber of Commerce - Outstanding Not-for-Profit Business Achievement Award (OBAA) of 2016

Proud recipient of Flamborough Chamber of Commerce - Community Service by a Business or Not-for-profit Business Award (OBAA) of 2017

MAIN OFFICE
 630 Sanatorium Road, Hamilton, ON L9C 7S7
 Tel: 905-387-9959 | Fax: 905-387-0019
 info@intervalhousehamilton.org

FLAMBOROUGH WOMEN'S RESOURCE CENTRE
 17 Main St. S., Unit C, P.O. Box 1499, Waterdown, ON LOR 2H0
 Tel: 289-895-8580 | Fax: 289-895-8525
 fwrc@intervalhousehamilton.org

WOMEN'S CENTRE OF HAMILTON
 100 Main St. E., Suite 205, Hamilton, ON L8N 3W4
 Tel: 905-522-0127 | Fax: 905-522-7220
 womenscentre@intervalhousehamilton.org

JARED'S PLACE
 100 Main St. E., Suite 205, Hamilton, ON L8N 3W4
 Tel: 905-522-0127 | Fax: 905-522-7220
 legaladvocate@intervalhousehamilton.org



HAMILTON POLICE SERVICES BOARD

OUTSTANDING ISSUES as of March 12, 2020

ITEM	ORIGINAL DATE	ACTION REQUIRED	STATUS	EXPECTED COMPLETION DATE
1. Other Business	May 26, 2016	That Chair Eisenberger work with the Board Administrator to implement the use of Electronic devices for monthly agendas.	PSB 16-001 – Ongoing	2 nd Quarter of 2019
2. Sex Assault Review - PSB 18-103	November 22, 2018	That the a report be brought back to the Board on the progress of the recommendations presented within the Sexual Assault Review Report (PSB 18-103)		4 th Quarter of 2019
3. Email from Alicia Davenport, Legislative Coordinator, City of Hamilton, Office of the City Clerk with respect to Enforcement of One-Meter Law for Cyclist Safety (City Wide)	October 10, 2019	A report to be provided following the review and assessment of the technology as well as the data collected in other jurisdictions.		4 th Quarter 2020
4. Body-Worn Camera Report	November 14, 2019	That an Annual report be provided to the Board with respect to Body Worn Cameras. The report is to include the following: data and status of Body Worn Cameras in other Canadian Jurisdictions; the costs associated with a Pilot Project for Body Worn Cameras; and the costs associated for the full implementation of Body Worn Cameras.		4 th Quarter of 2020

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HAMILTON POLICE SERVICES BOARD

OUTSTANDING ISSUES as of March 12, 2020

ITEM	ORIGINAL DATE	ACTION REQUIRED	STATUS	EXPECTED COMPLETION DATE
5. Independent Review of the Events leading up to and including the PRIDE Celebration of June 15, 2019	November 14, 2019	<p>That the Board approve the recommendation of the Independent Review Subcommittee to retain Mr. Scott Bergman of Cooper, Sandler, Shime & Bergman, LLP and his team, to complete an Independent Review of the events leading up to and including the PRIDE Celebration of June 15, 2019.</p> <p>That the Independent Review be completed by April 30, 2020.</p> <p>That the review be at a cost of no more than \$500,000 plus H.S.T.</p>		By April 30, 2020
6. 2020 Hamilton Police Services Board Operating & Capital Budgets	January 20, 2020	That the position of Detective Constable in the Sexual Assault Unit be deferred to the budget year of 2021.		December 31, 2020

HAMILTON POLICE SERVICES BOARD

- INFORMATION -

DATE: March 12, 2020

REPORT TO: Chair and Members
Hamilton Police Services Board

FROM: Eric Girt
Chief of Police

SUBJECT: *Year-End Report: Hate Crime 2019*
PSB 20-021

BACKGROUND:

Hate/Bias Crime

As defined in the Policing Standards of Ontario, "Hate/Bias crime" is *"a criminal offence committed against a person or property which is motivated solely, or in part, by the suspect's Hate/Bias against a person's race, religion, national or ethnic origin, colour, sexual orientation, mental or physical disability, age, sex or similar factor."* This definition has been adopted by the Hamilton Police Service (HPS) and incorporated within our internal policy.

In the *Criminal Code of Canada*, Hate Crimes can be separated into two (2) distinct categories – those that fall under the Hate Propaganda section and any other criminal offence where there is evidence to support a Hate/Bias motivation.

Hate Propaganda offences include the following:

- Advocating Genocide
- Willful Promotion of Hatred against an Identifiable Group
- Public Incitement of Hatred

To lay a charge for Advocating Genocide or Willful Promotion of Hatred against an Identifiable Group, the Attorney General's consent must be received. Each of these offences is specific and includes the targeting of a person from an "identifiable group".

Under the Mischief section of the Criminal Code (s. 430. (4.1)) a charge of Mischief to Religious Property can be laid if it can be proven that the act was committed by bias, prejudice or hate based on religion, race, colour, or national or ethnic origin.

An identifiable group is defined by the *Criminal Code of Canada* under section 318 (4) as *"any section of the public distinguished by colour, race, religion, national or ethnic origin, age, sex, sexual orientation, or gender identity or expression or mental or physical disability"*.

With respect to all other criminal offences, before an occurrence can be classified as “Hate/Bias”, there must be evidence present demonstrating the criminal offence was motivated by bias, prejudice or hate, based on the victim’s race, national or ethnic origin, age, colour, religion, sex, age, mental or physical disability, sexual orientation, gender identity or expression, or any other similar factor.

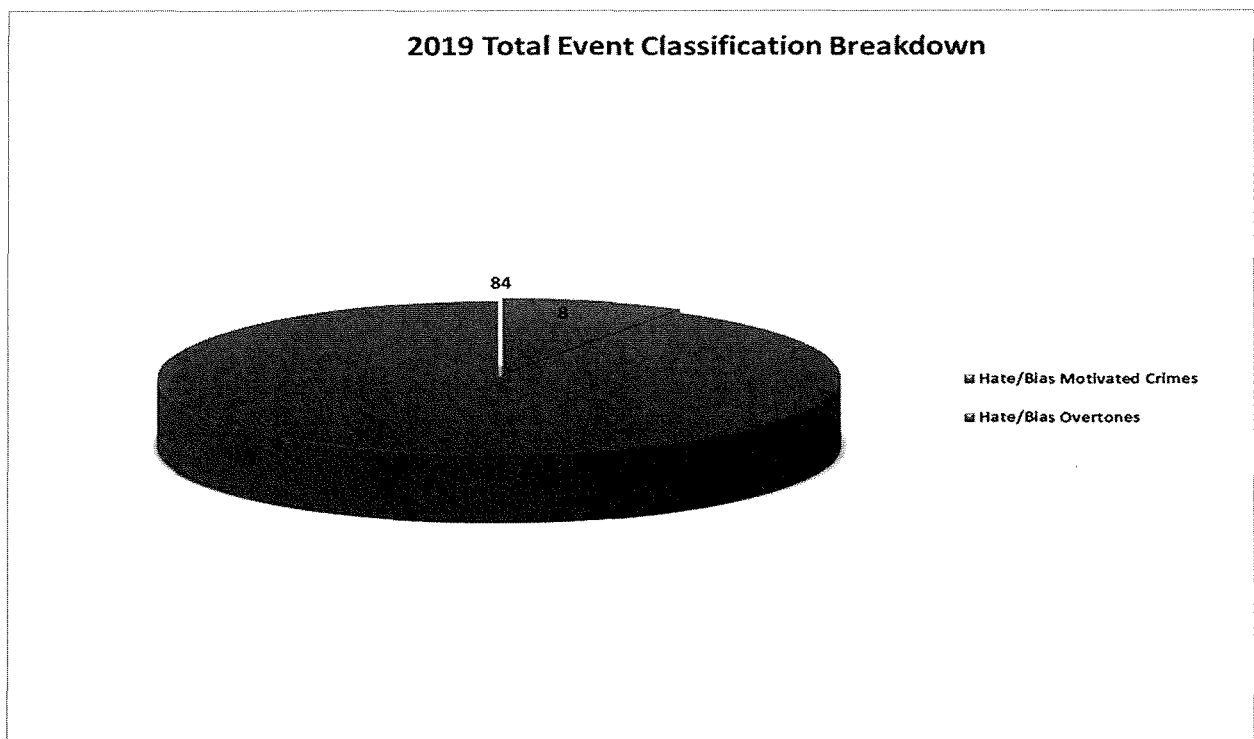
Hate Crime Unit (HCU)

The HPS’s Hate Crime Unit (HCU) operates as part of the Intelligence Branch located in the Investigative Services Division. The HCU was established in 2003 and concentrates on incidents where hate or bias has been identified as a precipitating component in the commission of a criminal offence.

The HPS Hate Crime Investigator is also a member of the Hate Crime/Extremism Investigative Team (HCEIT) of Ontario. The mandate of the HCEIT is to conduct coordinated, strategic and tactical intelligence enforcement operations and to target those individuals or organized groups involved in hate motivated activity and criminal extremism on a multi-jurisdictional level. The team is made up of 15 police agencies across Southern Ontario.

Statistical Overview

In 2019, a total of 92 hate/bias events were reported to HPS. Of this total number of reported events, eight involved offences that were committed against a person or property and fell within the parameters of a hate/bias crime.



Identified Patterns from Overall Reported Events

There were 38 events related to mischief (graffiti). Most of the graffiti events occurred on streets, other public areas, city parks and at or near schools.

Overall, there was a decrease in the total number of reported events from 2018. In 2018, a total of 125 events were reported, compared to 92 in 2019. This represents a 26.4 per cent decrease.

Victimization by Identified Group

The majority of reported incidents were directly related to religion, followed by racial bias and sexual orientation. In 2019, the Black community, the Jewish community and the 2S and LGBTQIA+ community were the groups most frequently victimized.

Although the statistics from police reports provide a measure of quantity of incidents, the overall impact on each group can be profound regardless of the numbers. It is important to acknowledge there are secondary victims for each crime that include family, friends and community members who identify with the targeted groups. Reported hate crimes are broken down by type and category in Figure 2.

Figure 2: 2019 – Identified Hate Crime Breakdown by Type and Category

Category	Hate/Bias Overtones	Hate/Bias Motivated Crimes	Total
Age (AG)	0	0	0
Disability (DI)	0	0	0
Gender Identity (GI)	4	0	4
Sexual Orientation (SO)	8	0	8
Similar Factor (SF)	0	0	0
Racial Bias (RA)	34	4	38
Religion (RE)	38	4	42
Total	84	8	92

Community Outreach and Education

Reporting hate crimes and incidents is an important step in stopping the cycle of hatred and preventing others from being victimized. HPS recognizes some community members may not be comfortable attending a police station or reporting directly to a police officer. A new online reporting tool has been created to allow citizens to report incidents without having to attend a station.

HPS encourages the community to report hate/bias crimes and incidents to ensure actions are taken, including assigning appropriate resources to make our community safer. There has been a continued effort in 2019 to work alongside our communities to educate, enlighten and

engage in meaningful discussion and learning on hate/bias issues. Together, we can make a difference in stopping the cycle of hate.



Eric Girt
Chief of Police

EG/F. Bergen

Attachment: 2019 Hate/Bias Crime Report

cc: Frank Bergen, Deputy Chief – Operations
Paul Hamilton, Superintendent – Investigative Services Division



HAMILTON POLICE SERVICE

2019

HATE/BIAS STATISTICAL REPORT

Prepared by:

Detective Paul Corrigan

Hate Crime & Extremism Unit - Investigative Services

sexual orientation
national or ethnic origin
ancestry
language
mental/physical disability
gender identity
race
gender expression
age
religion
colour
sex
Hate Propaganda

TABLE OF CONTENTS

Executive Summary	Page 3
Introduction	Page 4
Statistical Overview	Page 5
Total Event Classification	Page 6
Victimization by Identified Group	Page 7
Divisional Breakdown	Page 10
Hate/Bias Motivated Crimes	Page 11
Divisional Breakdown	Page 12
Community Outreach	Page 13
Education	Page 14
Conclusion	Page 14

EXECUTIVE SUMMARY

The Hamilton Police Hate Crime Statistical Report is an annual report that provides statistical data about criminal offences that are committed against persons or property and are motivated by the victim’s race, religion, ethnicity, colour, sexual orientation, mental or physical disability, age, gender identity or expression, or other similar factors.

The report explains the mandate for the Hamilton Police Service Hate Crime Unit (HCU) and the data based on hate crimes reported to Hamilton Police Service from January 1, 2019 to December 31, 2019. The report also provides an overview of the training and education that was provided to Hamilton Police Service members with respect to hate crime, as well as the various community outreach initiatives that were undertaken by the HCU.

Last year, a report by Statistics Canada saw Hamilton designated as the city with the highest rate of police-reported hate crimes in Canada. The media also dubbed 2019 as “the summer of hate” after a series of high-profile protests at Gage Park and City Hall.

In 2019, there were a total of **92** hate/bias incidents reported to Hamilton Police Service. This number represents both suspected hate/bias incidents and criminal offences. In comparison to 2018, this represents a decrease of **26.4** per cent. Over the past 10 years, the average number of reported hate crimes is approximately **128.4** per year. The number of hate crime-related arrests increased to seven from three in 2018.

All events were classified by the HPU Investigator based on the information provided by the investigating officers or by the individual(s) directly involved. The classification and breakdown of the 2019 incidents are as follows:

Classification	Number
Hate/Bias Crimes	8
Hate/Bias Incidents (Overtones)	84

The majority of reported incidents were directly related to religion, followed by racial bias and sexual orientation. In 2019, the Black community, the Jewish community and the 2S and LGBTQIA+ community were the groups most frequently victimized.

Data within the report was gathered from crimes and incidents reported to Hamilton Police. While the HCU encourages the community to report all incidents, the service is aware not all incidents are reported to police.

There are several reasons why hate/bias incidents are not reported. For example, people may feel the crime was not important or the chances of the police apprehending the suspect are low. Some victims see the incident as a personal matter, since it may involve family or colleagues, or there may be a feeling of blame and/or embarrassment about being targeted. Furthermore, the victim may not understand that they have been victimized or they may endeavor to solve the issue themselves. Previous negative experiences with the police and judicial system, whether in Canada or overseas, may also affect the willingness of a victim to report to police.

Hamilton Police Service: 2019 Hate/Bias Statistical Report

Reporting hate crimes is an important step in stopping the cycle of hatred and preventing others from being victimized. It is also important for police to be aware of hate crimes so an analysis can be done to ensure actions are taken, including assigning appropriate resources to make our community safer.

Building strong, positive relationships between Hamilton Police and Hamilton's diverse communities is important in helping victims feel more comfortable in reporting incidents to police. Throughout 2019, the HCU presented to various religious and minority groups in Hamilton. This continued outreach allows the HCU to address citizens' concerns and encourages increased reporting and information sharing.

INTRODUCTION

HCU operates as part of the Intelligence Branch in the Investigative Services Division. The HCU was established in 2003 and investigates incidents where hate or bias has been identified as a precipitating component in the commission of a criminal offence or in an incident affecting the wider community.

The HCU has been mandated to:

- Conduct investigations, arrest offenders and prepare cases for court in relation to hate propaganda offences;
- Provide investigative support and specialized skills to officers in all other sections of Hamilton Police Service who are involved in the investigation of hate/bias crimes;
- Collect intelligence and maintain intelligence files to enable the monitoring and tracking of known, active hate groups and individuals;
- Liaise with other police services to ensure the exchange of relevant information pertaining to hate/bias crimes and groups;
- Work closely with the Community Relations Coordinator and act as a resource to community groups, assisting with education and crime prevention in the area of hate/bias crimes;
- Maintain and track all reported hate/bias incidents for statistical purposes; and,
- Develop and implement internal and external training on hate-based crime.

Hate Crime/Extremism Investigative Team (HCEIT) of Ontario

In 2003, the Hamilton, Guelph, London, Ottawa and Waterloo Regional Police Services, in partnership with the Ministry of Community Safety and Correctional Services, came together and formed the Hate Crime Extremism Investigative Team (HCEIT).

The team has since expanded to include a total of 15 police agencies across Southern Ontario.

The HCU meets quarterly with HCEIT members to discuss trends and concern across the province, discuss new initiatives and exchange intelligence. Member services include:

- Brantford Police Service
- Durham Regional Police Service
- Guelph Police Service
- Halton Regional Police Service
- London Police Service
- Niagara Regional Police Service
- Ontario Provincial Police Service

Hamilton Police Service: 2019 Hate/Bias Statistical Report

- Ottawa Police Service
- Peel Regional Police
- Stratford Police Service
- Toronto Police Service
- Waterloo Regional Police Service
- Woodstock Police Service
- York Regional Police

STATISTICAL OVERVIEW

In 2019, the HCU received and classified a total of 92 hate/bias related incidents.

The overall number of police-reported incidents fell from 125 to 92, which represents a decrease of 26.4 per cent over the previous year. Of this total number of reported incidents, eight were crimes that fell within the parameters of a hate/bias crime as defined below. This represents a 60 per cent increase in reported hate/bias criminal offences over 2018.

Reported events were classified according to the following definitions:

Hate/Bias Crime

Includes any criminal offence where there is evidence to prove that the offence was motivated solely, or in part, because of a bias or prejudice, based on the victim's race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, gender identity or expression, or any other similar factor. Includes all Hate Propaganda offences.

Hate/Bias Incident (Overtones)

Can include any incident that involves hate or bias towards any member of the public because of their race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, gender identity or expression, or any other similar factor. These incidents cannot be proven to have been motivated solely or in part because of the person's bias/prejudice towards the victim, but include some type of racial overtone.

Note: It should be noted that all hate/bias crimes are hate/bias incidents, but not all hate/bias incidents are classified as hate/bias crimes.

TOTAL EVENT CLASSIFICATION BREAKDOWN

The reported event types were broken down by category for hate/bias motivated crimes and hate/bias overtone. Event types included identified offences in the Criminal Code of Canada, and non-criminal call types to which the Hamilton Police Service responded for service (Figure 1).

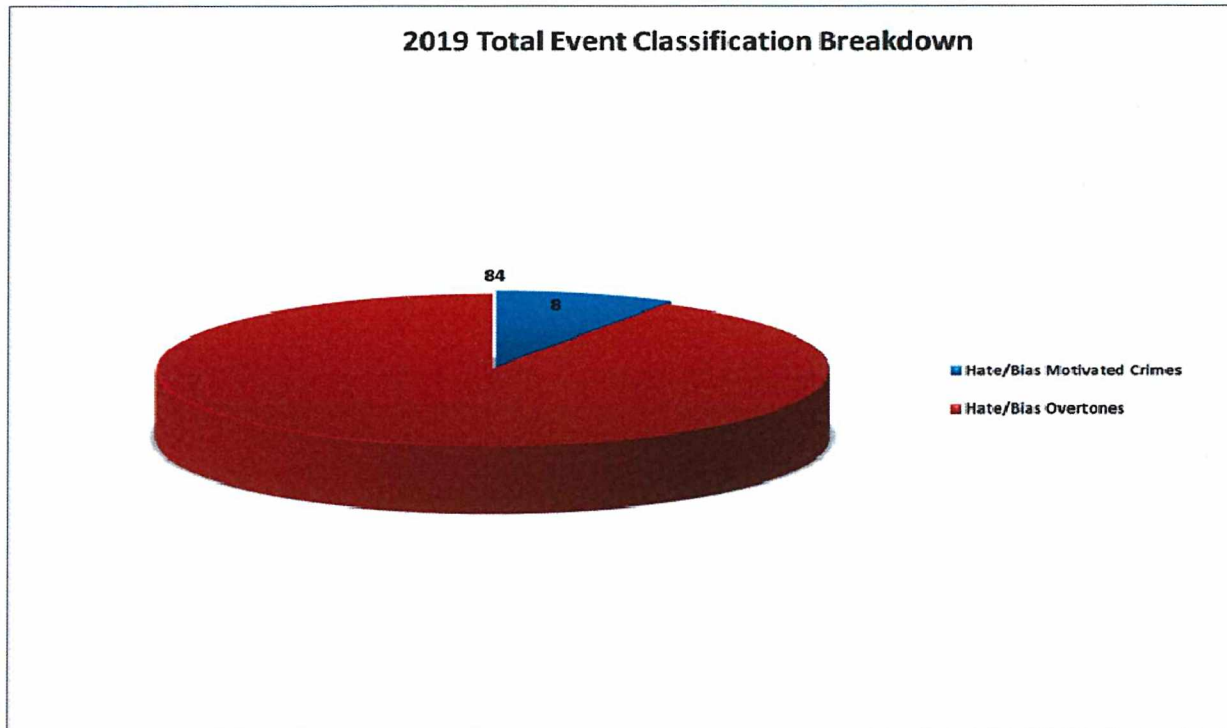


Figure 1

Table 1: 2019 – Total Incident Breakdown by Type and Category

All Categories

Category	Hate/Bias Overtones	Hate/Bias Motivated Crimes	Total
Age (AG)	0	0	0
Disability (DI)	0	0	0
Gender Identity (GI)	4	0	4
Sexual Orientation (SO)	8	0	8
Similar Factor (SF)	0	0	0
Racial Bias (RA)	34	4	38
Religion (RE)	38	4	42
Total	84	8	92

The highest numbers of reported incidents were directly related to religion.

VICTIMIZATION BY IDENTIFIED GROUP

Racial Bias

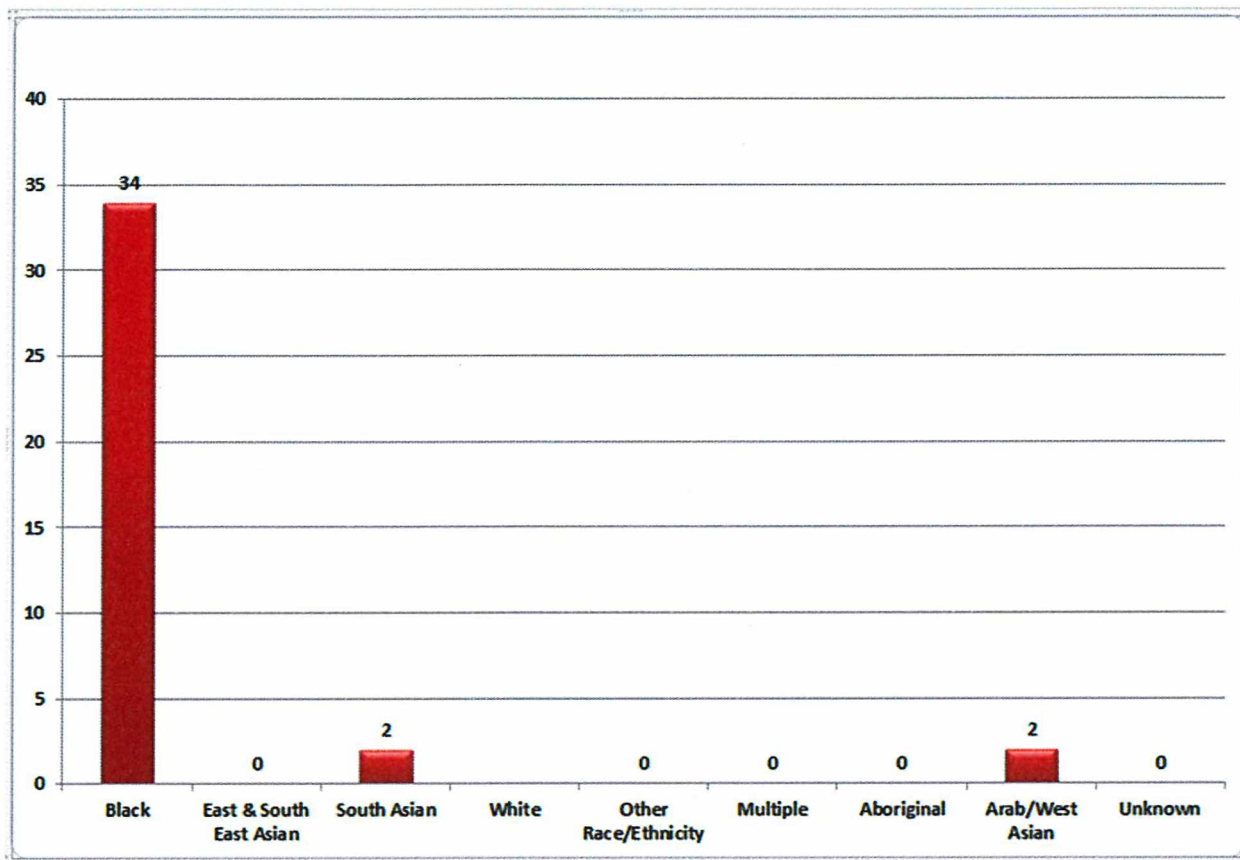


Figure 2

The chart displays reported hate/bias incidents broken down by race/ethnicity (Figure 2). In 2019, the Black community was the most targeted group with 34 incidents. In comparison, there were 41 hate/bias incidents targeting the Black community in 2018. This represents a 17 per cent decrease in reported hate/bias motivated incidents from the previous year.

Religion

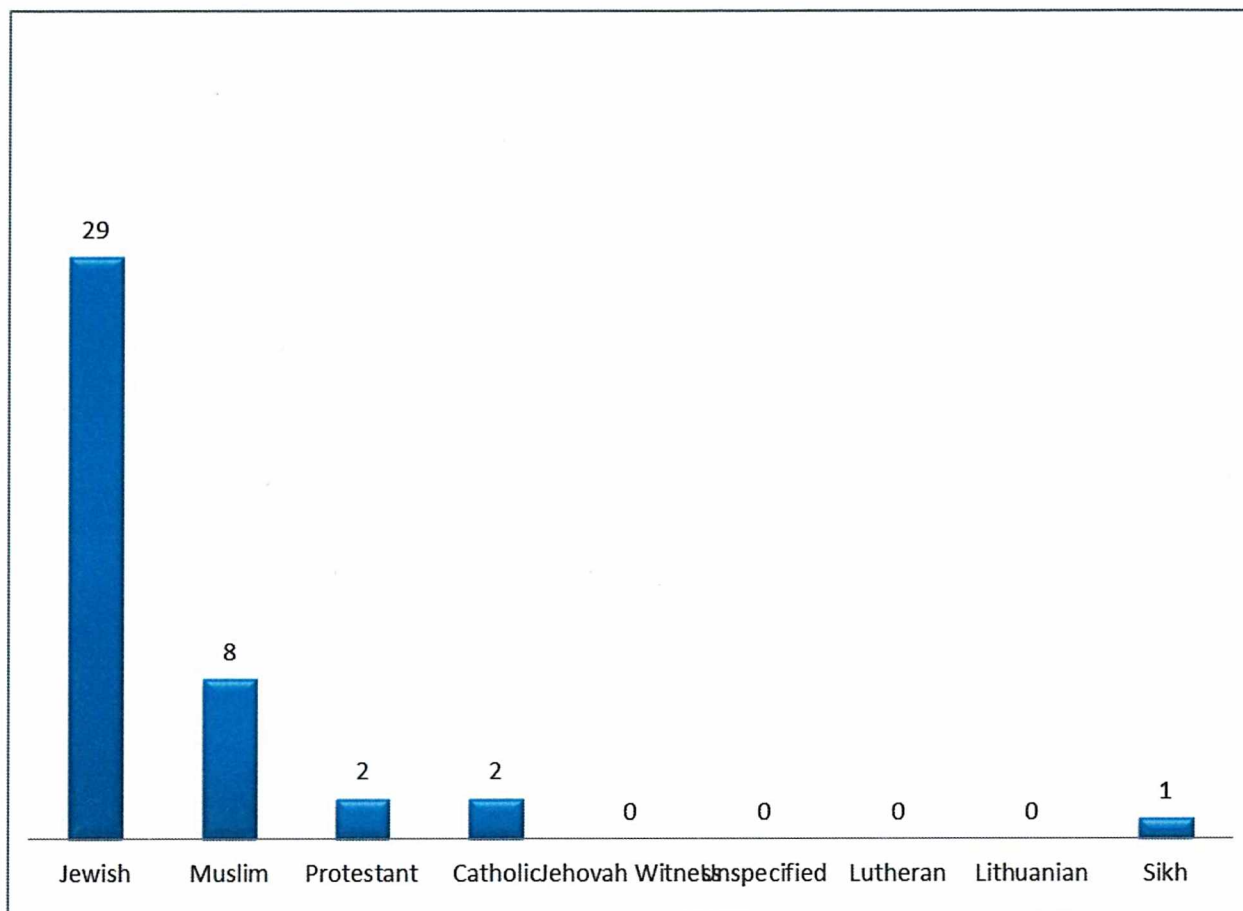


Figure 3

The chart displays reported hate/bias incidents broken down by religion (*Figure 3*). In 2019, members of the Jewish community were the most targeted group in the religious category with 29 incidents, followed by members of the Islamic community with eight incidents. In 2018, there were 30 hate/bias incidents targeting the Jewish community and 14 incidents targeting members of the Islamic community. This represents a decrease of 3.33 per cent reported hate/bias incidents targeting the Jewish community, and a decrease of 42.86 per cent targeting members of the Islamic community.

Sexual Orientation and Gender Identity (Self-Identification)

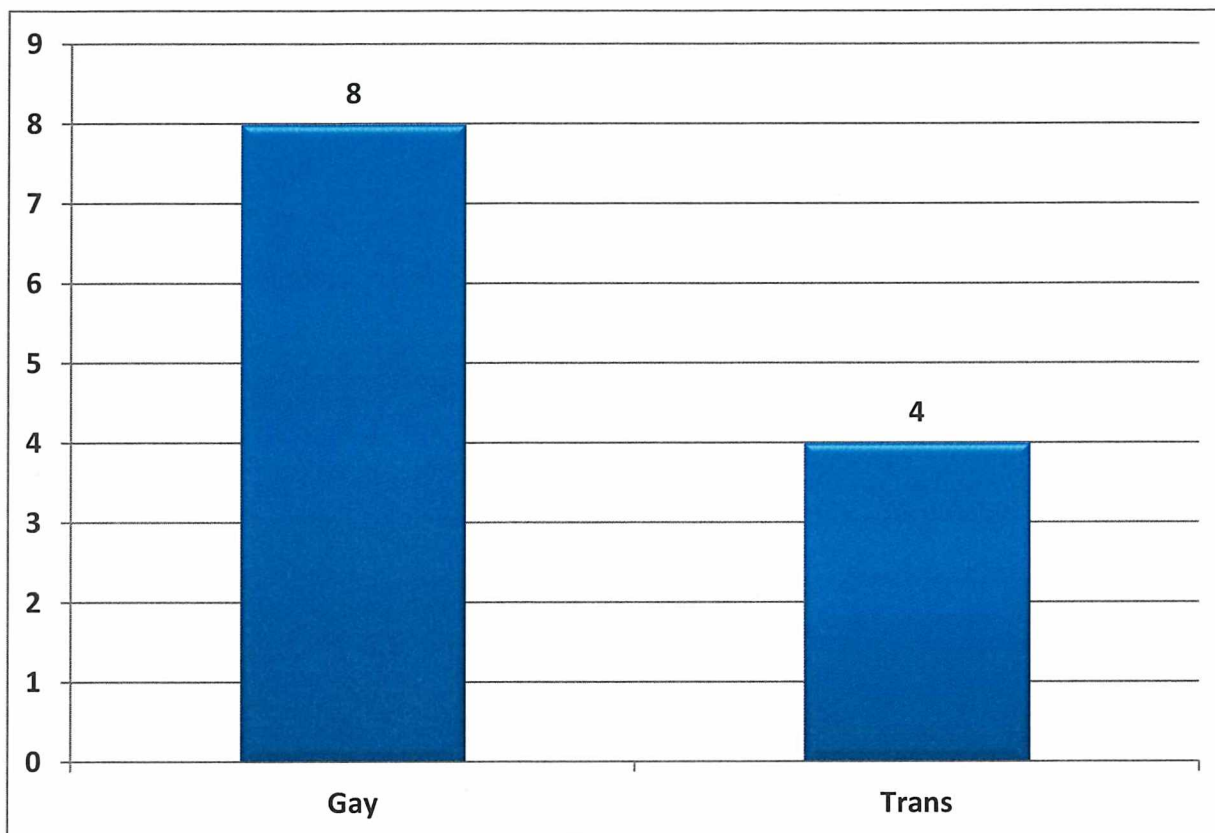


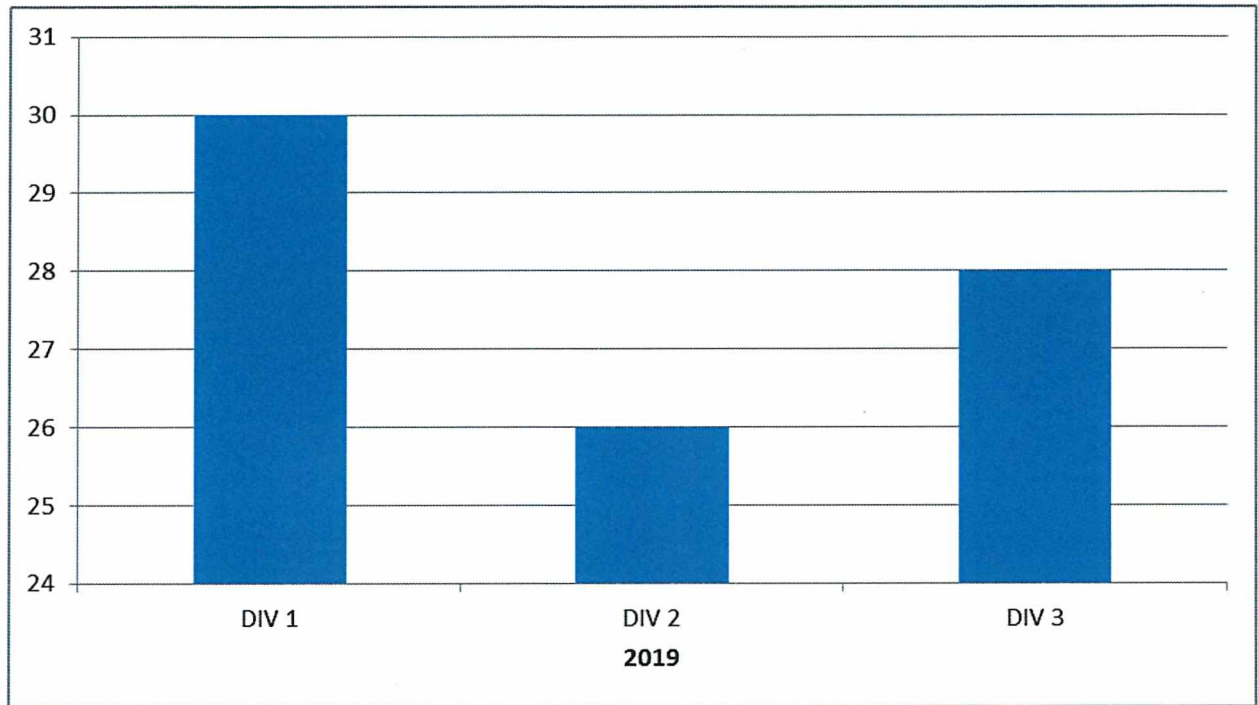
Figure 4

The chart displays reported hate/bias incidents broken down by sexual orientation and gender identity (Figure 4). In 2019, members of the 2S and LGBTQIA+ community specifically self-identifying as gay men were the most targeted group with eight incidents, followed by transgender identified persons with four incidents. Those individuals that self-identified as transgender did not indicate their gender identity. In 2018, the number of hate/bias incidents targeting the 2S and LGBTQ+ community, specifically members self-identifying as gay men, was 11. The number of incidents targeting community members that self-identified as transgender was four. There was a 31.57 per cent decrease compared to 2018 of reported incidents targeting individuals self-identifying as gay men.

Hamilton Police Service: 2019 Hate/Bias Statistical Report

DIVISIONAL BREAKDOWN

The following chart outlines a breakdown of hate/bias incidents by Division.



In 2019, 30 hate/bias incidents were recorded in Division One, 26 in Division Two and 28 in Division Three.

HATE/BIAS MOTIVATED CRIMES

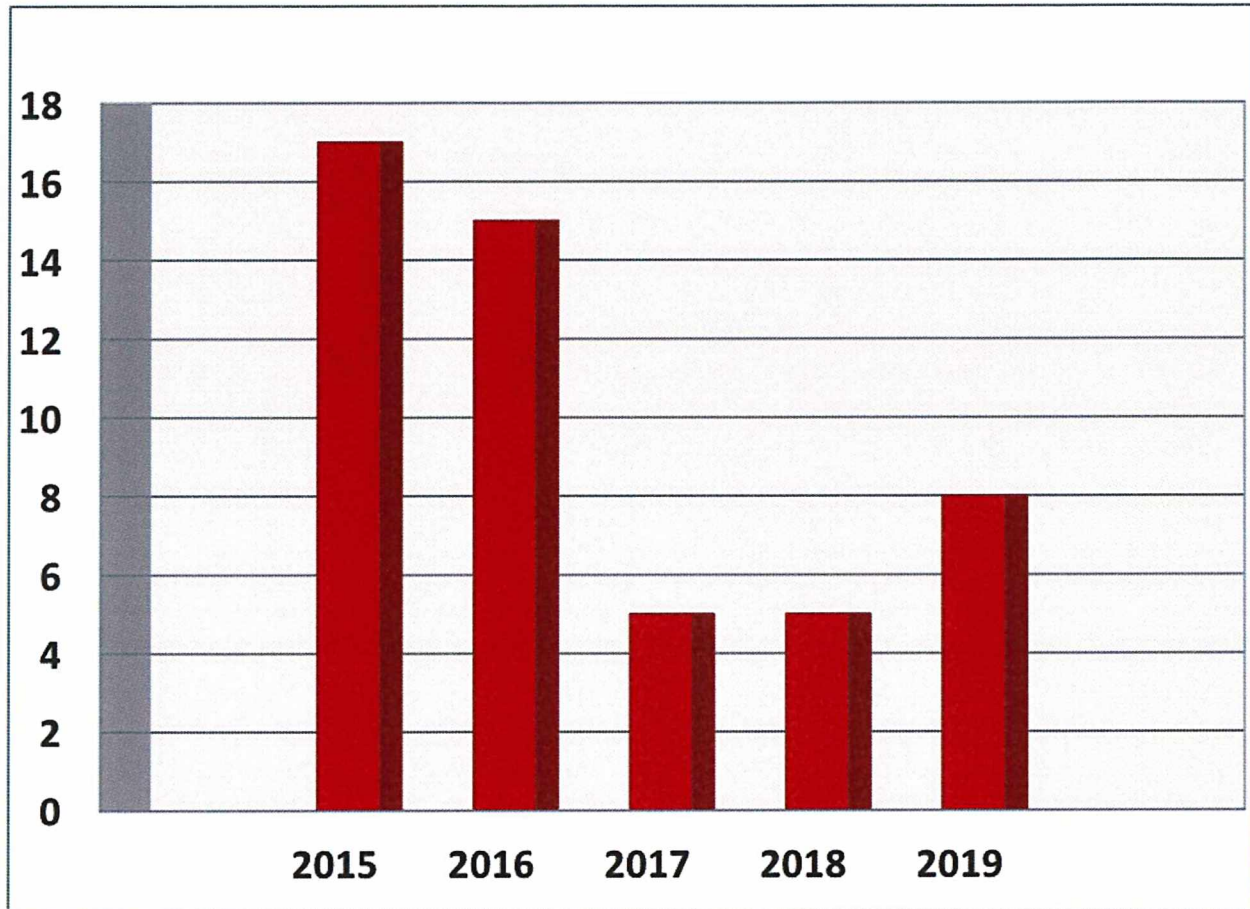


Figure 5

Eight of the total reported events involved offences that were classified as hate/bias motivated crimes. The chart shows the number of hate/bias crimes reported annually over the last 5-year-period (Figure 5).

Hamilton Police Service: 2019 Hate/Bias Statistical Report

The chart below breaks down the eight 2019 hate/bias motivated crimes by type and category (*Table 2*).

Table 2

Identified Hate Crime Breakdown by Type and Category								
Offence	AG	DI	GI	SO	SF	RA	RE	Total
Arson								
Assault 1						1	1	2
Assault with Weapon						3		3
Break and Enter								
Cause Disturbance								
Criminal Harassment								
Dangerous Operation of MV								
Domestic								
Harassing Calls								
Neighbour Dispute								
Mischief (Graffiti)						1	2	3
Mischief Under								
Sexual Assault								
Suspicious Circumstance								
Theft Over								
Theft Under								
Trespass								
Utter Threat								
Wilful Promotion of Hatred								
Total						5	3	8

Legend

- AG - Age
- DI - Disability
- GI – Gender Identity
- SO – Sexual Orientation
- SF – Similar Factor
- RA – Race/Ethnicity
- RE – Religion

Hamilton Police Service: 2019 Hate/Bias Statistical Report

DIVISIONAL BREAKDOWN

The following chart outlines a breakdown of hate/bias crimes by Division.

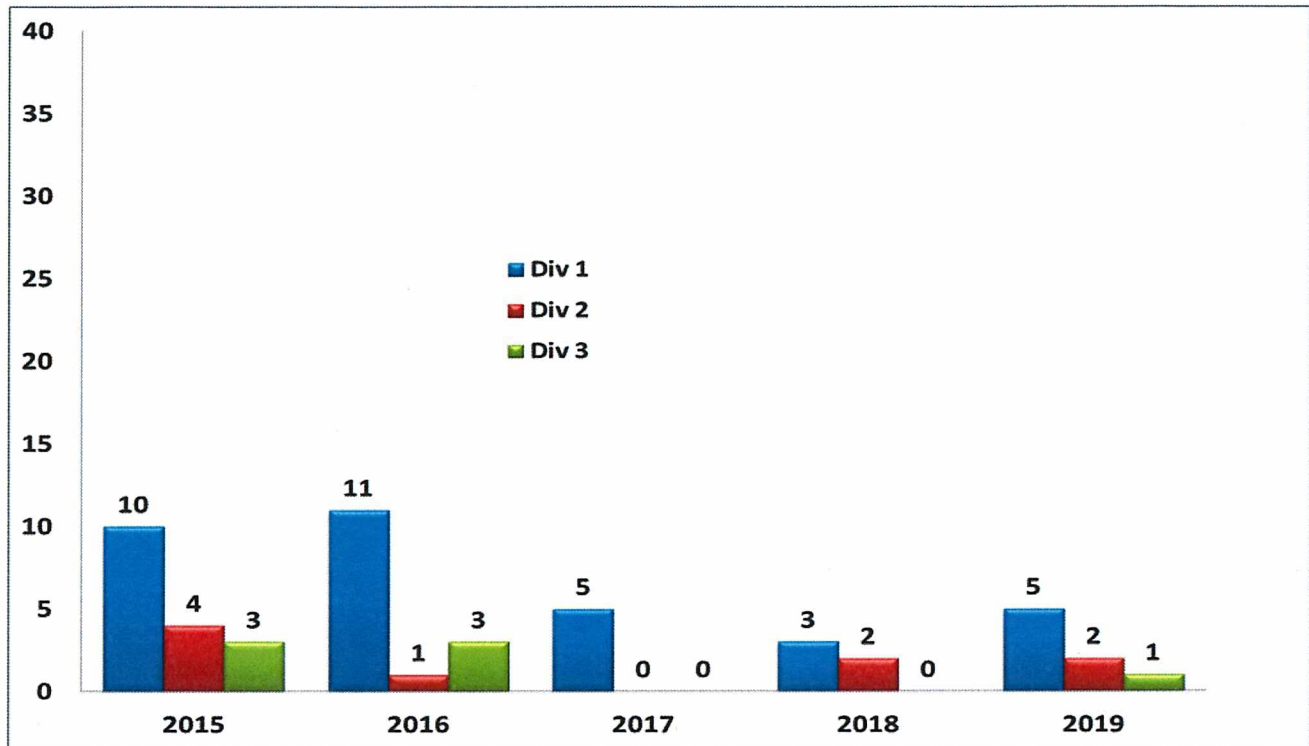


Figure 7

In 2019, five hate/bias criminal offences were recorded in Division One, two in Division Two and one in Division Three.

COMMUNITY OUTREACH

The following are some highlights of the outreach and education initiatives the HCU has undertaken in 2019 in partnership with the community:

- Presentations to the Hamilton-Wentworth District School Board Positive Space Committee
- All new Hamilton Police recruits, Communications staff and Victim Services personnel are trained in how to recognize hate/bias incidents and crimes
- HCU secured a grant from HCEIT to help with the operating costs for HWDSB’s Rainbow Prom
- International Day of Pink
- Liaise with McMaster University, Victim Services, Justice Officials Protection and Investigations Service (JOPIS), Criminal Intelligence Service Ontario (CISO), RCMP, OPP and Victim Witness Assistance Program (VWAP) on hate/bias investigations

Hamilton Police Service: 2019 Hate/Bias Statistical Report

- Presentations to the Jewish and Muslim communities
- Commemoration of the 75th Anniversary of the liberation of Auschwitz-Birkenau
- International Day against Homophobia
- Internal Support Network fundraising nights
- Hebrew Academy Lunch
- 2S and LGBTQIA+ flag raising ceremony to celebrate Pride Month
- Kristallnacht Commemoration

EDUCATION

Presentations on hate/bias offences and updated legislation are given to members of the Service on an ongoing basis.

The hate crime unit is working with the City of Hamilton Hate Mitigation Project.

An ongoing dialogue with the Hamilton Crown Attorney's Office on hate/bias related matters is a valuable educational tool to improve the quality of crown briefs.

CONCLUSION

In 2019, the HCU recorded a decrease in hate/bias occurrences and an increase in hate/bias motivated crime. The number of hate crime-related arrests increased from three to seven over the previous year.

Hamilton Police Service recognizes that hate crime has a devastating impact on victims and communities. The impact of hate crime is far reaching, extending beyond the physical and emotional trauma to the victim. The HCU is committed to investigating hate/bias motivated crimes and incidents to ensure Hamilton remains a safe place to live and work.

Reporting hate crimes and incidents is an important step in stopping the cycle of hatred and preventing others from being victimized. Hamilton Police recognize some community members may not be comfortable attending a police station or reporting directly to a police officer. A new online reporting tool has been created to allow citizens to report incidents without having to attend a station.

Hamilton Police encourage the community to report hate/bias crimes and incidents to ensure actions are taken, including assigning appropriate resources to make our community safer. There has been a continued effort in 2019 to work alongside our communities to educate, enlighten and engage in meaningful discussion and learning on hate/bias issues. Together, we can make a difference in stopping the cycle of hate.

HAMILTON POLICE SERVICES BOARD
- RECOMMENDATION-

DATE: January 20, 2020
REPORT TO: Chair and Members
 Hamilton Police Services Board
FROM: Eric Girt
 Chief of Police
SUBJECT: *Year-End Report: Active Rewards – 2018*
PSB 20-004(a)

RECOMMENDATIONS:

1. That the funds from the now inactive rewards, STAPLES/BORELLI, PAGE and SULLIVAN, in the amount of \$30,000 which originally came from the ISD Operating Budget, be moved into the Tax Stabilization Account.
2. That the following cases be removed from the Active Rewards list:
 - LAX, Morris – Active reward: \$2,000.00 donated by 3 local businesses. All monies have been returned to the original donors with interest, as follows:
 - Posner Metals Ltd.
 - Original donation: \$1,000.00 / Refund returned: \$2,803.44
 - Steve Szautler Sr. Core Industries
 - Original donation: \$500.00 / Refund returned: \$1,366.13
 - Ken's Salvage
 - Original donation: \$500.00 / Refund returned: \$1,366.13
 - STAPLES, William / BORELLI, Rhonda – Active reward: \$10,000 (\$10,000 is present in account)
 - PAGE, Jean-Paul – Active reward: \$50,000 (\$10,000 is present in the account)
 - SULLIVAN, Michael – Active reward: \$50,000 (\$10,000 is present in the account)

BACKGROUND:

In compliance with the Hamilton Police Service Rewards Policy (P&P 4.1.25), this year-end report is submitted in relation to the number and status of all current Rewards offered by the Hamilton Police Services Board to further investigations and solve crimes. In 2018, there was one (1) new reward approved by the Police Services Board.

PSB report 18-104 approved \$50,000 for the Angelo Musitano homicide and that 20% of the total amount (\$10,000) be taken from the ISD operating reserve account and move to

the Police Reward Reserve account (#376300). Historically, it is normal practice to partially fund the rewards.

After conducting reviews with the Investigative Services Division, Support Services Division (Fail to Remain Branch), and Finance of the current active rewards, the following is recommended for each reward.

The following cases are unsolved and should remain as active rewards.

- GILLINGS, Helen
- SHORT, Hugh
- DRENNAN, Sean
- FROST, Clyde
- SHEPPARD, Sheryl
- GILBANK, Lynn
- GILBANK, Fred
- CLAPMAN, Thelma
- PALMER, Michael
- PERKINS, Nick
- MELO, Joseph
- KOTSOPOULOS, Hiliias
- ROWE, Marley
- MUSITANO, Angelo



Eric Girt
Chief of Police

EG/FM

Attachment: *2018 Year-End Active Rewards – Hamilton Police Service*

NAME OF VICTIM	TYPE OF CASE HOMICIDE / MISSING PERSON	YEAR REWARD OFFERED	AMOUNT OF REWARD	ORIGIN OF REWARD	PSB REPORT #	EXPIRY DATE
LAX, Morris	Homicide	1993	\$2,000.00	Regional Council Through the Police Services Board	93-036b	Indefinite
GILLINGS, Helen	Homicide	1995	\$10,000.00	Regional Council Through the Police Services Board	97-129	Indefinite
SHORT, Hugh	Attempt Murder	1996	\$10,000.00	Regional Council Through the Police Services Board	96-065	Indefinite
DRENNAN, Sean	Homicide	1997	\$10,000.00	Regional Council Through the Police Services Board	97-127	Indefinite
FROST, Clyde	Homicide	1998	\$10,000.00	Regional Council Through the Police Services Board	00-045	Indefinite
SHEPPARD, Sheryl	Missing Person	1998	\$50,000.00	Regional Council Through the Police Services Board	98-113	Indefinite
STAPLES, William BORELLI, Rhonda	Homicide	1998	\$10,000.00	Regional Council Through the Police Services Board	98-087	Indefinite
GILBANK, Lynn GILBANK, Fred	Homicide	1999	\$20,000.00	Regional Council Through the Police Services Board	99-052	Indefinite
GILBANK, Lynn GILBANK, Fred	Homicide	2000	\$1,000.00	Hamilton Criminal Lawyers' Association, Canadian Bar Association-Ontario, The Law Society of Upper Canada	99-052	Indefinite
CLAPHAM, Thelma	Homicide	2005	\$5,000.00	City Council Through the Police Services Board	05-087	Indefinite
PARMER, Michael	Homicide	2007	\$10,000.00	City Council Through the Police Services Board	07-004	Indefinite
PAGE, Jean Paul	Homicide	2008	\$50,000.00	City Council Through the Police Services Board	08-073	Indefinite
PERKINS, Nick	Motor Vehicle Pedestrian Collision	2009	\$10,000.00	City Council Through the Police Services Board	09-036	Indefinite
MELO, Joseph	Homicide	2011	\$25,000.00	City Council Through the Police Services Board	11-006	Indefinite
KOTSPOULOS, Hlias	Motor Vehicle Pedestrian Collision	2011	\$25,000.00	City Council Through the Police Services Board	11-126	Indefinite
SULLIVAN, Michael	Homicide	2015	\$50,000.00	City Council Through the Police Services Board	15-016	Indefinite
ROWE, Marley	Homicide	2015	\$50,000.00	City Council Through the Police Services Board	15-062	Indefinite
MUSITANO, Angelo	Homicide	2018	\$50,000.00	City Council Through the Police Services Board	18-104	Indefinite
TOTAL			\$348,000.00			

5.3

City Clerk's Division
COUNCIL FOLLOW-UP NOTICE

TO: Hamilton Police Services Board **DATE:** February 18, 2020
(c/o Ms. Lois Morin, Administrator)
Lois.Morin@hamilton.ca

Mr. David Hansen
Director of Education, Hamilton-Wentworth Catholic District School Board
hansend@hwcdsb.ca

Mr. Manny Figueiredo
Director of Education, Hamilton-Wentworth District School Board
director@hwdsb.on.ca

Sent Via Email. No Hard Copy to Follow.

FROM: Alicia Davenport
Legislative Coordinator, Office of the City Clerk

SUBJECT: Dedicated City-Wide Traffic Enforcement Unit and School Bus Enforcement Cameras

Please be advised that, at its meeting of February 12, 2020, Council approved Item 5 of Public Works Committee Report 20-002, which reads as follows:

- 5. City of Hamilton Vision Zero Action Plan 2019 - 2025 Update (PW19015(a)) (City Wide) (Item 10.1)**
- (a) That the Hamilton Police Services Board be requested to review the feasibility of implementing a dedicated City-wide Traffic Enforcement Unit; and,
 - (b) That the Hamilton Police Services Board, Hamilton-Wentworth District School Board and Hamilton-Wentworth Catholic District School Board be requested to review the feasibility of implementing school bus enforcement cameras.

Thank you, we look forward to your response!

cc: Dan McKinnon, General Manager, Public Works
Nancy Wunderlich, Administrative Coordinator, Public Works