



# LONDON POLICE SERVICE BOARD

## OPEN MEETING AGENDA

Thursday, February 19, 2026, 9:15 am **and** 1:15pm

Police HQ Executive Boardroom 601 Dundas Street

*Link to Livestreams* [9:15 AM](#) and [1:15 PM](#)

|   | ITEM  | LEAD        | DETAILS     |
|---|---|-------------|-------------|
| <b>OPEN MEETING PART One: 9:15 am</b>         |   |             |             |
| 1   | Call Open Meeting to Order  | Chair       |             |
| 2   | <b>Motion</b> to move to a Closed meeting pursuant to Section 44(1)(b) and 44(2) of the <i>Community Safety and Policing Act</i> to discuss confidential matters related to labour relations, Finance, and Legal. | Chair       | Decision    |
| <b>CLOSED MEETING AND BREAK UNTIL 1:15 pm</b> |   |             |             |
| <b>OPEN MEETING PART Two: 1:15 pm</b>         |   |             |             |
|   | <b>Procedural Matters</b>   |             |             |
|   | Opening Remarks   |             | Information |
| 1   | Disclosures of Interest   | Chair       |             |
|   | Introduction of New Business  |             |             |
|   | Approval of Minutes: <a href="#">January 15, 2026</a> , LPSB Open Meeting   |             | Decision    |
|   | <b>London Police Service Board Governance</b>   |             |             |
| 2   | Inspector General Memo: Province-Wide Review of Police Integrity and Anti-Corruption <a href="#">Report #2602PB01</a>   | Chair       | Decision    |
|   | <b>Board Oversight: LPS Reports and Presentations</b>   |             |             |
|   | 3.1 2025 Performance Metrics Summary <a href="#">Report #2602EA01</a>   | Chief       | Information |
|   | <i>Presentation</i>   |             |             |
| 3   | 3.2 LPS EDI Plan: Presentation and <a href="#">Report #2602EA02</a>   | DC MacSween | Information |
|   | <i>Presentation</i>   |             |             |
|   | 3.3 Update on Open Air Substance Use Strategy <a href="#">Report #2602EA03</a>  | DC Guilford | Information |
|   | 3.4 Nurse Police Response Team <a href="#">Report #2602EA04</a>   | DC Guilford | Information |
|   | <b>Corporate Services</b>   |             |             |
| 4   | Collection of Identifying Information <a href="#">Report #2602CS01</a>  | DC MacSween | Information |

**Next Scheduled** LPSB Open Meeting Date: March 19, 2026

|   |   |                       |             |
|---|---|-----------------------|-------------|
| 5 | <b>Executive Administration: Professional Standards Branch</b><br>Sec 81 CSPA Update to Report 2601EA01 RE SIU <a href="#">Report #2602EA05</a>             | DC Bastien            | Information |
| 6 | <b>Verbal Updates</b> <ul style="list-style-type: none"> <li>• Chair Gauss</li> <li>• Chief Governance Officer Johanssen</li> <li>• Chief Truong</li> </ul> | Chair<br>CGO<br>Chief | Information |
| 7 | <b>New Business</b>   | Chair                 | Information |
| 8 | <b>ADJOURNMENT</b>  | Chair                 |             |



# LONDON POLICE SERVICE BOARD

## MINUTES FROM THE OPEN MEETING

Thursday, January 15, 2026

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             |
| Jeffery Lang, Member                          | Deputy Chief Scott Guilford (Regrets) |
| Steve Lehman, Member                          | Deputy Chief MacSween (Regrets)       |
| Josh Morgan, Member (Part 2)                  | Acting Deputy Chief Churney           |
| Susan Stevenson, Member                       | Ali Chahbar, General Counsel          |
| Mike Wallace, Member (Regrets)                | Sam Santos, Executive Assistant       |
| Stephanie Johanssen, Chief Governance Officer |                                       |
| Melanie Coleman, Executive Assistant          |                                       |
| GUESTS  |                                       |
| Ron LeClair, Police Service Advisor (Virtual) | Amanda Shaw, Legal Counsel (Part 1)   |

### PART 1:

#### 1. Procedural Matters

Meeting Called to Order: 10:05 am

#### 2. Swearing in of New Board Member

Chair Gauss introduced Mr. Jeffery Lang as the Board's newest member. Mr. Lang was formally sworn in and welcomed to the London Police Service Board.

#### 3. Move into Closed Session

**Moved By:** N. Branscombe

**Seconded By:** J. Lang

**"THAT** The London Police Service Board moves from Open to Closed Session pursuant to Section 44(2) of the *Community Safety and Policing Act, 2019*."

CARRIED

### PART 2:

#### 1. Procedural Matters

Return To Open Meeting: 1:09 pm

Chair Gauss re-introduced Member Jeffery Lang as the London Police Service Board's newest member.

Disclosures of Interest: None

Introduction of New Business: None

**Moved By:** N. Branscombe

**Seconded By:** S. Lehman

**“THAT** The London Police Service Board accepts and approves the minutes of the December 17, 2025 Board Meeting as presented.”

CARRIED

## 2. Chair and Vice-Chair Annual Elections (2026)

Pursuant to the CSPA, Chair and Vice Chair elections are held at the first board meeting of each year. Chair Gauss turned the meeting over to Chief Governance Officer Johanssen to facilitate the election process.

Vice Chair Branscombe nominated Ryan Gauss for re-election as Chair of The London Police Service Board for the 2026 term.

**Moved By:** N. Branscombe

**Seconded By:** S. Lehman

**“THAT** The London Police Service Board re-appoint Mr. Ryan Gauss as Chair for the 2026 term.”

CARRIED UNANIMOUSLY

Member Lehman nominated Vice Chair Nancy Branscombe for re-election as Vice Chair of The London Police Service Board for the 2026 term.

**Moved By:** S. Lehman

**Seconded By:** S. Stevenson

**“THAT** The London Police Service Board re-appoint Nancy Branscombe as Vice Chair for the 2026 term.”

CARRIED UNANIMOUSLY

## 3. Special Guest: K9 Swearing In

The Board participated in a ceremonial swearing-in of three newly trained London Police Service canines and their handlers. Chief Truong highlighted the extensive selection process and specialized training completed by both the dogs and their handlers, including obedience, tracking, searches, evidence recovery, and controlled apprehension. The Board formally welcomed Police Service Dog Freddie with Sergeant Andrew Stanley, Police Service Dog Hank with Police Constable Sean Reffinghaus, and Police Service Dog Jack with Police Constable Mike Paul Poljanowski.

#### 4.1 Sponsorships and Awards for 2026 Report #2601PB01

Chief Governance Officer Johanssen presented this report in response to the Board's March 2025 direction to review standing sponsorships and establish a structured 2026 Sponsorships and Awards Program. Current standing sponsorships were outlined with a background provided on each. The report also addressed conferences and event sponsorships and recommended criteria focused on alignment with Board mandate, public interest, financial reasonableness, equity, and transparency.

**Moved By:** N. Branscombe

**Seconded By:** J. Lang

**THAT** The London Police Service Board approve the 2026 Sponsorships and Awards program, including both known anticipated sponsorships and awards with a total annual funding envelope amount not to exceed \$30,000; and

**THAT** The London Police Service Board review the sponsorships and awards amount for the current standing sponsorships listed in the report, namely the Lewis Coray Trailblazer Award, Youth and Policing Initiative Scholarship, and Fanshawe Award; and

**THAT** The London Police Service Board approve the proposed criteria outlined in the report with respect to individual sponsorships and awards; and

**THAT** The London Police Service Board increase the Lewis Coray Trailblazer Award from a total value of \$1,000.00 to \$2,000.00 in 2026; and

**THAT** The London Police Service Board delegate the authority to the Chair and Chief Governance Officer to determine and approve anticipated, and currently unconfirmed individual sponsorships and awards within this envelope, provided they align with the Board's mandate, applicable policies, and approved criteria; and,

**THAT** The Report Sponsorships and Awards for 2026 *Report #2601PB01* be forwarded to the Governance Committee for further review and recommendations on all current programs, for an update and reassessment.

CARRIED

#### 4.2 Board Member Travel and Training Summary Report #2601PB02

In support of transparency and public reporting, Chief Governance Officer Johanssen provided an overview of anticipated board member conferences and training opportunities, and a summary of 2025 travel and training expenses. Chair Gauss emphasized the importance of training and conference participation to support effective police governance, legislative awareness and oversight responsibilities.

The Board received this report for information, noting that the cost of Member Stevenson's attendance at the OAPSB 2025 Spring Conference was covered under her role as a member on the OAPSB Board.

## 5. Executive Administration: Professional Standards Branch

### 5.1 Sec 81 CSPA RE SIU 24-OCI-551 Report #2601EA01

### 5.2 Sec 81 CSPA RE SIU 24-OCI-551 Report #2601EA02

### 5.3 Sec 81 CSPA RE SIU 24-OCI-551 Report #2601EA03

### 5.4 Sec 81 CSPA RE SIU 24-OCI-551 Report #2601EA04

Following Deputy Chief Bastien's summary of the SIU Reports, Board Members sought clarification on investigation timelines and custody-related overdoses.

It was further explained that timelines varied based on circumstances, including delayed injury identification and external investigations, and that existing procedures were found appropriate. It was also noted that the Service continues to enhance prisoner safety through monitoring practices and planned modernization initiatives, including the future use of biometric monitoring technology, particularly given increased mental health and opioid-related risks.

Received for informational purposes.

## 6. Verbal Updates

Chair Gauss thanked the membership of the London Police Service for their work over the holiday season and recognized their commitment to public safety. The Chair also acknowledged several recent leadership and staffing updates, including the appointment of Ali Chahbar as the London Police Service's General Counsel; the upcoming arrival of the Service's first Chief Administrative Officer, Roger Ramkissoon; recent contract renewals for the Chief and Deputies; and the transition of the role of Executive Director to Chief Governance Officer. The Chair welcomed new and returning Board members, noting that the Board is now at full membership, and emphasized the importance of long-term leadership stability to support ongoing transformational changes within the Service.

Chief Governance Officer Johanssen provided an update, expressing optimism for the year ahead, noting that the Board is transitioning from a foundational phase to more substantive initiatives. She emphasized the upcoming development of the Board's Strategic Plan and its responsibility under the Community Safety and Policing Act to establish strategic direction for policing operations and to align services with community needs and legislative requirements. She stressed the importance of community engagement in this process and advised that public consultations will include a community survey and two open forums, with further details to be widely communicated.

Chief Truong welcomed the newest Board member and expressed appreciation for the Board's leadership and support. He highlighted recent senior leadership appointments that completed

the executive leadership team and supported the process for the remainder of the multi-year budget. The Chief previewed the upcoming Chief's Gala on February 12. He also outlined plans to establish two advisory councils, one community-based and one youth-focused. The Chief concluded by recognizing the actions of officers and partner agencies following a New Year's Day river rescue, commending the response that resulted in a life being saved.

## 7. New Business

No New Business.

## 8 Adjournment

**Moved By:** N. Branscombe

**Seconded By:** S. Stevenson

**“THAT** The London Police Service Board Adjourn the Open Session of the January 15, 2026, meeting.

CARRIED

Adjournment 2:01 pm

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Ryan Gauss, Chair  
London Police Service Board

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Date



## LONDON POLICE SERVICE BOARD

**BOARD MEETING DATE:** February 19, 2025

**BOARD REPORT #:** 2512PB01

**MEETING:** Open

**TO:** The London Police Service Board

**FROM:** Stephanie Johanssen, Chief Governance Officer

**SUBJECT: Memorandum from the Inspector General:**  
*Province-Wide Inspection on Police Integrity and Anti-Corruption Practices*

Seeking Decision

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### **RECOMMENDATION(S):**

#### **THAT:**

1. The London Police Service Board (the "Board") consider the Inspector General's recommendation in Appendix A to evaluate the policies, procedures, and practices as they relate to Police Integrity and Anti-Corruption Practices; and,
2. Determine the appropriate governance measures in response, including but not limited to:
  - Conducting a Board-level review of Board policies and oversight mechanisms as they relate to the areas identified in the IG's memorandum.
  - Initiating a Service-level review and report back by the Chief around Standard Operating Procedures, reporting, and any operational practices as they relate to the areas identified in the IG's memorandum.
  - Reviewing and considering any findings, gaps, and any proposed amendments or corrections to relevant policy and procedures.

#### **PURPOSE:**

The attached correspondence from Inspector General (IG) Ryan Teschner announces the initiation of a province-wide inspection into police integrity and anti-corruption practices. The IG recommends that Boards and Chiefs evaluate policies, procedures and practices as they relate to the following five issues:

1. Supervision and span of control, including how officers are supervised and how effective that supervision is;
2. Screening and vetting of police officers, both at recruitment and on an ongoing basis;
3. Access to police databases and information systems, including permissions, controls and clearances;
4. Evidence and property management practices; and
5. Substance abuse and fitness for duty.

The London Police Service Board (the “Board”) may wish to consider this correspondence and determine proactive oversight measures of the London Police Service (the “Service”) through a structured internal review of integrity and anti-corruption controls. This would ensure transparency and cooperation in anticipation of the Inspector General’s province-wide inspection.

#### **BACKGROUND:**

As a recent development in policing in Ontario, seven active Toronto police officers and one retired officer have been arrested and charged in an organized crime and corruption investigation.

From the IG Memorandum: *“On February 5, York Regional Police announced the results of Project South, a complex criminal investigation into organized crime and corruption. The investigation identified serious allegations and resulted in the arrest of several current and former members of the Toronto Police Service and has prompted broader concerns about the integrity and public confidence in policing.”*

In response, the IG has announced a province-wide inspection on police integrity and anti-corruption practices. The IG has indicated that the inspection will examine known areas of integrity risk, including supervision, screening and vetting, access to police information systems, evidence and property management, and fitness for duty.

**While these events are specific to another jurisdiction and are not connected to the London Police Service, oversight bodies exist to independently examine serious matters when they arise. This inspection and any subsequent Board-led review is intended as a broad review of governance systems and controls, and not individual members or actions.**

#### **SUMMARY:**

The IG is recommending that police service boards and chiefs review their policies, procedures, and practices related to the five issues identified in the Memorandum.

#### **The Board’s Role**

While the Board is not responsible for operations or conducting investigations, it is responsible for ensuring that appropriate systems, controls, and reporting mechanisms are in place to prevent, detect, and address misconduct.

##### **1) Board-level review**

Any Board-level review would focus on its governance responsibilities to assess whether the existing policies set appropriate expectations and provide adequate oversight mechanisms. This includes the following considerations: Is there sufficient Board reporting to enable it to identify trends, risks, and systemic weaknesses? Do policies account for anti-reprisal expectations and expectations for handling allegations? Do policies address the system controls that prevent corruption before any disclosure of allegations?

Relevant existing Board policies include, but are not limited to:

- Reporting to the Board (LPSB-060, 060A, 060B)
- Public Complaints (LPSB-112)
- Equal Opportunity, Discrimination and Workplace Harassment Prevention (LPSB-064)
- Use of Force (LPSB-078)

- Conflict of Interest (LPSB-105)
- Collection, Preservation and Control of Evidence and Property (LPSB-023)
- Supervision (LPSB-028)
- Internal Task Forces (LPSB-013)
- Collection of Identifying Information (LPSB-121)

The Board does not currently have Protected Disclosure, Ethical Conduct, or Early Intervention Policies to guide the Chief's procedures. These policies would require the Chief to establish a safe reporting channel for serious concerns, such as corruption or misuse of authority; protect against retaliation; clarify oversight and accountability; set expectations for behaviour; and establish the parameters for proactive intervention measures should concerns be raised.

Any outputs around a Board-level review would confirm the adequacy of existing policies, identify where policies require updating or consolidation, clarify reporting expectations, and ensure governance readiness.

## **2) Service-Level Review**

As part of its oversight role, the Board may wish to concurrently request information from the Chief to fully understand trends, risks, and gaps related to integrity and anti-corruption and ensure the Service is best prepared to support and cooperate with any provincial inspection. This includes requesting a report back from the Chief with findings and recommended corrective measures as they relate to the five issues outlined in the IG's Memorandum.

Areas of focus could include:

- Integrity and anti-corruption related procedures and practices;
- Gaps, risks and opportunities for improvement for controls and reporting; and
- Readiness to support and cooperate with a province-wide inspection.

Any internal service-level review would relate to the oversight mechanisms by which the Board governs and would not reflect on the LPS membership or its operations.

### ***CONCLUSION:***

The London Police Service Board recognizes the importance of the shared responsibility to maintain public confidence in the strength and integrity of Ontario's policing system.

Proactively considering the IG's memo and taking appropriate action will ensure that the Board and Service are well-positioned to cooperate fully with the provincial investigation.



**Inspectorate  
of Policing**

**Service d'inspection  
des services policiers**

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## APPENDIX A: IG Memorandum

### Inspector General of Policing Memorandum

**TO:** All Chiefs of Police and  
Commissioner Thomas Carrique, C.O.M.  
Chairs, Police Service Boards

**FROM:** Ryan Teschner, Inspector General of Policing of Ontario

**DATE:** **February 9, 2026**

**SUBJECT:** Inspector General Memo #9: Province-Wide Inspection on Police Integrity and Anti-Corruption Practices

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On February 5, York Regional Police announced the results of Project South, a complex criminal investigation into organized crime and corruption. The investigation identified serious allegations and resulted in the arrest of several current and former members of the Toronto Police Service and has prompted broader concerns about the integrity and public confidence in policing.

It is essential that these concerns are addressed directly, examined independently and handled in a manner that strengthens public trust. This is a responsibility the Inspectorate of Policing takes seriously.

After considering a request from the Toronto Police Service and the Toronto Police Service Board, I will be initiating a province-wide inspection on police integrity and anti-corruption practices. While the scope of the inspection is still to be finalized, it will focus on five defined areas, with the ability to examine additional areas should they arise:

- Supervision and span of control, including how officers are supervised and how effective that supervision is;
- Screening and vetting of police officers both at recruitment and on an ongoing basis;
- Access to police databases and information systems, including permissions, controls and clearances;
- Evidence and property management practices; and
- Substance abuse and fitness for duty.

Given the scope of this inspection and the importance of it being conducted in a timely manner, I will appoint an individual external to government to serve as lead inspector. Upon completion, the inspector will submit a report outlining their independent findings. I will review the report to determine whether there has been any non-compliance with the *Community Safety and Policing Act, 2019*, including a failure to provide adequate and effective policing. If there has been non-

compliance, I will determine whether to issue any legally binding Directions to ensure compliance and improve performance across Ontario's policing system.

As the Inspectorate of Policing's work moves forward, I encourage you to evaluate your policies, procedures and practices as they relate to the five issues identified. To the extent you may identify vulnerabilities and approaches to address them in your own organization, please continue to engage the Inspectorate of Policing through your Police Services Advisor for support and guidance as needed. As always, our Police Services Advisors are there to help you navigate emerging issues, provide guidance, and support your compliance with the *Community Safety and Policing Act, 2019*. Finally, and importantly, as this work unfolds, my team will be careful and thoughtful in both our planning and execution to avoid compromising any ongoing criminal or other proceedings. I will keep the policing sector apprised as planning for this inspection evolves.

I take seriously our shared responsibility to maintain public confidence in the strength and integrity of Ontario's policing system.

Sincerely,



*Ryan Teschner*  
**Inspector General of Policing of Ontario**

c: Mario Di Tommaso, O.O.M.  
Deputy Solicitor General, Community Safety



# LONDON POLICE SERVICE

## REPORT TO THE LONDON POLICE SERVICE BOARD

**BOARD MEETING DATE:** February 19, 2026  
**BOARD REPORT #:** 2602EA01  
**MEETING:** Open  
**CSPA SECTION:** N/A

**TO:** Chair and Members of the London Police Service Board  
**FROM:** Thai Truong, Chief of Police  
**SUBJECT:** **2025 Organizational Performance Metrics (Year 2 of 4)**  
**PURPOSE:** Update / Information Purposes Only

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### RECOMMENDATION:

THAT the London Police Service Board receives this report for its information.

### SUMMARY:

2025 marks the second year of the London Police Service's four-year strategic and financial plan (2024-2027). This report presents clear evidence of measurable progress across the Service's three core priorities – Community Trust, Organizational Wellness, and Community Safety.

Focused investments in staffing, training, technology, and partnerships are producing tangible results: lower crime severity, faster response times, record community engagement, and fewer public service complaints. These results reflect innovation, accountability, and the dedication of our members in delivering safe and trusted policing.

### Highlights of 2025 Performance

- 6.9% reduction in Crime Severity Index (CSI) – second straight annual decline.
- Faster response times for Priority 1 and Priority 3 calls.
- Record community engagement: 51,246 citizens reached in 379 events (+75%).
- 70% reduction in service complaints to lowest level in five years.
- Highest traffic enforcement since 2019 with motor vehicle fatalities reduced.
- Homicides and car jackings at lowest levels since 2019.
- Expanded initiatives addressing mental health response, hate crime prevention, and gender-based violence.

## 1. COMMUNITY TRUST AND ENGAGEMENT

**Goal:** Strengthen trust through visibility and connection in high-risk areas.

The Service expanded its presence in data-identified “hotspots” and intensified its community programs throughout 2025.

| Hotspot Category <sup>1</sup> | 2024 Hours | 2025 Hours | % Change |
|-------------------------------|------------|------------|----------|
| Community Based               | 2,515      | 2,885      | +15%     |
| High-Harm                     | 5,410      | 10,194     | +88%     |
| Property Crime                | 5,476      | 9,557      | +75%     |
| Total                         | 13,401     | 22,636     | +69%     |

| Hotspot Category | 2024 Visits | 2025 Visits <sup>2</sup> | % Change |
|------------------|-------------|--------------------------|----------|
| Community Based  | 3,377       | 4,741                    | +40%     |
| High-Harm        | 7,209       | 14,637                   | +103%    |
| Property Crime   | 7,791       | 15,160                   | +95%     |
| Total            | 18,377      | 34,538                   | +88%     |

**Conclusion:** Increased visibility in priority areas demonstrates effective resource deployment guided by data and community input. Community trust is earned through consistent presence, open engagement, and partnerships with community.

### **Community Engagement**

| Year     | Events | Citizens Engaged |
|----------|--------|------------------|
| 2024     | 217    | 27,203           |
| 2025     | 379    | 51,246           |
| % Change | +75%   | +88%             |

**Conclusion:** Engagement activities grew by 75%, and citizen interactions nearly doubled. These include meetings with faith leaders, newcomers, youth programs, and local businesses. This reflects a strategic shift toward relationship-based policing, reducing barriers between police and Londoners.

## **2. ORGANIZATIONAL WELLNESS AND PROFESSIONALISM**

**Goal:** Enhance organizational integrity and reduce complaints.

| Year               | 2021 | 2022 | 2023 | 2024 | 2025 |
|--------------------|------|------|------|------|------|
| Service Complaints | 53   | 44   | 65   | 37   | 11   |

**Conclusion:** The 2025 total of 11 complaints represents a 70% decrease from the prior year – lowest in five years. The Inspectorate of Policing (IOP) now manages public service complaints under the *Community Safety and Policing Act*, improving transparency and accountability. Fewer complaints reflect improved member training, organizational modernization and improving service quality.

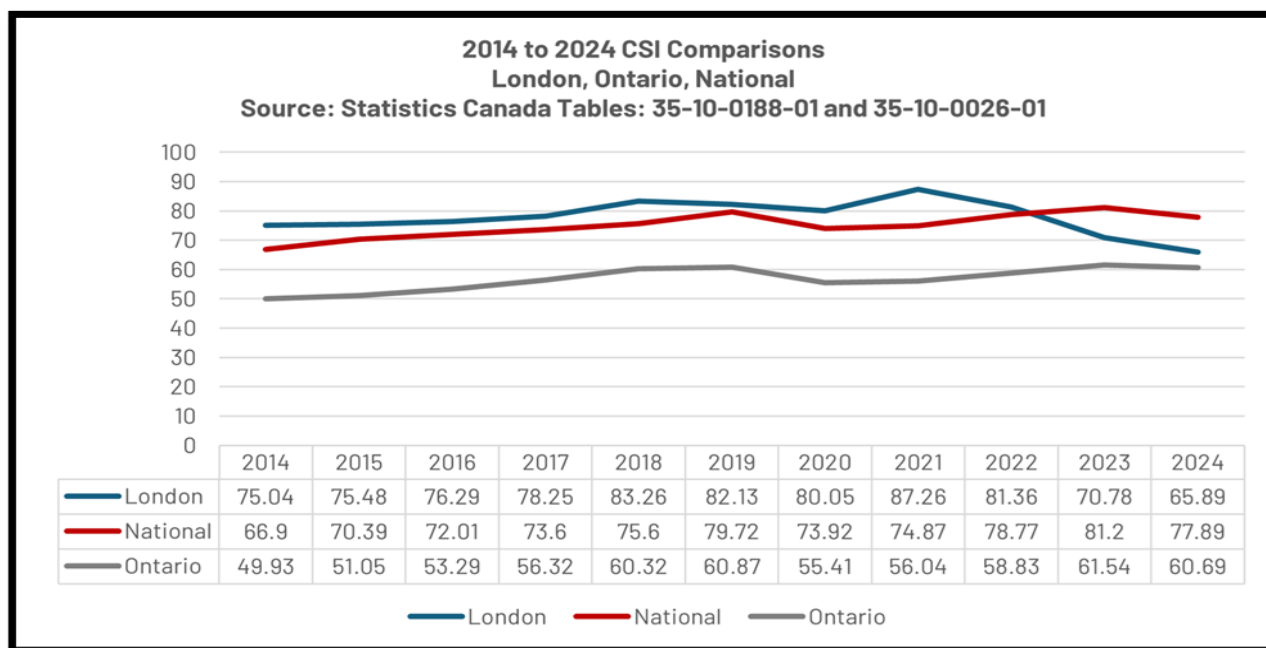
<sup>1</sup> Community-Based: Identified through complaints or concerns from residents and stakeholders.  
High-Harm: Defined by frequency, severity, and patterns of violent crime.  
Property Crime: Defined by data on property-related offences.

<sup>2</sup> A visit is only captured when a police vehicle is present in the hotspot for longer than 12 minutes. This is consistent with hotspot research, which indicates that an ideal dose in a hotspot is 10 to 16 minutes.

### 3. COMMUNITY SAFETY AND CRIME REDUCTION

**Goal:** Reduce crime and enhance public safety through targeted enforcement and prevention.

#### Crime Severity Index (CSI)



London recorded a CSI of 65.89, down 6.9% from 2023 and 14% lower than 2024. This continues the multi-year downward trend below the national average for the second year and marking the third-largest reduction in Ontario among large services.

**Conclusion:** Sustained decline in CSI validates strategic investments are reducing crime impact and increasing public safety.

#### Response Times (90<sup>th</sup> Percentile)

| Priority | 2019    | 2020     | 2021     | 2022      | 2023      | 2024     | 2025     |
|----------|---------|----------|----------|-----------|-----------|----------|----------|
| 1        | 0:09:14 | 0:09:02  | 0:09:12  | 0:09:30   | 0:10:02   | 0:09:36  | 0:09:11  |
| 2        | 1:57:35 | 2:36:23  | 4:32:10  | 6:48:13   | 9:45:56   | 9:12:15  | 9:27:18  |
| 3        | 9:53:16 | 12:52:18 | 16:53:49 | 107:54:34 | 132:28:47 | 81:47:45 | 42:38:14 |

**Conclusion:** Priority 1 and 3 calls improved significantly. The slight increase in Priority 2 response reflects higher call volumes and complexity. Further refinements continue as service delivery advances. Overall trends remain positive and sustainable.

#### Specialized Initiatives

Violence Against Women and Girls: 24-hour gender-based investigative coverage; rollout of IPV training for supervisors; Human Trafficking expansion approved for 2026.<sup>3</sup>

<sup>3</sup> Application approved by the Ministry of the Solicitor General, funding an additional Detective.

Hate Crimes: Human rights, systemic racism and cultural<sup>4</sup> competency training across the organization; multi-faith<sup>5</sup> leadership initiatives, and new provincially funded online reporting platform funded for 2026.

Mental Health Responses: Full Crisis Call Diversion integration with the Canadian Mental Health Association (CMHA); Community Outreach and Support Team (COAST) Youth Team expansion; Open Air Substance Use Initiative – police/mental health and addictions team; and Nurse-Police Response teams serving core neighbourhoods.

**Conclusion:** Progressive, partnership-based approaches are enhancing public trust and safety outcomes.

### **Road Safety**

| Year | Warn/CNs | Tickets | Total  |
|------|----------|---------|--------|
| 2019 | 11,210   | 10,212  | 21,422 |
| 2020 | 5,955    | 9,622   | 15,577 |
| 2021 | 3,417    | 6,887   | 10,304 |
| 2022 | 1,497    | 4,542   | 6,039  |
| 2023 | 2,800    | 6,746   | 9,546  |
| 2024 | 4,981    | 9,639   | 14,620 |
| 2025 | 5,469    | 11,327  | 16,796 |

### **Fatal Collisions**

| Year       | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|------------|------|------|------|------|------|------|------|
| Fatalities | 8    | 12   | 20   | 11   | 22   | 12   | 11   |

**Conclusion:** Highest traffic enforcement in five years correlates with fewer fatal collisions, reinforcing the effectiveness of strategic road safety initiatives and enhanced public safety.

### **Major Crime and Violence Trends**

#### **Shootings**

| Year      | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|-----------|------|------|------|------|------|------|------|
| Incidents | 12   | 14   | 28   | 24   | 27   | 14   | 32   |

**Conclusion:** 2025 saw a temporary increase attributed to two street gang rivalries. Enforcement operations (Projects Wrangler and Alias) resulted in multiple arrests, stopping continued public risk. We remain focused on long-term violence reduction through intelligence and partnerships.

#### **Homicides**

| Year    | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---------|------|------|------|------|------|------|------|
| Victims | 9    | 5    | 16   | 6    | 8    | 6    | 5    |

<sup>4</sup> First Nations, Inuit and Metis People.

<sup>5</sup> Hinduism, Christianity, Judaism, Islam.

**Conclusion:** At five victims, 2025 recorded the lowest homicide count since 2019. Ongoing coordinated enforcement initiatives and early intervention programs will continue.

### **Home Invasions**

| Year        | 2021 | 2022 | 2023 | 2024 | 2025 |
|-------------|------|------|------|------|------|
| Occurrences | 17   | 14   | 10   | 3    | 9    |

**Conclusion:** While up slightly from 2024, occurrences are 40% below 2021’s peak and remain stable at low levels.

### **Intimate Partner Violence**

| Year              | 2019  | 2020  | 2021  | 2022  | 2023  | 2024  | 2025  |
|-------------------|-------|-------|-------|-------|-------|-------|-------|
| Occurrences       | 7,353 | 7,777 | 7,570 | 6,503 | 6,350 | 6,323 | 6,820 |
| Cleared by Charge | 1,933 | 1,879 | 1,681 | 1,559 | 1,677 | 1,872 | 2,111 |
| % Cleared         | 26%   | 24%   | 22%   | 24%   | 26%   | 30%   | 31%   |

**Conclusion:** An increase in reporting can be attributed to growing confidence among victims and community partners.

### **Sexual Assault**

| Year              | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|-------------------|------|------|------|------|------|------|------|
| Occurrences       | 376  | 421  | 534  | 568  | 587  | 518  | 602  |
| Cleared by Charge | 132  | 147  | 149  | 177  | 229  | 205  | 179  |
| % Cleared         | 35%  | 35%  | 28%  | 31%  | 39%  | 40%  | 30%  |

**Conclusion:** Higher reporting rates reflect growing victim trust and reduced stigma. LPS continues to advance specialized training and trauma-informed practices.

### **Robberies and Property Crime**

| Year         | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|--------------|------|------|------|------|------|------|------|
| Robberies    | 248  | 249  | 341  | 309  | 317  | 312  | 287  |
| Car Jackings | N/A  | N/A  | 18   | 12   | 11   | 8    | 6    |

| Year          | 2019  | 2020  | 2021  | 2022  | 2023  | 2024  | 2025  |
|---------------|-------|-------|-------|-------|-------|-------|-------|
| Break & Enter | 1,966 | 2,102 | 2,262 | 2,014 | 1,304 | 1,139 | 1,063 |
| Vehicle Theft | 1,201 | 1,131 | 1,291 | 1,300 | 1,048 | 818   | 815   |

**Conclusion:** Robberies and property crime continued multi-year declines. Car Jackings fell by 67% since 2021, illustrating sustained violence reduction.

## 4. CONCLUSION AND OUTLOOK

The 2025 results confirm that the Board and City Council's strategic investments are delivering impact: overall crime harm is trending downward, priority response remains strong under sustained demand, community trust continues to be strengthened, and public service complaints are at a historic low. These outcomes reflect a more accountable and professional organization, one that is building capacity today while preparing responsibly for the challenges ahead.

While complex issues such as firearm-related violence require continued focus and partnership-driven solutions, the overall trajectory is positive and sustainable. The London Police Service will continue to innovate through preventative strategies, targeted enforcement, community partnerships, and member development to keep London safe and strong.

As Chief, I am proud of the progress our members have achieved together. I also recognize that success is not defined by any single metric, it is defined by the consistent pursuit of improvement. Our Executive Command Team and Senior Leadership Team carry a significant responsibility to lead by example, strengthen credibility, and safeguard the reputation of the Service. We remain committed to ensuring that every decision and every action reflects values of professionalism, and accountability—delivering on the expectations of the Board, City Council, and every Londoner we serve.



# LONDON POLICE SERVICE

## REPORT TO THE LONDON POLICE SERVICE BOARD

**BOARD MEETING DATE:** February 19, 2026  
**BOARD REPORT #:** 2602EA02  
**MEETING:** Open  
**CSPA SECTION:** N/A

**TO:** Chair and Members of the London Police Service Board  
**FROM:** Treena MacSween, Deputy Chief  
**SUBJECT:** LPS Equity, Diversity and Inclusion Plan  
**PURPOSE:** Update / Information Purposes Only

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### RECOMMENDATION:

THAT the London Police Service Board receives this report for its information.

### SUMMARY:

This report summarizes the London Police Service (LPS) Equity, Diversity, and Inclusion (EDI) Action Plan, as prepared by Senomi Solutions Inc. in November 2025. The plan establishes a framework and actionable steps to develop a police service that genuinely reflects and supports London's diverse community.

The LPS EDI Action Plan was developed in alignment with the London Police Service Board's Diversity Plan. While the Board's Diversity Plan sets the organization-wide governance priorities for equity, diversity, and inclusion, the LPS EDI Action Plan translates those priorities into actionable, operational steps. This report demonstrates how LPS is fulfilling the Board's oversight priorities by representing the community, evaluating internal processes, reporting measurable outcomes, enhancing cultural competency, and building stronger trust with the community.

### BACKGROUND:

LPS is committed to advancing equity, diversity, and inclusion within the organization and the community. The EDI Action Plan provides an evidence-informed roadmap to remove barriers, strengthen accountability, and support long-term cultural and organizational change. Its purpose is to enhance trust, improve workplace culture, and ensure equitable service delivery to all London residents.

The plan is grounded in extensive engagement with both LPS members and the broader community. Input was gathered through online surveys, interviews, and focus groups. Internally, 308 members participated through surveys, 12 focus groups, and 13 interviews; externally, engagement included 25 survey responses, two focus groups, and 19 interviews. This combined feedback ensures the plan reflects lived experiences and measurable needs.

## **Public Safety Impact**

By adopting an EDI plan, public safety is improved as it fosters trust and credibility within the community, minimises bias during decision-making, and helps address complex social challenges more effectively. Equity-focused training and genuine collaborations with various communities allow LPS to promote collective responsibility for safety and establish a basis for just, proactive policing.

## **Vision of the EDI Action Plan**

LPS is a police service that reflects the diversity of the community, builds trust through fairness and respect, and delivers equitable, culturally responsive service to ensure safety and belonging for all.

## **Mission of the EDI Action Plan**

LPS is committed to equity, diversity, and inclusion by building a representative workforce, fostering an inclusive culture, delivering fair and culturally responsive service, engaging communities with trust, and ensuring accountability through continuous improvement.

## **Implementation Plan**

The following section outlines the vision, mission, and foundational goals of the EDI Action Plan. These guiding principles serve as the cornerstone for building a fair, inclusive, and representative police service, grounded in the values, needs and expectations of London's diverse community.

### **Goal 1: Transparent and Inclusive Culture**

Ensure open, accessible, and two-way communication that builds trust across the organization and community.

- Communicate organizational EDI values
- Update the hiring and promotional process
- Embed EDI expertise within the organization
- Develop a structured EDI complaints process
- Develop a mentorship matching program that is inclusive and culturally sensitive

Goal 1 is closely aligned with the Board's priorities, specifically by reflecting the diversity of the community, reviewing organizational processes to remove barriers, and strengthening trust between the London Police Service and the public. These actions support the broader vision of building a police service that is both representative and responsive to London's diverse population.

### **Goal 2: Evidence-Informed Decision Making**

Use reliable data and analysis to identify gaps, track progress, and guide continuous improvement.

- EDI Data Management Plan
- Monitor and Support Diversity in Leadership
- Support Workforce Diversity

Goal 2 supports the Board's priorities, particularly in reporting outcomes and reviewing processes. These initiatives reinforce the commitment to making decisions grounded in evidence and lived experience, contributing to a police service that is accountable, representative, and responsive to London's diverse population.

### **Goal 3: Practical and Contextual EDI Learning**

Deliver training that is relevant to roles, grounded in lived experience, and applicable in daily practice.

- Develop an EDI training plan for sworn officers
- Develop an EDI training plan for civilian police professionals
- Resource and support hate crime initiatives within the community

Goal 3 is strongly connected to the Board's priority of building cultural competency. The focus on practical, context-specific learning supports the broader vision of an inclusive, knowledgeable, and responsive police service.

### **Goal 4: Sustained and Meaningful Community Partnerships**

Engage consistently with diverse communities to co-create solutions and strengthen relationships.

- Create a community event engagement plan to co-create solutions and strengthen relationships
- School-based engagement strategy
- Community leadership engagement plan
- Provide members with alternative approaches resources and tools

Goal 4 aligns with the Board's priorities of reflecting the community and strengthening trust. These actions support the vision of a police service that actively partners with the community to enhance safety, inclusion, and mutual respect.

### **CONCLUSION:**

The LPS EDI Action Plan is a commitment to both members of the service and the broader community by striving to build a police organization that fosters pride, trust, and a dedication to serving London with excellence and purpose. The LPS Equity, Diversity, and Inclusion Action Plan provides a structured framework and outlines concrete steps to develop a police service that authentically represents and supports our diverse population. A workforce that embraces diversity and inclusion enhances policing effectiveness, strengthens public confidence, and promotes collective responsibility for community safety.

**PREPARED BY:** Inspector Katherine Dann, Corporate Support and Continuous Improvement Branch



# LONDON POLICE SERVICE

## REPORT TO THE LONDON POLICE SERVICE BOARD

**BOARD MEETING DATE:** February 19, 2026

**BOARD REPORT #:** 2602EA03

**MEETING:** Open

**CSPA SECTION:** N/A

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

**FROM:** Scott Guilford, Deputy Chief

**SUBJECT:** **Open Air Substance Use Strategy**

**PURPOSE:** Update / Information Purposes Only

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### **RECOMMENDATION:**

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

### **SUMMARY:**

In April 2025, the London Police Service (LPS) launched the Open-Air Substance Use Strategy to respond to persistent community concerns regarding open substance use in public spaces. The strategy prioritizes safety for all community members through a coordinated approach centred on engagement, referrals to supports, and targeted enforcement when necessary.

This report provides the third update to the Board, including operational statistics and community feedback for the reporting period of August 26, 2025, to January 19, 2026, as well as cumulative totals since April 8, 2025.

### **DISCUSSION:**

Definitions (for clarity): "Calls for service" reflect police responses generated through 911, the foot patrol line, and proactive member-initiated activity. "Police reports filed" reflect occurrences requiring formal documentation. "Occurrences with a seizure" reflect events where drugs and/or paraphernalia were seized (an occurrence may include multiple items).

#### **Open Air Substance Use Strategy Statistics**

The Evidence-Based Policing Unit (EBPU) uses quantitative analysis to monitor recurring interactions, changing incident locations, and referral outcomes. A follow up to the baseline public survey was completed from November 2025 to early January 2026 to collect community feedback. The strategy moved into "Phase 2" on October 14, 2025, which involves targeted enforcement and coordinated service delivery for high acuity individuals.

#### Reporting Period Statistics (August 26, 2025 – January 19, 2026)

(numbers may change due to auditing, delays in clearance, quality assurance processes, etc.)

The following statistics reflect the progress during this reporting period of the Open-Air Substance Use Strategy and contain data for the 21-week period from August 26, 2025, to January 19, 2026.

- There were 2,090 calls for service and 594 police reports filed.
- 642 referrals were offered.
- 41 criminal charges were laid.
- There were 561 occurrences where a seizure took place.

### Overall Statistics (April 8, 2025, to January 19, 2026)

These statistics represent the overall progress of the Open-Air Substance Use Strategy and provide a comprehensive overview of the efforts undertaken by the officers assigned to this initiative.

- There were 5,011 calls for service and 1,952 police reports filed.
- Most calls for service were classified as trespassing (54%) and drug-related activities in progress (39%). The remainder were proactive or informational interactions (7%). There has been a large increase in proactive calls as officers were re-engaging businesses to request participation in the survey.
- A large percentage of calls for service were initiated by an LPS member (70%), followed next by direct calls to the foot patrol line (19%). The remaining calls were received through 911 or other citizen generated channels.
- Over half of the calls for service were cleared through compliant interactions (55%), an additional 28% were offered referrals. Remaining calls were non-compliant (4%), no further action/cancelled/pending completion (13%).
- Over 1,027 individuals have been interacted with during these calls for service, more than half (57%) have had multiple interactions during this strategy. The five individuals with the highest frequency of interactions accounted for a combined total of 320 calls for service.

### Referrals:

Of the approximately 1,406 referrals offered so far, the majority have been declined.

- 63% of referrals were not accepted.
- 18% were accepted.
- 13% had an unknown outcome.
- 1% were declined by the agency (e.g., at capacity, individual banned etc.,).

Of the referrals offered the largest referral agency was London Cares (51%) followed by Ark Aid Mission (37%). The most accepted referral was to Ark Aid Mission, with 36% of accepted referrals.

### Enforcement:

Current statistics indicate that the strategy remains centred on engagement and referrals to community resources. Since Phase 2 began on October 14, 2025, the proportion of calls for service resulting in charges has increased slightly compared to the pre-Phase 2 period (from approximately 0.6% to 1.1%). *(Percentages are calculated as charges laid divided by calls for service in the respective periods.)*

- Since the start of the strategy there have been 75 charges laid stemming from 37 occurrences.
- The most frequent charge was possession of a Schedule I Substance under Section 4(1) of the *Controlled Drugs and Substances Act* (33 charges, 44% of total).

- The second most common charge was fail to comply with a release order under Section 145(5)(a) of the *Criminal Code of Canada* (9 charges, 12% of total).

### Seizures:

Since the beginning of the strategy until the end of this reporting period, there have been 1,851 occurrences in which a seizure took place, which may include multiple items per occurrence (e.g., a piece of paraphernalia and trace amounts of drugs, multiple pieces of paraphernalia, or multiple drugs).

- Officers have seized over 3,700 items of drug paraphernalia in more than 1,800 occurrences. Most commonly seized items were pipes (over 2,100) and tin foil (more than 1,100).
- There have been over 1,600 occurrences where drugs have been seized. Seizures are most often (>85% of the time), trace residue of a substance.
- Suspected fentanyl is the most frequently seized substance, comprising nearly 90% of all reported seizures. Of these suspected fentanyl seizures, more than 85% involve trace residue of the substance.

### **Community Impact**

After six months of implementing the strategy, open surveys were conducted to solicit community feedback regarding this project. An examination of the results indicated the following findings:

- Survey participation increased in wave 2 (2,253 responses) compared to wave 1 (519 responses). The proportion of business owners, employees, residents, and visitors remained consistent across both waves.
- Around 9% of respondents in both waves were business owners. All business-focused questions showed more favourable responses when comparing wave 1 to wave 2, indicating a more positive outlook among business owners. For example:
  - Using a scale from 1 (strongly disagree) to 5 (strongly agree), the average agreement with the statement “I am concerned about my business due to its location” decreased significantly from 4.40 in wave 1 to 3.51 in wave 2.
  - On the same scale, the average level of agreement with the statement, “My employees have expressed safety concerns relating to the location of the business,” decreased significantly from 4.40 in wave 1 to 3.37 in wave 2.
- For questions asked to all respondents, most survey results were consistent between the two waves, but two positive changes were observed:
  - Using a scale from 1 (strongly disagree) to 5 (strongly agree), the mean level of agreement with the statement “I am concerned with vandalism in the Downtown, Midtown, and Old East Village areas.” significantly decreased from 4.47 in wave 1 to 4.31 in wave 2.
  - On a scale from 1 (very dissatisfied) to 5 (very satisfied), average satisfaction with the London Police presence in the Downtown, Midtown and Old East Village area significantly increased from 2.44 in wave 1 to 2.60 in wave 2.

- Responses regarding the most significant issue affecting downtown remained generally consistent across survey waves, with the exception of “people experiencing homelessness” Notably, Wave 2 participants were significantly more likely to identify people experiencing homelessness as the primary concern.
- More in-depth analysis has revealed that wave 2 respondents differ significantly on many questions based on if they are business owners, employees, residents, or visitors of the area, with visitors reporting more negative perceptions and business owners having the most positive.
- Respondents, who answered that they were business owners and are aware of the open-air substance use strategy, rated their satisfaction higher than employees, residents, or visitors.

## **CONCLUSION:**

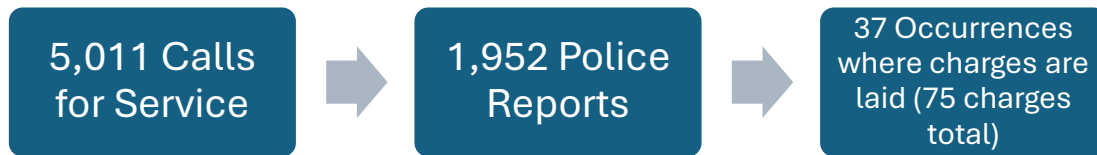
These statistics reflect a sustained and proactive police presence, marked by measurable actions that respond directly to community concerns. Although enforcement resources remain accessible, the data consistently show that such measures are infrequently employed, with primary emphasis placed on support and community engagement initiatives.

**PREPARED BY:** Katherine Dann, Inspector, Corporate Support and Continuous Improvement

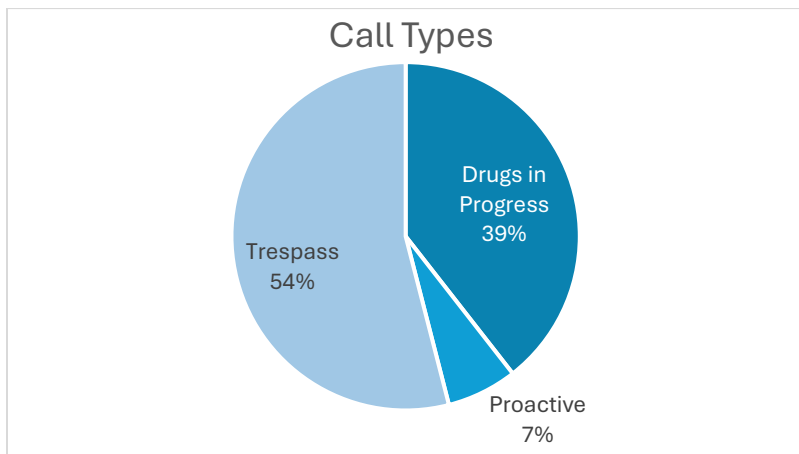
**Attachment(s):** Appendix A - Statistic Charts

## Appendix A:

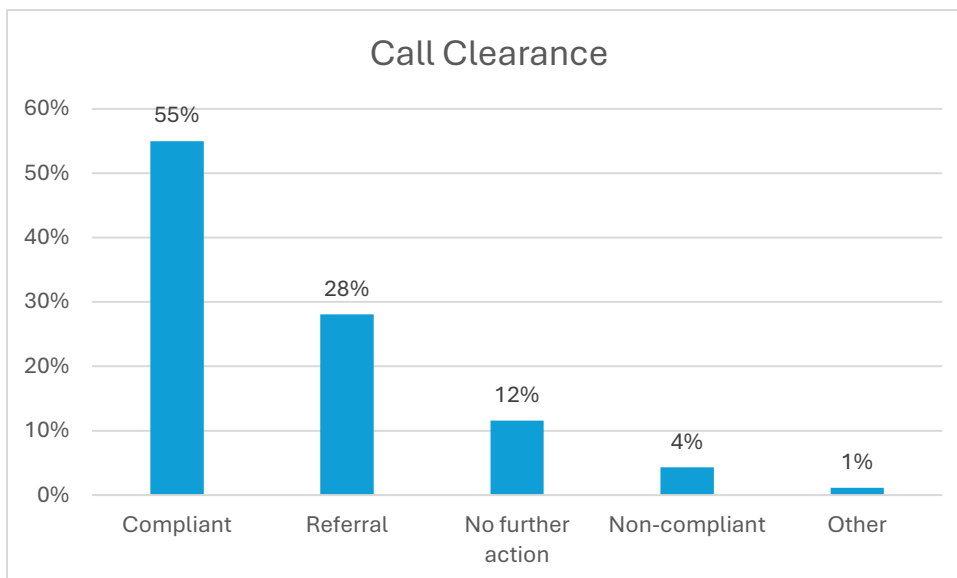
### Summary of overall statistics (April 8, 2025 to January 19, 2026)



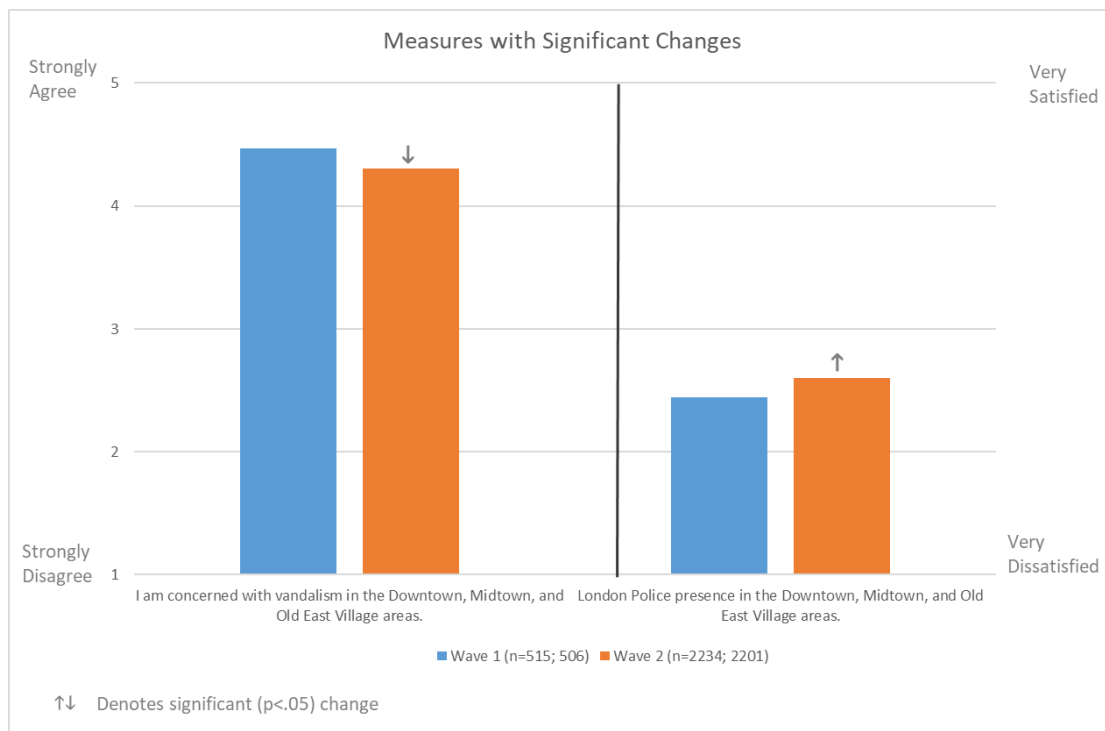
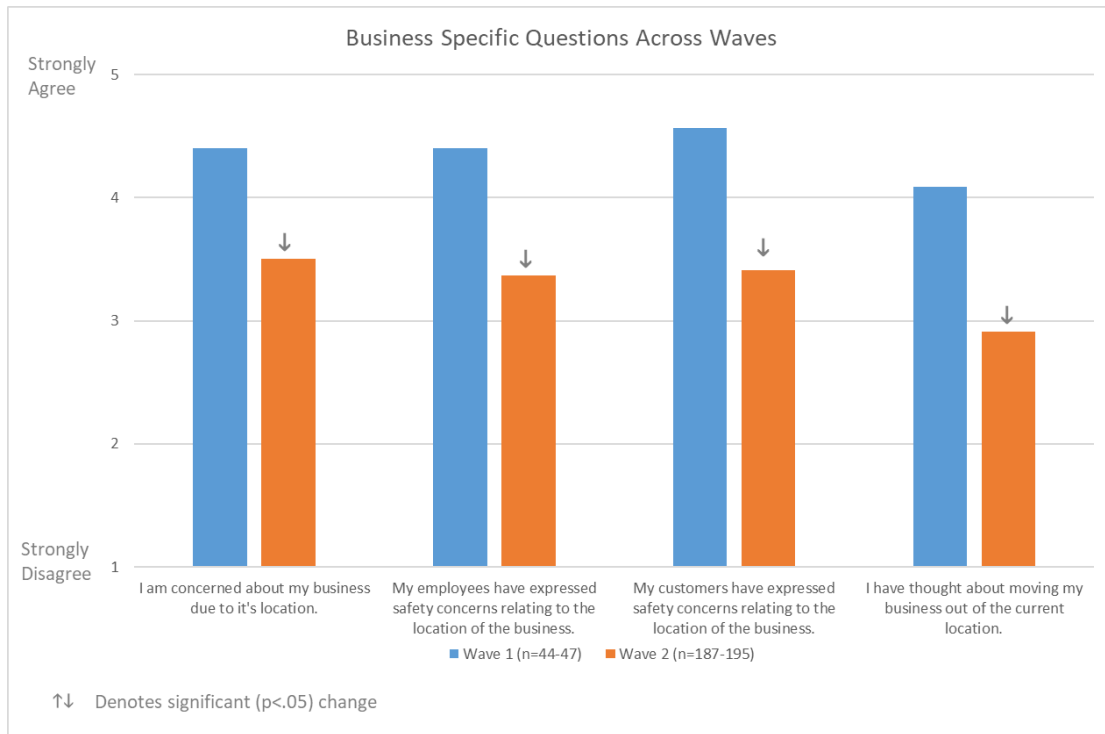
#### Call Type:



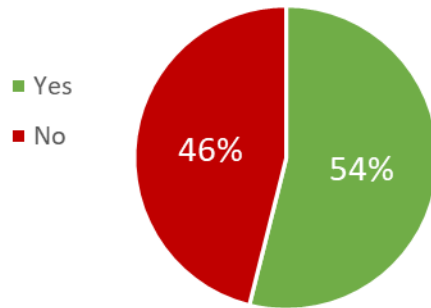
#### Call Clearance:



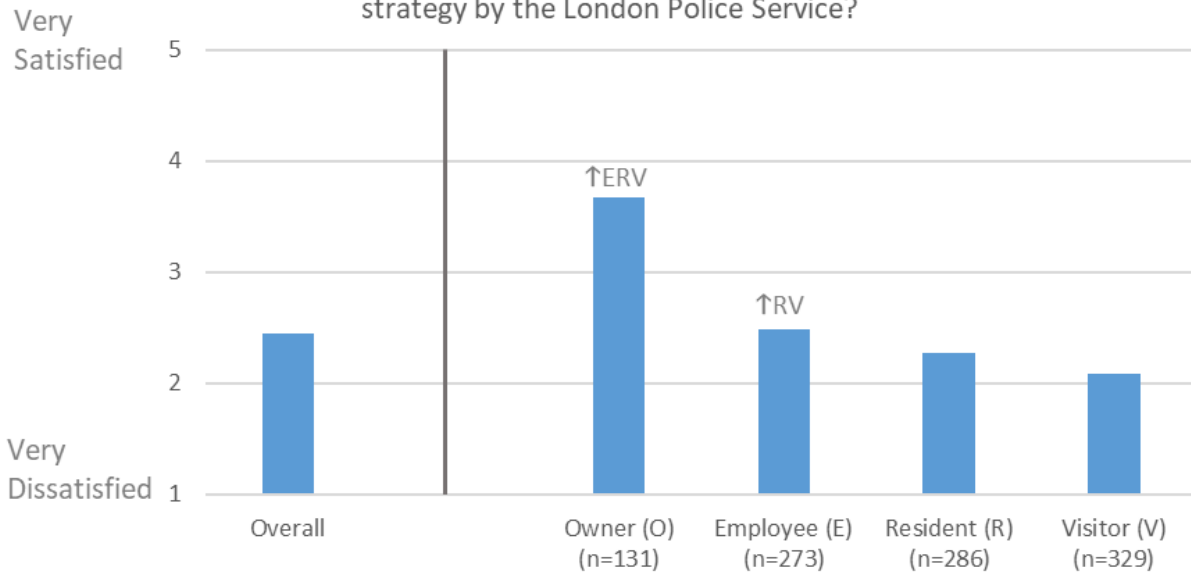
## Statistically significant survey results:



Are you aware of London Police Services' open-air substance use strategy?  
(Wave 2 only; n=1,979)



How would you rate your satisfaction with the open-air substance use strategy by the London Police Service?



↑ Denotes significant ( $p < .05$ ) pairwise difference and letter denotes comparison group.



# LONDON POLICE SERVICE

## REPORT TO THE LONDON POLICE SERVICE BOARD

**BOARD MEETING DATE:** February 19, 2026  
**BOARD REPORT #:** 2602EA04  
**MEETING:** Open  
**CSPA SECTION:** N/A

**TO:** Chair and Members of the London Police Service Board  
**FROM:** Scott Guilford, Deputy Chief  
**SUBJECT:** **Nurse Police Response Teams**  
**PURPOSE:** Update / Information Purposes Only

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### **RECOMMENDATION:**

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

### **FINANCIAL IMPLICATIONS:**

There is no additional financial impact for this initiative at this time. London Health Sciences Centre (LHSC) is funding the nursing component until March 31, 2026. Future funding and/or continuation beyond March 31, 2026 will be assessed and reported to the Board as required.

### **SUMMARY:**

The London Police Service (LPS), in collaboration with London Health Sciences Centre (LHSC), established the Nurse Police Response Team (NPRT). Registered nurses assigned to the NPRT provide medical assessment and support within their scope of practice, aligned with the clinical circumstances encountered during engagements with individuals in the community.

### **DISCUSSION:**

#### Deployment:

Launched in July 2025, this initiative pairs registered nurses with officers from the Community Foot Patrol Section (CFPS). Teams patrol primarily in the Downtown, Midtown, and Old East Village areas. As of August 15, 2025, NPRTs operate seven days per week from 11:00 a.m. to 11:00 p.m.

#### Data to date: (July 18, 2025, to January 19, 2026)

During this time period data was analyzed from 110 shifts that were worked. The NPRTs attended 455 distinct calls<sup>1</sup>. The majority of calls were member generated (69%), followed by calls to 911 (19%), the CFPS hotline (11%) and switchboard/non-emergency line (1%).

Just under half of the calls (197 or 43%) were associated with the Open-Air Substance Use Strategy.

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<sup>1</sup> Calls refer to NPRT – attended events documented in police records management system/ computer automated dispatch.

- 75 calls were related to open-air substance use
- 121 calls were related to trespassing
- 1 call involved proactive information sharing

Of the Open-Air Substance Use Strategy calls (n=197), 50% (n=98) were resolved through compliant interactions with no referral offered. Referrals were not accepted in 22% (n=43) of calls and were accepted in 6% (n=12). A total of 7% (n=13) resulted in non-compliant interactions, and 5% (n=9) had referrals offered with an unknown outcome. The remaining calls were cleared as no further action or cancelled.

The next most common call type was “medical assist”, accounting for 115 calls (25% of total). This category was used when nurses provided medical assistance.

- Member-generated calls comprised 83% (n=96) of medical assists, meaning that the teams proactively came upon these individuals in need and offered medical assistance; 911 dispatches accounted for 16% (n=18), and only one call came via CFPS hotline (1%).
- Support offered during medical assists was often accepted, with 89% (n=102) resulting in accepted referrals. Nine calls (8%) declined referrals, and four instances where medical assistance was offered were cleared as no further action where the nurse did not provide medical assistance, potentially transferring the individual to paramedics.
- Wound care remains the predominant medical assistance provided (65%; n=75), with an acceptance rate of 99% (n=74).

Seventeen calls (4%) fell under "assist public," used when nurses gave general advice rather than medical care. 94% of these calls were cleared as accepted referrals. The remaining one case involved online reporting advice, for which acceptance was undetermined.

Assistance included nurse guidance, bus tickets, hand warmers, and referrals to agencies such as London Cares and Ark Aid Mission.

NPRTs also responded to several other call types, such as wanted offenders, thefts, weapon investigations, and check welfare complaints.

## **CONCLUSION:**

The data to date indicates the NPRT initiative is meeting community needs through proactive engagement and supportive interventions. A significant proportion of calls were resolved through compliant interactions and/or accepted referrals for medical care and community supports, facilitating connections to appropriate resources. This initiative supports immediate health and safety needs while contributing to longer-term community well-being through coordinated, compassionate service delivery.

**PREPARED BY:** Katherine Dann, Inspector - Corporate Support and Continuous Improvement



# LONDON POLICE SERVICE

## REPORT TO THE LONDON POLICE SERVICE BOARD

**BOARD MEETING DATE:** February 19, 2026  
**BOARD REPORT #:** 2602CS01  
**MEETING:** Open  
**CSPA SECTION:** N/A

**TO:** Chair and Members of the London Police Service Board  
**FROM:** Treena MacSween, Deputy Chief  
**SUBJECT:** **Collection of Identifying Information in Certain Circumstances**  
**PURPOSE:** Update / Information Purposes Only

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### **RECOMMENDATION:**

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

### **FINANCIAL IMPLICATIONS:**

N/A

### **SUMMARY:**

The Inspector assigned to the Corporate Support and Continuous Improvement Branch of the Corporate Services Division is responsible for preparing the annual report regarding the collection of identifying information in certain circumstances, in accordance with Ontario Regulation 400/23.

Officers that engage in regulated interactions are required to make an entry into the London Police Service's Record Management System. These submissions are reviewed by a designated verifier who determines whether the interaction was in compliance with the Regulation or should be moved to a restricted database.

During the period of January 1 to December 31, 2025, the London Police Service recorded no regulated interactions as defined by the Regulation.

### **DISCUSSION:**

In June 2015, the Ministry of the Solicitor General (named the Ministry of Community Safety and Correctional Services at the time) announced a move towards the regulation of street checks to ensure a fair and consistent approach throughout the province.

In October 2015, the Ministry published draft Regulations and, in March 2016, announced that the Province of Ontario would prohibit carding and street checks as set out new rules for Police Interactions (Police Services Act O. Reg. 58/16). The implementation date of the new legislation was January 1, 2017. The finalized Regulation and training materials were made available to Police agencies in July 2016.

In 2024 Ontario Regulation 58/16 of the Police Services Act was revoked and replaced by Ontario Regulation 400/23 of the Community Safety and Policing Act.

Initial, and ongoing training for officers is prescribed in Regulation, with the initial training taking place in 2016, and refresher training prescribed every three years thereafter.

During 2025, all sworn members of the Organization were required to complete the refresher training for “Collection of Identifying Information in Certain Circumstances” (CIICC). The next scheduled training will take place in 2029.

*Findings from the Inspector’s review of (any) regulated interactions*

There were no regulated interactions as defined by O. Reg. 400/23, therefore there is no evidence of disproportionate collection of information. The contents of the annual report to the Board, made under section 15 of the Regulation requires the following to be reported annually:

|  |   |
|--|---|
| Number of attempted collections  | 0 |
| Number of attempts in which Identifying Information was collected  | 0 |
| Number of individuals from whom identifying information was collected  | 0 |
| Number of times the following provisions were relied upon to advise the individual of his/her rights that they were not required to provide identifying information to police: |   |
| i) might compromise the safety of the individual   | 0 |
| ii) would likely compromise an ongoing police investigation  | 0 |
| iii) might allow confidential informant to be identified   | 0 |
| iv) might disclose the identity of a person contrary to law  | 0 |
| Number of times an individual not provided a receipt because they didn’t indicate they wanted one  | 0 |
| Number of times a receipt was not provided as doing so might:  |   |
| i) compromise the safety of the individual   | 0 |
| ii) might delay the officer from responding to another matter  | 0 |
| Number of times officers permitted access to identifying information that has been restricted  | 0 |

An additional reporting requirement of the Procedure is a report of the number of complaints received relating to regulated interactions (see Appendix A).

**CONCLUSION:**

It is recommended that the Board receive this Report for their information.

**PREPARED BY:** Inspector Katherine Dann  
Corporate Support and Continuous Improvement Branch

**ATTACHMENT:** Appendix A “Memo- Complaint Report- Collection of Identifying Information”



**MEMO**

TO: Inspector Katherine Dann  
Corporate Support and Continuous Improvement Branch

FROM: Inspector Charlene Humble  
Professional Standards Branch

SUBJECT: Complaint Report – Collection of Identifying Information

DATE: January 22, 2026

This memo is submitted in accordance with London Police Service Procedure **GR-005.01: Collection of Identifying Information**, outlining the number and nature of complaints received from members of the public regarding regulated interactions.

For the 2025 reporting year, the Professional Standards Branch received **no public complaints** related to regulated interactions under the Collection of Identifying Information Procedure.

A five-year comparison of complaints received (2021–2025) is provided below.

| Origin of Complaint       | 2021 | 2022 | 2023 | 2024 | 2025 |
|---------------------------|------|------|------|------|------|
| Public                    | 0    | 0    | 0    | 0    | 0    |
| Public – substantiated    | 0    | 0    | 0    | 0    | 0    |
| Public – unsubstantiated  | 0    | 0    | 0    | 0    | 0    |
| Chief’s Office            | 0    | 0    | 0    | 0    | 0    |
| Chief’s - substantiated   | 0    | 0    | 0    | 0    | 0    |
| Chief’s - unsubstantiated | 0    | 0    | 0    | 0    | 0    |

Inspector Charlene Humble  
Professional Standards Branch

Cc: Inspector Katherine Dann



# LONDON POLICE SERVICE

## REPORT TO THE LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: September 19, 2024  
BOARD REPORT #: 2602EA05  
MEETING: Open  
CSPA SECTION: N/A

**TO:** Chair and Members of the London Police Service Board  
**FROM:** Paul Bastien, Deputy Chief  
**SUBJECT:** **Correction – Board Report #2601EA01**  
**PURPOSE:** Update / Information Purposes Only

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### RECOMMENDATION:

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

### FINANCIAL IMPLICATIONS:

Not applicable.

### SUMMARY:

At the January 15, 2026, open meeting of the London Police Service Board, I submitted Report #2601EA01 “Report on Investigation Pursuant to s. 81(1) CSPA SIU Case 24-OCI-551 (Custody Injury)”. During discussion, I mistakenly referred to a set of facts in an unrelated case while responding to a question about the length of time it took to complete the investigation. This report is submitted to provide the Board with the correct response to that question.

### DISCUSSION:

The question was about the length of time it took the Special Investigations Unit to close its investigation into an incident that occurred in 2024. While formulating a response, I scanned the report but conflated facts in this case with those in another similar but unrelated case and answered that the delay *was the result of SIU having referred the file to the Law Enforcement Complaints Agency (LECA) to investigate a perceived delay on the part of the LPS* in notifying the SIU about a serious injury.

In fact, this case was **not** referred to LECA for further investigation, and the delay was, as the Special Investigation Unit report on the matter makes clear, attributable to ***“resource pressures within the Director’s office”***.

**CONCLUSION:**

In relation to the question posed during discussion on Report 2601EA01, the investigation was delayed by resource pressures within the office of the Special Investigations Unit at the time.

**PREPARED BY:** Paul Bastien, Deputy Chief

**ATTACHMENT:** London Police Service Board Report 26091EA01 "Report on Investigation Pursuant to s. 81(1) CSPA SIU Case 24-OCI-551 (Custody Injury)"



# LONDON POLICE SERVICE

## REPORT TO THE LONDON POLICE SERVICE BOARD

**BOARD MEETING DATE:** January 15, 2026  
**BOARD REPORT #:** 2601EA01  
**MEETING:** Open  
**CSPA SECTION:** N/A

**TO:** Chair and Members of the London Police Service Board  
**FROM:** Paul Bastien, Deputy Chief  
**SUBJECT:** **Report on Investigation Pursuant to s. 81(1) CSPA  
SIU Case 24-OCI-551 (Custody Injury)**  
**PURPOSE:** Update / Information Purposes Only

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### RECOMMENDATION:

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

### FINANCIAL IMPLICATIONS:

N/A

### SUMMARY:

On October 2, 2025, the Special Investigations Unit closed an investigation into the actions of a sworn member of the London Police Service after an individual in the officer's custody sustained an injury presumed to be a "serious injury" as set out in the *Special Investigations Unit Act, 2019*. The Director concluded that there was no basis upon which to believe that the officer committed a criminal offence and the matter was investigated by the LPS Professional Standards Branch as required by s. 81 of the *Community Safety and Policing Act, 2023*. The PSB investigation found that the officer involved<sup>1</sup> complied with standards of conduct and that relevant LPS procedures and policing provided by the LPS were adequate.

### DISCUSSION:

#### *Background*

The CSPA requires that the Chief investigate officer conduct and the adequacy of relevant procedures and policing provided as they pertain to the incidents investigated under s. 15 of the SIU Act.<sup>2</sup> Pursuant to s. 81(4) of the Act, this is the Chief's report to the Board in respect of the investigation into the above-referenced incident, submitted in accordance with s. 8 of O. Reg. 90/24, CSPA and Board policy LPS-2-IAS-001.

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<sup>1</sup> An involved officer may be a "Subject Official" (if their conduct appears, in the opinion of the SIU Director, to have been the cause of the incident under investigation) or a "Witness Official" (if, in the opinion of the Director, the officer was involved in the incident but is not a Subject Official).

<sup>2</sup> 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: the death or serious injury of a person, the discharge of a firearm at a person, or the sexual assault of a person, as reported by the person.

### *Incident Summary*

On December 22, 2024, a police sergeant observed an individual smoking what appeared to be illicit drugs in London, Ontario. After confirming the person had outstanding warrants with the Ontario Provincial Police (OPP), the sergeant arrested the individual and transported them to the London Police Service Headquarters Detention Unit (HDU). During intake, suspected crystal methamphetamine was found among the individual's belongings, though no charges were laid for possession. Shortly after, OPP officers assumed custody and transferred the individual to their Tillsonburg detachment.

The following day, the individual ingested fentanyl that had been concealed in their body, resulting in a severe overdose requiring hospitalization at Tillsonburg General Hospital. The OPP notified the Special Investigations Unit (SIU), which launched an inquiry. One officer was designated as a Subject Official, and another as a Witness Official. On October 2, 2025, the SIU concluded its investigation, finding no grounds for criminal charges and formally closed the case.

### *Summary of Findings: Special Investigations Unit*

The review concluded that the care provided to the Complainant while in police custody met the requirements of criminal law. The central issue was how the Complainant managed to ingest fentanyl while detained. Four pat-down searches were conducted, including one at the arrest scene and another before placement in a cell at the OPP Detachment. The Director was satisfied with the adequacy of the searches performed.

The fentanyl consumed had been hidden in an area of the body that rendered detection during pat-downs unlikely. While a strip search might have uncovered the drugs, by law, such searches are only permissible on reasonable grounds. Given the circumstances—including prior searches and the Complainant's coherent condition—the decision not to conduct a strip search was found to be reasonable. Similarly, continuous monitoring in the cell was not deemed necessary, as the Complainant appeared stable and had already been searched multiple times.

Ultimately, the Director concluded that there was no basis for criminal charges.

### *Summary of Findings: LPS Professional Standards Branch*

The procedures most relevant to this review were AD-002.01 (SIU Incidents), LE-004.01 (Search and Seizure), and LE-010.02 (Searches of Persons in Custody).

The review found that members were not aware the incident would fall under the SIU mandate at the time of custody. This lack of awareness was not attributable to bad faith, willful blindness, or ignorance. The individual was in LPS custody for approximately one and a half hours before being transferred to the OPP and the overdose occurred approximately twenty-four hours after leaving LPS custody. Once notified that the SIU had invoked its mandate, the involved officers complied fully with the applicable procedure.

The procedures governing search and seizure, as well as searches of persons in custody, were followed by all involved members. There is no evidence of misconduct or procedural breach, and actions taken were consistent with LPS procedure and legislative requirements.

### *Corrective Action*

Considering the findings, there is no corrective action warranted. However, the PSB investigation recommended that procedures relating to persons in custody be reviewed with a view to standardizing the documentation of hand-off of persons in custody from the LPS to another agency. The recommendation has been referred to the Support Services Division for appropriate follow-up.

**CONCLUSION:**

The Professional Standards Branch investigation determined that London Police Service procedures related to the incident were in keeping with legislation and otherwise provide adequate and appropriate guidance to members.

With respect to the conduct of the designated officials, the investigation determined it to have complied 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