



# NIAGARA REGIONAL POLICE SERVICE

## Police Service Board Report

**PUBLIC AGENDA**

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**Subject:** Annual Report - Equal Opportunity, Discrimination and Workplace Harassment Prevention - January 1 – December 31, 2024

**Report To:** Chair and Members, Niagara Police Service Board

**Report Date:** 2025-03-14

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### **Recommendation(s)**

**That the Niagara Police Service Board (Board) receive this annual report respecting equal opportunity, discrimination and workplace harassment prevention.**

### **Key Facts**

- Regional Municipality of Niagara Police Service Board By-Law 411-2024 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 2024 with disposition of such complaints.
- An analysis of grievance activity in 2024 that includes grievance status, outcomes and/or resolutions, and any observable trends, if they exist.

### **Financial Considerations**

Not applicable.

### **Analysis**

#### Written Procedures and Training:

In response to this By-Law, the Service has prepared General Order 104.13 – Respectful Workplace Policy and General Order 222.07 – 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 Niagara Regional Police Service (NRPS) Training Unit, in cooperation with the Human Resources Unit, provides training on the Ontario Human Rights Code, and Workplace Harassment and 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 2024, the NRPS received 9 complaints of harassment in the workplace.

Of these nine complaints, it was ultimately determined by the Respectful Workplace Review Committee that one was being dealt with as part of another investigation, one did not rise to the level of workplace harassment, two were referred to the Professional Standards Unit and investigated for Discreditable Conduct, two were investigated at the Inspector level resulting in corrective action, one was deferred with corrective measures at the District level, one referred to the District level for investigation and corrective action, and one is being referred for an external investigation.

#### Equal Opportunity Plan:

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

In 2024, the NRPS Recruiting Unit received a total of 523 applicants for the position of police constable with 77 being female (15%) and 446 being male (85%). About 26% appeared to be from equity deserving groups. It should be noted that the number of applicants that have been provided by the Recruiting Unit are based on observations or disclosures by the applicant. The Recruiting Unit has discontinued requesting gender identification from any applicant.

There were 50 new police constable recruits hired in 2024, including 6 females (12%) and 44 males (88%). Within the 50 new hires, there were 11 (22%) recruits from equity deserving groups.

As of December 31, 2024, the NRPS employed 820 sworn officers, with 148 being female which equated to 18% of our authorized strength.

#### Grievance Activity 2024:

In 2024, there were 4 formal grievances and 2 additional formal grievances, being held in abeyance, still pending from the previous year. One of these formal grievances was settled in 2024. In 2024, the Service received 3 new formal grievances and 2 new

informal grievances from the Niagara Regional Police Association, but they were all settled in the same year. At the end of 2024, 3 formal grievances and 2 additional formal grievances held in abeyance, remain from the previous year (2023). There were no formal or informal grievances received from the Senior Officer's Association.

### **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 By-Law 411-2024, Equal Opportunity, Discrimination and Workplace Harassment Prevention.

General Order 104.13 – Respectful Workplace Policy.

General Order 222.07 – Workplace Violence.

### **Other Pertinent Reports**

Not applicable.

*This report was prepared by Nilan Davé, Inspector, Chief's Office, in consultation with Steve Magistrale, Inspector, Professional Development, and Derek Watson, Sergeant, Recruiting Unit, and recommended by Chief of Police Bill Fordy.*



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### **Submitted by:**

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Chief of Police