



St. Thomas Police Service

Board Policy

Subject:	Equity and Inclusion
Policy Number:	AI-003
Effective Date:	April 1, 2024
Reviewed:	April 22, 2026
Authorized:	Police Services Board

Authority / Legislative Reference

- *Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1*
- *Canadian Charter of Rights and Freedoms*
- *Ontario Human Rights Code, R.S.O. 1990, c. H.19*
- *Accessibility for Ontarians with Disabilities Act, 2005*

Policy Statement

The St. Thomas Police Service Board (the “Board”) is dedicated to fostering a police service that embodies respect, equity, and inclusion, aligned with the principles of the Canadian Charter of Rights and Freedoms, the Ontario Human Rights Code (OHRC), the Accessibility for Ontarians Act (AODA) and other applicable legislation. This policy is designed to ensure that all individuals, both within the St. Thomas Police Service (the “Service”) and the broader community, are treated fairly and without discrimination or harassment.

Policy Application

1. The Board is committed to ensuring that all procedures, practices, and behaviours of the Service promote equitable and fair treatment of both the public and Service members. Discrimination and harassment against any individual, whether they are a member of the public or a Service member, will not be tolerated under any circumstances. Any practices or behaviours that are discriminatory, or that support discriminatory practices, will not be condoned.
2. The Chief of Police (the “Chief”) will develop and implement a comprehensive strategy and procedures aimed at promoting equity, inclusion, and diversity at all levels of the organization. This strategy will also work to prevent discrimination and harassment in both public service delivery and the workplace environment.
3. The strategy and procedures shall address:
 - a. service delivery that ensures that programs and services are provided in a manner that supports diversity and inclusivity, and is fair, respectful, and equitable;

- b. employment practices that adhere to principles of inclusivity, equity, and fairness in recruitment, selection, hiring and promotion to reflect the community served at all levels and areas within the organization;
 - c. communications that are crafted to meet the diverse needs of the community and will be made available in accessible formats upon request; and
 - d. professional development and training for all Service members that aligns with this policy and related legislative requirements, with programs reinforcing positive practices and protecting human rights.
4. In addition to these requirements, the Board shall prepare and adopt a diversity plan to ensure that the members of the Service reflect the diversity of the area for which the Board has policing responsibility. By fostering an environment that is inclusive and equitable, this plan will contribute to a workplace culture where diversity is valued, and all individuals feel respected, empowered, and supported. This commitment to diversity will enhance the Service's ability to serve the community fairly and effectively.