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To: ...

Request For OIPRD, Ottawa & Toronto Police Policy Re Perpetrators Of Verbal Assault, Harassment, Extortion, Intimidation, Hate Crimes Against Female Media & Politicians

Some names in the reports below have residency in Ottawa or Toronto, 3 media outlets complained to the Ottawa & Toronto police chiefs and federal minister for public safety. I seek:

1. A public policy declaration of the threshold for charging 175(1)(a)(i)(iii) “causes a disturbance... (i) by .. screaming, shouting, swearing, singing or using insulting or obscene language .. “, s264(1)(2d) “threatening conduct”, s265(1b) “threatens, by an act or a gesture”, s319 “incites hatred ... likely to lead to a breach of the peace” s346(1) “intent to obtain anything, by threats, accusations, menaces”, s423(1a,b) “purpose of compelling another person to abstain from doing anything ... intimidates or attempts to intimidate” Criminal Code re threatening conduct against female politicians and female journalists.
2. A public policy declaration that even if the OIPRD does not accept this complaint, that does not preclude the Ottawa or Toronto Police Chiefs from issuing a public policy declaration on the threshold for charging 175(1)(a)(i)(iii), s264(1)(2d), s265(1b), s319, s346(1), s423(1a,b) Criminal Code, re threatening or “accusations, menaces” conduct against female politicians and female journalists. While an OIPRD dismissal of a policy complaint terminates mandatory Police Services Act duties, the s7,15 Charter s21b s219 Criminal Code s1(1)(2)(4),81(2) Police Services Act “safety and security” duty of a Police Chief not to incite future crimes by publicly disclosing a policy cannot be extinguished.

The Supreme Court of Canada defined test for a threat as “whether an utterance is a threat will be reviewed objectively on the basis of what would a reasonable person perceive”, regardless of the police thresholds for a “threat” or “likely to lead to a breach of the peace”, police cannot allege that explicit “accusations, menaces” that are intended to prevent female politicians or journalists from doing their job is not an s346(1), s423(1a,b) offence. The RCMP mentioned thresholds, with respect, I request OIPRD / Ottawa Police / Toronto Police public disclosure of the threshold for an s346(1), s423(1a,b) offence against female politicians or journalists.

If the OIPRD does not grant the declarations sought, the OIPRD could be s21b Criminal Code party to any future 175(1)(a)(i)(iii), s264(1)(2d), s265(1b), s319, s346(1), s423(1a,b) Criminal Code offences against any female politicians or journalists. As a result of police silence, the perpetrators think their actions are legal, but it is a crime to make threats with intent to extort freedom of employment, so the OIPRD and police must deter crime by informing victims and perpetrators their intimidation charging policies.

<https://www.cbc.ca/news/politics/rcmp-investigating-freeland-1.6566633> “if the threshold for a criminal charge is met, the RCMP or the police of jurisdiction may arrest and lay charges. If the criminal threshold is not met ... the RCMP can still review the individual's comments "from an

intelligence perspective... We are seeing more incidents, particularly involving women, involving racialized Canadians, involving Indigenous peoples. I don't believe that that is a coincidence."

<https://calgaryherald.com/news/local-news/calgary-mayor-speaks-out-about-the-threats-and-intimidation-shes-faced-after-deputy-prime-minister-targeted-by-verbal-abuse> "Recounting numerous instances of threats and intimidation that she's experienced, Gondek said it's time for action... there are "people who feel that their freedoms involve being able to intimidate others."

<https://www.cbc.ca/news/politics/harassment-women-public-life-journalists-politicians-1.6564376> "... emails contained specific, targeted and disturbing threats of violence and sexual assault, as well as racist and misogynistic language.. we were told we were put on a list of journalists to be silenced,"

<https://www.cheknews.ca/unacceptable-conservative-leadership-frontrunner-pierre-poilievre-condemns-harassment-of-deputy-pm-chrystia-freeland-1082492/> "his wife ... has received "so much horrific material directly to her social media accounts," prompting the couple to hire a private security firm "to protect our family against all of that abuse."

<https://www.hilltimes.com/2022/08/17/co-ordinated-vitriolic-online-attacks-against-female-journalists-prompt-police-reports-calls-for-action-from-media-organizations/377577> "Several police reports have been filed in Ottawa and Toronto by journalists and columnists ... over incidents of online abuse that directly name a contributor associated with each of the organizations"

https://www.thestar.com/opinion/public_editor/2022/08/11/vicious-online-attacks-wont-silence-voices-in-canadian-media.html "...a torrent of racist, homophobic, misogynistic and violent messages being directed at journalists, often women and women of colour. ... the Star, the Hill Times, Global News and the Canadian Association of Journalists, ... came together to pen a letter that is being sent to the chiefs of police in Toronto and Ottawa ... and federal Public Safety Minister Marco Mendicino. It's also being sent to the heritage minister ... the justice minister, the minister for women and gender equality, the commissioner of the RCMP, and Ontario's attorney general. The letter points out that ... "targeted, vile threats of violence" — made them fear for their safety and prompted them to file a number of police reports."

<https://www.thestar.com/opinion/contributors/2022/08/10/every-day-that-passes-without-regulating-online-threats-is-a-win-for-haters.html> "... little institutional help, whether from law enforcement agencies ... hours on hold trying to report the death threats to police... "A People's Tribunal: Every Woman's Right to Speak Free from Online hate," ...spoke about the devastating impacts ... 72 per cent increase in police-reported hate crimes .. is even more cause to worry .. only 1-in-5 people report hate to police)."

https://www.thestar.com/opinion/editorials/2022/08/18/time-to-tackle-online-abuse.html?utm_source=speakable&utm_medium=push "... abusers are confident they can get away with their threatening behaviour.... That's a failure of government and law enforcement agencies who are not only letting down the victims of online abuse but society at large... The letter asks for ... police forces to investigate such complaints... "review and improve" the process for filing complaints involving hate speech and harassment... reporters had frustrating experiences

trying to file police reports and ... **officers were dismissive of their complaints**. Police services have a responsibility to ensure a victim-centred approach to addressing people's legitimate fears for their safety."

GROUNDS

On October 29, 2021, the CBC reported the former Ottawa Police Chief's comments re root out the "[rot in the organization ... of cancer](#)". Any statutory or constitutional right is an s380 Criminal Code "service". An error is not a crime, but whether or not the Police open a criminal investigation, ALL beyond all reasonable doubt deliberate falsehoods to defraud a mandatory statutory or constitutional "service", is a crime. Where Council defraud a mandatory "service" so as to cause a risk to life, health, safety or security, that is an s7 Charter and s219 Criminal Code attempted manslaughter offence. s21b,22.2,23 Criminal Code prohibits any Council omission that facilitates crimes by Ottawa Police officers. Any City Council omissions so as to cover up City staff crime are an s122 Criminal Code breach of trust use of public power to obtain a personal benefit for the City and s341a Criminal Code fraudulent concealment to facilitate defrauding a service.

Problem: The current **Ottawa City Council was asked about 6 times to pass an “accountability and transparency” bylaw** requiring the Ottawa Police Services Board “OPSB” to with the consent of the victim, publicly disclose anonymized excerpts of any complaint investigation over the 120 days Office of the Independent Police Review Director “OIPRD” benchmark and the Police Chief and OPSB reasons for permitting the investigation to exceed 120 days. But for this CBC report, there would have been no investigation; <https://www.cbc.ca/news/canada/ottawa/police-officer-mental-health-report-by-fake-psychologist-sexual-harassment-1.6083291>**the force had said there was no ...investigation... but reversed course after CBC** sent an email ...inquiring about the possibility of an internal investigation... called the OPS decision to do a criminal investigation "lip service." "**Why didn't they listen to me 15 years ago?** I feel like they're just playing games,"

In light of the Newfoundland and Labrador Constabulary Act “*investigation shall be completed as soon as is practicable but no later than 3 months from the date the complaint is filed or received*”, New Brunswick Police Act “*Within 60 days .. the investigator shall provide the chief of police with the ... findings and conclusions*” and the disproportionate effect of the lack of an Ontario Police Services Act statutory deadline for the investigation of police misconduct complaints, on the indigenous, black and brown community and female police officers, the silence of Council is systemic racism and systemic misogyny.

Since the OIPRD 2009 existence, they listed 17 hearings re Ottawa Police misconduct complaints, but in 2019 the OPS website claimed they received 230 complaints (it is a Criminal Code and Police Services Act offence to lie to police), but there is no public record on the content of the complaints. If 2019 was representative of other years, 13 years and maybe 2,300 complaints mean only 1% of complaints reach a hearing. Other than aggregate statistical information for Ontario, there is no case-by-case information on misconduct complaints which did not make it to a hearing, and zero information on Policy Complaints.

Solution: Municipal Act “*by-laws respecting ... Accountability and transparency of ... its local board*” requires that if a Chief / OPSB truly believe that disclosure of their reasons will compromise

a misconduct investigation that should have been concluded within 1 week, the Chief / OPSB needs to disclose that on a public online database, so that the Chief and or OPSB can be if necessary held accountable (electoral defeat or termination or suspension or fine or charged under the Police Service Act or Criminal Code etc.) for providing a false reason for extending an investigation beyond 120 days, so as to facilitate a crime or other misconduct.

A police misconduct investigation is not a criminal investigation, that does not mean that the misconduct being investigated is not a crime, 120 days is an OIPRD benchmark for the Chief's decision, an OIPRD complaint is a formal public process, and a misconduct complaint hearing is public, most misconduct investigations can be concluded between 1 day to 1 week.

In light of media reports below, anytime the delay exceeds 120 days, there should be a presumption of bad faith, it should then be up to the Chief and OPSB to publicly explain why the delay is not bad faith. Let's stop the status quo of Police Chief / OPSB / City Council abuse of the police complaints process to facilitate city employee crimes against residents and city employees that they are paid to protect.

Ottawa should copy Toronto City Council "Enhancing Policing Accountability through ... Ombudsman Toronto ...b. provide the Ombudsman with a broad legal mandate to review the implementation of Toronto Police Services Board policies and Toronto Police Services Board procedures for the purpose of assessing the "fair process, fair outcome and fair treatment" impacts of those policies and procedures ...".

I am not the only person calling for a transparency database, the petition below lists about 20 references which include academics, media and law enforcement associations calling for a police misconduct transparency database. **They were so frustrated by government cover-ups that Alberta, Idaho, Chicago, Los Angeles, and New York non-government entities created incomplete police misconduct databases.**

I spoke at a community association meeting on July 12, 2022, it appears, that a Councillor that was the subject of an Integrity Commissioner Report on sexual harassment and his staff attended to discourage the community association from issuing a news release re 120 Days Bill of Rights by articulating Council's implied position that a 120-day disclosure will allegedly interfere with an investigation. The Councillor / Council appears united in an implied position that police power to cover up misconduct should continue.

- a. Firstly, the Police Chief can redact but it will be online so after the investigation is complete, we can unredact and see if the Police Chief lied about the redaction reason.
- b. Secondly, the NFLD and New Brunswick Police Act provides for a maximum of 90 days and 60 days respectively, no extensions are allowed, therefore in Ontario, anytime an investigation exceeds the OIPRD benchmark of 120 days, the bad faith burden of proof should be reversed on the Chief.
- c. Thirdly, when an investigation goes beyond 120 days, the public is entitled to know the Chief's reason for permitting an extension, a contrary opinion will harm the reputation of good

cops and disproportionately harm Aboriginals, blacks, browns, and caucasian female employees of the police.

d. Fourthly, if a Chief / Board truly believe that disclosure of their reasons will compromise a misconduct investigation that should have been concluded within 1 week, the Chief / Board needs to disclose that on a public online database, so the Chief / Board can be if necessary held accountable (electoral defeat or termination or suspension or fine or charged under the Police Service Act or Criminal Code etc.) for a false reason for extending an investigation, so as to facilitate a crime or other misconduct.

e. Fifthly, ALL Ontario Privacy Commissioner decisions are publicly available online, which includes records related to criminal proceedings, the only reputational safeguard is that the decisions are anonymized, therefore, there is no good faith reason to decline anonymized police complaint decisions.

f. Sixthly, a doctor or lawyer cannot practice without a license, but police are yet to be deemed, regulated professionals. Groups of academics or media or law enforcement associations in Calgary, Idaho, Chicago, Los Angeles, New York created police misconduct databases, but without government, it is impossible to resolve loopholes.

A request for a Police Complaints Bill of Rights has been sent to ALL members of the current Council about 6 times over a period of 3 years; I am pro police, good cops (the majority) are reputational victims of bad cops (the minority), indigenous people, visible minorities and female police officers, therefore **members of the current Council silence about a 120-day Police Complaints Bill of Rights Accountability & Transparency Bylaw is systemic racism and systemic misogyny.**

CANADA AND ONTARIO SHOULD PAUSE OTTAWA POLICE FUNDING UNTIL THEY IMPLEMENT A 120 DAYS POLICE COMPLAINTS TRANSPARENCY BILL OF RIGHTS

Some of those screaming bloody murder regarding Hockey Canada are being hypocritical because some were aware of the problems, but because of a media report, they act like they do not share partial responsibility.

Police have discretion not to investigate a crime that has ended, but if Police have alleged limitless discretion to refuse to disrupt or charge ongoing crimes where the perpetrator and equipment used to commit the crime are at a fixed location, the taxpayers who pay their salaries have a "transparency" "open government" right to read an anonymized copy of the response to a policy complaint challenging limitless discretion.

An example of how the 120-Days Police Transparency Bill of Rights can work, the alleged victim can make a policy complaint about the lack of a policy that whenever there are allegations of rape by more than one alleged perpetrator, the police cannot close the case without interviewing all alleged perpetrators. If the OIPRD does not accept the complaint, there is no way to ensure that the public knows that such a policy was proposed or why it was rejected. Even if the OIPRD accepts the policy complaint there is no requirement for a public decision.

That a police force reopened a complaint due to a media report showing that the policies for dealing with allegations of gang rape are insufficient; <https://toronto.citynews.ca/2022/07/22/hockey-canada-juniors-sex-assault/> “Two of Canada’s men’s world junior hockey teams are being investigated by police following alleged group sexual assaults in 2003 and 2018” <https://london.ctvnews.ca/london-police-to-reopen-criminal-investigation-into-hockey-canada-sexual-assault-allegations-1.5998669> “..a team of investigators has determined “there are further investigative opportunities available to us, and as such, the criminal investigation has been re-opened to allow those opportunities to be explored.”... police was launching an internal review of the sexual assault investigation that transpired four years ago... alleged she was sexually assaulted by eight unidentified players”

We saw the effect of Canada pausing funding of Hockey and Gymnastics Canada due to the handling of a sexual misconduct complaint. Why did Ottawa Police settle with a police officer who faced allegations of sexual harassment? the investigation to hearing took about 4 years, they settled an alleged perpetrator before we could find out if he was innocent or guilty, that shocking and unethical decision is likely to incite future police misconduct. Canada and Ontario should pause Ottawa Police funding until they stop using government funds to cover up and incite sexual harassment by not implementing a 120 Days Police Complaints Transparency Bylaw.

**[CHANGE.ORG](https://chnng.org) PETITION FOR POLICE AND MILITARY COMPLAINTS
TRANSPARENCY BILL OF RIGHTS <https://chnng.it/GLfvt6Chrg>**

To All Levels of the Elected USA and Canadian Governments to safeguard the reputation of good officers (the majority) through a 120 Days Police and Military Complaints (Includes Sexual Harassment and Assault) **Transparency Bill of Rights to deter bad officers from abusing the public or other officers:**

- a) public online anonymized copy of all misconduct (violation of any law or prescribed code of conduct) or service (for example a refusal to open a sexual harassment or assault investigation) or policy (for example a refusal to track the use of force and race-based data) complains from the public or an officer,
- b) supported by an affidavit which can lead to charges if the allegations are false,
- c) the police or military or outside investigator result, and sanctions if applicable,
- d) the reason for any redaction that is contrary to the alleged victim's consent if applicable,
- e) the reason for extending an investigation beyond 120 days if applicable,
- f) naming of perpetrator upon “convictions, terminations, de-certifications, civil judgments, resignations and retirements while under investigation for serious misconduct, and sustained complaints or records of disciplinary actions”,

WHEREAS the Executive Orders of President Donald Trump and President Joe Biden affecting the police complain database is progress, it does not include sexual harassment or assault complaints in the military, transparency of the length of the investigation, transparency of the investigation decision, transparency of the reason for dismissing a misconduct or service or policy complaint without an investigation (sustained allegations that do not lead to a sustained complaint), transparency of misconduct sanctions that are deemed not serious. There is no federal anonymized or named database with guaranteed public access, no guarantee that State, local, and tribal police

departments will implement or integrate a database. **Canada should copy the USA requirements for the federal AG to investigate systemic issues with non-federal police complaint processes and create a database for military noncriminal sexual harassment complaints.**

WHEREAS A doctor or lawyer cannot practice without a license, but police are yet to be deemed regulated professionals. Groups of academics or media or law enforcement associations in Alberta, Idaho, Chicago, Los Angeles, New York created police misconduct databases, but without government, it is impossible to resolve loopholes. Ontario Privacy Commissioner decisions include records related to criminal investigations and an anonymized copy of all decisions is publicly available online. Newfoundland and New Brunswick do not permit any police misconduct investigation to exceed 90 and 60 days respectively. The **USA should copy Canada's direction that state civil authorities take over federal military police investigation of sexual assaults.** For example Canada paused Hockey Canada funding for potentially using taxpayer dollars to cover up prior and incite future sexual misconduct, but Ottawa Police did the same thing and Canada is yet to pause funding.

WHEREAS the Office of Independent Police Review Directorate "OIPRD" target for the length of an investigation is 120 days, since OIPRD 2009 existence, they have listed only 17 hearings re Ottawa Police Service "OPS" misconduct complaints, but in 2019, the OPS received 230 complaints from the public, 119 were investigated but there is no public record on the content of the public complaints or the internal complaints from other officers. If 2019 is representative of other years, in 13 years, **only about 1% of complaints from the public lead to a hearing.** Other than aggregate statistical information for Ontario, there is no case-by-case information on misconduct complaints which did not make it to a hearing, and zero information on Policy Complaints.

WHEREAS if the police or military refuse to investigate a misconduct complaint or an investigation goes beyond 120 days, the public is entitled to immediately or after the investigation, see the reason for permitting an extension, a contrary opinion will harm the reputation of good cops (the majority) and **disproportionately harm indigenous people, visible minorities, and caucasian female employees of the police or military.**

WHEREAS a police or military misconduct investigation is akin to a company HR department investigation of a company employee, not all criminal code violations lead to criminal charges, the purpose of misconduct investigations are mostly to determine if civil sanctions like a warning or suspension or termination, however **the underlying conduct that leads to a civil sanction may also be a criminal code violation.**

BE IT RESOLVED that deterring misconduct through transparency is cheaper than investigating and resolving complaints, upon consideration of media reports below, any politician that facilitates ongoing or incites future criminal or other misconduct by opposing this petition objective, **is ethically unfit to hold public office at any a level of government.**

<https://www.nytimes.com/2021/08/03/magazine/military-sexual-assault.html> "nearly one in four servicewomen reports experiencing sexual assault in the military, and **more than half report experiencing harassment,**"

<https://www.cbc.ca/news/politics/number-of-sexual-misconduct-investigations-expected-transferred-civilians-1.6247095> “... **military sexual misconduct investigations ... handed over to civilian police**”

<https://www150.statcan.gc.ca/n1/pub/85-002-x/2022001/article/00013-eng.htm> “...large rise in ... **sexual assault (+18%) ... accounted for 40% of the increase in the Violent CSI.**”

<https://www.cbc.ca/news/canada/ottawa/use-of-force-review-ottawa-police-service-1.6450059> “Ottawa police officers have disproportionately used force against people they believed were **Black, Indigenous or Middle Eastern**, according to a report covering the first year that race-based data was collected.”

<https://www.cnn.com/2016/12/20/health/black-men-killed-by-police> “Black men are nearly **three times as likely to be killed by legal intervention than white men**, according to ... American Journal of Public Health”

<https://priceschool.usc.edu/news/usc-research-institute-announces-national-registry-to-track-police-misconduct/>

“...the LEWIS (Law Enforcement Work Inquiry System) Registry ... will be the **first comprehensive national catalog** of police officers who have been terminated or resigned due to misconduct. ... such as excessive use of force, corruption, domestic violence, sexual assault, physical assault, harassment, perjury, hate group affiliation or falsifying a police report. All information in the registry is drawn from public sources, such as official department statements, court records, police notices, news reports, and other open sources.”

<https://www.msnbc.com/the-reidout/reidout-blog/biden-executive-order-police-george-floyd-rcna30639> “.. The executive order ... a database to track incidents of misconduct committed by federal law enforcement ... like officer convictions, “terminations, de-certifications, civil judgments, resignations and retirements while under investigation for serious misconduct, and **sustained complaints** or records of disciplinary actions for **serious misconduct.**” ... attorney general to assess whether and how the records in the database could be made public”

<https://www.lebtown.com/2022/06/21/statewide-pennsylvania-police-hiring-database-hindered-by-loop-holes-lack-of-enforcement/> “... did not include any enforcement measures if they failed to ... upload records when an officer leaves their employment ... bill would have required ... all disciplinary actions and notify the public of their intent to hire someone who had “**substantiated allegations, substantiated complaints or completed or ongoing investigations**” ... in 10 categories: the use of excessive force, harassment, theft, discrimination, sexual abuse, sexual misconduct, domestic violence, coercion of a false confession, filing a false report, or a judicial finding of dishonesty... The bill that passed ... requires ... only ... “final and binding” discipline, ... voluntarily accepted a punishment or it went through formal adjudication. “Most transgressions do not get resolved, and so they are very rarely final and binding”

<https://www.tampabay.com/news/florida-politics/2022/07/28/florida-new-database-on-cops-with-bad-records-has-holes-reform-advocates-say/> “... without a court conviction, it’s extremely difficult to know if an officer has been repeatedly accused of brutality, or of falsifying records.. ... the Florida Officer’s Discipline Database.. website can be accessed ... but ... doesn’t include citizen complaints, only goes back a decade, and for an officer to make the list, he or she must have a

felony criminal conviction or have been found guilty of a moral character violation.... **Derek Chauvin, convicted in the murder of George Floyd, had more than 20 complaints against him** ... people have been calling for — not only convictions, but complaints.”

<https://sourcenm.com/2022/02/21/police-accountability-database-stripped-out-of-crime-package/> “... the database would have contained information on hiring of an officer, their termination, criminal convictions for on-duty conduct, any civil judgments for on-duty conduct, any de-certifications and any separation agreements with past police departments... **police agencies told legislative staff that they want the database** ...”

<https://www.cnn.com/2021/05/16/us/police-national-decertification-index-database/index.html> “... there needs to be greater federal oversight to track officers who have been involved in misconduct ... law enforcement people can move from state to state and ... have the power to use deadly force and arrest ... There is a Justice Department-funded police misconduct registry ... **It does not track officers accused of misconduct... the database is not public** ... There's also nothing mandating every state to contribute”

<https://www.nbcnews.com/tech/tech-news/politicians-have-expressed-interest-national-police-database-one-already-exists-n1242696> “... President Donald Trump directed the Justice Department to create a database that would cover federal, state, local, tribal and territorial law enforcement agencies; it would also have information about terminations and civil judgments. **police officers should be treated like ... other highly regulated professionals who need state-issued certifications or licenses** ... others besides Becar's group have stepped in with databases ... news organization ProPublica this year published a database of thousands of civilian complaints against New York City police officers including complaints where allegations were not substantiated. The Invisible Institute, a Chicago journalism organization, has published complaint records ..”

<https://calgaryherald.com/news/local-news/0525-police-misconduct> “Volunteer group launches interactive database of police misconduct cases ... The volunteer group comprises academics, lawyers, students and other professionals ... The data comes from ... newspaper clippings, CanLII (Canadian Legal Information Institute) decisions, disciplinary hearings and documents received through Freedom of Information requests.... “**Compiling ... in one place, publicly accessible ... will aid efforts to hold police ... accountable....** of violent behaviour, charges against off-duty officers, sexual abuse and other misconduct....”

<https://www.ottawalife.com/article/rapes-and-lies-the-cancerous-misconduct-at-the-ottawa-police-service> "... gross incompetence of the OPSB can be measured by their inaction on multiple files where OPS cops have committed serious and at times violent crimes against both citizens and their fellow employees without consequences. The OPSB’s **propensity to turn a blind eye to the victims of rape, sexual assault and misogyny have made them all accessories by default to the ongoing rape culture** at the OPS. ...they have behaved as meek cowards ...while allowing OPS Chief ... to boss them around like children ... Ironically, it was ... who constantly and very harshly criticized Mayor ... city staff and other councillors over a **lack of transparency** her preponderance for secrecy and not disclosing information to the public or hiding behind convenient rules created by her fellow politicians and police management to not disclose information ... “

<https://www.cbc.ca/news/canada/ottawa/police-officer-mental-health-report-by-fake-psychologist-sexual-harassment-1.6083291>**the force had said there was no ...investigation... but reversed course after CBC** ...inquiring about the possibility of an internal investigation... called the OPS decision to do a criminal investigation "lip service." "**Why didn't they listen to me 15 years ago?** I feel like they're just playing games,"

<https://www.cbc.ca/news/politics/rcmp-discipline-mendicino-1.6321653> "The challenge that we're seeing is the time it's taken for these things to be investigated, for decisions to be made and for corrective measures to be implemented," he said. "But hopefully, we'll get to a place where the **two-year, three-year, four-year decision making process comes back down** to something that's reasonable and both parties involved can have closure in a reasonable timeframe."

<https://toronto.citynews.ca/2021/06/28/women-in-policing-share-stories-of-harassment-ask-why-is-it-so-hard-to-get-justice/> "Women in policing ...ask why is it so hard to get justice... "It's not just a few bad apples. It is culturally and institutionally embedded" ... "Unions remain white heteronormative male dominated institutions ... **not always understanding or willing to understand what systemic sexism or racism** looks like ...Sexual abuse and harassment of female officers has been well documented ..."

<https://www.cbc.ca/news/canada/ottawa/police-officer-mental-health-report-by-fake-psychologist-sexual-harassment-1.6083291>**the force had said there was no ...investigation... but reversed course after CBC** sent an email ...inquiring about the possibility of an internal investigation... called the OPS decision to do a criminal investigation "lip service." "**Why didn't they listen to me 15 years ago?** I feel like they're just playing games,"

<https://www.aptnnews.ca/national-news/transparency-major-issue-at-police-watchdog-unit-in-quebec-says-new-report/> " police watchdog lacks transparency when investigating complaints made by Indigenous people according to a new report by an Independent Civilian Observer"

<https://www.cbc.ca/news/canada/toronto/public-complaints-police-disciplinary-hearings-1.5778459> "3,806 complaints made to the OIPRD about Toronto Police .. two per cent, were substantiated, and only one per cent have gone before the Toronto police disciplinary tribunal... a disciplinary hearing was never held because the OIPRD took too long to complete its report...The system is not for the complainant and it's in favour of the officers .. the Chinese and Southeast Asian Legal Clinic in Toronto told CBC News that the slim chance of a public complaint ever going to a disciplinary hearing is one of the reasons she ... doesn't necessarily recommend it. "The system is not working for the public"

<https://www.cbc.ca/news/canada/toronto/ways-to-improve-police-oversight-ontario-1.5780527> "CBC News asked experts and stakeholders how they would ... improve **transparency and accountability** for both police services and the public ... As with investigations, where police often still investigate their own, experts say that police should not be the ones disciplining their own officers"

<https://ottawacitizen.com/news/local-news/police-race-data-report> “Ottawa police... target young black and Middle Eastern men at rates **two and three times** what would be expected based on their population size.”

<https://toronto.ctvnews.ca/review-finds-people-of-colour-faced-disproportionate-levels-of-force-by-toronto-police-1.5947586> “Black people were **over-represented in use of force ... by a factor of 1.6**. East/Southeast Asian and Middle Eastern people were both overrepresented by a factor of 1.2, while Latino people were overrepresented in use of force incidents by a factor of 1.5....Strip searches were also found to be used in a manner that disproportionately targets racialized people.”

<https://www150.statcan.gc.ca/n1/pub/85-002-x/2022001/article/00003-eng.htm> “one in five Black (21%) and Indigenous (22%) people have **little or no confidence in police**, double the proportion among those who were neither Indigenous nor a visible minority (11%)”

<https://www.thestar.com/opinion/contributors/2022/01/17/stop-police-violence-against-female-officers.html> “For years, women in the military have been desperately calling for change... gendered violence against women officers is tolerated and a condition of their employment. ... outside police entity to investigate sexual and physical violence reports against women in the military, how is this possible? **Women serving in the RCMP and provincial and municipal policing agencies have been experiencing ... violence and retaliation for decades...** policing organizations at the centre of stories of sexual and physical violence, including Victoria, Calgary, Edmonton, Regina, Saskatoon, Ottawa, Halifax, and Charlottetown, and the Royal Newfoundland Constabulary, to name a few.”

Royal Canadian Mounted Police Act 45.63 The Commissioner shall notify in writing the complainant and the member or other person .. the status of the investigation to date not later than 45 days after being notified of the complaint and monthly after that during the course of the investigation unless, in the Commissioner’s opinion, to do so might compromise or hinder any investigation ... 45.64 As soon as feasible after the investigation of a complaint is completed, the Commissioner shall prepare and send to the complainant, the member or other person ..

Alberta Police Act 45(1) ... the chief shall cause the complaint to be investigated ... (7) If a complaint is being investigated .. the chief of police must advise the complainant in writing at least once every 45 days as to the progress of the investigation.

British Columbia Police Act Confidentiality of investigations 95(2) Despite subsection (1), the police complaint commissioner may make a disclosure described in subsection (1) if she or he considers it in the public interest. ...99 (1)An investigation into the conduct of a member or former member must be completed within 6 months .. unless (a)the police complaint commissioner grants one or more extensions ..(b)the discipline authority directs further investigation ... [if member's or former member's request for further investigation is accepted] or ... [adjournment of discipline proceeding for further investigation]. (2)The police complaint commissioner may grant an extension ... only if the police complaint commissioner is satisfied.. (a)new investigative leads are discovered that could not have been revealed with reasonable care; (b)the case or investigation is unusually complex; (c)an extension is in the public interest.

Manitoba Police Act 73(1) A police chief must, as soon as practicable, notify the independent investigation unit (a) when the police service receives a formal complaint ... (b) when the police service is conducting an investigation ... 73(3) When an investigation into a matter referred to in subsection (1) has been completed, the police chief must provide the civilian director with the results of the investigation... 76 The minister may make regulations respecting ... (b) public reporting on the results of such investigations, including the form and content of the reports.

New Brunswick Police Act 28.1(1) If the chief of police conducts an investigation .. the chief of police shall, within 30 days after the filing of the complaint (a) appoint as an investigator 28.2(1) Within 60 days after the appointment of an investigator, the investigator shall provide the chief of police with the full details of the investigation, including... (e) a summary of the investigator's findings and conclusions.

Newfoundland and Labrador Constabulary Act 24(3) Upon receipt of a complaint under subsection (1), the chief, or the deputy chief shall investigate the complaint and that investigation shall be completed as soon as is practicable but no later than 3 months from the date the complaint is filed or received.

Nova Scotia Police Act Referral to chief officer 71 (1) A complaint shall be referred to the chief officer of that police department in accordance with the regulations... (4) The chief officer shall report all complaints to the Complaints Commissioner at the time and in the manner prescribed by regulation [*Police 36 (1) An investigation must be completed no later than 60 days after the date the complaint was first made. (2) Despite subsection (1), the Complaints Commissioner may, on request before or after the time limit has expired, extend the time to complete the investigation if the Complaints Commissioner is satisfied that there are reasonable grounds for granting the extension and the extension will not unduly prejudice any member*].

Ontario Police Act 62 (1) If a complaint about the conduct of a police officer is referred under clause 61 (5) (a) to the chief of police .. the chief of police shall, on receipt of the complaint, promptly give notice of the substance of the complaint to the police officer who is the subject of the complaint unless, (a) in the chief of police's opinion, to do so might prejudice an investigation into the matter; ... 68 (1) The Independent Police Review Director shall cause every complaint retained by him or her under clause 61 (5) (c) to be investigated and the investigation to be reported on in a written report. ... (3) If at the conclusion of the investigation the Independent Police Review Director believes on reasonable grounds ... misconduct as defined in section 80 or unsatisfactory work performance, he or she shall refer the matter, together with the written report, to the chief of police ... (5) Subject to subsection (6), the chief of police shall hold a hearing ... 83(17) If six months have elapsed .. no notice of hearing shall be served unless the board, ... or the Commissioner, ... is of the opinion that it was reasonable, under the circumstances, to delay serving the notice of hearing.

Prince Edward Island Police Act 27(1) Within 90 days of being designated to conduct an investigation, or within such longer period as may be determined by the chief officer of the respondent, an investigator shall.. (b) submit a written report of his or her findings to the chief officer of the respondent.

Quebec Police Act 175. Not later than 45 days after deciding to hold an investigation and as needed thereafter during the course of the investigation, the Commissioner shall notify in writing the complainant, the police officer .. and the director of the police force .. of the status of the investigation, unless, in the Commissioner's opinion, to do so might adversely affect the investigation. 176. The investigation report shall be submitted .. within six months, except where the commissioner is satisfied that exceptional circumstances warrant otherwise.

Saskatchewan Police Act 41(1) In the case of a public complaint ... the chief shall give notice in writing to the PCC and the member .. the status of the complaint: (a) not later than 60 days after the day on which the report is recorded by the person who received it; and (b) every 60 days after the expiry of the period mentioned in clause (a) during the course of an investigation. ... (3) If the PCC receives notice pursuant to this section, the PCC shall, as soon as is practicable, give notice in writing to the complainant of the status of the complaint.