



NIAGARA REGIONAL POLICE SERVICE

Police Services Board Report

PUBLIC AGENDA

Subject: Annual Report - Respecting Equal Opportunity, Discrimination and Workplace Harassment Prevention - January 1 – December 31, 2020

Report To: Chair and Members, Niagara Police Services Board

Report Date: 2021-04-07

Recommendation(s)

That the Niagara Police Services Board receive this annual report respecting equal opportunity, discrimination and workplace harassment prevention.

Key Facts

- Regional Municipality of Niagara Police Services Board By-Law 331-2012 sets out the policy on equal opportunity, discrimination and workplace harassment prevention and requires that the Service provide the Board with an annual statistical report.
- A summary of the written procedures relating to equal opportunity; discrimination and workplace harassment prevention;
- Confirmation that Service members have received training on diversity and human rights;
- The number and nature of harassment complaints received in 2020 with disposition of such complaints;
- An analysis of grievance activity in 2020 that includes grievance status, outcomes and/or resolutions, and any observable trends, if they exist.

Financial Considerations

- None

Analysis

Written Procedures and Training:

In response to this By-Law the Service has prepared General Order 104.10 – Respectful Workplace Policy and General Order 222.04 – Workplace Violence that addresses the administration of occurrences deemed to be discriminating, harassing or violent in nature. Both General Orders define unacceptable behaviours, provide clear direction on reporting incidents, provide the duties and obligations of all members regardless of rank, and have procedures for the initiation of investigations for both formal and informal complaints.

All Service members are expected to be conversant with general orders, and all orders are electronically accessible on desktop computers and in each patrol vehicle's mobile data terminal. Further, the NRPS Training Unit, in cooperation with the Human Resources Unit, provides training on The Ontario Human Rights Code, and Workplace Harassment & Violence responsibilities and prevention. This training is provided for new Service hires, regular members, and during supervisor training courses.

Workplace Discrimination and Harassment Incidents:

In 2020, the Niagara Regional Police Service received six complaints of conduct related to discrimination or harassment in the workplace. Of these six complaints, it was ultimately determined through investigation that two complaints did not rise to the level of workplace harassment or discrimination. Three of the six complaints were substantiated as having occurred to some extent through investigation. Of these three substantiated complaints, one matter involved an offending employee of the Service and this matter has been dealt with in accordance with Service policy. The second matter involved an allegation of workplace violence. This matter was investigated accordingly and the offending member of the Service has been dealt with appropriately of which included further training on respectful workplace awareness. In the third matter, the offending individual is no longer employed with the Service. The final outstanding matter is still being assessed. It should also be noted that one discrimination or harassment in the workplace matter reported in 2019, of which was referred to an external investigator, also remains outstanding as of the date of this report.

Equal Opportunity Plan:

In keeping with the Service's strategic plan, the NRPS Recruiting Unit continues to seek recruitment from the diverse communities in Niagara through information sessions in partnership with community services.

In 2020, the NRPS Recruiting Unit received a total of 567 applicants for the position of police constable with 97 being female (17%) and 470 being male (83%). There were 59 new police constable recruits hired in 2020, including 13 females (22%) and 46 males (78%). Within the 59 new hires there were 8 (13.5%) recruits from a visible minority group.

As of December 31, 2020, the NRPS employed 767 sworn officers, with 133 being female which equated to 17.3% of all officer authorized strength.

Grievance Activity 2020:

In 2020, the Service received one formal grievance and two informal grievances all initiated by the Niagara Region Police Association. No grievances were filed by the Senior Officers Association.

The formal grievance was resolved through mediation. Of the two informal grievances, the Service and the Niagara Region Police Association have resolved both.

In terms of total formal and informal grievances received in 2020, there was a reduction by one formal grievance when compared to 2019. From 2018, one formal grievance filed by the Senior Officers Association has been withdrawn and one informal grievance filed by the Niagara Regional Police Association remains pending.

Alternatives Reviewed

To not receive this report.

Relationship to Police Service/Board Strategic Priorities

In pursuit of equal opportunity, and discrimination and workplace harassment prevention, the Service continues to work towards organizational excellence that can only be achieved by creating a healthy and respectful work environment that supports fairness, opportunity, a sense of belonging, and promotes diversity. The Service continues to follow a comprehensive recruitment strategy that identifies quality candidates reflective of our community.

Relevant Policy Considerations

PSB Bylaw 331-2012, Equal Opportunity, Discrimination and Workplace Harassment Prevention.

General Order 104.10 – Respectful Workplace Policy.

General Order 222.04 – Workplace Violence.

Other Pertinent Reports

Not applicable.

This report was prepared by Dave Masotti, Inspector, Chief's Office, in consultation with Todd Waselovich, Inspector, Professional Development and reviewed by Bryan MacCulloch, Chief of Police.



Submitted by:

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Chief of Police

Appendices

Not Applicable.