

## Request For RCMP Policy Re Perpetrators Of Verbal Assault, Harassment, Extortion, Intimidation, Hate Crimes Against Female Media & Politicians

Ade Olumide Ade ....

Sun, Oct 16, 2022 at 11:18 PM

To: Complaints ..

TO Civilian Review and Complaints Commission for the RCMP, CRCC, National Intake Office,  
PO Box 1722, Station B, K1P 0B3, By fax: 613-952-8045, 613-960-6147  
TO RCMP Commissioner Brenda Lucki

The Police are responsible for a climate where some females will quit public roles in media and politics because it is allegedly legal to make threats of sexual or physical violence. I am not necessarily focused on the threshold for whether the person making a threat of violence intended to carry out the threat or intended to intimidate or extort freedom of employment which might include campaigning for their spouse without being exposed to threats of violence, I am more focused on 175(1)(a)(i)(iii) “causes a disturbance...(i) by .. using insulting or obscene language” is not conditional on intent.

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 consistent with <https://www.change.org/p/transparency-database-for-police-military-complaints-includes-sexual-assault> even if the CRCC does not accept this complaint, that does not preclude the RCMP 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 a refusal to accept a policy complaint terminates mandatory duties, the s7,15 Charter s21b s219 Criminal Code 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 the 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 CRCC RCMP public disclosure of the threshold for an s346(1), s423(1a,b) offence against female politicians or journalists.

If the CRCC does not grant the declarations (CRCC own motion complaint) sought, CRCC 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 paid or volunteer employment, so the CRCC and RCMP must deter crime by informing victims and perpetrators their intimidation charging policies.

While I accept that intent to intimidate must be proven beyond all reasonable doubt, the argument I am making is that 175(1)(a)(i)(iii) “causes a disturbance... (i) by .. using insulting or obscene language” is not conditional on intent, so CRCC and RCMP should tell the public their threshold for charges. If the CRCC and RCMP position is that as long as there is no intent to carry out the threat, it is legal for people to make threats of sexual or physical violence to female politicians or media, I would like to see that in writing.

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<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://www.cbc.ca/news/politics/poillievre-threats-mackenzie-1.6595730> “The RCMP confirmed Monday that it is looking into a threat of sexual violence directed at Conservative Leader .. wife ... said his office contacted law enforcement about the matter. An RCMP spokesperson told CBC News Monday that it's looking into the report... "Only in the event that criminal charges are laid would the RCMP be in a position to confirm the nature of the complaint or any individuals allegedly involved” ... a Liberal member of Parliament representing Kingston and the Islands, tweeted Monday that he also received a sexual assault threat directed at his wife. ... both Kingston Police and the Parliamentary Protective Service have opened files on it.”

<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-poillievre-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](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](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.”

## **CHANGE.ORG PETITION FOR POLICE AND MILITARY COMPLAINTS**

**TRANSPARENCY BILL OF RIGHTS** <https://www.change.org/p/transparency-database-for-police-military-complaints-includes-sexual-assault>

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-loopholes-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://sourcennm.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.