



# LONDON POLICE SERVICE BOARD

## OPEN MEETING AGENDA

Wednesday, July 16, 2025

8:00am **and** 3:00pm

Police HQ Executive Boardroom 601 Dundas Street

Link to Livestreams: [8:00am Meeting](#) [3:00pm Meeting](#)

	ITEM	LEAD	DETAILS
<b>OPEN MEETING PART One: 8:00 am</b>			
1	Call Open Meeting to Order	Chair	
2	<b>New Board Member Swearing In</b> Swearing in of Dr. Hayley Faulkner to the LPSB <a href="#">Media Release</a>	Chair	
3	<b>Motion</b> to move to Closed meeting pursuant to Section 44(1)(b) and 44(2) of the <i>Community Safety and Policing Act</i>	Chair	Decision
<b>CLOSED MEETING AND BREAK UNTIL 3:00 PM</b>			
<b>OPEN MEETING PART Two: 3:00 pm</b>			
1	<b>Procedural Matters</b> Opening Remarks Disclosures of Interest Introduction of New Business Approval of <a href="#">Minutes</a>	Chair	Information
2	<b>Presentation</b> 2025 Youth in Policing Initiative (YIPI) Presentation and Report <a href="#">#2507UD02</a>	Dep. Chief Guilford	Information
3	<b>London Police Service Board</b> Governance Committee: CSPA Compliance 1) Strategic Plan and 2) Diversity Plan Report <a href="#">#2507PB01</a>	Chair	Decision
4	<b>Corporate Services Division</b> 4.1 2024 Use of Force Report <a href="#">#2507CR01</a> 4.2 CSPA Section 81(41) Report <a href="#">#2507CR02</a>	Dep. Chief MacSween Deputy Chief Bastien	Information

**Next Scheduled LPSB Open Meeting Date: August 21, 2025**

5	<b>Criminal Investigation Division</b> 2024 Crime Stoppers Q2 Report <a href="#">#2507CI01</a>	Dep. Chief Bastien	Information
6	<b>Uniformed Division</b> Police Pursuit Statistics Report <a href="#">#2507UD01</a>	Deputy Chief Guilford	Information
7	<b>Verbal Updates</b> <ul style="list-style-type: none"> <li>• Chair Gauss</li> <li>• ED Johanssen</li> <li>• Chief Truong</li> </ul>	Chair ED Johanssen Chief	Information
8	<b>New Business</b>	Chair	Information
9	<b>ADJOURNMENT</b>	Chair	



## **LONDON POLICE SERVICE BOARD MEDIA RELEASE**

**For Immediate Release: July 15, 2025**

### **Dr. Hayley Faulkner Appointed to the London Police Service Board.**

London, ON - The London Police Service Board (the Board) is pleased to welcome Dr. Hayley G. Faulkner as its newest member, appointed by the Province of Ontario.

Dr. Faulkner is a dedicated pediatric dentist and clinical instructor at Western University's Schulich School of Dentistry. A proud Londoner, she brings a deep commitment to the well-being of children and families in our community.

Dr. Faulkner holds a Master's degree in Biomedical Engineering and a Doctor of Dental Surgery degree from the University of Toronto. She later pursued her Specialty in Pediatric Dentistry at the University of Minnesota. Her passion for advocacy and service is reflected in her memberships in several professional organizations, including the Canadian Academy of Pediatric Dentistry, the Canadian Pediatric Society, the Canadian Dental Association, the Ontario Dental Association, and the International Association for Disability and Oral Health.

"We are delighted to have Dr. Faulkner join the Board at this pivotal time for the London Police Service," said Board Chair Ryan Gauss. "Her local roots, expertise in health care, and deep understanding of working with children and families will bring valuable insight to our work as we navigate the rapidly evolving landscape of policing and police oversight. The Board looks forward to her contributions as we continue to advance our commitment to the community to advance public safety and service delivery."

"As someone who was born and raised in London, I'm honoured to serve our community in this new capacity." Said Dr. Faulkner. "I look forward to bringing my lens to the important work of the Board, and supporting efforts that build trust and enhance safety for all Londoners."

Dr. Faulkner will be sworn in at 8:00 a.m. at the July 16, 2025, Board meeting, prior to moving into the closed session. The public session will resume at 3:00 pm.

For more information about the London Police Service Board, please visit:

[www.londonpoliceserviceboard.com](http://www.londonpoliceserviceboard.com)

Any questions or comments may be directed to Chair Ryan Gaus at [lpsb@lpsb.ca](mailto:lpsb@lpsb.ca)

**London Police Service Board:**

Mr. Ryan Gaus, Chair

Ms. Nancy Branscombe, Vice-Chair

Dr. Hayley Faulkner, Member

Mayor Josh Morgan, Member

Councillor Steve Lehman, Member

Councillor Susan Stevenson, Member



# LONDON POLICE SERVICE BOARD

## MINUTES FROM THE OPEN MEETING

Thursday, June 19, 2025

HYBRID: Police Headquarters-Executive Boardroom / Teams

ATTENDANCE	
London Police Service Board	London Police Department
Ryan Gauss, Chair	Chief Thai Truong
Nancy Branscombe, Vice Chair	Acting Chief Paul Bastien
Steve Lehman, Member	Deputy Chief Scott Guilford
Josh Morgan, Member	Deputy Chief Treena MacSween
Susan Stevenson, Member (9:07am – 2:13pm)	Sam Santos, Executive Assistant To The Chief of Police
Megan Walker, Member	Madeline McKinnon, Director of Legal Services
Stephanie Johannsen, Executive Director	
Melanie Coleman, Executive Assistant	
Guests	
Ron LeClair, Police Service Advisor (Virtual)	Amanda Shaw, Legal Counsel
Detective Gary Bezaire	Sergeant Traivs Wintjes
Pam Tobin, Canadian Mental Health Assoc.	Inspector Katherine Dann
Steve Cordes, Youth Opportunities Unlimited	Constable Umar Syed

### OPEN MEETING PART 1: 9:07AM

- Meeting Called To Order: 9:07 AM**
- Meeting Moved Into Closed Session**

**Moved By:** S. Stevenson

**Seconded By:** S. Lehman

“THAT The London Police Service Board moves from Open to Closed session pursuant to Section (44)2 of the Community Safety and Policing Act.”

CARRIED

### OPEN MEETING PART 2: 1:06PM

- Procedural Matters**
  - Opening Remarks
  - Disclosures of Interest: None

## Introduction of New Business

**Moved By:** N. Branscombe

**Seconded By:** S. Stevenson

“**THAT** The London Police Service Board add Nominations for The Canadian Association of Police Governance under New Business, Agenda Item 10, on today’s agenda.”

CARRIED

### 2. **London Police Service Board Certificate of Recognition**

Chair Gauss spoke about the Board’s intention to begin regularly setting aside time during meetings to acknowledge and celebrate the efforts of members of the London Police Service who go above and beyond in advancing public safety and community well-being. As part of this effort, Detective Gary Bezaire was recognized and presented with a certificate of appreciation. Detective Bezaire is the recipient of the Community Hero Award from the Police Association of Ontario, in recognition of his longstanding contributions to professional service and community volunteerism. His involvement with organizations such as Dads Club London and his leadership in the Human Trafficking Unit were highlighted. The Board commended Detective Bezaire for his dedication, compassion, and service, noting that he exemplifies the values and integrity of the London Police Service.

The Board also recognized Sergeant Travis Winches for his exemplary conduct and instinctive leadership while off duty, which led to the safe resolution of a critical incident involving an armed individual in crisis. The event took place at the St. Thomas Elgin General Hospital, where Sgt. Winches, without hesitation, intervened to de-escalate the situation before the arrival of St. Thomas Police. His actions were formally commended by St. Thomas Police Chief Ross Camp, who highlighted Sgt. Winches' courage and professionalism. In recognition of his actions, the Board presented Sgt. Winches with a certificate of appreciation, expressing gratitude for his service to the broader community and acknowledging his conduct as a reflection of the values of the London Police Service.

#### 3.1 **Video Presentation for Chief’s Gala**

The video presentation was received for information. No motion required.

#### 3.2 **Inaugural Chief’s Gala Final Financial Report #2506EA02**

Chair Gauss introduced the report on the inaugural Chief’s Gala held in January, which significantly exceeded initial expectations and attracted over 1,200 attendees. The gala, initiated by Chief Truong, was designed to recognize the outstanding work of London

Police Service members and to strengthen community trust. It also served as a fundraiser for two local charities. The Chief highlighted the importance of acknowledging the dedication of both sworn and civilian members, emphasizing that this was a long-overdue celebration. A video was presented, capturing the spirit of the event. The gala was described as a major success, with plans already underway for the 2026 event, with February 12, 2026, being held as the date. The report detailed the event's expenses and fundraising outcomes.

The report was received for information.

### **3.3 Presentation of Chief's Gala Fundraiser Cheques**

Pam Tobin from the Canadian Mental Health Association Thames Valley received the cheque on behalf of her organization. Chair Gauss expressed gratitude for the vital role the association plays in community safety, emphasizing that safety is a shared responsibility that extends beyond the police service alone. A cheque for over \$111,000 was presented to support the organization's ongoing work. Ms. Tobin expressed her thanks and highlighted the importance of their partnership in serving the community.

A cheque for just over \$111,000 was presented to Mr. Steve Corde on behalf of Youth Opportunities Unlimited. It was noted that Steve Cordes is set to retire on August 15th. Chair Gauss acknowledged Mr. Cordes' decades of dedicated leadership and impactful work within the community, particularly his commitment to supporting youth and those in need. Mr. Cordes shared a brief story about a recent community event, noting the challenges faced on social media but highlighting the positive response and support from local police, including patrol presence and allyship, which demonstrated the strong partnership between his organization and the police service. Reflecting on his decades of experience, he acknowledged the growth of the police service and praised the leadership and teamwork that have strengthened community engagement.

Chair Gauss thanked the event sponsors and acknowledged the dedication of the gala committee and volunteers, highlighting the significant effort behind the inaugural Chief's Gala success. He also expressed gratitude to Ms. Tobin and Mr. Cordes for their ongoing community partnership.

### **4. Correspondence to City Council Budget Committee #2506\_002)**

The Board discussed the correspondence from City Council's Budget Committee (Reference Document 2506-002) regarding budget efficiencies, which was initially considered at the May meeting. In response, the Board submitted a detailed letter outlining the current efforts of the London Police Service (LPS) to identify cost savings and revenue opportunities. The letter was developed through significant work by the Finance Committee, LPS finance staff, and the Executive Director.

The Chair emphasized the Board's ongoing commitment to public safety, stating that while they recognize the community's financial pressures, any efforts to find efficiencies will not come at the expense of safety.

Appreciation was expressed for the Finance Committee for the collaborative work done so far, and the discussion highlighted the importance of continued transparency and cooperation between the Board and City Council to ensure responsible budgeting. The Board views this as the beginning of a longer-term process to improve financial efficiency while maintaining service quality.

The report was received for information.

#### 5.1 **Inquest Recommendation Hart Report #2506PB03**

Chair Gaus presented the **Inquest Recommendation Hart Report #2506PB03**. The report was received for information.

#### 5.2 **2024 Annual Report #2506PB02**

The Board received a presentation from Deputy Chief Treena McSween and Inspector Katherine Dann on the 2024 London Police Service (LPS) Annual Report. The annual report is a legislated requirement under the Community Safety and Policing Act (CSPA), which mandates that police services boards submit a report to the municipality by June 30 each year. The report must address strategic plan outcomes, performance objectives, community safety and well-being initiatives, and other prescribed matters. It must also be published online.

The presentation highlighted that the report was developed with a focus on modernization and accessibility, and that for the first time, it is available in a digital format. The new format improves public access and mobile device compatibility. A printed version was also provided.

Board members expressed strong appreciation for the report's quality and clarity. Praise was given for the user-friendly digital presentation, its focus on transparency, and its alignment with the Service's modernization goals. The Board thanked the team for their significant work and innovation in delivering a clear, comprehensive, and accessible report.

**Moved By:** N. Branscombe

**Seconded By:** S. Lehman

**“THAT** the London Police Service Board submit the attached Annual Report to the City of London following the June Board meeting and before the June 30, 2025 deadline; and,

THAT per the legislated requirements, the report be published on the London Police Service Board Website.”

CARRIED

### 5.3 **Governance Roadmap Mid-Year Report Back Report #2506PB01**

Executive Director Johanssen presented the Governance Roadmap Mid-Year Report Back Report #2506PB01. This report provides an update on the progress made toward the four strategic objectives identified in the Governance Roadmap Report, released earlier this year.

#### **Board Identity**

A new logo and website have been launched to distinguish the Board from the Service and improve visibility. The Board’s office has also been relocated for greater public accessibility.

#### **Governance Framework**

A Governance Committee has been formed, and a workshop was held on board responsibilities and best practices. An organizational review is underway to enhance service delivery and align resources.

#### **Communications & Transparency**

The new website will serve as a central hub for board updates, policies, reports, and public engagement tools designed to improve transparency and outreach.

#### **Legislative Compliance**

The Board is actively working toward compliance with the new Community Safety and Policing Act (CSPA), including policy updates, a diversity plan, and development of a governance manual.

Board members acknowledged the efforts involved in advancing transparency and emphasized the importance of the new tools in fostering understanding of the Board’s role and credited the Chief for supporting stronger alignment between governance and operations.

The report was received for information.

### 6. **LPS Asset Management Plan Review Report #2506FF01**

Deputy Chief MacSween presented the LPS Asset Management Plan Review Report #2506FF01.

The next comprehensive update to the Asset Management Plan is scheduled for 2027, informing the multi-year budget for 2028-2031. LPS remains on track with its asset

management objectives and continues to collaborate with the city to support long-term sustainability and regulatory compliance.

The report was received for information.

**7. Hate and Bias Motivated Crime Report #2506UD01**

Deputy Chief Guilford presented the Hate and Bias Motivated Crime Report #2506UD01 explaining that hate crimes are generally categorized based on race, ethnicity, religion, and sexual orientation. While no gender-based hate crimes were recorded in this report, the Service is committed to capturing such incidents should they occur. Femicide and other forms of gender-based violence are recognized as serious concerns, and the Service is attentive to such trends.

Deputy Chief Guilford highlighted the importance of community relationships, particularly with the Jewish and Muslim communities, in identifying barriers to reporting hate crime incidents.

[Member Stevenson left the meeting.](#)

The Service plans to launch an online hate crime reporting platform by November 2025, aiming to improve accessibility for individuals hesitant to report in person.

Board members expressed appreciation for the transparency and ongoing efforts of the Service in addressing hate-motivated incidents and engaging meaningfully with marginalized communities.

The report was received for information.

**8. Open Drug Strategy Report #2506EA04**

Board members expressed strong appreciation for the efforts of police officers, CMHA, and supporting agencies involved in frontline work addressing substance use and community safety. They acknowledged that this issue has long been overlooked and noted the positive developments, such as increased seizures and referrals for treatment, highlighting that the work is challenging and evolving.

The strategy is viewed as promising, with positive feedback from the mayor's office and community members who report feeling safer downtown due to the visible presence of officers and mental health workers engaging with individuals using drugs. Members emphasized the importance of community partnerships, stressing that this is not solely a policing issue but requires collaboration to support non-criminal individuals struggling with addiction through treatment and recovery pathways.

Concerns about the dangers of fentanyl were raised, with data showing a high rate of fentanyl seizures, underlining its lethality. Members welcomed increased intelligence efforts targeting those who distribute illegal narcotics and prey on vulnerable individuals in the community.

The program's early results were described as impressive, and members encouraged continued communication of these successes to the public to improve perceptions of downtown safety and promote a return to community spaces.

Community impact feedback included gratitude for the foot patrol officers' commitment, recognition of societal challenges contributing to struggles, and an emphasis on compassion and partnership in addressing safety and treatment referrals.

The Open Drug Strategy Report #2506EA04. The report was received for information.

## 9. Verbal Updates

Chair Gauss reflected on the June Ontario Association of Police Service Board (OAPSB) conference that was hosted in London. The Chief and Chair presented on how governance decisions at the board level created leadership alignment and ultimately improved public safety outcomes. They also discussed the Special Olympics Ontario kickoff for the 2026 games, highlighting London's role as host at Western University and its unique partnership with the police service, which is directly involved in every Special Olympics event in the region. Additionally, the Chief and others attended an Eid celebration at the Western Fair District, underscoring the importance of community engagement and cultural respect.

Chief Truong provided several verbal updates, expressing gratitude to board members for their support of the Special Olympics School Championships kickoff and acknowledging the police service's longstanding involvement with Special Olympics through initiatives like the Law Enforcement Torch Run and Polar Plunge. He highlighted a recent visit by senior leadership to the London Muslim Mosque aimed at building cultural competence and strengthening community trust, particularly in response to recent hate crimes targeting the Muslim community. Plans are also underway to engage similarly with the Jewish community to foster mutual understanding and inclusion. The Chief noted upcoming events, including a provincial suicide memorial honouring a former London officer who died in the line of duty. He highlighted the raising of the Pride flag at headquarters as a symbol of support for LGBTQ+ members and the wider community.

The Chief reported on significant successes such as the Guns and Gangs unit's largest fentanyl seizure in London's history, marking a substantial impact to organized crime and the opioid crisis. He emphasized the importance of ongoing collaboration and

communication with city officials and community leaders to keep the public informed. Several recent incidents were spotlighted to illustrate the police's effective response, including a swift arrest following a hate-motivated attack on a woman and another after a stolen vehicle pursuit involving a firearm threat. The Chief concluded by recognizing the dedication of the officers and units involved in daily policing efforts, which balance community engagement with public safety.

10. **New Business**

The Chair introduced a new business item regarding the CAPG nomination and turned it over to Executive Director Johanssen to provide context. She explained that the Canadian Association of Police Governance (CAPG) is the national organization representing police governance boards across Canada. Their annual conference will take place in August in Victoria, during which they will vote to fill vacant seats on their board. Currently, there is one open position available for an Ontario representative. This nomination is important as it will help bring London into national discussions and strengthen communication with police governance boards across the country.

**Moved By:** N. Branscombe

**Seconded By:** M. Walker

**“THAT** The London Police Service Board put Chair Gauss forward as a nominee to serve on the board of the Canada Association of Police Governance (CAPG).”

CARRIED

Meeting Adjourned at 3:05PM

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Chair Ryan Gauss, London Police Service Board



# LONDON POLICE SERVICE

## REPORT TO THE LONDON POLICE SERVICE BOARD

**BOARD MEETING DATE:** July 16, 2025

**BOARD REPORT #:** 2507UD02

**MEETING:** Open

**TO:** Chair and Members of the London Police Service Board

**FROM:** Scott Guilford, Deputy Chief

**SUBJECT:** Youth in Policing Initiative (YIPI) Summer Program

**PURPOSE:** Update / Information Purposes Only

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### RECOMMENDATION:

THAT the London Police Service Board receive the attached report for its information.

### SUMMARY:

On Monday, June 30<sup>th</sup>, 2025, 30 students from across London began their roles with the Youth in Policing Initiative with the London Police Service. This program is funded by the Ministry of Children, Community and Social Services (MCCSS) and is an 8-week program designed to foster youth involvement by providing firsthand exposure to real-world work environments, emphasizing educational, cultural, and diverse work experiences. Investing in youth who are dedicated to careers in public safety is an investment in the long-term safety and well-being of London's communities. Over the years, LPS has seen numerous students participate in the YIPI program, some of which have become officers while others entered the work force in justice partner positions.

### YIPI Objectives

- Provide a safe and positive summer employment opportunity for youth, reflective of the diversity of London's communities.
- Enhance relationships between police and the community.
- Promote youth participation and exposure to the work environment.
- To promote LPS as an employer of choice.



*"Deeds Not Words"*

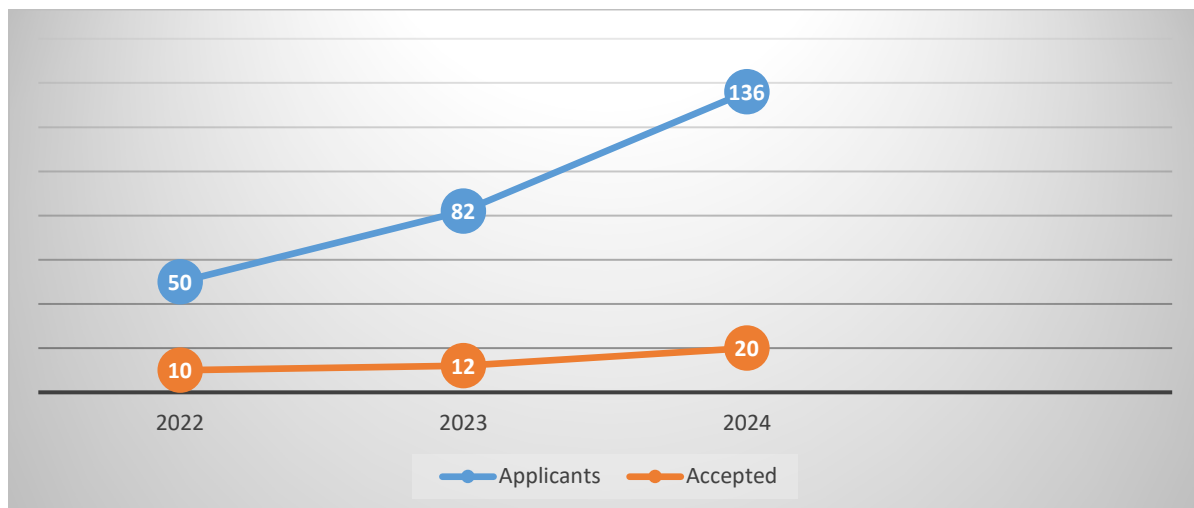
## DISCUSSION:

The LPS 2024-2027 Strategic Plan notes London's rapid growth, which in turn means a rising youth population. Our YIPI program helps support one of the actions within our Strategic Plan of strengthening trust with the community.

Relaunched in 2022, YIPI aims to build positive relations between police and local neighbourhoods through Personal Development, Professional Development, and Community Engagement. Additionally, the YIPI program relies on our community partners to provide hands-on experiences that help youth learn how to make a positive impact.

## HIRING:

Following a two year pause during the pandemic, when YIPI relaunched in 2022, it received 50 applications for 10 positions. In 2023, applications rose to 82, for 12 positions. In 2024, LPS saw a significant increase in applications and interest, with 136 applications, while increasing to 20 positions. This significant increase in youth applicants signals a community need, which is an opportunity for the LPS and youth to have positive connection and engagement.



This summer, the LPS YIPI program received over 200 applications and has 30 participants, almost half of which are female. This YIPI group is the largest contingent in our service's history and the largest in Southwestern Ontario. Additionally, as part of the YIPI program, the London Police Service Board offers a current or former YIPI participant the opportunity to apply for a \$4000.00 scholarship over 4 years at an accredited college or university, to assist in supporting youth in attending post secondary school. Applicants must have completed the summer YIPI program and must be pursuing studies in a policing or related field.

## **SUMMER ACTIVITIES:**

Summer activities for YIPI vary throughout the 8-week program and include such things as community outreach, Rookie ball, public speaking training, mindfulness seminars, workouts, and the “Pin Test”, as well as numerous presentations from LPS staff. The YIPI program also provides certification in CPR and Toastmasters. New this year, the YIPIs will be trained in mindfulness practices, in cultivating safe space and in conflict resolution. Our goal is to provide participants with tools and skills to mitigate youth related issues that have been identified in schools and within the community. The program is structured to provide hands on learning that requires teamwork, support, skills, and experience.



## **FINANCIAL IMPLICATIONS:**

All wages and benefits are provided for in the funding agreement, with no additional financial effect on the LPS. Officers facilitating the program are accounted for in the existing LPS budget.

## **PROGRAM COORDINATORS:**

Constable Julia Piening and Constable Laura Hartery of the Community Services Unit.

**CONCLUSION:**

The YIPI program, run by the LPS and with community partners, provides a safe environment for youth to develop personally and professionally as they transition to adulthood. It gives young people firsthand experience with policing and connects them with London Police Service members. The program is consistent with the values of the LPS, which includes a focus on our community.

At this stage of their personal development, YIPI participants are introduced to educational opportunities and can explore various career options in policing, and other emergency services, while receiving guidance and support. We feel this opportunity is not only invaluable for participants, but is consistent with the mandates of the MCCSS and the mission of the LPS.

**PREPARED BY:** Pete Testa, Inspector – Community Mobilization and Support Branch



## LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: July 16<sup>th</sup>, 2025

BOARD REPORT #: 2507PB01

MEETING: Open

**TO:** The London Police Service Board  
**FROM:** The LPSB Governance Committee  
**SUBJECT:** Meeting *CSPA* Requirements: 1) Strategic Plan and 2) Diversity Plan

Seeking Decision

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### RECOMMENDATION(S):

#### #1 STRATEGIC PLAN

- **Whereas** the current Strategic Plan (2024-2027) was developed prior to the full enactment of the Community Safety and Policing Act, 20219 (*CSPA*);
- **Whereas** a preliminary gap analysis has identified legislative gaps and areas of non-alignment within the current Strategic Plan that require addressing; and,
- **Whereas** the Board is committed to ensuring full legislative compliance and alignment with the Board's updated governance responsibilities under the *CSPA*;

#### It is recommended THAT:

- 1) The Board initiates the development of a new Strategic Plan to replace the current 2024-2027 plan, to meet legislative requirements;
- 2) The new Strategic Plan be developed over the next 18 months through a comprehensive and legislatively aligned community consultation process supported by data analysis and the engagement of an external consultant, and in consultation with the Chief of Police;
- 3) The associated costs for the external consultant be included in the 2026 Board Governance Budget;
- 4) This process be delegated to the Governance Committee (incl. the hiring of an external consultant) and include public updates on the process to ensure transparency and accountability; and,
- 5) The new Strategic Plan come into effect as of January 1, 2027.

#### #2 DIVERSITY PLAN

- **Whereas** S. 37(1)(e) of the *CSPA* requires the Board to '*prepare and adopt a diversity plan to ensure that the members of the police service reflect the diversity of the area for which the board has policing responsibility*'; and

#### It is recommended THAT:

- 1) The Board initiate the process to develop a Diversity and Inclusion Governance Framework fulfill the Board's obligation under section 37(1)(e) of the *CSPA* and to serve as a governance-level foundation for the London Police Service's operational Equity, Diversity, and inclusion (EDI) plan currently under development.
- 2) The development of the Framework be delegated to the Governance Committee and in consultation with the LPS.

## **PURPOSE:**

As part of its 2025 Governance Roadmap, the Board has identified legislative compliance with the Community Safety and Policing Act, 2019 (*CSPA*) as one of its four key objectives.

This report recommends that the Board advance this objective by initiating two major governance initiatives in response to its updated legislative responsibilities under the *CSPA*:

1. The early redevelopment of the 2024–2027 Strategic Plan to ensure alignment with legislative requirements; and
2. The development of a Board-led Diversity and Inclusion Governance Framework to fulfill the Board’s obligation under section 37(1)(e) of the *CSPA* and to complement the operational EDI initiatives of the London Police Service.

## **BACKGROUND:**

### Strategic Plan

Section 39(1) of the *CSPA* requires police service boards to establish a Strategic Plan that reflects the needs of the community, includes measurable outcomes, and aligns legislated reporting and oversight responsibilities. The Board’s current 2024-2027 Strategic Plan predates the proclamation of the *CSPA* and does not fully reflect the updated legislative expectations. A gap analysis was conducted in early 2025 to assess alignment and identify areas for improvement.

### Diversity Plan

Simultaneously, the Board has committed to developing an overarching *Diversity and Inclusion Governance Framework* to meet and exceed the requirements of s. 37(1)(e) to ‘prepare and adopt a diversity plan to ensure that the members of the police service reflect the diversity of the area for which the board has policing responsibility.’ This policy-level governance plan will embed equity, anti-racism, accessibility, and transparency principles and is intended to act as the foundation for the operational EDI plan, which is currently under development through the London Police Service (LPS).

### Annual Report

The Annual Report put forward at the June 19, 2025, Board meeting aligns with the existing Strategic Plan and meets the *CSPA*’s current reporting requirements. Future annual reports will evolve to reflect updates to the Strategic Plan.

## **SUMMARY:**

### **1. Update of the 2024-2027 Strategic Plan to Ensure Legislative Compliance**

The current Strategic Plan predates the implementation of the *CSPA*. As part of its commitment to transparency and legislative compliance, the Board is updating the existing plan to meet the new requirements. The Executive Director conducted a gap analysis of the current 2024–2027 Strategic Plan to assess alignment with the *CSPA*. This analysis identified several key areas for improvement to ensure the plan reflects both the Board’s legislated responsibilities and community expectations.

#### **Key findings:**

- **Adequate and Effective Policing:** The current plan includes broad objectives but does not connect policing activities to specific community concerns. The updated plan will define how strategic actions address identified safety risks.
- **Core Functions and Priorities:** Although the plan addresses core areas such as community safety and member support, it does not fully encompass the five legislated policing functions (e.g.,

crime prevention, public peace, emergency response). Clear, measurable objectives will be established for each function.

- **Performance Indicators:** The existing indicators are general and lack measurable targets. The revised plan will include more detailed performance metrics tied to crime trends, vulnerable populations, road safety, and community satisfaction.
- **Equity and Community Interactions:** The current plan references engagement with vulnerable and equity-denied groups but lacks specific strategies and performance measures. The updated version will include actions and metrics for youth, racialized communities, Indigenous peoples, and individuals experiencing mental health challenges.
- **Resource and Infrastructure Planning:** While the plan mentions staffing and technology improvements, it lacks a long-term IT and facilities plan. Future updates will tie resourcing to community growth and operational needs.
- **Community Consultation:** Although broad consultations were conducted, the plan does not clearly show how public input influenced final priorities. Future engagement will include a demonstrated approach to accountability and responsiveness.

#### **Next Steps:**

- Initiate Governance Committee Oversight
- Engage in an external consultant and work in collaboration with the Service
- Develop a project plan and timeline
- Conduct community and stakeholder consultations
- Report back to the Board, with presentation of the new plan for adoption in late 2026

The revised plan will be more focused, measurable, and aligned with both legislative expectations and local priorities.

## **2. *Developing a Diversity Plan: 'LPSB Diversity and Inclusion Governance Framework'***

The London Police Services Board has committed to developing a *Diversity and Inclusion Governance Framework* to meet the s.37 CSPA legislative requirement for a Board Diversity Plan. In doing so, the Board is adopting a broader approach that reflects not only compliance but also the spirit of the legislation, setting clear and reasonable expectations that promote equity and good governance.

The framework will be grounded in key governance values, including representation, inclusion, transparency, and community engagement. It outlines the Board's role in setting direction, integrating EDI principles into strategic planning, and monitoring progress. It also establishes the expectation that the Chief of Police will lead operational efforts, including the development of a corresponding Service EDI Plan, which is also currently underway.

The Board's *Diversity and Inclusion Governance Framework* differs from the London Police Service's operational EDI plan, but the two are designed to work in tandem. The Board's framework will focus on high-level governance, accountability, and oversight by defining overarching expectations around equity in hiring and service delivery. It will be designed to support the Service in building a police organization that reflects the community it serves and one that fosters inclusive, responsive, and transparent policing. In contrast, the Service's EDI plan will focus on operational implementation by guiding internal procedures, staff training, frontline interactions, and organizational change within the police service itself.

Together, these frameworks are complementary. The Board leads from a governance perspective by setting foundational standards and holding the Service accountable for its performance. The Service

leads the operational execution, ensuring EDI values are reflected in daily practice. This shared structure fosters alignment, clarity of roles, and a collective commitment to creating a safer, more equitable community.

### **Community Input**

As the Board moves forward with renewing its Strategic Plan and developing its *Diversity and Inclusion Governance Framework*, community input will be a vital and welcome part of the process.

Public consultations for the Strategic Plan will ideally be launched by the end of 2025. These sessions will be complemented by targeted outreach to ensure a broad range of voices are heard.

In addition to formal consultation processes, the Board welcomes ongoing public input as these initiatives take shape. Feedback, questions, and suggestions can be submitted through the Board's website at [www.lpsb.ca](http://www.lpsb.ca) or by contacting the Board office directly at [lpsb@lpsb.ca](mailto:lpsb@lpsb.ca). Open communication will remain a priority throughout this work as the Board continues to strengthen transparency, community connection, and trust.

### **CONCLUSION**

This report is to initiate the process for redeveloping the Strategic Plan and developing a Diversity and Inclusion Governance Framework, as committed to by the Board through the 2025 LPSB Governance Roadmap. These initiatives are key steps in strengthening the Board's legislative compliance, strategic oversight, and commitment to inclusive, community-driven policing.



# LONDON POLICE SERVICE

## REPORT TO THE LONDON POLICE SERVICE BOARD

**BOARD MEETING DATE:** July 16, 2025

**BOARD REPORT #:** 2507CR01

**MEETING:** Open

**TO:** Chair and Members of the London Police Service Board

**FROM:** Treena MacSween, Deputy Chief

**SUBJECT:** **2024 Annual Use of Force Statistical Report**

**PURPOSE:** Update / Information Purposes Only

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### 1. RECOMMENDATION:

That the London Police Service Board receives this report for its information in compliance with Board policy.

### 2. SUMMARY:

This report provides a comprehensive summary of the instances and details of force used by members of the London Police Service from January 1, 2024, to December 31, 2024. It is submitted to the Board in accordance with the Board's Use of Force Policy LPSB-078, addressing legislative requirements and the obligations under the Anti-Racism Act.

### 3. EXECUTIVE SUMMARY:

There was an increase in of 50 Use of Force Reports from 2023 to 2024. An analysis of the data revealed that this increase is largely attributed to improved officer access to Conducted Energy Weapons, the increase in deployment of the Canine Unit and an increase in interactions where officers believed subjects had possession/access to a weapon.

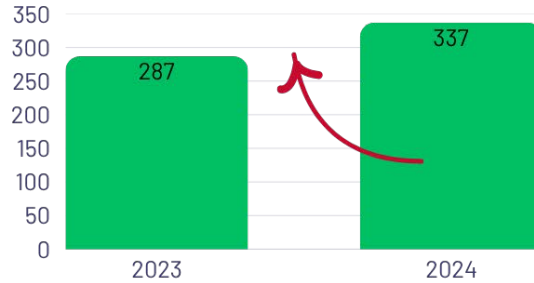
De-escalation is crucial in Use of Force encounters. Data indicates that de-escalation was attempted in most incidents.

Race Based Data is collected in Use of Force Reports, analysis is conducted on this data to identify and understand potential issues relating to the Use of Force.



# 2024 USE OF FORCE STATISTICAL REPORT

## USE OF FORCE REPORTS



## CONTRIBUTING FACTORS



CEW EXPANSION PROGRAM

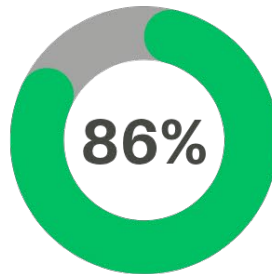


INCREASED BELIEF SUBJECT HAD A WEAPON



CANINE DELPLOYMENT AND ARREST

## DE-ESCALATION



## RACE BASED DATA

$\chi^2$

No evidence of racial disparity related to firearm use of force decisions and CEW discharge

#### **4. BACKGROUND:**

Police officers are authorized to use a range of force options to protect life, preserve the peace, prevent crimes, maintain order, and apprehend suspects. Section 25 of the Criminal Code of Canada grants officers the authority to use reasonable force as necessary while carrying out their lawful duties. On April 1st, 2024, the Community Safety and Policing Act (CSPA) came into effect, making 2024 a transition year for legislation.

January 1st, 2024 – March 31st, 2024 - Regulation 926 of the Police Services Act outlined the types of weapons officers were permitted to carry and mandatory training requirements. The authority to collect Use of Force information is found in the Policing Standards Manual (AI-012), the Police Services Act (O. Reg. 926 s. 14.5), and London Police Service Procedure (Part 1 Chapter B: Use of Force).

April 1st, 2024 – current – CSPA Ontario Regulation 391/23 outlines the types of weapons officers are permitted to carry and mandatory training requirements. The authority to collect Use of Force information is found in the CSPA (O. Reg. 391/23 s. 13(1)), and London Police Service Procedure (Administrative and Infrastructure - AI 001.01 Use of Force).

#### **Mandatory Reporting Requirements**

A member of a police force shall submit a report to the chief of police whenever the member,

- a) draws a handgun in the presence of a member of the public;
- b) points a firearm at a person;
- c) discharges a firearm;
- d) uses a weapon on another person;
- e) draws and displays a conducted energy weapon to a person with the intention of achieving compliance;
- f) points a conducted energy weapon at a person;
- g) discharges a conducted energy weapon; or
- h) uses force on another person, including through the use of a horse or a dog, that results in an injury requiring the services of a physician, nurse or paramedic and the member is aware that the injury required such services before the member goes off-duty.

**\*\* Recall from 2023 Annual Use of Force Statistical Report** - Effective January 1, 2023, the Ministry of the Solicitor General launched the Modernized Use of Force Report. Sections e), f) and h) were new mandatory reporting requirements for the Modernized Use of Force Report. As such, comparisons to Annual Use of Statistical Reports predating 2023 are limited.

#### **Reporting Compliance - Anti-Racism Act**

Effective January 1, 2020, the Anti-Racism Act mandated police services in Ontario to collect data on the perceived race of individuals, when a police member uses force. The data standards for the identification and monitoring of systemic racism, also known as Ontario's Anti-Racism Data Standards, were established to help identify and monitor systemic racism and racial disparities within the public sector. The legislation outlines the obligations of the police service and sets out the legally required information. The standardized Use of Force Reports are electronically submitted to the Ministry of the Solicitor General for centralized collection.

When completing a Use of Force Report, officers are required to select and categorize the perceived race of the individual involved, choosing from seven distinct racial categories defined

by the Ministry; Black, East/Southeast Asian, Indigenous, Latino, Middle Eastern, South Asian, and White.

## **Use of Force Review and Reporting**

All Use of Force Reports are reviewed by the Supervisor of the submitting officer before being forwarded for auditing by the Sergeant, Practical Skills Unit, Training and Professional Development Branch. These reports are audited for content and submitted to the Solicitor General in accordance with legislative requirements. This process allows for the critical review of information gathered from all Use of Force Reports for the purpose of monitoring and addressing potential biases, trends, or training needs, while upholding the privacy and protection of the individuals involved.

The Ministry also reviews Use of Force Reports for compliance. This additional layer of oversight ensures a thorough and independent review of the information submitted, reinforcing accountability and adherence to legislative standards.

The data contained in the Use of Force Reports was analyzed with the assistance of the Business Analytics Unit. Please note that the 2023 totals in some charts in this year's report differ slightly from those published in the 2023 Annual Use of Force Statistical Report. This variance is a result of refinements in the data retrieval process by the Business Analytics Unit from the Modernized Use of Force Report. As part of ongoing data quality checks, these updates ensure the information presented is as accurate and consistent as possible.

## **5. TERMINOLOGY:**

Throughout this report terminology will be used such as "Count of Use of Force Reports", "Count of Occurrence Number", and "Count of Unique Subjects". This terminology is used to ensure clarity because multiple Use of Force Reports can be submitted on a single incident. This also means a single individual (subject) can have multiple Use of Force Reports submitted relating to a single occurrence.

**Count of Use of Force Reports:** This refers to the total number of reports submitted by police officers whenever they use force in an incident. Each report details the circumstances and actions taken during the Use of Force incident.

**Count of Occurrence Number:** This represents the total number of distinct incidents or occurrences where force was used. Multiple Use of Force Reports can be submitted for a single occurrence if multiple officers were involved.

**Count of Unique Subjects:** This indicates the total number of individual subjects involved in Use of Force incidents. A single subject can be identified in multiple Use of Force Reports if multiple reports were submitted for the same incident. Multiple subjects can also be added to a single Use of Force Report.

## **Types of Reports**

Officers can submit an individual and/or team report.

- a) Team Reports - Team reports may be submitted to document the coordinated efforts of multiple officers engaged in similar actions.

Before 2023, team reports were primarily used by members of the Emergency Response Unit and the Public Order Unit to record collective Use of Force incidents, such as when an entire team displayed their firearms.

In 2023, the use of team reports was expanded to include Patrol members, allowing them to document unified actions, such as collectively drawing their firearms.

- b) Individual Reports - Individual Use of Force Reports are completed by members of the service who have used force individually. This includes individual officers on teams, that use force beyond drawing, displaying, and pointing a firearm or conducted energy weapon.

*Example:*

The following example is a 2024 Use of Force reporting requirement where one occurrence required two (2) Use of Force Reports. Police were detailed to a residence for a mental health call where the caller advised that the occupant stated he had a gun and would shoot the caller. Members of LPS Emergency Response Unit attended and set up containment and started negotiations with the subject to de-escalate the situation. For their safety, handguns and long guns were drawn. The subject continued to communicate he had a gun and a bomb and would kill the officers. The subject exited the residence with a metal pole and refused to follow the commands of the officers. A conducted energy weapon (CEW – also known as a Taser) was deployed and the subject was taken into custody. For this incident, two Use of Force Reports were completed for this one occurrence. One Team Report for the drawn and pointed firearms, and one Individual Report for the officer that deployed the CEW. Since two Use of Force Reports were completed, the subject would have been identified once in each report. Analysis of all the reports is conducted to identify unique subjects and distinct occurrences identified within all reports.

## **6. USE OF FORCE TRAINING:**

### **De-Escalation Ontario Public-Police Interactions Training Aid (2023)**

In 2023 the Ministry of the Solicitor General's Public Safety Division introduced the Ontario Public-Police Interactions Training Aid to replace the 2004 Ontario Use of Force Model. This training aid prioritizes cooperative police-public interactions grounded in de-escalation strategies and procedural justice principles. The London Police Service Training and Professional Development Branch adopted this practice upon its introduction and remains committed to its continued application in all dealings that require the Use of Force.

The ideal goal of any police interaction with the public is that it be cooperative, respectful, and peaceful. The Ontario Public-Police Interactions Training Aid outlines the general principles that govern police interactions with the public, including the Use of Force on those occasions when an application of force is required.

The Ontario Public-Police Interactions Training Aid is captured by a framework document and a graphic (see Appendix A). Together they are designed to assist police officers and the public to understand why and in what manner an officer may respond during an interaction.

Conflict prevention and de-escalation is emphasized throughout the Training Aid. De-escalation is the use of verbal and nonverbal strategies intended to prevent conflict or reduce the intensity of a situation without the application of force.

Any Use of Force by police is governed by the legal principles of necessity, proportionality, and reasonableness.

It is important to note there are many situations where a Use of Force Report is required however physical contact/force on the subject never occurs. For example, the displaying of a weapon (ie CEW, firearm) can be a method of de-escalation where no actual physical contact with the subject occurs but the submission of a Use of Force report by the involved officers is required.

*Example:*

Officers responded to a weapons call where a male victim advised he had been stabbed, and the subject was still in the residence with the knife. Numerous officers “stacked” at the door with an institutional shield, lethal (handgun) and less lethal Use of Force (CEW). As officers approached the residence the subject exited and immediately surrendered. Officers arrested the subject without issue. In this case a Use of Force report was completed identifying a CEW and handgun were drawn and displayed however the physical contact with the subject was limited to handcuffing.

## **2024 Use of Force Training**

The Practical Skills Unit teaches de-escalation techniques which emphasize communication skills, rapport building, and emotional intelligence in practical scenarios. All Use of Force training provided by the London Police Service incorporates de-escalation techniques. When deciding the level of force appropriate in various circumstances, members shall consider de-escalation tactics including disengagement.

The Practical Skills Unit utilizes real life scenario-based training for all officers which requires them to demonstrate the de-escalation techniques taught. These training scenarios are incorporated into Firearms, CEW, and Use of Force training.

In 2024 the LPS Community Outreach and Support Team (COAST) assisted the Training and Professional Development Branch by providing training to all LPS members on mental health and de-escalation strategies for persons in crisis.

## **New User – Conducted Energy Weapon Expansion Plan**

In March 2023, a Conducted Energy Weapon (CEW) expansion plan was submitted and later approved. The goal of the plan was for all sworn operational members to be fully trained as CEW operators by the end of 2024, reflecting the growing recognition that CEWs are a valuable less-lethal Use of Force option.

CEWs are widely acknowledged to reduce injuries to both the public and police officers. Importantly, the mere presence of a CEW—when drawn or in display mode—often helps de-escalate tense situations, enabling officers to resolve conflicts without physical engagement, thereby enhancing safety and preserving public trust.

In 2023, 93 new users completed CEW training, with most sessions taking place in the fall. An additional 56 new users were trained in 2024. In total, this represents a 45% increase in the number of officers qualified to carry and use a CEW in 2024 compared to 2023.

The deployment of additional CEWs enhances our operational capabilities by expanding the availability of a less-lethal intervention option that can effectively defuse volatile situations. Equally important, de-escalation training is a core component of CEW training, equipping

officers with verbal, tactical, and situational awareness skills designed to reduce conflict and reinforce safer outcomes for both officers and the public.

### **Training – Race-Based Data and Use of Force Reports**

The collection and analysis of race-based data is crucial for identifying and understanding potential issues relating to the Use of Force. Accurate data helps us identify trends, monitor disparities, and implement effective strategies to promote fairness and accountability. It is important to acknowledge the potential for inaccuracies in capturing race-based data through Use of Force Reports as individuals are not required to self-identify for data collection purposes and an officer's perception of the subject's race is subjective. These factors could contribute to either an over or under-representation of certain racial groups in police Use of Force data. Strategies such as encouraging self-identification supports more accurate and consistent reporting.

LPS members receive training on diversity and bias on an ongoing basis. To ensure a foundation of cultural competency is established early in the career of LPS members, all new recruits spend a full day with the Community Services Unit visiting various community organizations with a focus on diversity.

### **7. 2024 ANNUAL USE OF FORCE STATISTICAL REPORT DATA SUMMARY:**

This section provides a detailed analysis of Use of Force Reports submitted in 2024, with comparative insights drawn from previous years. The data indicates an increase in Use of Force Reports, distinct occurrences, and subjects involved in Use of Force incidents. A thorough evaluation revealed that this increase is largely attributed to improved officer access to CEW's, the increase in deployment of the Canine Unit and an increase in interactions where the officers believed subjects had possession/access to a handgun.

Additionally, operational changes such as increased staffing levels, reduced response times, and improved officer availability may have led to more frequent interactions with subjects and subsequent Use of Force interactions.

#### **Use of Force Reports / Subjects / Occurrences**

A total of 365 reports were submitted in 2024, including those related to the humane dispatch of animals and "no interaction" incidents. This reflects a 15% increase over the number of reports submitted in 2023 and accounts for less than 1% of all public-police interactions.

Table #1 provides a 5-year comparison for total Use of Force Reports after removing no interaction reports.

**Table #1**

**Total Use of Force Reports**

Indicator	2020	2021	2022	2023	2024
Total Use of Force Reports (combined human and animal subjects)	274	299	246	312	359

A no interaction report is a report in which there was no subject identified within the Use of Force Report.

*Example:*

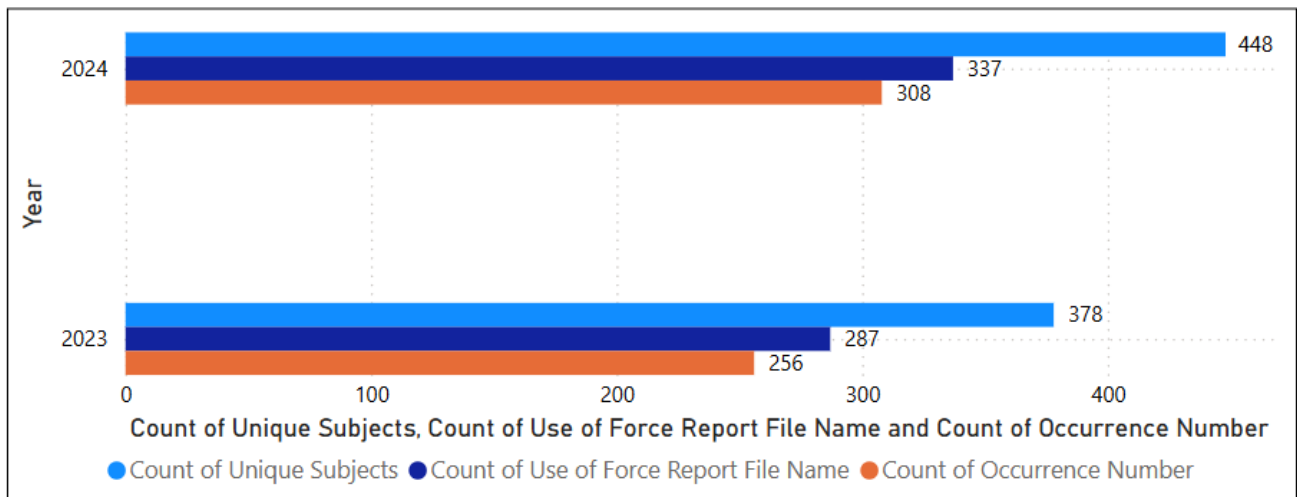
A no interaction report identified in 2024 involved a call where a victim reported being threatened by a group of males with a firearm. The victim fled to a nearby school to seek assistance. Responding officers attended the area and conducted a search of the parking lot with their service pistols drawn and held in a tucked position. Although no suspects were located and therefore no direct subject interaction occurred, a Use of Force Report was required due to the officers drawing their firearms while actively searching for the suspects.

In total there were six (6) no interaction reports for 2024. Each of these reports involved situations where an officer drew their handgun in the presence of a member of the public, but no identifiable subject was located or engaged. As a result, these six (6) reports are not represented in any of the charts or figures that follow in this report.

Figure #1 provides a comparison between 2023 and 2024 for three key metrics related to Use of Force Reports: Unique Subjects, Distinct Occurrences, and Total Use of Force Reports.

**Figure #1**

**Unique Subjects / Distinct Occurrences / Total Use of Force Reports**



Note: Historically, the occurrence number was not included as a data element. Modifications to the data capture process have made it possible to count reports and distinct occurrences beginning in 2023.

As shown in Figure #1 there was an increase across all 3 metrics from 2023 to 2024. This consistency suggests that the rise is not solely a result of reporting practices.

- Increase in Use of Force Reports (not including animal interactions): 50 reports
- Increase in Distinct Occurrences involving Use of Force Reports: 52 occurrences
- Increase in Unique Subjects where force was used or displayed that required a Use of Force Report: 70 unique subjects

### Use of Force Incidents Vs Total Interactions

In 2024, London Police Service officers responded to 67938 dispatched calls for service. Of these, there were 308 distinct occurrences involving 448 unique subjects that led to the display or application of force, representing less than 1% (0.45%) of all public-police interactions.

Table #2 provides a 5-year comparison for categories related to police and public interactions.

**Table #2**

### Use of Force Incidents and Police / Public Interactions

Indicator	2020	2021	2022	2023	2024
Dispatched Calls for Service	80724	79581	73769	70988	67938
Mental Health Apprehensions	1614	1711	1612	1482	1525
Number of Distinct Occurrences with Interaction with Human Subjects - Use of Force Reports				256	308
Percent of Dispatch Calls for Service with Use of Force				0.36	0.45
Total Animal Only Use of Force Reports	39	34	27	25	22
Total Calls for Service	105257	106757	95002	92970	89775
Total Team Use of Force Reports	66	105	66	150	160
Total Use of Force Reports (combined human and animal subjects)	274	299	246	312	359
Total Use of Force Reports (excluding animal reports)	235	265	219	287	337

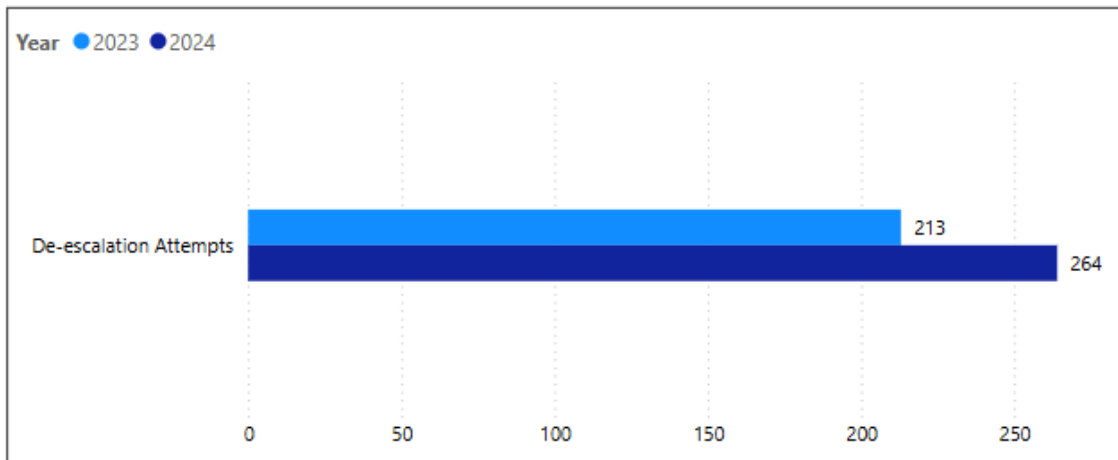
### De-escalation

As mentioned earlier all LPS Use of Force training incorporates de-escalation techniques. Often de-escalation is one of the first approaches in a Use of Force incident. De-escalation can be used before or in conjunction with the application of Use of Force options. In total de-escalation was used in 86% of distinct occurrences that involved Use of Force Reports. This is in line with 2023 where de-escalation attempts were used in 83% of distinct occurrences with a Use of Force Report.

Figure #2 provides a comparison of distinct occurrences with de-escalation attempts in 2023 to 2024.

**Figure #2**

**De-escalation Attempts in Use of Force Occurrences**



There are situations when de-escalation is not an option because the incident requires immediate action.

*Example:*

In the fall of 2024, a stolen vehicle was observed being operated within the City of London. The occupants intentionally evaded police, abandoned the vehicle, and fled on foot. A canine officer located the vehicle and tracked the suspects through backyards and over fences. As the officer and Police Service Dog entered one of the backyards, a suspect attempted to flee by jumping another fence. The Police Service Dog apprehended the suspect immediately. Due to the suspect's active attempt to evade police, there was no opportunity to engage in de-escalation prior to the apprehension.

**Use of Force Reports – Use of Force options**

Police officers are authorized to use a variety of force options to protect life, preserve the peace, prevent crimes, maintain order, and apprehend suspects. These options include Intermediate Weapons, Firearms, Less Lethal Firearms, Physical Force, and "Other" which includes the use of canine units. The selection of the appropriate Use of Force option is governed by the principles of necessity, proportionality, and reasonableness, ensuring that officers apply the least amount of force required to safely manage a situation. If the Use of Force incident dictates that an officer must utilize more than one Use of Force option, all options deployed by the officer must be selected on a single Use of Force Report.

*Example:*

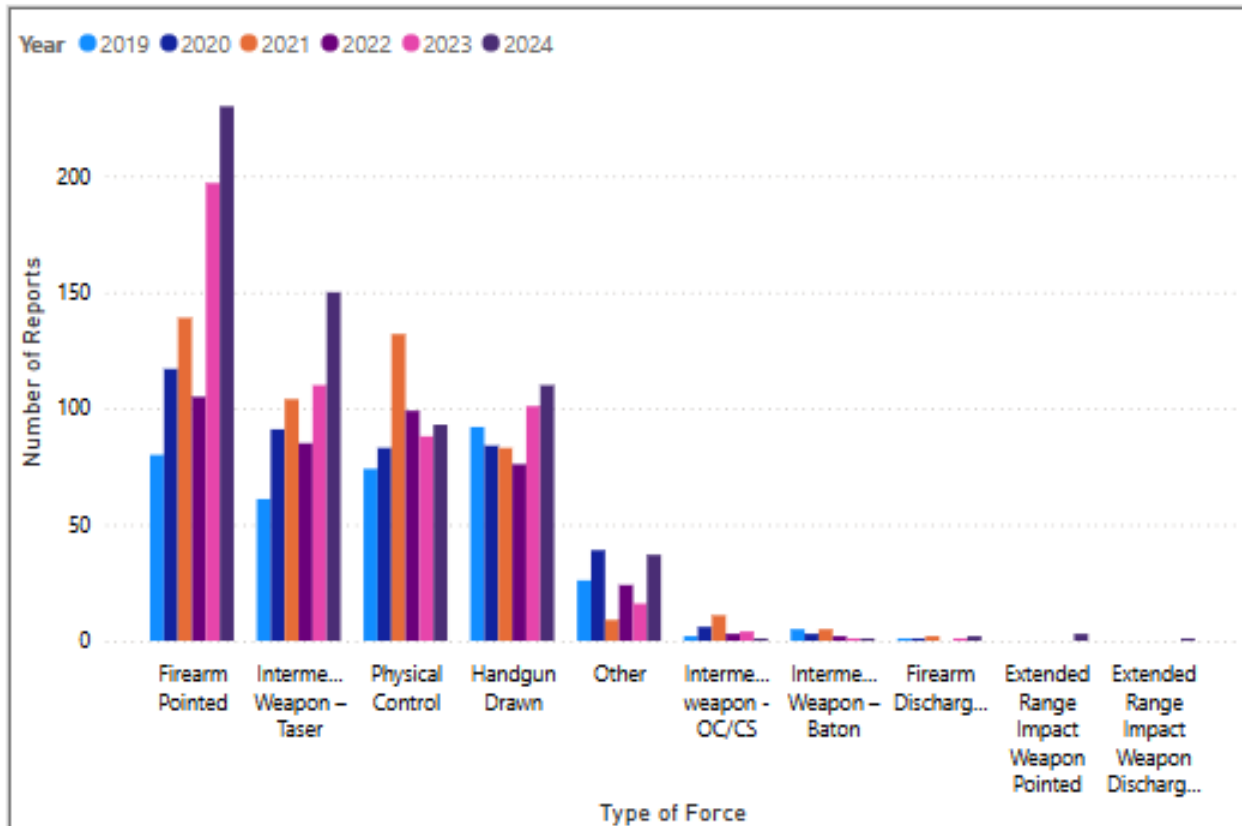
Officers attended a local business after receiving reports that a male had been stabbed multiple times by a stranger. Information received while enroute to the call was that the suspect had fled the scene with the weapon. The subject was identified and located in a residence the following day. The Emergency Response Unit (ERU) attended the residence and located the suspect who refused to comply with directions and demonstrated assaultive behaviour. A CEW was deployed but was not effective. The suspect began running in the opposite direction at which time other members of ERU grounded the suspect using the institutional shield. The suspect continued to fight and resist while on the ground. The CEW was deployed gaining compliance and the suspect was arrested.

In this investigation two Use of Force Reports were submitted for one suspect. The Use of Force options selected on the two reports were Rifle, CEW, physical force, other (Institutional Shield). At the time of arrest the suspect was located with weapons on his person.

Figure #3 provides a 5-year comparison for the type of Use of Force selected on all Use of Force Reports submitted.

**Figure #3**

**Type of Force Used**



**Analysis of the Increase**

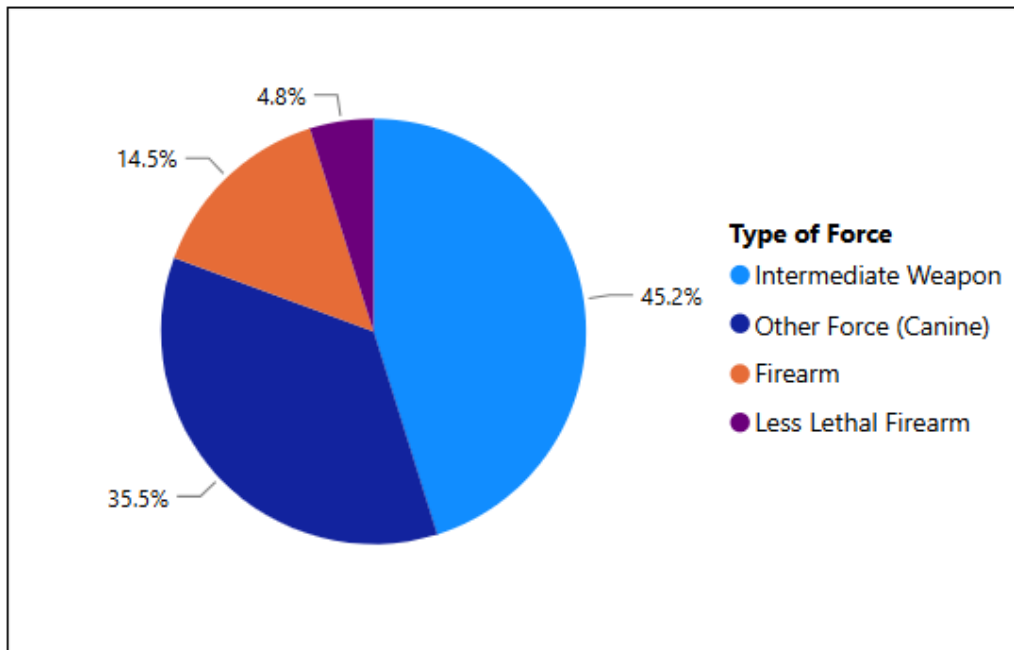
As identified earlier, there was an increase in Use of Force Reports, distinct occurrences involving Use of Force and unique subjects where force was used. To analyze the overall increase, an assessment was completed using Use of Force Reports and the Use of Force options selected on the reports.

When reviewing the Use of Force options, the most significant increase reported in Use of Force Reports was in the selection of Intermediate Weapons. This was followed by Other Force (Canine), Firearm, and Less Lethal Firearm. Conversely, there was a decrease in the Physical Force option requiring a Use of Force Report, with a 2% difference from 2023 to 2024.

Figure #4 shows a breakdown of the type of force selected in Use of Force Reports and the percentage each force option contributed to the overall increase in Use of Force Reports from 2023 to 2024.

**Figure #4**

**Use of Force Options Attributed to Increase**



Intermediate Weapons

As observed in Figure #4, the greatest increase in the Use of Force option selected was in the category of Intermediate Weapons. Intermediate Weapons include CEW, Baton and Oleoresin Capsicum (OC) Spray. Within in the Intermediate Weapons category, CEW accounted for 100% of the increase.

*Conducted Energy Weapon (CEW)*

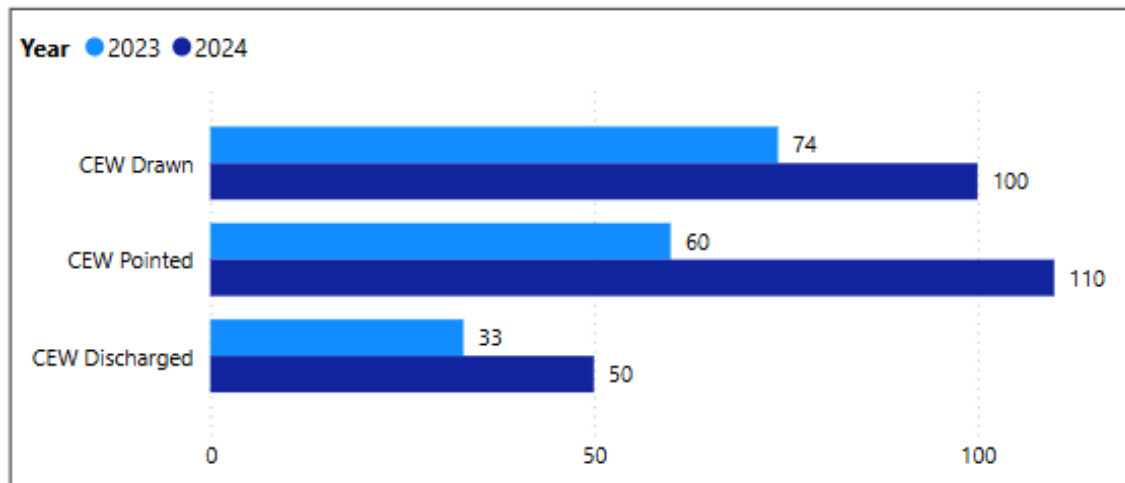
The Use of Force Report provides three options for an officer to select for the manner the CEW was used.

- i. Drawn and Displayed with the Intention of Achieving Compliance – The CEW is removed from the holster and displayed in a manner that is visible to the subject but is not pointed at the subject.
- ii. Pointed – The CEW is removed from the holster and pointed at the subject.
- iii. Discharged – The CEW is removed from the holster and discharged at the subject.

Figure #5 outlines the manner the CEW was used in Use of Force Reports.

Figure #5

CEW Deployment – Drawn – Displayed / Pointed / Discharged



When an officer completes a Use of Force Report in relation to the use of the CEW, they can select one, two, or all three of the above categories. Each of the actions are to be selected based on the distinct circumstances and decisions made by the officer.

In total there were 110 Use of Force Reports with a CEW selection in 2023 and 150 Use of Force Reports in 2024. In 2023, the CEW was discharged in 7.7% of all unique subject interactions, and in 2024, it was used in 10.2% of all unique subject interactions. The low discharge rate confirms the CEW is an effective tool for de-escalating subject behaviour.

The increase in Use of Force Reports from 2023 to 2024 where a CEW was reported can be attributed to the higher number of officers qualified to carry and use the CEW in 2024. This demonstrates that accessibility played a significant role in the increase of Use of Force Reports.

Oleoresin Capsicum (OC) Spray & Baton

Intermediate weapons also include OC spray (also known as pepper spray) and the collapsible baton. OC spray was used on 1 occasion in 2024, down from 4 in 2023. The collapsible baton was used on 1 occasion in 2023 and in 2024. Therefore, OC and collapsible baton had zero effect on the overall increase in Use of Force Reports.

Other Force

The Use of Force option “Other” contributed to the second largest increase in 2024. “Other” Force attributed 35.5% to the overall increase in Use of Force Reports. An “Other” Use of Force option refers to the use of a canine or a weapon of opportunity. “Other” Use of Force options identified in 2023 and 2024 included canine, pepperball gun, chemical deployment and the institutional shield.

Within the “Other” category canine contributed to 83.3% of the increase in this category with 32 Use of Force Reports submitted in 2024 compared to 12 in 2023. The institutional shield was used 3 times as a Use of Force option in 2024 compared to 2 times in 2023, the pepperball gun was used 3 times in 2024 compared to 0 times in 2023. There were no Use of Force Reports for chemical deployment in 2024, compared to 2 Use of Force Reports in 2023.

In 2024 the Canine Unit responded to more calls, initiated more deployments and made more arrests than in 2023. This shows that the increased deployment of this speciality unit had a direct effect on the overall increase in Use of Force Reports.

Table #3 provides a comparison for canine deployment from 2023 to 2024.

**Table #3**

**K9 Deployment**

K9	2023	2024	% increase 2024 from 2023
Calls	1799	2012	11.8
Deployments	496	627	26.4
Arrests	716	921	28.6

Note: A canine deployment differs from responding to a call in that a deployment refers to when a handler utilizes the dog and the dog performs a trained tactic. Source: Canine Unit.

Firearm

The selection of the Firearm category for Use of Force Reports contributed to 14.5% of the increase in Use of Force reports

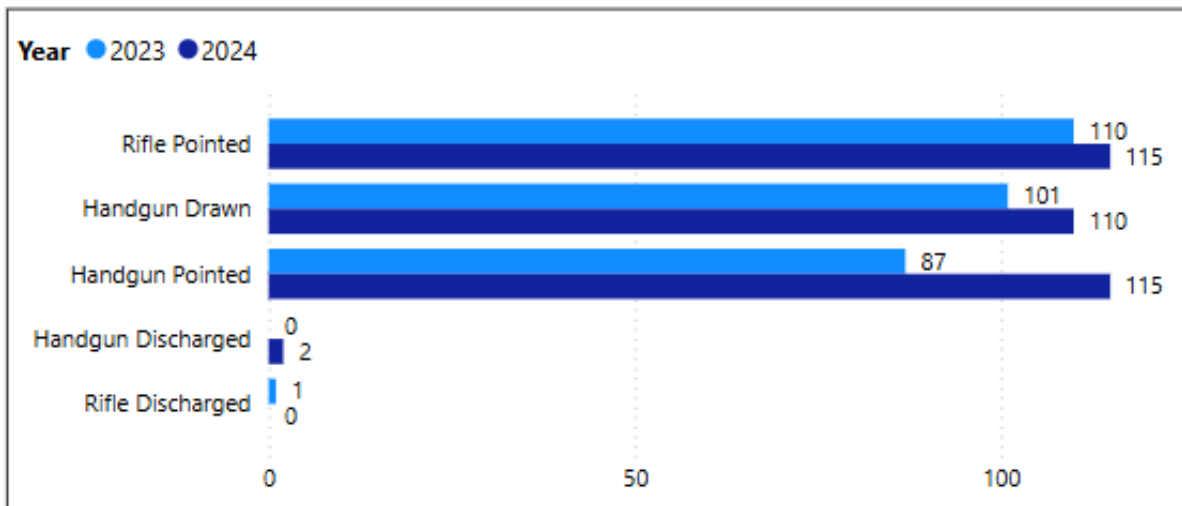
A police officer may point a firearm at a person when that person demonstrates behaviour that the officer believes may result in grievous bodily harm or death to the officer or to someone else.

The Firearm category is broken down further into Rifle and Handgun. The increase in the Firearm category is largely attributed to handgun deployment.

Figure #6 compares the number of reports in 2023 and 2024 where a handgun and/or rifle was selected.

**Figure #6**

**Use of Force Report - Firearm**



When an officer completes a Use of Force Report for the use of a handgun, they can select one, two or all of the three above categories outlined in Figure #6. If an officer uses a rifle, they can select Rifle Pointed or Rifle Discharged or both. Each of the actions are selected based on distinct circumstances and decisions made by the officer.

**Less Lethal Firearm**

The deployment of a Less Lethal Firearm contributed to 4.8% of the overall increase in Use of Force Reports. In total there were 3 reports where a Less Lethal Firearm was used. There were no reports of a Less Lethal Firearm used in 2023.

A less lethal firearm is a firearm designed to fire specialized projectiles meant to minimize the risk of death. Eg. An Anti-Riot Weapon Enfield (ARWEN) is designed to fire large rubber and foam baton rounds.

**Use of Force Incidents – How Received**

Officers can become involved with the public in four different ways:

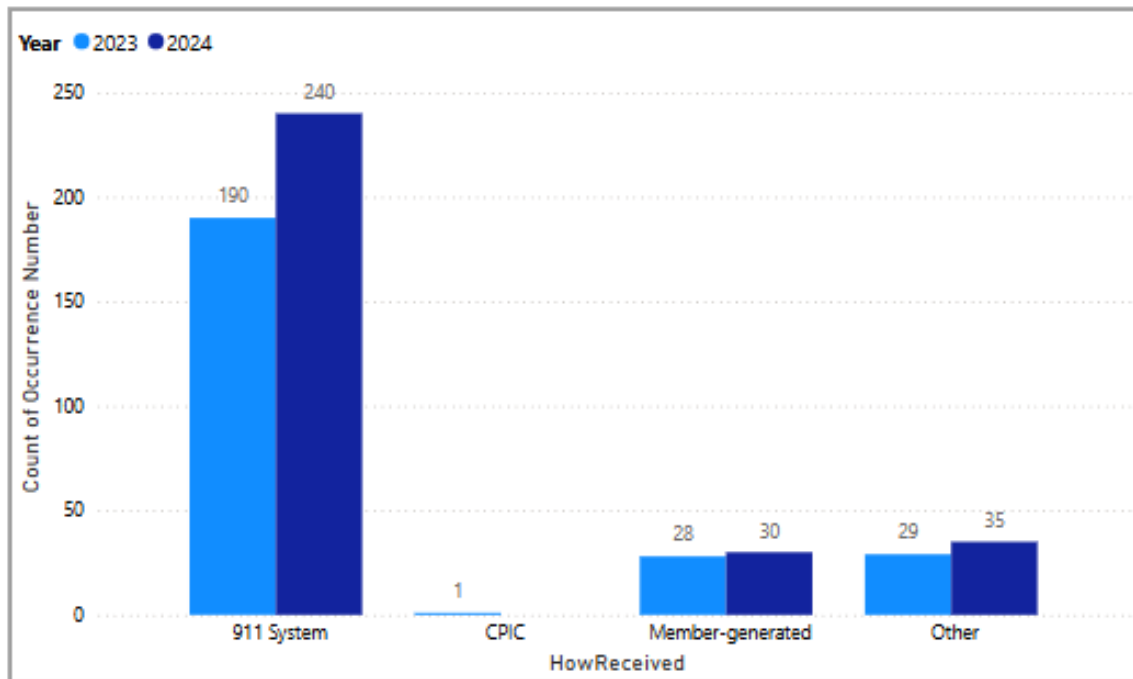
- 911 System (officers are dispatched to calls for service by a citizen contacting 911)
- Member-generated (initiated by an officer)
- Other (officers dispatched to calls for service by a method other than 911)
- CPIC (Canadian Police Information Centre).

In 2024, 88.7% of the Use of Force Reports submitted were related to occurrences that were in response to 911 calls.

Figure #7 exhibits how London Police officers initially became involved in a Use of Force incident that required a report.

**Figure #7**

**Use of Force Reports – How Received**



Note: This data is collected utilizing the Computer-Aided Dispatch (CAD) record for each occurrence. This figure does not include the Use of Force Reports where a warrant was executed. Investigations that involve warrant execution are typically initiated well before any Use of Force incident, making the 'how received' data less applicable to the Use of Force Report.

Only 6.6% of the Use of Force Reports that were submitted in 2024 pertained to incidents that were initiated by LPS Officers.

**Example:**

The following is an occurrence that resulted in a Use of Force incident initiated by an officer. While on patrol in a marked cruiser, an officer observed a vehicle travelling at a high rate of speed. The officer attempted a traffic stop, but the driver failed to stop and intentionally fled the area. The officer successfully deployed a GPS dart—also known as a StarChase device—which attaches to the fleeing vehicle and allows it to be tracked remotely. Once the dart was deployed, the officer discontinued the pursuit. The vehicle was later tracked to a residence, where a K9 unit confirmed the driver had entered the home. When officers attended the residence, the accused refused to surrender, became angry and belligerent, and adopted a combative stance with clenched fists. The accused then attempted to retrieve a shiny object from his pocket. A Conducted Energy Weapon (CEW) was deployed to ensure the safety of both officers and the accused. The investigation revealed that the accused was a prohibited driver and was impaired by alcohol at the time of the incident.

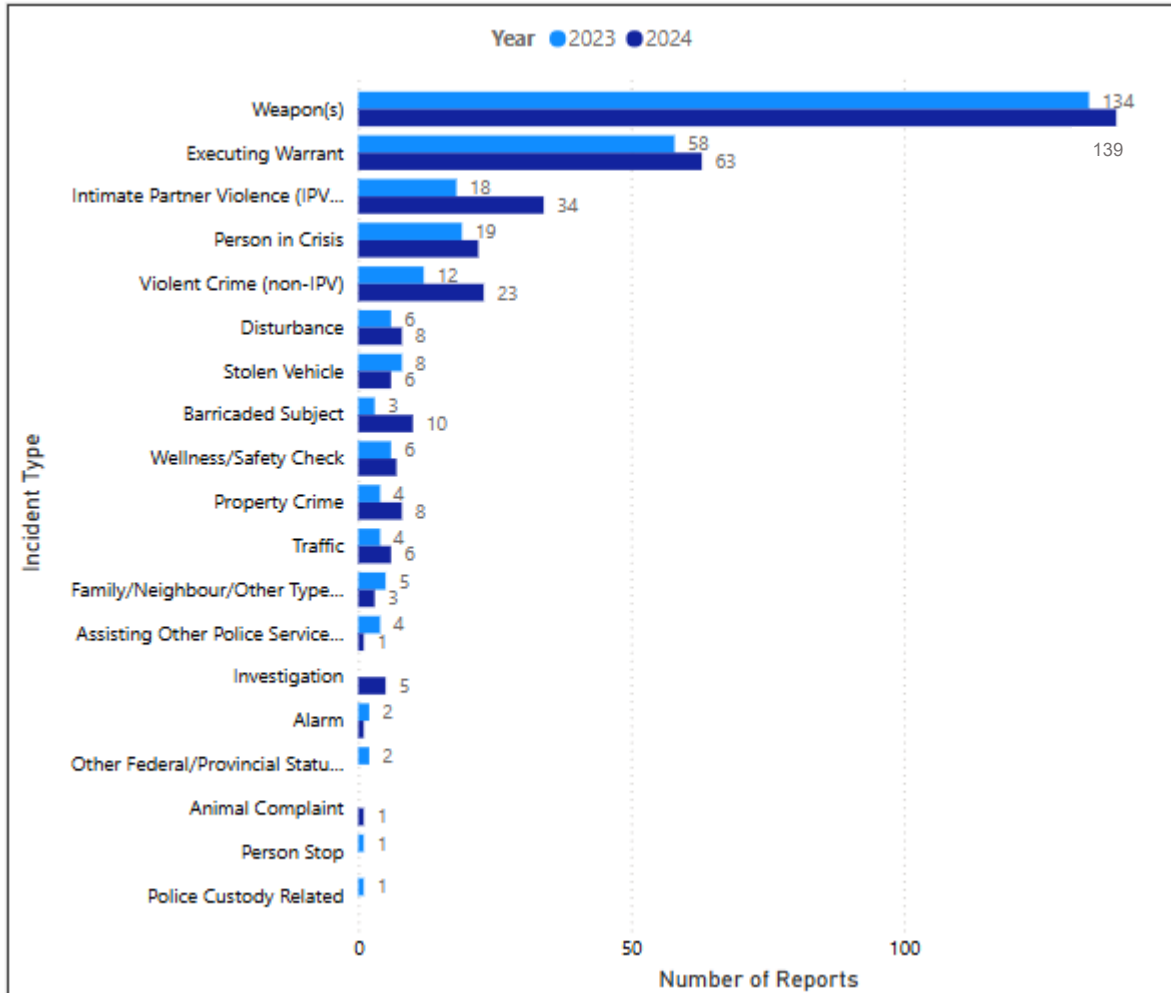
**Use of Force Reports - Incident Type**

Officers must select an Incident Type on a Use of Force Report. Officer can only select one Incident Type. The most significant increase for Incident Type when reviewing the increase in Use of Force Reports from 2023 to 2024 includes Intimate Partner Violence (IPV), Barricaded Subject and Violent Offences (non-IPV).

Figure #8 shows the comparison between 2023 and 2024, and the incident types selected on the Use of Force Reports.

**Figure #8**

**Use of Force Reports – Incident Type**



There was a difference in incident type response when reviewing the three Use of Force Options that contributed the most to the overall increase in Use of Force Reports.

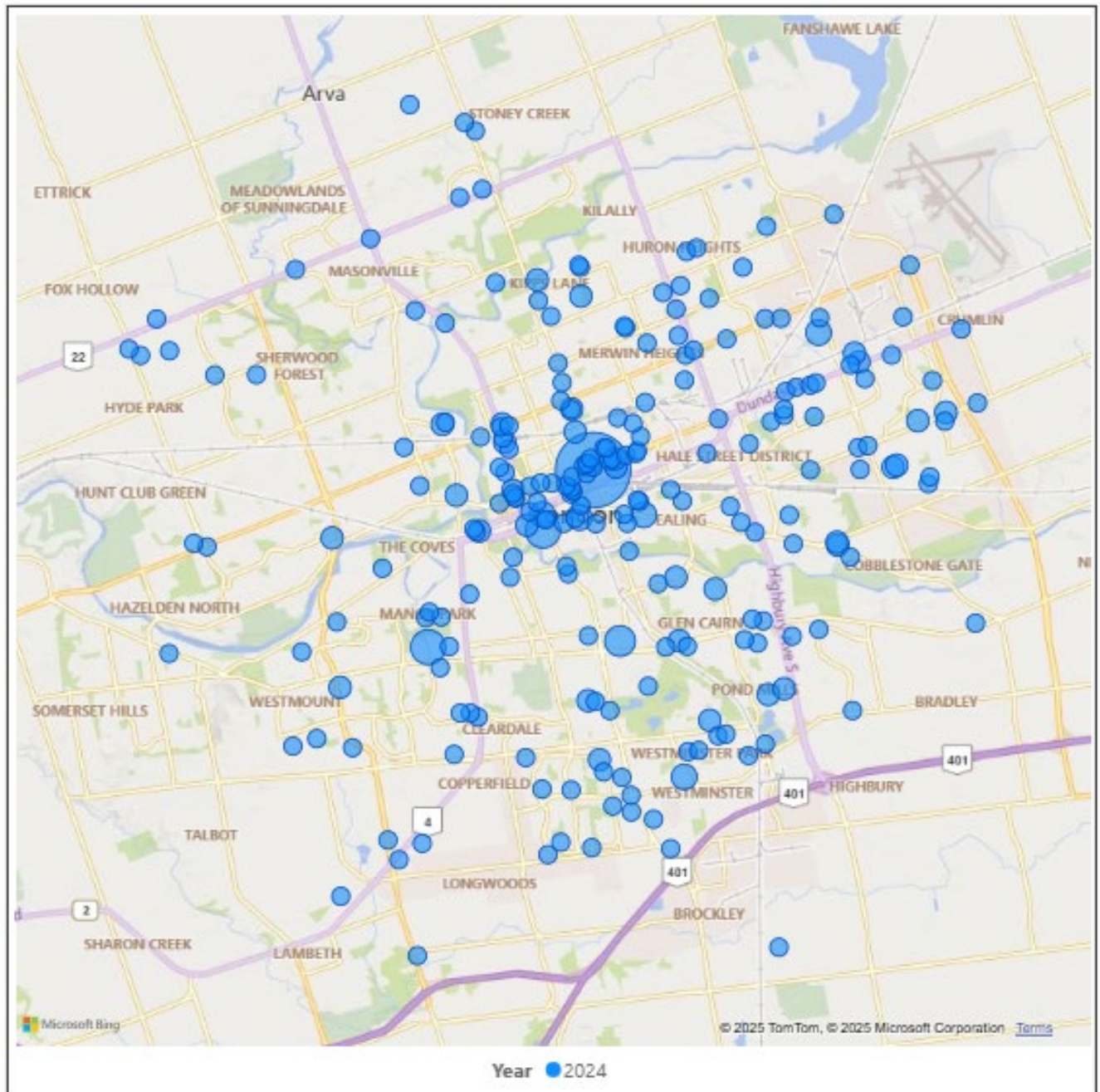
- CEW's were most utilized in the incident type of Weapons (34%), IPV (15%), and Person in Crisis (14%) in 2024.
- Handguns were most utilized in the incident type of Weapons (60%) and Executing Warrants (16%)
- Where a Use of Force Report was required, Police Service Dogs were most utilized in the incident type of Executing Warrants (20%), IPV (17%), Stolen Vehicle (17%) and Violent Crime (13%)

## Geographic Locations

Data shows that officers working in the downtown core are more likely to be involved in Use of Force incidents than the outlying areas of the City.

Figure #9 exhibits the geographic coordinates across the City of London where Use of Force incidents occurred in 2024.

**Figure #9**  
**Use of Force Reports – Geographic Location**



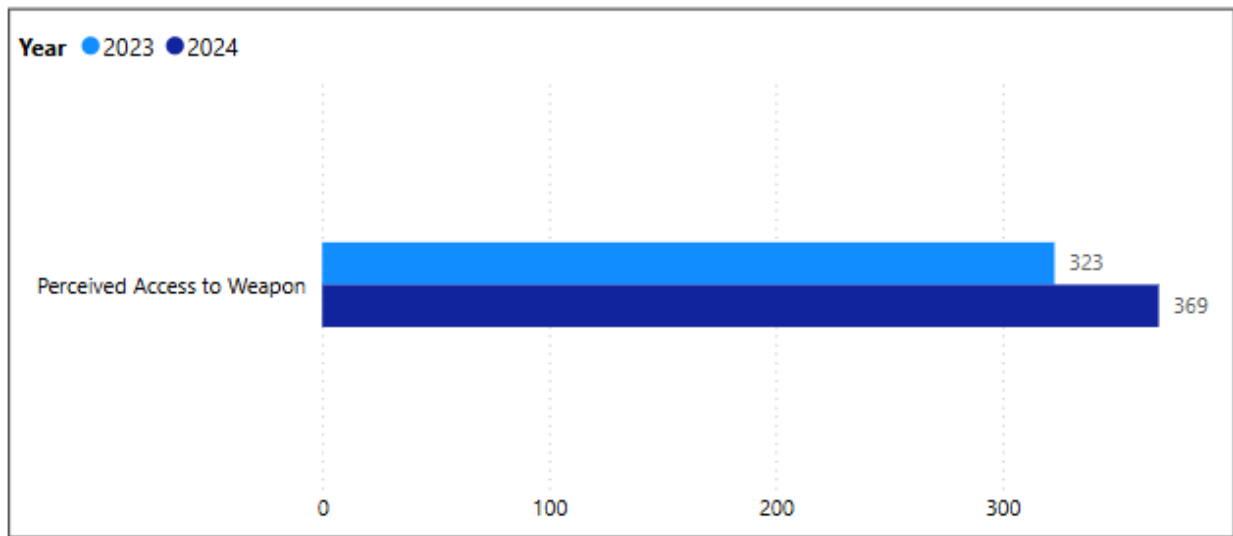
## Use of Force Subjects

Of the Use of Force Reports submitted in 2024 there were 448 unique subjects identified.

Of the 448 unique subjects in 2024, officers believed 82% of the subjects they interacted with had possession or access to a weapon during the Use of Force interaction.

Figure #10 shows a comparison between 2023 and 2024, where officers believed the subject had possession or access to a weapon.

**Figure #10**  
**Possession or Access to Weapons**

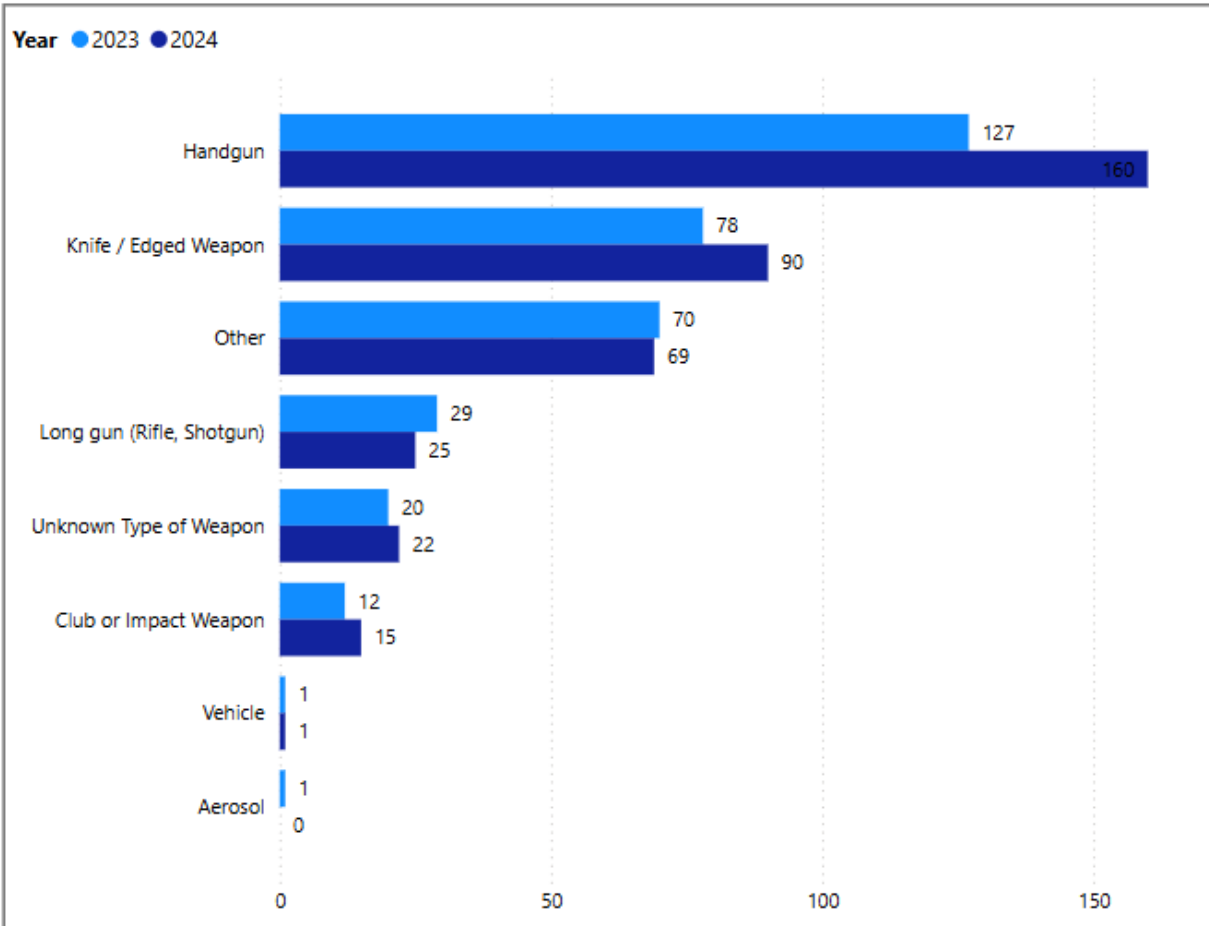


A further assessment on the category of “Perceived Access to Weapon” revealed that officers believed that 160 unique subjects were in possession of or had access to a handgun in 2024 compared to 127 unique subjects in 2023.

Figure #11 identifies the types of weapons officers believed unique subjects possessed.

Figure #11

Subject – Type of Weapon



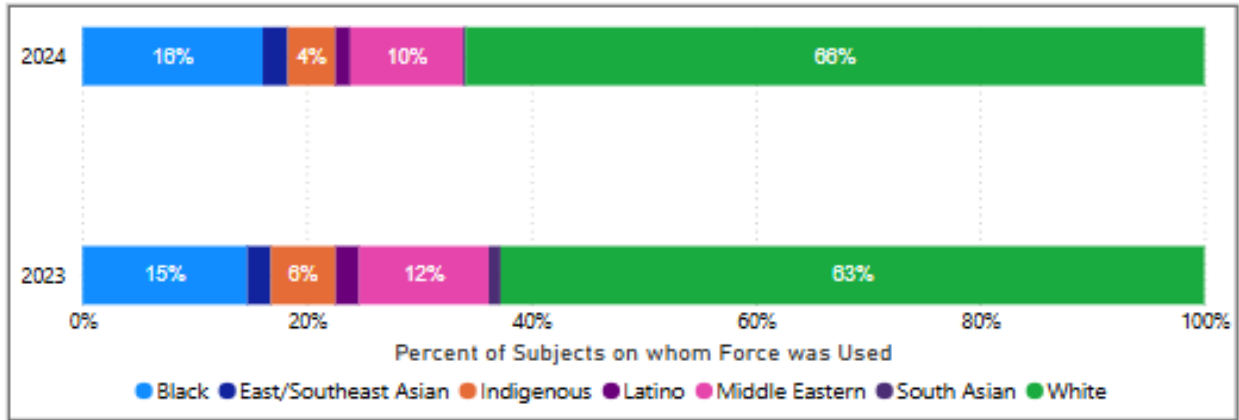
**Subjects - Perceived Race**

In compliance with the Anti-Racism Act, officers are required to identify the perceived race of the subject on the Use of Force Report. Of the 448 unique subjects, officers perceived 153 to be of a visible minority. 160

Figure #12 exhibits the perception of the subject’s race determined at the time the decision was made to use force. This is based on the officer’s perception at the time and does not necessarily conform to the way the person self-identifies.

**Figure #12**

**Use of Force Reports – Perception of Subject’s Race**



Perceived race data shows that the majority of the individuals on whom force was used in 2024 (66%) were perceived as White.

Table #4 provides a statistical range from the 2021 Census regarding visible minority rates for the City of London.

**Table #4**

**Estimated Visible Minority Rates – City of London (2021)**

Category	Rate	Range
White	71.3	71.0-71.6
South Asian	6.5	6.3-6.7
Middle Eastern	6.6	6.2-7.0
Latin American	3.0	2.8-3.2
Indigenous Identity	2.6	2.5-2.7
East/Southeast Asian	6.9	6.5-7.4
Black	4.2	4.0-4.4

It’s important to note that the subjects of Use of Force are not limited to residents of the City of London as they may interact with the London Police but reside outside of the City.

Table #5 exhibits a breakdown using the LPS records management system to identify the addresses of perceived visible minority subjects identified on Use of Force Reports.

**Table #5**

**Use of Force Reports – Address of Visible Minority**

Year	2023		2024	
Address	#	%	#	%
Could not be Determined	9	6.3%	5	3.3%
London	99	69.2%	108	70.6%
NFA	15	10.5%	26	17.0%
Out of Town	20	14.0%	14	9.2%
<b>Total</b>	<b>143</b>	<b>100.0%</b>	<b>153</b>	<b>100.0%</b>

The data from the Use of Force Reports was used to analyze whether race perception may have played a role in decisions to point a firearm or to discharge the CEW. A chi-square test is a statistical method used to determine whether there is a meaningful difference between two or more groups in how often something happens. A chi-square<sup>1</sup> analysis was conducted to determine if officers were more likely to point a rifle or handgun or discharge a CEW at an individual who is perceived as a visible minority compared to an individual who is perceived as White.

The test compares the number of times the identified Use of Force options were used on people perceived as visible minorities versus those perceived as white and checked whether the difference is large enough to be unlikely due to chance.

Table #6 provides the chi-square and probability values (p-value) for 9 statistical tests.

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<sup>1</sup> The Chi-square test is a statistical method used to analyze categorical data and determine if there is a significant association or difference between variables. It provides valuable insights into the relationships between categorical variables and helps researchers draw conclusions based on observed data. It is commonly used in fields such as social sciences, biology, marketing, and healthcare. The interpretation of the Chi-square test results involves assessing the p-value. If the p-value is less than the predetermined significance level (e.g., 0.05), it indicates that there is evidence of an association or difference between the variables. Source [www.decodingdatascience.com/chi-square-test-learn/](http://www.decodingdatascience.com/chi-square-test-learn/)

**Table #6**

**Race Perception – Firearm Pointed and CEW Discharged**

Use of Force	Chi- Squared	P-Value
1. Rifle 2023	1.147	0.284
2. Rifle 2024	0.461	0.497
3. Rifle 2023/2024	0.084	0.772
4. Handgun 2023	0.243	0.622
5. Handgun 2024	0.534	0.465
6. Handgun 2023/2024	0.584	0.445
7. CEW 2023	1.268	0.26
8. CEW 2024	0.179	0.672
9. CEW 2023/2024	0.184	0.668

In the analysis of 2023, 2024, and of the years combined, the results showed no statistically significant difference (all p-values were above 0.05) in any of the three Use of Force options that were examined. This suggests that there is no evidence of racial disparity in these specific Use of Force decisions based on the available data.

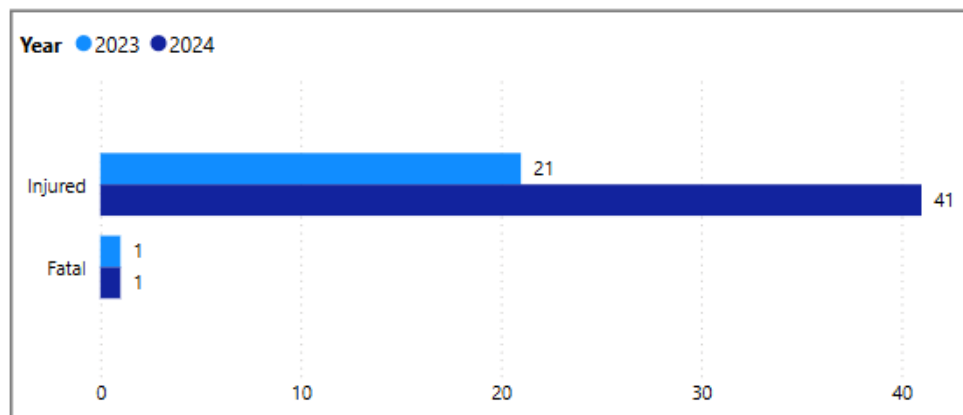
**Subjects - Injuries**

9.2% of the subjects on whom force was applied in 2024 experienced some level of injury.

Figure #13 identifies the injuries related to unique subjects in 2023 and 2024.

**Figure #13**

**Subject Injuries**



Note: Fatal injuries are not included in the injured category.

The increase in canine response and deployment contributed to an increase in subject injuries. 24 (58.5%) of the unique subjects injured were involved in a canine Use of Force interaction.

Police Service Dogs play a critical role in law enforcement operations, assisting in tracking, searches, and suspect apprehensions. While canine contributed substantially to the increase in Use of Force Reports and the increase in subject injuries, overall, their involvement remains relatively low. Canine as a Use of Force option was only selected on 32 of the total Use of Force Reports for 2024. As a result, the likelihood of a dog bite occurring during a Use of Force incident remains low.

Of the injuries reported to unique subjects, 9 individuals—representing 21.9% of all injured—were associated with frontline patrol incidents. This marks a decrease from 38.1% in 2023. The expanded availability of CEWs, primarily to frontline officers, did not lead to an increase in subject injuries documented in Use of Force Reports.

One subject was killed after police responded to an Intimate Partner Violence occurrence, where the individual had stabbed two other occupants in the residence. In an effort to preserve the life of the victim (who subsequently succumbed to her injuries), protect the safety of the other occupants, and ensure their own safety, two officers used lethal force by discharging their firearms.

### **Factors Influencing Use of Force**

Before using force, officers must consider various reasons and factors. Many of these considerations are outlined in the Use of Force Report, where officers can select multiple reasons on a single report.

#### *Example*

Multiple factors contributed to a Use of Force incident in 2024 involving a suicidal male who was observed jumping in front of vehicles at a busy intersection in the city. Police responded and determined it was necessary to apprehend the individual for his own safety and the safety of others. The male took a fighting stance and attempted to assault the attending officers. One officer pointed a CEW at the male. After additional officers arrived, the male was safely apprehended without further incident. Officers cited several reasons for the Use of Force in this occurrence, including effecting an arrest, protecting other officers, protecting themselves, and protecting the subject.

Figure #14 provides the total number of Use of Force Reports and the reasons cited within the reports for using force. There were two "other" selections for 2024 which included effect apprehension and protect Emergency Medical Services workers.

Figure #14

Reasons Influencing Use of Force

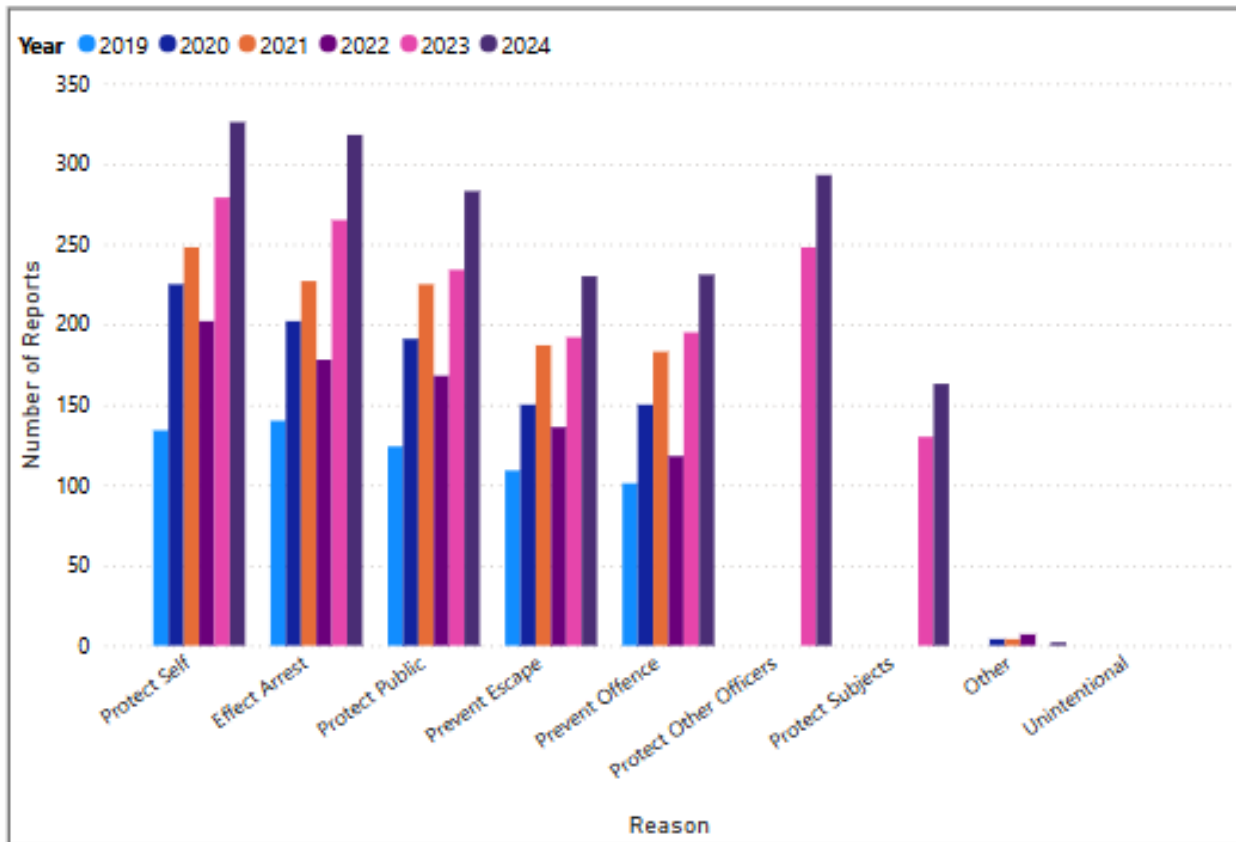
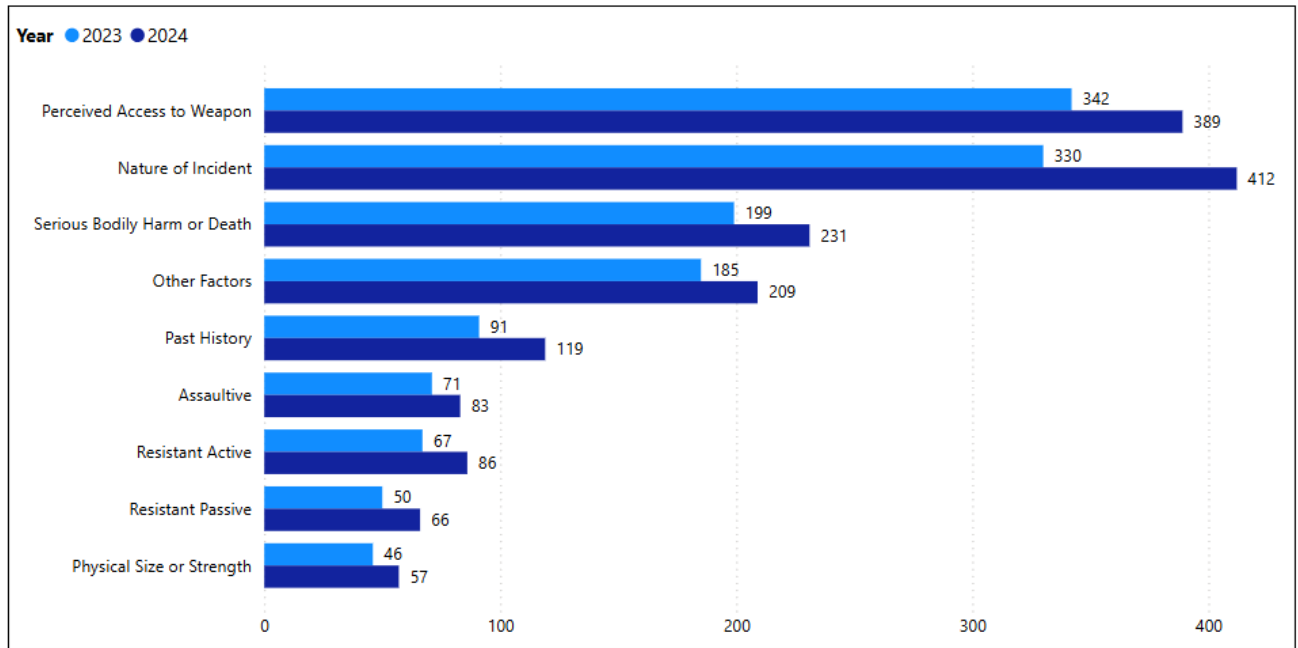


Figure #15 exhibits the factors selected on Use of Force Reports that influence Use of Force decisions by LPS officers. An officer has the option to select multiple factors on the report. Therefore, the number of factors influencing the decision could be larger than the total number of reports submitted.

**Figure #15**

**Factors Influencing Use of Force**



**Use of Force Reports – Officers**

Use of Force Reports are required for all officers that use force that meets the mandatory reporting requirements regardless of where they are assigned. The following charts reference an officer’s assignment and experience.

Figure #16 exhibits the number of Use of Force Reports by report type and assignment type. Each assignment type can have either individual reports or team reports.

**Figure #16**  
**Officer Assignment**

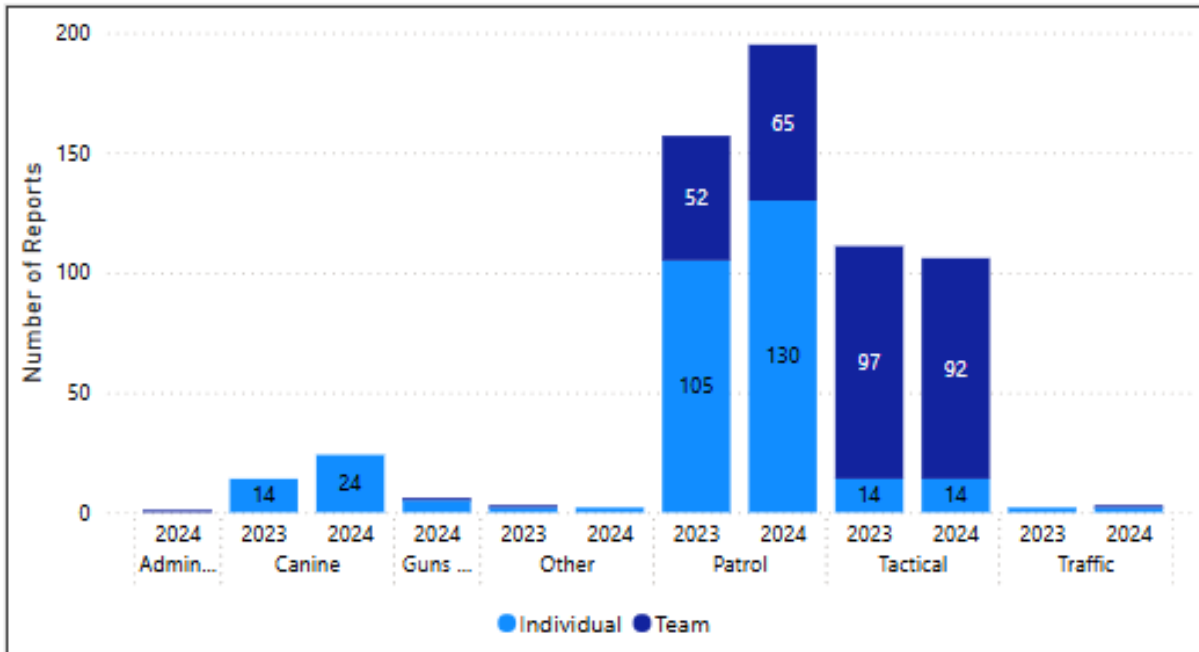
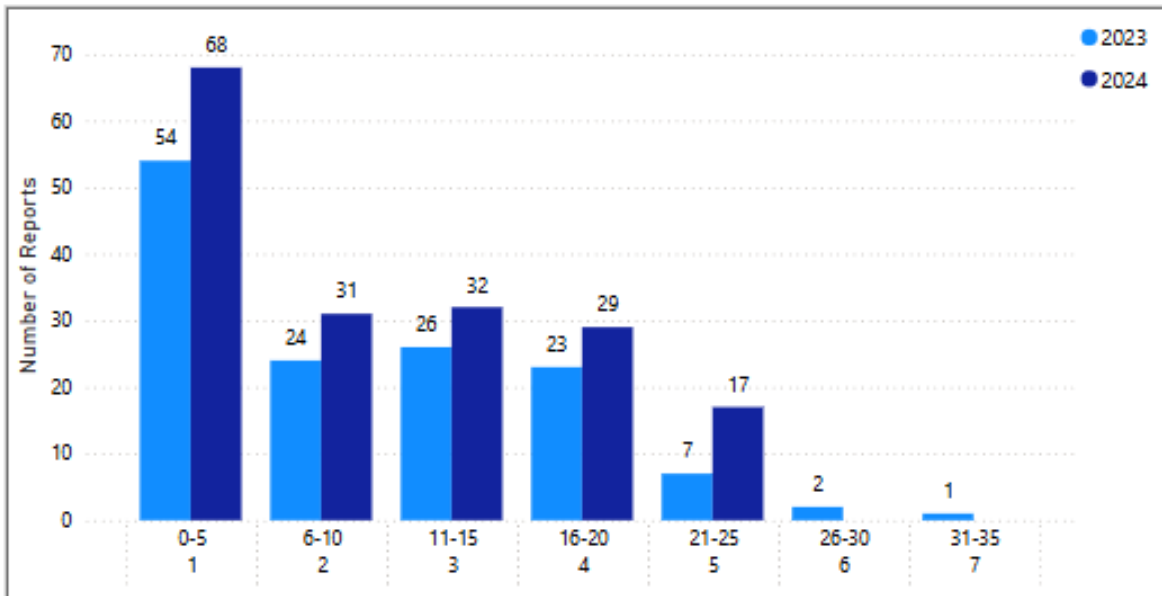


Figure #17 presents a breakdown of the total years of service of the officers who filed individual Use of Force Reports. Officers with 0-5 years of service are typically assigned to uniform patrol which correlates to the high number of Use of Force Reports submitted by patrol. As complement grows, this trend will continue.

**Figure #17**

**Reporting Officers' Total Years of Service**



Note: This information is not gathered for team reports.

**8. OVERSIGHT AND ACCOUNTABILITY:**

London Police Service (LPS):

As previously mentioned, the Supervisor for any officer required to submit a Use of Force Report must be notified and provided with a copy of the Use of Force Report. The Supervisor must review the Use of Force Report and related occurrence for accuracy and any Use of Force concerns. Once satisfied the Supervisor will forward the report to the Sergeant Practical Skills and Training Unit. If any concerns exist, the supervisor will notify the Sergeant Practical Skills and Training for follow up. The Sergeant Practical Skills and Training Unit will audit the Use of Force Report and related occurrence to ensure the Use of Force Report is completed fully and determine if the Use of Force in alignment with Section 25 of the Criminal Code, the Ontario Public-Police Interactive Training Aide and was proportionate, necessary and reasonable given the circumstances.

Any Use of Force that is deemed concerning will be brought to the attention of the Inspector in charge of Training and Professional Development Branch to determine if further training is required or if an internal investigation should be recommended to the Chief.

LPS procedure dictates that incidents involving Use of Force that result in serious injury or death are subject to an immediate internal review.

Law Enforcement Complaints Agency (LECA):

LECA is a civilian police oversight agency in Ontario that is responsible for receiving, managing and overseeing public complaints about misconduct of police officers. This agency accepts and manages complaints about Use of Force incidents from members of the public.

Special Investigations Unit (SIU):

The Special Investigations Unit (SIU) is a civilian law enforcement agency independent of the police that is responsible for investigating incidents involving the police that have resulted in death, serious injury, or allegations of sexual assault. Police Services are required to notify the SIU for any injury that meets their mandate. The London Police understands the importance of transparency and accountability in these investigations and is committed to fully cooperating with the SIU.

## **9. CONCLUSION:**

This report offers a detailed analysis of Use of Force incidents and the types of force applied by the LPS throughout 2024. It reflects the complexity of police encounters and the often unpredictable circumstances officers navigate on a daily basis.

It is important to note that the proportion of Use of Force Reports relative to total dispatched calls for service remains low at 0.45%. This indicates that vast majority of public-police interactions do not involve the Use of Force. Furthermore, de-escalation techniques were employed in 86% of all distinct occurrences involving Use of Force Reports in 2024. This demonstrates the continued emphasis on de-escalation as a foundational principle in police interactions. It is worth repeating, the requirement to submit a Use of Force Report does not always indicate the application of physical contact between an officer and a member of the public.

It is acknowledged that the number of Use of Force Reports increased from 2023 to 2024. This report has examined the contributing factors and determined that the rise is primarily due to broader access to Use of Force options — particularly Conducted Energy Weapons (CEWs) — and increased involvement of specialty units such as the Canine Unit. This increase can be attributed to evolving operational practices and improved access to less-lethal options. In 2024, there was also an increase in incidents where officers believed subjects had access to firearms and/or edged weapons. In these high-risk, dynamic situations, the deployment of CEWs and/or the Canine Unit often serves as an effective means of de-escalation.

The London Police Service remains dedicated to professionalism and the safety of the public, ensuring that all Use of Force incidents are thoroughly reviewed and monitored for accountability and continuous improvement. The Training and Professional Development Branch will maintain oversight of reported Use of Force incidents and monitor national trends to incorporate relevant insights and best practices. Ongoing efforts will ensure that policies, training, and practices reflect our commitment to fairness, accountability, and community trust.

**PREPARED BY:** Angela Johnson, Inspector – Training and Professional Development Branch

**ATTACHMENTS:** Appendix A – Ontario Public-Police Interactions Training Aid (2023)  
Appendix B – 2021 Statistics Canada Census and O. Reg. 267/18 of the Anti-racism Act Comparison Chart

# Appendix A – Ontario Public – Police Interactions Training Aid (2023)

**Conflict Prevention**

The pre-emptive use of verbal and non-verbal strategies with people in situations with a potential to escalate (speeding ticket, neighbour dispute)

**De-escalation**

The use of verbal and non-verbal strategies intended to prevent conflict or reduce the intensity of a situation without the application of force and, if force is necessary, reducing the amount of force visible

**Assess-Plan-Act**

A cognitive process applied by the officer to circumstances related to the subject/situation and impacted by perceived/actual risk, available time, and resources. This process is continuous, allowing for reassessment based on changing information.

**Situation & Subject Considerations**

Some factors impacting an officer's perception and decision-making of the subject and situation are: weather conditions, indoors/outdoors, number of officers/subjects, perceived subject ability (cognitive ability, skill, size, weapon), cultural awareness, gender identity.

**Subject Behaviors**

**Cooperative:** Subject complies with a lawful request

**Passive Resistant:** Subject refuses a lawful request, verbally and/or physically by standing still, sitting, laying down

**Active Resistant:** Subject pulling/pushing away, walking away, running away

**Assaultive:** Threatens/attempts/strikes the officer, kick, punch, spit, headbutt (no weapon)

**Serious Bodily Harm or Death:** The use of any weapon or technique reasonably likely to cause serious bodily harm or death

## Ontario Public-Police Interactions Training Aid (2023)

**Guiding Principles**

- Preservation and Protection of Life Public and Officer Safety
- Conflict Prevention and De-escalation
- Relational Approach

The officer continuously assesses the interactions and selects the most reasonable option(s) relative to the subject and circumstances given available resources and time.

**Officer & Strategic Considerations**

Factors impacting perception and decision-making, including ICEN, ICLEAR, NRA, PDL, personal experience, skills/ability, stress, injuries, specialty units, available time

**Verbal & Non-Verbal Communication**

**First Contact Approach:** Hello, my name is  
**Relational Approach:** I can see you are struggling, I'm here to help you.  
**Directive Approach:** Police, don't move!  
**Consistent Verbal/Non-Verbal Approach:** facial and body expressions consistent with message, applies to both subject and officer

**Non-Force Options**

Increasing available time to delay/eliminate the need for force may be done using: Distance, Physical Presence, Isolation, Containment, Evacuation, Cover, Concealment, Reposition, Teamwork, Disengagement

**Physical Control Options**

**Soft:** controlling an arm/wrist, pressure points, barrier assist  
**Hard:** strikes/grounding techniques

**Intermediate Weapons Options**

Pepper Spray, Expandable Baton, Conducted Energy Weapon, Less Lethal Shotgun, ARWEN, Shields, Canine, Horses, any other approved weapon

**Lethal Force**

Use of any weapon/technique reasonably likely to cause serious bodily harm or death

This Training Aid is not prescriptive and does not replace the law. An officer's actions must be lawful, necessary, reasonable and proportional.

**Ontario**

## Appendix B

2021 Statistics Canada Census	O. Reg. 267/18
Arab	Middle Eastern e.g., Arab, Persian, West Asian descent, e.g., Afghan, Egyptian, Iranian, Lebanese, Turkish, Kurdish, etc.
Black	Black e.g., Caribbean origins, Central and West African origins, Southern and East African origins
Chinese	East/Southeast Asian
Filipino	East/Southeast Asian
Indigenous	Indigenous
Japanese	East/Southeast Asian
Korean	East/Southeast Asian
Latin American	Latino e.g., Latin American, Hispanic descent
Multiple Visible Minorities	Indicate most appropriate
Not a Visible Minority and Not Indigenous	White
South Asian	South Asian e.g., East Indian, Pakistani, Bangladeshi, Sri Lankan, Indo-Caribbean, etc.
Southeast Asian	East/Southeast Asian
Visible Minority not Included Elsewhere	Indicate most appropriate
West Asian	



# LONDON POLICE SERVICE

## REPORT TO THE LONDON POLICE SERVICE BOARD

**BOARD MEETING DATE:** July 16, 2025

**BOARD REPORT #:** 2507CR02

**MEETING:** Open

**TO:** Chair and Members of the London Police Service Board

**FROM:** Paul Bastien, Deputy Chief

**SUBJECT:** CSPA 81(41) and s.8. O. Reg. 90/24

**PURPOSE:** Update / Information Purposes Only

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### RECOMMENDATION(S):

THAT the London Police Service Board receive this report for information purposes.

### SUMMARY:

An investigation related to a December 19, 2024 incident investigated by the Special Investigations Unit into the death of an individual during a police interaction was undertaken by the London Police Service as required by the Community Safety and Policing Act. The SIU investigation cleared the involved officers of criminal wrongdoing and the PSB investigation which followed found them to have acted in compliance with standards of conduct set out in the Community Safety and Policing Act, and with applicable London Police Service procedure.

### DISCUSSION:

#### ***Background***

Anytime the SIU investigates an incident involving the death, serious injury, or sexual assault of a person, or the discharge of a firearm at a person, the Chief is required to conduct an administrative investigation into officer conduct, policing provided, and procedures related to the incident (s.81, CSPA). This is the Chief's report to the Board in respect of the investigation into the above-referenced incident, submitted in accordance with Sec. 8 of O. Reg. 90/24, CSPA. In a letter dated September 27, 2024, Director Joseph Martino notified the Chief that the SIU file had been closed on the basis that there were no reasonable grounds in the evidence to proceed with charges, and that there was no further action contemplated.

## **SIU Incident Narrative<sup>1</sup>**

*In the early afternoon of December 19, 2024, Two LPS officers were dispatched to an apartment in the area of Southdale Road West and Pomeroy Lane, London. A Form 1 under the Mental Health Act, authorizing the Complainant's involuntary admission to hospital for psychiatric examination, had been issued by the Complainant's psychiatrist.*

*The officers arrived at the building at about 1:26 p.m. and made their way to the Complainant's apartment. The Complainant opened the door and was informed of the Form 1 and the officers' intention to transport him to hospital. Asked whether he could change into warmer clothes and use the bathroom before leaving, the officers agreed.*

*At about 1:32 p.m., the officers heard a radio broadcast announcing that a male had jumped from a balcony at their location. A motorist had observed the fall and stopped to call police. The officers looked over the balcony and confirmed that the male was the Complainant. They proceeded to ground level and performed CPR while waiting for paramedics. The Complainant was transported to hospital and pronounced deceased at 2:08 p.m.*

### **Cause of Death**

*The pathologist at autopsy was of the preliminary view that the Complainant's death was attributable to multiple trauma consistent with a fall from height.*

### **SIU Analysis and Director's Decision**

*The Complainant passed away from injuries incurred in a fall from height on December 19, 2024. As LPS officers were in the process of apprehending the Complainant at the time, the SIU was notified of the incident and initiated an investigation. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that any LPS officer committed a criminal offence in connection with the Complainant's death.*

*The offence that arises for consideration is criminal negligence causing death contrary to section 220 of the Criminal Code. The offence is reserved for serious cases of neglect that demonstrate a wanton or reckless disregard for the lives or safety of other persons. It is predicated, in part, on conduct that amounts to a marked and substantial departure from the level of care that a reasonable person would have exercised in the circumstances. In the instant case, the question is whether there was a want of care on the part of either WO #2 or WO #1, sufficiently egregious to attract criminal sanction, that caused or contributed to the Complainant's death. In my view, there was not.*

*The officers were engaged in the lawful execution of their duty when they attended at the Complainant's residence to take him into custody. They were acting on a duly executed Form 1 authorizing the Complainant's involuntary admission to hospital.*

*In the discharge of that duty, the officers comported themselves with due care and regard for the Complainant's safety. In hindsight, it might have been the better course for the*

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<sup>1</sup> Excerpt taken from SIU Director's Report – Case #24-OCD-539 may be found in its entirety online at [https://www.siu.on.ca/en/directors\\_report\\_details.php?drid=4386](https://www.siu.on.ca/en/directors_report_details.php?drid=4386)

*officers to have arrested the Complainant promptly at the door, not permitting him an opportunity to retreat into the apartment while they waited in the building hallway. On the other hand, the Complainant had appeared cooperative and coherent in his exchange with the officers, and his requests – that he be allowed to put on some warmer clothes and use the bathroom – were not unreasonable in the circumstances. As soon as they heard of the fall, the officers rushed to the Complainant and attempted to resuscitate him pending the arrival of paramedics.*

*For the foregoing reasons, there is no basis for proceeding with criminal charges in this case. The file is closed.*

**CONCLUSION:**

The PSB investigation determined that LPS procedures related to the incident were in keeping with legislation and written such as to provide adequate and appropriate guidance to its members. With respect to the conduct of the designated officials the investigation determined it to have been in compliance with standards set out in the Community Safety and Policing Act and with London Police Service procedure.

**PREPARED BY:** Charlene Humble - Inspector, Professional Standards Branch



# LONDON POLICE SERVICE

## REPORT TO THE LONDON POLICE SERVICE BOARD

**BOARD MEETING DATE:** July 16, 2025

**BOARD REPORT #:** 2507CI01

**MEETING:** Open

**TO:** Chair and Members of the London Police Service Board

**FROM:** Paul Bastien, Deputy Chief

**SUBJECT:** **Crime Stoppers Quarterly Report (Q2)**

**PURPOSE:** Update / Information Purposes Only

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### **RECOMMENDATION:**

THAT the London Police Service Board receives the attached report for their information.

### **SUMMARY:**

The number of tips received as of the end of Q2 2025 is down 2.7% compared to the end of Q2 2024. The only category to see an increase was the value of property recovered.

### **DISCUSSION:**

#### ***Background***

The London Police Service has a long history of partnership with the London Middlesex Crime Stoppers organization. The purpose of Crime Stoppers is to encourage the public to anonymously become involved in assisting law enforcement agencies in the apprehension and conviction of criminals without fear of reprisals. Tips can be submitted online or by phone. If the information leads to an arrest, the seizure of controlled substances or the recovery of stolen property, the tipster may be eligible for a cash reward of up to \$2,000.

### **CONCLUSION:**

Cumulative data to the end of Q2 2025 is provided within the charts of Appendix A, with historical data included for comparison.

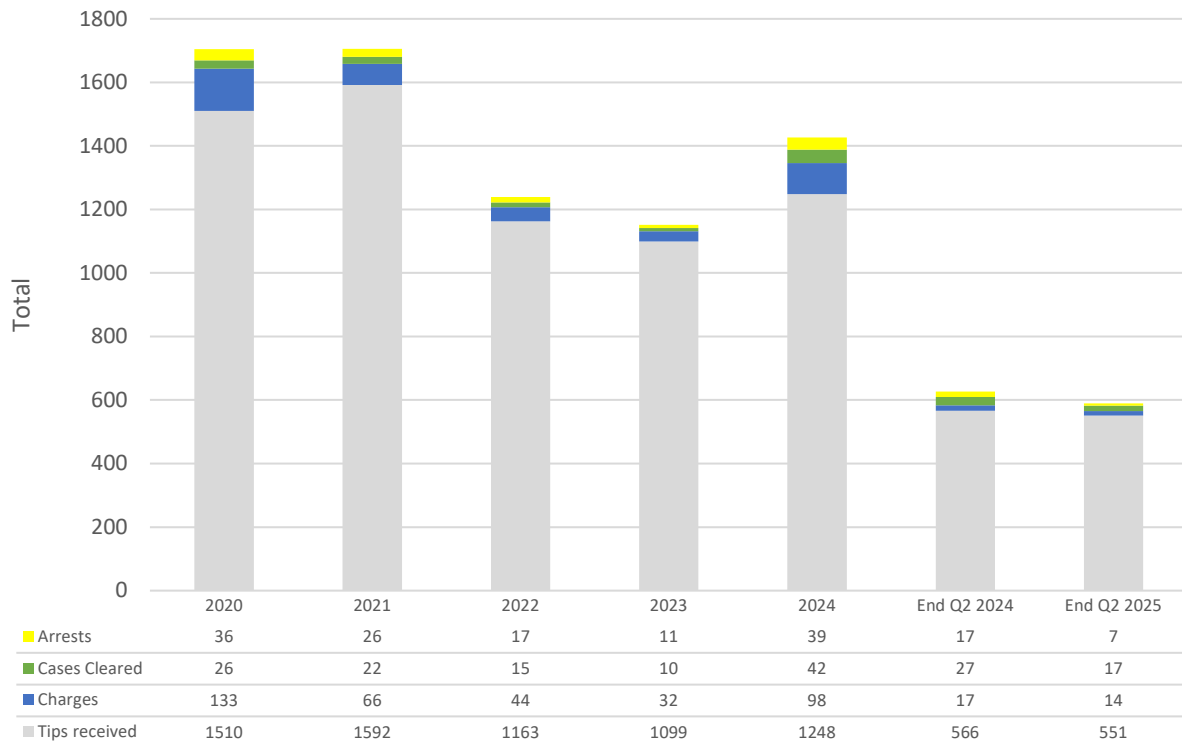
Crime Stoppers tipsters share intelligence in relation to wanted individuals, drug traffickers, and property offenders. The London Police Service continues to rely on these tips and will continue to use them to solve crimes and build community trust.

**PREPARED BY:** Barb Martin, Detective Sergeant – Investigative Support Section

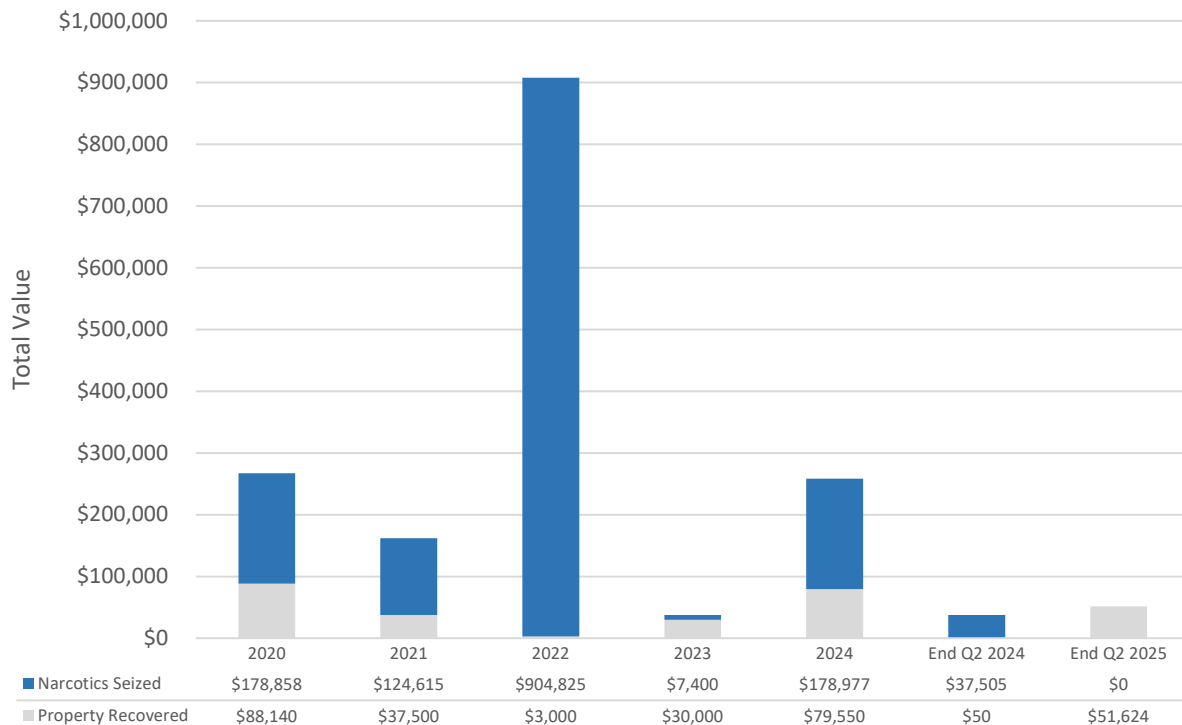
**Attachment:** Appendix A

## Appendix A Crime Stoppers 2020 – End Q2 2025

### Tips Received to Arrest, Cases Cleared and Charges Laid

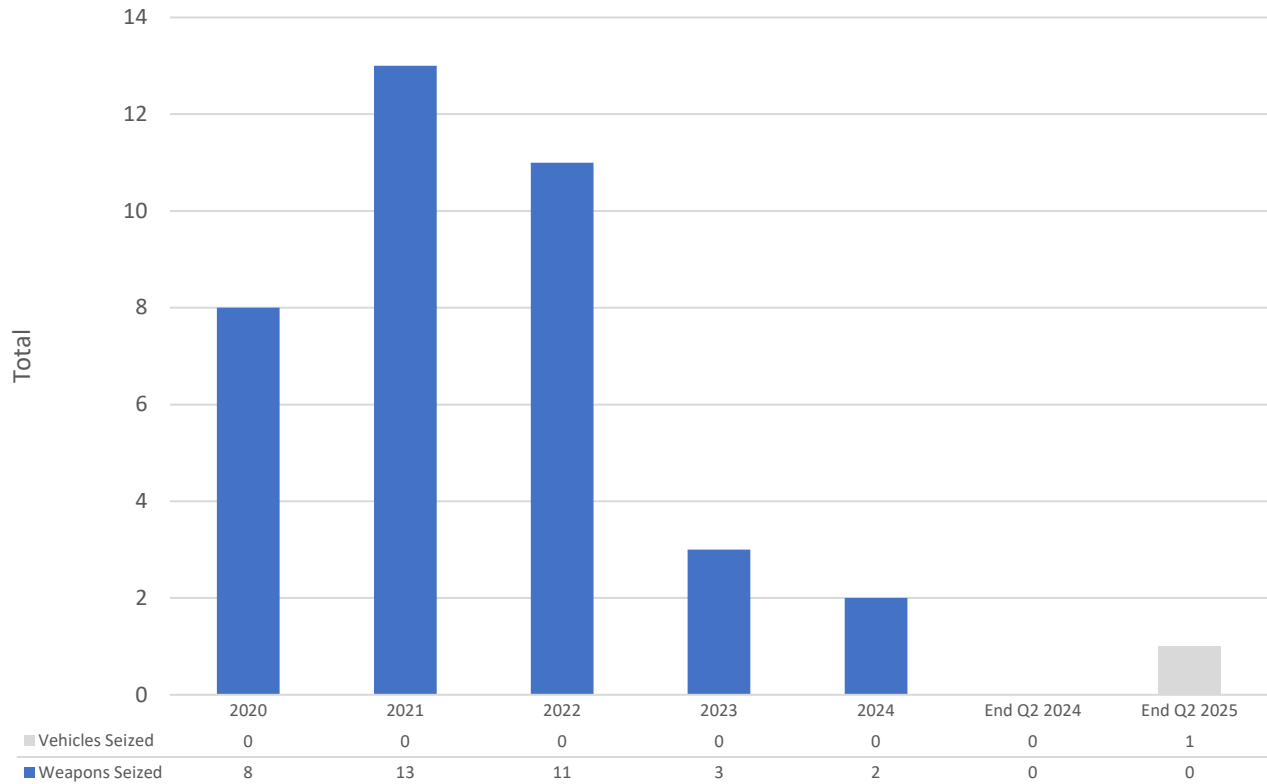


### Controlled Substances Seized and Property Recovered

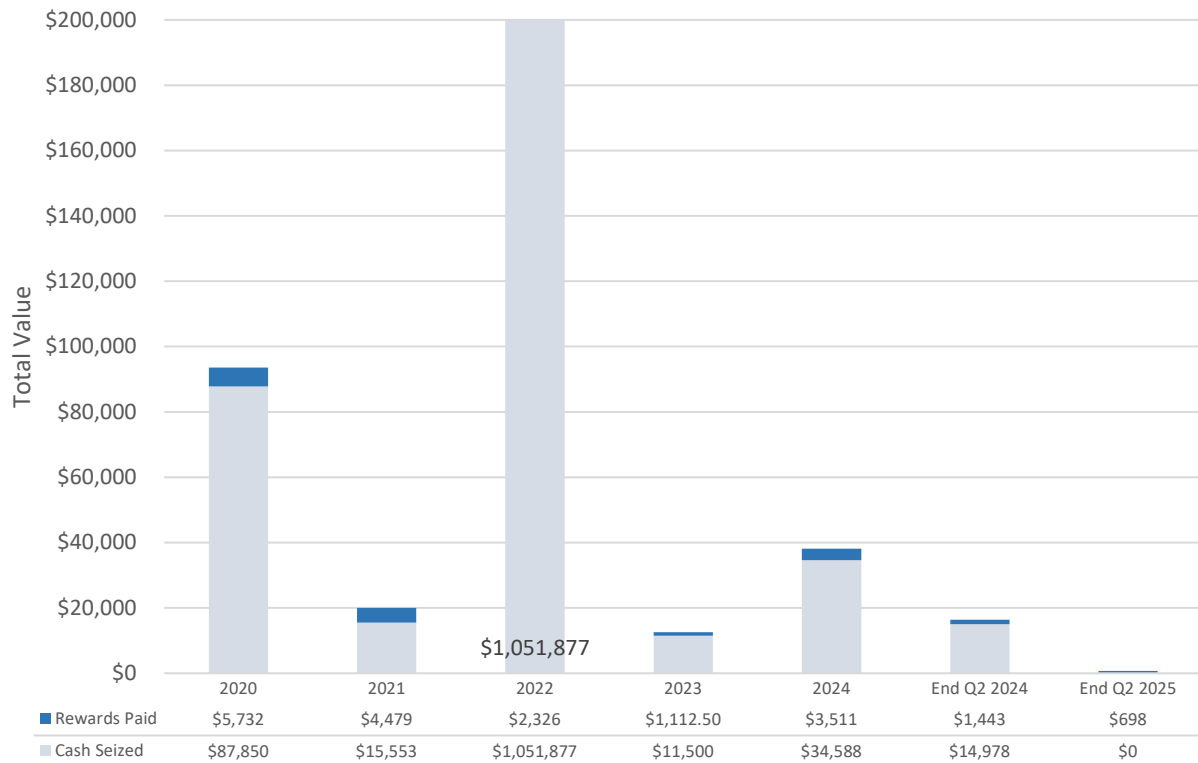


"Deeds Not Words"

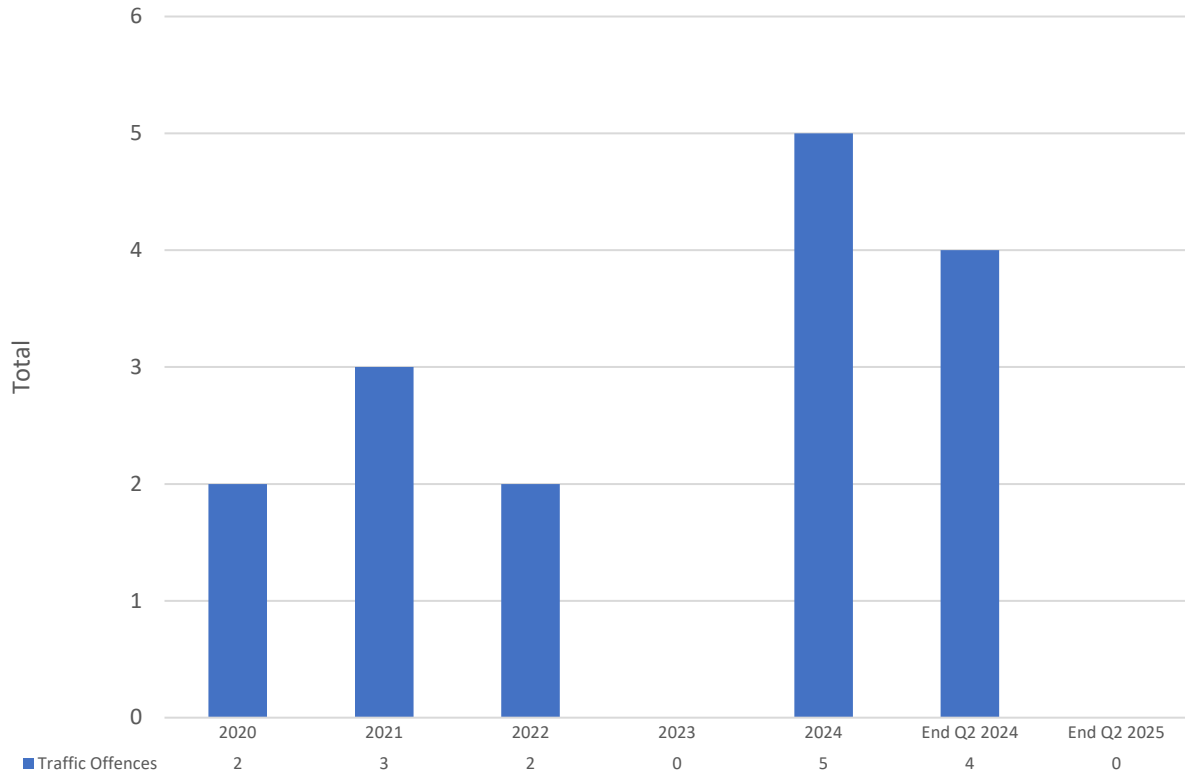
### Vehicles and Weapons Seized



### Rewards Paid vs. Cash Seized



## Traffic Offences





# LONDON POLICE SERVICE

## REPORT TO THE LONDON POLICE SERVICE BOARD

**BOARD MEETING DATE:** July 16, 2025

**BOARD REPORT #:** 2507UD01

**MEETING:** Open

**TO:** Chair and Members of the London Police Service Board

**FROM:** Scott Guilford, Deputy Chief

**SUBJECT:** **Vehicle Pursuits – Second Quarter Report (Q2), 2025**

**PURPOSE:** Update / Information Purposes Only

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### RECOMMENDATION(S):

THAT the London Police Service Board receives this report for its information in compliance with Board policy.

### FINANCIAL IMPLICATIONS:

None

### SUMMARY:

This report is submitted for the Board's awareness and reference, pursuant to London Police Service Board Policy LPSB-060 Reports.

In the second quarter of 2025, LPS members were involved in 43 vehicle related occurrences all being dealt with by means of alternatives to a vehicle pursuit. In total, 110 criminal charges and 29 provincial offences were laid against 36 individuals.

**See Table 1 on page 3 for quarterly vehicle pursuit data.**

## DISCUSSION:

### *Background*

Vehicle pursuits are governed by Ontario Regulation 397/23 made under the *Community Safety and Policing Act*, as well as Policing Standard LE-045: Suspect Apprehension Pursuits.

Vehicle pursuits are low frequency, dynamic events that expose our members, the public, and the organization to significant risk. A pursuit is initiated when a police officer in a motor vehicle pursues another motor vehicle that the officer attempted to stop but who failed to stop and remain in place.

Prior to initiating a vehicle pursuit, an officer must assess the availability of alternatives to a pursuit and apply the following three-part test.

An officer may initiate a pursuit when:

- 1) A criminal offence has been committed or is about to be committed, and there are no alternatives set out in LPS vehicle pursuit procedures that can readily be implemented in the circumstances.
- 2) Stopping the motor vehicle is necessary to apprehend an individual in connection with the offence or to prevent the commission of the offence; or the purpose of the pursuit is to identify the motor vehicle or an individual inside the motor vehicle.
- 3) The risk to public safety that may result from the pursuit is outweighed by the risk to public safety that may result if, an individual in the fleeing motor vehicle is not immediately apprehended, or the fleeing motor vehicle or an individual in the fleeing motor vehicle is not identified.

This test must be performed prior to initiating a pursuit and then continuously throughout that pursuit. If at any point the risk to the public outweighs the need to apprehend an individual or identify the individual/vehicle, the pursuit **must** be terminated. This test helps ensure that a pursuit does not create a greater danger to the public than the circumstances giving rise to it.

Table 1

<b>Pursuits</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>Q2</b>
Vehicle Pursuits Initiated	10	7	6	5	1	1	0
Vehicle Pursuits Terminated	8	5	6	2	1	1	0
Criminal Offence	10	7	6	5	1	1	0
Provincial Offence	0	0	0	0	0	0	0
<b>Injuries</b>							
Civilian	0	1	0	5	0	0	0
Police	0	0	0	0	0	0	0
Civilian	\$15,000	\$4,500	\$500	\$20,000	0	0	0
Police	\$23,000	\$500	\$0	\$0	\$5500	0	0
Provincial Offence	1	1	0	0	1	1	0
Criminal Offences	42	18	0	34	3	5	0
Drug Offences	0	0	0	0	0	0	0
In Compliance	4	4	4	4	0	1	0
Not in Compliance	6	3	2	1	1	0	0
Officer Charged	0	0	0	0	0	0	0

**CONCLUSION:**

Vehicle pursuits are reviewed to ensure compliance with LPS procedure, identify trends and training needs. The London Police Service continues to deliver practical training focusing on alternatives that must be considered prior to initiating a vehicle pursuit to all recruits upon their successful completion of Basic Constable Training at the Ontario Police College.

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Attachment(s): None