



St. Thomas Police Service

BOARD POLICY

Subject:	Disclosure of Misconduct (Chief of Police or Deputy Chief of Police)
Policy Number:	AI - 027
Effective Date:	April 1, 2024
Reviewed:	April 22, 2026
Authorized:	Police Services Board

AUTHORITY/LEGISLATIVE REFERENCE

- *Community Safety and Policing Act, 2019*

POLICY STATEMENT

The St. Thomas Police Service Board (the “Board”) is committed to ensuring that allegations of misconduct involving the Chief of Police or Deputy Chief of Police are addressed in a fair, transparent, and accountable manner. This policy establishes a framework for the disclosure and review of alleged misconduct to support public confidence, procedural fairness, and effective oversight in accordance with the Community Safety and Policing Act (the “Act”).

POLICY APPLICATION

1. A member or former member of the St. Thomas Police Service may disclose, through the St. Thomas Police Association Executive, to the Board, allegations of misconduct involving the Chief of Police or Deputy Chief of Police.
2. A disclosure may be made directly to the Board or to the Inspector General in accordance with the Act.
3. Where a disclosure is made to the Board through the Association Executive, the Board shall determine whether the matter falls within its jurisdiction and whether the disclosure meets the criteria for further review.
4. The Board shall ensure that disclosures are handled confidentially and that the identity of the disclosing individual is protected to the extent permitted by law, subject to the requirements of procedural fairness.
5. The Board may decline to review a disclosure where:
 - a. the disclosure is frivolous or vexatious;
 - b. the disclosure is made in bad faith;

- c. the disclosure does not relate to the conduct of the Chief or Deputy Chief; or
 - d. the matter is more appropriately addressed through another legislative or regulatory process.
6. Where the Board declines to review a disclosure, the Board shall notify the disclosing individual of the decision and the reasons for the decision, subject to any confidentiality requirements.
 7. Where the Board determines that a disclosure warrants further review, the Board shall proceed in accordance with the Act and any applicable regulations or procedures.
 8. All records related to disclosures shall be maintained securely and in accordance with applicable record-keeping requirements.

REPORTING

9. The Board shall report publicly, where appropriate and in accordance with legal requirements, on disclosures received and the general nature of their disposition, while protecting confidentiality and personal information.