

Brant County O.P.P. Detachment Board - Abuse Policy

1. Policy Statement

The Brant County O.P.P. Detachment Board will not tolerate any form of physical, sexual, emotional, verbal, psychological abuse, nor any form of neglect or harassment within the operations and activities associated with the Board.

2. Definitions

To ensure clarity, the following definitions apply:

- **Physical Abuse:** Intentional use of force resulting in physical harm or injury, such as slapping, hitting, punching, shaking, etc.
- **Sexual Abuse:** Any unwanted touching, sexual exploitation, or non-consensual sexual activity.
- **Emotional Abuse:** Chronic attacks on an individual's self-esteem, such as name-calling, threatening, or habitual scapegoating.
- **Verbal Abuse:** Humiliating remarks, name-calling, swearing, taunting, or put-downs.
- **Psychological Abuse:** Abusive communication, sarcasm, intimidation, and insensitive behavior related to race, gender, sexual orientation, or family dynamics.
- **Neglect:** Failure to provide necessary services, withdrawing basic necessities as punishment, or ignoring changes in health status.
- **Harassment:** Unwanted conduct that offends or humiliates, including threats, intimidation, sexist remarks, and display of offensive images or jokes.

3. Governing Legislation

This policy is guided by the following legislation:

1. Community Safety and Policing Act, 2019
2. Ontario Human Rights Code, RSO 1990, c H.19
3. Criminal Code of Canada, RSC 1985, c C-46

4. Who is Covered by this Policy

This policy covers all members, employees, volunteers, visitors, independent contractors, and anyone participating in activities or operations related to the Brant County O.P.P. Detachment Board.

5. Abuse Reporting Procedures

Any suspected incidents of abuse should be reported to:

1. A senior member of the Board or designated representative.
2. The appropriate authority as outlined in the governing legislation.

Multiple reporting avenues should be available to ensure comfort and confidentiality.

6. Reporting Protocol

Upon receiving an abuse complaint, the Board will:

1. Follow the reporting protocol as dictated by the Community Safety and Policing Act, 2019 and related laws.
2. Document the incident and determine appropriate steps, which may include involving law enforcement or other authorities.

7. Investigative & Disciplinary Procedures

The investigation will be guided by these principles:

1. The alleged assailant may be placed on suspension or moved to a different role pending the investigation.
2. All individuals involved must cooperate with the investigation.
3. The resolution may include counseling, disciplinary action, or dismissal.
4. An appeal process will be available for those involved.
5. False allegations will be taken seriously, with disciplinary actions as necessary.
6. Proper documentation will be maintained for any civil or criminal proceedings.

8. Policy Acknowledgement

All individuals bound by this policy must read and acknowledge their understanding of it, either by signature or another formal process.

9. Implementation & Training

The Brant County O.P.P. Detachment Board Chair or a designated individual will be responsible for implementing and enforcing this policy throughout the organization.

10. Media Enquiries

A designated “media representative” will respond to any media inquiries. All Board members and staff are instructed to refer media questions to this representative.