



LONDON POLICE SERVICE BOARD

OPEN MEETING AGENDA

Thursday, August 21, 2025

9:00 am **and** 1:00 pm

Police HQ Executive Boardroom 601 Dundas Street

Link to Livestreams: [9:00AM](#) and [1:00PM](#)

	ITEM	LEAD	DETAILS
OPEN MEETING PART One: 9:00 am			
1	Call Open Meeting to Order	Chair	
2	Motion 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
CLOSED MEETING AND BREAK UNTIL 1:00pm			
OPEN MEETING PART Two: 1:00 pm			
1	Procedural Matters Opening Remarks Disclosures of Interest Introduction of New Business Approval of Minutes	Chair	Information
2	Governance and Oversight 2.1 Policy Approval: Chief's Gala and S. 81 Policies Report #2508PB01 2.2 Policy and Procedure Complaint (COAST) Report #2508CI01	ED Johanssen Dep. Chief Bastien	Decision and Information
3	Uniformed Division K9 Unit Presentation and Report #2508UD01	Dep. Chief Guilford	Information
4	Verbal Updates <ul style="list-style-type: none"> Chair Gauss ED Johanssen Acting Chief MacSween 	Chair ED Johanssen Chief	Information
5	New Business	Chair	Information
6	ADJOURNMENT	Chair	

Next Scheduled LPSB Open Meeting Date: September 11, 2025



LONDON POLICE SERVICE BOARD

MINUTES FROM THE OPEN MEETING

Wednesday, July 16, 2025

HYBRID: Police Headquarters-Executive Boardroom / Teams

ATTENDANCE

LONDON POLICE SERVICE BOARD	LONDON POLICE SERVICE
Ryan Gauss, Chair	Chief Thai Truong
Nancy Branscombe, Vice Chair	Deputy Chief Paul Bastien
Hayley Faulkner, Member	Deputy Chief Treena MacSween
Steve Lehman, Member	Deputy Chief Scott Guilford
Josh Morgan, Member	Legal Director, Madeline McKinnon
Susan Stevenson, Member	Executive Assistant Sam Santos
Stephanie Johanssen, Executive Director	
Melanie Coleman, Executive Assistant	
GUESTS	
Ron Leclair, Police Service Advisor	Catherine Bruni, Legal Counsel
Staff Sergeant Michelle Romano	Inspector Angela Johnson

OPEN MEETING PART 1

1. Meeting Called to Order: 8:11 am

2. New Board Members Swearing In

Swearing in of Dr. Hayley Faulkner to The London Police Service Board.

3. Meeting Moved Into Closed Session: 8:16 am

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. Procedural Matters

Meeting Called to Order 3:05 pm

Opening Remarks:

Chair Gass introduced Dr. Hayley Faulkner as the newest member of the Board, who was appointed by the province of Ontario and noting that she was officially sworn in during the morning session of the Open Board meeting.

Disclosures of Interest: None

New Business:

Moved By: S. Stevenson

Seconded By: S. Lehman

“**THAT** The London Police Service Board add committee assignments to item number 8 on the agenda for new business.”

CARRIED

Approval of Minutes:

Moved By: N. Branscombe

Seconded By: S. Lehman

“**THAT** The London Service Board approve the June 19, 2025, Open Meeting Minutes as amended.”

CARRIED

2. 2025 Youth in Policing Initiative (YIPI)

Presentation and Report #2507UD02

Presented by Deputy Chief Guilford

Chair Gauss introduced the Youth in Policing Initiative (YIPI) program, describing it as an invaluable, government-funded initiative that offers local youth meaningful exposure to policing and community engagement. The Board grants an annual \$1,000 scholarship to one successful YIPI graduate who is pursuing post-secondary education in policing or related fields. More details about the scholarship and the application process are available on our website www.lpsb.ca.

Staff Sergeant Michelle Romano and Constable Julia Piening, who oversee the program, invited four current YIPI students to share their experiences and answer questions: AJ Fuentes, Abbey McLenaghan, Bryson Yzenbrandt, and Danielle Munang. These students are among 30 participants enrolled in this summer's 8-week program. The program has grown significantly from an initial group of 7 students to its current size of 30. The participants discussed their experiences and responded to questions from Board Members.

The presentation and report were received for information. No motion required.

3. London Police Service Board

Governance Committee: CSPA Compliance

1) Strategic Plan and 2) Diversity Plan Report #2507PB01

Presented by Executive Director Johanssen

Executive Director Johanssen presented a report on behalf of the Governance Committee, with recommendations on developing a new Strategic Plan and a Diversity Plan to ensure compliance with the Community Safety and Policing Act (CSPA). It was noted that immediate compliance was not expected and that the process would take time, but it was imperative to take the steps.

Moved By: N. Branscombe

Seconded By: S. Stevenson

“THAT The London Police Service Board approve:

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 will 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 comes into effect as of January 1, 2027.
6. Report back to the board at the earliest opportunity with projected costs in the fall for the 2026 budget.”

CARRIED

Moved By: N. Branscombe

Seconded By: J. Morgan

“THAT The London Police Service Board:

1. The Board initiates the process to develop a Diversity and Inclusion Governance Framework to 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 will be delegated to the Governance Committee and in consultation with the London Police Service.”

CARRIED

4. Corporate Services Division

4.1 2024 Use of Force Report #2507CR01

Presented by Deputy Chief MacSween

Inspector Angela Johnson presented the 2024 Use of Force Presentation. Following the presentation, the Board engaged in a discussion and posed questions regarding the pricing of Conducted Energy Weapons (CEWs), commonly known as tasers.

Moved By: S. Stevenson

Seconded By: N. Branscombe

“THAT The London Police Service Board:

1. Receive the 2024 Use of Force Report;
2. The full report be posted on the London Police Service Board website.”

CARRIED

4.2 CSPA Section 81(41) Report #2507CR02

Presented by Deputy Chief Bastien

The Board raised questions about how mental health issues are handled in such situations. Specifically, the Board asked whether the incident led to any changes in procedures or training. No formal changes were made to the procedures, and while they stayed the same, discussions were added into training to help inform and prepare officers.

This report was received for information. No motion required.

5. Criminal Investigation Division

2024 Crime Stoppers Report Q2 #2507CI01

Presented by Deputy Chief Bastien

This report was received for information. No motion required.

6. Uniformed Division

Police Pursuit Statistics Report #2507UD01

Presented by Deputy Chief Guilford

This report was received for information. No motion required.

7. Verbal Updates

Chair Gauss Verbal Update:

Chair Gauss welcomed Dr. Faulkner as the Board's newest member.

On behalf of the Board, he attended the Ontario Police Suicide Memorial in Toronto. He expressed pride in the strong turnout from LPS members and acknowledged the importance of the event. This year, Chief Truong read the names of the officers who were honoured, which was a powerful and emotional moment. The Chair thanked everyone who took the time to attend this meaningful ceremony.

ED Johanssen Verbal Update:

In November 2024, the Board introduced eSCRIBE as part of a broader plan to enhance transparency. However, after several months of effort, it was determined that the platform does not meet the Board's operational needs. Although eSCRIBE will not be adopted, the Board remains committed to transparency and is exploring other options to achieve that goal. There were no budget implications related to the attempted implementation of eScribe.

Chief's Verbal Update:

Chief Truong thanked Chair Gauss for attending the Ontario Police Suicide Memorial in Toronto with the London Police Service. He noted that a former London Police Service member was honored during the ceremony, emphasizing the importance of supporting families affected by such losses. He also expressed his gratitude to the London Police Association for their ongoing support of members and their presence at the event.

Special Olympics: Chief Truong thanked the Board and Chair for their support of the Special Olympics. He announced that in May 2026, London will host the Special Olympics School Championships in partnership with Western University. This will be a significant community event, and efforts will be made to raise funds to support athletes and their families. The Chief underscored the importance of inclusion and community involvement and pledged to keep the Board informed throughout the planning process.

Pride Initiatives: Chief Truong mentioned that the LPS will participate in the upcoming Pride Parade with Chair Gauss and Vice Chair Branscombe. He reaffirmed the Service's ongoing support for the community. Additionally, he noted that on May 30th, the Pride Flag was raised at LPS Headquarters as a sign of support.

Community Engagement: Chief Truong revisited an initiative he first shared two years ago, involving the creation of a Chief's Community Advisory Table and a Youth Action Table. These will serve as official communication channels between community members and the LPS executive team. Similar models have been effective in other

communities. The LPS plans to launch these tables in Fall 2025, likely in September or October, and will begin inviting community participation. More information will be shared as the initiative develops.

Operational Highlight: The Chief praised the outstanding efforts of LPS members who responded to a high-risk call involving a man in crisis. A family member contacted police, reporting that her adult son was acting erratically and making them feel unsafe. When officers arrived, they found that the individual had doused the home and the surrounding area with gasoline and was holding a lighter. Despite the volatile and dangerous situation, officers, including investigators and the Emergency Response Unit, safely de-escalated the incident. The individual was taken into custody and transported to the hospital for treatment. Chief Truong commended the professionalism and courage shown by all members involved.

All verbal updates were received for information purposes. No motions required.

8. New Business

Governance Committee Assignment.

Moved By: N. Branscombe

Seconded By: S. Stevenson

“THAT The London Police Service Board appoint Member Faulkner to the Governance Committee.”

CARRIED

Member Faulkner accepted the appointment.

9. Adjournment

Moved By: N. Branscombe

Seconded By: S. Stevenson

“THAT The London Police Service Board adjourn the July 2025 Open Meeting.”

CARRIED

Time Adjourned 4:32PM

Ryan Gauss, Chair
London Police Service Board

Date



LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: August 21, 2025

BOARD REPORT #: 2508PB01

MEETING: Open

TO: Chair and Members of the London Police Service Board (the Board)

FROM: Executive Director Stephanie Johanssen

SUBJECT: Board Policies for Approval

- Discussion
- Seeking Decision

RECOMMENDATION(S):

THAT the London Police Service Board approve the following policies effective immediately:

1. [Board Governance Policies](#)– Oversight and Risk Management Policy: Section 81 Reporting Policy
2. [Board Organizational Policies and Standards for the London Police Service](#) – Investigative Adequacy Standards: Section 81 Reporting Policy
3. [Board Organizational Policies and Standards for the London Police Service](#) – Governance and Administration: Annual Chief’s Gala Sponsorship Policy

PURPOSE:

This report presents three policies for approval by the Board:

Two policies stemming from recommendations from the Coroner’s Inquest into the Death of Samuel Maloney:

1. A Governance Policy for the Board’s own Governance Manual that speaks to the Board’s obligations in terms of handling s. 81 investigations.
2. A Board Policy for the Service that outlines the expectations and requirements of the Service in terms of s. 81 investigations.

One policy to govern sponsorships around the annual Chief’s Gala:

3. A Board Policy for the Service that outlines the expectations and requirements around sponsorships and fundraising activities associated with the annual Chief’s Gala.

BACKGROUND:

Section 81 Policies:

The Board considered the recommendations made by the jury in the Inquest into the death of Samuel Maloney. Although the Coroners Act provides no authority for the Office of the Chief Coroner to

demand a response to recommendations or set deadlines, it is in the public interest and governance best practices for the Board to consider the recommendations.

The two policies related to S. 81 stem from the following recommendation:

1. The LPSB should include in the scope of its current policy review the development and implementation of the following:
 - a) **A policy for section 81 reports that:**
 - I. **Establishes requirements for the content of such reports; and**
 - II. **Directs the London Police Chief to develop a related procedure for S. 81 reports.**

The Board formally responded to the Jury's recommendations on July 9, 2025, noting that it has begun the process of implementing the recommendations.

Sponsorship Policy

The inaugural annual Chief's Gala was held on January 29, 2025. The Chief's Gala was an exceptional success, with over \$222,000 raised for donation to Youth Opportunities Unlimited and the Canadian Mental Health Association Thames Valley.

The 2026 Gala is scheduled for February 12, 2026. The Board has developed a policy to govern the process around Sponsorships for the Gala, as an interim measure while the Board works towards the establishment of a Foundation. The purpose of the policy is to ensure transparent, ethical, and accountable governance around any fundraising or sponsorship activities associated with the annual Chief's Gala.

SUMMARY:

Work is underway on the development of a comprehensive Governance Manual and the review of organizational policies that govern operations, to ensure alignment with current legislation and organizational needs. As part of this process, policies will be brought forward to the Board for approval as appropriate.

The three policies presented in this report (two organizational policies and one policy for the governance manual) represent the first phase of this work and address matters requiring immediate Board attention.

CONCLUSION:

It is recommended that the Board adopt the three policies outlined in this report, with the consideration that they be reviewed and amended as necessary. Policy numbering and naming may change throughout the policy overhaul process, and the Board and public will be kept apprised of any such changes.



LPSB H-003

CSPA Section 81 Reporting Policy

1. Purpose and Scope

This policy outlines the governance responsibilities of the Board regarding Special Investigations Unit (“SIU”) investigations and Section 81 (s. 81) reports under the *Community Safety and Policing Act, 2019* (CSPA). It ensures that the Board exercises effective oversight, ensures compliance with legislative requirements, and upholds public accountability in police oversight matters.

The Board’s role is not to conduct investigations but to ensure:

- The Chief of Police fulfills all s. 81 obligations through proper internal processes.
- The Board exercises oversight by reviewing reports and enforcing corrective actions where needed.
- The public is informed of findings in a responsible, transparent manner.

2. Legislative Authority

This policy is established under the following legislative and regulatory framework:

1. **Community Safety and Policing Act, 2019 (“CSPA”) Section 81:** In accordance with the CSPA, the Chief of Police must conduct an internal investigation following an SIU investigation and report the findings to the Board.
2. **Special Investigations Unit Act, 2019, Section 15:** This Act defines the SIU’s mandate, including when the SIU Director may cause an incident to be investigated.

3. Scope

1. This policy applies to the London Police Service Board. The Organizational Policy for the LPS on Section 81 Reporting can be found under [LPS_IAS_001](#).
2. The Board Chair and the Executive Director manage the procedural aspects of receiving, reviewing, and publishing reports and liaising with the Chief of Police or designate on s. 81 matters.



4. Board Responsibilities

In accordance with Section 15 of the *Special Investigations Unit Act*, the SIU Director may cause an investigation to be conducted into any incident in which any of the following occurs if the incident may have resulted from criminal conduct by an official:

1. The death of a person
2. The serious injury of a person.
3. The discharge of a firearm at a person.
4. The sexual assault of a person, as reported by the person.

It is the responsibility of the London Police Service Board to:

1. Direct the Chief to establish operational procedures for s. 81 investigations and reporting.
2. Receive and review all s. 81 reports submitted by the Chief.
3. Assess the completeness and quality of the Chief's reports to ensure they include:
 - a) An incident summary.
 - b) SIU findings.
 - c) Internal investigation conclusions on conduct, processes and service delivery.
4. Ensure that findings are acted upon, including assessing and addressing any policy deficiencies or service improvements.
5. Formally review each s. 81 report in either:
 - a) An open session if no charges were laid.
 - b) A closed session if charges were laid or legal considerations require confidentiality.
6. Request further investigation or follow-up information if deficiencies or omissions are identified in the Chief's report.
7. Request an annual review of s. 81 reports to assess trends, policy impacts, and service improvements.

5. Public Disclosure, Transparency, and Accountability

1. The Board must publish s. 81 reports online within 30 days of receiving them while ensuring:
 - a) Legal compliance with the *CSPA* and the *Municipal Freedom of Information and Protection of Privacy Act* ("MFIPPA"), and their respective regulations.
 - b) Privacy protections for individuals involved.



- c) A balance between transparency and legal confidentiality.
- 2. The Board may apply redactions to a s.81 report before publication where necessary or justified.
- 3. The Board may delay publication if public disclosure would compromise a related ongoing or anticipated legal proceeding, SIU investigation, or criminal investigation.
- 4. The Board will ensure that public release practices align with privacy laws, redacting any personal identifiers as required by law.
- 5. In its Annual Report, the Board shall summarize all s. 81 investigations, highlighting trends, policy changes, and any relevant governance actions taken.
- 6. The Board may consider engaging in an independent external agency (e.g., policy governance experts, legal analysts, external consultants) to provide policy and oversight recommendations.
- 7. The Board shall ensure community consultation is incorporated into any major policy changes arising from s. 81 investigations.
- 8. Public confidence in civilian police oversight will be reinforced through clear public-facing reporting practices.

6. Conclusion

This policy ensures the Board fulfills its oversight responsibilities for s. 81 investigations, reinforcing transparency, accountability, and compliance with the *CSPA*. By reviewing reports, ensuring compliance, and directing necessary actions, the Board upholds public trust and governance integrity.



LPS-IAS-001

CSPA Section 81 Reporting Policy

Policy Number	LPS-IAS-001
Effective Date	Upon Approval
Date Approved	TBD
Approved By	London Police Service Board
Board Governance Policy Linkages	LPSB-H-001
Legislation	CSPA Section 81 SIUA Section 15 <i>Ontario Regulation 391/23</i>

1. Purpose

The Board acknowledges the significant public interest in incidents where police actions result in death, serious injury, firearm discharge at a person, or allegations of sexual assault, the investigation of which all fall under the mandate of the Special Investigations Unit (SIU).

The purpose of this policy is to establish a clear directive for the Chief of Police and the London Police Service regarding the handling, investigation, and reporting requirements of Section 81 (s. 81) of the *Community Safety and Policing Act, 2019 (CSPA)*, ensuring compliance with provincial legislation and best practices in police governance.

2. Legislative Authority

This policy is established under the following legislative and regulatory framework:

- Community Safety and Policing Act, 2019 (“CSPA”) Section 81:** In accordance with the *CSPA*, Part VI, Section 81, the Chief of Police shall promptly investigate any incident involving a police officer in the Chief’s police service that becomes the subject of an investigation by the SIU Director under Section 15 of the *Special Investigations Unit Act, 2019*.
- Special Investigations Unit Act, 2019, Section 15:** Establishes the SIU’s authority to investigate incidents that may have resulted from criminal conduct by a police officer.

3. Scope

This policy applies to:

- All members of the LPS, including officers and civilian police professionals involved in incident reporting and investigation management.



2. All cases where the SIU has invoked its mandate, triggering a mandatory s. 81 internal investigation by the LPS.
3. All reports submitted to the Board by the Chief related to s. 81 investigations.

4. Policy Directives

In accordance with Section 15 of the *Special Investigations Unit Act*, the SIU Director may cause an investigation to be conducted into any incident in which any of the following occurs if the incident may have resulted from criminal conduct by an official:

1. The death of a person
2. The serious injury of a person.
3. The discharge of a firearm at a person.
4. The sexual assault of a person, as reported by the person.

It is the policy of the London Police Service Board that:

1. The Chief of Police develops and maintains procedures and processes for s. 81 investigations that:
 - a) Ensure the prompt initiation of an internal s. 81 investigation once the SIU Director or Chief of Police determines whether charges will be laid, with the understanding that if charges are laid, the internal s. 81 investigation will be suspended and only proceed upon the conclusion of related court proceedings.
 - b) Account for an examination of the members' conduct, policing provided, and procedures engaged concerning the incident.
 - c) Ensure all members of the police service fully cooperate with both the SIU and the internal investigation.
 - d) Ensure a structured review process.
2. The Chief of Police shall notify the Board when SIU has been invoked.
3. S. 81 reports to the Board shall contain the following:
 - a) An incident summary with a general description (date, location, nature of the incident)
 - b) A summary of SIU findings.
 - c) A summary of internal investigation findings for:
 - i. Officer conduct – whether actions complied with policies, procedures, and legislation.
 - ii. Any gaps in training, procedures, or service delivery.
 - iii. Corrective actions, if applicable.



4. While individual s. 81 reports are provided as required, an annual summary supports the Board's ability to identify trends, assess systemic issues, and fulfill its broader governance and policy oversight responsibilities. The Chief of Police shall submit an annual summary of all s. 81 investigations to the Board including:
 - a) The number and status of s. 81 investigations completed that year.
 - b) Findings and implications.
 - c) Actions taken by the Service.

5. Public Disclosure, Transparency, and Accountability

1. Reports prepared for the Board under Clause 4 above shall not include the following information:
 - a) The name of, or any information identifying, a subject official, witness official, civilian witness or affected person, as those terms are defined in the *Special Investigations Unit Act, 2019*, in the incident.
 - b) Information that may result in the identity of a person who reported that they were sexually assaulted being revealed in connection with the sexual assault.

6. Conclusion

This policy sets clear Board expectations for the London Police Service's handling of Section 81 investigations and reports, ensuring transparency, accountability, and compliance with Ontario policing legislation. The Chief of Police must ensure that all internal investigations, reporting obligations, and public disclosures adhere to the *CSPA* and this directive.



LPS-A-GA-001

Fundraising, Sponsorship, and Distribution of Proceeds Policy: Chief's Gala

Policy Number	LPS-A-GA-001
Effective Date	Upon Approval
Date Approved	TBD
Approved By	London Police Service Board
Board Governance Policy Linkages	TBD

1. Purpose

The Chief's Gala is a public-facing annual fundraising event hosted by the Chief of Police, in which proceeds are raised to support local charities. The purpose of this policy is to ensure transparent, ethical, and accountable governance of all fundraising activities associated with the Chief's Gala. This includes setting clear expectations for the selection of charitable grant recipients, oversight of sponsorship practices, and financial reporting. The policy also outlines the roles and responsibilities of the Chief and the Gala Fundraising Committee.

2. Legislative Authority

This policy is established under the following legislative and regulatory framework:

1. **Community Safety and Policing Act, 2019 ("CSPA")**

Section 38 (1)(a)(g) and 38 (2): Police Service Board Policies

A Police Service Board shall establish policies respecting the administration of the police service and any other prescribed matters, or any other matters related to the police service or the provision of policing.

3. Scope

This policy applies to:

1. All activities related to the fundraising, sponsorship, and distribution of proceeds from the Chief's Gala.
2. The conduct of the Board Members, Chief, the London Police Service (the Service), the Gala Fundraising Committee, and volunteers who participate in the planning or promotion of the Chief's Gala.

LONDON POLICE SERVICE BOARD

LAST UPDATED: August 2025

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Board Oversight Policies and Standards for the London Police Service

SECTION 1: GOVERNANCE AND ADMINISTRATIVE POLICIES

4. Policy Directives

1. Governance and Oversight

- a) The Chief's Gala is a public annual event hosted by the Chief of Police and supported by a Gala Fundraising Committee established by the Chief in consultation with the Board.
- b) The Chief and the Gala Fundraising Committee are accountable to the Board and must operate in accordance with this policy and any related Board guidelines.

2. Sponsorships and Donations

- a) The Board reserves the right to approve or deny any sponsorship or donation associated with the Chief's Gala. Such authority may be delegated to the Gala Fundraising Committee on an annual basis, unless otherwise determined by the Board.
- b) No sponsorships or donations will be accepted from individuals or entities whose business practices or reputation could damage public trust in the Service or the Board, as determined by the Fundraising Committee or the Board.
- c) Recognition must not imply endorsement or obligation to purchase any sponsor's goods or services.
- d) Sponsorships or donations shall not cause a Board or Service employee to receive any product, service, or assets for personal gain or use.
- e) Sponsorships or donations shall not in any way invoke future consideration, influence, or be perceived to influence the day-to-day business of the Board or Service.
- f) All donations shall be eligible and shall meet the legal definition of a "gift" per the *Income Tax Act* (Canada) and Canada Revenue Agency (CRA) policy. A "gift" is a voluntary transfer of property for which the donor receives nothing of value in return.
- g) Unrestricted gifts of cash and publicly traded securities may be accepted in the ordinary course. Other types of gifts, such as gifts of real estate, other gifts-in-kind, private company shares, stock options, etc., will be considered by the Board on a case-by-case basis to ensure the gift is accepted and receipted per the rules of the *Income Tax Act* (Canada) and CRA Policy.

3. Fundraising Financial Standards

- a) The Board shall maintain, or cause to be maintained, accurate documentation for all funds raised and distributed. The Board may delegate this responsibility to the Gala Fundraising Committee, but retains oversight.
- b) An initial financial report must be submitted to the Board within 60 days of the Gala, including:
 - i. Total funds raised.
 - ii. A breakdown of expenses (including allowable costs).

LONDON POLICE SERVICE BOARD

LAST UPDATED: August 2025

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SECTION 1: GOVERNANCE AND ADMINISTRATIVE POLICIES

- iii. Net proceeds available for distribution.

4. Selection of Grant Recipients

- a) Each year, proceeds will be distributed to local community charitable organizations.
- b) All recommended recipients must be submitted to the Gala Fundraising Committee using a nomination form. This nomination form shall include a mandatory declaration by the individual submitting the nomination, confirming that they will not receive a private benefit from the donation.
- c) At least one recipient shall be selected by the Chief, subject to the following:
 - i. The charity must be based in London, Ontario, hold charitable status with the CRA, and align with the values of the Service and the Board.
 - ii. The Chief shall submit a written memorandum to the Board outlining the rationale for the selection(s).
 - iii. If the Chief has a personal or professional relationship with the charity, this must be disclosed. In such cases, the selection must be approved through an alternate process led by the Board or a neutral designate.
- d) At least one recipient shall be selected through a shortlist process coordinated by the Gala Fundraising Committee in consultation with the Chief and Board and presented for a vote by the LPS membership.

5. Grant Recipient Eligibility and Agreements

- a) All recipient organizations must be registered charities, based in London, Ontario, and in good standing with the CRA.
- b) Prior to the Chief's Gala, written agreements must be in place with recipient organizations.
- c) No Committee member, Board member, or the Chief may receive a direct or indirect private benefit as a result of the donation. This includes:
 - i. Fulfilling a personal pledge.
 - ii. Gaining access, status, or benefits from the recipient.
- d) If any Committee member, Board member, or the Chief has a personal or professional relationship with a nominated charity, such individual shall disclose this relationship and shall recuse themselves from any decision-making on whether or not to select the charity as a recipient.



4. Public Disclosure, Transparency, and Accountability

1. A donor and sponsor declaration process must be implemented and maintained to uphold transparency and ethical fundraising standards.
2. Grant cheques to selected charitable recipients shall be presented publicly at a Board meeting to reinforce transparency and accountability.

5. Conclusion

This policy reflects the Board's commitment to ethical oversight, fiscal responsibility, and community trust in the fundraising activities associated with the annual Chief's Gala. It is intended to support a transparent and principled approach to event planning, sponsor engagement, and charitable giving.

The Chief shall ensure that all Gala activities carried out by the Service are in accordance with this policy and shall present a final Gala report to the Board for receipt in a timely and accountable manner.

This policy will be reviewed periodically to ensure its continued relevance and effectiveness. The Board may amend this policy as deemed necessary to reflect changes in legislation, organizational needs, or best practices.



LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: August 21, 2025

BOARD REPORT #: 2508CI01

MEETING: Open

COVER REPORT FOR POLICY AND PROCEDURE COMPLAINT REPORT BACK 2508CI01

TO: Chair and Members of the London Police Service Board (the Board)
FROM: Executive Director Stephanie Johanssen
SUBJECT: **IoP Complaint 24-388 Policies and Procedures related to the COAST Program**
Discussion
 Seeking Decision

RECOMMENDATION(S):

THAT the London Police Service Board (the Board) review the attached investigation report from the London Police Service (the Service), to determine next steps and its response to the Inspectorate of Policing.

PURPOSE:

The attached is the investigation report from the Service in response to the Policy and Procedure complaint regarding the COAST Program, for the Board's consideration.

SUMMARY:

The Board received a Policy and Procedure complaint through the Inspectorate of Policing, regarding the COAST Program.

The complaint alleges that the COAST program's protocols for assisting individuals in crisis are insufficient, particularly regarding officer training, compassion, and standard of care. The concern arises from the complainant's view that the police response to a mental health crisis involving an individual diagnosed with PTSD was inadequate.

As part of the requested remedy, the complainant seeks:

- A review of COAST procedures for supporting individuals in crisis
- An action plan to improve COAST responses
- Information on alternative support services available to the individual

It is the current process of the Board that the receipt of a Policy or Procedure complaint through the Inspectorate of Policing (IoP) automatically triggers an investigation through the Chief and a written report back for the Board's consideration.

The report-back from the Service is attached.

The Board shall review the report-back and determine if its review of the complaint can be concluded, or if further action is required, and then provide a formal response with its decision to the Inspector General.

This specific complaint also relates to the following Board Policies:

1. LPSB-048 – Victims' Assistance
2. LPSB-016 – Police Response to Persons who are Emotionally Disturbed or have a Mental Illness or a Developmental Disability

In reviewing the attached, the Board shall consider whether the obligation under these policies has been fulfilled, in ensuring that Standard Operating Procedures have been developed in relation to the COAST program that address police responses to persons with mental illness.

These two policies have also been added as 'priority' policies in the overall Policy Review for immediate review and consideration.

CONCLUSION:

The Board shall consider the attached information and determine whether to conclude its review of the file along with its response to the Inspectorate of Policing.



**Inspectorate
of Policing**

777 Bay St.
7th Floor, Suite 701
Toronto ON M5G 2C8

**Service d'inspection
des services policiers**

777, rue Bay
7^e étage, bureau 701
Toronto ON M5G 2C8

June 2, 2025

Via email: ipsb@police.london.ca

Ryan Gauss
Chair
London Police Service Board
601 Dundas Street
London ON N6B 1X1

Dear Chair Gauss

Re: Public Complaint – [REDACTED]
IOP Complaint Number: 24-388 / INV-25-51

The Inspector General of Policing has received the above-noted complaint concerning the policies and procedures of the London Police Service and the London Police Service Board regarding the process and protocols related to COAST program and the London Police Service.

The Inspector General has determined that this complaint is regarding the policies of a police service board pursuant to s.107(1)(c) of the *Community Safety and Policing Act, 2019* (CSPA), and the procedures established by the Chief of Police of London Police Service pursuant to s.107(1)(d) of the CSPA. Accordingly, the Inspector General is required by s.107(6) of the CSPA to forward this complaint to the London Police Service Board. I have therefore attached a copy of the complaint for your consideration.

Also, please be advised that, as required by s.107(6) of the CSPA, a copy of the complaint has also been forwarded to the Solicitor General for Ontario.

Pursuant to s.107(7) of the CSPA, the London Police Service Board is consequently obliged to:

- a. review the complaint as it relates to its policies and/or procedures;
- b. report back to the Inspector General within the time specified by the Inspector General, if any, about any steps taken in response to the complaint; and

- c. report to the Solicitor General about any steps taken in response to the complaint.

The Inspector General is further directing you to report back about any steps taken in response to the complaint within 60 days pursuant to section 107(7)(b) of the CSPA. Should you require additional time, please let us know.

Please be advised that your response will be disclosed to the complainant as part of the process for resolution notification.

Yours truly,
Per the Inspector General

Teri D'Annunzio
Police Service Advisor

cc. Solicitor General

LPSB Policy: 048

Title: Victims' Assistance

Procedure: Part 2 Chapter F

Approved: May 25, 2000

Amended: November 15, 2001

Revision Approved: April 18, 2013

1. Policy:

It is the policy of the London Police Services Board with respect to providing assistance to victims that the Chief of Police will:

- a) work in partnership with the Ministry of the Attorney General's Victim/Witness Assistance Program (VWAP) and agencies that deliver the Victim Crisis and Referral Service (VCARS) program, where available, municipalities, community and social service agencies and other local organizations, promote the development of an integrated service delivery framework for providing assistance to victims, including safety planning;
- b) ensure that members of the LPS are aware of victim service providers or a victim referral service available in the area; and
- c) establish procedures on providing assistance to victims that:
 - i) reflect the principles of the Victims' Bill of Rights, 1995; and
 - ii) set out the roles and responsibilities of members for providing victim's assistance.
- d) ensure that in each instance where there is police service contact with one or more victims of crime involving physical and/or psychological injury, that such victims are referred to the appropriate community service available in their area.

2. Reference(s):

- a) Adequacy Standards Guideline: **VA - 001**

LONDON POLICE SERVICES BOARD POLICY

LPSB Policy: 016

Title: Police Response to Persons who are Emotionally Disturbed or have a Mental Illness or a Developmental Disability

Procedure: Part 2 Chapter M

Approved: May 25, 2000

1. Policy:

It is the policy of the London Police Services Board with respect to the police response to persons who are emotionally disturbed or have a mental illness or a developmental disability that the Chief of Police will:

- a) work, where possible, with appropriate community members and agencies, health care providers, government agencies, municipal officials, other criminal justice agencies, and the local Crown to address service issues relating to persons who have a mental illness or developmental disability;
- b) establish procedures and processes that address the police response to persons who are emotionally disturbed or have a mental illness or a developmental disability; and
- c) ensure that the LPS's skills development and learning plan addresses the training and sharing of information with officers, communications operators/dispatchers and supervisors on:
 - i) local protocols; and
 - ii) conflict resolution and use of force in situations involving persons who may be emotionally disturbed, or may have a mental illness or developmental disability.

2. Reference(s):

- a) Adequacy Standards Guideline: **LE - 013**



LONDON POLICE SERVICE

REPORT TO THE LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: August 21, 2025
BOARD REPORT #: 2508CI01
MEETING: Open
CSPA SECTION: N/A

TO: Chair and Members of the London Police Service Board
FROM: Paul Bastien, Deputy Chief
SUBJECT: **Professional Standards Branch Review of London Police Service Procedure LE-011.01 Mental Health Crisis Response**
PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the London Police Service Board receive this report for the stated purpose.

FINANCIAL IMPLICATIONS:

N/A

SUMMARY:

This report is submitted to inform the Board of action taken during the investigation of a public complaint about the conduct of a sworn member of the London Police Service.

The investigation found that the officer involved did not breach the code of conduct for police officers set out in O. Reg. 407/23 CSPA and notice of that determination was provided to the complainant in accordance with s. 167(1) of the Act. The finding was confirmed by the Law Enforcement Complaints Agency after the complainant applied to the Complaints Director for a review of the determination.

The complainant later complained to the Inspector General of Policing about policies of the London Police Service Board and procedures of the London Police Service as they relate to the incident from which the conduct complaint arose. The investigation into the officer's conduct included a review of relevant LPS procedures, the findings of which demonstrate that the London Police Service is providing adequate and effective policing as is pertains to the members of the community with a mental illness.

DISCUSSION:

Public Complaint to the Law Enforcement Complaints Agency about the Conduct of a Sworn Member ("Police Officer") of the London Police Service

On Thursday, September 5, 2024, a sworn member of the LPS Community Outreach and Support Team, accompanied by a civilian mental health nurse followed up on information received about a concerning email sent by J.A., a young adult, to staff of Fanshawe College, where he was enrolled as a student.

The COAST team spoke with J.A.'s parents E.S. and J.S. at their home. They expressed frustration with the school at what they said was a lack of action in relation to bullying behaviour directed at J.A. During that home visit, J.A. did not present himself to the COAST team and after satisfying themselves that he was safe with his parents, the officer arranged a second visit to take place Monday, September 9, and left the home.

In the meantime, COAST followed up with Fanshawe College and formed the belief that J.S. had withdrawn from school after being hospitalized over the weekend. Based on that information, COAST concluded that J.S. had accessed appropriate mental health care and that their advocacy with respect to the school's handling of bullying was not required since he was no longer a student. The officer spoke with E.S. and J.S. to explain that in the circumstances, there was no need for the follow up meeting. That decision and phone call were the subject of a complaint made by E.S. and J.S. to the Law Enforcement Complaints Agency.

The complaint was referred to the LPS for investigation and assigned to the Professional Standards Branch to probe the conduct of the LPS officer against allegations of *conduct that undermines trust in policing* and *failure to perform duties appropriately*. The allegations were not substantiated following investigation because reasonable grounds did not exist to believe that the officer's conduct constituted misconduct pursuant to s. 167(1) CSPA. The complainants requested that the Complaints Director review the Chief's determination and, in a letter, dated June 3, 2025, the Director confirmed that determination.

Review of Relevant Procedures Established by the Chief

Although the focus of the PSB investigation was police officer conduct, the investigators reviewed London Police Service procedure established by the Chief pertaining to response to individuals in mental health crisis and the position description of the officer who was subject of the complaint, both of which address what is expected of officers performing the duties assigned to members of COAST.

The procedure emphasizes cross-disciplinary collaboration, diversion away from the justice system, de-escalation, and proactive and preventative approaches in response to incidents involving mental health crisis. The primary role of the police is ensuring the safety of the person(s) experiencing crisis, responders, and other members of the public. The procedure is structured to guide frontline responders, supervisors, commanders and senior leaders in the following:

- Crisis Response Resources – Roles and Responsibilities
- Mental Health Crisis Response
- Criminal Investigation
- Apprehension under the Mental Health Act
- Community Treatment Orders
- Other Orders made under the Mental Health Act
- Mental Health Crisis Response Governance Committee

The procedure was first approved on January 1, 2001, and has been subject to periodic review (every three years). The most recent revisions to the procedure were approved on April 1, 2024, to coincide with the enactment of the Community Safety and Policing Act.

CONCLUSION:

The Professional Standards Branch review concluded that the relevant procedure and position description specific to the Community Outreach and Support Team were sufficient to guide London Police Service members in their response to individuals in crisis and identified no gaps needing to be addressed or areas requiring amendment(s).

The next regular review is scheduled for April 1, 2027, and will be led by the Corporate Services Division with support from the Mental Health Crisis Response Governance Committee (comprised of the Superintendent, Uniformed Division; Inspector, Community Mobilization and Support Branch; Staff Sergeant, Community Support Section; and Sergeant, Community Crisis Response Unit) in consultation with community partners.

PREPARED BY: Paul Bastien, Deputy Chief, Community Safety and Specialized Investigations



LONDON POLICE SERVICE

REPORT TO THE LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: August 21, 2025
BOARD REPORT #: 2508UD01
MEETING: Open
CSPA SECTION: N/A

TO: Chair and Members of the London Police Service Board
FROM: Scott Guilford, Deputy Chief
SUBJECT: London Police Service, Canine Unit (K9)
PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

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

SUMMARY:

The London Police Canine (K9) Unit was established in 1972 and is one of Canada's oldest canine units. Its mandate is to support frontline officers with Police Service Dogs (PSDs) trained in advanced search skills for tasks such as suspect tracking, apprehending violent individuals, evidence recovery, and community outreach.

The unit has eight PSDs which are broken down to six patrol teams, a master trainer/Sergeant with an explosives detection PSD and a training Sergeant with a general purpose (GP) / explosives detection PSD. The six patrol PSDs are GP trained and also detection trained for narcotics, firearms and spent ammunition.

OFFICER SELECTION AND TRAINING:

The selection of a suitable canine handler is a rigorous process, reflecting the high level of responsibility associated with this role. The selection process includes having experience as a front-line officer and being a first-class constable followed by:

1. Written Application.
2. Standard Physical Testing.
3. Advanced Physical Testing – This test evaluates the candidate's ability to operate under stress and in challenging environments with a PSD at night.
4. Panel Interview – Candidates answer position-relevant questions in front of a selection panel.
5. Home visit to selected candidate's home to ensure their property is suitable for a PSD, including space for an outdoor kennel.

Successful applicants then enter a 16-week training course upon being assigned a suitable PSD, which is tested and selected by the master trainer and trainer.

After completing the general purpose patrol training, the teams gain field experience before beginning a 10-week detection course in either:

- Narcotics/Firearms/Spent Ammunition Detection, or
- Explosives Detection

Two officers have just successfully completed this selection process and will start the General Service Dog Training Program this fall.

ANNUAL TRAINING REQUIREMENTS:

All K9 teams must complete the following training annually:

- **40 hours** – Spring Training (scenario-based detection and patrol training, firearms, and use-of-force certifications)
- **40 hours** – General Patrol recertification
- **40 hours** – Detection recertification
- **40 hours** – Fall Training (firearms, use of force, and scenario-based training)

Additionally, teams participate in weekly maintenance training covering various disciplines. All the above training is completed in-house by certified canine, use-of-force, and firearms trainers within the K9 Unit.

K9 TACTICS:

Tracking

PSDs are trained to follow scent trails left by individuals' footsteps, utilizing both ground scent and human body scent. Factors such as time, weather, terrain, and area contamination can influence tracking effectiveness.

Air Scent Search

This technique is employed in both indoor and outdoor settings to locate hidden individuals through airborne scent particles. It is used when traditional tracking methods are impractical or present safety concerns.

Apprehension

A PSD may be deployed to prevent the escape of individuals attempting to flee or to apprehend armed or dangerous persons when alternative solutions are not available, with the objective of minimizing risk to human safety.

Evidence Search

PSDs are trained to locate and indicate recently discarded objects in various environments. Passive responses are used to mark these articles, which helps maintain the integrity of evidence.

Detection

PSDs receive cross-training in detection along with their other duties. They are certified to identify narcotics, firearms, spent ammunition, or explosives in:

- Indoor settings
- Outdoor locations
- Vehicles

Passive indications are used to pinpoint the source of an odor for handlers.

Obedience

All PSDs complete certification in off-leash obedience, including commands such as:

- Sit, down, recall
- Left and right turns
- Change of pace
- 5-minute down/stay

Agility

PSDs are trained to perform:

- Height jumps
- Navigation over walls and fences
- Traversing tunnels and elevated platforms

These abilities support search functions and patrol functions in a variety of environments in all four seasons.

K9 UNIT USE OF FORCE OVERVIEW (2020–YTD 2025):

The primary function of a K9 team during patrol is to support various units by serving as a search and location resource. Training standards for PSDs are continually evolving throughout Canada. The London Police Service (LPS) K9 Unit participates in regular training sessions with other agencies, including the OPP, Peel, York, Durham, Ottawa, Niagara, and the RCMP, to maintain operational readiness and improve individual skills.

Deployment decisions are based on the PSD handler’s training and experience, with multiple variables considered before activation. These include the nature of the offence, public and officer safety, and the necessity and proportionality of the response. The Ontario Public Police Interaction Training Aid helps to guide these decisions when force may be used. PSD presence often contributes to de-escalation, as the sight or announcement of a trained PSD (barking) may cause individuals to surrender or reveal themselves—thereby preventing physical force.

While PSDs can be deployed as an “intermediate weapon” or for “physical control” when suspects show resistant or assaultive behavior, most deployments focus on safely locating suspects or individuals in crisis, minimizing harm and time on a call.

K9 DEPLOYMENTS AND USE OF FORCE (2020–2024):

Despite an increase in K9 calls for service and deployments over the past five years, the percentage of incidents resulting in physical apprehension by the PSD (bite) remains consistently low averaging just over 2% per year.

Chart 1: K9 Apprehensions as a Percentage of Total Deployments

Year	K9 Deployments	K9 Apprehensions	% Apprehension per Deployment
2020	675	15	2.22%
2021	638	18	2.16%
2022	649	14	2.15%
2023	618	16	2.28%
2024	1063	25	2.35%
2025 YTD	324	15	4.62%*

**The data for 2025 reflects year-to-date figures and is currently incomplete, though it shows a slight upward trend. As we are in the peak period for K9 deployments, the final year-end statistics may moderate this number.*

Key Insight

Although 2024 saw a sharp increase in deployments, the use of force (physical apprehension) rate stayed within a narrow band, indicating a consistent emphasis on controlled, necessary use of a PSD as an intermediate weapon.

K9 CALLS AND ARREST OUTCOMES (2020–2024):

K9 teams not only locate suspects efficiently but also contribute directly to arrests, including in cases where verbal compliance is achieved without physical contact.

Chart 2: Arrests Made as a Percentage of Calls for Service

Year	Calls Attended	Arrests Made	% Arrests per Call
2020	1,543	564	36.56%
2021	1,565	638	40.77%
2022	2,289	560	24.47%
2023	1,863	660	35.43%
2024	2,469	981	39.73%
2025 YTD	1472	597	40.55%

Key Insight

2022 shows a dip in arrests per call, potentially reflecting an increase in non-criminal or assistive crisis-related calls. Arrests per call have otherwise remained in the 35–40% range.

TRAINING AND INTEGRATION:

In 2025, the LPS K9 unit participated in block training for all sworn officers. The training covered the operations of K9 teams to help other officers utilize K9 resources during investigations and emergencies. This initiative is scheduled to continue through 2026 and will broaden to include detection searches and other specialized areas.

CONCLUSION:

The London Police Service K9 Unit provides support to front-line officers and investigative teams by assisting in locating individuals and managing potentially volatile situations. The rate of use-of-force incidents compared to the number of deployments remains low. Calls and deployments have increased over time, indicating greater use of K9 teams. Apprehension percentages have stayed consistent, suggesting that the application of force continues to be infrequent and measured even as deployment activity grows.

PREPARED BY: David Ellyatt, Inspector – Patrol Support Branch
Travis Wintjes, Sergeant – Canine Unit, Master Trainer
Andrew Stanley, Sergeant – Canine Unit , Trainer